

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET FY 2022

REGION	: REGION XI - DAVAO REGION		TOTAL LGU BUDGET	: Php 400,096,000.00				
PROVINCE	: DAVAO DEL NORTE		TOTAL GAD BUDGET	: Php 31,418,968.40				
CITY/MUNICIPALITY	: KAPALONG							
Gender Issue or GAD Mandate	GAD Objective	Relevant LGU Program or Project	GAD Activity	Performance Indicator and Target	GAD Budget (6)			Lead or Responsible Office
					MOOE	PS	CO	
CLIENT-FOCUSED								
Gender Issue								
CORE GAD Presence of Day Care Center Percentage of Barangay with Day Care Center	Sustainability of the child provision with early learning and development programs that age appropriate where they may sheltered with love and care of family and community.	Early Child Care and Development Program	Strengthening of Day Care Service Program *Children's Congress *Daily Sessions *Capability Enhancement Trainings *Provision of Professional Fees	*14 Barangays operating Day Care Services provided with basic services *100% of Daycare Workers/teachers attended the Capability Enhancement Training conducted.	360,000.00	2,140,100.00	50,000.00	MSWDO

<p>EO 801, S. 2009 *Lacking information to new technology and innovation. *Closing the gap between men and women engaging in agriculture</p>	<p>*To provide conducive research facilities and agriculture *To set-up information and technology services *To increased participation of women and men in FITS Center Enhancement design</p>	<p>Farmers Information and Technology Services (FITS) Center Enhancement</p>	<p>Provision of Agriculture Production guide brochures *Assign MAGRO Staff to conduct/implement the program *Facilities Development Plan *Social Preperation of target and beneficiaries *Agriculture Crop Production Guide *Capacity building on sustaining technology transfer productivity</p>	<p>* 2 female and 3 male MAGRO Staff assigned in the program. *100% of modernized and upland research materials development drafted. *100% of POs meeting/forums conducted with men and women participants. *100% of GAD Responsive brochures are produced. *100% of research materials and enhanced facilities were implemented and participated by both men and women. *100% of capability building/ training are conducted.</p>	<p>67,500.00</p>	<p>0.00</p>	<p>212,500.00</p>	<p>MAGRO</p>
<p>Gender-based Violence-Protection form all forms of Violence</p>	<p>*To develop the capacity of fathers to accomplish their roles and responsibilities at home and in the society. * To</p>	<p>Empowerment and Reaffirmation on Paternal Abilities (ERPAT) Program</p>	<p>ERPAT is one of the parenting interventions of MSWD which provides training on:</p>	<p>*100% of training conducted in the barangay level * 50% of women attended the training *100%r of</p>	<p>350,000.00</p>	<p>0.00</p>	<p>0.00</p>	<p>MSWDO</p>

	Assist the vulnerable fathers/ERPAT members in the augmentation of their economic upliftment. * To encourage men in strengthening the campaign for gender equality.		*Child- rearing, behavioral management of children * gender sensitivity and appreciation of partnership with their spouses * establishment of support networks of fathers in the community.	ERPAT beneficiaries are registered to DOLE *30 of service providers attended trainers' training in MOVE Campaign				
GAD Mandate								
(MCW-IRR Sec. 25 D) Skills training, counseling integrated with entrepreneurship and GAD	To provide livelihood skills development and technical assistance to organized identified groups through effective implementation of the livelihood development program.	Kabuhayan Program	*Kabuyan Program *Women Economic Empowerment	80% of the beneficiaries provided with technical assistance and life skills training	500,000.00	0.00	0.00	MAYOR'S OFFICE/WOMEN SECTION
(MCW-IRR Sec. 28 A) & (MCW-IRR Sec. 23) Women's limited access and control over productive resources and access to credit & Limited participation and	*To formulate gender sensitive farm development plan *Increase participation of women and men in the projects implementong rules and regulations thru conduct of FGD & public	Competitive Agriculture Farming in Banana "Cardava" Production	*Assign MAGRO Staff to conduct/implement the program *Drafting and approval of loacl ordinance *Social, technical, &financial	*3 Female and 2 male MAGRO staff are assigned in the program. * 100% of ordinance and SB resolutions are drafted and approved. * 100% of	660,000.00	0.00	0.00	MAGRO

<p>representation in decision-making</p>	<p>hearing</p>		<p>preparation of target beneficiaries *Crafting and formulation of Farm plan and budget and farm business plan *Site Development Plan *Capacity building of project beneficiaries *MOA with potential buyers & processors *Assessment/review & planning of the project</p>	<p>seminars and forums conducted. *100% of On Farm Technology Demonstration conducted. *100% of the project implemented.</p>				
<p>(MCW-IRR Sec. 28 A) Capability-building and leadership formation programs as well as affirmative action measure implemented to enable grassroots to women leaders to effectively participate in the decision and policy-making bodies in the respective sectors</p>	<p>To capacitate IP women with cultural practices so that they will achieve their full human potentials and rights as members and eventually as tribal leaders.</p>	<p>Indigenous People Capacity Enhancement Project</p>	<p>*Leadership Training *Skills Training *Gender Awareness and Sensitivity Training *IP Women Socio-Cultural Activity</p>	<p>*80% of Gender Sensitivity Training conducted. *100% of men and women participated on Leadership Training. *100% men and women socio-cultural activities participated</p>	<p>200,000.00</p>	<p>0.00</p>	<p>110,000.00</p>	<p>MAGRO</p>

<p>(MCW-IRR Sec. 30 B.3) (RA 9520) Poverty reduction programs and services mainstreamed with social protection (including Occupational Safety and Health, Disaster Risk Reduction Management) at the local level</p>	<p>*To harmonize and coordinate government effort and improve the coop environment through provision of social and technical skills to men and women.</p>	<p>Cooperative Management Program</p>	<p>*Facilitate trainings and seminars mandated by CDA *Stakeholders Consultation *Cooplympics</p>	<p>*5 of CDA mandated training conducted *100 men and women attended the training conducted. *15 cooperative assemblies attended *6 meetings/seminars attended</p>	<p>930,000.00</p>	<p>0.00</p>	<p>70,000.00</p>	<p>MO-COOPERATIVE SECTION</p>
<p>(MCW-IRR Sec. 30) & (R.A 7323 1. Lack of employment opportunities resulting mainly from the failure of economy to create new jobs; 2. Structural imbalances resulting to imperfections in the labor market 3. Lack of information about the labor supply and demand situation which is primarily due to institutional</p>	<p>To capacitate male and female in-school youth through employment bridging program intended to help poor but deserving students.</p>	<p>SPES Program</p>	<p>*SPES Orientation *SPES Culmination * Showcasing the talents and capabilities of both men and women students sharing of value of work experience</p>	<p>*8 pledges of both public and private employers. *200 male & female SPES grantees benefited from the program with 200 corresponding personal data. *6 employers and other stakeholders participated.</p>	<p>2,000,000.00</p>	<p>0.00</p>	<p>0.00</p>	<p>PESO</p>

limitations								
(MCW-IRR Sec. 30) Social protection policies, programs and services implemented for women and other marginalized sectors	To address appropriate development that will lead the youth to become self-reliant, economically productive and socially responsible citizen.	Out of School Youth Program	*Skills Training *Leadership Socio-Cultural and Sports Activity *Youth Congress	300 male and 300 female OSY attended the trainings	500,000.00	0.00	0.00	MSWDO
(MCW-IRR Sec. 30) Social protection policies, programs and services implemented for women and other marginalized sectors	To reduce prejudice towards people with disabilities especially for women and girls with disabilities in order to establish participation in society and improve their own lives by demanding their rights to employment and welfare services.	PWD Program	*Skills Training *Leadership Training *National Disability Prevention and Rehabilitation Activity *PWD Congress	100 male and 200 female PWDs attended the trainings	500,000.00	0.00	0.00	MSWDO
(MCW-IRR Sec. 34 A) WEDC provided with financial assistance	*To provide financial assistance to marginalized groups especially women and children in emergency situation *To assist indigent clients and patients who are financial constraint and could not provide the financial obligations for the hospitalization and	Social Services Emergency/Financial Assistance	*Provision of financial assistance during crisis and emergency situation *Aid to Davao Regional Medical Center *Aid to Davao del Norte Hospital-Kapalong Zone	2000 men and women ,vulnerable children and indigent served.	4,500,000.00	0.00	0.00	MAYOR'S OFFICE

	medication.							
(MCW-IRR Sec. 34 B) Gender responsive, rights based and culture sensitive services and interventions implemented for WEDC and their families. (RA 9172) An Act Mobilizing to Participate in Nation Building and Development Addressing Women Issues and Concerns Leading to Empowerment.	To strengthen linkages, partnership and collaboration in local/national/international women organization.	Women Welfare Program	*Local/National Women Empowerment trainings/conferences *Women Empowerment in Economic Activity *Livelihood and skills trainings	*Number of women attended in local/national and international trainings/conferences *No of women empowered in economic activities *No of women attended livelihood and skills training.	1,500,000.00	0.00	200,000.00	MO- WOMEN SECTION
(MCW-IRR Sec. 34 B) Gender responsive, rights based and culture sensitive services and interventions implemented for WEDC and their families	To assist the unmarried women mothers become legally wives or spouses to qualify the vailment of some lawful family benefits coverage thereby availing the legitimation of their children.	Libreng Kasalang Bayan	*Kasalan ng Barangay *Mobile Registration Program	*200 would be couples served *100 young boy and girl children availed free birth registration (January-December 2021)	110,000.00	0.00	0.00	MO AND MCR
(MCW-IRR Sec. 36 B)	To improve the status of	Elderly Welfare	*Elderly Week	*200 male and 300	785,000.00	0.00	0.00	MSWDO

Gender-responsive, rights-based, and culture sensitive policies, programs and services implemented for senior citizens	older people and increase their feeling of "inclusiveness" in the society and security to social protection.	Program	Celebration *Meetings *Seminars *Elderly Congress	female Elderlies participated				
10. (MCW-IRR Sec. 20 A 1-11) Prevention and management of infertility and sexual dysfunction	To enhance the knowledge of the men and women on the causes of cancer and how it can be prevented * To increase number of compliance to screening test such as Clinical Breast Exam Visual Inspection with Acetic and Digital Rectal	Women & Male Reproductive Health Care Program	*Clinical Breast Examination *Visual Inspection via Acetic Acid *Prostate Cancer Screening *Intensify IEC and counseling on Sexually Transmitted Infections *Conduct Outreach in all Barangays *Capacity Building of Service Providers.	*Percentage of women undergone Breast Exam and VIA*No. of male aged 40 years and above who undergone DRE.	119,400.00	0.00	0.00	RHU
11. (MCW-IRR Sec. 20 A1.) Programs for maternal care developed and implemented, to include pre-natal services, delivery and post-natal services to address pregnancy	To address maternal malnutrition, poor infant and young child feeding and hunger and food insecurity through gender sensitive nutrition program strategy that will optimize health and prevent disease among	Nutrition Management Program	*PABASA/Mothers' Class for the mothers of the identified malnourished children *Infant and young child feeding (IYCF) *Advocacy on Household management of	50% rate reduction of malnourished children ages 0-71 months old	1,200,000.00	0.00	0.00	MO-NUTRITION SECTION

and infant health and nutrition	men and women		<p>undernutrition</p> <p>*Advocacy on Behavior change communication on child rearing (pregnant women counseling)</p> <p>*Capacity development of local nutrition and health workers</p>					
12. (MCW-IRR Sec. 20) Note: Section 20 B (1-7); C4 A-B Women's health risks related to pregnancy, child-birth complications and gender-based violence	To improve knowledge of pregnant mothers and community members about safe childbirth.	Maternal and Child Care	<p>*Prenatal and Postnatal Services</p> <p>*Buntis Congress</p> <p>*Capacity Enhancement trainings among local health workers</p> <p>*Provision of Professional Fees</p>	*80% of pregnant women with quality prenatal care *80% of women who delivered with given quality pospartum care *90% of pregnant women delivered in a health facility	2,610,000.00	0.00	0.00	MHO
13. (MCW-IRR Sec. 25 C) (RA 10022) Investment-friendly policies, systems, programs, procedures and technical assistance for returning women migrant workers	*To extend support to the OFW who needs government support and interventions *To organize and strengthen the OFW sector & to come up with plans and actions to support potential entrepreneurial skills for	OFW Program	*Conduct special Recruitment activity by POEA accredited agencies *Provision of livelihood trainings to OFW and family members	*Number of accredited agencies conducted special recruitment activities *number of men and women attended the livelihood trainings	500,000.00	0.00	0.00	PESO

	development							
4. (MCW -IRR Sec. 30 B) & (R.A 8759) 1. Labor market programs sustained to create employment and alternative livelihood following decent work standards. 2. Employment facilitation strategy aimed to fast track for job seekers and employers for local and overseas employment	*To assist employments/companies and recruitment agencies in their personnel needs and requirements *To expand the reach of overseas and local wage employment program to the grassroots level, especially to the poor communities *To create an closer linkages with employers and recruitment agencies	Job's Fair	*Brings meetings and open to all unemployed, underemployed. Skilled and unskilled workers seeking for a job suited to their qualifications *Employers/agencies will conduct interviews and examinations *Conduct actual selection and hiring on the spot	*200 applicants centered and informed. *20 agencies replied in-hand their services	200,000.00	0.00	0.00	PESO
5. (MCW IRR SEC. 20 B6.E) Local Health Board Strengthened to respond to the health needs of girls female adolescents, women and women senior citizen.	*To contribute to the improvement and promotion of the total well-being of young filipinos ages 10-24	Adolescent Health and Youth Development Program	*Education, Information and Counseling *Establishment of teen center *Community Organizing	*80% of men and women ages 10-24, shall be able to receive information, be educated and counseled through various IEC tools (posters, social media platforms, group or one on one counseling).	500,000.00	0.00	200,000.00	MHO
6. (MCW IRR Sec.	To provide professional	Mental Health	*Mental Outreach	Percentage of	2,000,000.00	0.00	0.00	MO- GAD

20A 1-11) Management Treatment and Intervention of Mental health problems of Women *Multiple burden of women as cargivers	fees, financial assistance & other health services to mentally challenged male and female patients	Program	Program *Provision of Medicines *Provision of Professional Fee *Provision of Meals & Snacks	mentally challenged male and female patients become functional at the end of 2022. *number of men and women served during the implementation of the program				
7. (MCW-IRR (B9) Access and control over productive resources. Limited participation and representation in decision-making	*To identify and formulate gender-sensitive on farm technology demonstration sites *Establish implementation arrangements with public and private institutions	Competitive and Sustainable Agriculture Farming in the Uplands	*Provision of starter kits to farmers *Assign MAGRO Staff to conduct/implement the program *Drafting and approval of local ordinance *Social preparatio of target beneficiaries *Site Development Plan *Capacity building of project beneficiaries *MOA with potential buyers & processors *Assessment/review & planning of the project	*3 female and 3 male Magro Staff are assigned in the program. * 100% of Ordinance and resolutions are drafted and approved. *100% of Seminars and forums conducted. * 100% on Farm Technology Demonstration conducted. * 100% of the project implemented.	750,000.00	0.00	150,000.00	MAGRO
8. (MCW-IRR Sec. 12 A.4) Enhanced	To strengthen the advocacy campaign and	Functional VAWC	*Consultation Dialogue *Advocacy	*Advocacy to 14 barangays *10	350,000.00	0.00	0.00	MSWDO

services, procedure and protocols in providing women victims of gender related offenses	raise the level of awareness of RA 9262		Campaign *VAW Desk Strengthening *VAWC Barangay Assessment	consultation dialogue *14 functional VAW Desk				
9. (MCW-IRR Sec. 20) Policies, programs, guidelines, and services for the implementation of comprehensive, culture-sensitive and gender-responsive health programs and services	To strengthen and reorient people to address prevention and control of non-communicable diseases through universal health coverage	Non Communicable Disease Prevention Program	*Medical Consultation and Treatment	*85% of population assessed *90% of registered patients provided with medicines	416,200.00	0.00	0.00	MHO
R.A 7279 is a piece of legislation that essentially calls for the provision for a comprehensive and continuing urban development and housing program, and to establish the mechanism for its implementation	*To identify and outline relevant community and social preparation activities *To coordinate with both private and government agencies and other shelter partners o harmonize housing project *To increase participation of women and men in consultations involving human settlements	Housing/Resettlement Program (Pabahay para sa Magandang Buhay Program)	*Identify and outline relevant community and social preparation activities *Coordinate with both private and government agencies and other shelter partners to harmonize housing project initiatives to develop and improve their housing program. *Identify potential areas for	*Number of hectares as identified land for land banking*Percentage of informal settler benefited the housing program	938,000.00	0.00	0.00	MO- HOUSING SECTION

			housing projects *Increased participation of women and men in consultations involving human settlements.					
RA 8980 eccd Law Rights of children to survival, development and special protection with full recognition of the nature of childhood and its special needs	*To construct a comfortable learning environment with basic necessity such as electricity and water *Provide establishments conducive for learning & early childhood development	Construction of Daycare Center	*Construction of gender sensitive & child-friendly daycare center *Consultation of women and men beneficiaries *Formulation of gender-responsive plan	*80% of men and women participated for orientation, consultation, assessment and identification. *100% of women participated the Parent -Teacher Association establishment. *100% of male and female students enrolled. *100% of ages 3-6 benefited the project.	1,000,000.00	0.00	0.00	MEO
Sub-total					23,546,100.00	2,140,100.00	992,500.00	
Total A (MOEE+PS+CO)					26,678,700.00			
ORGANIZATION-FOCUSED								
Gender Issue								

28. (CORE GAD) Employees' lack of knowledge and awareness on gender and development related laws and programs Unequal opportunity of both genders to attend to in-house and external training and seminars	To enhance awareness on gender and development laws and related programs *To provide career development for both men and women in the LGU	Learning and Development	Capability on Gender Equality (Gender Sensitivity Training) Career Development (Equal rights both genders to attend trainings and seminars based on training needs assessment per department)	*2/2 of target relevant training/seminar conducted. *100% of target men and women employees attended/participated. *100% of target men and women employees attended to in-house and external trainings attended/participated. *100% of in-house relevant training/seminars conducted.	700,000.00	0.00	0.00	MHRMO
GAD Mandate								
(MCR-IRR Sec. 37 A.1 & 2) Development/ Enhancement or Amendment of LGU GAD Code and IRR	To determine whether gender issues are addressed by GAD interventions in the Agencies as basis to the amendment of the existing GAD Code	GAD Code Formulation	Technical Sessions on *GAD Code Review *GAD Code Evaluation *GAD Code Formulation	Enhanced GAD Code	250,000.00	0.00	0.00	MO-GAD
(MCW-IRR Section 38 A) GAD Data Base	To establish sex-disaggregated database as input to local planning, program implementation & monitoring	Community-based Monitoring System (CBMS) Survey Module II-Data Processing and	*Data Transmission *Generation of Sex-disaggregated database (data tables and poverty	*100% survey results transmitted to CBMS Network Office *100% required gender related CBMS	1,600,000.00	0.00	50,000.00	MPDO

		Poverty Mapping	maps)	Data Tables generated & Printed *13 poverty maps per barangay generated *14 barangays with complete android based Barangay profile.				
29. (MCW-IRR Sec. 14 A) Gender inequality in the workplace	*To increase participation of male and female employees in the LGU programs and activities *To observe non-discrimination in the HRD Programs and other benefits	Comprehensive Human Resource Management	*Rewards & Recognition *Strategic Performance Management System *Learning & Development *Recruitment, Selection and Placement *Human Resource Information System *Pre-retirement Program *Grievance Machinery * Health & Wellness Program	*100% (8/8) policies reviewed. *100% men and women employees awardee. *2 Best in 5S Implementation awardees *2 Modern Employee of the Year Awardees *2 PRAISE Committee meeting conducted *100% (4/4) PMT Quarterly meetings conducted *1 developed and implemented training program. *100% relevant trainings and workshops conducted. *100% men and women employees attended as per	650,000.00	0.00	117,500.00	HRMO

				<p>recommendation of the supervisor and the Local Chief Executive. *100% RSP process conducted *1HRIS program implemented with local server *10/10 fully developed modules on HR Process *1 established and implemented Pre-retirement Program *1 Pre-retirement Program Orientation/Seminar Conducted *100% men and women retiree attended/participated *1 enhanced and strengthened grievance machiner *100% men and women employees catered/availed</p>				
30. (MCW-IRR Sec. 37 A. Formulation of annual GAD plans	To ensure the mainstreaming of Gender and Development (GAD)	GAD Program Initiative & Capacity Building	*Formulation of annual GAD plans and budgets (GPBs)	*100% of GPB crafted/formulated. *100% attendance to	400,000.00	0.00	120,000.00	MO-GAD

and budgets (GPBs)	in the municipality program, projects, and activities.		*Attendance to Trainings & Seminars of GAD Focal and TWG/GFPS. *Attendance to sectoral groups consultation.	trainings & Seminars of GAD Focal and TWG/GFPS attended. *100% of consultations to sectoral groups attended				
32.GAD Mandate Section 4.1.C.7 (1) The directives shall also mandate the LGU GFPS to a. Provide Technical assistance in the implementation of GPB, b. To monitor its implementation, c. Ensure the preparation and submission of GAD AR and d. Consolidate reports on the implementation of GPB.	To enhance existing structural mechanisms to accelerate mainstreaming of GAD	Provision of salaries and wages to GFPS personnels	GAD PPA's implementation, monitoring and evaluation	95% of GAD PPA's implemented, monitored and evaluated	852,768.40	0.00	0.00	MO-GAD
Sub-total					4,452,768.40	0.00	287,500.00	
Total B (MOEE+PS+CO)					4,740,268.40			

ATTRIBUTED PROGRAMS				
Title of LGU Program or Project	HGDG Design/ Funding Facility/ Generic Checklist Score	Total Annual Program/ Project Budget	GAD Attributed Program/Project Budget	Lead or Responsible Office
Total C			0.00	
GRAND TOTAL (A+B+C)			31,418,968.40	
Prepared by:	Approved by:	Date:		
ARNEL L. PANIMBO	MARIA THERESA ROYO-TIMBOL	17/03/2021		
Chairperson, GFPS TWG	Local Chief Executive	DD/MM/YEAR		