


ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2023

Organization: Cebu Normal University		Organization Category: State Universities and Colleges, State Universities and Colleges		
Organization Hierarchy: Cebu Normal University				
Total Budget/GAA of Organization:	684,444,000.00			
Total GAD Budget	85,605,800.00	Primary Sources	85,605,800.00	
		Other Sources	0.00	
% of GAD Allocation:	12.51%			



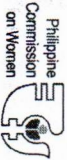
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DR. FILOMENA T. DAYAGBIL  
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Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
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CLIENT-FOCUSED ACTIVITIES								
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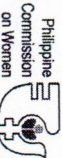
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1	Low level of understanding of the different stakeholders on the basic GAD concepts and gender-related issues and laws	Low involvement of the different stakeholders in basic GAD training	To augment the participation and appreciation of the different stakeholders in the university in relation to GAD awareness, sensitivity, and laws	MFO: Higher Education/Instruction	GAD Orientation and Awareness	100% attendance of the newly-hired faculty from the Nursing Department  Incidence of sex-based discrimination be decreased by 50% on September 2023 with 50 participants for Balamban Campus  90% attendance of the faculty, staff, and students for the Medellin Campus  Activity should be conducted with 90% and 100% participation based on the college's total population of teaching and non-teaching personnel for the College of Arts and Sciences  80% attended among of faculty and staff during the training orientation workshop and crafted revised College Policies and Regulations integrating GAD issues to promote peaceful and harmonious working environment	239,800.00	GAA	College of Nursing and GAD Focal Person  Balamban Campused Balamban GAD Focal Person  Medellin Campus and GAD Focal Person  College of Arts and Sciences and GAD Focal Person  College of Medicine and GAD Focal Person
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Limited knowledge and awareness on the acquisition and management of Breast Cancer for men and women	Less exposure to new ways of management for men and women on Breast Cancer	To strengthen the awareness of the students on the acquisition and management of Breast Cancer for both men and women	MFO: Higher Education/Instruction	Forum on Breast Cancer Awareness (October 2023)	150 participants for College of Arts and Sciences students	37,500.00	GAA	College of Nursing and GAD Focal Person
2								



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3	Inadequate knowledge on coping mechanism of men and women on stress, anxiety, and mental instability which can lead to mental and emotional disorder	Limited social encounters and acquisition of knowledge on how to cope up with stress, anxiety, and mental instability due to pandemic	To provide effective and proactive coping mechanism for men and women in avoiding mental and emotional disorder	MFO: Higher Education/Instruction	Forum on Effective Coping Mechanism of Men and Women in Mental and Emotional Health	500 students17 faculty for Balamban Campus 200 participants which include faculty, students, and staff in the College of Nursing	57,500.00	GAA	Balamban Campus, Vice-President for Research, Vice President for Academics, GAD Office  College of Nursing and GAD Focal Person



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4	Disparity of knowledge on HIV/AIDS Infection Trends	Alarming increase of HIV/AIDS cases in Metro Cebu and in the country	To heightened the knowledge and awareness of the different stakeholders in the university	MFO: Higher Education/Instruction	Seminar on Preventing and Controlling HIV/AIDS Infections	95% of the total population among students leaders will join seminars and forums for Medellin Campus	20,000.00	GAA	Medellin Campus Director, RHU doctors, Campus Nurse, Students Leaders, GAD Office



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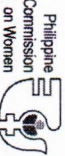
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ORGANIZATION-FOCUSED ACTIVITIES								
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5	GFPS members have limited knowledge and skills on their roles as GFPS to monitor and implement Gender Mainstreaming in the University	No exposure on the monitoring and implementing gender mainstreaming in the university	To acquire knowledge on the roles of GFPS specifically on the monitoring and implementing gender mainstreaming	MFO: Higher Education/Instruction	Attend Gender Audit Training and Gender Analysis Tools for GFPS	More effective and efficient members of the newly organized Focal Point System	40,000.00	GAA	Medellin Campus, GAD Office



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6	Low level of understanding of the different stakeholders on the basic GAD concepts and gender-related issues and laws	Low involvement of the different stakeholders in Basic GAD training	To augment the participation and appreciation of the different stakeholders in the university in relation to GAD awareness, sensitivity, and laws	MFO: Higher Education/Instruction	Conduct series of GAD GOT and GST activities	100%/attendance of the new and junior faculty	100,000.00	GAA	College of Teacher Education and GAD Focal Person, GAD Office
7	Lack of GAD related researches in the research proposals and publications of the university	Limited GAD topics and gender-related issues integration in the cultivation of research proposals until publications in the university.	To seamlessly inculcate GAD topics and gender related issues in the research proposals of the faculty and staff in the university.	MFO: Research	Crafting proposals on GAD related researches. Actual research activity of expected activity.	30% increase in the number of approved GAD related researches	357,500.00	GAA	Vice President for Research , GAD Focal Point System



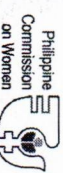


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8	Lack of GAD related researches in the research proposals and publications of the university	Limited GAD topics and gender related issues integration in the cultivation of research proposals until publications in the university.	To seamlessly inculcate GAD topics and gender related issues in the research proposals of the faculty and staff in the university	MFO: Research	Research Training on integrating GAD topics and gender related issues in the crafting of proposals of the faculty and staff	All participants can formulate proposals for research related to GAD with 100 respondents  20% increase in the published promotional materials  Newly construction bulletin board displaying the information and materials on GAD activities and services	198,500.00	GAA	Balamban Extension , Vice President for Research, Vice President for Academics  College of Medicine, GAD Office  College of Arts and Sciences, GAD Focal Person





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Limited number of implementations on GAD community extension projects in the university	Lack of integration of GAD related projects during the extension proposals	To purposely integrate GAD related issues or topics in the conduct of In-house reviews of extension projects in the university	MFO: Extension	Training on Crafting proposals on GAD related extension projects. Evaluation and Monitoring of GAD-related extension projects	50% increase in the number GAD related extension projects  95% of the faculty will integrate gender issues and gaps in their extension project proposals/activities for Medellin Campus	397,500.00	GAA	Vice President for Research GAD Focal Point System  Medellin Campus Director, Program Chairs, GAD Focal Person and Extensionists
9								



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10	Disparity of knowledge on HIV/AIDS Infection Trends	Alarming increase of HIV/AIDS cases in Metro Cebu and in the country	To heightened the knowledge and awareness of the different stakeholders in the university	MFO: Higher Education/Instruction	Seminar on Preventing and Controlling HIV/AIDS Infections	95% of the total population among faculty will join the seminars and forums	20,000.00	GAA	Medellin Campus Director, RHU doctors, Campus Nurse, Students Leaders, GAD Office



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11	Inadequate educational resources related to GAD in the university library	There is no budget allocation for GAD educational resources in the university library	To acquire of books and other educational resources related to GAD	MFO: Higher Education/Instruction	Provision of books and other educational resources related to GAD concepts and gender related issues	Provision of 36 updated books	50,000.00	GAA	Head Librarian, Technical Librarian, Procurement Librarian, GAD Focal Point System



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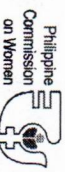
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12	GFPs members have limited knowledge and skills on their roles as GFPs to monitor and implement Gender Mainstreaming in the University	No exposure on the monitoring and implementing gender mainstreaming in the university	To acquire knowledge on the roles of GFPs specifically on the monitoring and implementing gender mainstreaming	MFO: Higher Education/Instruction	Conduct GAD Training for GFPs specifically on Gender Mainstreaming in the University	25 members of the GFPs attended the seminar	32,000.00	GAA	University GAD Office and GAD Focal Person



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13	Limited activities for the National Women's Day as mandated by Republic Act (RA) 6949 s. 1990 and Proclamation No. 224 and 227, series of 1998	Insufficient recognition of the importance of National Womens Day in the university	To celebrate with pride and honor the National Women's Day with different planned activities	MFO: Higher Education/Instruction	Forum on Women Inspiring Women	Laws on women's empowerment will be integrated in the forum on Women Inspiring Women with 90% participation rate	150,000.00	GAA	College of Teacher Education and Integrated Laboratory School GAD Focal Persons
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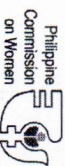


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14	Limited activities for the National Women's Day as mandated by Republic Act (RA) 6949 s. 1990 and Proclamation No. 224 and 227, series of 1998	Insufficient recognition of the importance of National Women's Day in the university	To celebrate with pride and honor the National Women's Day with different planned activities	MFO: Higher Education/Instruction	Inter-Unit Festival of Sports, Dance, and Literary Works in promoting equal opportunity and representation of women and men in the field of sports, dance, and literary works	Increased Awareness and participation of CNU faculty, staff, stakeholders and students on the celebrations of Women's Month - 70% among the faculty and staff attended and participated in the different activities as part of the Women's Month Celebration	124,000.00	GAA	Gender and Development Office, GAD Focal Point System
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15	Limited activities for the National Women's Day as mandated by Republic Act (RA) 6949 s. 1990 and Proclamation No. 224 and 227, series of 1998	Insufficient recognition of the importance of National Womens Day in the university	To celebrate with pride and honor the National Womens Day with different planned activities	MFO: Higher Education/Instruction	Maria Juana Contest in Celebration of National Womens Day	95% of the total population including faculty, staff, and students will join seminars and forums on Women's Month in the Medellin Campus	40,000.00	GAA	Medellin Campus Director, Office of Student Affairs, Faculty, Staff, SSC Officers, and students, GAD Office



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16	1	2	3	4	5	6	7	8	9
Observance of the 18-day campaign to end Violence Against Women (VAW) in accordance with Proclamation No. 1172, series of 2006 and November 25 of every year as "National Consciousness Day for the Elimination of Violence Against Women and Children" in accordance with 10398	Lack of knowledge, awareness, and activities related to Violence Against Women (VAW) in the university	To strengthen participation and promulgate involvement among CNU employees in addressing violence against women	MFO: Higher Education/Instruction	Seminar series on 18-day Campaign to End Violence Against Women	Active participation among the 300 plus CNU employees -(50% male, 50% females) on ways to end violence against women  90% of CNU employees attended and participated in the different activities and manifested pride of being empowered and accepted member of the CNU family	174,000.00	GAA	Gender and Development Office  College of Teachers Education and GAD Focal Person	



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17	Inadequate knowledge and awareness on gender biases and discrimination within Curricular Programs	There is a limited integration of gender sensitivity in course syllabus in most of the programs	To integrate GAD-related topics and activities in the implementation of the course syllabus	MFO: Higher Education/Instruction	Curriculum Quality Audit and Review with GAD Integration of the College of Teacher Education	100% participation of the 93 identified faculty in the university	150,000.00	GAA	College of Teacher Education, GAD Focal Person, GAD Office
18	Low level of understanding of the employees on the basic GAD concepts and gender related issues and laws specifically RA 7877 or Anti-Sexual Harassment	Low level of participation of employees in Basic GAD training and other gender related laws	To promote the law on Anti – Sexual Harassment or RA 7877 to the employees of the university and to increase appreciation of GAD related activities	MFO: Higher Education/Instruction	Seminar on Anti – Sexual Harassment or RA 7877	90% to 100% sex-disaggregated no. of College of Medicine faculty to attend this seminar	100,000.00	GAA	College of Medicine Focal Person
19	Realignment of the curriculum to be responsive and sensitive to GAD concepts and gender-related issues as a mandate by CHED Memo No. 01 Series 2015 (Part IV, Section 1)	Limited knowledge on how to integrate Gad concepts and gender related issues to the curriculum.	To proactively integrate GAD concepts and gender related issues to the curriculum	MFO: Higher Education/Instruction	Workshop on Curriculum Review and Course Mapping	Revised syllabus specifying the inclusion of GAD in the teaching and learning process	37,500.00	GAA	College of Nursing Dean, Program Chair, GAD Office

ATTRIBUTED PROGRAM									
20					CONSTRUCTION OF CNU-VSMMC COLLEGE OF MEDICINE BUILDING		83,280,000.00	GAA	General Services, President Office, College of Medicine and GAD Office
SUB-TOTAL							85,605,800.00	GAA	
TOTAL GAD BUDGET							85,605,800.00		



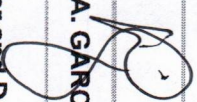


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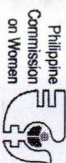
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CHAIR, Gender and Development		OIC, OFFICE OF THE UNIVERSITY PRESIDENT , CEBU NORMAL UNIVERSITY	
			06/02/2023



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