

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2019**

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:	299,110,000.00			
Total GAD Budget	14,953,626.00	Primary Sources	14,953,626.00	
		Other Sources	0.00	
% of GAD Allocation:	5.00%			



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**ATTY. CLAUDINE B.
OROCIO-ISORENA
MEMBER, EXECUTIVE
COMMITTEE, GENDER AND
DEVELOPMENT COMMITTEE**

**PATRICK LESTER N. TY
CHIEF REGULATOR**



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	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
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CLIENT-FOCUSED ACTIVITIES



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1	Limited awareness on water and waste water-related issues experienced by women clients	The existing monitoring forms do not capture the issues and concerns of women clients	To gather information/data on the issues encountered by women clients and how these issues are affecting their socio-economic status	MFO: SM 3 - Compliance of RO and Concessionaires samples with PNSDW on bacteriological quality (i.e., at least 95%) and SM 5 -Percentage of samples from STPs compliant with DENR Administrative Order No. 2016-008 (excluding nutrients)	To integrate gender elements in the existing monitoring forms that will capture the water and waste water-related issues of women clients specifically the effects of water interruptions on their socio-economic activities	Number of samples conducted - Types of water and waste water-related issues encountered /documented	7,203,626.00	Corporate Funds	GAD and TRA



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2	Limited awareness on the important roles of women in water and waste water management	Limited Advocacy activities on the important roles of women in water and waste water management done by the agency	To strengthen and expand advocacy activities on women and water and waste water management	GASS: Support to Operation	Conduct of advocacy activities on the roles of women in water and waste water management	No. of advocacy activities conducted - 2 advocacy activities per year	750,000.00	Corporate Funds	GAD and PID



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3	Limited awareness on the important roles of women in water and waste water management	The IEC materials produced by the agency are not gender-sensitive	To produce IEC materials that are gender-sensitive and highlight the roles of women in water management	GASS: Support to Operation	Production & Printing of IEC materials/brochure	No. of IEC Materials Produced and disseminated - 5 IEC Materials/brochure produced and 500 copies distributed to 500 clients	600,000.00	Corporate Funds	GAD Committee



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ORGANIZATION-FOCUSED ACTIVITIES									



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4	Celebration of the National Women's Month in March (by virtue of Proclamation 227 s 1988)	There is a need to uphold diverse roles of women in the society and support their participation in nation and institution building.	To form a venue for MWSS-RO women employees to advocate their roles in the institution and reinforce their awareness on different issues affecting them.	GASS: Support to Operation	Participation/ attendance in different activities/programs/symposium/training/seminars featuring women	Percentage of employees attended/participated in different programs/symposium featuring women's roles and National Women's Month Celebration. - 70% attendance/participation of MWSS RO employees in different programs/symposium featuring women's roles and National Women's Month Celebration.	1,000,000.00	Corporate Funds	GAD Committee



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5	Celebration of the National Women's Month in March (by virtue of Proclamation 227 s 1988)	There is a need to uphold diverse roles of women in the society and support their participation in nation and institution building.	To form a venue for MWSS-RO women employees to advocate their roles in the institution and reinforce their awareness on different issues affecting them.	GASS: Support to Operation	Conduct of Film Showing for the month of March	Percentage of employees participated in the Film Showing every Friday for the month of March - 70% participation of the MWSS RO employees in the Film Showing every Friday for the month of March	300,000.00	Corporate Funds	GAD Committee



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6	Observance of the 18-day campaign to end VAWC	To provide platform and to invoke protection of women's right 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 the observance of the 18-Day Campaign to End VAW (film showing, art workshop, seminars/training, symposium, poster/photo contest and among others)	Percentage of employees attended/participated in the 18-Day Campaign to End VAWC - 70% attendance/participation in the 18-Day Campaign to End VAWC	1,000,000.00	Corporate Funds	GAD Committee
7	BOT Resolution No. 2017-165-RO dated 14 December 2017 - Approving the budget which contains the Anniversary Celebration	Celebration of anniversary should promote awareness on gender concerns	To strengthen the awareness of employees on gender issues	GASS: Support to Operation	Celebration/participation/observance of MWSS-RO Anniversary in August 2019 with the theme "Celebrating 22nd years as a Gender-Responsive Organization"	Percentage of employees participated in the celebration - 100% participation of MWSS RO employees in the celebration	500,000.00	Corporate Funds	GAD Committee



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8	MC No. 01-0940 - Administrative Disciplinary Rules on Sexual Harassment Cases	The agency has not established its CODI	To establish a CODI to attend to the cases of workplace harassment	GASS: Support to Operation	Creation of CODI (Committee on Decorum on Investigation)	CODI established by end of 2019 - CODI established by end of 2019	50,000.00	Corporate Funds	GAD Committee



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9	Proclamation No. 847 - Declaring the Fourth Sunday of September as Family Thanksgiving Day and IRR of Magna Carta for Women (RA 9710)	Greater appreciation of gender issues within the family needs to be promoted	To offset gender-based disadvantages or limitations of women, as a result of which women are denied or restricted in their rights and in their access to and enjoyment of opportunities, benefits, or privileges.	GASS: Support to Operation	Promotion of Annual Family Day	Percentage of employees /family members attended/participated in the celebration of Family Day - 70% attendance/participation of MWSS RO employees and their families in the celebration of Family Day	800,000.00	Corporate Funds	GAD Committee



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10	Proclamation No. 847 - Declaring the Fourth Sunday of September as Family Thanksgiving Day and IRR of Magna Carta for Women (RA 9710)	Greater appreciation of gender issues within the family needs to be promoted	To increase the level of understanding and appreciation of gender issues in the family/household	GASS: Support to Operation	Conduct Lecture on "Work-Life Balance"	Percentage of employees attended/participated in the Lecture on "Work-Life Balance" - 70% attendance/participation of MWSS RO employees in the Lecture on "Work-Life Balance"	100,000.00	Corporate Funds	GAD Committee



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11	Limited appreciation of the GAD Committee members of their duties and responsibilities.	The agency has not participated in/conducted all the required GAD-related training	To increase the level of understanding and appreciation of GAD Committee members of gender and development mainstreaming.	GASS: Support to Operation	Attendance in local seminars/training offered by other agencies	No. of GAD Committee members attended - 12 GAD Committee members attended the local seminars/training	200,000.00	Corporate Funds	GAD Committee



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12	Limited appreciation of the GAD Committee members of their duties and responsibilities.	The agency has not participated in/conducted all the required GAD-related trainings	To increase the level of understanding and appreciation of GAD Committee members of gender and development mainstreaming.	GASS: Support to Operation	Attendance in GAD Budget Forum	No. of GAD Committee members attended the forum - 6 GAD Committee members attended the forum	50,000.00	Corporate Funds	GAD Committee



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13	Limited appreciation of the GAD Committee members of their duties and responsibilities.	The agency has not participated in/conducted all the required GAD-related trainings	To increase the level of understanding and appreciation of GAD Committee members of gender and development mainstreaming.	GASS: Support to Operation	Conduct of regular GAD meeting and planning	No. of planning conducted per year - 2 plannings conducted per year No. of meetings conducted per year - 24 meetings conducted per year	1,000,000.00	Corporate Funds	GAD Committee



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14	There is a need to strengthen the capacity of the agency to promote the concept of gender and development to all MWSS-RO employees.	The agency has not administered the Gender Mainstreaming Evaluation Framework (GMEF) prescribed by the PCW	To increase the level of understanding and appreciation of GAD Committee membersand MWSS staff of gender and development mainstreaming.	GASS: Support to Operation	Conduct workshop on the administration of the GMEF	No. of GAD Committee members capacitated on the administration of the GMEF - 5 GAD Committee members trained in the GMEF administration	100,000.00	Corporate Funds	GAD Committee



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15	There is a need to strengthen the capacity of the agency to promote the concept of gender and development to all MWSS-RO employees.	The agency has conducted limited orientation on GAD-related laws	To promote zero-tolerance to gender-based violence including sexual harassment within the office.	GASS: Support to Operation	Seminars and trainings on gender-related issues	Percentage of employees attended the seminars and trainings on gender-related issues - 70% attendance of MWSS RO employees in the seminars and trainings on gender-related issues	200,000.00	Corporate Funds	GAD Committee



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16	There is a need to strengthen the capacity of the agency to promote the concept of gender and development to all MWSS-RO employees.	The agency has not oriented/trained all its staff on gender sensitivity	To increase understanding of importance of gender equality and women empowerment	GASS: Support to Operation	Conduct of Gender Sensitivity Seminar	Percentage of employees attended the Gender Sensitivity Seminar - Forty (40) old and new RO talents attended the Gender Sensitivity Seminar	100,000.00	Corporate Funds	GAD Committee
17	Recurring AOM on GAD Interventions/Activities	Weak Monitoring of GAD activities	To improve monitoring and assess the extent of implementation of GAD Activities	GASS: Support to Operation	Conduct of GAD Year-End Assessment	Percentage of employees participated in the Year-End Assessment - 100% participation of MWSS RO employees in the Year-End Assessment	800,000.00	Corporate Funds	GAD Committee
18	There is need to establish a GAD corner as a recommended activity in the GMEF	The agency has not established a GAD corner yet	To establish a GAD corner to provide references/information to employees and clients on the importance of GAD	GASS: Support to Operation	Establishment of GAD Corner	Percent completion of GAD Corner - 100% completion of GAD corner	100,000.00	Corporate Funds	GAD Committee
19	There is need to establish a lactation as a recommended activity in the GMEF	The agency has not established a lactation room yet	To establish a lactation room for nursing mothers and clients and provide privacy when expressing milk	GASS: Support to Operation	Establishment of Lactation Room	Percent completion of Lactation Room - 100% completion of Lactation Room	100,000.00	Corporate Funds	GAD Committee
SUB-TOTAL								14,953,626.00	Corporate Funds
TOTAL GAD BUDGET								14,953,626.00	



Prepared By:	Approved By:	Date
ATTY. CLAUDINE B. OROCIO-ISORENA	PATRICK LESTER N. TY	04/04/2019
Member, Executive Committee, Gender and Development Committee	Chief Regulator	



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