

BD FORM 400-A1:JA1: J16

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET

(FY 2026)

Agency: **DEPED-SCHOOLS DIVISION OFFICE OF NUEVA VIZCAYA**

Total GAA of Agency: **3,299,646,000.00 (MOOE - 406,321,000.00)**

5% of the GAA: **185,288,350.00** (as provided by SDO Budget Officer) 1 287 550.00 SDO, 19 058 500.00 Schools

Gender Issue/ GAD Mandate	Cause of Gender Issue/ Role of DepEd	GAD Objective	Relevant Agency MFO/ PPA	GAD Activity	Output Performance Indicators and Target	GAD Budget	Source of Budget	Responsible Unit/Office
1	2	3	4	5	6	7	8	9
Client-Focused								
Observance of GAD Mandates -Women's Month Celebration / Fathers' Day 2026- June - May								
Observance of National Women's Month in accordance to Proclamation Nos. 224, 227, series of 1998, and Mothers' Day Celebration	Need to highlight women's right and their role in national development and nation-building	Empowered thru their active participation in the National Women's Month Celebration.	Basic Education Services	Conduct of Culmination Program on Women Empowerment	Number of culmination program on women empowerment conducted	Token for 180 pax *75 = 13,500	GAD fund	SDO, schools
Observance of Fathers' Day Celebration	Need to highlight father's right and their role in national development and nation-building	Empowered thru their active participation in the National Fathers' Day Celebration.	Basic Education Services	Conduct of Culmination Program on Fathers' Empowerment	Number of culmination program on fathers' empowerment conducted	Token for 180 pax *75 = 13,500	GAD fund	SDO, schools
Observance of GAD Mandates - Pride Month June								
Pride Month	1. Lack of awareness of gender-related issues, concepts, madates and policies of RO 2. Absence of contextualized statements supporting GAD related activities 3. Need to sustain gender mainstreaming efforts in the workplace	Strengthened mechanisms to ensure women empowerment and participation to observance of international/nationa l/local GAD related events	MFO2	Observance of GAD Mandates such as Women's Month, VAWC, Safespace Act, Anti-Bastos Law, Equal Opportunity, SOGIE Bill, and other mandates that supports and strengthen Gender Mainstreaming Program of the Region	Orientation on SOGIE Bill and other mandates	Honorarium of speaker= 6,000	GAD Fund	schools
Observance of GAD Mandates: 18- Day Campaign								
RA 8972 “An Act Providing for Benefits and Privileges to Solo Parents and their Children, Appropriating Funds Thereof and For Other Purposes.”	Absence of GAD-related program for Single-parents and OFW husband/wife of DepEd employees	To capture all DepEd employees in the SDO GAD-related PAPs	Basic Education Services	Gather data on Single-parents and OFW husband/wife of DepEd employees	Running file/Data on Single-parents and OFW husband/wife of DepEd employees	-	GAD fund	SDO
RA 9262, "Anti-VAWC Act of 2004", RA 7877 "Anti-Sexual Harassment Act of 1995"	Conduct continuous information drive and advocacy campaign to DepEd Employees.	To participate in the observance of the 18-day Campaign to End Violence Against Women	Basic Education Services	Conduct Symposium for the 18-day campaign on VAWC and other activities. Use social media against VAW.	No. of VAWC symposia conducted and activities	Traveling expenses = 20,000	GAD fund	SDO

DepEd Order No. 40, s. 2012: DepEd Child Protection Policy	Cases of Child Abuse in the Area	Awareness of the DepEd Child Protection Policy	Basic Education Services	To conduct L&D on Awareness of the DepEd Child Protection Policy	No. of Activity Conducted	100 pax * 400 meals and snacks and venue * 2 days = 120,000	GAD fund	SDO
				To be invited as resource speakers on Child Protection Policy	No. of accepted invitation	Traveling expenses = 10,000	GAD Fund	SDO
Nursing Mothers and Solo Parents: Frequent Absenteeism of nursing mothers and solo parents	Gender Responsive-Basic Education Infrastructure Facilities	Gender-Responsive Basic Education infrastructure and facilities	MFO2	Accesssibility to Lactation and Child minding room	Presence of lactation and child-minding room	Establishme nt /provision of needed facility/ies = 20,000	GAD fund	SDO
Teenage Pregnancy / Early Marriage:Limited access to economic equality, peer pressure and influence, depression, and ineffective implementation of inclusive education	Increasing number of learners engaging in teenage/unwanted pregnancy and early marriage	Eradicate/ decrease learners' engagement in teenage/unwanted pregnancy and early marriage	Basic Education Services	Conduct of Symposium and Guidance Counselling sessions and activities	Number of symposia/and Guidance and Counselling sessions conducted	Training /traveling expenses = 30,000	GAD fund	SDO
Limited knowledge and skills on GAD policy guidelines	New processes and information on GAD evolved over time	Enhanced capabilities of all GFPS members on GAD	Basic Education Services	Promote advocacy campaigns and open platforms (PIR, ExeCom, GAD Caravan, etc.) for sharing re policy guidelines	Presence of advocacy materials; No. of GAD Caravan conducted	Printed materials 15,000 Traveling expenses 20,000 = 35,000	GAD fund	SDO
Lack of Gender Responsive Curriculum and other Instructional Materials	Inadequate capacity of SDO leaders in developing Gender Responsive Curriculum and other Instructional Materials	To develop Gender responsive Curriculum Integration and other instructional Materials	Basic Education Services	Orientation/ integration on the development of Gender Responsive Curriculum and other Instructional Materials	No. of trainings conducted on the development and integration of Gender Responsive Curriculum and other Instructional Materials	50 pax * 400 = 20,000 supplies 3,000 venue 5,000 Tot= 28,000	GAD fund	SDO
Inadequate facilities to address reproductive needs of women and men employees and clients of DepEd such as lactation rooms/childminding centers, safe spaces, ramps, handrails, etc.	Social stigma, inequality and discrimination	To decrease and/or eradicate social stigma, inequality and discrimination	Basic Education Services	Establishment and/or renovation of facilities	Genderized toilet rooms for learners,clientele and teachers & employees, ramps, etc.	59,500	GAD fund	SDO
Low level of GAD related research submitted in BERF	Lack of awareness on GAD -related research	Compendium/ publication of GAD related research of the Agency	MFO2	Capacity Building on gender analysis and its use as basis in writing GAD-related research and preparation of GPB	Number of GAD related Researches c/ presentedonducted		GAD /HRTD fund	SDO, Shools
Agency-wide observance of various GAD Mandates on safety and welfare of DepEd personnel, learners and stakeholders	Contextualized /localized GAD IEC Materials	DepEd compliance to GAD Mandates on Safety and Welfare across governance levels	MFO2	Observance of the RA 11930: Anti Online Sexual Abuse or Exploitation of Children Materials Act.	Number of GAD IEC MATERIALS produced and distributed		GAD fund	SDO & Schools
Organization-Focused								

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Limited knowledge and appreciation of Division GFPS/School GAD Focals on the use of Gender Analysis and other GAD- related tools	Less access to trainings relative to Gender Analysis	Increased the knowledge and appreciation of the GFPS and Program Implementers in the use of Gender Analysis; e.g., Harmonized Gender and Development Guidelines (HGDG)	Basic Education Services	Conduct of upskilling on the use of Gender Analysis (HGDG) and other GAD- related tools	No. of attended upskilling programs/ activitites by Division GFPS/School GAD Focals on the use of Gender Analysis and other GAD- related tools	85 pax * 350 meals and venue = 35,000 supplies 2050 venue 5,000 TOT = 36,800	GAD fund /HRTD Fund	SDO
Lack of existing award/ incentive system of the organization integrated with GAD perspective DO 32 s. 2017 Rewards and Recognition	DepEd compliance to GAD Mandates on Rewards and Recognition	Recognized Outstanding GAD implementers	MFO2	Rewards and Recogniton		46 certificates for 23 districts (elem and secondary nominees), plaque for Top 3 GAD implementer each from elem and secondary, traveling expenses for SDO/R&R evaluators 30,000	MOOE	SDO
					TOTAL	Ph1 287 550.00		
						Schools	Ph 19 028 500.00	
ATTRIBUTED PROGRAMS								
				Various Training of School Heads, Teachers, and Non-Teaching Personnel and other PPAs of the SDO	No. of trainings conducted.	<i>as per HRD - L&D Calendar and PMIS 2026 (164 982 300.00)</i>	HRTD Fund 20	HRDS, GFPS

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3,299,646,000 PS

406,321,000 MOOE

3,705,967,000 whole SDO

5% of the total GAA SDO NV (including IUs)

185,298,350

MOOE14,015,000

TOTAL25,751,000

5%1287550

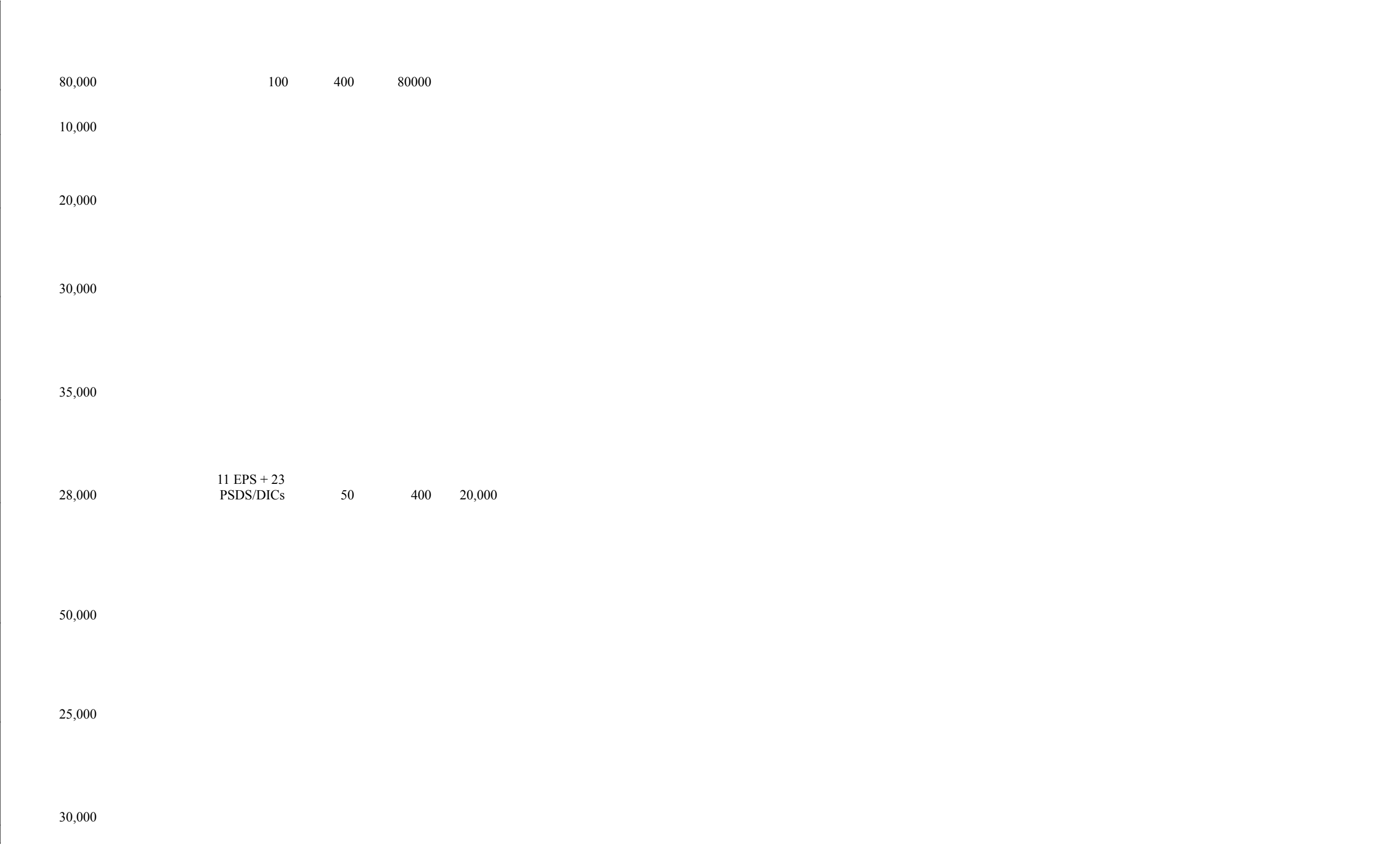
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