



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OFFICE OF BATAAN

April 30, 2021

DIVISION MEMORANDUM

No. 140 s. 2021

**RECONSTITUTION OF SCHOOLS DIVISION OF BATAAN
GENDER AND DEVELOPMENT FOCAL POINT SYSTEM (GFPS)**

To: OIC-Assistant Schools Division Superintendent
CID AND SGOD Chiefs
Education Program Supervisors
Public Schools District Supervisors
Public Elementary and Secondary School Heads
All Others Concerned

1. Pursuant to the provisions of Republic Act No. 9710 otherwise known as Magna Carta of Women and Regional Memorandum No. 125, s. 2021, Regional Implementation of DepEd Order No. 32, s. 2017, this Office reconstitutes the Gender and Development Focal Point System (GFPSO) established through Division Memorandum No. 49, s. 2016.

2. The GFPS is composed of the following:

GFPS Chairperson:

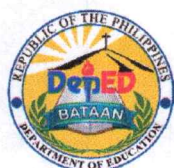
ROLAND M. FRONDA, EdD, CESO VI
OIC-Schools Division Superintendent

Technical Working Group
Head:

WILLIAM RODERICK R. FALLORIN
OIC-Assistant Schools Division Superintendent

Members:

RAMON C. PEREZ
SGOD Chief
MILAGROS M. PENAFLOR, PhD.
CID Chief
MYRA V. DILIG
Accountant III
MYLENE G. SANTOS
Administrative Officer V
PILAR C. IGNACIO
Administrative Officer V
ROSHENAR V. CRUZ
Administrative Officer IV
PERLIE ANN R. TORRES
Administrative Officer IV



“WE MOULD HEROES”

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Secretariat

ROBERTO R. PANTIG, PhD.

SEPS-HRD GAD Focal Person

RAYMOND JOSEPH V. MENDOZA

EPS II-HRD

Monitoring and Evaluation:

HERMIE G. DURAN

SEPS-M&E

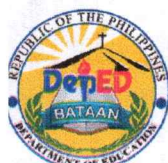
BRYAN M. SANTOS

EPS II-M&E

3. The GFPS shall follow the duties and functions as stated in the Regional Memorandum No. 125, s. 2021:

The GFPS Focal Person shall:

- a. recommend to the Head the need to strengthen their roles and functions. They shall strictly follow their duties and functions to ensure the increase in the utilization of GAD funds through attribution of PAPs and judicious spending of the approved GAD budget;
- b. lead in the gender mainstreaming in policies, plans and programs, activities and projects (PAPs) and in the assessment of gender responsiveness of systems, structures, policies, procedures and programs based on priority thrusts, needs and concerns of DepEd for its stakeholders, particularly students, teachers, and employees;
- c. analyze programs and projects using the Harmonized GAD Guidelines for Programs and Projects to determine their gender sensitivity;
- d. recommend formulation/revision of policies in advancing women's status and child protection;
- e. lead in the review and updating of sex-disaggregated data for GAD database to serve as basis in performance-based gender responsive planning;
- f. implement advocacy activities, including the development of information, education and communication materials to ensure consciousness-building and generating support for GAD;
- g. identify gender issues arising from gender analysis and audit to serve as basis for determining PAPs in the GAD Plan;
- h. prepare GAD plans and budgets and accomplishment reports and ensure their timely submission;
- i. ensure the effective and efficient implementation of the GAD Plan and PAPs and the judicious utilization of the GAD budget;
- j. recommend awards, recognition and other incentives to outstanding institutional GAD programs, activities, and projects for GAD Focal Point members and other personnel/teachers;



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- k. build and strengthen partnership with all GAD Focal Point Persons in the Department, the Philippine Commission on Woman (PCW), national Economic and Development Authority (NEDA), Department of Budget and Management (DBM), GAD-non-government organizations (NGOs) and other partners; and
 - l. coordinate GAD efforts of all offices/units.
4. Part of the duties and functions of the GFPS is to sustain the responsiveness of the GAD programs, through the review of guidelines, and mechanics as follows:
- a. formulate, recommend, and implement policies and frameworks consistent with the principles of gender-responsive recruitment, selection, learning and development, performance management, rewards, and recognition;
 - b. conduct capacity-building for all employees on GRBE, attribution of GAD PAPs and in handling gender issues and concerns;
 - c. create a pool of GRBE experts;
 - d. ensure that the implementation of the Results-Based Performance Management System (RPMS) is gender-responsive;
 - e. ensure that programs inculcate and sustain the department's core values, respond to employees' varied needs, and promote employees' physical, mental, psychological, social, and spiritual well-being;
 - f. ensure that institutional rewards and recognition systems are gender-responsive;
 - g. ensure implementation of the grant of special leaves provided by law, which includes but is not limited to maternity, paternity, solo parent, gynecological, and VAWC; and
 - h. ensure enforcement of public and private schools' implementation of and compliance with RA No. 9710, Sec 13.C on the non-firing of employees on account of pregnancies outside of marriage.
5. Immediate and wide dissemination of this Memorandum is desired.


ROLAND M. FRONDA, EdD, CESO VI

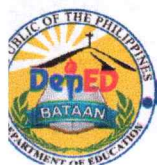
Assistant Schools Division Superintendent

Officer-In-Charge

Office of the Schools Division Superintendent

Encl: As stated

Reference: DepEd Order No. 27, s. 2013



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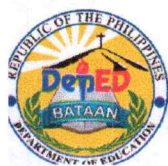
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Regional Memorandum No. 125, s. 2021

To be indicated in the Perpetual Index
Under the following subjects

GENDER AND DEVELOPMENT
GENDER AND DEVELOPMENT FOCAL POINT SYSTEM
GUIDELINES
POLICY

S05



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