

GENDER AND DEVELOPMENT AGENDA

2018			2019	2020	2018	2019	2020	Unit Responsible
Gender Issue	Cause of Gender Issue	Activity	Activity	Activity	Target	Target	Target	
There is no policy on the collection and maintenance of SDD, conduct of org-wide gender audit and capacity building plan for GFPS and staff, and application of HGDG to program design and implementation, monitoring and evaluation.	The management is not aware on the need for policy issuances on GAD	Issuance of policies on the collection and maintenance of SDD, conduct of org-wide gender audit and capacity building plan for GFPS and staff.	*nb: monitoring policies		1 GM policy issued by 2nd quarter	*nb: monitoring policies		
WD has no policy on gender-fair language and images	The management is not aware on the need for policy on gender fair language	Adoption of CSC Circular on GF Language	*nb: monitoring policies		1 GF Language policy/adoption of CSC Circular on GF language issued by 2nd quarter.	*nb: monitoring policies		
WD has no GAD Agenda	The management is not aware on the need for GAD Agenda	Adoption of Draft GAD Agenda for 2018-2020						
WD has no GAD Strategic Framework	The management is not aware on the need for GAD Strategic Framework		Development of GAD Strategic Framework			1 GAD Strategic Framework developed by 1st quarter		
WD has no GAD Strategic Framework	The management is not aware on the need for GAD Strategic Framework		Adoption of GAD Strategic Framework			1 GAD Strategic Framework adopted by 2nd quarter		
WD VMG has no GAD perspective	The management is not aware on the need to mainstream GAD in VMG	Review and enhancement of VMG to integrate GAD perspective			enhanced VMG with GAD perspective by last quarter			
GM efforts of the WD is not fully monitored and assessed	GFPS is not fully capacitated on their role in gender mainstreaming	Conduct of GAD year-end assessment and planning	Conduct of GAD year-end assessment and planning	Conduct of GAD year-end assessment and planning	1 GAD Plan for 2020 developed; 1 GAD Plan for 2019 operationalized and 1 GAD AR 2018 finalized by last quarter (November)	1 GAD Plan for 2021 developed; 1 GAD Plan for 2020 operationalized and 1 GAD AR 2019 finalized by last quarter (November)	1 GAD Plan for 2022 developed; 1 GAD Plan for 2021 operationalized and 1 GAD AR 2020 finalized by last quarter (November)	

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GM efforts of the WD is not fully monitored and assessed	GFPS is not fully capacitated on their role in gender mainstreaming	Conduct of GFPS regular meeting	Conduct of GFPS regular meeting	Conduct of GFPS regular meeting	at least 4 quarterly GFPS meetings	at least 4 quarterly GFPS meetings	at least 4 quarterly GFPS meetings	
GM efforts of the WD is not fully monitored and assessed	GFPS is not fully capacitated on their role in gender mainstreaming	Discussion of GAD concerns/gender mainstreaming during management meetings	Discussion of GAD concerns/gender mainstreaming during management meetings	Discussion of GAD concerns/gender mainstreaming during management meetings	gender mainstreaming reports/program progress report discussed every quarter	gender mainstreaming reports/program progress report discussed every quarter	gender mainstreaming reports/program progress report discussed every quarter	
GM efforts of the WD is not fully monitored and assessed	GFPS is not fully capacitated on their role in gender mainstreaming	Conduct of GMEF Assessment	Conduct of GMEF Assessment	Conduct of GMEF Assessment	Level of GM is identified by 1st Quarter	Level of GM is identified by 1st Quarter	Level of GM is identified by 1st Quarter	
Program implementers have limited capacity to perform gender analysis on regular programs	Program implementers have lack of training on gender analysis (HGDG)	Conduct of HGDG Training for Program Implementers			2 HGDG Trainings (Program Design and Implementation, Management and Monitoring and Evaluation (PIMME) conducted by 3rd quarter; at least 20 pax trained by 3rd-4th quarters			
Expansion programs have limited GAD perspective	Program implementers have lack of training on gender analysis (HGDG)		Conduct of HGDG Assessment	Conduct of HGDG Assessment		number of programs assessed using the HGDG (Design and PIMME); number of participants by last quarter	number of programs assessed using the HGDG (Design and PIMME); number of participants by last quarter	
WD has no sex disaggregated database	WD management and GFPS are not aware on the need for sex disaggregated database	Review and enhancement of existing application form to include sex as indicator and other gender-related indicators for applicants			1 enhanced application form with sex as indicator and other gender-related information by April			

POLOMOLOK WATER DISTRICT
National Highway, Polomolok, South Cotabato

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WD has no sex disaggregated database	WD management and GFPS are not aware on the need for sex disaggregated database	Development of template to generate additional data (sex, status, location) for existing concessionaires			1 template with sex as indicator and other gender-related information by April			
WD has no sex disaggregated database	WD management and GFPS are not aware on the need for sex disaggregated database	Generation of SDD on existing concessionaires			1 SDD established by 3rd quarter			
Sex disaggregated database is not analyzed	Absence of SDD	Analysis of SDD, conversion and dissemination of IECs and KPs within the year (ideally last quarter)	Analysis of SDD, conversion and dissemination of IECs and KPs within the year (ideally last quarter)	Analysis of SDD, conversion and dissemination of IECs and KPs within the year (ideally last quarter)	at least 1 IEC or KPs on GAD developed from analysis of SDD and disseminated by last quarter	at least 1 IEC or KPs on GAD developed from analysis of SDD and disseminated by last quarter	at least 1 IEC or KPs on GAD developed from analysis of SDD and disseminated by last quarter	
RA 6949 Celebration of International Women's Month (March)	Employees have limited appreciation on the roles and contributions of women in nation-building	Participation in the Celebration of Women's Month (i.e.	Participation in the Celebration of Women's Month (i.e.	Participation in the Celebration of Women's Month (i.e.	at least 2 activities conducted; at least 50 pax	at least 2 activities conducted; at least 50 pax	at least 2 activities conducted; at least 50 pax	
RA 6949 Celebration of International Women's Month (March)	Concessionaires have limited appreciation on the roles and contributions of women in nation-building	Participation in the Celebration of Women's Month (i.e. Distribution of Magna Carta of Women pamphlets; Information Dissemination on Women's Rights)	Participation in the Celebration of Women's Month (i.e. Distribution of Magna Carta of Women pamphlets; Information Dissemination on Women's Rights)	Participation in the Celebration of Women's Month (i.e. Distribution of Magna Carta of Women pamphlets; Information Dissemination on Women's Rights)	at least 2 activities conducted; number of pax	at least 2 activities conducted; number of pax	at least 2 activities conducted; number of pax	
RA 10394 18-Day Campaign to End VAW (November to December)	Employees have limited knowledge and awareness on VAW	Orientation on VAW and RA 9262; Film Viewing on VAW* employees	Conduct of Poster-making contest on VAW	Conduct of Poetry making/songwriting contest on VAW	at least 2 activities conducted; number of pax	at least 2 activities conducted; number of pax	at least 2 activities conducted; number of pax	
RA 10394 18-Day Campaign to End VAW (November to December)	Concessionaires have limited knowledge and awareness on VAW	Dissemination of IEC materials/brochures (i.e. RA 9262) on VAW	Conduct of Poster-making contest on VAW	Conduct of Poetry-making contest/songwriting on VAW	at least 2 activities conducted; number of pax	at least 2 activities conducted; number of pax	at least 2 activities conducted; number of pax	

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There is no gender orientation module for new employees	HR is not aware on the need for gender orientation module	Development of gender orientation module for new employees			1 gender orientation module for new employees developed by 2nd quarter			
		*Inclusion of GAD in orientation for new employees	*Inclusion of GAD in orientation for new employees	*Inclusion of GAD in orientation for new employees	*monitoring	*monitoring	*monitoring	
Some employees have limited knowledge and appreciation on GAD	Limited GAD trainings		Conduct of GST for new and existing employees	*as the need arises		1 GST conducted by 1st Quarter		*as the need arises
Some employees have limited knowledge and appreciation on GAD	Limited GAD trainings		Conduct of Women's Role in Water Conservation		number of pax (In celebration of World Water Day)			
Some members of GFPS are new	Some members of GFPS are due for retirement			Reconstitution of GFPS			1 BR on reconstitution of GFPS issued by 1st employees	
Some GFPS members have limited knowledge on their role in gender mainstreaming	Some members of GFPS have no GAD Trainings			Conduct of GST for newly-reconstituted GFPS			number of GFPS members trained by 1st quarter	
Some GFPS members have limited knowledge on their role in gender mainstreaming	Some members of GFPS have no GAD Trainings			Conduct of GMEF for GFPS			number of GFPS members trained by 1st quarter	
Some GFPS members have limited knowledge on their role in gender mainstreaming	Some members of GFPS have no GAD Trainings			Conduct of HGDG Training for GFPS			number of GFPS members trained by 1st quarter	
Some GFPS members have limited knowledge on their role in gender mainstreaming	Some members of GFPS have no GAD Trainings			Conduct of GAD Planning and Budgeting for GFPS			number of GFPS members trained by 1st quarter	

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Some employees have limited awareness on anti-sexual harassment in the workplace	lack of information dissemination on ASH	Development of Action Plan	1 Action Plan on ASH in the Workplace developed by 2nd Quarter	*monitoring	*monitoring	*monitoring	*monitoring	
Some employees have limited awareness on anti-sexual harassment in the workplace	lack of information dissemination on ASH	Implementation of Action Plan on ASH in the Workplace	Implementation of Action Plan on ASH in the Workplace	at least 1 activity conducted every quarter; 1 monitoring/activity report submitted	at least 1 activity conducted every semester; 1 monitoring/activity report submitted every semester	at least 1 activity conducted every quarter; 1 monitoring/activity report submitted	at least 1 activity conducted every quarter; 1 monitoring/activity report submitted	
WD has no KM System on GAD	GFPS have limited knowledge and skills on KM on GAD		Conduct of Orientation on KM on GAD		1 KM Plan on GAD by 1st quarter			
			*monitoring of KM Plan implementation	*monitoring of KM Plan implementation	*monitoring of KM Plan implementation			
WD concessionaires* have limited awareness on GAD	Limited access to GAD information	Maintenance and updating of Website to include updates on GAD	Maintenance and updating of Website to include updates on GAD	Maintenance and updating of Website to include updates on GAD	1 website with GAD updates maintained from 2nd quarter to last quarter	1 website with GAD updates within the year	1 website with GAD updates within the year	
WD employees have limited awareness on GAD	Limited access to GAD information	Maintenance and updating of GAD Corner	Maintenance and updating of GAD Corner	Maintenance and updating of GAD Corner	1 GAD Corner updated from 2nd quarter to last quarter	1 GAD Corner updated quarterly	1 GAD Corner updated quarterly	