



ANNUAL GAD PLAN AND BUDGET CY 2022

Agency/Bureau/Office: **GUINAYANGAN WATER DISTRICT**

Department (Central Agency): LWUA

Total GAA of the Agency: **Php 13,990,931.56**

| Gender Issue/GAD Mandate | Cause of 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 updated policy creating the GFPS | BOD is not fully aware on the need to update the composition of GFPS | To review and evaluate the roles of GFPS | General Admin Support and Services | Issuance of revised policy on the recreation/ reorganization/ strengthening of GFPS | 1 revised policy creating/reorganizing/ strengthening the GFPS issued by 1st Quarter | P1,000.00 | Corporate Budget | BOD/GFPS |
| GFPS has not maintained the GAD Database for Employees | GFPS/HR lacks initiative to keep GAD database for employees updated | To update the GAD database for employees | General Admin Support and Services | Maintenance of GAD database for employees | 1 GAD Database for employees updated by 1st Quarter | P1,000.00 | Corporate Budget | GFPS/HR Section |
| WD has not implemented the GAD Training Plan for employees | Management lacks support and assistance | To implement the GAD Training Plan for employees | General Admin Support and Services | Implementation of GAD Training Plan | 2 GAD trainings implemented semi-annually, 3 pax per batch | P12,000.00 (6 pax) | Corporate Budget | HR Section |
| HR has no development plan for qualified women staff members for promotion | HR is not aware on the need to establish a development plan for the career path of their women employees | To create a development plan and to identify the qualified women staff members for promotion | General Admin Support and Services | Creation of an HR Development Plan for the career path/promotion of qualified women staff to leadership position | 1 qualified woman appointed/promoted in higher position | P2,000.00 | Corporate Budget | HR Section |
| Administrative, Financial, Commercial Division has no updated GAD Database for Concessionaires | Administrative, Financial, Commercial Division is not aware on the need to update GAD database (concessionaires) | To update the GAD database for concessionaires | General Admin Support and Services | Conduct of survey to gather updated gender data | 1 GAD database for concessionaires updated from 1st Quarter to 4th Quarter | P10,000.00 | Corporate Budget | Administrative, Financial, Commercial Division |

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| GFPS has not reviewed the GAD Database for Concessionaires | GFPS is not aware on the need to review the GAD database for concessionaires | To maximize the GAD Database of Concessionaires as reference for the creation of new programs | General Admin Support and Services | Review of GAD database (Gender Analysis) (HGDC and GAD Planning Cctivities) | 3 Programs of Work that utilized SDD by last quarter; % GAD attributable budget identified | P5,000.00 | Corporate Budget | GFPS |
| WD has not developed a situationer on access to water (men and women) | Management is not aware on the need to create a situationer | To develop situationer on access to water (men and women) | General Admin Support and Services | Development of SITUATIONER on access to water (men and women) | 2 infographics on SITUATIONER on access to water (men and women) developed and disseminated by 4th Quarter | P5,000.00 | Corporate Budget | GFPS |
| GFPS has not monitored the Gender Mainstreaming (GM) Policy | GFPS is newly established | To monitor the implementation of GM Policy | General Admin Support and Services | Monitoring of GM Policy implementation | 1 Monitoring Report on GM Policy implementation presented in GAD Committee/GFPS Meeting (quarterly) | P2,000.00 | Corporate Budget | GFPS |
| RA 6949 International Women's Month | WD employees have limited appreciation on the roles and contributions of women in nation-building | To participate in the celebration of Women's Month (<i>refer to PCW Guidelines on pcw.gov.ph</i>) | General Admin Support and Services | Conduct of Kick Off Activity on Women's Month | (1) Women's Month activity conducted; 25 participants (sex disaggregated) | P3,800.00 (P200 x 25 pax) | Corporate Budget | GFPS/HRD |
| RA 6949 International Women's Month | WD employees have limited appreciation on the roles and contributions of women in nation-building | To participate in the celebration of Women's Month | General Admin Support and Services | Conduct of Film-viewing (i.e. Sister Stella L, Suffragettes) | 25 participants (sex disaggregated) | P2,500.00 (P100 x 25 pax) | Corporate Budget | GFPS/HRD |
| RA 10393 (18-Day Campaign to End VAW) | WD employees have limited knowledge on VAW | To raise awareness of WD employees on VAW | General Admin Support and Services | Conduct of a learning session on RA 9262 or Anti VAWC | (1) 18-Day Campaign to End VAW activity conducted; 25 pax (sex disaggregated) | P2,500.00 (P100 x 25 pax) | Corporate Budget | GFPS/HRD |

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| RA 10393 (18-Day Campaign to End VAW) | WD employees have limited knowledge on VAW | To actively participate in the 18-Day Campaign to End VAW | General Admin Support and Services | Conduct of Film-viewing (i.e. Boses, Walang Rape sa Bontoc) | 25 participants (sex disaggregated) | P2,500.00 (P100 x 25pax) | Corporate Budget | GFPS/HRD |
| CODI has not implemented the ASH Action Plan | CODI lacks the initiative and resources to monitor ASH Action Plan implementation | To monitor ASH Action Plan Implementation | General Admin Support and Services | Implementation of Plan of Action on ASH | 1 Monitoring Report on ASH submitted to CSC and presented to GFPS | P1,500.00 (PS Attribution) | Corporate Budget | GFPS |
| GFPS has no record on GM Policy Implementation | GFPS lacks initiative | To monitor the GM Policy implementation | General Admin Support and Services | Monitoring of GM Policy Implementation | 4 Quarterly Monitoring Reports discussed and issues resolved in GAD Committee/GFPS/ Board Meetings | P6,000.00 (PS Attribution) | Corporate Budget | BOD/GFPS |
| WD Employees have limited knowledge on GF Language | Management is not aware on the need to educate employees regarding GF Language | To increase knowledge of employees on GF Language | General Admin Support and Services | Conduct of Orientation on GF Language for Employees | 1 Orientation of GF Language conducted by 2nd quarter; 19 pax (sex disaggregated) | P1,500.00 (PS Attribution) | Corporate Budget | BOD/GFPS |
| There is no monitored GAD Agenda Implementation | GFPS has limited knowledge on GAD Agenda | To institutionalize GAD Agenda | Support to Operations | Monitoring of GAD Agenda Implementation | 1 Quarterly GAD Plan Accomplishment Report | P5,000.00 | Corporate Budget | GAD Focal Point System |
| There is no consolidated GAD Accomplishment Report | GFPS has not submitted Accomplishment Report | To develop Accomplishment Report | Support to Operations | Consolidation of quarterly GAD Accomplishment Report | 2020 GAD Plan Accomplishment Report developed by last quarter | P5,000.00 | Corporate Budget | GAD Focal Point System |
| There is no Gender Analysis conducted for WSP | No budget appropriation allocated | To conduct Gender Analysis for WSP | Water Service Distribution | Conduct of Gender Analysis of WSP utilizing Harmonized GAD Guidelines) | 1 gender analysis workshop conducted; GAD strategies to increase gender responsiveness of WSP identified by 1st Quarter | P10,000.00 | Corporate Budget | GFPS/WSP Team |

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| There is no integrated GAD perspective in WSP | Management lacks support and assistance | To institutionalize GAD perspective in WSP | Water Service Distribution | Conduct of Writeshop to integrate GAD perspective in WSP | Enhanced WS with GAD perspective developed by 1st Quarter | P15,000.00 | Corporate Budget | GFPS/WSP Team |
| WD Citizen's Charter has no GAD Perspective | Management is not aware on GAD | To have GAD Perspective in Citizen's Charter | General Admin Support and Services | Issuance of Policy requiring the integration of GAD in Citizen's Charter | 1 BR on the integration of GAD in the WD Citizen's Charter by 2nd quarter | P5,000.00 | Corporate Budget | Human Resource Section |
| There is no integrated GAD perspective in Citizen's Charter | HR lacks knowledge in GAD Agenda | To adopt CC with GAD perspective | General Admin Support and Services | Conduct of Review and Workshop to Integrate GAD perspective in the WD Citizen's Charter | 1 writeshop conducted by 2nd quarter; 1 enhanced CC with GAD perspective developed by 2nd quarter | P5,000.00 | Corporate Budget | Human Resource Section |
| WD Program implementers are not trained on gender analysis (GA) | WD Program implementers have limited access to GAD-related training | To provide trainings for Program Implementers on GA | General Admin Support and Services | Participation in GA Trainings of WD Program Implementers | 5 program implementers trained on HGDG (Program of Work Development with GAD perspective; and Project Implementation and Monitoring and Evaluation Stage) | P25,000.00 (P5,000 x 5 pax) | Corporate Budget | GAD Focal Point System |
| WD Program implementers have limited appreciation on GAD | WD Program implementers have limited access to GAD-related training | To increase knowledge and appreciation of WD Program Implementers on GAD | General Admin Support and Services | Conduct of Learning Session on GAD and GST (nb: c/o WD Association); may be conducted on WD's Anniversary/Team Bldg. | 1 learning session on Gender and Water or Gender Sensitivity Training; 24 pax by 3rd Quarter | P48,000.00 (P2,000 x 24 pax) | Corporate Budget | GAD Focal Point System |
| WD staff have limited knowledge and appreciation on GAD awareness | Absence of WD mechanism to inform them on relevant GAD information | To increase staff knowledge and appreciation and awareness on GAD | General Admin Support and Services | Development of GAD Communication Plan for the Maintenance of GAD Corner/Website | 1 meeting to develop GAD Communication Plan; GAD Communication Plan | P5,000.00 | Corporate Budget | GFPS/Human Resource Section |

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| There is no GAD Corner | HR lacks initiative to set up a GAD Corner | To establish GAD Corner | Water Facility Service Management | Setting up of GAD Corner and GAD Communication Plan | 1 GAD Corner set up and maintained; 1 GAD Communication Plan implemented | P5,000.00 | Corporate Budget | Human Resource Section |
| WD employees have no mechanism to inform their gender issues and needs | Absence of WD mechanism to generate gender issues of employees | To inform employees regarding gender issues and needs | General Admin Support and Services | Conduct of Staff Meeting to generate issues and concerns of staff (including gender issues) | 1 staff meeting to inform gender issues and strategies identified | P5,000.00 | Corporate Budget | Human Resource Section |
| SPMS does not reflect GAD as performance indicators | Management is not aware on the need to integrate GAD in SPMS | To institutionalize GAD in SPMS | General Admin Support and Services | Conduct of Meeting to identify GAD Target/s in SPMS | GAD Targets are integrated in the SPMS | P5,000.00 | Corporate Budget | Human Resource Section |
| WD GM efforts or GAD Plan implementation is not regularly monitored and assessed | GFPS is newly established | To monitor GAD Plan implementation | General Admin Support and Services | Conduct of regular GFPS Meetings including BOD members | 4 quarterly GFPS Meeting (nb PS attribution of GFPS members); 1 Year-end Assessment and Planning (1 GAD Accomplishment Report and 1 GAD Plan and Budget) | P6,000.00 (PS Attribution) | Corporate Budget | GAD Focal Point System |
| WD has no policy requiring the setting up of Knowledge Management (KM) System on GAD (nb to be included in the GM Policy WD) | Management is not aware on the need for KM on GAD | To enhance Knowledge Management | General Admin Support and Services | Policy Issuance | 1 BR on KM System on GAD issued by 1st Quarter | P5,000.00 | Corporate Budget | GAD Focal Point System |
| There is limited knowhow on KM | GFPS is newly established | To increase learning on KM | General Admin Support and Services | Conduct of Training on Knowledge Management | 1 KM (with GAD) training conducted 2nd quarter; 1 KM Plan on GAD | P10,000.00 | Corporate Budget | GAD Focal Point System |
| There is no implemented KM Plan on GAD | GFPS is newly established | To implement Knowledge Management on GAD | General Admin Support and Services | Implementation of KM Plan on GAD | 1 Monitoring Report presented and discussed in GAD Committee meeting | P2,000.00 | Corporate Budget | GAD Focal Point System |

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| WD has no lactation station for employees | Management is not aware on the need for lactation station | To provide lactation station for employees | Water Facility Service Management | Setting up and maintenance of lactation station | 1 Lactation Station set up and maintained; ___ number of users; 1 Monitoring Report by the end of the year to be submitted to the GPFS | P25,000.00 | Corporate Budget | Administrative Section |
| There are no GAD orientation materials for new employees | HR is not aware on the need to develop GAD orientation materials | To produce GAD orientation materials for new employees | Support to Operations | Development and utilization of GAD orientation materials for new employees | 1 GAD orientation materials developed by the HR by 2nd quarter; number of employees oriented | P5,000.00 | Corporate Budget | HR Section/GPFS |
| WD Website has no GAD Section | GFPS is newly established | To create GAD section in WD Website | Support to Operations | Development of GAD section in WD website | 1 GAD Section in website developed and updated (see GAD Communication Plan) | P5,000.00 | Corporate Budget | Office of the GM |
| CLIENT-FOCUSED | | | | | | | | |
| RA 6949 International Women's Month | WD concessionaires have limited appreciation on the roles and contributions of women in nation-building | To increase concessionaires' appreciation of women in nation-building | General Admin Support and Services | Printing and distribution of GAD IEC Materials to concessionaires | 3,000 GAD IECs distributed to concessionaires | P7,500.00 (Php2.50/IEC) | Corporate Budget | GFPS/HR Section |
| RA 10393 (18-Day Campaign to End VAW) | WD concessionaires have limited knowledge on the campaign to end VAW | To raise concessionaires' awareness in the 18-Day Campaign to End VAW | General Admin Support and Services | Printing and distribution of GAD IEC Materials to concessionaires | 3,000 GAD IECs distributed to concessionaires | P7,500.00 (Php2.50/IEC) | Corporate Budget | GFPS/HR Section |
| WD has no lactation station for concessionaires | Management is not aware on the need for lactation station | To provide lactation station for concessionaires | Water Facility Service Management | Setting up and maintenance of Lactation Station | 1 Lactation Station set up and maintained; number of users; 1 Monitoring Report by the end of the year to be submitted to the GPFS | P25,000.00 | Corporate Budget | Administrative Section |

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| WD Website has no GAD Section | GFPS is newly established | To create GAD section in WD Website | Support to Operations | Development of GAD section in WD website | 1 GAD Section in website developed and updated (see GAD Communication Plan) | P5,000.00 | Corporate Budget | Office of the GM |
| 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 | P310,340.00 | 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: _____) | 120 households installed with individual metered service connections, 600 (beneficiaries sex disaggregated) (P3500/HH) | P420,000.00 | Corporate Budget | Operation and Maintenance Division |
| | | | | | | 1,029,640.00 | | |
| Prepared by: | | | Approved by: | | | Date: | | |
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