

Showcasing the Best Practices in Gender and Development Programs in the Identified Municipality of Cebu Province

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Abstract

This study assessed the status of Gender and Development (GAD) programs and activities in the identified municipalities of Cebu Province during Fiscal Year 2025 as basis for a proposed action plan. Specifically, the study examined the demographic profile of the respondents in terms of age, gender, educational attainment, civil status, length of service, and relevant trainings and seminars attended. It further evaluated the status of GAD programs and activities in terms of administrative-focused, client-focused, organization-focused, gender issues, and gender roles. Moreover, the study determined whether there was a significant difference between the perceptions of GAD representatives and community members regarding the implementation of GAD programs and activities, identified existing best practices, and proposed an enhancement action plan based on the findings. The study utilized a descriptive quantitative research design involving 148 respondents composed of 23 GAD representatives and 125 community members from the municipalities of Minglanilla, Consolacion, Compostela, Liloan, and San Fernando, Cebu Province. Data were gathered using an adapted survey questionnaire and analyzed using percentage, weighted mean, and t-test statistical tools. Findings revealed that the majority of respondents were female, aged 26–35 years old, and Bachelor’s degree holders. The respondents strongly agreed that administrative-focused, client-focused, organization-focused, and gender role-related GAD programs and activities were highly implemented within the municipalities. However, respondents also acknowledged the continuing presence of gender-related concerns such as gender inequality, inadequate gender sensitivity awareness, and traditional gender stereotypes. Furthermore, the study revealed no significant difference between the perceptions of GAD representatives and community members regarding the status of GAD programs and activities. Best practices identified included women empowerment programs, Gender Sensitivity Trainings, scholarship assistance, VAWC awareness campaigns, and inclusive community participation initiatives. Based on the findings, a Gender and Development Program Enhancement Action Plan was proposed to strengthen gender-responsive governance, inclusivity, awareness, and community participation within the municipalities.

Keywords: Gender and Development, gender equality, women empowerment, gender sensitivity, local government units, community participation, gender-responsive governance, Cebu Province, GAD programs, inclusivity

1. Introduction

THE PROBLEM AND ITS SCOPE

Rationale of the Study

Gender and Development or GAD primarily promotes women's empowerment and ensure that their full participation becomes essential for society. It has been formed by the government to respond to the gender imbalances and inequalities existing in the country. GAD works to eradicate gender biases to fully release the potential of women so they can perform active roles in the development process (Niyonkuru & Barrett, 2021). According to Buribayev & Khamzina (2019) GAD is not only about women and their rights but also about men and women in sharing benefits and responsibilities.

Moreover, gender and development are an important way of looking at how social norms and power structures impact on the lives and opportunities available to different groups of men and women (Morgan et al., 2018). Globally, more women than men live in poverty. Women are also less likely than men to receive basic education and to be appointed to a political position nationally and internationally (Bako & Syed, 2018). Understanding that men and women, boys and girls experience poverty differently and face different barriers in accessing services, economic resources and political opportunities helps to target interventions (Unterhalter et al., 2020).

According to the World Development Report (WDR) 2012, gender is defined as socially constructed norms and ideologies which determine the behavior and actions of men and women (Pandey & Kumar, 2019). Understanding these gender relations and the power dynamics behind them is a prerequisite for understanding individuals' access to and distribution of resources, the ability to make decisions and the way women and men, boys and girls are affected by political processes and social development. Compared with men, women control fewer political and economic resources, including land, employment and traditional positions of authority (Moniruzzaman & Day, 2020). Acknowledging and incorporating these gender inequalities into programs and analyses is therefore extremely important, both from a human rights perspective and to maximize impact and socioeconomic development. The WDR 2012 highlights the importance of directly targeting the persistent constraints and obstacles to women's equality (especially in areas of economic empowerment, educational gaps, household/societal voice, and violence against women) in order to enhance productivity and improve longer-term development outcomes. Gender equality is also important for sustainable peace, and there is a growing body of empirical evidence suggesting that a higher level of gender inequality is associated with higher risks of internal conflict (Arya, 2022).

On the cusp of 2015, we are in a different world from the one in which the Millennium Development Goals (MDGs) were first conceived. Acknowledgment of achievements, particularly in girls' primary education and women's political representation, has gone alongside a 'deep concern with the overall progress for women and girls across the MDGs, which remains low and uneven both within and between countries (Reilly, 2021). Gender equality and women's empowerment are, we contend, frames that have led feminist activists. Both have been reduced to buzzwords that garland policy discourses in which there is little or nothing of the clamor for equality or equity that was once so powerful a part of the gender agenda (Angoro, 2018). Critical reflections on feminist efforts to transform international development policy and practice has led to a far more realistic view of the limits of enlistment

of bureaucratic institutions – governments, UN agencies, donor bureaucracies in the task of social transformation. This in turn, has reinforced the importance of grassroots feminist organizing as a motor of change, and of collectivization and collective action as a counterpoint to today's neoliberal 'empowerment' programs aimed at the self-optimizing individual.⁴ It has also brought into sharp relief the larger canvas on which struggles for women's rights are fought, refocusing attention both on global capitalism and the inequalities it fosters, and on modes of organizing and resistance that characterize the struggle for global justice (Ranta, 2021).

But the newly emerging field of Gender and Development (GAD) came to be reliant on the gender binary for its frameworks and tools. "Gender training" consisted of equipping participants with the means to organize the world into two genders, dividing men/in/general and women/in/general into categories defined by their access to resources and opportunities, place in the market etc. Amidst vague talk about "intersectionality" that never translated into thoroughgoing analysis of race and racism,³⁴ there was little scope to attend to class differences, or indeed to age, ethnicity, sexuality or any other marker of difference. What gender offered, however, was the prospect of going beyond a liberal concern with integrating women into androcentric development policy and practice. It brought back into sight the relational entailments of gendered difference: the fact that women did not exist in a vacuum, but in entanglements of affinity and connection (Ahiante, 2021).

The Philippines is one of the early countries in Asia with strong advocacy for gender and sustainable development. As one of the signatory countries of the Beijing Platform for Action (BPA) and Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), the Philippine government and its national women machinery, the National Commission on the Role of Filipino Women (NCRFW) had adapted and implemented international gender policies and legislated Gender and Development (GAD) mandates and structures. The government's concern for women is embodied in the Philippine Plan for Gender Responsive Development (PPGRD) 1995 – 2025. Over the years, through various legal mandates, GAD has shifted from being highly centralized to decentralization, from national government to sub-national governments, more known as local government units in the Philippines. As Heilet (et al. 2008) aptly stated, local government is in a unique position to contribute to the global struggle for gender equality and can have a great impact on the status of gender equality around the world, in its capacities as the level of governance closest to the citizens.

As a development approach, GAD seeks to equalize the status and condition of and relations between women and men by influencing the process and output of policy-making, planning, budgeting, implementation and monitoring, and evaluation so that they would deliberately address the gender issues and concerns affecting the full development of women. This study assesses the awareness of the respondent groups on Philippine government's strategy for making agencies work for women's empowerment and gender equality. The authors believe that GAD are giving more opportunities to those who have less and those who are historically and socially disadvantaged based on their needs for them to operate on a level playing field and focusing on the needs of women does not mean discriminating against men or putting them at a disadvantage.

Theoretical Background

This study will be anchored on the Moser Gender Analysis Framework (1993). The Moser Framework, also known as the Levy Framework, aims to initiate 'gender planning' as a type of planning in its own right. It supports an integrated gender-planning perspective in all development work, concentrating on the power relations between men and women. "The goal of gender planning is the emancipation of women from their subordination, and their achievement of equality, equity, and empowerment (Alarcon & Cole, 2019).

An important tool that is commonly used in gender analysis is the Moser (triple roles) Framework. Developed by Caroline Moser, this framework can help extension agents understand the division of labor within the household and community by asking "who does what?" Moser introduces the idea of women's 'triple role' in production (farm work), reproduction (household work and childcare), and community affairs, and the multiple roles women perform simultaneously. In contrast, men are often less involved with household chores and more engaged in production and community-managing activities. This framework assists extension agents to examine how women and men manage their various roles and identify agricultural extension programs that are tailored to men and women's specific needs. The analysis links gender roles to gender needs by distinguishing between women's practical needs those that help in everyday life, such as accessing extension information and strategic needs, which are what women need to address gender disparities, e.g., learning to read and write (Balgah et al., 2019).

Moser developed the Framework for a Gender and Development (GAD) approach to development planning in the 1980s while working at the Development Planning Unit (DPU) of the University of London. Working with Caren Levy, she expanded it into a methodology for gender policy and planning. Moser and Levy published A Theory and Method of Gender Planning Meeting Women's Practical and Strategic Needs as a DPU working paper in 1986. The framework is based on Moser's concepts of gender roles and gender needs, and her views on the ways policies should approach gender and development planning (Jamil et al., 2020).

The Moser framework follows the Gender and Development approach in emphasizing the importance of gender relations. As with the WID-based Harvard Analytical Framework, it includes collection of quantitative empirical facts. Going further, it investigates the reasons and processes that lead to conventions of access and control. The Moser Framework includes gender roles identification, gender needs assessment, disaggregating control of resources and decision making within the household, planning for balancing the triple role, distinguishing between different aims in interventions and involving women and gender-aware organizations in planning. The framework acknowledges a political element to gender planning, and assumes that the process will have to deal with conflicts (Acharya, 2018).

The framework rests on three basic concepts: the triple role of women, practical and strategic gender needs and categories of WID/GAD policy approaches. The triple role consists of reproductive, productive and community-managing activities. Practical needs are ones that, if met, help women in current activities. Strategic needs are needs that, if met, transform the balance of power between men and women. Different categories of WID/GAD policy approach, which may or may not be appropriate, include welfare (top-down handouts), equity, anti-poverty, efficiency and empowerment. Although widely used, the framework has been subject to some criticism (Steinem, 2021).

Moreover, the Moser conceptual framework for gender analysis and planning is based on the concepts of gender roles and gender needs [8]. It distinguishes between two types of gender needs: those that relate to women's daily lives but maintain existing gender relations (practical gender needs); and those that potentially transform existing gender subordination (strategic gender needs). The Moser framework includes gender-role identification (in production, reproduction and community management); gender needs assessment; disaggregating control of resources and decision-making within the household; planning for balancing the triple role; distinguishing between different aims in policy interventions; and involving women and gender-aware organizations in planning. Through this framework, Caroline Moser identifies different approaches to planning interventions, taking into consideration the degree to which they aim to simply meet practical gender needs or challenge gender inequalities by meeting strategic gender needs. The Harvard and Moser frameworks have been extremely important in explaining the gender division of labor, which is one of the central dynamics of social structure that gender analysis seeks to reveal, and the differences between women's and men's productive and reproductive roles.

Section 28 of Republic Act No. 10352 or the General Appropriations Act states that "all agencies of the government shall formulate a Gender and Development (GAD) Plan designed to address gender issues within their concerned sectors or mandate and implement applicable provisions under R.A. No. 9710 or the Magna Carta of Women, Convention on the Elimination of All Forms of Discrimination Against Women, the Beijing Platform for Action, the Millennium Development Goals (2000-2015), the Philippine Plan for Gender-Responsive Development (1995-2025), and the Philippine Development Plan (2011-2016)". The GAD Plan shall be integrated in the regular activities of the agencies, which shall be at least five percent (5%) of their budgets.

For this purpose, activities currently being undertaken by agencies which relate to GAD or those that contribute to poverty alleviation, economic empowerment especially of marginalized women, protection, promotion, and fulfillment of women's human rights, and practice of gender-responsive governance are considered sufficient compliance with the said requirement. The preparation and submission of Annual GAD Plans and Accomplishment Reports is guided by Joint Circular No. 2004-01 dated April 05, 2004 issued by the DBM, NEDA, and PCW, as well as other guidelines on GAD Planning and Budgeting that may be issued by the appropriate oversight agencies. GAD program of the government that dwells on component topics which include GAD national mandates and other related laws; government agencies mandating the integration of GAD plan to programs, projects and activities (PPAs); gender issues; and gender roles. They had an impression that no local study of this kind has been done in the past and the results could be the starting point for the school to come up with the most appropriate and well-structured GAD plan, not only to comply with the stated government laws and regulations, but for the reason that gender concerns should be well-disseminated to all sectors of the society, especially to a state higher education institution (HEI) in the Philippines.

THE PROBLEM

Statement of the Problem

This research assessed the status of the Gender and Development (GAD) programs and activities in identified Municipality of Cebu Province in the fiscal year 2025 as basis for Action Plan.

Specifically, this answers the following questions;

1. What relevant information can be derived:

1.1 GAD representatives

- 1.1.1 age and gender,
- 1.1.2 highest educational attainment,
- 1.1.3 length of service,
- 1.1.4 relevant training and seminars attended

1.2 Community

- 1.2.1 age and gender,
- 1.2.2 highest educational attainment,
- 1.2.3 civil status

2. As perceived by the respondent's groups, what is the status of the gender and Development (GAD) program and activities in terms of:

- 2.1 administrative,
- 2.2 client,
- 2.3 organization,
- 2.3 gender issues, and
- 2.4 gender roles?

3. Is there significant difference between respondent groups perception on the level status of Gender and Development (GAD) program and activities?

4. what are best practices related GAD programs and activities?

5. Based on the findings, what action plan can be proposed?

3. SUMMARY, FINDINGS, CONCLUSIONS, AND RECOMMENDATIONS

This chapter presents the summary, findings, conclusions, and recommendations of the study. The research aimed to assess the status of Gender and Development (GAD) programs and activities in the identified municipalities of Cebu Province during Fiscal Year 2025 as basis for an action plan. The study utilized a descriptive research design using a quantitative approach. Data were analyzed across several domains, including administrative-focused programs, client-focused initiatives, organization-focused activities, gender issues, and gender roles. The demographic profiles of respondents, such as age, gender, educational attainment, civil status, length of service, and relevant trainings and seminars attended, were also examined to determine their influence on perceptions regarding the implementation of GAD programs and activities.

Summary

The study assessed the status of Gender and Development (GAD) programs and activities implemented in the identified municipalities of Cebu Province, namely Minglanilla, Consolacion, Compostela, Liloan, and San Fernando. The research focused on evaluating the implementation of GAD-

related initiatives in terms of administrative-focused, client-focused, and organization-focused programs, as well as identifying prevailing gender issues and gender roles within the community.

The study further examined the demographic profile of the respondents, composed of GAD representatives and community members, including their age, gender, educational attainment, civil status, length of service, and relevant trainings and seminars attended. Additionally, the study determined whether there was a significant difference between respondent groups' perceptions regarding the status of GAD programs and activities. Best practices implemented by the municipalities were also identified to serve as basis for the proposed action plan aimed at strengthening gender-responsive governance and inclusive community development.

To provide a clearer overview of the results of the study, the summary table below presents the major findings regarding the implementation and status of Gender and Development (GAD) programs and activities within the identified municipalities of Cebu Province during Fiscal Year 2025.

Major Area	Key Findings (Quantitative)	Overall Result	Interpretation
Demographic Profile	Majority aged 26–35 years old (29.73%); Female (55.41%); Bachelor's Degree holders (31.08%)	—	Respondents were mostly educated, economically active, and community-involved individuals
Relevant Trainings and Seminars	GST attended by 86.96%; VAWC seminars (78.26%)	High	GAD representatives were actively exposed to gender-related trainings and seminars
Administrative-Focused Programs	Composite Mean = 4.26 (“Strongly Agree”)	High	Municipalities effectively institutionalized GAD efforts and gender-responsive governance
Client-Focused Programs	Composite Mean = 4.23 (“Strongly Agree”)	High	GAD activities and social support programs were actively implemented and accessible
Organization-Focused Programs	Composite Mean = 4.24 (“Strongly Agree”)	High	Municipalities strengthened organizational mechanisms and employee awareness on GAD
Gender Issues	Composite Mean = 4.16 (“Agree”)	Moderate Concern	Respondents acknowledged the continuing existence of gender inequality and

			limited awareness
Gender Roles	Composite Mean = 4.25 ("Strongly Agree")	High Awareness	Equal rights for women were recognized, although traditional gender stereotypes remained evident
Significant Difference Between Respondent Groups	All p-values > 0.05	Not Significant	GAD representatives and community members shared similar perceptions regarding GAD programs
Best Practices	Women empowerment programs, Gender Sensitivity Trainings, scholarship assistance, VAWC campaigns	High Implementation	Municipalities demonstrated commitment toward gender equality and inclusivity

Table 13

Summary Results

Findings

The findings revealed that the identified municipalities of Cebu Province generally demonstrated a high level of implementation of Gender and Development (GAD) programs and activities. Respondents strongly agreed that administrative-focused, client-focused, and organization-focused initiatives were effectively implemented within the municipalities. The highest ratings were observed in the institutionalization of GAD efforts, conduct of Women's Month activities, GAD trainings, and livelihood seminars for marginalized sectors such as solo parents, persons with disabilities, and indigenous peoples. These findings indicate strong commitment among local government units toward gender-responsive governance and inclusive community development.

The study also found that respondents acknowledged the existence of gender-related concerns within the municipalities, particularly regarding gender inequality, inadequate gender sensitivity awareness, and traditional gender role perceptions. Although respondents strongly recognized women's rights to participate in governance, leadership, and community activities, traditional expectations regarding domestic responsibilities and male-dominated economic activities remained evident. This suggests that despite the implementation of GAD programs, societal stereotypes and gender-related challenges continue to persist within the community.

Furthermore, the results revealed that there was no significant difference between the perceptions of GAD representatives and community members regarding the status of GAD programs and activities, as all computed p-values were greater than the 0.05 level of significance. This finding indicates that both groups shared similar observations and experiences regarding the implementation and effectiveness of GAD initiatives. Best practices identified in the municipalities included women empowerment programs,

Gender Sensitivity Trainings, scholarship assistance programs, community information dissemination, and protection programs addressing Violence Against Women and Children (VAWC). These initiatives contributed to promoting awareness, inclusivity, participation, and social welfare within the identified municipalities of Cebu Province during Fiscal Year 2025.

Conclusions

Based on the findings of the study, it can be concluded that the identified municipalities of Cebu Province effectively implemented Gender and Development (GAD) programs and activities during Fiscal Year 2025. The municipalities demonstrated strong commitment toward promoting gender-responsive governance, women empowerment, social inclusivity, and community participation through administrative, client-focused, and organization-focused initiatives. Programs related to gender awareness, livelihood support, scholarship assistance, and employee training contributed significantly to improving public understanding and participation regarding gender equality and development.

The findings also conclude that despite the successful implementation of GAD programs and activities, several gender-related concerns and traditional societal perceptions remained evident within the community. Issues such as gender inequality, limited awareness regarding gender sensitivity, and traditional gender roles continued to influence perceptions and responsibilities among men and women. This emphasizes the need for continuous education, advocacy, and community engagement activities that further promote gender equality and inclusive development.

Moreover, the absence of significant differences between the perceptions of GAD representatives and community members suggests that GAD programs were consistently recognized and experienced by both implementers and beneficiaries. The identified best practices further demonstrated the municipalities' dedication toward strengthening gender-responsive policies, promoting social welfare, and ensuring inclusive participation among marginalized sectors. Overall, the study concludes that effective implementation, continuous capacity-building, and active stakeholder participation are essential in sustaining and improving Gender and Development initiatives within the municipalities of Cebu Province.

Recommendations

1. **Strengthen Gender Awareness Campaigns.** Municipalities should continuously conduct Gender Sensitivity Trainings, seminars, and awareness programs to further educate community members regarding gender equality, inclusivity, and gender-responsive governance.
2. **Enhance Participation of Marginalized Sectors.** Local government units should strengthen programs that support women, solo parents, LGBTQIA+ individuals, persons with disabilities, indigenous peoples, and other vulnerable groups to ensure equal opportunities and active participation in community development activities.
3. **Improve Monitoring and Evaluation Systems.** Municipalities should establish stronger monitoring, evaluation, and feedback mechanisms to assess the effectiveness and sustainability of GAD programs and activities regularly.

4. **Promote Women Empowerment Programs.** Additional livelihood trainings, entrepreneurship seminars, leadership development activities, and scholarship assistance programs should be implemented to further empower women economically, socially, and politically.
5. **Strengthen Organizational Capacity.** Government employees and GAD representatives should regularly participate in professional development programs and mandatory GAD-related trainings to improve competency in gender-responsive planning, implementation, and governance.
6. **Enhance Community Information Dissemination.** Municipalities should maximize the use of social media platforms, information campaigns, community forums, and IEC materials to improve public awareness regarding Gender and Development programs, women's rights, and community support services.
7. **Future Research.** Future researchers may conduct similar studies focusing on other municipalities or provinces and may include additional variables such as economic participation, cultural influences, and long-term impacts of GAD programs on community development and gender equality.

4. OUTPUT OF THE STUDY

GENDER AND DEVELOPMENT (GAD) PROGRAM ENHANCEMENT ACTION PLAN

RATIONALE

The implementation and strengthening of Gender and Development (GAD) programs and activities in the identified municipalities of Cebu Province were essential in promoting gender equality, women empowerment, social inclusivity, and community participation. These programs integrated gender-responsive governance, awareness campaigns, capacity-building initiatives, and protection mechanisms aligned with the Philippine Constitution, Magna Carta of Women, Gender and Development policies, and local government development frameworks. Survey results indicated that respondents generally perceived the GAD programs and activities as highly implemented and effective in enhancing gender awareness, improving participation of marginalized sectors, strengthening organizational capacity, and promoting inclusive governance practices within the municipalities.

Despite these positive findings, challenges such as inadequate gender sensitivity awareness, persistence of traditional gender stereotypes, limited participation of marginalized sectors, and the need for continuous training and information dissemination were identified. A structured Gender and Development Program Enhancement Action Plan was therefore necessary to strengthen program implementation, improve stakeholder participation, maximize community awareness, and ensure sustainable gender-responsive governance and inclusive community development within the identified municipalities of Cebu Province during Fiscal Year 2025 and beyond.

OBJECTIVES

This action plan aims to:

1. Strengthen gender awareness and promote gender-responsive governance within the municipalities.
2. Enhance participation and inclusivity among women, LGBTQIA+, solo parents, persons with disabilities, indigenous peoples, and other marginalized sectors.
3. Improve organizational capacity and competency of government employees regarding Gender and Development principles and implementation.
4. Promote women empowerment, livelihood opportunities, and leadership participation within the community.
5. Strengthen information dissemination and advocacy campaigns related to gender equality and social inclusion.
6. Improve monitoring, evaluation, and sustainability of GAD programs and activities.
7. Address gender-related issues and traditional stereotypes through education, community engagement, and policy implementation.

SCHEME OF IMPLEMENTATION

Area of Concern	Objectives	Strategies	Budget (PHP)	Budget Source	Time Frame	Implementors	Evaluative Measures	Actual Accomplishment	Remarks
Gender Sensitivity Awareness Programs	Enhance awareness on gender equality and inclusivity	Conduct regular Gender Sensitivity Trainings, seminars, and community forums	80,000	LGU GAD Fund	One year	GAD Office, Municipal Officials, Community Leaders	Number of trainings conducted, attendance rate, evaluation results	N/A	N/A
Women Empowerment and Livelihood Programs	Strengthen women participation and economic empowerment	Conduct livelihood seminars, entrepreneurship training, and skills development activities	100,000	LGU GAD Fund / NGO Support	One year	GAD Representatives, Women's Organizations	Number of beneficiaries, livelihood projects established	N/A	N/A
Scholarship Assistance for Marginalized	Provide educational opportunities to vulnerable	Grant scholarship assistance to dependents of solo parents,	120,000	Municipal Education Fund / GAD Fund	One year	LGU, Scholarship Committee	Number of scholars supported, academic performance	N/A	N/A

Sectors	groups	PWDs, and IPs							
Strengthening of GAD Focal Point System (GFPS)	Improve implementation and coordination of GAD activities	Conduct organizational development and capability-building programs	60,000	LGU Internal Fund	One year	GAD Office, HR Department	Improved coordination and implementation reports	N/A	N/A
Violence Against Women and Children (VAWC) Protection Programs	Promote protection and safety among women and children	Conduct VAWC awareness campaigns, counseling services, and referral mechanisms	70,000	GAD Fund / DSWD Support	One year	Women and Children Protection Desk, LGU	Number of campaigns conducted, cases assisted	N/A	N/A
Community Information Dissemination	Improve public awareness regarding GAD concerns	Distribute IEC materials, utilize social media campaigns, and conduct community dialogues	50,000	LGU Information Fund	One year	Information Officers, GAD Representatives	Community reach, engagement rate, awareness surveys	N/A	N/A
Gender-Responsive Employee Capacity Building	Enhance competency of government employees regarding GAD	Conduct mandatory GAD-related trainings and workshops for employees	75,000	HR Development Fund	One year	HR Department, GAD Trainers	Number of employees trained, post-training evaluation	N/A	N/A
Monitoring and Evaluation of GAD Programs	Ensure sustainability and effectiveness of GAD implementation	Conduct regular monitoring, evaluation, and assessment activities	40,000	LGU Monitoring Fund	One year	GAD Monitoring Team, Municipal Officials	Monitoring reports, program evaluation results	N/A	N/A

Table 14

Gender and Development (GAD) Program Enhancement Action Plan

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Article

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