GENDER AND DEVELOPMENT ACCOMPLISHMENT REPORT Agency POLOMOLOK WATER DISTRICT CY 2024

CY		2024	
COB	Php	197,116,080.00	
GAD Budget	Php	39,845,407.95	
GAD Budget Utilized	Php	26,376,744.17	

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 Resuls (Output/Outcome)	Total Agency Approved Budget	Actual Cost / Expenditure	Variance / Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
ORGANIZATION FOCUSE Joint Memorandum Circular 2012-01 of the Philippines Commission on Women, National Economic and Development Authority, Department of Budget	Joint MemorandumEssential elements in GADCircular 2012-01 of the Philippines Commissionnot yet fully strenghtened -Creation and or Strenthening of GFPSConomic and-Capacity building and development -Conduct of gender audit	Strenghtened essential elements in GAD	General Administration and Support System (GASS)	Reconstitute and strenghten GFPS (Office Order)	GFPS (Executive and TWG and Secretariat) w/ OO	(2M/4F) TWG (6M/5F) Secretariat (1F)			Done
and Management				Capacitate GFPS members	trainings attended by GFPS members No. of GFPS members attended GAD related trainings			80,136.00	Saved the anount of 19,864.00 because most of the capacity development attended by GFPS were free (webinars conducted by the Phil Commission On Women)
				Conduct gender audit to asses progress of the agency's level of gender mainstreaming -GMEF(4 entry points) -GFPS Functionality Assessment Tool	Level of gender mainstreaming in 4 entry points identified GFPS functionality assessed	GMEF Level GFPS Functionality Level (2022-2024)			Done. Conducted during the GAD Yearend Evaluation on Dec 12, 2024 at Kalsangi Clubhouse, PSC

Gender Issue and/or GAD Mandate (1)	Cause of the Gender Issue	Objective	MFO/PPA	GAD Activity	Output Performance Indicator and Target	Actual Resuls (Output/Outcome)	Total Agency Approved Budget	Actual Cost / Expenditure	Variance / Remarks
	(2)	(3)	(4)	(5) Develop, maintain and update employees and customers gender statistics / SDD in GAD Database Employees (HRIS) Customers (new SC) Customers (1980- 2018 SC)		(7) 2 activities completed -Employees SDD at HRIS maintained and updated by HR and MIS. -New SC owners SDD collected and monitored by CD	(8)	(9)	(10) Collection of customers SDD (1980-2018) is an ongoing activity of CD. not yet encoded in BACS and GIS.
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 Republic Act 6949 s. 1990, declaring the 8th March as a Working Special Holliday to be known as the National Women's Day	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 LGU-Pol initiated NWMC activities -Conduct PolWD Women's Day -Display Women's Month banner -Enjoin employees to wear purple and display purple icons -Develop, print and distribute NWMC IEC / advocacy and commemorative items -Conduct awareness on GAD related laws to employees and human development	the National Women's Month Celebration	6 activities conducted in line with the 2024 NWMC Displayed NWMC banner ; distributed IEC materials on magna carta of women and commemorative items to 95 male and 42 female employees ; Oriented employees to OSH and HIRAC in 3 bathches on 19-20 March and 27 May 2024 ; conducted GST on 16-17 April 2024 with subject matter experts from the Provincial Population Office ; conducted mobile photography contest depicting women empowerment ; Conducted PolWD Women's Day celebration on March 25, 2024 with Dr. Roditt Cruz-Delfino, EnP as guest speaker	150,000.00	151,187.10	The deficit of P1,187.10 was due to increase in prices of some items

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
18-Day Campaign to End Violence Against Women and Children (VAWC)	Gender inequality / unequal power relations between women and men, rigid gender	Increased employees	General Administration and Support System (GASS)	Conduct various activities in line with the 18-Day Campaign to End VAWC such as, but not limited to the following: -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 -Conduct awareness on VAWC law	At least 3-4 activities conducted in line with the 18-Day Campaign to End Violence Against Women and Children	6 activities conducted in line with 18-Day Campaign to End VAWC Displayed banner ; conducted awareness on Drug Free Workplace on 4 batches to male and female employees with subject matter expert from PDEA on 07-08 November 2024 ; Random Drug testing on Dec 6, 2024 to 133 Male and 17 Female employees ; Trivia on Dec 9, 2024 and distributed IEC materials on VAW and Safe Spaces Act and commemorative items.	75,000.00		Saved the amount of P6,704.50 because only random drug testing was conducted to 50% of employees (pakyawan, JO and Permanent)
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 -Post Human Rights advocacy material in GAD Bulletin Board for employees awareness -Display human rights banner	conducted in line with the National Human Rights Day	2 activities conducted in line with the National Human Rights Day. Displayed banner and distributed hygiene kits to BJMP-Pol for 95 male and 5 female persons deprived of liberty	480.00	10,480.00	The deficit of P10,000.00 was due to the donation of hygiene kits to BJMP-Pol.
Lack of focus on promoting gender equality on working men and women contributions to the society, community, family and environment	There is a need for equal recognitopn of contributions of men and women	Heightened awareness on gender equality on men and women's contributions	General Administration and Support System (GASS)	Promote equal recognition of contributions of men and women to the society, community and family, Father's Day (June) and Mother's Day (May)	At least 2 activities conducted in promoting equal recognition of contributions	Recognized and honored the contribution of working 74 fathers and 32 mothers to PolWD operation by giving simple token of appreciation (hot and cold tumblers to fathers on June 2024 and malong to mothers on May 2024)	25,000.00	24,650.00	Very mininal excess amount of P350.00

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Limited GAD Knowledge Products and absence of venue to communicate GAD-related information	Need to identify/develop 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 -Establish mechanism to further raise awareness on GAD -post GAD activities in website and FB page -Update Bulletin Board /Post informations related to GAD	At least 2	 7 GAD Knowledge Products developed -PIMME Form -Monitoring and Evaluation Form -4 Policies -GAD Awareness Survey Form 2 mechanisms to enhance awareness -Updated Bulletin Board and website -Oisted GAD activities in PolWD FB page 	10,000.00	10,000.00	Done
Absence of entry point to discuss and develop cohesion among employees	Need to establish a proactive structure for sharing, learning and adapting and improving interpersonal relationship	Enhanced employees support and performance	General Administration and Support System (GASS)	Conduct gender learning session / activities	At least 135 employees attended the learning session / activity	85 male and 39 female employees attended the learning session conducted on Jan 13, 2024 at Watergran Resort GSC	150,000.00	100,717.47	Saved the amount of P49,282.58 because the snacks and meals served was cooked by the employees.
Absence of venue to inform employees of RA and CSC Memo Circulars protecting and promoting the rights and welfare of working men and women in government service	Limited employees awareness of RA and CSC Memo Circulars	Heightened employees awareness of RA and CSC Memo Circulars	General Administration and Support System (GASS)	Include in the annual orientation to employees the ff: -RA 11210 (Maternity Leave) and RA 8187 (Paternity Leave) -R.A. 9710 (Magna Carta of Women) RA 7877 (Anti- Sexual Harassment) -RA 11313 (Safe Spaces Act) Post RAs and CSC MC in bulletin board and announce updates during Monday Assembly	annual orientation At least 3 IEC materials posted in the bulletin board	 87 male and 39 female employees attended the annual orientation on Jan 20, 2024 at PolWD Annex 5 RAs mainstreamed to employees RA 11210 (Maternity Leave) RA 8187 (Paternity Leave) RA 9710 (Magna Carta of Women) RA 7877 (Anti-Sexual Harassment) and RA 11313 (Safe Spaces Act) 3 IEC mateials posted in GAD Bulletin Board 	-	-	Budget used for this activity was included in the annual budget for 2024 training expenses

Gender Issue and/or GAD Mandate	Cause of the Gender Issue	GAD Result Statement/ GAD	Relevant Agency	GAD Activity	Output Performance Indicator and Target	Actual Resuls (Output/Outcome)	Total Agency Approved Budget	Actual Cost /	Variance /
(1)	(2)	Objective	MFO/PPA					Expenditure	Remarks
(1) Republic Act No. 11210 (Maternity Leave) and Republic Act No. 8187 (Paternity Leave)	There is a need to take into account the maternal and paternal functions of	(3) Maternal and paternal rights of working men and women provided	and Support	(5) Implement gender responsive RA	(6) No. of employee availed the Maternity and Paternity Leave Number of days Maternity and Paternity Leave availed	(7) No employee availed the maternity leave only 1 employee availed the paternity leave of 7 days	(8) 7,757.59	(9) 7,757.59	(10) Amount availed for paternity leave already included in the budget for salaries and wages account
R.A. 9710 (An Act Providing for the Magna Carta of Women) CSC Resolution No. 1000432 entitled Guidelines on the Availment of the Special Leave Benefits for Women	There is a need to implement the Special Leave Benefits for Women under R.A. 9710 (An Act Providing for the Magna Carta of Women)	Benefits for Women	General Administration and Support System (GASS)	Implement gender responsive RA	No. of employee/s availed the Special Leave Benefits for Women Number of days availed	No employee availed the Special Leave Benefits for Women	-	-	No employee availed the Special Leave Benefits for Women
Republic Act 8972: Solo Parents' Welfare Act of 2000 CSC MC No. 8, 2004 entitled Grant of Parental Leave to Solo Parents	There is a need to provide a coping mechanism to solo parent employees.	Solo Parent Leave of men and women employees to cope with the effects of solo parenting implemented	General Administration and Support System (GASS)	Implement gender responsive RA	No of employees availed the Solo Parent Leave	2 employees availed the solo parent leave (MCCagata and DGCastillo)	38,398.18		The deficit of P2,250.82 was due to the increase in salaries and wages for 2024
Republic Act 7877 (Anti- Sexual Harassment Act of 1995) Republic Act No. 11313 (Safe Spaces Act of 2019)	There is a need to review gender resposnsive systems in addressing gender discrimination and sexual harassment	Updated mechanism/s in addresseing gender-based cases	General Administration and Support System (GASS)	Review gender responsive system	At least 1 mechanism updated to address gender discrimination and sexual harassment	1 mechanism updated to address gender discrimination and sexual harassment -Committee on CODI (Office Order No. 2024- 11-01 dated 5 Nov 2025)	-		Done

Gender Issue and/or	Course of the Condex loops	GAD Result	Relevant		Output Performance	Actual Resuls	Total Agency	Actual Cost /	Variance /
GAD Mandate	Cause of the Gender Issue	Statement/ GAD Objective	Agency MFO/PPA	GAD Activity	Indicator and Target	(Output/Outcome)	Approved Budget	Expenditure	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Gender mainstreaming efforts of GFPS needs proper monitoring and assessment	GFPS is not fully capacitated on their role in gender mainstreaming	Strengthened gender mainstreaming efforts	General Administration and Support System (GASS)	Conduct mid year and year end evaluation to develop and review implementation of GAD PAPs -Plan / discuss the implementation of PAPs during the GFPS meeting/s. -Develop and operationalize annual GPB. -Prepare GAD Accomplishment Report.	mainstreaming	2 gender mainstreaming activities conducted, Midyear evaluation on July 12, 2024 at Venue 88, GSC Yearend evaluation on Dec 12, 2024 at Kalsangi Clubhouse, PSC	120,000.00	57,311.50	Saved the amount of P62,888.50 due to cost saving measure implemented by the WD.
Pertinent laws issued to promote and mainstream GAD not fully implemented	There is a need to strengthen mainstreaming mechanisms and operationalization of GAD related work	Strengthened gender mainstreaming mechanisms	General Administration and Support System (GASS)	Charge to GAD expense the time spent by the GFPS members doing GAD- related related activities / gender mainstreaming -training -meeting -conducting FGD, -preparing GBP, AR, Gender Analysis, etc. -accomplishing HGDG, PIMME, GMEF -planning and reviewing the implementation of GAD activities	At least 50 hours/GFPS member (Executive, Technical Working Group and Secretariat) spent on gender mainstreaming activities	Average of 51.32 hours spent by GFPS on gender mainstreaming activities	261,015.06	281,046.18	The deficit of P20,031.12 was due to the increase in salaries and wages for 2024
Lack of personnel to focus on the monitoring of gender mainstreaming efforts	There is a need for a personnel to focus on the monitoring of gender mainstreaming efforts	Enhanced monitoring of gender mainstreaming efforts	General Administration and Support System (GASS)	Continue the services of GAD Coordinator	Personnel expense of one (1) GAD Job Order employee	Services of 1 GAD Job Order employee engaged in CY 2024	118,800.00	104,697.57	Salary of GAD JO as of December 2024

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Philippines Commission	(2) There is a need to comply with the documentary requirements for attribution to ensure that gender issues / differences are addressed	(3) Attributed projects are gender responsive.	(4) General Administration and Support System (GASS)	(5) Complete attribution requiremnts of projects attributed to GAD -for GPB Conduct FGD, collect SDD, prepare Minutes of FGD, Gender Analysis, Project Proposal, HGDG -for AR Application of PIMME, narrative AR of Projects attributed to	(6) No. of attributed GAD senstive / responsive projects	(7) Projects attributed to GAD -12 pipeline extension projects -2 pipeline expansion projects 8 Rehabilitation Projects 1 Improvement Project	(8) 100,000.00		(10) Saved the amount of P36,929.35 because not all activities to support the attribution was conducted; project implementation is not yet completed
database / customers	Need to establish a system that can generate sex disaggregated data of customers	Institutionalized collection of sex disaggregated data	General Administration and Support System (GASS)	GAD Institutionalize collection of customers SDD -Encode customer/s (new SC) details in the enhanced BACs (2024) -Continue workback (1980-2018) customers	At least 2 activities conducted to institutionalize of collection of customers SDD	2 activities conducted to institutionalize the collection of customers SDD -New customers details encoded in the enhanced BACS -Workback on 1980- 2018 customers continued	-		Done
properly documented	Need to provide office supplies to properly document GAD PAPs	Improved and verifiable documentation of GAD PAPs	Administration and Support	Ensure that needed office supplies are provided to properly document GAD PAPs	All GAD PAPs are properly documented	All GAD PAPs are properly documented	15,000.00	11,446.95	Saved the amount of P3,553.05 because GFPS share GAD documents in the Network Attached Storegae (NAS).
GAD in learning and	Need to integrate GAD in learning and development program			Conduct of learning and development trainings		15 in-house attended 39 external trainings were attended by employees	600,000.00	602,490.57	The deficit of P2,490.57 was because of increase in cost of snacks, meals and refistration fee/s of training/s attended by employees.

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(1) Lack of integration of GAD in the Programs on Awards and Incentives for Service Excellence (PRAISE - under CSC MC No. 1, 2. 2001)	(2) Need to integrate GAD in rewards and recognition program	(3) Integrated GAD in PRAISE to promote moral and integrity of public servants	(4) General Administration and Support System (GASS)	(5) Implement rewards and recognition program	(6) No. of rewards and recognition program implemented	(7)	(8) 2,748,703.71	(9) 914,000.00	(10) Saved the amount of P1,834,703.71 becasue out of the 11 retirees only 5 availed the Salamat, Mabuhay program
CLIENT-FOCUSED					SUB-TOTAL		4,520,154.54	2,527,936.08	
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 commemoratve items to customers	At least 1 activity conducted in support of NWMC	2 activites conducted in line with NWMC -Distributed IEC/advocacy materials on the magna carta for women and commemoratve items	35,000.00	35,000.00	Done
RA 10394 18-Day Campaign to End VAW (November 25 to December 18)	Customers have limited knowledge and awareness on VAW as a grave violation of human rights. It extremely manifests gender inequity, targeting women and girls because of their subordinate status in the society.	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 in support of the 18 Day Campaign to End VAW	2 activities conducted in support of the 18 Day Campaign to End VAW -Distributed advocacy material and commemorative items to customers	35,000.00	35,000.00	Done
Limited access of public school pupils within the PolWD service area to safe water Sustainable Development Goal 6: Ensure access to water and sanitation for all	Need to provide access to safe water to public school/s within the PoIWD service area being the most basic human need for health and well-being.	Increased access to safe water of public school pupils and awareness on proper hygiene	General Administration and Support System (GASS)	Conduct Patubig sa Eskwela Program (construction of free drinking water facility and donation of 30 cu.m. of water per month) Conduct awareness on the importance of water, water conservation and environment / watershed Coordinate with local Brgy. Health Worker on the conduct of awareness on proper hygiene to public school pupils	At least 2 activities conducted to increase access to safe water and promote awareness on WASH No. of pupils in the recipient school	2 activities conducted -Construction of drinking water facility with free 30 cu.m. of water/month to Bonifacio R. Tagaban Sr. Integrated School 151 male and 118 female pupils . MOA signed on 08 October 2024. -Awareness on the importance of water, water conservation and environment conducted on 07 October 2024.	35,000.00	31,322.57	Saved the amount of Php 3,677.43 due to cost savings measure implemented

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
		Increased access to safe water of public school pupils	General Administration and Support System (GASS)	Patubig sa Eskwela Program (continuous donation of free 30 cu.m. of water per month to 25 public schools)	No. of public schools with Patubig sa Eskwela Program	25 public schools as of 2024 with Patubig sa Eskwela Program	-	-	The donated 30 cu,m, of water per month to the 25 public schools with Patubig sa Esjweka Program is considered as non-revenue water.
WD customers lack awareness on the availability of Mother and Child corner	Need to disseminate availability of Mother and Child corner to customers and maintain cleanliness	Increased awareness on the availability of a decent space for transacting customers attending to reproductive roles	General Administration and Support System (GASS)	Post signage Maintain cleanliness of Mother and Child corner Flash availability of Mother & Child Corner in queuing monitor	at least 2 activities implemented	2 activities implemented -cleanliness of Mother and Child corner maintained -availability of Mother and Child flashed in queuing monitor	2,500.00	1,168.00	Saved the amount of 1,332.00 due to cost saving measure implemented.
PROJECTS ATTRIBUTAR					SUB-TOTAL		107,500.00	102,490.57	5,009.43
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 for all	Lack of access to clean and adequate water supply ; storing and fetching of water for domestic use, sanitation and hygiene is an additional burden mostly of women and girls	Access to clean and adequate water supply provided	Operation	Implement Pipeline extension projects 1. Makisama A, S-8 2. Padillo Subd., Brgy. Polo 3. Salazar Subd., Prk. Paglaum 4. Estrebilla Subd., Brgy. Upper Klinan 5. Frediville Subd., Brgy. Glamang 6. Purok 10 A, Sulit 7. Purok 10 B Sulit 8. Palencia Subd., (Pagalungan) 9. Prima Subd., San Agustin (Poblacion) 10. Valencia Subd., Prk. Mabuhay, Brgy. Silway 8 11. Detorio Subd., Prk Paglaum, UK 12. 100 mm Distribution line at Glamang from Primeworld		11 completed projects Implement Pipeline extension projects (Makisama A, S-8, Padillo Subd., Brgy. Polo, Salazar Subd., Prk. Paglaum, Estrebilla Subd., Brgy. Upper Klinan, Frediville Subd., Brgy. Glamang. 6. Purok 10 A, Sulit, Purok 10 B Sulit, Palencia Subd., (Pagalungan), Prima Subd., San Agustin (Poblacion), Valencia Subd., Prk. Mabuhay, Brgy. Silway 8, and 100 mm Distribution line at Glamang from Primeworld 1 construction in progress (Detorio Subd., Prk Paglaum, UK)	5,748,511.00	3,739,143.22	Saved the amount of Php 2,009,367.78 because the purchase of materials was through public bidding. Actual cost of construction in progress project/s not included in the actual cost.

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(1)	(2)	(3)	(4)	(5) Implement Pipeline expansion projects to areas with BAWASA turn-over 1. Prk. Cassava, Brgy, Maligo 2. Purok 4 & 5, Brgy. Glamang	(6) Improved water services provided to areas with turned-over BAWASA	(7) 1 completed project (Prk. Cassava, Brgy, Maligo) 1 construction in progress (Purok 4 & 5, Brgy. Glamang)	(8) 1,952,050.00		(10) Saved the amount of Php 638,066.73 because the purchase of materials was through public bidding. Actual cost of construction in progress projec/st not included in the actual cost.
				Implement rehabilitation projects A. Mainline 1. Hechanova, Brgy. Poblacion 2. Prk Pag-asa, Brgy. Silway 8 3. Prk Mabuhay to Prk. Maunlad, Brgy. Silway 8 4. Prk. Pag-asa (Calderon) 5. Aquino Gate 6. Prk. Olano, Brgy, Magsaysay 7. Gales Subd., Brgy. Poblacion 8. Prk. Matulungin (Magsaysay)	rehabilitation activities Mainline and Service Line	5 completed projects (Hechanova, Brgy. Poblacion, Prk Pag- asa, Brgy. Silway 8, Prk. Olano, Brgy, Magsaysay, Gales Subd., Brgy. Poblacion, Prk. Matulungin (Magsaysay) 3 construction in progress (Prk. Pag- asa (Calderon), Aquino Gate and Prk. Olano, Brgy, Magsaysay	5,881,379.00		Saved the amount of Php 4,251,155.36 because the purchase of materials was through public bidding. Actual cost of construction in progress project/s not included in the actual cost.

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
				Pipeline Improvement Projects -Antiporta Phase II Water Supply Transmission, and Distribution Line -Construction of Pumphouse and perimeter fence -Installation of pump and motors with appurtenances -installation of powerlines -implement pipeline improvement at: 1. pipeline transmission main at Norcos Subd. 2. pipeline transmission main along NHW PS#10 to Magalong	Water services provided to areas not yet reached by PolWD services	On-going project implementarion	18,443,571.00		Partial expense only. Construction in progress.
			<i>x</i> ¹	Implement water source development project Re-drilling of well at PS #3 (Cebuano)	Water source development project implemented	On-going project implementarion	3,200,000.00	3,079,251.00	Construction in progress.
Prenared by :		·		Approved by :	SUB-TOTAL GRAND TOTAL		35,225,511.00 39,853,165.54	23,746,317.52 26,376,744.17	

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