

GAD PLANS AND BUDGET

Agency **POLOMOLOK WATER DISTRICT**
 Corporate Budget **CY 2024**
 GAD Budget: P **39,845,407.95**

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 (Office Order)	No. of personnel in GFPS (Executive and TWG and Secretariat)	100,000.00	Corporate Budget	GFPS- Executive
				Capacitate GFPS members	No. of GAD related trainings attended by GFPS members No. of GFPS members attended GAD related trainings			AD-HR
				Conduct gender audit to asses progress of the agency's level of gender mainstreaming -GMEF(4 entry points) -GFPS Functionality Assessment Tool	Level of gender mainstreaming in 4 entry points identified GFPS functionality assessed			GFPS
				Develop, maintain and update employees and customers gender statistics / SDD in GAD Database Employees (HRIS) Customers (new SC) Customers (1980-2018 SC)	At least 2 activities conducted			Employees (AD-HR) Customers (OGM-MIS and Commercial Division)

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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>	There is a need of continuous support on the observance of the National and International Women's Month	Strengthened gender mainstreaming on gender equality, women empowerment, and respect for human rights in support of the annual NWMC	General Administration and Support System (GASS)	<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 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 and human development 	At least 3-4 activities conducted in line with the National Women's Month Celebration	150,000.00	Corporate Budget	GFPS

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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 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 -Conduct awareness on VAWC law	At least 3-4 activities conducted in line with the 18-Day Campaign to End Violence Against Women and Children	75,000.00		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 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 National Human Rights Day	480.00		GFPS

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Lack of focus on promoting gender equality on working men and women contributions to the society, community, family and environment	There is a need for equal recognition of contributions of men and women	Heightened awareness on gender equality on men and women's contributions	General Administration and Support System (GASS)	Promote equal recognition of contributions of men and women to the society, community and family, Father's Day (June) and Mother's Day (May)	At least 2 activities conducted in promoting equal recognition of contributions	25,000.00		GFPS
Limited GAD Knowledge Products and absence of venue to communicate GAD-related information	Need to identify/develop 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 mechanism to further raise awareness on GAD -post GAD activities in website and FB page -Update Bulletin Board /Post informations related to GAD	At least 1 GAD Knowledge Product / IEC material developed and distributed At least 2 mechanisms to enhance awareness on GAD implemented	10,000.00	Corporate Budget	GFPS
Absence of entry point to discuss and develop cohesion among employees	Need to establish a proactive structure for sharing, learning and adapting and improving interpersonal relationship	Enhanced employees support and performance	General Administration and Support System (GASS)	Conduct gender learning session / activities	At least 135 employees attended the learning session / activity	150,000.00	Corporate Budget	AD-HR

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Absence of venue to inform employees of RA and CSC Memo Circulars protecting and promoting the rights and welfare of working men and women in government service	Limited employees awareness of RA and CSC Memo Circulars	Heightened employees awareness of RA and CSC Memo Circulars	General Administration and Support System (GASS)	Include in the annual orientation to employees the ff: -RA 11210 (Maternity Leave) and RA 8187 (Paternity Leave) -R.A. 9710 (Magna Carta of Women) --RA 7877 (Anti-Sexual Harassment) -RA 11313 (Safe Spaces Act) Post RAs and CSC MC in bulletin board and announce updates during Monday Assembly	At least 135 employees attended the annual orientation At least 3 RA and CSC Memo Circulars mainstreamed to the employees during the annual orientation At least 3 IEC materials posted in the bulletin board	-		OGM AD FD CD EOD-CMD EOD-PD
Republic Act No. 11210 (Maternity Leave) and Republic Act No. 8187 (Paternity Leave)	There is a need to take into account the maternal and paternal functions of employees in the government service	Maternal and paternal rights of working men and women provided	General Administration and Support System (GASS)	Implement gender responsive RA	No. of employee availed the Maternity and Paternity Leave Number of days Maternity and Paternity Leave availed	-	Corporate Budget	AD-HR
R.A. 9710 (An Act Providing for the Magna Carta of Women) CSC Resolution No. 1000432 entitled Guidelines on the Availment of the Special Leave Benefits for Women	There is a need to implement the Special Leave Benefits for Women under R.A. 9710 (An Act Providing for the Magna Carta of Women)	Special Leave Benefits for Women implemented	General Administration and Support System (GASS)	Implement gender responsive RA	No. of employee/s availed the Special Leave Benefits for Women Number of days availed	-	Corporate Budget	AD-HR

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Republic Act 8972: Solo Parents' Welfare Act of 2000 CSC MC No. 8, 2004 entitled Grant of Parental Leave to Solo Parents	There is a need to provide a coping mechanism to solo parent employees.	Solo Parent Leave of men and women employees to cope with the effects of solo parenting implemented	General Administration and Support System (GASS)	Implement gender responsive RA	No of employees availed the Solo Parent Leave	38,398.18	Corporate Budget	AD-HR
Republic Act 7877 (Anti-Sexual Harassment Act of 1995) Republic Act No. 11313 (Safe Spaces Act of 2019)	There is a need to review gender responsive systems in addressing gender discrimination and sexual harassment	Updated mechanism/s in addressing gender-based cases	General Administration and Support System (GASS)	Review gender responsive system	At least 1 mechanism updated to address gender discrimination and sexual harassment	-	Corporate Budget	AD-HR
Gender mainstreaming efforts of 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)	Conduct mid year and year end evaluation to develop and review implementation of GAD PAPs -Plan / discuss the implementation of PAPs during the GFPS meeting/s. -Develop and operationalize annual GPB. -Prepare GAD Accomplishment Report.	No. of gender mainstreaming activities conducted, monitored and assessed by the GFPS	120,000.00	Corporate Budget	GFPS

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Pertinent laws issued to promote and mainstream GAD not fully implemented	There is a need to strengthen mainstreaming mechanisms and operationalization of GAD related work	Strengthened gender mainstreaming mechanisms	General Administration and Support System (GASS)	Charge to GAD expense the time spent by the GFPS members doing GAD-related 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	At least 50 hours/GFPS member (Executive, Technical Working Group and Secretariat) spent on gender mainstreaming activities	261,015.06	Corporate Budget	GFPS
Lack of personnel to focus on the monitoring of gender mainstreaming efforts	There is a need for a personnel to focus on the monitoring of gender mainstreaming efforts	Enhanced monitoring of gender mainstreaming efforts	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 - AD/FD

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<p>Joint Memorandum Circular 2012-01 of the Philippines Commission on Women, National Economic and Development Authority, Department of Budget and Management</p> <p>6.4 Attributing PoPWD major projects to the GAD Budget</p>	There is a need to comply with the documentary requirements for attribution to ensure that gender issues / differences are addressed	Attributed projects are gender responsive.	General Administration and Support System (GASS)	<p>Complete attribution requirements of projects attributed to GAD</p> <p>-for GPB Conduct FGD, collect SDD, prepare Minutes of FGD, Gender Analysis, Project Proposal, HGDDG</p> <p>-for AR Application of PIMME, narrative AR of Projects attributed to GAD</p>	-No. of attributed GAD sensitive / responsive projects	100,000.00	Corporate Budget	GFPS
Absence of GAD database / customers GAD database not institutionalized	Need to establish a system that can generate sex disaggregated data of customers	Institutionalized collection of sex disaggregated data	General Administration and Support System (GASS)	<p>Institutionalize collection of customers SDD</p> <p>-Enhance BACs</p> <p>-Encode customer/s (new SC) details in the enhanced BACs (2024)</p> <p>-Continue workback (1980-2018) customers</p>	At least 2 activities conducted to institutionalize of collection of customers SDD		- Corporate Budget	GFPS - CD
Not all GAD PAPs are properly documented	Need to provide office supplies to properly document GAD PAPs	Improved and verifiable documentation of GAD PAPs	General Administration and Support System (GASS)	Ensure that needed office supplies are provided to properly document GAD PAPs	All GAD PAPs are properly documented	15,000.00	Corporate Budget	AD - GSO
Lack of integration of GAD in learning and development program	Need to integrate GAD in learning and development program	Integrated GAD in learning and development program	General Administration and Support System (GASS)	Conduct of learning and development trainings	No. of trainings conducted	600,000.00	Corporate Budget	AD - HR

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Lack of integration of GAD in the Programs on Awards and Incentives for Service Excellence (PRAISE - under CSC MC No. 1, 2. 2001)	Need to integrate GAD in rewards and recognition program	Integrated GAD in PRAISE to promote moral and integrity of public servants	General Administration and Support System (GASS)	Implement rewards and recognition program	No. of rewards and recognition program implemented	2,748,703.71	Corporate Budget	AD - HR
					SUB-TOTAL	4,512,396.95		
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	35,000.00	Corporate Budget	GFPS
RA 10394 18-Day Campaign to End VAW (November 25 to December 18)	Customers have limited knowledge and awareness on VAW as a grave violation of human rights. It extremely manifests gender inequity, targeting women and girls because of their subordinate status in the society.	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 in support of the 18 Day Campaign to End VAW	35,000.00	Corporate Budget	GFPS

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Limited access of public school pupils within the PoWD service area to safe water Sustainable Development Goal 6: Ensure access to water and sanitation for all	Need to provide access to safe water to public school/s within the PoWD service area being the most basic human need for health and well-being.	Increased access to safe water of public school pupils and awareness on proper hygiene	General Administration and Support System (GASS)	Conduct Patubig sa Eskwela Program (construction of free drinking water facility and donation of 30 cu.m. of water per month) Conduct awareness on the importance of water, water conservation and environment / watershed Coordinate with local Brgy. Health Worker on the conduct of awareness on proper hygiene to public school pupils	At least 2 activities conducted to increase access to safe water and promote awareness on WASH No. of pupils in the recipient school	35,000.00	Corporate Budget	EOD-CMS
		Increased access to safe water of public school pupils	General Administration and Support System (GASS)	Patubig sa Eskwela Program (continuous donation of free 30 cu.m. of water per month to 25 public schools)	No. of public schools with Patubig sa Eskwela Program (P218,580)		Corporate Budget	EOD-CMS
WD customers lack awareness on the availability of Mother and Child corner	Need to disseminate availability of Mother and Child corner to customers and maintain cleanliness	Increased awareness on the availability of a decent space for transacting customers attending to reproductive roles	General Administration and Support System (GASS)	Post signage Maintain cleanliness of 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						107,500.00		
PROJECTS ATTRIBUTABLE TO GAD								

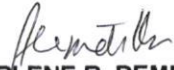
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Executive Order No 273 approving and adopting the Philippine Plan for Gender Responsive Development (PPGD) 1995-2025 Sustainable Development Goal No. 6. Clean Water and Sanitation for all	Lack of access to clean and adequate water supply ; storing and fetching of water for domestic use, sanitation and hygiene is an additional burden mostly of women and girls	Access to clean and adequate water supply provided	Operation	Implement Pipeline extension projects 1. Makisama A, Brgy. Silway 8 2. Padillo Subd., Brgy. Polo 3. Salazar Subd., Prk. Paglaum 4. Estrebilla Subd., Brgy. Upper Klinan 5. Frediville Subd., Brgy. Glamang 6. Purok 10, Brgy Sulit 10 A 7. Purok 10 Brgy. Sulit 10 B 8. Palencia Subd., (Pagalungan) 9. Prima Subd., San Agustin (Poblacion) 10. Valencia Subd., Prk. Mabuhay, Brgy. Silway 8 11. Detorio Subd., Prk Paglaum, UK 12. 100 mm Distribution line at Glamang from Primeworld	Water services provided to areas not yet reached by PoWD services	5,748,511.00	Corporate Budget	EOD
				Implement Pipeline expansion projects to areas with BAWASA turn-over 1. Prk. Cassava, Brgy, Maligo 2. Purok 4 & 5, Brgy. Glamang	Improved water services provided to areas with turned-over BAWASA	1,952,050.00	Corporate Budget	EOD

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				Implement rehabilitation projects A. Mainline 1. Hechanova, Brgy. Poblacion 2. Prk Pag-asa, Brgy. Silway 8 3. Prk Mabuhay to Prk. Maunlad, Brgy. Silway 8 4. Prk. Pag-asa (Calderon) 5. Aquino Gate 6. Prk. Olano, Brgy, Magsaysay 7. Gales Subd., Brgy. Poblacion 8. Prk. Matulungin (Magsaysay)	Improved water services as a result of rehabilitation activities Mainline and Service Line	5,881,379.00	Corporate Budget	EOD
				Pipeline Improvement Projects -Antiporta Phase II Water Supply Transmission, and Distribution Line -Construction of Pumphouse and perimeter fence -Installation of pump and motors with appurtenances -installation of powerlines -implement pipeline improvement at: 1. pipeline transmission main at Norcos Subd. 2. pipeline transmission main along NHW PS#10 to Magalong	Water services provided to areas not yet reached by PoIWD services	18,443,571.00		

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				Implement water source development project Re-drilling of well at PS #3 (Cebuano)	Water source development project implemented	3,200,000.00	Corporate Budget	EOD

SUB-TOTAL 35,225,511.00
GRAND TOTAL 39,845,407.95

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