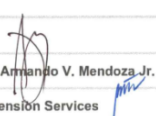
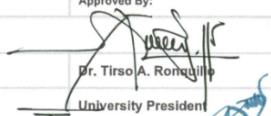


**Excerpt from Batangas State University GAD Accomplishment Report FY 2021**  
(page 8, item 12 of 16)

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT  
FY 2021

Reference: Endorsed GPB #2022-012404	Date Endorsed: Jan 26, 2022
Organization: Batangas State University	Organization Category: State Universities and Colleges, State Universities and Colleges
Organization Hierarchy: Batangas State University	

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
12	RA 11210, 105-Day Expanded Maternity Leave Law	lack of knowledge on this law among business owners and employees  need to recognize women's maternal function, allowing them with ample time to regain health and overall wellness	increased knowledge on RA 11210  to grant benefits to female employees who undergo maternal and/or gynecological leave paternity leave to male employees	MFO: Technical Advisory Extension Services  MFO: General Administration and Support	conduct of promotional activity/awareness campaign on RA 11210	no. of promotional activities about RA 11210 - at least 2 activities conducted (information campaign and development of IEC material)  no. of beneficiaries - at least 25 business owners and employees  percentage of women and men availed maternity/paternity benefits - 100% female/male availed maternity/paternity benefits - percentage of women availed maternity benefits - 100% female/male availed maternity/paternity benefits	1 online material developed  post engagements for online material  100% University faculty/employees granted leave privileges: 5 paternity leave, 7 maternity leave	150,000.00 GAA	731,056.68 GAA	Extension Services - GAD  CONAHS  HRMO	Done.

Prepared By:	Approved By:	Date
 Assoc. Prof. Armando V. Mendoza Jr. Director, Extension Services	 Dr. Tirso A. Ronquillo University President	

The University grants maternity and paternity leaves to male and female employees in accordance with existing rules and regulations. It has issued OUP Memorandum Order No. 336-a s. 2021 reiterating the implementation of the new rules on said leaves in view of the passage of Republic Act No. 11210 or the 105-day Expanded Maternity Leave Law and CSC Memorandum Circular No. 5, s. 2021. The Human Resource Management Office is directed to observe said rules.

This University policy is non-discriminatory since it is granted to female employees regardless of civil status, employment status, length of service and legitimacy of the child. Male employees are likewise entitled to paternity leave in accordance with existing guidelines.

For FY 2021, seven (7) female employees were granted maternity leave; while five (5) male employees were granted paternity leave. This constitutes 100 percent of the male and female employees who availed of and were granted maternity and paternity leave.