

Republic of the Philippines  
Region III  
Government Owned and Controlled Corporation (GOCC)

# PANDI WATER DISTRICT

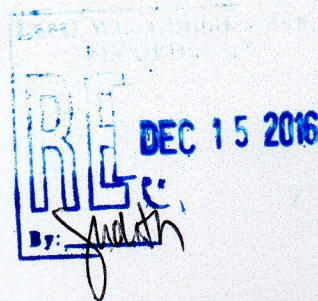
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## GENDER AND DEVELOPMENT





# ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT

Cy 2016

Agency / Bureau/ Office : Pandi Water District Department (Central Office) : \_\_\_\_\_  
 Total Corporate Budget of Agency : 500,000.00

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)	Actual Result (Outputs/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost/ Expenditure (9)	Variance/Remarks (10)
<b>Organization- focused</b>									
Section 36 of Republic Act No. 9710, otherwise known as the Magna Carta of Women (MCW), for all instrumentalities of government to utilize at least five percent (5%) of their total budget appropriations for gender and development (GAD)	Insufficient training on GAD Plan and Budget (GPB) and Accomplishment Report (AR) to integrate gender concerns in the design, management, implementation, monitoring and evaluation of the agency 's programs and projects.	To increase level of awareness and strengthen skills on government mandates about Gender And Development to process change towards good and gender -responsive governance.	Mainstreamed gender sensitivity to reflect and incorporate in local the level towards gender responsive governance.	Gender And Development to influence developmental agenda and directions of the Annual Planning and Budgeting for FY 2016 guided by this year theme <b>Millennium: Learn from the Past, Treasuring the Present, Shaping the Future with WASH</b> (Water Sanitation and Health)	Men and Women working in local water district sets financial and operating targets and provides guideline for budget allocation ; and aligns the management Projects Activities and Programs (PAPs) on gender - responsive strategic priorities.	Capacitate <b>GAD mandates as per EO No. 273 (Approving and Adopting the Philippine Plan for Gender-Responsive Development [PPGD 1995-2025] )</b> to incorporate and reflect in overall annual work plan and budget among male and female workers in the <i>formal economy</i> .	80,000.00	80,000.00	0
RA 9710 Section 2: women pursue equal opportunities	Male and Female working in the local water district face challenges of containing costs, improving performance, eliminating waste and meeting ever demanding customer service requirements	To develop ability and motivate men and women employees to form a team that stays together, works together, and achieves together	Administrative division initiative to meet the challenges and to effectively implement continual improvement processes and team building to achieve superior performance.	<b>Build One Another, Encourage One Another. Together we will make a difference.</b> To drive the local Water District Mission and Vision forward, meet goals and have a real impact in the community. ( <i>Capacity Building Activities</i> )	Male and Female employees of Pandi Water District will have new mindset a Philosophy of job design in which employees are viewed as members of interdependent teams instead of as individual workers.	Men and women employees have equal access to resources and to development results and outcome.	120,000.00	120,000	0



	Poor mental health lead to burn-out among women employees, seriously affecting their ability to contribute meaningfully in both their personal and professional lives.	To enhance the physical and mental health and demonstrate higher self-esteem as well as improved self-perception, self-worth, self-efficacy to deliver public service in a higher level.	Agency's policy to ensure the delivery of superior public services. Robust performance management systems and achieve a wide range of social objectives.	<b>Health and well-being Activities</b> capacitate women and enhanced their feelings of accomplishment, perceptions of improved physical appearance and commitment to <b>promote better service.</b>	High level of women involvement is an essential tools that local water distributors can use to identify indicators that fit their local circumstances in dealing with low performing workforce.	Involvement of women in organized sports activities helped enhance their sense of agency, self-empowerment and personal freedom and commitment to engage in health and well-being activities.	51,000.00	50,503.01	496.
CSC Resolution No. 010112 : Program on Awards and Incentives for Service Excellence (PRAISE)	Absence of recognition and or providing incentives and awards based on performance miss the mark to generate the public trust and promote morale of men and women public servant.	To strengthen and encourage exemplary public servant and promote morale and integrity of the public sectors.	Measuring the performance of a service enables areas of good practice to be highlighted and areas of poor performance to be identified that challenges the productivity and work dedication in water service utility.	<b>"Going the extra mile in public service"</b> *Employee of the Month  <b>"Going above and beyond doing public service"</b> Best Employee of the Year	Achieving high performance outcomes is an important aspect of lobbying work at government levels. Making men and women valuable and take pride in serving the public.	Provides opportunity for women empowerment through a recommended evaluation framework in relation to achieving key outcomes, outputs and inputs in building the human resources for good governance in a local context.	0	0	0
Environmental challenge facing girls and boys in Generation Z in pursuant to <b>Republic Act 8044 (Youth in Nation Building Act)</b>	Lack of awareness and advocacy among the digital native youth in water conservation and preservation.	To level up state of interest and knowledge on the sustainable ways to positively affect the water resources.	Improve groundwater source byintegrating activity with WASH	<b>"Planet Advocacy keepers , Generate Action Now Expect Results Now"</b> (PAK GANERN) Tree Planting Activity	Instill good governance principles and advocacy among digital native youth to save and preserve our environment for sustainable water resources.	Encourage interest and promotes knowledge to the young generation on the sustainable ways to positively affect the environment and the common responsibilities as good stewards of the water resources.	2,000.00	2,000.00	0
<b>Memorandum Circular No. 2016-02</b> : 2016 Women's Month Celebration	Number of women in the corporate workplace has been steadily declining a high impact on gender responsive governance.	To eradicate low level of personal presentation affects women leadership vary in performance level.	Empower women to take leadership role and achieve full and productive employment and decent work for all, including women and young people - MDG 1	<b>"Kapakanan ni Juana Isama sa Agenda"</b> 2016 Women's Month Celebration	Building high level of confidence and competence among women that will results in credibility on the leadership track.	Number of women in the corporate workplace has taken great significant strides, a high impact on the millennium goal of women empowerment.	11,000.00	10,324.82	675.



Provision on the foundation of happy, vision-filled, purpose driven male and female employees.	Insufficient opportunity to conceptualize gender mainstreaming in the local water district programs that involves incumbent that rendered valuable public service.	To recognize valuable service, incumbent and the events that took place in the history of the local water district that have resonance and meaning individually and collectively that marks history in public service.	Mainstreaming gender in the program/ activity of the anniversary celebration.	<b>30th founding Anniversary of Pandi Water district</b> with the theme : <i>30 Taon ng Patuloy na Daloy ng Paglilingkod sa Sambayanan</i>	* Thanksgiving Mass * Bazaar to generate positive income for local businesses. *Showcase Local Products of Pandiefios: Tarpaulin, brochures, print-outs, letters and invitations *Free breakfast for concessionaires * Raffle prizes for concessionaires * Chocolate making * Rug Making	*22 Barangay participates * No. of concessionaires served * Commemorative umbrella	30,000.00	19,404	10,596
Program/activity that will enhance men and women level of self confidence to cope with innovation and agency's drive to millennium development.	Lack of opportunity for leaders to bring their teams together to foster understanding and sensitivity, while at the same time allowing men and women employees to relax, socialize and burn off steam.	To strengthen working relationship by getting people together for teamwork and for men and women employees to connect	Mainstreamed participation and lower vulnerabilities of women in formal labor as a result of the programs and projects of the corporation.	Pandi Water District <b>Christmas Celebration</b>	Men and women staff achieved a high level of well-being, increase the level of productivity in the workplace, lower worker absenteeism and turnover, and better-performing workforce.	Women participates to develop program/activity that will enhance quality of working life and make staff feel like they are an integral part of a company's success an important tool to face public service challenges and opportunities.	80,000.00	79,842.10	157.9
<b>Client -focused</b>									
The 1987 Philippine Constitution : <b>GENDER EQUALITY AND JUSTICE IN THE LAW</b>	Lack of male involved in gender equality and child development.	To revolutionize gender equality in the lives of men and boys, including their full participation in domestic life.	The annual celebration of parenthood ( Father/Mother's day) strengthened family bonds that influence the wider society an integral role in shaping the future.	<b>Father's day</b> celebration	No. of male concessionaires from different barangays reminded of their role as co-equal with women in domestic life.	Targeting the head of the family is the key to achieving gender equality that is crucial to the agency's mission.	2,000.00	1,426	574
SECTION 34. Women are entitled to the recognition and protection of their rights defined and guaranteed under this Act including their right to nondiscrimination.	High risk of discrimination, and all kinds of other delightful problems just by virtue of being female.	To single out the important role of women in economic development		<b>Mother's day</b> celebration	No. of women concessionaires from different barangays	Awakened awareness on gender inequality unconstrained women's role in economic development.			
Social cohesion to develop high level of partnership with stakeholders to invest accountability in public service	Need to craft stronger relationship with stakeholders to work with and help them understand the local water distributor rationale and how it should be reflected in the eyes of the public.	To develop trust and set common responsibility in the preservation and conservation of water and adequate sanitation services	Stakeholders recognition encourage positive participation and trust, a way to social involvement to WASH.	<i>Promoting convergence on the love month</i>	No. Of male and female concessionaires' commitment as partner and poster agent of change in the community serve by local water utility.	Stakeholders at center stage define standard-setters toward a common objective of high-quality, reliable, and sustainable corporate goal.	2,500	2,500	0



Magna Carta on Women Section 36	Women and socioeconomic status is of great importance to the well-being of future generations	To implement programs/projects/activities addressing gender issues and women empowerment.	Provision of livelihood training to elevate unemployed women in the community from poverty.	<b>Livehood Training</b> *Hair and Make-up *Manicure pedicure	* No. of women with low family income. * Starter Kit for income generation and certificate of training.  Beads Making	Opportunity to take part in the family income create an important avenue for women empowerment	20,000	18,350	1,650
							4,000	3,720	280
Millennium Development Goal (MDG) 3 Rigths to Education	Insufficient school supply hinder school age boys and girls to attend basic education serve as potential issue to achieve the universal primary education by the year 2015 one of the Millennium Development Goal.		Men and Women who lack basic skills have greater difficulty finding well-paying jobs and escaping poverty. The long term social benefits of education for girls has striking benefits both in personal and social level.	<b>Back To School Program</b>	No. of boys and girls in school * Education campaigns on the vital roles of good nutrition and clean drinking water and hygiene in achieving high level of performance in school. * School supplies to keep them in school.	The Pandi Water District Long term goal to help underserve girls and boys considering the cost of educating children is far outweighed by the cost of not educating them,	10,000	9,203	797
Millennium Development Goal (MDG) of eradicating extreme poverty and hunger.	Increasing number of school- age children suffer from malnutrition a critical link between learning and health.	To generate programs that are effective and sustainable for the advancement of children in school.	School -based nutritional program can be an important component to integrate WASH in boys and girls discipline.	3 days <b>Nutritional Program</b>		Nutritional program alleviate school children poor nutrition and have positive effects on boys and girls health and school attendance.	10,000	8,716	1,284
Proclamation 1172 s. 2006 Republic Act 10398 (2013)	Increasing number of violence against women and girls	To End VAW Campaign which envisions a world free from all forms of violence against women and girls	Equip men and women with apt training and capacity development sessions to improve service delivery for clients.  Develop monitoring and evaluation strategy to assess the service to clients supporters.  Inform the public that there are government offices that they can turn to and trust to assist them towards healing and seeking justice.	<b>2016 18-Day Campaign To End VAW Theme:</b>  VAW-free community starts with me  Friday, November 25, 2016 to Monday, December 12, 2016	No. of Male and Female commitment to end VAWC  * Giving of umbrella * Free water connection  * No. of Boys and girls for free haircut  * Film showing about health and hygiene for boys and girls :Distribution of hygiene kit to promote health and dignity for school children in resettlement site.  Film showing about womens rights and law against VAW : Distribution of commemorative umbrella and laminated Poem to serve as reminder to womens rights .	The male and female employee of Pandi water District and partner stakeholders advocate and partner in ending VAW .	4,450	4,450	0
							9,000	8,309	691
							1,500	1,105	395
							0	0	0
							0	0	0



					Distribution of brochures : * 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		0	0	
Proclamation No. 190, s. 1964					Boys and girls gift giving party Pandi Water District Mascot "Kapitan Tubig"		20,000	19,400	6
					Male and Female employees of Pandi Water District give additional gifts to put extra smile on boys and girls face		0	0	
RA 9710 SECTION 33. Protection of Senior Citizens				Program/Activity for Senior Citizen	No. of Women and girls Men and Boys from different barangays		6,000	6,000	
Republic Act No. 9275: The Philippine Clean Water Act of 2004	Insufficient close monitoring of boys and girls participation in program/ activities that protects the environment and giving details on the importance of clean water.	SECTION 2. Declaration of Policy. - The State shall pursue a policy of economic growth in a manner consistent with the protection, preservation and revival of the quality of our fresh, brackish and marine waters. To achieve this end, the framework for sustainable development shall be pursued.		Film Showing about Water Conservation and Preservation Health and Sanitation services Poster making contest with the theme: Tubig ay Buhay Dapat Pangalagaan Para sa Ating Kalusugan at Kinabukasan	No. of Boys and Girls from both Public and Private school in the Municipality of Pandi * Hygiene kit * Water Patroller commitment * Public and private school participants	Participants consist of 50 boys and girls both form public and private school became partners of Pandi Water District in water preservation and conservation both in school in the community and their own home. * 9 schools participated in poster making contest *Formulation of holistic program on a local level and the role of the public in water quality management for health and quality of life.	23,000	15,406.55	7,5
<b>TOTAL</b>							<b>486,450</b>	<b>460,659.48</b>	

Prepared by:

  
 Mila B. Mendoza

Secretariat / GAD Focal Point System

Check and Verified by:

  
 Elvira Socorro B. Santos

General Manager / GAD Chairperson

Date :

Date:

12.15.16





Republic of the Philippines  
**LOCAL WATER UTILITIES ADMINISTRATION**  
Katipunan Avenue, Balara, Quezon City

**ACKNOWLEDGMENT RECEIPT**

The Local Water Utilities Administration hereby acknowledges receipt of your letter/request which has been routed to the appropriate office/s with the following information:

**Letter/Request**

Sender: GM Elvira B. Santos, Pandi WD, Manuel Santos St., Poblacion, Pandi, Bulacan

Sent Through: HC

Subject: GAD Plan and Budget & Accomplishment Report CY 2016

Date Received: 15 December 2016

Received by: Judith Pagbilao

Routed to: Atty Te

Total No. of Pages Received: 1 folder

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**ANTONIO B. RAMIREZ**  
Acting Division Manager  
Records, Reproduction and Communications Division  
General Services Department  
Administrative Services





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**LOCAL WATER UTILITIES ADMINISTRATION**  
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Administrative Services



14 November 2016

**Mrs. Rowena Dela Cruz**  
**Head Teacher- I**  
San Antonio Abad Elementary School  
Brgy. Bagong Barrio, Pandi  
Bulacan

**RE: GIVING FREE HAIRCUT FOR BOYS AND GIRLS AND CAMPAIGN TO END VIOLENCE AGAINST WOMEN (VAW)**

Dear Ma'am:

The Pandi Water District aims to reach-out the community through programs and activities that will benefit the boys and girls; men and women as important member of the society, a management initiative to promote transformational development in the municipality of Pandi.

Community involvement like school plays an important part in realization of this goal. Continuous education about the role of sustainable supply of clean water and adequate sanitation in our daily lives will encourage positive response and transformation in the lives of our students.

In line with this, we take pleasure to inform you that your school will be the beneficiaries of **Free Haircut**. The recipients' will be the 70 selected students both boys and girls from your list of enrollees, after the haircut we will have a lecture about water and sanitation.

Furthermore, we will hold a short program in support to the **2016 18- Day Campaign to End Violence Against Women (VAW)** to promote awareness on women's right and protection against violence and our simple way of giving back to our concessionaires as we celebrate the 30<sup>th</sup> years of public service.

This event was slated on **Friday, 18 November 2016** from **8:30 am – 11 am**.

Thank you in advance for your support and favorable response.

Respectfully Yours,

  
**GM ELVIRA SOCORRO B. SANTOS**  
General Manager

received  
11-14-16

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