GAD MANUAL OF OPERATIONS

Pangasinan State University
URDUJA GAD RESOURCE CENTER
MANUAL OF OPERATIONS

-UNIVERSITY VISION-

To be a leading industry-driven state university in the ASEAN region by 2030

- UNIVERSITY MISSION -

The Pangasinan State University shall provide human-centric, resilient and sustainable academic environment to produce dynamic, responsive, and future-ready individuals capable of meeting the requirements of the local and global communities and industries.

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Acknowledgement

Our sincere appreciation goes to **Dr. Gilbert P. Moralista,** former GAD Director, all former GAD Coordinators, and all other GAD advocates, whose pioneering efforts as a part of TWG were instrumental in formulating Gender and Development (GAD) Manual of Operations. Their dedication and expertise have greatly contributed to advancing gender equality initiatives within our organizations.

We extend our heartfelt appreciation to the dedicated members of the Technical Working Group (TWG) who tirelessly revised and updated this Manual of Operations for Gender and Development (GAD). Their collective expertise, commitment, and collaborative efforts have been invaluable in ensuring the relevance, accuracy, and effectiveness of this resource. We are deeply grateful for their contributions, which have strengthened our organizations capacity to advance gender equality and women's empowerment.

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Chairperson, GFPS TWG
Director of Gender and Development

$\mathfrak{Pangasinan}$ $\mathfrak{State}$ $\mathfrak{University}$
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Chapter 1

OVERVIEW OF GENDER AND DEVELOPMENT

1.1 Legal Bases of Gender and Development

"State parties determined to reaffirm faith in fundamental human rights, in the dignity and worth of every human person, in the equal rights of men and women, and nations large and small," as stated in the United Nations Charter of 1945. Furthermore, the same Charter mandates that the UN promote and support respect for fundamental freedoms and human rights for everyone without distinction as to race, sex, language, or religion (Chapter 1, Article 1). The United Nations Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), which was adopted in 1987, urged all State Parties to condemn discrimination against women in all its forms and commit to pursuing an immediate policy of eliminating such discrimination (Part 1, Article 2)

In accordance with this principle, the Philippines acknowledges the invaluable contribution that women make in nation-building and is mandated to ensure the fundamental equality before the law of women and men (Article II, Section 14 of the 1987 Philippine Constitution), encourage women's empowerment, pursue equal opportunities for women and men, and ensure equal access to resources and development outcomes (Chapter 1, Section 2 of the Magna Carta of Women (MCW) or Republic Act No. 9710). Furthermore, the State shall endeavor to develop plans, policies, programs, measures, and mechanisms to address discrimination and inequalities in the social, political, economic, and cultural lives of women and men.

The Pangasinan State University is morally and legally bound to develop, put into effect, monitor, and assess policies, programs, and projects in all social, political, civil, and economic spheres to end discrimination against women in all its manifestations, in compliance with these existing laws in effect at the national and international levels.

Thus, this Gender and Development (GAD) Operations Manual contains necessary policies, processes, and procedures governing the conduct of GAD-related programs, projects, and activities of Pangasinan State University (PSU). GAD, as per the Magna Carta of Women, is defined as the development perspective and process that is participatory and empowering, equitable, sustainable, free from violence, respectful of human rights, supportive of self-determination, and actualization of human potential. Likewise, it highlights that GAD focuses on Gender Mainstreaming that will enable to make women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring, and evaluation of policies, programs arid projects in all social, political, civil and economic spheres so that women and men benefit equally; and assess the implications for women and men of any planned action, including legislation, policies, or programs in all areas and at all levels.

1.2 Gender and Development Agenda

The Gender and Development agenda supports the University's Vision, Mission, and Strategic Goals. It also recognizes the commitment of the University to various gender-related laws and policies, which include the Philippine Commission on Women (PCW) memorandum circulars and guidelines, CHED Memorandum Order No.1, Series of 2015, the Philippine Plan for Gender-Responsive Development (1995-2025), the Magna Carta of Women (R.A. 9710), the 1987 Philippine Constitution, and the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) adopted by the United Nations in 1987. The agenda forms the term GENDER.

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1.2.1 GAD Strategic Framework

GENDER AND DEVELOPMENT AGENDA

G - enerate gender-responsive and gender-neutral programs, activities, and projects of the University.
E - liminate all forms of gender discrimination in all PSU mandates and policies.
N - urture the potentials of the marginalized sectors for a sustainable social responsibility.
D - evelop a relationship with GAD-partner agencies and stakeholders for a diversified and globalized academic community.
E - ncourage a gender-responsive Research and Extension Programs.
R - ealize result-oriented and gender-based enabling mechanisms to accelerate and catalyze gender mainstreaming for the University and clientele.

Figure 1. GAD Agenda

GAD Mandate:
The Pangasinan State University Gender and Development Office will serve as an instrument for the holistic development of neutral and gender-responsive manpower resources in Region I, particularly in the Province of Pangasinan. The University adheres to mainstream gender in professional and technical training in the arts, sciences, humanities, and technology and the conduct of scientific research and technological studies (P.D.1497).

GAD Vision:
To be a Gender-Responsive Industry-Driven State University in the ASEAN Region by 2030.

GAD Mission:

The Pangasinan State University shall provide a gender-sensitive, human-centered, resilient, and sustainable academic environment to develop dynamic, future-ready, and gender-responsive women and men capable of addressing the needs of the local and international communities and industries.

GAD Strategic Goals:

SG 1: Gender-based, industry-driven, and innovation-focused curriculum program

SG 2: Gender-sensitive and responsive research, extension, and innovative programs

SG 3: Gender-neutral governance

SG 4: Gender-fair and high performing human resource

SG 5: Gender-responsive Internationalization Program

1.2.2 GAD Programs and Services

GAD SG 1: Gender-based, industry-driven, and innovation-focused curriculum program
Program: Gender-Based Curriculum and Instruction
Services:
- Workshop on GAD-Responsive Curriculum Development
- Production of Information, Education and Communication Materials
- Development of GAD-Responsive Instructional Materials

GAD SG 2: Gender-sensitive and responsive research, extension, and innovative programs.
Program: Gender and Development Responsive Research and Extension Program
Services:
- GAD Related Research in-house review
- GAD Related Extension in-house review
- Research on Climate Change Adaptation and Mitigation
- Workshop and Training on GAD Responsive Research and Extension
- Training and Information Materials on Community-based Adaptation Actions
- Collect and Analyze Sex-Disaggregated Data

GAD SG 3: Gender-neutral governance.
Program: Implementation of GAD Related Laws and Policies
Services:
- GAD Forum: RA 9710 (Magna Carta of Women); RA 9262 (Violence Against Women and their Children); RA11313 (Safe Spaces Act); Gender Fair Language; etc.   Use Harmonized GAD Guidelines Checklist for GAD Attributions in climate-tagged PAPs

Enhancement of GAD MOP
GAD Infrastructures:
- PSU Urduja GAD Resource Center*
- Gender Neutral Washroom*
- Childcare and Learning Center*

*Infrastructure projects

GAD SG 4: High-performing and gender-fair human resource.
Program: Capacity Development Program
Services:

- Trainer's Training (TrTr)
- Gender Sensitivity Training
- Gender Analysis
- Gender Responsive Budgeting and Planning
- GADtimpala: Awards and Recognition
- GAD Audit

GAD SG 5: Gender-responsive Internationalization Program.
Program: Gender-responsive Internationalization Program
Services:
- Global Citizenship Education
- Promotion of Peace Education
- National and International Linkages and Partnerships

1.2.3. STRATEGIC PLAN