

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2020**

<b>Organization:</b> Metropolitan Waterworks and Sewerage System Regulatory Office		<b>Organization Category:</b> National Government, Government-Owned and Controlled Corporation	
<b>Organization Hierarchy:</b> Metropolitan Waterworks and Sewerage System Regulatory Office			
<b>Total Budget/GAA of Organization:</b>	255,262,000.00		
<b>Total GAD Budget</b>	12,551,707.50	<b>Primary Sources</b>	12,551,707.50
		<b>Other Sources</b>	0.00
<b>% of GAD Allocation:</b>	4.92%		



**THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN  
REVIEWED AND ENDORSED THROUGH THE GMMS**

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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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	1	2	3	4	5	6	7	8	9





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CLIENT-FOCUSED ACTIVITIES									





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1	Limited awareness on water and waste water-related issues experienced by women and LGBTQ customers	The existing monitoring forms to capture the issues and concerns of women and LGBTQ customers	To gather information/data on issues encountered by women and LGBTQ customers and how these issues are affecting their socio-economic status	MFO: Water and Wastewater Sampling (SM3 Compliance of MWSS RO and concessionaires samples with PNSDW on bacteriological quality and SM5 percentage of samples from STPs compliant with DENR AO No. 2016-008)	To integrate gender elements into the existing monitoring forms that will capture water and waste water-related issues of women and LGBTQ customers, specifically the effects of water and wastewater quality on their socio-economic activities	No. of water and wastewater issues encountered/documented that will capture water and waste water-related issues of women and LGBTQ customers, particularly on their health and socio-economic impacts	3,750,000.00	Corporate Funds	TRA and GAD Committee





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2	Gender perspective is not yet mainstreamed with external clients of MWSS RO	Limited awareness and consciousness of MWSS RO personnel conducting the public consultation/ gender responsive campus awareness drive on mainstreaming gender perspective	To mainstream gender into the conduct of public consultation/gender-responsive campus awareness drive with MWSS stakeholders	GASS: Support to Operation	Conduct public consultations/gender-responsive campus awareness drive to include collection of relevant SDD, gender analysis and integrate gender perspective in identifying strategies to address identified gender issues.	70% of all regular public consultations/gender-responsive campus awareness drive conducted will include collection of SDD and analysis to identify gender issues and strategies to address consistent with MWSS RO mandates.	1,872,500.00	Corporate Funds	GAD Committee and PID





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	1	2	3	4	5	6	7	8	9
ORGANIZATION-FOCUSED ACTIVITIES									





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3	Celebration of the National Women's Month in March pursuant to 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 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/trainings/seminars featuring women's role and in National Women's Month Celebration - 70% attendance/participation of MWSS-RO personnel in different activities/programs/film showings/art workshops/symposia/trainings/seminars featuring women's role and in National Women's Month	Activities: 769,120.00  PS: 723,708.10	Corporate Funds  Corporate Funds	GAD Committee





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4	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 -70% attendance/ participation in the 18-Day Campaign to End VAW	Activities: 824,670.00  PS: 738,696.40	Corporate Funds  Corporate Funds	GAD Committee





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5	Proclamation No. 847 (Declaring the Fourth Sunday of September as Family Thanksgiving Day) and IRR of Magna Carta for Women (RA No. 9710)	Less 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 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- 70% attendance/participation of MWSS RO employees and their families in the Family Day	PS and Activities 250,000.00	Corporate Funds	GAD Committee





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6	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 GAD mainstreaming	GASS: Support to Operation	Conduct of regular GAD meetings and planning sessions	No. of meetings conducted per year/No. of planning sessions conducted per year - 24 meetings conducted per year 2 planning sessions conducted per year	Meals & Planning Sessions: 524,200.00  PS: 239,813.00	Corporate Funds  Corporate Funds	GAD Committee
7	Members of the Management Committee (MANCOM) have uneven level of understanding and/or appreciation of GAD	Less than 50% of MANCOM have attended GST or GAD orientation	To increase MANCOM even level of understanding and/or appreciation of GAD	GASS: Support to Operation	Include Gender Sensitivity Training in the MANCOM Planning and Include GAD executive briefing/ or GAD updates in MANCOM Meetings	Percentage of EXECOM members who attended the GST - 100% of EXECOM members who attended the GST	PS 10,000.00	Corporate Funds	GAD Committee and HR





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8	GFPS TWG members have uneven level of capacity to mainstream and promote GAD	New GFPS members and other key employees (program implementers) have not attended GAD capacity training	To increase GFPS TWG members level of capacity to mainstream and promote GAD within the organization	GASS: Support to Operation	Conduct training on GAD Awareness (GST, GA and GPB) for new GFPS, key staff or project implementers, and MWSS RO Talents conducting the public consultation/ gender-responsive campus awareness drive. As suggested by PCW, engage a GAD Practitioner to assist in the process of gender issue identification, and strategies to address these issues.	80% new GFPS, key staff or project implementers, and MWSS RO Talents conducting the public consultation/ gender-responsive campus awareness drive. will attend trainings. Engagement of GAD Practitioner for identification of gender issues and strategies to address these issues.	PS and Activities 300,000.00	Corporate Funds	GAD Committee and HR





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9	Knowledge Management system not regularly updated and monitored in terms of access and utilization	GAD KM System not mainstreamed into the agency KM mechanisms	Enhance the content, access and utilization of the KM system by integrating gender-related knowledge products	GASS: Support to Operation	Integration of GAD knowledge products in the KM system	Percentage of reviewed and/or updated KM System materials- 20% reviewed and updated KM system materials	200,000.00	Corporate Funds	GAD Committee and MIS





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10	New Employees and COS (28%) have not yet attended GAD Orientation or Gender Sensitivity Training	GAD orientation for staff is not conducted regularly	To increase understanding of importance of gender sensitivity among new employees and COS	GASS: Support to Operation	Conduct in-house training on GST for management and staff (new employees and COS) who have not attended GST yet	Percentage of MWSS RO new employees who attended/participated (hired as of February 2020 - March 2020 GST and hired as of October 2020-November 2020 GST) - 100%of new employees attended/participated (hired as of February 2020 - March 2020 GST and hired as of October 2020-November 2020 GST)	PS and Activities 275,000.00	Corporate Funds	GAD Committee and HR





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11	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 integrate GAD perspectives into the development of the Organization Plan and Programs	GASS: Support to Operation	Conduct basic/refresher and deepening sessions on HGDG to integrate GAD perspectives in developing PAPs and attribute GAD budget (three 3-day seminar)	Percentage of those who attended/participated in the basic/refresher HGDG for GFPS and project implementers and deepening HGDG for GFPS and project implementers - 100% attended/participated in basic/refresher HGDG for GFPS and project implementers and 50% attended/participated in deepening HGDG for GFPS and project implementers	PS and Activities 250,000.00	Corporate Funds	GAD and Project Implementers





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12	Concerned staff have not updated GAD database and generated gender-related information	Concerned staff have not yet attended training on collecting SDD and generating gender-related information	To develop and maintain the GAD database and generate 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 - 100% attendance of the Statistician, GFPS Secretariat, and Project Implementers	200,000.00	Corporate Funds	GAD Committee and Project Implementers





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13	Promotion of anti-sexual harassment (SH) laws and VAW	Mandated to promote anti-SH and VAW	To educate CODI members/GFPS Secretariat/concerned staff and promote Anti-SH Code and VAW	GASS: Support to Operation	Training in Anti-SH Code (RA No. 7877 , VAW, and Safe Safes Act (RA No. 11313)	Reiteration of attendance of MWSS RO talents in trainings on Anti-SH Code and VAW - 100%attendance/participation of MWSS RO talents in trainings on Anti-SH Code and VAW  Percentage of committee members/GFPS secretariat who attended/participated in CODI Training- 100% attendance/participation of Committee Members/GFPS secretariat in CODI Training	200,000.00	Corporate Funds	GAD Committee and CODI





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14	Low GAD budget utilization (attributable budget)	Mandated PAPs not reviewed using HGDG toolkit	To mainstream gender perspectives into the regular/flagship programs and projects of the agency	GASS: Support to Operation	Conduct of capacity building workshop/deepening session using HGDG toolkit for the GFPS and program implementers	Percentage of attendance of GFPS and project implementers in the capacity building workshop/session - 100% attendance of GFPS and project implementers in the capacity building workshop/session	200,000.00	Corporate Funds	GAD Committee and HR





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15	Members of the MANCOM have not regularly monitored MWSS RO GAD efforts	Regular reporting of GAD efforts to the MANCOM are not conducted	To institutionalize monitoring and reporting of GAD accomplishments of the agency	GASS: Support to Operation	Include GAD Accomplishment Report in MANCOM meetings	Reviewed GAD Accomplishment Report by MANCOM	5,000.00	Corporate Funds	GAD Committee





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16	Enhancement of consultation activities with clients to identify gender issues and corresponding strategies.	Limited opportunities to conduct consultations with employees on gender-related issues	To identify gender issues and corresponding strategies through enhancement of consultation of activities with clients	GASS: Support to Operation	Consultation with internal clients on the activities to be conducted through GAD during general assemblies, etc.	MWSS RO Survey as feedback mechanism to identify gender issues of internal clients. - Accomplished MWSS RO Survey as feedback mechanism to identify gender issues of internal clients.	27,000.00	Corporate Funds	GAD Committee and CODI





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17	Promotion of breastfeeding in compliance with RA No. 10028	No lactation room for internal and external clients are within reproductive age group	To establish a lactation room for mothers (internal and external clients) to provide privacy when expressing milk	GASS: Support to Operation	Provide materials for the lactation room to be built in the new MWSS RO building	100% materials provided for the RO Lactation Room	10,000.00	Corporate Funds	GAD Committee





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18	Need to develop in-house GAD resource persons to facilitate GAD awareness and gender sensitivity in MWSS RO.	GFPS members have not been given the opportunity to serve as resource persons (in house and external clients)	To develop and train GFPS members to serve as GAD resource persons on GST, GA, and GPB for internal clients	GASS: Support to Operation	Conduct training of trainers (TOT) for GFPS on GA, GMEF and GPB	Percentage of attendance/participation in TOT for GFPS on GST, GA and GPB and all attendees in the TOT (conducted on the same year) to conduct one (1) module or topic - 30% attendance in TOT for GFPS on GST, GA, and GPB and all attendees in the TOT (conducted on the same year) to conduct one (1) module or topic	200,000.00	Corporate Funds	GAD Committee and HR





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19	IEC and KM materials not reviewed for possible integration of GAD perspectives	Concerned GFPS and/or staff are yet to be trained in preparing and/or reviewing IEC and KM materials that would integrate gender perspectives	To review existing agency IEC and KM materials for possible integration of GAD perspectives is to conduct deepening sessions on GAD-concepts to develop lens to integrate GAD perspectives in agency IEC and KM materials	GASS: Support to Operation	Conduct of sessions to prepare GAD-specific IEC materials for RO and to review agency IEC materials to assess gender sensitivity and use of gender-fair language	Number of sessions to prepare / review IEC/ KM materials of concerned staff and endorsement by GFPS for gender integration - At least two (2) sessions to prepare / review IEC/ KM materials of concerned staff and endorsement by GFPS for gender integration conducted	275,000.00	Corporate Funds	GAD Committee and PID







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20	The GAD-related projects are not fully addressed and accomplished	Lack of review and assessment of MWSS RO GAD activities	To have a mechanism for monitoring the implementation of the GAD Plan and Budget	GASS: Support to Operation	Conduct of GAD Year-End Assessment of GAD accomplishments and development of GAD Agenda/Strategic Framework	Approved MWSS RO GAD Agenda  Percentage of employees participated in the Year-End Assessment- 95% participation of MWSS RO employees in the Year-End Assessment	Meals, Venue Rental, honoraria, and other expenses 700,000.00	Corporate Funds	GAD Committee and RO Talents
21	Need to issue internal guidelines/policies to articulate support on gender mainstreaming efforts, GAD mandates, development of GAD agenda/framework, integration of GAD perspectives in strategic plans and PAPs, SH, VAWC, CODI, etc.	No internal guidelines/policies are issued	To strengthen internal guidelines/policies to articulate support on gender mainstreaming efforts, GAD mandates, development of GAD agenda/framework, integration of GAD perspectives in strategic plans and PAPs, SH, VAWC, CODI, etc.	GASS: Support to Operation	Formulate and issue internal guidelines/policies on gender mainstreaming efforts, GAD mandates, development of GAD agenda/framework, integration of GAD perspectives in strategic plans and PAPs, SH, VAWC, CODI, etc.	Issuance of office orders re: gender mainstreaming efforts, GAD mandates, development of GAD agenda/framework, integration of GAD perspectives in strategic plans and PAPs, SH, VAWC, CODI, etc.	2,000.00	Corporate Funds	GAD Committee and HR
22	GAD Agenda or GAD Strategic Framework not yet updated to integrate GAD perspective	No initial discussion with MANCOM to update the GAD Agenda or GAD Strategic Framework to integrate GAD perspective	To developed and update GAD Agenda or GAD Strategic Framework that integrates GAD perspective	GASS: Support to Operation	Formulate GAD Agenda or GAD Strategic Framework which integrates GAD perspective	Approval of GAD Agenda or GAD Strategic Framework by the MANCOM	5,000.00	Corporate Funds	GAD Committee
SUB-TOTAL							12,551,707.50	Corporate Funds	
TOTAL GAD BUDGET							12,551,707.50		





Prepared By:	Approved By:	Date
 CLAUDINE B. OROCIO-ISORENA	 PATRICK LESTER N. TY	09/21/2020
Member, Executive Committee, Gender and Development Committee	Chief Regulator	

