

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2021**

Organization: Metropolitan Waterworks and Sewerage System Regulatory Office		Organization Category: National Government, Government-Owned and Controlled Corporation	
Organization Hierarchy: Metropolitan Waterworks and Sewerage System Regulatory Office			
Total Budget/GAA of Organization:	277,490,000.00		
Total GAD Budget	30,958,907.16	Primary Sources	30,958,907.16
		Other Sources	0.00
% of GAD Allocation:	11.16%		

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
CLIENT-FOCUSED ACTIVITIES									
1	Limited awareness on the important roles of women in water and wastewater management and the gender issues in the water sector	Lack of IEC materials highlighting the roles of women in water and waste water management/gender issues in the water sector	To produce IEC materials that highlight the roles of women in water and wastewater management/gender issues in the water sector	GASS: Support to Operation	Production of IEC materials (brochure/fliers/signages/short GAD videos and media posters) highlighting the roles of women in water and wastewater conservation and gender issues in the water sector	No. of IEC Materials (brochures/fliers/signages/short videos and media posters) - 6 IEC Materials (brochure/fliers/signages/short GAD videos and media posters) produced and 5,000 copies of fliers distributed to 1,000 clients	MOOE 1,190,000.00 PS 134,775.20	Corporate Funds Corporate Funds	PID and IEC Materials TWG



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2	Limited awareness on the link between women and water among external clients (Concessionaires, women and men beneficiaries of water services) and the prevailing gender issues and concerns faced by the stakeholders when it comes to water-related services	Absence of platform for a) discussion on GAD / link between women and water and b) to capture the prevailing gender issues and concerns faced by the stakeholders when it comes to water-related services	To increase women and men beneficiaries awareness on GAD through a platform a) for discussion on GAD / link between women and water and b) to capture the prevailing gender issues and concerns faced by the stakeholders when it comes to water-related services	GASS: Support to Operation	Conduct of public consultations with women and men beneficiaries from different LGUs under the Concessionaires' jurisdiction	75% of women and men beneficiaries increased awareness on GAD and the link between women and water Documentation Report reflecting the prevailing gender issues and concerns faced by the stakeholders when it comes to water-related services	MOOE 2,500,000.00 PS 532,526.49	Corporate Funds Corporate Funds	PID and GAD Committee
ORGANIZATION-FOCUSED ACTIVITIES									
3	Limited appreciation of the GAD Committee members of their duties and responsibilities.	The agency has not conducted regular meetings and planning sessions	To increase the level of understanding and appreciation of GAD Committee members of GAD mainstreaming	GASS: Support to Operation	Conduct of regular GAD meetings and planning sessions	No. of GAD meetings conducted per year/No. of planning sessions conducted per year- 30 GAD meetings conducted per year 2 planning sessions conducted per year	MOOE 600,400.00 PS 292,037.00	Corporate Funds Corporate Funds	GAD Committee



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4	Limited capacity of GFPS TWG members and project implementers to mainstream and promote GAD	GFPS members and other key employees (project implementers) have not attended GAD capacity trainings	To increase GFPS TWG members' capacity to mainstream and promote GAD within the organization	GASS: Support to Operation	Conduct trainings on GAD (Gender Analysis, GMEF and GPB Formulation)	80% GFPS members and project implementers capacitated on GAD.	MOOE 82,000.00 PS 118,000.00	Corporate Funds Corporate Funds	Capacity-Building TWG
5	GFPS and program implementers not able to integrate GAD perspective into the development of the Organizations PAP	HGDG training conducted is at awareness and appreciation level only	To capacitate the GFPS and program implementers on HGDG / how to integrate GAD perspectives in the agency's PAPs	GASS: Support to Operation	Conduct of upscaling and deepening sessions on HGDG	Percentage of GFPS and project implementers who participated in the HGDG training - 90% GFPS and project implementers participated in the HGDG training	MOOE and PS 225,000.00	Corporate Funds	Capacity-Building TWG
6	Concerned staff have not updated GAD database and generated gender-related information	Concerned staff have limited training on collecting SDD and generating gender-related information	To enhance the development and maintain the GAD database in generating gender-related information	GASS: Support to Operation	Conduct training on collecting/ generating SDD and developing/ maintaining GAD database	Percentage of attendance/participation of the Statistician, GFPS Secretariat, and Project Implementers- 90% attendance of the Statistician, GFPS Secretariat, and Project Implementers	MOOE and PS 200,000.00	Corporate Funds	Capacity-Building TWG



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7	Proclamation No. 847 - Declaring the Fourth Sunday of September as Family Thanksgiving Day and IRR of Magna Carta for Women (RA 9710)	Appreciation of gender issues within the family needs to be promoted	To offset gender-based disadvantages or limitations of women, which, deny or restrict them in their access to and enjoyment of opportunities, benefits, or privileges	GASS: Support to Operation	Conduct of Annual Family Day Activity with the aim of promoting responsible parenthood and family planning, non-sexist child rearing, and shared parenting and family responsibility	Percentage of employees/family members who attended/participated in the Family Day - 75% attendance/participation of MWSS RO employees and their families in the Family Day	MOOE 320,000.00 PS 100,000.00	Corporate Funds Corporate Funds	Major Activities TWG Committee
8	Observance of 18-day campaign to end VAW pursuant to Proclamation 1172 s. 2006	Lack of platform and in invoking the protection of women's rights against VAW and other forms of discrimination against women	To promote advocacy to end violence against women	GASS: Support to Operation	Conduct of Anti-VAWC activities in observance of the 18-day Campaign to End VAW (Film showing or play, art workshop, seminars/trainings, symposium, RO IEC materials contest among others)	Percentage of employees who attended/participated in the 18-Day Campaign to End VAW- 75% attendance/ participation in the 18-Day Campaign to End VAW	MOOE 750,000.00 PS 743,637.58	Corporate Funds Corporate Funds	Major Activities TWG Committee
9	Celebration of the National Women's Month in March pursuant to Proclamation No. 227 s. 1988	There is a need to uphold the diverse roles of women in society and support their participation in nation-and-institution building	To increase awareness of MWSS RO personnel on GAD-related activities and to recognize their vital role in institution and in nation-building	GASS: Support to Operation	Participation/attendance in different activities/programs/film showings/art workshops/symposia/trainings/seminars featuring women's roles	Percentage of employees attended/participated in different activities/programs/film showings/art workshops/ symposia/training/seminars featuring women's role and in National Women's Month Celebration-70% attendance/participation of MWSS-RO talents in different activities/programs/film showings/art workshops/symposia/training/seminars featuring women's role and in National Women's Month Celebration	MOOE 597,000.00 PS 813,535.61	Corporate Funds Corporate Funds	Major Activities TWG Committee



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10	Members of the MANCOM have not regularly monitored MWSS RO GAD efforts	Regular reporting of GAD efforts to the MANCOM is not yet conducted	To institutionalize the monitoring and reporting of GAD accomplishments of the agency	GASS: Support to Operation	Include discussion of GAD Accomplishment Report in MANCOM meetings	Reviewed GAD Accomplishment Report by MANCOM	MOOE and PS 20,000.00	Corporate Funds	GAD Committee
11	Gender-related issues experienced by employees are not identified	Limited opportunities to conduct consultations with employees on gender-related issues they experience	To identify gender issues experienced by the employees and corresponding strategies to address such issues	GASS: Support to Operation	Consultation with employees on the gender issues they experience through a GAD Survey	Number of employees that completed the MWSS RO's GAD Survey Documentation Report on the GAD Survey conducted - 80% of employees completed the MWSS RO's GAD Survey 1 Documentation Report on the GAD Survey conducted	MOOE 25,000.00 PS 75,000.00	Corporate Funds Corporate Funds	GAD Committee
12	The GAD-related activities are not fully accomplished	Lack of full-time personnel or staff that would focus on monitoring the implementation of GAD-related activities	To hire a full-time staff to monitor the implementation of GAD-related activities	GASS: Support to Operation	Engagement of a Contract of Service (GAD Specialist) responsible for preparing and monitoring the implementation of the GPB, other compliances under the law and maintaining and updating the database	COS - GAD Specialist hired responsible for preparing and monitoring the implementation the GPB, other compliances under the law, and maintaining and updating the database - One (1) COS	MOOE 550,728.00	Corporate Funds	GAD Committee
13	GAD Agenda or GAD Strategic Framework not yet finalized	Limited opportunity to enhance RO's draft GAD Agenda or GAD Strategic Framework and have it approved by the MANCOM	To enhance and finalize RO's draft GAD Agenda or GAD Strategic Framework and have it approved by the MANCOM	GASS: Support to Operation	Conduct of session to enhance GAD Agenda or GAD Strategic Framework and discuss it with the MANCOM	Enhanced GAD Agenda or GAD Strategic Framework reviewed and approved by the MANCOM	MOOE and PS 50,000.00	Corporate Funds	GAD Committee and MANCOM



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14	Limited awareness on Anti-Sexual Harassment and VAW-related laws	Mandated to promote anti-SH and VAW and strengthen CODI	To educate CODI members/GFPS Secretariat/concerned staff on Anti-SH Code and VAW-related laws	GASS: Support to Operation	Deeping Session/Training in Anti-SH Code (RA No. 7877 , VAWC laws, and Safe Safes Act (RA No. 11313) and its IRR for CODI, GAD, Legal and HR. Conduct of two (2) day Write shop for CODI Manual	Reiteration of attendance of MWSS RO talents in training on Anti-SH Code and VAW - 100%attendance/participation of MWSS RO talents in training on Anti-SH Code and VAW Completion of CODI Manual	MOOE 166,500.00 PS 133,500.00	Corporate Funds Corporate Funds	CODI, HR, Legal and GAD Committee
15	Sec. 10 Provision of Facilities for Breastmilk Collection and Storage for Health Institutions pursuant to RA 10028	No provision yet for the materials for the lactation room for internal and external clients that are within the reproductive age group	To maintain necessary materialsin the lactation room for mothers (internal and external clients) to provide privacy when expressing milk	GASS: Support to Operation	Provide materials for the lactation room in the new MWSS RO building	100% materials provided for the RO Lactation Room	MOOE 100,000.00	Corporate Funds	GAD Committee
16	Lack of gender perspectives in the IEC and KM materials	IEC and KM materials are not reviewed for possible integration of gender perspectives	To review existing agency IEC and KM materials for possible integration of GAD perspectives and develop KM materials with GAD integration	GASS: Support to Operation	Conduct of sessions to review existing agency IEC and KM materials from a gender perspective and ensure that these materials are gender-sensitive and use gender-fair language and development of KM materials with GAD integration	Number of IEC and KM materials reviewed for possible integration of gender perspectives - At least four (4) IEC / KM materials reviewed/developed and integrated with a gender perspective	MOOE and PS 200,000.00	Corporate Funds	IEC Materials TWG PID



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17	Limited awareness among RO employees and other stakeholders on various concepts and concerns related to SOGIE and the importance of diversity and inclusion in the workplace	Lack of platform/avenue that will help increase awareness among RO employees and other stakeholders on various concepts and concerns related to SOGIE and the importance of diversity and inclusion in the workplace	To create a platform that will help increase awareness among RO employees and other stakeholders on various concepts and concerns related to SOGIE and the importance of diversity and inclusion in the workplace	GASS: Support to Operation	Conduct of RO's 2021 Pride Month Celebration (series of webinars on SOGIE concepts, SOGIE Bill and other SOGIE-related policies, HIV awareness, film showing and discussion, poster-making contest with the theme: Diversity and Inclusion in Water Conservation)	Percentage of participants that increased awareness on SOGIE and the importance of diversity and inclusion in the workplace - 75% of participants increased awareness on SOGIE and the importance of diversity and inclusion in the workplace	MOOE 253,357.38	Corporate Funds	GAD Committee
18	Limited understanding among employees of the basic GAD concepts and limited promotion of gender sensitivity within the agency	Basic GAD Orientation and GST for new employees are not conducted regularly	To increase appreciation and understanding of basic GAD concepts and promote gender sensitivity among new employees	GASS: Support to Operation	Conduct in-house training on Basic GAD Orientation/GST for new employees	Percentage of MWSS RO new employees who attended/participated (hired as of February 2021 - March 2021 GST and hired as of October 2021-November 2021 GST) - 100% of new employees attended/participated (hired as of February 2021 - March 2021 GST and hired as of October 2021-November 2021 GST)	MOOE 90,000.00 PS 180,000.00	Corporate Funds Corporate Funds	Capacity-Building TWG
19	GAD activities implemented are not assessed	Lack of mechanism to assess the implementation of GAD activities	To establish a mechanism for assessing the implemented GAD activities	GASS: Support to Operation	Conduct of GAD Year-End Assessment that would provide an avenue to review and assess the implementation of GAD activities	Documentation Report on the conducted GAD Year-End Assessment and Draft 2021 GAD Accomplishment Report - 1 Documentation Report on the conducted GAD Year-End Assessment and 1 Draft 2021 GAD Accomplishment Report	MOOE and PS 1,045,000.00	Corporate Funds	MANCOM and GAD Committee



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ATTRIBUTED PROGRAM									
20					Project Title: Customer Satisfaction Survey: HGDG Score: 9.83, Total Budget: Php 6,000,000.00, % Attribution: 49.15%		Attribution 2,949,000.00	Corporate Funds	CSR and GAD Committee
21					Project Title: Water Meter Test Bench (WMTB) HGDG Score: 5.84, Total Budget: Php 20,500,000.00, % Attribution: 29.2%		Attribution 5,986,000.00	Corporate Funds	CSR and GAD Committee
22					Project Title: Sampling and Analytical Services on Water Quality, HGDG Score: 13.67, Total Budget: Php 8,040,442.60, % Attribution: 68.35%		Attribution 5,495,642.52	Corporate Funds	TRA and GAD Committee
23					Project Title: Sampling and Analytical Services on Wastewater, HGDG Score: 12.67, Total Budget: Php 7,009,104.00, % Attribution: 63.35%		Attribution 4,440,267.38	Corporate Funds	TRA and GAD Committee
SUB-TOTAL							30,958,907.16	Corporate Funds	
TOTAL GAD BUDGET							30,958,907.16		

Prepared By:	Approved By:	Date
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Member, Executive Committee	Chief Regulator	06/01/2021

