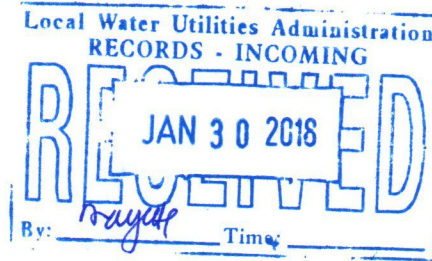


Republic of the Philippines  
**Pandi Water District**

M. Santos St., Poblacion, Pandi, Bulacan

30 January 2018

**ATTY. ELENA R. TE**  
**GFPS CHAIRPERSON**  
**GENDER AND DEVELOPMENT**  
**Local Water Utilities Administration (LWUA)**  
Katipunan Road, Balara, Diliman  
Quezon City



**ATTENTION: LWUA GAD FOCAL POINT SYSTEM**

**RE : SUBMISSION OF FY 2017 GENDER AND DEVELOPMENT ACCOMPLISHMENT REPORTS (GPBs)**

Dear Ma'am:

Greetings!

This is to submit the Pandi Water District **2017 Gender and Development Accomplishment Reports (GAD ARs)** as per Local Water Utilities Administration Gad Focal Point System (LWUA-GFPS) Memorandum Circular 022-17, following the parameters set under PCW-NEDA-DBM Joint Circular No. 2012-01 on the "Guidelines for the Preparation of Annual GAD Plans and Budgets (GPBs) and Accomplishment Reports (GAD ARs) to implement the Magna Carta of Women, for your review and endorsement to Philippine Commission on Women (PCW).

Respectfully yours,

  
1.30.18  
**Ms. Elvira Socorro B. Santos**  
General Manager

Attachment :

- **Pandi Water District GAD Accomplishment Report Microsoft Excel Format (Hard copy)**

  
**WATER IS LIFE**

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ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT

FY 2017

Agency / Bureau/ Office : Pandi Water District

Department (Central Office) : \_\_\_\_\_

Total Corporate Budget of Agency : 47,993,155.00

Gender Issue and / or GAD Mandate (1)	Cause of the Gender Issue (2)	GAD Results Statement/GAD Objective (3)	Relevant Agency Major Final Outputs (MFOs)/Projects Activities and Programs (PAP) (4)	GAD Activity (5)	Performance Indicators and Target (6)	Actual Result (Outputs/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost/ Expenditure (9)	Variance/Remarks (10)
<b>ORGANIZATIONAL FOCUSED</b>									
DBM, NEDA and PCW JC 2012 – 1	Disproportionate allocation of budget to integrate gender equality and the empowerment of women in the design, management, implementation, monitoring and evaluation of the agency's programs and projects.	To increase level of awareness on gender responsive budgeting as rights base approach for realizing justice and rights for women and girls.	MFO: Organizational career development/ GFPs commitment on gender mainstreaming to address gender equality towards gender responsive governance.	Gender Responsive Annual Planning and Budgeting : <b>“Debate and Decide,” issues-focused decision making</b>	Gender awareness in the position of men and women to integrate gender equality and women empowerment for agency's progress as a whole	Gender awareness in the position of Men and Women to integrate gender equality and women empowerment for Pandi Water District progress as a whole.	80,000.00	80,000.00	0
Executive Order (EO) No. 273 (Approving and Adopting the Philippine Plan for Gender-Responsive Development, 1995-2026)	Insufficient knowledge on the key ideas and issues in Gender and Development and their implications for policy and practice.	To enhance gender awareness and to define important concepts, key ideas and issues in gender to established gender sensitive policies	MFO : Organizational Development and Standards	GAD sensitivity Training and Seminars with integration of VAW laws and Anti Sexual Harassment Act for GFs : <b>Be sensitive, think and act GAD</b>	Increased capacity of GFs in order to mainstream gender and development concepts and promoting gender equality in the workplace and community it serves.	Enhanced level of Gender Awareness on the policy and standard in mainstreaming gender and development concepts.	100,000.00	0	100,000.00



RA 9710 Section 2: women pursue equal opportunities	Absence of gender responsive restrooms	To address discomfort of women using the same restrooms.	MFO: Organizational development/ Productivity enhancement	Gender Awareness Restrooms: <b>comfort at the untouchable, unchangeable safe space</b>	Additional 2 urinals for ground floor and 2nd floor restrooms	Gender Responsive restrooms constructed for Pandi WD Employees and Concessionaires	15,000.00	15,000.00	0
Risk of misstepping or fall from stairs	Lack of stair handrails	To have a "graspable" handrails while going up or down stairs and prevent stairway accidents that can cause severe injury of men and women employees.	MFO: Accountability/ Enhancement Services	Installation of handrails for stairs of Pandi-WD building.	Installation of stair handrails reduced the potential for misstepping by providing men and women with the means to retrieve balance.	Reduced potential of misstepping by providing men and women the means to retrieve balance. Spare from poor performance due to absenteeism caused by accidentally falling from stairs among advanced male and female staff.	5,000.00	5,000.00	0

<p>Proclamation No. 115-A, s.1996 Proclamation No. 360,s.1989</p>	<p>Insufficient opportunity to update/ revisit workforce preparedness/ response in emergency , fire and other calamity situations</p>	<p>To enhance level of preparedness and responsible attitude during emergency situation</p>	<p>MFO: Emergency Plan of Action/ Importance of Water during Fire/ Accountability Enhancement</p>	<p>Fire Drill Activities Development of emergency preparation plan : # <b>P.A.S.S</b> To use a fire extinguisher correctly P: Pull the pin. A: Aim at the base of the fire. S: Squeeze the trigger. S: Sweep side to side.</p>	<p>Men and women working in local water utilities familiarized with emergency preparation plan and clearly, understand how to response during emergency situations</p>	<p>Men and Women employees of Pandi Water District familiarized with emergency preparation plan and clearly understand how to response during emergency situations. Availment of Agency Fire Safety Certificate and workplace compliance to fire safety guidelines. Promotion of the importance of water during</p>	<p>3,000</p>	<p>3,000</p>	<p>0</p>
<p>Proclamation No. 224 series 1998 Proclamation No. 227 series 1998 Republic Act No. 6949</p>	<p>Lack of opportunity to develop a positive attitude and perspicive at the brighter sides of life among women and girls</p>	<p>To recognize the multifaceted influence of the personality of women upon organisational effectiveness.</p>	<p>MFO: Human Resource Development / Better and efficient resources for the organization.</p>	<p>National Women's Day Theme: <b>Be Bold for Change</b> Corporate Grooming/ Production of brochure and or advocacy materials/ Computer glasses for women employees</p>	<p>Establishment of healthy work environment and ensure that the women workers are happy with themselves and have a positive outlook as a whole.</p>	<p>To strengthen the competencies of women as active drivers leading the way to positive change. To promote exemplified work performance and reap from development efforts and technologically advanced.</p>	<p>10,000</p>	<p>10,000</p>	<p>0</p>



RA 9710 Section 2: women pursue equal opportunities	Lack of women and men employees access to GAD information necessary in promoting their rights and welfare	Established a GAD Corner to sustain information dissemination on GAD in the Pandi Water District	MFO: Human Reosurce Development	Posting of GAD related issues, concerns and relevant information : <b>You have a friend right in a CORNER</b>	1 GAD corner maintained 1st - 4th Quarters, 2017	Men and Women women employees have access to GAD information , programs and activities relevant in the promotion of Gender responsive governance	20,000	10,000.00	10,000.00
DBM, NEDA and PCW JC 2012 – 1	No Gender Database	Institutionalization an the agency's GAD database	MFO: Accountability/ Enhancement Services	Determine the input and output of GAD database	Maintain Gender Database that addressed the gap of gender responsive program	Gender data serves as basis for Pandi WD PAPs iand in GAD planning and Budgeting	10,000	10,000	0
RA 9710 Section 2: women pursue equal opportunities	Gender stereotyping prevent effective communication between men and women.	Social factors stem gender differences in the workplace which influence the behavior of men and women.	MFO: Accountability Enhancement / The attainment of fundamental needs for Water Health and Sanitation services	Capacity building <b>Theme: We Are Share Holder (WASH) - Carrying someone else Knapsack</b>	To create a framework of cooperation between men and women, so that the gender approach insights and abilities shape the programs and meet agency's objectives.	Gender stereotyping is no longer an issue with Pandi Water District / Men and Women workforce meet the agency's goals and objectives	150,000.00	117,753.53	32,246.47
Proclamation No. 1481,s.2008 Proclamation No.1482,s.2008	Low level of awareness on the significant role of trees in water conservation and preservation	To level up state of interest and knowledge on the sustainable ways to positively affect the water resources.	MFO: Support to Operation/ Improve groundwater source by integrating activity with WASH	Tree Planting <b>Theme: Plant Tree, Harvest Water</b>	To save and preserve our environment for sustainable water resources.	Planting of green trees helped reduced ozone levels and sequesters carbon dioxide and other greenhouse gases from the air. Promotion of Water conservation and preservation.	10,000.00	5,000.00	5,000.00

Proclamation No. 1021,s. 1997	Low level of awareness on the potential benefits of controlled bloodletting	To develop awareness and help stave off illnesses	MFO: Personnel Development and Accountability Enhancement / Improve productivity ; decrease no. of ill- health men employees.	Bloodletting/ Basic Life Support training Theme: <b>Saving one else life while saving your own life</b>	Increased level of productivity and help family/ community gets potentially life-saving blood.	First Aid Training held at Pandi WD with competent resource speaker from the Red Cross Malolos Chapter contribute realible and competent knowledge in the compilation of the district's Emergency Action Plan	10,000.00	10,000.00	0
Proclamation No.339,s.2012	Lack of experience to integrate community women and girls empowerment in the GAD programs and activities	To develop a visual literacy and good practices to serve as a model in GAD programs and activities	MFO: Support to Operation/ Improve groundwater source by integrating activity with WASH	Lakbay Aral to PCW to embrace good practices in livelihood training : # <b>Education for Livelihood</b>	Improvement of women and girls political, social, economic and health status built strong community	GFPS learned from Lucena City's GAD good practices and applied it to the Pandi Water District GAD PAPS	10,000.00	10,000.00	0
Proclamation No. 726,s.2004	Insufficient opportunityto engage in a satisfying challenge that improves workforce fitness and healthy workplace	To encourage disease risk reduction and built working relationships	MFO: Organizational development/ Productivity enhancement	Health Seeking Behavior (Bowling 2017) and Wellness programs: # <b>Pink of Health</b>	To address the gap between trust on daily operations of the local water district. Decrease level of work-related stress a major cause of occupational ill health, poor productivity and human error.	The Pandi Water District enhanced its productivity , services and workforce. Working relationship among workers improves wholistic development.	70,000.00	60,000.00	10,000.00



CSC Resolution No. 110112: Program on Awards and Incentives for Service Excellence	Need to value the exemplary work performance of men and women employees	To encourage positive performance output through positive input	MFO: Organizational development/ Productivity enhancement	Recognising employee of the Month/ Year <b>The time is always Right to do what is Right</b> - Martin Luther King Jr.	Increase productivity to 100% Motivated men and women maintain high level of performance	Increased the Pandi WD employees performance by 100%	0.00	0.00	0.00
Proclamation No. 1109,s.1997	Need to engage to environmental activity and corrective measures that will results in fuel savings.	To increase men and women level of environmental standards and promote safety precautions	MFO : Support to Operation and Accountability Enhancement / Compliance with the environment standards	Smoke emission of Pan-WD service vehicles of men and women field workers: <b>Clear the Path forward</b>	Pandi Water District Policy on Corrective measure, proper and simple maintenance that will result to emission reduction and <b>fuel savings.</b>	IEC materials encourage men and women workforce to promote healthy environment.	5,000.00	0	5,000.00
Proclamation No.359,s.1956	Insufficient mechanism and value of safety rules.	To develop the value of observing rules of safety and accident prevention	MFO: Human Resource Development Services / Safety of men and women employees	Revisit Policies on wearing PPE / Procurement of selected PPE / production of booklet on safety precaution. measures in the workplace : <b># Personalin ang PPE</b>	Emposed policies on the use of Personal Protective Equipment	Continue Programs on the FY 2018	80,000.00	0	80,000.00
Proclamation No. 501,s.2003	Insufficient knowledge and skills to improve both men and women ownelves and their families overall wellness.	To increase level of work performance for better service.	MFO: Human Resource initiative to promote health and better service	Revisit policy on No smoking and conduct of healthy lifestyle activities : <b># Smoke Gets in your Lungs</b>	Healthy and active employees improves both work ethics and efficiency.	A realible and competent resource speaker from Pandi Rural Health Unit made men and women employees realized the value of living a healthy lifestyle	4,000.00	4,000.00	0

Program/activity that will enhance men and women level of self confidence.	Insufficient standard of customer satisfaction to encourage a higher standard of service	To encourage a higher standard of performance, customer satisfaction and higher profits.	MFO : Organizational Development and service standard/ accountability enhancement	Pandi Water District Christmas Celebration Theme: <b>Happy employees produced Happy concessionaires</b>	Increased opportunities for growth, and staff appreciation up to 100%	Pandi Water District extend its appreciation to the workforce and stakeholders who always support the PAPs of the agency	100,000.00	99,640.00	360.00
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**CLIENT FOCUSED**

Proclamation No. 760	Poor sanitation due to population transfer and increase amount of generated waste causing not only cluttered streets and bad odors but also, negative health and environmental impacts.	To confront the social circumstances such as poor health practices, and cultural and family traditions	MFO: Community relation and promotion of WASH	"U" for "0" waste Recycling of empty chlorine containers into trash bin to reduce plastic pollution/Education campaigns to prevent water pollution and sanitation services	Increased awareness of good health practices among women and girls living in resettlement site that play a major role in shaping girls' current and future economic prospects.	Eradicate poor sanitation practices and decreased the amount of generated waste due to massive population transferred to the municipality of Pandi that affects female and girls health condition. Encouraged the community, specifically the relocatees by promoting WASH and its vital role in shaping	5,000	5,000	0
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Proclamation No. 1096, s.1973	Low level of awareness on the growing prevalence of heart cases among men and women concessionaires	To educate men and women about this serious health problem for a healthier citizenry	MFO: Accountability Enhancement Services / Health Promotion for community development	Production of health awareness brochure / gift of appreciations : <b>Puso mo Mahal ko.</b>	To create opportunities for men and women to make healthier choices and encourage them to live heart healthy lives.	Increased level of awareness on the growing prevalence of heart cases among male and female concessionaires	4,000	4,000	0
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Proclamation No. 711,s.1996	Lack of opportunity to Informed. Empowered and encourage public Acceptance about <b>Autism</b>	To increase level of acceptance and STOP the discrimination on the autism spectrum.	MFO: Accountability Enhancement Services	<i>World Autism Awareness Day : <b>Autism-Make a Difference -</b></i> Production of current, accurate, and unbiased information about autism - 200 pcs. bookmark	To promote accurate information for the public to be more empathetic and supportive towards people with autism	Increased level of public awareness and inspire the community to become better supporters of people with ASD.	1,000	1,000	0
Proclamation No.711,s.1996	Increased population of school-age boys and girls are out of school	To promote the benefits of education to out of school children.	MFO: Accountability Enhancement Services / Promotion of WASH for community development	Out of school children prevention program Production of school bags for boys and girls/ : <b>#Worry ? mag WASH na.</b>	To develop a program and tools that addressed the boys and girls educational needs	Increased no. of enrollment among school-age boys and girls at Mamerto C. Bernardo Memorial Central School and San Antonio Abad Elementary School	10,000	10,000.00	0
Proclamation No. 266, s. 1988	" Mothers day" and "Fathers day celebration scarcely made a dent in millinial babies lives.	To increase level of appreciation in the great role of father and mother in the family and community.	MFO: Community relation and promotion of WASH	Mother's day celebration / A light that guides our way ( An Appreciation to " <i>Ilaw ng Tahanan</i> ) : <b>Light up my life</b> <i>Distribution of bracelets and brochures about WASH</i>	To confer tribute to the important role of the Filipino mothers and fathers	Promote WASH thru Information, Education and Communication (EIC) materials. To confer tribute to the important role of Filipino mother's within the home and the community where they belong.	2,000	1,000	1,000

				Father's day celebration / <b>Strengthening the foundation of the Pillar of a Home</b> Distribution of bracelets and brochures about WASH		Placing the important role of Father in the holistic Development of their children and enable to clarify the role of millennial boys and girls as a mechanism in accelerating gender mainstreaming to promote gender equality.	2,000	2,000	0
Proclamation No.470,s.1994 / RA 9994	Insufficient family and community support and self help of Increasing population of the elderly.	To be a nations partners in community support in promoting the well-being of the increasing number of senior citizens	MFO: Community relation and promotion of WASH	Elderly Filipino Week : <b>Inakay Tayo noon, Akayin natin sila ngayon</b>	Number of male and female senior citizens provided with tools for livelihood.	Programs and activities will implement next FY	10,000.00	0	10,000.00
RA 8425	Insufficient mechanism to improved living condition of men and women	To improve living condition of men and women through livelihood training.	MFO: Support to Operation/ Poverty reduction	Livelihood training learned from lakbay aral to generate income and reduce poverty : <b>Lakbay tungo sa tagumpay</b>	Mainstreaming men and women in development, "anti-poverty approach" addressing human deprivation in a local context.	Partnering with Public and Public Schools within the service area of Pandi WD , Book Donation Campaign serves as bridge to promote VAWC to parents and students .	10,000.00	9,313.00	687 . 00



Proclamation No.1172, s. 2006	Low level of community awareness about gender-based violence.	To promote women's rights and increase level of awareness through programs and projects.	MFO: Accountability Enhancement Services	18 Day campaign to End Violence Against Production and distribution of GAD advocacy materials on women's rights ( flyers, leaflets,primers) * RA 7877 Anti Sexual Harrassment Act * RA 8353 Anti Rape Law *RA 9208 Anti Trafficking in Person Act as ammended * RA 9262 Anti VAWC Act	Total no. of women informed/educate and recognized the issues related to womens health and well being.	Livelihood training : Liquid Diswashing Soap making and VAWC awareness campaign help in the daily living of women at Pandi Residences 1 resettlement sites			
	Insufficient mainstreaming of gender needs in the program/ activity of the anniversary celebration.	Affirmation of the agency's longevity for the benefit of men/boy and women/girls concessionaires, employees and the community.	MFO: Community relation and promotion of WASH	31st founding Anniversary of Pandi Water district- Water Health and Sanitation program- for client Production of Pan-WD brochures Free meals for concessionaires	Men and women benefits equally in the program and activities in relation to the celebration of 31st founding anniversary	Pandi WD employees 31st founding anniversary program and activities mainstreamed gender responsive and related governance	50,000.00	49,636.00	364. 00
Proclamation No. 265,s.1967	Insufficient programmes and projects that benefits women and children.	To increase level of awareness about water and sanitation that plays an important part to thier future and well-being	MFO: Human Resoure initiative to promote WASH / accountability and community relation	Universal Children's Day in the Philippines Educate boys and girls about water and sanitation services* Free meal for kids  Christmas Gift from Pandi Water District officials and employees	No. of school boys and girls from different barangays in Pandi	PAPs will be included in FY 2018 GPBs	20,000.00	0.00	20,000.00

Republic Act No. 9275: The Philippine Clean Water Act of 2004	Low level of awareness to encourage boys and girls participation in program/ activities that protects the environment and giving details on the importance of clean water and sanitation services.	To enhance WASH awareness in a manner consistent with the protection, preservation and conservation of groundwater.	MFO: Human Resource initiative to promote WASH / accountability and community relation	<b>Poster making contest</b> Production of Brochures on water preservation and conservation. gathering of 2016 Water Patrollers	No. of Boys and Girls participants from both Public and Private school in the Municipality of Pandi * revisit Water Patroller commitment * Selection of new water patroller * One (1) policy on water conservation	Programs and Activities will implement as per inclusion to 2018 GPBs	20,000.00	0	20,000.00
				Science and Math Quiz for Grades 4-6 students			20,000.00	0	20,000.00
PD 198	Inadequate and inaccessible water supply increase number of women and girls non-productive tasks, perpetuating their absence from decision making and other profitable pursuits.	To provide continuous supply of adequate, safe and potable water and sanitation services	MFO: Mandate of Water and Sanitation services / Accountability Enhancement Services/ support to operation <b>PAP:</b> Engineering Division	Pipe Laying projects to assure that every households in the community will have access to potable water and promote good sanitation in relation to health (WASH) <b>Enough Supply of Potable Water and Sanitation Services for a better community</b>	Total No. of Men /boys and women/ girls from Lumina Homes Pinagkuartelan and barangay Malibong Matanda, will benefit to new pump station and water connections - Improved health and security of women and girls	Projects will be forwarded for implementation in FY 2018 GPBs	3,500,000	0	3,500,000.00
<b>TOTAL</b>							<b>4,336,000.00</b>	<b>521,342.53</b>	<b>3,814,657.47</b>

Prepared by:

  
Mila P. Mendoza

Admin Serv Assist. C / GAD Tech Working Group

Check and Verified by:

  
Elvira Socorro B. Santos

General Manager / GAD Chairperson

Date:

20 January 2018

Date:

1.30.18