RESPONSIBLE EDUCATORS AS A SOURCE OF INFORMATION FOR GENDER AND DEVELOPMENT IMPLEMENTING POLICY

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The Department of Education, one of the institutions responsible in molding the Filipino learners holistically through proper education currently implements a gender-responsive basic education policy also known as (DepEd Order No. 32, s. 2017) that is constructively favors to integrate and introduce the principle of GAD in the educational system.

The Gender and Development (GAD) policy and mandate are anchored in the 1987 Philippine Constitution, Republic Act (RA) No. 9710 or the Magna Carta of Women (MCW), RA 10533 or the Enhanced Basic Education Act of 2013 and the Philippines’ International Human Rights Commitments to the Universal Declaration of Human Rights (UDHR), Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), and the Convention on the Rights of the Child (CRC) among others, as the need arises over time to face the reality in the society about this laws that concerned humanity. In 2017, this policy enabled the Department of Education to undertake gender mainstreaming in education to address gender problems. The policy also opens the opportunity to understand pressing issues of different genders by tackling not only women’s issues, but also of other gender types.

The dissemination of the information about the gender-responsive basic education policy made possible through seminars from the higher ranked official down to the teacher advisers.
Effective dissemination of information is fundamental to the existence and survival of the organization like the Department of Education where the process of creating and sharing ideas, information, views, facts and feelings can express.

According to DepEd Order No. 32, s. 2017 the policy on Gender and Development in the Philippines commits to use the principles of equality among people relative to gender equality, equity, rights and non-discrimination which are embedded in the provision and governance of basic education. This implies a basic understanding that a school should promote a gender sensitive working environment. Teachers must be treated equally regardless of the gender they may prefer for as long as they do not violate the laws of the land. This means same opportunity for same work alongside its benefits, same compensation for same work.

The diversity among genders has existed throughout history all over the world as trends of the world changes, this is evident through changes brought about by the freedom of expression we have nowadays. Gender preference influences one’s choice in the different aspect in life; individuals who have different gender preferences than what is conforming to the society face innumerable challenges that may result to acceptance or rejection of the society. Hence, comprehensive understanding of the guidelines regarding gender issues will result to correct perspective that in as early as possible harmony in the society will be promoted.

This policy has a good purpose if properly understood by the implementing body such as the administrators and teachers. In practice, administrators are sent to seminars to gain relevant knowledge and skills training necessary to implement the policy. The administrators then, as a result has the responsibility to properly disseminate correct information to the teachers in the field who are the first line implementer of the policy. The resource persons of every seminar in all levels are very important, where he/she must have the correct grasp of knowledge about the policy and its underlying rationale. It is very significant that the person in-charge of the seminar has wide-ranged knowledge.
of the concept before they could be able to further disseminate the concepts. Little understanding on the topic may result to failure on the implementation of the policy and hence failure of the said policy in the grassroots.

Recommendation to the dissemination of information would be to send every implementer to seminars alongside administrator in order to have a clear grasp of the policy. First-hand information is the best source of information for the implementers from the highest to lowest in-charge before implementation since the policy is a sensitive matter that involves a great responsibility in dealing different gender preference which for the traditional Filipino living in a religious country considered it non-conforming. Yearly, revision if there is any can be supplied through seminars.

References:
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