

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2024

Sequence No.: 2024-017448				
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:	165,147,000.00			
Total GAD Budget	11,065,354.50	Primary Sources	11,065,354.50	
		Other Sources	0.00	
% of GAD Allocation:	6.70%			

	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									



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

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1	Presidential Decree No. 856: Promulgating the Code on Sanitation of the Philippines; is instrumental in achieving Sustainable Development Goals No. 5 "Gender Equality" by ensuring equitable access to Water Access, Sanitation, and Hygiene (WASH) facilities, and No. 6 "Access to water and sanitation for all", thereby addressing the specific needs and vulnerabilities of women, girls, and marginalized genders.	Lack of information on proper hygiene and sanitation for men and women at an early age	To promote awareness on water sanitation and hygiene to women and men within the concession area	GASS: Support to Operation	Forging partnerships with Educational Institutions, and the Concessionaires: Conduct of the	No. of Water Sanitation and Hygiene (WASH) information drive conducted- Two (2) Water Sanitation and Hygiene (WASH) information drive conducted with 160 women and 140 men participants No. of WASH kits distributed to women and men in public schools and community partners - Three hundred (300) WASH kits distributed to 160 women and 140 men participants	MOOE 100,000.00 PS 85,765.00	GAA GAA	GFPS and TWG for Partnership
2	Section 26. of the Implementing Rules and Regulations of Republic Act 9710, "Right to Information"	IEC materials highlighting the roles of women in water and waste water management/ gender issues in the water sector are not enhanced based on the trend and emerging issues	To produce enhanced IEC materials that highlight the roles of women in water and wastewater management based on the trend and emerging issues	GASS: Support to Operation	Produce and Enhance IEC materials, i.e., multi-media info graphs, highlighting the roles of women in water and wastewater management, gender issues in the water sector, and other related GAD laws and mandates	No. of new and enhanced IEC materials produced and reproduced- Five thousand (5,000) copies of multi-media infographs, including the result of the Sex-Disaggregated Water Data Project, distributed to 1,000 clients, five hundred (500) for male and five hundred (500) for female	MOOE 200,000.00 PS 150,000.00	GAA GAA	GFPS Public Information Department



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3	Section 26. of the Implementing Rules and Regulations of Republic Act 9710, "Right to Information"	No enough Sex-Disaggregated Water Data in the Philippines as basis for planning, budgeting, programming, and policy formulation	To disseminate information and raise awareness on Sex Disaggregated Water Data in the Philippines	GASS: Support to Operation	Conduct Launching and Information dissemination on the result of the Sex Disaggregated Water Data project	No. of launching and information dissemination conducted - One (1)launching and information dissemination on the result of the Sex Disaggregated Water Data project conducted with 150 women and 150 men participants composed of concessionaires, partner LGUs, UP CWGS, DENR, PCW, water districts/organizations and other stakeholders	MOOE 680,030.00 PS 400,000.00	GAA GAA	GFPS, TWG for SDWD, ALA, CSRA, FRA, TRA, OCR
4	Section 36 of the IRR of RA 9710, "Gender Mainstreaming", highlighting Sustainable Development Goals (SDG) 5 "Gender Equality" and 6 "Access to water and sanitation for all"	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 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	GASS: Support to Operation	Conduct of Lakbay Aral with GAD discussion/consultation in partnership with the Concessionaires	No. of Lakbay Aral conducted - Two (2) Lakbay Aral with Activity Report within the Concession Area for SHS Students, thirty (30) women and thirty (30) men	PS 76,000.00 MOOE 30,000.00	GAA GAA	GFPS Technical Regulation Area



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5	Gender disparity in the uptake of the 5% water bill discounts among senior citizens and gender-related issue such as access to essential services, awareness on the said water bill discounts, and concerning access to water and sanitation.	Limited awareness on the related laws providing the grant discount, access to essential services and other related concerns on water and sanitation for senior citizens customers	To increase awareness of women and men senior citizens on the related laws providing the grant discount for senior citizens customers	GASS: Support to Operation	Conduct of Orientation and Public assistance for senior citizens customers about the grant five percent (5%) discount relative to the monthly utilization of water supplied by the public utilities in selected LGUs located within the Concession Area	No. of Orientation and Public assistance for senior citizens customers about the grant five percent (5%) discount with discussion on GAD and other related laws conducted - Two (2) Orientation and Public assistance for senior citizens customers about the grant five percent (5%) discount with discussion on GAD and other related laws conducted with 50 women and 50 men participants	PS 270,000.00 MOOE 100,000.00	GAA GAA	GFPS, PID, CSRA, and ALA
6	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 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	GASS: Support to Operation	Conduct of Public Consultation/Information Drive and forums with discussion on GAD and to capture prevailing gender issues and concerns for the women and men beneficiaries from different LGUs within the Concession Areas	No. of Public Consultation/Information Drive and forums with discussion on GAD- Six (6) Public Consultation/Information Drive and forums with discussion on GAD and to capture prevailing gender issues and concerns for the women and men beneficiaries from different LGUs within the Concession Areas with 300 women and 300 men participants	MOOE 1,197,187.50 PS 500,000.00	GAA GAA	Office of the Chief Regulator - Public Information Department GFPS



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7	Lack of awareness and responsiveness of the external clients on the agency's GAD efforts and sector specific policies related on GAD	Limited opportunities to conduct consultations with external clients on the agency's GAD related policies, PAPS, and mechanisms	To strengthen partnership and involved the stakeholders on the GAD initiatives and in crafting the specific policies and guidelines to address gender issues on their respective agency	GASS: Support to Operation	Conduct of GAD Kapihan/Consultation with Concessionaires, customer representatives, and the GFPS of LGUs and water districts	No. of GAD Kapihan/Consultation conducted - Two (2) GAD Kapihan/Consultation conducted with 100 women and 100 men participants from Concessionaires, customer representatives, and the GFPS of LGUs and water districts	MOOE 200,000.00 PS 235,000.00	GAA GAA	GFPS, ALA, and Kapihan TWG
ORGANIZATION-FOCUSED ACTIVITIES									
8	Proclamation No. 227, s. 1988 providing for the Observance of the Month of March as Women's Role in History Month and R.A. No. 6949 - Declaring March 8 of every year as National Women's Day	Need to continuously update the knowledge of MWSS RO personnel on gender-related issues and concerns that affect women and men	To strengthen women and men personnel through relevant activities to recognize their vital role in institution and in nation-building	GASS: Support to Operation	Conduct/Participation/Attendance in different activities/ programs/ training/ seminars/ forums featuring women's role and contribution in the society in Celebration of the National Women's Month	No. of activities/ programs/ symposium/ training/ seminars/ forums featuring women's role and contribution in the society in Celebration of the National Women's Month conducted/participated - at least four (4) activities/ programs/ symposium/ training/ seminars/ forums featuring women's role and contribution in the society in Celebration of the National Women's Month conducted/participated with 40 women and 50 men participants	MOOE 300,000.00 PS 500,000.00	GAA GAA	GFPS



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9	Proclamation 1172, s. 2006 - Declaring 25 November to 12 December as the 18-Day Campaign to End Violence Against Women (VAW) and R.A. No. 10398 - Declaring November 25 of every year as National Consciousness Day for the Elimination of Violence Against Women and Children in support of the Worldwide Campaign to End VAW	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	To promote advocacy to end violence against women and children	GASS: Support to Operation	Conduct/Participation/Attendance in different activities/ programs/ training/ seminars/ forums in observation of the 18-Day Campaign to End VAW	No. of activities/ programs/ symposium/ trainings/ seminars/ forums featuring women's role and contribution in the society in Celebration of the 18-Day Campaign to End Violence Against Women (VAW) conducted/participated- At least four (4) activities/ programs/ symposium/ trainings/seminars/ forums featuring women's role and contribution in the society in Celebration of the National Women's Month conducted/participated/attended by 35 women and 45 men participants	MOOE 200,000.00 PS 400,000.00	GAA GAA	GFPS MOVE MWSS RO Chapter
10	Republic Act No. 9710 (Magna Carta of Women [MCW] of 2009) and the Philippine Commission on Women Memorandum Circular No. 2016-03, which mandates government offices to adopt gender equality and promote women's rights	Need to comply with RA 9710 which would provide Special Leave Benefits for Women	Special Leave for Women availed	GASS: Support to Operation	Availment of the Special Leave for Women	Percentage of Special Leave for Women applications approved- 100% of Special Leave for Women applications approved	PS 100,000.00	GAA	GFPS and ALA HR Unit and Accounting



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11	Republic Act No. 9710 (Magna Carta of Women [MCW] of 2009) and the Philippine Commission on Women Memorandum Circular No. 2016-03, which mandates government offices to adopt gender equality and promote women's rights	Top management officials have not regularly monitored MWSS RO GAD efforts	Top management to institutionalize the monitoring and reporting of GPB and GAD accomplishments of the agency	GASS: Support to Operation	Conduct of MANCOM meetings including the discussion and reviewing of GPB and GAD Accomplishment Report	No. of MANCOM meetings including the discussion and reviewing of GPB and GAD Accomplishment Report - Two (2) MANCOM meetings Discussed and Reviewed GPB and GAD Accomplishment Report conducted with 10 women and 14 men participants	PS 50,000.00	GAA	GFPS and ALA
12	Republic Act No. 9710 (Magna Carta of Women [MCW] of 2009) and the Philippine Commission on Women Memorandum Circular No. 2016-03, which mandates government offices to adopt gender equality and promote women's rights	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	No. of GAD Year-End Assessment conducted with Documentation Report / Accomplishment Report submitted - One (1) GAD Year-End Assessment conducted with one (1) Documentation Report / Accomplishment Report submitted	MOOE 200,000.00 PS 115,000.00	GAA GAA	GFPS and ALA
13	DBM-NEDA-PCW Joint Circular Item 4.1 on Strengthening GAD Focal Point System	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 compliance	No. of COS - GAD Specialist hired responsible for preparing and monitoring the implementation the GPB, other compliance under the law, and maintaining and updating the database -One (1) COS - GAD Specialist hired	MOOE 507,372.00	GAA	GFPS and ALA



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14	Republic Act 8187 or Paternity Leave Act of 1996	Need to comply with Republic Act 8187 which would provide Paternity Leave for all	Paternity Leave Aailed	GASS: Support to Operation	Availment of Paternity Leave	Percentage of Paternity Leave applications approved - 100% of Paternity Leave applications approved	PS 30,000.00	GAA	GFPS and ALA HR Unit and Accounting
15	Republic 11210 or 105-Day Expanded Maternity Leave Law	Need to comply with RA 11210 which would provide 105-Day Expanded Maternity Leave for female employees	105-Day Expanded Maternity Leave aailed	GASS: Support to Operation	Availment of the 105-Day Expanded Maternity Leave	Percentage of 105-Day Expanded Maternity Leave applications approved- 100% of 105-Day Expanded Maternity Leave applications approved	PS 200,000.00	GAA	GFPS and ALA HR Unit Accounting Unit
16	Republic Act No. 8972 or an Act Providing Benefits and Privileges for Solo Parents and their Children	Need to comply with Republic Act No. 8972 or an Act Providing Benefits and Privileges for Solo Parents and their Children	Solo Parents Leave aailed	GASS: Support to Operation	Availment of the Solo Parents Leave	Percentage of Solo Parents leave applications approved- 100% of Solo Parents leave applications approved	PS 50,000.00	GAA	GFPS and ALA HR Unit and Accounting
17	Section 37 of Republic Act No. 9710 (Magna Carta of Women [MCW] of 2009) and the Philippine Commission on Women Memorandum Circular No. 2016-03, which mandates government offices to adopt gender equality and promote women's rights	MWSS RO previous GMEF assessment is at Level 3: GAD Application. Need to continuously assess GAD mainstreaming progress	To track and assess the progress of Gender Mainstreaming activities using Enhanced Gender Maintreaming Evaluation Framework (GMEF)	GASS: Support to Operation	Conduct of Assessment of GAD Activities using Enhanced GMEF tool	No. Assessment of GAD Activities using GMEF- One (1) Assessment of GAD Activities using GMEF with 11 women and 11 men GFPS participants	MOOE 30,000.00 PS 85,000.00	GAA GAA	GFPS



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18	Section 37 Republic Act No. 9710 (Magna Carta of Women [MCW] of 2009) and the Philippine Commission on Women Memorandum Circular No. 2021-4, Section 1.2.2.2 Budget attribution using the HGDG	HGDG training conducted is at awareness and appreciation level only	To continuously capacitate the GFPS and program implementer on Harmonized Gender and Development Guidelines (HGDG) and learn how to integrate GAD perspectives in the agency's PAPs	GASS: Support to Operation	Conduct of up-scaling and deepening sessions on HGDG	No. of up-scaling and deepening sessions on HGDG conducted - One (1) up-scaling and deepening sessions on HGDG with 11 women and 11 men participants composed of GFPS and project implementer	MOOE 50,000.00 PS 85,000.00	GAA GAA	GFPS, Project Implementer
19	JMC No. 2013-01 Establishment and Maintenance of GAD Database	Need to continuously innovate and improve GAD database	To enhance the development and maintain the GAD database in generating gender-related information	GASS: Support to Operation	Conduct training on establishing web-based SDD and developing/ maintaining GAD SDD database	No. of training on establishing web-based SDD and developing/ maintaining GAD SDD database conducted- One (1) training on establishing web-based SDD and developing/ maintaining GAD SDD database with 11 women and 11 men participants composed of Statistician, GFPS Secretariat, and Project Implementer	MOOE 200,000.00 PS 220,000.00	GAA GAA	GFPS



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20	Section 37 of Republic Act No. 9710 (Magna Carta of Women [MCW] of 2009) and the Philippine Commission on Women Memorandum Circular No. 2016-03, which mandates government offices to adopt gender equality and promote women's rights - Establishment of Monitoring and Evaluation system	Lack of Monitoring and Evaluation system that can effectively the progress of the gender mainstreaming efforts of the MWSS RO	To establish M	GASS: Support to Operation	Establishment of the Monitoring and Evaluation system	No. of M - One (1) M	PS 100,000.00	GAA	GFPS, OCR-MIS
21	Gender-related issues experienced by talents need to continuously identify	Need to continuously conduct consultations and updating of the MWSS RO's personnel with regards to gender-related issues they experienced	To identify gender issues experienced by the talents and corresponding strategies to address such issues	GASS: Support to Operation	Consultation with employees on the gender issues they experience and to seek suggestions and recommendations	No. of consultation/s conducted with MWSS RO personnel on the gender issues they experienced through a GAD Survey- One (1) consultation with MWSS RO personnel on the gender issues they experienced through a GAD Survey conducted with 35 women and 40 men participants and with One (1) Documentation Report submitted	MOOE 50,000.00 PS 114,000.00	GAA GAA	GFPS, FRA, GAD Survey TWG



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22	IEC and KM materials not reviewed for possible integration of GAD perspectives	IEC and KM materials are not reviewed for possible integration of gender perspectives and to ensure gender fair language and images	To review existing agency IEC and KM materials for possible integration of GAD perspectives, develop KM materials with GAD integration, and ensure Gender fair IEC materials	GASS: Support to Operation	Conduct of writeshop and 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	No. of session 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 - Two (2) writeshop and 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 conducted with 10 women and 10 men participants	MOOE 50,000.00	GAA	GFPS PID
23	Continuously increase awareness among MWSS RO personnel and other stakeholders on various concepts and concerns related to SOGIE and the importance of diversity and inclusion in the workplace/PCW-Women's Priority Legislative Agenda for the 18th Congress (WPLA)-PB 08 Enacting a Law Prohibiting Discrimination Based on SOGIE	Strengthening the platform/avenue that will help increase awareness among MWSS RO personnel and other stakeholders on various concepts and concerns related to SOGIE and the importance of diversity and inclusion in the workplace	To strengthened platform that will help increase awareness among MWSS RO personnel 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 2024 Pride Month Celebration to continuously promote the importance of diversity and inclusivity	No. of activities/ programs/ symposium/ trainings/ seminars/ forums featuring the advocacy of Pride Monthand discussion on SOGIE concepts, SOGIE Bill and other SOGIE-related policies conducted/participated - At least four(4) activities/ programs/ symposium/ training/ seminars/ forums conducted/participated with 35 women and 45 men participants in collaboration with Stakeholders and other Government Agencies	MOOE 50,000.00 PS 100,000.00	GAA GAA	GFPS



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24	"Strengthening of GAD Focal Point System" as provided by the Magna Carta of Women or R.A. No. 9710 and PCW MC 2011-01	Need to institutionalize the MWSS RO GFPS through proper organization, coordination of efforts, and capacity building in promoting GAD within the organization	To increase GFPS members' capacity to mainstream and promote GAD within the organization	GASS: Support to Operation	Conduct of regular GAD meetings and planning sessions	No. of GAD Committee/TWG meetings conducted per year and No. of planning sessions conducted per year- Twenty-four (24) GFPS, MOVE, and TWG meetings conducted per year and 1 planning sessions conducted per year with 15 women and 13 men participants	MOOE 125,000.00 PS 1,200,000.00	GAA GAA	GFPS
25	Limited exposure to learning and continuing education gender policies, plans, programs at the national and international level/DBM-NEDA-PCW Joint Circular Item 4.1 on Strengthening GAD Focal Point System	Lack of exposure and awareness on available training programs and conferences both national and international	To equip the MWSS RO GFPS with the necessary knowledge, skills, and tools to enable effective mainstreaming of GAD in the MWSS RO plans, policies, programs, and projects	GASS: Support to Operation	Active participation to identified training, conferences, conventions etc., and expand network with national and international organizations on gender:Local (e.g. PCW, Miriam WAGI, UPCWGS, UPGDO, Women's Associatons etc.)International: (e.g. UN Commission on the Status of Women, ASEAN Committee on Women, ADB, Women and Water etc.)	No. of GAD trainings, workshops and conferences conducted/ participated/ attended - At least 5 GAD training, workshops and conferences conducted/ participated/ attended	MOOE 500,000.00 PS 300,000.00	GAA GAA	GFPS, HR unit



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26	Strengthening and capacitating the GFPS in formulating GAD and GEDSI policies in regular PPAs	Lack of policy and guidelines on how to mainstream gender and GEDSI in regular PPAs	Policy to mainstream gender in regular PPA issued and monitored	GASS: Support to Operation	Conduct / Participate / Attend on GAD and GEDSI policy workshop and writeshop	No. of GAD and GEDSI Policy workshop and write-shop conducted / participated / attended. - At least four (4) GAD and GEDSI Policies workshop and write-shop conducted / participated / attended by ten (10) women and ten (10) men. No. of GEDSI Policies crafted and issued. - Two (2) GAD and GEDSI Policies crafted and issued.	MOOE 100,000.00 PS 100,000.00	GAA GAA	GFPS



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27	Limited understanding/appreciation among top management officials/employees of the basic GAD concepts and limited promotion of gender sensitivity within the agency	Basic GAD Orientation and Gender Sensitivity Training for top management officials/ new employees are not conducted regularly	To increase appreciation and understanding of basic GAD concepts and promote gender sensitivity among top management officials/ new employee	GASS: Support to Operation	Conduct in-house training on Basic GAD Orientation and GST for top management officials/ new employees	No. of in-house training on Basic GAD Orientation and GST conducted for newly hired MWSS RO employees and reiteration of attendance of some employees- Two (2) batches in-house training on Basic GAD Orientation and GST conducted for newly hired employees (First batch employees hired from January to March 2024 and Second batch hired from September to November 2024) with 20 women and 25 men participants No. of Execom and Mancom members attended GST training/refreshers - At least 75% of current Execom and Mancom members attended GST training/refreshers	MOOE 100,000.00 PS 100,000.00	GAA GAA	GFPS



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28	Lack of awareness and venue to discuss unequal division of caregiving, household duties, and limitation on women's opportunities and involvement in family decisions/Proclamation No. 847 (Declaring the Fourth Sunday of September as Family Thanksgiving Day) and IRR of Magna Carta for Women (RA No. 9710) under Section 25A (3a) which encourages the conduct of the Annual Family Day	Lack of venue to discuss the importance of appreciation of gender issues within the family	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 Thanksgiving Day Activity with the aim of promoting gender-responsive parenting and awareness raising in addressing unequal division of caregiving, household duties, and limitations on women's opportunities and involvement in family decisions.	No. of Annual Family Thanksgiving day activity conducted - One (1) Annual Family Thanksgiving Day Activity with the aim of promoting responsible parenthood, gender-responsive parenting, family planning, non-sexist child rearing, and shared parenting and family responsibility conducted with 40 women and 50 men attendance/participation of MWSS RO employees and their family members	PS 230,000.00 MOOE 150,000.00	GAA GAA	GFPS, ALA, HR Unit
29	Lack of awareness on the disproportionate challenges faced by single parents, heavier burden due to financial insecurity, limited access to support services, and societal stigma	Need to raise awareness of the MWSS RO personnel on the Solo Parent's Act its benefits and privileges and the challenges faced by single parents especially women with multiple burdens	To increase awareness of MWSS RO personnel on the Solo Parent's Act its benefits and privileges the challenges faced by single parents especially women with multiple burdens	GASS: Support to Operation	Conduct/Participate/Attend in different activities/programs/training/seminars in observation of the Solo Parent's Day/Week with discussion on GAD-related issues in the solo parents spectrum	No. of activities/programs/training/seminars conducted in observation of the Solo Parent's Day Conducted/Participated/Attended- At least one (1) activity/program/training/seminar in observation of the Solo Parent's Day	PS 100,000.00 MOOE 50,000.00	GAA GAA	GFPS and ALA
SUB-TOTAL							11,065,354.50	GAA	
TOTAL GAD BUDGET							11,065,354.50		



Prepared By:	Approved By:	Date
ATTY. CLAUDINE B. OROCIO-ISORENA	ATTY. PATRICK LESTER N. TY	03/20/2024
CHAIRPERSON, MWSS RO GFPS	CHIEF REGULATOR	



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