



Republic of the Philippines
LOCAL WATER UTILITIES ADMINISTRATION
Katipunan Avenue, Balara, Quezon City

ACKNOWLEDGEMENT RECEIPT

The Local Water Utilities Administration hereby acknowledges receipt of your communication/transmittal which has been routed to the appropriate office/s with the following information:

Communication/Transmittal

Sender: GM Hydee dela Luna-Ramirez, Lemery WD, Carnero Subd., Sangalang, Lemery, Batangas/email add: lemerywd@yahoo.com

Sent Through: 149699778071/LBC

Subject: Letter dated Feb 19, 2021 Re: Transmitting the 2020 GAD Accomplishment Report and Narrative Report

Date Received: 24 February 2021

Received by: Delia Suarez

Routed to: OAD

Remarks: as stated

LWUA Records and Communications Division does not vouch for the completeness of documentary requirements submitted, if any.


AMELIA G. DUMINDIN 2/24/2021
Chief Administrative Officer
Records and Communications Division
General Services Department/Administrative Service

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GENDER AND DEVELOPMENT (GAD) 2020 ACCOMPLISHMENT REPORT



GENDER AND DEVELOPMENT (GAD) FOCAL POINT SYSTEM (GFPS) 2020 ACCOMPLISHMENTS

Pursuant to Section 36 of Republic Act No. 9710, otherwise known as the Magna Carta of Women (MCW), all government departments, including their attached agencies, offices, bureaus, state universities and colleges, government owned and controlled corporations, local government units and all other government instrumentalities shall adopt gender mainstreaming as a strategy to promote women's human rights and eliminate gender discrimination in their systems, structures, policies, programs, processes, and procedures.

To ensure that an absolute, definite, genuine and potential gender biases are removed, the government embarked on gender and development (GAD) as one of its priority programs. GAD focuses on the principle that development is for all.

Lemery Water District (LEWAD) considers and holds on that gender equality and women's empowerment are essential for meeting water district's goals of comprehensive and continued development, as gender equality needs to be pursued in its own right for a just and equal society, and foster better development outcomes.

With reference to the 2020 Gender and Development (GAD) Plan and Budget submitted by Lemery Water District to the Local Water Utilities Administration, gender issues were determined as client focused and organization focused. Moreover, in light of the ongoing health situation and uncertainties brought about by this COVID-19 pandemic, some plans or activities were not accomplished and been revised in observance to the safety and health protocols implemented by the Inter-Agency Task Force (IATF).

The following programs aim to address the various gender needs and concerns of employees, officers, concessionaires of the district and other individuals.

MAJOR ACCOMPLISHMENTS TO DATE:

A. PIPE REPLACEMENT OF EXISTING 2.7 KM X 10" Ø TRANSMISSION LINE FROM BUCAL TO POBLACION (PHASE 1)





Objectives of the Project:

1. Increase the pipe carrying capacity of transmission line going to Poblacion to meet the looming increase in water demand;
2. To improve the reliability and efficiency of water facilities by replacing the existing pump and motor;
3. Decommissioning of remaining asbestos cement pipe.

Components:

- Pipe laying of 2.5km x 12" Ø uPVC
- Pump and motor replacement at San Isidro PS 8A and 8B

Beneficiaries: Barangay Poblacion and adjacent barangays

KPIs

1. Increase in Average Consumption by 0.6cum/ month
2. Increase in Water Supply Pressure
3. Energy Savings of 3.27M annually

B. 2020 NATIONAL WOMEN'S MONTH CELEBRATION

LEMERY WATER DISTRICT
 joins the 2020 National Women's Month Celebration

**WE MAKE
 CHANGE WORK
 FOR WOMEN.** 1-31
 MARCH





The Philippine Commission on Women (PCW) spearheads the Women's Month Celebration (NWMC) which is conducted annually in recognition of women's significant contributions in nation-building. This celebration is part of the worldwide observance of the International Women's Day.

The following issuances serve as legal bases for the annual national activity:

- Proclamation No. 224, s. of 1988 declaring the first week of March each year as Women's Week and March 8 as Women's Rights and International Peace Day;
- Proclamation No. 227, s. of 1988 providing for the observance of the Month of March as Women's Role in History Month; and
- Republic Act (RA) 6949 declaring March 8 of every year as National Women's Day.

Thus, under the banner theme, **"We Make Change Work for Women,"** the 2020 NWMC shall celebrate and take stock of the progress made to advance GEWE in the country. In line with the global multi-generational campaign of UN Women, **"Generation Equality: Realizing women's rights for equal future,"** the celebration shall also endeavor to bring together women and girl leaders from various generations towards a collective agenda of empowering all women and girls.

Government agencies including water districts are strongly encouraged to get the youth involved in their women's month activities.

C. HEALTH KIT DISTRIBUTION





The LEWAD-GAD pursuant to this year themed, **"We Make Change Work for Women,"** distributed Fifty (50) pieces Personal Health Kit to the first 50 walk-in consumers on March 2020 in commemorating the women's month celebration. The adapted kit contains baby soap, cotton, cotton buds, powder, alcohol, toothpaste, toothbrush, oil and feminine napkin.

D. WARM-UP EXERCISE AND ZUMBA FITNESS DURING WOMEN'S MONTH CELEBRATION





LEWAD and PRIMEWATER employees participated for a one-day ZUMBA ACTIVITY on first Monday of March 2020 which aimed to promote good camaraderie and bonding among employees.

E. TREE PLANTING ACTIVITY





The **Tree Planting Activity** aims to raise awareness to the society in the importance of **planting and saving trees**, express our concern to the environment, and diminish the unfavorable effects of climate change. To be aware of the importance of tree planting and its impact on the protections and increasing the growth and reproduction index of trees.

On October 20, 2020, the Lemery Water District conducted its annual Tree Planting Activity at its pumping stations in Bucal, Cahilan and San Isidro. Employees were also instructed to strictly observe social distancing and strictly wear their facemask during planting time.

F. COASTAL CLEAN-UP



Every September, the Lemery Water District and Primewater Lemery participated in the Coastal Cleanup (ICC) organized by the Municipal Government of Lemery, Lemery, Batangas which provides opportunity to make a difference in the deterioration of our oceans.



The Coastal Clean-up was participated by LEWAD and Primewater along the coastline of Barangay Sambal Ibaba, Lemery, Batangas, which aims to further protect ocean waters, marine wildlife and habitat, human health and safety.

The Coastal Clean-up in order to get rid of trash, provide information and raise environmental awareness. It is expected to have an output that involves local stakeholders to have a better appreciation on the importance of dedicating efforts to have a trash free-seas, coasts, and other significant water bodies.

Furthermore, its objectives are to involve various sectors within the municipality for the protection of rivers, coasts and waterways; to campaign for clean waterways, rivers and coastal areas; to support the worldwide campaign to beat plastic pollution; and more importantly to encourage the participation of the people.

G. OTHER GAD ACTIVITIES IN RELATION TO COVID-19 PANDEMIC AND THE ADOPTATION OF CSC, DOH AND DOLE JMC NO. 1, S. 2020

1. Procurement of Air Purifier
2. Procurement of LEWAD Personal Protective Equipment (PPE)
3. Procurement of LEWAD Health Kit
4. Provision for Shuttle Service to all LEWAD officers and employees

LEGAL BASES for the Adaptation and Implementation:

1. CSC, DOH and DOLE JMC No. 1, s. 2020
2. PCW Memorandum Circular No. 2020-03 dated April 27, 2020
3. CSC MC No. 10, s. 2020

A. CSC, DOH and DOLE JMC No. 1, s. 2020

The Occupational Safety and Health Standards for the Public Sector is aimed at protecting all government employees from the dangers of injury, sickness or death in the workplace through the adoption of safe and healthy working conditions to ensure the preservation of human lives and resources and prevent loss/damage of properties.

This shall also guide the government agencies in the development, implementation, monitoring and evaluation of Occupational Safety and Health for government employees.

Section V of the said JMC which is the Provision for Reasonable Working Conditions elaborated the following:



(1) Workplace

(a) Building premises shall have adequate fire, emergency or danger signs, Globally Harmonized System (GHS) pictograms and safety instructions of standard colors and sizes visible at all times, in accordance with the "Standard colors of signs for safety instruction and warnings in building premises"

(b) Facilities for persons with disabilities should be provided for their safe and convenient movement within the establishment/agency.

(c) Good housekeeping shall be maintained at all times, e.g. cleanliness of building, premises, machines, equipment, eradication of stagnant water that serves as breeding ground of mosquitoes and other insects, regular waste disposal, and orderly arrangement of processes, operations, storage and filing of materials.

(d) Sanitary Facilities, e.g. adequate comfort rooms and lavatories separate for male and female workers/employees, among others must be provided and maintained.

(e) Building construction and maintenance, space requirement, walk way surface, floor and wall openings, stairs, window openings, fixed ladders, among others, must conform to the provisions of Rule 1060 of the OSH Standard¹².

(f) Indoor air quality management program shall be instituted to ensure prevention of exposure of employees to hazardous environment and/or conditions.

(g) Provisions for personal protective equipment and devises must conform to Rule 1080 of the OSH Standard

(h) Handling, use and storage of hazardous materials must be addressed accordingly pursuant to Republic Act No. 6969 (Toxic Substances and Hazardous and Nuclear Wastes Control Act of 1990), Rule 1090 of the OSH Standard¹⁴ and DOLE Department Order 136 -14, Series of 2014.

(i) There shall be provision for health clinics or treatment room.

(2) Emergency Preparedness

(a) A Risk Reduction Management System and a Crisis Management Plan and Contingency Program in an emergency situation within the agency must be established as provided for by the Philippine Disaster Risk Reduction and Management Act of 2010.



- (b) Trainings and drills on Disaster Risk Reduction Management must be conducted to ensure employees and staff are prepared during emergencies.
- (c) Emergency supplies such as fire extinguishers, medical first aid kits, etc. among others, must be adequate and ensured to be available all the time.
- (d) A first aider trained and duly certified or accredited by the Philippine National Red Cross or by any authorized organization qualified shall administer first-aid during emergencies.
- (e) A Memorandum of Understanding/Memorandum of Agreement with the nearest government health facility for emergency medical services for occupational accidents and injuries must be establish, to ensure medical services will be available during emergency.

B. Memorandum Circular 2020-03: Adjustment and/or Implementation of the FY 2020 GAD Plan and Budget in view of the Coronavirus Disease 2019 Situation

In accordance with Section 36(a) of Republic Act No. 9710 or the "Magna Carta of Women" (MCW), and the guidelines set under PCW-NEDA-DBM Joint Circular 2012-01 and PCW Memorandum Circular 2019-02, national government agencies and instrumentalities have prepared and are implementing their FY 2020 Gender and Development (GAD) Plans and Budgets (GPBs). The cost of which shall be at least five percent (5%) of the agency's total budget appropriations.

Due to the Coronavirus Disease 2019 (COVID-19), the President issued Proclamation Nos. 922 and 929 declaring a State of Public Health Emergency and, consequently, a State of Calamity throughout the Philippines. Section 2 of Proclamation No. 922 and Section 3 of Proclamation No. 929 enjoin all government agencies "to render full assistance to and cooperation with each other and mobilize the necessary resources to undertake critical, urgent, and appropriate disaster response aid and measures in a timely manner to curtail and eliminate the threat of COVID-19."

Section 4 of Republic Act No. 11469 or the "Bayanihan to Heal As One Act" authorizes the President to exercise powers to adopt temporary emergency measures to respond to the crisis brought about by the pandemic. National government agencies have been identified and mandated to implement emergency measures outlined in the law and those deem necessary by the President.

National Budget Circular No. 580, dated 22 April 2020, provides the possible measures for the discontinuance of appropriated programs, activities and projects (PPAs) of the National Government, including State Universities and Colleges



(SUCs), and Government-Owned or -Controlled Corporations (GOCCs) receiving budgetary appropriation authorized under the FYs 2019 and 2020 GAAs, to fund the operations and response measures related to the COVID-19 emergency situation.

This Memorandum Circular covers the FY 2020 GPBs of departments, agencies and operating units of the National Government, including SUCs and GOCCs; constitutional offices; bodies under the Legislative and Judiciary Branches; and local water districts (LWDs).

To provide guidance on the revision and/or implementation of the FY 2020 GPB to implement GAD PAPs that address gender issues and concerns related to the COVID-19 situation.

GUIDELINES

1. All national government agencies and instrumentalities are enjoined to review and revise, as necessary, their FY 2020 Gender and Development (GAD) Plan and Budget (GPB) to implement measures to address gender issues and concerns arising from the unequal status of their women and men stakeholders due to the COVID-19 situation. Such measures should be in line with their respective agency mandates, Republic Act No. 9710 or the Magna Carta of Women and the Bayanihan to Heal as One Act. Relative thereto, agencies shall observe the following measures:
 - a. Disaggregate data related to the COVID-19 situation such as deployed personnel, program/project beneficiaries and stakeholders by sex, age, disability and other relevant status to be able to analyze gendered differences and inform decision-making and program implementation;
 - b. Identify and implement policies and measures to prevent discrimination against women and gender-based violence in the implementation of programs and projects;
 - c. Ensure that women and men stakeholders are informed of the measures instituted or programs offered by the agency to prevent and respond to the COVID-19 situation;
 - d. Strengthen the leadership and participation of women in decision-making and program/project implementation;
 - e. For agencies with mandates related to addressing gender-based violence, ensure victim-survivors' access to legal and various support services by adapting existing mechanisms to the crisis context (e.g., dedicated hotlines for reporting gender-based violence cases, online counseling, and repurposing spaces to expand shelters for gender-based violence survivors);
 - f. For agencies mandated to address the health impacts of COVID-19:
 - Pay attention to the health, psychosocial needs and work environment of frontline female health workers, including midwives, nurses, community

- health workers, as well as facility support staff (e.g., essential hygiene and sanitation items such as sanitary pads, availability of personal protective equipment that are appropriate to the size for women, and mechanisms to prevent harassment and other forms of violence in the performance of their duty);
- Ensure the continuous provision of standard health services, especially for sexual and reproductive health care (e.g., access to family planning supplies and services; antenatal, postnatal care and delivery services, including emergency obstetric and newborn care; and HIV treatment access);
 - For agencies mandated to provide economic response and recovery, institute measures to avoid reversing gains in terms of women's participation in the labor force, and ensure that financial support and access to credit are equally available to women and men;
 - For infrastructure agencies, ensure access to sufficient and affordable water, sanitation, and hygiene services for vulnerable groups of women, including in informal settlements, rural areas, and temporary shelters;
 - Consider childcare support for working and solo parents, especially where schools are closed, and provide safe and accessible services for essential workers; and
 - Consider procuring goods and services from women-owned enterprises.
2. The revision of the FY 2020 GPB should also be in line with the parameters set under National Budget Circular No. 580. GAD PAPs that fall under Section 4.3.1 of said policy shall be discontinued.
 3. The computation of the minimum five percent (5%) GAD budget as provided under Section 36(a) of the MCW shall be based on the total adjusted budget of the agency following National Budget Circular No. 580.
 4. Agencies with FY 2020 GPB that has been endorsed or is still under review by PCW have an option to submit an adjusted GPB until 01 July 2020 for (re-)endorsement of PCW. Requests to reopen the access to the agency's FY 2020 GPB submitted through the Gender Mainstreaming Monitoring System (GMMS) should be emailed to ced@pcw.gov.ph, copy furnished (cc) review.moderator@pcw.gov.ph and sysadmin@pcw.gov.ph.
 5. Agencies, whether with an endorsed or unendorsed GPB, shall reflect all changes made in the original FY 2020 GPB (e.g., cancellation/postponement of a GAD activity due to the Enhanced Community Quarantine or implementation of a new GAD activity to respond to the COVID-19 situation) in their GAD Accomplishment Report (GAD AR). Agencies shall also fill-out Column 10 of the GAD AR form to indicate deviations from the identified GAD activities and targets, if applicable.
 6. To ensure the gender-responsiveness of PAPs and comply with the minimum 5% GAD budget provision, agencies, especially those that are mandated to implement specific programs/projects under the Bayanihan to Heal As One Act and related directives, are highly encouraged to use the Harmonized Gender and Development Guidelines (HGDG) tool. The score of the program/project



in the HGDG Project Implementation and Management, and Monitoring and Evaluation (PIMME) checklist (HGDG Boxes 16 & 17) or the Facility Implementation, Management, and Monitoring and Evaluation checklist (HGDG Box F2) shall be the basis for attributing a portion of or the whole expense of the program/project in the GAD AR following the table below.

C. CSC MC 10 S. 2020: REVISED INTERIM GUIDELINES FOR ALTERNATIVE WORK ARRANGEMENTS AND SUPPORT MECHANISMS FOR WORKERS IN THE GOVERNMENT DURING THE PERIOD OF STATE OF NATIONAL EMERGENCY DUE TO COVID-19 PANDEMIC

To ensure the proper implementation of CSC MC 10, s. 2020 and to be consistent with the amended Inter-Agency Task Force on the Management of Emerging and Infectious Diseases (IATF) Omnibus Guidelines on the Implementation of the Community Quarantine in the Philippines, the Commission, pursuant to CSC Resolution No. 2000912 promulgated on October 14, 2020, approved the Amendment to the Revised Interim Guidelines for Alternative Work Arrangements During the State of Public Health Emergency Due to COVID-19 Pandemic.

Section 4.0 of the said Circular on Support Mechanisms states that "The agency head shall ensure that all workers are afforded with the following adequate support mechanisms:

- a. Health/psychosocial interventions like stress debriefing;
- b. Provision of appropriate personal protective equipment (PPE) to frontline service providers and employees;
- c. Reduced working hours, as authorized by the President;
- d. Reasonable transportation facilities and housing quarters shall be provided to employees assigned as skeleton workforce, whenever practicable, and subject to budgeting, accounting and auditing rules and regulations;
- e. Reasonable expenses incurred during the work-from-home may be Revised Interim Guidelines for AWA defrayed by the agency subject to budgeting, accounting and auditing rules and regulations; and
- f. Other monetary and forms of incentives as may be allowed by the Office of the President or other authorized agencies or upon approval of the heads of agencies subject to budgeting, accounting and auditing rules and regulations.

General Guidelines

- 1. The alternative work arrangements shall be adopted only for the duration of the State of Public Health Emergency or until lifted by the President;
- 2. The agency head shall give priority to the preferred schedule of employees who are below 21 years old, those who are 60 years old and above, as well as those with immunodeficiency, comorbidities, or other health risk/conditions and those residing with the aforementioned, pregnant women, nursing mothers, and persons with disabilities (PWDs) whose



services are indispensable under the circumstances. Requests for different work schedule/arrangement of employees with immunodeficiency, comorbidities, or other health risk/conditions must be supported with medical certificate and other medical records.

3. The following activities and precautionary measures should be implemented by agencies prior to the resumption of normal office operations:
 - a. Disinfection or decontamination activities on all its buildings, facilities and office vehicles. The disinfection should be part of the regular maintenance and upkeep of the agency;
 - b. Conduct of health status survey to ensure that all those reporting to the office are in tip-top shape and that no one is exhibiting any of the symptoms of COVID-19 disease; and
 - c. Modification of the workplace layout to ensure observance of physical distancing requirements of those who will be reporting to the office.
4. For alternative work arrangements that require physical presence in the office premises, physical distancing requirements should always be observed;
5. Agencies shall implement minimum health standards protocol at all times such as wearing of face masks, face shield, taking of body temperature, and presence of sanitation stations and other appropriate PPE;
6. Agencies may use videoconferencing/teleconferencing in conducting meetings to minimize face to face interaction;
7. Agencies shall adopt a monitoring mechanism such as submission of daily/weekly accomplishment report/s, etc., during the implementation of the alternative work arrangements to ensure that public service delivery is not prejudiced;
8. Agencies shall formulate their internal rules and regulations governing the alternative work arrangements they adopted and implemented in their agency.

Said guidelines shall include the work arrangements of its personnel who are in transit (daily/weekly) in reporting to work and going home across areas under quarantine area (ECQ/MECQ/GCQ/MGCQ), as well as from a quarantine area to quarantine-free area and vice versa;

9. Agencies shall submit a report on the implementation of the alternative work arrangements to the Civil Service Commission through the CSC Regional Offices for policy formulation and records purposes; and
10. Agencies located in area placed under GCQ/MGCQ shall ensure that the whole workweek is manned in order not to prejudice public service delivery.





LEWAD HEALTH KIT

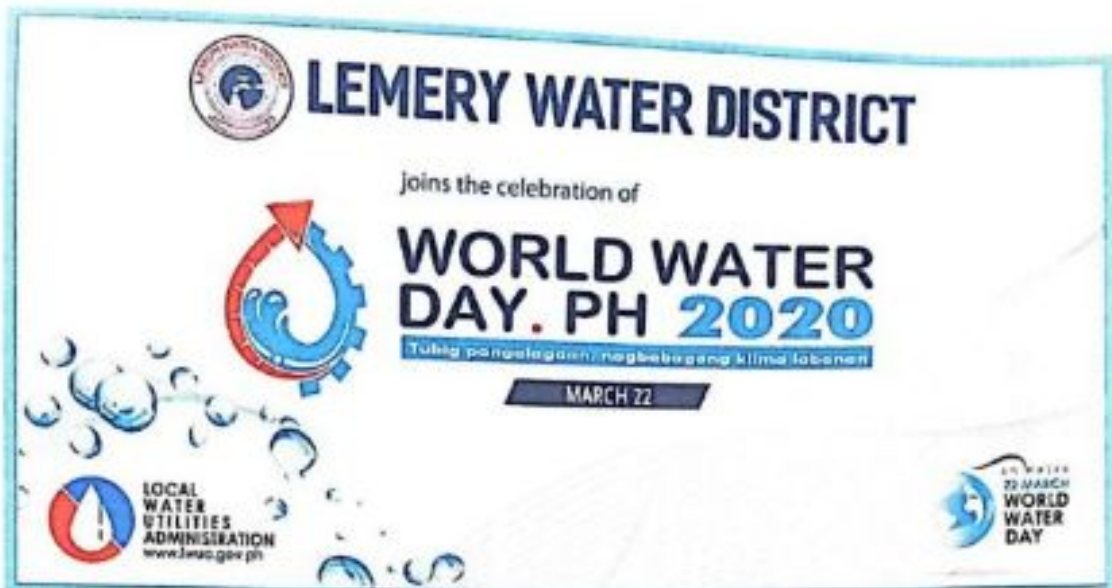


**LEWAD PERSONAL PROTECTIVE
EQUIPMENT (PPE)**



H. WORLD WATER DAY 2020 CELEBRATION





World Water Day is observed annually on March 22 to raise awareness about the vital importance of water to safeguarding human security and maintaining the health of the planet's ecosystems. This year's theme, "**Water and Climate Change**," highlights the urgent importance of strengthening water security and establishing access to a sustainable water supply in the face of changing climate conditions worldwide. The observance will also raise public awareness about the many ways shifting atmospheric and oceanic conditions are reshaping the global hydrologic cycle.

In commemoration with the **WORLD WATER DAY CELEBRATION**, the Lemery Water District (LEWAD) as part of the global water community participated in the said event by the hanging of World Water Day Streamer to announce the occasion.

H. ANNUAL CHRISTMAS CELEBRATION

LEWAD and Primewater Lemery's employees showed they know how to have fun despite of the pandemic by having a simple SALU-SALO (packed dinner) and a simple gathering at Primewater Office.

This is part of rewarding LEWAD and Primewater Lemery staff and recognizing their hard work and dedicated service to the agency.



I. OTHER GAD RELATED ACTIVITIES NOT INDICATED IN THE PLAN



LEWAD and Primewater in cooperation with Rotary Club of Taal-Lemery (RCTL) installed Seven (7) Foot-operated Handwashing Stations at selected areas in our municipality.

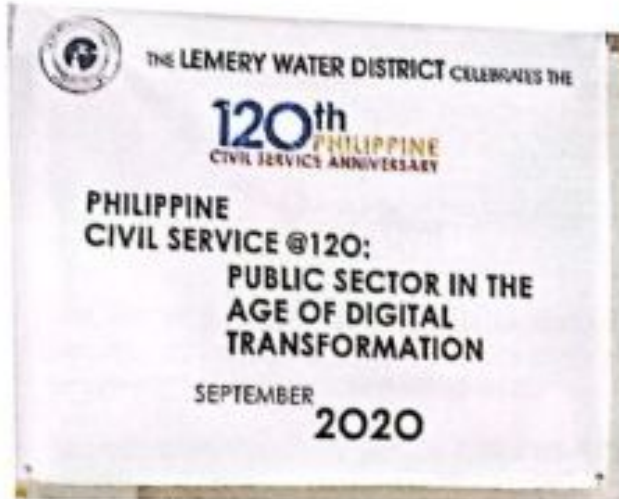
As this global pandemic threatens our entire community, they commit to bring clean water, decent sanitation and good hygiene to everyone. Most of the studies show that frequently and thoroughly washing our hands is one of the several preventive measures to stop the spread of coronavirus.

The objective of the project is to help and serve others by way of providing a handwashing stations to Lemerefios at this trying times. To encourage them to wash



their hands with soap and water to minimize the risk of contamination and spreading the disease.

DISPLAY OF ANNIVERSARY BANNER IN LEWAD' FACADES FOR THE WHOLE MONTH OF SEPTEMBER 2020



The Lemery Water District (LEWAD) joins the whole nation in celebrating the 120th Philippine Civil Service Anniversary as it officially launched the celebration in the district by hanging a streamer in front of its building.

MATERNAL AND CHILD CARE





The Lemery Water District and cooperation with the Rotary Club of Downtown Lemery distributed Sixty (60) pouches of maternal and child health kit to 60 pregnant women in the municipality.

NATIONAL FAMILY WEEK CELEBRATION

Pursuant in Proclamation No. 60 (s. 1992) which declared the last week of September of every year as Family Week and order to afford government workers and their families time to celebrate in their respective homes, the **Kainang Pamilya Mahalaga Day** pursuant to Proclamation No. 326 (s. 2012), work in government offices in the Executive Branch shall be suspended from 3:30 in the afternoon onwards on Monday, September 28, 2020.

Stated further that the suspension of work in other branches of government, in independent commissions or bodies, and in the private sector is encouraged so as to afford all Filipino Families the full opportunity to celebrate the Kainang Pamilya Mahalaga Day which shall take effect immediately.

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