

ANNUAL GENDER AND DEVELOPMENT (GAD) FOR CY 2025

Organization	Department of the Interior and Local Government IX		
Organization Hierarchy	Department of the Interior and Local Government		
Total Budget/ GAA of Organization	Php 28,894,000.00 (per NEP FY 2025)		
Total GAD Budget	Php 8,949,450.00	Primary Sources	
		Other Sources	
% of GAD Allocation	65%	Total GAD Allocation	18,811,021.92

No.	Gender Issue/ GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization / MFO/ PAP or PPA	GAD Activity	Performance Indicators/Targets	GAD Budget	Responsible Unit/office
CLIENT-FOCUSED ACTIVITIES								
1	DILG shall provide technical assistance to LGUs on the preparation and implementation of GPBs and GAD ARs per JMC No. 2013-01 and 2016 - 01	LGUs' need for technical assistance in crafting their respective GAD Plan and Budgets and GAD Accomplishment Reports and in gender mainstreaming	Strengthened policy commitments to pursue gender and equality and women's empowerment among LGUs Enhanced understanding and implementation of GFPS by providing training and support to LGUs	PAP: Local Government Empowerment Program	*Orientation-Workshop for GFPS on Gender Mainstreaming efforts: 1) GA Tools; 2) GAD Planning & Budgeting; 3) GPBMS	No. of CapDev activities conducted No. of participants attended the activities	Training Expense - 200,000.00	LGCD/ FOU
2	JMC No. 2010 -1 re: Creation of Local Committees on Anti-Trafficking and Violence Against Women and their Children (LCAT - VAWC) provides for DILG to coordinate and monitor said local committees. This JMC is anchored on RA 9208 and RA 9262.	Report on increasing number of VAWC cases during the pandemic resulting to the need to monitor and strengthen the functionality of LCAT-VAWC	Increased number of LGUs monitored as to compliance to laws and policies relative to LCAT VAWC	PAP: Local Government Empowerment Program	Conduct of Annual Functionality Assessment on LCAT - VAWC Conduct of Data Analysis and publication of results	No. of LGUs assessed on the functionality of LCAT - VAWC - 75 LGUs No. of reports submitted (2 semestral reports)	Traveling Expense - 50,000.00 Van Rental - 30,000.00 Training Expense - 75,000.00 (Meals and Accommodation - 60,000; Token - 5,000; Supplies - 10,000) PS - 293, 827.72 67 MLGOOs @ 2,170/daily * 2 days RFP @ 2,170/daily * 2 days	LGCD FOU

3	MCW section 35: Protection of Children: DILG shall institute measures for LGUs to comply with the organization and functionality of the LCPCs at all levels	The situation of girl and boy children is still a critical issue LGUs need to ensure that they live a secure life when they reach adulthood until old age	To ensure the LCPCs are performing its functions especially in planning and spearheading programs for children in the LGUs with the end view of making the locality child-friendly	PAP: Local Government Empowerment Program	Conduct of Annual Functionality Assessment on LCPC Reorientation on BCPC/LCPC Indicators	100% of LGUs assessed No. of reports submitted (1 consolidated report)	PS - 329,840.00 75 FOs @ 2,170/daily * 2 days 1 RFP @ 2,170/daily * 2 days	LGCCD FOUs
4	21 out of 75 LGUs do not have identified Gender Sensitive PPSA in their POPS Plan based on the POC Audit for CY 2023 Performance	POC Members lack of GAD Lens on the formulation of Plans (less priority given to Activities that will promote gender responsiveness in their POPS Plan)	All POCs in Region IX have Gender Sensitive PPSAs in their POPS Plan.	PAP: Local Government Empowerment Program	Training-Orientation on the Formulation of Gender -Sensitive POPS Plan incorporated in the New Cycle of POPS Planning.	100 % POCs in Region IX have Gender Sensitive POPS Plan.	Training Expense - 50,000.00	LGMED
5	No existing gender-responsive tool being developed and utilized for Project Monitoring and Evaluation	Lack of tools and framework for gender-responsive monitoring	Developed gender-responsive tool to be utilized for Project Monitoring and Evaluation	PAP: Local Government Empowerment Program	Request for TA from CO and OPDS for the development of gender-responsive tools to be utilized for Project Monitoring and Evaluation	1 Gender Responsive tool developed and utilized for Project Monitoring and Evaluation	Training Expense - 20,000.00	PDMU
6	Role of DILG as oversight agency in the Localization of Magna Carta of Women (MCW) particularly in the monitoring and evaluation of LGUs' compliance in the formulation of GAD Code	The need to monitor and evaluate LGUs' GAD Code	LGUs in the region to formulate and established their respective GAD Codes	PAP: Local Government Empowerment Program	Conduct of monitoring on the establishment of GAD Code	100% of LGUs monitored with formulated/established GAD Code	PS - 156,240.00 72 FOs @ 2,170/daily	LGCCD
7	DILG is in support of ensuring the progressive realization of children's rights in bringing about positive results for children and to build a "child-friendly" society through a mandatory audit system the Child-Friendly Local Governance Audit (CFLGA) DILG MC No. 2014-18	Low rate of passers in the Child Friendly Local Governance Audit	To increase the awareness of Regional/Provincial City Field Personnel on CFLGA	PAP: Local Government Empowerment Program	Conduct of orientation to council and Regional/Provincial/City Personnel	1 orientation for council and regional/provincial/city personnel on CFLGA conducted	PS - 2,170.00 (daily salary of RFP)	LGCCD

8			To institute an audit system to measure local governance performance in the delivery of services that would generate positive results for boys and girls	PAP: Local Government Empowerment Program	Conduct of Child - Friendly Local Governance Audit (CFLGA)	No. of LGUs conferred/endorsed with Seal of Child-Friendly Local Government Units	Training Expense - 60,000.00 (Meals and Accommodation - 50,000; Token - 5,000; Supplies - 5,000) PS - 3,298,400.00 75 FOs @ 2,170/day * 20 days RFP @ 2,170.00/day * 20 days	LGCCD FOU's
9	Rule 15 Sec. 15-04 of the IRR on the RA 10354 or the RPRH Act of 2012, the DILG is mandated to ensure the submission of reports from the LGUs	Low submission rate of RPRH Semestral Report	To achieve 100% submission rate of RPRH Semestral Report	PAP: Local Government Empowerment Program	Conduct monitoring on RPRH Quarterly Report	100% monitored on the submission of RPRH Report	PS 4,340.00 (RFP- 2,170.00 x 2 days)	LGCCD
10		Absence of Local Implementing Teams in the LGUs	To achieve 100% of LGUs with established Local Implementing Teams		Conduct monitoring on the establishment of RPRH Implementing Teams in the LGUs	100% of LGUs with established RPRH Implementing Teams	PS 164,920 75 FOs @ 2,170/day RFP @ 2,170/day	LGCCD
11	3 out of 72 LGUs with low functionality level on the PDAO Assessment	Poor implementation and lack of awareness regarding PDAO-related mandates and activities	To achieve 100% high functional PDAO		Re-Orientation on the Guidelines of the PDAO Assessment Conduct of PDAO Functionality Assessment Conduct of Data Analysis and publication of results	No. of LGUs assessed on the functionality of PDAO	PS 164,920 75 FOs @ 2,170/day RFP @ 2,170/day	LGCCD
12	RA 9710 Institutional Mechanism - DILG's mandate to consolidate LGUs compliance to MCW	Limited knowledge on a reporting mechanism of LGUs compliance to MCW	To come up with a consolidated reports on LGUs 100% compliance to MCW	PAP: Local Government Empowerment Program	Conduct of training to selected DILG Officers and LGU GAD Focal persons on the application of online submission of LGU GAD Plan and Budget and Accomplishment Report	100% of target DILG officers and LGU GAD Focal Persons trained on the application of Online submission of LGUs GAD Plan and Accomplishment Report	Training Expense - 30,000.00	LGCCD

13	Monitor and evaluate GAD mechanisms. Section 6.1. (f) 1-5, 7-9 of PCW-DILG-NEDA-DBM JMC 2013-01, and as amended by Section 6.1.a of JMC 2016-01	Some LGUs compliance and non-compliance to GAD-related mandates are not being monitored and recorded accordingly.	LGU compliance to RA 9710 or Magna Carta of Women and JMC 2013-01 are efficiently tracked and monitored	PAP: Local Government Empowerment Program	Preparation of status report on LGUs compliance in the implementation of the JMC 2013-01 and its amendments to be submitted to the DILG Central Office as provided for in the JMC 2013-01	No. of monitoring report submitted to DILG CO (1 report) 100% of PCMBs monitored quarterly	PS 659,680.00 75 FOs @ 2,170/daily * 4 days RFP @ 2,170/daily * 4 days	LGCCD
14	Lack of ASH Referral Network and ASH Desks in the LGUs	The policy on the Localization of the Safe Spaces Act not properly monitored	Established and monitored ASH Referral Network and ASH Desk in every LGU	PAP: Local Government Empowerment Program	Orientation on the Guidelines on the Localization of Safe Spaces Act	No. of Orientation conducted	Training Expense - 15,000.00	
15					Monitoring on the Establishment of ASH Desk	No. of LGUs monitored on the establishment of ASH Desk - 75 LGUs	PS 164,920 75 FOs @ 2,170/day RFP @ 2,170/day	
16	Republic Act 10630 amending RA 9344 otherwise known as the Juvenile Justice and Welfare Act (JJWA) of 2006	Presence of children at risk (CAR) and children in conflict with the law (CICL)	LGUs are compliant to Juvenile Justice and Welfare Act (JJWA)	PAP: Local Government Empowerment Program	Monitoring on the compliance to Juvenile Justice and Welfare Act (JJWA)	No. of LGUs monitored in compliance to JJWA - 75 LGUs	PS 164,920 75 FOs @ 2,170/day RFP @ 2,170/day	LGCCD FOUs
17					Re-Orientation on RA 9344	No. of Orientation conducted	Training Expense - 20,000.00	
18	Lack of Sex disaggregated database/ GAD Database in the LGU	Limited knowledge on how to collect and generate sex disaggregated data (SDD) and other GAD related information	To establish and maintain sex disaggregated data / GAD Database in every LGU as basis for gender responsive planning and budgeting	PAP: Local Government Empowerment Program	Monitor LGU with established/maintained GAD Database	No. of PCMs with established/ maintained GAD Database	PS - 290, 814.2 67 MLGOOs @ 2,170/daily * 2 days; RFP- 3,550)	LGCCD
19	Lack of support of the LCEs on GAD-related programs	Lack of knowledge of the LCEs on Gender and Development	Knowledgeable and supportive LCEs on GAD-related programs	PAP: Local Government Empowerment Program	Conduct of Executive Briefing for LCEs	No. of Executive Briefing conducted No. of LCEs attended to the Executive Briefing	Training Expense - 75,000.00 (Meals - 75,000.00)	LGCCD
20	The DILG is mandated to provide capacity building activity to its personnel and LGUs in terms of gender and development mainstreaming	Lack of capacity development activities provided to the personnel and to the external clients	Increased knowledge on Gender Mainstreaming process	PAP: Local Government Empowerment Program	Conduct of GAD-related capacity building activities	No. of CapDev Activities conducted by DILG Provincial Offices No. of Personnel provided with CapDev Activities No. of LGUs provided with TA	Training Expense - 200,000.00 *TO BE DOWNLOADED TO PROVINCES	DILG POS
21	Need to continuously promote the participation of DILG personnel in GAD related activities to become oriented to updates to GAD			PAP: Local Government Empowerment Program	Attendance/ Participation to GAD-related Inter-Agency activities/ meetings	No. of activities attended	Training Expense - 100,000.00	GFPS

22	Absence of gender-inclusive strategies and training within DILG's various local governance activities and assessments.	Limited gender perspectives and representation of women in local governance initiatives aimed at fostering accountability, transparency, and participation.	Integrate gender-responsive approaches in DILG's local governance programs, with women's involvement, recognition, and leadership across activities.		1. SGLG Assessment 2. Layag Awards for Excellence 3. Coaching Sessions on SGLG 4. SGLGB Assessment 5. SPIA Assessment 6. WE ACT Forum 7. PDAO Summit	No. of activities conducted No. of LGUs participated	Training Expense- 350,000.00	LGMED LGCCD
23	JMC No. 2013-01 and JMC 2016-01 mandates the DILG to monitor LGU compliance on the formulation, submission and implementation of GAD Plan and Budget (GPB) and GAD Accomplishment Report (GAD AR)	the need to continuously review and endorse the LGU GPBs to ensure the gender responsiveness of the content of their GPBs in accordance with the MCW.	LGUs abide with the requirements of JMC 2013-01 and 2016-01 and other existing laws.	PAP: Local Government Empowerment Program	Review and Endorsement of GAD Plan and Budget and Accomplishment Report of Provinces, Cities, Municipalities and Barangays	100% of LGUs with reviewed/endorsed GPB and GAD AR	PS 8,064,747.50 75 FOs * 3,504 * 22 days GFPS Members - 2,283,147.5	GFPS FOUs
24	Absence of gender-inclusive strategies and training within DILG's various local governance activities and assessments in the barangay	Low functionality of barangays, limited gender perspectives and representation of women in local governance initiatives aimed at fostering accountability, transparency, participation and social protection	Integrate gender-responsive approaches in DILG's local governance programs, with women's involvement, recognition, and leadership across activities.	1. Accountable, Transparent, Participative and Effective Local Governance	SGLGB Assessment: Allocation of minimum funds for implementation of GAD, Senior Citizen and PWDs related activities, VAW Functionality, Organized GAD Focal Point System in the Barangay, and BCPC Functionality. and Essential Governance Area: Social Protection and Sensitivity Indicators.	Increased number of barangays categorized as High Functional Barangays in the Barangay Functionality Assessments, particularly in areas related to Gender and Development (GAD), Children, Violence Against Women (VAW), and others. Ultimately, increase the percentage of barangays that pass the Essential Governance Area No. 1: Social Protection and Sensitivity, as part of the Seal of Good Local Governance for Barangay.	Training Expense - 75000 (Food and Accommodation)	LGMED

No.	Gender Issue	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization	GAD Activity	Performance Indicators/Targets	Total Agency Approved Budget	Responsible unit/Office
ORGANIZATION-FOCUSED ACTIVITIES								

25	MCW IRR Chapter VI Section 36 C, generation and maintenance of GAD Database. All Departments including attached agencies and other government instrumentalities shall develop and maintain a GAD database containing gender statistics and sex disaggregated data	Outdated GAD related information to serve as refernce in strengthening GAD mainstreaming efforts in the Department	To improve mechanisms for gender mainstreaming in the Department	PAP: Local Government Empowerment Program	Generation of up-to-date GAD related information to serve as bases in the formulation of agency plan and programs on GAD Constitution of team to analyze the SDD Creation of guidelines for the collection, analysis and utilization of SDD	Gender statistics are updated on DILG personnel by sex, position and educaional attainment, assignment and status of appointment Presence of updated GAD Database Gender Data Analytics Team (GDAT) constituted	PS(salary of IT Officer x 2 months) 104,176	FAD RICTU Planning Unit
26	Need to continuously promote the participation of DILG personnel in GAD related activities to become oriented to updates to GAD related laws and policies	Low level of awareness of some DILG personnel on the protection and fulfillment of women's and children's human rights	To raise the consciousness and support of DILG personnel on the protection amd fulfillment of gender equality and women's and children's rights	PAP: Local Government Empowerment Program	Conduct of GAD relevant activities/attedance to the following relevant GAD activities; Women's Month Senior Citizen 18-Day Campaign to end VAW International Day against Human Trafficking Children's Month Celebration, and others	HIV/AIDS Day and International Day Against Human Trafficking	Training Expense - 6,000.00	FAD LGCCD
27						Children's Month Celebration	Training Expense - 10,000.00 Supplies and Materials - 10,000.00	FAD
28						18-Day Campaign to end VAW	Training Expense - 50,000.00 (Supplies - 10,000; Honorarium - 10,000; Food and Accommodation - 25,000; Token- 5,000)	LGCCD
29						Women's Month Celebration	Training Expense - 200,000.00	GFPS FOUs
30						Sports and Health Activities	Training Expense - 100,000.00	FAD

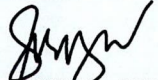
31						Nutrition Month Celebration	Training Expense - 50,000.00 (food and accommodation - 20,000; Honorarium - 10,000; token - 5,000; supplies - 5,000)	FAD
32						PWD	Training Expense - 100,000.00	LGCCD
33						Senior Citizen	Training Expense -50000	FAD
34	Lack of updated process or mechanism to promote awareness and provide updates in the current GAD efforts that is being implemented by Regional Office	Lack of updated GAD Corner/GAD website section	GAD Corner maintenance and updated at the DILG Website and/or Regional/P/C/M Offices	PAP: Program Strengthening of Internal Organizational Capacity	Maintenance of GAD corner in R/P/C/M DILG Offices	GAD Corner maintained in the R/P/C/M DILG	PS(salary of IT Officer x 2 months) 104,176	FAD LGCCD RICTU
35					Establishment of GAD Space within the dormitory		Supplies - 39,000.00	
36	Section 37 A.1.a Magna Carta of Women IRR states that all agencies shall formulate their annual GAD plans, programs and budgets within the context of their mandates.	There is a need to improve the capacities of concerned DILG personnel on GAD planning and budgeting, especially on the integration of GAD in the DILG programs, projects and activities, among others.	Increased capabilities of concerned DILG personnel on GAD planning and budgeting, especially on the integration of GAD in the DILG programs, projects and activities	PAP: Program Strengthening of Internal Organizational Capacity	Conduct of workshop in the formulation of GAD Plan and Budget (GPB) and GAD Accomplishment Report (AR)	No. of workshops on the formulation of GAD Plan and Budget and GAD Accomplishment Report (AR) No. of Regional GAD Plan and Budget and GAD Accomplishment Reports prepared and submitted	Training Expense - 35,000.00	GFPS

37	There is no policy or memorandum to integrate GAD perspectives in the organization of PAPs	May result in missed opportunities to mainstream gender perspectives in programs, activities, and projects (PAPs), perpetuating gender-blind initiatives.	Develop and implement a policy mandating the integration of GAD perspectives into all programs, activities, and projects (PAPs).	PAP: Program Strengthening of Internal Organizational Capacity	Issue directive to all GFPS members to incorporate GAD-related functions into their Individual Performance Commitment and Review (IPCR).	No. of directive issued	RFP 2,170/ day	FAD
38	TNA not conducted for GAD Policies and activities	Without a Training Needs Assessment (TNA), GAD training and policies may not be aligned with the actual needs of employees, leading to ineffective capacity-building.	To align the trainings to the CapDev needs of the employees	PAP: Program Strengthening of Internal Organizational Capacity	Conduct a comprehensive Training Needs Assessment (TNA) to align GAD training and activities with the organization's needs.	1 Training Needs Assessment conducted	PS 4,627.5 HR Head 1,557.5 * 3 Days	FAD
39	No internal GAD experts developed	Lack of in-house GAD experts limits the organization's ability to sustain gender mainstreaming, relying on external sources for expertise.	Develop a pool of internal GAD experts to sustain gender mainstreaming efforts within the organization.	PAP: Program Strengthening of Internal Organizational Capacity	All GFPS must undergo all 3 tracks of the GAD Leveling Sessions - Develop a system to certify GAD experts (Training of Trainers)	GAD experts identified and registered in the ReGEx by end of 2025	Training Expense - 75000	

40	PCW-NEDA-DBM JMC No. 2012-01, 3.5 Agency GAD Focal Point System (GFPS) shall take the lead in mainstreaming gender in agency PAPs. As such they shall coordinate the preparation of the agency GPB and the GAD AR, monitor its implementation and report on its results. To perform their roles, it is important the GFPS members are provided with the required gender capacity.	Absence of adequate training/orientation on GAD-related laws and issuances	To capacitate GFPS members and DILG IX personnel on the localization of MCW and other special laws protecting women and children	PAP: Program Strengthening of Internal Organizational Capacity	1. Conduct a formal orientation program for GFPS members covering roles, functions, and responsibilities. 2. Orientation on the DILG IX Code of Conduct Against Sexual Harassment, Establishing the Committee on Decorum and Investigation and the Procedure in Handling Sexual Harassment Complainants 3. Ladderized Leveling Sessions on Gender and Development 4. GFPS Quarterly Meeting	No. of Capacity Intervention conducted No. of DILG IX personnel capacitated	Training Expense - 100,000.00 (Food and Accommodation - 100,000) Resource Person - 60,000.00	FAD LGCCD
41	Not all DILG employees are committed to contribute to the Department's GAD efforts because of lack of gender sensitivity and awareness on GAD related policies and mandates, among others	There is a need to orient/train the newly hired personnel on GAD	Increased level of awareness of newly hired personnel on GAD, including GAD-related laws, policies and programs	PAP: Program Strengthening of Internal Organizational Capacity	Integrate Basic GAD orientation and GST in BACALAG for new employee	% of target personnel have undergone GAD orientation/reorientation on GST -- 100% of target DILG newly hired personnel	Training Expense - 50,000.00 (Food and accommodation - 45,000; Token - 5,000)	FAD
42	No universal template of information collection is being used with updated Gender sensitive information	Inconsistent data collection practices impede accurate gender analysis and comparison, hindering efforts to address gender disparities effectively.	Implement a standardized template for collecting gender-sensitive information to ensure consistent and accurate data collection.	PAP: Program Strengthening of Internal Organizational Capacity	Develop and implement a standardized gender-sensitive information collection template (attendance sheets, registration sheets, confirmation sheets)	No. of standard gender sensitive information collection template developed	PS 9,345.00 HR Head & Planning 1,557.5 * 3 Days *2	GFPS, Personnel Section, Planning Unit
43	No policy created to maintain the child-minding station and its operations	Lack of policy support for child-minding services can discourage parents from using these facilities, affecting work-life balance and productivity, especially for women.	Develop and implement a policy to sustain child-minding facilities to support work-life balance for employees, especially women.	PAP: Program Strengthening of Internal Organizational Capacity	Issue and implement a policy to maintain the child-minding station and support its operations.	No. of policy issued	PS 4,627.5 HR Head 1,557.5 * 3 Days	

44	Weak GAD focal points in field offices result in inconsistent implementation of gender-responsive programs, particularly at the grassroots level.	No existing policy on the creation and strengthening of GFPS in the field offices.	Strengthen the capacity of GAD focal persons in the field to ensure consistent and effective gender mainstreaming across all levels.	PAP: Program Strengthening of Internal Organizational Capacity	Creation of policy on the creation and strengthening of GFPS in the field offices.	1 policy issued 2 CapDev activities conducted	Training Expense - 35,000.00	
45	Lack of policy support for child-minding services which can discourage parents from using these facilities, affecting work-life balance and productivity, especially for women.	Absence of policy to maintain the child-minding station and its operations	To develop and implement a policy to sustain child-minding facilities to support work-life balance for employees, especially women.	PAP: Program Strengthening of Internal Organizational Capacity	Issuance of policy to maintain the child-minding station and support its operations.	1 policy issued	PS 4,627.5 HR Head 1,557.5 * 3 Days	FAD
46	Absence of Mental Health support program for employees who suffer mental health challenges	Employees are hesitant to open up about their mental health struggles due to lack of supportive environment that leads to burnout, disengagement and even depression in some cases	Enhance the overall mental and emotional health of employees by providing access to mental health resources, reducing stress, and preventing burnout	PAP: Program Strengthening of Internal Organizational Capacity	-Conduct periodic mental health and wellness surveys -Provide access to counseling and therapy services both face-to-face and through telehealth option	Mental Health and wellness survey conducted by end of 3rd quarter partnership with counseling and therapy services to provide mental support	Training Expense- 50000	FAD
47	Increasing health and illness and other related medical issues of DILG employees	Work-related stress	To promote a health-friendly working environment for all DILG Personnel	PAP: Program Strengthening of Internal Organizational Capacity	Health and wellness activities for DILG personnel - Psychosocial Activities - Annual Medical Check-up	No. of Health and Wellness activities conducted	Training Expense - 50,000.00 (Food and Accommodation - 30,000; Honorarium - 20,000) Medical Check Up - 150,000.00	FAD

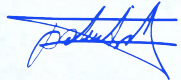
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