

05 May 2025

REGIONAL MEMORANDUM
No. 00584, s. 2025

ESTABLISHMENT OF A GENDER AND DEVELOPMENT CENTER, CHILD MINDING CENTER, AND LACTATING CENTER IN DEPED REGIONAL OFFICE V

To : Assistant Regional Director
Schools Division Superintendents
All Others Concerned

1. In line with the Department of Education Regional Office V's commitment to promote gender equality and support the welfare of its employees, the DepEd Regional Office V hereby establishes a Gender and Development (GAD) Center, including a Child Minding Center and a Lactating Center in the vacated office of the Procurement Unit.
2. This initiative is anchored on the following legal bases:
 - a. **1987 Philippine Constitution** - Mandates the State to ensure the fundamental equality before the law of women and men.
 - b. **Republic Act No. 9710 (Magna Carta of Women)** - Section 36-b mandates all government agencies to establish and institutionalize the Gender and Development (GAD) Focal Point System (GFPS) to ensure gender mainstreaming.
 - c. **Republic Act No. 10533 (Enhanced Basic Education Act of 2013)** - Supports the integration of gender responsive policies in the education system.
 - d. **Republic Act No. 8980 (Early Childhood Care and Development Act)** - Promotes the establishment of childcare facilities in workplaces to support working parents.
 - e. **Republic Act No. 10028 (Expanded Breastfeeding Promotion Act of 2009)** - Requires the establishment of lactation stations in workplaces to support breastfeeding mothers.
3. This initiative aims to provide a safe and supportive environment for all employees, promoting gender equality and inclusivity; support working parents by providing childcare services through the Child Minding Center; and promote and support breastfeeding among working mothers by providing a functional Lactating Center.
4. The Centers shall function as Gender and Development Center:
 - a. **GAD Center** shall serve as the hub for all gender-related programs and activities. It shall provide resources, training, and support to promote gender equality and sensitivity within the office.
 - b. **Child Minding Center** shall offer childcare services for the children of DepEd employees. It shall be equipped with age-appropriate facilities and staffed by trained personnel *(for funding)*.
 - c. **Lactating Center** shall provide a private, clean, and comfortable space for breastfeeding mothers to express milk.
5. The Human Resource Development Division through the Chief Education Supervisor and the DepEd Regional Office V GAD Focal Person and the Alternate GAD Focal Person shall man the said facilities.
6. Expenses related to this initiative shall be charged from the Office's MOOE/ local funds subject to the usual accounting and auditing rules and regulations.
7. Immediate dissemination of this Memorandum is desired.

GILBERT T. SADSAD
Regional Director



Republika ng Pilipinas
Kagawaran ng Edukasyon
REHIYON V (BIKOL)
TANGGAPANG PANSANGAY NG MGA PAARALAN NG CATANDUANES

May 15, 2025

DepEd-Division of Catanduanes
RECORDS SECTION

RELEASED
BY: AP No. 218
DATE: MAY 19 2025 TIME: 10:11

TO : OIC – Assistant School Division Superintendent
Chief Education Supervisor, CID and SGOD
Education Program Supervisor
Public Schools District Supervisor/ In-Charge of the Districts
Elementary and Secondary School Heads
All Others Concerned

For information, guidance and compliance of all concerned.

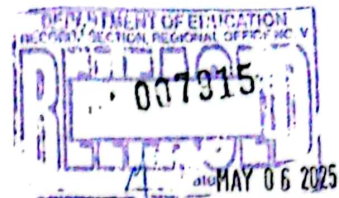
CECILE C. FERRO CESO VI
Assistant Schools Division Superintendent
Officer-In-Charge
Office of the Schools Division Superintendent



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Republic of the Philippines
Department of Education
REGION V - BICOL



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Republic Act No. 10028 (Expanded Breastfeeding Promotion Act of 2009)

To be indicated in the Perpetual Index
under the following subjects:
EMPLOYEE WELFARE
GENDER AND DEVELOPMENT

HRDD-NEAP R/rtb/jblc
05/05/2025