

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT FOR CY 2024

Agency / Bureau/ Office :	Pandi Water District	Total Corporate Budget of Agency :	65,514,574.05
Region :	III	Total GAD Budget :	8,121,000.00
Province :	Bulacan	% of GAD Allocation :	12.40%
Municipality :	Pandi	% of GAD Budget Accomplishment :	23.05%

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	There is a need to address the society's growing challenges in terms of affordable, sustainable and potable water supply and sanitation services within the service coverage area of PanWaDis.	Delivering outputs and outcomes that will ultimately improve quality of service offered 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	PanWaDis was 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 lean and flexible.	PanWaDis management was not able to utilize the budget allocated for Corporate Business Planning and Budgeting this year 2024. Hence, the management opted to formulate this delicate activity within the PanWaDis vicinity during office hours by conducting meetings, deliberations and close monitoring in the later part of the year. This action taken to minimize expenditures and still maintaining the quality of services rendered.	50,000.00	-	50,000.00

CSC MC no. 21,s. 2009	Need to encourage men and women to take part in the health and wellness activities and enhanced team cooperation.	To create a harmonious relationship within employees, to boost morale of each individual and improve social interaction skills.	1. General Administrative and Support Services (GASS) 2. Support To Operation (STO)	Capacity Building for TEAMWORK AND UNITY	Promotion of health and wellness through conducting activities that includes the organization.	Pandi Water District was able to conduct a Team Building Activity last January 27, 2024 at Farm View Private Pool and Events Place, Bunsuran 2nd, Pandi, Bulacan. 22 male and 17 female officers and employees participated in this developmental activity which promotes stronger bonds, upgrading the productivity of employee and develop a deeper understanding of the goals and values of the agency.	90,000.00	73,910.40	16,089.60
1. Executive Order (EO) No. 273 (Approving and Adopting the Philippine Plan for Gender-Responsive Development, 1995-2026)	The need to develop and uplift the level of professionalism of employees and adapting to the latest innovations to meet the higher demand of modern workforce.	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.	1. HRD Initiative - Employee Engagement / Capacity Building 2. Support to Operations (STO)	Training and Seminars / Online webinars/ Greater social protection for women and other gender related concepts to mitigate the effect of economic crisis.	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.	*30% of PanWaDis employees attended webinars and face-to-face trainings to improve individual skills. *Some scheduled trainings were canceled and free of charge.	601,000.00	72,000.00	529,000.00
CSC Resolution No. 110112: Program on Awards and Incentives for Service Excellence	The need to acknowledge and to continuously encourage employees to deliver the best service to the public.	To improve operations and other acts of service for the public interest.	1. General Administrative and Support Services (GASS) 2. Support To Operation (STO)	Program on the Loyalty Awardee	The management encourages creativity, innovativeness, efficiency, integrity, and productivity among men and women employees.	The management was able to acknowledged the employees exemplary services in the past 10 years by awarding Plaque of Appreciation and special awards. Giving awards to 2 female and 3 male employees of	10,000.00	8,540.00	1,460.00

<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>Need to ensure that Pandi WD remain 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>Pandi Water District still a Drug-Free workplace as the employees were tested negative to the surprise random drug testing</p>	<p>15,000.00</p>	<p>7,575.00</p>	<p>7,425.00</p>
<p>Section 1, 2 and 3 of the Bulacan Association of Water Districts' (BAWD) By Laws dated August 13, 2003.</p>	<p>Need to strengthen the ties and connection with other water districts that is vital to community development.</p>	<p>Participation in the events, projects and activities of BAWD</p>	<p>General Administrative and Support Services (GASS)</p>	<p>Pandi Water District hosting the regular meeting of Bulacan Association of Water Districts.</p>	<p>To develop the sense of fellowship and social skills within the association.</p>	<p>Pandi Water District spearheaded with the Board of Directos and the management successfully hosted the 4th Regular Monthly Meeting of Bulacan Association of Water Districts (BAWD) last April 25, 2024 at Villa Nostra Vita, Pavilion, Hotel & Bar, Mitay 1 Contreras Street, Santo Rosario, Bagong Barrio, Pandi, Bulacan.21 out of 21 water districts in Bulacan were present to this monthly meeting and pertinent topics and concerns were discussed. PanWaDis is beyond grateful for the warmth and unwavering support of BAWD.</p>	<p>200,000.00</p>	<p>167,489.50</p>	<p>32,510.50</p>

<p>Celebrating the season of giving, caring ang sharing</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>Bringing Christmas Spirit into a Productive Workplace and staff appreciation .</p>	<p>General Administrative and Support Services (GASS)</p>	<p>Christmas means giving, loving, and renewed hope that the future will be brighter and better.</p>	<p>Enhanced employer brand. Recognizing collaborative efforts in delivering public service, as well as their commendable performance of repective duties and reponsibilities.</p>	<p>The management was able to celebrate the Christmas Season last December 13, 2024 at Pandi Sports Complex. It was participated by 2 Male BODs, 3 Female BODs, 28 Male and 16 Female employees. Everyone shared laughter and joy in this season and received grocery packs, 25 kilos rice and raffle prizes. This was also the best time to gather as one family and recognize everyones effort in the past year of 2024.</p>	<p>180,000.00</p>	<p>164,307.00</p>	<p>15,693.00</p>
CLIENT- FOCUSED									
<p>Pandi Water District Founding Anniversary</p>	<p>Lack of opportunity to Integrate gender responsive program/ activity of the anniversary celebration.</p>	<p>To benefit men/boy and women/girls concessionaires, employees and the community of the district continued effective operation</p>	<p>1. General Administrative and Support Services (GASS) 2. Support To Operation (STO)</p>	<p>38th founding Anniversary of Pandi Water District. Giving away raffle prizes and tokens to the consuming public</p>	<p>Equity and equality of men and women in the program and activities in relation to the celebration of 38th founding anniversary</p>	<p>In the celebration of the 38th Founding Anniversary of PanWaDis, 57 female and 43 male concessionares received gifts and prizes relative to the promotion of WASH.</p>	<p>25,000.00</p>	<p>24,698.00</p>	<p>302.00</p>

<p>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.</p>	<p>Need a Challenge campaign theme to help forge women's equality and raise</p>	<p>In celebration of International Women's Month with a theme of #InspireInclusion, when we inspire others to understand and value women's inclusion, we forge a better world.</p>	<p>Human Resource Development Services, and the magna carta for women</p>	<p>National Women's Day Celebration 2024, Theme: <i>WE for gender equality and inclusive society.</i></p>	<p>A challenged world is an alert world and from challenge comes change. So let's all choose to challenge. Raise the awareness of men, women and children in this celebration. Forge a gender equal workplace Celebrate women's achievement. Raise awareness against bias. Take action for equality. 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>For the celebration of National Women's Day, PanWaDis these were the activities conducted: 1. • Flag Ceremony- The use of All-Women-Cast Lupang Hinirang every Flag Ceremony in celebration of National Women's Month (NWM) and every Juan and Juana participated. 2. • Hanging of Banner-in support in the NWMC by displaying the campaign banner in the front side of PanWaDis office. 3. Best dress for the #PurpleFriday 4. #PaBurgerKayJuana , almost 100 female were given refreshments last March 8, 2024.</p>	<p>10,000.00</p>	<p>10,000.00</p>	<p>0.00</p>
<p>Republic Act 9155, "Governance of Basic Education Act of 2001,"</p>	<p>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.</p>	<p>Promoting different sports activities to boys and girls and the agency's mandate in promoting Water, Sanitation, and Hygiene (WASH), resulted to a protective school environment.</p>	<p>Corporate Social Responsibility (CSR)</p>	<p>Promoting Health and Wellness of Students aligned to the Water, Sanitation and Hygiene (WASH) in Schools.</p>	<p>1. Distribution of different sports tools and equipment. 2. Educational campaign about the effects of excessive use of gadgets, social media/internet.</p>	<p>To mitigate the excessive use of gadgets in youth that affects the unhealthy lifestyle, health and mental issue and even poor hygiene, Pandi Water District donated sports equipment and hygiene supplies to a school that students benefited.</p>	<p>30,000.00</p>	<p>12,358.82</p>	<p>17,641.18</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.</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</p>	<p>PanWaDis partnering with the PCW campaign aims to: > Promote awareness on the forms of violence women and girls experience; >Provide information on laws protecting women and girls; >Feature VAW-related services that people can access and avail; and Gather public support for the campaign thru information dessionimation (IEC matetrials 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 Hinirang 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</p>	<p>10,000.00</p>	<p>10,000.00</p>	<p>0.00</p>
<p>1. Proclamation No. 922 of March 9, 2020 2. Memorandum from the Executive Secretary dated 16 March 2020</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 sufficienct 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 construction of Pump Station at Pandi Residences 2, Bagong Barrio, 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.</p>	<p>Installation of main pipelines, construction of pump house and fencing were conducted this year to deliver sufficient supply of water to the community.</p>	<p>6,900,000.00</p>	<p>1,321,175.60</p>	<p>5,578,824.40</p>
<p style="text-align: right;">TOTAL</p>							<p>8,121,000.00</p>	<p>1,872,054.32</p>	<p>6,248,945.68</p>

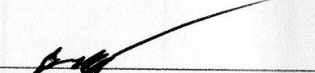
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