

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

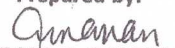
Agency/Bureau/Office: **CARMONA WATER DISTRICT**


Departmental (Central Office): **n/a**

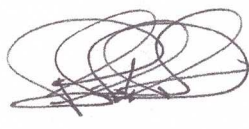
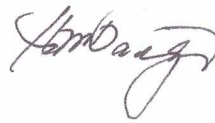
Total GAA of Agency: **150,365,620.97**


Total GAD Budget: **16,490,000.00**

Gender Issue and/or GAD Mandate (1)	Cause of the Gender Issue (2)	GAD Result Statement/ GAD Objective (3)	Relevant Agency MFO/PAP (4)	GAD Activity (5)	Output Performance Indicators and Target (6)	GAD Budget (7)	Source of Budget (8)	Responsible Unit/Office (9)
Client-focused						14,650,000.00		
Organization-focused						920,000.00		
TOTAL						16,490,000.00		

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General Manager



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Client-focused						14,650,000.00		
Concessionnaires' lack /low level of awareness and understanding on GAD as well as CWD's GAD Programs and Projects	Lack of opportunity to learn about GAD and core messages	To raise awareness and understanding of both all concessionnaires (regardless of gender) on GAD concepts, issues, programs and legal mandates	MFO: Admin Division	1. Establishment and maintenance of GAD Corner in conspicuous area for concessionnaires	GAD Corner is established and updates are posted every quarter	30,000.00	General Fund / Corporate Fund	Admin Division, GFPS
			MFO: Admin Division	2. Usage of CWD Website and Facebook Page in publishing all GAD related programs and activities	CWD's Website and Facebook Page is updated on all GAD programs and activities every quarter 2021	10,000.00	General Fund / Corporate Fund	Admin Division, GFPS
			MFO: Admin Division	3. Conduct series of Gender Sensitivity Seminar for both Male and Female Concessionnaires with Gender Issues consultation	Two (2) batches of Gender Sensitivity Seminar attended by 150 female and 50 male concessionnaires for 2021	100,000.00	General Fund / Corporate Fund	Admin Division, GFPS

Concessionaires in selected areas experiences inadequate water supply especially during peak hours thereby affecting women in carrying out their household work conveniently and efficiently	Untreated wastewater of concessionaires and residents of Carmona being released to the environment	To provide sufficient and clean water supply among concessionaires even during peak hours (early mornings, Saturdays, and Sundays) To encourage water conservation	MFO: Engineering Division	1. Implementation of CWD Water Conservation Campaign thru: -giving incentives to concessionaires who will consume up to 20 cubic meters only; and -intensive information and dissemination	Incentive implemented for the year 2021 Commence information and dissemination by January 2021 through the use of CWD website, FB page, television at Customer Lobby, poster and flyers	1,200,000.00	General Fund / Corporate Fund	Engineering Division
Need to preserve a healthy environment, clean water sources and a quality life	Continuous decline in ecological balance brought by the untreated wastewater of Carmona being released to the environment	To treat wastewater of Carmona at release clean and more eco-friendly wastewater to the environment	MFO: Engineering Division	2. Construction of Septage Treatment Plant at Mayor's Boulevard, Maduya, Carmona, Cavite	Treated wastewater of concessionaires and residents of Carmona before its release back to the environment	12,500,000.00	General Fund / Corporate Fund	Engineering Division
Need to continuously support the observance of National and International Women's Month on March which is a good venue to heighten awareness on gender equality, women empowerment and respect for human rights of women.	There is a need to see to it that CWD provides continuous support for the observance of National and International Women's Month to heighten awareness on gender equality, women empowerment and respect of human rights	To educate female concessionaires on gender equality and give them due recognition for their contributions in the society.	MFO: Commercial Division	Conduct an event tagged as "Serbisyo para kay Juana" gathering female concessionaires to talk on gender equality and women rights and also give them relaxation as reward of being carers of their families.	100 Female concessionaires to benefit from the event within 2021	300,000.00	General Fund / Corporate Fund	Commercial Division
Need to provide free and potable water supply to support official events of CWD and also the LGU, NGOs and public schools within Carmona, Cavite	Inadequate supply of free and potable water for official events and activities	To provide potable and free bottled-water for some official events and activities	MFO: Engineering Division	Continuous operations of CWD Water Refilling Station	Provision of free bottled water to all official events and activities of CWD, LGU, NGOS, and public schools within Carmona for the whole year of 2021		General Fund /	Engineering and Admin Division, GFPS

Concessionaires (especially women being the household caretakers and budget handlers) cannot pay their water bills on time resulting to penalty and disconnection	Limited livelihood opportunity for women to earn a living and help in paying their water bills on time	To provide livelihood opportunity among women and also their children thru selling water products of CWD Water Refilling Station	MFO: Engineering and Commercial Division	Partnership with <i>Samahan ng Nagkakaisang Kababaihan ng Carmona</i> (SNKC), offer CWD Water Refilling Station's products at a lower cost and let members sell it for additional income	Continue partnership with SNKC for the year 2021 95% of women beneficiaries can pay their water bills on time	500,000.00	General Fund / Corporate Fund	Engineering and Commercial Division, GFPS
Need to support the 18-day Campaign to End Violence Against Women and Children (VAWC) in accordance with PCW and Proclamation No. 1172 s.2006	Limited knowledge and understanding about a major issue in this society which is VAWC	To increase the level of awareness and understanding of CWD employees on VAWC and be advocates to end it	MFO: Admin Division	1. Posting of PCW prescribed VAWC tarpaulin in CWD Office entrance, website and Facebook page	Tarpaulins posted within the 18-day campaign (November 25 to December 12, 2021)	5,000.00	General Fund / Corporate Fund	Admin Division
			MFO: Admin Division	2. Streaming of PCW-endorsed VAWC-related films at CWD Customer Lobby and CWD FB page	VAWC related films streamed at Customer Lobby and CWD FB page within the 18-day campaign	5,000.00	General Fund / Corporate Fund	Admin Division
Organization-focused						920,000.00		
GAD PAPs are not properly monitored	GFPS seldom conducts meeting to monitor the agency's GAD PAPs	To enable GFPS to properly monitor the implementation of CWD's GAD PAPs	MFO: GFPS	Conduct GFPS Monthly Meeting	GFPS meeting conducted every 1st week of the month for 12 months of 2021 and all GAD PAPs are properly carried out	30,000.00	General Fund / Corporate Fund	GFPS
Poor physical and mental health among CWD employees that affects efficient work performance	Unhealthy lifestyle and lack of opportunity on physical exercises	To promote healthy lifestyle and exercises among CWD employees thereby boosting their work performance	MFO: Admin Division	Conduct of "Zumba Sessions" utilizing the various sports equipment purchased last year with sharing of healthy lifestyle tips per employee	Atleast 50% CWD Employees actively participate in Zumba Sessions starting January 2021	50,000.00	General Fund / Corporate Fund	Admin Division

Observance of the National and International Women's Month which is a good venue to heighten awareness on gender equality, women empowerment and respect for human rights of women.	Provision of continuous support for the observance of the National and International Women's Month and heighten awareness on gender equality, women empowerment and respect of human rights.	To give due recognition and empowerment of female CWD employees as active contributors and claimholders of CWD development.	MFO: Admin Division	1. Conduct an event tagged as "Serbisyo para kay Juana" to talk on gender equality and women rights and also give them relaxation as reward of being carers of their families and being active contributors to the success of CWD	All CWD female employees	10,000.00	General Fund / Corporate Fund	Admin Division, GFPS
				2. Flag Raising Ceremony commemorating International Women's Month and distribution of Women's Month Tshirts	Flag raising ceremony and wearing of t-shirts of all CWD employees	20,000.00	General Fund / Corporate Fund	Admin Division
Low level of camaraderie and cooperation among CWD top management and employees hindering the success of agency's GAD efforts	Lack of teambuilding activities for the CWD top management and employees	To foster strong cooperation and solidarity among the CWD top management and employees for them to work together towards the success of agency's GAD PAPs	MFO: Office of the BOD, Office of the GM, Admin Division	Conduct of CWD Teambuilding Activity along with its 23rd Anniversary celebration	Teambuilding Activity done in April 2021 attended by all CWD top management and employees	150,000.00	General Fund / Corporate Fund	Admin Division
Lack of/low level of awareness and understanding of GAD issues and concerns including legal mandates on GAD among CWD employees	Lack of opportunity to learn about GAD and core messages	To increase the level of awareness and understanding of CWD employees on GAD concepts, issues and concerns and laws on women	MFO: Office of the BOD, Office of the GM, Admin Division	Conduct Basic Gender Sensitivity and GAD-orientation Seminar	90% of top management and employees are aware and appreciate GAD by 2021	100,000.00	General Fund / Corporate Fund	Admin Division, GFPS

Break away stereotyping and treat men and women as equal contributors to agency's development	Only female employees are treated during Women's Month while there is no celebration for Men	To give due recognition also to the male employees of CWD as active contributors to the agency development and as hardworking family providers	MFO: Admin Division	Giving of token of appreciation and relaxation treat to all male employees	All male employees received token of appreciation and treat on the June 2021 (along with Father's Day celebration)	30,000.00	General Fund / Corporate Fund	Admin Division, GFPS
PCW, NEDA, DBM Joint Circular No. 2012-01 or the Guidelines for the preparation of Annual GAD Plans and Budgets and Accomplishment Reports to Implement the Magna Carta of Women	Sec. 3.5 states that to enable the GFPS to perform their roles, it is important that the members are provided with the required capacity	To strengthen and capacitate the CWD GFPS on the performance of their roles through Capacity Building Seminars/Trainings	MFO: Admin Division	Training on Gender Analysis through Gender Mainstreaming Evaluation Framework (GMEF) and Harmonized Gender and Development Guidelines (HGDG) tools	All GFPS members attended the training within 2021	80,000.00	General Fund / Corporate Fund	Admin Division, GFPS
	Sec.4.4 <i>Institutionalizing GAD Database/Sex Disaggregated Data</i> . The agency shall develop or integrate in its existing database GAD information to include gender statistics and sex-disaggregated data	To establish Gender Statistics and Sex-Disaggregated Data (SDD) of concessionaires and employees	MFO: Commercial and Admin Division	1. Establishment of SDD and Gender Statistics of concessionaires using available data in Municipal Planning and Development Council (MPDC) and Barangay Halls	SDD and Gender Statistics of concessionaires established throughout 2021	5,000.00	General Fund / Corporate Fund	Commercial and Admin Division, GFPS
				2. Establishment of SDD and Gender statistics of employees through available data in their 201 Files and through interviews	SDD and Gender Statistics of employees established throughout 2021	5,000.00	General Fund / Corporate Fund	Commercial and Admin Division, GFPS

Local Water Districts (LWDs) have difficulty in formulating effective GAD PAPs relevant to their mandate and acceptable by COA	There is no clear/specified guidelines on the prescribed GAD PAPs for LWDs	To establish clear guidelines prescribing the approved GAD PAPs for LWDs	MFO: Admin Division	Attend GADFPS Forum/Summit to be hosted by Davao RTC together with LWUA	All members of CWD GFPS attended the GADFPS Forum/Summit within 2021	100,000.00	General Fund / Corporate Fund	GFPS
PCW Memorandum Circular No. 2018-04 or the Revised Guidelines for the Preparation of the GAD Agenda	There is a need to prepare CWD's GAD Agenda as basis for the annual GAD Plan and Budget of the agency	To establish CWD's GAD Agenda in compliance with PCW MC No. 2018-04	MFO: Office of the BOD, Office of the GM, GFPS	Formulation of CWD's GAD Agenda	GAD Agenda formulated by September 2021	20,000.00	General Fund / Corporate Fund	Office of the BOD, Office of the GM, GFPS
Sec. 36 of Republic Act No. 9710, otherwise known as the Magna Carta of Women (MCW), for all instrumentalities of government to utilize at least five percent (5%) of their total budget appropriations for gender and development (GAD)	Insufficient training on GAD Plan and Budget (GPB) to integrate gender concerns in the design, management, implementation, monitoring and evaluation of the agency's programs and projects.	To increase the level of awareness and strengthen skills on government mandates about Gender and Development to process change towards good and gender-responsive governance.	MFO: Office of the BOD, Office of the GM, Admin Division	Training on gender responsive GAD Planning and Budgeting for Water Utilities and Sanitation	The Board of Directors, General Manager and GFPS members attended the training within 2021	80,000.00	General Fund / Corporate Fund	Admin Division, GFPS
Presidential Proclamation 326 s. 2012 declaring "Kainang Pamilya Mahalaga Day" every September	Lack of opportunity for CWD employees to spend quality meal time with their families	To encourage employees to spend more meal time together with their families	MFO: Admin Division	Conduct of "FaMEALy Night" wherein all CWD employees and their respective families will gather and dine together	All CWD employees spend quality meal time with their families on a chosen day of September 2021	50,000.00	General Fund / Corporate Fund	Admin Division, GFPS

PCW, NEDA, DBM Joint Circular No. 2012-01 or the Guidelines for the preparation of Annual GAD Plans and Budgets and Accomplishment Reports to Implement the Magna Carta of Women	Need to prepare and submit GAD Plan and Budget (GPB) for CY 2021 and GAD Accomplishment Report (AR) for CY 2020	To prepare a more comprehensive GPB for CY 2021 and AR for CY 2020 for timely submission to LWUA	MFO: Office of the BOD, Office of the GM, GFPS	Preparation of CWD GPB for CY 2021 and GAD AR for CY 2020	GPB and GAD AR preparation starting October 2020 and submitted to LWUA within December 2021	50,000.00	General Fund / Corporate Fund	GFPS
Low level of health awareness and status of all employees	Employees are not that aware on the impact of their health status on their work performance	To determine and enhance the health status of employees for them to be more productive at work and prevent absenteeism/ tardiness	MFO: Admin Division	Partnership with the Municipal Health Office (MHO) for the conduct of free Medical Check-up among CWD employees and provision of free medicines	100% of CWD employees (regardless of employment status) have undergone medical check-up and received free medicines within 2021	50,000.00	General Fund / Corporate Fund	Admin Division, GFPS
Need to support the 18-day Campaign to End Violence Against Women and Children (VAWC) in accordance with PCW and Proclamation No. 1172 s.2006	Limited knowledge and understanding about a major issue in this society which is VAWC	To increase the level of awareness and understanding of CWD employees on VAWC and be advocates to end it	MFO: Admin Division	1. Filmshowing of VAWC related movies supported by PCW and/or various government, religious or child-advocacy organizations	Atleast 90% of employees attended the Filmshowing and gained further awareness on VAWC	80,000.00	General Fund / Corporate Fund	Admin Division
				2. Wearing of VAWC T-shirts with design prescribed by PCW	100% wear VAWC T-shirts on November to December 2021	10,000.00	General Fund / Corporate Fund	Admin Division
TOTAL						16,490,000.00		