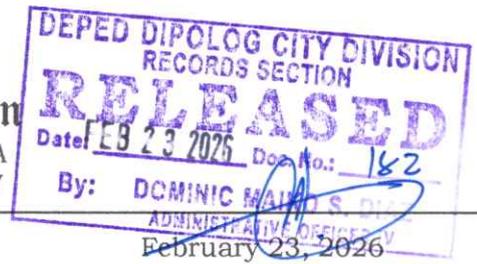




Republic of the Philippines
Department of Education
REGION IX – ZAMBOANGA PENINSULA
SCHOOLS DIVISION OF DIPOLOG CITY



Division Memorandum
No. 182 s. 2026

**GUIDELINES ON THE ESTABLISHMENT OF GENDER AND DEVELOPMENT (GAD)
CORNER**

TO: Assistant Schools Division Superintendent
Chief – Schools Governance and Operations Division
Chief – Curriculum Implementation Division
All Education Program Supervisors
All Public Schools District Supervisors
All Division Office Functional Division/Section Heads
All Public Elementary and Secondary Principals/School Heads
All Schools GAD Focal Person/Coordinator
All Others Concerned
This Division

1. Pursuant to Regional Advisory No. 50, s. 2026 and in reference to PCW Memorandum Circular No. 2025-05, all public elementary and secondary schools are hereby directed to support and ensure the establishment and institutionalization of both Physical and Digital GAD Corners within their respective areas of responsibility.

2. The establishment of these corners aims to:

- a. Promote access to information on gender equality and women's empowerment;
- b. Serve as a platform for disseminating GAD-related programs, activities, policies, and advocacies; and
- c. Strengthen transparency, accountability, and stakeholder engagement in GAD initiatives.

3. In compliance with the guidelines, School Heads shall ensure the following:

- a. Physical GAD Corner: Must be set up in an accessible and visible space within the school, featuring updated Information, Education, and Communication (IEC) materials, announcements, and relevant GAD information.
- b. Digital GAD Corner: Must be integrated into the school's official website or official social media platforms to provide online access to GAD resources, reports, and updates.

4. Funding: Expenses related to the establishment and maintenance of the GAD Corner may be charged to the school's approved GAD Plan and Budget (GPB), subject to existing accounting and auditing rules and regulations.



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5. School Heads are expected to strictly adhere to these guidelines to ensure gender mainstreaming at the institutional level. The Division GAD Focal Point System will monitor compliance during the next scheduled monitoring and evaluation (M&E) activities.

6. Enclosed are documents copy of the Regional Advisory; Enclosure No.1- GAD Corner Compliance Checklist and Enclosure No.2- Division Monitoring and Evaluation Tool for your guidance and references.

7. Should there be more inquiries, please see or contact EPS Monina R. Antiquina, Division GAD Focal Person on her cp # 09495686337 or on her email add: monina.antiquina@deped.gov.ph

6. Immediate dissemination of and strict compliance with this Memorandum is desired.


MA. LIZA R. TABILON, EdD CESO V
Schools Division Superintendent *me.*



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Enclosure No. 1 - GAD Corner Compliance Checklist

Requirement	Status (√ / X)	Evidence Provided
Physical Corner: Accessible & Visible Location		Photo Attached
Physical Corner: Updated IEC/GAD Materials		Photo Attached
Digital Corner: Integrated into official platform		URL/Link Provided
Digital Corner: Accessible GAD reports/updates		Screenshot Attached
Budgeting: Expenses charged to approved GPB		Copy of GPB Entry



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Enclosure No.2: Division Monitoring and Evaluation Tool

Indicators	Observed (Y/N)	Remarks
Corner is in a prominent office/school area		
Information promotes women's empowerment		
Digital platform provides online resource access		
Maintenance is sustained through the GPB		

Monitored by: _____
(Signature over Printed Name of Monitoring Personnel)

Conforme: _____
(Signature over Printed name of School Head)

Date: _____



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Department of Education
 REGIONAL OFFICE IX, ZAMBOANGA PENINSULA

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Office of the Regional Director

Advisory No. 50, s. 2026

February 5, 2026

In compliance with DepEd Order No. 8, s. 2013
 this Advisory is issued not for endorsement per DO 28, s. 2001
 but only for the information of DepEd officials,
 personnel/staff, and the concerned public.
 (Visit www.deped.gov.ph)

**GUIDELINES ON THE ESTABLISHMENT OF GENDER AND
 DEVELOPMENT (GAD) CORNER**

In reference to PCW Memorandum Circular No. 2025-05 dated June 23, 2025, titled "*Guidelines on the Establishment of Gender and Development (GAD) Corner*," all offices/units are hereby advised to support and ensure the establishment and institutionalization of both Physical and Digital GAD Corners within their respective areas of responsibility.

The establishment of the GAD Corner aims to:

1. Promote access to information on gender equality and women's empowerment;
2. Serve as a platform for disseminating GAD-related programs, activities, policies, and advocacies;
3. Strengthen transparency, accountability, and stakeholder engagement in GAD initiatives.

The Physical GAD Corner shall be set up in an accessible and visible space within the office, featuring updated IEC materials, announcements, and relevant GAD information. Meanwhile, the Digital GAD Corner shall be integrated into the agency's official website to provide online access to GAD resources, reports, and updates.

Expenses related to the establishment and maintenance of the GAD Corner may be charged to the approved GAD Plan and Budget (GPB), subject to existing accounting and auditing rules and regulations.

Attached is PCW Memorandum Circular No. 2025-05 for reference and guidance.

Immediate dissemination of this Advisory is desired.

HRDD/MRA/ria/RA
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PCW Memorandum Circular No. 2025 - 05

TO: All Heads of Executive Departments, Agencies, Bureaus, Offices, State Universities and Colleges, Government-Owned and/or –Controlled Corporations, Legislative and Judiciary Branches, Constitutional Bodies, Other Instrumentalities of the National Government, Local Government Units, and All Others Concerned

SUBJECT: Guidelines on the Establishment of Gender and Development (GAD) Corner

DATE: 23 June 2025

1.0 Background and Rationale

Access to information is a fundamental right that empowers citizens and fosters accountability in governance. This right is embedded in the 1987 Philippine Constitution (Section 7, Article III Bill of Rights) which provides that citizens shall have the right to access information on matters of public concern. This includes access to official records, documents, papers related to official acts, transactions, decisions, and government research data used for policy development, subject to limitations provided by law. Further, Section 28 Article II of the Constitution provides that “the State adopts and implements a policy of full disclosure of all its transactions involving public interest.”

The Magna Carta of Women (MCW), on the other hand, emphasizes women’s empowerment and gender equality, including the right of women to information and education. It mandates all government agencies and instrumentalities “to develop and make available information, education, and communication (IEC) materials on their specific programs, services and funding outlays on women’s empowerment and gender equality.”¹

The Public Expenditure and Financial Accountability² (PEFA) program assessed the Philippines’ public financial management (PFM) performance.³ The PEFA framework emphasizes transparency as a critical component of effective public financial management, requiring budget transparency, public access to information, and reporting and auditing. The supplementary framework for Gender-Responsive PFM assessed the extent to which the country is held accountable for how the government budget is used to promote women’s human rights and gender equality.

In line with the legal mandates of the Philippine Constitution and the MCW, and in compliance with the PEFA framework, this Circular is issued to:

¹ Section 29, Right to Information, Magna Carta of Women, 2009, 85.

² The Public Expenditure and Financial Accountability (PEFA) program was initiated in 2001 by seven international development partners: The European Commission, International Monetary Fund, World Bank, and the governments of France, Norway, Switzerland, and the United Kingdom. <https://www.pefa.org/about>

³ <https://www.pefa.org/country-profile/pefa>

1. Enjoin agencies to establish a physical GAD corner and a GAD section in their agency website;
2. Provide reference for the creation, development, and institutionalization of Gender and Development (GAD) Corner and GAD Section; and
3. Provide the minimum requirements of a regularly updated GAD Corner and GAD Section.

Transparency builds public trust and enables citizen engagement and accountability by making information accessible through various platforms. This allows for public scrutiny, feedback, and monitoring of resource utilization. The establishment of a mechanism to gather feedback is aligned with Republic Act 11032 (Ease of Doing Business), and is a means to improve government service.

2.0 GAD Corner

A **GAD Corner** is a designated space or resource that promotes and disseminates information about gender equality and women's empowerment. It aims to educate, raise awareness, and foster a culture of inclusivity and respect for all genders. The two forms are:

- a. **Physical GAD Corner** - refers to a designated display area used as a communication tool in workplaces, schools, and public spaces to promote GAD. It may take the form of a bulletin board (e.g., corkboard, magnet board, whiteboard, or blackboard), or an interactive display, posters, brochures, infographics, and other materials arranged on walls, freestanding panels, tables, or customized structures. It is designed to be engaging and accessible, offering up-to-date information on GAD-related announcements, programs, policies, events, and advocacy messages of the organization.
- b. **Digital GAD Corner** - refers to a dedicated GAD section or page of an organization's website that serves as a platform to showcase the agency's commitment to GAD. It informs the public about GAD-related programs, activities, and projects, provides access to resources such as policy documents, research, IEC materials, and training materials, and encourages dialogue and participation through news, events, and updates.

3.0 Guiding Principles

To ensure the effectiveness and adherence to the overall goals of gender and development, the implementation of this Circular shall be guided by the following principles:

- 3.1 Use of gender-fair terms and languages at all times (Civil Service Commission Memorandum Circular No. 12, series of 2005);
- 3.2 Ensure that diverse groups of people are equally, fairly and proportionately represented in various pertinent information and communication materials;

3.3 The implementation of GAD corners shall fully adhere to the provisions of Republic Act 10173 or the Data Privacy Act of 2012. This is to ensure that only GAD-related information, resources, and services are posted and displayed, protecting privacy and security of personal information and ensuring that all data collected, stored, and processed in the GAD corners are handled with utmost care and in accordance with privacy regulations.

3.4 In cases where personal information is needed, agencies shall ensure that any personal information shared or collected for the digital and physical GAD corners is done with explicit consent and for legitimate, transparent purposes.

3.5 Uphold the principles of nondiscriminatory and nonderogatory portrayal of women, in accordance with the Magna Carta of Women, to effectively achieve the goal of raising awareness through the GAD corners. This is to ensure that the dignity of women is respected, while also recognizing and highlighting their invaluable roles and contributions within the family, community, and the society.

3.6 All news, announcements, and updates displayed and posted in the GAD corners should be gender-sensitive, age-appropriate, disability-inclusive, and culturally-sensitive. This ensures that the information shared promotes equality, respects diverse gender identities, and avoids reinforcing stereotypes or biases.

4.0 General Guidelines

4.1 The head of agencies shall issue appropriate directives to institutionalize the creation, development, implementation, monitoring and evaluation of GAD Corner, in accordance with the provisions outlined in this circular.

4.2 The establishment of both digital and physical GAD corners shall serve as accessible platforms for stakeholders to engage with GAD-related resources, services and information.

4.3 Consistent with the provision of the MCW, the GAD Focal Point System (GFPS) or its designated GAD Technical Working Group (TWG), will manage the physical and digital GAD corner to ensure that the contents are updated. However, this does not preclude the head of agency in appointing or designating a staff who will manage the physical and online GAD corner.

4.4 The GAD Corners shall be updated as frequently as possible to ensure that the most current and relevant information is posted. All relevant news, announcements, and updates, shall be posted immediately or in real-time to further enhance awareness and engagement with GAD initiatives. This proactive approach will help ensure that stakeholders are consistently informed and empowered with up-to-date resources and developments in gender mainstreaming efforts.

4.5 Agencies shall develop a comprehensive tracking matrix to systematically record and outline all updates made to the GAD corners. This matrix will ensure that all displayed information remains current, relevant, and accurate, while also promoting accountability and transparency. The tracking matrix should include key details such as the date of the update,

a description of the updates made or materials displayed, and the name of the responsible person who implemented the changes. This will facilitate efficient monitoring and ensure that all updates are properly documented and managed. (See Annex A for a sample template)

4.6 The GAD Corner page should be integrated into the agency's main website, accessible through a dedicated section or page. (See Annex B: Suggested Wireframe/Mockup)

5.0 Basic Contents of the GAD Corner:

5.1 Agencies must provide comprehensive, up-to-date, and accessible GAD information to all stakeholders to advance gender equality. In order to achieve this objective, agency's GAD corner must have the following materials:

1. Latest GAD-related News and Announcements (e.g., upcoming GAD activities, recently conducted GAD programs, and other relevant updates)
2. GAD Agenda
3. GAD Code (for LGUs)
4. GAD Plan and Budget⁴
5. GAD Accomplishment Report⁵
6. Estado ni Juana Report⁶ - detailing the agency's achievements in gender mainstreaming and the impact of their Gender and Development (GAD) Programs, Activities, and Projects (PAPs) on women and girls. Particular attention should be paid to the benefits for women and girls from underserved communities and marginalized sectors
7. GAD Programs, Activities, and Projects (PAPs)
8. GAD Knowledge Products⁷ and Information, Education, and Communication (IEC) - Materials such as, but not limited to:
 - a. GAD-related laws
 - b. GAD-related policies/issuances (e.g., Reconstitution of the GAD Focal Point System, Order/issuance on the use of gender fair/neutral language, etc.)
 - c. Gender statistics,⁸ including the representation of women in leadership and decision-making positions
 - d. Agency GAD programs projects and activities briefers or documents (e.g., loan program for women MSMEs, financial literacy for women small businesses owners, etc.) with results of HGDG assessment if available
 - e. Developed GAD-related modules, tools etc.
9. Organizational Chart of the GFPS
10. GAD-related awards and recognitions

⁴ All available GPBs should be posted, regardless of endorsement status.

⁵ All signed GAD AR downloaded from the GMMS with PCW's comments, remarks, or observations.

⁶ PCW Memorandum Circular No. 2025-03: Guide on the Preparation and Submission of the "Estado ni Juana Report" for the National Women's Month Celebration.

⁷ Knowledge Products are documents and publications derived from expertise, research, and lessons learned that respond to different demands of users and may cover a wide range of purposes. KPs contain knowledge that is ready to be used and benefited from. (DSWD AO No. 17, Series of 2011)

⁸ Gender statistics are defined as statistics that adequately reflect the differences and inequalities in the situation of women and men in all areas of life. Integrating a gender perspective in statistics (United Nations, 2006, as cited in United Nations Department of Economic and Social Affairs, 2016).

11. GAD partnerships and joint programs⁹
12. Link or QR Code that directs to the digital GAD Corner (for physical GAD Corners)
13. Link to Official Social Media Pages
14. Knowledge Management System Link (if available)
15. Mechanism for Gathering Feedback on the Implementation of GAD Programs
Feedback Mechanism on the implementation of GAD Programs (e.g., online surveys, suggestion boxes, etc.)
16. Contact Details of GAD Focal Point System (GFPS) members

6.0. Cost of Maintaining the Physical and Digital GAD Corner

Expenses related to the establishment of both physical and digital GAD corners, encompassing the time invested by the GFPS, concerned Unit and/or Information Technology (IT) technical personnel responsible for updating the GAD Corner, or the procurement of services from a consultant/IT expert for the development of the online GAD Corner, are eligible for inclusion in the GAD Plan and Budget (GPB), pursuant to the PCW-DBM-NEDA Joint Memorandum Circular 2022-01.

7.0 SEPARABILITY

If any part or provision of this Circular is held invalid or unconstitutional, the remaining parts or provisions shall remain in full force and effect.

8.0 EFFECTIVITY

This Memorandum Circular shall take effect immediately.


ERMELITA V. VALDEAVILLA
Chairperson

⁹ Photos, partnership agreements or reports (updates or terminal) and other type of documents/materials that show or provide information on the type of partnership entered into with other NGAs, LGUs, international funding agencies, and/or initiatives with women CSOs/NGOs