



## ANNUAL GAD PLAN AND BUDGET CY 2023

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

Department (Central Agency): LWUA

Total GAA of the Agency: **Php 14,463,995.41**

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
<b>ORGANIZATION-FOCUSED</b>								
<b>WD has no updated policy creating the GFPS</b>	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
<b>GFPS has not maintained the GAD Database for Employees</b>	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
<b>WD has not implemented the GAD Training Plan for employees</b>	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
<b>HR has no development plan for qualified women staff members for promotion</b>	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
<b>Administrative, Financial, Commercial Division has no updated GAD Database for Concessionaires</b>	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

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
<b>GFPS has not reviewed the GAD Database for Concessionaires</b>	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
<b>WD has not developed a situationer on access to water (men and women)</b>	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
<b>GFPS has not monitored the Gender Mainstreaming (GM) Policy</b>	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
<b>RA 6949 International Women's Month</b>	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; 26 participants (sex disaggregated)	P6,500.00 (P250 x 26 pax)	Corporate Budget	GFPS/HRD
<b>RA 6949 International Women's Month</b>	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)	26 participants (sex disaggregated)	P2,600.00 (P100 x 26 pax)	Corporate Budget	GFPS/HRD
<b>RA 10393 (18-Day Campaign to End VAW)</b>	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; 26 pax (sex disaggregated)	P2,600.00 (P100 x 26 pax)	Corporate Budget	GFPS/HRD

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
<b>RA 10393 (18-Day Campaign to End VAW)</b>	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)	26 participants (sex disaggregated)	P2,600.00 (P100 x 25pax)	Corporate Budget	GFPS/HRD
<b>CODI has not implemented the ASH Action Plan</b>	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
<b>GFPS has no record on GM Policy Implementation</b>	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
<b>WD Employees have limited knowledge on GF Language</b>	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; 20 pax (sex disaggregated)	P1,500.00 (PS Attribution)	Corporate Budget	BOD/GFPS
<b>There is no monitored GAD Agenda Implementation</b>	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
<b>There is no consolidated GAD Accomplishment Report</b>	GFPS has not submitted Accomplishment Report	To develop Accomplishment Report	Support to Operations	Consolidation of quarterly GAD Accomplishment Report	2021 GAD Plan Accomplishment Report developed by last quarter	P10,000.00	Corporate Budget	GAD Focal Point System
<b>There is no Gender Analysis conducted for WSP</b>	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

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
<b>There is no integrated GAD perspective in WSP</b>	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
<b>WD Citizen's Charter has no GAD Perspective</b>	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
<b>There is no integrated GAD perspective in Citizen's Charter</b>	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
<b>WD Program implementers are not trained on gender analysis (GA)</b>	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
<b>WD Program implementers have limited appreciation on GAD</b>	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; 26 pax by 3rd Quarter	P52,000.00 (P2,000 x 24 pax)	Corporate Budget	GAD Focal Point System
<b>WD staff have limited knowledge and appreciation on GAD awareness</b>	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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<b>There is no GAD Corner</b>	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
<b>WD employees have no mechanism to inform their gender issues and needs</b>	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
<b>SPMS does not reflect GAD as performance indicators</b>	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
<b>WD GM efforts or GAD Plan implementation is not regularly monitored and assessed</b>	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
<b>WD has no policy requiring the setting up of Knowledge Management (KM) System on GAD (nb to be included in the GM Policy WD)</b>	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
<b>There is limited knowhow on KM</b>	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
<b>There is no implemented KM Plan on GAD</b>	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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<b>WD has no lactation station for employees</b>	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
<b>There are no GAD orientation materials for new employees</b>	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
<b>WD Website has no GAD Section</b>	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)	P10,000.00	Corporate Budget	Office of the GM
<b>CLIENT-FOCUSED</b>								
<b>RA 6949 International Women's Month</b>	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	3,150 GAD IECs distributed to concessionaires	P7,875.00 (Php2.50/IEC)	Corporate Budget	GFPS/HR Section
<b>RA 10393 (18-Day Campaign to End VAW)</b>	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	3,150 GAD IECs distributed to concessionaires	P7,875.00 (Php2.50/IEC)	Corporate Budget	GFPS/HR Section
<b>WD has no lactation station for concessionaires</b>	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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<b>WD Website has no GAD Section</b>	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
<b>GAD ATTRIBUTED PROGRAMs PROJECTs ACTIVITIES (PAPs)</b>								
<b>Constituents have no access to safe and potable water</b>	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	P300,000.00	Corporate Budget	Operation and Maintenance Division
<b>Constituents have no access to safe and potable water</b>	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
						<b>1,037,050.00</b>		
Prepared by:			Approved by:			Date:		
<b>RIKKA MAY I. MANALO</b> GFPS Technical Working Group Chairperson			<b>CARMELO ALEJANDRO C. PUJALTE</b> GFPS Chairperson/General Manager			<b>06 January, 2022</b>		