

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FOR CY 2025**

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

Total Corporate Budget of Agency : **63,380,044.27**
 Total GAD Budget : **3,470,820.17**
 % of GAD Allocation : **5.48%**

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 (7)	Source of Budget (8)	Responsible Unit/Office (9)
ORGANIZATION- FOCUSED								
1. DBM, NEDA and PCW JC 2012 – 1 2. Proclamation Nos. 922 and 929	The need for a sustainable actions and projects to address the growing population of Pandi that needs adequate, affordable and potable water supply.	To deliver results and outcomes that will improve the quality of water and sanitation services offered to the community. To have a Specific, Measurable, Achievable, Realistic and Time Bound (SMART) goals for the community's welfare.	General Administrative and Support Services (GASS)	Corporate Business Planning and Budgeting	The PanWaDis Management will be able to address and anticipate challenges, agency and stakeholder's concerns resulting to more effective PAPs with integrating gender awareness and come up with a Business Plan that is attainable and flexible.	60,000.00	Corporate Budget	Administrative and General Services Division
1. Executive Order (EO) No. 273 (Approving and Adopting the Philippine Plan for Gender-Responsive Development, 1995-2026)	Limited access of programs and trainings relevant to developing employee's skills, techniques and knowledge that can be applied in the workplace	To ensure that majority of PanWaDis employees are well equipped with trainings relevant to their duties and responsibilities in the agency.	1. Human Resource Development Services 2. Support to Operations (STO)	Appropriate training and seminars or online webinars to the PanWaDis employees	Majority of PanWaDis male and female employees to attend appropriate trainings and seminar	149,500.00	Corporate Budget	Administration and General Services Division
CSC MC no. 21,s. 2009	Lack of health and wellness activities resulting in not being productive, losing inspiration and sometimes burn out at work	1. To encourage men and women PanWaDis Employees to be productive and to be inspired to perform their duties and responsibilities 2. To enhance the employees' communication and interaction skills within the agency. 3. To strengthen team collaboration in result for a successful goal.	1. General Administrative and Support Services (GASS) 2. Support To Operation (STO)	Corporate Team Building Activities/ Sport Fest Activities	Promotion of health and wellness through conducting activities that includes the organization. 100% attendance of men and women PanWaDis Officers and Employees	90,000.00	Corporate Budget	Administration and General Services Division

<p>Limited awareness and knowledge to the GAD Concepts and GFPS role and function</p>	<p>Limited access to program and trainings relevant to perform GAD related preparation and activities</p>	<p>To give additional knowledge on matters concerning GAD issues and to integrate gender sensitive/gender-neutral in workplace or in programs and projects</p>	<p>1. General Administrative and Support Services (GASS) 2. Support To Operation (STO)</p>	<p>1. Gender and Development Sensitivity Enhancement Training 2. Training on Gender Analysis Harmonized GAD Guideline (HGAG) Planning and Budgeting 3. Benchmarking activity to the other water district with full implementation of GAD related activities</p>	<p>1. At least 2 members of GFPS attend appropriate seminar on GAD 2. All members of GAD Committee to participate in benchmarking activity</p>	<p>30,000.00</p>	<p>Corporate Budget</p>	<p>GAD Technical Working Group Administration and General Services Division</p>
<p>CSC Resolution No. 110112: Program on Awards and Incentives for Service Excellence</p>	<p>The need to acknowledge and to continuously encourage employees to deliver the best service to the public.</p>	<p>To improve operations and other acts of service for the public interest.</p>	<p>1. General Administrative and Support Services (GASS) 2. Support To Operation (STO)</p>	<p>1. Program on the Loyalty Awardee 2. Awarding Ceremony</p>	<p>1. Qualified employees who have rendered service in the past 10 years. 2. The management encourages creativity, innovativeness, efficiency, integrity, and productivity among men and women employees.</p>	<p>40,000.00</p>	<p>Corporate Budget</p>	<p>Administration and General Services Division</p>
<p>1. CSC Memorandum Circular No. 13, s. 2017 dated April 19, 2017 Guidelines on the Mandatory Random Drug Test for Public Officials and Employees and for other Purposes 2. Section 36 (d) of RA No. 9165 3. Section 46 (A) (3), Rule 10 of the Revised Rules on Administrative Cases in the Civil Service (RRACCS)</p>	<p>The need to ensure that Pandi Water District remains a drug-free workplace.</p>	<p>To increase the level of work performance for better services with awareness on laws/policies / issuances on risky habits such as smoking, drugs, and alcohol</p>	<p>1. General Administrative and Support Services (GASS)</p>	<p>Mandatory Random Drug Test for Public Officials and Employees.</p>	<p>1. Implementation of Drug-Free Workplace Policy and Programs consistent with existing laws, rules and regulations 2. 100 % drug-free workplace as provided by the Comprehensive Dangerous Drugs Act of 2002</p>	<p>15,000.00</p>	<p>Corporate Budget</p>	<p>Administration and General Services Division</p>

DBM Budget Circular No. 6 series of 2024	Lack of benefits of government workers to support their access to health maintenance organization (HMO) benefits.	To give additional benefits or allowances to personal well-being of employees.	General Administrative and Support Services (GASS)	Annual Medical Allowance for Government Employees	100% qualified employees to avail such benefit	294,000.00	Corporate Budget	Administration and General Services Division
Limited time for the employees to gather and celebrate the season of giving	Inadequate opportunity to have an appreciation gathering and year-end assessment for the services rendered by the employees throughout the year	1. To bring the spirit of Christmas into the workplace. 2. To appreciate the employees exerted effort to the agency. 3. To have a chance to celebrate Christmas in meaningful way.	General Administrative and Support Services (GASS)	PanWaDis Annual Christmas Gathering/ Year-end Assessment	100% attendance of PanWaDis Male and Females Officers and Employees	180,000.00	Corporate Budget	Administration and General Services Division
R.A No. 11210 (105-Day Expanded Maternity Leave Law), the expanded maternity leave period of women employees to provide them with ample maternal function with her new born and in order to regain health and overall well-being.	The need to strictly comply with the laws in the availment of maternity and paternity leave.	To provide availment of maternity and paternity leave benefits for female and qualified male employees of the agency.	General Administrative and Support Services (GASS)	Maternity Leave Benefits, Paternity Leave Benefits and Special Leave benefits for women to the qualified employees	No. of application for the availment of such leave and 100% processed of the availment of leave.	600,091.77	Corporate Budget	Administration and General Services Division
Republic Act No. 10771	1. The need to promote the environmental changes that affects the community. 2. Need to enforce the promotion of sustainable development.	1. To strengthen the promotion of sustainable ways to preserve natural resources. 2. To give awareness to the community that we should also prioritize a safe and healthy environment for the present and future generations.	Corporate Social Responsibility (CSR)	1. Greening of Pandi WD pump stations 2. Vegetable/Fruit growing 3. Environmental Management	1. Number of Trees and vegetables planted to Pandi Water District's pump stations	25,000.00	Corporate Budget	Water Quality and Production Division / Administration and General Services Division

Republic Act No. 11036 or the Mental Health Act of 2018.	Lack of awareness with the rampant mental health issues happening in the government agencies.	1. To raise awareness on how to take care of the mental health of the employees. 2. To spotlight mental health related issues and to combat associated stigmas.	General Administrative and Support Services (GASS) and Corporate Social Responsibility (CSR)	One-day Mental Health Awareness Campaign conducted by Mental Health Practitioners or Resource Speakers during the celebration of Mental Health Awareness Month (October)	Majority of PanWaDis male and female employees to attend this activity	20,000.00	Corporate Budget	Administration and General Services Division
CLIENT- FOCUSED								
1. CCC no. 271 issued December 5, 1986 2. Pandi Water District Founding Anniversary	1. Lack of opportunity to integrate gender responsive programs and activities to celebrate the agency's founding anniversary. 2. Lack of opportunity to give back simple appreciation to the served community	To benefit men/boy and women/girls concessionaires, employees and the community of the district continued effective operation.	1. General Administrative and Support Services (GASS) 2. Support To Operation (STO)	1. Celebrating the 39th founding Anniversary of Pandi Water District. 2. Giving away raffle prizes and tokens to the consuming public	1. Equity and equality of men and women in the program and activities in relation to the celebration of 39th founding anniversary 2. First 100 concessionaires	50,000.00	Corporate Budget	GFPS/ All Divisions
1. Proclamation No. 224 s. 1988 declaring the first week of March each year as Women's Week and March 8 as Women's Rights and International Peace Day 2. Proclamation No. 227 s. 1988 providing for the observance of the Month of March as Women's Role in History Month 3. Republic Act (RA) 6949 s. 1990 declaring March 8 of every year as National Women's Day.	The need to continuously raise the awareness of the community regarding gender equality and women's vital role in the society.	1. To promote awareness on the celebration of National Women's Month and International Women's Day. 2. To be part of the Philippine Commission on Women campaign to promote gender equality. 3. To strengthen the women's empowerment campaign in the field of Education.	Human Resource Development Services and Corporate Social Responsibility (CSR)	National Women's Day Celebration 2025, Theme: <i>WE for gender equality and inclusive society. Sub-theme: Babae sa lahat ng Sektor, Aangat ang Bukas sa Bagong Pilipinas.</i>	PanWaDis partnering with the PCW campaign aims to: 1. Promote awareness on gender equality and women empowerment of Officers and Employees 2. Appreciate the vital role of women in the community. Beneficiaries: 1. 100 women and girls (may include men/boys) 2. All Female Employees of PanWaDis 3. Female employees from the field of Education	30,000.00	Corporate Budget	Administration and General Services Division
Republic Act 9155, "Governance of Basic Education Act of 2001,"	The need to prioritize the current situation of boys and girls from public and private schools brought to us by the present digital age, excessive usage of different social media platforms that may affect the physical, mental, hygiene and well-being of students.	1. Promoting the agency's mandate in providing Water, Sanitation, and Hygiene (WASH) resulting to a protective school environment. 2. To support Water, Sanitation and Hygiene in Schools (WinS) program of DepED. 2. To promote different sports activities to boys and girls.	Corporate Social Responsibility (CSR)	Promoting Health and Wellness of Students relevant to the Water, Sanitation and Hygiene (WASH) in Schools.	1. Installation of Handwashing facility in selected schools within the service coverage area of PanWaDis 2. Distribution of Hygiene Kit for Students 3. Distribution of different sports tools and equipment. 4. Educational campaign about the effects of excessive use of gadgets, social media/internet.	40,000.00	Corporate Budget	Administration and General Services Division,

Republic Act 9155, "Governance of Basic Education Act of 2001,"	Lack of collaboration of government agencies in promoting resiliency in basic education.	To become part of the DepEd's effort in promoting safe learning environment in delivering quality education.	Corporate Social Responsibility (CSR)	Participate in annual Balik Eskwela Program by incorporating the agency's mandate to promote Water, Sanitation and Hygiene (WASH)	Supporting Brigada Eskwela 2025 in selected schools within the service coverage area of PanWaDis	20,000.00	Corporate Budget	Administration and General Services Division
Senior Citizens in consonance with RA 7876	Lack of appreciation to elderly and senior citizens in the community	To recognize the elderly and senior citizens during the Elderly Week Celebration (October 17, 2025)	Corporate Social Responsibility (CSR)	1. Activities to honor the contribution of the elderly in our family and the society by incorporating Water, Sanitation and Hygiene (WASH) 2. Continues availment of Senior Citizen discount on their water bill.	1. 100 men and women Senior Citizens 2. 100% of the Senior Citizen with water service connection could avail of the SC discount	50,000.00	Corporate Budget	Administration and General Services Division, Commercial Division
Republic Act No. 10661	1. The need to appreciate the existences of children in the society. 2. Inadequate programs and projects that benefits girls and boys in the community.	1. To observe National Children's Month in rites and prepare simple gathering and activities for children. 2. To promote the agency's mandate Water, Sanitation and Hygiene (WASH) in children's early stages of development.	Corporate Social Responsibility (CSR)	National Children's Month Activities (2nd week of November): 1. Promotion of WASH: To educate boys and girls about water and sanitation services. 2. To distribute meal & hygiene kit for boys and girls from different barangays within the service coverage area.	1. Educational Campaign of "Malinis na Kamay para sa Kinabukasan ng Bayan" 2. Healthy food for good health 3. Promotion of WASH through hygiene kits 4. 150 boys and girls within the service coverage area.	50,000.00	Corporate Budget	1. Commercial and Finance Division 2. OGM

<p>Presidential Proclamation 1172, Series of 2006</p>	<p>1. The need to increase awareness about gender-based violence. 2. The need to integrate the awareness of violence against women in the community.</p>	<p>1. To support the PCW Advocacy on the Campaign of Anti-Violence Against Women. 2. To promote economic upliftment and women's rights by protecting women and their children from violence.</p>	<p>Corporate Social Responsibility (CSR)</p>	<p>18 Day campaign to End Violence Against Women (Anti-VAW) November 25-December 12, 2025</p>	<p>PanWaDis partnering with the PCW campaign aims to: 1. Promote awareness on the forms of violence women and girls experience; 2. Provide information on laws protecting women and girls; 3. Feature VAW-related services that people can access and avail. 4. To gather public support for the campaign thru online information dissemination.</p>	<p>30,000.00</p>	<p>Corporate Budget</p>	<p>1. Administration and General Services Division 2. Commercial Division</p>
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GAD ATTRIBUTABLE PROJECTS

<p>Access of men and women to safe, potable and affordable water supply</p>	<p>Need to continue projects to hit the target of unhampered delivery of safe water supply services to individual households and communities to maintain personal hygiene and good health.</p>	<p>To promote effective management of sufficient supply of potable and economically viable water to the community.</p>	<p>Corporate Social Responsibility (CSR)/ Support to Operations (STO)</p>	<p>Implementation of the proposed pipelines at San Roque-Poblacion Pandi Bulacan</p>	<p>1. 24/7 sufficient water to areas who experience poor to no water supply. 2. Increased percentage of customer satisfaction survey. 3. Additional household served. 4. Improvement of facilities</p>	<p>1,572,845.40</p>	<p>Corporate Budget (Note: GAD Budget computed at 70% of estimated cost of project)</p>	<p>Production and Water Quality Division</p>
				<p>Construction & Renovation includes: *Building, structures, pump stations</p>		<p>124,383.00</p>		<p>Engineering and Construction Division</p>
<p>TOTAL</p>						<p>3,470,820.17</p>		

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