

# ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT FOR CY 2023

Agency / Bureau/ Office	Pandi Water District	Total Corporate Budget of Agency	135,955,519.99
Region	III	Total GAD Budget	72,101,470.00
Province	Bulacan	% of GAD Allocation	53.03%
Municipality	Pandi	% of GAD Budget Accomplishment	15.74%

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 Results (Outputs/ Outcomes) (7)	Total Agency Approved Budget (7)	Actual Cost/Expenditure (8)	Variance/Remarks (10)
ORGANIZATION - FOCUSED									
1. DBM, NEDA and PCW JC 2012 – 1 2. Proclamation Nos. 922 and 929	Need to draw a real picture of the district's performance in reducing poverty, growing the economy, and attaining other development objectives and services to internal and external clients and transformed communities	Delivering outputs and outcomes that will ultimately improve quality of life (crucial during a pandemic) through the sustainable and economically viable supply of water particularly of the poor and vulnerable.	General Administrative and Support Services (GASS)	Corporate Business Planning and Budgeting	The Pandi WD was able to anticipate challenges, stakeholders' concerns and needs - a proactive approach to integrate gender awareness in the PAPs that results in women empowerment, and a Business plan that is lean and flexible.	The proposed Annual Planning for this year was canceled, although the agency still managed to formulate an attainable budget and allocation for the year 2024 for the premises of the office building. Hence this annual corporate planning will be forwarded to the next Gender and Development (GAD) Project 2024.	100,000.00	0.00	100,000.00

<p>Need to encourage men and women to take part in the health and wellness activities and enhanced team spirit</p>	<p>The new realities stemming from the national health condition crisis demand digital tools for the modern workforce.</p>	<p>Workforces up to speed on the latest processes, procedures, and best practices, whether they were on the front lines or suddenly forced to work from home.</p>	<p>1. HRD Initiative - Employee Engagement / Capacity Building 2. Support to Operations (STO)</p>	<p>Training and Seminars / Online webinars/ Greater social protection for women, one of the most affected groups in the COVID-19 crisis, and other gender related concepts to mitigate the effect of economic crisis due to</p>	<p>Building for Capacity TEAMWORK</p>	<p>Organizations have adapted to the new norm, the workforce is equipped with the information and training they need, on the job and within the flow of work, prepared to address customers' needs and deliver a consistent public service.</p>	<p>Organizations have adapted to the new norm, the workforce is equipped with the information and training they need, on the job and within the flow of work, prepared to address customers' needs and deliver a consistent public service.</p>	<p>*25% of PanWaDis employees attended webinars and face-to-face trainings to improve individual skills. *Some scheduled trainings were canceled and free of charge.</p>	<p>316,356.75</p>
<p>Need to encourage men and women to take part in the health and wellness activities and enhanced team spirit</p>	<p>There is a need to adopt and to further improve the existing working conditions of Pandi WD adopt with the new normal and to institutionalize occupational safety and health (OSH).</p>	<p>Safe and Healthy with institutionalize OSH in government workplace</p>	<p>1. General Administrative and Support Services (GASS) 2. Support To Operation (STO)</p>	<p>Provision of reasonable working condition for both office and field personnel of Pandi Water District. (Continuing repair project from 2022)</p>	<p>Building for Capacity TEAMWORK</p>	<p>Painting of office building 2nd floor</p>	<p>Painting of office building 2nd floor</p>	<p>The re-painting of the office building (2nd floor) was completed. It is a more appealing and more conducive office environment.</p>	<p>30,490.00</p>
<p>Need to encourage men and women to take part in the health and wellness activities and enhanced team spirit</p>	<p>There is a need to adopt and to further improve the existing working conditions of Pandi WD adopt with the new normal and to institutionalize occupational safety and health (OSH).</p>	<p>Safe and Healthy with institutionalize OSH in government workplace</p>	<p>1. General Administrative and Support Services (GASS) 2. Support To Operation (STO)</p>	<p>Provision of reasonable working condition for both office and field personnel of Pandi Water District. (Continuing repair project from 2022)</p>	<p>Building for Capacity TEAMWORK</p>	<p>Repair of leak/ roof repair, ceiling repair 3rd floor</p>	<p>Repair of leak/ roof repair, ceiling repair 3rd floor</p>	<p>The project to Rehab the third (3rd) floor, Administrative Building was completed. At present, it is being used as the location for official meetings, employee gatherings and a pantry.</p>	<p>49,525.75</p>

<p>No. 13, s. 2017 dated April 19, 2017 Guidelines on the Mandatory Random Drug Test for Public Officials and Employees and for other Purposes</p> <p>2. Section 36 (d) of RA No. 9165</p> <p>3. Section 46 (A) (3), Rule 10 of the Revised Rules on Administrative Cases in the Civil Service (RRACCS)</p>	<p>Pandi WD remain a drug-free workplace.</p>	<p>level of work performance for better services with awareness on laws/policies / issuances on risky habits such as smoking, drugs, and alcohol</p>	<p>Administrative and Support Services (GASS)</p>	<p>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</p> <p>2.) 100 % drug-free workplace as provided by the Comprehensive Dangerous Drugs Act of 2002</p>	<p>Guidelines relative to Mandatory Random Drug Testing and minimizing the expenditures, the management conducted a random test on 12 out of 39 employees of PanWaDis, which is equivalent to 30.77%. The employees who took the test came from the managerial, supervisory and rank-in-file. After the test, PanWaDis is a 100% drug-free workplace.</p>	<p>25,000.00</p> <p>3,600.00</p> <p>21,400.00</p>	<p>50,000.00</p> <p>0.00</p>
<p>CSC Memorandum Circular No. 33, series of 1997 dated, December 22, 1997.</p>	<p>Need to fuel men and women health to continue public service amidst the outbreak of viruses that affects national health conditions.</p>	<p>Provide measures to address/ resolve gender health care issues for women vulnerabilities in the home, and in the workplace.</p>	<p>1. General Administrative and Support Services (GASS)</p> <p>2. Support To Operation (STO)</p>	<p>Health Program for Government Personnel and Employees</p>	<p>Policies on Health Program for employees consistent with existing laws, rules and regulations.</p>	<p>We can see that the Philippine government seek to provide preventive measures regarding the COVID-19 pandemic and other influenza cases through the Municipality level conducted by its Rural Health Unit (RHU). That is why Pandi Water District seeks support from the LGU by giving preventive shots (influenza vaccine) for free to most of the PanWaDis employees. In thi way, the agency minimizes the expenditure to focus on the improvement projects and at least give the employees a preventive shot.</p>	<p>50,000.00</p> <p>0.00</p>	

10,477.69	39,522.31	50,000.00	<p>Panel Water District has joined the campaign of the Philippine Commission for Women for this year's celebration of National Women's Month, with the theme of "WE for gender equality and an inclusive society." Female employees gathered all together to revisit on the Philippine History through arts, culture and historical places that had a great impact to today's society and acknowledging the great contribution of women from the past generations.</p>	<p>The Celebration of Christmas is about giving and sharing, as the agency wanted to minimize the expenditure, instead of having a party, it is converted into giving away grocery baskets and sacks of rice to all officers and employees of PanWaDis. This is one way of focusing on practicality and conserving.</p>	<p>180,000.00</p>	<p>120,000.00</p>	<p>60,000.00</p>
A challenged world is an alert world and from challenge comes change.	So let's all choose to challenge.	<p>Forge a gender equal workplace Celebrate women's achievement. Raise awareness against bias. Take action for equality.</p>	<p>Celebrating the social, economic, cultural and political achievements of women. The day also marks a call to action for accelerating women's equality.</p>	<p>Enhanced employer brand. Recognizing collaborative efforts in delivering public service, as well as their commendable performance of repetitive duties and responsibilities.</p>	<p>25,000.00</p>	<p>18,390.00</p>	<p>6,610.00</p>
Women's Day celebration 2023	#ChooseToChallenge campaign	<p>Progressing women's rights and gender equality.</p>	<p>Christmas in the time of the pandemic still means giving, loving, and renewed hope that the future will be brighter and better.</p>	<p>37th founding anniversary still means charity and goodwill towards all humankind especially to all our valued concessionaires.</p>			
Resource Development Services, and the magna carta for women	<p>leadership: Achieving an equal future in a COVID-19 world." The theme celebrates the tremendous efforts by women and girls around the world in shaping a more equal future and recovery from the COVID-19 pandemic.</p>	<p>campaign theme to help forge women's equality. Until women's rights are not spoken about as distinct from human rights, there is a lot of work to be done.</p>	<p>Need to spread the Christmas Spirit amid difficulties as vital part of the coping mechanisms of Filipinos which makes them strong, buoyant, resilient, and high-spirited people.</p>				
<p>1988 declaring the first week of March each year as Women's Week and March 8 as Women's Rights and International Peace Day</p> <p>2. Proclamation No. 227 s. 1988 providing for the observance of the Month of March as Women's Role in History Month</p> <p>3. Republic Act (RA) 6949 s. 1990 declaring March 8 of every year as National Women's Day.</p>	<p>REPUBLIC ACT 11469 OR THE "BAYANIHAN TO HEAL AS ONE ACT" (the "Act") Christmas amidst coronavirus, make good things to happen.</p>						

<p>Republic Act 9155, "Governance of Basic Education Act of 2001,"</p>	<p>Need to establish more school partners both in private and public sectors to enable girls and boys to achieve their full potential and right to clean and sustainable water.</p>	<p>Promote the right of children to a safe and protective school environment that offer potable water, hand washing facilities.</p>	<p>Corporate Social Responsibility (CSR)</p>	<p>Water, Sanitation and Hygiene (WASH) in schools (Continuing Project from 2022)</p>	<p>1. Distribution of IEC materials to promote public health, 2. Education campaign, children learn about hygiene and how to protect themselves and their families from infectious diseases. 3. Promotion of WASH/ "SAVE LIVES: Clean Your Hands"</p>	<p>The proposed handwashing facility for schools was diverted to the expansion and improvement projects where there are more households, men, women, elderly and children will benefit.</p>	<p>50,000.00</p>	<p>0.00</p>	<p>50,000.00</p>
<p>Presidential Proclamation 1172, Series of 2006</p>	<p>Need to increase awareness about gender-based violence. Need to include violence against women essential services in emergency preparedness and response plan.</p>	<p>Promotion of economic upliftment and women's rights by protecting women and their children from violence during COVID-19.</p>	<p>Corporate Social Responsibility (CSR)</p>	<p>18 Day campaign to End Violence Against Women and Children (VAWC) campaign materials, IEC and other propaganda to promote awareness regarding VAWC. * RA 7877 Anti Sexual Harrassment Act * RA 8353 Anti Rape Law *RA 9208 Anti Trafficking in Person Act as ammended * RA 9262 Anti VAWC Act Support hotlines,shelters and other</p>	<p>PanWaDis partnering with the PCW campaign aims to: &gt; Promote awareness on the forms of violence women and girls experience; &gt;Provide information on laws protecting women and girls; &gt;Feature VAW-related services that people can access and avail; and Gather public support for the campaign thru information dissemination (IEC materials and hanging of 18 Day campaign), orange your icon , and other advocacy materials.</p>	<p>The agency joins the Annual celebration of PCW's Campaign to Anti-Violence Against Women (VAW) in a simpler and more meaningful way. 1. By posting the advocacy banner. 2. Using the All-Women Cast Lupang Hirirang Music during the Flag Raising Ceremony. 3. By wearing an Orange T-shirt every Monday as a sign of support for #OrangeYourIcon. 4. By posting on the agency's social media and website 5. Adopting the #AlamMoVAW? Campaign, by asking trivial questions about the campaign.</p>	<p>50,000.00</p>	<p>0.00</p>	<p>50,000.00</p>

<p>1. Proclamation No. 922 of March 9, 2020</p> <p>2. Memorandum from the Executive Secretary dated 16 March 2020</p>	<p>access to safe, potable, affordable supply of water to locality of Pandi</p>	<p>percentage of service coverage area of Pandi Water District.</p>	<p>Responsibility (CSR)</p>	<p>Water, Sanitation and Hygiene (WASH) Kits for New Service concessionaires</p>	<p>materials and hygiene kits for new service concessionaires</p>	<p>potable and affordable supply of water is the top priority of the agency. That is why this allocation was diverted to expansion and improvement projects.</p>	<p>50,000.00</p>	<p>0.00</p>	<p>50,000.00</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 Bulacan Bulk Water Supply (Cluster 1) Interconnection Point (IP)</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.</p>	<p>Installation of main pipelines, rehabilitation of pump stations, and drilling project wa conducted this year to deliver sufficient supply of water to the community.</p>	<p>70,800,000.00</p>	<p>11,044,666.67</p>	<p>59,755,333.33</p>
<b>TOTAL</b>							<p>72,101,470.00</p>	<p>11,351,276.48</p>	<p>60,750,193.52</p>

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