

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FOR CY 2022**

" Annex A"

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

Total Corporate Budget of Agency : **72,384,871.85**
 Total GAD Budget : **9,400,815.00**
 % of GAD Allocation : **13.00%**
 % of GAD Budget Accomplishment : **0.76%**

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)
ORGANIZATION- FOCUSED									
Awareness to the following laws and existing policies; 1. DBM, NEDA and PCW JC 2012 – 1 2. Proclamation Nos. 922 and 929	Need to attract an actual picture of the district's overall performance in decreasing poverty, growing the economy, and accomplishing different objectives and services to employees and stakeholders and transformed communities especially during this time of pandemic.	Delivering outputs and consequences with the intention to in the long run enhance great of life (vital at some stage in a pandemic) via the sustainable and economically feasible deliver of water specially of the negative 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.	Pandi Water District management was able to formulate budget allocation for the next years to come that will benefit the organization and the community. The new management main focus is to improve the existing water sources, pipelines and projects that result to limiting the cost of expenditures of other organizational projects.	50,000.00	10,501.60	39,498.40
CSC MC no. 21,s. 2009	The call for men and women in the organization to be encouraged to response in health and wellness activities and enhanced greater group spirit.	To boost morale throughout those difficult instances and enhance social interactions that is important withinside 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 conducting activities that includes the organization.	After 2 years of the height of COVID-19 pandemic threat, Pandi Water District officials and employees conducted a high performing, meaningful and fun capacity building with the observance of minimum health protocols. The employees were able to connect with each other, breakdown internal issues and to be motivated to serve the community.	130,000.00	127,713.35	2,286.65

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.	Updating workforces latest knowledge, procedures and best practices for front liners and employees that support to operations.	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 normal, the workforce is equipped with the information and training they need related to their position, that will sustain a reliable and consistent public service.	*50% 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 limited.	335,000.00	185,200.00	149,800.00
CSC Resolution No. 110112: Program on Awards and Incentives for Service Excellence	Need to continuously encourage and acknowledge high level of performance in the public service.	To improve 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.	50,000.00	42,000.00	8,000.00
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	Painting of office building 1st floor	Re-painting and installation of new tiles for the office building 1st floor to be more comfortable to the concessionaires.	55,470.00	21,395.00	34,075.00
					Painting of office building 2nd floor	The renovation and improvement of PanWaDis Office building is a continuous project to be forwarded to 2023 GAD PnB, this action taken to focus more on the expansion of PanWaDis coverage area. The program of works are subject for revision in view of inflation rate.	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
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 2. Section 36 (d) of RA No. 9165 3. Section 46 (A) (3), Rule 10 of the Revised Rules on Administrative Cases in the Civil Service (RRACCS)	Need to ensure that Pandi Water District remain a drug-free workplace.	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	1. General Administrative and Support Services (GASS)	Mandatory Random Drug Test for Public Officials and Employees.	1.)Implementation of Drug -Free Workplace Policy and Programs consistent with existing laws, rules and regulations 2.) 100 % drug-free workplace as provided by the Comprehensive Dangerous Drugs Act of 2002	PaWaDis management conducted a random drug testing for employees, after the test PanWaDis is a 100% drug-free workplace	25,000.00	12,600.00	12,400.00

CSC Memorandum Circular No. 33, series of 1997 dated December 22, 1997.	Need to ensure the health and safety of men and women amidst the outbreak of viruses that affects national health conditions.	Provide measures to address/ resolve gender health care issues for women vulnerabilities in the home, and in the workplace.	1. General Administrative and Support Services (GASS) 2. Support To Operation (STO)	Health Program for Government Employees	Policies on Health Program for employees consistent with existing laws, rules and regulations.	PanWaDis Management prioritize the health and wellness of the employees especially during this time of pandemic.	70,000.00	33,000.00	37,000.00
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 2. Proclamation No. 227 s. 1988 providing for the observance of the Month of March as Women's Role in History Month 3. Republic Act (RA) 6949 s. 1990 declaring March 8 of every year as National Women's Day.	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.	"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.	Human Resource Development Services, and the magna carta for women	National Women's Day celebration 2022 : <i>We Make Change Work for Women</i> #ChooseToChallenge campaign Progressing women's rights and gender equality.	A challenged world is an alert world and from challenge comes change. So let's all choose to challenge. 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.	In support to the annual celebration of National Women's Month, PanWaDis was able to raise the advocacy awareness to gender equality, strengthening the protection of women's rights, and promoting women empowerment inside and outside of the organization. PanWaDis gave away grocery and hygiene packs to the concessionaires and also uplift the morale of every women and men workers of PanWaDis.	100,000.00	99,365.20	634.80
1. Proclamation No. 339, s. 2012 2. Supreme Court Mandamus	Water management requires a hectic effort for achieving the preset targets taking into consideration a multitude of aspects that promotes gender responsive governance.	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.	Support to Operation/ Skills Development	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)	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)	In height of the COVID-19 pandemic, PanWaDis wasn't able to conduct a learning visit to other GAD hub health restrictions and protocols. The new management main focus is to improve the existing water sources, pipelines and projects that result to limiting the cost of expenditures of other organizational projects.	30,000.00	0.00	30,000.00
REPUBLIC ACT 11469 OR THE "BAYANIHAN TO HEAL AS ONE ACT" (the "Act") Christmas amidst coronavirus, make good things to happen.	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.	Bringing Christmas Spirit into a Productive Workplace and staff appreciation.	General Administrative and Support Services (GASS)	Christmas in the time of the pandemic still means giving, loving, and renewed hope that the future will be brighter and better.	Enhanced employer brand. Recognizing collaborative efforts in delivering public service, as well as their commendable performance of respective duties and responsibilities.	Celebrating the Christmas season with colleagues and family members to highlight a year long efforts of personnel and employees in public service.	100,000.00	97,896.55	2,103.45

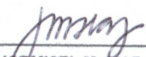
REPUBLIC ACT 11469 OR THE "BAYANIHAN TO HEAL AS ONE ACT" (the "Act") Christmas amidst coronavirus, make good things to happen.	Need to appreciate everyone's effort in achieving this great milestone in the public service.	Sharing and appreciating productive workplace	General Administrative and Support Services (GASS)	36th founding anniversary still means charity and goodwill towards all humankind especially those who are less fortunate especially now in this time of the pandemic.	Enhanced employer brand. Recognizing collaborative efforts in delivering public service, as well as their commendable performance of repetitive duties and responsibilities.	In the most meaningful way, PanWaDis celebrated its 36th anniversary by highlighting years of accomplishment and give away a commemorative items to the customers.	50,000.00	19,940.00	30,060.00
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)	"Zero Waste Month" Initiating response to the Changing Environment: Recycling of empty bottles, alcohol gallons and chlorine containers; Promotion of recycled bottles to useful tools and supplies to reduce plastic pollutions. Education campaign about Water Health and Sanitation (WASH).	1. Variety of vegetables planted in a recycled containers. Healthy green living for PanWaDis, mothers and the elderly. 2. Zero waste Crafts: Empty bottles and gallons that can turn into different types of tools for office and school supplies organizer kits and reusable grocery bags.	As part of the annual participation to the "Zero Waste Month", PanWaDis converted empty plastic bottles to plant vases and pencil cases for the students.	20,000.00	12,001.00	7,999.00
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 2022 - 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.	The new management main focus is to improve the existing water sources, pipelines and projects that result to limiting the cost of expenditures of other projects.	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	1. Number of men and women started a healthy and green living. 2. Health and sanitation supplies.	In support of the promotion of the heart month, give away seedlings planted in plastic bottles and also oral hygiene kits as promotion of our mandated.	10,000.00	9,973.00	27.00
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"	Continuing the promotion of WASH in schools in the locality of Pandi.	50,000.00	46,305.78	3,694.22
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,	Need to strengthen the role of a Mother and their equal rights in the society	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.	Support to Operations (STO)	Mother's day celebration / Distribution of brochures / gifts	Distribution of Pandi WD gift in honoring mother for her role in building a strong foundation of community and the family.	The new management main focus is improving the existing water sources, pipelines and projects that result to limiting the cost of expenditures of other organizational projects.	20,000.00	0.00	20,000.00
	Need to strengthen the role of a Father and their equal rights to the society	Recognition and thanks for all the effort put into being a good father who cares about his family.	Support to Operations (STO)	Father's day celebration / Distribution of brochures / gifts	Distribution of Pandi WD gift in honoring father for his role in building a strong foundation of community and the family.	The new management main focus is improving the existing water sources, pipelines and projects that result to limiting the cost of expenditures of other organizational projects.	20,000.00	0.00	20,000.00

Proclamation no, 470	Need to recognize the contributions older people have made and continue to make to our society.	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.	Corporate Social Responsibility (CSR)	Promotes the rights and welfare of the increasing number of senior citizens (Elderly Filipino Week)	1. WASH for the elderly and differently-abled person 2. Relief goods	The new management main focus is to improve the existing water sources, pipelines and projects that result to limiting the cost of expenditures of other organizational projects.	20,000.00	0.00	20,000.00
Presidential Proclamation 1172, Series of 2006	Need to increase awareness about gender-based violence. Need to include violence against women essential services in emergency preparedness and response plan.	Promotion of 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 Support hotlines,shelters and other specialized services to provide services in the context of COVID -19 prevention measures.	PanWaDis partnering with the PCW campaign aims to: > Promote awareness on the forms of violence women and girls experience; >Provide information on laws protecting women and girls; >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.	Pandi Water District supports the new recurring theme of PCW : "UNITEd for VAW-free Philippines" by giving advocacy t-shirts to the PanWaDis employees, posting of advocacy tarpaulin and giving 100 hygiene pack consists of germicidal soap, disposable facemask, alcohol and toothpaste. The new management main focus is to improve the existing water sources, pipelines and projects that result to limiting the cost of expenditures of other projects.	60,000.00	20,000.00	40,000.00
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	The new management main focus is to improve the existing water sources, pipelines and projects that result to limiting the cost of expenditures of other projects.	20,000.00	0.00	20,000.00


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.	Installation of main pipelines to deliver potable water and to increase service coverage area of PanWaDis. Improvement of administrative building, barracks, pump stations stockroom for proper equipment and supplies storage.	8,000,000.00	6,413,930.69	1,586,069.31
TOTAL							9,350,815.00	7,131,882.17	2,218,932.83

Prepared by:



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 Date: January 12, 2023

Check and Verified by:



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 Date: January 12, 2023