

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT CY 2015

REGION XI
 PROVINCE Davao del Norte
 TOTAL BUDGET LGU **1,108,200,000.00**
 TOTAL GAD BUDGET **55,410,000.00**

GAD Mandate/Gender Issue	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Performance Indicators and Target	Actual Result(Outputs/Outcomes)	Total Agency Approved Budget)	Actual Cost/Expenditure	Variance/Remarks	Office of Primary Responsibility
-1	2	3	4	5	6	7	8	9	10	
Slow progress of gender mainstreaming in the provincial government	Lack of systems, processes and institutionalisation of gender policies	1.Strengthen the GAD Focal Point System in the provincial government		Regular Meetings of GFPS Conduct of GAD capacity Development Activitiesfor GFPS Members	2 Meetings 1 training conducted 50% Female 50% male	2 Meetings conducted 1 Trainings conducted 40 Female 20 Male	100,000.00	100,000.00		PGO-GAD
				GAD Planning and budgeting	50 GAD Focal Points 5 Male 45 Female	50 GAD Focal Points 5 Male 45 Female	100,000.00	100,000.00		
				Regular monthly meeting of GAD Focal Persons Trainers Training	20 GAD Focal persons 5 Male 15 Female	13 Regular Monthly meeting conducted training conducted 5 Male 21 Female	150,000.00	150,000.00		
				Seminar on Localising Magna Carta of women Gender Sensitivity Training Awareness raising on GAD-related laws	90% of offices have conducted GAD related training	1 Training conducted 5 Male 20 Female	50,000.00	50,000.00		
				Assignment of GAD Staff to GAD Program	3 Staff	3 staff assigned in implementing PPA's of GAD Program	870,365.00	870,365.00		

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-1	2	3	4	5	6	7	8	9	10	
				Assignment of GAD Focal Person by dept./division	50 GAD Focal Persons and alternate	50 GAD Focal Persons and alternate given Office Order	250,000.00	250,000.00		ALL OFFICES
Lack of awareness on gender issues and the need to empower women in their role in nation-building	Lack of participation of women in opportunities/venues for women empowerment.	Establish partnership with other stakeholders in empowering women in the grassroots level	GAD Program	Participation of women personnel from other agencies and women clients to various GAD activities	Advocacy activities Women's Month Celebration and 18-day Campaign to End VAWC	300 Women participated	100,000.00	100,000.00		
				Women's Month Celebration 18-day Campaign to End Violence Against Women						
						Total	1,620,365.00	1,620,365.00		
PGO Organization-focused										PGO-IAS
Insufficient knowledge on R.A. 10354 or Responsible Parenthood and Reproductive Health Act of 2012	Insufficient knowledge on R.A. 10354 or Responsible Parenthood and Reproductive Health Act of 2012	Enhance awareness and promote on the importance of responsible parenthood and the understanding of sexual and reproductive health.	PGO	Holding of RA 10354 Seminar	At least 50% of PGO personnel attended the seminar Male - 40 Female - 25 Total 65	Seminar on RA 10354 or Responsible Parenthood and Reproductive Health act of 2012 conducted last Sept. 18, 2015	₱ 62,000.00	₱ 62,000.00		
Lack of knowledge on VAWC Law of all PGO personnel	Lack of awareness & interpretation of VAWC Law	Promote awareness on VAWC Law	PGO	Holding of VAWC Training & Workshop	At least 50% of PGO personnel attended the seminar	1 VAWC seminar conducted last Dec. 11, 2015	₱ 70,000.00	₱ 70,000.00		

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-1	2	3	4	5	6	7	8	9	10	
					Male - 27					
Client -Focused Lack of knowledge on VAWC Law of all barangay functionaries & members of ERPAT	Lack of awareness and interpretation of VAWC Law	Promote awareness on VAWC Law and to make them advocates of A-VAWC in their workplaces and homes.	PGO - Gender & Development Program	Holding of VAWC Training and Workshop	Female - 23 Total 50	1 barangay in 11 LGUs (10 male & 10 female per barangay), Member of ERPAT & 7 GAD Staff	Series of VAWC seminars conducted	₱ 168,000.00	₱168,000.00	
					Male - 500 Female - 500 Total 1000					
Total							300,000.00	300,000.00		
PIO										PIO
Client-focused										
Lack of knowledge in VAWC, MCW and the law on anti-sexual harassment among peers and clients	Limited information on VAWC, MCW and the law on anti-sexual harassment	Increase knowledge on anti-sexual harassment, VAWC and MCW and eradicating all violations of the laws.	Information Dissemination thru information dissemination activities	Orientation on anti-sexual harassment, VAWC and MCW with the participation of the 100% of male and female members participants and/or clients	Able to conduct orientation among peers and clients about GAD, VAWC MCW and other laws affecting women.	100% of the participants both women and men have knowledge about GAD, VAWC, MCW and anti-sexual harassment.	56,000.00	42,000.00		

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				thru the conduct of: Kapihan sa Kapitolyo, Press Conferences		2 Kapihan sa Kapitolyo conducted				
Organization-focused										
Gender responsive of PIO staff to clients	Limited information on GAD knowledge and its related laws	Educate PIO staff on GAD related laws	Harmonized Gender and Development Guidelines (HGDG)	Conduct of orientation on laws related to GAD plans and programs Capability Building for Employees	PIO staff will increase their awareness on GAD related laws Assess effectively the needs among women, men and children	100% of PIO staff shall be equipped and fully aware on gender issues by the end of 2015. 1 seminar on the use of non-sexist language to all official documents	10,000.00	10,000.00		
							Total	66,000.00	52,000.00	(-14,000)
Client -Focused										
Difficulty in accessing water facility due to distance	Distant source of water; burden to women to rural areas; limited funds	Increased access to social services and welfare programs to women, men and children	Gender sensitive Governance	Orientation/ information dissemination on GAD integration with water system projects	Sex dis-aggregated data: (30M);(20F)briefed/ Oriented about the water system project with GAD integration	45 Female; 13 Male attended in GAD Orientation, Road Safety and Water Resource Management last October 16, 2015	P 5,500.00	P 6,495.00	100% completed	PEO

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-1	2	3	4	5	6	7	8	9	10	
						Const. of Potable Water System at Brgy. New Loon, Asuncion DDN		P 1,000,000.00	100% completed	
Rough connecting roads to urban areas; provide discomfort to community specially during rainy season	Difficulty of women in travelling specially during rainy season	1. Provide access to urban sites and housing areas. 2. Provide connecting road to other municipalities	Gender sensitive Governance	Road Concreting of Prk. Daisy to Prk. Narafil FMR, B.E Dujali	Increased livelihood opportunities and comfort in travelling specially to pregnant women and students girls and boys	Road Concreting of Prk. Daisy to Prk. Narafil FMR, B.E Dujali	P 7,500,000.00	P 7,500,000.00	100% completed	
Organization-focused										
Lack of Knowledge and awareness to VAWC at the grassroots level	Sexual violation of rights, misunderstanding men, women and children's right and needs	To improve quality of opportunities and treatment for women and treatment for women worker; realize their duties, rights and access to services	Compliance to GAD Mandate	Conduct training to Anti-VAWC to 150 PEO permanent personnel by 2nd quarter of the year (3batches)	Atleast 150 PEO personnel (permanent/casual? Attended	2 Training/seminar conducted to PEO pesonnel on VAWC (RA 9262) attended by 164 PEO personnel (2batches - May 26 & 27, 2015)	P 64,500.00	P 63,505.00	100% Completed	
						Total	P 7,570,000.00	P 8,570,000.00	(+ 1,000,000.00)	
Lack of awareness on laws on the rights and protection of women	Lack of information and education on RA 7787 or the Anti-sexual Harassment Act of 1995	To increase consciousness and awareness and awareness on anti-sexual harassment law as to avoid sexist language in the		Orientation on RA 7787 or Anti-sexual Harrassment Law of 1995	12 females 4 males	1 orientation conducted * A total of 14 personnel attended the orientation with 12 females and 2 males have increases	3,200.00	3,200.00		PBO

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-1	2	3	4	5	6	7	8	9	10	
Gender issues in development plans, programs and activities of the organization	Less knowledge of GAD in programs, plans and activities	To increase knowledge of GAD Focal Points in GAD mainstreaming in the identification and preparation of plans, programs and activities.		Seminar on Gender and Development Mainstreaming cum benchmarking	1 female-GAD Focal Point	1 training & benchmarking attended * GAD Focal Point of the department have attended the training and learned what are the best practices in the Province of Iloilo	9,800.00	8,934.16	865.84	
						Total	13,000.00	12,134.16	(-865.84)	
Client-focused										
Organization-Focused										PGSO
Lack of awareness on laws on the rights and protection of women	Inadequate information on women's right	To increase awareness on women's rights	GAD Seminar	Seminar on the Magna Carta of Women (RA 9710) and All Laws Related to Marriage and Property Relation	113 PGSO personnel 88 male 25 female	1 training conducted to 113 PGSO personnel	63,165.00	63,722.05	2,442.95 (Some of the needed supplies are still available, hence, there is no need to purchase it.)	
						Total	66,165.00	63,722.05	(-2,442.95)	
Organization-focused										
Lack of knowledge/ awareness on R.A. 10354 otherwise known as Responsible Parenthood and Reproductive Health Act of 2012	Health Problem	The understanding that sexual and reproductive health is an essential element of good health and human development.		One-day Orientation on Women & Men's Reproductive Health August 18, 2015 @ Provincial Training Center, Mankilam Tagum City	At least 50% of PADO personnel attended Female = 40 Male = 40 Total 80	PADO personnel attended Female = 40 Male = 40 Total 80 93% had attended; some	P 141,673.56	P 22,134.25		PADO-ADMIN

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Women are financially constrained and need opportunity for skills enhancement	Limited access of women on information ,skills on technology and linkages to augment their income	To improve women's access to information, technology and trainings, marketing and linkaging (MCW IRR Sec. 26)	Livelihood Skills Development Program	Conduct of livelihood and technology training & other business related activities	45 livelihood & technology training conducted 11 sustainable livelihood & enterprises among women	150 women participated business development services or opportunities (Tiangge, Trade Fair)	150,000.00	320,000.00	Accomplished	PADO-LMDD
	Limited source of income of women to augment family on their basic need			Undertaking awareness raising on:	Community-based training on appropriate technology; Community involvement of women in planning, implementation operation, management and monitoring and evaluation. Enterprise development and income-generating opportunities particularly on resource-based	12 awareness campaign conducted 120 women participants 12 TNA	57,250.00	70,000.00	Accomplished	
		To improve womens access to funds or credit windows for enterprise development (MCW-IRR Sec 26)		Market linkaging of womens entrepreneurs	No. of lending windows No. of women entrepreneurs who availed the loans/grants		2,500.00	80,000.00	Accomplished	

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Unequal opportunity of women to employment	Gender stereotyping in work	To provide Gender responsive employment facilitation system (MCW-IRR Sec 25)	PESO Program	Providing venue and system for job-matching and placement of applicants thru: Registration Referral	No. of female applicants facilitated		12,500.00	18,750.00	Accomplished	
				Conducting pre-employment seminar for local applicants or pre-employment orientation seminar conducting other related activities such as: Special Program for Employment of Students	No. of sessions No. of female pax		10,000 16,000.00	23,000.00 18,750.00	Accomplished Ongoing	
IP women falling behind in enrollment data experiencing discrimination	Distant/remote areas, Gender- stereotyping & Multiple burden	To increase literacy rate of IP women	Literacy Development Program	Providing basic literacy education to IP women learners by way of: * Mapping/Recruitment * Enrollment & Orientation * Sessions conducted * Home visit	No. of BLP Classes No. of women learners		10,000.00	10,000.00	Ongoing	
				Facilitating Basic literacy assessment	No. of sessions No. of learning centers		37,500.00	41,250.00	Accomplished	

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				Conduct of Completion Exercises among IP women completers	No. of women learners		50,000.00	50,000.00	Accomplished	
				Giving of Livelihood trainings to women learners	No. of IP women learners trained		35,000.00	92,250.00	Accomplished	
				Facilitating Literacy day	No. of sessions No. of pax		300,000.00	0	Facilitated by the DepEd	
Unequal opportunities for women and girls in the availment of Scholarship	Gender stereotyping in assigning of work for men and women	To increase opportunity for both women and girls in the availment of techVoc scholarship (MCW-IRR Sec. 16)	Scholarship Program	Providing scholarship opportunities to female high school graduates for technical-Vocational courses	No. of female slots for the scholarship		20,000.00	20,000.00	Accomplished	
				Awareness campaign on * Radio & TV Advertisement *PESO & CTEC network *DepEd * High schools situated in DN	No. of sessions		20,000.00	20,000.00	Accomplished	
				Conducting screening and selection process thru:	No. of Clusters No. of examinees		20,000.00	20,000.00	Accomplished	
				Written Examination Awarding of Scholarship slots for Technical- Vocational Courses	No. of Passers No of slots No. of Awardees		30,000.00	30,000.00	Accomplished	

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-1	2	3	4	5	6	7	8	9	10	
				Conducting Orientation of new scholars and signing of agreement	No. of sessions No. of pax		30,000.00	37,500.00	Accomplished	PADO-DNIPC
Organization-focused:										
Gender insensitivity of employees in the workplace	Lack of awareness of GAD concepts and related laws	To increase awareness on Gender sensitivity to employees (MCW-IRR Sec. 27B)	GAD Mainstreaming Program	Conduct GST, VAWC and Magna Carta of Women	100% PADO-LIMDD 1 training VAWC 1 Orientation on MCW 1 GST	4 male 11 female	15,000.00	15,000.00	Accomplished	
						Total	660,000.00	866,500.00	(+206,500.00)	
Organization-focused:										PADO-DNIPC
Difficulty of women entrepreneurs in sustaining & up-scaling their business	* Women is multitasking (combine family responsibility & income generating activities)	At the end of the year 2016, 25% of women entrepreneurs can sustain and up casle their business	Investment Promotion Program	The provision of training focused on packaging, product development and marketing	* Number of training sessions conducted for women entrepreneurs	5 Training conducted to DavNor women entrepreneurs and prospect entrepreneurs, 185 women/ prospect entrepreneurs attended training and seminar on product packaging/labeling/development and marketing	51,250.00	51,250.00		
	* Need to have an entrepreneurial skills				* Number of women entrepreneurs who attended the trainings					
				Printing of IEC materials VAWC,MCW	1,000 copies of VAWC materials	1,000 copies of VAWC material printed	45,000.00	45,000.00		

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-1	2	3	4	5	6	7	8	9	10	
				Seminar on Gender Mainstreaming Cum Benchmarking @ Century 21 Hotel Quezon Street, Iloilo City on November 9-						
						Total	96,250.00	96,250.00		
Organizational-focused										
Incidence of marital conflicts, domestic abuse, economic deprivation of women inflicted by men as perpetrators/ abusers	Lack of information and awareness of women and men on the Magna Carta for Women (MCW) and other women laws	To raise awareness among employees on MCW to reduce the incidence of marital conflict, domestic abuse, economic deprivation of women	GAD Program	Conduct of ERPAT training/seminar with focus on Magna Carta on Women (MCW) & other related women laws and reproductive health of men	100% of male PPDO employees attended the training	Conducted VAWC seminar and was attended by 40 PPDO personnel. The seminar raised awareness among the participants & gained a better perspective on the laws & rights of women.	8,000.00	16,400.00	Actual expenditure is the budget incurred during the conduct of VAWC instead of ERPAT	PPDO
Absence of Gender-disaggregate data in the provincial data base	Provincial data base is not genderize	Full utilization of Socio Economic Profile System (SEPS) by 2016 incorporating gender data and information	Formulation of Planning Documents	Collection of sex-disaggregated data & gender related information and encoding to ensure operationalization of the system	No. of cities/mun'l with SEPS incorporating gender data and information	Encoding of data to the SEP system w/ the ff. percent accomplishment: Asuncion- 86% BE Dujali - 88% Carmen - 77 % Kapalong - 90% Talaingod - 80% N. Corella - 94% Sn Isidro - 81% Sto. Tomas - 86% IGCS - 99% Panabo - 99% Tagum City - 80%	30,000.00	30,000.00	Actual expenditure is incurred during data encoding sessions conducted at the PPDO	

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-1	2	3	4	5	6	7	8	9	10	
Women, children and elderly are most vulnerable in times of natural disaster and calamities	Lack of awareness and participation of women, children and elderly in disaster preparedness activities	1.To increase awareness and participation of women in disaster preparedness 2. To mainstream gender concepts in the	2.Updating/ Integration of DRR-CCA in the updated PDPFP	1. Mainstreaming gender concepts and perspective in the updated PDPFP	80% reduction on the impact of calamities on women, children and the elderly	2 workshops and 1 writeshop was conducted for the updating of the PDPFP integrating gender concepts & perspective	50,000.00	78,132.00	Actual expense incurred during the conduct of workshops	
Lack of gender responsive and comprehensive disaster data base	Absence of gender responsive and community-based scientific DRRM and CCA assessment, mapping and analysis	To develop a gender responsive data base and comprehensive disaster data base system to identify, assess and monitor disaster risk	Support to Geographical Information System (GIS)	Survey and mapping of high risk areas to identify women, children, and elderly population exposed to hazards	Updated thematic maps	- 10 GPS survey was conducted to map out high risk areas with women, children & elderly population. Produced thematic maps on population, built-up, agri, facilities, and roads exposed to hazards	60,000.00	60,000.00		
Lack of shelter has particular impact on women, children, elderly, and disabled making them more vulnerable to diseases connected to poor living condition	Women's lack of access to housing and security of tenure . Lack of sex-disaggregated data on housing and shelter	To ensure womens access to housing and security of tenure through social housing and government projects most especially those living in high risk areas	Assistance to LGU in the Formulation of Shelter Plans (2016)	Workshops in the preparation of Gender Responsive and Gender Sensitive Shelter Plans of the LGUs	No. of LGUs assisted in the formulation of the plans	3-day workshop for the Formulation of Local Shelter Plan integrating gender concerns & information was conducted and attended by 11 LGUs	45,000.00	135,000.00	Actual expenses incurred during the 3-day workshop	
Inadequate monitoring and evaluation of PPAs on its impact on target clients particularly women, children, elderly & disabled	Project monitoring and evaluation lacks information on the impact/benefits derived by women, children, elderly and disabled	Full utilization and implementation of Monitoring & Evaluation (M&E) System in the province	Monitoring and Evaluation Program	Full implementation of M & E System	Presence of M & E System	Conducted 3 Seminar/ workshops on Results-Based Monitoring & Evaluation System incorporating gender and development in the M&E framework	20,000.00	25,000.00	Expenses for the 3 workshops was shouldered by PRMF while	
						TOTAL	213,000.00	344,532.00	(+131,532.00)	
Client-focused: Programs, Projects and Services										

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-1	2	3	4	5	6	7	8	9	10		
Low awareness of PDRRMD beneficiaries on gender and development mainstreaming program	Lack of information and awareness on Gender Sensitivity, Magna Carta of Women, Harmonized Gender and Development Guidelines, Violence Againsts Women and Children's Act, and other related laws and issuances	To generate or raise level of awareness and appreciation among the PDRRMD direct beneficiaries on gender and development	PDRRM Prog.	Capacity building on: Gender Sensitivity sessions during the conduct of Oplan ANDAM in the barangays	A. Oplan ANDAM 1 = 7,500 pax B. Oplan ANDAM 2 = 2,100 pax	A. 8,675 pax B. 3,500 pax	A. 675,000.00 B. 1,001,000.00	A. 15 Oplan ANDAM 1: 15 barangays x 45,000 or 675,000.00 B. 7 Oplan ANDAM 2: 7 barangays x 143,000.00 or 1,001,000.00		PDRRM	
Organization focused : Programs, Projects, and Activities											
2. PWD inclusive CCA-DRRM programs, projects, and activities not fully mainstreamed in the PPAs implementation	2. No conscious inclusion of PWD mandates in PDRRM plan	To come up a PWD inclusive PPAs not fully mainstreamed in the PDRRM implementation	PDRRM Prog.	Capacity building/seminar on PWD inclusive PDRRM for PDRRM personnel, PWD officers provincewide		● 69 pax	39,000.00	39,000.00			
3. Less women disaster responders in the PDRRMD and C/MLGUs rescue teams were conscious about gender and development	3. Lack of seminars/trainings on Gender Sensitivity and other Gender and Development sessions	To increase no. of women and men rescuers/disaster responders who are gender sensitive/responsive	PDRRM Prog.	Capacity building , and/or seminar on the following: 3.1 Mountain Search and Rescue (MOSAR); 3.2 Swift Water Resuce	●28 pax; ● 38 pax	●28 pax; ● 38 pax	100,000.00 ; 268,000.00	100,000.00 ; 268,000.00			

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4. Responders from PDRRM, C/MLGUs were not cohesive/consistent about gender mainstreaming	4. Lack of integration among disaster responders from P/C/MLGUs on gender responsive DRR	To make conscious among responders from all units about gender and development mainstreaming/responsive in all responders' activities	PDRRM Prog.	4. Integration of basic concepts of GAD mainstreaming during conduct of One Davor Responders' Rescuelympics	● 350 pax	● 370 pax	485,000.00	485,000.00		
5. Oplan ANDAM team together with PDRRM personnel were less equipped on camp coordination and camp management should large scale evacuation occur	5. PDRRMD personnel and other partners of Oplan ANDAM have less knowledge about Camp Coordination and Camp Management (CCCM)	To provide and enhance knowledge and skills on camp evacuation, coordination and management	PDRRM Prog.	5. Conduct of Camp Coordination and Camp Management Seminar	● 125 pax	● 125 pax	239,000.00	239,000.00		
						Total	2,807,000.00	2,807,000.00		
Client -Focused										
Absence of counselling support in hospitals	Lack of awareness on gender sensitivity at the hospitals	Provide counselling to women and children who are psychologically and emotionally disturbed of their illness and other concerns	Social Government	Engage the services of a doctor, psychologist or a social welfare personnel with knowledge in GAD and who is and advocate	Number of women and children who have related cases incidence of VAWC	A total of 11,790 members and dependents of the RDR Philhealth Sponsored program were counseled during the TSEKAP activities for 2015	P 75,000.00	550,000.00	Cost was charged to 2015 MOOE of Philhealth Sponsored Program of the Province	PEEDO

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Health and wellness center for IPs at the hospitals	IP patients and their watchers have different beliefs, ways and habits	To provide IP patients with safe and comfortable healing environment with respect to their culture	Social Government	Educate the IPs on proper hygiene with a simplified orientation on Gender sensitivity approach	Number of IP patients served	(OPD and InPatients) KZ- estimated 1,147 for OPD and InPatients CZ- estimated 321 for OPD and InPatients IZ- estimated 577 for OPD and InPatient	1,600,000.00	1,600,000.00	Cost was charged to 2015 budget of the three DavNor Hospitals	
Organization-focused:										
Slow progress of gender mainstreaming	Inadequate GAD budget for PEEDO personnel	Conduct trainings related to GAD for all personnel both male and female	Good Governance	Conduct Gender Sensitivity Trainings and other GAD related activities	Number of training conducted	3 Team Building activities for the three hospitals and participated 2 spiritual trainings attended by the personnel self-assessment	100,000.00	100,000.00	Cost was charged to 2015 MOOE of Philhealth Sponsored program of the province	
No sex disaggregated data base system	Attendance reports and other data are not gender sensitive	Establishment of a sex disaggregated data base system	Good Governance	Establish system of data gathering/ encoding to include sex – disaggregation	Sex disaggregated reports and monitoring	Various Activity Designs and Attendance reports were categorized for male and for female employees				

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-1	2	3	4	5	6	7	8	9	10	
Lack of Gender sensitivity of coaches, trainers and referees on women sports development activities	Lack of Knowledge on Magna Carta of Women, VAWC and other related laws	Increase knowledge in VAWC,MCW and law on anti-sexual harassment for trainers,coaches & referees.	Sports development Program	Training on Magna Carta on Women, VAWC and Ati-sexual Harrassment Law	80% of men and women trainors/coaches must have knowledge on GAD, VAWC, MCW & Anti-sexual Harrassment Law	* 10 of coaches M 6 F 4 * 6 of trainors M 4 F 2 * 20 of referees M 15 F 5 No. of Sports Coordinators Trainings * 3 of trngs	200,000.00	200,000.00		
						Total	300,000.00	300,000.00		
Client-Focused										
No. of Violence Committed against women and their children in barangays in Davao del Norte	Lack of knowledge on the part of the barangay folks specially the women and children on law protecting them against violence committed by men.	To educate at least 60 % of women including their children in two barangays in Davao del Norte, within the period of one semester, on the law on Violence Against Women and their Children.	Rendition of Legal Services.	Symposium on VAWC Law with the students of Davao del Norte State College, Panabo City.	Educated at least 60 % of women including their children in two barangays in Davao del Norte, within the period of one semester, on the law on Violence Against Women and their	Honorarium 3000 Meals/Snacks 7000 10,000.00	Honorarium 3000 Meals/Snacks 7000 10,000.00	Honorarium 3000 Meals/Snacks 7000 10,000.00		PLO

GAD Mandate/Gender Issue	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Performance Indicators and Target	Actual Result(Outputs/Outcomes)	Total Agency Approved Budget)	Actual Cost/Expenditure	Variance/Remarks	Office of Primary Responsibility
-1	2	3	4	5	6	7	8	9	10	
				Symposium on VAWC Law with the barangay folks of Barangay Tambo, Babak Dist. IGACOS.				No expenses incurred as the said activity was conducted during our Free Legal Assistance to Barangay.		PASSO
				Symposium on VAWC Law with the barangay folks of Barangay Sta. Cruz, Talikud Dist. IGACOS.				No expenses incurred as the said activity was conducted during our Free Legal Assistance to Barangay.		
Organization-Focused										
Absence of Gender Sensitivity.	Lack of understanding on the principle of Gender and Development.	To educate all or 100% of the PLO Staff on the principle of Gender and Development.	GAD Mainstreaming Program	Conduct of Basic Gender Sensitivity Training.	At least all or 100% of the PLO Staff had been oriented on the principle of Gender and Development.			No expenses incurred as the said activity was conducted during our Year-End Evaluation.		
						Total	10,000.00	10,000.00		
Client-Focused										
Organization-Focused										

GAD Mandate/Gender Issue	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Performance Indicators and Target	Actual Result(Outputs/Outcomes)	Total Agency Approved Budget)	Actual Cost/Expenditure	Variance/Remarks	Office of Primary Responsibility
-1	2	3	4	5	6	7	8	9	10	
Incidence of marital conflicts, Domestic violence among some of the PASSO personnel Organization-focused	Lack of awareness on women's rights	To increase awareness among PASSO women and men on gender specific laws such as Magna Carta of Women and other Womens' laws by the end of 2015	Development Program Training-GAD of PASSO	Seminar on Magna Carta of Women and other Women's Laws	1 seminar conducted for all 33 PASSO personnel	1 seminar conducted in three (3) batches for thirty three (33) PASSO personnel: August 7, 2015 October 9, 2015 December 10, 2015	Supplies Meals & Snacks Honoraria Contingency			
						Total	30,000.00	30,000.00		
Potential to bring Oppurtunities & benefits to women employment	Oppurtunity for women and family led entrepreneur's SMEs.	at the end of the year 2016 35% of women increased the number of job employment oppurtunities	Tourism Program	the Provision of training focused on Tourism Promotion, Marketing and Employment	16-35yrs old- 50 36-39 yrs old- 15 40-50 yrs old- 8 # of training conducted for women	2 trainings Conducted Stakeholders from Kapalong on Bookkeeping Seminar 20 women Stakeholders attended				PADO-TOURISM
							10,000.00	10,000.00		
Organization-Focused						Total	10,000.00	10,000.00		
Most employees are not gender responsive/sensitive on women's rights	Lack of information and awareness on Magna Carta for women	Provide trainings/seminar on Magna for women to all PACCO personnel	Capacity Building	Training/Seminar on Magna Carta for Women	32 Female PACCO Personnel	Training/Seminar on Magna Carta for Women conducted in 3 Batches (30 female personnel)		Supplies Meals & snacks Honoraria Contingency		PACCO
							20,000.00	17,735.95	2,264.05	
CLIENT-BASED						Total	20,000.00	17,735.95	(-2,264.05)	
1. Child and Youth Welfare Program	Increasing number of children and youth who			1. Administration of DCC and DCW accreditation		Enhanced the skills of Day Care Workers towards day care services			Approved budget actual cost	PSWDO
							2,389,000.00	2,389,000.00		

GAD Mandate/Gender Issue	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Performance Indicators and Target	Actual Result(Outputs/Outcomes)	Total Agency Approved Budget)	Actual Cost/Expenditure	Variance/Remarks	Office of Primary Responsibility
-1	2	3	4	5	6	7	8	9	10	
	are in need of special protection			2. Conduct of training for day care workers		Day care workers are provided with financial and technical assistance for the improvement of services towards day care children	2,077,299.50	2,077,299.50		
				3. Provision for honorarium support to the day care workers		32 Day Care Center assisted for accreditation				
				4. Conduct of Children Congress		Enhanced the parents skills of parents throug series of family developmen sessions				
				5. Regular conduct of of meetings for youth and day care workers						
				6. Provision of educational materials for day care workers		400 members of Pag-asa Youth/ OSY developed awareness on gender and developments; leadership and organizational management				
				7. Leadership training/ GST for youth		male: 175 ; female: 225				
				8. Regular conduct of						

GAD Mandate/Gender Issue	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Performance Indicators and Target	Actual Result(Outputs/Outcomes)	Total Agency Approved Budget)	Actual Cost/Expenditure	Variance/Remarks	Office of Primary Responsibility
-1	2	3	4	5	6	7	8	9	10	
				PCPC and PIACAT-VAWC 8. Regular conduct of PCPC and PIACAT-VAWC 9. Organizing Youth groups 10. GST among youth and OSY		Improved the functionality of PIACAT-VAWC				
2. Bahay Pag-asa Operation	Increasing number of out-of school youth, stow away and school-drop outs, and cases of children charge and adjudge of committing crimes			Case management of CICL in Residential Care		32 children in conflict with the law (CIC) have enhanced social functioning through the provision of case management	2,128,056.00	2,128,056.00	Approved budget actual cost	
3. Provision of Assistance for Individuals in Crisis Situation	Marginalized women and other sectors has limited access to basic			Provision of immediate to to walk-in clients		Men and women clientele have access to basic social services - financial assistance: 536 (163- male; 369- female)	1,500,000.00	1,500,000.00	Approved budget actual cost	
							1,489,542.00	1,489,542.00		

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-1	2	3	4	5	6	7	8	9	10	
(Crisis Intervention)	social services.			Facilitate counseling and referral		<ul style="list-style-type: none"> - medical assistance: 3,476 (888- male; 2,590-female) - clinic services: 1,087 (496- male; 590-female) - food assistance 1,153 - transportation assistance - burial assistance: 901 (male- 511; female-390) - shelter assistance: 163 (male- 92; female-71) - physical restoration: 24 (male - 16; female - 8) - Veterans assistance - 5 male <p>Complied and reported disaggregated number of clients served</p>	<p>₱ 5,600,000.00</p> <p>(regular MOOE)</p>	<p>₱ 5,600,000.00</p> <p>(regular MOOE)</p>		
4. Family and Community Welfare Program	Low awareness and involvement of families on promoting gender responsive community/society			<ul style="list-style-type: none"> Family Week celebration Recognition of Huwarang Pamilya in Davao Del Norte Facilitation of Family Development 		<ul style="list-style-type: none"> No. of families undertaken family development trainings No. of FDS facilitated to 4Ps families 	<p>200,000.00</p> <p>163,884.20</p>	<p>200,000.00</p> <p>163,884.20</p>	Approved budget actual cost	

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-1	2	3	4	5	6	7	8	9	10	
				Sessions (FDS)		1 family declared as huwarang pamilya				
				Conduct of Provincial Parents Education Congress		11 LGUs recognized huwarang pamilya that will represent in the Provincial completion during the family week celebration				
5. PWD and Elderly Welfare Promotion	Low understanding and awareness regarding the role of Persons with Disabilities (PWD) and Elderly in promoting a gender-responsive community			1. Financial assistance to men and women SC organizational leader through honorarium		Increased the participation of PWD and Elderly through their organizational development	1,289,000.00	1,289,000.00	approved budget	
						11 PWD Leaders provided with monthly honorarium	1,133,363.19	1,133,363.19	actual cost	
						- male: 8 ; female - 3				
				2. Quarterly conduct of DNFESCA Meeting 3. Conduct of GST among PWDs and Senior Citizen 4. Celebration of NDPR Week 5. PMAG regular meeting		11 Elder Leader provided with monthly honorarium	₱ 500,000.00	₱ 500,000.00		
				Conduct of LCPC training and		Members of BCPC and MCPC increased awareness	280,000.00	280,000.00	approved budget	

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-1	2	3	4	5	6	7	8	9	10	
Community Development	women, children and families are not properly and immediately responded by the local structures.			orientation Conduct of GAD Training/ Orientation		and knowledge on handling cases of children in their respective barangays BCPC and MCPC improved their functionality to respond the needs of children, women and other disadvantage groups 30 members of ERPAT in the capitol oriented and have increase awareness and skills on paternal abilities	230,850.20	230,850.20	actual cost	
7. Operation of Women Development Center	Provision of services to women and children in difficult circumstances			Case management of women who are victims of abused and violence Provision of legal assistance, case conference, referral		Improved the social functioning abused women who are admitted in the residential facility 32 women case managed, referred and provided with basic services	1,100,000.00 919,447.03	1,100,000.00 919,447.03	approved budget actual cost	

GAD Mandate/Gender Issue	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Performance Indicators and Target	Actual Result(Outputs/Outcomes)	Total Agency Approved Budget)	Actual Cost/Expenditure	Variance/Remarks	Office of Primary Responsibility
-1	2	3	4	5	6	7	8	9	10	
				home visitation		16 abused women provided with legal assistance				
8. Operation of Luntiang Paraiso Rehabilitation Center	Provincial Government to provide appropriate care and services to women and men substance and drug abuse victims.			Facilitation of Case Management to admitted victims drugs and substance abuse thorough: - Family counselling - psychological services - After care services to mainstreamed residents clients - Conduct of monthly GST/GAD relative discussion to LPRRC residents		138 victims of drugs and substance have improved social functioning through rehabilitation and case management in preparation for their family re-integration	3,215,784.51	3,215,784.51	approved budget actual cost	
9. Emergency Disaster Relief Operation	Women, men and children are victims of natural and man-made calamities			Relief Distribution Provision of Emergency Shelter		Victims of calamities were provided with immediate assistance	5,300,000.00	5,300,000.00	approved budget actual cost	

GAD Mandate/Gender Issue	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Performance Indicators and Target	Actual Result(Outputs/Outcomes)	Total Agency Approved Budget)	Actual Cost/Expenditure	Variance/Remarks	Office of Primary Responsibility
-1	2	3	4	5	6	7	8	9	10	
				assistance to partially and totally damaged houses due flash floods, typhoon, fire and other calamities referral and interview assessment Provision of Emergency Shelter Assistance						
Organization-Focused										
GAD Awareness Raising for PSWDO Staff	Less gender responsive accomodation and facilitation of PSWDO staff to clients The need to increase awareness on GAD			Conduct of GAD in-house discussion Establishment of express lane/priority lane for PWDs, Elderly persons, pregnant women		PSWDO personnel are updated on GAD Express Lane establish for Pregnant Women, PWDs and Elderly				
Organization Capitol-based ERPAT	Women are more prone to domestic violence			ERPAT orientation among capitol		Organized 1 ERPAT association in the	17,000.00	17,000.00	approved budget	

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-1	2	3	4	5	6	7	8	9	10	
	due to low awareness of men			employees Organization of Capitol-based ERPAT		capitol (composed of male employees) Increased awareness of men employees on paternal skills and abilities			actual cost	
Clinic services for employees	Limited health services for PSWDO employees			Provision of clinic services for capitol employees		Capitol Employees are provided with immediate health services - clinic services: 1,087 (496- male; 590-female) 1 sex disaggregated profile/log established on the no. of employees served				
						Total	31,451,208.23	31,451,208.23		
Client Focused/ GAD Mandate										
Helplessness of both men, women and children during calamities	Problem on fuel at home and in the evacuation places during the calamities like flashflood.	Conduct technology transfer for clients to be self-reliant in times of adversities.	Risk Management	Demo on Biogas Technology	No. of demonstration conducted 30 male and female clients	32 males & 546 females	480,000	156,000.00		PVO

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-1	2	3	4	5	6	7	8	9	10		
Unequal access and Participation to resources and services to environmental PPA's	Upland Barangay women has no enough information or access on Gender equity on the environmental PPA's	By the end of 2015 40% of women stakeholders/beneficiaries had been involved and granted access to Environment PPA's	Sustainable Upland Development Program	Tree Planting (Food for work)	# of Beneficiaries	30 female 50 male	40,422.50	40,422.50		PENRO	
			Environment, Wildlife and Protected Areas Development	Cacao/Coffee seedlings Distribution	# of Beneficiaries	30 female 52 male	308,850.00	308,850.00			
				Forest Trees/Bamboo seedlings distribution	# of Beneficiaries	350 female 370 male schools	154,282.50	154,282.50	45		
				Fruit seedlings Distribution	# of Beneficiaries	23 female 22 male	12,762.00	12,762.00			
				Harvesting of Vetiver (food for work)	# of Beneficiaries	80 female 50 male					
				Ecological Waste Management	Waste analysis characterization (WACS)	# of participants	80 female 50 male	54,600.00	54,600.00		
				Operation of PMRB	Meeting/IEC	# of participants	100 female 55 male	25,000.00	25,000.00		

GAD Mandate/Gender Issue	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Performance Indicators and Target	Actual Result(Outputs/Outcomes)	Total Agency Approved Budget)	Actual Cost/Expenditure	Variance/Remarks	Office of Primary Responsibility
-1	2	3	4	5	6	7	8	9	10	
			Formulation of Plans (FLUP/ESWMP)	Rainings/Meetings/IEC	# of participants	30 female 50 male	28,500.00	28,500.00		
Lack of information that resulted to passive involvement of mothers and children(boys and girls) on the changing climate	Upland/Barangay Mothers and children directly affected on damages resulting from natural and man made calamity	By the end of 2015, Upland/Barangay women, children (boys and girls) and persons with disabilities will have a deeper knowledge on climate change and disaster preparedness through IEC	Environment, Wildlife and Protected Areas Development	Information, education and campaign on climate change/solid waste	# of participants	6,750 children 1,350 female 900 male	28,500.00	28,500.00		

GAD Mandate/Gender Issue	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Performance Indicators and Target	Actual Result(Outputs/Outcomes)	Total Agency Approved Budget)	Actual Cost/Expenditure	Variance/Remarks	Office of Primary Responsibility
-1	2	3	4	5	6	7	8	9	10	
Inadequate income to spent for school and other activities	Upland/barangay women and children (Girls and boys) has no enough skills in order to augment income	By the end of 2015,women farmer beneficiaries and school children will be able to learn how to propagate bamboos and trees and learn how to manage a farm/school nurseries for future income generation. (N.B. seedling raised will be procured be PENRO and other agencies)	School/Barangay tree parks and orchards	Bamboo/tree propagation and nursery management training	# of participants	250 female 125 male 150 children	28,500.00	28,500.00		
Organization-focused										
Organizational-focused										
Harmonizing GAD in PENRO Projects and Programs	Employees lack Awareness on: a. Guide on how to Harmonize GAD in the projects and Programs	By the end of 2015 PENRO EMPLOYEES AWARENESS OF ON HGDD INCREASED	Awareness on the proper guidelines in Harmonizing in PENRO Projects and Programs	Seminar on Harmonizing GAD in PENRO Projects and Programs	# of personnel attended (male & female)	1 Organizational focused done 7 female 16 male				

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-1	2	3	4	5	6	7	8	9	10	
						2 seminars accomplished (60 persons) 35 female 25 male	35,000.00	35,000.00		OSS
					# of seminars conducted	Total	826,217.00	826,217.00		
Organization-focused										
GAD SEMINAR-WORKSHOP	No material	Capability Building		GAD Issues & Concerns						
	No facilities boys/girls Lack of appropriate facilities for men and women	Personal Welfare and Development		VAWC	20 employees	20 Employees	10,000.00	10,000.00		OSS
						Total	10,000.00	10,000.00		
Limited Access to and control over resources	Unequal gender relations in the household, stereotyping of women non-recognition of women as farmers and fishers	Increase women's participation in decision making	Agricultural and Fisheries Program	Implementation of Rural-Based Organization Dev't Program, Fisheries Resource Management	No. of beneficiaries served/Fisheries Resource Management Conducted	98 Male 71 Female	781,655.25	781,655.25		PAGRO
						Total	781,655.25	781,655.25		
Incidence of Increased maternal and infant mortality rate in Davao del Norte.	· Deficiency in number of Monitoring activities of registered pregnant and postpartum women of Davao del Norte.	Ensure comprehensive monitoring activities of registered pregnant and postpartum women.	Maternal and Child Health Program-Safe Motherhood	· Conduct capacity enhancement for CHTs/BHWs, Rural Health Midwives, Public Health Nurses, NDP Nurses, C/MHOs.	80% of CHTs/BHWs, Rural Health Midwives, Public Health nurses, NDPs will undergo capacity enhancement related to MCH.	BHW/CHTs- 1,593 , RHMs- 166, Public Health Nurses- 8, NDPs, 180.	P300,000.00	P300,000.00		PHO-Family Health Care Division

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-1	2	3	4	5	6	7	8	9	10	
	· Lack of support for the completion of iron and vitamin A supplementation in the LGU.	Provision of support for the completion of iron and vitamin A supplementation in the LGU level through the deployment of CHTs/NDPs in the Purok/Barangays.		· Conduct Maternal Mortality Review quarterly.	Conducted Regular Quarterly Maternal Death Review	4 Quarterly Maternal Death Reviews				
	· Not availment of vaccines at RHU due to fear or wrong informations regarding the vaccines particularly on its adverse reactions and inaccessibility due to location between client's home and RHUs	Provision of supplemental vaccines from DOH Regional and Provincial Health Office. Deployment of NDPs/RHMPPs in the Barangay especially GID Areas		· Conduct consolidation of reports submitted from M/CHOs	Conducted Quarterly Consultative Meetings and Data Reconciliation Conferences.	4 Quarterly Consultative Meetings and Data Reconciliation Conferences.				
	· Underprovided Newborn Screening facilities in the LGU.	Provision of complete Newborn screening facilities in the LGU.		· Conduct MCH Program Implementation Review	Conducted PIR at the end of the year.	1 PIR conducted				
	· Poor record keeping and reporting in the LGU Level.	Ensure correct record keeping management and reporting in the LGU level through data reconciliation meetings and regular quarterly data quality check		· Conduct Advocacy symposiums	Conducted Advocacy symposiums.	2 Advocacy Symposiums conducted				
	· Lack of budgetary support for the buffer drugs and supplies in the LGU level.	Provision of budget from the LGU for the augmentation of bbuffer drugs and supplies for MCH.		Conduct regular data quality check and monitoring of all health unit activities.	Conducted regular quarterly data quality check and monitoring at the LGU level.	6 Data Quality Check conducted				

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-1	2	3	4	5	6	7	8	9	10	
Incidence of increased number of women who had breast and cervical cancer among in Davao del Norte.	<p>Late detection and lack of awareness in the prevention of risk factors.</p> <ul style="list-style-type: none"> · Clients are not receptive and committed to what the Provincial Government is doing to alleviate problems. · Decreased number of women availing referral to higher facilities due to lack of financial capability. <p>Women are not disposed or motivated to alternative medicines available.</p>	<p>Early detection of breast and cervical cancer and any diseases of the reproductive tract through the availment of women health screening activities.</p> <p>Ensure support from LCEs & stakeholders from all concerned sectors through lobbying.</p> <p>Intensify the IECs on Health promotion and Orientation to provincial government health programs.</p> <p>Intensify the service delivery network of each health clusters in the province.</p> <p>Intensify the creation and empowerment of people's organizations and coordinate with them to disseminate the MCHN strategy.</p>	Women's Health Program	<ul style="list-style-type: none"> · Advocate the Breast Examination method to all women in the Province and its inclusion in any activities of the Provincial Government and in the LGUs. · Conduct consultative meetings and PIR with C/MHOs, PHNs, RHMs. · Conduct cancer awareness/advocacies on women through series of symposia. · Conduct monthly reporting and monitoring. · Augmentation of drugs and supplies. 	<ul style="list-style-type: none"> · Increased number of women 18-65 yrs old availed the visual acetic acid screening at least every 3 yrs. · Records of monthly accomplishment reports. 	<ul style="list-style-type: none"> · 11% increase in the number of women who submit for breast exam as well as increase in number of women 18-65 yrs old availed the visual acetic acid screening from 2.5% in 2014 to 4% in 2015 · Proportion of women 18-65 yrs old who have one Pap smear or visual acetic acid screening at least every 3 years. 	P220,000.00	P220,000.00		

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-1	2	3	4	5	6	7	8	9	10	
	<ul style="list-style-type: none"> Decreased number of clients for return treatment against STIs. – remedy thorough follow up, through CHTs. 	To generate more awareness through IEC.			<ul style="list-style-type: none"> There is a record of quarterly monitoring on the availability of drugs and supplies and other services. Record of Quarterly augmentation of supplies. Records of referrals to higher facilities. Records on the number of STI cases attended. 	<ul style="list-style-type: none"> The 3 cities and 8 municipalities of Davao del Norte should have an available health services for all women,mothers and their children. 				PHO-Family Health Division
Prevalence of tooth decay, mouth and gum problems of women and children in Davao del Norte	<ul style="list-style-type: none"> Lack of awareness on oral health care and deficient oral care in the community. 	<ul style="list-style-type: none"> To generate awareness of significance of oral health care for women and children. To attend the oral health needs of women especially pregnant women in Davao 	Dental Health Program	<ul style="list-style-type: none"> Conduct of Sugpuin Sirang Ngipin among school children. Provision of toothbrush and paste Conduct Sugpuin Unang Ngipin among school children. Conduct of dental services in partnership with other agencies. 	<ul style="list-style-type: none"> 98% of the actual target of the given dental health services is for children and adult women 	<ul style="list-style-type: none"> 14f tooth brushing drill among children and adult women conducted. 1,750 public elementary pupils availed the free toothbrush and paste. in which 993 of which are girls. conduct at least 10 preventive and curative treatment outreaches to 645 female preschoolers. 	P750,000.00	P750,000.00		

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-1	2	3	4	5	6	7	8	9	10	
						<ul style="list-style-type: none"> · Conduct Oral Health activities to at least 3 municipalities with high incidence of oral health problems among children and women with 30 patients per municipality/city. · Conduct application of fluoride varnish to 40 females. · Conduct oral health education to 93 mothers of 8 mos to 2 yrs old babies. · Conduct of 7dental outreaches as per request by GOs, POs and NGOs. · Oral Health education among 200 pregnant women in 3 municipalities. · Conduct oral examination to 200 pregnant women 				PHO-Dental Health Division
High incidence of water-borne diseases among women and girl children in Davao del Norte Province.	· Lack of technical assistance on corrective measures for contaminated water sources in the community.	To ensure disease free drinking water sources especially for women and girl children to reduce the incidence water borne diseases.	Environmental Health and Sanitation Program	· Masterlisting of functional drinking water sources in Davao del Norte (Per Purok, Barangay and Municipality)	Review and update of masterlist of all functional drinking water sources in the province.	· 2.2% Decrease in the number incidence of water-borne diseases among women and girl children of Davao del Norte.	P742,000.00	P742,000.00		

GAD Mandate/Gender Issue	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Performance Indicators and Target	Actual Result(Outputs/Outcomes)	Total Agency Approved Budget)	Actual Cost/Expenditure	Variance/Remarks	Office of Primary Responsibility
-1	2	3	4	5	6	7	8	9	10	
	<ul style="list-style-type: none"> Lack of support for the construction of a potable water system in the affected areas. 	<p>To establish a potable water system or source in coordination with PEO and MEO</p>		<ul style="list-style-type: none"> Conduct sanitary survey to drinking water sources with presence of bacteriological contamination. 	<p>Random sanitary survey to drinking water sources with presence of bacteriological contamination.</p>					
	<ul style="list-style-type: none"> Lack of interest among the recipients to attend to orientations and symposiums about Drinking Water safety and Primary Health Care. 	<p>To generate awareness the importance of clean drinking water in the community.</p>		<ul style="list-style-type: none"> Give recommendation to Local Authority concerning the remedial measures to be performed to ensure potability of drinking water sources. 	<p>Regular conferences between PHO, C/MHOs, and Local Chief Executives concerning remedial measures to be performed to ensure potability of drinking water sources.</p>					
		<p>To generate awareness and interest among people in the community through coordination and education of the community on proper corrective measure on potable water supply.</p>		<ul style="list-style-type: none"> Follow up visits and evaluation to drinking sources with unsatisfactory results. 	<p>Random and regular visits of drinking sources with unsatisfactory results that underwent treatment for evaluation.</p>					
			<ul style="list-style-type: none"> Provision of orientation on methods of care of drinking sources to concern groups. 	<p>Conducted orientation on methods of care of drinking sources to community.</p>	<ul style="list-style-type: none"> There will be technical assistance handled on corrective measures for contaminated water sources. 					

GAD Mandate/Gender Issue	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Performance Indicators and Target	Actual Result(Outputs/Outcomes)	Total Agency Approved Budget)	Actual Cost/Expenditure	Variance/Remarks	Office of Primary Responsibility
-1	2	3	4	5	6	7	8	9	10	
				<ul style="list-style-type: none"> There will be a Quarterly allocation of chlorine to 11 LGUs 	Quarterly allocation of commodities for the LGU to use.					
Incidence of Malaria/Dengue cases among women and girls/children in Davao del Norte.	<ul style="list-style-type: none"> Lack of awareness on control of Malaria & Dengue cases among women and children in Davao del Norte. 	<p>To Generate awareness on the control of malaria & dengue among women and children</p> <p>To decrease the morbidity and mortality rate among women and children related to Malaria & Dengue</p>	<p>Provincial Vector Control Program</p> <p>(Malaria, Dengue, & Filariasis)</p>	<ul style="list-style-type: none"> Conduct of Balik Lantaw sa Malarya strategy in the community. Conduct symposiums/Lecture in the community in control of Dengue, Malaria and Filariasis. Distribution of Pregnancy package in the community especially for those LGUs with high incidence of Malaria, Dengue and Filariasis. Conduct of border operations. Conduct of masterlisting of Malaria Cases thru PhilMIS. 	<p>Balik Lantaw sa Malaria conducted.</p> <p>Symposiums/Lecture conducted in the community to control of Dengue, Malaria and Filariasis.</p> <p>Pregnancy Package distribution conducted.</p> <p>Updated the PhilMIS</p>	<p>13 Balik Lantaw sa Malaria activities</p> <p>22 Letures in the community to control dengue, malaria and filariasis</p> <p>610 Pregnancy Package distribution</p> <p>(12)Monthly update of PhilMis</p>	P323,625.00	P323,625.00		PHO- Environmental Health and Sanitation Division.

GAD Mandate/Gender Issue	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Performance Indicators and Target	Actual Result(Outputs/Outcomes)	Total Agency Approved Budget)	Actual Cost/Expenditure	Variance/Remarks	Office of Primary Responsibility
-1	2	3	4	5	6	7	8	9	10	
Incidence of women having mental health problems in Davao del Norte Province.	<ul style="list-style-type: none"> Privation of knowledge on Mental Health Disorder management. Lack of knowledge on Provincial Govt. Mental Health Program 	To reduce incidence of mental health cases through mental health promotion on provincewide scale	Mental Health Outreach Program	<ul style="list-style-type: none"> Conduct regular monthly mental health outreach (1st Monday of the month at Provincial Health Office) Perform mental health consultation and treatment. Acquisition of drugs, medicines and supplies for Mental Health Outreach. Conduct awareness on Mental Health, mental disorder prevention and control in schools (public and private), communities, and government offices. Conduct of Mental Health Outreach Program Implementation Review. 	30% Reduction of mental disorders among women in the province.	<ul style="list-style-type: none"> 12 mental health outreach in a year. At least 164 mental consultation and treatment for women. At least 71 mental clients provided depot injection (40 females). At least 572 vials injectable drugs will be utilized. At least 942 oral medicines provided. 	P1,040,000.00	P1,040,000.00		PHO-Family Health Care Division

GAD Mandate/Gender Issue	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Performance Indicators and Target	Actual Result(Outputs/Outcomes)	Total Agency Approved Budget)	Actual Cost/Expenditure	Variance/Remarks	Office of Primary Responsibility
-1	2	3	4	5	6	7	8	9	10	
Prevalence of morbidity and mortality among teenage women and high incidence of teenage pregnancy in Davao del Norte.	<ul style="list-style-type: none"> Weak implementation AHYDP at the LGUs because of non existing and high turnout of personnel. No permanent PPW appointed in the LGU. 	To reduce morbidity and mortality and pregnancy among teenage women through raising awareness of the youth both ISY and OSY on adolescent health issues and management.	Population Management Program under (Adolescent Health and Youth Development Program)	<ul style="list-style-type: none"> Conduct Basic Orientation and Training on Adolescent Health and Youth Development. Conduct of basic ICS and TOT on AHYDP for Youth Leaders, health service providers and stakeholders. Conduct Responsible Parenthood seminars Conduct consultative conference/meetings and updates on population issues and development (Particularly on Adolescents and Youth) 	<ul style="list-style-type: none"> Orientation and Training on Basic AHYDP conducted TOT on AHYDP for youth leaders, health service providers and stakeholders conducted. Reduction in number of teenage pregnancies and STIs among women. Conducted PES in school. school consultative conference/meetings conducted 	<ul style="list-style-type: none"> 2 AHYDP Orientation and Training. 2 TOT on AHYDP for youth leaders. 9.2 % reduction in number of teenage pregnancies and STIs among women. 2 PES conducted 3 consultative conference/meetings in school conducted 	P250,000.00	P250,000.00		PHO-Population Management Division

GAD Mandate/Gender Issue	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Performance Indicators and Target	Actual Result(Outputs/Outcomes)	Total Agency Approved Budget)	Actual Cost/Expenditure	Variance/Remarks	Office of Primary Responsibility
-1	2	3	4	5	6	7	8	9	10	
				· Conduct Popdev contest in schools, Municipalities /Cities level and Provincial level.		· Conduct 8 municipal PopDev Contest and 3 City level PopDev Contest.				
Barangay Health Workers are overburdened in the implementation of health programs of the Provincial Health Office and Department of Health. 99.8 % of BHWs are women.	· Dept. of Health has so many health programs for the Filipino people (mandated). In addition to this directive, Local Government Units has its own health initiatives for its people. BHWs are community health volunteers obverse in the implementation of these health programs and initiatives.	Provision of comprehensive orientation to generate awareness on volunteerism among CHTs/BHWs	BHW (Operation of Barangay Health Worker) Program	-Conduct IPCS to BHWs to deal with clients and BHWs/volunteers. -Conduct health education and skills training for BHWs · Giving of Benefit Package for BHW Federation Officers. Conduct annual BHW congress.	Conduct IPCS to BHWs 80% Saturation of BHWs trained as implementers of health programs in the community, undertaken capability building sessions, health education sessions and symposiums. BHW Benefit package given for BHW federation officers. BHW Congress conducted	1 IPCS training for BHWs conducted Conduct skills training, primary health care orientation for BHWs. 1 Congress conducted	P4,745,000.00	P4,745,000.00		PHO-Population Management Division

GAD Mandate/Gender Issue	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Performance Indicators and Target	Actual Result(Outputs/Outcomes)	Total Agency Approved Budget)	Actual Cost/Expenditure	Variance/Remarks	Office of Primary Responsibility
-1	2	3	4	5	6	7	8	9	10	
Decrease number of New Acceptors (NA), Current Users (CU) and Contraceptive Prevalence Rate (CPR) among women of reproductive age (WRA) which leads to the increase	<ul style="list-style-type: none"> Lack of funding support from LCEs to purchase contraceptives and comply with CSR Contraceptive Self Reliance agreement. Lack of IPCS among Health Service Providers in RHU. Lack of orientation on Reproductive Health among health service providers and stakeholders. 	<p>To ensure funding support from LCEs to purchase contraceptives and other commodities by lobbying.</p> <p>To generate awareness of the importance of Responsible Parenthood and Family Planning.</p>	Provincial Family Planning and Responsible Parenthood Program	<ul style="list-style-type: none"> Recommendation from PHO to appoint alternate service provider to fill the gap of absentee among FP point person in the RHU Conduct capacity enhancement sessions among women/mothers in the community. Conduct Contraceptive Technology update among Health service providers Conduct Family Planning Program implementation Review and meetings. Conduct advocacy symposium in the community. Conduct Monitoring of FP Implementers/FP Service Providers during their FP activities. 	<ul style="list-style-type: none"> Increase in Contraceptive Prevalence Rate of the Province (CPR) 2015 Increase in New Acceptors among women as well as Current Users of FP among women. Record indicating the decrease number of drop-outs of at least 50%. 	<p>CPR off 52% in 2014 to 64% in 2015</p> <p>8% increase in Current User</p> <p>4% increase in New Acceptors</p>	P358,000.00	P358,000.00		PHO-Family Health Care Division

GAD Mandate/Gender Issue	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Performance Indicators and Target	Actual Result(Outputs/Outcomes)	Total Agency Approved Budget)	Actual Cost/Expenditure	Variance/Remarks	Office of Primary Responsibility
-1	2	3	4	5	6	7	8	9	10	
				<ul style="list-style-type: none"> Conduct regular and prompt submission of FP Reports (Commodities report and RHIS) Allocation of FP Commodities to RHUs from PHO and DOH Regional Office. Conduct of FP Competency Based Training 1 and 2 as well as Training of Trainers for Family Planning Program. Conduct Quarterly Data Quality Check at RHU 						
<ul style="list-style-type: none"> Increase in the prevalence of HIV and STIs among women in the Most At Risk Population (MARP) aged 15-49 yrs old/general population. 	<ul style="list-style-type: none"> Lack of community awareness on STI/HIV/AIDS. 	To generate awareness on the significance of prevention and treatment of STI to vulnerable group of women.	STI, HIV and AIDS Prevention and Control Program.	<ul style="list-style-type: none"> Conduct Basic STI/HIV orientation among target groups especially women. HIV/AIDS advocacy symposia conducted especially for women. Conduct capability building for women. 	Percentage Reduction in the incidence of STIs, HIV and AIDS among women in the Province.	<ul style="list-style-type: none"> 3 orientations and seminars on STI/HIV and AIDS conducted. 16 HIV/AIDS advocacy symposia conducted. 	P500,000.00	P481,000.00		<p>PHO-</p> <p>c/o Dr. Erma Adora Balani</p>

GAD Mandate/Gender Issue	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Performance Indicators and Target	Actual Result(Outputs/Outcomes)	Total Agency Approved Budget)	Actual Cost/Expenditure	Variance/Remarks	Office of Primary Responsibility
-1	2	3	4	5	6	7	8	9	10	
				<ul style="list-style-type: none"> There will be training for the Health Care providers on STI Case Management. There will be adequate distribution or provision of condoms, STI drugs and other supplies to LGUs. 		<ul style="list-style-type: none"> Provision of at least 3,400 condoms in 2015 to RHUs. 2 capability building conducted in the LGUs 1 PIR conducted At least 2 Health Care providers with in PHO will be trained in STI Case Management. 				
<ul style="list-style-type: none"> High rate of rabies transmission among women and girl children in the Province. 	<ul style="list-style-type: none"> Lack of awareness in the management of Rabies. Lack of knowledge especially on Responsible Pet Ownership 	<ul style="list-style-type: none"> To reduce the incidence of rabies transmission through awareness/advocacy/campaign and provision of vaccines to affected clients. To administer anti rabies vaccine to human/animal bite clients. 	Provincial Anti-rabies Program	<ul style="list-style-type: none"> Conduct bench lectures to animal bite patients and guardians. Conduct assessment of patients at ABTC Administration of prophylaxis. Guidance of patients and significant others of their treatment schedules. 	<ul style="list-style-type: none"> Bench lectures to all clients at ABTC conducted Animal bite patient completed the full vaccination. Conducted orientation and trainings for service providers 	<ul style="list-style-type: none"> Conduct bench lectures to at least 2000 individuals. 2000 clients served with a complete/full vaccination. Conduct orientation and trainings of at least 32 health workers 	P1,800,000.00	1,800,000.00		PHO- Environmental Health and Sanitation Division

GAD Mandate/Gender Issue	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Performance Indicators and Target	Actual Result(Outputs/Outcomes)	Total Agency Approved Budget)	Actual Cost/Expenditure	Variance/Remarks	Office of Primary Responsibility
-1	2	3	4	5	6	7	8	9	10	
				<ul style="list-style-type: none"> Conduct orientation and trainings of health workers/service providers. Regular Record Keeping and Reporting and giving priority lane to women who undergo treatment. 						
High rate of Schistosomiasis infection and other helminthes among women and children in the Province	<ul style="list-style-type: none"> Lack of awareness regarding schistosomiasis that leads to the negative behavior among patients towards the treatment/management. 	To decrease incidence of schistosomiasis among women and children through generating awareness on the impact of schistosomiasis and helminthes.	Provincial Schistosomiasis Control Program	<ul style="list-style-type: none"> Facilitate the conduct of mass treatment for Schistosomiasis. Allocate and distribute drugs and other logistics in the RHUs. Conduct yearly program implementation review. 	<ul style="list-style-type: none"> Decrease in rate of schistosomiasis infection especially women and girl children in the endemic barangays of Davao del Norte <p>Quarterly allocation of commodities for the LGU to use.</p> <ul style="list-style-type: none"> Treatment cases on the susceptible constituents especially women and girl children in the endemic barangays. <p>PIR Conducted</p>	<ul style="list-style-type: none"> 8% Decrease in rate of schistosomiasis infection among women and girl children of endemic barangays of Davao del Norte. <p>4 sessions (quarterly) for the allocation of commodities to RHUs.</p> <p>25 cases of schistosomiasis treated (women)</p> <p>1 PIR conducted</p>	P150,000.00	P150,000.00		PHO- Environmental Health and Sanitation Division.

GAD Mandate/Gender Issue	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Performance Indicators and Target	Actual Result(Outputs/Outcomes)	Total Agency Approved Budget)	Actual Cost/Expenditure	Variance/Remarks	Office of Primary Responsibility
-1	2	3	4	5	6	7	8	9	10	
Incidence of mortality and morbidity in both Pulmonary and Extra Pulmonary Tuberculosis among women and girl children in the Province of Davao del Norte	· Lack of awareness on the prevention as well as treatment of Pulmonary Tuberculosis among women and children.	To generate awareness on the importance of prevention as well as treatment of PTB among women and children.	Provincial Tuberculosis Program and Leprosy Control Program	<ul style="list-style-type: none"> · Conduct active case finding both leprosy and TB. · Undergo trainings for RHU TB coordinators. · Attend update meetings · Conduct monthly TBDC meetings. · Conducts random slide selection & examination of TB symptomatic smeared slides · Conduct monitoring and supervision of DOTS implementation in the RHUs. · Conduct advocacy for walk in patients especially for women and children. · Conduct Program Implementation Review. 	<ul style="list-style-type: none"> · Ensure 100% DOTS implementation. · Number of patients (women) who completed MDT course 	<ul style="list-style-type: none"> · 90% increase in case detection rate among women in 2015 16 TBDC conducted. 81 % cure rate among women to 85% in 2015 17 meetings conducted · 32% decrease in transmission rate of leprosy among women in 2015 25 sessions on random slide selection and examination of TB symptomatic smeared slides conducted for 2015 65 patients (women) 1 PIR conducted 	P600,000.00	P600,000.00		PHO-Family Health Care Division

GAD Mandate/Gender Issue	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Performance Indicators and Target	Actual Result(Outputs/Outcomes)	Total Agency Approved Budget)	Actual Cost/Expenditure	Variance/Remarks	Office of Primary Responsibility
-1	2	3	4	5	6	7	8	9	10	
				<ul style="list-style-type: none"> Conduct allocation and distribution of drugs to the LGUs and walk in patients especially women. Allocation of IEC Materials to RHUs. 						
<ul style="list-style-type: none"> Incidence of cataract and visually impaired and prevalence of visual disability among women and girl children in Davao del Norte 	<ul style="list-style-type: none"> Lack of awareness on eye care and eye injury management among women in the province. 	To generate awareness on eye care and eye injury management among women in the province.	Health Support Services (Provincial Eye Care Program)	<ul style="list-style-type: none"> Facilitate in the conduct of eye screening/outreach in the community/LGUs/RHUs Conduct hospital based Pterygium and Cataract operation. Conduct glaucoma screening. Provision of ophthalmic medicines to post-op clients. Conduct eye care and management trainings. Conduct Program Implementation Review. 	<ul style="list-style-type: none"> Reduced prevalence visual impairment among women and girl children in Davao del Norte through eye screening outreaches Conduct Cataract operation outreaches. Conduct glaucoma screening 50 times assistance in the provision of ophthalmic medicines to post-op clients Eye care and management trainings attended PIR Conducted 	<ul style="list-style-type: none"> Reduced prevalence visual impairment to less than 2.58% in 2015 2 cataract operation outreaches conducted 2 glaucoma screening conducted 231 clients provided with meds. 2 trainings on eye care attended. 1 PIR 	P150,000.00	P150,000.00		PHO-Family Health Care Division



GAD Mandate/Gender Issue	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Performance Indicators and Target	Actual Result(Outputs/Outcomes)	Total Agency Approved Budget)	Actual Cost/Expenditure	Variance/Remarks	Office of Primary Responsibility
-1	2	3	4	5	6	7	8	9	10	
High incidence of morbidity among women and girl children in Davao del Norte.	Lack of health and self-care awareness among women and girl children that belongs to the poverty line in the Province of Davao del Norte.	To improve the health status of the constituents especially women and girl children that belongs under poverty line who are suffering illness and diseases that require surgical and medical intervention.	Comprehensive Health Outreach Program	<ul style="list-style-type: none"> Conduct medical outreaches Conduct surgical outreaches Organize and manage a medical response team. Conduct inventory of medicines and medical supplies. Conduct inventory of medicines and medical supplies. Cater walk in clients especially for women and girl children. Participation/Assist in the conduct of Oplan ANDAM outreach. 	<ul style="list-style-type: none"> Successful conduct of surgical and medical outreaches. Successful conduct of surgical and medical outreaches. Organization of medical response team Inventory of medicines and medical supplies Inventory of medicines and medical supplies Oplan Andam Outreaches 	<ul style="list-style-type: none"> 2 medical outreaches and 2 surgical outreaches conducted 2 medical outreaches and 2 surgical outreaches conducted medical response team of 20 people organized. 4 times/quarterly inventory of medicines and supplies 5 times/quarterly inventory of medicines and supplies 11 times in preparation of documents for PR of drugs and medical supplies 17 Oplan Andam Outreach conducted 	P1,135,000.00	P1,135,000.00		PHO-Family Health Care Division

GAD Mandate/Gender Issue	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Performance Indicators and Target	Actual Result(Outputs/Outcomes)	Total Agency Approved Budget)	Actual Cost/Expenditure	Variance/Remarks	Office of Primary Responsibility
-1	2	3	4	5	6	7	8	9	10	
High incidence of malnourished or undernourished women and girl children in Davao del Norte	· Lack of awareness among parents and single parents about proper nutrition especially to children.	To provide adequate/proper nutrition for malnourished/undernourished women, pregnant women and children.	Provincial Nutrition Program	<ul style="list-style-type: none"> · Conduct of master listing of children particularly girl children underweight. · Conduct of supplemental feeding for children underweight. · Conduct regular/correct recording and reporting. · Conduct regular meetings amongst BNS and program managers. 	<ul style="list-style-type: none"> Masterlisting conducted Supplemental feeding conducted Recording and Reporting conducted Meetings conducted 	<ul style="list-style-type: none"> 13 Quarterly regular masterlisting activity conducted 23 supplemental feeding conducted 12 / monthly recording and reporting done 12 / monthly regular meetings with RHU program managers 	P2,679,600.00	P2,679,600.00		PHO-Family Health Care Division
Increased number of morbidity and mortality related to reproductive system among males in Davao del Norte.	· Lack of awareness among men of Davao del Norte in the prevention of risk factors on prostate disorder, male reproductive system disorders, cancer and management.	· To increase awareness among males on the prevention of risk factors on male reproductive system disorders, cancer and management.	Male Reproductive Health Care Program	conduct of prostatic and testicular CA screening/outreaches	Increase number of men aged 40 and above who will undergo Prostate Screening /consultation related to disorders of the reproductive system.	15 prostate cancer screening conducted	P300,000.00	P300,000.00		PHO-Family Health Division

GAD Mandate/Gender Issue	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Performance Indicators and Target	Actual Result(Outputs/Outcomes)	Total Agency Approved Budget)	Actual Cost/Expenditure	Variance/Remarks	Office of Primary Responsibility
-1	2	3	4	5	6	7	8	9	10	
Increased number of morbidity and mortality related to reproductive system among males in Davao del Norte.	· Lack of awareness among men of Davao del Norte in the prevention of risk factors on prostate disorder, male reproductive system disorders, cancer and management.	· To increase awareness among males on the prevention of risk factors on male reproductive system disorders, cancer and management.	Male Reproductive Health Care Program	conduct of prostatic and testicular CA screening/outreaches · Conduct consultative meetings with C/MHOs and RHU Male reproductive health care coordinators · Conduct cancer awareness/advocacies symposium in the community	Increase number of men aged 40 and above who will undergo Prostate Screening /consultation related to disorders of the reproductive system.	16 prostate cancer screening conducted 393 males availed the free medicines provided by PHO 134 males diagnosed with prostatitis 4 males diagnosed with CA	P300,000.01	P300,000.01		PHO-Family Health Division
ORGANIZATION- FOCUSED										
Incidence of marital conflicts, domestic abuse, economic abuse, economic deprivation of women inflicted by men as abusers.	· Lack of information/awareness on Magna Carta of Women which provides for equal rights in all matters relating to marriage and family relations	To raise awareness on the popularization of rights and obligation of spouses towards each other regarding management of household and parental authorities.	GAD Program	· Conduct Gender Sensitivity Training for Provincial Health Office Employees (Conduct of orientation on laws related to women and GAD as well)	· PHO employees increase their awareness on related laws · 1 day training/seminar conducted for GST.	· In the conduct of GST for PHO Employees. There should be at least 34 employees	P30,000.00	P30,000.00		PHO-Population Management Division.

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-1	2	3	4	5	6	7	8	9	10	
				<p>· Training/Seminar on Empowered and Re-affirmation of Paternal Abilities (ERPAT) Program</p> <p>Topics to be discussed:</p> <ol style="list-style-type: none"> 1. Fathers as advocate in the prevention of family violence. 2. Becoming his wife's bestfriend. 3. Promoting family spirituality. 4. Fathers as child caregiver. 5. Fathers as advocate of a drug free home. 6. Fathers as advocate in promoting positive discipline. 	<p>· 1 day training/seminar conducted on ERPAT.</p>	<p>Male – 8</p> <p>Female-26</p> <p>· In the conduct of ERPAT. There should be at least 8 male employees.</p>				<p>c/o Flor B. Lucas III, RN</p>

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-1	2	3	4	5	6	7	8	9	10	
					Spiritual, integrating spirituality in every conduct employees trainings/activities value development and spirituality medication and meditation. Paradigm shifting (perception and treatment) 2 days required.					
						TOTAL	16,073,225.00	16,073,225.00		
						TOTAL	65,505,909.04	66,530,435.67	(+1,024,526.63)	

Prepared by:  JUDEZA A. PINGOY, MSLRG GAD Provincial Coordinator	Approved by:  RODOLFO P. DEL ROSARIO, Dhum Governor	Date: 15-Jan-16
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