

CITY EQUIPMENT DEPOT						
Program / Activity / Project (1)	Gender issue/Concern (2)	GAD Objective (3)	Identified GAD Activity (4)	Target (5)	GAD Performance Indicators (6)	GAD Budget (7)
1. Training and Seminar on GAD	-To educate, orient and explain the real essence, meaning and purpose of GAD.	-To have complete knowledge and awareness about GAD	-Purposive information and dissemination on GAD	-First Quarter of CY 2014 (1day)	- All employees and respective spouse (by schedule) with two (2) Resource Speakers	P55,000.00 (190 persons, venue & 2 resource speakers)
2. Marriage Re-Counselling: and Refresher Course on Performance of Duties/Responsibilities as Gov't Employee and to His/Her Family. a. Refresher/re-orientation on Moral Values (family & Job /Work) b. Financial/Income Management c. Health Consciousness: -Medical Executive check-up - Exercise and Sports - -Proper Diet ----xxx----	-Family misunderstanding concerning financial & moral support and health problems which could affect proper and efficiency in the service of every office personnel Livelihood for non-working spouse/s	For efficient and harmonious service to the public and the government	Marriage re-counselling and refresher course on job performance workshop and seminars on moral values. Executive/medical check-up, and sports activity program, as well as home industry & livelihood education.	-Monthly and Quarterly 1 day 2 days 1 day	All employees and respective spouse (by schedule) with two (2) resource Speakers	P 55, 000.00 (190 persons, venue & 2 resource speakers) P110,000.00 (190 persons, venue & 2 resource speakers) P55,000.00 (190 persons, venue & 2 resource speakers)
					TOTAL	P275,000.00
CITY PUBLIC LIBRARY						
Program/Activity/Project (1)	Gender Issue/Concern (2)	GAD Objective (3)	Identifies GAD Activity (4)	Target (5)	GAD Performance Indicators (6)	GAD Budget (7)
CLIENT-FOCUSED						

Perimeter Fencing	>Crowded library driveway due to numerous vendors and bystanders >habitual unauthorized parking >unsecured area for intruders >outside noise disturbs clients	>open congested drive way for clients >control unauthorized parking >safeguard among clients, personnel and the entire COCPL area >eliminate client disturbance	>City Engineering Office	>possible follow-up from the City Engineering office	>clean, controlled, safe and secured COCPL	Php 50,000.00 (for the confirmation from the City Engineering Office)
Sodium Lightning on COCPL FRONTS	>unsecured area for intruders & outsiders especially during night time	>safeguard and secure whole COCPL area	>City Engineering Office	4 sodium street lights	Well lighted COCPL vicinity	Php 15,000.00 (for the confirmation from the City Engineering Office)
Bookshelves Augmentation	>lack of bookshelves cause undisplayed readable books	>display all books available and all other reading materials as possible	City Engineering Office	4 large bookshelves	>ample books display to cater clients reading materials possible	Php 60,000.00 (for the confirmation from the City Engineering Office)
Computer Technology System	>update modern research technology	>facilitate clients with modern research technology		3 computer set	>availability of computer sets for clients	Php 90,000.00 (3sets x 30,000.00 each)
<u>ORGANIZATIONAL FOCUSED</u>						
Fill-up JOB VACANCIES for LIBRARIANS	>lack of Librarians	>filling up of job vacancies on Librarian position in line w/ the promotional Line-up submitted at the City human resource Office	CITY HUMAN RESOURCE OFFICE	2 Librarian I And 1 Librarian II	>Proper assumption of duties and responsibilities per COCPL personnel	
					TOTAL	215,000.00

DEPARTMENT OF JUSTICE						
Program/Activity/Project (1)	Gender Issue/Concern (2)	GAD Objective (3)	Identified GAD Activity (4)	Target (5)	GAD Performance Indicators (6)	GAD Budget (7)
Organization Focused:						
1. GAD Awareness	“ Men & women government workers lack awareness/ knowledge regarding GAD program	“Increased awareness and enhanced knowledge of government workers on GAD Program	Orientation on GAD Program	At least 1 GAD Orientation for 7 employees (6 female & 1 male) with in 1 year	7 employees oriented and gained awareness on GAD Program	3,400.00
2. Health Program	“Health Awareness	“Determine health status of employees in order to effectively deliver services to clients	Mandatory Annual Medical Check-up	7 employees undergo annual medical check-up (6 females, 1 male)	7 employees have undergo on medical check-up and determined health status	35,000.00
3. Field Investigation/ Supervision	“Risky/Hazardous nature of work in investigating & supervising criminal offender clients in hazardous and remote places. “Constant travel to the said places is detrimental to the workers health. “Field officers need hazard subsidy/allowance	“To subsidize hazard allowance to field investigators/supervisors who are in the front line of carrying out the program of rehabilitation & reduction of crime rate.	Work-related field travel for investigation/supervision/monitoring of clients	5 field officers avail of monthly hazard allowance	5 field officers availed of monthly hazard allowance	120,000.00
					TOTAL	P 158,400.00
CLIENTS FOCUSED:						
Marriage Validation/ Mass Wedding	Some clients living in common law relation with their	To validate marriage/to legitimize union of couples living in	Marriage validation	30 clients to avail of services/ & financial assistance	30 clients assisted/facilitate for marriage	P 150,000.00

	spouse	common-law relation		to facilitate in marriage validation once in a year	validation in one year	
Skills Training on Household Appliance & repair	Unemployed clients & their immediate family members due to lack of employable skills	To prepare and equip the unskilled clients & immediate family members for job placement	Vocational Skills training-duration of 4 months, every Saturdays	40 clients/family members to participate in Skills Training on Household Appliance & Repair within the year	40 clients/family members assisted/facilitated in acquiring employable skills particularly household appliance & repair	P 200,000.00
Skills Training on Food Processing (including ingredients & honorarium)	Unemployed clients & their immediate family members due to lack of employable skills	To prepare and equip the unskilled clients & immediate family member for job placement	Vocational Skills Training	40 clients/family members to participate in Skills Training on Food Processing for 1 day & provided seed capital	40 clients/family members assisted/facilitate in acquiring skills in Food Processing & Seed capital	P 120,000.00
Acquisition of 1 set sound system w. microphone for the use of this office during monthly meeting of clients	No sound system for the use this office during monthly meeting of clients	To have an effective result/ delivery of program	Regular monthly meeting of clients	Purchase of 1 set of sound system for the use of clients during regular monthly meeting	Purchased 1 set of sound system (incl. microphone)	P 10,000.00
					TOTAL	P 480,000.00
CITY VETERINARY OFFICE						
Program/Activity/Project (1)	Gender Issue/Concern (2)	GAD Objective (3)	Identified GAD Activity (4)	Target (5)	GAD Performance Indicators (6)	GAD Budget (7)
Organization Focused:						
1. GAD Sensitivity Orientation and Magna Carta for Women (RA 9262) Seminar	-Gender Sensitive Awareness -Empowering Women -Information and Education for rights	-To orient co-employees with gender Sensitivity - To know the rights of women and	Conduct One day orientation - 8am to 5pm	2 Batches: 1. Livestock Division/ Admin Div./ City	-After one day orientation, there will be 26 personnel are aware of gender Sensitivity	Php 7,000.00 (php 200.00 x 35) Php 1,000.00 (speakers' honorarium)

for CVO Employees	protecting women and children	children and what to do if such cases were met		pound 2. Meet inspection Div.	-With the allotted time of 8 hours, 18 meat Inspection personnel will be oriented of gender Sensitivity.	Php 5,000.00 (Php 200.00 x 25) Php 1,000.00 (speakers' honorarium) Subtotal: Php 14,000.00
2. Introduction of Livelihood Programs for unemployed spouses of CVO personnel	-Income can't compensate to family members' demands -Need for extra income	-To provide other means of income -To increase a sense of self worth to the unemployed spouse	Conduct a One day training -8am to 5pm	- Approximately Thirty (30) unemployed spouses	-Conduct training	-Php 6,000.00 (php 200.00 x 30) -Php 1,500.00 (speaker's honorarium) Sub-total: Php 7,500.00
Client Focused:						
1. Swine dispersal Project	Low income	To disperse piglet for sow/litter production	Provision of small animals	50 heads of piglet	Provide animals	Php 125,000.00 (50 x 2,500/piglet)
2. Goat dispersal Project	Low income	To disperse weaners (kid) for production	Provision of goats	50 heads of goat	Provide animals	Php 150,000.00 (50 x 3,000/goat)
3. Poultry Raising	Low income	To provide chicken for production	Provision of poultry birds	250 birds	Provide birds	Php 50,000.00 (250 x 200/bird)
4. Meat Processing	Less options in Livelihood	To teach meat processing technology	Conduct a half day hands-on training -8am-12nn	120 participants (4 Batches with 30 participants each)	Conduct Training	- Php 6,000.00 (Php 50.00 x 120) - Php 4,000.00 (speakers' honorarium) - Php 10,000.00 (training paraphernalia) Sub-Total: Php 20,000.00
					TOTAL	Php 366,500.00

CITY ECONOMIC ENTERPRISES DEPARTMENT						
Program/Activity/Project (1)	Gender Issue/Concern (2)	GAD Objective (3)	Identified GAD Activity (4)	Target (5)	GAD Performance Indicators (6)	GAD Budget (7)
Organizational:						
Creation of Department trainer's Training to conduct GAD-Sensitivity Orientation	Gender Sensitivity awareness and information	To be able to give lecture on GAD sensitivity	1 day training on GAD issues	10 selected CEED Employees	10 employees 1 day	4,000.00- Food (1 meal, 2 snacks) 1,500.00- Honorarium
GAD Sensitivity orientation Training	Gender Sensitivity awareness	To encourage CEED Employees make aware of GAD issues	Half day orientation	230 employees CEED	50 employees per session @ 5 session	Snack-2,500 @ 5 = 12,500 Resource Speakers Ham – 5,000
Clients						
Vendors Orientation on GAD Sensitivity	Awareness and information drive in Gender issues	To enhance them about gender sensitivity	Half day orientation	1,000 vendors (10) sections 100 vendors per sections	50 vendors Per sessions (20 sessions)	Snack 50,000.00 Honorarium – 20,000.00
					TOTAL	Php 94,500.00
CITY ASSESSMENT DEPARTMENT						
Program/Activity/Project (1)	Gender Issue/Concern (2)	GAD Objective (3)	Identified GAD Activity (4)	Target (5)	GAD Performance Indicators (6)	GAD Budget (7)
CLIENT – focused						
1.) Taxpayer's lounge	Conducive space for transacting public.	Harmonious relationship among client and employees	Fast & speedy issuance/ releases of various requests	Space enough for 15 to 20 taxpayers	Efficient & effective public service	R & M – Office Building
ORGANIZATION – focused						
1.) Provision for a bigger office space	"ONE STOP SHOP" For all transaction related to appraisal, assessment and others	Oneness management and teamwork	Immediate actions & maximize delivery of better public service	Whole 2 nd floor of City hall Annex	Effective public service & systematic office transactions	R&M – office building
2.) GAD Seminar	Gender sensitivity	Provide employee	Orientation by batches	Once every	Gender and	Training & Seminar

	training	insights what is GAD all about		Quarter	Development Awareness	
3. Seminar-Workshop on assessment matters and other	Enhancement and general information for new employee	Updating of one's knowledge	In-service Training	4 Saturdays to be held in the office	General Information on Assessment matters and others	Training & Seminar
CITY COUNCIL OFFICE						
Program/Activity/Project (1)	Gender Issue/Concern (2)	GAD Objective (3)	Identified GAD Activity (4)	Target (5)	GAD Performance Indicators (6)	GAD Budget (7)
Organization focuses for men and women workers in the City Council Office (GST, GAD & VAWC)	GAD, GST, VAWC Orientation	To educate both men and women employees on social protection and welfare programs	Conduct information dissemination on social protection especially to those battered women and men and welfare programs	Information dissemination campaign in every three (3) months	Ten (10) women & men employees will be trained in every three (3) months	P 15,000.00
Health Awareness	General Check-up	To maintain a healthy and well sound body	To conduct general check-up for men and women employees (Mammogram for women, Blood Chemistry, Dental and etc.)	Quarterly	All employees as scheduled	P 5,000.00
	Health education/training	Health awareness	To conduct health training/seminar	Quarterly	All employees as Scheduled	P5,000.00
	Physical fitness and sports activities	To maintain well fit body	To conduct physical fitness and sports activities	Weekly	All employees	P5,000.00
					TOTAL	P30,000.00
CITY PLANNING AND DEVELOPMENT OFFICE						
Program/Activity/Project (1)	Gender Issue/Concern (2)	GAD Objective (3)	Identified GAD Activity (4)	Target (5)	GAD Performance Indicators (6)	GAD Budget (7)
1.) One-day "red Day Privilege Leave	Cannot work properly when discomfort	To provide rest during on-set of menstrual	Grant a one-day leave	Female employees of fertile years (18-	Implementation of the one-day leave for female	P0.00

	(abdominal cramps) occurs during monthly period	discomfort		55yrs.old)	No. of absences/ under time among female employees will lessen	
2.) Team Building among co-employees/ staffs	Disjointed employees	To create bond, union and community	Team building workshop	Head and staffs	One to two days team building workshop conducted	P 50,000.00
3.) Out-of-town performance privilege	Unmerited hard work and out-dated outlook of office environment	To boost morale, and exposure to new sights and culture needed to upgrade the working environment	Out of town trip/ educational tour	Deserving employees due to outstanding outputs	-Identification of deserving employees -conduction on out of town trip	P160,000.00
4.) Mandatory semi-annual general check-up (physical and dental)	-unaware of on-going health issues; costly check ups	-to identify accurate health status at zero cost	-Free medical Check-up/Consultation	-all employees	-implementation of the free medical consultation at City hospital	P 5,000.00
5.) Physical fitness twice every week (30mins. -1hr)	-unhealthy lifestyle plus mental stress	-to maintain good health and mental alertness	-30mins.-1hr dance/ aerobics session	-all staffs	No. of participants in the dance Session	P5,000.00
6.) Childminding for toddlers whose parent/s are working in City Hall	-many employees are prone in making absences to attend children needs (absence of yaya) -untrained yaya sort to maltreatment of child	To prevent tardiness of working parents	-Build/establish a complete toddler's room(breastfeeding room, playroom, feeding room, sleeping room)	-employees with children 1 to 5 yrs.old	-Putting up a room for the toddlers of working employees -no. Of absences be reduced	P250,000.00
7.) Orientation/training of GAD Programs	-lack of knowledge of GAD programs and its importance among employees	-To inform co-employees on GAD Program and instill their rights	-1day training-Orientation on GAD	-all employees/co-workers	-a one day training about GAD Program is conducted	P50,000.00
7.) GAD orientation for the settlers at the relocation areas of the city	-abuse in the relocation site -domestic violence -minimal education, health services and livelihood	-To orient GAD awareness among settlers in the relocation areas	-GAD Orientation among settlers	-employees and other beneficiaries who cannot afford housing/ in low social status	-number of the beneficiaries who participated GAD orientation	P30,000.00

						TOTAL	P 550,000.00
OFFICE OF THE CITY BUILDING OFFICIAL							
Program/Activity/Project (1)	Gender Issue/Concern (2)	GAD Objective (3)	Identified GAD Activity (4)	Target (5)	GAD Performance Indicators (6)	GAD Budget (7)	
Organization Focused							
GAD Orientation Seminar and RA 9262	Gender Sensitive Awareness	To promote awareness on GAD issues	Half day orientation seminar	2 batches of 22 employees per session	44 employees advocated	Snack – P50.00/pax Honorarium – P500.00	
Team building Seminar	Gap, indifferences lack of cooperation of some employees	To break barriers and division among employees and help them work as a team	One day seminar	44 employees including JO, and detailed employees	44 employees advocated	Lunch – P100.00/pax 2 snacks – P100.00/pax Honorarium – P1,000.00	
						TOTAL	P 12,500.00
CITY LOCAL ENVIRONMENT AND NATURAL RESOURCES OFFICE (CLENRO)							
Program/Activity/Project (1)	Gender Issue/Concern (2)	GAD Objective (3)	Identified GAD Activity (4)	Target (5)	GAD Performance Indicators (6)	GAD Budget (7)	
1.) Orientation Seminar GAD (CLENRO Personnel)	Gender Sensitive Awareness	To increase awareness/knowledge of GAD	Half day	100 personnel in three (3) session	30 personnel per session	(50 pesos per snacks) Php 4,500.00	
2.) Outreach Program Alternatives: >IEC's	Explore GAD development concerns among program clients	And increase awareness develop attitude of clients families towards GAD	1 day/per area	5 barangays	50 to 100 households per barangays	Php 22,500.00	
>Educational Visits	Determine best practices on gender sensitivity on selected areas	Enhance knowledge on gender sensitivity issues	1 day per group	3 groups	30 personnel	Php 90,000.00	
>Personnel Social	Establish harmonious	Develop	1 day	3 groups	30 personnel	Php 90,000.00	

Development Activity	relationship among CLENRoffice Personnel	interpersonnel relationship				
					TOTAL	Php 207,000.00
HUMAN RESOURCE MANAGEMENT OFFICE (HRMO)						
Program/Activity/Project (1)	Gender Issue/Concern (2)	GAD Objective (3)	Identified GAD Activity (4)	Target (5)	GAD Performance Indicators (6)	GAD Budget (7)
Training on Gender and development	Awareness of Gender and Development	To know what is Gender and Development	Conduct Training	HRMO personnel	Gender sensitive	No available budget for this activity in HRMO
Training on Magna Carta for Women	Awareness of Magna Carta	People Improvement to know the right & rules of women embedded in the Magna carta for women	Briefing on each Development what is Magna Carta for Women	-do-	Women Improvement Availment of their rights base in the Magna carta for Women	
CITY ACCOUNTING OFFICE						
Program/Activity/Project (1)	Gender Issue/Concern (2)	GAD Objective (3)	Identified GAD Activity (4)	Target (5)	GAD Performance Indicators (6)	GAD Budget (7)
Employees Physical Fitness Program	Preventing the employees to become sluggish, loss mental focus on daily routine and office works	Keeping the employees physically fit and have a sound mind and body	Conduct sports activities, or physical exercises (with instructor)	Once a week	All employees	P 25,000.00
					TOTAL	P 25,000.00
ROADS AND TRAFFIC ADMINISTRATION						
Program/Activity/Project (1)	Gender Issue/Concern (2)	GAD Objective (3)	Identified GAD Activity (4)	Target (5)	GAD Performance Indicators (6)	GAD Budget (7)
1.) Mandatory Semi- annual General check-up (Physical/Dental)	For health prevention	To identify and monitor Health status of each employees.	Coordinate with the J.R Borja Memorial Hospital the semi- annual Physical examination	All RTA Employees		Free of Charge
2.) Medical/Hospital	Financial Aid	To alleviate the	Review the medical	5,000.00 to		P 100,000.00

assistance of RTA Personnel		financial limitations of sick RTA personnel	records of the employee	10,000.00 Per person annual cash assistance		
3.) Performance privilege	Team Building thru out of town activities	To promote camaraderie among co-workers.	Annual out of town activities or gatherings	All RTA employees		P 20,000.00
4.) Educational assistance of the qualified children of RTA employees		To lessen the financial constrain during enrollment period	Conduct qualifying competitive examination	P 2,000.00 per semester for 15 qualified dependent		P60,000.00
4. Hazard Fee to all RTA field personnel		To give credits to those working outside office premises with hazardous fieldworks	Facilitate the documents needed and identify the qualified employee	P 1,000.00 monthly for 200 personnel more or less		P 2,400,000.00
					TOTAL	P 2,580,000.00
CSWD						
Program/Activity/Project	Gender Issue/Concern	GAD Objective	Identified GAD Activity	Target	GAD Performance Indicators	GAD Budget
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Client Focused						
I. WOMEN PROJECTS						
a. Women Development Center	Shelter for disadvantaged women	To provide temporary shelter for disadvantaged women	Construction of Women Center	Can cater 50 clients	Center for Women Available	P 1,000,000.00
b. Livelihood Program for mothers	Unemployed mothers	To increase income & provide job opportunities	Provision of job/capital assistance	200 women	200 women availed livelihood assistance	P 350,000.00
c. Assistance in Crisis Situation	Women in crisis situation	To provide proper assistance to women in crisis situation	Provision of financial assistance, medical, burial & transportation	500 women	Women in crisis provided assistance	P 800,000.00
d. Training on RA 9262 & other related laws on women & children	Increasing numbers of VAWC & abused cases	To enhance the capacity of the direct service providers	Conduct training/orientation	All direct service workers	Gain knowledge of proper handling of VAWC cases	P 300,000.00
II. CHILDREN PROJECTS						

a. Child Minding Center City hall	Lessen absences of working mothers & security of their children	To provide support of women & proper care of their children	Construction of Child minding Center	1 center & can cater 25 children	Functional Child Minding Center	P 300,000.00
b. Educational Assistance	Indigent families access to education assistance	To provide security of the street children	Provide of financial assistance for school needs of children	250 school children	Acquired schools needs	P 300,000.00
c. Micro geographic center	Presence of street children in the street	To promote security of the street children	Construction of micro geographic center	1 center & can cater	Functional Micro geographic Center	P 300,000.00
III. Youth Projects						
a. Peer group Services	Unproductive OSY	To decrease numbers of OSY	Involvement of OSY to all programs for youth example during information drive, make use the skills of OSY Values formation program	300 OSY	Productive youth & have a cleared role & responsibilities	P 200,000.00
					TOTAL	P 3,550,000.00
CITY DISASTER RISK REDUCTION COUNCIL						
Program/Activity/Project (1)	Gender Issue/Concern (2)	GAD Objective (3)	Identified GAD Activity (4)	Target (5)	GAD Performance Indicators (6)	GAD Budget (7)
Women workers on government services on social protection and welfare program	Women workers are not aware of government services on social protection, services and welfare programs	Increased awareness women workers on government services on social protection services and welfare programs	Purposive information dissemination on government services on social protection services and welfare programs			City Engineering Office City Finance City Budget Office
Quarters for Oro rescue women responders	Lack of quarters for women responders (separate room for women)	To provide privacy for women responders		Oro rescue women responders		CDDRRMO
Trainings:						
Emergency preparedness and risk reduction	Lack of knowledge in emergency	Provide trainings for emergency	Enhance knowledge in trainings especially on	80 Brgy's (vulnerable		

management	preparedness and disaster risk reduction management	preparedness and disaster risk reduction management	disaster preparedness and disaster management	sectors)		
Disaster risk reduction/ climate change adaption/ disaster risk management	Enhancing the team's knowledge on skills, training in disaster risk reduction, climate change adaptation and risk management	To be able to develop the mastery in responding for any disaster that may occur	Lecture and return demonstration of interventions needed in responding a disaster	Oro rescue responders		

CITY PUBLIC SERVICES OFFICE

Program/Activity/Project (1)	Gender Issue/Concern (2)	GAD Objective (3)	Identified GAD Activity (4)	Target (5)	GAD Performance Indicators (6)	GAD Budget (7)
A. construction of 4 comfort rooms at City Public Cemetery at bolonsiri, Camaman-an, this City	No proper place for people to dispose their waste Clean environment	People will be given social services People who visits their passed away relatives will find comfort to stay a little longer	Attained social services through a clean environment	2 male comfort rooms 2 female comfort rooms		
B Female employees conduct seminar for women lack of gender sensitive issues- referring to RA 9262 concerning VAW-C	Most mothers and children are not aware of/ social protection and welfare programs	Women and children will be informed and advocate on the policy and guidelines referring to RA 9262 Women will enhance and exercise their rights against violence Children will eagerly fight their fear to show-up and relieve from being outcast and abused	Orientation to various policies and guidelines concerning the social protection services	5 women/ month advocated to awareness	P50.00/ participants P 300.00 / speaker	5% of Annual Budget

CITY INFORMATION OFFICE

Gender issue	Cause of the gender	GAD Result	Relevant Agency	GAD Activity	Output Performance	GAD Budget	Source of	Responsible
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and/or GAD Mandate	issue	Statement/GAD Objective	MFO/PAP		Indicators and Target		Budget	unit/ Office
Knowledge of Gender Advocacy	Information Employees needs constant upgrading and enhancement of knowledge on gender Advocacy	Upgrade and enhanced knowledge & awareness on gender Advocacy among others the government services and welfare programs.	Development & promotion Services Social protection and welfare Services	Seminar/Workshop One (1) day	Information employees, Information Officers and news writers Informed/campaigned the public and tri-media outlets knowledge on gender Advocacy such as social protection services, how to avail the services and welfare programs of the government.	-P20,000.00 35 pax (P400)x 1 day Honorarium for 2 resource speakers 2x P1,500 = P 3,000.00 Materials: p1,250	GAD Fund	Services delivery Group
	Tri-media needs Gender Sensitivity Training	Upgraded and enhanced knowledge & sensitivity on Gender Advocacy	Development & Promotion Services	Seminar/Workshop one (1) day	Tri-media (anchor, Field reporters, writers, etc) PIO	-P105,000 60 pax (P1,200) = P72,000.00 Honorarium 2 speakers = 3k Materials = P12k Transpo= P18k		
TOTAL						P 125,000.00		

CDOC JOBS PLACEMENT BUREAU (PESO)

Program/Activity/Project (1)	Gender Issue/Concern (2)	GAD Objective (3)	Identified GAD Activity (4)	Target (5)	GAD Performance Indicators (6)	GAD Budget (7)
Organizational-Focused						
Training on Basic Computer Application (Microsoft Word, Excel, Powerpoint)	Some employee lack adequate basic computer orientation/knowledge	Increased computer literacy among employee	Inclusion of employees in trainings on basic computer	All employees know how to operate a computer	The majority of employees have computer literacy	City government of Cagayan de Oro

COMMUNITY AFFAIRS OFFICE

Program/Activity/Project (1)	Gender Issue/Concern (2)	GAD Objective (3)	Identified GAD Activity (4)	Target (5)	GAD Performance Indicators (6)	GAD Budget (7)
1. Information	Some employees	To minimized	Call the attention of said	Employees	Orientation	training

dissemination on office policy	always report to office late	tardiness and absenteeism	employees to educate and follow office policy	concerned		
2. Training /Seminar	BWDC officers and members must be educated.	To minimized violence against women/ battered women/husbands	Information/dissemination	BWDC officers and members	Orientation	training
3. Training / Seminar	Lupon Members must know how to handle cases and how to settle	To minimized cases to be brought to court	Information/ dissemination	Lupon members	Orientation	Training/Seminar

CITY CIVIL REGISTRY OFFICE

Program/Activity/Project (1)	Gender Issue/Concern (2)	GAD Objective (3)	Identified GAD Activity (4)	Target (5)	GAD Performance Indicators (6)	GAD Budget (7)
1. Seminar on Magna Carta for Women and Gender Sensitivity	Violence Against Women/Children Gender Equality	Rights of Women Awareness on relationship & other issues on men & women Elimination of Gender-Bias	Employee Training/ Seminar Orientation	All employees	Five employees per week to undergo seminar/ orientation	P 6,500
2. Provide a waiting area for nursing mothers who register the birth of their newly born	Privacy of Women	To give mothers privacy as they breastfeed their babies	Leading mothers to their area before their babies cry for milk	All nursing mothers		Chairs, Electric Fan Folding Divider P15,000.00

CITY ENGINEERS OFFICE

Program/Activity/Project (1)	Gender Issue/Concern (2)	GAD Objective (3)	Identified GAD Activity (4)	Target (5)	GAD Performance Indicators (6)	GAD Budget (7)
1. A. GAD Sensitivity Orientation (CEO Office)	Gender Sensitivity Awareness	To make CEO-Employees of GAD Sensitivity	Half day	60 Employees/ Session(5 Session)	60 Employees (50 pesos/ employees snacks)	15,000.00
b. Orientation for	Magna Carta for				Resources Person	5,000.00

Magna Carta for Women and Children RA 9262	Women and Children RA 9262 Awareness,					
2. Medical Assistance	Financial Assistance to Non-Working Spouse of CEO Employees	To provide Financial Assistance to Non-working Spouse of CEO Employees	CY 2014	50 CEO-Employees/Year	P 2,000.00/Employees	100,000.00
					TOTAL	P 120,000.00

OFFICE OF THE CITY ADMINISTRATOR

Program/Activity/Project (1)	Gender Issue/Concern (2)	Identified GAD Activity (3)	Results (4)	Cost (5)	Remarks (6)
Inclusion of Women Employees in training Especially on Management and leadership skills	Lack of Training Opportunities for Women Employee	Conduct Leadership Skills and Management Training especially on Management and Leadership skills	Availability of Training Opportunities for Women Employees	None office Appropriation	Refer to HRMO
Information Drive on the policy requirements for the employees to be oriented with social services and welfare protection programs	Lack of knowledge with the policy	Conduct visit to the Institution which cater on the policy requirements for the employees to be oriented with social services and welfare protection programs	Availability of policy-oriented employees	None Office appropriation	

CGSO

Program/Activity/Project (1)	Gender Issue/Concern (2)	GAD Objective (3)	Identified GAD Activity (4)	Target (5)	GAD Performance Indicators (6)	GAD Budget (7)
1.) Basics Computer Operation	Employees	To know the Basic computer operation	Seminar orientation	20 employees every month	Enhance knowledge in computer operation	Snacks for trainer & participants P 50.00/pax
2.) Annual check-up every year	All employees	Maintain health and wellness	Encourage all employee to have free medical check-up	All employee	No absences Everyone is in good health	4 employees every day
3.) Sports fest "hataw"	To make employee healthy & sound mind	Better health life & in good condition	"hataw" hire dance instructor	Health examination every quarter	Reduces "body fat"	10% of the trainer in w/c officer of the office, may give additional amount

4.) Seminar Magna Carta of Women	All female					
5.) Educational tour						
CITY BUDGET OFFICE						
Program/Activity/Project (1)	Gender Issue/Concern (2)	GAD Objective (3)	Identified GAD Activity (4)	Target (5)	GAD Performance Indicators (6)	GAD Budget (7)
1. Gender Sensitivity Training	Lack of knowledge on GAD & Gender Mainstreaming	To increase knowledge on GAD & recognize Gender issues and roles.	Provide trainings on Gender Sensitivity	One (1) gender Sensitivity Training every quarter. (6 employees/qrt.)	24 employees undergone GAD Training	P 10,000.00
2. Sports and Physical Fitness Program	Physically Unfit men & women employees	To minimize absences/tardiness due to health problems. To produce physically fit employees	Revive weekly Physical fitness Program/activities sponsored by the City Government	One (1) Physical Fitness Program every Friday	24 physically conscious budget staff.	P 20,000.00
3. Organizational Behavioral Formation	Insensitivity towards culture of teamwork and solidarity	To enhance teamwork/values formation among Budget staff	In/outdoor teambuilding activities every quarter	Four (4) in/outdoor activities for 24 budget staff.	24 socially – motivated employees.	P 40,000.00
4. Fiscal Empowerment training Program	Absence of relevant capacity development opportunities	To produce competitive more productive budget employees	In-house/external sourcing for trainings & seminars	City employees/ 80 barangays	Empowered/ competent employees and Barangays	P 200,000.00
5. Provision of gender Sensitive Facilities	Mutual gaps on health awareness & emergency responsiveness	To promote healthy environment/facilities & responsiveness to emergencies	To provide more comfort rooms for male	One 91) male comfort room at budget Office	One (1) Male Comfort room	P 50,000.00
					TOTAL	P 320,000.00
COMMUNITY IMPROVEMENT DIVISION						
Program/Activity/Project (1)	Gender Issue/Concern (2)	GAD Objective (3)	Identified GAD Activity (4)	Target (5)	GAD Performance Indicators (6)	GAD Budget (7)
A.GENDER & DEV'T PROGRAM						
I. Organization Focused:	Women	To recruit additional	Orientation of new &	10 Sitios	No. of Sitios &	

1. Expansion of Barangay Women's Dev't Committee (BWDC) membership.	Empowerment through Community involvement participation	Women to be members of BWDC for them to get involved & participate in community activities	additional BWDC members by Sitio & Barangay	7 Barangays	Barangays oriented No. of New members recruited	
2. Maintenance & Sustenance of BWDC organization	Monitoring & updating of Women's concern especially the BWDC members	To be aware of the BWDC issues/concerns & address it	Reorganization/reactivation of inactive BWDC organization	74 Barangays reorganized 74 BWDC regular meetings attended 74 BWDC Action Plans & GAD plans submitted	No. of BWDC organizations No. reorganized. No. of updated BWDC members submitted. No. of BWDC accomplishment reports submitted. No. GAD plans & BWDC action plans submitted.	
3. Implementation of the Cooperative Program in Cagayan de Oro City	Orientation organization & registration of new & additional members of existing CID assisted Cooperatives Maintenance & sustenance of CID assisted Cooperatives	To orient, organize & register the new Cooperatives. To orient additional members of existing Cooperatives. To maintain & sustain the CID assisted Coops.	Conducts Pre-membership Education Seminar (PMES) To organize & register the new Cooperatives. To follow-up that coop regular meetings are conducted. To assist in the preparation of coop annual reports. To facilitate in the conduct of Coop annual assembly.			
II Client focused: 1. Information, Education	Employees of the City Hall lack knowledge & awareness of Gender Sensitive Issues.	To inform & Educate the City hall employees on Gender Sensitive Issues.	Conduct a half-day orientation on Gender Sensitivity.	150 GAD Focal persons from the different department of City	Sexual Gender based Violence & Gender Sensitivity orientation conducted.	P12,500.00 snacks P500.00 resource speakers honorarium

&Communication(IEC)				Hall.		
2. Seminar for Punong Barangay on Sexual-Based Violence (SGBV) or Violence Against Women & Children (VAWC)	>The local government unit particularly at the barangay level is mandated to mediate & settle cases & have the responsibility to issue recommended actions for the victim survivors of Sexual-Gender Based Violence or Violence Against Women & Children (VAWC).	>To establish an active support system victims of Violence Against Women & Children (VAWC)	>Sexual Gender Based-Violence Or Violence Against Women & Children (VAWC). In-house for District I Barangays. >Outside	>24 Punong Barangays Dist. I. >56 Punong Barangays of Dist II.	>2 days live-in seminar >24 Punong Barangays >2 days live-out seminar >56 Punong Barangays >Honorarium of resource persons.	P57,600.00 P38,000.00 P10,000.00
3. Bantay-Banay & Gender Sensitivity Enhancement seminar for VAWC Desk officers.	>Quick & proper response to address VAWC victims & or Sexual Gender-Based Violence victims.	>To establish an active & operational support system to victims of Sexual Gender-Based Violence.	>Live-out seminar for 2 days for VAWC desk officer for district 2 pax. >2 days in-house seminar for district 1 pax.	>56 pax for district 2 pax. >24 pax for district 1 pax.	>2 days in-house seminar. >2 days live-out seminars for 80 barangays.	P64,000.00
4. HIV/AIDS Orientation for GAD focal persons for city hall employees.	>Awareness of the dreading disease where victims are increasing & getting younger. >Zero discrimination of victims. >Zero related death.	>To minimize the victims discrimination by information & education. >Present the HIV/AIDS related death.	>HIV/AIDS Orientation to GAD focal persons of city hall.	>GAD focal persons informed on HIV/AIDS.	>GAD focal persons of city hall informed on HIV/AIDS (150 pax)	P7,500.00
5. Women's Month Celebration	>Promotion of Women's camaraderie.	>To showcase/develop Women's talents & potentials.	>Ball games by district. >Cultural Dance Contest. >Parlor games contest.	>74 BWDC by brgys by district. >Fun activities.	Winners by district.	P200,000,00 City GAD fund.

			>Motorcade. >Women forum			
6. Women's Center	Provision of shelter for battered women or victims of abuse. >Rehabilitation & empowerment of women victims of abuse.	>To give temporary shelter of women & their children victims of abuse. >To provide stress debriefing to women victims of abuse. >To empower women victims of abuse with skills to move on & awareness of their rights.	>Assist/facilitate cases of women's right to victims. >Conduct awareness seminars/counseling to women victims. >Conduct skills trainings for women while in the center	> Walk in women Victims of abuse (As need rises) >Sites = Lumbia	>Conducted Counselling sessions >R.A 9262 seminar sessions >Skills training conducted	P 4M City GAD Fund
B. Livelihood Development Program	> Provision of skills and technology to men and women of Cag. de Oro City	> To enhance and augment livelihood of trainees and graduates > To provide livelihood opportunities to the	> Program Orientation	>8 livelihood skills courses > 120 graduates per course >all gender types	> 750 trainees oriented on the skills training they opted to enroll (City level CID based)	none
	>Coordination with TESDA for NC2 exams passport for employment here and abroad.	>Facilitate graduate for NC 2 exams.	>Implementation of the livelihood program through skills training > Coordinate schedule of NC 2 exams with COBSAT and respective training centers.	>All gender types >Applicants for NC3	>500 barangays trainees oriented on the skills they opted to enroll >Trainees graduated with training certificate duly signed by the City Mayor and TESDA Director > 750 City level CID Based trainees >200 community based trainees (religious civic barangay)	>P 400,000 January – June (appeared budget) >400,000 July – Dec > Estimate of P100 trainee P60,000 coordinated group. >50 NC 2 passers P40,000 NC2 applicant
2. Conduct of	> Provide	>Equip trainee/	>Entrepreneurship	>Qualified BWDC	>1 batch	>350,000/ GAD-P

Entrepreneurial Training	entrepreneurial skills.	graduate RE: knowledge on small, medium, entrepreneurship (SME)	training	bonafide members	entrepreneurial training conducted	Budget
C. Cooperative Program						
1. Cooperative Development & Business forum.	>Coop Promotion and linkaging for additional Capital for business operation	>Promotion of existing cooperation >Education through Coop update >Open linkages for business opportunities	>Cooperative Development and Business Forum	> Men & Women Cooperation	>50 Cooperatives with 150 cooperatives	>50,000/ GAD-P
III. Responsible Parenting/ Natural family Planting (RP/NFP)	>IEC to guide couples to have their desired number of children that they can support & mature according to their capacity >Unmet FP needs of Women of Reproductive	>to guide parents to choose & make decision on their family size and to be responsible parent	>Responsible Parenting seminars conducted	>BWDC members >4P's beneficiaries >Reproductive Women >Couples in the barangays	>Seminars on Responsible Parenting	
	Ages expressing desire to use family planning methods but are not addressed >Prevent unintended pregnancy resulting to unsafe abortion. >Unlimited no. of children & non-spacing of children is highest among the poor & the less educated as compared to the counting average.	>to make the couples of Reproductive ages evolve of the different family planning methods, its benefits and give them the chairs on the method they desire to use to achieve their desired family size. > to make couples aware their rights & duties & knowledge of the family planning	1. Conduct Responsible Parenting and Natural family Planning Seminars 2. RP/NFP forum	>Among barangays >Service providers >key leaders >Barangay Kag on Health >RP/NFP team >60,000 couples	>RP/NFP forum w/ 120 key leaders >forum conducted >800 barangays >honoraria of: 10 Barangay Service Point Office (BSPO at 300.00/ brgy. Class x 80 brgy	>P 39, 398.35 >from 39,398.35 >P 960,000.00 >P 240,000.00 Source of fund:

➤ Conduct of Barangay classes	>Couples awareness on duties & Rights of Parents as well as that of their children and family planning to attain the quality of life of their family		>Conduct Barangay classes			Popcom X
IV. Youth Development Program						
IEC on Adolescent Health and Youth Program (AHYDP)	>Increasing incidence of teenage pregnancy substance abuse, and smoking, violence against adolescent and other non-sexual risky behavior.	>Provide information and knowledge on adolescent health and youth development >Generate information updates on Youth related issues and concern >Plan youth related activities, projects and intervention to youth related issues and concerns	> Adolescent Health and Youth Development program (AHYDP) seminar and learning sessions > Attend / facilitate meetings and forum > youth development committee regular meeting	> in-school youth in public and private schools >Out of school youth (community/ barangay based) >Activities of agencies > Partner agency representative	> 5 schools (private and public) w/ 520 students >5 community / Barangay based / out of-school youth w/ 435 OSY) > 6 meetings with 8 agencies representative	> P 21,875.00/ YDP office budget >P 75,000.00 /Sk barangay fund >P 36, 000.00 / PDP office budget
	>Exposure of youth through social media risky behavior	> to address prevalent youth problems	> Counseling and learning sessions	>youth aged 15 – 24 years old in-school and out of – school youths	> at least 2 youths per day	
	Youth HUB	>Youth and other anti-social behavior by providing educational videos w/ discussion guideline. >To install internet services & indoor	> Installation of internet services and indoor sports games. (Minimal fee for internet use and research especially students coming from	> youth aged 15-24 years old in-school- and out – of-school youth.	> 10 youth/day availing the services >return investment in terms of client performance	>200,000.00 /GAD-P

		<p>sports games. >To prevent youth to gallivant & would be victims of risky internet hub. >To help the poor students do their research especially those who cannot afford to pay for internet café especially the CCSP beneficiaries.</p> <p>3. to enable the Out-Of-School youth to be computer literates.</p>	the highland barangay			
Adolescent Reproductive Health (ARH) IEC/advocacy	➤ Increasing incidence of teen-age pregnancy	<p>>to prevent teen-age pregnancy early marriages >To make parents on aware of the adolescent Reproductive Health so that they can Understand adolescent kids</p>	> Conduct seminars on adolescent Reproductive Health both to Parents of In-school-Youth & Out-of-school youth	<p>>3rd year & 4th year students of 73 schools. >40 PYAP out-of-school youth</p>	> Parent of Adolescent youths ARH seminars	P 50,000.00 /LGU POPCOM
					TOTAL	7,351,771.70
					OVER ALL TOTAL	16,460,671.70

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