

GAD ACCOMPLISHMENT REPORT

Agency **POLOMOLOK WATER DISTRICT**
 Corporate Budget **CY 2023**
 GAD Budget: P **14,504,932.74**

Gender Issue and/or GAD Mandate	Cause of the Gender Issue	GAD Result Statement/ GAD Objective	Relevant Agency MFO/PPA	GAD Activity	Output Performance Indicator and Target	Actual Results (Output / Outcome)	Total Agency Approved Budget	Actual Cost / Expenditure	Variance / Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
ORGANIZATION FOCUSED									
Joint Memorandum Circular 2012-01 of the Philippines Commission on Women, National Economic and Development Authority, Department of Budget and Management	Essential elements in GAD not yet fully strengthened -Creation and or Strengthening of GFPS -Capacity building and development -Conduct of gender audit -Institutionalizing GAD Database	Strengthened essential elements in GAD	General Administration and Support System (GASS)	Reconstitute and strengthen GFPS	Office Order No. of personnel involved in GFPS (Executive and Technical Working Group)	Office Order No. 2023-07-06 issued on 04 July 2023 (Reconstitution of GFPS Executive, TWG and Secretariat (8 men and 10 women)			DONE
				Capacitate GFPS members	No. of GAD related trainings attended by GFPS members No. of GFPS members attended GAD related trainings	4 GAD related trainings attended by GFPS members -GAD Webinar 2: G@D 2 BLV! N GM: Learning the Fundamentals of GM GAD Mandates and Gender Analysis 26 April 2023 -5 GFPS 2 M and 3 F attended training conducted by ADB on 04-08 July 2023 -GAD Webinar 4: ABNKKHGDG NA AKO?!: Gamit ng HGDG sa Pagpapaunlad ng GAD sa mga Proyekto at Programa ng Pamahalaan -GAD Webinar 5: "Ain't No GAD Budget High Enough: From GAD Plan Preparation to GAD Funds Audit"	100,000.00	152,250.00	The excess expense of Php 52,250 is due to attendance to training for WDDSP (ADB/LWUA) / not included in the budget

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				Conduct gender audit	Level of gender mainstreaming in 4 entry points assessed Collated means of verification	2 gender audits conducted on Dec 7, 2023 -Level of GMEF identified (Level 4 (Commitment Enhancement and Institutionalization) -GFPS Functionality Assessed (Fully Functional)			DONE
				Develop employees and customers gender statistics Sex Disaggregated Data (SDD) for PoIWD GAD Database	Employees and customers GAD Database updated and maintained	Workback on the collection of SDD from 1980-2018 is a continuing activity SDD of existing customers 2019-2023 on file			Continuing activity On file
Proclamation No. 224 s. 1988, declaring first week of March as Women's Week and March 8 as Women's Rights and International Peace Day Proclamation No. 227 s. 1988, declaring the Month of March as Women's Role in History Month	There is a need of continuous support on the observance of the National and International Women's Month	Strengthened gender mainstreaming on gender equality, women empowerment, and respect for human rights in support of the annual NWMC	General Administration and Support System (GASS)	Conduct various activities in line with the NWMC such as, but not limited to the following: -Continue participation in the LGU-Pol initiated NWMC activities -Conduct PoIWD Women's Day -Display Women's Month banner	At least 3-4 activities conducted in line with the National Women's Month Celebration	5 activities conducted in support of the 2023 NWMC -12 women and 2 men employees participated in LGU-Pol NWMC -Posted Advocacy tarpaulin on NWMC -distributed commemorative items	150,000.00	156944.4	The excess expense of Php 6,944.40 is due to the increasing number if employees

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Republic Act 6949 s. 1990, declaring the 8th March as a Working Special Holliday to be known as the NATional Women's Day				<ul style="list-style-type: none"> -Enjoin employees to wear purple and display purple icons -Develop, print and distribute NWWC IEC / advocacy and commemorative items -Conduct awareness on GAD related laws to employees 		<ul style="list-style-type: none"> -39 women and 88 men attended the mental Health awareness on 18-19 April 2023 at Lay Formation Center with Mr. Ivan T. Romualdo as resource person -40 women and 35 men participated in PoIWD Women's Day celebration (program, trivia and availed free services -We Talk (sharing of experiences as working mothers) 			
18-Day Campaign to End Violence Against Women and Children (VAWC) Republic Act 10398 or the Act declaring November 25 to December 18 of every year as National Consciousness Day for the Elimination of VAWC	Gender inequality / unequal power relations between women and men, rigid gender roles, norms and hierarchies, and ascribing women lower status in society	Increased employees awareness on VAW	General Administration and Support System (GASS)	Conduct various activities in line with the nationwide celebration of the 18-Day Campaign to End VAWC such as, but not limited to the following:	At least 3-4 activities conducted in line with the nationwide celebration of the 18-Day Campaign to End Violence Against Women and Children	<ul style="list-style-type: none"> 5 activities conducted in line with the 18-Day Campaign to End VAWC -Posted advocacy tarpaulin -15 female and 38 male employees attended the IEC on VAWC and Safe Spaces Act 	50,000.00	46,341.55	DONE

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
				-Display of Anti-Violence Against Women and Children banner in strategic locations in the office -Enjoin employees to wear orange and display orange icons -Distribute Anti-Violence Against Women and Children IEC materials and advocacy / commemorative items		conducted on 24 Nov 2023 at Lay Formation Center with Carly Garcia as resource person -conducted trivia on the 18-Day Campaign to End VAW conducted random Drug Testing to 38 male and 15 female			
National Human Rights Day (Proclamation No. 225 designating December 10, 1950, as Human Rights Day ; Republic Act No. 9201 declaring December 4 to 10 as National Human Rights Consciousness Week)	Lack of awareness on the inalienable rights of every human being and fundamental freedoms	Increased employees awareness on human rights and fundamental freedoms	General Administration and Support System (GASS)	Conduct activity in line with the National Human Rights Day celebration -Post Human Rights advocacy material in GAD Bulletin Board for employees awareness -Display human rights banner	At least 1 activity conducted in line with the National Human Rights Day celebration	2 activities conducted in line with the National Human Rights Day celebration -Post Human Rights advocacy material in GAD bulletin Board -Display human rights banner	1,000.00	360.00	DONE

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International Men's Day (November) or Father's Day PD 266 and Mothers Day	Lack of focus on promoting gender equality and awareness	Increased awareness on the importance of Father/Mother in the family being the smallest unit of the society	General Administration and Support System (GASS)	Pay tribute to working fathers / mothers	At least 1 activity conducted	2 activities conducted (1 activity for working fathers and 1 for working mothers) -rendered a tribute to 72 working fathers on 19 June 2023 -rendered a tribute 38 working mothers on 15 May 2023	10,000.00	9,986.00	DONE
Limited GAD Knowledge Products and venue to communicate GAD-related information	Need to identify GAD Knowledge Products and establish mechanism to further raise awareness on Gender and Development	Increased number of GAD Knowledge Products and mechanism to communicate GAD-related information established	General Administration and Support System (GASS)	Develop GAD Knowledge Product / IEC material Update GAD in the website Update Bulletin Board /Post information related to Gender and Development Presence of GAD page in Tuburan	At least 1 GAD Knowledge Product / IEC material developed and utilized GAD in website updated as necessary GAD Bulletin Board updated monthly At least 1 page in Tuburan reserve for GAD activities	3 GAD knowledge product developed and used (PIMME questionnaire, GAD Agenda 2023-2028 and Policy on Gender Mainstreaming)) Updated GAD in website Updated GAD Bulletin Board 1 page in Tuburan used to disseminate information on GAD	10,000.00	12,300.00	The excess expense of Php 2,300 is due to the increase in price of cost of printing of Tuburan the official publication of PoIWD

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Lack of proactive structures for sharing, learning and adapting, improving interpersonal relationship	Need to have an entry point for discussing operational concerns	Enhanced employees' support and performance	General Administration and Support System (GASS)	Conduct gender learning session / activities	At least 100 employees attended the learning session / activity	Deferred to Jan 13, 2024 due to series of earthquakes and threat of tsunami	120,000.00	-	Deferred to Jan 13, 2024 due to series of earthquakes and threat of tsunami
Maternity and Paternity Leave MC No. 25, 2021 Amendment to Omnibus Rules on Leave (CSC MC NO. 41 s. 1998, as amended)	Need to create a more stable and loyal workforce.	Increased No. of stable and loyal workforce	General Administration and Support System (GASS)	Continuous payment of Maternity and Paternity benefits.	No. of employee availed the Maternity and Paternity Leave Number of days Maternity and Paternity Leave availed	2 employees availed the maternity leave of 105 calendar days (Naga, Manatad) 2 employees availed the 7 working days paternity leave Naga and Flores)	472,018.00	182,384.24	The unavailed amount of 289,633.76 is due to the late processing of permanent appointment of employees
CSC Resolution No. 1000432 entitled Guidelines on the Availment of the Special Leave Benefits for Women under R.A. 9710 (An Act Providing for the Magna Carta of Women) (Gynecological Disorders and Women Surgical Operations Leave)	Limited awareness on the availment of the Special Leave Benefits for Women under R.A. 9710 (An Act Providing for the Magna Carta of Women) (Gynecological Disorders and Women Surgical Operations Leave)	Heightened awareness on health benefits for women	General Administration and Support System (GASS)	Post advocacy material on RA 9710 in Bulletin Board Implement GAD-related policies Include in the annual re-orientation under HR updates	No. of female employee availed the Special Leave Benefits for Women Number of days availed at least 2 activities conducted to increase employees awareness on RA 9710	No employee availed the Special Leave Benefits for Women 2 activities conducted to increase employees awareness on RA 9710 -Advocacy material on RA 9710 posted in GAD bulletin board -RA 9710 presented in the annual re-orientation to employees under HR updates on 31 Jan to 02 Feb 2023 heldt at PoIWD Annex attended by 39 female and 92 male employees	55,000.00	-	No employee availed the Special Leave Benefits for Women

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Republic Act 8972: Solo Parents' Welfare Act of 2000 (CSC MC No. 8, 2004 entitled Grant of Parental Leave to Solo Parents)	Need to provide a coping mechanism to solo parent employees.	Approved Solo Parent Leave application of men and women employees to cope with the effects of solo parenting	General Administration and Support System (GASS)	Post in Bulletin Board RA 9710 Implement GAD-related policies Post advocacy material in GAD bulletin board and include in the annual re-orientation under HR updates	At least 2 employees availed the Solo Parent Leave at least 2 activities conducted to increase employees awareness on RA 8972	3 female employees availed the 7 working days Solo Parent Leave (MCCagata, RMMHisuan and DGCastillo). 2 activities conducted to increase employees awareness on RA 9710 -Advocacy material on RA 8972 posted in GAD bulletin board -RA 8972 presented in the annual re-orientation to employees under HR updates on 31 Jan to 02 Feb 2023 ; attended by 39 female and 92 male employees	25,000.00	51,153.45	DONE
Anti-Sexual Harassment Act of 1995 (Republic Act 7877). Republic Act No. 11313 or the Safe Spaces Act of 2019	Limited gender awareness and sensitivity to prevent and deter all forms of sexual harassment	Developed mechanism in addresssing gender-based cases	General Administration and Support System (GASS)	Post in Bulletin Board RA 9710 Post IEC materials on ASH at GAD Bulletin Board, Include in the annual re-orientation for all employees under HR updates and on-boarding of new permanent employees	1 Manual in handling of Sexual Harassment cases and other gender discrimination issues developed. at least 2 activities conducted to increase employees awareness on RA 7877	1 Manual in handling of Sexual Harassment cases and other gender discrimination issues developed . 2 activities conducted to increase employees awareness on RA 7877 -Advocacy material on RA 7877 posted	1,000.00	1,000.00	DONE

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
				-Develop gender-responsive systems in addressing gender discrimination and sexual harassment in the office (e.g.CODI) implementation of GAD PAPs		in GAD bulletin board -RA 7877 presented in the annual re-orientation to employees under HR updates on 31 Jan to 02 Feb 2023, held at PolWD Annex ; attended by 39 female and 92 male employees Accomplishment Report prepared and submitted to LWUA and COA -2 evaluations 23-16) conducted (midyear 19 July 2023 at SG Farm, Tupi, So. Cot, and yearend 07 Dec, 2023 at Events by Mamay, Pol., So. Cot) -Policy on Gender Mainstreaming developed and approved (Reso No. 23-17) -GAD Agenda 2023-2028 developed and			

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Pertinent laws issued to promote and mainstream GAD PPAs not fully implemented	There is a need to include in the GBP the salaries of personnel assigned to plan, implement, monitor GAD PPAs	Gender mainstreaming mechanisms and operationalization of GAD PPAs strengthened.	General Administration and Support System (GASS)	Charge to GAD expense the time spent by the GFPS members doing GAD related activities / gender mainstreaming -training -meeting -conducting FGD, -preparing GBP, AR, Gender Analysis, etc. -accomplishing HGHDG, PIMME, GMEF -planning and reviewing the implementation of	No. of hours spent by GFPS Executive and Technical Working Group (TWG) in doing GAD related activities	146 hours spent by GFPS members (8 M and 9 F) doing GAD-related activities -training -meeting -conducting FGD, -preparing GBP, AR, Gender Analysis, etc. -accomplishing HGHDG, PIMME, GMEF -planning and reviewing the implementation of GAD activities	302,061.14	327,460.04	The excess of Php 25,398.90 is due to the additional activity conducted this year which was not included in the budget such as but not limited to the first conduct of PIMME at Barangays Cannery, Poblacion and Magsaysay
Lack of personnel to focus on the monitoring of gender mainstreaming efforts	Gender mainstreaming efforts not monitored monitored	Gender mainstreaming efforts monitored	General Administration and Support System (GASS)	Continue to engage the services of GAD Coordinator	At least 1 personnel assigned to focus on the monitoring of gender mainstreaming efforts of the District	1 personnel assigned to focus on the monitoring of gender mainstreaming efforts of the District	118,800.00	92,717.50	DONE

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<p>Joint Memorandum Circular 2012-01 of the Philippines Commission on Women, National Economic and Development Authority, Department of Budget and Management</p> <p>6.4 Attributing major projects of the agency to the GAD Budget (women's multiple burden due to insufficient water supply)</p>	<p>There is a need to ensure that the differences when identifying, designing, implementing and evaluating policies, programmes and projects is addressed, so that both men and women benefit / awareness on sanitation and hygiene increased</p>	<p>Projects attributed to GAD are gender sensitive and responsive.</p>	<p>General Administration and Support System (GASS)</p>	<p>Complete attribution requirements of projects attributed to GAD</p> <p>-for GPB Conduct FGD, collect SDD, prepare Minutes of FGD, Gender Analysis, Program of Works, application of HGDDG -for AR Application of PIMME, narrative AR of Projects attributed to GAD</p>	<p>No. of attributed GAD sensitive responsive projects</p>	<p>11 projects attributed to GAD are gender responsive</p> <p>3 Expansion Project (Brgy. Maligo, Brgy. Kinilis, Purok 8-9, Brgy. Glamang)</p> <p>10 Rehabilitation Projects (Sta. Cruz Phase 3, Asuncion Phase 2, Octavio Village, Londres Village, National Highway Vista Village, Purok Vicente Fin, Chrisville Subd., KPS Abrea)</p> <p>1 Water Source Development Project (Construction of collection box at Brgy. Landan)</p> <p>1 Water Source Development 1 Pipeline</p>	<p>100,000.00</p>	<p>116,450.10</p>	<p>The excess amount if Php 16,450 is due to the conduct of IEC on Sanitation and Hygiene to BHWs as required by ADB/LWUA for the WDDSP</p>
						<p>IEC on Sanitation and Hygiene attended by 91 female BHW on Aug 31, 2023, held at Brgy. Pob Socio-Economic Bldg. with Dr. Wynlee Rhm Catolico</p>			

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Customers Database not disaggregated by sex	Need to institutionalize the establishment of customers Database disaggregated by sex (existing SC and new SC) Lack of staff trained in generating, storing, and analyzing SDD	Customers Database disaggregated by sex established	General Administration and Support System (GASS)	Collect SDD of existing customers and new SC owners per project attributed to GAD	Continue the workback on the SDD of existing customers (1980-2018). SDD of 2023 SC owners collected.	Workback on the collection of SDD from 1980-2018 is an ongoing activity (EOD-QGIS) SDD of existing customers 2019-2023 on file (CD)	-	-	-
GAD PAPs not properly documented	There is a need to provide office supplies to properly document GAD PAPs	GAD PAPs properly documented	General Administration and Support System (GASS)	Ensure that needed office supplies are provided to properly document GAD PAPs	All GAD PAPs are properly documented	All GAD PAPs are properly documented	12,000.00	12,315.26	The excess amount of php 315.20 is due to high cost of risograph printing of survey forms
					SUB-TOTAL		1,526,879.14	1,161,662.54	
CLIENT-FOCUSED									
RA 6949 Celebration of International Women's Month (March)	Customers have limited appreciation on the roles and contributions of women in nation-building	Increased customers awareness and appreciation on the roles and contributions of women in nation-building	General Administration and Support System (GASS)	Support NWMC - Distribute IEC/advocacy materials and commemorative items to customers	At least 1 activity conducted in support of NWMC - at least 500 advocacy materials and commemorative items distributed to customers	2 NWMC activities conducted for customers -distributed 500 advocacy materials and 250 commemorative items	25,000.00	32,500.00	The excess amount of Php 7,500 is due to price escalation
RA 10394 18-Day Campaign to End VAW (November 25 to December 18)	Customers have limited knowledge and awareness on VAW	Increased customers awareness on VAW	General Administration and Support System (GASS)	Support 18 Day Campaign to End VAW - Distribute IEC/advocacy materials and commemorative items to customers	at least 1 activity conducted by Nov-Dec - at least 500 IEC/advocacy materials and commemorative items distributed to customers	2 activities conducted in support of the 18-Day Campaign to End VAW -distributed 425 advocacy materials and 425 commemorative items to customers	25,000.00	19,000.00	DONE

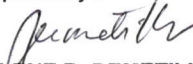
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National Human Rights Day (Proclamation No. 225 designating December 10, 1950, as Human Rights Day ; Republic Act No. 9201 declaring December 4 to 10 as National Human Rights Consciousness Week)	Lack of awareness on the inalienable rights of every human being and fundamental freedoms	Increased awareness on human rights and fundamental freedoms	General Administration and Support System (GASS)	Conduct activity in line with the nationwide celebration of the National Human Rights Day -Distribute toiletries to persons deprived of liberty (male and female) - Polomolok BJMP	At least 1 activity conducted in line with the nationwide celebration of the National Human Rights Day	GFPS agreed not to conduct the distribution of toiletries to persons deprived of liberty at Pol BJMP	25,000.00	-	GFPS agreed not to conduct the distribution of toiletries to persons deprived of liberty at Pol BJMP
WD concessionaires lack awareness on the availability of Mother and Child corner	Availability of Mother and Child corner not properly disseminated customers	Decent space for transacting customers attending to their reproductive roles provided	General Administration and Support System (GASS)	Post signage Maintain Mother and Child corner Flash availability of Mother & Child Corner in queuing monitor	at least 2 activities implemented	3 activities implemented -Mother and Child signage posted, area properly maintained, availability flashed in the queing machine	2,500.00	1,537.00	DONE
SUB-TOTAL							77,500.00	53,037.00	
PROJECTS ATTRIBUTABLE TO GAD									

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Executive Order No 273 approving and adopting the Philippine Plan for Gender Responsive Development (PPGD) 1995-2025 Sustainable Development Goal No. 6. Clean Water and Sanitation PD 198	Lack of access to clean and adequate water supply ; storing and fetching of water for household, sanitation and hygiene use is an additional burden mostly of women and girls	Access to clean and adequate water supply provided	Operation	Implement expansion projects areas not yet reached by PoIWD services Purok 8 & 9, Brgy. Glamang BAWASA Turnover Kinilis & Maligo -Transmission line Mabuhay to Maunlad, Silway-8 - Transmission line Magalong PS2 to PS11 Centralized reservoir (200 mm PVC); Zennia Ext. Transmission Line to PS11 Centralized reservoir (150 mm PVC)	At least 3 pipeline expansion projects implemented to improve water services to areas not yet reached by PoIWD services At least 2 transmission lines	4 expansion projects implemented to improve water services -Purok 8 and 9, Brgy. Glamang -Brgy. Kinilis -Brgy. Maligo -Magalong PS2 to PS11	7,446,966.78	5,929,754.55	Purok Mabuhay to Maunlad, Brgy. Silway-8 was not implemented and was replaced by the construction of transmission line from Magalong PS2 to PS11 Purok 8 and Purok 9, Brgy. Glamang project is still ongoing as of December 2023

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				Implement mainline/service line rehabilitation projects Sta. Cruz Phase 3, Asuncion Phase 2, Octavio Village, Londres Village, National Highway Vista Village, Purok Vicente Fin, Chrisville Subd., KPS Abrea 2	At least 5 rehabilitation projects implemented to improved water services Sta. Cruz Phase 3, Asuncion Phase 2, Octavio Village, Londres Village, National Highway Vista Village, Purok Vicente Fin, Chrisville Subd., KPS Abrea 2 Dilapidated service lines replaced; Various materials & fittings for R & M; Consumable materials for Scouring Activity	8 rehabilitation projects implemented to improved water services -Sta. Cruz Phase 3, -Asuncion Phase 2, -Octavio Village, -Londres Village, -National Highway Vista Village, -Purok Vicente Fin, -Chrisville Subd., - KPS Abrea 2 Various dilapidated service lines replaced (Sampaguita Street)	4,706,949.82	2,530,671.38	Remaining materials for projects last 2022 were used for the implementation of 2023 projects.

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				Upgrading of water source at Landan Construction of collection box Installation of Power lines	At least 2 activities implemented to improve water services	1 activity implemented to improve water services at Brgy. Landan -Construction of collection box and installation of powerlines	746,637.00	718,424.00	Construction of collection box (DONE) procurement process for the Insrallation of powerlines not yet completed
							12,900,553.60	9,178,849.93	
							14,504,932.74	10,393,549.47	4,111,383.27

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