

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET - FY 2015**

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)	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.	" One Team One Mission One Goal " ( 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.	" Sapat na Kaalaman para sa Dikalidad na Kamanggagawa " 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.	" Kalusugan ay Kayamanan ating dapat Pahalagahan " 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, Engeneering , 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, Engeneering , 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. 010112 and CSC MC No. 01 S. 2001	Male and Female employees were empowered and encourage to do more	12,000.00	Corporate Budget	All Division ( Administrative , Finance, Engeneering , 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. 010112	superior 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, Engeneering , 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 enabled 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, Engeneering , Commercial and Production )
<b>Client -focused</b>								
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 realized 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 Divison
<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 Divison
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 fell 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" - Stand Up for Children's Rights"</i> Republic Act No. 7610 the Law provides for special protection to children from allforms 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, Engeneering , Production and Commercial )

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.	MFD: 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 BUD</b>						<b>457,000.00</b>		

Prepared by:

Check and Verified by:

Date :

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Criselda A. Cruz  
Senior IRMO

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Elvira Socorro B. Santos  
General Manager

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**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT - FY 2015**

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)
<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.	"One Team One Mission One Goal " ( 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	Male and Female employees of Pandi Water District participated in the capacity building held at Baguio city, Philippines. Capacity -building programs and exercises empower men and women employees to contribute to common goals. The benefits are so significant to improve productivity and motivation, break down political and personal barriers, eliminate distractions, and have fun.	120,000.00
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.	" Sapat na Kaalaman para sa Dikalidad na Kamanggagawa" 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.	Training and Development provides division head with the innovative tools that strengthen their planning ability and leadership skills. The capacity needed in leading to millennium development goals.	82,000.00
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.	" Kalusugan ay Kayamanan ating dapat Pahalagahan" 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	The workforce fitness capacity activities and programs developed a positive impact on their performance. It increase work productivity, improves self-respect and morale.	10,000.00

	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.	Reduce: accidents and work-related ill health; sick pay costs; insurance costs and pressure on employees covering for those who are absent.	70,000.00
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.	Men and women employees of the water district advocate protecting the groundwater for sustainable demand of the product water which is vital to health and sanitation.	5,000.00
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. 010112 and CSC MC No. 01 S. 2001	Male and Female employees were empowered and encourage to do more superior accomplishments and extraordinary acts of service in the local water district, that results in citizens trust and satisfaction.	Under- Performers became valued contributors of excellent public service. To supply sustainable potable water that is of vital importance to health and sanitation.	12,000.00
		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.	<i>" Best Employee of the Year"</i> 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. 010112			5,000.00

Realization of the Philippine Development Plan (2011-2016) Male and Female employees 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.	Self-motivated, high self-esteem and willing to take transformational challenges, the male and female workers of the local water district are exercising initiative to deliver WASH in accordance to its mandate.	75,000.00
<b>Client -focused</b>							
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 realized 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>	The role of father as co-equal responsibility with mother in the holistic development of their children are clearly communicated with the tool used in the celebration of fathers day.	3,000.00
<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> An Appreciation to all Mother's (Employees and Stakeholders) for their noble role as Mom on Mother's Day Celebration 2015	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.	Women concessionaires are empowered and encouraged with a simple tool (water bottle) that reminds them of their social contribution and worth.	3,000.00
The future of poor boys and girls living along the street is at stake. Due to a lack of guidance and the 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.	Economically disabled boys and girls felt the love and comfort from male and female employees of Pandi Water District, who share with them good values and the importance of water, health and sanitation.	22,000.00
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> - Showing Gratitude by Giving Back Activities Grant Opportunities tagged with "Millennium Development Goals (2005-2015)" (29th Anniversary Celebration)	Common goals and shared responsibilities served as drivers for social cooperation and transformational development	The Gender transformational development goals were communicated in the community and encouraged cooperation to achieve the local water district mandate of holistic development.	50,000.00
<b>TOTAL</b>							<b>157,000</b>

TOTAL

407,000

Prepared by:

**Criselda A. Cruz**  
Senior IRMO

Check and Verified by:

**Elvira Socorro B. Santos**  
General Manager



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Actual Cost/ Expenditure (9)	Variance/Remarks (10)
113,855.41	6,144.59
82,000.00	0.00
10,000	0.00

60,979.00	9,021.00
5,000.00	0.00
12,000.00	0.00
5,000.00	0.00

75,000.00	0.00
1,999.50	1,000.50
2,870.00	130.00
21,580.00	420.00
50,000	0.00
<b>440,282.91</b>	

19.07.2014

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# ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET

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)	Output Performance Indicators and Target (6)	GAD Budget (7)	Source of Budget (8)	Responsible Unit/Office (9)
<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.	80,000.00	Corporate Budget	Office of the General manager / All Division
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.	120,000.00	Corporate Budget	Office of the General Manager/ Administrative Division

	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 capacitate women and enhanced their feelings of accomplishment, perceptions of improved physical appearance and commitment to 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.	51,000.00	Corporate Budget	Office of the General Manager / Administrative Division
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.	0	0	Office of the General Manager/ Administrative Division
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.	2,000.00	Corporate Budget	Office of the General Manager / Administrative and Engineering Division
<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.	11,000.00	Corporate Budget	Office of the General Manager/ Administrative Division

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 Pandieños: Tarpaulin, brochures, print-outs, letters and invitations Free breakfast for concessionaires * Raffle prizes for concessionaires * Chocolate making * Rug Making	30,000.00	Corporate Budget	Office of the General Manager / All Divison
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.	80,000.00	Corporate Budget	Office of the General Manager / All Division
<b>Client- focused</b>								
The 1987 Philippine Constitution : GENDER EQUALITY AND JUSTICE IN THE LAW	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.	2,000.00	Corporate Budget	Office of the General Manager / Administrative Division
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			
Social cohesion to develop high level of partnership with stakeholders 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.	2,500	Corporate Budget	Office of the General Manager / Administrative Division

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>Livehihood Training</b> *Hair and Make-up *Manicure pedicure  * Beads making	* No. of women with low family income. * Starter Kit for income generation and certificate of training.	20,000	Corporate Budget	Office of the General Manager / Commercial/ Administrative Division
						4,000	Corporate Budget	
Millennium Development Goal (MDG) 3 Rigths to Education	The lack of school supply hinders 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	To generate programs that are effective and sustainable for the advancement of children in school.	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.	10,000	Corporate Budget	Office of the General Manager/ Commercial/ Administrative Division
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.					School -based nutritional program can be an important component to integrate WASH in boys and girls discipline.		
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</b>  <b>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		Corporate Budget	Office of the General Manager /Commercial/ Administrative Division
						4,450		
						9,000		
						1,500		
					* 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.	3,000	Corporate Budget	Office of the General Manager / Administrative Division



Proclamation No. 190, s. 1964					Film showing about womens rights and law against VAW : Distribution of commemorative umbrella and laminated Poem to serve as reminder to womens rights .	0	0	Office of the General Manager/ Commercial/ Administrative Division
					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	Office of the General Manager / Administrative Division
					Boys and girls <b>gift giving party</b> Pandi Water District Mascot " Kapitan Tubig" *	19,500	Corporate Budget	Office of the General Manager / All Division
					Male and Female employees of Pandi Water District give additional gifts to put extra smile on boys and girls face	0	0	Official of the General Manager / All Division
RA 9710 SECTION 33. Protection of Senior Citizens				Program/Activity for <b>Senior Citizen</b>	No. of Women and girls Men and Boys from different barangays	6,000	Corporate Budget	Office of the General Manager / Commercial/ Water Production Division
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 <b>Water Conservation and Preservation Health and Sanitation services</b>	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	23,000	Corporate Budget	Office of the General Manager / Administrative Division

				Poster making contest with the theme: <b>Tubig ay Buhay Dapat Pangalagaan Para sa Ating Kalusugan at Kinabukasan</b>			Office of the General Manager / Administrative Division/ Finance Division	
	<b>TOTAL</b>					<b>486,450</b>		

Prepared by:

\_\_\_\_\_  
**Mila P. Mendoza**  
 Secretariat / GAD Focal Point System

Check and Verified by:

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**Elvira Socorro B. Santos**  
 General Manager / GAD Chairperson

Date:

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# ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT

Cy 2016

Agency / Bureau / Office :  
Total Corporate Budget of Agency :

Pandi Water District  
500,000.00

Department (Central Office) :

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	496.99

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.	"Going the extra mile in public service" *Employee of the Month  "Going above and beyond doing public service" 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 by integrating activity with WASH	"Planet Advocacy keepers , Generate Action Now Expect Results Now" (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	"Kapakanan ni Juana Isama sa Agenda" 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	675.18
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 Pandieños: 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

Client -focused

The 1987 Philippine Constitution : GENDER EQUALITY AND JUSTICE IN THE LAW	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 celebration</b>	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 celebration</b>	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> <i>*Hair and Make-up</i> <i>*Manicure pedicure</i>	* 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
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.	To generate programs that are effective and sustainable for the advancement of children in school.	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,	4,000	3,720	280
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.						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.
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	<b>2016 18-Day Campaign To End VAW Theme:</b>  VAW-free community starts with me	No. of Male and Female commitment to end VAWC  * Giving of umbrella * Free water connection	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

			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.	Friday, November 25, 2016 to Monday, December 12, 2016	* No. of Boys and girls for free haircut	1,500	1,105	395
					* 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.	0	0	0
					Film showing about womens rights and law against VAW : Distribution of commemorative umbrella and laminated Poem to serve as reminder to womens rights .	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	0
Proclamation No. 190, s. 1964					Boys and girls <b>gift giving party</b> Pandi Water District Mascot " Kapitan Tubig"	20,000	19,400	600
					Male and Female employees of Pandi Water District give additional gifts to put extra smile on boys and girls face	0	0	0
RA 9710 SECTION 33. Protection of Senior Citizens				Program/Activity for <b>Senior Citizen</b>	No. of Women and girls Men and Boys from different barangays	6,000	6,000	0

<p>Republic Act No. 9275: The Philippine Clean Water Act of 2004</p>	<p>Insufficient close monitoring of boys and girls participation in program/ activities that protects the environment and giving details on the importance of clean water.</p>	<p>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.</p>		<p><b>Film Showing</b> about Water Conservation and Preservation Health and Sanitation services <b>Poster making contest</b> with the theme: Tubig ay Buhay Dapat Pangalagaan Para sa Ating Kalusugan at Kinabukasan</p>	<p>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</p>	<p>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.</p>	<p>23,000</p>	<p>15,406.55</p>	<p>7,593</p>
<b>TOTAL</b>							<p>486, 450</p>	<p>460, 659. 48</p>	

Prepared by:

\_\_\_\_\_  
**Mila P. Mendoza**  
 Secretariat / GAD Focal Point System

Check and Verified by:

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**Elvira Socorro B. Santos**  
 General Manager / GAD Chairperson

Date :

Date:

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ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET

FY 2017

Agency / Bureau/ Office : Pandi Water District

Department (Central Office) : \_\_\_\_\_

Total Corporate Budget of Agency : 8,656,774.00

Gender Issue (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>ORGANIZATIONAL FOCUSED</b>								
DBM, NEDA and PCW JC 2012 – 1	Disproportionate allocation of budget to integrate gender equality and the empowerment of women in the design, management, implementation, monitoring and evaluation of the agency's programs and projects.	To increase level of awareness on gender responsive budgeting as rights base approach for realizing justice and rights for women and girls.	MFO: Organizational career development/ GFPs commitment on gender mainstreaming to addressed gender equality towards gender responsive governance.	Gender Responsive Annual Planning and Budgetting : <b>“Debate and Decide,” issues-focused decision making</b>	Gender awareness in the position of men and women to integrate gender equality and women empowerment for agency's progress as a whole	80,000.00	Corporate Budget	Office of the General manager / Administrative Division
Executive Order (EO) No. 273 (Approving and Adopting the Philippine Plan for Gender-Responsive Development, 1995-2026)	Insufficient knowledge on the key ideas and issues in Gender and Development and their implications for policy and practice.	To enhance gender awareness and to define important concepts, key ideas and issues in gender to established gender sensitive policies	MFO : Organizational Development and Standards	GAD sensitivity Training and Seminars with integration of VAW laws and Anti Sexual Harassment Act for GFs : <b>Be sensitive, think and act GAD</b>	Increase capacity of GFs in order to mainstream gender and development concepts and promoting gender equality in the workplace and community it serves.	100,000.00	Corporate Budget	Office of the General manager / GAD Focal Point System Committee
RA 9710 Section 2: women pursue equal opportunities	Need to re- design female restroom to a gender responsive space.	To addressed discomfort of women using the same restrooms.	MFO: Organizational develoment/ Productivity enhancement	Gender Awareness Restrooms	Additional 2 urinals : <b>comfort at the untouchable, unchangeable safe space</b>	15,000.00	Corporate Budget	Office of the General manager / Administrative Division



Proclamation No. 115-A, s.1996 Proclamation No. 360,s.1989	Need to update/ revisit workforce preparedness/ response in emergency , fire and other calamity situations	To enhance level of preparedness and responsible attitude during emergency situation	MFO: Emergency Plan of Action/ Importance of Water during Fire/ Accountability Enhancement	Fire Drill Activities Development of emergency preparation plan : # <b>P.A.S.S</b> To use a fire extinguisher correctly P: Pull the pin. A: Aim at the base of the fire. S: Squeeze the trigger. S: Sweep side to side.	Men and women working in local water utilities should be familiar with emergency preparation plan and clearly, understand their roles in fire emergencies.	3,000	Corporate Budget	Office of the General manager / Engeneering / Administrative Division
Proclamation No. 224 series 1998 Proclamation No. 227 series 1998 Republic Act No. 6949	Need to develop a positive attitude and perspecive at the brighter sides of life among women and girls	To recognize the multifaceted influence of the personality of women upon organisational effectiveness.	MFO: Human Resource Development / Better and efficient resources for the organization.	National Women's Day Theme: <b>Be Bold for Change</b> Corporate Grooming/ Production of brochure and or advocacy materials/ Computer glasses for women employees	To provide a healthy work environment and ensure that the women workers are happy with herself and has a positive outlook in life.	10,000	Corporate Budget	Office of the General manager / Administrative Division
RA 9710 Section 2: women pursue equal opportunities	Lack of women and men employees access to GAD information necessary in promoting their rights and welfare	Established a GAD Corner to sustain information dissemination on GAD in the Pandi Water District	MFO: Human Reosurce Development	Posting of GAD related issues, concerns and relevant information on GAD in the GAD corner	1 GAD corner maintained 1st - 4th Quarters, 2017 : <b>You have a friend right in a CORNER</b>	20,000	Corporate Budget	Office of the General Manager / GAD GFPs
DBM, NEDA and PCW JC 2012 – 1	No Gender Database	Institutionalization an the agency's GAD database	MFO: Accountability/ Enhancement Services	Determine the input and output of GAD database	Maintain Gender Database that addressed the gap of gender responsive program	10,000	Corporate Budget	Office of the General Manager / GAD GFPs
RA 9710 Section 2: women pursue equal opportunities	Gender stereotyping prevent effective communication between men and women.	Social factors stem gender differences in the workplace which influence the behavior of men and women.	MFO: Accountability Enhancement / The attainment of fundamental needs for Water Health and Sanitation services	Team building <b>Theme: We Are Share Holder (WASH) - Carrying someone else Knapsack</b>	To create a framework of cooperation between men and women, so that the gender approach insights and abilities shape the programs and meet agency's objectives.	150,000.00	Corporate Budget	Office of the General Manager/ Administrative/ Commercial Division

Proclamation No. 1481,s.2008 Proclamation No.1482,s.2008	Low level of awareness on the significant role of trees in water conservation and preservation	To level up state of interest and knowledge on the sustainable ways to positively affect the water resources.	MFO: Support to Operation/ Improve groundwater source by integrating activity with WASH	Tree Planting Theme: <b>Plant Tree, Harvest Water</b>	To save and preserve our environment for sustainable water resources.	10,000.00	Corporate Budget	Office of the General Manager/ Water Production Division
Proclamation No. 1021,s. 1997	Low level of awareness on the potential benefits of controlled bloodletting	To develop awareness and help stave off illnesses	MFO: Personnel Development and Accountability Enhancement / Improve productivity ; decrease no. of ill-health men employees.	Bloodletting/ Basic Life Support training Theme: <b>Saving one else life while saving your own life</b>	Increase level of productivity and help family/ community gets potentially life-saving blood.	10,000.00	Corporate Budget	Office of the General Manager/ Administrative and Commercial Division
Proclamation No.339,s.2012	Lack of experience to integrate community women and girls empowerment in the GAD programs and activities	To develop a visual literacy and good practices to serve as a model in GAD programs and activities	MFO: Support to Operation/ Improve groundwater source by integrating activity with WASH	Lakbay Aral to PCW to embrace good practices in livelihood training : <b># Education for Livelihood</b>	Improvement of women and girls political, social, economic and health status built strong community	10,000.00	Corporate Budget	Office of the General manager / GAD Focal Point System Committee
Proclamation No. 726,s.2004	Need to engage in a satisfying challenge that improves workforce fitness and healthy workplace	To encourage disease risk reduction and built working relationships	MFO: Organizational development/ Productivity enhancement	Health Seeking Behavior (Bowling 2017) and Wellness programs: <b># Pink of Health</b>	To addressed the gap between trust and daily operations of the local water district. Decrease level of work-related stress a major cause of occupational ill health, poor productivity and human error.	70,000.00	Corporate Budget	Office of the General Manager / Administrative / Finance Division
CSC Resolution No. 110112: Program on Awards and Incentives for Service Excellence	Need to value the exemplary work performance of men and women employees	To encourage positive performance output through positive input	MFO: Organizational development/ Productivity enhancement	Recognising employee of the Month/ Year <b>The time is always Right to do what is Right</b> - Martin Luther King Jr.	Increase productivity; Motivated men and women maintain high level of performance	17,000.00	Corporate Budget	Office of the General Manager/ Administrative Division

Proclamation No. 1109,s.1997	Need to engage to environmental activity and corrective measures that will results in fuel savings.	To increase men and women level of environmental standards and promote safety precautions	MFO : Support to Operation and Accountability Enhancement / Compliance with the environment standards	Smoke emission of Pan-WD service vehicles of men and women field workers: <b>Clear the Path forward</b>	Pandi Water District Policy on Corrective measure, proper and simple maintenance that will result to emission reduction and <b>fuel savings.</b>	5,000.00	Corporate Budget	Office of the GM/ Commercial / Administrative Division
Proclamation No.359,s.1956	Insufficient mechanism and value of safety rules.	To develop the value of observing rules of safety and accident prevention	MFO: Human Resource Development Services / Safety of men and women employees	Revisit Policies on wearing PPE / Procurement of selected PPE / production of booklet on safety precaution. measures in the workplace : <b># Personalin ang PPE</b>	Emposed policies on the use of Personal Protective Equipment	80,000.00	Corporate Budget	Office of the GM/ Administrative and Water Production Division
Proclamation No. 501,s.2003	Insufficient knowledge and skills to improve both men and women ownelves and their families overall wellness.	To increase level of work performance for better service.	MFO: Human Resource initiative to promote health and better service	Revisit policy on No smoking and conduct of healthy lifestyle activities : <b># Smoke Gets in your Lungs</b>	Healthy and active employees improves both the work ethic and efficiency.	4,000.00	Corporate Budget	Office of the GM/ Administrative Division
Program/activity that will enhance men and women level of self confidence.	Need to encourage a higher standard of customer satisfaction and service standard	To encourage a higher standard of performance, customer satisfaction and higher profits.	MFO : Organizational Development and service standard/ accountability enhancement	Pandi Water District Christmas Celebration Theme: <b>Happy employees produced Happy concessionaires</b>	Increase opportunities for growth, and staff appreciation up to 100%	100, 000.00	Corporate Budget	Office of the General Manager / All Division
<b>CLIENT FOCUSED</b>								
Proclamation No. 760	Poor sanitation due to population transfer and increase amount of generated waste causing not only cluttered streets and bad odors but also, negative health and environmental impacts.	To confront the social circumstances such as poor health practices, and cultural and family traditions	MFO: Community relation and promotion of WASH	<b>"U" for "0"</b> waste Recycling of empty chlorine containers into trash bin to reduce plastic pollution/Education campaigns to prevent water pollution and sanitation services	Increased awareness of good health practices among women and girls living in resettlement site that play a major role in shaping girls' current and future economic prospects.	5,000	Corporate Budget	Office of the General Manager / Commercial and admin Division

Proclamation No. 1096,s.1973	Low level of awareness on the growing prevalence of heart cases among men and women concessionaires	To educate men and women about this serious health problem for a healthier citizenry	MFO: Accountability Enhancement Services / Health Promotion for community development	Production of health awareness brochure / gift of appreciations : <b>Puso mo Mahal ko.</b>	To create opportunities for men and women to make healthier choices and encourage them to live heart healthy lives.	4,000	Corporate Budget	Office of the General Manager / Commercial and Water Production Division
Proclamation No. 711,s.1996	Need to Informed. Empowered and encourage public Acceptance about <b>Autism</b>	To increase level of acceptance and STOP the discrimination on the autism spectrum.	MFO: Accountability Enhancement Services	<i>World Autism Awareness Day : <b>Autism-Make a Difference -</b></i> Production of current, accurate, and unbiased information about autism - 200 pcs. bookmark	To promote accurate information for the public to be more empathetic and supportive towards people with autism	1,000	Corporate Budget	Office of the General Manager / Commercial and Admin Division
Proclamation No.711,s.1996	Increase population of school-age boys and girls are out of school	To promote the benefits of education to out of school children.	MFO: Accountability Enhancement Services / Promotion of WASH for community development	Out of school children prevention program Production of school bags for boys and girls/ : <b>#Worry ? mag WASH na.</b>	To develop a program and tools that addressed the boys and girls educational needs	10,000	Corporate Budget	Office of the General Manager / Water Production and Admin Division
Proclamation No. 266, s. 1988	" Mothers day" and "Fathers day celebration scarcely made a dent in millinial babies lives.	To increase level of appreciation in the great role of father and mother in the family and community.	MFO: Community relation and promotion of WASH	Mother's day celebration / A light that guides our way ( An Appreciation to " <i>Ilaw ng Tahanan</i> ) : <b>Light up my life</b> <i>Distribution of bracelets and brochures about WASH</i>	To confer tribute to the important role of the Filipino mothers and fathers	2,000	Corporate Budget	Office of the General Manager / Commercial and Admin Division
				Father's day celebration / <b>Strengthening the foundation of the Pillar of a Home</b> <i>Distribution of bracelets and brochures about WASH</i>		2,000	Corporate Budget	Office of the General Manager / Water production and Admin Division

Proclamation No.470,s.1994 / RA 9994	Insufficient family and community support and self help of Increasing population of the elderly.	To be a nations partners in community support in promoting the well-being of the increasing number of senior citizens	MFO: Community relation and promotion of WASH	Elderly Filipino Week : <b>Inakay Tayo noon, Akayin natin sila ngayon</b>	Number of male and female senior citizens provided with tools for livelihood.	10,000	Corporate Budget	Office of the General Manager / Commercial and Water Production Division
RA 8425	Insufficient mechanism to improved living condition of men and women	To improve living condition of men and women through livelihood training.	MFO: Support to Operation/ Poverty reduction	Livelihood training learned from lakbay aral to generate income and reduce poverty : <b>Lakbay tungo sa tagumpay</b>	Mainstreaming men and women in development, "anti-poverty approach" addressing human deprivation in a local context.	10,000	Corporate Budget	Office of the General Manager / Commercial and Admin Division
Proclamation No.1172, s. 2006	Need to increase community awareness about gender-based violence.	To promote women's rights and increase level of awareness through programs and projects.	MFO: Accountability Enhancement Services	18 Day campaign to End Violence Against Production and distribution of GAD advocacy materials on women's rights ( flyers, leaftlets,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	Total no. of women informed/educated Recognized the issues related to womens health and well being.		Corporate Budget	Office of the General Manager / Commercial and Admin Division
	Need to mainstreaming gender needs in the program/ activity of the anniversary celebration.	Affirmation of the agency's longevity for the benefit of men/boy and women/girls concessionaires, employees and the community.	MFO: Community relation and promotion of WASH	31st founding Anniversary of Pandi Water district- Water Health and Sanitation program- for client Production of Pan-WD brochures Free meals for concessionaires	Men and women benefits equally in the program and activities in relation to the celebration of 31st founding anniversary	50,000.00	Corporate Budget	Office of the General Manager / Commercial and Admin Division
Proclamation No. 265,s.1967	Insufficient programmes and projects that benifits women and children.	To enhance level of awareness to children's issue.	MFO: Human Resoure initiative to promote WASH / accountability and community relation	Universal Children's Day in the Philippines Educate boys and girls about water and sanitation services distribution of personnal hygiene kit and gifts	Increase the level of awareness as to importance of water and sanitation to thier future and well-being	0.00		Office of the General Manager / Commercial and Admin Division

Republic Act No. 9275: The Philippine Clean Water Act of 2004	Need to encourage boys and girls participation in program/ activities that protects the environment and giving details on the importance of clean water.	To enhance policy of economic growth in a manner consistent with the protection, preservation and conservation of groundwater.	MFO: Human Resoure initiative to promote WASH / accountability and community relation	<b>Poster making contest</b> Production of Brochures on water preservation and conservation. gathering of 2016 Water Patrollers	No. of Boys and Girls participants from both Public and Private school in the Municipality of Pandi * revisit Water Patroller commitment * Selection of new water patroller	20,000.00	Corporate Budget	Office of the General Manager / Commercial and Admin Division
						10,000.00	Corporate Budget	Office of the General Manager / Commercial and Admin Division
PD 198	Insufficient Supply of Water	To provide adequate supply of safe and potable water and sanitation services to Lumina Homes	PAP: Engineering Division	Construction of Well in Lumina Homes, Pinagkuartelan, Pandi, Bulacan	Total No. of male /boys and females / girls will benefit from the construction of pump station in Pinagkuartelan, Pandi, Bulacan	2,232,887.00	Corporate Budget	Office of the General Manager/ Engineering Division
PD 198	Insufficient Supply of Water	To provide adequate supply of safe and potable water and sanitation services to Barangay Malibong Matanda	PAP: Engineering Division	Construction of Well in Malibong Matanda, Pandi, Bulacan	Total No. of males /boys and females / girls will benefit from the construction of pump station in Pinagkuartelan, Pandi, Bulacan	2,305,887.00	Corporate Budget	Office of the General Manager/ Engineering Division
PD 198	Inadequate and inaccessible water supply increase number of women and girls non-productive tasks, perpetuating their absence from decision making and other profitable pursuits.	To provide continous supply of adequate, safe and potable water and sanitation services	MFO: Mandate of Water and Sanitation services / Accountability Enhancement Services/ support to operation <b>PAP: Engineering Division</b>	Pipe Laying projects to assure that every households in the community will have access to potable water and promote good sanitation in relation to health (WASH) <b>Enough Supply of Potable Water and Sanitation Services for a better community</b>	Total No. of Men /boys and women/ girls from Lumina Homes Pinagkuartelan and barangay Malibong Matanda, will benefit to new pump station and water connections - Improved health and security of women and girls	3,500,000	Corporate Budget	Office of the General Manager/ Engineering Division
<b>TOTAL</b>						<b>8,656,774</b>		

Prepared by:

Check and Verified by:

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Mila P. Mendoza

*Admin Serv Assist. C / GAD Tech Working Group*

Date: \_\_\_\_\_

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Elvira Socorro B. Santos

*General Manager / GAD Chairperson*

Date: \_\_\_\_\_

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2017

Agency / Bureau/ Office : Pandi Water District Department (Central Office) : \_\_\_\_\_

Total Corporate Budget of Agency : 47,993,155.00

Gender Issue (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>ORGANIZATIONAL FOCUSED</b>								
DBM, NEDA and PCW JC 2012 – 1	Disproportionate allocation of budget to integrate gender equality and the empowerment of women in the design, management, implementation, monitoring and evaluation of the agency's programs and projects.	To increase level of awareness on gender responsive budgeting as rights base approach for realizing justice and rights for women and girls.	MFO: Organizational career development/ GFPs commitment on gender mainstreaming to addressed gender equality towards gender responsive governance.	Gender Responsive Annual Planning and Budgetting : <b>“Debate and Decide,” issues-focused decision making</b>	Gender awareness in the position of men and women to integrate gender equality and women empowerment for agency's progress as a whole	80,000.00	Corporate Budget	Office of the General manager / Administrative Division
Executive Order (EO) No. 273 (Approving and Adopting the Philippine Plan for Gender-Responsive Development, 1995-2026)	Insufficient knowledge on the key ideas and issues in Gender and Development and their implications for policy and practice.	To enhance gender awareness and to define important concepts, key ideas and issues in gender to established gender sensitive policies	MFO : Organizational Development and Standards	GAD sensitivity Training and Seminars with integration of VAW laws and Anti Sexual Harassment Act for GFs : <b>Be sensitive, think and act GAD</b>	Increased capacity of GFs in order to mainstream gender and development concepts and promoting gender equality in the workplace and community it serves.	100,000.00	Corporate Budget	Office of the General manager / GAD Focal Point System Committee
RA 9710 Section 2: women pursue equal opportunities	NO gender responsive restrooms	To addressed discomfort of women using the same restrooms.	MFO: Organizational development/ Productivity enhancement	Gender Awareness Restrooms: <b>comfort at the untouchable, unchangeable safe space</b>	Additional 2 urinals for ground floor and 2nd floor restrooms	15,000.00	Corporate Budget	Office of the General manager / Administrative Division



Risk of mis-stepping or fall from stairs	Lack of stair handrails	To have a "graspable" handrails while going up or down stairs and prevent stairway accidents that can cause severe injury of men and women employees.	MFO: Accountability/ Enhancement Services	Installation of handrails for stairs of Pandi-WD building.	Installation of stair handrails reduced the potential for mis-stepping by providing men and women with the means to retrieve balance.	5,000.00	Corporate Budget	Office of the General manager / Engeneering / Administrative Division
Proclamation No. 115-A, s.1996 Proclamation No. 360,s.1989	Insufficient opportunity to update/ revisit workforce preparedness/ response in emergency , fire and other calamity situations	To enhance level of preparedness and responsible attitude during emergency situation	MFO: Emergency Plan of Action/ Importance of Water during Fire/ Accountability Enhancement	Fire Drill Activities Development of emergency preparation plan : # <b>P.A.S.S</b> To use a fire extinguisher correctly P: Pull the pin. A: Aim at the base of the fire. S: Squeeze the trigger. S: Sweep side to side.	Men and women working in local water utilities familiarized with emergency preparation plan and clearly, understand how to response during emergency situations	3,000	Corporate Budget	Office of the General manager / Engeneering / Administrative Division
Proclamation No. 224 series 1998 Proclamation No. 227 series 1998 Republic Act No. 6949	Lack of opportunity to develop a positive attitude and perspective at the brighter sides of life among women and girls	To recognize the multifaceted influence of the personality of women upon organisational effectiveness.	MFO: Human Resource Development / Better and efficient resources for the organization.	National Women's Day Theme: <b>Be Bold for Change</b> Corporate Grooming/ Production of brochure and or advocacy materials/ Computer glasses for women employees	Establishment of healthy work environment and ensure that the women workers are happy with themselves and have a positive outlook as a whole.	10,000	Corporate Budget	Office of the General manager / Administrative Division
RA 9710 Section 2: women pursue equal opportunities	Lack of women and men employees access to GAD information necessary in promoting their rights and welfare	Established a GAD Corner to sustain information dissemination on GAD in the Pandi Water District	MFO: Human Reosurce Development	Posting of GAD related issues, concerns and relevant information : <b>You have a friend right in a CORNER</b>	1 GAD corner maintained 1st - 4th Quarters, 2017	20,000	Corporate Budget	Office of the General Manager / GAD GFPs
DBM, NEDA and PCW JC 2012 – 1	No Gender Database	Institutionalization an the agency's GAD database	MFO: Accountability/ Enhancement Services	Determine the input and output of GAD database	Maintain Gender Database that addressed the gap of gender responsive program	10,000	Corporate Budget	Office of the General Manager / GAD GFPs

RA 9710 Section 2: women pursue equal opportunities	Gender stereotyping prevent effective communication between men and women.	Social factors stem gender differences in the workplace which influence the behavior of men and women.	MFO: Accountability Enhancement / The attainment of fundamental needs for Water Health and Sanitation services	Capacity building <b>Theme: We Are Share Holder (WASH) - Carrying someone else Knapsack</b>	To create a framework of cooperation between men and women, so that the gender approach insights and abilities shape the programs and meet agency's objectives.	150,000.00	Corporate Budget	Office of the General Manager/ Administrative/ Commercial Division
Proclamation No. 1481,s.2008 Proclamation No.1482,s.2008	Low level of awareness on the significant role of trees in water conservation and preservation	To level up state of interest and knowledge on the sustainable ways to positively affect the water resources.	MFO: Support to Operation/ Improve groundwater source by integrating activity with WASH	Tree Planting <b>Theme: Plant Tree, Harvest Water</b>	To save and preserve our environment for sustainable water resources.	10,000.00	Corporate Budget	Office of the General Manager/ Water Production Division
Proclamation No. 1021,s. 1997	Low level of awareness on the potential benefits of controlled bloodletting	To develop awareness and help stave off illnesses	MFO: Personnel Development and Accountability Enhancement / Improve productivity ; decrease no. of ill-health men employees.	Bloodletting/ Basic Life Support training <b>Theme: Saving one else life while saving your own life</b>	Increased level of productivity and help family/ community gets potentially life-saving blood.	10,000.00	Corporate Budget	Office of the General Manager/ Administrative and Commercial Division
Proclamation No.339,s.2012	Lack of experience to integrate community women and girls empowerment in the GAD programs and activities	To develop a visual literacy and good practices to serve as a model in GAD programs and activities	MFO: Support to Operation/ Improve groundwater source by integrating activity with WASH	Lakbay Aral to PCW to embrace good practices in livelihood training : <b># Education for Livelihood</b>	Improvement of women and girls political, social, economic and health status built strong community	10,000.00	Corporate Budget	Office of the General manager / GAD Focal Point System Committee
Proclamation No. 726,s.2004	Insufficient opportunity to engage in a satisfying challenge that improves workforce fitness and healthy workplace	To encourage disease risk reduction and built working relationships	MFO: Organizational development/ Productivity enhancement	Health Seeking Behavior (Bowling 2017) and Wellness programs: <b># Pink of Health</b>	To address the gap between trust on daily operations of the local water district. Decrease level of work-related stress a major cause of occupational ill health, poor productivity and human error.	70,000.00	Corporate Budget	Office of the General Manager / Administrative / Finance Division
CSC Resolution No. 110112: Program on Awards and Incentives for Service Excellence	Need to value the exemplary work performance of men and women employees	To encourage positive performance output through positive input	MFO: Organizational development/ Productivity enhancement	Recognising employee of the Month/ Year <b>The time is always Right to do what is Right</b> - Martin Luther King Jr.	Increase productivity to 100% Motivated men and women maintain high level of performance	0.00	Corporate Budget	Office of the General Manager/ Administrative Division

Proclamation No. 1109,s.1997	Need to engage to environmental activity and corrective measures that will results in fuel savings.	To increase men and women level of environmental standards and promote safety precautions	MFO : Support to Operation and Accountability Enhancement / Compliance with the environment standards	Smoke emission of Pan-WD service vehicles of men and women field workers: <b>Clear the Path forward</b>	Pandi Water District Policy on Corrective measure, proper and simple maintenance that will result to emission reduction and <b>fuel savings</b> .	5,000.00	Corporate Budget	Office of the GM/ Commercial / Administrative Division
Proclamation No.359,s.1956	Insufficient mechanism and value of safety rules.	To develop the value of observing rules of safety and accident prevention	MFO: Human Resource Development Services / Safety of men and women employees	Revisit Policies on wearing PPE / Procurement of selected PPE / production of booklet on safety precaution. measures in the workplace : <b># Personalin ang PPE</b>	Emposed policies on the use of Personal Protective Equipment	80,000.00	Corporate Budget	Office of the GM/ Administrative and Water Production Division
Proclamation No. 501,s.2003	Insufficient knowledge and skills to improve both men and women ownselves and their families overall wellness.	To increase level of work performance for better service.	MFO: Human Resource initiative to promote health and better service	Revisit policy on No smoking and conduct of healthy lifestyle activities : <b># Smoke Gets in your Lungs</b>	Healthy and active employees improves both work ethics and efficiency.	4,000.00	Corporate Budget	Office of the GM/ Administrative Division
Program/activity that will enhance men and women level of self confidence.	Insufficient standard of customer satisfaction to encourage a higher standard of service	To encourage a higher standard of performance, customer satisfaction and higher profits.	MFO : Organizational Development and service standard/ accountability enhancement	Pandi Water District Christmas Celebration Theme: <b>Happy employees produced Happy concessionaires</b>	Increased opportunities for growth, and staff appreciation up to 100%	100, 000.00	Corporate Budget	Office of the General Manager / All Division
<b>CLIENT FOCUSED</b>								
Proclamation No. 760	Poor sanitation due to population transfer and increase amount of generated waste causing not only cluttered streets and bad odors but also, negative health and environmental impacts.	To confront the social circumstances such as poor health practices, and cultural and family traditions	MFO: Community relation and promotion of WASH	<b>"U" for "0"</b> waste Recycling of empty chlorine containers into trash bin to reduce plastic pollution/Education campaigns to prevent water pollution and sanitation services	Increased awareness of good health practices among women and girls living in resettlement site that play a major role in shaping girls' current and future economic prospects.	5,000	Corporate Budget	Office of the General Manager / Commercial and admin Division
Proclamation No. 1096,s.1973	Low level of awareness on the growing prevalence of heart cases among men and women concessionaires	To educate men and women about this serious health problem for a healthier citizenry	MFO: Accountability Enhancement Services / Health Promotion for community development	Production of health awareness brochure / gift of appreciations : <b>Puso mo Mahal ko.</b>	To create opportunities for men and women to make healthier choices and encourage them to live heart healthy lives.	4,000	Corporate Budget	Office of the General Manager / Commercial and Water Production Division

Proclamation No. 711,s.1996	Lack of opportunity to Informed. Empowered and encourage public Acceptance about <b>Autism</b>	To increase level of acceptance and STOP the discrimination on the autism spectrum.	MFO: Accountability Enhancement Services	<i>World Autism Awareness Day</i> : <b>Autism-Make a Difference</b> - Production of current, accurate, and unbiased information about autism - 200 pcs. bookmark	To promote accurate information for the public to be more empathetic and supportive towards people with autism	1,000	Corporate Budget	Office of the General Manager / Commercial and Admin Division
Proclamation No.711,s.1996	Increased population of school-age boys and girls are out of school	To promote the benefits of education to out of school children.	MFO: Accountability Enhancement Services / Promotion of WASH for community development	Out of school children prevention program Production of school bags for boys and girls/ : <b>#Worry ? mag WASH na.</b>	To develop a program and tools that addressed the boys and girls educational needs	10,000	Corporate Budget	Office of the General Manager / Water Production and Admin Division
Proclamation No. 266, s. 1988	" Mothers day" and "Fathers day celebration scarcely made a dent in millinial babies lives.	To increase level of appreciation in the great role of father and mother in the family and community.	MFO: Community relation and promotion of WASH	Mother's day celebration / A light that guides our way ( An Appreciation to " <i>Ilaw ng Tahanan</i> ) : <b>Light up my life</b> Distribution of bracelets and brochures about WASH	To confer tribute to the important role of the Filipino mothers and fathers	2,000	Corporate Budget	Office of the General Manager / Commercial and Admin Division
				Father's day celebration / <b>Strengthening the foundation of the Pillar of a Home</b> Distribution of bracelets and brochures about WASH		2,000	Corporate Budget	Office of the General Manager / Water production and Admin Division
Proclamation No.470,s.1994 / RA 9994	Insufficient family and community support and self help of Increasing population of the elderly.	To be a nations partners in community support in promoting the well-being of the increasing number of senior citizens	MFO: Community relation and promotion of WASH	Elderly Filipino Week : <b>Inakay Tayo noon, Akayin natin sila ngayon</b>	Number of male and female senior citizens provided with tools for livelihood.	10,000	Corporate Budget	Office of the General Manager / Commercial and Water Production Division
RA 8425	Insufficient mechanism to improved living condition of men and women	To improve living condition of men and women through livelihood training.	MFO: Support to Operation/ Poverty reduction	Livelihood training learned from lakbay aral to generate income and reduce poverty : <b>Lakbay tungo sa tagumpay</b>	Mainstreaming men and women in development, "anti-poverty approach" addressing human deprivation in a local context.	10,000	Corporate Budget	Office of the General Manager / Commercial and Admin Division

Proclamation No.1172, s. 2006	Low level of community awareness about gender-based violence.	To promote women's rights and increase level of awareness through programs and projects.	MFO: Accountability Enhancement Services	18 Day campaign to End Violence Against 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	Total no. of women informed/educate and recognized the issues related to womens health and well being.		Corporate Budget	Office of the General Manager / Commercial and Admin Division
	Insufficient mainstreaming of gender needs in the program/ activity of the anniversary celebration.	Affirmation of the agency's longevity for the benefit of men/boy and women/girls concessionaires, employees and the community.	MFO: Community relation and promotion of WASH	31st founding Anniversary of Pandi Water district- Water Health and Sanitation program- for client Production of Pan-WD brochures Free meals for concessionaires	Men and women benefits equally in the program and activities in relation to the celebration of 31st founding anniversary	50,000.00	Corporate Budget	Office of the General Manager / Commercial and Admin Division
Proclamation No. 265,s.1967	Insufficient programmes and projects that benifits women and children.	To increase level of awareness about water and sanitation that plays an important part to thier future and well-being	MFO: Human Resoure initiative to promote WASH / accountability and community relation	Universal Children's Day in the Philippines Educate boys and girls about water and sanitation services* Free meal for kids	No. of school boys and girls from different barangays in Pandi	20,000.00	Corporate Budget	Office of the General Manager / Commercial and Admin Division
				Christmas Gift from Pandi Water District officials and employees		0.00		
Republic Act No. 9275: The Philippine Clean Water Act of 2004	Low level of awareness to encourage boys and girls participation in program/ activities that protects the environment and giving details on the importance of clean water and sanitation services.	To enhance WASH awareness in a manner consistent with the protection, preservation and conservation of groundwater.	MFO: Human Resoure initiative to promote WASH / accountability and community relation	<b>Poster making contest</b> Production of Brochures on water preservation and conservation. gathering of 2016 Water Patrollers	No. of Boys and Girls participants from both Public and Private school in the Municipality of Pandi * revisit Water Patroller commitment * Selection of new water patroller * One (1) policy on water conservation	20,000.00	Corporate Budget	Office of the General Manager / Commercial and Admin Division

				Science and Math Quiz for Grades 4-6 students		20,000.00	Corporate Budget	Office of the General Manager / Commercial and Admin Division
PD 198	Inadequate and inaccessible water supply increase number of women and girls non-productive tasks, perpetuating their absence from decision making and other profitable pursuits.	To provide continuous supply of adequate, safe and potable water and sanitation services	MFO: Mandate of Water and Sanitation services / Accountability Enhancement Services/ support to operation <b>PAP: Engineering Division</b>	Pipe Laying projects to assure that every household in the community will have access to potable water and promote good sanitation in relation to health (WASH) <b>Enough Supply of Potable Water and Sanitation Services for a better community</b>	Total No. of Men /boys and women/ girls from Lumina Homes Pinagkuartelan and barangay Malibong Matanda, will benefit to new pump station and water connections - Improved health and security of women and girls	3,500,000	Corporate Budget	Office of the General Manager/ Engineering Division
<b>TOTAL</b>						<b>4,116,000.00</b>		

Prepared by:

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Mila P. Mendoza  
Admin Serv Assist. C / GAD Tech Working Group

Check and Verified by:

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Elvira Socorro B. Santos  
General Manager / GAD Chairperson

Date: \_\_\_\_\_

Date: \_\_\_\_\_

# ANNUAL GENDER AND DEVELOPMENT

FY :

Agency / Bureau/ Office : Pandi Water District

Total Corporate Budget of Agency : 47,993,155.00

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)
<b>ORGANIZATIONAL FOCUSED</b>			
DBM, NEDA and PCW JC 2012 – 1	Disproportionate allocation of budget to integrate gender equality and the empowerment of women in the design, management, implementation, monitoring and evaluation of the agency's programs and projects.	To increase level of awareness on gender responsive budgeting as rights base approach for realizing justice and rights for women and girls.	MFO: Organizational career development/ GFPs commitment on gender mainstreaming to addressed gender equality towards gender responsive governance.
Executive Order (EO) No. 273 (Approving and Adopting the Philippine Plan for Gender- Responsive Development, 1995- 2026)	Insufficient knowledge on the key ideas and issues in Gender and Development and their implications for policy and practice.	To enhance gender awareness and to define important concepts, key ideas and issues in gender to established gender sensitive policies	MFO : Organizational Development and Standards

RA 9710 Section 2: women pursue equal opportunities	NO gender responsive restrooms	To address discomfort of women using the same restrooms.	MFO: Organizational development/ Productivity enhancement
Risk of mis-stepping or fall from stairs	Lack of stair handrails	To have a "graspable" handrails while going up or down stairs and prevent stairway accidents that can cause severe injury of men and women employees.	MFO: Accountability/ Enhancement Services
Proclamation No. 115- A, s.1996 Proclamation No. 360,s.1989	Insufficient opportunity to update/ revisit workforce preparedness/ response in emergency , fire and other calamity situations	To enhance level of preparedness and responsible attitude during emergency situation	MFO: Emergency Plan of Action/ Importance of Water during Fire/ Accountability Enhancement
Proclamation No. 224 series 1998 Proclamation No. 227 series 1998 Republic Act No. 6949	Lack of opportunity to develop a positive attitude and perspective at the brighter sides of life among women and girls	To recognize the multifaceted influence of the personality of women upon organisational effectiveness.	MFO: Human Resource Development / Better and efficient resources for the organization.
RA 9710 Section 2: women pursue equal opportunities	Lack of women and men employees access to GAD information necessary in promoting their rights and welfare	Established a GAD Corner to sustain information dissemination on GAD in the Pandi Water District	MFO: Human Resource Development



DBM, NEDA and PCW JC 2012 – 1	No Gender Database	Institutionalization an the agency's GAD database	MFO: Accountability/ Enhancement Services
RA 9710 Section 2: women pursue equal opportunities	Gender stereotyping prevent effective communication between men and women.	Social factors stem gender differences in the workplace which influence the behavior of men and women.	MFO: Accountability Enhancement / The attainment of fundamental needs for Water Health and Sanitation services
Proclamation No. 1481,s.2008 Proclamation No.1482,s.2008	Low level of awareness on the significant role of trees in water conservation and preservation	To level up state of interest and knowledge on the sustainable ways to positively affect the water resources.	MFO: Support to Operation/ Improve groundwater source by integrating activity with WASH
Proclamation No. 1021,s. 1997	Low level of awareness on the potential benefits of controlled bloodletting	To develop awareness and help stave off illnesses	MFO: Personnel Development and Accountability Enhancement / Improve productivity ; decrease no. of ill-health men employees.
Proclamation No.339,s.2012	Lack of experience to integrate community women and girls empowerment in the GAD programs and activities	To develop a visual literacy and good practices to serve as a model in GAD programs and activities	MFO: Support to Operation/ Improve groundwater source by integrating activity with WASH

Proclamation No. 726,s.2004	Insufficient opportunity to engage in a satisfying challenge that improves workforce fitness and healthy workplace	To encourage disease risk reduction and built working relationships	MFO: Organizational development/ Productivity enhancement
CSC Resolution No. 110112: Program on Awards and Incentives for Service Excellence	Need to value the exemplary work performance of men and women employees	To encourage positive performance output through positive input	MFO: Organizational development/ Productivity enhancement
Proclamation No. 1109,s.1997	Need to engage to environmental activity and corrective measures that will results in fuel savings.	To increase men and women level of environmental standards and promote safety precautions	MFO : Support to Operation and Accountability Enhancement / Compliance with the environment standards
Proclamation No.359,s.1956	Insufficient mechanism and value of safety rules.	To develop the value of observing rules of safety and accident prevention	MFO: Human Resource Development Services / Safety of men and women employees
Proclamation No. 501,s.2003	Insufficient knowledge and skills to improve both men and women ownselfs and their families overall wellness.	To increase level of work performance for better service.	MFO: Human Resource initiative to promote health and better service

Program/activity that will enhance men and women level of self confidence.	Insufficient standard of customer satisfaction to encourage a higher standard of service	To encourage a higher standard of performance, customer satisfaction and higher profits.	MFO : Organizational Development and service standard/ accountability enhancement
<b>CLIENT FOCUSED</b>			
Proclamation No. 760	Poor sanitation due to population transfer and increase amount of generated waste causing not only cluttered streets and bad odors but also, negative health and environmental impacts.	To confront the social circumstances such as poor health practices, and cultural and family traditions	MFO: Community relation and promotion of WASH
Proclamation No. 1096,s.1973	Low level of awareness on the growing prevalence of heart cases among men and women concessionaires	To educate men and women about this serious health problem for a healthier citizenry	MFO: Accountability Enhancement Services / Health Promotion for community development
Proclamation No. 711,s.1996	Lack of opportunity to Informed. Empowered and encourage public Acceptance about <b>Autism</b>	To increase level of acceptance and STOP the discrimination on the autism spectrum.	MFO: Accountability Enhancement Services
Proclamation No.711,s.1996	Increased population of school-age boys and girls are out of school	To promote the benefits of education to out of school children.	MFO: Accountability Enhancement Services / Promotion of WASH for community development

Proclamation No. 266, s. 1988	" Mothers day" and "Fathers day celebration scarcely made a dent in millinial babies lives.	To increase level of appreciation in the great role of father and mother in the family and community.	MFO: Community relation and promotion of WASH
Proclamation No.470,s.1994 / RA 9994	Insufficient family and community support and self help of Increasing population of the elderly.	To be a nations partners in community support in promoting the well-being of the increasing number of senior citizens	MFO: Community relation and promotion of WASH
RA 8425	Insufficient mechanism to improved living condition of men and women	To improve living condition of men and women through livelihood training.	MFO: Support to Operation/ Poverty reduction

<p>Proclamation No.1172, s. 2006</p>	<p>Low level of community awareness about gender-based violence.</p>	<p>To promote women's rights and increase level of awareness through programs and projects.</p>	<p>MFO: Accountability Enhancement Services</p>
	<p>Insufficient mainstreaming of gender needs in the program/ activity of the anniversary celebration.</p>	<p>Affirmation of the agency's longevity for the benefit of men/boy and women/girls concessionaires, employees and the community.</p>	<p>MFO: Community relation and promotion of WASH</p>
<p>Proclamation No. 265,s.1967</p>	<p>Insufficient programmes and projects that benefits women and children.</p>	<p>To increase level of awareness about water and sanitation that plays an important part to thier future and well-being</p>	<p>MFO: Human Resoure initiative to promote WASH / accountability and community relation</p>

<p>Republic Act No. 9275: The Philippine Clean Water Act of 2004</p>	<p>Low level of awareness to encourage boys and girls participation in program/ activities that protects the environment and giving details on the importance of clean water and sanitation services.</p>	<p>To enhance WASH awareness in a manner consistent with the protection, preservation and conservation of groundwater.</p>	<p>MFO: Human Resource initiative to promote WASH / accountability and community relation</p>
<p>PD 198</p>	<p>Inadequate and inaccessible water supply increase number of women and girls non-productive tasks, perpetuating their absence from decision making and other profitable pursuits.</p>	<p>To provide continuous supply of adequate, safe and potable water and sanitation services</p>	<p>MFO: Mandate of Water and Sanitation services / Accountability Enhancement Services/ support to operation <b>PAP:</b> Engineering Division</p>
<p><b>TOTAL</b></p>			

Prepared by:

\_\_\_\_\_  
 Mila P. Mendoza  
 Admin Serv Assist. C / GAD Tech Working Group

Date:

I (GAD) ACCOMPLISHMENT REPORT

2017

Department (Central Office) : \_\_\_\_\_

GAD Activity (5)	Performance Indicators and Target (6)	Actual Result (Outputs/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost/Expenditure (9)
Gender Responsive Annual Planning and Budgetting : <b>“Debate and Decide,” issues-focused decision making</b>	Gender awareness in the position of men and women to integrate gender equality and women empowerment for agency's progress as a whole		80,000.00	
GAD sensitivity Training and Seminars with integration of VAW laws and Anti Sexual Harassment Act for GFs : <b>Be sensitive, think and act GAD</b>	Increased capacity of GFs in order to mainstream gender and development concepts and promoting gender equality in the workplace and community it serves.		100, 000.00	

Gender Awareness Restrooms: <b>comfort at the untouchable, unchangeable safe space</b>	Additional 2 urinals for ground floor and 2nd floor restrooms		15,000.00	
Installation of handrails for stairs of Pandi-WD building.	Installation of stair handrails reduced the potential for misstepping by providing men and women with the means to retrieve balance.		5,000.00	
Fire Drill Activities Development of emergency preparation plan : # <b>P.A.S.S</b> To use a fire extinguisher correctly P: Pull the pin. A: Aim at the base of the fire. S: Squeeze the trigger. S: Sweep side to side.	Men and women working in local water utilities familiarized with emergency preparation plan and clearly, understand how to response during emergency situations		3,000	
National Women's Day Theme: <b>Be Bold for Change</b> Corporate Grooming/ Production of brochure and or advocacy materials/ Computer glasses for women employees	Establishment of healthy work environment and ensure that the women workers are happy with themselves and have a positive outlook as a whole.		10,000	
Posting of GAD related issues, concerns and relevant information : <b>You have a friend right in a CORNER</b>	1 GAD corner maintained 1st - 4th Quarters, 2017		20,000	



Determine the input and output of GAD database	Maintain Gender Database that addressed the gap of gender responsive program		10,000	
Capacity building Theme: We Are Share Holder (WASH) <b>Carrying someone else Knapsack</b>	To create a framework of cooperation between men and women, so that the gender approach insights and abilities shape the programs and meet agency's objectives.		150,000.00	
Tree Planting Theme: <b>Plant Tree, Harvest Water</b>	To save and preserve our environment for sustainable water resources.		10,000.00	
Bloodletting/ Basic Life Support training Theme: <b>Saving one else life while saving your own life</b>	Increased level of productivity and help family/ community gets potentially life-saving blood.		10,000.00	
Lakbay Aral to PCW to embrace good practices in livelihood training : <b># Education for Livelihood</b>	Improvement of women and girls political, social, economic and health status built strong community		10,000.00	

Health Seeking Behavior (Bowling 2017) and Wellness programs: # <b>Pink of Health</b>	To address the gap between trust on daily operations of the local water district. Decrease level of work-related stress a major cause of occupational ill health, poor productivity and human error.		70,000.00	
Recognising employee of the Month/ Year <b>The time is always Right to do what is Right</b> - Martin Luther King Jr.	Increase productivity to 100% Motivated men and women maintain high level of performance		0.00	
Smoke emission of Pan-WD service vehicles of men and women field workers: <b>Clear the Path forward</b>	Pandi Water District Policy on Corrective measure, proper and simple maintenance that will result to emission reduction and <b><i>fuel savings.</i></b>		5,000.00	
Revisit Policies on wearing PPE / Procurement of selected PPE / production of booklet on safety precaution. measures in the workplace : <b># Personalin ang PPE</b>	Imposed policies on the use of Personal Protective Equipment		80,000.00	
Revisit policy on No smoking and conduct of healthy lifestyle activities : <b># Smoke Gets in your Lungs</b>	Healthy and active employees improves both work ethics and efficiency.		4,000.00	

<p>Pandi Water District Christmas Celebration Theme: <b>Happy employees produced Happy concessionaires</b></p>	<p>Increased opportunities for growth, and staff appreciation up to 100%</p>	<p>100,000.00</p>		
<p><b>"U" for "0"</b> waste Recycling of empty chlorine containers into trash bin to reduce plastic pollution/Education campaigns to prevent water pollution and sanitation services</p>	<p>Increased awareness of good health practices among women and girls living in resettlement site that play a major role in shaping girls' current and future economic prospects.</p>		<p>5,000</p>	
<p>Production of health awareness brochure / gift of appreciations : <b>Puso mo Mahal ko.</b></p>	<p>To create opportunities for men and women to make healthier choices and encourage them to live heart healthy lives.</p>		<p>4,000</p>	
<p><i>World Autism Awareness Day :</i> <b>Autism-Make a Difference -</b> Production of current, accurate, and unbiased information about autism - 200 pcs. bookmark</p>	<p>To promote accurate information for the public to be more empathetic and supportive towards people with autism</p>		<p>1,000</p>	
<p>Out of school children prevention program Production of school bags for boys and girls/ : <b>#Worry ? mag WASH na.</b></p>	<p>To develop a program and tools that addressed the boys and girls educational needs</p>		<p>10,000</p>	

<p>Mother's day celebration / A light that guides our way ( An Appreciation to "<i>Ilaw ng Tahanan</i>) : <b>Light up my life</b> <i>Distribution of bracelets and brochures about WASH</i></p>	<p>To confer tribute to the important role of the Filipino mothers and fathers</p>		<p>2,000</p>	
<p>Father's day celebration / <b>Strengthening the foundation of the Pillar of a Home</b> <i>Distribution of bracelets and brochures about WASH</i></p>			<p>2,000</p>	
<p>Elderly Filipino Week : <b>Inakay Tayo noon, Akayin natin sila ngayon</b></p>	<p>Number of male and female senior citizens provided with tools for livelihood.</p>		<p>10,000</p>	
<p>Livelihood training learned from lakbay aral to generate income and reduce poverty : <b>Lakbay tungo sa tagumpay</b></p>	<p>Mainstreaming men and women in development, "anti-poverty approach" addressing human deprivation in a local context.</p>		<p>10,000</p>	

<p>18 Day campaign to End Violence Against 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</p>	<p>Total no. of women informed/educate and recognized the issues related to womens health and well being.</p>		
<p>31st founding Anniversary of Pandi Water district- Water Health and Sanitation program- for client Production of Pan-WD brochures  Free meals for concessionaires</p>	<p>Men and women benefits equally in the program and activities in relation to the celebration of 31st founding anniversary</p>		50,000.00
<p>Universal Children's Day in the Philippines Educate boys and girls about water and sanitation services*  Free meal for kids</p>	<p>No. of school boys and girls from different barangays in Pandi</p>		20,000.00
<p>Christmas Gift from Pandi Water District officials and employees</p>			0.00

<p><b>Poster making contest</b> Production of Brochures on water preservation and conservation. gathering of 2016 Water Patrollers</p>	<p>No. of Boys and Girls participants from both Public and Private school in the Municipality of Pandi * revisit Water Patroller commitment * Selection of new water patroller * One (1) policy on water conservation</p>		20,000.00	
<p>Science and Math Quiz for Grades 4-6 students</p>			20,000.00	
<p>Pipe Laying projects to assure that every households in the community will have access to potable water and promote good sanitation in relation to health (WASH) <b>Enough Supply of Potable Water and Sanitation Services for a better community</b></p>	<p>Total No. of Men /boys and women/ girls from Lumina Homes Pinagkuartelan and barangay Malibong Matanda, will benefit to new pump station and water connections - Improved health and security of women and girls</p>		3,500,000	
			<b>4,116,000.00</b>	

Check and Verified by:

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Elvira Socorro B. Santos  
General Manager / GAD Chairperson

Date:

Variance/ Remarks (10)

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET

FY 2018

Agency / Bureau/ Office : Pandi Water District

Department (Central Office) :

Total Corporate Budget of Agency 50,000,000,00

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)	Total Agency Approved Budget (8)	Responsible Unit/Office (10)
<b>ORGANIZATIONAL FOCUSED</b>							
DBM, NEDA and PCW JC 2012 – 1	Inadequate capacity to integrate gender awareness strategy in the design, management, implementation, monitoring and evaluation of the agency's programs and projects.	To improved management level of awareness on taking the account of women empowerment.	MFO: Organizational career development/ GFPs commitment on gender mainstreaming to addressed gender equality towards gender responsive governance.	Strategic Annual Planning and Budgeting Promotion of innovation towards GENDER responsive governance	Gender awareness approach to be consider in monitoring and evaluation of the agency's programs and projects.	80,000.00	Office of the General manager / Administrative Division
Executive Order (EO) No. 273 (Approving and Adopting the Philippine Plan for Gender-Responsive Development, 1995-2026)	Insufficient capacity to enhance the gender responsive behavior to address gender issues and their implications for policy and practice.	GAD GFPs committee understand their functions and performed their duties effectively	MFO : Organizational Development and Support Services	GAD sensitivity Training and Seminars with integration of VAW laws and Anti Sexual Harassment Act	Increased capacity of GFs in gender responsive manner to mainstream gender and development concepts pursuant to <b>PCW Memorandum Circular No. 2011-01</b>	100, 000.00	Office of the General manager / GAD Focal Point System Committee
Proclamation No. 115-A, s.1996 Proclamation No. 360,s.1989	Low level of awareness to take into account the emergency preparedness and other calamity situations	To enhance men and women level of preparedness and responsible attitude during emergency situation	MFO: Emergency Plan of Action/ Importance of Water during Fire/ Accountability Enhancement	*First Aide Training/ Seminars *Development of First Aide manual : <b>First Aid &amp; Safety at Work (FASW)</b>	Workforce from Water Production and Engineering division equipped with first aide kit to response in emergency situation.	10,000	Office of the General manager / Engineering / Administrative Division
Proclamation No. 224 series 1998 Proclamation No. 227 series 1998 Republic Act No. 6949	Traditional Gender Role women do suffer a dual burden of paid and unpaid labor.	To help overcome social forces that women have been striving.	MFO: Human Resource Development / Better and efficient resources for the organization.	National Women's Day " Have a Break" Valuing <b>The Second Shift</b> ( "the dual burden of paid and unpaid work experienced by working women." )	Recognizing the seemingly elusive work-life balance of women engaged in second shift	10,000	Office of the General manager / Administrative Division



RA 9710 Section 2: women pursue equal opportunities	Insufficient GAD supplemental information necessary in promoting womens rights and welfare	To encourage gender diversity in the workplace	MFO: Human Reosurce Development initiative to promote Gender equality in the workplace	> Procurement of GAD resource materials > Posting of GAD related issues, concerns and relevant information .	Management of gender diversity and nurture understanding of Gender responsive workplace development 1st - 4th Quarters, 2018	10,000	Office of the General Manager / GAD GFPs
DBM, NEDA and PCW JC 2012 – 1	Need to enhance the management system to monitor gender issues	To provide gender information that will conceptualize and updates sex disaggregated data from all division	MFO : Operations and support services	High grade gender issues management on GAD database.	Gender Database 100% accurate / operational	10,000	Office of the General Manager / GAD GFPs
RA 9710 Section 2: women pursue equal opportunities	Gender unresponsive approach prevent effective communication between men and women.	To gain buy-in from individuals, and the entire group to meet agency's transformational development goal.	MFO: Human Resoure initiative to promote WASH / accountability and community relation	Capacity building <b>Theme: We Are Share Holder (WASH) - "Going UP is everybody's business"</b>	To increase level of cooperation between men and women in meeting agency's objectives. One (1) Office order issued to enhance capacities of men and women workers in gender sensitive communication	150,000.00	Office of the General Manager/ Administrative/ Commercial Division
Proclamation No. 1481,s.2008 Proclamation No.1482,s.2008	Low level of awareness on the significant role of trees in water management among digital native students.	To inculcate high level of concerns and knowledge on the sustainable ways to preserve water resources.	MFO: Support to Operation/ Improve groundwater source by integrating activity with WASH	Tree Planting <b>Theme: Digital native and the Digital immigrants working together to save future water.</b>	500 Trees planted near sourface water located in Pandi, Bulacan	10,000.00	Office of the General Manager/ Water Production Division
Proclamation No.339,s.2012	Lack of experience to integrate community women and girls empowerment in the GAD programs and activities	To adopt projects geared toward poverty reduction	MFO: Support to Operation/ Improve groundwater source by integrating activity with WASH	Lakbay Aral to Villar foundation to capacitate GFPs of the foundations good practices in livelihood training : # <b>Education for Livelihood</b>	A well defined commitment to a more gender responsive governance	20,000.00	Office of the General manager / GAD Focal Point System Committee
Proclamation No. 726,s.2004	Insufficient use of effective tool to a new and fruitful arena to level up standard of service among men and women working in local water utility agency.	To addressed communication barrier between men and women workers to increase speed and level of work performance.	MFO: Health and Productivity Management	Health and Wellness Seeking Behavior and Wellness programs: # <b>Health Benefits of Good Communication</b>	All division met the outstanding rate in SPMS	70,000.00	Office of the General Manager / Administrative / Finance Division

CSC Resolution No. 110112: Program on Awards and Incentives for Service Excellence	To value the exemplary work performance of men and women employees	To encourage positive performance output through positive input	MFO: Organizational development/ Productivity enhancement	Recognising employee of the Month/ Year for their exemplary performance inside and outside of work.	Yearly January - December	0.00	Office of the General Manager/ Administrative Division
Proclamation No. 501,s.2003	Insufficient understanding on the importance of reproductive health, healthy lifestyle, and working environment	To increase level of work performance for better service and awareness on laws / policies / issuances on risky habits such as smoking, drugs and alcohol	MFO: Human Resource initiative to promote health and better service	Revisit policy on Smoke-free, Alcohol-free, Drug-free and Gambling-free workplace	Men and women attendance on a one day in-house lectures about the policy on Smoke-free, Alcohol-free, Drug-free and Gambling-free workplace	11,000.00	Office of the GM/ Administrative/ Finance Division
Program/activity that will enhance men and women level of self confidence.	Inadequate opportunity to increase service standard and customer satisfaction	To increase level of customer satisfaction and developed a higher standard of performance among men and women working in local water district.	MFO : Organizational Development and service standard/ accountability enhancement	Pandi Water District Annual Christmas Celebration	Men and women workers developed harmonious relationship and opportunity where they can participate actively in public sector activities; To increase level of self worth that is vital in dealing with customers	100, 000.00	Office of the GM/ Commercial / Administrative Division
<b>CLIENT FOCUSED</b>							
Proclamation No. 760	Poor sanitation practices increase amount of generated waste causing bad effect to communities health and integrity.	To develop a community with strong conviction to protect the environment	MFO: Community relation and promotion of WASH	<b>YES 2 "0"</b> waste Recycling of empty chlorine containers into a plant box to reduce plastic pollution/ Education campaign about WATER Health and Sanitation (WASH)	22 Barangay and public schools	5,000	Office of the GM/Commercial/ Administrative Division
Proclamation No. 1096,s.1973	Insufficient knowledge about the effect of poor lifestyle among men and women concessionaires	To increase awareness about heart disease	MFO: Accountability Enhancement Services / Health Promotion for community development	*Production of health awareness brochure * Education campaign about balance diet * <b>Munting Regalo Mula sa PUSO</b> for men and women on February 14	Men and Women Concessionaires ages 30 and above	4,000	Office of the GM/Commercial/ Administrative Division
Proclamation No.711,s.1996	Lack of access to suitable sanitation facilities, a major obstacle for girl child education	To encourage parents to send thier girl child to school.	MFO: Accountability Enhancement Services / Promotion of WASH for community development	Enhancement of school sanitation facilities suitable for school age girls/ Donation of toilet bowl and or urinal/ Promotion of WASH	To develop a worry free environment for girl child parents about sexual advances from boys in mixed toilets.	10,000	Office of the GM/Engineering Division

Proclamation No. 266, s. 1988	Mothers day and Fathers day celebration	To magnify the great contribution of father and mother in the family and community.	MFO: Community relation and promotion of WASH	Mother's day celebration / <i>Distribution of brochures / tarpaulin/ gifts</i>	To honor parenthood / concessionaires for their role in building a strong foundation of community- the family	2,000	Office of the General Manager / Commercial/ Admin Division
				Father's day celebration / Production of <i>brochures/ Gifts for Fathers/ tarpaulin</i>		2,000	
Proclamation No.470,s.1994 / RA 9994	Low level of awareness to strengthen the willingness to live among the Increasing population of the elderly.	To partner with the community in promoting the welfare the increasing number of senior citizens	MFO: Community relation and promotion of WASH	Elderly Filipino Week * Gift giving and short program for senior citizens	Number of male and female senior citizens from 22 barangays ages 60 and above	10,000	Office of the General Manager / Commercial/ Admin Division
RA 8425	Increasing number of unwed girls and boys / teenage pregnancies/ pre- marital sex	To improve living condition of girls and boys through counseling livelihood training.	MFO: Support to Operation/ Poverty reduction	Counseling Livelihood training to generate income and reduce poverty	No. of would be couples attended the counseling and livelihood training	20,000	Office of the General Manager / Commercial and Admin Division
Proclamation No.1172, s. 2006	Low level of community awareness about gender-based violence.	To promote women's rights and increase level of awareness through programs and projects.	MFO: Accountability Enhancement Services	18 Day campaign to End Violence Against Production and distribution of GAD advocacy materials on women's rights ( flyers, leaflets,primers) * Film showing * 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 * Livelihood training	Total no. of women informed/educate Recognized the issues related to womens health and well being.	20,000.00	Office of the General Manager / All Division
	Inadequate tools to integrate gender responsive program/ activity of the anniversary celebration.	To benefit men/boy and women/girls concessionaires, employees and the community.	MFO: Community relation and promotion of WASH	32nd founding Anniversary of Pandi Water district- Water Health and Sanitation program- for client Production of Pan-WD brochures Free meals for concessionaires	Equity and equality of men and women in the program and activities in relation to the celebration of 32nd founding anniversary	70,000,00	Office of the General Manager / All Division

Proclamation No. 265,s.1967	Insufficient programmes and projects that benefits girls/ boys.	To promote well-being and welfare of boys and girls	MFO: Human Resource initiative to promote WASH / accountability and community relation	Universal Children's Day in the Philippines *Promotion of WASH Educate boys and girls about water and sanitation services * Meal for boys and girls from different barangays	Yearly	20,000.00	Office of the General Manager / All Division
				Christmas Gift to boys and girls (children of concessionaires)from Pandi Water District officials and employees	Yearly	0.00	Office of the General Manager / Commercial and Admin Division
Republic Act No. 9275: The Philippine Clean Water Act of 2004	Lack of opportunity to encourage boys and girls participation in program/ activities that protects the environment and giving details on the importance of clean water.	To enhance policy of economic growth in a manner consistent with the protection, preservation and conservation of groundwater.	MFO: Human Resource initiative to promote WASH / accountability and community relation	<b>Poster making contest</b> Production of Brochures on water preservation and conservation. gathering of 2016 Water Patrollers	No. of Boys and Girls participants from both Public and Private school in the Municipality of Pandi * revisit Water Patroller commitment * Selection of new water patroller	20,000.00	Office of the General Manager / Commercial/ Admin Division
				Kiddie Patroller ( Water preservation and conservation marathon , targeting the elementary boys and girls * Film showing	No. of boys and girls from public and private elementary schools	20,000	Office of the General Manager / Water Productionand Admin Division
PD 198	Insufficient supply of potable water and sanitation services	To provide continuous supply of adequate, safe and potable water and sanitation services	MFO: Mandate of Water and Sanitation services / Accountability Enhancement Services/ support to operation	Pipe Laying/ Rehabilitation of pipelines/ programs and activities : PANDI-WD geared up to a sustainable development	No. of women and girls will benefit from a sustainable supply of water and sanitation services: Target poor community without access to potable water and adequate sanitation services.	4,500,000	Office of the General manager / Engineering / Administrative Division
<b>TOTAL</b>						<b>5,014,000</b>	

Prepared by:

\_\_\_\_\_  
Mila P. Mendoza  
Admin Serv Assist. C / GAD Tech Working Group

Check and Verified by:

\_\_\_\_\_  
Elvira Socorro B. Santos  
General Manager / GAD Chairperson

Date: \_\_\_\_\_

Date : \_\_\_\_\_









Agency / Bureau/ Office : Pandi Water District Department

Agency / Bureau/ Office : 50,000,000.00

Total Corporate Budget of Agency : 50,000,000.00

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)	
<b>ORGANIZATIONAL FOCUSED</b>					
<b>ORGANIZATIONAL FOCUSED</b>					
DBM, NEDA and PCW JC 2012 – 1	Inadequate capacity to integrate gender awareness strategy in the design, management, implementation, monitoring and evaluation of the agency's programs and projects.	To improved management level of awareness on taking the account of women empowerment.	MFO: Organizational career development/ GFPs commitment on gender mainstreaming to addressed gender equality towards gender responsive governance.	Strategic Annual Planning and Budgeting Promotion of innovation towards GENDER responsive governance	
DBM, NEDA and PCW JC 2012 – 1	Need to integrate gender awareness strategy in the design, management, implementation, monitoring and evaluation of the agency's programs and projects.	Insufficient capacity to enhance the gender responsive behavior to address gender issues and their implications for policy and practice.	GAD GFPs committee understand their functions and performed their duties effectively	MFO : Organizational Development and Support Services GAD sensitivity Training and Seminars with integration of VAW laws and Anti Sexual Harassment Act	
Executive Order (EO) No. 273 (Approving and Adopting the Philippine Plan for Gender-Responsive Development, 1995-2026)	Need to enhance the gender responsive behavior to address gender issues and their implications for policy and practice.	Proclamation No. 115-A, s.1996 Proclamation No. 360,s.1989	Low level of awareness to take into account the emergency preparedness and other calamity situations	To enhance men and women level of preparedness and responsible attitude during emergency situation	MFO: Emergency Plan of Action/ Importance of Water during Fire/ Accountability Enhancement *First Aide Training/ Seminars *Development of First Aide manual : <b>First Aid &amp; Safety at Work (FASW)</b>
RA 9710 Section 2: women pursue equal opportunities	Insufficient design of Gender responsive restrooms	Proclamation No. 224 series 1998 Proclamation No. 227 series 1998 Republic Act No. 6949	Traditional Gender Role women do suffer a dual burden of paid and unpaid labor.	To help overcome social forces that women have been striving.	MFO: Human Resource Development / Better and efficient resources for the organization. National Women's Day " Have a Break" Valuing <b>The Second Shift</b> ( "the dual burden of paid and unpaid work experienced by working women." )

Proclamation No. 115-A, s.1996 Proclamation No. 360,s.1989	Need to take into account the emergency preparedness and other calamity situations	RA 9710 Section 2: women pursue equal opportunities	Insufficient GAD supplemental information necessary in promoting womens rights and welfare	To encourage gender diversity in the workplace	MFO: Human Reosurce Development initiative to promote Gender equality in the workplace	> Procurement of GAD resource materials > Posting of GAD related issues, concerns and relevant information .
Proclamation No. 224 series 1998 Proclamation No. 227 series 1998 Republic Act No. 6949	Traditional Gender Role , women having to do a large amount of both paid and unpaid work, leading to the <b>double burden</b> .	DBM, NEDA and PCW JC 2012 – 1	Need to enhance the management system to monitor gender issues	To provide gender information that will conceptualize and updates sex disaggregated data from all division	MFO : Operations and support services	High grade gender issues management on GAD database.
RA 9710 Section 2: women pursue equal opportunities	Lack of access of women and men employees to GAD information necessary in promoting their rights and welfare	RA 9710 Section 2: women pursue equal opportunities	Gender unresponsive approach prevent effective communication between men and women.	To gain buy-in from individuals, and the entire group to meet agency's transformational development goal.	MFO: Human Resoure initiative to promote WASH / accountability and community relation	Capacity building <b>Theme: We Are Share Holder (WASH) - "Going UP is everybody's business"</b>
DBM, NEDA and PCW JC 2012 – 1	No Gender Database	Proclamation No. 1481,s.2008 Proclamation No.1482,s.2008	Low level of awareness on the significant role of trees in water management among digital native students.	To inculcate high level of concerns and knowledge on the sustainable ways to preserve water resources.	MFO: Support to Operation/ Improve groundwater source by integrating activity with WASH	Tree Planting <b>Theme: Digital native and the Digital immigrants working together to save future water.</b>
RA 9710 Section 2: women pursue equal opportunities	Gender stereotyping prevent effective communication between men and women.	Proclamation No.339,s.2012	Lack of experience to integrate community women and girls empowerment in the GAD programs and activities	To adopt projects geared toward poverty reduction	MFO: Support to Operation/ Improve groundwater source by integrating activity with WASH	Lakbay Aral to Villar foundation to capacitate GFPs of the foundations good practices in livelihood training : # <b>Education for Livelihood</b>
Proclamation No. 1481,s.2008 Proclamation No.1482,s.2008	Low level of awareness on the significant role of trees in water management -	Proclamation No. 726,s.2004	Insufficient use of effective tool to a new and fruitful arena to level up standard of service among men and women working in local water utility agency.	To addressed communication barrier between men and women workers to increase speed and level of work performance.	MFO: Health and Productivity Management	Health and Wellness Seeking Behavior and Wellness programs: # <b>Health Benefits of Good Communication</b>
Proclamation No. 1021,s. 1997	Low level of awareness on the potential benefits of controlled bloodletting	CSC Resolution No. 110112: Program on Awards and Incentives for Service Excellence	To value the exemplary work performance of men and women employees	To encourage positive performance output through positive input	MFO: Organizational develoment/ Productivity enhancement	Recognising employee of the Month/ Year for their exemplary performance inside and outside of work.

Proclamation No.339,s.2012	Lack of experience to integrate community women and girls empowerment in the GAD programs and activities	Proclamation No. 501,s.2003	Insufficient understanding on the importance of reproductive health, healthy lifestyle, and working environment	To increase level of work performance for better service and awareness on laws / policies / issuances on risky habits such as smoking, drugs and alcohol	MFO: Human Resource initiative to promote health and better service	Revisit policy on Smoke-free, Alcohol-free, Drug-free and Gambling-free workplace
Proclamation No. 726,s.2004	Need to engage in a satisfying challenge that improves workforce fitness and healthy workplace	Program/activity that will enhance men and women level of self confidence.	Inadequate opportunity to increase service standard and customer satisfaction	To increase level of customer satisfaction and developed a higher standard of performance among men and women working in local water district.	MFO : Organizational Development and service standard/ accountability enhancement	Pandi Water District Annual Christmas Celebration
CSC Resolution No. 110112: Program on Awards and Incentives for Service Excellence	Need to value the exemplary work performance of men and women employees	<b>CLIENT FOCUSED</b>				
Proclamation No. 1109,s.1997	Need to engage to environmental activity and corrective measures that will results in fuel savings.	Proclamation No. 760	Poor sanitation practices increase amount of generated waste causing bad effect to communities health and integrity.	To develop a community with strong conviction to protect the environment	MFO: Community relation and promotion of WASH	<b>YES 2 "0"</b> waste Recycling of empty chlorine containers into a plant box to reduce plastic pollution/ Education campaign about WATER Health and Sanitation (WASH)
Proclamation No.359,s.1956	Insufficient mechanism and value of safety rules.	Proclamation No. 1096,s.1973	Insufficient knowledge about the effect of poor lifestyle among men and women concessionaires	To increase awareness about heart disease	MFO: Accountability Enhancement Services / Health Promotion for community development	*Production of health awareness brochure * Education campaign about balance diet * <b>Munting Regalo Mula sa PUSO</b> for men and women on February 14
Proclamation No. 501,s.2003	Insufficient knowledge and skills to improve both men and women own and their families overall wellness.	Proclamation No.711,s.1996	Lack of access to suitable sanitation facilities, a major obstacle for girl child education	To encourage parents to send thier girl child to school.	MFO: Accountability Enhancement Services / Promotion of WASH for community development	Enhancement of school sanitation facilities suitable for school age girls/ Donation of toilet bowl and or urinal/ Promotion of WASH
Program/activity that will enhance men and women level of self confidence.	Need to encourage a higher standard of customer satisfaction and service standard	Proclamation No. 266, s. 1988	Mothers day and Fathers day celebration	To magnify the great contribution of father and mother in the family and community.	MFO: Community relation and promotion of WASH	Mother's day celebration / <i>Distribution of brochures / tarpaulin/ gifts</i>

<b>CLIENT FOCUSED</b>						Father's day celebration / Production of brochures/ Gifts for Fathers/ tarpaulin
Proclamation No. 760	Poor sanitation due to population transfer and increase amount of generated waste causing not only cluttered streets and bad odors but also, negative health and environmental impacts.	Proclamation No.470,s.1994 / RA 9994	Low level of awareness to strengthen the willingness to live among the Increasing population of the elderly.	To partner with the community in promoting the welfare the increasing number of senior citizens	MFO: Community relation and promotion of WASH	Elderly Filipino Week * Gift giving and short program for senior citizens
Proclamation No. 1096,s.1973	Low level of awareness on the growing prevalence of heart cases among men and women concessionaires	RA 8425	Increasing number of unwed girls and boys / teenage pregnancies/ pre- marital sex	To improve living condition of girls and boys through counseling livelihood training.	MFO: Support to Operation/ Poverty reduction	Counseling Livelihood training to generate income and reduce poverty
Proclamation No. 711,s.1996	Need to Informed. Empowered. Acceptance the public about Autism	Proclamation No.1172, s. 2006	Low level of community awareness about gender-based violence.	To promote women's rights and increase level of awareness through programs and projects.	MFO: Accountability Enhancement Services	18 Day campaign to End Violence Against Production and distribution of GAD advocacy materials on women's rights ( flyers, leaflets,primers) * Film showing * 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 * Livelihood training
Proclamation No.711,s.1996	Increase population of school-age boys and girls are out of school		Inadequate tools to integrate gender responsive program/ activity of the anniversary celebration.	To benefit men/boy and women/girls concessionaires, employees and the community.	MFO: Community relation and promotion of WASH	32nd founding Anniversary of Pandi Water district- Water Health and Sanitation program- for client Production of Pan-WD brochures Free meals for concessionaires

	Lack of access to suitable sanitation facilities, a major obstacle for girl child education	Proclamation No. 265,s.1967	Insufficient programmes and projects that benefits girls/ boys.	To promote well-being and welfare of boys and girls	MFO: Human Resoure initiative to promote WASH / accountability and community relation	Universal Children's Day in the Philippines *Promotion of WASH Educate boys and girls about water and sanitation services * Meal for boys and girls from different barangays
Proclamation No. 266, s. 1988	" Mothers day" and "Fathers day celebration scarcely made a dent in millinial babies lives.					Christmas Gift to boys and girls (children of concessionaires)from Pandi Water District officials and employees
		Republic Act No. 9275: The Philippine Clean Water Act of 2004	Lack of oppotunity to encourage boys and girls participation in program/ activities that protects the environment and giving details on the importance of clean water.	To enhance policy of economic growth in a manner consistent with the protection, preservation and conservation of groundwater.	MFO: Human Resoure initiative to promote WASH / accountability and community relation	<b>Poster making contest</b> Production of Brochures on water preservation and conservation. gathering of 2016 Water Patrollers
Proclamation No.470,s.1994 / RA 9994	Insufficient family and community support and self help of Increasing population of the elderly.					Kiddie Patroller ( Water preservation and conservation marathon , targeting the elementary boys and girls * Film showing
RA 8425	Need to elevate the living condition of women and girls	PD 198	Insufficient supply of potable water and sanitation services	To provide continous supply of adequate,safe and potable water and sanitation services	MFO: Mandate of Water and Sanitation services / Accountability Enhancement Services/ support to operation	Pipe Laying/ Rehabilitation of pipelines/ programs and activities : PANDI-WD geared up to a sustainable development
Proclamation No.1172, s. 2006	Need to increase community awareness about gender-based violence.	<b>TOTAL</b>				
	Need to mainstreaming gender needs in the program/ activity of the anniversary celebration.					
Proclamation No. 265,s.1967	Insufficient programmes and projects that benefits women and children.					

Republic Act No. 9275: The Philippine Clean Water Act of 2004	Need to encourage boys and girls participation in program/ activities that protects the environment and giving details on the importance of clean water.
PD 198	Inadequate and inaccessible water supply increase number of women and girls non-productive tasks, perpetuating their absence from decision making and other profitable pursuits.
<b>TOTAL</b>	

Prepared by:

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Check and Verified by:

Mila P. Mendoza  
Admin Serv Assist. C / GAD Tech Working Group

Prepared by:

\_\_\_\_\_  
Mila P. Mendoza  
Secretariat / GAD Focal Point

Date: \_\_\_\_\_

ment (Central Office) :

Performance Indicators and Target ( 6)	Total Agency Approved Budget (8)	Responsible Unit/Office (9)
Gender awareness approach to be consider in monitoring and evaluation of the agency's programs and projects.	80,000.00	Office of the General manager / Administrative Division
Increased capacity of GFs in gender responsive manner to mainstream gender and development concepts pursuant to <b>PCW Memorandum Circular No. 2011-01</b>	100, 000.00	Office of the General manager / GAD Focal Point System Committee
Workforce from Water Production and Engineering division equipped with first aide kit to response in emergency situation.	10,000	Office of the General manager / Engineering / Administrative Division
Recognizing the seemingly elusive work-life balance of women engaged in second shift	10,000	Office of the General manager / Administrative Division

Management of gender diversity and nurture understanding of Gender responsive workplace development	10,000	Office of the General Manager / GAD GFPs
Gender Database 100% accurate / operational	10,000	Office of the General Manager / GAD GFPs
To increase level of cooperation between men and women in meeting agency's objectives. One (1) Office order issued to enhance capacities of men and women workers in gender sensitive communication	150,000.00	Office of the General Manager/ Administrative/ Commercial Division
500 Trees planted near surface water located in Pandi, Bulacan	10,000.00	Office of the General Manager/ Water Production Division
A well defined commitment to a more gender responsive governance	20,000.00	Office of the General manager / GAD Focal Point System Committee
All division met the outstanding rate in SPMS	70,000.00	Office of the General Manager / Administrative / Finance Division
Yearly January - December	0.00	Office of the General Manager/ Administrative Division



Men and women attendance on a one day in-house lectures about the policy on Smoke-free, Alcohol-free, Drug-free and Gambling-free workplace	11,000.00	Office of the GM/ Administrative/ Finance Division
Men and women workers developed harmonious relationship and opportunity where they can participate actively in public sector activities; To increase level of self worth that is vital in dealing with customers	100, 000.00	Office of the GM/ Commercial / Administrative Division
22 Barangay and public schools	5,000	Office of the GM/Commercial/ Administrative Division
Men and Women Concessionaires ages 30 and above	4,000	Office of the GM/Commercial/ Administrative Division
To develop a worry free environment for girl child parents about sexual advances from boys in mixed toilets.	10,000	Office of the GM/Engineering Division
To honor parenthood / concessionaires for their role in building a strong foundation of community- the family	2,000	Office of the General Manager / Commercial/ Admin Division

	2,000	
Number of male and female senior citizens from 22 barangays ages 60 and above	10,000	Office of the General Manager / Commercial/ Admin Division
No. of would be couples attended the counseling and livelihood training	20,000	Office of the General Manager / Commercial and Admin Division
Total no. of women informed/educate Recognized the issues related to womens health and well being.	20,000.00	Office of the General Manager / All Division
Equity and equality of men and women in the program and activities in relation to the celebration of 32nd founding anniversary	70,000,00	Office of the General Manager / All Division

Yearly	20,000.00	Office of the General Manager / All Division
Yearly	0.00	Office of the General Manager / Commercial and Admin Division
No. of Boys and Girls participants from both Public and Private school in the Municipality of Pandi * revisit Water Patroller commitment * Selection of new water patroller	20,000.00	Office of the General Manager / Commercial/ Admin Division
No. of boys and girls from public and private elementary schools	20,000	Office of the General Manager / Water Production and Admin Division
No. of women and girls will benefit from a sustainable supply of water and sanitation services: Target poor community without access to potable water and adequate sanitation services	4,500,000	Office of the General manager / Engineering / Administrative Division
	<b>5,014,000</b>	

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Elvira Socorro B. Santos  
*General Manager / GAD Chairperson*

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