

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT  
FOR CY 2020**

Agency / Bureau/ Office

Pandi Water District

Total Corporate Budget of Agency

82,228,453.47

Region

III

Total GAD Budget

16,530,000.00

Province

Bulacan

% of GAD Allocation

20.1%

Municipality

Pandi

% of GAD Budget Accomplishment

82.11%

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>ORGANIZATION- FOCUSED</b>									
1. DBM, NEDA and PCW JC 2012 – 1 2. Proclamation Nos. 922 and 929	1. Need to adopt and consider gender-based planning and performance management in view of NEW NORMAL situations 2. needs to capacitate and develop strategies for continuous operation of the district amidst the threat of a pandemic.	The planning team will be able to identify those KPIs that would signal that the company is moving out of the crisis phase and entering the next normal	General Administrative and Support Services (GASS)	Contingency planning and budgeting during a pandemic:	1. Application of gender perspective to the methodological approach, as well as targets, objectives, activities and projects for the new normal 2. Formulating gender-responsive results and indicators and establishing measures that strengthen gender equality and women's rights.	Planning and Budgeting cancellation due to Enhanced Community Quarantine and in response to government directives to fund the operations and response measures related to COVID-19 emergency situations.	60,000.00	0	60,000.00
1. Executive Order (EO) No. 273 (Approving and Adopting the Philippine Plan for Gender-Responsive Development, 1995-2026)	Need to adopt virtual platform given the limitations on physical gatherings brought about by the COVID-19 pandemic.	GAD GFPs committee understand their functions and performed their duties effectively to address the pandemic's safety net challenges and real-time policy lessons	1. HRD Initiative - Employee Engagement / Capacity Building 2. Support to Operations (STO)	Online GAD webinars/ Greater social protection for women, one of the most affected groups in the COVID-19 crisis, and other gender related concepts to mitigate the effect of COVID 19 Pandemic	100% of PanWaDis GAD-FPS attended training via Webinar until further notice on the temporarily postponement of face-to-face conduct of training/ seminars/ workshop.	68% of the total workforce attended the 2020 Learning and Development.	50,000.00	50,000.00	0

<p>1. The Constitution, Article 2, Section 15</p> <p>2. Section 18, Article II of the 1987 Constitution</p> <p>3. Executive Order No. 102 series of 1999 dated May 24, 1999</p> <p>4. SCS-DOH-DOLE JMC No. 1.s,2020 (SCS MC No. 30 s,1994)</p>	<p>There is a need to adopt and to further improve the existing working conditions of Pandi WD to institutionalize occupational safety and health (OSH).</p>	<p>Institutionalize OSH in government workplace</p>	<p>1. General Administrative and Support Services (GASS)</p> <p>2. Support To Operation (STO)</p>	<p>Provision of reasonable working condition for both office and field personnel of Pandi Water District</p>	<p>1. ample office space for General Manager</p> <p>2. ample office space for Production and Water Quality Division (P&amp;WQD)</p> <p>3. ample office space for Engineering and Construction Division (E&amp; CD)</p> <p>3. temporary roofing /multi-purpose area for customers</p> <p>4. Field personnel service area</p> <p>5. separate, regularly cleaned and hygienic comfort room for men</p> <p>6. communication system</p> <p>7. Building construction and maintenance, space requirement, walk way surface, floor and wall openings, stairs, window openings, fixed ladders, among others, conform to the provisions of Rule1060 of the</p>	<p>Construction of government buildings, as well as repairs/ renovation works which may be deferred pursuant to adoption of economy measures due to emergency health situation ( National Budget Circular No. 580, dated 22 April 2020). Continuous water service through water rationing/ delivery to the population living in the most vulnerable conditions to prevent the spread of COVID-19</p>	<p>1,500,000.00</p>	<p>0</p>	<p>1,500,000.00</p>
<p>storage room for office supplies and other pertinent documents</p>						<p>Discontinuance of projects pursuant to National Budget Circular No. 580, dated 22 April 2020.</p>	<p>500,000.00</p>	<p>0</p>	<p>500,000.00</p>
<p>storage room for maintenance and repair services, and construction materials for projects</p>						<p>Discontinuance of projects pursuant to National Budget Circular No. 580, dated 22 April 2020.</p>	<p>500,000.00</p>	<p>0</p>	<p>500,000.00</p>
<p>1. CSC Memorandum Circular No. 33, series of 1997 dated December 22, 1997, Policy on Working Conditions at the Workplace</p>	<p>Need to fuel awareness in the fight against COVID - 19 Pandemic</p>	<p>Provide measures to address/ resolve gender health care issues for women vulnerabilities in the home, and in the workplace.</p>	<p>1. General Administrative and Support Services (GASS)</p> <p>2. Support To Operation (STO)</p>	<p>Health Program for Government Employees</p>	<p>Policies on Health Program for employees consistent with existing laws, rules and regulations.</p>	<p>100% of Pandi WD men and women employees participated in the health program to combat the COVID-19 and to assure continuous operations of water service.</p>	<p>32,000.00</p>	<p>27,635.00</p>	<p>4,365.00</p>
<p>1. CSC Memorandum Circular No. 17, s. 2009</p> <p>2. CSC-Department of Health Joint Memorandum Circular No. 2010-01</p> <p>3. DOLE Department Order No. 16 series of 2001; Rule 1040 (Health and Safety Committee)</p>		<p>Men and women employees were provided with the much-needed guidance to articulate the measures needed to protect health policies from tobacco industry interference.</p>	<p>1. General Administrative and Support Services (GASS)</p> <p>2. Support To Operation (STO)</p>	<p>1. Prohibition of smoking at the workplace</p> <p>a.) Information dissemination about the addictive and harmful nature of tobacco products.</p> <p>b.) information dissemination that would facilitate the enforcement of policy against tobacco industry interference</p>	<p>1. Policies on the Protection of the Bureaucracy against Tobacco Industry Interference consistent with existing laws, rules and regulations.</p> <p>2. Visibility of infographics materias in Pandi WD Office and Pump Stations</p> <p>3. Training of Personnel in Occupational Safety and Health</p>	<p>Cancellation/ Postponement of GAD activity : In-house seminars with partner RHU to render full assistance to, and mobilize the necessary resources to undertake critical, urgent and appropriate action to curtail and eliminate the threat of COVID-19.</p>	<p>20,000.00</p>	<p>0</p>	<p>20,000.00</p>



				c.) capacity building and advocacy campaign to ensure sustainability of the programs. d.) strengthened code of conduct in public office					
<p>1. CSC Memorandum Circular No. 13, s. 2017 dated April 19, 2017 Guidelines on the Mandatory Random Drug Test for Public Officials and Employees and for other Purposes</p> <p>2. Section 36 (d) of RA No. 9165</p> <p>3. Section 46 (A) (3), Rule 10 of the Revised Rules on Administrative Cases in the Civil Service (RRACCS)</p>	Need to ensure that Pandi WD remain a drug-free workplace.	To ensure that government service shall be drug-free as provided by the Comprehensive Dangerous Drugs Act of 2002	1. Improved and Expanded Benefits, Services and Coverage	Mandatory Random Drug Test for Public Officials and Employees.	<p>1.) Implementation of Drug - Free Workplace Policy and Programs consistent with existing laws, rules and regulations</p> <p>2.) 100 % drug-free workplace</p>	As the coronavirus crisis continues to impact the workplace and the economy, many businesses are focused on keeping workers and customers safe. Some safety programs—such as drug-free workplace initiatives—have become more complicated to administer. Program will be serve on F.Y. 2021 as part of Pandi WD Emergency and Health Response Measures	15,000.00	0	15,000.00
<p>1. PhilHealth Circular No. 18, s-2011</p> <p>2. Executive Order No. 187, s. 2003 dated March 21, 2003 Instituting A Comprehensive And Unified Policy For The Tuberculosis Control In The Philippines</p>	Need to increase level of awareness of men and women employees on the prevention and control of Tuberculosis.	<p>1. Need to develop policies and guidelines for the prevention and cure of Tuberculosis in the workplace.</p> <p>2. To increase level of work performance for better service and awareness on laws / policies / issuances on risky habits such as smoking, drugs and alcohol</p>	1. Improved and Expanded Benefits, Services and Coverage	Tuberculosis prevention and control in the workplace	<p>1. Policy and guidelines on Tuberculosis prevention and control in the workplace consistent with existing laws, rules and regulations</p> <p>2. TB control activities in the workplace</p> <p>3. Policy development</p>	Cancellation/ Postponement of GAD activity : In-house seminars with partner RHU to render full assistance to, and mobilize the necessary resources to undertake critical, urgent and appropriate action to curtail and eliminate the threat of COVID-19.	20,000.00	0	20,000.00

<p>Paragraph 2, Section 3, Article XIII of the 1987 Constitution guarantees the rights of all workers to a decent and humane conditions of work.</p>	<p>There is a need to enhance and to further improve the existing working conditions/ pertains to humane and acceptable working environment for PandiWD workforce.</p>	<p>to establish a set of Occupational Safety and Health (OSH) Standards to protect all government employees from the hazards of injury, sickness or death through the adoption of safe and healthy working conditions to assure the conservation of human life and the prevention of loss of resources and damage to properties.</p>	<p>MFO: Support to Operation (STO)</p>	<ol style="list-style-type: none"> <li>1. adequate fire, emergency or danger signs</li> <li>2. Globally Harmonized System (GHS) pictograms and safety instructions of standard colors and sizes visible at all times, in accordance with the "Standard colors of signs for safety instruction and warnings in building premises"</li> <li>3. Visibility of infographics materials in Pandi WD Office and Pump stations/ pictograms and safety instructions of standard colors and sizes</li> <li>4. personal protective equipment and devises conform to Rule 1080 of the OSH Standard</li> <li>5. Information dissemination ( IEC materials)</li> <li>6. provide proper lighting and emergency power</li> </ol>	<ol style="list-style-type: none"> <li>1. Policies on Occupational Safety and Health (OSH) Standards consistent with existing laws, rules and regulations</li> <li>2. Conduct Awareness campaign, which promoted good handwashing behavior, hygiene, physical distancing, and the use of face masks using posters, videos, social media messages, and recordings broadcasted from portable speakers/ built-in TV screens.</li> <li>3. Availability of pictograms and safety instructions of standard colors and sizes.</li> <li>4. List of IEC materials</li> <li>5. Comfort rooms and lavatories separate for male and female workers/employees</li> <li>6. establishment of A Risk Reduction Management System and a Crisis Management Plan and Contingency Program in an emergency situation within the agency.</li> </ol>	<p>Continuation / target on F.Y. 2021 as part of Pandi WD Emergency and Health Response Measures, and in response to government directives to fund the operations and response measures related to COVID-19 emergency situations.</p>	<p>150,000.00</p>	<p>0</p>	<p>150,000.00</p>
<ol style="list-style-type: none"> <li>1. Proclamation No. 224 s. 1988 declaring the first week of March each year as Women's Week and March 8 as Women's Rights and International Peace Day</li> <li>2. Proclamation No. 227 s. 1988 providing for the observance of the Month of March as Women's Role in History Month</li> <li>3. Republic Act (RA) 6949 s. 1990 declaring March 8 of every year as National Women's Day.</li> </ol>	<p>Need to engage women as stakeholder of government programs and services.</p>	<p>Create a citizen-centric governance and make-change work for women.</p>	<p>MFO: Human Resource Development Services, and the magna carta for women</p>	<p>National Women's Day celebration / activities</p>	<p>Panwadis women employees, women and girls concessionaires are inspired and empowered as agents of change.</p>	<p>Established enough space for Pandi WD women employees to discuss good practices, gaps and challenges that encouraged commitment in government service. " Serbisyo para kay Juana ng Pandi WD open enough room for improvement for better work performance in their respective offices.</p>	<p>50,000.00</p>	<p>50,000.00</p>	<p>0</p>
<p>Proclamation No. 115-A, signed by then President Ferdinand E. Marcos, and Proclamation No. 360 in 1986</p>	<p>Insufficient platform to promote safety consciousness among men and women every day of the year as a positive preventive approach to a problem that can be solved by more caution, vigilance, sobriety, the exercise of common sense and respect for the law.</p>	<p>Raise awareness about the causes, hazards, and dangers of fire;</p>	<p>Support to Operation/ Human Resource Development : Emergency Preparedness Response Team</p>	<p>Fire Prevention Month Activities</p> <ol style="list-style-type: none"> <li>1. Fire safety Lecture Demonstration;</li> <li>2. Basic Life Support Lecture Demonstration</li> </ol>	<ol style="list-style-type: none"> <li>1. 100% of PanWaDis men and women employees attended the : Fire safety Lecture Demonstration and Basic Life Support Lecture Demonstration.</li> <li>2. Issuance of Fire Safety Inspection Certificate for PanWaDis</li> <li>3. Issuance of Fire Safety Seminar and Basic life Support Certificates for 22 men and 16 women employees of PanWaDis</li> </ol>	<p>100% of Pandi WD men and women participated in the Fire Safety Seminar, Basic Life Support, and Drill. Each of the employee received a certificate of attendance and the District a Fire Safety Inspection Certificate.</p>	<p>10,000.00</p>	<p>10,000.00</p>	<p>0</p>



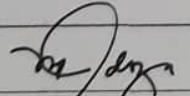
<p>1. Proclamation No.339,s.2012</p> <p>2. Supreme Court Mandamus</p>	<p>Insufficient tools to address the persistent global issue of gender equality and empowerment (GE/E)</p>	<p>Men and Women employees of Pandi Water District increased their level of commitment and involvement approaches in promoting GE/E.</p>	<p>Support to Operation/ Skills Development</p>	<p>Conduct of benchmarking activity with other RGADCs or GAD learning hubs</p>	<p>1. Study tour Septage Management treatment plant  2. Establish a Technical Working Group  3. Establish the Planning Budget and Schedule</p>	<p>Number of families relocated to public schools in Balayan Batangas received relief goods : Foods ,water , hygiene kits and a variety of toys for children from Pandi Water District and from the generous hearts of its men and women employees through Balayan Water District. The PanWaDis GAD members learned from Balayan Water District commendable effort and actions taken during times of calamities and the importance of having a Water Safety Plan to assure continuity of water supply amidst emergency situations.</p>	<p>30,000.00</p>	<p>10,000.00</p>	<p>20,000.00</p>
<p>REPUBLIC ACT 11469 OR THE "BAYANIHAN TO HEAL AS ONE ACT" (the "Act")Christmas amidst coronavirus, make good things to happen.</p>	<p>Need to extend public office trust as the novel coronavirus affects the globe, kindness and uplifting moments are vital tools as we prioritize the health and safety of men and women employees, partners and stakeholders.</p>	<p>To exhibit deep sense of love for the country and countrymen among PandiWD employees.</p>	<p>Staff services</p>	<p>Thanksgiving Mass/ support operations and response measures necessary or beneficial in order to address the COVID-19 emergency.</p>	<p>Proactive measures to ensure continued access to clean water for drinking and handwashing during the COVID- 19 pandemic.  1. expand water access to control COVID-19  2. WASH (Water, Sanitation &amp; Hygiene) and COVID-19</p>	<p>Following the guidelines on infection prevention and control during COVID-19: PanWaDis employees attended mass to give thanks for the 34th year of water service in Pandi, to give back to its concessionaires number of hygiene kits and groceries have been distributed. Raffle draw winners from 18 zones received hygiene kits and grocery bags. PanWaDis men and women employees also received grocery items for their teamwork and continuous service amidst every treat of COVID-19.</p>	<p>150,000.00</p>	<p>143,232.70</p>	<p>6,767.30</p>
<b>CLIENT- FOCUSED</b>									
<p>Republic Act 9003</p>	<p>Low level of concern / interest to participate in program/ activities that protects the environment and preservation of clean water sources</p>	<p>To develop a community with strong conviction to protect the environment</p>	<p>Corporate Social Responsibility (CSR)</p>	<p>Recycling of empty chlorine containers into a trashbins to reduce plastic pollution/ Education campaign about WATER Health and Sanitation (WASH)</p>	<p>22 Barangay and public schools within the Pandi WD service area received trashbins</p>	<p>1 metal throw basket fabricated , number of recycled chlorine containers distributed to local barangay offices together with snacks and hygiene kits.</p>	<p>20,000.00</p>	<p>15,136.00</p>	<p>4,864.00</p>

Republic Act No. 10771	<p>1. Low level of awareness on the significant role of trees in water management and its impact to the water resources</p> <p>2. Need to promote the rights of the people to a balanced and healthful ecology in accord with the rhythm and harmony of nature</p>	To encourage high level of concerns and knowledge on the sustainable ways to preserve water resources. The pandemic is a reminder of the intimate and delicate relationship between people and planet.	Corporate Social Responsibility (CSR)	<p>1. Promotion of green environment through distribution of seedlings</p> <p>2. Greening of Pandi WD pump stations</p> <p>3. promotion of WASH</p> <p>4. Tree growing</p> <p>5. Environmental Management</p>	<p>1. Number of Trees and vegetables planted to protect the environment and water resources</p> <p>2. help increase economy / economies are a product of healthy human societies</p> <p>3. Promote healthy, sustainable food (IEC materials on health and environment)</p> <p>4. Public support to protect and enhance wellbeing, and for governments to combat climate change and environmental destruction with the same seriousness with which they are now fighting COVID-19.</p>	50 kawayan ( golden and tinik) propagules grass planted at Kalye Andres St., Bunsuran 1st, Pandi, Bulacan. 100% engagement of men and women employees on this meaningful activity, a positive, cost-effective environment action that will remain for future generations.	50,000.00	50,000.00	0
Proclamation No. 1096	Growing number of heart related disease among men and women concessionaires	To increase awareness about heart disease	Corporate Social Responsibility (CSR)	<p>*Production of health awareness brochure</p> <p>* Collaboration with the RHU</p>	Decrease the number of concessionaires with heart related disease	Number of IEC materials distributed to men and women concessionaires who pay their water bill on February 14, Promotion of WASH and its role in having a healthy heart.	5,000.00	5,000.00	0
Republic Act 9155, "Governance of Basic Education Act of 2001,"	WASH matters	Promote hand hygiene to save lives and combat COVID-19	Corporate Social Responsibility (CSR)	<p>1. Obligatory hand hygiene against transmission of COVID-19 (Handwashing with soap, when done correctly, is critical in the fight against COVID-19)</p>	<p>1. Distribution of IEC materials to promote public health,</p> <p>2. Education campaign ? WASH Jingles ( 20 seconds handwashing)</p> <p>3. Promotion of WASH/ "SAVE LIVES: Clean Your Hands"</p>	No face-to-face classes this year. Blended, Modular, and Distance - Different learning methods was implemented by DepEd to protect students/learners from COVID -19. Project will continue on F.Y. 2021	50,000.00	0	50,000.00
<p>1. Presidential Proclamation No. 58, s. 1998</p> <p>2. Presidential Proclamation No. 2037 in 1980</p> <p>3. Presidential Proclamation No. 266</p> <p>4. Presidential Proclamation No. 266, s. 1988,</p>	Opportunity to strengthen the role of a Mother and Father	To magnify the great contribution of father and mother in the family and community.	Corporate Social Responsibility (CSR)	<p>Mother's day celebration / Distribution of brochures / tarpaulin/ gifts</p>	Distribution of Pandi WD gift in honoring parenthood / for their role in building a strong foundation of community- the family	1 unit of handwashing station installed at PanWaDis main entrance, handsoap readily available, number of hygiene kits distributed and IEC materials ( laminated proper hand washing technique)	10,000.00	10,000.00	0
				Father's day celebration / Production of brochures/ Gifts for Fathers/ tarpaulin		Number of family " EAT TOGETHER" strengthen ties a picture of a healthy relationships. 150 pieces healthy cooked chicken distributed to all men who pay their water bill.	40,000.00	40,000.00	0




Senior Citizens in consonance with RA 7876 RA 9710	Taking the time to give back to our elderly and extending hand to differently-abled persons in this trying time.	To promote the welfare of the elderly / senior citizens and the PWDs who are at high risk for the coronavirus and, in some cases, are also fighting isolation, poverty and neglect.	Corporate Social Responsibility (CSR)	establish platform and measures to honor the contribution of the elderly and PWDs in our family and the society	1. WASH for the elderly and differently-abled person 2. Grocery/ goods	10 Senior Citizens recieved christmas gift (grocery items). Continuous water distributions (water rationing) to assure sufficient access of senior citizens to water to protect their health from COVID-19.	20,000.00	0	20,000.00	
Presidential Proclamation 1172, Series of 2006	Low level of community awareness about gender-based violence. Need to include violence against women essential services in COVID-19 emergency preparedness and response plan.	To promote economic upliftment and women's rights by protecting women and their children from violence during COVID-19.	Corporate Social Responsibility (CSR)	18 Day campaign to End Violence Against Women and Children (VAWC) shirts for men and women employees of Pandi WD 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	1. Partnering with the Public Sectors VAWC Desk about the project. 2. Support mechanism in view of the COVID-19 situations.	Print and distributed VAWC fliers: RA 9262 = 500 pieces RA 8353 = 500 pieces RA 7877 and 11313 = 500 pieces 10-Day VAWC Leave = 500 pieces Brgy. VAW Desk handbook (tagalog) = 20 pieces Hygiene Kits = 200 sets participate in the 18 day campaign activity (wearing of advocacy t-shirts and Mask for 18 days).	100,000.00	49,930.00	50,070	
Republic Act No. 10661	Insufficient proactive and adaptive programmes and projects that benefits girls/ boys.	To promote Hand hygiene as part of infection prevention and control (IPC) measures.	Corporate Social Responsibility (CSR)	Universal Children's Day in the Philippines *Promotion of WASH Educate boys and girls about water and sanitation services * Meal & hygiene kit for boys and girls from different barangays	1. We owe it to the Filipino Children /Educational Campaign "Clean care for all – it's in your hands" 2. Healthy food for good health 3. Promotion of WASH through hygiene kits	Continuation / target on F.Y. 2021 as part of Pandi WD Emergency and Health Response Measures, and in response to government directives to fund the operations and response measures related to COVID-19 emergency situations.	30,000.00	0	30,000.00	
1. Proclamation No. 922 of March 9, 2020 2. Memorandum from the Executive Secretary dated 16 March 2020	need unhampered delivery of safe water supply services to individual households and communities is highly essential to maintain personal hygiene and good health.	To promote effective management of the Coronavirus Disease (COVID-19) situation or prevent further occurrence/outbreak of said Disease in other areas.	Corporate Social Responsibility (CSR)/ Support to Operations (STO)	1. Additional Water resource system 2. Expansion project/s	No. of women and girls benefit from a sustainable supply of water and sanitation services: Target poor community without access to potable water and adequate sanitation services. 24/7 accesible/ potable water supply		13,118,000.00	13,111,906.22	6,093.78	
<b>TOTAL</b>								<b>16,530,000.00</b>	<b>13,572,839.92</b>	<b>2,957,160.08</b>

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2.24.2021  
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2.24.2021