



ANNUAL GAD PLAN AND BUDGET CY 2017

Agency/Bureau/Office:

GUINAYANGAN WATER DISTRICT

Department (Central Agency):

Total GAA of the Agency:

Php 12,301,595.27

Gender Issue and/or GAD Mandate	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PPA	GAD Activity	Output Performance Indicator and Target	GAD Budget	Source of Budget	Responsible Unit/Office
ORGANIZATION-FOCUSED								
WD has no policy creating the GFPS	Management is not aware on GAD	WD GFPS is established.	General Admin. and Support Services	Issuance of Policy on the creation of GFPS	1 policy creating the GFPS issued by 1st Quarter (to ensure that strategic positions are identified)	1,500.00 (PS Attribution)	Corporate Budget	Office of the GM
WD has no policy requiring the collection and utilization of sex-disaggregated data (SDD)	Management is not aware on GAD	The collection and utilization of SDD is institutionalized.	General Admin. and Support Services	Issuance of Policy requiring the collection and utilization of SDD	1 policy on SDD by 1st Quarter	1,500.00	Corporate Budget	Office of the GM
WD has no GAD Database for Employees	HR is not aware on the need for GAD database	WD GAD database is developed.	General Admin. and Support Services	Establishment of GAD Database for employees	1 GAD Database for employees established and maintained by 1st quarter	1,000.00 (PS Attribution)	Corporate Budget	HR Section
WD has no GAD Training Plan	HR is not aware on the need for GAD Training Plan	GAD Training is integrated in HR training plan.	General Admin. and Support Services	Development of GAD training plan	1 GAD Training Plan developed by 1st Quarter	1,000.00	Corporate Budget	HR Section
WD Employees have limited appreciation on GAD	HR is not aware on the need for GAD Training of employees	CWD employees have increased awareness.	General Admin. and Support Services	Participation of employees in GAD trainings (nb: following the HR training plan and other local GAD trainings)	Number of staff trained; GAD trainings implemented	18,000.00	Corporate Budget	GFPS

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WD Employees have limited appreciation on GAD	HR is not aware on the need for GAD Training of employees	CWD employees have increased awareness.	General Admin. and Support Services	Conduct/Participation to GST for employees	Number of participants trained	18,000.00	Corporate Budget	HR Section
WD has no GAD Database for Concessionaires	AFC Division is not aware on the need for GAD database for concessionaires.	GAD Database for concessionaires is developed	Support To Operation	Review and Revise existing Application Form to include sex, age, source of income of household members	1 form revised by 1st quarter	1,500.00 (PS Attribution)	Corporate Budget	Administrative Finance and Commercial (AFC) Division
WD has no policy adopting the enhanced Application Form	AFC Division is not aware on the need for GAD database for concessionaires	Policy adopting Enhanced Application Form is issued.	Support To Operation	Issuance of policy adopting enhanced Application Form	1 Board Resolution adopting the enhanced application form by 1st quarter	2,000.00	Corporate Budget	Office of the GM
WD has no GAD Database for Concessionaires	Administrative, Finance and Commercial Division is not aware on the need for GAD database for concessionaires.	GAD database for concessionaires is developed and established.	Support To Operation	Conduct of Survey to gather gender data (sex, age, source of income of household members) among WD concessionaires	1 GAD database for concessionaires set up and updated from 1st quarter to last quarter	10,000.00	Corporate Budget	Administrative Finance and Commercial (AFC) Division
WD GAD Database for Concessionaires is not utilized	Administrative, Finance and Commercial (AFC) Division is not able to utilize the database for concessionaires	GAD database for concessionaires is utilized for programming and information of concessionaires.	Support To Operation	Review of GAD database to establish situationer on access to water (men and women)(gender analysis) (HGDC and GAD Planning activities)	at least 1 infographics on SITUATIONER on access to water (men and women) developed and disseminated by last quarter	2,000.00	Corporate Budget	HR Section
WD is not aware on the need for GAD Database for Concessionaires	Administrative, Finance and Commercial Division is not aware on the need for GAD database for concessionaires	WD has increased awareness on GAD database.	Support To Operation	Development of SITUATIONER on access to water (men and women)	at least 1 infographics on SITUATIONER on access to water (men and women) developed and disseminated by last quarter	5,000.00	Corporate Budget	Administrative Finance and Commercial (AFC) Division

Gender Issue and/or GAD Mandate	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PPA	GAD Activity	Output Performance Indicator and Target	GAD Budget	Source of Budget	Responsible Unit/Office
WD has no policy requiring the integration of GAD capacity development in the organizational development/HR plan	Management is not aware on GAD.	Gender mainstreaming in the HR Plan is ensured.	General Admin. and Support Services	Issuance of Policy requiring the integration of GAD capacity development in the organizational development/HR plan	1 policy on GAD capacity development by 1st Quarter	1,000.00 (PS Attribution)	Corporate Budget	HR Section
WD has no policy requiring the conduct of gender audit	Management is not aware on GAD	Gender Audit is institutionalized.	General Admin. and Support Services	Issuance of Policy requiring the conduct of gender audit	1 policy institutionalizing gender audit	1,500.00 (PS Attribution)	Corporate Budget	Office of the GM
WD has no gender mainstreaming policy	Management is not aware on GAD	Gender mainstreaming in the WD is ensured.	General Admin. and Support Services	Conduct of writeshop on gender mainstreaming policy (nb: to include gender targets in performance indicator; support the appointment of qualified women staff to leadership positions)	1 writeshop conducted by 1st quarter; 1 draft Gender Mainstreaming policy	4,000.00	Corporate Budget	GFPS
WD has no gender mainstreaming policy	Management is not aware on GAD	Gender mainstreaming in the WD is ensured.	General Admin. and Support Services	Presentation of draft Gender Mainstreaming policy to GWD BOD	1 BOD Meeting on GAD by 1st quarter	2,000.00	Corporate Budget	Office of the GM
WD has no gender mainstreaming policy	Management is not aware on GAD	Gender mainstreaming in the WD is ensured.	General Admin. and Support Services	Adoption of Gender Mainstreaming Policy by the BOD	1 Board Resolution issued by 1st quarter	2,000.00	Corporate Budget	Office of the GM
RA 6949 International Women's Month	WD employees have limited appreciation on the roles and contributions of women in nation-building	Employees have increased appreciation on the roles and contributions of women in nation-building.	Support To Operation	Participation/Conduct of Kick Off Activity on Women's Month (i.e. following PCW's guidelines)	1 of Women's Month activities conducted/ participated; number of participants (__ female, ___ male)	T-shirt 150*25= 3750 Snacks 150*25=3750 Tarpaulins = 2000 Total = 9,500	Corporate Budget	GFPS

Gender Issue and/or GAD Mandate	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PPA	GAD Activity	Output Performance Indicator and Target	GAD Budget	Source of Budget	Responsible Unit/Office
RA 6949 International Women's Month	WD employees have limited appreciation on the roles and contributions of women in nation-building	Employees have increased appreciation on the roles and contributions of women in nation-building.	Support To Operation	Conduct of Film-viewing (i.e. Sister Stella L, Suffragettes)	number of participants (sex disaggregated)	3,000.00	Corporate Budget	GFPS
RA 10398 (18-Day Campaign to End VAW)	WD employees have limited knowledge on VAW	WD employees have increased awareness on VAW.	Support To Operation	Learning session on RA 9262 or Anti VAWC	___ (number) of 18-Day Campaign to End VAW activities conducted; ___ (number) of pax (sex disaggregated) (nb: to include budget for guest-speaker)	T-shirt 150(25)= 3750 Snacks 150(25)= 3750 Misc. = 2000, honorarium for resource speaker = 3,000, Total = 12,500	Corporate Budget	GFPS
RA 10398 (18-Day Campaign to End VAW)	WD employees have limited knowledge on VAW	WD employees have increased awareness on VAW.	Support To Operation	Conduct of Film-viewing on VAW (i.e. Boses, Walang Rape sa Bontoc)	___ (number) of participants (sex disaggregated)	3,000.00	Corporate Budget	GFPS
WD has no Committee on Decorum and Investigation of Sexual Harassment Cases	Management is not aware on the need to establish a CODI	CODI is developed.	General Admin. and Support Services	Adoption of CSC Circular on Anti-Sexual Harassment (ASH) in the Workplace	1 BR adopting the CSC Circular on ASH by 1st quarter	2,000.00	Corporate Budget	Office of the GM
WD has no Committee on Decorum and Investigation of Sexual Harassment Cases	Management is not aware on the need to establish a CODI	CODI have increased capacity to perform their role.	General Admin. and Support Services	Orientation on CSC Policy on ASH in the Workplace for CODI and GFPS	___ (number) of participants; 1 Plan of Action developed by CODI by 1st quarter	2,000.00	Corporate Budget	HR Section
WD has no Committee on Decorum and Investigation of Sexual Harassment Cases	Management is not aware on the need to establish a CODI	CODI have increased capacity to perform their role.	General Admin. and Support Services	Implementation of Plan of Action on ASH	1 monitoring report on ASH submitted to CSC and presented to GFPS	1,000.00	Corporate Budget	HR Dept.

Gender Issue and/or GAD Mandate	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PPA	GAD Activity	Output Performance Indicator and Target	GAD Budget	Source of Budget	Responsible Unit/Office
WD has no policy addressing gender needs of clients (to be included in the GM Policy of WD)	Management is not aware on GAD	Addressing needs of concessionaires is ensured.	General Admin. and Support Services	Issuance of Policy addressing gender needs of clients (internal and external-lactation station, CRs, SH, multiple burden, time poverty)	1 policy issued by 1st quarter (see Gender Mainstreaming policy)	1,500.00	Corporate Budget	Office of the GM
WD has no policy addressing gender needs of clients (to be included in the GM Policy of WD)	Management is not aware on GAD	Addressing needs of concessionaires is ensured.	General Admin. and Support Services	Monitoring of Policy Implementation	4 quarterly monitoring reports discussed and issues resolved in GAD Committee/GFPS/ Board Meetings	6,000.00	Corporate Budget	GFPS
WD has no policy on Gender Fair-Language	Management is not aware on GAD	Use/utilization of Gender Fair-Language is institutionalized.	General Admin. and Support Services	Issuance of Board Resolution adopting CSC Circular on Gender Fair Language (*may be included in the GM Policy)	1 Board Resolution issued by 1st Quarter	2,000.00	Corporate Budget	Office of the GM
WD employess have limited knowledge on Gender Fair-Language	Management is not aware on GAD	Employees have increased appreciation on gender-fair language.	General Admin. and Support Services	Conduct of Orientation on GF Language for Staff (maybe merge with Orientation on ASH, pls invite CSC-half day)	1 Orientation of GF Language conducted by 2nd quarter; 19 participants (4 female, 15 males)	5,000.00	Corporate Budget	GFPS
WD has no GAD Agenda	Management is not aware on GAD	GAD Agenda is developed.	General Administration Support and Services	Development of draft GAD Agenda made on January 25, 2017 GAD training	1 Board Meeting to discuss draft GAD Agenda	1,500.00	Corporate Budget	GFPS/Top Management
CWD has no BR adopting the GAD Agenda	Management is not aware on GAD	GAD Agenda is adopted	General Administration Support and Services	Adoption of GAD Agenda	1 BR adopting the GAD Agenda developed by 1st quarter	1,500.00	Corporate Budget	BOD

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WD has no Accomplishment Report on GAD Plan	Management is not aware on GAD	GAD Agenda is reviewed and updated.	General Administration Support and Services	Review and update of GAD plan	quarterly GAD Plan accomplishment report	2,500.00	Corporate Budget	GFPS
WD has no Accomplishment Report on GAD Plan	Management is not aware on GAD	GAD Agenda is reviewed and updated.	General Administration Support and Services	Review and update of GAD plan developed on January 25, 2017	2017 GAD Plan Accomplishment Report developed by last quarter	2,500.00	Corporate Budget	GFPS
WD Water Safety Plan has no GAD Perspective	Management is not aware on GAD	GAD perspective is mainstreamed in WSP.	General Administration Support and Services	Issuance of Policy on the integration of GAD Perspective on WSP	1 BR on the integration of GAD in WSP	1,500.00	Corporate Budget	Top management
WD Citizen's Charter has no GAD Perspective	Management is not aware on GAD	Citizen's Charter has GAD perspective.	General Administration Support and Services	Issuance of Policy on the integration of GAD Perspective on Citizen's Charter	Issuance of Policy requiring the integration of GAD in Citizen's Charter	1,500.00	Corporate Budget	Top management
WD Citizen's Charter has no GAD Perspective	Management is not aware on GAD	Citizen's Charter has GAD perspective	General Administration Support and Services	Conduct of Review and Workshop to Integrate GAD perspective in the WD Citizen's Charter	number of workshop-writeshop	5,000.00	Corporate Budget	GFPS
WD CC has no GAD Perspective	Management is not aware on GAD	Enhancement of WD CC with GAD Perspective	General Administration Support and Services	Adoption of the enhanced WD CC with GAD perspective	1 BR on the enhancement of WD CC with GAD Perspective	1,500.00	Corporate Budget	GFPS
GFPS members have limited knowledge on their role in gender mainstreaming	GFPS is newly constituted/ established	GFPS have increased capacity to perform their role in gender mainstreaming.	General Administration Support and Services	Participation of GFPS to GST initiated by the QUAWD	3 members of GFPS trained on GAD by 1st quarter	12,000.00	Corporate Budget	GFPS
GFPS members have limited knowledge on their role in gender mainstreaming	GFPS is newly constituted/ established	GFPS have increased capacity to perform their role in gender mainstreaming.	General Administration Support and Services	Participation of GFPS to Gender Main-streaming Evaluation Framework (GMEF) Training initiated by the QUAWD	3 members of GFPS trained on GMEF by 1st quarter	12,000.00	Corporate Budget	GFPS

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GFPS members have limited knowledge on their role in gender mainstreaming	GFPS is newly constituted/ established	GFPS have increased capacity to perform their role in gender mainstreaming.	General Administration Support and Services	Participation of GFPS to Harmonized GAD Guidelines Training-Workshop initiated by the QUAWD	3 members of GFPS trained on HGDG by 1st quarter	12,000.00	Corporate Budget	GFPS
GFPS members have limited knowledge on their role in gender mainstreaming	GFPS is newly constituted/ established	GFPS have increased capacity to perform their role in gender mainstreaming.	General Administration Support and Services	Participation of GFPS to GAD Planning and Budgeting (GPB) Training-Workshop initiated by the QUAWD	3 members of GFPS trained on GPB by 1st quarter	12,000.00	Corporate Budget	GFPS
WD Program implementers are not trained on gender analysis (GA)	WD Program implementers have limited access to GAD-related training	WD Program implementers are trained on gender analysis (GA)	General Administration Support and Services	Participation of Program implementers to HGDG training	3 program implementers trained on HGDG; at least 2 batches (Program of Work Development with GAD perspective; and Project Implementation and Monitoring and Evaluation Stage)	12,000.00	Corporate Budget	Operation and Maintenance Division
WD Program implementers have limited appreciation on GAD	WD Program implementers have limited access to GAD-related training	WD Program implementers have increased appreciation on the relevance of GAD in water related programs and services	General Administration Support and Services	Conduct of Learning Session on gender and Water (1 day)	5 members of program implementers oriented	5,000.00	Corporate Budget	Operation and Maintenance Division
WD Management is not aware on GAD	Management has limited access to GAD-related training	WD Management members have increased awareness and appreciation on GAD.	General Administration Support and Services	Conduct of Gender Sensitivity Training/Basic GAD Orientation for management	number of BOD and GM oriented on GAD by 1st Quarter	25,000.00	Corporate Budget	Top management

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WD Management is not aware on GAD	Management has limited access to GAD-related training	WD Management members have increased awareness and appreciation on GAD.	General Administration Support and Services	Participation in GAD Executive Learning Sessions/Briefings initiated by QUAWD	___ (number) of BOD and GMs with increased appreciation on GAD; ___ (number) of sessions attended	12,000.00	Corporate Budget	BOD and GM
WD staff have limited knowledge and appreciation on GAD	WD staff have limited access to GAD trainings	WD staff have increased knowledge and appreciation on GAD	General Administration Support and Services	Participation of Staff in Gender Sensitivity Trainings	3 WD staff trained on GST by 2nd quarter	15,000.00	Corporate Budget	HRSection and GFPS
WD staff have limited knowledge on sexual harassment in the workplace	WD staff have limited access to GAD trainings	WD staff have increased knowledge on sexual harassment in the workplace	General Administration Support and Services	Conduct of Orientation on Anti-Sexual Harassment in the Workplace (see ASH by CODI Action plan)	ALL WD staff oriented on ASH by 1st quarter	5,000.00	Corporate Budget	HR Section and GFPS
WD staff have limited knowledge on GAD	Absence of WD mechanism to inform them on relevant GAD information	WD staff have increased knowledge and appreciation on GAD	General Administration Support and Services	Development of GAD Communication Plan for the Maintenance of GAD Corner/Website	1 meeting to develop GAD Communication Plan; 1 GAD Communication Plan by the 1st Quarter	4,000.00	Corporate Budget	GFPS
WD staff have limited knowledge on GAD	Absence of WD mechanism to inform them on relevant GAD information	WD staff have increased knowledge and appreciation on GAD	General Administration Support and Services	Setting up of GAD Corner	1 GAD Corner set up and maintained; 1 GAD Communication Plan implemented	10,000.00	Corporate Budget	GM and GFPS
WD employees have no mechanism to inform their gender issues and needs	Absence of WD mechanism to generate gender issues of employees	Functional mechanism to inform CWD on employees' gender issues is generated.	General Administration Support and Services	Conduct of Staff Meeting to generate issues and concerns of staff (including gender issues)	number of staff meetings; number of gender issues and strategies identified	3,000.00	Corporate Budget	GFPS
SPMS does not reflect GAD as performance indicators	Management is not aware on the need to integrate GAD in SPMS	GAD Targets are integrated in the SPMS	General Administration Support and Services	Conduct of Meeting to identify GAD Target/s in SPMS	1 meeting every quarter; spms list of gad targets identified.	5,000.00	Corporate Budget	GFPS

Gender Issue and/or GAD Mandate	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PPA	GAD Activity	Output Performance Indicator and Target	GAD Budget	Source of Budget	Responsible Unit/Office
WD GM efforts or GAD Plan implementation is not regularly monitored and assessed *default activity	GFPS is newly established	CWD GM efforts or GAD Plan implementation is regularly monitored and assessed	General Administration Support and Services	Conduct of regular GFPS Meetings including BOD members	Accomplishment Report on implemented GAD Plan; number of meetings by GFPS and Top Management	2,000.00	Corporate Budget	GFPS and BOD
WD has no policy requiring the setting up of Knowledge Management (KM) System on GAD	Management is not aware on the need for KM on GAD	KM system on GAD is institutionalized.	General Administration Support and Services	Conduct of Training on gad knowledge management system	___number of participants trained; 1 gad km plan developed	5,000.00	Corporate Budget	BOD/Top Management
GAD KM plan needs to be monitored.	KM is newly developed	KM system on GAD is institutionalized, assessed and monitored.	General Administration Support and Services	Implementation on KM plan on GAD.	semestral progress report on GAD KM plan	1,500.00	Corporate Budget	GFPS
WD has no Lactation station for employees	Management is not aware on the need for lactation station	Lactation station has designated space at the office.	General Administration Support and Services	Designation and improvement of lactation station	1 lactation station designated and improved by last quarter.	3,000.00	Corporate Budget	HR Section and GFPS
There are no GAD orientation materials for new employees	HR is not aware on the need to develop GAD orientation materials	New employees have increased access to GAD information.	General Administration Support and Services	Development of GAD Orientation Materials	1 GAD orientation materials developed by the HR by 2nd quarter; ___ number of employees oriented	6,000.00	Corporate Budget	HR Section
WD Website has no GAD Section	GFPS is newly established	WD external clients are informed on WD GAD initiatives.	Support to Operation	Development and utilization of GAD orientation materials for new employees	1 GAD Section in website developed and updated (see GAD Communication Plan)	6,000.00	Corporate Budget	HR and GFPS
CWD has no Gender Impact Assessment of PAPs implemented	Management is not aware on the need to conduct Impact Assessment of GR PAPs	Good practices and strategies to improve GAD PAPs are identified.	General Administration Support and Services	Conduct of Impact Assessment/ Evaluation of Gender responsive programs	Accomplishment Report on the Impact Assessment/ evaluation of Gender responsive programs	2,000.00	Corporate Budget	GFPS

Gender Issue and/or GAD Mandate	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PPA	GAD Activity	Output Performance Indicator and Target	GAD Budget	Source of Budget	Responsible Unit/Office
WD has no GFPS meeting space/office section	GFPS is newly established.	GFPS meeting space/office is set-up and maintained.	General Admin. and Support Services	Setting up and Maintenance of GAD Center/Section	1 GAD Center/Office section set up and maintained by 1st quarter	5,000.00	Corporate Budget	GFPS
CLIENT-FOCUSED								
RA 6949 International Women's Month	WD concessionaires have limited appreciation on the roles and contributions of women in nation-building	Concessionaires have increased awareness on the importance of the role of women in the society.	General Administration Support and Services	Printing and distribution of GAD IEC Materials to concessionaires	number of GAD IECs distributed to concessionaires	10,000.00	Corporate Budget	Administrative Finance and Commercial (AFC) Division
RA 10398 (18-Day Campaign to End VAW)	WD concessionaires have limited knowledge on VAW.	WD employees have increased awareness on VAW.	General Administration Support and Services	Printing and distribution of GAD IEC (VAW-related) Materials to concessionaires	number of GAD IECs distributed to concessionaires	10,000.00	Corporate Budget	Administrative Finance and Commercial (AFC) Division
GAD ATTRIBUTED PROGRAMS PROJECTS ACTIVITIES (PAPs)								
Constituents have no access to safe and potable water	WD water system pipeline is not available	To provide constituents with access to safe and potable water	Water Facility Service Management	Improvement/Extension of water system pipeline (HGDC Score: ____)	____(length in meter) of water pipeline extended/improved	150,000.00	Corporate Budget	Operation and Maintenance Division
Constituents have no access to safe and potable water	WD metered individual water system pipeline is not available	To provide constituents with metered individual access to safe and potable water	Water Facility Service Management	installation of individual metered water service connection (HGDC Score: ____)	____(number) of households installed with individual metered service connections, ____ (number) of beneficiaries sex disaggregated)	250,000.00	Corporate Budget	Operation and Maintenance Division
						731,500.00		

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