

**ANNUAL QUARTER GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
ACCOMPLISHMENT REPORT FY 2020**

Region: X
City: Cagayan de Oro City

Total LGU Budget (PHP): ₱7,500,000,000.00
Total GAD Expenditure (PHP): ₱376,943,211.20
% from LGU Budget: 5.026%

Gender Issue or GAD Mandate	GAD Objective	Relevant LGU Program or Project	GAD Activity	Performance Indicator and Target	Actual Results	Approved GAD Budget	Actual GAD Cost or Expenditure	Variance or Remarks	Office Responsible
CLIENT-FOCUSED									
<p>1. Gender Issue: Lack of facilities provision for senior citizens, pregnant or nursing women and PWDs when waiting to avail of services in various commercial, industrial and institutional buildings in the city</p> <p>GAD Mandate: RA 9710 - Magna Carta of Women RA 9257 - Senior Citizens Act RA 7277 - Magna Carta of Disabled Persons</p>	To improve public facilities to be more conducive for senior citizens, pregnant and nursing women and PWDs in the city	Implementation of the National Building Code of the Philippines, BP 344 and other gender and development related laws and ordinances	Conduct annual building inspection to check all buildings and other establishments if they have provided the required facilities	100% of establishments inspected have provided the required facilities for elderly, pregnant women and PWDs: Commercial - 238 Industrial - 38 Institutional - 12 Others/Gov't - 166	100% (430) of establishments with approved Occupancy Permits provided the required facilities for PWDs and elderlies: Commercial: 196 Industrial: 30 Institutional: 11 Others/Gov't: 193	100,000.00	150,926.00	Activity is mainstreamed into the regular Building Inspection conducted by the Enforcement Division Additional budget incurred for COVID-19 Response: Purchase of Face masks, shields, alcohol, gloves, safety shoes, safety vest, hard hats for OBO inspectors	Office of the Building Official
2. Loss/destruction of original files due to constant handling, posting problems to men and women in complying the required documents by the DFA, insurance companies, schools and employers, all intended for their advancement and welfare	To ensure ready availability of original documents to men and women in need of copies by preventing loss, destruction or tampering of the paper documents thru posting the entries from the original copies to the Civil Register thus ensuring longevity and safety	Records Preservation Project	1. Scanning of restored records and upload to the existing database system (Civil Registry Database). 2. Filing of restored records.	1. 100% of 1960s birth records will be scanned and uploaded. 2. 10% of 1970s birth records will be scanned and uploaded.	100% birth records from 1960s and 1970s scanned and uploaded: 302,715 documents encoded, 227,715 scanned, 27,756 posted in the Book of Civil Register With records retrieved, more clients have access to this documents from the office.	997,900.00	958,699.41	39,200.59	City Civil Registry Office
3. Low level of birth registration among the marginalized parents of newly-born children who for various constraints are unable to give the most basic of the rights of children which is to have a name and nationality thru a record of birth	To provide accessible civil registration services and capture all birth events in every barangay, addressing the registration needs of the lactating mothers and working fathers	Barangay Civil Registration System (BCRS)	Conduct of Barangay Civil Registration System (BCRS)	80 barangays conducted BCRS.	No BCRS conducted. However, was able to cater a total of 2,183 Late birth registration with 274 are IPs	292,500.00	274,316.75	Due to health protocols set to prevent further spread of COVID-19, BCRS was not conducted.	City Civil Registry Office

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4. Breastfeeding Room for nursing mothers	To provide privacy to lactating mothers when they breastfeed their babies	(PRIMEHAT) Institutional, Health	Establishment of Breast feeding area	All target Offices (CCRO,OBO, CHUDD) have installed breast feeding area	Not implemented	-	-	Due to COVID-19, observance of the minimum non-pharmaceutical interventions - social distancing - the intended area was used for the operationality of the offices concerned	City Civil Registry Office/ City Engineer's Office/ OBO/ CHUDD/
5. Information dissemination and awareness on the implemented PPAs of the LGU	To inform the public on the implemented PPAs of the LGU	IEC Program	1. 3-hour Live Talk Show every Wednesday 2. Purchase of one (1) unit LED wall display	1. Four (4) monthly talk show conducted. 2. Installation of one (1) unit LED wall display	1. 262 Live TV programs aired. More TV programs aired due to COVID-19 presscon; 2. One (1) unit LED wall display to be installed; already purchased and for delivery	4,067,000.00	4,867,000.00	Additional GAD Cost or Expenditure for the materials/accessories and labor for the installation of the LED wall display; was not included in the original proposal	City Information Office (CIO)
6. Clients of City Hall having difficulty to locate departments/offices for their specific concerns.	To provide convenience to the clients to easily locate the departments/offices.	Gender Sensitivity Program	1. Installation of automated information system. 2. Purchase one (1) unit of digital device	One (1) functional automated information system and 1 digital device established.	One (1) functional automated information system and 1 digital device purchased and for installation.	60,000.00	60,000.00	Device is ready for installation	City Information Office (CIO)
7. Some tri-media practitioners are not gender sensitive in terms of delivering information to their listeners.	To encourage the tri-media practitioners to deliver information with gender mainstreaming.	Gender Sensitivity Program	Conduct of 1-Day forum/symposium with media practitioners	50 tri-media practitioners (25 male, 25 female) attended the forum/symposium	not implemented	65,000.00	-	Due to restrictions wherein mass gatherings are discouraged, if not prohibited, it is difficult to conduct seminars, training, and meetings	City Information Office (CIO)
8. Gender Issue: Lack of access of marginalized women to service of the LGU on health	To guarantee women's equal access to a full range of comprehensive health services	Implementaiton of the National Health Insurance Program via Circular 22, Series of 2014 and Circular 10, Series of 2013; RA 9710; MDG	IEC Materials Distribution; Barangay to barangay profiling; enrolment into PhilHealth Sponsored Program	100,000 clients served and provided with PhilHealth Membership, availing necessary services	6,375 individual served and enrolled to PhilHealth's LGU Sponsored Program	896,320.00	15,300,000.00	Actual GAD Cost is total paid for PhilHealth premium contribution; 3,728 mothers who gave birth at our MCP Centers availed the MCP Package	City Health Insurance Office (CHIO)
9. Inadequate supply of medicines for Senior Citizens and indigents with diabetes and/or hypertension (HPN)	To provide medicines to diabetec and hypertensive indigents and senior citizens	City Ordinance No. 13226-2017; PhilHealth Circular 17, Series of 2014	Provision of buffer medicines fro Senior Citizens and indigents with HPN, diabetes, and dyslipidemia in 54 Health Centers of Cagayan de Oro	10,000 clients with HPN, diabetes and dyslipidemia provided with necessary medicines	HPN medicines: 9,308 persons Diabetic medicines: 600 persons The office did not just cater to Senior Citizens but to all clients who needs the medicines.	1,000,000.00	1,645,732.00	The data on the number of senior citizen beneficiaries was impossible to determine in the monitoring data of the office concerned. GAD Activity already handled by City Health Office in 2020	City Health Insurance Office (CHIO)
10. Low income of women in rural areas (farmers' housewives)	To increase income of women in rural areas	Agricultural Productivity	Provision of production inputs (vegetable seeds)	100 women beneficiaries	200 packs to 200 women of assorted vegetable seeds; 45 women or ornamental growers provided with garden tools	55,000.00	38,490.00	vegetable seeds were distributed to target beneficiaries; Garden tools is for awarding to winning bidder.	City Agriculture Office

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		Livelihood Program	Provision of cattle for backyard production	40 heads for 10 women beneficiaries	-	-	-	Not implemented for the fiscal year.	City Agriculture Office
			Provision of goats	66 heads for 66 women	-	-	-		City Agriculture Office
11. Low production of farmers	To increase production of farmers	Agricultural Productivity	Farmers' Field School	2 batches of Farmers' Field School with 30 pax (15 Female and 15 Male) per batch	Farm visits to 1,500 farmers Conducted Technology transfer on Good Agricultural Practices (GAP), Organic Agriculture, Square foot Gardening	-	-	No Farmers' Field School conducted. Only farm visits to 1,500 farmers done by office's technicians	City Agriculture Office
			Provision of planting materials for industrial crops	5,000 cacao seedlings	Provision of: 1. Vegetable seeds and inputs; 2. Hybrid corn seeds; 3. Camote cuttings & other production inputs	1,606,780.00	1,505,610.00	A change in actual results so farmers could have better and easier way to increase productivity in this time of the pandemic. All items are delivered and distributed to target farmers	City Agriculture Office
				5,000 rubber seedlings	2 hectares planted w/ assorted vegetable seeds; 44 bags to 44 corn farmers; 2 hectares harvested for 120 farmers				City Agriculture Office
			Provision of farm working animals	10 heads	5 working animals to 5 farmers' association	150,000.00	150,000.00	Actual results are still for awarding to winning bidder.	City Agriculture Office
			Provision of organic swine for fattening	60 heads					City Agriculture Office
			Provision of chicken for organic chicken production	2,500 heads					City Agriculture Office
12. Low labor productivity in agriculture.	To engage the youth in farming and empower them to become future agripreneurs / entrepreneurs	Agricultural Productivity: Farm Youth Development	Technical training to enhance farming skills	1 training with 30 pax (15 male and 15 female)	No training conducted only farmer visits. There were identified young farmers from the following barangays: 1. Brgy. Canitoan 2. Brgy. San Simon 3. Brgy. Lumbia 4. Brgy. Pagatpat All barangay beneficiaries were male young farmers.	30,000.00	-	Due to restrictions wherein mass gatherings are discouraged, if not prohibited, it is difficult to conduct seminars, training, and meetings; More on individual TA and visitations were conducted by the office's technicians	City Agriculture Office

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		Livelihood Program	Free range duck raising (RTL)	30 heads	Provision of: 1. Vegetable seeds for backyard gardening, Gulayan sa Paaralan; 2. Cattle dispersal to young qualified farmers.			A change in actual results so young farmers could have better and easier way to increase productivity in this time of the pandemic. All items are delivered and distributed to target young farmers; cattle dispersal is still for awarding to winning bidder	City Agriculture Office
			Organic Chicken Production	50 heads	150 packs of assorted vegetables to 150 young farmers (F: 70, M: 80);	252,500.00	225,000.00		City Agriculture Office
			Cattle Fattening	5 heads	4 heads at 200kg per head to young farmers				City Agriculture Office
			Backyard Cattle Production	10 heads					City Agriculture Office
13. Gender Issue: Lack of livelihood opportunities at the community level (house husbands and wives) and develop skills necessary to provide livelihood and family income	1. To develop entrepreneurs. 2. To develop economic resiliency during disasters.	Poverty Alleviation Disaster Preparedness	1. Provide training on the production of washable napkins and diapers for babies and elderlies; 2. Provision of sewing machines to beneficiaries in pilot areas	100% of first batch (50 beneficiaries; POs of CLENRO and 4Ps) conducted with skills training; 10 sewing machines and materials provided	*Cash-for-work: PAGALUNGAN WOMEN Plant Nursery- The group produced forest, fruits and ornamental seedlings. It is available to the public at a minimal cost. *Livelihood Center: COMMUNAL GARDEN PROJECT in response to COVID-19 in Bgys (Balubal, Tignapoloan, Tagpangi and Tuburan). Started at the onset of COVI-19 in March 2020.	400,000.00	192,175.00	CLENRO was unable to implement said target due to the COVID-19 pandemic, instead it provided the technical expertise/assistance, materials need to the mentioned group of women	City Local Environment and Natural Resources Office (CLENRO)
	3. To provide Capital Seed Assistance for preferred livelihood project of target communities	(PRIMEHAT) Poverty Alleviation	3. Practical skills development and livelihood for mothers/families/Rehab & Recovered Drug dependency	500 individuals provided with the financial assistance for the their preferred livelihood project.					
14. Lack of mechanisms to coordinate the implementation of RPRH law and EO # 12	To organize and ensure the functionality of the City Implementation Team (CIT) to oversee smooth implementation and coordination of RPRH Law and EO # 12	Implementation of RPRH Law and EO #12	Conduct of CIT Quaterly Meetings	Four (4) coordinative quarterly meetings conducted	Only (1) quarterly meeting conducted	20,000.00	24,000.00	Budget for RPPF program was utilized	Community Improvement Division (CID)
15. Low appreciation among men and women on male involvement in responsible parenthood, family planning, and reproductive health	To increase awareness of husbands' role in RPPF	KATROPA - Kalalakingang Tumutugon sa Responsibilidad at Obligasyon sa Pamilya	Conduct of KATROPA Classes	12 classes conducted 180 targeted males/husbands reached on KATROPA	not implemented	20,000.00	-	Due to restrictions wherein mass gatherings are discouraged, if not prohibited, it is difficult to conduct seminars, training, and meetings	Community Improvement Division (CID)

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16. Women/mothers are unable to achieve their desired fertility goals	1. To capacitate and mobilize Barangay Population Volunteers (BPVs) in generating and accelerating demand and provision of MFP commodities and services	Responsible Parenthood and Family Planning	Inter-Personal Communication and Counseling (IPCC) Training of Barangay Population Volunteers (BPVs)	80 BPVs (one per barangay) trained on IPCC.	not implemented	100,000.00	-	Due to restrictions wherein mass gatherings are discouraged, if not prohibited, it is difficult to conduct seminars, training, and meetings	Community Improvement Division (CID)
	2. To strengthen coordination with BPVs	Responsible Parenthood and Family Planning	Conduct of quarterly meetings	Four (4) quarterly meetings conducted	not implemented	30,000.00	-	Due to restrictions wherein mass gatherings are discouraged, if not prohibited, it is difficult to conduct seminars, training, and meetings	Community Improvement Division (CID)
17. Low appreciation/practice of couples in responsible parenthood, family planning, and reproductive health	To increase awareness of couples on RPPF	Responsible Parenthood and Family Planning (RPPF)	Conduct of RPPF classes	12 classes conducted 180 targeted couples reached on RPPF	4 classes conducted with 55 couples participants 95 sessions of Pre-Marriage Orientation and Counseling (PMOC) with 1,808 would-be couples participated RPPF were also conducted to City Scholars who are early mothers.	20,000.00	10,000.00	Unable to visit Brgys to conduct RPPF due to COVID-19 Pandemic PMOC continues but with only a maximum of 15 couples per session. Following COVID-19 Protocols PMOC is conducted to those couples applying for marriage; a pre-requisite.	Community Improvement Division (CID)
18. Increasing incidence of teenage pregnancy.	1. To educate, provide knowledge and skills among adolescents on reproductive health issues and concerns.	Adolescent Sexuality and Reproductive Health	Conduct of Adolescent Sexuality and Reproductive Health (ASRH) classes.	40 schools, 80 classes, 30 participants (ages 10-19) per class	3 schools, 4 classes conducted with 373 participants	105,000.00	105,000.00	Tie-up activities. Conducted in Barangays Dansolihon, Balubal, and PNR National HS. Due to restrictions wherein mass gatherings are discouraged, if not prohibited, it is difficult to conduct seminars, training, and meetings	Community Improvement Division (CID)
	2. To equip the parents and educate them with the necessary knowledge on sexuality and other health related concerns of adolescents and skills on communicating such concerns to their children	Learning Package for Parent Education (LPPED)	Conduct of LPPED on Adolescent Sexuality and Reproductive Health (ASRH) Trainings	50 classes, 20 participants per class	4 classes conducted with 109 participants	-	-		Community Improvement Division (CID)
19. Limited access to ramps, restrooms and service elevators for all PWD, senior citizen and pregnant clients of JRBGH	To provide access to ramps, restrooms and service elevators for all PWD, senior citizens and pregnant clients	Health Services Program	Installation additional of hospital facilities beneficial to vulnerable sector	100% PWD, senior citizens and pregnant clients have access to ramps, restrooms and service elevators 100% Necessary hospital facilities installed and fully operational	100% PWD, senior citizens and pregnant clients have access to ramps, restrooms and service elevators 100% Necessary hospital facilities installed and fully operational	5,000,000.00	5,000,000.00	Implemented through our DOH-Health Enhancement facility Program (HFEP)	JR Borja General Hospital
20. Prevalence of HIV/AIDS in the city	To increase awareness of barangay officials and all vulnerable groups on the prevalence of HIV/AIDS	HIV/AIDS Awareness Campaign	1. Conduct of HIV/AIDS awareness orientation in the barangay.	20 Barangays have been conducted with HIV/AIDS awareness orientation; 50% decrease on the city-wide HIV-AIDS cases	This is an input to the ASRH and RPPF classes 3 barangays conducted with the orientation	-	-	This is an input to the ASRH and RPPF classes	Community Improvement Division (CID)

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21. Inconvenience of clients due to large number of taxpayer per day.	To provide extra services to taxpayers while waiting for their transaction/s.	Real Property Tax Administration	1. Provision of refreshments for taxpayers. 2. Availability of First Aid Kit for emergency purposes	90% taxpayers satisfied and experience convenience by the end of the fiscal year	not implemented	87,000.00	-	canvass is still pending	City Assessment Department
22. No access to appropriate breastfeeding stations/rooms for the following recipients: 1. breastfeeding employees/nursing mothers 2. breastfeeding mothers confined as inpatients 3. breastfeeding mothers as outpatients in the Out-Patient Department (OPD) 4. breastfeeding of significant others/watchers of all inpatient (IPD) and outpatient (OPD) clients	To provide the necessary facilities to wash up, express and refrigerate their milk to lactating mothers (in and out-patient and employees).	Health Services Program	Establishment of a breastfeeding room for all nursing mothers, ensuring proper sanitation, a clean and well-ventilated room.	2,700 breastfeeding employees, inpatients and outpatients of JR Borja General Hospital provided with privacy and dignity while nursing/breastfeeding	not implemented	270,000.00	-	to be implemented in 2021	JR Borja General Hospital
23. Lack of gender sensitivity in the health service delivery of health practitioners distinctively on their PWD, senior citizen and pregnant clients	To raise awareness and level of consciousness for healthcare practitioners on gender sensitivity.	Health Services Program	Conduct of capacity development program, training, seminars and workshops for the entire human resource.	All the 820 employees (Male: 328, Female: 492 includes regular, job order, and detailed) employees undergo capacity development programs	not implemented	800,000.00	-	Due to health threats brought by COVID-19, training, seminars were halted.	JR Borja General Hospital
24. Absence of indicators that dignity, privacy and respect are maintained in ward sections during the practice of minor procedures in the Obstetrics, Internal Medicine, Pediatrics, Surgery and Orthopedics wards in the health facility.	To ensure privacy and adhere dignity for patients especially female in performing minor surgery procedures in the Obstetrics, Internal Medicine, Pediatrics, Surgery and Orthopedics wards	Health Services Program	1. Establishment of a private space inside the nurse stations in the Obstetrics, Internal Medicine, Pediatrics, Surgery and Orthopedics wards 2. Provision of foldable wall partitions in wards.	100% of the total in-patient that require privacy for certain procedures.	100% of the total in-patient that require privacy for certain procedures.	550,000.00	550,000.00	partitions were used for COVID-19 patients also.	JR Borja General Hospital
25. Low level of consciousness and a need to strengthen the awareness for a safe and infection-free health facility for all medical and non-medical employees.	To adhere to the proper guidelines and safe practices on infection control in the facility.	Health Services Program	-Training, workshops and seminars on Infection Control -Procurement of PPEs	All 820 employees are trained; Four (4) quarterly workshops/training on the updates on Infection Control; 80% reduction of all infectious diseases	No training was conducted but procurement of PPEs were done for COVID-19 response	560,000.00	35,000,000.00	More funds was utilized due to COVID-19; All hospital staff and personnel must wear complete set of PPEs	JR Borja General Hospital
26. Lack of space/area to cater Priority clients (PWDs, Pregnant Women, Senior Citizens) of the City Budget Office	To ensure better accessibility to budget services for all sectors especially among PWDs, pregnant women and senior citizens	Gender Mainstreaming	Provision of space for priority lanes for PWDs, pregnant women and senior citizens)	100% installation of priority lanes for PWDs, pregnant women and senior citizens; Positive feedback from clients	Whole City Budget Office was renovated and includes the 100% installation of the priority lanes for PWDs, pregnant women, and senior citizens.	2,500,000.00	2,500,000.00	Included in office renovation budget	City Budget Office
27. Inadequate facilities for the applicants at the waiting area.	To ensure ease and comfort to clients especially among women, PWD, and senior citizens	(PRIMEHAT) Institutional, Employment	Provision of chairs for the applicants at the waiting area.	24 chairs/ 4 benches are installed at the waiting area	5 benches were installed instead of chairs	12,500.00	12,500.00		Job Placement Bureau/Public Employment Services Office (PESO)

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28. Inconvenient venue for jobseekers and employers' in-house interview	To provide convenience of both the applicant and the employer thru allocation of space for the conduct of interview	(PRIMEHAT) Institutional, Employment	Provide space for the proper conduct of interview for job seekers.	1 interview room/ corner installed/ allocated	1 interview room was installed as part of the office repair	310,000.00	310,000.00		Job Placement Bureau/Public Employment Services Office (PESO)
29. Inadequate knowledge and skills of farmers in livestock raising	To enhance farmers' knowledge and technical skills on livestock raising.	Agricultural Productivity: Livestock Farmers' Field School (LFFS) Program	-Organize identified of interested backyard farmers (men and women) -Conduct lectures on Animal Raising (swine, cattle, goat, and poultry)	80% of 50 identified backyard farmers (20 men & 30 women) attended and completed the LFFS program; 80% of 40 lectures conducted on Animal Raising (swine, cattle, goat, and poultry); participated and completed by the identified backyard farmers for 2 months.	No seminars conducted	20,000.00	-	Due to covid threat, seminars for farmers were cancelled. Their concerns are catered thru phone calls. They can still avail the dispersal program but need to fill out the contract first and are evaluated by the assigned technician in their barangay for approval.	City Veterinary Office

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30. Inadequate income of backyard farmers to compensate demands and needs	To assist in the increase of Backyard Farmers' (men and women) Income thru an alternative source	Poverty Alleviation	Provide access to various projects: 1. Swine Dispersal 2. Cattle Dispersal 3. Goat Dispersal 4. Duck Raising 5. Poultry Raising	80% of the number of animals provided are dispersed to the identified backyard farmers (men & women): 1. Swine (50) 2. Cattle (50) 3. Goat (50) 4. Duck (10 heads/person) 5. Native Chicken (50) 10% of 50 identified backyard farmers (20 men & 30 women) provided with dispersal program have reported an increase in their family's income after a year	Provided animals to identified backyard farmers (men & women) 122 heads of swine dispersed 52 heads of cattle dispersed 46 heads of goat dispersed 79 heads of native chicken dispersed	575,000.00	563,000.00	This is an ongoing program. If the total number of heads exceeded the target that means some who availed the program are already cleared and the offsprings as payment were given to other farmers.	City Veterinary Office
31. Lack of information education campaign (IEC) materials on Rabies, Animal Welfare, and Bird Flu	To improve awareness of the Kagay-anons (men & women) on Rabies, Animal Welfare and Bird Flu.	Education Program	1. Purchase of Personal Computer (PC) with complete accessories for production of IEC materials; 2. Conduct of seminars in target schools and barangays.	Installation of one (1) unit of PC with complete accessories. 80% of 50 seminars conducted in Schools and Barangays about Rabies, Animal Welfare and Bird Flu.	One (1) unit of PC with complete accessories installed; No seminars conducted	50,000.00	50,000.00	Due to covid threat, seminars in schools were cancelled since classes are done online or modular.	City Veterinary Office
32. Inconvenience of clients especially women, elderly, and PWDs at the waiting area of the Meat Inspection Division Office, Slaughterhouse, Cugman	To provide comfort and convenience among clients especially women, elderly, and PWDs at the waiting area while transacting	(PRIMEHAT) Revenue Generation	Provision of facilities (chairs, tables, aircon) for the waiting area	Installation of 20 units monoblocks chairs, 3 units tables, and 1 unit airconditioner.	One (1) unit of split type airconditioner No monoblocks chairs and tables purchased.	50,000.00	50,000.00	Due to budgetary constraints, no additional monoblock chairs and tables purchased.	City Veterinary Office

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33. Awareness of children in school on road traffic rules and safety	To identify and resolve traffic hazards in school areas specific to children, and teach children in school practical safety measures.	(PRIMEHAT) Traffic, Public Order	1. Installation of road safety measures in school zones, education/information campaign; 2. Improvement & construction of speed bumps, signs, and pedestrian walkways in target schools. 3. Conduct information campaign through talks and ad materials in target schools during PTA meetings	100% completion of target school zones, marked with speed bumps, signs and pedestrian walkways improved (visible/replaced). 100% target schools conducted with road traffic rules and safety talks.	100% completion of target school zones, marked with speed bumps, signs and pedestrian walkways improved (visible/replaced). IEC on traffic rules and safety in schools not conducted due to the pandemic	100,000.00	100,000.00	Classes are done online in observance of the minimum health protocols, hence, talks on traffic rules and safety were not conducted.	Roads and Traffic Administration (RTA)
34. Travel difficulties encountered by visually impaired and wheelchair users (PWD)	To reduce accidents and provide proper/visible pathways and traffic markings for PWD	(PRIMEHAT) Traffic, Public Order	Improve/ replace signages along citystreets visible for all especially to PWD	100% replacement/ improvement of all signages by the end of the year	100% visible ramp, handle bars, marking signs are installed in public areas along every major establishment and also ensure presence of traffic enforcers to assist PWD.	60,000.00	60,000.00		Roads and Traffic Administration (RTA)
35. Development Plans in the Barangay level do not reflect programs/ projects addressing gender issues	To ensure that all development plans are gender sensitive and gender responsive	Investment and Infrastructure (Proper Urban Planning)	Provision of technical assistance in the formulation/ updating of the Development Plans among barangays	100% of the Barangays who requested technical assistance in the preparation of their Development Plans are facilitated; 100% of Barangay Development Plans are gender sensitive and gender responsive	100% of the barangays who requested for technical assistance were catered. 100% of priority development concerns in their BDP are gender sensitive and responsive Training for new CPDO staff on BDP formulation was conducted to reinforce current manpower who handles BDP TA. An updating of the LGU's CDP was also conducted	180,000.00	180,000.00	BDP TA conducted with barangays were done with limited participants in observance of the COVID-19 minimum health protocols. Virtual TA is not feasible due to internet latency constraints; Budget was also used for the conduct of 3-day training for new staff in the office who will provide the TA to barangays and the conduct of the updating workshop of the LGU's CDP facilitated by the office	City Planning and Development Office
36. Availability of sex-disaggregated data for RPPF	To establish and maintain RPPF database	Responsible Parenthood and Family Planning	-Gathering of sex-disaggregated data on RPPF (Quarterly) -Hiring of encoder	One (1) database system established	One (1) database system Hired two (2) IT JO staff for database system	90,000.00	67,056.00	with the establishment and staff hired, database is now being updated and are readily available.	Community Improvement Division (CID)

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37. Complaints (unsatisfactory feedback from customers/ clients) especially pregnant women, elderly, PWDs	To provide convenience and quality services to all clients with satisfaction and excellent feedback	(PRIMEHAT) Public Order	-Provision of reading materials (e.g. newspaper, magazine, etc.), refreshments (drinking water) to customers/clients while transacting in the office -Provision of LED TV for viewing of various LGU services and other related concerns	100% customer satisfaction on service delivery	Due to health threats brought by COVID-19, face-to-face transactions were limited (if not, prohibited). Most offices developed online portals for their services instead. Existing online portals were enhanced.	-	-	Budget was allocated for COVID-19 response operation	All departments/ Offices
38. Working or no adult left at home to take care of young children	To provide substitute parental care to children of working mothers	(PRIMEHAT) Infrastructure	1. Construction of Child Development Center (CDC) & hiring of child development teachers; 2. Supplemental feeding of children	Five (5) CDC constructed and 5 Child Development Teachers	8 CDCs were proposed and 2 CDTs were hired as replacement 15,754 children benefited from Supplemental Feeding Program The proposed 8 CDCs once completed will provide a conducive venue for ECCD in strategic barangays. The 2 CDTs are barangay funded and are scheduled for training and awaiting to be accredited for City-funded honorarium	10,000,000.00	-	The 8 CDCs are done with site inspection only as of December 2020; Supplemental Feeding Program is funded by DSWD and was implemented for 3 months only due to community quarantine brought by COVID-19 pandemic	CSWD
39. Children are sent to school but with limited financial support from the parents	To extend financial educational support to indigent children	(PRIMEHAT) Education	1. Establishment of a grant-in-aid educational assistance	300 children receives grant-in-aid assistance	482 children received grant-in-aid assistance	2,000,000.00	2,000,000.00	60% more children were provided with the assistance	CSWD
40. High incidence of child labor/street children in public markets and streets	To provide a place where these children will be given proper education	(PRIMEHAT) Education	1. Street & Urban Working Children program; 2. Construction of one (1) street school for children; 3. Financial assistance to street families/children.	230 street families/children benefited from the program One (1) education center constructed at identified markets	114 children and 10 families benefited from the program 1 street school/education center at Barangay Bulua, East West bound terminal	3,383,700.00	1,420,000.00	~50% achieved against target.	CSWD
41. High incidence of senior high and college drop outs of indigent students	To augment schooling of indigent students	(PRIMEHAT) Education	1. Unlad Kabataan Program 2. Education assistance to indigent senior high and college students	200 In-school youth benefited from the program	384 in-school youth benefited from the program 92% more in-school youth benefited against target.	3,000,000.00	3,000,000.00	All grants are on the process of downloading to schools of the beneficiaries. Funds are downloaded directly to schools	CSWD
42. Lack of awareness on the programs & services of CSWDO	To increase the reach and awareness of existing programs & services of the office	(PRIMEHAT) Education	Distribution of IEC materials	1,500 individuals	IECs were provided through social media. More than 9,022 individuals/users were reached	-	-	IECs were done online in observance with the COVID-19 minimum health protocols.	CSWD

Gender Issue or GAD Mandate	GAD Objective	Relevant LGU Program or Project	GAD Activity	Performance Indicator and Target	Actual Results	Approved GAD Budget	Actual GAD Cost or Expenditure	Variance or Remarks	Office Responsible
43. Lack of awareness of Local and National events pertaining to Family, VAWC	To encourage the target communities to get involve in local & national events	(PRIMEHAT) Teamwork	1. Family Week Congress: > Search for City Model Filipino Family > City Parent Educational Congress > Parent & Child Encounter > Search for VAW Desk Facility > Search for Child Friendly Barangay > Search for Urban Container Household Gardening	2000 target participants	Only the following activities were conducted: 1. "Search for Child-friendly Barangay" with only 17 barangays participated; 2. "Search for Urban Container Household Gardening" with 800 participants	2,709,188.00	1,459,188.00	Due to health threats brought by COVID-19, some activities were halted.	CSWD
44. Increasing number of migrant women workers that are being abused by their employers abroad	To provide assistance to abused migrant women workers.	(PRIMEHAT) Poverty Alleviation	Migrant Workers Welfare Program * Financial Assistance/Social Service Program for the migrant workers victims of abuse	50 Overseas Filipino Women Workers	63 OFWs (F: 35, M: 28) benefited from the program Although the performance indicator and target was originally focused on women workers, the office also caters to men workers with the program.	200,000.00	103,000.00	70% women and 30% men OFWs were reached due to COVID-19 because some workers' employers were affected by the pandemic and have no choice but to return to their hometown. Also, those locally stranded individuals benefited from the program. Furthermore, there are still more women workers catered than men.	CSWD

Gender Issue or GAD Mandate	GAD Objective	Relevant LGU Program or Project	GAD Activity	Performance Indicator and Target	Actual Results	Approved GAD Budget	Actual GAD Cost or Expenditure	Variance or Remarks	Office Responsible
45. Lack of awareness on laws related to family	To increase the awareness of target communities on laws related to family	(PRIMEHAT) Education	1. Seminars, Training, & Resource mobilization for women and families	1,600 individuals attended the seminars, training, and resource mobilization.	not implemented	300,000.00	-	Due to health threats brought by COVID-19, training, seminars were halted.	CSWD
			> parent effectiveness > Pre-marriage counseling > responsible parenthood service > Social services for Solo parents > Financial Assistance for women in difficult circumstances > KALIPI	1,000 individuals attended	1,808 would-be couples 2,554 Solo parents 61 women in difficult circumstances 58 women for KALIPI	300,000.00	180,000.00	Due to health threats brought by COVID-19, training, seminars participants were limited and/or not conducted Pre-marriage counseling is facilitated by CID	CSWD
			> advocacy on laws of family, women, children, and recovering drug dependents and maternal & child care	1,000 individuals attended	90 couples (180 individuals)	-	-	Due to health threats brought by COVID-19, training, seminars participants were limited.	CSWD
			2. Enhancement & Re-affirmation of paternal responsibilities	30 fathers/husbands attended	74 fathers/husband attended	100,000.00	100,000.00		CSWD
46. lack of awareness on Programs & services for PWD's and CWD's to social welfare programs	1. To increase awareness and reach of programs and services for PWD's and CWD's	(PRIMEHAT) Education, Poverty Alleviation, Teamwork	1. Conduct annual PWD activities: > International Deaf Day Celebration > White Cane Safety Day Celebration > International Disability Day Celebration > NDPR Week > Search for PWD Friendly barangay.	2,000 PWD attended the activities	White cane safety day celebration: 50 PWD participants International Deaf Day: 40 PWD participants International Disability Day celebration: 1,300 PWD pax NDPR: 20 brgys participated Search for PWD-friendly Barangay: 8 barangays	1,400,000.00	1,380,000.00	Due to health threats brought by COVID-19, some activities have limited participants	CSWD

Gender Issue or GAD Mandate	GAD Objective	Relevant LGU Program or Project	GAD Activity	Performance Indicator and Target	Actual Results	Approved GAD Budget	Actual GAD Cost or Expenditure	Variance or Remarks	Office Responsible
			2. Support to activities from different accredited PWD association/organizations	70 PWD from poblacion barangays and 50 from the rural barangays	not implemented	100,000.00	-	Due to health threats brought by COVID-19, some activities were halted.	CSWD
			3. Vocational rehabilitation for PWD's: > Purchase of assistive devices/referral > Sports festival for Children with disability	300 PWD and CWD		100,000.00	-	Due to health threats brought by COVID-19, some activities were halted.	CSWD
			4. Livelihood & Skills training & Capital Seed Assistance			300,000.00	-	Due to health threats brought by COVID-19, some activities were halted.	CSWD
			5. Medical, education, & Transportation Assistance to CWD (TAWAG)			230 CWD received TAWAG	1,170,000.00	1,170,000.00	~77% CWD received TAWAG
			6. Basic care & MGMT. for CWD > Seminar for parents on how to handle CWD's		not implemented	200,000.00	-	Due to health threats brought by COVID-19, some activities were halted.	CSWD
47. Inadequate knowledge on programs and services for Senior Citizens	To increase and sustain access of marginalized & indigent senior citizens to social protection program	(PRIMEHAT) Education, Poverty Alleviation, Teamwork	> Social pension for senior citizens > Eye Care & Surgicare Program	20,000 indigent senior citizens	8,822 SCs - DSWD Funded 3,164 SCs - LGU Funded	9,000,000.00	9,000,000.00	DSWD Funded social pension not counted in the approved budget and actual GAD cost; Eye care & surgicare program not implemented	CSWD
			> Monthly Socialization	40,000 indigent senior citizens	275 SCs (F: 156, M: 199) attended	800,000.00	800,000.00	Due to health threats brought by COVID-19, some activities have limited participants and/or not implemented	CSWD
			> Orientation on Senior Citizens' Rights		not implemented	600,000.00	-		CSWD
			> Centerinarian Awards		8 SCs applied for centerinarian (F: 7, M: 1)	1,200,000.00	-	Applications are still on-process	CSWD
			> Leadership enhancement for elderly/feeding program & livelihood assistance	(same as above)	not implemented	735,000.00	-	Elderly were restricted from going out due to health threats brought by COVID-19, hence, activity was halted.	CSWD
			> Burial assistance		1,015 deceased SC were provided with burial assistance (F: 590, M: 425)	11,700,000.00	11,700,000.00		CSWD
			> Golden Wedding Anniversary		no applicants	250,000.00	-	Due to health threats brought by COVID-19, some activities were halted.	CSWD

Gender Issue or GAD Mandate	GAD Objective	Relevant LGU Program or Project	GAD Activity	Performance Indicator and Target	Actual Results	Approved GAD Budget	Actual GAD Cost or Expenditure	Variance or Remarks	Office Responsible
48. Lack of knowledge on disaster preparedness	1. To increase knowledge and skills for men and women for a better disaster response and mitigation 2. To increase the reach of basic social services to both men and women	(PRIMEHAT) Education, Poverty Alleviation, Teamwork	Conduct of mental health and psychosocial training to barangay, CSWD and other stakeholders.	100% of target individuals attended the training	9 trainings conducted with 456 participants (F: 214, M: 112) The training was to equip the participants on how to handle their clients who are experiencing mental issues. Among the participants were Filed Psychology graduates, Admin Officers, Drug responders, Center's staff, VAW DESK officers, COCPO, Interfaith, BCPC, Teachers, WCPD	1,647,200.00	1,647,200.00		CSWD
			Food and grant-in-aid assistance for individuals/families in crisis situation (ERA/ESA)	100% of target individuals provided with grant-in-aid & relief assistance	343,937 families received food packs during pandemic; 2,078 individuals received relief goods during disasters; 663 HHs received grant-in-aid assistance; 546 received ESA	22,000,000.00	22,000,000.00		CSWD
			Medical, embalming & grant-in-aid assistance provided for families in crisis situation		3,514 individuals received medical assistance; 276 cases for Embalming assistance	22,000,000.00	22,000,000.00		CSWD
49. Lack of awareness on IP rights, culture and norms	To increase awareness of IPs on their rights, culture and norms.	(PRIMEHAT) Education, Poverty Alleviation	Education awareness on the rights of IPs > IP children enhancement activity & cultural exposure	500 IPs attended the activity	60 IP Women (Impasug-ong) 30 IP Children attended the activity	-	-	Sandhana Institute funded the activity; Due to health threats brought by COVID-19, only limited participants were accommodated for the activity	CSWD
			> Leadership training, paralegal training on environment & IP rights	250 IPs attended the training	55 IP Women attended	-	-		CSWD
			> Support to training on sustainable agriculture and animal dispersal	1,000 IPs supported	IP cultural dress making and tailoring livelihood program was conducted instead of the animal dispersal. 50 IP Women (Tablon) 45 IP Women (Pagalungan)	2,250,000.00	2,250,000.00	DSWD have counterpart in the activity; not included in the approved GAD budget and expenditure Due to health threats brought by COVID-19, only limited participants were accommodated for the activity	CSWD
Sub-total A						₱118,927,588.00	₱150,158,893.16		

Gender Issue or GAD Mandate	GAD Objective	Relevant LGU Program or Project	GAD Activity	Performance Indicator and Target	Actual Results	Approved GAD Budget	Actual GAD Cost or Expenditure	Variance or Remarks	Office Responsible
ORGANIZATION-FOCUSED									
1. Employee discomfort and misunderstanding caused by inappropriate, gender-biased language in the office	To create a working environment conducive to all that is gender sensitive and responsive	OBO Development Program	Gender Sensitivity Seminar for all employees	95% attendance of employees to Gender Sensitivity Seminar and awareness of new employees on GAD issues and concerns	No seminar conducted	15,000.00	-	Due to health threats brought by COVID-19, seminar was halted.	Office of the Building Official (OBO)
			Issuance of office policy pursuant to laws and ordinances beneficial to the vulnerable sectors of society (senior citizens, pregnant and nursing women, PWDs)	1 policy issued within the year addressing GAD issues	No policy issued	-	-		
2. Lack of knowledge on Gender and Development, Magna Carta for Women, VAWC and other laws protecting and promoting the rights of women	To equip men and women with knowledge on Gender and Development, Magna Carta for Women and other laws protecting and promoting women's rights	Capability Enhancement Program	Conduct trainings/ seminars on Gender and Development Advocacy (e.g. Gender Sensitivity Training - GST, Gender awareness, Magna Carta of Women, etc.)	Zero incidence of cases involving the Committee on Decorum and Investigation or the Administrative Disciplinary Rules on Sexual Harassment between men and women	Zero incidence of cases involving the Committee on Decorum and Investigation or the Administrative Disciplinary Rules on Sexual Harassment between men and women	25,000.00	25,000.00	CEO: 50 employees attended the training Other offices was not able to conduct the training	All departments/ Offices
	To enhance knowledge of employees on gender issues/concerns and be gender-responsive		Integrate GAD Awareness in all CAPDEV modules from the trainings conducted	4 Trainings conducted in a year (once every quarter) with reasonable number and participation of men and women	22 trainings with GAD integrated; Attended by 328 female and 199 male participants	-	-	most of the training were conducted virtually	
	To capacitate all Departments on Gender Sensitivity and Gender Responsiveness		Conduct of Gender Sensitivity Learning Session to all Departments	32 Departments conducted with Gender Sensitivity Learning Session at the end of 2020	No learning session conducted	-	-	Due to health threats brought by COVID-19, seminar was halted.	
3. Gender Issue: Slow progress of gender mainstreaming in the LGU	To intensify awareness on gender mainstreaming in all Offices/ departments		Conduct Gender Mainstreaming seminar in all departments	2 seminars (once in a semester) conducted on Gender mainstreaming	3-day GAD planning workshop conducted attended by 45 GAD Focal Person	310,000.00	310,000.00	Planning workshop was done before the declaration of public health emergency (February 2020)	All departments/ Offices

Gender Issue or GAD Mandate	GAD Objective	Relevant LGU Program or Project	GAD Activity	Performance Indicator and Target	Actual Results	Approved GAD Budget	Actual GAD Cost or Expenditure	Variance or Remarks	Office Responsible
4. GAD Mandate: EO 340 Establishment of Child Minding Center for employees' children	To address less productivity, lesser tardiness and absences incurred by the employees especially working mothers, single parents due to maternal/paternal roles		To establish child- minding center managed/ run by the City Government	1 child- minding center established and for full operation by next year; 60% reduction of tardiness and absences incurred by employees with children 5 years old and below (within the 1st year of implementation of this project)	GAD Activity not implemented; Accomodation for LSI, ROI, Closed-contact, and confirmed positive COVID-19 patients (CIUs)	101,206,320.00	217,806,320.00	not feasible due to unavailable space for the structure within the City Hall compound; Budget utilized for COVID-19 Response especially on housing of the LSI, ROI, Closed-contact, and confirmed positive COVID-19 patients (CIUs)	CMO, CEO, OBO, CSWD
5. Worldwide phenomena on the rising cases pertaining to men and women health issues like UTI, cervical cancer, HPV Human Papillomavirus, and STI, etc.	To ensure clean and well-sanitized comfort rooms in all buildings of the City Government	Health and Sanitation Program	Procurement of bidet sprayer and exhaust fan for all comfort rooms within the City Hall Building and all offices of the City Government outside the City Hall Complex	13 comfort rooms installed with bidet sprayer and exhaust fan.	4 comfort rooms within City Hall compound were renovated but no bidet sprayer and exhaust fan installed	1,732,055.54	1,732,055.54	The 4 comfort rooms renovated are those in the old building only.	GFPS
				Zero incidence of health related diseases like UTI, HPV, Cervical Cancer, etc.	Zero incidence of health related diseases like UTI, HPV, Cervical Cancer, etc.	-	-		GFPS
6. Lack of involvement of men in GAD Activities/Trainings of the City Government	To improve GAD Awareness among male employees To increase the number of men engaged in GAD related activities/trainings	-Capacity Development Program -Strengthening the LGU GAD Focal Point System (GFPS)	Conduct and facilitate trainings participated by both men and women among employees for Capacity Enhancement and Development	50% increase of number of male participants in trainings/ seminars conducted based on attendance	22 trainings with GAD integrated; Attended by 328 female and 199 male participants	1,100,000.00	-	No budget used because trainings were conducted virtual.	Human Resource Management Office (HRMO) / Training Division
			Launching of KATROPA as part of GFPS Programs	KATROPA launched within the year	Not launched	-	-	Halted due to COVID-19	
7. Lack of understanding and awareness regarding sexual orientation, gender identity and expression and other gender issues among City Assessment Department staff	To provide comprehensive information and increase consciousness of sexual orientation, gender identity and expression and other gender issues	Personnel Development Program	Implement the Enhancement and Capability Development to all CAD employees for the benefit of both the clients and the office	122 employees (67 female, 55 male) empowered on knowledge about sexual orientation, gender identity and expression and other gender issues	not implemented	100,000.00	-	Training proposal was done but activity is halted due to COVID-19 health threats	City Assessment Department

Gender Issue or GAD Mandate	GAD Objective	Relevant LGU Program or Project	GAD Activity	Performance Indicator and Target	Actual Results	Approved GAD Budget	Actual GAD Cost or Expenditure	Variance or Remarks	Office Responsible
9. No provision of an integrated medical program and health services designed substantially that are beneficial and will reduce health risks to all employees of the entire Local Government Unit, as a whole	Provision of a comprehensive medical package offered to all employees of the LGU	Health Services Program	Design a comprehensive and flexible health solutions for all the employees of the LGU, annually	The entire 4,774 Human Resource of the Local Government Unit of Cagayan de Oro are enjoying health benefits and plans. List of total employees of the City of Cagayan de Oro: 39 years old and below: Male: 1,232 Female: 885 40-49 years old: Male: 708 Female: 502 50 years old and up: Male: 782 Female: 665 Laboratory and x-ray package: PHP 1,263.75	All LGU employees provided with health benefits every birthday and may be claimed at the JRBGH (City Hospital)	6,003,142.50	6,033,142.50		All departments/Offices
10. Lack of medical apparatus for elderly office employees of the Job Placement Bureau/Public Employment Services Office to check on their blood pressure and sugar level	To ensure healthy workforce of the Job Placement Bureau/Public Employment Services Office, especially the elderly office staff	Health and Wellnes Program	Purchase of medical apparatus to check on the blood pressure and sugar level of JPB/PESO employees, especially the elderly ones	Number of employees who have availed the medical checkup of the blood pressure and sugar level	Not implemented	-	-	not implemented	Job Placement Bureau/Public Employment Services Office
11. Health problems affecting productivity and efficiency at work of the employees of the City Planning and Development Office	To ensure optimum performance of the employees of the CPDO thru maintaining good health	Health and Wellness Program	Conduct of Diabetes Screening in coordination with the CDRRMO and JRBGH	4 screening conducted 100% employees availed of the screening 50% Decreased absences due to health problems	not implemented	-	-	not implemented	City Planning and Development Office

Gender Issue or GAD Mandate	GAD Objective	Relevant LGU Program or Project	GAD Activity	Performance Indicator and Target	Actual Results	Approved GAD Budget	Actual GAD Cost or Expenditure	Variance or Remarks	Office Responsible
12. GAD Mandate: Presidential Proclamation No. 224 declaring March as Women's Month	-To advocate women's rights in all sectors -To reiterate/educate the public of women's role in development -To celebrate women's contribution to nation-building	Strengthening GFPS	Conduct of month- long activities for Women's Month Celebration	6 activities conducted 100% targeted participants attended	4 activities conducted: 1. Tri-media exposure; 2. Women's Livelihood Display; 3. Photo Gallery (Exhibit); and 4. Pampering, Health, and Wellness Service Caravan 100% targeted participants attended	224,800.00	224,800.00	Only four (4) activities were successfully conducted due to the declaration of community quarantine as preventive measures against COVID-19 in the city. The rest of the planned activities were cancelled.	LGU GAD Focal Point System (GFPS)/all Departments/Offices
13. GAD Mandate: Philippine Commission on Women (PCW) Memorandum to all LGUs on the conduct of activities for the 18-Day Campaign to end Violence Against Women	To increase awareness regarding Violence Against Women in all its forms and advocate for interventions and initiatives to end all forms of VAW	Strengthening GFPS	Onset motorcade/ parade for the 18- day campaign to end Violence against Women as per Memo from the PCW	100% targeted participants from different sectors both from government and non- government (CSO) participated	Activities conducted for the campaign are: 1. Launching of the campaign during Monday LGU Convocation; 2. Advocacy campaign Facebook Profile Picture frame; 3. Official streamer posting; 4. Psychosocial Seminar for the VAW Desk Officers; 5. Daily VAW Prayer played before start of COVID-19 Presscon for the entire 18-day campaign	150,000.00	-	No motorcade was conducted in observance of the health protocols against COVID-19 pandemic; Psychosocial Seminar was tied up with CSWDO.	LGU GAD Focal Point System (GFPS)/all Departments/Offices
	To decrease VAWC cases in Cagayan de Oro City thru information campaign	Strengthening GFPS	Conduct of Symposium/ Forum/ film showing on VAWC	1 symposium/forum/film showing on VAWC conducted during the 18- day campaign to end VAW		110,000.00	-	No symposium/forum/film showing was conducted in observance of the health protocols against COVID-19 pandemic	GFPS
			Education Information Campaign thru tri-media: (guesting in local tv networks, radio stations, info campaign in social media- fb, twitter,etc)		One (1) presscon appearance with Hon. Edna M. Dahino and PCMS Mary Chell Mata of COCPO and talk about VAW facts and information	-	-	Activity was conducted along with the daily presscon of the COVID-19 Updates of the LGU	GFPS
14. Article XII, Sec. 14- the State shall protect working women by providing safe and healthful working conditions	To enhance working women welfare and enable them to realize their full potential in service of the nation		Provision of first aid kit and/or pantry area to all Departments	1 pantry area/ 1 set of first aid kit provided to all Departments	not implemented	-	-		GFPS
15. Gender Issue: Lost of GAD pertinent files and documents, no systematized filing/keeping of GAD materials due to absence of GAD Office	To strengthen and fully implement GAD mandates; To ensure GAD sensitive and GAD responsive LGU; To establish proper and functional GAD office		Establishment/allocation of Gender and Development (GAD) Office	1 GAD Office established and fully functional by the end of 2020 with corresponding facilities; 2 staff hired to work fully on GAD concerns	Proposed GAD Center, where the GAD Office will be established, already have a concept rendering;	-	-		SP, CBO, CEO, CPDO

Gender Issue or GAD Mandate	GAD Objective	Relevant LGU Program or Project	GAD Activity	Performance Indicator and Target	Actual Results	Approved GAD Budget	Actual GAD Cost or Expenditure	Variance or Remarks	Office Responsible
16. Lack of awareness and understanding by employees and officials of GAD issues and principles	To increase awareness on gender quality and sensitivity of the employees	Establishment of non-discriminatory/pro-gender equality measures in the workplace	Conduct of GAD Seminar and orientations introducing gender mainstreaming and deepening session on GAD-related laws, issues and principles relevant to CHIO services	100% complete attendance of 50 employees (25 male, 25 female)	Not implemented	162,000.00	-	Due to health threats brought by COVID-19, seminar was halted.	CHIO
17. Few of the employees are less motivated to work resulting to low productivity of the office.	To increase labor productivity resulting to a healthy working environment	(PRIMEHAT) Teamwork	Implementation of a pre and post evaluation (accomplishment and interpersonal relationship) activity	All 54 employees of the office attended the activity	not implemented	60,000.00	-	Due to restrictions brought by COVID-19, gatherings were discourage.	City Veterinary Office
18. Inaccessibility of Emergency Drugs and First Aid for Livestock and Meat Inspectors	To assure the safety and security of the employees resulting to a better labor productivity	(PRIMEHAT) Health, Teamwork	Provision of emergency medicines and first aid kits	80% decrease of employee absences.	Decrease of employee absences for the year was not achieved. One (1) set of BP Apparatus purchased.	10,000.00	3,000.00	First Aid Kit and Emergency Drugs Purchase are still for purchase; Absences recorded are higher due to pandemic	City Veterinary Office
19. Lack of institutional GAD Awareness Program	Intensify awareness on GAD programs	Gender Mainstreaming	Conduct trainings/seminars on GAD awareness activity	Annual or semi- annual trainings/seminars conducted on GAD awareness	not implemented	35,000.00	-	Due to restrictions brought by COVID-19, gatherings (training, workshops, etc.) were discourage.	City Budget Office
20. Awareness of the City Information Office (CIO) employees on GAD mainstreaming	To enhance knowledge of employees on gender issues/concerns and be gender-responsive	Gender Mainstreaming	Conducted seminar/workshop on GAD awareness	All CIO employees attended the seminar/workshop	Schedule of the seminar/workshop was deffered due to COVID-19	70,000.00	70,000.00	Budget was already obligated	City Information Office (CIO)
21. Non implementation of the <i>Magna Carta for Social Workers</i>	To provide the necessary services for the social workers in the office	Personnel Services	Full implementation of the Magna Carta for Social Workers per RA 9433	All social workers of the office are provided with the necessary services	not implemented	150,000.00	-	Not implemented due to limited approved budget to accommodate all social workers in the office.	CSWD
22. Lack of proper comfort room facilities for female employees	To provide a private area for women's personal hygiene needs (i.e. mirror, basin, and area for lactating women)	Personnel Services	Repair comfort rooms to include a separate area for lactation and other facilities for women personal hygiene	100% completion of repair by end of the year.	80% completion of repair only	100,000.00	80,000.00	on-going works to complete the repair.	Roads and Traffic Administration (RTA)

Gender Issue or GAD Mandate	GAD Objective	Relevant LGU Program or Project	GAD Activity	Performance Indicator and Target	Actual Results	Approved GAD Budget	Actual GAD Cost or Expenditure	Variance or Remarks	Office Responsible
23. Need of institutional gender sensitivity awareness	To open up communication between the sexes to bring mutual understanding and respect of each other's roles.	Gender Mainstreaming	Hold semi-annual seminars to facilitate discussion between men and women	100% orientation of all RTA personnel	Not implemented	50,000.00	-	Due to restrictions brought by COVID-19, gatherings were discourage.	Roads and Traffic Administration (RTA)
24. Men & women employees in the Office of the City Council are not aware to GAD Programs	To enhance knowledge on GAD & recognize gender issues and programs	Health & Social Protection and Welfare services	Conduct of training on gender sensitivity and on social and health welfare programs.	Complete attendance of the 300 employees in the training and programs conducted	not implemented	60,000.00	-	Due to restrictions brought by COVID-19, gatherings were discourage.	City Council
25. Absenteeism of employees due to health concerns	To provide health services to employees to maintain a healthy and fit lifestyle.	Health Services, sports and physical fitness program	To conduct general check-up for men and women employees annually (mammogram, blood chemistry, dental, etc.)	All 300 employees undergo general check-up (will be done by schedule) Absenteeism is reduced by 30%	25 employees received flu vaccine dosage from City Health Office	70,000.00	-	Vaccine dosage are DOH-funded. No general check-up was done.	City Council
			To conduct weekly physical fitness/sports program.	All 300 employees joined the weekly physical fitness/sports program	not implemented	40,000.00	-	Due to restrictions brought by COVID-19, gatherings were discourage.	City Council
26. Lack of knowledge and capacity of barangay officials on GAD mainstreaming	To facilitate and sustain gender mainstreaming and capacitate barangay officials on GAD planning and budgeting	GAD Mainstreaming	Conduct of GAD Mainstreaming Seminar Workshop	80 Barangays facilitated/ conducted with GAD Mainstreaming seminar workshop on GAD Planning and Budgeting	not implemented but CPDO GAD Focal provides TA to barangay focal person (walk-in clients) in the formulation of the GPB	80,000.00	-	Due to restrictions brought by COVID-19, gatherings were discourage;	Community Improvement Division (CID)
27. Inadequate knowledge of Barangay officials in handling CICL & CAR	To enhance knowledge in handling CICL and CAR	(PRIMEHAT) Education, Teamwork	1. Support to City Council for the protection of children; 2. Seminar, Workshop, and Orientation of BCPC's	20% of the 80 barangay implemented the four (4) rights of children.	80% of the 80 barangays implemented the four (4) rights of children	500,000.00	500,000.00		CSWD
Sub-total B						₱112,363,318.04	₱226,784,318.04		

Gender Issue or GAD Mandate	GAD Objective	Relevant LGU Program or Project	GAD Activity	Performance Indicator and Target	Actual Results	Approved GAD Budget	Actual GAD Cost or Expenditure	Variance or Remarks	Office Responsible
ATTRIBUTED PROGRAMS									
	HGDG Design/Funding Facility/Generic Checklist Score (9)			Total Annual Program/Project Budget (10)		GAD Attributed Program/Project Budget (11)			Lead or Responsible Office (12)
Sub-total C									
GRAND TOTAL (A+B+C)	₱376,943,211.20								

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Date:

25 January 2021