



ANNUAL GAD PLAN AND BUDGET CY 2025 (Revised May 2025)

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

Department (Central Agency): LWUA

Total GAA of the Agency: **16,432,790.16**

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	WD GFPS is institutionally established, reorga-nized and designated	General Admin Support and Services	Issuance of Office Order and BOD Resolution creating/ reorganizing/ designating GFPS	1 updated Office Order and 1 BOD Resolution	3,700.00	Corporate Budget 2025	BOD/GM
WD has no updated policy requiring the collection and utilization of sex-disaggregated data (SDD)	GFPS/HR lacks initiative to maintain GAD database for employees and clients	The collection and utilization of SDD of clients is institutionalized	General Admin Support and Services	Issuance of Memo Circular for the collection and utilization of client's SDD	1 updated Memo Circular on client's SDD	850.00	Corporate Budget 2025	GM
WD has no updated GAD Training Plan	Management lacks support and services	GAD Training is integrated in HR training plan	General Admin Support and Services	Development of GAD Training Plan	1 current GAD Training Plan	3,300.00	Corporate Budget 2025	GM/HR
WD has no updated GAD Form for survey and development of client's database	Management lacks support materials for data collection	GAD Form for Client's database use is revised and developed	Support to Operation	Review, update and revised GAD survey Forms	2 GAD survey Forms reviewed, updated and revised if necessary	1,700.00	Corporate Budget 2025	GM/HR
WD has no updated policy adopting the enhanced GAD survey Form for SDD collection	Management is not aware of a timely and effective tool to collect SDD	GAD survey forms are adopted for use for SDD collection	General Admin Support and Services	Issuance of Memo Circular on adoption and usage of latest approved Survey Forms	1 Memo Circular on usage of survey form for SDD collection	850.00	Corporate Budget 2025	GM
WD has no updated promotional plan for qualified women staff members for appointment and promotion	HR is not aware on the need to establish a development plan for the career path of their women employees	Promotional plan and identification of qualified women staff or new entrant for appointment is issued and done	General Admin Support and Services	Preparation of promotional plan and issuance of appointments of women staff to WD positions	five (5) appointments of women staff issued	6,100.00	Corporate Budget 2025	GM/HR
WD has no updated policy on participation to International Women's Day/Month (WD/M) Celebration	Women employees are not encourage to actively participate in Women's Day/Month Celebration	Policy on active participation of women officials and staff to WD/M Celebration is issued	General Admin Support and Services	Issuance of policy on participation of women official and staff to WD/M celebration	1 updated policy on participation to WD/M Celebration issued	3,700.00	Corporate Budget 2025	BOD/GM

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
RA 10398 (18-Day Campaign to End Violence against Women and Children)	WD employees have limited knowledge on VAWC	Monthly status monitoring report on VAWC is submitted and reported to CSC	General Admin Support and Services	Preparation & submission of monthly VAWC monitoring report to CSC	1 monthly monitoring report on VAWC submitted to CSC	18,000.00	Corporate Budget 2025	GM/HR
Committee on Decorum and Investigation (CODI) of Sexual Harassment Cases	WD employees have limited knowledge on CODI & Anti Sexual Harassment (ASH) law in the workplace	Monthly status monitoring report on CODI is submitted and reported to CSC	General Admin Support and Services	Preparation & submission of monthly VAWC monitoring report to CSC	1 monthly monitoring report on CODI submitted to CSC	18,000.00	Corporate Budget 2025	GM/HR
GAD Agenda / Strategic Plan (SP)	GFPS has limited knowledge on formulation of the GAD Agenda	GAD Agenda / Strategic Plan (2023-2028) is prepared and developed	General Admin Support and Services	Review and monitoring of GAD Agenda / Strategic Plan CY 2023-2028	1 GAD Agenda / Strategic Plan reviewed, assessed and monitored	850.00	Corporate Budget 2025	GM
WD has no updated policy on adoption of GAD Agenda / Strategic Plan	GFPS has limited knowledge on implementation of GAD Agenda	GAD Agenda / Strategic Plan is adopted and implemented as scheduled	General Admin Support and Services	Issuance of policy on the adoption and implementation of GAD Agenda	1 Memo Circular on the adoption of scheduled GAD Agenda issued	850.00	Corporate Budget 2025	GM
GAD Agenda Progress Report	GFPS has limited knowledge on GAD Progress Reporting	GAD Agenda Progress Report is periodically prepared and submitted	General Admin Support and Services	Preparation & submission of GAD Agenda Progress Report	1 GAD Agenda Progress Report prepared and submitted	21,000.00	Corporate Budget 2025	GFPS
Annual GAD Plan and Budget	GFPS has limited knowledge on GAD Planning and Budgeting	Annual GAD Plan and Budget is prepared and submitted	General Admin Support and Services	Preparation & submission of GAD Annual Plan & Budget	1 GAD Annual Plan and Budget prepared & submitted	21,000.00	Corporate Budget 2025	GFPS
Annual GAD Accomplishment Report	GFPS is not aware to consistently prepare and submit GAD Accomplishment Report	Annual GAD Accomplishment Report is prepared and submitted	General Admin Support and Services	Preparation & submission of GAD Annual Accomplishment Report	1 Annual GAD Accomplishment Report prepared and submitted	21,000.00	Corporate Budget 2025	GFPS
GWD has no Gender Impact Assessment of implemented PAPs	GFPS has limited knowledge on the use of GAD tools	HGDG PIMME Checklist is prepared and accomplished per PPA	Support to Operation	Preparation and usage of PAPs PIMME	3 Major PAPs PIMME checklist prepared & accomplished	21,500.00	Corporate Budget 2025	GM/HR/GFPS
WD has no updated GAD database for Employees	GFPS is not aware on the need of reliable data for use in GAD planning	WD GAD database for GWD officials and employees is developed	General Admin Support and Services	Updating of GWD GAD database of officials and employees year round	1 GAD database of GWD officials & employees maintained	3,300.00	Corporate Budget 2025	HR

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
RA 6949 International Women's Month	WD employees have limited appreciation on Women's Month/ Day Celebration	WD Employees and clients are aware of the International Women's Month Celebration	Support to Operation	Layouting, printing and displaying of Tarpaulin or online banner celebrating International Women's Month/Day	1 tarpaulin or online banner displayed in the WD info platforms during the full duration of Women's Month celebration	6,500.00	Corporate Budget 2025	GM
	GFPS is not aware on the need of IEC material development	GAD IEC Material/leaflet is revised and developed	Support to Operation	Revision, layouting and development of IEC materials for distribution	1 IEC material/ leaflet revised or developed	9,500.00	Corporate Budget 2025	GM
RA 6949 International Women's Month (Organization Focussed)	WD employees have limited appreciation on the roles and contributions of women in nation building	WD Employees have increased appreciation on the privileges, roles and contribution of women in nation-building	General Admin Support and Services	Conduct of Women's Month kick-off activities as per PCW guidelines	100% WD female officials and staff participated in the local Women's Month kick-off activity	7,500.00	Corporate Budget 2025	HR/Women Officials and Employees
		WD female Officials and Employees have increased appreciation on their privileges, roles and contributions	Support ot Operation	Provision of women's neccesities or body treatments to WD women officials and staff	100% of WD female officials and staff provided with women's personal necessities or body treatment	5,000.00	Corporate Budget 2025	HR/Women Officials and Employees
		WD female Employees have increased appreciation on their privileges, roles and contributions	General Admin Support and Services	Conduct of women -centered health improvement activities (zumba, group exercise, others)	100% of WD female officials and staff participated in health-improvement activities	7,000.00	Corporate Budget 2025	HR/Women Officials and Employees
		WD staff are provided with first-aid medicines and supplies	Support ot Operation	provision of first-aid medicines and supplies for emergency use of employees at the office	1 medicine cabinet equipped with emergency first-aid medicines and supplies responding to the needs of WD employees	4,000.00	Corporate Budget 2025	HR/GFPS
WD employees have no mechanism to inform their gender issues and needs	Absence of WD mechanism to generate gender issues and concerns	Gender issues and concerns of GWD staff are generated and informed	General Admin Support and Services	Conduct of Staff Meeting and Learning Session (Gender Analysis) to generate gender issues and concerns among 100% of the staff in workplace	1 Staff Meeting and Learning Session (Gender Analysis) held with 100% attendance to generate gender issues and concerns among staff in the workplace	5,000.00	Corporate Budget 2025	GM/HR
WD GAD program implementers have limited knowledge and appreciation on Gender Analysis and Gender Sensitivity	WD program implementers have limited access to GAD related training	WD GAD program implementers have increased knowledge and appreciation in implementing GAD programs	General Admin Support and Services	Attendance to Gender Analysis Training	3 GFPS participant attended Gender Analysis Training	20,000.00	Corporate Budget 2025	GFPS

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WD GAD program implementers and WD officials and staff have limited awareness and appreciation on GAD related programs, projects and activities and its implementation	WD program implementers have limited access to GAD related training	WD GAD program implementers and WD officials and staff have increased knowledge and appreciation in implementing GAD programs, projects and activities	General Admin Support and Services	Conduct of GAD-centered Team Building activity with invited speaker/s to deal on topics related to GAD	1 GAD centered Team Building Activity held with 75% attendance	135,000.00	Corporate Budget 2025	WD Officials and employees
CLIENT-FOCUSED								
WD has no updated GAD database for clients	GFPS is not aware on the need of reliable data for use in GAD planning	WD GAD database for clients sex disaggregated data (SDD) is developed and maintained	General Admin Support and Services	Filing and updating of client's GAD SDD in the WD database year round	1 GAD sex disaggregated data (SDD) database for clients filed, updated and maintained	1,600.00	Corporate Budget 2025	GFPS Secretariat
	GAD survey forms are not updated and revisited	Revised GAD survey Forms are developed, used and collated	Support to Operation	Reprinting, issuance and collection of GAD survey form	100 revised survey forms reprinted, issued and collected	800.00	Corporate Budget 2025	GFPS Secretariat
RA 6949 International Women's Month	Clients are not well-informed of RA 6949	GAD IEC Material/leaflet is printed and distributed	Support to Operation	Printing & distributing of IEC materials or leaflets during Women's Month/Day	500 IEC materials / leaflets printed and distributed	4,500.00	Corporate Budget 2025	GFPS Secretariat
RA 10398 (18-day Campaign to end Violence against Women and Children (VAWC))	Clients are not well-informed of RA 10398	WD Employees and clients are aware of the Campaign to end VAWC	Support to Operation	Layouting, printing and displaying of Tarpaulin or online banner campaigning to end VAWC	1 tarpaulin or online banner displayed in the WD info platforms during the 18-day campaign to end VAWC	6,500.00	Corporate Budget 2025	GM
RA 6949 International Women's Month (Clients Focussed)	WD clients have limited appreciation on the roles and contributions of women in nation building	WD clients have increased appreciation on the privileges, roles and contribution of women in nation-building	Support to Operation	Provision of women's necessities or body treatments to WD female clients to celebrate Women's Day	120 WD female clients provided with women's personal necessities or body treatments	11,000.00	Corporate Budget 2025	HR/GFPS
		WD female clients have increased appreciation on their privileges, roles and contributions	Support to Operation	Conduct of emergency health check (BP reading, oxygen saturation and pulse oximeter reading)	100 WD clients provided with emergency health check reading	2,000.00	Corporate Budget 2025	HR/GFPS

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