



# 2024 ANNUAL ACCOMPLISHMENT REPORTS



City Government of Pasig  
**GENDER AND DEVELOPMENT OFFICE**

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## Chapter 1: INTRODUCTION

The City Government of Pasig has consistently demonstrated its commitment to advancing gender equality and fostering an inclusive society through its Gender and Development (GAD) initiatives. Recognizing the vital role that gender responsiveness plays in ensuring sustainable development, the Pasig City Gender and Development Office and the whole City Government of Pasig had prioritized implementing programs, projects, and activities (PPAs) that address the diverse needs of its constituents involving women, children, persons with disabilities, elderlies, people of diverse SOGIE, as well as the individuals belonging to sexual and gender minorities.

This Annual Accomplishment Report provides a comprehensive overview of the GAD-related efforts undertaken by this Office and the City in 2024, highlighting its major achievements, utilization of resources, and collaborative partnerships.

At the heart of these initiatives is the approval of the Pasig City GAD Agenda 2024-2026, a comprehensive framework approved to guide the city in aligning its efforts with Republic Act 9710 otherwise known as the Magna Carta of Women and other national policies on gender and development. The Agenda outlines strategic programs aimed at promoting women's empowerment, protecting the rights of vulnerable sectors, and fostering inclusivity across all sectors of society. The approval of this Agenda marks a significant milestone, solidifying the city's commitment to institutionalizing gender-responsive governance.

This report is structured into key sections that capture the essence of the city's GAD initiatives in 2024. It begins with an overview of the highlights and major accomplishments, showcasing the successful implementation of various PPAs, including awareness and advocacy campaigns, capacity-building programs, and community-based projects. The Utilization Report provides a detailed account of resource allocation and expenditures, reflecting the city's efficiency in maximizing its GAD budget.

The Pasig City GAD Focal Point System Executive Committee and the Pasig City PRIDE Council are integral to the successful implementation of the city's GAD programs. These bodies ensure that gender perspectives are mainstreamed into local governance, fostering an environment of accountability and inclusivity. Additionally, the report underscores the city's partnerships with non-governmental organizations (NGOs), community-based groups, and other stakeholders, emphasizing the importance of collaborative efforts in achieving shared goals.

Lastly, the report highlights the recognition of the Most Gender-Responsive Barangays and Local Departments/Offices, exemplifying Pasig City's steadfast commitment to gender equality and inclusive development. These honors not only celebrate the city's progress but also serve as a powerful motivation to sustain and amplify efforts toward building a more equitable and inclusive society for everyone.

This is the **2024 Annual Accomplishment Report of the Pasig City Gender and Development Office**, a testament to our commitment to gender equality, equity, inclusivity, and empowerment. As we move forward, WE remain dedicated to creating a city where every individual, regardless of gender, has equal opportunities to thrive. Together, we continue to build a more inclusive and progressive Pasig City.



## Chapter 2: ANNUAL ACCOMPLISHMENT REPORT OF PASIG CITY GENDER AND DEVELOPMENT OFFICE

### I. Highlights and Major Accomplishments

In 2024, Pasig City GAD showcased the significant strides made in promoting gender equality, social inclusion, and women empowerment.

The year was marked by the successful implementation of inclusive programs and initiatives that addressed the diverse needs of women, men, LGBTQIA+ individuals, sexual and gender minorities, children, and other marginalized groups. Capacity-building activities empowered stakeholders with the knowledge and skills to advance gender equality, while the city recognized exemplary practices in gender responsiveness through awards and commendations for barangays and local departments/offices.

Furthermore, the city strengthened its partnerships with various sectors, including civil society organizations, private institutions, and national agencies, to amplify the impact of its GAD initiatives. Furthermore, no partial implementation of planned programs and projects was reported in 2024, reflecting Pasig City GAD's unwavering commitment to its goals and the timely delivery of all planned activities.

Key accomplishments include:

#### 1. Awareness and Advocacy Programs

This Program aims to promote gender equality and inclusivity through information dissemination, promotion of local ordinances and GAD related laws, and strengthening of community engagement. It raises awareness of gender-related issues, advocates for the protection of rights, and creates a culture of respect and empowerment for all individuals, regardless of gender. *Activities include the following:*

##### 1.1 Promotion of Pasig City Ordinance No. 30, s. 2020 otherwise known as the 2020 Revised Gender and Development Code of Pasig City

In August 2024, an orientation-seminar was conducted in five batches, engaging a total of 288 participants, including Barangay Officials and Employees, VAWC Desk Officers, Lupon Tagapamayapa members, Senior Citizens, Youth Sector representatives, NGOs, and individuals from sexual and gender minorities. The session focused on enhancing the understanding of Barangay government and community members regarding their roles in promoting gender and development, in pursuance of the provisions of the GAD Code.

##### 1.2 Promotion of Pasig City Ordinance No. 04, s. 2022 otherwise known as the Pasig City Comprehensive LGBTQIA++ Anti- Discrimination Ordinance

In September 2024, five batches of orientation on the Anti-Discrimination Ordinance were conducted, with a total of 283 participants, including Barangay Officials and Employees, VAWC Desk Officers, Lupon Tagapamayapa members, Senior Citizens, Youth Sector representatives, NGOs, and representatives from LGBTQIA++ community. The session aimed to raise awareness and understanding of the ordinance's provisions, empowering participants to contribute to creating a more inclusive and discrimination-free environment within Pasig City.

### 1.3 Seminar-Workshop on GAD-Related Laws, Policies, and Commitments

In October 2024, a Seminar-Workshop on GAD-related laws was conducted in two different batches. Batch 1 took place on October 15, 2024, at the Pamantasan ng Lungsod ng Pasig, attended by 200 participants, including members of Local Council of Women and students and faculty of the Pamantasan ng Lungsod ng Pasig. Batch 2 was held on October 18, 2024, at the Alumni Hall of Rizal High School, with 47 participants, consisting of Barangay VAWC Desk Officers and GAD staff. These sessions aimed to deepen participants' understanding of gender and development laws, enhancing their ability to implement gender-responsive initiatives within their respective roles.

### 1.4 Seminar-Workshop on the Formulation of Barangay GAD Plan & Budget

A three-day Seminar-Workshop on the Gender and Development (GAD) Plan & Budget for the Barangays of Pasig City was successfully conducted from February 21 to 23, 2024, at Chardonnay by Astoria. The event was attended by 210 Barangay personnel, including Barangay Captains, Kagawads on GAD, Kagawads on Appropriations, Secretaries, Treasurers, GAD Focal Persons, and GAD staff. The seminar aimed to enhance the participants' understanding of gender-responsive budgeting and equip them with the necessary skills to implement effective GAD plans and budgets within their barangays.

### 1.5 National Women's Month Celebration

In celebration of National Women's Month, a series of activities were successfully conducted, engaging a total of 1,357 participants from various sectors, including Pasig City Hall employees, members of the Local Council of Women (LCW), Women's Organizations, and men and women from different barangays. Activities include the following:

- 1.5.1 **Simultaneous Dance Exercise (763 participants).** This activity was simultaneously conducted across all 30 barangays in Pasig, promoting health and wellness through a fun, community-driven dance exercise. It encouraged active participation, fostered unity, and highlighted the importance of physical fitness in gender-sensitive initiatives.
- 1.5.2 **Women's Fair (Bazaar) (32 participants).** The Women's Fair Bazaar was organized in partnership with the Local Council of Women, Pasig City Livelihood, PCIST, and Councilor Corazon Raymundo. It provided a platform for women entrepreneurs to showcase their products and services, empowering them economically and promoting the spirit of entrepreneurship within the community.
- 1.5.3 **Leadership Forum (275 participants).** Held on March 22, 2024, the forum brought together members from the LCW and MOVE, along with the GAD Secretariat, guest speakers, and resource persons. The session aimed to promote leadership, gender equality, and community involvement, providing an opportunity for men and women to collaborate and deepen their understanding of gender-responsive leadership.

### 1.6 Observance of the 18-Day Campaign to End Violence Against Women (VAW)

In observance of the 18-Day Campaign to End Violence Against Women (VAW) from November 25 – December 12, two significant activities were conducted in November 2024, both aimed at raising awareness and promoting the protection of women and girls' rights. Activities include the following:

**1.6.1 Orientation on Women and Girl Rights to Protection.** Held on November 26, 2024, at Tanghalang Pasigueño, this orientation was participated in by NGOs and Girl Scout of the Philippines (GSP), with a total of 251 attendees (Male: 46, Female: 205). The session focused on educating participants about the rights of women and girls, particularly their right to protection from violence, and emphasized the importance of supporting policies and initiatives that safeguard these rights.

**1.6.2 MOVE Summit.** Also held on November 26, 2024, at Tanghalang Pasigueño, the MOVE Summit attracted 351 participants (Male: 251, Female: 50). The summit brought together men and women committed to ending violence against women, fostering a collaborative dialogue on how to effectively address gender-based violence, promote advocacy, and engage in community-based action to support survivors.

## **1.7 PRIDE Summit and All Gender Bazaar**

In observance of the International Day Against Homophobia, Transphobia, and Biphobia (IDAHOBIT) and PRIDE History Month, a series of events were conducted to celebrate and promote inclusivity, respect, and equality for all gender identities and sexual orientations.

**1.7.1 Pride Summit.** The Pride Summit was held on October 7, 2024, at Chardonnay by Astoria, Oranbo, Pasig City, with a total of 254 attendees (Male: 153, Female: 101). This event brought together members of the LGBTQ+ community to discuss and address the challenges they face, foster solidarity, and promote gender and sexual diversity advocacy.

**1.7.2 All Gender Bazaar.** The All-Gender Bazaar was implemented on November 26, 2024, at Tanghalang Pasigueño, where 40 participants (Male: 12, Female: 28) showcased their businesses and products. This event aimed to empower individuals of all genders, especially those from marginalized sectors of the LGBTQ+ community.

## **2. Recognition of GAD Champions**

The Recognition of Exemplary Performance honors barangay governments and local departments/offices for their outstanding contributions and commitment to advancing gender equality and development, serving as role models in promoting inclusivity and empowerment within the community.

The Awarding Ceremony was held during the Gender and Development Summit on November 5, 2025, at the Tanghalang Pasigueño, attended by members of the Barangay GAD Focal Point System and the City Government of Pasig.

For the **Search for the Most Gender-Responsive Barangay**, thirteen barangays in Pasig were recognized for their outstanding commitment to gender equality. **Barangay San Antonio was named the Most Gender-Responsive Barangay for CY 2024**, demonstrating exceptional implementation of gender-responsive programs and initiatives.

On the other hand, for the **Search for the Most Gender-Responsive Local Department**, **Pasig City General Hospital was conferred as the Most Gender-Responsive Local Department in Pasig City for CY 2024**, recognizing its efforts in embedding gender equality in its operations and service delivery.





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**PASIG**  
UMAAGOS ANG PAG-ASA

## City Government of Pasig GENDER AND DEVELOPMENT OFFICE



**Promotion of Pasig City 2020 Revised GAD Code**



**Promotion of the LGBTQIA+ Anti-Discrimination Ordinance of Pasig City**



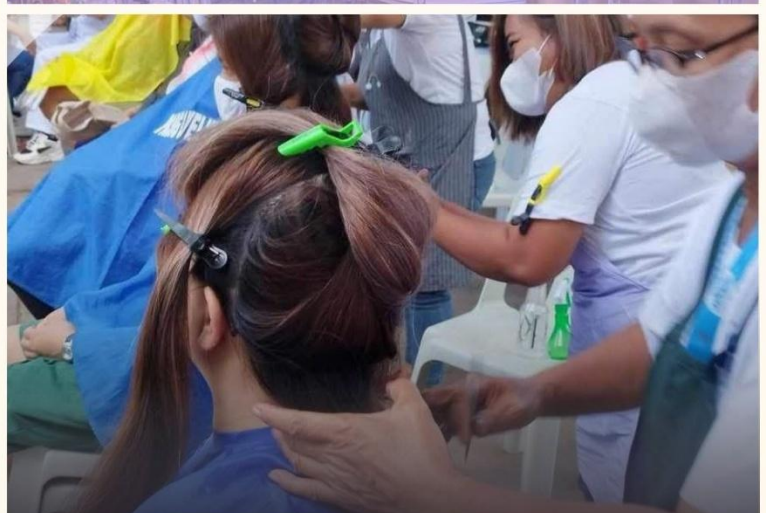
**Seminar-Workshop on GAD-Related Laws, Policies, and Commitments**



**Seminar-Workshop on the Formulation of Barangay GAD Plan & Budget**



**National Women's Month Celebration  
Simultaneous Dance Exercise**



**National Women's Month Celebration  
Women's Fair**





City Government of Pasig  
**GENDER AND DEVELOPMENT OFFICE**



National Women's Month Celebration  
**Leadership Forum and Economic Empowerment for Women**



Observance of the 18-Day Campaign to End Violence Against Women (VAW): **MOVE Summit (Men Opposed to VAW Everywhere)**



International Day Against Homophobia, Transphobia, and Biphobia (IDAHOBIT):  
**PRIDE Summit**



Observance of the 18-Day Campaign to End Violence Against Women (VAW): **Promotion of Women and Girl Rights to Protection**



International Day Against Homophobia, Transphobia, and Biphobia (IDAHOBIT):  
**PRIDE Summit**



International Day Against Homophobia, Transphobia, and Biphobia (IDAHOBIT):  
**PRIDE Summit**





**Pasig City Localized  
GENDER AND DEVELOPMENT (GAD) SUMMIT**



**Recognition of GAD Champions: 2024 Search for  
the Most Gender-Responsive Barangay**



**Recognition of GAD Champions: 2024 Search for  
the Most Gender-Responsive Barangay**



**Recognition of GAD Champions: 2024 Search for  
the Most Gender-Responsive Local Department**



**Recognition of GAD Champions: 2024 Search for  
the Most Gender-Responsive Local Department**



**Recognition of GAD Champions: 2024 Search for  
the Most Gender-Responsive Local Department**

### 3. Capacity Building: Organizational-Focused

This section highlights training, workshops, and other development activities aimed at enhancing the skills and knowledge of Pasig GAD personnel, improving organizational processes, and creating a more supportive environment for gender mainstreaming. These efforts ensure that the organization's workforce is well-equipped to implement and sustain gender and development strategies effectively, ultimately promoting a more inclusive and equitable workplace.

- 3.1 Attendance to GAD related local and international conferences, seminars, trainings.** In September 2024, a GAD-related international conference was conducted from September 19-20, 2024, in Thailand. A total of 13 City personnel participated in the event, with a composition of 7 females and 6 males. The conference provided valuable insights and discussions on gender and development issues, further enhancing the knowledge and skills of the participants in addressing gender equality and empowerment in local governance and community development. This opportunity also allowed for networking with international counterparts, promoting the exchange of best practices and experiences in the field of gender and development.
- 3.2 Coaching and Mentoring** held from February 27-29, 2024. This course was attended by 18 GAD staff/trainers (7 male and 11 female) and focused on enhancing coaching and mentoring techniques to strengthen the capacity of trainers in delivering gender and development programs. The training emphasized effective communication, leadership skills, and support strategies for GAD implementation.
- 3.3 Refresher Course for GAD Trainers** held from July 10-12, 2024. The second refresher course had 30 participants (10 male and 20 female) and aimed to update staff and trainers on the latest GAD practices, methodologies, and strategies. The training included practical sessions and discussions to improve the trainers' ability to implement gender-sensitive programs and further promote gender equality in the community.
- 3.4 Seminar-Workshop on Gender Analysis Tools.** Held from July 17-19, 2024, at Astoria Plaza, Pasig City. The seminar-workshop was attended by 53 members of the City Gender and Development Focal Point System (GFPS), consisting of 18 males and 35 females. The workshop aimed to equip participants with practical knowledge and skills on various gender analysis tools, enabling them to integrate gender perspectives effectively in planning, policy-making, and program implementation.
- 3.5 Seminar-Workshop on Formulation of Pasig City GAD Plan & Budget (GBP).** held from March 6-8, 2024, at Chardonnay by Astoria. The workshop was attended by 94 GAD Focal Persons from various offices and units within the Local Government Unit (LGU) of Pasig, along with members of the GAD Secretariat. The seminar aimed to enhance the participants' understanding and capacity to develop, implement, and monitor gender-responsive plans and budgets within their respective departments.
- 3.6 Seminar-Workshop on Monitoring & Evaluation.** Conducted from May 22-24, 2024, at Discovery Suites, ABD Ortigas, Pasig City. The seminar-workshop was attended by 30 GAD staff along with 1 resource person, with a participant breakdown of 14 males and 17 females. The workshop aimed to strengthen the participants' skills in monitoring and evaluating gender-responsive programs and projects. It provided practical tools and strategies



for assessing the effectiveness and impact of gender and development initiatives, enabling participants to enhance their capacity to track progress, measure outcomes, and ensure that GAD-related activities are achieving their intended goals.

- 3.7 Seminar-Workshop on GFPS Strategic Planning.** Conducted from April 24-26, 2024, at Maybunga RAVE Park, Pasig City. The workshop was attended by 68 members of the GFPS Executive Committee and members of GAD Technical Working Group, along with 3 resource speakers, with a participant breakdown of 22 males and 46 females. The seminar aimed to develop a strategic plan for the Gender and Development Focal Point System (GFPS), focusing on aligning goals, defining clear objectives, and setting actionable priorities for GAD initiatives.
- 3.8 Strategic Planning Workshop for the GAD Office.** Conducted from February 13-15, 2024, at Revolving Tower, Pasig City. The planning session was attended by 31 GAD staff, with a participant breakdown of 12 males and 19 females. The workshop aimed to align the Gender and Development Office's strategies, priorities, and initiatives for the coming years.
- 3.9 GAD Office Midyear Assessment.** Conducted on June 11, 13, and 14, 2024, at Pasig City GAD Office. The assessment was attended by 31 GAD staff, with a participant breakdown of 12 males and 19 females. The purpose of the assessment was to evaluate the progress of ongoing gender and development initiatives, identify challenges, and determine areas for improvement. During the sessions, the Office reflected on the effectiveness of implemented programs, reviewed performance metrics, and discussed strategies to enhance the impact of future GAD activities.
- 3.10 GAD Office Year-End Evaluation.** Held from November 27-29, 2024, at Aureo, La Union, with 29 GAD Office personnel in attendance. The participants included 14 males and 15 females. The evaluation provided an opportunity to reflect on the office's achievements, challenges, and overall performance throughout the year. Staff engaged in discussions to assess the impact of gender and development initiatives, evaluate strategies, and identify key lessons learned. The session aimed to enhance the effectiveness of GAD programs, ensuring continuous improvement and alignment with the office's goals for the upcoming year.
- 3.11 Seminar Workshop on Sex-Disaggregated Data.** Conducted from June 19-21, 2024, at Chardonnay by Astoria, Pasig City. The workshop was attended by 71 participants, including members of the GFPS Executive Committee, Technical Working Group (TWG), and GAD staff, with a breakdown of 23 males and 47 females. The session focused on enhancing participants' understanding of the importance of sex-disaggregated data in gender analysis and planning. It aimed to strengthen the capacity of attendees to collect, analyze, and utilize gender-sensitive data to inform policies and decision-making processes, ensuring that gender-responsive programs are effectively implemented.
- 3.12 GAD Training Module Writeshop.** Conducted from June 26-28, 2024, at Discovery Suites, Ortigas Center, Pasig City. The activity brought together 20 technical staff of Pasig City GAD Office, consisting of 8 males and 12 females. The writeshop focused on developing comprehensive training modules for GAD-related topics, ensuring that the content was relevant, practical, and aligned with gender-responsive principles.





City Government of Pasig  
**GENDER AND DEVELOPMENT OFFICE**



Capacity Building Intervention:  
**GAD-Related International Conference**



Capacity Building Intervention:  
**Refresher Course for GAD Trainers**



Capacity Building Intervention:  
**Coaching and Mentoring Sessions**



Capacity Building Intervention:  
**Seminar-Workshop on Gender Analysis Tools**



Capacity Building Intervention:  
**Seminar-Workshop on Formulation of Pasig City GAD Plan & Budget (GBP)**



Capacity Building Intervention:  
**Seminar-Workshop on Monitoring & Evaluation**





## City Government of Pasig GENDER AND DEVELOPMENT OFFICE



Capacity Building Intervention:  
**Seminar-Workshop on GFPS Strategic Planning**



Capacity Building Intervention:  
**Strategic Planning Workshop for the GAD Office**



Capacity Building Intervention:  
**GAD Office Midyear Assessment**



Capacity Building Intervention:  
**GAD Office Year-End Evaluation**



Capacity Building Intervention:  
**Seminar Workshop on Sex-Disaggregated Data**



Capacity Building Intervention:  
**GAD Training Module Writeshop**



## II. Pasig City GAD Office Summary of Accomplishment

This section presents a summary report of the Pasig City Gender and Development (GAD) Office's performance in 2024, including the overall accomplishment rate, insights into any partial implementations, and a review of the Programs, Projects, and Activities (PPAs) that were not executed as planned. It highlights the office's commitment to achieving its objectives and ensuring the timely and effective implementation of its gender-responsive initiatives. This report likewise provides an overview of the successes and challenges encountered, highlighting the ongoing efforts to advance gender equality and inclusivity across various sectors within Pasig City.

Table 1. Summary of GAD Office PPAs Status, CY 2024

Total No. of approved PPAs per LBP Form 4, LBP Form 2, SB	% Completed	% Partially Implemented	% Unimplemented	Fund Utilized (duly certified by the City Accountant)
24	95.83% (23/24)	0%	1% (1/24)	<b>43.23%</b> <b>(23,367,805.62)</b>

Table 2. GAD Office Budget Utilization per Source of Account, 2024

	APPROVED BUDGET AS PER LBP FORM NO. 4	BUDGET UTILIZED	%
PS	36,382,493.00	20,953,351.62	57.59%
MOOE	17,668,021.00	2,414,454.00	13.66%
<b>TOTAL</b>	<b>54,050,514.00</b>	<b>23,367,805.62</b>	<b>43.23%</b>

### 1. Accomplishment Rate.

The Pasig City Gender and Development (GAD) Office demonstrated outstanding performance in the implementation of its Programs, Projects, and Activities (PPAs), achieving an impressive accomplishment rate of 95.83% in 2024. Out of the 24 planned initiatives, 23 were successfully completed, reflecting the office's unwavering commitment to fulfilling its objectives for the year. This exceptional completion rate underscores the dedication of the GAD Office in promoting gender equality and community development.

### 2. Partial Implementation.

All PPAs were fully implemented without any reports of partial completion, highlighting the office's ability to efficiently manage and execute activities within the designated timelines. Additionally, no cash advances were made for the implementation of the GAD PPAs, a testament to the effective planning and resource management that ensured the timely and seamless execution of all activities as scheduled. This achievement reflects the GAD Office's strategic approach, organizational coordination, and unwavering commitment to advancing gender-responsive initiatives in Pasig City.

### 3. Non-Implemented.

In 2024, only one (1) PPA, the Review, Development, and Reprinting of New GAD IEC Materials, was not implemented. The following factors impacted the implementation of this program:

- The Pasig City PRIDE Development Council's delayed approval of the Implementing Rules and Regulations (IRR) for the ordinance, which were meant to be incorporated into the IEC materials;



- b. The approval date coincided with the final stage of the procurement process, preventing the Office from including this program in the bidding process, as directed by the City Bids and Awards Committee. This situation ultimately led to the reversion of the budget allocation.

### III. Pasig City GAD Office Fund Utilization Report, CY 2024

In 2024, the Pasig City GAD Office posted a 43.42% utilization rate, indicating efficient financial management and optimal resource allocation. Despite the relatively low utilization, the office successfully completed 95.83% of its Programs, Projects, and Activities (PPAs), demonstrating its ability to achieve high completion rates while ensuring cost-effectiveness. Several factors resulting to low utilization includes:

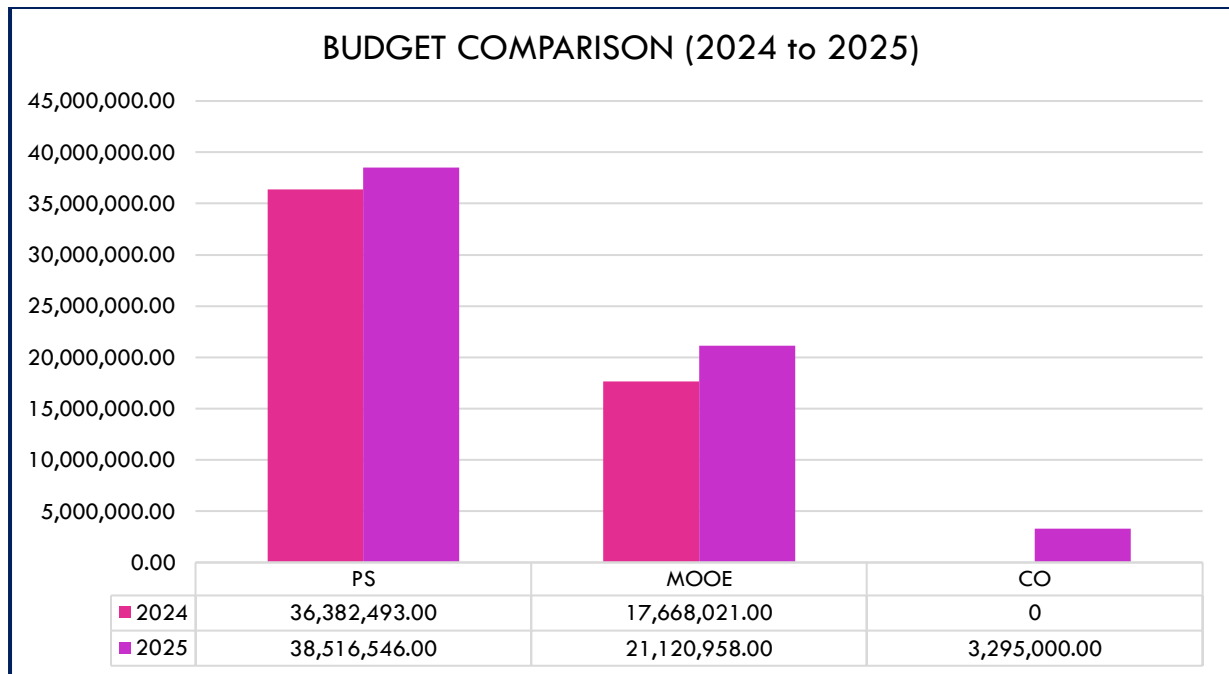
1. **Maximizing In-House Trainers and Facilitators:** The office prioritized internal resources, utilizing in-house trainers and facilitators for various activities, which reduced the need for expensive external resource speakers and consultants, thereby optimizing the budget.
2. **Ongoing Payment Processes for Suppliers:** Timely payment processing for suppliers was in progress, ensuring adherence to budgeting, accounting, and auditing guidelines.
3. **Reduced Budget Allocation During Public Bidding:** During public bidding for specific projects, the actual costs were lower than initially anticipated, leading to a reduction in budget allocations while still maintaining quality and scope of the initiatives.
4. **Dropping of One PPA Due to Procurement Timing:** One program was dropped due to the timing of its approval, which coincided with the final stage of the procurement process. As the approval occurred too late in the year, the office was unable to include the program in the bidding process as directed by the City Bids and Awards Committee.
5. **Unfilled Plantilla Positions in Personal Services.** The budget for Personal Services includes salaries, wages, and benefits allocated for employees occupying plantilla positions. However, when these positions remain vacant, the allocated funds for these salaries and benefits remain unspent.

### IV. Looking Ahead To 2025

As Pasig City continues to champion gender equality and women's empowerment, the Gender and Development (GAD) Office is set to implement a more robust and inclusive agenda in 2025. With a strengthened commitment to advancing gender-responsive policies and programs, the city's budget allocation for GAD Office has seen a notable increase, ensuring the sustainability and expansion of key initiatives.

**For 2025, the approved total budget for the Pasig City GAD Office amounts to ₱62,932,504.00, reflecting a ₱8,881,990.00 increase (16.4%) from the previous year's allocation of ₱54,050,514.00.** This significant increase represents the Pasig City Government's dedication to enhancing gender mainstreaming efforts, expanding learning and development programs, and addressing gender-related issues through concrete interventions.





#### Key Budgetary Enhancements from 2024 to 2025

##### 1. Personnel Services (PS)

From **₱36,382,493.00** in 2024 to **₱38,516,546.00** in 2025, an increase of **₱2,134,053.00 (5.9%)**. This increase reflects the continued investment in human resources, ensuring that skilled personnel are in place to implement GAD programs effectively. The increase may also account for salary adjustments, professional development initiatives, and additional personnel to support the growing scope of GAD activities.

As of December 31, 2024, the Plantilla under Pasig City Gender and Development Office is represented by 93 personnel with only 31 human resources actually manning the GAD Office, while some are deployed and detailed at different offices like Livelihood Office, TPMO, PCGH, CHD-Hospice, and Office of the City Mayor.

Table 3. Total Number of Filled Positions per Status per Office

Status	GAD Office	TPMO	PCGH	CHD / HOSPICE	Livelihood/ PCSDO	OCM	TOTAL
Permanent	23	-	-	1	11	-	35
Casual	6	-	-	6	-	-	12
Contractual	1	1	1	2	-	-	5
Co-Terminus	-	-	-	-	-	1	1
<b>TOTAL</b>	<b>30</b>	<b>1</b>	<b>1</b>	<b>9</b>	<b>11</b>	<b>-</b>	<b>93</b>

Table 4. Total Number of Positions per Status per Filled/Unfilled

Status	Filled	Unfilled (Vacant)	Total
Permanent	35	18	53
Casual	10	17	27
Contractual	5	7	12
Co-Terminus	1	-	1
<b>TOTAL</b>	<b>48</b>	<b>32</b>	<b>93</b>



## 2. Maintenance and Other Operating Expenses (MOOE)

The allocation for MOOE has increased from **₱17,668,021.00** in 2024 to **₱21,120,958.00** in 2025, marking a **₱3,452,937.00 (19.5%) increase**. This reflects the city's commitment to expanding gender-related programs, including training, awareness campaigns, and community engagement activities. The additional funds will help sustain logistical and operational needs, ensuring the effective delivery of GAD initiatives.

## 3. Capital Outlay (CO)

**A major development in the 2025 budget is the introduction of ₱3,295,000.00 under Capital Outlay, which had no allocation in 2024.** This indicates an investment in office equipment and software that will enhance the efficiency and impact of the Pasig City GAD Office. Specifically, this includes the purchase of computer software for the development of GAD Systems. Compared to previous years, where documentation and monitoring were primarily manual, this new allocation signals a shift towards digitalization and automation. The software acquisition will streamline GAD Database management, Training Monitoring, GPB and GAD AR Tracking, Document Management, and Barangay VAWC/Gender-Based Violence (GBV) Monitoring, ensuring a more responsive, data-driven, and transparent gender governance system.

## V. Recommendations and Ways Forward

Building on the lessons learned from 2024, the Pasig City Gender and Development (GAD) Office can adopt a strategic approach to further improve its performance in the coming years

The following recommendations aim to strengthen budget utilization, procurement processes, program implementation, and overall monitoring, ensuring that GAD programs remain impactful and efficient.

### 1. Enhance Resource Planning and Budget Utilization:

- **Recommendation:** While the office has been efficient in managing its resources, future budget utilization can be further optimized by enhancing the planning phase for programs, projects, and activities (PPAs). Establishing a clearer timeline for procurement and aligning activities with fiscal periods will allow for more effective resource allocation and prevent unused funds.
- **Way Forward:** The office should conduct early and thorough planning for all PPAs, identifying resource needs and financial requirements in advance. This will enable smoother execution and ensure that funds are utilized within the fiscal year. Regular budget tracking and mid-year reviews can also help address any gaps or shortfalls early on.

### 2. Optimize Use of External Consultants and Trainers:

- **Recommendation:** While the use of in-house trainers and facilitators has contributed to cost savings, there may be instances where external expertise is necessary to achieve high-quality outputs. A balanced approach should be taken to ensure that both internal and external resources are utilized effectively.
- **Way Forward:** Develop a flexible resource allocation plan that includes the option to bring in external consultants, when necessary, particularly for specialized topics or training. However, internal capacity-building efforts should continue to be prioritized to further reduce reliance on external resources for routine activities.

### 3. Ensure Timely Payment Processing for Suppliers:

- **Recommendation:** To avoid underutilization of allocated funds due to delays in payment processing, it is important to enhance the efficiency of payment systems for suppliers, ensuring that payments are made promptly to avoid disruptions in project execution.
- **Way Forward:** Strengthen coordination between the GAD Office and the City Treasurer's Office, City Accounting Office, City Budget Office, and other concerned agencies to streamline payment processing. Set clear timelines for processing payments and ensure that all documents required for disbursements are complete and submitted promptly.

### 4. Mitigate the Impact of Dropped of PPAs

- **Recommendation:** The dropping of one PPA in 2024 highlighted the need for better alignment between approval timelines and procurement schedules. It is recommended for the Office to conduct at least three (3) months coordination meeting with the concerned offices and persons involved on the implementation of a certain PPA particularly PPA involving large appropriations.
- **Way Forward:** Improve coordination with concerned offices, including the City Procurement Office, and other relevant departments, to ensure that PPAs are approved early in the fiscal year. Regular meetings should be scheduled to track the progress of PPAs from approval to procurement and implementation, minimizing the chances of missed deadlines.

### 5. Improve Program Scheduling and Coordination:

- **Recommendation:** While efficient resource planning has been a strength, aligning the scheduling of activities with procurement timelines and ensuring that critical programs are completed in the allocated time are vital for maximizing utilization.
- **Way Forward:** Enhance the existing program calendar that includes all key dates for procurement, implementation, and monitoring. This will help ensure that all activities are well-coordinated, reducing delays and allowing for better budgeting and financial forecasting.

In conclusion, to enhance the overall effectiveness of its GAD programs, the Pasig City GAD Office should focus on improving internal processes, and ensuring timely resource allocation. By optimizing these areas, the office can achieve even greater success in future years, fully utilizing its budget while continuing to meet its objectives for gender equality and women's empowerment.

## VI. Conclusion

The 2024 GAD Accomplishment Report highlights Pasig City's dedication to creating a more equitable and inclusive society. Through the collaborative efforts of various stakeholders, the city has successfully implemented transformative programs that empower individuals and communities. These achievements lay a strong foundation for continued progress, inspiring others to join the journey toward gender equality and sustainable development.





## CHAPTER 3. PASIG CITY GAD OFFICE ACHIEVEMENTS IN 2024

### I. Awards, Recognitions, and Citations

In 2024, the Pasig City GAD Office marked significant milestones in its continued efforts to promote gender equality and women's empowerment. These achievements reflect to the city's progress in embedding gender-sensitive policies and practices within local governance.

#### 1. Exemplary Service Recognition

Pasig City GAD was recognized as one of the outstanding local offices of the Pasig City Government for exemplary service. This recognition was awarded during the Ceremony for Outstanding Income Generating Offices and Recognition of Exemplary Service Offices, organized by the Pasig City Treasurer's Office, held on October 18, 2024, at the PLP Auditorium.

#### 2. PCW GAD Resource Pool Accreditation

Pasig City GAD's Learning and Development Division Supervising Administrative Officer, Salvacion Barnedo, was officially recognized and accredited by the Philippine Commission on Women as a member of the National GAD Resource Pool. This achievement further strengthens Pasig City's role as a leader in gender and development within the national context.

#### 3. RED Awards – Positibong Pasigueno

Pasig City GAD Officer-in-Charge, Jose Rey Q. Espina, was awarded the prestigious RED Award 2024 by Positibong Pasigueno. This award recognized his significant contributions to breaking stigma and promoting a safe space for people living with HIV and for being their partner in their advocacy and initiatives, highlighting the city's ongoing commitment to inclusivity and support for marginalized communities.

### II. Pasig City GAD Partner Agencies, Offices, and Civil Society Organizations (CSOs)

A strong network of partners is essential in advancing gender and development (GAD) initiatives. The Pasig City Gender and Development (GAD) Office works collaboratively with key agencies, offices, and civil society organizations (CSOs) to ensure the effective implementation, monitoring, and continuous enhancement of gender-responsive programs and policies. These partnerships contribute to capacity-building, policy development, and community engagement efforts, reinforcing the city's commitment to gender equality, women's empowerment, and inclusive development.

The following agencies, offices, and organizations contribute to the success of and support the endeavors of the Pasig City GAD Office throughout the year:

1. **Philippine Commission on Women (PCW)** – Provides continuous technical assistance, policy guidance, and resource persons for various GAD learning and development initiatives, strengthening institutional mechanisms for gender mainstreaming.
2. **Department of the Interior and Local Government (DILG)** – Partners with Pasig City in overseeing the formulation, review, and implementation of Barangay GAD Plans and Budgets, ensuring compliance with national policies on gender and development.
3. **Commission on Filipinos Overseas (CFO)** – Collaborates in protecting the rights of migrant workers and has recognized Pasig City's efforts in developing its GAD Agenda, furthering advocacy for gender-responsive migration policies.

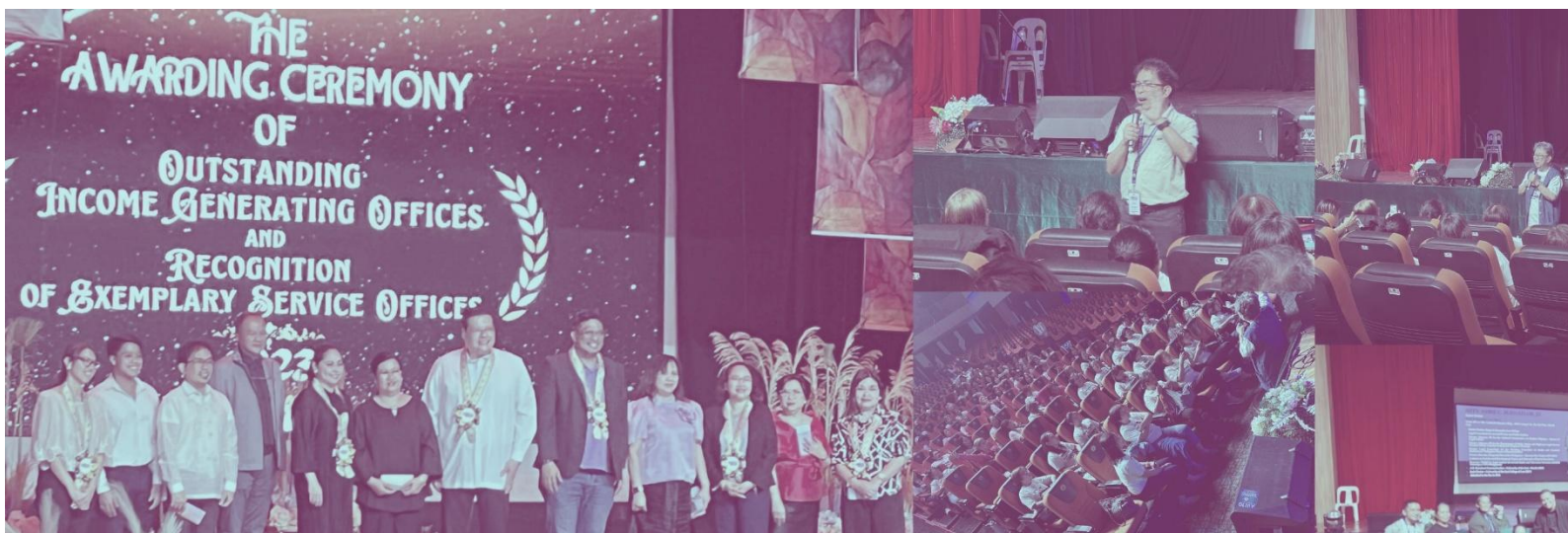
4. **Local Council of Women (LCW)** – Engages in policy discussions and advocacy initiatives that promote the rights and welfare of women in Pasig City.
5. **Pasig City MOVE (Men Opposed to Violence Against Women Everywhere) Chapter** – A collective of men advocating for the elimination of violence against women and children (VAWC), reinforcing male allyship in gender equality efforts.
6. **Positibong Pasigueño** – Supports gender-sensitive health and social initiatives, particularly those concerning HIV/AIDS awareness, reproductive health, and the rights of persons living with HIV.
7. **One LGBTQIA++ Pasig** – Represents the LGBTQIA+ community in advancing inclusive policies and programs, ensuring that gender-diverse individuals are recognized and supported in local governance and social development initiatives.

### III. Benchmarking Initiatives and Best Practices

Benchmarking is a key strategy in the continuous improvement of gender and development (GAD) programs. By learning from the experiences and best practices of other local government units (LGUs), the Pasig City Gender and Development (GAD) Office enhances its policies, strategies, and service delivery. These benchmarking activities provide valuable insights into innovative approaches, effective program implementation, and sustainability measures that can be adapted to and from Pasig City's GAD initiatives.

In 2024, Pasig City welcomed the following LGUs to observe and learn about City's GAD best practices:

1. **Barangay Government of Lahug, Cebu City (June 21, 2024)** – The Barangay Government of Lahug visited Pasig City to learn about its gender-responsive programs, particularly focusing on community engagement, women's empowerment initiatives, and gender-sensitive governance practices. In return, Pasig City's very own Barangay San Antonio presented their best GAD practices and efforts in Barangay Disaster Risk Reduction Management (BDRRM), offering valuable insights and exchange of ideas to enhance barangay-level GAD programs.
2. **Municipality of Dumingag, Zamboanga del Sur (December 11, 2024)** – The Municipality of Dumingag visited Pasig City to study its gender-sensitive economic empowerment programs, particularly those focused on sustainable agriculture, livelihood support for women, and community-based gender initiatives. Additionally, they gained insights into best practices for handling survivors of gender-based violence, the establishment of a dedicated GAD Office in the city, and gender-sensitive disaster response strategies. The Municipality of Dumingag aims to adopt similar approaches to strengthen their gender-inclusive rural development efforts.







## City Government of Pasig GENDER AND DEVELOPMENT OFFICE



Benchmarking Activity:  
**Barangay Government of Lahug, Cebu City**



Benchmarking Activity:  
**Municipality of Dumingag, Zamboanga del Sur**



Benchmarking Activity:  
**Barangay Government of Lahug, Cebu City**



Benchmarking Activity:  
**Municipality of Dumingag, Zamboanga del Sur**



Benchmarking Activity:  
**Barangay Government of Lahug, Cebu City**



Benchmarking Activity:  
**Municipality of Dumingag, Zamboanga del Sur**





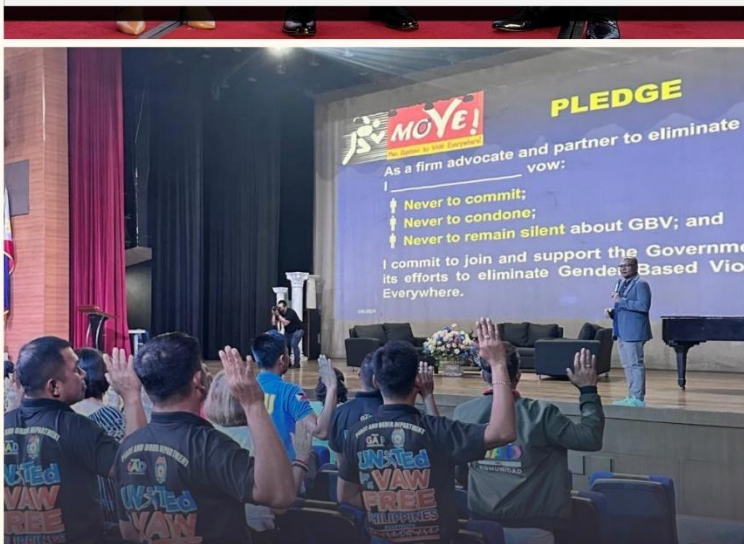
City Government of Pasig  
**GENDER AND DEVELOPMENT OFFICE**



GAD Partners and Allies:  
**PHILIPPINE COMMISSION ON WOMEN**



GAD Partners and Allies:  
**COMMISSION ON FILIPINO OVERSEAS**



GAD Partners and Allies:  
**MOVE PASIG CITY CHAPTER**

**DILG PASIG FIELD OFFICE  
LOCAL GOVERNANCE RESOURCE CENTER**



GAD Partners and Allies:  
**DEPARTMENT OF THE INTERIOR AND LOCAL  
GOVERNMENT**



GAD Partners and Allies:  
**PASIG CITY LOCAL COUNCIL OF WOMEN**



GAD Partners and Allies:  
**ONE LGBTQIA++ COMMUNITY**



## CHAPTER IV: PASIG CITY GAD OFFICE AS SECRETARIAT AND FOCAL OFFICE

This section highlights the role of the Pasig City Gender and Development (GAD) Office as both the Secretariat and Focal Office in ensuring the effective implementation of gender equality and development initiatives within the city. The office is responsible for coordinating and overseeing GAD-related programs, policies, and activities across various departments and sectors, ensuring alignment with the city's gender-responsive objectives.

### I. Pasig City GAD Focal Point System

The Pasig City GFPS has been a driving force in the successful mainstreaming of gender and development (GAD) initiatives across the local government. **One of the biggest achievements of the GFPS in 2024 was the approval of the 2024-2026 Pasig City GAD Agenda on April 4, 2024.** This landmark approval provides a strategic framework for GAD initiatives in Pasig City, ensuring that gender equality is at the forefront of all the city government policies and programs over the next three years. **Alongside this, the approval of the 2025 Pasig City GAD Plan and Budget** further reinforces the city's commitment to integrating gender-responsive strategies into governance, with clear financial allocations to support these efforts.

**The Pasig City GAD Office has played an integral role in facilitating the GFPS' operations. This support has included organizing and facilitating the quarterly regular meetings of the GFPS Executive Committee in 2024,** ensuring that fund allocations were made for administrative and logistical needs. This proactive approach ensured that the meetings were executed seamlessly and that the GFPS remained focused on its strategic goals.

Additionally, **the GAD Office served as the focal office for the GFPS Technical Working Group,** providing essential coordination and leadership to ensure the effective application of gender mainstreaming strategies across all local government departments. This role has been pivotal in reinforcing the city's commitment to embedding gender equality in local governance, making sure that gender considerations are integrated into all policies, programs, and service delivery mechanisms.

The Pasig City GFPS continues to lead efforts in promoting gender equality and strengthening the implementation of GAD-related policies, ensuring that gender mainstreaming remains central to the city's development agenda. Through its continued efforts, Pasig City is positioned as a model for integrating gender considerations into local governance, with a clear focus on inclusivity, empowerment, and gender-responsive development.

### II. Pasig City PRIDE Development Council

The Pasig City PRIDE Development Council has made significant strides in advancing the rights and welfare of the LGBTQIA+ community in Pasig City. **One of its biggest achievements in 2024 was the success of the Pasig City PRIDE March held in June,** which saw widespread participation and was a testament to the city's commitment to inclusivity and equality for all gender identities and sexual orientations. The event provided a powerful platform for visibility and solidarity, promoting the city's core values of diversity and acceptance.

Following this, **the PRIDE Summit held in October was another landmark achievement.** The summit served as a platform for dialogue, education, and advocacy on LGBTQIA+ issues, bringing together key stakeholders, advocates, and members of the LGBTQIA+ community to discuss policies, opportunities, and challenges faced by the sector. This event not only provided a space for raising awareness but also fostered community engagement and empowerment.



In addition to these high-profile events, **another crucial achievement of the Pasig City PRIDE Development Council was the approval of the Implementing Rules and Regulations (IRR) for Pasig City Ordinance No. 04, Series of 2022, also known as the LGBTQIA+ Anti-Discrimination Ordinance.** The enactment of the IRR marked a significant milestone in ensuring that the provisions of the ordinance are effectively implemented, providing legal protections and promoting the rights of the LGBTQIA+ community in the city. This ordinance, along with its IRR, solidifies Pasig City's standing as a leader in fostering an environment of respect, equality, and non-discrimination for all individuals, regardless of sexual orientation or gender identity.

The Pasig City PRIDE Development Council continues to work toward the full realization of an inclusive city, where the LGBTQIA+ community can thrive without fear of discrimination. The success of the PRIDE March, the PRIDE Summit, and the adoption of the IRR for the LGBTQIA+ Anti-Discrimination Ordinance reflect the city's unwavering commitment to equality, justice, and human dignity for all.





## CHAPTER V: 2024 PASIG CITY GAD PLAN AND BUDGET ACCOMPLISHMENT REPORT

### I. City GPB Report on PPA/s Status, CY 2024

The 2024 GAD Plan and Budget Accomplishment Report for the City of Pasig reflects a commendable level of progress with 189 out of 199 PPAs successfully implemented. However, the report also highlights 8 PPAs that were not implemented and 2 that are ongoing. The reasons for these outcomes provide important insights into the challenges and complexities involved in the execution of gender-responsive initiatives.

Table 5. Report on City GPB PPAs Status, 2024

Particulars	No. of Approved PPAs	Implemented	On-Going	Not-Implemented
Organizational-Focused	88	83	2	3
Client-Focused	105	100	0	5
Attributed	6	6	0	0
<b>Total</b>	<b>199</b>	<b>189</b>	<b>2</b>	<b>8</b>

#### Reasons for Non-Implementation of 8 PPAs:

- Delays in Procurement:** Procurement delays can often occur due to a variety of factors such as administrative bottlenecks, the need for additional approvals, or the complexity of tendering processes. This can stall the timely initiation of programs or activities that rely on procurement processes.
- Availability of Resources:** Some PPAs might not have been implemented due to the unavailability of necessary resources.
- Other Operational Challenges:** Beyond procurement and resource issues, other operational challenges such as shifts in priorities, changes in leadership, or unforeseen circumstances may have affected the ability to implement all planned activities.

#### Reasons for Ongoing Implementation of 2 PPAs:

- Long-Term Projects:** Some projects, particularly those with a broad scope or requiring extensive coordination, may naturally extend over multiple years. Long-term initiatives might not show immediate results within the fiscal year but are critical to achieving gender equality and sustainable outcomes in the future. These projects are likely designed with long-term goals that necessitate continued progress.
- Payment to Suppliers in Process:** For certain activities that involve external suppliers or contractors, the payment processes may not have been completed within the reporting period, thus delaying final implementation. The ongoing nature of these PPAs could be tied to the settlement of financial obligations, particularly for services or goods procured as part of the project.

## II. City GPB Budget Status and Utilization Report, CY 2024

Table 6. City GPB Budget Utilization, 2024

Approved Pasig City Annual Budget	Approved GAD Plan and Budget (At least 5% of the annual budget)	Budget Utilized	Utilization Rate
<b>P17,200,000,000.00</b>	<b>P1,199,573,498.00</b>	<b>P1,030,338,570.69</b>	<b>85.89%</b>

The Pasig City Government remains steadfast in its commitment to gender-responsive governance, as reflected in the allocation and utilization of the 2024 City Gender and Development (GAD) Budget. The approved Annual Budget of Pasig City for 2024 stands at **P17,200,000,000.00**, from which at least **5% is mandated for GAD-related programs, projects, and activities** in compliance with the Magna Carta of Women. Accordingly, the **2024 Approved City GAD Plan and Budget** amounts to **P1,199,573,498.00**, representing the city's strong dedication to gender mainstreaming and the advancement of gender equality and women's empowerment.

The Pasig City GAD Plan and Budget was formulated through the **Gender Mainstreaming Strategy**, with more than **50 local departments crafting their own GAD Plan and Budget (GPB)**. This inclusive approach ensures that gender-responsive programs are embedded across various offices, strengthening the city's commitment to gender equality and sustainable development.

From the total approved GAD Plan and Budget, the **2024 City GAD Budget** is set at **P1,030,338,570.69** and have reached **85.89% utilization rate**, signifying a strategic financial commitment to ensure the effective implementation of gender-responsive initiatives across various sectors. The allocation supports programs that address gender-based concerns, promote women's empowerment, and integrate gender perspectives in city governance.

While the GAD budget utilization reflects a proactive approach in addressing gender-related concerns, certain challenges remain. These include the need for enhanced monitoring mechanisms to ensure full budget utilization, capacity-building among implementers for effective program execution, and sustained advocacy to create greater inclusivity in local governance. Moving forward, leveraging partnerships with civil society organizations, private sectors, and national agencies will further amplify the impact of gender-responsive initiatives.





## CLOSING STATEMENT

The **2024 Annual Accomplishment Report** of the Pasig City Gender and Development Office encapsulates our tireless commitment to advancing gender equality and fostering an inclusive society. This report serves as both a reflection of our progress and a blueprint for future endeavors, ensuring that gender-responsive programs continue to thrive in our city.

Through strategic planning, dedicated implementation, and strengthened partnerships with key stakeholders, we have successfully institutionalized gender mainstreaming as a fundamental pillar of local governance. Our unwavering resolve to champion the rights of every Pasigueño has propelled us forward, empowering communities and dismantling barriers that hinder equality and inclusivity.

However, our journey does not end here. As we look to the future, we remain steadfast in our mission to break down systemic inequalities, create more opportunities for marginalized sectors, and sustain gender-sensitive policies that uphold dignity, respect, and fairness for all. We will continue to call every citizen, organization, and institution to join us in this advocacy—because true progress is only possible when we move forward together.

We extend our heartfelt gratitude to every Pasigueño, to our Honorable Local Chief Executive Victor Ma Regis N. Sotto, the members of the Sangguniang Panlungsod, local departments, barangay government, and all our partner agencies for their unwavering support in realizing our vision for gender and development. Their commitment and collaboration have been instrumental in advancing gender equality and ensuring that every Pasigueño benefits from inclusive and progressive governance.

With renewed dedication, WE will continue to build a city where gender equality is not just a principle but a lived reality. **Sama sama tayo sa isang ligtas, patas, at pantay na Lipunan para sa lahat ng Kasarian!**

Prepared by:

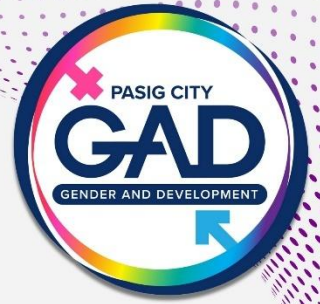
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Pasig City Gender and Development Office



# 2024 ANNUAL ACCOMPLISHMENT REPORTS



City Government of Pasig  
GENDER AND DEVELOPMENT OFFICE