

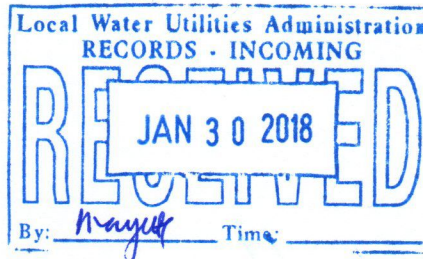


Republic of the Philippines  
**Pandi Water District**

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 2019 GENDER AND DEVELOPMENT PLANS AND BUDGETS (GPBs)**

Dear Ma'am:

Greetings!

This is to submit the Pandi Water District Gender and Development Plans and Budgets (GPBs) for FY 2019 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,

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

Attachment:

- Pandi Water District GAD Focal Point System (GFPS)

  
**WATER IS LIFE**

Contact Nos.: (0997)2536220/ (0942)9807556/ (044) 661-1050  
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**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET**

FY 2019

Agency :

Pandi Water District

Department (Central Office) :

Total Corporate Budget of Agency :

7,000,000.00

Total GAD Budget :

7,000,000.00

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)	Total Agency Approved Budget (7)	Source of Budget (8)	Responsible Unit/Office (9)
<b>ORGANIZATION- FOCUSED</b>								
Gender awareness approach	Insufficient gender awareness strategy in the design, management, implementation, monitoring and evaluation of the agency's programs and projects.	Improved management level of awareness on Gender role in economic development.	MFO: GFPs commitment on gender mainstreaming to address gender equality towards gender responsive governance.	Strategic Annual Planning and Budgeting Promotion of innovation towards GENDER responsive governance	Application of Gender sensitive approach in monitoring and evaluation of the agency's programs and projects.	80,000.00	Corporate Budget	GFPS/ All Division
Gender and Development Training and Seminars	<ul style="list-style-type: none"> <li>Avenue to enhance gender responsive behavior to address gender issues and their implications for policy and practices.</li> </ul>	GAD GFPs committee understand their functions and performed their duties effectively	MFO : GAD Focal Point System	GAD sensitivity Training and Seminars with integration of VAWC laws and Anti Sexual Harassment Act	Increased capacity of GFs in gender responsive manner to mainstream gender and development concepts	50,000.00	Corporate Budget	GAD Focal Point System



The feminization of poverty affects women traditional role in the family and the society	Insufficient mechanism to realized the importance of Women and girls to the family, community and nation's progress.	Women and girls overcome the social and economical forces that served as bottleneck for their economic growth.	MFO: Human Resource Development Services compliance with labor law and the magna carta for women	National Women's Day - Activity that will increase level of womens confidence as partner in economic development	Boosted women socio-economic status and overcome gender stereotypes in hiring and promotions	20,000.00	Corporate Budget	GFPS / Administrative Division
Pandi Water District Family Day : Work differences from every Division compliments for the agency's success	Gender unresponsive approach is a wall that hinders effective communication between men and women in all divisions	To experience rebirth for the entire groups to meet agency's goal for the year and beyond.	MFO: Pandi Water District Workforce	Capacity building / Yearly gathering to renewal of commitments as public trust , working for the best interest of the public	Time-tested family towards an effective and efficient service	150,000.00	Corporate Budget	GFPS/ All Division
LAKBAY ARAL : Benchmarking good practices that will strenthen the GFPS implementation of GAD PAPs	Need to upgrade the GFPS awareness on GAD related responses programs and activities	To integrate GAD processes and principles in the district goals that will develop gender sensitive workforce	MFO: HRD Services/ Big Water District with exemplary and reliable performance GAD programs and Activities	Lakbay Aral to Big Water District/ Benchmarking their good practices.	Application of a well defined commitment to a more gender responsive governance ,learned from visiting other district.	20,000.00	Corporate Budget	GAD Focal Point System
Promotion of the total Well-Being of the Pandi WD men and women employees.	Insufficient motivation to level up standard of service among men and women working in local water utility.	To stay healthy and in shape to meet the work requirements for the advancement of the agency	MFO: Pandi WD men and women employees	Health and Wellness Seeking Behavior/ Promotion of WASH	All division met the outstanding rate in SPMS	70,000.00	Corporate Budget	Office of the General Manager / Administrative / Finance Division
Outstanding Performance leads to paramount service areas	Low level of encouragement that 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 for their exemplary performance	Yearly January - December	0.00	Corporate Budget	GFPS/ Administrative Division



Medical Program	Insufficient understanding on the healthy lifestyle, and working environment expected and required for public servant	To increase level of work performance for better service and awareness on laws / policies / issuances on risky habits such as smoking, drugs and alcohol	MFO: Human Resource Development Services / All Pandi WD employees	Revisit policy on Smoke-free, Alcohol-free, Drug-free and Gambling-free workplace / CSC and other related issuance	All employees subject to medical program as deemed necessary for government service/ Meeting, Seminars, and Lectures to promote healthy lifestyle	15,000.00	Corporate Budget	GFPS/ All Divisions
Christmas Celebration	Low level of customer satisfaction, need to develop a high standard of performance among men and women working in local water district.	To increase level of customer satisfaction by giving back to them on one way or the other their contribution to the growth of the district	MFO : Pandi Water District men and women employees/Internal and External stakeholders	Distribution of Anniversary souvenirs / Raffle Prizes / Thanksgiving Mass/ Christmas Celebration Program	All employees are encourage to do even better to the district, Increase level of self worth that is vital in dealing with customers	100,000.00	Corporate Budget	GFPS/ All Divisions
<b>CLIENT FOCUSED</b>								
Poor sanitation practices increase amount of generated waste causing bad effect to community health.	Low level of concern / interest to participate in program/ activities that protects the environment and preservation of clean water sources	To develop a community with strong conviction to protect the environment	MFO: Pandi WD/ Local Barangays and Public Schools	Recycling of empty chlorine containers into a trashbins to reduce plastic pollution/ Education campaign about WATER Health and Sanitation (WASH)	22 Barangay and public schools within the Pandi WD service area receive trashbins	15,000.00	Corporate Budget	GFPS/All Divisions
Promotion of Clean and Green Environment	Low level of awareness on the significant role of trees in water management and its impact to the water resources of Pandi	To encourage high level of concerns and knowledge on the sustainable ways to preserve water resources.	MFO: Pandi WD men and women employees / Local Barangays/ Public Schools	Cleaning and planting of seedlings within the Pandi WD service area Promotion of WASH	Number of Trees planted within the Pandi WD service area and other related activities to protect available water resources	100,000.00	Corporate Budget	GFPS/All Divisions
Hearth Month Celebration	Growing number of heart related disease among men and women concessionaires	To increase awareness about heart disease	MFO: HRD Services/ RHU/Men and Women Stakeholders	*Production of health awareness brochure * Collaboration with the RHU	Decrease the number of concessionaires with heart related disease	3,000.00	Corporate Budget	GFPS/All Divisions



Supplemental Feeding and Story telling by: Pandi Water District Mascot	Malnutrition affects girls and boys behavior in class; Increased No. of absenteeism during S.Y.2018	<ul style="list-style-type: none"> <li>to improve health status of school children ;</li> <li>reduce number of absenteeism and lower number of learners with failing grades</li> </ul>	MFO: Elemenatary School/s within the Pandi WD service area	<ul style="list-style-type: none"> <li>conduct survey to Elementary Schools within the district service are;</li> <li>feeding of identified malnourished and indigent students <ul style="list-style-type: none"> <li>Story telling/promotion of WASH</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>cater identified malnourished and indigent students registered in Public Elementary School/s</li> <li>improved school performance and;</li> <li>actively participating in school activities</li> </ul>	30,000.00	Corporate Budget	GFPS/ All Divisions
Mothers day and Fathers day celebration	Opportunity to strengthen the role of a Mother and Father	To magnify the great contribution of father and mother in the family and community.	MFO: GFPS/ Commercial Division/ Solo Parent/ Mother and Father	Mother's day celebration / Distribution of brochures / tarpaulin/ gifts	Distribution of Pandi WD gift in honoring parenthood / for their role in building a strong foundation of community- the family	5,000.00	Corporate Budget	Office of the General Manager / Commercial/ Admin Division
				Father's day celebration / Production of brochures/ Gifts for Fathers/ tarpaulin		5,000.00	Corporate Budget	
Senior Citizens in consonance with RA 7876	Taking the time to give back to our elderly.	Pandi WD as community partner in promoting the welfare the increasing number of senior citizens	MFO: Pandi WD and the Office of the Senior Citizen within the district service area	<ul style="list-style-type: none"> <li>Inter- Generational Program and Activities to honor the contribution of the elderly in our family and the society</li> <li>Continued availment of Senior Citizen discount on their water bill.</li> </ul>	<ul style="list-style-type: none"> <li>Celebration of the Senior Citizens meaningful contribution in shaping our generation ;</li> <li>100% of the Senior Citizen with water service connection could avail of the SC discount</li> </ul>	50,000.00	Corporate Budget	Office of the General Manager / Commercial and Water Quality and Production Divisions



Livelihood Training partnering with the Women and Girls in the Public Sector within the service area of Pandi WD	Low level of community awareness about gender-based violence.	To promote economic upliftment and women's rights thru increase level of awareness through programs and projects.	MFO: GFPS/ Pandi WD men and women employees, Solo Parent and Indigents	18 Day campaign to End Violence Against Production and distribution of GAD advocacy materials on women's rights ( flyers, leaflets, primers) * Film showing * 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 * Livelihood training	<ul style="list-style-type: none"> <li>• Dialogue with the Women and Girls Public Sector about the project .</li> <li>• Livelihood Training and evaluation</li> </ul>	50,000.00	Corporate Budget	Office of the General Manager / All Division
Pandi Water District Founding Anniversary	Lack of opportunity to Integrate gender responsive program/ activity of the anniversary celebration.	To benefit men/boy and women/girls concessionaires, employees and the community of the district continued effective operation	MFO: Pandi Water District employees, Internal and External stakeholders	33rd founding Anniversary of Pandi Water district- Water Health and Sanitation program- for client Production of Pan-WD brochures Free meals for concessionaires	Equity and equality of men and women in the program and activities in relation to the celebration of 33rd founding anniversary	50,000.00	Corporate Budget	Office of the General Manager / All Division
Children are our future	Insufficient programmes and projects that benefits girls/ boys.	To promote well-being and welfare of boys and girls	MFO: Human Resoure services; Children of Pandi Water District concessionaires	Universal Children's Day in the Philippines *Promotion of WASH Educate boys and girls about water and sanitation services * Meal for boys and girls from different barangays	Yearly	20,000.00	Corporate Budget	Office of the General Manager / All Division



<ul style="list-style-type: none"> <li>● Blood Letting: Realizing the value of others</li> </ul>	<ul style="list-style-type: none"> <li>● insufficient supply of quality and safe blood for patients who are in need</li> <li>● not enough knowledge about the health benefits of bloodletting</li> </ul>	<ul style="list-style-type: none"> <li>● Timely availability of quality and safe blood for patients who are in need</li> <li>● Encourage awareness to internal and external customer on the health benefits of donating blood .</li> </ul>	MFO: Corporate Social Responsibility / Pandi Water District Stakeholders and Red Cross Malolos Chapter	<ul style="list-style-type: none"> <li>● Blood Letting program and activity/ Promotion of WASH</li> </ul>	<ul style="list-style-type: none"> <li>● Contribute to enough supply of quality and safe blood that safes lives of patients in need;</li> <li>● Health benefits of bloodletting to Pandi WD stakeholders</li> </ul>	20,000.00	Corporate Budget	Office of the General Manager / All Division
Pandi WD Mascot : Ambassador of WASH	Low level of interest among men/ women boys and girls to participate in program/ activities that protects the environment and water resources conservation	To enhance number of partners promoting economic growth in a manner consistent with the protection, preservation and conservation of groundwater.	MFO: HRD Services/ Pandi WD workforce/ Local Barangays and Schools within the service area	<b>Poster making contest</b> : Pandi WD Mascot Production of Brochures on water preservation and conservation.	Goals and Objectives were communicated within the reach of the community it serve, effectively	200,000.00	Corporate Budget	Office of the General Manager / Commercial/ Admin Division
Limited access of water particularly for domestic use	Insufficient supply of water have negative effect on Hygiene and sanitation services	To provide continous supply of adequate, safe and potable water and sanitation services	MFO: All Pandi WD Divisions, Women and girls specially those living at the resettlement sites, local barangays	Pipe Laying/ Rehabilitation of pipelines/ new waterworks system, construction of overhead tanks	No. of women and girls will benefit from a sustainable supply of water and sanitation services: Target poor community without access to potable water	6,097,000.00	Corporate Budget	GFPS/ Engineering with support from other Divisions
<b>TOTAL</b>						<b>70,000,000.00</b>	Corporate Budget	

Prepared by:



Mila P. Mendoza

Admin Serv Assist. C / GAD Tech Working Group

Date:

30 January 2018

Check and Verified by:



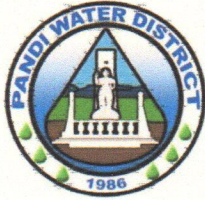
Elvira Socorro B. Santos

General Manager / GAD Chairperson

Date:

1.30.18





REPUBLIC OF THE PHILIPPINES  
**PANDI WATER DISTRICT**

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**COMMITTEE TITLE : Pandi Water District Gender & Development Focal Point System(GFPS)**

**I. RATIONALE**

Gender refers to the specific set of characteristics that identifies the social behavior of women and men and the relationship between them. Gender alludes not simply to women or men but to the relationship between them and the way it is socially constructed. Since gender biases exist and these biases prevent people from attaining their full potentials, development is impeded.

To ensure that explicit, implicit, actual and potential gender biases are removed, the government embarked on gender and development (GAD) as one of its priority programs. GAD focuses on the principle that development is for all. Everyone in society, female or male, has the right to equal opportunities to achieve a full and satisfying life. Women and men enjoy the same conditions for realizing their full human rights and potentials to contribute to development as well as benefit from the results.

The Annual Pandi Water District GAD Planning and Budgeting is a blueprint of GAD-related activities, projects and programs of the water district, which aims to address the various gender needs and concerns of employees and its concessionaires in the district. It is with the end goal of promoting gender equality, and continuing commitment in mainstreaming gender and development in its regular functions as provided for in Section 27 of the General Appropriations Act of 1995.

Forming part of the strengthening efforts on GAD mainstreaming, Philippine Commission for Women issued Memorandum Circular No. 2011-01 providing the guidelines for the creation, strengthening, and institutionalization of the Gender and Development (GAD) Focal Point System.

The purpose of such circular is to provide guidelines and procedures for the establishment, strengthening, and institutionalization of the GAD Focal Point System (GFPS) in constitutional bodies, government departments, agencies, bureaus, SUCs, GOCCs and all other government instrumentalities; and to clarify the roles and responsibilities, composition and structure of the GFPS to enable it to function as a mechanism for catalyzing and accelerating gender mainstreaming in the agency towards the promotion of Gender Equality and Women's Empowerment.



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## II. POLICY STATEMENT

Pandi Water District believes and adheres that gender equality and women's empowerment are essential for meeting water district's aspirations of inclusive and sustainable development, as gender equality needs to be pursued in its own right for a just and equal society, and foster better development outcomes - inclusive growth, faster poverty reduction and accelerated progress, as our meager contribution towards the Millennium Development Goals' attainment and compliance with the Magna Carta of Women.

## III. OBJECTIVES

1. To ensure an appropriate gender balance in the operations of Pandi Water District and develop an inclusive, gender aware practice in all functional areas across the water utilities an identifies gender mainstreaming as the key strategy and approach for promoting gender equality and women's empowerment in the workplace.
2. To realise the continuing commitment of PWD to the Magna Carta of Women through programmes of work in creating a gender aware environment, improving management skills and employee practice as well as implementing policy and inclusive practice .

## IV. SCOPE AND COVERAGE

The Pandi Water District GAD Plan and Budget have been formulated within the context of the agency's mandates and considered the relevant provisions of the Magna Carta of Women (MCW), the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Women's Empowerment, Development and Gender Equality (Women's EDGE) Plan, 2014-2016, and other gender- or women-focused laws and plans of the government.

## V. Definition of Terms

- a. **DEVELOPMENT** – As a shared responsibility, development is the attainment of a full and satisfying life for all, regardless of class, age, sex, ethnicity or religion, be it an individual or entity as they benefit from such development or affected by the lack of such.
- b. **DISCRIMINATION AGAINST WOMEN** – Discrimination against women refers to any gender-based distinction, exclusion or restriction which has the effect or purpose of impairing or nullifying the recognition, enjoyment, or exercise by women, irrespective of their status, on a basis of equality of women and men, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.



c. GAD Focal Point System (GFPS) – is an interacting and interdependent group of people in all government instrumentalities tasked to catalyze and accelerate gender mainstreaming.

It is a mechanism established to ensure and advocate as guide, coordinate, and monitor the development, implementation, review and updating of their GAD plans and GAD-related programs, activities and projects (PAPs);

d. Gender Mainstreaming Monitoring System (GMMS) -The Gender Mainstreaming Monitoring System is an online system for automating the GAD Plan and Budget (GPB) and GAD Accomplishment Report (GAD AR) submission of the agencies, GOCCs, SUCs and other government instrumentalities. Through the submissions, government progress in gender mainstreaming can be monitored.

e. GENDER – As a learned behaviour, gender is what makes one masculine or feminine, that changes across time, places and cultures. Gender is socially determined and culturally defined.

f. GENDER ISSUE – It refers to concerns and problems that arise from the unequal status of women and men including the differential characteristics, roles and expectations attributed by society to women and men. The problems that women and men experience as a result of the societies' definitions and expectations about feminine and masculine roles, rights and capacities.

g. GENDER GAP – Gender gap refers to the gap between women and men in terms of how they benefit from social, economic, political and cultural programs and services.

h. GENDER ANALYSIS – Gender analysis is the framework to compare the relative advantages and disadvantages faced by women and men in various spheres of life, including the family, workplace, school, community and political system. It also takes into account how class, age, ethnicity, cultural, social and other factors interact with gender to produce discriminatory results.

i. GENDER AND DEVELOPMENT – GAD refers to the development perspectives and processes that are participatory and empowering, equitable, sustainable, free from violence, respectful of human rights, and supportive of self-determination and actualization of human potentials. It seeks to achieve gender equality as a fundamental value that should be reflected to development choices and contends that women are active agents of developments, not just passive recipients of development

j. GENDER EQUALITY – Gender equality refers to the principle asserting the equality of women and men and their right to enjoy equal conditions, realizing their full potentials to contribute to and benefit from the results of development, and with the State recognizing that all human beings are free and equal in dignity and rights.

k. GENDER MAINSTREAMING – It refers to the strategy for making women's and men's concerns and experiences an integral dimension of the design, implementation, monitoring, and evaluation of policies and programs in all social, political, civil, and economic spheres so that



women and men benefit equally and inequality is not perpetuated.

I. GENDER RESPONSIVENESS – Gender responsiveness is the capacity of individuals, groups, or institutions to substantively address gender-related issues, presumes capacity to do gender analysis, willingness to allocate resources for these issues; and capacity to collect and use sex-disaggregated data and gender-related information for gender analysis and tracking of results.

m. The Women’s Empowerment, Development and Gender Equality Plan 2013–2016 (WOMEN’S EDGE PLAN) - The Women’s EDGE Plan serves to guide the achievement of gender-focused goals and objectives, defining the responses appropriate for government as the primary duty-bearer, together with civil society partners and claimholders. It is the gender equality guiding plan of the Philippine Development Plan 2011– 2016 and the second (2nd) Framework Plan for Women and the second time-slice plan of the Philippine Plan for Gender-Responsive Development (PPGD 1995– 2025)

n. WOMEN EMPOWERMENT- Women empowerment is a goal of and essential process for women’s advancement. It is the process and conditions by which women mobilize to understand, identify and overcome gender discrimination so as to achieve equality in welfare and equal access to resources.

## VI. GENERAL GUIDELINES

Pursuant to Section 36 of Republic Act No. 9710, otherwise known as the Magna Carta of Women (MCW), all government departments, including their attached agencies, offices, bureaus, state universities and colleges, government owned and controlled corporations, local government units and all other government instrumentalities shall adopt gender mainstreaming as a strategy to promote women’s human rights and eliminate gender discrimination in their systems, structures, policies, programs , processes, and procedures.

Section 37-C of the Implementing Rules and Regulations (IRR) of the MCW provides that all concerned government agencies and instrumentalities mentioned above shall establish or strengthen their GFPS or a similar GAD mechanism to catalyze and accelerate gender mainstreaming within the agency.

## VII. SPECIFIC GUIDELINES

Disparities remain in many areas within the municipality. Many women are still denied access to basic services and essential assets such as land, and excluded from decision-making. Women still suffer from entrenched gender discrimination and exclusion that diminishes their life expectancy, education prospects, access to clean water, sanitation, and employment, and exposes them to gender-based violence.

Empowering women economically and socially and giving them voice is crucial for achieving Pan-Pandi WD GFPS



WD's goal of mainstreaming gender equality and thus achieve goals of poverty reduction and inclusive development.

1. Gender Mainstreaming Monitoring System (GMMS) orientation seminar Per Philippine Commission for Women (PCW) Memorandum Circular No. 2014-04 dated 29 September 2014 on the Preparation and Online Submission of FY 2016 Gender and Development (GAD) Plans and Budgets, all attached agencies shall register to the GMMS for the online submission of FY 2016 GAD Plan and Budget and FY 2014 GAD accomplishment reports by submitting filled-out forms to PCW.

All agencies shall assign a member of their GAD Focal Point System who is familiar with the GAD planning and budgeting process to serve as their GMMS focal person, who shall be responsible for maintaining the agency GAD profile in the GMMS and encoding and submitting the GPB and GAD AR of the agency through the GMMS. Expenses for the participation to or conduct of the GMMS orientation may be charged against the agency's GAD budget.

2. Implementation of the Women's Empowerment, Development and Gender Equality Plan 2013-2016 (WOMEN'S EDGE PLAN)

Pursuant to PCW Memorandum Circular 2014-02, dated January 28, 2014 providing for the Implementation of the Women's Empowerment, Development and Gender Equality Plan, 2013-2016 (Women's EDGE Plan), Pandi Water District, in its continuing commitment to implement the Magna Carta of Women, shall ensure such implementation of the Plan by mandating the Pan-WD GAD focal point system to consider the gender issues and strategies in the relevant chapters of the Women's EDGE Plan in the FY 2015 and FY 2016 GAD plans and budgets, as PCW will take into account the Women's EDGE Plan in reviewing and endorsing agency GAD Plans and Budgets.

The Women's EDGE Plan aims to operationalize the Magna Carta of Women (RA 9710) and to fulfill the President's Social Contract No. 13 xxx "from a lack of concern for gender disparities and shortfalls to the promotion of equal gender opportunity in all spheres of public policies and programs" xxx.

The Women's EDGE Plan shall guide the mainstreaming of the gender perspective in all Pan-WD GAD Committee programs to fulfill the obligations under Republic Act 9710 and concretely inform the preparation of GAD plans and budgets of the water utilities as it highlights priority gender issues and strategies for inclusion in the Pan-WD GAD plans and budgets.

3. Build Competency for Gender Analysis and the Application of Gender Analysis Tools in Program, Project, and Policy Development

To realize gender mainstreaming meaningfully and effectively, Pandi Water District must attain competencies for GAD issues and need to utilize gender-based mechanisms and tools to support the process. Pan-WD employees and officers need to be briefed on the rationale and legal basis for gender-responsive development planning and resource allocation. Stakeholders, particularly women and men, need to be enlightened on their rights to enable them to claim these rights.



Pan- WD GAD Committee shall encourage its members to include measures for building gender competencies in the annual plans and programs, particularly in the Pan-WD GAD plans and budgets. Skills in gender analysis and the application of gender analysis tools, & the formulation of gender-responsive plans and budgets, are essential requirements for gender mainstreaming. Equally important is the capacity to integrate the gender dimension in monitoring and evaluation and to analyze results based on sex-disaggregated data and indicators.

## VII. STRUCTURE AND COMPOSITION

GM Elvira Socorro B. Santos  
Chairperson

### Executive Committees

1. Criselda A. Cruz
2. Cristina S. Fetalco
3. Janet G. Capiral
4. Engr. Ronaldo R. Dalisay
5. Trishialinn DR. Armiza

### Technical Working Groups

1. Jormisel B. Mauricio
2. Mila P. Mendoza
3. Teresita C. Sta. Maria
4. Gemmalyn D. Bernardo
5. Jomar S. Sarmiento
6. Cesar A. Ortega

## VIII. ROLES AND RESPONSIBILITIES:

GAD Committee Functions are as follows:

- i. Facilitate the implementation of the gender mainstreaming efforts of the committee through the GAD planning and budgeting process;
- ii. Formulate Pandi- WD GAD Plans, Programs and Budget in response to the gender gaps and issues faced by the concessionaires and constituencies, women and men employees, following the conduct of a gender audit, gender analysis, and/or review of sex disaggregated data;
- iii. Assist in the capacity development of and provide technical assistance to the water utilities, and as needed, to officers and employees. In this regard, the Committee shall work with the human resource development office on the development and implementation of an appropriate Pandi WD GPFS



capacity development program on gender equality and women's empowerment for its employees, and as requested or deemed necessary.

iv. Coordinate and ensure the meaningful participation in GAD strategic and annual planning exercises. The GAD Focal Point System shall coordinate with the the preparation, consolidation and submission of GAD Plans and Budgets;

v. Lead the conduct of advocacy activities and the development of IEC materials to ensure critical support of Pandi-WD officials, staff and relevant stakeholders to the activities of the GAD Focal Point System and GAD mainstreaming activities;

vi. Monitor the implementation of GAD-related programs, activities and projects and suggest corrective measures to improve implementation of GAD PAPs and GFPS activities;

vii. Prepare and consolidate agency GAD accomplishment reports; and

viii. Provide regular updates and recommendations to the Board of Director on the activities of the GFPS and the progress of agency GAD mainstreaming activities based on the feedback and reports.