



# GAD AGENDA 2023-2028

**PREPARED BY**  
**GAD FOCAL POINT SYSTEM 2022**



The Metropolitan Waterworks and Sewerage System Regulatory Office (MWSS RO) was created in August 1997 by virtue of the Concession Agreements signed between the MWSS and the two Concessionaires: Manila Water Company, Inc. (Manila Water) for the East Zone and Maynilad Water Services, Inc. (Maynilad) for the West Zone. On 31 March and 18 May 2021, the Revised Concession Agreements (RCAs) with Manila Water and Maynilad were signed respectively. The RCAs extended the period of the water concession to 31 July 2037.

The MWSS RO functions as a collegial body composed of five (5) Regulators. It is headed by the Chief Regulator who has overall responsibility for the operation of the office, and four (4) Deputy Administrators for Technical Regulation, Customer Service Regulation, Financial Regulation, and Administration and Legal Affairs.



RO is mandated to monitor the Concession Agreement. Among its many functions, RO reviews, monitor and enforces rates and service standards; arranges and reports regular independent audits of the performance of the Concessionaires; and monitors the infrastructure assets. However, RO's functions may change over time for effective regulation of water and sewerage services

# **GAD STRATEGIC FRAMEWORK 2023-2028**



# GAD VISION



By 2028, MWSS-RO is a gender responsive Regulatory Office, ensuring world class and independent services that equitably protects the interests of the consuming public and other stakeholders to continuous, sustainable and accessible supply of safe and affordable drinking water and environmentally safe sewerage system.

# GAD MISSION



To mainstream gender and development in our policies, people, programs and enabling mechanisms so that women and men will have equal access and benefits to safe and affordable water, sewerage, and sanitation services..

# GAD GOALS



1. Policies to mainstream GAD and GEDSI in regular PAPs and external client services implemented, monitored, and evaluated.
2. Top Management and GFPS are empowered and fully capacitated GAD Champions.
3. Highly-engaged RO workforce are organized and linked to external stakeholders on GM.
4. Gender and Social Inclusive workplace program established and promoted.
5. MWSS RO GAD Water Learning Hub established and utilized by the stakeholders.
6. Core regulatory processes enhanced and strengthened with GAD mechanisms and strategies.





# **GAD STRATEGIC PLAN 2023-2028**



## **GAD GOAL # 1**

**Policies to mainstream GAD and GEDSI in regular PAPs and external client services implemented, monitored, and evaluated.**

	<b>GENDER ISSUE/GAD MANDATE</b>	<b>GAD OUTCOME/ RESULT STATEMENT</b>	<b>INDICATOR</b>	<b>BASELINE</b>	<b>RESPONSIBLE UNIT/OFFICE</b>
1.1	<b>Lack of policy and guidelines on how to mainstream gender and GEDSI in regular PPAs</b>	<b>Policy to mainstream gender in regular PPA issued and monitored.</b>	<b># of policy issued</b>	<b>2022 GMEF</b>	<b>GFPS</b>
1.2	<b>No policy to mainstream gender in regulatory functions and influence concessionaires to be gender sensitive/ gender responsive</b>	<b>Policy adopted by concessionaires to Mainstream GAD and GEDSI in their PAPs</b>	<b># of policy adopted by concessionaires</b>	<b>2022 GMEF</b>	<b>GFPS, CSRA,OCR-PID</b>
1.3	<b>No framework to monitor and evaluate implementation of GM policy</b>	<b>GM policies are monitored and evaluated</b>	<b># of policies implemented, monitored and evaluated</b>	<b>2022 GMEF</b>	<b>GFPS</b>
1.4	<b>Existing Policies and guidelines on GAD Mainstreaming is not fully integrated/mainstreamed</b>	<b>Existing Policies and guidelines reviewed and integrated</b>	<b>No. of policy and guidelines reviewed</b>	<b>2022 GMEF</b>	<b>GFPS</b>

1.1	Lack of policy and guidelines on how to mainstream gender and GEDSI in <b>regular PPAs</b>	Policy to mainstream gender in regular PPA issued, implemented and monitored.	# of policy issued and implemented	2022 GMEF	GFPS
-----	--	---	------------------------------------	-----------	------

2023			2024		
TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET
2 GAD and GEDSI policies <b>crafted</b>	Conduct of GAD and GEDSI mainstreaming Policy Writeshop	150,000.00	2 GAD and GEDSI policies <b>issued</b>	Conduct of Finalization workshop and Issuance of Policies and guidelines	150,000.00

2025			2026		
TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET
1 <b>capacity building</b> on GAD and GEDSI policies conducted	Conduct of orientation on Policies and Issuances	50,000.00	Two (2) policies and guidelines (GAD and GEDSI) <b>Implemented and monitored in regular PPAs</b>	Implementation and monitoring of GM Policies in MWSS RO	50,000.00

2027			2028		
TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET
One (1) GM (GAD and GEDSI) Policy <b>assessment</b> conducted	Conduct of assessment of the GM Policy implemented	150,000.00	one consultation workshop on <b>sustainability</b> plan for GM policies	Conduct of consultation-workshop to Revisit GM Policies and Recommend its sustainability	150,000.00

GS- Gender Sensitive  
GR- Gender Responsive  
GM- Gender Mainstreaming  
GAD- Gender and Development  
GEDSI- Gender Equality, Disability and Social Inclusion

1.2	No policy to mainstream gender in regulatory functions and influence concessionaires to be gender sensitive/ gender responsive	Policy adopted by concessionaires to Mainstream GAD and GEDSI in their PAPs	# of policy adopted by concessionaires	2022 GMEF	GFPS, CSRA, OC R-PID
-----	--	---	--	-----------	----------------------

2023			2024		
TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET
Two concessionaires consulted	Conduct of Consultation and Strategic Planning with concessionaires	300,000.00	One (1) GM Policy for concessionaires crafted	Crafting of GM policy for external clients	

2025			2026		
TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET
1 GM Policy issued for external clients 2 Concessionaires Orientation	Conduct of Finalization and Issuance of GM Policies and Concessionaires Orientation		Two (2) GM policies and guidelines implemented and monitored	Implementation and monitoring of GM Policies for concessionaires	

2027			2028		
TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET
GM Policy for external clients assessed	Conduct of assessment of Concessionaires' compliance to GM policy		GM Policies revisited and and Recommend its sustainability generated	Revisit GM Policies and Recommend its sustainability	

GS- Gender Sensitive  
GR- Gender Responsive  
GM- Gender Mainstreaming  
GAD- Gender and Development  
GEDSI- Gender Equality, Disability and Social Inclusion

1.3	No framework to monitor and evaluate implementation of GM policy	GM policies are monitored and evaluated	# of policies implemented , monitored and evaluated	2022 GMEF	GFPS
-----	--	---	---	-----------	------

2023			2024		
TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET
One (1) M&E System Crafted	Crafting of M&E		M&E system piloted to selected policy issued	Pilot testing and assessment of M&E system using the 2023 output	

2025			2026		
TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET
GAD M&E in the RO implemented	Implementation of GAD M&E of all internal PAPs		GAD related internal and external PAPs utilized the M&E system	Implementation and monitoring of GAD related PAPs of concessionaires using the M&E	

2027			2028		
TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET
Use of M&E by internal and external PAPs assessed.	Assessment of internal and external GAD related PAPs using the M&E system		Use of M&E system by internal and external PAPs revisited and evaluated	Revisit and Evaluation of M&E system both internal and external	

<b>1.4</b>	<b>Existing Policies and guidelines on GAD Mainstreaming is not fully integrated/mainstreamed</b>	<b>Existing Policies and guidelines reviewed and integrated</b>	<b>No. of policy and guidelines reviewed</b>	<b>2022 GMEF</b>	<b>GFPS</b>
------------	---	---	--	------------------	-------------

2023			2024		
TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET
Existing policies relevant to GAD reviewed.	Conduct of Review session and workshop of all existing policies relevant to GAD to craft guidelines.		GAD mainstreaming Guidelines crafted.	Conduct of writeshop to craft guidelines on how to mainstream GAD.	

2025			2026		
TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET
Identified GM policies with guidelines issued.	Issuance and Implementation of GAD Mainstreaming Guidelines		100% of GM Policies monitored	Monitoring of the implementation of GM Guidelines	

2027			2028		
TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET
All GM Policies and guidelines assessed.	Assessment of all existing applicable policies are assessed		Policy sustainability recommendations generated.	Conduct of consultation session to Revisit and evaluation GM policies	

GS- Gender Sensitive  
 GR- Gender Responsive  
 GM- Gender Mainstreaming  
 GAD- Gender and Development  
 GEDSI- Gender Equality, Disability and Social Inclusion

## **GAD GOAL # 2**

**Top Management and GFPS are empowered and fully capacitated GAD Champions.**



	<b>GENDER ISSUE/GAD MANDATE</b>	<b>GAD OUTCOME/ RESULT STATEMENT</b>	<b>INDICATOR</b>	<b>BASELINE</b>	<b>RESPONSIBLE UNIT/ OFFICE</b>
<b>2.1</b>	Top management officials have uneven level of understanding and/or appreciation of GAD.	Increased level of understanding and/or appreciation on GAD activities by the top management.	<ul style="list-style-type: none"> <li>No. of GST Training/Refresher attended by Execom/Mancom</li> </ul>	2023 GPB	GAD/Execom-Mancom/HR
<b>2.2</b>	Top management officials have not regularly monitored MWSS RO GAD efforts.	Top management institutionalized the monitoring and reporting of GAD accomplishments of the agency.	<ul style="list-style-type: none"> <li>No. of MANCOM meetings that included GAD concerns.</li> </ul>	2023 GPB	GAD/Execom-Mancom/HR
<b>2.3</b>	Need to develop GAD Resource persons among GFPS members.	GAD Resource persons among GFPS members capacitated and given opportunity to serve as resource persons (in house and external clients)	<ul style="list-style-type: none"> <li>No. of GFPS members accredited as GAD Resource persons (in house and external clients)-</li> <li>One (1) accredited by PCW NGRP/CSC</li> </ul>	2023 GPB	GAD/HR
<b>2.4</b>	Need to institutionalize coordination with PCW and other agencies to strengthen mentoring of RO GFPS members as GAD Champions in the water sector.	MWSS RO Capacity Building Program for GFPS members as GAD Champions mentored by PCW/CSC.	MOA with PCW/CSC	2023 GPB	GAD/HR

2.1	Top management officials have uneven level of understanding and/or appreciation of GAD.	Increased level of understanding and/or appreciation on GAD activities by the top management.	<ul style="list-style-type: none"> <li>No. of GST Training/Refresher attended by Execom/Mancom</li> </ul>	2023 GPB	GAD/Execom-Mancom/HR
-----	---	---	---	----------	----------------------

2023			2024		
TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET
100% of current Execom and Mancom members oriented on national GAD situationer	Conduct of GAD Orientation for top management conducted by PCW	PS – 30,000.00	75% of current Execom and Mancom members attended GST training/refresher	GST Training/Refresher for top management conducted by the PCW	PS – 30,000.00

2025			2026		
TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET
100% of Execom and Mancom members attended GST++	GST ++ for top management conducted by the PCW	PS – 30,000.00	50% of Execom and Mancom members attended the GAD session	Updates on GAD issuances	PS – 40,000.00

2027			2028		
TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET
100% of Execom and Mancom members participated in the GAD session	Conduct of GAD consultative session with the top management for next cycle of GAD Agenda (eg. FGD or Interview)	PS – 40,000.00	100% of Execom and Mancom members attended the GAD session	Top Management briefing on the results of the GAD consultation	PS – 40,000.00

2.2	Top management officials have not regularly monitored MWSS RO GAD efforts.	Top management institutionalized the monitoring and reporting of GAD accomplishments of the agency.	• No. of MANCOM meetings that included GAD concerns.	2023 GPB	GAD/ Execom- Mancom/ HR
-----	--	---	--	----------	-------------------------

2023			2024		
TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ ACTIVITY	ESTIMATE D BUDGET
GPB and GAD AR discussed and reviewed in MANCOM Meetings	Conduct of MANCOM meetings including the discussion and reviewing of GPB and GAD AR	PS 30,000.00	GPB and GAD AR discussed and reviewed in MANCOM Meetings	Conduct of MANCOM meetings including the discussion and reviewing of GPB and GAD AR	PS 40,000.00

2025			2026		
TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET
GPB and GAD AR discussed and reviewed in MANCOM Meetings	Conduct of MANCOM meetings including the discussion and reviewing of GPB and GAD AR	PS 50,000.00	GPB and GAD AR discussed and reviewed in MANCOM Meetings	Conduct of MANCOM meetings including the discussion and reviewing of GPB and GAD AR	PS 50,000.00

2027			2028		
TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET
GPB and GAD AR discussed and reviewed in MANCOM Meetings	Conduct of MANCOM meetings including the discussion and reviewing of GPB and GAD AR	PS 60,000.00	GPB and GAD AR discussed and reviewed in MANCOM Meetings	Conduct of MANCOM meetings including the discussion and reviewing of GPB and GAD AR	PS 70,000.00

GS- Gender Sensitive  
GR- Gender Responsive  
GM- Gender Mainstreaming  
GAD- Gender and Development  
GEDSI- Gender Equality, Disability and Social Inclusion

<b>2.3</b>	<b>Need to develop GAD Resource persons among GFPS members.</b>	<b>GAD Resource persons among GFPS members capacitated and given opportunity to serve as resource persons (in house and external clients)</b>	<ul style="list-style-type: none"> <li><b>No. of GFPS members accredited as GAD Resource persons (in house and external clients)-</b></li> <li><b>One (1) accredited by PCW NGRP/CSC</b></li> </ul>	<b>2023 GPB</b>	<b>GAD/HR</b>
------------	---	---	---	-----------------	---------------

<b>2023</b>			<b>2024</b>		
<b>TARGET</b>	<b>PROGRAM/ACTIVITY</b>	<b>ESTIMATED BUDGET</b>	<b>TARGET</b>	<b>PROGRAM/ACTIVITY</b>	<b>ESTIMATED BUDGET</b>
100% of GFPS members capacitated	CAPACITY BUILDING PROGRAM: Conduct Training for Trainors (TOT) for GFPS on GST, GAD Orientation and GAD related Laws	MOOE – P250,000.00	100% of GFPS members capacitated	CAPACITY BUILDING PROGRAM: Conduct Training for Trainors (TOT) for GFPS on GA, GPB, GM and Gender Fair Language	MOOE – P250,000.00

<b>2025</b>			<b>2026</b>		
<b>TARGET</b>	<b>PROGRAM/ACTIVITY</b>	<b>ESTIMATED BUDGET</b>	<b>TARGET</b>	<b>PROGRAM/ACTIVITY</b>	<b>ESTIMATED BUDGET</b>
50% of GFPS attended GAD Capability sessions	Attendance to sectoral/ national / international GAD capacity building sessions.	MOOE – P350,000.00	50% of GFPS attended GAD Capability sessions	Attendance to sectoral/ national / international GAD capacity building sessions.	MOOE – P500,000.00
			At least 1 GFPS member applied for PCW NGRP accreditation	GFPS member/s application to PCW NGRP accreditation	

<b>2027</b>			<b>2028</b>		
<b>TARGET</b>	<b>PROGRAM/ACTIVITY</b>	<b>ESTIMATED BUDGET</b>	<b>TARGET</b>	<b>PROGRAM/ACTIVITY</b>	<b>ESTIMATED BUDGET</b>
50% of GFPS served as resource person GAD Capability sessions (internal and external)	Conduct of internal and external GAD sessions with GFPS members as Resource Persons	MOOE – P650,000.00	50% of GFPS served as resource person GAD Capability sessions (internal and external)	Conduct of internal and external GAD sessions with GFPS members as Resource Persons	MOOE – P1,000,000.00

GS- Gender Sensitive  
GR- Gender Responsive  
GM- Gender Mainstreaming  
GAD- Gender and Development  
GEDSI- Gender Equality, Disability and Social Inclusion

2.4	Need to institutionalize coordination with PCW and other agencies to strengthen mentoring of RO GFPS members as GAD Champions in the water sector.	MWSS RO Capacity Building Program for GFPS members as GAD Champions mentored by PCW/CSC.	MOA with PCW/CSC	2023 GPB	GAD/HR
-----	--	--	------------------	----------	--------

2023			2024		
TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET
Collaboration with PCW established.	Exploratory meetings of GFPS with PCW on GAD Champions in the water sector (note: this may be a ways-forward activity after the release of the Gender and Water Data )		Stakeholders informed about the Gender and Water Data	Stakeholders meeting on Gender and Water Data	

2025			2026		
TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET
Institutionalized partnership with PCW on Gender and Water advocacy	Initiate water sector partnership building on GAD with RO stakeholders		RO Gender and Water Training Modules pilot tested	Development of Gender and Water Training Modules	

2027			2028		
TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET
Gender and Water Training conducted	Conduct of Training on Gender and Water to internal and external clients	Php1,500,000.00	Gender and Water Training sustained	Partnership building with stakeholders to sustain Gender and Water Training	

GS- Gender Sensitive  
 GR- Gender Responsive  
 GM- Gender Mainstreaming  
 GAD- Gender and Development  
 GEDSI- Gender Equality, Disability and Social Inclusion

### **GAD GOAL # 3**

**Highly-engaged RO workforce are organized and linked to external stakeholders on GM.**

	<b>GENDER ISSUE/GAD MANDATE</b>	<b>GAD OUTCOME/ RESULT STATEMENT</b>	<b>INDICATOR</b>	<b>BASELINE</b>	<b>RESPONSIBLE UNIT/ OFFICE</b>
3.1	Concerned staff have not updated GAD database and generated gender related information	Concerned staff capacitated on updating of GAD database and gender related information	<ul style="list-style-type: none"> <li>No. of concerned staff trained on collecting/ generating SDD and developing/ maintaining GAD SDD database with Monitoring and Evaluation System conducted - One (1) training on</li> </ul>	2023 GPB	GAD/HR/PI D/MIS
3.2	New Employees and COS have not yet attended GAD Orientation or GST and other GAD training (e.g. use of Gender Fair Language, RA 11313)	All members of the RO workforce attended the basic GAD sessions.	<ul style="list-style-type: none"> <li>No. of workforce completed the GAD sessions</li> </ul>	2023 GPB	GAD/HR
3.3	DBM-NEDA-PCW Joint Circular Item 4.1 on Strengthening GAD Focal Point System	Hired a full-time staff to monitor the implementation of GAD-related activities	<ul style="list-style-type: none"> <li>GAD Specialist hired responsible for preparing and monitoring the implementation the GPB, other compliance under the law, and maintaining and updating the database -</li> </ul>	2023 GPB	GAD/HR/A ccounting
3.4	PCW MC 2016-03 (GMEF) Clients (internal and external) have limited capacity to participate in 3 or more levels of the development planning cycle of the organization's GAD	Participation of internal and external clients in GAD development planning ensured	<ul style="list-style-type: none"> <li>Number of RO staff capacitated in ensuring GAD sensitivity in the consultation process.</li> <li>Number of external clients engaged in the 3 levels of GAD development planning cycle</li> <li></li> </ul>	2023 GPB	GFPS



3.1	Concerned staff have not updated GAD database and generated gender related information	Concerned staff capacitated on updating of GAD database and gender related information	<ul style="list-style-type: none"> <li>No. of concerned staff trained on collecting/ generating SDD and developing/ maintaining GAD SDD database with Monitoring and Evaluation System conducted</li> </ul>	2023 GPB	GAD/HR/ PID/MIS
-----	--	--	---	----------	-----------------

2023			2024		
TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET
Concerned staff capacitated in the collection/ generation and updating of SDD and GAD Database.	Conduct of training on collecting/ generating SDD and developing/ maintaining GAD SDD database with Monitoring and Evaluation System	MOOE 260,000.00 PS 150,000.00	2 Trainings Procurement of GAD Database	<ul style="list-style-type: none"> <li>Conduct training SDD database with Monitoring and Evaluation System</li> <li>Procurement of Database and Inhouse Training, SDD Applications</li> </ul>	MOOE 800,000.00 PS

2025			2026		
TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET
Concerned staff pilot tested the GAD Database.	Conduct of GAD Database pilot testing in identified frontline PAPs (e.g. Public consultation etc.)	MOOE 500,000.00 PS	Program handlers (staff) fully implemented GAD Database system	<ul style="list-style-type: none"> <li>Knowledge transfer Org-focused GAD Database system</li> <li>Development of KMS system - Gender and Water Data (external), SDD and Database (internal) and the GAD M&amp;E system)</li> </ul>	MOOE 500,000.00 PS

2027			2028		
TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET
Internal staff and external clients fully implemented GAD SDD Database	Knowledge transfer on the collection/ generation of SDD and developing/ maintaining GAD SDD database with Monitoring and Evaluation System	MOOE 500,000.00 PS xxx,000.00	Internal staff and external clients consulted on maintenance and sustainability of GAD Database System	Internal staff and external client consultative assembly on Gender and Water Database system	MOOE 500,000.00 PS xxx,000.00

GS- Gender Sensitive  
GR- Gender Responsive  
GM- Gender Mainstreaming  
GAD- Gender and Development  
GEDSI- Gender Equality, Disability and Social Inclusion

3.2	New and selected employees and COS have not yet attended GAD Orientation or GST and other Basic GAD training (e.g. use of Gender Fair Language, RA 11313 etc.)	All members of the RO workforce attended the basic GAD sessions.	• No. of workforce completed the GAD sessions	2023 GPB	GAD/HR
-----	--	--	---	-------------	--------

2023			2024		
TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET
All New Employees and COS <b>completed</b> GAD orientation session	Inhouse GAD Orientation for New Employees and COS	MOOE 180,000.00 PS 180,000.00	All employees <b>capacitated</b> on Gender Fair Language and Images (GFLI) and the Gender and Water Data (GWD)	GAD Sessions for RO staff on GFLI and GWD	MOOE 180,000.00 PS 180,000.00

2025			2026		
TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET
All employees <b>capacitated</b> on GAD Related Laws (RA 11313, RA 9710- women participation etc.)	Capacity Building Activities on updated GAD laws.	MOOE 180,000.00 PS 180,000.00	<b>Selected</b> employees <b>capacitated</b> on Gender and Water advocacy	Capacity building activities on GAD GST ++)	MOOE 180,000.00 PS 180,000.00

2027			2028		
TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET
RO workforce Basic GAD capacity monitored and assessed	<ul style="list-style-type: none"> <li>Inventory of GAD Capacity/ies of all RO employees</li> <li>Conduct of GAD Training Needs Assessment</li> </ul>	MOOE 180,000.00 PS 180,000.00	RO workforce GAD Capacity Profile Evaluated based on GMEF requirements	GMEF Evaluation on PEOPLE	MOOE 180,000.00 PS 180,000.00

3.3	<b>DBM-NEDA-PCW Joint Circular Item 4.1 on Strengthening GAD Focal Point System</b>	<b>A functional GFPS with a dedicated fulltime personnel.</b>	<b>• 1 Fulltime GAD Specialist regularly monitored and evaluated by the GFPS</b>	<b>2023 GPB</b>	<b>GAD/HR/Accounting</b>
-----	---	---	--	---------------------	--------------------------

2023			2024		
TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET
One (1) GAD Specialist	Engagement of a Contract of Service (GAD Specialist) responsible for assisting the GFPS in ensuring the harmonized implementation of the Annual GPB and AR and GAD Agenda 2028.	MOOE 436,080.00	One (1) GAD Specialist	Engagement of a Contract of Service (GAD Specialist) responsible for assisting the GFPS in ensuring the harmonized implementation of the Annual GPB and AR and GAD Agenda 2028.	MOOE 560,700

2025			2026		
TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET
One (1) GAD Specialist	Engagement of a Contract of Service (GAD Specialist) responsible for assisting the GFPS in ensuring the harmonized implementation of the Annual GPB and AR and GAD Agenda 2028.	MOOE 560,700	One (1) GAD Specialist	Engagement of a Contract of Service (GAD Specialist) responsible for assisting the GFPS in ensuring the harmonized implementation of the Annual GPB and AR and GAD Agenda 2028.	MOOE 560,700

2027			2028		
TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET
One (1) GAD Specialist	Engagement of a Contract of Service (GAD Specialist) responsible for assisting the GFPS in ensuring the harmonized implementation of the Annual GPB and AR and GAD Agenda 2028.	MOOE 560,700	One (1) GAD Specialist	Engagement of a Contract of Service (GAD Specialist) responsible for assisting the GFPS in ensuring the harmonized implementation of the Annual GPB and AR and GAD Agenda 2028.	MOOE 560,700

GS- Gender Sensitive  
GR- Gender Responsive  
GM- Gender Mainstreaming  
GAD- Gender and Development  
GEDSI- Gender Equality, Disability and Social Inclusion

3.4	PCW MC 2016-03 (GMEF) Clients (internal and external) have limited capacity to participate in 3 or more levels of the development planning cycle of the organization's GAD	Participation of internal and external clients in GAD development planning ensured	<ul style="list-style-type: none"> <li>Number of RO staff capacitated in ensuring GAD sensitivity in the consultation process.</li> <li>Number of external clients engaged in the 3 levels of GAD development planning cycle</li> </ul>	2023 GPB	GFPS
-----	--	--	---	-------------	------

2023			2024		
TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET
Selected RO staff and external clients capacitated on GAD Planning and Budgeting	GAD session on GPB and GAD Agenda with RO staff and selected key stakeholders		RO Staff and Stakeholders capacitated on GST and Gender and Water Data	GAD Session for Selected Staff and Key stakeholders: GST and Gender and Water Data	

2025			2026		
TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET
RO Staff and Stakeholders consulted GPB and GAD AR	GAD meeting with Stakeholders on Gender and Water Advocacy		RO Staff and Stakeholders planned for Gender and Water Advocacy	GAD inception session with Stakeholders on Gender and Water Advocacy	

2027			2028		
TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET
Selected RO Staff coordinated network building activities on Gender and Water Advocacy with other stakeholders	Linking up sessions on Gender and Water with stakeholders	MOOE 180,000.00 PS 180,000.00	Gender and Water advocacy group launched	Launching of Gender and Water Advocacy	MOOE 180,000.00 PS 180,000.00

GS- Gender Sensitive  
GR- Gender Responsive  
GM- Gender Mainstreaming  
GAD- Gender and Development  
GEDSI- Gender Equality, Disability and Social Inclusion

## **GAD GOAL # 4**

**Gender and Socially Inclusive (GSI)  
workplace program established and  
promoted.**

---

	GENDER ISSUE/GAD MANDATE	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	BASELINE	RESPON SIBLE UNIT/ OFFICE
4.1	GAD Facilities not yet fully implemented, utilized and promoted	GAD Facilities to fully implemented, utilized, maintained and promoted	<ul style="list-style-type: none"><li>• # of GAD Facilities Utilized</li></ul>	GAD Office Lactation Room WASH areas	GAD

4.1	Gender and socially inclusive facilities (GSIF) not yet fully installed, utilized and promoted	Gender and socially inclusive facilities installed and fully utilized and promoted.	• # of GAD Facilities fully utilized and promoted	GAD Office Lactation Room	GAD
-----	--	---	---	---------------------------	-----

2023			2024		
TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET
<ul style="list-style-type: none"> <li>GSIF Guidelines crafted and approved (to include GAD, WASH and GEDSI)</li> <li>Needed GSI Facilities installed</li> </ul>	<ul style="list-style-type: none"> <li>Inventory of available and mandated GSIF</li> <li>Crafting of Guidelines GSIF</li> <li>Installation and launching of GSIF</li> </ul>	MOOE 100,000 P.S. 200,000	1.100% maintained GSIF 2.100% monitoring of utilized GAD Facilities 3.GSI Workplace Program launched	1.Maintenance of GSIF 2.Monitoring of utilization GSIF 3.Launching of the RO GSI Workplace Program (to harmonize GAD and GEDSI)	MOOE 50,000

2025			2026		
TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET
1.100% maintained GAD Facilities 2.GSIF Assessed 3.MWSS RO GSI Workplace Program implemented	1.Maintenance of GAD Facilities 2.Mid-Term Assessment of GSIF 3.Capacity building session on GSI Workplace (i.e. CODI work, HR on religion, ethnicity)	MOOE 50,000	1.100% maintained GSI Facilities 2.MWSS RO GSI Workplace Program implemented (as part of the M&E tool)	1.Maintenance of GSIF 2.Inclusion of GSIP in the GAD M&E	MOOE 150,000

2027			2028		
TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET
1.100% maintained GSI Facilities 2.MWSS RO GSI Workplace Program monitored and assessed.	1.Maintenance of GSIF 2.Monitoring of GSIF and Program	MOOE 150,000	1.100% maintained GSI Facilities 2.MWSS RO GSI Workplace Program promoted	1.Maintenance of GSIF 2.IEC materials on GIF and programs of the RO 3.Inclusion of items regarding GSIF in needs assessment of building and facilities	MOOE 50,000

GS- Gender Sensitive  
 GR- Gender Responsive  
 GM- Gender Mainstreaming  
 GAD- Gender and Development  
 GEDSI- Gender Equality, Disability and Social Inclusion



## **GAD GOAL # 5**

**MWSS RO GAD Water Learning Hub  
established and utilized by the stakeholders**

	<b>GENDER ISSUE/GAD MANDATE</b>	<b>GAD OUTCOME/ RESULT STATEMENT</b>	<b>INDICATOR</b>	<b>BASELINE</b>	<b>RESPONSIBLE UNIT/OFFICE</b>
<b>5.1</b>	<b>Need to increase awareness on gender issues in the water sector including important roles of women in water and wastewater management.</b>	<b>RO GAD Water Learning Hub established and utilized by water sector stakeholders.</b>	<ul style="list-style-type: none"> <li><b>Number of stakeholders who engaged with GWL Hub services</b></li> <li><b>Increased number of KPs produced</b></li> </ul>	<b>Existing IEC Materials</b>	<b>GAD/ PID</b>

5.1	<b>Need to increase awareness on gender issues in the water sector including important roles of women in water and wastewater management.</b>	<b>RO GAD Water Learning Hub established and utilized by water sector stakeholders.</b>	<ul style="list-style-type: none"> <li>• <b>Number of stakeholders who engaged with GWL Hub services</b></li> <li>• <b>Increased number of KPs produced</b></li> </ul>	<b>Existing IEC Materials</b>	<b>GAD/ PID</b>
-----	---	---	--	-------------------------------	-----------------

2023			2024		
TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET
<ul style="list-style-type: none"> <li>• IEC Materials on Gender and Water (brochure/fliers/signages/short GAD videos and media posters)</li> </ul>	1.Production of enhanced IEC materials 2. Production of the Women and Water SDD Results)	MOOE 1,190,000  P.S. 200,000	Established RO GAD Knowledge Management System (KMS)	1.Publication of the Women and Water SDD Results 2.Development of RO GAD KMS system	MOOE 500,000 P.S. 200,000 MOOE

2025			2026		
TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET
Presence of GAD Learning Resource Center on site and online	1.Implementation of RO GAD KMS 2.Uploading of the RO KMS online 3.Installation of Learning Resource Center on site	MOOE 500,000  P.S. 200,000	1.Updated Collection of resources on GAD and water IEC materials 2.Stakeholders participated in the launching of RO GAD Water Learning Hub . e. Manila Water, Maynilad, PCW, etc.	1.Production/ procurement of GAD and water IEC materials 2.Promotion/ Launching of the RO GAD Water Learning Hub	MOOE 500,000  P.S. 200,000 MOOE. 100,000

2027			2028		
TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ ACTIVITY	ESTIMATED BUDGET
1.Updated Collection of resources on GAD and water IEC materials 2. GAD Water Learning Hub utilized by stakeholders	1.Production/ procurement of GAD and water IEC materials 2.Promotion on the use of the RO GAD Water Learning Hub		<ul style="list-style-type: none"> <li>• GAD Water Learning Hub monitored</li> </ul>	1.Monitoring and assessment of the RO GAD Water Learning Hub utilization both by internal and external clients	

GS- Gender Sensitive  
 GR- Gender Responsive  
 GM- Gender Mainstreaming  
 GAD- Gender and Development  
 GEDSI- Gender Equality, Disability and Social Inclusion

## **GAD GOAL # 6**

**Core regulatory processes enhanced and strengthened with GAD mechanisms and strategies.**

	<b>GENDER ISSUE/GAD MANDATE</b>	<b>GAD OUTCOME/ RESULT STATEMENT</b>	<b>INDICATOR</b>	<b>BASELINE</b>	<b>RESPONSIBLE UNIT/ OFFICE</b>
<b>6.1</b>	<b>Lack of Gender Mainstreaming in the IPCR/OPCR Processes</b>	<b>Enhanced Policies re IPCR, OPCR processes</b>	<ul style="list-style-type: none"> <li><b># of policy issued</b></li> </ul>	<b>IPCR / OPRC</b>	<b>HR / PMT / MANCOM</b>
<b>6.2</b>	<b>Lack of Gender Mainstreaming in the QMS processes</b>	<b>Enhanced Policies re QMS processes</b>	<ul style="list-style-type: none"> <li><b># of policy issued</b></li> </ul>	<b>Existing QMS Manual</b>	<b>IQA Team / Process Owners</b>

<b>6.1</b>	<b>Lack of Gender Mainstreaming in the IPCR/OPCR Processes</b>	<b>Enhanced Policies re IPCR, OPCR processes</b>	<b>• # of policy issued</b>	<b>IPCR / OPCR</b>	<b>HR / PMT / MANCOM</b>
------------	--	--	-----------------------------	--------------------	--------------------------

2023			2024		
TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET
<ul style="list-style-type: none"> <li>Responsible offices consulted regarding GM in the IPCR/OPCR</li> </ul>	1.Consultation with responsible unit/office	30,000.00	<ul style="list-style-type: none"> <li>IPCR, OPCR enhanced with GM tasks</li> </ul>	1.Writeshop for IPCR, OPCR Enhancement for more Gender Responsive Processess	100,000.00

2025			2026		
TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET
Implementing Policies for enhancement of IPCR/OPCR for Gender Responsive Processes crafted and issued	1.Crafting and Issuance of policies and guidelines on GM in the IPCR/OPCR processes	30,000.00	1.Policies and guidelines on GM in the IPCR/OPCR processes revisited	1.Conduct of review and assessment of Policies and guidelines on GM in the IPCR/OPCR processes revisited	30,000.00

2027			2028		
TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET
Enhanced Policies and guidelines on GM in the IPCR/OPCR processes	1.Review and reissuance of enhanced Policy and guidelines on GM in the IPC/OPCR	30,000.00	<ul style="list-style-type: none"> <li>Policies and guidelines on GM in the IPCR/OPCR processes evaluated.</li> </ul>	Conduct of evaluation workshop by the SPMS team regarding Policies and guidelines on GM in the IPCR/OPCR processes	30,000.00

GS- Gender Sensitive  
 GR- Gender Responsive  
 GM- Gender Mainstreaming  
 GAD- Gender and Development  
 GEDSI- Gender Equality, Disability and Social Inclusion

<b>6.2</b>	<b>Lack of Gender Mainstreaming in the QMS processes</b>	<b>Enhanced Policies re QMS processes</b>	<b>• # of policy issued</b>	<b>Existing QMS Manual</b>	<b>IQA Team / Process Owners</b>
------------	--	---	-----------------------------	----------------------------	----------------------------------

2023			2024		
TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET
<ul style="list-style-type: none"> <li>QMS processes assessed for GM</li> </ul>	1.Consultation with responsible unit/office on GM in QMS processes	50,000.00	<ul style="list-style-type: none"> <li>Enhanced QMS processes with GM</li> </ul>	1. Writeshop for QMS Process Enhancement for more Gender Responsive Processess	100,000.00

2025			2026		
TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET
Implementing Policies and guidelines for GR QMS crafted and issued	1.Crafting and issuance of GR QMS	50,000.00	1.Policies and guidelines on GM QMS revisited	1.Conduct of review and assessment of Policies and guidelines on GR QMS	50,000.00

2027			2028		
TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ACTIVITY	ESTIMATED BUDGET
Enhanced Policies and guidelines on GR QMS	1.Review and reissuance of enhance Policies and guidelines on GR QMS	50,000.00	<ul style="list-style-type: none"> <li>Evaluation of the GR QMS</li> </ul>	Conduct of evaluation workshop by the QMS team GM	50,000.00