



**VISAYAS**  
STATE UNIVERSITY

Gender Resource Center  
VISAYAS STATE UNIVERSITY

**OFFICE PERFORMANCE COMMITMENT & REVIEW FORM (OPCR)**



I, **MARIA AURORA TERESITA W. TABADA**, Head of the **GENDER RESOURCE CENTER** commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **July-December 2022**.

**MARIA AURORA T.W. TABADA**

Head

Approved: *[Signature]*  
**EDGARDO E. TULIN**  
President

MFOs/PAPs	Success Indicators	Unit/Persons Responsible	Target	Actual Accomplishment	Rating				Remarks
					Q1	E2	T3	A4	
UMFO 5. Support to Operations (STO)	ISO Aligned Documents: Updated/Revised Gender and Development Operations Manual	MATWTabada	1	1					Existing ISO Quality Procedures for GAD planning and budget needs to be synchronized with the institutional planning process
UMFO 5. Support to Operations (STO)	Citizen's Charter Compliance: Updated work procedure for critical services	MATWTabada	1	1					Retained existing Flowchart for handling Sexual Harassment cases since the Revision and harmonization of the Anti-SH Rules is still ongoing.
UMFO 6. General Administration Support Services	Timely submission of unit's PPMP on or before prescribed deadline	MATWTabada; LJCLOR	100%	100%					2 PFMPs submitted at SPPMIS

UMFO 6. General Administration Support Services	Timely submission of ISO-compliant documents	MATWTabada; LJCLOR	100%	90%					1) Responded and resolved 1 CAR for submission of OPCR and monitoring forms 2022. 2) Participated the 4th ISO Internal Audit and the office did not have any Non-conformity
UMFO 6 - Gender Responsive Organization: GenderClient-centered governance	GAD Agenda submitted to BOR for approval	MATWTabada GFPS ExeCom	1	0.75					GAD Agenda Strategic Framework (Part I) completed
	Planning & consultation workshops organized on the formulation of GAD Agenda	MATWTabada GFPS TWG	1	2					Workshops 2 and 3 held on March 31 and June 28-29, 2022, respectively.


Percent Implementation of PAIPs indicated in VSU GAD Plan and Budget 2022	College GAD Coordinators LJC Lor	90%	91%					GPB 2022 Accomplishment Highlights: 1. Trainings on Gender Analysis (for Extension Services); 2. Adolescent Repro. Health Research in collab. With CoN (research proposal in progress); 3. Gender Sensitivity Program for Students (including GBV orientations); 4. Functional Anti-Sexual Harassment Committee (investigations and trainings); 5. Establishment of GAD Database (preparatory meetings); 6. Gender Responsive Curriculum (Seminars on Gender fair Education & GST for Faculty); 7. Trainings on Gender Analysis (for Research Services); 8. GAD Agenda Formulation (preparatory meetings/workshops); 9. Functional Gender Resource Center with staff; 10. GAD Technical Working Group & Assistance on Review of Proposals; 11. Gender, Climate and Disaster Resilience Program; 12. Compliance to VSU Quality Management System /ISO Procedures; 13. Functional Gender Focal Point System; 14. Gender Sensitivity Program for Faculty & Administrative Staff; 15. University Women's Month Celebration; 16. Observance of the 18-Day Campaign to End VAW; 17. Monitoring of Capital Outlay/Attributed Projects through HGDG (out of 67 targets/indicators, 61 have been responded/implemented)
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	Technical Assistance provides (Trainings/seminar-workshops)	MATW Tabada GRC Staff		4				Trainings conducted: (1) Gender Sensitivity Training & Audit for DepED Borongan City Division on April 28-29; (2) Climate Change Commission on June 21-23 (3) Seminar-Workshop on Gender Analysis Tools for SUCs in Region VIII in Sep 6-7 (4) Seminar-Workshop on Gender Analysis and GA Tools on Oct 12-13
UMFO 6 - Gender Responsive Organization: Functional GRC	Proposals for GRC institutionalization for BOR approval	MATW Tabada; GFPS-TWG; GFPS-ExeCom	1	0.5				1st draft completed; for review/presentation to GFPS ExeCom
	Timely preparation, approval, and submission of mandatory reports	College GAD Coordinators LJC Lor	2	2				CY 2023 GAD P&B (2nd sem) CY 2021 GAD AR (submitted and approved by PCW)
	IEC material for dissemination	LJCLor GFPS-TWG	1	0.5				GRC Brochure: ongoing, draft is available for approval
UMFO 6 - Gender Responsive Organization: Functional and responsive ASHU	SH cases resolved	MATW Tabada; ASH Com	100%	90%				Preliminary investigations completed for SH Complaint 2022-01 and 2022-02; minutes prepared; draft recommendations being finalized
	Revised Anti-Sexual Harassment Rules and Regulations submitted for BOR approval	MATW Tabada; Com on Revision	1	80%				Draft available ready for stakeholder consultation but not yet submitted to BOR for approval

	Research proposal submitted and approved for implementation	Proponent	2	1				1) GAD research on Teenage Pregnancy with CN
UMFO 6 - Gender Responsive Organization: Functional GAD Database	Policy directives crafted	MATWTabada GFPS	1	0.5				Ongoing discussions on the GAD Database. A meeting was conducted last December 2022 to setup a Google Drive to put all GAD Data.
	Database plan crafted	MATWTabada GFPS	1	0.5				Review of possible GAD databases.
Innovations and Best Practices Management	Effective use of ICT for efficient delivery of services	MATWTabada; LJCLOR; GCRamirez; ASHoyle	1	1				GRC staff utilizing the use of Google Chat/Space for official matters
	Provision of incentives and awards for outstanding practice	MATWTabada	1	1				MATWTabada as certified member of the National Gender Resource Pool of Philippine Commission on Women and official alternate in the Regional GAD Committee of the RDC VIII
	Implementation of disaster-related best practice	MATWTabada	1	1				Implementation of Gender, Climate, Disaster and Resilience Program.
Total Over-all Rating								
Average Rating								
Adjectival Rating								

Received by:

  
**TONI MARC I. DARGANTES**  
 Planning Office  
 Date: 1/23/2023

Calibrated by:

  
**DANIEL LESLIE S. TAN**  
 PMT Chair  
 Date: Feb 2, 2023

Approved by:

  
**EDGARDO E. TULIN**  
 President  
 Date: FEB. 13, 2023