

GAD PLANS AND BUDGET

Agency POLOMOLOK WATER DISTRICT
 Corporate Budget CY 2023
 GAD Budget: P 14,604,932.74

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
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
ORGANIZATION FOCUSED								
Joint Memorandum Circular 2012-01 of the Philippines Commission on Women, National Economic and Development Authority, Department of Budget and Management	Essential elements in GAD not yet fully strengthened -Creation and or Strengthening of GFPS -Capacity building and development -Conduct of gender audit -Institutionalizing GAD Database	Strengthened essential elements in GAD	General Administration and Support System (GASS)	Reconstitute and strengthen GFPS	No. of personnel involved in GFPS (Executive and Technical Working Group)	100,000.00	Corporate Budget	GFPS
				Capacitate GFPS members	No. of GAD related trainings attended by GFPS members No. of GFPS members attended GAD related trainings			HR (Employees) Customers (GFPS)
				Conduct gender audit	Level of gender mainstreaming in 4 entry points assessed Collated means of verification			GFPS
				Develop employees and customers gender statistics Sex Disaggregated Data (SDD) for PolWD GAD Database	Employees and customers GAD Database updated and maintained			HR

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<p>Proclamation No. 224 s. 1988, declaring first week of March as Women's Week and March 8 as Women's Rights and International Peace Day</p> <p>Proclamation No. 227 s. 1988, declaring the Month of March as Women's Role in History Month</p> <p>Republic Act 6949 s. 1990, declaring the 8th March as a Working Special Holliday to be known as the NATIONAL Women's Day</p>	<p>There is a need of continuous support on the observance of the National and International Women's Month</p>	<p>Strengthened gender mainstreaming on gender equality, women empowerment, and respect for human rights in support of the annual NWMC</p>	<p>General Administration and Support System (GASS)</p>	<p>Conduct various activities in line with the NWMC such as, but not limited to the following:</p> <ul style="list-style-type: none"> -Continue participation in the LGU-Pol initiated NWMC activities -Conduct PolWD Women's Day -Display Women's Month banner -Enjoin employees to wear purple and display purple icons -Develop, print and distribute NWMC IEC / advocacy and commemorative items -Conduct awareness on GAD related laws to employees 	<p>At least 3-4 activities conducted in line with the National Women's Month Celebration</p>	<p>150,000.00</p>	<p>Corporate Budget</p>	<p>GFPS</p>

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18-Day Campaign to End Violence Against Women and Children (VAWC) Republic Act 10398 or the Act declaring November 25 to December 18 of every year as National Consciousness Day for the Elimination of VAWC	Gender inequality / unequal power relations between women and men, rigid gender roles, norms and hierarchies, and ascribing women lower status in society	Increased employees awareness on VAW	General Administration and Support System (GASS)	Conduct various activities in line with the nationwide celebration of the 18-Day Campaign to End VAWC such as, but not limited to the following: -Display of Anti-Violence Against Women and Children banner in strategic locations in the office -Enjoin employees to wear orange and display orange icons -Distribute Anti-Violence Against Women and Children IEC materials and advocacy / commemorative items	At least 3-4 activities conducted in line with the nationwide celebration of the 18-Day Campaign to End Violence Against Women and Children	50,000.00		GFPS
National Human Rights Day (Proclamation No. 225 designating December 10, 1950, as Human Rights Day ; Republic Act No. 9201 declaring December 4 to 10 as National Human Rights Consciousness Week)	Lack of awareness on the inalienable rights of every human being and fundamental freedoms	Increased employees awareness on human rights and fundamental freedoms	General Administration and Support System (GASS)	Conduct activity in line with the nationwide celebration of the National Human Rights Day -Post Human Rights advocacy material in GAD Bulletin Board for employees awareness -Display human rights banner	At least 1 activity conducted in line with the nationwide celebration of the National Human Rights Day	1,000.00		GFPS

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International Men's Day (November) or Father's Day PD 266 and Mothers Day	Lack of focus on promoting gender equality and awareness	Increased awareness on the importance of Father/Mother in the family being the smallest unit of the society	General Administration and Support System (GASS)	Conduct "Libreng Gupit" to male employees and Manicure/Pedicure for female employees	At least 1 activity conducted	10,000.00		GFPS
Limited GAD Knowledge Products and venue to communicate GAD-related information	Need to identify GAD Knowledge Products and establish mechanism to further raise awareness on Gender and Development	Increased number of GAD Knowledge Products and mechanism to communicate GAD-related information established	General Administration and Support System (GASS)	Develop GAD Knowledge Product / IEC material Establish GAD in the website Update Bulletin Board /Post information related to Gender and Development Presence of GAD page in Tuburan	At least 1 GAD Knowledge Product / IEC material developed and distributed GAD in website established and updated as necessary GAD Bulletin Board updated monthly At least 1 page in Tuburan reserve for GAD activities / updates	10,000.00	Corporate Budget	GFPS
Lack of proactive structures for sharing, learning and adapting, improving interpersonal relationship	Need to have an entry point for discussing operational concerns	Enhanced employees' support and performance	General Administration and Support System (GASS)	Conduct gender learning session / activities	At least 100 employees attended the learning session / activity	120,000.00	Corporate Budget	HR

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Maternity and Paternity Leave MC No. 25, 2021 Amendment to Omnibus Rules on Leave (CSC MC NO. 41 s. 1998, as amended)	Need to create a more stable and loyal workforce.	Increased No. of stable and loyal workforce	General Administration and Support System (GASS)	Continuous payment of Maternity and Paternity benefits.	No. of employee availed the Maternity and Paternity Leave Number of days Maternity and Paternity Leave availed	472,018.00	Corporate Budget	HR
CSC Resolution No. 1000432 entitled Guidelines on the Availment of the Special Leave Benefits for Women under R.A. 9710 (An Act Providing for the Magna Carta of Women) (Gynecological Disorders and Women Surgical Operations Leave)	Limited awareness on the availment of the Special Leave Benefits for Women under R.A. 9710 (An Act Providing for the Magna Carta of Women) (Gynecological Disorders and Women Surgical Operations Leave)	Heightened awareness on health benefits for women	General Administration and Support System (GASS)	Post in Bulletin Board RA 9710 Implement GAD-related policies Include in the annual re-orientation under HR updates	No. of female employee availed the Special Leave Benefits for Women Number of days availed Posted in GAD Bulletin Board and included in the annual re-orientation to employees	55,000.00	Corporate Budget	HR
Republic Act 8972: Solo Parents' Welfare Act of 2000 (CSC MC No. 8, 2004 entitled Grant of Parental Leave to Solo Parents)	Need to provide a coping mechanism to solo parent employees.	Approved Solo Parent Leave application of men and women employees to cope with the effects of solo parenting	General Administration and Support System (GASS)	Post in Bulletin Board RA 9710 Implement GAD-related policies Include in the annual re-orientation under HR updates	At least 2 employees availed the Solo Parent Leave Posted in GAD Bulletin Board and included in the annual re-orientation to employees	25,000.00	Corporate Budget	HR

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Anti-Sexual Harassment Act of 1995 (Republic Act 7877). Republic Act No. 11313 or the Safe Spaces Act of 2019	Limited gender awareness and sensitivity to prevent and deter all forms of sexual harassment	Developed mechanism in addressing gender-based cases	General Administration and Support System (GASS)	Post in Bulletin Board RA 9710 Post IEC materials on ASH at GAD Bulletin Board, Include in the annual re-orientation for all employees under HR updates and on-boarding of new permanent employees Develop gender-responsive systems in addressing gender discrimination and sexual harassment in the office (e.g.CODI)	Handling of Sexual Harassment cases and other gender discrimination issues developed. Posted in GAD Bulletin Board and included in the annual re-orientation to employees	1,000.00	Corporate Budget	HR
Gender mainstreaming efforts of PoIWD GFPS needs proper monitoring and assessment	GFPS is not fully capacitated on their role in gender mainstreaming	Strengthened gender mainstreaming efforts	General Administration and Support System (GASS)	-Plan / discuss the implementation of PAPs during the GFPS quarterly meeting. -Develop and operationalize annual GPB. -Prepare 2023 Accomplishment Report. -Conduct yearly evaluation ; review implementation of GAD PAPs	No. of gender mainstreaming activities activities conducted, monitored and assessed by the GFPS	100,000.00	Corporate Budget	GFPS

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Pertinent laws issued to promote and mainstream GAD not fully implemented	There is a need to strengthen mainstreaming mechanisms and operationalization of GAD advocates	Gender mainstreaming mechanisms and operationalization of GAD advocates strengthened.	General Administration and Support System (GASS)	Charge to GAD expense the time spent by the GFPS members doing GAD-related activities / gender mainstreaming -training -meeting -conducting FGD, -preparing GBP, AR, Gender Analysis, etc. -accomplishing HGHDG, PIMME, GMEF -planning and reviewing the implementation of GAD activities	Personnel expense of GFPS Executive and Technical Working Group (TWG) (at least 60 hours)	302,061.14	Corporate Budget	GFPS
	Lack of personnel to focus on the monitoring of gender mainstreaming efforts	Gender mainstreaming efforts monitored	General Administration and Support System (GASS)	Continue the services of GAD Coordinator	Personnel expense of one (1) GAD Job Order employee	118,800.00	Corporate Budget	GFPS
Joint Memorandum Circular 2012-01 of the Philippines Commission on Women, National Economic and Development Authority, Department of Budget and Management 6.4 Attributing PoIWD major projects to the GAD Budget	There is a need to ensure that the differences when identifying, designing, implementing and evaluating policies, programmes and projects is addressed, so that both men and women benefit,	Projects attributed to GAD are gender sensitive and responsive.	General Administration and Support System (GASS)	Complete attribution requirements of projects attributed to GAD -for GPB Conduct FGD, collect SDD, prepare Minutes of FGD, Gender Analysis, Program of Works, application of HGHDG -for AR Application of PIMME, narrative AR of Projects attributed to GAD	-No. of attributed GAD sensitive / responsive projects	100,000.00	Corporate Budget	GFPS

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Customers Database not disaggregated by sex	Need to institutionalize the establishment of customers Database disaggregated by sex (existing, new SC and areas w/ projects attributed to GAD) Lack of staff trained in generating, storing, and analyzing SDD	Customers Database disaggregated by sex established	General Administration and Support System (GASS)	Conduct SDD and PIMME of projects attributed to GAD; collect SDD of existing customers and new SC owners per project attributed to GAD	SDD of existing customers, new SC owners and areas with projects attributed to GAD collected.		Corporate Budget	GFPS / CD
	There is a need to provide office supplies to properly document GAD PAPs	GAD PAPs properly documented	General Administration and Support System (GASS)	Ensure that needed office supplies are provided to properly document GAD PAPs	All GAD PAPs are properly documented	12,000.00	Corporate Budget	AD-GSO
					SUB-TOTAL	1,626,879.14		
CLIENT-FOCUSED								
RA 6949 Celebration of International Women's Month (March)	Customers have limited appreciation on the roles and contributions of women in nation-building	Increased customers awareness and appreciation on the roles and contributions of women in nation-building	General Administration and Support System (GASS)	Support NWMC - Distribute IEC/advocacy materials and commemorative items to customers	At least 1 activity conducted in support of NWMC - at least 500 IEC/advocacy materials and commemorative items distributed to customers	25,000.00	Corporate Budget	GFPS
RA 10394 18-Day Campaign to End VAW (November 25 to December 18)	Customers have limited knowledge and awareness on VAW	Increased customers awareness on VAW	General Administration and Support System (GASS)	Support 18 Day Campaign to End VAW - Distribute IEC/advocacy materials and commemorative items to customers	at least 1 activity conducted by Nov-Dec - at least 500 IEC/advocacy materials and commemorative items distributed to customers	25,000.00	Corporate Budget	GFPS

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WD concessionaires lack awareness on the availability of Mother and Child corner	Availability of Mother and Child corner not properly disseminated customers	Decent space for transacting customers attending to their reproductive roles provided	General Administration and Support System (GASS)	Post signage Maintain Mother and Child corner Flash availability of Mother & Child Corner in queuing monitor	at least 2 activities implemented	2,500.00	Corporate Budget	OGM / GFPS
SUB-TOTAL						77,500.00		
PROJECTS ATTRIBUTABLE TO GAD								
Executive Order No 273 approving and adopting the Philippine Plan for Gender Responsive Development (PPGD) 1995-2025 Sustainable Development Goal No. 6. Clean Water and Sanitation PD 198	Lack of access to clean and adequate water supply ; storing and fetching of water for household, sanitation and hygiene use is an additional burden mostly of women and girls	Access to clean and adequate water supply provided	Operation	Implement Pipeline expansion projects areas not yet reached by PoIWD services (Purok 8 & 9, Glamang) BAWASA Turnover at Kinilis & Maligo Transmission Main Mabuhay to Maunlad, Silway 8 and Magalong PS10 Transmission Line to PS11 Centralized reservoir (200 mm PVC), Zennia Ext.	At least 3 expansion projects implemented to improved water services to areas not yet reached by PoIWD services	7,446,966.78	Corporate Budget	EOD

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				Implement rehabilitation projects Sta. Cruz Phase 3, Asuncion Phase 2, Octavio Village, Londres Village, National Highway Vista Village, Purok Vicente Fin, Chrisville Subd., KPS Abrea 2	At least 5 rehabilitation projects implemented to improved water services Sta. Cruz Phase 3, Asuncion Phase 2, Octavio Village, Londres Village, National Highway Vista Village, Purok Vicente Fin, Chrisville Subd., KPS Abrea 2 Dilapidated service lines replaced; Various materials & fittings for R & M; Consumable materials for Scouring Activity	4,706,949.82	Corporate Budget	EOD
				Upgrading of water source at Landan Construction of collection box Installation of Power lines	At least 2 activities implemented to improve water services	746,637.00	Corporate Budget	EOD
						12,900,553.60		
						<u>14,604,932.74</u>		

Prepared by :


ARLENE B. DEMETILLO
PRO

Approved by :


ENGR. ANDRESITO J. DEGILLA
General Manager