



Republic of the Philippines  
**Department of Education**  
REGION XI  
SCHOOLS DIVISION OF DAVAO DEL NORTE

DEPED DIVISION OF DAVAO DEL NORTE  
RECORDS SECTION  
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Date: 21 APR 2022 3:28 pm  
By: \_\_\_\_\_

Office of the Schools Division Superintendent

April 21, 2022

DIVISION MEMORANDUM  
No. 522, s. 2022

**MAINSTREAMING GENDER AND DEVELOPMENT (GAD) IN THE PROGRAMS, PROJECTS, AND ACTIVITIES (PPAS) OF BOY SCOUTS OF THE PHILIPPINES (BSP)**

- To: Assistant Schools Division Superintendent  
Chief Education Supervisor, Curriculum Implementation Division (CID)  
Chief Education Supervisor, School Governance and Operations Division (SGOD)  
Education Program Supervisors, Curriculum Implementation Division (CID)  
Public Schools District Supervisors  
School Heads, Integrated, Elementary, and Secondary Schools
- Attached are the National Office Memorandum No. 23, s. 2022 of the Boy Scout of the Philippines (BSP), titled **“Mainstreaming Gender and Development (GAD) in the Programs, Projects, and Activities (PPAs)”** and the DepEd Region XI Advisory dated April 19, 2022, relative to the adoption of Gender and Development (GAD) in all BSP-DepEd Activities.
  - With this, all BSP Coordinators are advised to read and comply with the attached memorandum.
  - This office reiterates the strict observance of the IATF health protocols such as social distancing and wearing of face mask and face shield.
  - In adherence to all policies, everyone is encouraged to continuously support and value equality and diversity (Equal Opportunity Principle) within the Department.
  - Immediate dissemination of and compliance with this memorandum is desired.

**DEE D. SILVA, DPA, CESO V**  
Schools Division Superintendent



Records



Republic of the Philippines  
**Department of Education**  
DAVAO REGION

Office of the Regional Director

**DEPED REGION XI ADVISORY**  
April 19, 2022

This Advisory is issued for the information of Schools Divisions Superintendents, this Region.

Herewith is a National Office Memorandum No. 23, s. 2022 of the Boy Scout of the Philippines (BSP), entitled "Mainstreaming Gender And Development (GAD) in the Programs, Projects, and Activities (PPAS), which states the adoption of Gender Mainstreaming (GM) in all BSP-DepEd Activities as mentioned.

Please see attached Memorandum.

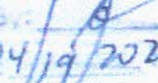
Dissemination of this Advisory is desired.

  
ALLAN G. FARNAZO  
Director IV

Enclosed: As stated

RCCX:grm

DEPARTMENT OF EDUCATION RO  
RECORDS SECTION  
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By:   
Date: 04/19/2022 at 2:12 p  
0422-2551



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# Boy Scouts of the Philippines

## National Office

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Website: www.scouts.org.ph  
Tels. (632) 528 0555 \* 527 8317 to 20 \* Telefax: (632) 528 0577

Office of the Assistant Regional Director

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Signature: [Signature]

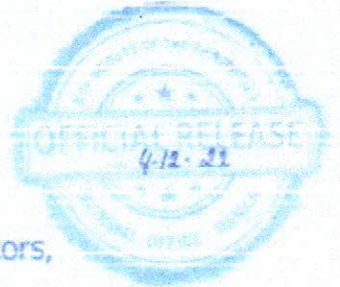
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11 April 2022

### NATIONAL OFFICE MEMORANDUM

Number 23 s. 2022




**TO :** National Office Directors, Regional Scout Directors,  
Council Scout Executives, Officers-In-Charge

**SUBJECT :** **MAINSTREAMING GENDER AND DEVELOPMENT (GAD)  
IN THE PROGRAMS, PROJECTS, AND ACTIVITIES (PPAS)**

1. Pursuant to Section 36 of Republic Act No. 9710, otherwise known as the Magna Carta of Women, which provides that government agencies shall adopt Gender Mainstreaming (GM) as a strategy to promote women's human rights and eliminate gender discrimination in their systems, structures, policies, programs, process, and procedures.
2. Section 6.1 of the PCW-NEDA-DBM Joint Circular (JC) No. 2012-01 provides that at least five percent (5%) of the total agency budget appropriations authorized under the annual GAA shall be drawn from the agency's maintenance and other operating expenses (MOOE), capital outlay (CO), and personal services (PS).
3. Furthermore, Memorandum Circular 2020-05, 1.2.2.1.4 provides that for GOCCs, the computation of the minimum five percent (5%) requirement shall be based on their corporate operating budget (COB).
4. The Boy Scouts of the Philippines (BSoP) adopts Gender Mainstreaming (GM) as a strategy to establish gender-responsive and sensitive development planning processes, challenges, objectives and targets to achieve in the project implementation. This is to include gender perspectives in the design and implementation of plans and programs to carry out BSoP's mandates.
5. Mainstreaming GAD in BSoP's mandates means applying gender lens in fulfilling the scouting activities which will enable to examine and assess differential needs of both men and women or boys or girls.
6. This aims to develop gender-responsive and sensitive training and program designs for all Scouting activities (Programs, Projects, and Activities or PPAs) in order to attribute it to the annual Gender and Development Plan and

Budget (GPB). Towards this end, project officers for all Scout activities shall coordinate with the GAD office to ensure that activity designs are attributable to and are in accordance with the GPB.

7. Upon the implementation of the GAD PAPs, project officers shall be responsible for the collection of **Participant's Profile, Sex-Disaggregated Data of Participants, and after action reports shall be furnished the GAD Office for records, reference, policy and reports purposes.**
8. The Project Officer shall prepare the **Post Activity Report, Financial Report, and other Documentations** as maybe required by the Project Management which shall include but not limited to: the achievement of Gender Mainstreaming objective and targets identified in the Activity Design.
9. *Attached herewith is the Gender and Development Plan and Budget (GPB) for 2022 for your information, reference and guidance.*
10. For any query or information on Gender Mainstreaming and the GPB, please contact Mr. Derek E. Bonifacio at [gad.bsp@gmail.com](mailto:gad.bsp@gmail.com) and at [derekbonifacio0166@gmail.com](mailto:derekbonifacio0166@gmail.com).

  
**ROGELIO S. VILLA JR.**  
Secretary General

cc: Office of the National President  
Office of the Secretary General  
Division Directors  
Regional Scout Directors  
Central Records  
File

FBA/feb

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2022**

**Organization:** Boy Scouts of the Philippines

**Organization Category:** National Government, Government-Owned and Controlled Corporation

**Organization Hierarchy:** Boy Scouts of the Philippines

**Total Budget/GAA of Organization:** 218,277,400.00

**Total GAD Budget** 12,249,500.00 **Primary Sources** 12,249,500.00

**Other Sources** 0.00

**% of GAD Allocation:** 5.61%

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	
1	2	3	4	5	6	7	8	9	
<b>CLIENT-FOCUSED ACTIVITIES</b>									
1	1. Adult Leaders implementing BSP training programs and policies are not fully aware on the GAD programs, policies and its implementing rules that provides continuing education to address gender issues in the society.	Relevant gender topics that are not mainstreamed in the BSP training programs	Equipped the Adults in Scouting with the necessary knowledge, skills, and tools to enable effective mainstreaming of GAD in BSP Training Systems	MFO: Operations	Establishment of gender-balanced and gender sensitive learning sessions for policies, plans, and programs in the BSP national training syllabus, particularly in Adult Leaders Training Scheme and National Trainer's Training Scheme (Basic Training Course, Advanced Training Course, Course for Managers of Learning, Course for Manager of Training)	1. Two (2) relevant gender topics included in the BSP Training Syllabus (BTC, ATC, CML, CMT) 2. Number of women participated in training nationally and internationally:- a. 500 women participated in BTC b. 500 women participated in ATC (P2,000,000.00) c. 100 women participated in CML (P500,000.00) d. 100 women participated in CMT (P150,000.00)	2,650,000.00	GAA	FIELD OPERATIONS DIVISION AND ADMINISTRATION DIVISION



THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN REVIEWED AND ENDORSED THROUGH THE GMMS

**FLORNCIO B. ATINYAO**  
 DIRECTOR FOR  
 ADMINISTRATION

**ROGELIO S. VILLA, JR.**  
 SECRETARY GENERAL



1	2	3	4	5	6	7	8	9
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
2	2. Lack of awareness of clientele and stakeholders that BSP programs encourages the participation of women and young girls	1. Increased percentage of female Scouts' participation in BSP Activities, Programs and Awards. 2. Increase membership of female in the Rover and Senior Scout Section.	MFO: Operations	1. Participation of female Scouts in the BSP Activities, Programs and Awards.	1. 50% of registered female Scouts attended the LC, Regional and National Jamborees. (P150,000.00) 2. 30 female Scouts participated in the National Scout Youth Forum. (P300,000.00) 3. 10 female Scouts qualified as finalist for the National Search for Ten Outstanding Scouts of the Philippines. (P1,500,000.00) 4. 10% increase of female Scouts advanced to the next higher rank. - 1. 50% of registered female Scouts attended the LC, Regional and National Jamborees. 2. 30 female Scouts participated in the National Scout Youth Forum. 3. 10 female Scouts qualified as finalist for the National Search for Ten Outstanding Scouts of the Philippines. 4. 10% increase of female Scouts advanced to the next higher rank.	1,950,000.00	GAA	FIELD OPERATIONS DIVISION AND REGIONAL OFFICES
3	3. Lack of Technical expertise of Professional Staff to process and monitor BSP GAD compliance to PCW with existing mechanisms or PAPs to mainstream gender and development is not being fully implemented.	BSP GAD Plan and Budget implemented, monitored and reported regularly	MFO: General Administration Services	Regular implementation, monitoring and reporting of GAD PAPs.	Hiring of the additional personnel to assist the implementation of GAD PPAs and updated reports. a. One (1) GAD Consultant (P120,000.00) b. One (1) GAD Specialist (P451,500.00)c. One (1) GAD Assistant (P215,000.00) - Hiring of the additional personnel to assist the implementation of GAD PPAs and updated reports. a. One (1) GAD Consultant (P120,000.00) b. One (1) GAD Specialist (P451,500.00)c. One (1) GAD Assistant (P215,000.00)	786,500.00	GAA	ADMINISTRATION DIVISION

**ORGANIZATION-FOCUSED ACTIVITIES**

*[Signature]*  
**FLORENCE R. BANTAYAO**  
 DIRECTOR FOR  
 ADMINISTRATION

*[Signature]*  
**ROGELIO S. VILLALBA, JR.**  
 SECRETARY GENERAL





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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
4. Women toilets in the workplace should be regularly maintained by women personnel	Lack of women personnel to maintain the toilets in the office.	Women toilets in the office should be regularly maintained by a female personnel to address gynecological concerns which affect the health of women employees.	MFO: General Administration Services	To assign a female employees to regularly maintain the cleanliness and sanitation of female toilets.	1. Hired one (1) female contract of service personnel (Administrative Aide) in the National Office to maintain cleanliness of female toilets. (P161,000.00)- 1. Hired one (1) female contract of service personnel (Administrative Aide) in the National Office to maintain cleanliness of female toilets. (P161,000.00)	850,000.00	GAA	ADMINISTRATION DIVISION & REGIONAL OFFICES
5. GAD is not fully mainstreamed in BSP policies.	Absence of mechanism to mainstream GAD in existing BSP policies.	Gender-responsive BSP policies.	MFO: General Administration Services	Review of existing policies and issuances to ensure gender responsiveness.	10 BSP policies and issuances reviewed for gender-responsiveness - 10 BSP policies and issuances reviewed for gender-responsiveness	20,000.00	GAA	PUBLIC RELATIONS AND COMMUNICATIONS OFFICE
6. Lack of capacity of personnel to use gender fair language in communications and other correspondence (R.A 7192)	Lack of capacity development training workshop on gender fair language communications and correspondence.	BSP correspondence & issuances are gender fair language responsive.	MFO: Support to Operators	Conduct of seminar-workshop on the use of gender fair language in communications and correspondence.	1. One seminar-workshop conducted for gender-responsive communication and correspondence 2. 200 women and men employees attended the seminar-workshop. - 1. One seminar-workshop conducted for gender-responsive communication and correspondence 2. 200 women and men employees attended the seminar-workshop.	8,000.00	GAA	PUBLIC RELATIONS AND COMMUNICATIONS OFFICE
7. Non-existence of GAD database to provide needed GAD-related information for gender analysis/audit	Non-establishment of GAD database system to maintain sex-disaggregated data for the purpose of analysis/audit, planning, programming and policy formulation.	Established GAD database system.	MFO: Support to Operators	Development of GAD Database System.	1. Completed profile of 200 employees trainings and seminars generated for GAD database system. 2. Encoded SDD for Scout membership to the 10 Scouting Regions. - 1. Completed profile of 200 employees trainings and seminars generated for GAD database system. 2. Encoded SDD for Scout membership for the 10 Scouting Regions.	80,000.00	GAA	ADMINISTRATION DIVISION



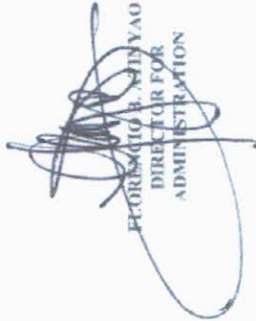
  
**ROGELIO S. VILLA, JR.**  
 SECRETARY GENERAL

  
**FLORENCIO B. ARNYAO**  
 DIRECTOR FOR ADMINISTRATION

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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
8	B. Lack of personnel to process and analyze sex-disaggregated data and other GAD-related information on Scout membership.	Established sex-disaggregated data on Scout Membership	MFO: Support to Operations	Processing and analyzing GAD data on membership forms and other documents to generate SDD and capture GAD-related information.	Assigned one employee from the Information and Communications Technology Office assigned to process the GAD data on employees profile, Scout membership, Trainings and activities and upload data in the GAD Data base system. - Assigned one employee from the Information and Communications Technology Office assigned to process the GAD data on employees profile, Scout membership, Trainings and activities and upload data in the GAD Data base system.	230,000.00	GAA	ADMINISTRATION DIVISION
9	9. Insufficient knowledge and limited capacity of BSP GFPS Members to facilitate GAD mainstreaming in BSP's systems, preparation of 5 years GPD, GAD agenda, process and to facilitate and sustain gender equality.	Enhanced knowledge and provide a sustainable GAD programs and activities for GFPS.	MFO: Operations	Conduct of series of enhancement training seminar and capacity building workshop.	1. Four (4) capacity building trainings conducted for 20 members of the GFPS. a. First Quarterly Meeting -Introduction to GAD Concepts & SOGIESC (70,000.00) b. Second Quarterly Meeting - Fundamentals of Gender Mainstreaming (a.±60,000.00) c. Third Quarterly Meeting - Gender Analysis: Tools and Praxis (a.±60,000.00) d. Fourth Quarterly Meeting - Use of HGDG to Mainstream GAD Elements in the Project Development Cycle (60,000.00) e. GAD Planning and Budgeting (100,000.00)2. Conduct 4 quarterly meetings of GFPS and participated by 20 members of the GFPS (80,000.00)- 1. Four (4) capacity building trainings conducted for 20 members of the GFPS. a. First Quarterly Meeting -Introduction to GAD Concepts & SOGIESC (70,000.00) b. Second Quarterly Meeting - Fundamentals of Gender Mainstreaming (a.±60,000.00) c. Third Quarterly Meeting - Gender Analysis: Tools and Praxis (a.±60,000.00) d. Fourth Quarterly Meeting - Use of HGDG to Mainstream GAD Elements in the Project Development Cycle (60,000.00) e. GAD Planning and Budgeting (100,000.00)2. Conduct 4 quarterly meetings of GFPS and participated by 20 members of the GFPS (80,000.00)	430,000.00	GAA	ADMINISTRATION DIVISION

  
 FLORANTE B. ARIZYO  
 DIRECTOR FOR  
 ADMINISTRATION

  
 ROLITO S. VILLA JR.  
 SECRETARY GENERAL



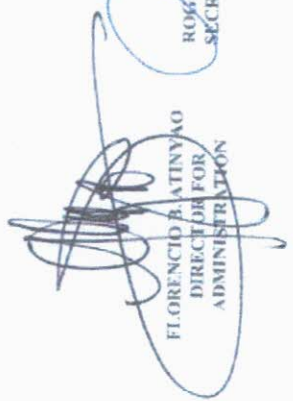
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Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
1	2	3	4	5	6	7	8	9
10. Limited platform for women employees to participate for policy or decision-making or for the creation and monitoring and evaluation of programs and projects	Limited opportunities of women employees to participate in general assemblies, conferences, national and regional meetings, and national review of programs and projects.	Increased the participation of the women by establishing or joining in general assemblies, conferences, national and regional meetings, and regional review of programs and projects.	MFO: Operations	1. Encouragement of participation of women in a general assemblies and policy making forum.	1. 100 female Board Member (LCEB, RSC and NEB) participated in the Annual National Council Meeting. (1,950,000.00) 2. 10% increase in the membership of women in the LCEB, RSC, NEB. 3. 50 female Executives in the Local Council attended the Annual Scout Executives Conference. (1,500,000.00) 4. 10% increase in the Executive Rank of the Local Councils professional staff. (350,000.00) - 1. 100 female Board Member (LCEB, RSC and NEB) participated in the Annual National Council Meeting. (1,950,000.00) 2. 10% increase in the membership of women in the LCEB, RSC, NEB. 3. 50 female Executives in the Local Council attended the Annual Scout Executives Conference. (1,500,000.00) 4. 10% increase in the Executive Rank of the Local Councils professional staff. (350,000.00)	3,800,000.00	GAA	FIELD OPERATIONS DIVISION
11. Lack of awareness of women and men employees on Special Leave Benefits granted to women employees compliant to Magna Carta of Women	Limited trainings/orientation platforms for women and men employees about Special Leave Benefits for woman	1. Capacitate women and men employees on Special Leave Benefits (Magna Carta of Women) through series of seminars. 2. Encourage women employees to avail the Special Leave Benefits for Women 3. Encourage men employees to avail Paternity Leave Benefits	MFO: Support to Operations	Conduct of seminars on Special Leave Benefits for women employees discussing the following topics: 1. Expanded Maternity Benefits 2. Paternity Leave 3. Solo Parent Leave 4. Adoption Leave 5. Gynecological disorder leave benefits	1. 90% of BSP-women and men employees in the National Office, Regional Offices and Local Councils attended the seminars on Special Leave Benefits (SLB) for women. (500,000.00) 2. 5 women employees availed the Special Leave Benefits 3. 10 men employees availed the paternity leave benefits. (100,000.00) - 1. 90% of BSP-women and men employees in the National Office, Regional Offices and Local Councils attended the seminars on Special Leave Benefits (SLB) for women. (500,000.00) 2. 5 women employees availed the Special Leave Benefits 3. 10 men employees availed the paternity leave benefits. (100,000.00)	600,000.00	GAA	ADMINISTRATION DIVISION



  
**FLORENCIO B. ATINYAO**  
 DIRECTOR FOR  
 ADMINISTRATION

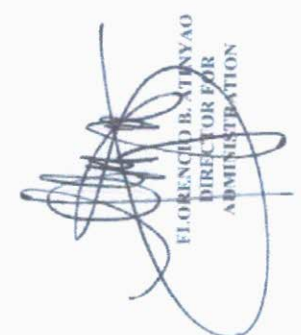
  
**ROGELIO S. VILLA, JR.**  
 SECRETARY GENERAL

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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
1	2	3	4	5	6	7	8	9
12. Absence of avenue for women and men advocates in addressing abuse of women's in various agenda.	Lack of awareness of personnel, especially of women, of their rights and protection provided by the government and by the law and how to use them for their own benefit.	Sustained participation and support to the advocacy on woman's rights and gender equality.	MFO: General Administration Support	1. Participation of women and men in the observance of the 18-day Campaign to End Violence Against Women Conduct seminars on: 1. RA 9262 Anti VAWC Act 2. RA 7977 Anti Sexual Harassment	1. 100 female employees of the National Office, Regional Offices and Local Council Office attended the 18-day Campaign to End VAWC in November 2022 (100,000.00) 2. 150 male employees enlightened on the role of men to end Violence Against Women (75,000.00) - 1. 100 female employees of the National Office, Regional Offices and Local Council Office attended the 18-day Campaign to End VAWC in November 2022 (100,000.00) 2. 150 male employees enlightened on the role of men to end Violence Against Women (75,000.00)	175,000.00	GAA	ADMINISTRATION DIVISION
13. Absence of avenue for women and men advocates to celebrate the importance of role of women in our society, closing gender gap as well as to continue supporting the advocacy and prioritizing women's issues in various agenda.	Lack of awareness of personnel on how to start mainstreaming GAD and heightening GAD awareness in their organization	Sustained participation and support to the advocacy on woman's rights and gender equality.	MFO: General Administration Support	Participation of women and men in the assemblies and other activities organized by BSP in support of the National Women's Month Celebration, as per PCW's theme and other related activities	90% of BSP-women and men employees in the National Office, Regional Offices and Local Councils participated in the National Women's Month Celebration (NWWC) and actively participated series of seminars on GAD programs and policies. a. First Week (200,000.00) b. Second Week (180,000.00) c. Third Week (150,000.00) d. Fourth Week (140,000.00) - 90% of BSP-women and men employees in the National Office, Regional Offices and Local Councils participated in the National Women's Month Celebration (NWWC) and actively participated series of seminars on GAD programs and policies. a. First Week (200,000.00) b. Second Week (180,000.00) c. Third Week (150,000.00) d. Fourth Week (140,000.00)	670,000.00	GAA	ADMINISTRATION DIVISION

SUB-TOTAL 12,249,500.00 GAA  
TOTAL GAD BUDGET 12,249,500.00

  
 FLORENCIO B. TINAYAO  
 DIRECTOR FOR  
 ADMINISTRATION

  
 ROGELIO S. VILLA, JR.  
 SECRETARY GENERAL



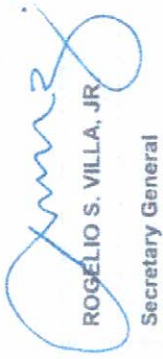
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Prepared By:

  
FLORENCIO B. APINYAO  
Director for Administration

Approved By:

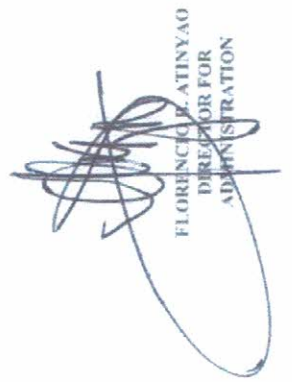
  
ROGELIO S. VILLA, JR.  
Secretary General

Date

02/23/2022



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FLORENCIO B. APINYAO  
DIRECTOR FOR  
ADMINISTRATION

  
ROGELIO S. VILLA, JR.  
SECRETARY GENERAL

