

# IRIGA CITY WATER DISTRICT GENDER AND DEVELOPMENT PROGRAM 2016



GAD PLANS/PROGRAMS/ ACTIVITIES	GENDER RELATED ISSUE TO BE ADDRESSED	EXPECTED OUTPUT/ TARGET BENEFICIARIES	IMPLEMEN- TATION PERIOD	PERFORMANCE INDICATORS	TARGET
<b>I. ORGANIZATIONAL CAREER DEVELOPMENT</b>					
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
2. Attendance in Trainings & Seminars on gender sensitivity.	Awareness of Men & women's rights in the corporate structure.	Enhanced consciousness on Men & Women's Rights.	January to December	No. of Trainings/ Seminars attended by Male & Female Personnel.	Male & Female employees
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.	Female employees
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



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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
6. Counseling	Personal or Family problems.	Improved skills in addressing personal or family problems.	January to December	No. of Consultation conducted.	All employees
7. Gender Mainstreaming Data Base	Data & Statistics needed to address Male & female employees' needs.	Increased awareness of their physical health	January to December	No. of Data gathered.	All employees
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
9. 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





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<b>II. HEALTH SERVICES/ AWARENESS</b>					
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
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.	All employees
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
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
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



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6. Orientation to Male Health related issues.	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
<b>III. CULTURAL DEVELOPMENT</b>					
1. Involvement in cultural activities.	Enhance awareness of cultural activities.	To participate more on cultural activities	January to December	No. of activities participated.	Male & female employees
2. Employees Enhancement and Team Building.	The need to acquire insights on the recent development in the water industry.	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.	April to September	45 ICWD Officials and Employees	Male & female employees
<b>IV. SPORTS DEVELOPMENT</b>					
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



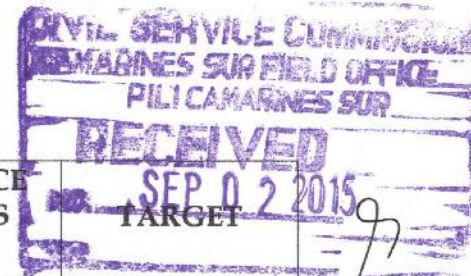


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<b>V. ECONOMIC/RETIREMENT PACKAGE SERVICES</b>					
1. Orientation of employees in preparation for their retirement.	The need to be aware of their plight after work age.	Prepared attitude towards retirement.	Once	No. of orientation conducted.	Potential Retiree
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
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
<b>VI. SOCIAL RESPONSIBILITY/ COMMUNITY SERVICES</b>					
1. Water Refilling and distribution	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

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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.	Every Semester	No. of feeding conducted.	All employees
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
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
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







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<b>VII. SPIRITUAL DEVELOPMENT PROGRAM</b>					
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
2. Participate in the Traslacion Procession	To increase spiritual awareness.	To strengthen the relationship with God.	September	No. of employees participated.	25 employees
3. Visita Iglesia	To participate in the Lenten Season.	To conduct way of the cross in every station of the cross we visit one (1) church	March to April	No. of employees participated	25 employees

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