



Republika ng Pilipinas
Pambansang Pangasiwaan ng Patubig
(NATIONAL IRRIGATION ADMINISTRATION)
Lungsod ng Quezon

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OUR REFERENCE:

MC No. 4, s. 2011

MEMORANDUM CIRCULAR

TO : The Senior Deputy Administrator/Deputy Administrators/
Department/Regional/Operations/Project/Division Managers/
Irrigation Management Officers and All Other Concerned

SUBJECT : Constitution of NIA Regional GAD Focal System and Designation of
GAD Focal Person and GAD Focal System Representatives and
Submission of FY 2012 Annual GAD Plan/ Programs and Budget

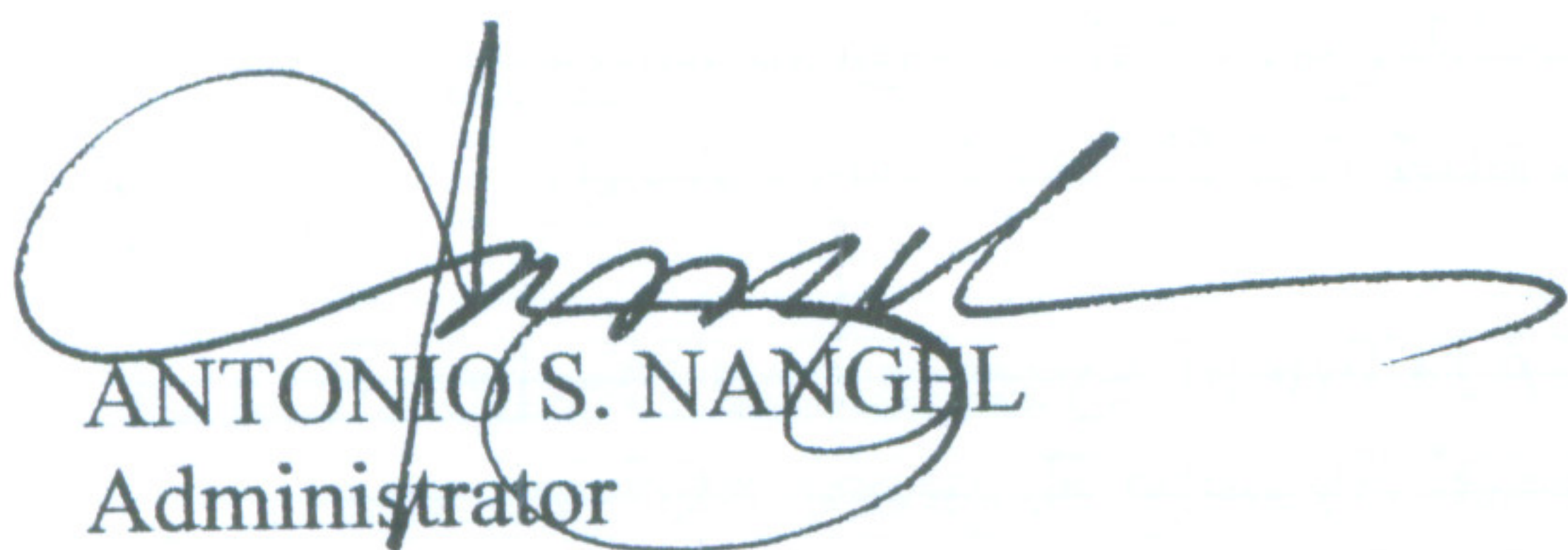
Consistent with the DBM-NEDA-NCRFW Joint Memorandum Circular 2004-1 and the General Appropriations Act requiring all departments, agencies, state universities and colleges, and other offices of the national government, and government-owned and controlled corporations to prepare an annual Gender and Development (GAD) Plan and Budget and to allocate a minimum of 5% of their proposed budget for Gender and Development programs and projects, all concerned Regional Offices/National Irrigation Systems (NIS) shall constitute the Regional GAD Focal System and designate a GAD Focal Person preferably the Administrative/Finance Division Manager in the Regional Office/NIS Office and GAD Focal System Representatives in the Irrigation Management Office (IMO) and District/Division Offices.

The GAD Focal Person with the involvement of the Engineering and Operation Division Managers shall direct the GAD Focal System Representatives in IMO and District/Division Offices to come up with its FY 2012 Annual GAD Plan/Programs and Budget. The plans/programs shall be (1) gender-responsive to both men and women of NIA and Irrigators Association (IA), and (2) shall have an impact on the way of life of NIA Employees and Irrigators Association/farmer clientele as farmers in irrigation development.

The GAD Focal Person shall consolidate all submitted plans and programs into Annual GAD Plan and Budget of the Region/NIS and submit to the Central Office. The Institutional Development Officer shall be responsible in identifying the gender needs and concerns of farmer-beneficiaries and of the men and women of NIA necessary for the preparation of GAD plans and programs for submission to Regional Office/NIS Office. The Central Office shall then prepare the NIA Annual GAD Plan & Budget for FY 2012 for approval of the Administrator and submission to the Department of Agriculture for consolidation at the national level and submission to the Philippine Commission on Women (PCW) then NCRFW every end of January each year.

You are hereby directed to submit the name/s of your designated GAD Focal Person for the Regional Office and Focal System Representatives from the IMOs and NISOs with their designation together with your GAD Plans and Programs for FY 2012 using the attached format and instructions on or before 15 February 2011.

For compliance.



ANTONIO S. NANGEL
Administrator

Encl.: as stated

February 4, 2011

BP 600: FY 2012 ANNUAL GAD PLAN AND BUDGET

AGENCY:						
REGION:						
Major Final Output:						
Program/ Activity/Project	Gender Issue/Concern	GAD Objective	Identified GAD Activity	Target	GAD Performance Indicator	GAD Budget
TOTAL						
Prepared by:		Approved by:			Date:	
GAD Focal Person		Regional Manager			Day/Mo./Year	

BP 600: ANNUAL GAD PLAN AND BUDGET
Instructions

This form presents the agency GAD plan and budget for FY 2012

Column (1) Program/Activity/Project

The objective for reviewing the agency mandate and existing P/A/P(s) is to surface the gender issues that the agency should address. Agency P/A/P(s) to be reviewed must be major, centerpiece programs.

The Gender Equality and Women's Empowerment Framework shall be the guiding framework in reviewing the agency's existing P/A/P(s). Sex-disaggregated data must also be used when analyzing the agency's existing P/A/P(s). The Framework Plan for Women, the Philippine Plan for Gender-responsive Development and the Convention on the Elimination of All Forms of Discrimination Against Women may serve as references for identifying the gender issues that the agency must address. Consultations with gender-aware women and the agencies' clientele should likewise be undertaken to validate and further define the gender issues articulated in the above-mentioned documents.

Agencies without sex-disaggregated data must identify the disaggregation of data by sex as a GAD activity to be prioritized for implementation so as to avoid reporting the same problem in the following years.

Column (2) Gender Issue/Concern

The objective of this action then is to prioritize the gender issues that the agency will commit to address within the year.

A gender issue can be classified as client-focused or organization-focused. A client-focused gender issue articulates the extent of disparity of women and men over benefits from and contribution to a program and/or project of the agency. On the other hand, an organization-focused issue points to the gap in the capacity of the organization to integrate a gender dimension in the activities of its programs and projects.

The GAD Focal Point, however, must ensure that gender issues that have not been prioritized shall be addressed by the agency in the next planning year.

Column (3) GAD Objective

The objective at this point is to clarify and spell-out what the agency intends to accomplish vis-à-vis each gender issue that the agency commits to address.

The GAD objective must **describe the intended outcome rather than merely state the intended activities of the agency**. It must be specific, measurable, attainable, realistic and time-bound.

Identifying intended outcomes will help the agency identify appropriate GAD activities; keep its direction and ensure proper focus during implementation; and assess its accomplishments and gains vis-à-vis the gender issues identified.

Column (4) Identified GAD Activity

The objective of this action is to identify corresponding interventions for each gender issue that the agency commits to address.

Said interventions may take the form of the agencies' existing P/A/P(s) but enhanced with the GAD perspective OR it may take the form of a reformulated P/A/P. The activities that will make the agency or the existing P/A/Ps of the agency address the gender issues of its clients or organization are called GAD activities. The GAD activities can either be client-focused or organization-focused.

Client-focused GAD activities are activities that seek to address the gender issues of the agency's clients. For oversight agencies whose clients are government organizations, client-focused GAD activities may include the review and integration of GAD in policies, database systems, monitoring and evaluation, or integration of GAD in training modules of government employees.

Organization-focused activities are activities that seek to: a) create the organizational environment for implementing gender-responsive policies, programs and projects; and b) address the gender issues of employees particularly those that affect women's performance as government workers like sexual harassment, low participation of women in human resource development undertakings and decision-making structures and processes, and lack of support to ease women's multiple burden such as daycare in the workplace.

Agencies shall give premium to client-focused GAD activities than the organization-focused GAD activities.

Column (5) Target

The objective of this action is to identify the quantitative and qualitative **results** that the agency is aiming for which will be the bases for monitoring and evaluating the agency's accomplishments and achievements on GAD.

Results refer to the change that has occurred after implementing the activity. The two types of results are the **immediate results of the activity (output)** and the **more distant change (outcome)** that are anticipated or actually have occurred as a result of a series of related activities and achieving a combination of outputs.

Column (6) Performance Indicator

The objective of this action is to identify the quantitative and qualitative **measures of progress** vis-à-vis the achievement of the targets set by the agency.

Quantitative indicators are measures or evidences that can be counted while qualitative indicators are measures or evidences that provide meaning and understanding of the clients' experiences.

Column (7) GAD Budget

The objective of this action is to determine the **amount to be allocated by the agency for the implementation of its GAD activities** contained in the fourth column.