



R10-FAD-2025-09-30-004

Republic of the Philippines
DEPARTMENT OF THE INTERIOR AND LOCAL GOVERNMENT
REGION X - NORTHERN MINDANAO

KM3 Fr. W.F. Masterson Avenue, Upper Carmen, Cagayan de Oro City
www.region10.dilg.gov.ph

September 30, 2025

DIR. VIVIAN P. SUANSING

Director, Planning Service
Lead, GFPS Planning and Programming Committee
DILG-NAPOLCOM Center,
EDSA cor. Quezon Ave., West Triangle,
Quezon City
psdilg_ppd@yahoo.com

**DILG - REGION 10
RECORDS UNIT
RELEASED**

2025-09-30 6:25 PM
Date: _____ Time: _____

BY: *Chalimar A. Gonato*
CHALIMAR A. GONATO
Administrative Assistant I

Dear Director Suansing:

As per memorandum dated September 12, 2025, subject: Preparation and Submission of FY 2026 GAD Plan and Budget, this office is submitting the aforementioned which is the result of all the proposals submitted from the field operating units, as well as from the regional office.

For your information and reference.

Please acknowledge receipt hereof.

Thank you and mabuhay!

Very truly yours,

BRUCE A. COLAO, CESO V
Regional Director *BC*

By Authority of the Regional Director:

Pablo L. Benitez Jr.
PABLO L. BENITEZ JR., Ph.D, CESO V
Provincial Director, DILG Misamis Occidental

FAD/MAF/MACC



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ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2026 GENDER AND DEVELOPMENT PLAN

Organization: DILG 10

Organization Hierarchy: Regional Office

Total Budget/NEP of
Organization: Php 293,749,000.00

Total GAD Budget Php : 23,957,572.91

% of GAD Allocation: 8.16%

	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	Source of Budget	Responsible Unit /Office	REMARKS
	1	2	3	4	5	6	7.00	8	9	
ORGANIZATION-FOCUSED ACTIVITIES										
1	No GAD Agenda/ Strategic Framework formulated	The department has not come up with GAD Agenda	Customized GAD Agenda for DILG Region 10	Compliance to RA 9710 of Magna Carta of Women	1. Conduct of Workshop in the formulation of GAD Agenda for DILG X 2. Draft GAD Agenda 3. Finalize GAD Agenda with GFPS Excom / TWG Memebrs	25 GFPS members involved on the formulation of GAD Agenda	154,966.95	NEP	GFPS	salary attribution of GFPS 25 pax per/day = Php 107,366.95 1 day training workshop (meals @ 800 for 25pax)= Php 20,000.00 Honorarium of Resource person (1 day)= Php 12,000.00 TE of GFPS (gasoline/travel allowance)= Php 15,600.00
2	Some of the indicators in the GFAST and GMEF were not adequately complied	Gender mainstreaming of DILG PAPs not so much applied in the GPB	Increase Gender mainstreaming in DILG PAPs as reflected in the GAD Plan and Budget/GAD AR	Compliance to RA 9710 of Magna Carta of Women	PIMME /GFAST and other GA Tools Training for DILG PAPs by GFPS its application (Putting GAD Lense perspective in the AD) to include in depth training on SDD collection and Gender Analysis	25 GFPS Members trained on PIMME /GFAs and other GA tools 15 Technical and Admin personnel	187,566.94	NEP	GFPS	salary attribution of GFPS 25 pax per/day = Php 107,366.95 10 Technical personnel per day salary attribution (LGGO II)- Php 16,420.45 2 Admin personnel per day salary attribution (ADA VI) - Php 1,792.36 3 Admin personnel per day salary attribution (ADA IV) - Php 2,387.18 1 day Training -workshop - (meals@Php 800.00/pax(40) = Php 32,000.00 Honorarium of Resource person (1 day) = Php 12,000.00 TE of GFPS (5 (pax) (gasoline/travel allowance) = Php 15,600.00
3	Sustainability of Gender and Development Facilities	Sustainability of compliance to GAD Facilities established in the Office	maintained /Improvement of Gender and Development Facilities in the RO and DILG FOU's	Compliance to RA 9710 of Magna Carta of Women/ JMC 2012-01	A. Maintenance/improvement of Gender and Development Facilities and Services in the Regional and Field Operating Units: 1. Breastfeeding Station/Lactation Station 2. Child Minding Center 3. GAD Corner in DILG RO/Provincial/HUC/ Municipal Offices 4. Continue to update GAD Website	1) 1 breast feeding center/Lactation Center made functional at the Regional Office 2.) 7 GAD Corner made operational in DILG Offices 3.) 1 Child Minding Center made functional at the Regional Office 4.) Updated GAD website in the Regional Office	40,000.00	NEP	GFPS	GAD Corner Maintenance expense = Php 40,000.000
4	Sustainability of the GAD Focal Point System (GFPS)	Frequent turnover of members or reassignment of roles Limited technical capacity and follow-through on GAD initiatives. No GAD Capacity Development Plan formulated by GFPS	A sustained and fully functional GFPS is ensured to continuously steer gender mainstreaming efforts in the agency.	Compliance to RA 9710 of Magna Carta of Women/ JMC 2012-01	1. Issue/update Office Order/Regional Order formally reconstituting the GFPS and defining roles and responsibilities. 2. Conduct In depth training or capability-building sessions for GFPS members on SDD collection its application in the identification of gender issues, PPAs and gender mainstreaming 3. Formulation of GAD Capacity Development	GFPS reconstituted with updated Roles and Responsibilities of GFPS, and membership. One in depth training or capability building session for GFPS members on SDD collection conducted Formulated GAD Development Plan	154,966.95	NEP	GFPS	GFPS 25 pax per/day salary- Salary attribution Php 107,366.95 1 day Training -workshop - (meals@Php 800.00/pax(25) = Php 20,000.00 Honorarium of Resource person (1 day) = Php 12,000.00 TE of GFPS (5 (pax) (gasoline/travel allowance) = Php 15,600.00

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5	Sustainability of the GAD Focal Point System (GFPS)	budget allocation for GFPS operations sustained	A sustained and fully functional GFPS is ensured to continuously steer gender mainstreaming efforts in the agency.	Compliance to RA 9710 of Magna Carta of Women/JMC 2012-01	Continue to Conduct regular GFPS meetings (quarterly or as needed) Strengthen linkages with PCW, RGADC and other agencies for technical support and resource sharing.	At least 6 GFPS meetings conducted annually with minutes/PAR Sustained participation/attendance to RGADC activities	186,173.12	NEP	GFPS	1 annual GFPS Meeting (GFPS/Execom/TWG Members) - Salary attribution (4 hours)(25pax) - Php 53,683.48 1 annual meeting (1 snacks +1meal) Php 650.00 (25pax)= Php 16,250.00 6 GFPS Meetings @ Php 150.00 (25pax)(6) =Php 22,500.00 Salary attribution 12 GFPS TWG Members 4 hours for 6 meetings = Php 93,739.64
6	There is a need to sustain the organization's awareness and understanding of gender issues and concerns to ensure continuous compliance with RA 9710 (Magna Carta of Women) and the effective mainstreaming of Gender and Development (GAD) principles in its programs, projects, and activities	Less appreciation on gender issues and concerns 3 out of 303 personnel were trained on DOME	Sustained gender awareness and compliance to RA 9710 achieved	Compliance to RA 9710 of Magna Carta of Women	Continue to conduct Gender Sensitivity Trainings/Awareness to all personnel (Orientation on Gender Equality, Diversity and Social Inclusion through DOME and other sensitivity trainings) Integrate a gender awareness module in employee orientation and regular staff meetings during GFPS meetings Develop and distribute IEC materials (posters, infographics) (c/o CPIU)	All personnel trained on Gender, Diversity and Social Inclusion through DOME and other sensitivity trainings.(Hybrid) Gender awareness module integrated during orientation of new employees orientation and Apprenticeship training IEC Materials developed / disseminated	898,485.95	NEP	FAD/DILG FOU's/GFPS	Hybrid Training Meals @800 (1 day) x 25 GFPS = Php 20,000.00 Honorarium of speaker: Php 12,000.00 One day salary attribution of participants: 25 pax of GFPS = Php 107,366.95 The rest of the personnel (Both organic and COS) 278 pax = Php684,011.00(organic) + Php65,108.00 IEC Materials = 10,000.00 Mancom / LGOO Training activities (4 hours session)
7	GEDSI not fully integrated in development planning processes	Limited awareness and technical capacity of DILG technical staff on GEDSI frameworks and tools.	GEDSI integrated in development planning	Compliance to RA 9710 of Magna Carta of Women and other related issuances	Conduct of orientation in integrating GEDSI in Development planning DILG Technical personnel of Regional /FOUs	Technical Personnel trained on GEDSI	826,802.00	NEP	GFPS	Hybrid Training for two days 93 PCMs + 8 CHs + 7 PMs + 5 RO personnel = 113 personnel Salary attribution = 81,796.00/ 22 days * 2 days * 110 personnel = Php 817,960.00 salary attribution = (36,125.00+42,178.00+18,957.00)/22 * days = Php8,842.00

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8	There is a need to sustain the organization's awareness and understanding of gender issues and concerns to ensure continuous compliance with RA 9710 (Magna Carta of Women) and the effective mainstreaming of Gender and Development (GAD) principles in its programs, projects, and activities	Absence of internal policies and mechanisms in the province to address gender-based harassment in the workplace to complement existing efforts in the regional office	Provincial office policies and mechanisms on gender-based harassment established and implemented	Compliance to RA 11313 (Safe Spaces Act); RA 7877 (Anti-Sexual Harassment Act)	1. Draft and issue a Office Policy on (RO/PO/HUC)Anti-Sexual Harassment (ASH) and Gender-Based Harassment Policy aligned with RA 7877 and RA 11313. 2. Conduct of Orientation to all personnel of DILG Misamis Occidental	DILG RO/PO/HUC Offices issued policy on sexual harassment DILG Misamis Occidental personnel trained on the formulation of anti sexual harassment policy	278,054.00	NEP	DILG Misamis	Meals = 20,000 Salary attribution of DILG Mis. Or. personnel, 42 pax (2 days) = Php258,054.00
9	There is a need to sustain the organization's awareness and understanding of gender issues and concerns to ensure continuous compliance with RA 9710 (Magna Carta of Women) and the effective mainstreaming of Gender and Development (GAD) principles in its programs, projects, and activities	Limited participation to GAD related activities	Active participation of employees to GAD related activities	Compliance to RA 9710 of Magna Carta of Women	1. Support to National Women's Month Celebration > Participation to RGADC Activities > IEC awareness campaign > Personality Development/ Culinary activities 2. Outreach Program for the Home of the Girls at DSWD Region 10	All RO Personnel Outreach Program for the Home of the Girls at DSWD Region 10 conducted	235,318.00	NEP	GFPS	Salary attribution : 4 hrs salary of GFPS Members and participants from RO and DILG Mis. Or personnel = Php 126,086.00 Meals @ 150.00 per pax * 100 pax = Php15,000.00 honorarium = Php 10,000.00 supplies and materials = Php8,000.00 Streamer /Tarp= 1000.00 Snacks @ 150.00 for 100 pax = Php 15,000.00 supplies/prizes: Php 5,000.00 Salary attribution: 4 hours salary of GFPS Members + admin personnel (30 pax) = Php 53,684.00 + Admin Personnel(drivers) Php1,548.00
10	Limited access to gender-sensitive and inclusive health and wellness programs that address diverse health needs of DILG X Personnel	Limited budget allocation and prioritization for employee health and wellness activities.	employees have increased access to gender-sensitive, inclusive, and responsive health and wellness programs that promote holistic well-being and address diverse health needs.	Compliance to RA 9710 of Magna Carta of Women	1. Conduct gender-sensitive health awareness sessions (mental health, reproductive health, stress management, wellness, HIV/AIDS awareness, etc.) 2. Continue to adopt a regular workplace wellness program that caters to the needs of both male and female employees, as well as PWDs and LGBTQIA+ (during Fridays and Thursday) 3 Allocate budget for annual medical check-ups and inclusive health screening activities (7,000.00 per personnel) applicable to all personnel	Increased awareness and knowledge of employees on gender-sensitive and inclusive health issues as evidenced by post-activity evaluations.	2,814,767.00	NEP	GFPS	Salary attribution for attendees of training (all personnel for 4 hours) = Php354,995.00 salary attribution of personnel participated the health and wellness program, an average of 2 hours per month * 12 months for RO and DILG Mis. Or. personnel = Php 786,772.00 7,000 medical health insurance (239 organic personnel) = Php1,673,000.00
11	The GFPS EXECOM has established an award and/or incentives system to recognize exemplary contributions to gender mainstreaming in the agency	award system on GAD not integrated in the Parangal System	Award and/or incentive systems established recognizing exemplary contributions to gender mainstreaming in the agency	Compliance to RA 9710 of Magna Carta of Women	1. Policy issuance for the integration of GAD award system in the Parangal 2. Support mechanism in the form of resource allocation	Integrated award system on GAD in the Parangal	163,992.00	NEP	GFPS	Meals for 21 @ 800/pax * 2 days = 33,600.00 Traveling expenses = 10,000.00 Salary attribution of GFPS Province and REVT (1 day meeting for setting up of award indicator and 1 day evaluation) REVT = Php68,340.00 Province & HUCs (81,796.00/22 8* 2 days * 7) = Php52,052.00

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12. GAD Allocation: 6.10%										
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12	The Committee on Decorum and Investigation (CODI) has been created but is not yet fully functional, limiting the office's capacity to effectively address and respond to sexual harassment and gender-based violence cases in the workplace as mandated under RA 7877 and RA 11313	*No operational manual or clear process for handling complaints. *Lack of regular meetings and awareness activities	Institutionalized and capacitated CODI established to uphold a safe and gender-responsive workplace."	Compliance to RA 11313 (Safe Spaces Act); RA 7877 (Anti-Sexual Harassment Act)	1. Draft operational manual or clear process for handling complaints 2. Conduct of Regular meetings and awareness activities	CODI Members trained on on How to handle sexual abuse related complaints At least 2 meetings conducted by RO CODI in a year	114,310.00	NEP	CODI	Meals for 13 @ 800/pax for 1 day = Php10,400.00 Salary attribution of CODI = Php50,005.00 Meals for 13 @ 150/pax for 2 meetings = Php3,900.00 Salary attribution of CODI for 2 meetings = Php50,005.00
						SUB-TOTAL	6,055,402.91			
					SUB-TOTAL FOR ORGANIZATION-FOCUSED		6,055,402.91			
CLIENT FOCUSED ACTIVITIES										
13	Institutionalization of GAD Mechanisms per RA 9710	Weak monitoring and enforcement mechanisms on the part of LGUs	All LGUs in the region are fully compliant with RA 9710, ensuring the establishment of functional GAD Focal Point Systems, proper allocation and utilization of the GAD budget, and integration of gender equality and women's empowerment in local development plans and programs.	LGU compliance of RA 9710 or Magna Carta of Women	1.Regularly monitor LGU GAD Plans and Budget submissions and their Implementation. 2. Regularly Monitor compliance of LGUs of VAW Desk of Barangays (Monitoring the functionality) 3. Monitor the GAD Mechanisms (GAD Database , GAD Code, GAD Agenda etc)	98PCMs monitored on their compliance to RA 91710	2,420,418.00	NEP	LGCCD/ GAD Focal Persons of Province/ HUC/ MLGOOs	7 days salary of DILG staff assigned at 93 PCMs 81,796.00(monthly salary) / 22 days * 7 days * 93 DILG personnel
14	Not all LGUs are utilizing the Gender Analysis (GA) tool in the development, review, and/or enhancement of Programs, Activities, and Projects (PAPs), resulting in weak gender mainstreaming and limited responsiveness of plans to gender needs.	Lack of knowledge and skills of LGU functionaries on the use of GA tools (e.g., HGDG, GST, SCWE (Safe and Conducive Work Environment), etc.). Low appreciation on the value of GA tools in addressing gender gaps in programs and services.	5 Provinces and 2 HUCs have increased capacity to effectively apply GA tools in the development, review, and enhancement of PAPs, ensuring that local plans and budgets are gender-responsive.	LGU compliance of RA 9710 or Magna Carta of Women	Provide technical assistance and coaching to LGUs in applying GA tools during the preparation of plans and budgets. Conduct orientation and capacity-building sessions on the use of GA tools for LGU GAD Focal Point System (GFPS) members, planners, and budget officers.	5 Provinces and 2 HUCs provided with Technical Assistance in the formulation of the GAD Plan and Budget No of GFPS Trained in the use of GERL Tool, HGDG	208,208.00	NEP	GAD Focal Persons of Province/ HUC	8 days salary of Province & HUC GAD Focal Person plus travel expenses 81,796.00 / 22 days * 8 days * 7 Focal Persons

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15	Lack of familiarity and understanding of LGUs on the provisions of PCW-DILG-DBM-NEDA Joint Memorandum Circular (JMC) 2024-01, which serves as the implementing guidelines for gender-responsive planning and budgeting.	Limited dissemination and orientation on the updated JMC. Inadequate technical knowledge of LGU GAD Focal Point System (GFPS) members on new guidelines.	Increased awareness and understanding of LGUs on the provisions of JMC 2024-01 for effective gender-responsive planning and budgeting.	LGU compliance of RA 9710 or Magna Carta of Women	Conduct regional and provincial orientations/workshops on JMC 2024-01 for 98 PCMs LGU GFPS members and DILG Personnel	98 PCMs provided orientation/workshop on JMC 2024-01	59,488.00	NEP	GAD Focal Persons of Province/ HUC	2 days salary of Province and HUC GAD Focal Person/ RO GAD Focal Person plus travel expenses 81,796.00/22 days * 8 DILG Staff * 2 days
16		Inadequate knowledge on gender mainstreaming LGU PAPs in the Work Plan and Gender Sensitivity on GAD Policies	Institutionalize GAD Mechanism in the Implementation RA 9710 or Magna Carta of Women	LGU compliance of RA 9710 or Magna Carta of Women	Develop a compliance scorecard to track LGUs' performance.	98 PCMBs monitored in their compliance to RA 9710	15,214,056.00	NEP	GAD Focal Persons of RO/ Province/ HUC/ MLGOOs	81,796.00 (monthly salary) * 93 DILG Staff for 93 PCMs * 2 months salary
SUB-TOTAL FOR CLIENT -FOCUSED ACTIVITIES							17,902,170.00			
TOTAL GAD BUDGET										23,957,572.91

PREPARED BY:

MARIA ANA C. CASINO
Chairperson, GFPS TWG

APPROVED BY:

BRUCE A. COLAO, CESO V
Chairperson, GFPS EX COM 

By Authority of the Regional Director:


PABLO L. BONIFAZ JR., Ph.D, CESO V
Provincial Director, DILG Misamis Occidental