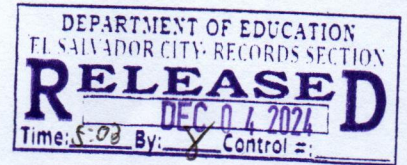




Republic of the Philippines  
Department of Education

REGION X- NORTHERN MINDANAO  
SCHOOLS DIVISION OF EL SALVADOR CITY



December 04, 2024

DIVISION MEMORANDUM

No. 507, s. 2024

**Nurturing Positive Relationships, Life-Work Balance, Women Empowerment and Promoting Anti-Violence Against Women: Essentials for Boosting Morale, Well-being, Development and Productivity in the Workplace**

To: **Assistant Schools Division Superintendent  
Chief Education Supervisors (CID/SGOD)  
Public Elementary and Secondary School Heads  
Division GAD Focal Point System Committee  
Division Program Holders  
All Others Concerned**  
This Division

1. Under the provisions of **DepEd Order 32, s. 2017** on Gender-Responsive Basic Education Policy, and **Division Memorandum 060, s. 2020** which adheres to its commitment to integrate the principles of gender equity, gender sensitivity, non-discrimination, and human rights in the provision and governance of basic education, the Office through the **GAD Focal Point System Committee** shall conduct a Gender and Development Program activity that are issue-based resulting from the year-end gender analysis and research, entitled; "**Nurturing Positive Relationships, Life-Work Balance, Women Empowerment and Promoting Anti-Violence Against Women: Essentials for Boosting Morale, Well-being, Development, and Productivity in the Workplace**" which will be held at *Midway White Beach Resort/Minkay Restobar & Catering Services Tubigon, Initao, Misamis Oriental* on **December 12-13, 2024**.
2. This two-day training aims to provide appropriate knowledge, skills, and attitudes for the participants to be able to:
  - a. enhance positive relationships and life-work balance to nurture positive relationships and well-being in the workplace that can ease one's socio-emotional burden and create a healthier and happier environment within and among units/sections;
  - b. promote and protect women (including their children) not only from physical abuse, but also sexual, psychological suffering, or economic abuse including threats of such acts, battery, assault, coercion, harassment, or arbitrary deprivation of liberty that can greatly affect women with their families in the workplace;



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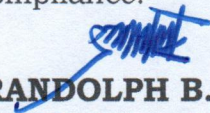
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## Department of Education

### REGION X- NORTHERN MINDANAO SCHOOLS DIVISION OF EL SALVADOR CITY

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- c. integrate the principles of gender equality, gender equity, gender sensitivity, non-discrimination, and human rights, in the provision and governance of basic education.
3. The participants of this activity are the **Division personnel, School Heads, JO Personnel, and the GAD Focal Point System Committee members.**
4. The participants' travel expenses and other incidental expenses shall be charged against Division Gender and Development Funds/Local Funds/School MOEE subject to the usual accounting and auditing rules and procedures.
5. Furthermore, this memorandum also serves as the **Official Authority To Travel** of the identified participants.
6. This office shall adhere to the Equal Opportunity Principle (EEOP), in all steps to be undertaken for this activity. Hence, all decisions and actions shall be based solely on guidelines set forth with no discrimination on account of age, gender and identity, sexual orientation, civil status, disability, religion, ethnicity, or political affiliation.
7. This is for information, guidance, and compliance.

  
**RANDOLPH B. TORTOLA**  
Schools Division Superintendent

Attachment: As Stated

Reference:

DepEd Order 32, s. 2017 on Gender-Responsive Basic Education Policy  
Division Memorandum 060, s. 2020

To be indicated in the Perpetual Index  
under the following subjects:

SGOD/GFPS/myd

GAD  
CY 2024



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Attachment No. 1 **GAD Activity Training Matrix**

**Gender and Development (GAD)**  
**ACTIVITY MATRIX**

*“Nurturing Positive Relationships, Life-Work Balance, Women Empowerment and Promoting Anti-Violence Against Women: Essentials for Boosting Morale, Well-being, Development and Productivity in the Workplace”*

Dec. 12-13, 2024

@ Midway White Beach Resort, Minkay, Initao, Misamis Oriental

**OBJECTIVES:**

This two-day training aims to provide appropriate knowledge, skills, and attitudes for the participants to be able to:

- a.) enhance positive relationships and life-work balance to nurture positive relationships and well-being in the workplace that can ease one’s socio-emotional burden and create a healthier and happier environment within and among units/sections;
- b.) promote and protect women (including their children) not only from physical abuse, but also sexual, psychological suffering, or economic abuse including threats of such acts, battery, assault, coercion, harassment, or arbitrary deprivation of liberty that can greatly affect women with their families in the workplace;
- c.) integrate the principles of gender equality, gender equity, gender sensitivity, non-discrimination, and human rights, in the provision and governance of basic education.

**Part I. Travel, Registration & Accommodation (8:00-1:00 pm)**

- 8:00-11:00 -Travel Time to Venue (Initao)
- 11:00-11:45 -Registration/Attendance/Resort Accommodation
- 11:45-12:45 -Lunch @ Daniot Function Hall

**Part I. Preliminaries (1:00-1:30 pm)**

- |           |                     |  |
|-----------|---------------------|--|
| 1:00-1:30 | National Anthem     | Canned   |
|           | Ecumenical Prayer   | <b>JEFFREY M. MARTINEZ</b><br>Administrative Officer V                       |
|           | El Salvador Hymn    | Canned   |
|           | Welcome             | <b>CONNIEBEL C. NISTAL, PhD</b><br>Assistant Schools Division Superintendent |
|           | Message             | <b>RANDOLPH B. TORTOLA, PhD</b><br>Schools Division Superintendent           |
|           | Intermission Number | <b>Division JO Personnel</b>   |







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Part III. **Program Proper**

1:30-3:30 pm Start-Up Activity for NQMS Advocacy

**MS. KAREN ROSE A. SERRANIA**  
Senior Education Program Specialist

Introduction of the Speaker **MS. MARICRIS P. QUISMUNDO**  
Senior Education Program Specialist

1<sup>st</sup> Talk on **Life-Work Balance: Essential for Boosting Morale,  
Well-Being, Development, and Productivity in the Workplace**

**MS. ROSELLE O. BACASNOT, PhD, CESE**  
Senior Education Program Specialist, Division of Gingoog City

3:30-3:45 Health Break

3:45-4:45 pm

Introduction of the Speaker **MR. KEVIN B. ASEQUIA**  
Planning Officer III

2<sup>nd</sup> Talk on **"Nurturing Positive Relationships: Essential for  
Boosting Morale, Well-being, Development and Productivity in  
the Workplace"**

**FR. HARREN SALON**  
Priest, Our Lady of Snows

4:45-5:30 **Procurement 101** **MS. MARICRIS P. QUISMUNDO**  
Senior Program Specialist

5:30-6:30 **Dinner @ Daniot Hall**

Host: **FELANIE MARIE A. LIM**  
Administrative Officer IV

Part IV. Day 2

6:30-7:30 Early Breakfast @ Daniot Function Hall

7:30-9:15 Wellness Activity

9:15-9:30 Health Break @ Daniot Hall

9:30-10:00 GAD Updates/  
Intro to Speaker **MARILOU Y. DESCALLAR, RGC**  
EPS II HRD/GAD Focal Person







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10:00-11:30	3 <sup>rd</sup> Speaker " <b>Women Empowerment and Promoting Anti-Violence Against Women: Essentials for Boosting Morale, Well-being, Development and Productivity in the Workplace</b> "  <b>MS. NEL K. LABRADOR, MSSW, RSW, PhD Candidate</b> Resource Speaker	
11:30-12:00	Closing Program Awarding of Certificate Closing Message  Q&A  Lunch Break  1:00-5:00 Travel Back Home	<b>ROLLY B. LABIS, EdD</b> Chief, SGOD  <b>CHERIEMY G. DACULAN</b> EPS II M & E

Hosts: **FELANIE MARIE A. LIM**  
Administrative Officer IV



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