

**IRIGA CITY WATER DISTRICT GENDER AND DEVELOPMENT PROGRAM
FOR THE YEAR 2014**

GAD PLANS/PROGRAMS/ ACTIVITIES	GENDER RELATED ISSUE TO BE ADDRESSED	EXPECTED OUTPUT/TARGET/ BENEFEICIARIES	IMPLEMENTATION PERIOD	PERFORMANCE INDICATORS	TARGET	BUDGET ALLOCATION
I. ORGANIZATIONAL CAREER DEVELOPMENT						
1. Strengthening of GAD Plans and Programs through planning sessions of the GAD members.	To improve GAD members in developing gender sensitive and responsive plans and programs.	To update the members and the new elected GAD focal persons about GAD Plans and Programs for the year.	Quarterly	Conduct GAD meeting/planning sessions.	All GAD members	₱5,000.00
2. Attendance in Trainings & Seminars on gender sensitivity.	Awareness of women's rights in the corporate structure.	Enhanced consciousness on Women's Right.	January to December	No. of Trainings/Seminars attended by Female Personnel.	5 Female employees	₱35,000.00 for female employee attending trainings or seminars.
3. Participation in Women's Day Celebration.	Consciousness of their role as part of society.	Become more active in women's rights advocacies.	Women's Day	No. of female employees attendance in the activity.	8 Female Employees	₱40,000.00 for female employee participants.
4. Include in the employees meetings topics of women's status upliftment.	Concerns of Female employees in the work structure of ICWD.	Improved skill in meeting demands in the work place.	Every Last Friday of the month.	No. of Employees meetings that topics have included women's rights.	All Employees	₱60,000.00
5. Giving high recognition to women.	Women's Month Celebration.	Enhance participation of women as they enjoined in the celebration of women's month.	Women's Day	No. of women given recognition	Female employees	₱ 10,000.00

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6. Counseling	Personal or Family problems	Improved skills in addressing personal or family problems.	January to December	No. of Consultation conducted.	All employees	₱2,000.00
7. Gender Mainstreaming Data Base	Data & Statistics needed to address female employees' needs.	Increased awareness of their physical health	January to March	No. of Data gathered.	All employees	₱5,000.00
8. Human Resource Assistance	Encourage and support employees who have no civil service eligibility.	Help employees meet the minimum qualifications standard and equip them with the necessary requirement for possible upward movement or professional advancement.	Provide reviewers for qualified employees one (1) month before the scheduled examination.	No. of employees benefited from the assistance program.	Non eligible employees	₱ 10,000.00
9. Creation of Gender & Development (GAD) Anniversary.	Celebration and orientation on GAD Programs and Projects	To increase participation / involvement of employees in GAD project.	June	No. of employees attended.	All employees	₱ 20,000.00

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10. Disaster Preparedness Program	To train employees for future role in preparation for any disaster/tragedy.	Well trained employees in any tragedy/calamities	Semestral	One Hundred (100%) percent knowledge, alertness, and fully informed employees.	All Employees	₱ 30, 000
11. Senior Citizen Party (SC Party)	To lift up with high spirits the life of senior citizens.	An exhilarating psychological state of pride and optimism to SC's.	SC's Day	ICWD SC retired employees who were greatly pleased during the celebration	Retired Employees with age bracket of 60-65	₱ 20, 000
II. HEALTH SERVICES/ AWARENESS						
1. Provision of Maternity Leaves & Benefits	Health Awareness on maternity check-up thru pre-natal and post-partum care	Enhance awareness of the benefits & risk of pregnancy.	January to December	Decrease in no. of Sick Leaves.	Female employees	₱100,000.00
2. Provision of Health Care & Services to female employees.	The need for preparing health concerns while in the work place and after retirement.	Employees would give attention to their health.	January to December	Establishment of health care & services program.	2 Female employees	₱ 5,000.00
3. Counseling	The need to learn practical knowledge in health care.	Employees concern for everybody.	January to December	No. of counseling conducted for the year.	All employees	₱2,000.00

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4. Provision of Medical and Dental Check-up.	Health Awareness thru medical and Dental services.	Employees would be aware of health condition through services of physical examination.	April	Number of employees avail the medical services.	All regular employees	₱ 255,000.00
5. In-House Physical Fitness Program.	Health improvement thru physical fitness program of employees.	Help employees address the need to exercise to improve physical and mental fitness while in and out of the work place to relieve stress.	Once a week, 1 hour physical fitness.	No. of times the physical fitness was conducted	All employees	₱24,000.00
6. Orientation to Reproductive Health Male	Lack of Information/Awareness about male reproductive health.	To increase awareness/knowledge on male reproductive health.	One (1) training/ Orientation	No. of training/ orientation conducted.	Male employees	₱ 10,000.00
7. Health Education on menopause condition associated with aging, depression and timeliness condition.	Orientation on menopausal awareness.	Increase awareness/menopausal women and senior citizen.	January to December	No. of orientation conducted.	Female & male employees	₱5,000.00
8. Personality Development	The need to improve one's personal attributes (behavioral,	Improved behavioral & personal appearance of employees	Monthly	Improvement on individual complex attributes	Employees	₱ 20, 000

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III. CULTURAL DEVELOPMENT 1. Involvement in cultural activities. 2. Employees Enhancement and Team Building.	temperamental, emotional, and mental) Enhance awareness of cultural activities. The need to acquire insights on the recent development in the water industry.	To participate more on cultural activities To foster camaraderie & interaction among employees as it does not give them learning experience but it will assist them in implementing GAD Programs and Projects conducted.	January to December April & December	No. of activities participated. 45 ICWD Officials and Employees	Male & female employees Male & female employees	₱30,000.00 ₱300,000.00
IV. SPORTS DEVELOPMENT 1. Involvement in sports activities in BIWADA, CSC & LGU sponsored sports activities.	The need to strengthen camaraderie in & outside the work place including other agencies.	Uplift spirit to work harmoniously with co-employees & other government workers.	January to December	No. of sports activities participated.	All employees	₱200,000.00
V. ECONOMIC/RETIREMENT PACKAGE SERVICES 1. Orientation of female employees in preparation for their retirement.	The need to be aware of their plight after work age.	Prepared attitude towards retirement.	Twice a year	No. of orientation conducted.	Potential Retiree	As provided for in the PRAISE.

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2. Provision of Retirement Benefits.	The financial needs of employees upon retirement.	Confidence in the face of approaching economic situation upon retirement.	Upon retirement of retiring employee.	No. of retirement benefits granted.	Potential Retiree	As provided for in the PRAISE.
3. Assistance in seeking retirement package from government agencies.	Knowledge on how to apply & to follow up their benefit from government agencies.	Increased knowledge in claiming benefits.	Twice a year	No. of processes involved in the claim procedure.	Potential Retiree	None
VI. SOCIAL RESPONSIBILITY / COMMUNITY SERVICES						
1. Water Refilling	Distribution of bottled drinking water to the public during Parades/CSC Activities/Feeding Program/etc.	Increase awareness on the importance of giving water to the public.	January to December	No. of activities conducted.	All employees	₱ 20,000.00
2. Feeding Program within the coverage services area.	Feeding practices for indigent parent and children.	Increase awareness on how to prepare suitable meals that are low cost but nutritious.	Quarterly	No. of feeding conducted.	All employees	₱ 30,000.00
3. Tree Planting and Cleaning Program.	Establish watershed thru clean and green activities.	Conduct tree planting & cleaning activities in selected areas and pumping stations.	June	No. of activities conducted	All employees	₱ 10,000.00

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4. Distribution of school supplies within the coverage service area.	Support indigent schools and Day Care Centers with basic school supplies.	Selected public school and day care pupils who are under privilege to have free school supplies.	December	No. of identified indigent public schools students given the privilege for free basic school supplies.	All employees	₱ 15,000.00
5. Year End Conference	For the information of the employees its accomplishments and contribution in the operation of the district.	To update employees the status of the district in terms of viability of water and finances as the outcome of the accomplishments and contribution of the employees to the district.	December	No. of employees attended	All employees	₱ 150,000.00
VII. SPIRITUAL DEVELOPMENT PROGRAM						
1. Celebrate Holy Mass and Salu-Salo Together.	To uplift spiritual value and its importance to a working individual.	Conduct First Friday Mass held at ICWD Office thereafter Salu-Salo Together that will give a positive outlook and cheerful working attitude.	January to December	No. of activities conducted.	All employees	None
2. Participate in the Traslacion Procession	To increase spiritual awareness.	To strengthen the relationship with God.	September	No. of employees participated.	12 employees	₱ 3,000.00

3. To cause a plan during Holy Week: “Visita Iglesia”	Generating spiritual program during Holy Week	To cause a new life to RC Employees	Holy Week	Number of places visited	All RC ICWD employees	₱ 15, 000
					TOTAL:	----- P 1,431,000.00 =====

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Approved:

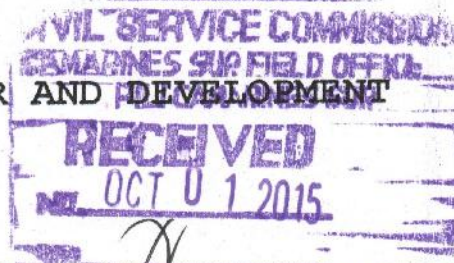
ROMULO M. CORPORAL, JR.
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IRIGA CITY WATER DISTRICT

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IRIGA CITY WATER DISTRICT - GENDER AND DEVELOPMENT (ICWD - GAD)



IMPLEMENTATION OF THE PROJECT For the year 2014

1. HEALTH SERVICES AWARENESS

a. Provision of Maternity Leaves and Benefits

For this year, Mrs. Rebecca O. Monte - Customer Service Assistant C was granted two (2) months salary with pay plus other benefits and 60 calendar days maternity leave with pay for giving birth to a baby girl last July 2014.

b. Provision of Health Care and Services

- ICWD employees were demonstrated for free conduct of Blood Sugar Testing by Iriga Diagnostic Center c/o Ms. Annie Boquiron and granted free kit last March 2014.
- PNB Representative Mr. Enrico Benosa introduces Healthy Ka Pinoy - a group protect policy last February 26, 2014.
- PhilHealth Representative Mr. Al Enrique de los Santos, Claims and Accreditation Officer and Mr. Dennis C. Datilos, Social Insurance Assistant discuss matters regarding health and benefit updates.
- Blood Cell Analysis conducted by analyst from Ultra Tech Global was conducted dated Sept. 24, 2014, ICWD employees availed the services.
- Installation medicine cabinet with kit and medicine at ICWD office.
- Assists Jose L. Ballester - ICWD employee during his emergency due to high blood pressure last Oct. 31, 2014.



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c. Provision of Medical and Dental Check Up

- All regular employees are mandatory for blood chemistry, physical check up and drug test to ensure employees are physically fit to work, those found unfit to work are required for proper medication per physical advice.

d. In House Physical Fitness Program

- ICWD employees are required to attend Physical Fitness Program thru exercise/hataw every Thursday 4:00 o'clock in the afternoon conducted by a Physical Fitness Instructor, Mr. Ursus Bernardo.

e. Personality Development

- Ms. Andrea Sandra T. Manahan, representative of Kamiseta Vantage International presented and demonstrated fashion products specializing quality men and women clothing and accessories.
- Personnel Development Committee meeting was conducted dated January 28, 2014 to discuss matters relative to screening and evaluation of employees development program.

2. ECONOMIC/RETIREMENT PACKAGE SERVICES

a. Orientation of Employees in Preparation of Retirement.

- GSIS representative Ms. Resurrecion A. Bulaong, Staff Officer III, Claims Division was invited dated Sept. 23, 2014 to discuss matters regarding Pre-Retirement Program, Salamat-Mabuhay Program and Maginhawang Pagreretiro Program, this is in preparation of the optional retirement of Mrs. Perseveranda M. de Villa effective Nov. 01, 2014 and other retiring employees Mr. Paulito T. Legardo and Rosyl SG. Villanueva.



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b. Provision of Retirement Benefits

- Engr. Roger D. Turiano and Mrs. Perseveranda M. De Villa were provided with Terminal Leave Benefit/Service Incentive Benefit and other benefits due their retirement.
- Salamat-Mabuhay Program was conducted with salu-salo together hosted by ICWD dated Mar. 8, 2014 and Oct. 31, 2014 held at ICWD Office.

c. Assistance in seeking retirement package from government agencies.

- Engr. Roger D. Turiano and Mrs. Perseveranda M. De Villa was provided by ICWD various document required by GSIS and Pag-Ibig such as service record, clearance of non-pendency, certificate of leave without pay and other documents as required.

3. SPORTS DEVELOPMENT

Involvement in sports activities in BIWADA and CSC sponsored sports activities.

- a. The ICWD employees participated in annual BIWADA Sportsfest last April 23-25, 2014 at Catanduanes Athletic Complex, Virac Catanduanes.
- b. Last Sept. 01, 2014 ICWD employees participated FUN RUN Activities held at Legazpi City in connection with the CSC Anniversary while on Sept. 05, 2014 ICWD employees join the culminating activities of CSC held at CBSUA Sports Complex, Pili, Camarines Sur which includes mass, program, hataw, parlor games and others.



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4. SOCIAL RESPONSIBILITIES/COMMUNITY SERVICE

A. Water Refilling

- Distribution of bottled drinking water to the public during various parades conducted/CSC activities/feeding program/etc broken down as follows:

1. Traditional Tinagba Festival.
2. Civil Service Anniversary Activities.
3. Fun Runs - Various Schools/ Religious Associations
4. Medical Missions - Philippine Nurses Association/City Veterinary.
5. SSS Pensioner gathering.
6. Public School Activities - Brigada Eskwela.
7. Blood Letting Activities.
8. Feeding Activities.
9. Salu-Salo - Salamat-Mabuhay Program with retirees.

- Feeding Program was conducted on the following:

1. Inorogan Chapel near Guillid Sump and Guillid Pumping Station dated Jan. 05, 2014.
2. Sto. Niño Elementary School-June 04, 2014.
3. San Andres Elementary School-June 04, 2014.
4. Sta. Teresita Elementary School-June 04, 2014)
5. Iriga City Division, Integrated Special School, SPED San Nicolas, Iriga City. - Dec. 18, 2014.



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- Gift Giving Program of School Supplies and other items.

1. Sto. Niño Elementary School (June 04, 2014)
2. San Andres Elementary School (June 04, 2014)
3. Sta. Teresita Elementary School (June 04, 2014)
4. Iriga City Division Integrated Special School, SPED San Nicolas, Iriga City. (Dec. 18, 2014)

- Cleaning Program Conducted on the following:

1. From Exit of City Terminal, Rufino Llagas Sr. St., San Roque to Radyo Amigo Boundary San Juan and San Roque, Iriga City dated June 04, 2014.
2. From Entrance of Guilid Pumping Station to Swimming Pool Area of Guilid dated Sept. 26, 2014.

- Blood Letting Activity

Participated in the Blood Letting activity of the CSC held at Metro Naga Water District dated Sept. 11, 2014.

- Year End Conference

The ICWD Official and employees conducted Year End Conference on Dec. 19, 2014 to update the status of the district operation in terms of viability of water, financial and other aspects as to the outcome of the accomplishment and contribution of the employees to the district.




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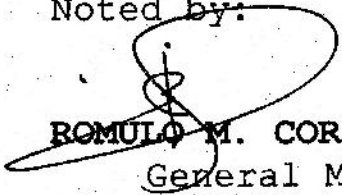
5. SPIRITUAL DEVELOPMENT PROGRAM

- Every first friday of the month, mass is being celebrated attended by ICWD officers and employees to uplift spiritual value and its importance to a working individual. Thereafter salu-salo together is being held to give positive outlook and cheerful working attitude among employees.
- ICWD employees participated in the Traslacion Procession to increase spiritual awareness and strengthen the relationship with God the Almighty.

Prepared by:


MARIETTA H. CRUZATA
Division Manager C

Noted by:


ROMULO M. CORPORAL, JR.
General Manager