



Republic of the Philippines
Department of Education

30 MAY 2016

DepEd MEMORANDUM
No. 88, s. 2016

CONDUCT OF GENDER AND DEVELOPMENT ACTIVITIES

To: Undersecretaries
Assistant Secretaries
Bureau and Service Directors
Regional Directors
Regional Secretary, ARMM
Schools Division Superintendents
Public Elementary and Secondary Schools Heads

1. Pursuant to Executive Order No. 273 entitled *Approving and Adopting the Philippine Plan for Gender-Responsive Development, 1995-2025* that directs all agencies to institutionalize gender and development (GAD) activities in government, and Republic Act No. 9710, otherwise known as the *Magna Carta of Women*, that mandates gender mainstreaming and gender-responsiveness in all agencies' programs, activities, projects and policies, the Department of Education (DepEd), through the Central Office GAD Focal Point System (GFPS), will conduct the following activities with respective dates, venues and participants:

Activity	Batch	Date and Venue	Participants
Consultative Workshop on Gender-Fair Education	1 Luzon	June 14-16, 2016 within the area of Metro Manila	Selected GFPS members from Central Office and Regional Offices
	2 Visayas and Mindanao	June 28-30, 2016 ECOTECH Center Cebu City	
Gender-Fair Education Policy Enhancement Workshop	1 Luzon	July 12-14, 2016 within the area of Subic, Olongapo City	Selected GFPS members from Central Office and Schools Division Offices
	2 Visayas and Mindanao	July 26-28, 2016 within the area of Davao City	
Development of Quality Assurance and Monitoring and Evaluation (QuAME) Framework and Tool for Gender-Responsiveness in Education	1 Luzon	August 9-11, 2016 within the area of Metro Manila	Selected GFPS members from Central Office, Regional Offices and Schools Division Offices
	2 Visayas and Mindanao	August 23-25, 2016 within the area of Davao City	

2. The activities aim to develop an omnibus policy on gender-fair education and a mechanism to ensure gender-responsiveness of the DepEd's policies, programs, projects and activities. It is also the goal of the activities to elicit policy recommendations in two areas:


- a. Curriculum instruction and assessment that covers the curriculum framework, learners, learning assessment, teaching and non-teaching personnel, instructional materials, learning environment, and advocacy and program management; and
- b. Governance and operations that covers human resource development, business processes, planning and budgeting, and staff and learner support services among others.

3. The program for each workshop and list of expected participants are enclosed. Each activity shall have different participants from the Regional Offices (ROs) and Schools Division Offices (SDOs). RO and SDO participants shall attend only one activity.

4. Expenses relative to the aforementioned activities such as board and lodging of the management staff and secretariat, CO GFPS members, resource persons, facilitators and participants, professional fees of resource persons, contingency, supplies and materials, and other incidental expenses shall be charged to the Human Resource Training and Development (HRTD) Funds stated in the 2015 Continuing Appropriations. Transportation expenses of the CO GFPS members, resource persons, facilitators, and management staff and secretariat shall likewise be charged to the HRTD Funds, whereas the transportation expenses of the regional and schools division offices participants shall be charged to local funds, subject to the usual accounting and auditing rules and regulations.

5. For more information, all concerned may contact **Ms. Maria Elena B. Deacosta**, or **Mr. Noel Dorado, National Educators Academy of the Philippines (NEAP)**, Department of Education (DepEd) Central Office, Second Floor, Mabini Building, DepEd Complex, Meralco Avenue, Pasig City through telefax no. (02) 635-4796, or through email address: deped.neap@gmail.com.

6. Immediate dissemination of this Memorandum is desired.


DINA S. OCAMPO
Undersecretary
Officer-in-Charge

Encls.:

As stated

References:

DepEd Order: Nos. 63, s. 2012 and 27, s. 2013

To be indicated in the Perpetual Index
under the following subjects:

PROGRAMS
STRAND: Governance and Operations

PROJECTS
TRAINING PROGRAMS

(Enclosure to DepEd Memorandum No. 88, s. 2016)

Breakdown of NO. OF PARTICIPANTS

CONSULTATIVE WORKSHOP ON GENDER-FAIR EDUCATION

REGIONS	NO. and LEVEL OF PARTICIPANTS
Batch 1 I, II, III, IV-A, IV-B, NCR, CAR, V	3 pax/region Selected Regional GFPS Members
Batch 2 VI, VII, VIII, IX, X, XI, XII, NIR, CARAGA, ARMM	3 pax/region Selected Regional GFPS Members

Central Office GFPS Members

BATCH 1 (Luzon)

CO PARTICIPANTS	TOTAL PAX
Usec. for Curriculum and Instruction + 1 Technical Assistant/Staff	2
Usec. for Finance and Administration + 1 Technical Assistant/Staff	2
Usec. for Legal and Legislative Affairs + 1 Technical Assistant/Staff	2
Usec. for Governance and Operations + 1 Technical Assistant/Staff	2
ASec. for Planning and Development + 1 Technical Assistant/Staff	2
Bureau of Human Resource and Organizational Development (BHRD)	2
Bureau of Curriculum Development (BCD)	2
Bureau of Learning Resources (BLR)	2
TOTAL	16

BATCH 2 (Cebu City)

CO PARTICIPANTS	TOTAL PAX
Bureau of Learning Delivery (BLD)	4 (with representatives for alternative learning system, Muslim education, indigenous people's education)
National Educators Academy of the Philippines (NEAP)	2
School Health Division, Bureau of Learner Support Services (BLSS)	2
Office of the Planning Service (OPS)	2
Accounting Division	2
Budget Division	2
Bureau of Education Assessment (BEA)	2
TOTAL	16

SECRETARIAT (for Batch 1 and Batch 2)

CO PARTICIPANTS	TOTAL PAX
National Educators Academy of the Philippines - 1 Disbursing Officer - 2 NEAP Quality Assurance Division - 2 Secretariat	5
School Health Division, Bureau of Learner Support Services	4

Resource Person(s): 1 to 3 per batch

GENDER-FAIR EDUCATION POLICY ENHANCEMENT

LIST OF PARTICIPANTS

REGIONS	NO. and LEVEL OF PARTICIPANTS
Batch 1 I, II, III, IV-A, IV-B, NCR, CAR, V	1 participant/3 selected SDOs/region GAD Focal Point from 3 Selected Schools Division Offices(SDOs)/region
Batch 2 VI, VII, VIII, IX, X, XI, XII, NIR, CARAGA, ARMM	1 participant/3 selected SDOs/region GAD Focal Point from 3 Selected Schools Division Offices(SDOs)/region

Central Office GFPS Members

BATCH 1 (Luzon)

CO PARTICIPANTS	TOTAL PAX
Usec. for Curriculum and Instruction + 1 Technical Assistant/Staff	2
Usec. for Finance and Administration + 1 Technical Assistant/Staff	2
Usec. for Legal and Legislative Affairs + 1 Technical Assistant/Staff	2
Usec. for Governance and Operations + 1 Technical Assistant/Staff	2
ASec. for Planning and Development + 1 Technical Assistant/Staff	2
Bureau of Human Resource and Organizational Development (BHRD)	2
Bureau of Curriculum Development (BCD)	2
Bureau of Learning Resources (BLR)	2
TOTAL	16

BATCH 2 (Vis/Min)

CO PARTICIPANTS	TOTAL PAX
Bureau of Learning Delivery (BLD)	4 (with representatives for alternative learning system, Muslim education, indigenous people's education)
National Educators Academy of the Philippines (NEAP)	2
School Health Division, Bureau of Learner Support Services (BLSS)	2
Office of the Planning Service (OPS)	2
Accounting Division	2
Budget Division	2
Bureau of Education Assessment (BEA)	2
TOTAL	16

SECRETARIAT (for Batch 1 and Batch 2)

CO PARTICIPANTS	TOTAL PAX
National Educators Academy of the Philippines - 1 Disbursing Officer - 2 NEAP Quality Assurance Division - 2 Secretariat	5
School Health Division, Bureau of Learner Support Services	4

Resource Person(s): 1 to 3 per batch

**DEVELOPMENT OF QUALITY ASSURANCE AND MONITORING AND
EVALUATION (QUAME) FRAMEWORK AND TOOL FOR GENDER
RESPONSIVENESS IN EDUCATION**

REGIONS	NO. and LEVEL OF PARTICIPANTS
Batch 1 I, II, III, IV-A, IV-B, NCR, CAR, V	1 participant from RO GFPS + 1 participant from selected SDO + 1 participant from RO- QAD/region
Batch 2 VI, VII, VIII, IX, X, XI, XII, NIR, CARAGA, ARMM	1 participant from RO GFPS + 1 participant from selected SDO + 1 participant from RO- QAD/region

Central Office GFPS Members

BATCH 1 (Luzon)

CO PARTICIPANTS	TOTAL PAX
Usec. for Curriculum and Instruction + 1 Technical Assistant/Staff	2
Usec. for Finance and Administration + 1 Technical Assistant/Staff	2
Usec. for Legal and Legislative Affairs + 1 Technical Assistant/Staff	2
Usec. for Governance and Operations + 1 Technical Assistant/Staff	2
ASec. for Planning and Development + 1 Technical Assistant/Staff	2
Bureau of Human Resource and Organizational Development (BHROD)	2
Bureau of Curriculum Development (BCD)	2
Bureau of Learning Resources (BLR)	2
TOTAL	16

BATCH 2 (Vis/Min)

CO PARTICIPANTS	TOTAL PAX
Bureau of Learning Delivery (BLD)	4 (with representatives for alternative learning system, Muslim education, indigenous people's education)
National Educators Academy of the Philippines (NEAP)	2
School Health Division, Bureau of Learner Support Services (BLSS)	2
Office of the Planning Service (OPS)	2
Accounting Division	2
Budget Division	2
Bureau of Education Assessment (BEA)	2
TOTAL	16

SECRETARIAT (for Batch 1 and Batch 2)

CO PARTICIPANTS	TOTAL PAX
National Educators Academy of the Philippines - 1 Disbursing Officer - 2 NEAP Quality Assurance Division - 2 Secretariat	5
School Health Division, Bureau of Learner Support Services	4

Resource Person(s): 1 to 3 per batch

Consultative Workshop on Gender-Fair Education

Start	End	Duration	Day 0	Day 1	Day 2	Day 3	Day 4
Objectives:			Welcome participants and have them settled in	Introduce participants to GAD concepts, gender issues in education, and DepEd's GPB for 2016-2018	Ask participants to identify gender issues in CIA & Governance & Operations and make policy recommendations	Improve draft omnibus policy with inputs from participants	Send off participants
Outputs:			Participants settled in	Input to participants provided	Gender issues in CIA & Governance & Operations and corresponding policy recommendations identified	Draft omnibus policy on gender-fair education improved	Participants sent off
8:00	10:00	2:00		Opening Program / Expectations Setting	Workshop 1: Identifying Gender Issues in CIA and Governance & Operations	Workshop 3: Omnibus Policy on Gender-Fair Education writing by section	Departure
10:00	10:15	0:15		BREAK	BREAK	BREAK	
10:15	12:00	1:45		GAD Concepts and Core Messages (including PPGD, DepEd's mandate under the MCW)	Workshop 2: Policy Recommendations to Address Gender Issues in CIA and Governance & Operations	Continuation of Workshop 3	
12:00	1:30	1:30		LUNCH	LUNCH	LUNCH	
1:30	3:00	1:30	Arrival / Settling Down / Registration	Gender Issues in Education (Millenium Development Goals, Education for All, Sustainable Development Goals, & WEDGE)	Presentation of Output	Presentation and critiquing of Output: 2nd Draft of Omnibus Policy on Gender-fair Education	
3:00	3:15	0:15		BREAK	BREAK		
3:15	5:30	2:15	Arrival / Settling Down / Registration	DepEd's 2016-2018 GAD Plan and Budget	DepEd Policy Writing & Presentation of 1st Draft of Omnibus Policy on Gender-Fair Education	Continuation of critiquing/Evaluation/Closing Program	
5:30	6:30	1:00		REST	REST	REST	
6:30	7:00	0:30	DINNER	DINNER	DINNER	DINNER	

Gender-Fair Education Policy Enhancement Workshop

Start	End	Duration	Day 0	Day 1	Day 2	Day 3	Day 4
Objectives:			Welcome participants and have them settled in	Introduce participants to Draft 2 of Omnibus Policy on Gender-Fair Education to identify gaps	Ask participants to enhance Draft 2 of Omnibus Policy on Gender-Fair Education by addressing its gaps	Present and critique Draft 3 of Omnibus Policy on Gender-Fair Education	Send off participants
Outputs:			Participants settled in	Gaps in Draft 2 of Omnibus Policy on Gender-Fair Education identified	Draft 2 of Omnibus Policy on Gender-Fair Education enhanced	Draft 3 of Omnibus Policy on Gender-Fair Education presented and critiqued	Participants sent off
8:00	10:00	2:00		Opening Program / Expectations Setting / Presentation of Draft 2 of Omnibus Policy on Gender-Fair Education	Presentation of Output of Workshop 1	Presentation & critiquing of Output of Workshop 2: Draft 3 of Omnibus Policy on Gender-Fair Education	Departure
10:00	10:15	0:15		BREAK	BREAK	BREAK	
10:15	12:00	1:45		Continuation of Presentation of Draft 2 of Omnibus Policy on Gender-Fair Education	Workshop 2: Writing and revision of Draft 2 of Omnibus Policy on Gender-Fair Education	Continuation of presentation & critiquing	
12:00	1:30	1:30		LUNCH	LUNCH	LUNCH	
1:30	3:00	1:30	Arrival / Settling Down / Registration	Workshop 1: Identifying gaps in Draft 2 of Omnibus Policy on Gender-Fair Education	Continuation of Workshop 2	Draft 3 Revision	
3:00	3:15	0:15		BREAK	BREAK	BREAK	
3:15	5:30	2:15	Arrival / Settling Down / Registration	Continuation of Workshop 1	Continuation of Workshop 2	Next Steps / Evaluation/ Closing Program	
5:30	6:30	1:00		REST	REST	REST	
6:30	7:00	0:30	DINNER	DINNER	DINNER	DINNER	

Development of Quality Assurance and Monitoring and Evaluation (QuAME) Framework and Tool for Gender-Responsiveness in Education

Start	End	Duration	Day 0	Day 1	Day 2	Day 3	Day 4
Objectives:			Welcome participants and have them settled in.	Introduce participants to basic concepts on GAD and the DepEd GPB	Build participants' capacity on M&E and develop the DepEd GPB M&E Framework	Develop a tool for developing and evaluating GAD Responsive PPAs	Have the participants evaluate the program and send participants off.
Outputs:			Participants settled in	Trained participants	Trained participants / Workshop 1 and 2 outputs	Trained participants and workshop 3 outputs (Tool for Developing and Evaluating GAD Responsive PPAs)	Participants sent off
8:00	10:00	2:00		Opening Program / Levelling of Expectations	Fundamentals of M&E for GAD and the Education Sector	Gender Analysis / Gender Analysis Tool (GEWEF)	Home Sweet Home
10:00	10:15	0:15		BREAK	BREAK	BREAK	
10:15	12:00	1:45		GAD Concepts and Core Messages	Workshop 1: Development of GPB M&E Framework	Harmonized GAD Guidelines (HGDG)	
12:00	1:30	1:30		LUNCH	LUNCH	LUNCH	
1:30	3:00	1:30	Arrival / Settling Down / Registration	Proposed Basic Education Planning Framework	Workshop 2: Development of GPB M&E Framework	Workshop 3: Development of Tool for Developing and Evaluating GAD Responsive PPAs	
3:00	3:15	0:15		BREAK	BREAK	BREAK	
3:15	5:30	2:15	Arrival / Settling Down / Registration	Presentation of 2016 GAD Budget and Action Plan (Presentation)	Presentation of GPB M&E Framework	Presentatio of Tool for Developing and Evaluating GAD Responsive PPAs	
5:30	6:30	1:00		REST	REST	REST	
6:30	7:00	0:30	DINNER	DINNER	DINNER	DINNER	