

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET

FY 2025

AGENCY/BUREAU/OFFICE : ALICIA WATER DISTRICT

TOTAL GAA OF AGENCY : 2,607,500.00

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 Targets(6)	GAD Budget(7)	Source of Budget(8)	Responsible Unit
ORGANIZATION-FOCUSED ACTIVITIES								
The water utility programs are not properly attributed	Attribution of GAD Budget to projects	Higher percentage of GAD Budget is used	Mainstreaming Gender and Development	Performs preliminary activities for project identification such as planning and design which includes the creation of sex-disaggregated data and data gathering	All proposed projects within the year	50,000.00	Approved Corporate Operating Budget	GFPS members and Engineering Section
Observance of the International Women's Month Celebration	Compliance to Magna Carta for Women or RA 9710	Women employees will be equipped with technical skills on plumbing	Mainstreaming Gender and Development	1. conduct of Plumbing Olympics 2. Self-Defense Training	At least female employees will be trained on basic plumbing repairs	200,000.00	Corporate Operating Budget	Admin and General Services Section
Observance of the Men's Day as Global Awareness Day	Most men are aware about their contribution to nation building and sustainable development	Male employees will be recognized as backbone in water utility industry	Mainstreaming Gender and Development	1. Seminar on Mens Health 2. Seminars on Violations Against Men 3. Activities to improve the mental and physical health of men	At least most employees will be aware with their health	200,000.00	Corporate Operating Budget	Engineering and Construction
Awareness on Republic Act No. 6713 or the Code of Conduct and Ethical Standards for Public Officials and Employees	Most of employees are not aware on the proper conduct during office works	To educate all employees regarding the Code of Conduct and Ethical Standards as public servants	Mainstreaming Gender and Development	Seminar/workshop on Code of Conduct	All employees must be aware and should be ethical in their respective line of work	100,000.00	Corporate Operating Budget	Finance and Commercial Section
No meetings are conducted by the Gender and Development Focal Point System(GFPS)	It is mandated that GFPS need to conduct meetings to plan for GAD Agenda and to prepare GAD Plans and Budget	To discuss thoroughly those projects that should be attributed to GAD	Mainstreaming Gender and Development	Regular meetings will be conducted(at least twice a month)	To be knowledgeable and GPB's will be genderdized	50,000.00	Approved Corporate Operating Budget	Admin and General Section

CSC Memorandum Circular(MC) No. 4 s 2020 for the Guidelines on the Development of Mental Health Program anchored on RA 11036	Government agencies are mandated to promote the overall mental wellness and provide inclusive, conducive and supportive work environment for public officials and employees	To make government officials and employees to have sound mind and sound body	Mainstreaming Gender and Development	1. Conduct of Mental Health Activities a. regular stress management activities b. Organized Peer Counseling Activities c. Physical Fitness Activities 2. Conduct of Mental Health Awareness and Education Activities	Employees will be mentally and physically healthy	300,000.00	Approved Corporate Operating Budget	Admin and General Section
Observance of the International Human Rights Day	Employees do not usually care about their rights and others' rights	To make them fully aware about their rights	Human Rights Awareness	Conduct of Seminars on Human Rights	All employees must be aware about their rights	100,000.00	Approved Corporate Operating Budget	Finance and Commercial Section
Observance of World Water Day	World Water Day is commemorated every March 22 to highlight the importance of fresh water	To comply our mandate as a public utility service provider	Fresh water awareness	Tree planting and cleaning of all pumping stations	All pumping stations will be cleaned and will be planted with fruit bearing trees	50,000.00	Approved Corporate Operating Budget	Production Section

CLIENT-FOCUSED ACTIVITIES

There is an increase water demand in other purok At Brgy. Linglingay and Callao respectively, thus concessionaires experience low water pressure	it is a mandate of the district to provide safe, potable and adequate water supply	To meet the water demand in the said barangay	Mainstreaming Gender and Development	a. Purchase and Development of 100 square meters lot Brgy. Linglingay and Callao respectively	There will be a separate lot for Brgy. Linglingay and Brgy. Callao for their own pumping station	500,000.00	Approved Corporate Operating Budget	Engineering and Construction
				b. Fabrication of Transmission lines to main lines		520,000.00		Approved Corporate Operating Budget
There is no existing water pipeline in Purok Kaigorotan, Burgos	Many constituents are requesting for a water service connection on that area	To meet future water demands in the area	Mainstreaming Gender and Development	Installation of Distribution Line(2m) diameter at 500 linear meter	It is expected that there will be additional 50 new concessionaires in the said area	137,500.00	Approved Corporate Operating Budget	Engineering and Construction

Republic Act (RA) 9262: 18- Day Campaign to End Violence Against Women & RA 11313 Safe Space Act	Most employees are not aware about gender laws	All employees will be aware and knowledgeable about anti violence against women laws	Mainstreaming Gender and Development	Seminars on Anti-Violence Against Women Campaign and Self Spaces Act	It is expected that after the seminars, employees will be sensitive to their acts with other employees	100,000.00	Approved Corporate Operating Budget	Admin and General Services
The Gender and Development Focal Point System lack knowledge regarding Gender and development	PCW Memorandum Circular 2012-001 mandates all GFPS to be capacitated	It is expected that members of GFPS will be equipped with necessary ideas regarding gender and development	Mainstreaming Gender and Development	1. Gender Sensitivity Seminars	All members must attend these seminars	100,000.00	Approved Corporate Operating	Admin and General Services
				2. Seminar on the Use of Gender Mainstreaming Evaluation Framework(GMEF) and Harmonized Gender and Development Guidelines(HGDG)	All members must attend these seminars	100,000.00	Approved Corporate Operating Budget	Admin and General Services
				3. Seminar on GAD Plans and Budget	All members must attend these seminars	100,000.00	Approved Corporate Operating	Admin and General Services

TOTAL BUDGET 2,607,500.00

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