

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT  
FOR CY 2021

" Annex A "

Agency / Bureau / Office : Pandi Water District  
Region : III  
Province : Bulacan  
Municipality : Pandi

Total Corporate Budget of Agency : 67,085,735.91  
Total GAD Budget : 16,053,665.00  
% of GAD Allocation : 23.93%  
% of GAD Budget Accomplishment : 0.58%

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 (7)	Actual Cost/Expenditure (8)	Variance/Remarks (10)
<b>ORGANIZATION- FOCUSED</b>									
1. DBM, NEDA and PCW JC 2012 – 1 2. Proclamation Nos. 922 and 929	Need to draw a real picture of the district's performance in reducing poverty, growing the economy, and attaining other development objectives and services to internal and external clients and transformed communities	Delivering outputs and outcomes that will ultimately improve quality of life ( crucial during a pandemic) through the sustainable and economically viable supply of water particularly of the poor and vulnerable.	General Administrative and Support Services (GASS)	Corporate Business Planning and Budgeting	The Pandi WD was able to anticipate challenges, stakeholders' concerns and needs - a proactive approach to integrate gender awareness in the PAPs that results in women empowerment, and a Business plan that is lean and flexible.	Planning and Budgeting cancellation due to Enhanced Community Quarantine and lockdowns in response to government policies to mitigate the spread of COVID-19 virus and emergency situations	50,000.00	0.00	50,000.00
1. Executive Order (EO) No. 273 (Approving and Adopting the Philippine Plan for Gender-Responsive Development, 1995-2026)	The new realities stemming from the national health condition crisis demand digital tools for the modern workforce.	Workforces up to speed on the latest processes, procedures, and best practices, whether they were on the front lines or suddenly forced to work from home.	1. HRD Initiative - Employee Engagement / Capacity Building 2. Support to Operations (STO)	Training and Seminars / Online 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 economic crisis due to Pandemic	Organizations have adapted to the new norm, the workforce is equipped with the information and training they need, on the job and within the flow of work, prepared to address customers' needs and deliver a consistent public service.	*60% of PanWaDis employees attended webinars and other trainings to improve quality of service within agency, as well as between stakeholders. *Some scheduled trainings were cancelled and free of charge. *In view of current situation, face to face trainings were still cancelled.	320,000.00	35,400.00	284,600.00

CSC MC no. 21,s. 2009	Need to encourage men and women to take part in the health and wellness activities and enhanced team spirit	To boost morale during these tough times and improve social interactions which is vital in the public service.	1. General Administrative and Support Services (GASS) 2. Support To Operation (STO)	Capacity Building for TEAMWORK	Promotion of health and wellness through	Capacity Building cancellation due to Enhanced Community Quarantine and lockdowns in response to government policies to mitigate the spread of COVID-19 virus and emergency situations	130,000.00	0.00	130,000.00	
CSC Resolution No. 110112: Program on Awards and Incentives for Service Excellence	Need to continuously encourage high level of performance in the public service.	To improved operations and other acts of service for the public interest.	1. General Administrative and Support Services (GASS) 2. Support To Operation (STO)	Program on Awards and Incentives for Service Excellence (PRAISE)	The management encourages creativity, innovativeness, efficiency, integrity, and productivity among men and women employees.	Acknowledging employees through CSC PRAISE programs to boost morale and upgrade work ethics of PanWaDis Employees.	52,500.00	17,000.00	35,500.00	
Presidential Proclamation No. 115-A Proclamation No. 360,s.1989	Need to equipped and be guided by the new emergency laws and rules in responding to an emergency situations.	To enhance the capacity of men and women employees in responding to emergency situations.	Corporate Social Responsibilities/ Service enhancement	Fire Prevention Month : Drills and Seminars	Compliance with the proviso of Proclamation No.115-A,s.1996, Proclamation No. 360,s.1989	Following the prescribed safety and health protocol, PanWaDis by the assistance of Bureau of Fire, conducted the annual Fire Prevention Drils and Seminars as a way to equipping employees to unseen emergencies.	27,000.00	10,011.00	16,989.00	
1. The Constitution, Article 2, Section 15 2. Section 18, Article II of the 1987 Constitution 3. Executive Order No. 102 series of 1999 dated May 24, 1999 4. SCS-DOH-DOLE JMC No. 1.s,2020 ( SCS MC No. 30.s,1994)	There is a need to adopt and to further improve the existing working conditions of Pandi WD adopt with the new normal and to institutionalize occupational safety and health (OSH).	Safe and Healthy with institutionalize OSH in government workplace	1. General Administrative and Support Services (GASS) 2. Support To Operation (STO)	Provision of reasonable working condition for both office and field personnel of Pandi Water District	Building improvement, repairs and maintenance: General Manager office, Engineering and Construction, and Water Quality and Production Divisions offices	In view of COVID 19 compliance for a safety workplace, redesigning of offices to meet and support long term health protocols. Additional offices for employees and stockroom for materials and other supplies.	524,700.00	329,384.25	195,315.75	
							Painting of office building 1st floor	55,470.00	0.00	55,470.00
							Painting of office building 2nd floor	55,470.00	0.00	55,470.00
							Repair of leak/ roof repair, ceiling repair 3rd floor	49,875.00	0.00	49,875.00

<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>	<p>Need to ensure that Pandi WD remain a drug free workplace.</p>	<p>To increase the level of work performance for better services with awareness on laws/policies / issuances on risky habits such as smoking, drugs, and alcohol</p>	<p>1. General Administrative and Support Services (GASS)</p>	<p>Mandatory Random Drug Test for Public Officials and Employees.</p>	<p>1.)Implementation of Drug -Free Workplace Policy and Programs consistent with existing laws, rules and regulations</p> <p>2.) 100 % drug-free workplace as provided by the Comprehensive Dangerous Drugs Act of 2002</p>	<p>PaWaDis management conducted a random drug testing for employees, after the test PanWaDis is a 100% drug-free workplace</p>	<p>18,000.00</p>	<p>13,389.00</p>	<p>4,611.00</p>
<p>CSC Memorandum Circular No. 33, series of 1997 dated December 22, 1997.</p>	<p>Need to fuel men and women health to continue public service amidst the outbreak of viruses that affects national health conditions.</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>PanWaDis prioritizing the following of nationwide COVID19 Bakunahan policy and orders.</p>	<p>40,000.00</p>	<p>32,400.00</p>	<p>7,600.00</p>
<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 the humane and acceptable working environment for PandiWD workforce.</p>	<p>1. 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>2. In order to systematically assess and manage risks in drinking water as per PNSDW standard.</p> <p>3.Benefits of NRW reduction</p>	<p>1. General Administrative and Support Services (GASS)</p> <p>2. Support To Operation (STO)</p>	<p>Health and Safety, Emergency Response, and Disaster Management 2021</p>	<p>1. Safety Personal Protective Equipment</p> <p>2. Conduct Awareness Campaign</p> <p>3. Safety Promotion Awareness in the pumping stations</p> <p>4. Conduct occupational safety awareness training</p> <p>5. Conduct 5s awareness training</p> <p>6. Office safety implementation improvement</p> <p>7. Water Safety Plan</p> <p>8. NRW reduction</p> <p>9. Establishment of NRW Committee members</p>	<p>1. In view of COVID 19 compliance for a safe workplace for employees, distribution of Personal Protective Equipment (PPE) for Occupational Safety and Health Standards. 2. In response to preventive COVID-19 outbreak and new diseases variant to the employees, Pneumococcal Vaccines were administered to the PanWaDis men and women employees.</p>	<p>150,650.00</p>	<p>150,596.00</p>	<p>54.00</p>

<p>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</p> <p>2. Proclamation No. 227 s. 1988 providing for the observance of the Month of March as Women's Role in History Month</p> <p>3. Republic Act (RA) 6949 s. 1990 declaring March 8 of every year as National Women's Day.</p>	<p>Need a Challenge campaign theme to help forge women's equality. Until women's rights are not spoken about as distinct from human rights, there is a lot of work to be done.</p>	<p>"Women in leadership: Achieving an equal future in a COVID-19 world." The theme celebrates the tremendous efforts by women and girls around the world in shaping a more equal future and recovery from the COVID-19 pandemic.</p>	<p>Human Resource Development Services, and the magna carta for women</p>	<p>National Women's Day celebration 2021 : <i>We Make Change Work for Women</i> #ChooseToChallenge campaign <i>Progressing women's rights and gender equality.</i></p>	<p>A challenged world is an alert world and from challenge comes change. So let's all choose to challenge.</p> <p>Forge a gender equal workplace Celebrate women's achievement. Raise awareness against bias. Take action for equality. Celebrating the social, economic, cultural and political achievements of women. The day also marks a call to action for accelerating women's equality.</p>	<p>*The dissemination of the policies and rights of every woman thru the EIC materials were imparted to employees and concessionaires. *As an agency mandated to provide water, sanitation and hygiene, the distribution of hygiene kits alongside with other advocacy items were also imparted. *Lastly, with a high appreciation and great value to every Juana were also celebrated.</p>	<p>100,000.00</p>	<p>100,000.00</p>	<p>0</p>
<p>1. Proclamation No.339,s.2012</p> <p>2. Supreme Court Mandamus</p>	<p>Water management requires a hectic effort for achieving the preset targets taking into consideration a multitude of aspects that promotes gender responsive governance.</p>	<p>Improve the organizational and institutional framework in order to ensure better protection of water resources and their rational use, economic and sustainable, according to the principles of social equity .</p>	<p>Support to Operation/ Skills Development</p>	<p>Learning visit and Capacity Building intervention for the Integrated Management of Water Resources in Pandi , giving emphasis on the protection of women's human rights (law)</p>	<p>Learned different approaches, technologies and good practices of rural sanitation integrating the collection, treatment, reuse and recovery of wastewater and fecal sludge, with the creation of value chains and employment opportunities or the promotion of women's economic empowerment (livelihood)</p>	<p>Learning visit regarding GAD activities cancellation due to Enhanced Community Quarantine and lockdowns in response to government policies to mitigate the spread of COVID-19 virus and emergency situations</p>	<p>30,000.00</p>	<p>0.00</p>	<p>30,000.00</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 spread the Christmas Spirit amid difficulties as vital part of the coping mechanisms of Filipinos which makes them strong, buoyant, resilient, and high-spirited people.</p>	<p>Bringing Christmas Spirit into a Productive Workplace and staff appreciation .</p>	<p>General Administrative and Support Services (GASS)</p>	<p>Christmas in the time of the pandemic still means giving, loving, and renewed hope that the future will be brighter and better. 35th founding anniversary still means charity and goodwill towards all humankind especially those who are less fortunate especially now in this time of the pandemic.</p>	<p>Enhanced employer brand. Recognizing collaborative efforts in delivering public service, as well as their commendable performance of respective duties and responsibilities.</p>	<p>In line with the current situation brought to us by the pandemic and following health protocols, with a simple and meaningful way, PanWaDis celebrated its another milestone, the 35 years in service. PanWaDis give back to the consuming public by giving away, 18 raffle prizes, 35 commemorative items and hygiene kits. Also, appreciation to another year for the PanWaDis management and staffs.</p>	<p>150,000.00</p>	<p>146,270.25</p>	<p>3,729.75</p>

CLIENT- FOCUSED

Presidential Proclamation no 760, dated May 5, 2014 Republic Act 9003	Need to promote, design and manage products and processes to avoid and eliminate the volume and toxicity of waste and materials.	Encourage men and women to have a resourceful lifestyle . Discarded materials can be re-designed as resources for others to use.	Corporate Social Responsibility (CSR)	Initiating response to the Changing Environment: Recycling of empty chlorine containers ; Promotion of vegetable gardening planted in empty containers and bottles to reduce plastic pollution/ Education campaign about Water Health and Sanitation (WASH).	Variety of vegetables planted in a recycled containers. Healthy green living for PWD and the elderly.	As part of the zero waste management, empty chlorine containers, plastic bottles and gallons that were recycled and crafted to a "plant box" distributed to concessionaires.	20,000.00	19,873.50	126.50
Republic Act No. 10771	Insufficient awareness campaign on climate changes, environmental protection and water savings.	To raise awareness about the enormous importance of water, water consumption and water saving among men and women across the town of Pandi.	Corporate Social Responsibility (CSR)	World Water Day 2021 - showcasing the water quality of Pandi , a divine gift which we must take care of! Design competition on water savings.	Encourage 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.	Activities regarding World Water Day cancellation due to Enhanced Community Quarantine and lockdowns in response to government policies to mitigate the spread of COVID-19 virus and emergency situations.	80,000.00	0.00	80,000.00
Proclamation No. 1096	Need to take back our inalienable rights to clean air, clean water, and healthy food	To get into the shortest, fastest routes to getting toxic chemicals out of our life.	Corporate Social Responsibility (CSR)	Promotion of green living /Healthy food for a healthy heart	Number of men and women started a healthy and green living.	This is a continuation project from the zero waste month: planting green leafy vegetables to plastic bottles and distributed to concessionaires for a healthy living.	10,000.00	9,208.00	792.00
Republic Act 9155, "Governance of Basic Education Act of 2001,"	Need to established more school partners both in private and public sectors to enable girls and boys to achieve their full potential and right to clean and sustainable water.	Promote the right of children to a safe and protective school environment , that offer potable water, hand washing facilities.	Corporate Social Responsibility (CSR)	Water, Sanitation and Hygiene (WASH) in schools	1. Distribution of IEC materials to promote public health, 2. Education campaign, children learn about hygiene and how to protect themselves and their families from infectious diseases. 3. Promotion of WASH/ "SAVE LIVES: Clean Your Hands"	Distributed hygiene kits, composed of ethyl alcohol, facemask, faceshield, hand soap to students and teachers of Public and Private Schools located in Pandi. Bestowed hand washing facility to Christian Academy of Pandi in promotion of WASH/ Save lives: Clean your hands.	50,000.00	49,541.00	459.00

<p>1. Presidential Proclamation No. 58, s. 1998  2. Presidential Proclamation No. 2037 in 1980  3. Presidential Proclamation No. 266  4. Presidential Proclamation No. 266, s. 1988,</p>	<p>Need to strengthen the role of a Mother and their equal rights in the society</p>	<p>Need to commemorates motherhood and appreciates all mothers and mother-figures (including grandmothers, great-grandmothers, stepmothers, and foster mothers) as well as their contribution to society.</p>	<p>Support to Operations (STO)</p>	<p>Mother's day celebration / Distribution of brochures / gifts</p>	<p>Distribution of Pandi WD gift in honoring mother for her role in building a strong foundation of community and the family.</p>	<p>In acknowledging the distinguish effort of father's in society, PanWaDis distributed grocery items to the consumers that will supplement family needs.</p>	<p>20,000.00</p>	<p>20,000.00</p>	<p>0</p>
	<p>Need to strengthen the role of a Father and their equal rights to the society</p>	<p>Recognition and thanks for all the effort put into being a good father who cares about his family.</p>	<p>Support to Operations (STO)</p>	<p>Father's day celebration / Production of brochures/ Gifts for Fathers</p>	<p>Distribution of Pandi WD gift in honoring father for his role in building a strong foundation of community and the family.</p>	<p>In acknowledging the distinguish effort of father's in society, PanWaDis distributed grocery items to the consumers that will supplement family needs.</p>	<p>20,000.00</p>	<p>19,900.00</p>	<p>100.00</p>
<p>Proclamation no, 470</p>	<p>Need to recognize the contributions older people have made and continue to make to our society.</p>	<p>To promote the welfare of the elderly / senior citizens and the PWDs who are at high risk for the viruses and, in some cases, are also fighting isolation, poverty and neglect.</p>	<p>Corporate Social Responsibility (CSR)</p>	<p>Promotes the rights and welfare of the increasing number of senior citizens ( Elderly Filipino Week)</p>	<p>1. WASH for the elderly and differently-abled person  2. Relief goods</p>	<p>20 elderly received christmas baskets/relief goods while following the safety and health protocols.</p>	<p>20,000.00</p>	<p>20,000.00</p>	<p>0</p>
<p>Presidential Proclamation 1172, Series of 2006</p>	<p>Need to increase awareness about gender based violence. Need to include violence against women essential services in emergency preparedness and response plan.</p>	<p>Promotion of economic upliftment and women's rights by protecting women and their children from violence during COVID-19.</p>	<p>Corporate Social Responsibility (CSR)</p>	<p>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  Support hotlines,shelters and other specialized services to provide services in the context of COVID -19 prevention measures.</p>	<p>PanWaDis partnering with the PCW campaign aims to:  &gt; Promote awareness on the forms of violence women and girls experience;  &gt;Provide information on laws protecting women and girls;  &gt;Feature VAW-related services that people can access and avail; and  Gather public support for the campaign thru information dessimination (IEC matetrials and hanging of 18 Day campaign), orange your icon , and other advocacy materials.</p>	<p>PanWaDis supports the PCW 2021 Anti-VAW Celebration with a theme: "VAW-Free Community, Starts With Me". This year's highlighted the RA 11313 or the Safe Spaces Act. PanWaDis incorporated water, sanitation ang hygiene (WASH) applies such as, alcohol, facemask, germicidal soaps to almost 500 consumers and stakeholders. It included EIC materials to inform the general public.</p>	<p>60,000.00</p>	<p>58,044.00</p>	<p>1,956.00</p>

Proclamation 74	Need a proactive and adaptive programs and projects that benefits children as the most valuable asset of the nation.	The Filipino children should be made to feel that the adult sector of society care for their well-being.	Corporate Social Responsibility (CSR)	Universal Children's Day in the Philippines *Promotion of WASH Educate boys and girls about water and sanitation services	1. Water conservation and our future Campaign "future water we owe it to the children" 2. Promotion of WASH through hygiene kits	200 boys and girls received Christmas gifts while following the safety and health protocols.	20,000.00	20,000.00	0	
1. Proclamation No. 922 of March 9, 2020 2. Memorandum from the Executive Secretary dated 16 March 2020	Need to continue projects to hit the target of unhampered delivery of safe water supply services to individual households and communities to maintain personal hygiene and good health.	To promote effective management of sufficient supply of potable and economically viable water to the community.	Corporate Social Responsibility (CSR)/ Support to Operations (STO)	1. Additional Water resource system 2. Expansion project/s	1. 24/7 sufficient water to areas who experience poor to no water supply. 2. Increased percentage of customer satisfaction survey. 3. Additional household served.	1. Additional of 2 completed pumping stations and on going pump houses and pump station in relevance to the additional water supply.	14,000,000.00	8,313,476.80	5,686,523.20	
<b>TOTAL</b>								<b>16,053,665.00</b>	<b>9,354,482.80</b>	<b>6,672,182.20</b>

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