

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2015

Region: III						
Province: Nueva Ecija						
Municipality: Talavera						
Program / Activity/ Project (1)	Gender Issue/Concern (2)	GAD Objective (3)	Identified GAD Activity (4)	Target (5)	GAD Performance Indicator (6)	GAD Budget (7)
MSWDO						
Orientation Training to Parents - VAWC - CICL	>Incidence of domestic violence and youth/children delinquency	>To disseminate information on laws promoting the welfare of women and children	>Conduct training and symposium	>3 Women groups >6 Youth groups >1 group from victims of domestic violence and >mothers of CICL	>No. of women group, youth group attended symposium	47,079.80
Financial Assistance for victims of VAWC	>Incidence of domestic violence	>To provide assistance for medical/legal needs	>Financial Assistance	>3 women victim of domestic violence >3 children victims of physical/sexual abused	>No. of women/children victims of domestic violence provided with financial assistance	35,000.00
Pre-Marriage Counseling	>Early marriage/marital conflict resulting to separation	>To conduct pre-marriage counseling to would be couples	>Pre-marriage counseling	>200 would be couples	>No. of would be couple attended pre-marriage counseling	9,416.16
Marriage Counseling	>Incidence of domestic violence; marital conflict; child custody	>To conduct marriage counseling to married couples having problem on relationship	>Marriage Counseling Session	>Married couples with marital problem	>No. of married couples with marital problem provided with counseling	9,416.16
Construction of Day Care Center (La Torre, Talavera)	>Increasing incidence of potentially neglected children	>To construct a day care center catering 50 day care children	>Day care service	>50 day care children	>No. of potentially neglected children provided with day care service	100,000.00 (Municipal Development Fund)
Repair of Day Care Centers	>Increasing incidence of potentially neglected children	>To repair 2 day care centers catering 100 DC children	>Day care service	>100 day care children	>No. of potentially neglected children	100,000.00 (MDF)
Parent Education Service	>Incidence of malnutrition, child abused child and youth delinquency	>To educate parents on proper rearing of children; rights of children, laws promoting welfare of children and youth	>Parent effectiveness Service	>600 Parents of Day Care Children	>No. of parents attended PES	185,854.40
Productivity Skills Training for Women with special needs/ with disability	>Limited access of women to training and employment opportunities	>To provide skills training for possible employment	>Skills Training for Women	>3 groups of women with 50 members	>No. of skills training conducted	100,000.00 (Municipal Development Fund)
Skills Training for Out of School Youth	>limited access of OSY to training and employment opportunities	>To provide skills training for possible employment	>Skills Training for OSY	>3 groups of OSY with >50 members	>No. of skills training conducted	100,000.00 (Municipal Development Fund)

Program / Activity/ Project (1)	Gender Issue/Concern (2)	GAD Objective (3)	Identified GAD Activity (4)	Target (5)	GAD Performance Indicator (6)	GAD Budget (7)
MSWDO						
Micro-enterprise development (SEA-Kaunlaran)	>Unemployed women, OSY and other needy adult	>To improve economic condition of families who belong to low income group	>Provision of capital assistance	>5 groups of Women with 50 members >5 groups of OSY with 50 members	>No. of women provided with capital assistance >No. of OSY provided with capital assistance	100,000.00 (Municipal Development Fund) 100,000.00 (Municipal Development Fund)
Training on community volunteerism for women/mothers of day care children	>Limited participation of women on community/volunteer work	>To provide opportunities for women to become participating member of the community	>Training on Community Volunteerism	>200 women/mothers of day care children	>No. of women/mothers of day care children become active volunteers	20,000.00
Construction of evacuation center	>Access to comfort and safety during the occurrence of disaster	>To provide temporary shelter to victims of disaster	>Counseling, comfort giving, provision of food, tempo- rary shelter	>300 disaster victims mostly women and children, older person, PWDs	>No. of disaster victims served in evacuation center	400,000.00 (MDRRMF)
Trainings/Seminar for Focal Persons/GAD Workers	>Knowledge and skills of Focal Persons/ GAD workers for effective/efficient	>To become effective efficient focal person/GAD workers	>Trainings and Seminars	>GAD workers and focal persons	>Number of trainings attended by GAD focal person/workers	20,000.00
SUBTOTAL						1,326,766.52

MAO						
INSTITUTIONAL DEVELOPMENT						
A. Farm Youth Development Program						
Virginia C. Ferrer (PS)						87,385.28
Florencia L. Caling (PS)						69,705.75
1. Promotion / establishment / maintenance of 4-H Club	> members become inactive	> to activate & strengthens the existing 4-H Clubs	> conduct organization & re-organization of 4-H Clubs	10	> No. of clubs	
	> lack of time to manage their club		> conduct regular consultative meetings & seminars	20 4	> no. of meetings > no. of seminars	
	> members migrated to other place to seek employment,got married, cause of insufficient funds.	> to provide additional income for 4-H Club members	> provision of Livelihood Projects > consistent monitoring & evaluation	4 15	> no. of Projects > no. of visits	

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	Monitoring and Evaluation project	Regular monitoring and evaluation of project for proper implementation	Conducted monitoring & evaluation project			
2. Extension Education Training	> lack of skills training & capability building	> to develop skills & self-confidence	> conduct skills training	3 20	> no. of trainings > no. of 4-H members per training	
3. Consulataive/ regular meetings Municipal/Prov'l/Reg'l/Nat'l Achievement Day			>Attendance to Consulative meeting >Conducted regular 4-H monthly meeting >Attendance to monthly FYDP meeting >Conduct of Achievement Day/Lakbay Aral	2		3,000.00
4. Provision of Loan Packages for Livelihood Projects		>To provide additional income for 4-H members	>provision of Loans	2	> no. of barangays	
-Organic fertilizer production B. Farm Home & Resource Mgt. (Women) (Editha L. Sarmiento (PS))	>To provide livelihood project to OSY		>Provision of Livelihood project			69,705.75
1. Establishment and maintenance of Rural Improvement Club (RIC)	> re-organize & maintain RIC	> to activate & strengthens the existing RIC Clubs	> conduct organization & re-organization of RIC clubs	53	> no. of barangays	
2. Extension Education Trainings & seminars and hands-on demo on IGP	> conduct RIC members and train for hands-on demo on IGP updates > regular monitoring and evaluation of projects > meetings	> to provide additional income for members >to assess the results of the project > to strengthen clubs	> provision of livelihood (meat) food processing handicraft making, juice making, etc. > conduct monitor and evaluation project > conduct of regular RIC meetings	500 53 53	> no. of members > no. of barangays > no. of barangays	
3. Provision of Loan Package for Livelihood Projects		> to provide additional income for RIC Club members	> provision of loans	53	> no. of barangays	
4. Strengthening of farmers, vegetable growers, seed grower and associations as core group for multiplier effect.	>Conduct of training/seminars for farmer organization	>to strengthen group				

5. Gender and Development Program	>To encourage women activities	>To active & strengthens the existing RIC club.	> Participate in Trade Fairs >Buwan ng Kababaihan (Livelihood project) >Seminars/Skills training >RIC Achievement Day			
6. Consulative meeting/Lakbay Aral			>Attend Consultive Regional meeting	2	>no. of meetings	5,000.00
SUB-TOTAL						234,796.78

Program/Activity/Project (1)	Gender Issue/Concern (2)	GAD Objective (3)	Identified GAD Activity (4)	Target (5)	GAD Performance Indicator (6)	Gad Budget (7)
HRMO						
A. Recruitment						
1. Interview conducted	>discrimination on applying/choosing/selection of employees	>be fair on hiring of employees	>equal rights of applicants	>identified needs of every dept	>number of approved/selected applicants	256,645.19
2. Orientation conducted	>employee benefits	>to orient employees on employee welfare and benefits	>equal rights on welfare and benefits of employees	>newly hired and old employees as well	>number of orientation conducted	128,322.59
B. Retention						
1. application for loans	>who are qualified for different kinds of loans	>be sensible in applying/granting loans	>fair selection for approving any employees' loans	>identified qualified loaners	>number of approved loans	54,329.03
2. leave benefits	>approval of leave benefits	>to enjoy employees' leave benefits	>equal rights of employees' enjoyment on leave benefits	>all employees (male and female)	>number of approved leave	128,322.59
3. Personnel Relation and discipline	>Complaints attended thru : written and oral Counselling	>make a necessary action in lower level if possible	>be a fair arbiter	>male and female complainants	>number of complaint party	76,993.55
4. Customer assistance	>customers with queries and need assistance	>satisfaction of customers attended	>attended customers with queries and need assistance	>male and female customers with queries and needs assistance	>number of customers attended	132,658.07
5. Career Development	>employees send to training and seminars	>career growth and development	>equal rights of choosing employees send to training or seminars	>employees needs improvement and career development	>number of employees sent to training and seminars	185,987.11 227,000.00

6. Attended different activities	>employees send to different activities	>skills enhancement and personality development	>equal rights of choosing employees send to different activities	>employees needs personality development	>number of employees send to different activities	138,322.59
SUB TOTAL						1,328,580.72

Program/Activity/Project (1)	Gender Issue/Concern (2)	GAD Objective (3)	Identified GAD Activity (4)	Target (5)	GAD Performance Indicator (6)	Gad Budget (7)
MCDO Talavera K -3 Project (Kaunlaran sa Kabuhayan ng Kababaihan)	>Poverty of women residence of Talavera	>To increase the income of women	>Conduct of Training and Seminars to enhance capability building on: 1. Handicraft making 2. Food Processing 3. Vegetable gardening 4. Other livelihood activity 5. Packaging & Labelling 6. Marketing 7. Quality Control 8. Other human resource development activities	>1,200 women from 53 Barangays of Talavera with monthly income ranging from 1. 0-Php7,000 (Priority 1) 2. Php7,000-15,000 (Priority 2)	1. Trainings 2. Seminars 3. Loans granted 4. Loans repaid 5. Marketing of Products	5,500,000.00 from DBP - Credit line of LGU-Talavera 140,000.00 from Municipal Dev't Fund
SUB TOTAL						5,640,000.00

RHU						
1. Care motherhood and womens Health Program						
a.Pre natal and Post Natal Care						
>Lack of Vitamin A and iron to pregnant and lactating mother	>To provide vitamin A to pregnant and lactating mother	>Provision of vitamin A and iron to pregnant and lactating mother	>Iron and Vitamin A supplementation to pregnant and lactating mother	>Vitamin A w/ folic acid		303,600.00
>Lack of comprehensive training for all pregnant and lactating mother	>To conduct comprehensive training for all pregnant and lactating mother	>Comprehensive training for all pregnant and lactating mother	>Series of trainings be conducted to pregnant and lactating mother	>seminar >2 doctors >5 nurses >13 midwives		284,485.30
>Inadequate medecines for all pregnant and lactating mother	>To provide medecines for all pregnant and lactating mother	>Provision of medecines for all pregnant and lactating mother	>Medecines be given to all pregnant and lactating mother	>D5LR w/ venoset & abboath >cord clamps >surgical gloves		6,000.00 1,848,854.50 2,211,696.30 4,808,054.54
						1,897.50 56,925.00 18,595.50

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RHU						
b. Family Planning	>Lack of advocacy in reproductive health	>Proper dissemination of reproductive health	>Advocacy in reproductive health	>Info on reproductive health be disseminated properly and pills were given to them	>pills	425,040.00
3. Nutrition program	>Prevention of all children suffering poor eyesight	>To decrease no. of children suffering from poor eyesight	>Provision of Vitamin A	>Vitamin A be given to children	>Medicine	96,800.00
	>Lack of iron supplementation	>To provide iron supplementantation	>Provision of iron supplementation	>Ferrous sulfate be given	>Medicine	152,560.00
a. Supplemental Feeding/Mothers Class/Mothers Craft	>Lack of mother's class on the importance of nutrition	>To conduct mother's class on the importance of nutrition	>Comprehensive training for all mothers	>Trainings will be conducted to allmothers	>No. of mothers trained	415,183.98
	>Need supplemental feeding for BNL and BNVLPS children	>To conduct supplemental feeding for BNL and BNVLPS children	>Feeding program	>Feeding program be conducted to children	>no. of severely underweight children	300,000.00
b. Barangay Nutrition Scholar	>Lack of BNS & BHW allowance	>To provide BNS & BHW allowance	>Provision of BNS allowance	>Allowance be given to BNS	>Allowance	846,000.00
4. CHT Mobilization	>Lack of trainings of CHT members and NHTS-PR families	>Conduct trainings of CHT members and NHTS-PR families	>trainings/Seminars	>BNS,BHW, Brgy. Officials Volunteers.	>No. of trainings/seminars conducted	296,640.00
5. Disease Control Program (Rabies Control Program)	>Lack of PEP (CAT II and CAT III Bites)	>To conduct PEP (CAT II and CAT III Bites) information	>Trainings on Management of Animal Bite victims;orientation of staff	>Doctor >Nurse >Midwife	>Trainings conducted	175,540.00
6. Health Facilities enhancement Program	>Lack of medical equipment for 3 in 1 unit	>To purchase medical equipment for 3 in 1 unit	>Provision of medical equipment for 3 in 1 unit	>Medical equipment be provided	>Medical equipment	219,873.80
7. Special Program	>Prevention of poor eyesight to adults	>To prevent poor eyesight of adults	>Provision of eyeglasses and medicines	>Senior Citizens 60 yrs. Old and above	>No. of beneficiaries	1,000,000.00
SUBTOTAL						13,467,746.42

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PESO						
1. Referral & Placement	equal employment opportunities to all types of jobseekers (as to all gender, PWD and senior citizen) by provision of appropriate trainings and employment orientation	To provide trainings and employment orientation to the jobseekers.	Conduct trainings and employment orientation to the jobseekers	variable (minimum of 12 trainings a year	number of trainings conducted	369,369.26
II. Labor Market Information	equal access to labor market information (open to all genders)	to provide ample information about the prevailing labor market to know the current supply & demand of jobseekers	conduct of trainings and workshops to all jobseekers	variable (minimum of 12 trainings a year	number of trainings conducted	242,412.84
III. Career Guidance & Employment Coaching						
* Career Orientation	equal opportunities for career pathing, career guidance and career coaching	provide orientation and trainings to High School graduating and College graduating students	conduct career coaching to HS graduating students, Labor education to college and technical/vocational graduating students and PEOS to jobseekers.	5 sessions of career coaching 2 sessions of LEGS and minimum of 12 sessions of PEOS	number of sessions conducted per year	369,369.26
* JOBS' Fair/SRA	equal opportunities to jobseekers regardless of gender age and physical status	provide a venue for the jobseekers and agencies for them to meet in one place for employment purposes.	conduct job's fair and special recruitment activity	1 job's fair	number of sessions	
* Kabataan Program	equal opportunity for the youth specially the Out of School Youth (OSY), to Counselling	to provide trainings and employment opportunities to the working youth (all genders)	conduct of trainings for the youth (skills and other trainings)	3 practical skills training and values orientation workshop.	number of trainings conducted	
* Tulong Alalay sa May Kapansanan	equal opportunities to PWDs in the provision of access to training and employment both in the formal and informal sector	to provide PWDs access to training and employment opportunities both in the formal and informal sector	conduct of special trainings and PEOS to PWDs	2 sessions of skills training and PEOS	number of trainings	
* KASH - Kasanayan at Kabuhayan	equal opportunity specially the women sector in the provision of trainings and livelihood	provide skills trainings and employment/ livelihood orientation	conduct skills training and livelihood orientation	12 sessions of skills training	No. of sessions	
IV. Other Programs			Anti-illegal Recruitment Campaign Project Implementation Development and Enhancement Hostings and Media Guestings	5 orientation on employment opportunities	No. of sessions	230,912.84
SUB-TOTAL						1,212,064.20

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MLCR						
1. Transcription and Registration Services * Registration of Civil Registry Documents Vital Events - Transcribe and enter immediately upon receipt all registrable documents and judicial/decrees affecting the Civil Status of persons in the appropriate civil registry books - Birth - Marriage - Death - Foundling - Legal Instrument - AUSF (RA 9255) - Affidavit of Admission of Paternity - Affidavit of Legitimation - Legal Capacity to Marry (foreigners)		To registered all doc. accepted	To registered all doc. accepted	3158 553 654 10 22 10 10	No. of birth registered No. of marriage registered No. of death registered No. of foundling registered No. of legal instrument reg. No. of AUSF (RA 9255) reg. No. of affidavit of admission of paternity registered No. of aff. of legit. Registered No. of legal capacity to marry foreign embassies used by foreign national	65,000.00
Court Decrees/Orders: - Adoption - Annulment of Marriage - Cancellation of CRD - Correction of Entries - Others - Accept Applications for Marriage License		To registered all doc. accepted	To registered all doc. accepted	100 523	adoption, annulment of marriage cancellation of CRD. Correction of entries and others registered No. Of Application for	
1. Filomena G. Dela Cruz 25% 2. Priscilla P. Corpuz 50% 3. Ana V. Botones 25% 4. Susan O. Galapon 30% 5. Concepcion V. Santin 25% 6. Lorena B. Mendoza 10% 7. Amalia V. Valdez 35% 8. Leilani E. Macapagal 10% 9. Rose Marie T. San Pedro 30%					Marriage License	226,025.39 108,841.08 52,640.56 66,550.27 48,280.14 23,135.19 58,294.61 52,089.63
2. Verification/Issuance of Certified Transcriptions: - Certified True Copies of CRD - Certifications - Authentication of CRD (machine copies) - Amended Certificate of Live Births - Certified True Copies and Certifications with annotations - Issuance of Marriage License - Repair and Maintenance of Office Equipments - Repair and Maintenance Furniture & Fixtures		To registered all doc. accepted	To registered all doc. accepted		No. of issued true copy No of issued certification No of Authenticated CRD Amended COLB Annotated CRD Number of Marriage License Maintenance of Typewriter/Computer	42,269.00 20,000.00

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MLCR						
1. Filomena G. Dela Cruz 10%						90,410.16
2. Priscilla P. Corpuz 10%						21,768.22
3. Ana V. Botones 30%						63,168.67
4. Susan O. Galapon 30%						66,550.27
5. Concepcion V. Santin 30%						57,936.17
6. Lorena B. Mendoza 10%						23,135.19
7. Amalia V. Valdez 35%						58,294.61
8. Leilani E. Macapagal 10%						
9. Rose Marie T. San Pedro 35%						60,771.24
3. Accept/Prepare Petitions filed by applicants/Petitioners (RA 9048) - Petition for Correction of Clerical Error/errors - Petition For Change of First Name * Prepare Finality - Certificate of Finality - Record Sheet - Endorsement - Accept Migrant Petitions		To registered all doc. accepted	To registered all doc. accepted		Petitions granted Certificate of Finality and Petitions granted	18,000.00
1. Filomena G. Dela Cruz 10%						90,410.16
2. Lorena B. Mendoza 15%						34,702.78
3. Leilani E. Macapagal 15%						
4. Accept Out-of-Town Delayed Registration of CRD (Rule 20 Admin. Order #1) Review coded CRD * Administer Oath for civil registration purposes only		To registered all doc. accepted	To registered all doc. accepted		CRD registered Coded CRD Signed Affidavits	
1. Filomena G. Dela Cruz 5%						45,205.08
2. Lorena B. Mendoza 15%						34,702.78
3. Ana V. Botones 10%						21,056.22
4. Concepcion V. Santin 10%						19,312.06
5. Leilani E. Macapagal 15%						
5. Maintenance of Records * Establish and maintain a systematic method of filing and preserving CRD - Compile and classify records - Reconstruct/re-write destroyed/old records and registry books - Hardbound CRD		To registered all doc. accepted	To registered all doc. accepted		Documents compiled and classified in folde cabinets New registry books Hardbounded CRD	65,885.00
1. Filomena G. Dela Cruz 5%						45,205.08
2. Ana V. Botones 10%						21,056.22
3. Concepcion V. Santin 10%						19,312.06
4. Rose Marie T. San Pedro 10%						17,363.21

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MLCR						
* Coding of Civil Registry Documents Birth, Death, Marriage * CRD Indexing Birth, Death, Marriage * Encoding of civil registry information to CRIS (Civil Registry Information System) 1. Filomena G. Dela Cruz 10% 2. Priscilla P. Corpuz 10% 3. Susan O. Galapon 15% 4. Lorena B. Mendoza 15% 5. Leilani E. Macapagal 15%					CRD Coded Alphabetized reg. names CRD encoded	90,410.16 21,768.22 33,275.14 34,702.78
*Submission of CRD/Status Report to NSO - Monthly Report of Civil Registry Documents - Monthly Report of other Activities (Documentation) - Annual Report of Activities - Status Report of CRD - Supplemental Reports 1. Filomena G. Dela Cruz 10% 2. Lorena B. Mendoza 20% 3. Leilani E. Macapagal 20%		To registered all doc. accepted	To registered all doc. accepted		Report submitted during the 1st 10 days of each month Submit report to PSO & NSO Submit report to PSO & NSO Number of status report Supplemental report Submitted	10,000.00 90,410.16 46,270.37
6. Implement Plans/Programs on Civil Registration - Mobile registration (Civil Registration Month) - Barangay Civil Registration - Mass Weddings * Conduct of seminar/information Dissemination/ Training/Workshop - Conduct educational campaigns on Civil Registration - Attend to seminars/meetings/training/convention 1. Filomena G. Dela Cruz 10%		To registered all doc. accepted	To registered all doc. accepted		Accomplished/registered CRD Number of registered Doc. Free mass weddings Seminars conducted Education campaigns Number of seminars, etc.	110,846.00 90,410.16
7. Prepare other reports - Accomplishment report AIP(Budget) Annual Procurement Functional Statement, Objectives and Expected results/Program Appropriation and Obligation by Object?inventory of Office Equipment * Coordinate w/other agencies/offices regarding civil registration plans and programs * Monthly Report * PES					Prepared report Proper coordination with concerned agencies	18,000.00

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MLCR						
1. Filomena G. Dela Cruz 10%						90,410.16
2. Lorena B. Mendoza 15%						34,702.78
3. Leilani E. Macapagal 15%						
4. Priscilla P. Corpuz 15%						32,652.32
5. Susan O. Galapon 15%						33,275.14
6. Ana V. Botones 15%						31,584.33
7. Concepcion V. Santin 15%						28,968.08
8. Amalia V. Villante 15%						24,983.40
9. Rose Marie T. San Pedro 15%						26,044.82
* Emmidiate endorsement of CRD to NSO *Exercise such other powers and perform such other duties and functions as may be required - Letter - Transmittal Letter - Acknowledgement Letter - Certificate of Appearance 1. Filomena G. Dela Cruz 5%		To registered all doc. accepted	To registered all doc. accepted		Endorsed CRD to NSO Number of Letters Transmittal Letter Acknowledgement Letter Number of CA'S issued	45,205.08
* Checking and enter in the civil registry book - Birth - Marriage - Death - Legal Instrument 1. Priscilla P. Corpuz 15% 2. Ana V. Botones 10% 3. Concepcion V. Santin 10% 4. Amalia V. Villante 15% 5. Susan O. Galapon 10% 6. Rose Marie T. San Pedro 10% 8. Other Communication Telephone Internet Expenses 9. Renovation of Comport Room & Window 10. Purchase of new office equipments					Number of Birth Number of Marriage Number of Death 2 pcs. Typewriter 21" 2 pcs. Typewriter Table Expanding of Book Shelves 1 pc. - Computer Core 17 SPECS (Window XP 32 bit Color) 3 pcs. UPS 1 pc. Epson Printer :LX-300+ 1 pcs. Epson Cont. Ink System 3in1	32,652.32 21,056.22 19,312.06 24,983.40 22,183.42 17,363.21 3,000.00 25,000.00 4,500.00

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MLCR					7 pcs. Executive Chair 3 pcs. Visitor's Chair 3pcs. Computer Swivel Chair w/Arm Bookbinding 1 pc. Xerox Machine Renovation of Comport Room Renovation of Window	50,000.00
SUBTOTAL						2,751,340.78

PDAO Educational Assistance (50*250*10) Honorarium: SPED Trainees (7*500*10) Summer camp (National/Local) Lakbay Aral						150,000.00 55,000.00 20,000.00 15,000.00
SUB-TOTAL						240,000.00
GRAND TOTAL						26,201,295.42

Prepared by: MAXIMA A. DE OCAMPO, RSW CHAIRPERSON OF GAD FOCAL POINT	Approved by: Hon. NERIVI S. MARTINEZ HEAD OF AGENCY	Date: DAY/MO/YR
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23.209,954.64 23,409,954.64 **26,201,295.42**