


# PANDI WATER DISTRICT

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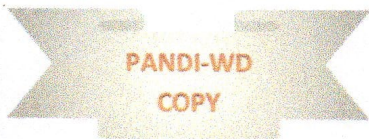
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## GENDER AND DEVELOPMENT PLAN AND BUDGET FY 2015

ELYKA SCORRAO B. SANTOS  
Gender Manager



Philippine Commission On Women (PCW)  
**RECEIVED**

By: Ree Garraun

Date: 10/27/14



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)	Output Performance Indicators and Target (6)	GAD Budget (7)	Source of Budget (8)	Responsible Unit/Office (9)
<b>Organization- focused</b>								
Lack of joint efforts among workforce to deliver the corporate goals and objectives for FY 2015	Individual brilliance does not singlehandedly decide the fate of an entire workforce of Pandi Water district staff	To extract the best out of the male and female workers and to urged them to work smarter and not just harder.	MFO : Understanding co-workers strengths, weaknesses and interest increase productivity and morale , it will encourage men and women to work even better together on future progress vital to a water company.	<i>" One Team One Mission One Goal "</i> ( Capacity Development program and activities 2015@ Baguio City ) pursuant to PCW Memorandum Circular 2013-02	Male and Female in the water utility are working together to deliver the corporate goals and objectives through productivity and exemplified public service	120,000.00	Corporate Budget	All Division( Administrative Finance, Engineering , Production and Commercial )
Moderately developed skills and ability hinders corporate ability to succeed	Lack of capacity development seminars /training among male and female division heads	To bridge the gap between the section head and distinct set of capacity development seminars/training to gain the needed ability and skills to confidently confront the day to day challenges of a public servant.	MFO/ To equip with the tools and strengthen leadership ability and skills of men and women within the organization to achieved organizational change and increase performance down to the lower level.	<i>" Sapat na Kaalaman para sa Dikalidad na Kamanggagawa "</i> Capacity Development seminars/ workshops and training. To reflect the PCW Memorandum Circular 2013-02 Preparation of FY 2015 Gender and Development Plans and Budgets	Strengthen leadership , passion and skills for a better public service for the advancement of high performing workforce.	82,000.00	Corporate Budget	All Division head ( Administrative , Finance, Engineering , Production and Commercial )
Male and female staff well-being is an increasingly relevant and necessary consideration in the modern workplace.	1. Limited knowledge on illness and wellbeing, affect the health seeking practices of male and female workers .	To promote healthy behaviors and lowered the substantial morbidity and mortality associated with health-related behavior, among male and female employees.	MFO : Employees were able to cope with work demands or environment, improved well-being and increased productivity . The costs to the organization are low in terms of reduced productivity, absenteeism, staff turnover, and potentially, legal cases arising from stress-related claims.	<i>" Kalusugan ay Kayamanan ating dapat Pahalagahan "</i> Health promoting activity for male and females engage in water utility service.	Increase awareness and knowledge about the causes of ill health will go a long way towards promoting a change in individual behavior that reflect in the overall of male and female employees	10,000.00	Corporate Budget	All Division ( Administrative Finance, Engineering , Production and Commercial )



	2. Insufficient opportunity for health improvement/ Athletic Activities programs that enhance well-being of men and women personnel.	To promote well- being of men and women staff and achieved high level of productivity in the workplace, lower worker absenteeism and turnover, and better performing workforce.	Major Final Output/ addressing the well being needs of male and female workers as Human Resource management initiative to improve water utility services.	<i>"Healthy Workforce for a Healthy Workplace "</i> <i>Health Seeking Behavior Program and Activities for men and women workers as stipulated in IRR E.O.NO. 307 Section 1.2 . )Implement effectively occupational health and safety programs that will promote the health, efficiency and general well-being of Filipino workers through the improvement of the quality of his working life that will enhance significantly the productivity of industries and business all being critical factors in the attainment of national development goals at the same time.</i>	Men and women staff achieved high level of morale and wellness to increase the level of productivity in the workplace, lower worker absenteeism and turnover, and better performing workforce. Increase no. of application for new water connections and re-connections.	70,000.00	Corporate Budget	All Division ( Administrative , Finance, Engineering , Commercial and Production )
Climate change impact on ground water most likely during hot summers , increased water demand . Male and Female workers experienced an increasingly stressed working environment.	Lack of water supply due to Climate Change that affects ground water resources will reflect to a particular commodity of service.	Planting Trees to Control Groundwater Recharge. To reduce the burden of male and female workers due to occurrence of water shortage that affects the daily lives of water consumers.	MFO: Management initiative to protect the groundwater for sustainable demand of the product water which is vital to health and sanitation.	<i>" Tree planted on the Rock"</i> Tree Planting @ Biak na Bato, San Miguel Bulacan in support to the National Greening Program (NGP) under Executive Order No. 26 issued. It seeks to grow 1.5 billion trees in 1.5 million hectares nationwide within a period of six years, from 2011 to 2016.	Attainable groundwater operation to sustain the needs related to health and sanitations.	5,000.00	Corporate Budget	All Division ( Administrative , Finance, Engineering , Production and Commercial )
Male and female workers rattled off a laundry list of performance problems	Insufficient program to recognized outstanding accomplishments and service rendered of classified workers.	1.To encourage innovativeness, efficiency and integrity among male and female employees in providing excellent public service to the community through productivity and transformational development	MFO/ Improve water service by empowering male and female workers as Human Resources initiative for better performance and excellent public service	<i>" Building a Better Carrot "</i> Monthly recognition of extraordinary Acts of Public Service ( in line with the Revised Policies on Employee Suggestions and Incentives Awards System (ESIAS) provided under CSC Resolution No. D10112 and CSC MC No. 01 S. 2001	Male and Female employees were empowered and encourage to do more superior	12,000.00	Corporate Budget	All Division ( Administrative , Finance, Engineering , Production and Commercial )
		2.To encourage integrity and excellent public service among male and female workers of Pandi Water District and to differentiates great organizations from the mediocre by walking the talk when it comes to performance and quality public service.	MFO/ Enabling Under- Performers to become valued contributors of excellent public service. To supply sustainable potable water that is of vital importance to health and sanitation.	" Best Employee of the Year" recognition of excellent Performance of Public Service ( in line with the Revised Policies on Employee Suggestions and Incentives Awards System (ESIAS) provided under CSC Resolution No. D10112	accomplishments and extraordinary acts of service in the local water district, that results in citizens trust and satisfaction.	5,000.00	Corporate Budget	All Division ( Administrative , Finance, Engineering , Production and Commercial )



Realization of the Philippine Development Plan (2011-2016) Male and Female employee suffer a crisis of self-doubt in times of radical change.	Lack of focus on improving transparency and accountability in governance, strengthening the financial stability and improving access to quality and equity in social services.	To encourage and enable male and female employees determine what they are gifted at doing and then align their responsibilities with those capabilities for a more meaningful service and increase productivity. In contribution to Nations progress	MFO: Building confidence will give birth to a self-motivated, have high self-esteem and are willing to take transformational change workforce. A management initiative to deliver WASH as part of change in the water utility mandate.	<i>"Showcasing Male and Female talents capacitate good governance"</i> - A confidence-builder for reaching the larger objective. ( Christmas Celebration 2015)	High level of confidence among male and female workers is a good capital a "win-win" strategy to encourage workforce along the way to achieving goals of exceptional performance.	75,000.00	Corporate Budget	All Division ( Administrative , Finance, Engineering , Commercial and Production )
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**Client-focused**

The absence of father's involvement play a bigger role in kids' problems with personality and psychological adjustment, delinquency, and substance abuse.	Misconception of the idea that dads are there as support for the mother and to support the family financially but are not required for the healthy development of the children.	To realize the role of father as co-equal responsibility with mother in the holistic development of their children.	MFO: The presence of a father's love may do more to boost children's sense of well-being and improve their emotional and physical health. Thus, contributing factor to the physical and economic well-being of the community.	<i>"Ang Lakas ng Isang Ama"</i> The importance of Father's Involvement ( Father's Day Celebration 2015) in view of the Republic Act No. 7610	<i>To awakened the giants inside every head of the family to win challenges in facing transformational development within the context of the important unit of the government, the family.</i>	3,000	Corporate Budget	Commercial and Administrative Division
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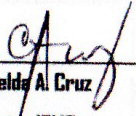
<i>Section 4 (a) " Women Empowerment " ( RA 9710)</i> The manifold disadvantages and discrimination which continue to plague rural women. Rural women shy away from the underbelly of domestic life.	Lack of women empowerment to shy away from the underbelly of domestic life.	Empowerment of rural women and their role in poverty and hunger eradication, sustainable development and current challenges.	MFO: Management initiative to shed light to mothers living in the underbelly of domestic life, improved women's self worth, family and social contribution	<i>" If Mom is Okey We are all Okey"</i> <i>An Appreciation to all Mother's ( Employees and Stakeholders) for their noble role as Mom on Mother's Day Celebration 2015</i>	To shed light to women contributions as vital to the well-being of families, communities and economies, and the achievement of the Millennium Development Goals.	3,000	Corporate Budget	Commercial and Administrative Division
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The future of poor boys and girls living along the street is at stake. Due to lack of guidance and absence of their basic needs.	Lack of opportunity to be recognized as co-equal in the rights and benefits of the government	To enable economically disabled boys and girls to relax and feel that the society care for them. To instill in them good values in life that will become their golden memory.	MFO/ To be a catalyst of change as public servant in pursuit of the millennium development goals . To make sure that all children have equal rights to clean water, health and sanitation.	<i>"Give hope and make a difference"</i> - <i>Stand Up for Children's Rights"</i> Republic Act No. 7610 the Law provides for special protection to children from all forms of : ■ abuse ■ neglect ■ cruelty ■ exploitation ■ discrimination ■ other conditions prejudicial to their development.	To alleviate the situation of boys and girls who were deprived of the rights to have a decent lives. The local water district sees the future in them as the drivers of the millennium development.	22,000	Corporate Budget	All Division ( Administrative , Finance, Engineering , Production and Commercial )
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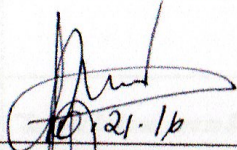


Need to strengthen gender equality among women and men, girls and boys in the local community in realization of Millennium Development Goals (2005-2015)	Lack of provision to battle extreme poverty and hunger, tackling preventable diseases, achieving gender equality and sustainable development.	To promote Gender transformational development goals in the community and encourage cooperation to achieved the government goal of holistic development.	MFO: To develop a platform and provide opportunity to overcome human development challenges affecting people's lives - a management initiative to implement WASH in the daily activity to win the battle extreme poverty and hunger, tackling preventable diseases, achieving gender equality and sustainable development.	<i>"As water to life - No man is an Island"</i> <i>- Showing Gratitude by Giving Back Activities</i> <i>Grant Opportunities tagged with "Millennium Development Goals (2005-2015)"</i> (29th Anniversary Celebration)	Common goals and shared responsibilities served as drivers for social cooperation and transformational development	50,000.00	Corporate Budget	All Division ( Administrative, Finance, Engeneering, Commercial and Production )
<b>TOTAL GAD BUDGET</b>						<b>457,000.00</b>		

Prepared by:

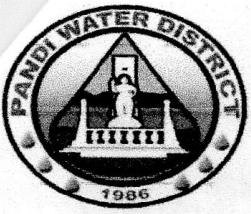
  
Criselda A. Cruz  
Senior IRMO

Check and Verified by:

  
10-21-16  
Elvira Socorro B. Santos  
General Manager

Date:

10-21-16



**PANDI WATER  
DISTRICT**

21 October 2016

**Ms. REMEDIOS I. RIKKEN**

**Chairperson**

Philippine Commission on Women

1145 JP Laurel, San Miguel

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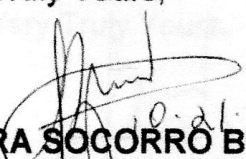
**RE: SUBMISSION OF GENDER AND DEVELOPMENT PLAN AND BUDGET  
FY 2015**

Dear Madam:

Pursuant to Republic Act No. 9710, otherwise known as the Magna Carta of Women (MCW), the Philippine Commission on Women (PCW), the National Economic and Development Authority (NEDA) and the Department of Budget and Management (DBM) Joint Circular 2012-01 on the "Guidelines for the Preparation of Annual GAD Plans and Budgets (GPBs) and Accomplishment Reports (ARs) to Implement the Magna Carta for women, we transmit herewith our Gender and Development Plan and Budget for FY 2015.

Rest assured we will comply with the requirements set by your office, for whatever assistance that you could extend to us we thank you in advance.

Very Truly Yours,

  
**ELVIRA SOCORRO B. SANTOS**  
General Manager

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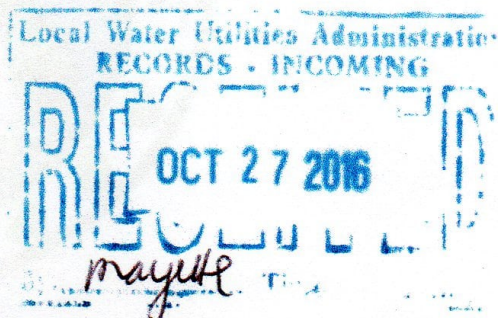
**PANDI WATER  
DISTRICT**

21 October 2016

**Mr. ANDRES F. IBARRA**

**Administrator**

Local Water Utilities Administration,  
LWUA Building, Katipunan Avenue,  
Balara, Quezon City



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