

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT)**  
**CY 2019**

**AGENCY / BUREAU / OFFICE: BAGUIO WATER DISTRICT**

**TOTAL BUDGET OF ORGANIZATION: PHP90,045,000.00**

| GENDER ISSUE AND / OR MANDATE (1)   | CAUSE OF GENDER ISSUE (2)  | GAD RESULT STATEMENT / GAD OBJECTIVE (3)  | RELEVANT AGENCY MFO / PAP (4)                                      | GAD ACTIVITY (5)                                     | PERFORMANCE INDICATOR AND TARGET (6)  | ACTUAL RESULTS (7)                                       | TOTAL AGENCY APPROVED BUDGET (8) | ACTUAL COST EXPENDITURE (9) | VARIANCE / REMARKS  |
|---|--|---|--|--|---|--|----------------------------------|-----------------------------|---|
| <b>ORGANIZATION FOCUSED</b>   |  |   |  |  |   |  |                                  |                             |   |
| <b>1. Low level of awareness on Gender and Development among BWD employees, Board of Directors (BOD), and GAD Committee Members</b> | Lack of formal training / orientation on Gender and Development among employees, BODs, and GAD members | To increase GAD awareness among BWD employees, BODs and GAD Committee members and establish a Gender Sensitive agency | Capacity building of BWD employees, BODs and GAD Committee members | In House Training Programs Conducted                 | At least one(1) GAD program conducted                                       | Conduct of GAD Sensitivity Seminar on August 28-29, 2019 | P 100,000                        | P30,622.08                  | Increase is due to the participation of GAD committee members and employees to trainings outside Baguio |
|   |  |   |  | Gender Sensitivity Seminar attended by BWD employees | Percentage of casual and regular employees who have attended (at least 90%) | a. PIWADA GAD (07/05/19)-5 casuals                       |                                  | P14,015.24                  |   |
|   |  |   |  | GAD seminars attended by BWD GAD Committee members   |   | b. GFPS Assembly (07/07-08/19) - 2 regular               |                                  | P13,345.36                  |   |



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|---|--|--|---|--|--|---|----------------------------------|-----------------------------|--------------------------|
|   |  |  |   |  |  | c. GAD Sensitivity Seminar (08/28-29/19) - 6 regular & 4 casual   |                                  |                             | part of the Php30,622.08 |
|   |  |  |   |  |  | d. GAD Agenda Workshop (10/08-10/11) -4 regular and 1 casual)   |                                  | P118,441.44                 |                          |
|   |  |  |   |  |  | Meetings conducted by GAD Committee members<br>a. GAD Review/ Meeting (01/11/19)<br>b. GAD Meeting (06/17/19) |                                  | P10,100.00                  |                          |
| 2. Limited capacity of program implementors to mainstream GAD in regular programs | Limited access of program implementors to relevant GAD trainings | To increase capacity of Program Implementors to mainstream GAD in regular programs | Capacity building of Program Implementors | Program Implementors to participate in trainings on Harmonized Gender and Development Guidelines | a. No. of trainings conducted (at least once a year) | 2 trainings attended (2nd GFPS Assembly & GAD Agenda Workshop)  | P 200,000                        | P7,288.82                   |                          |
|   |  |  |   |  | b. No. of employees attended                         | 7   |                                  |                             |                          |



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| <b>3. Need to strengthen the capability of BWD Personnel/GAD Committee on GAD Planning and Budgeting</b>   | Lack of knowledge of BWD Personnel/GAD Committee on GAD Planning and Budgeting  | To enhance knowledge of BWD Personnel/GAD Committee on GAD Planning and Budgeting   | Capacity building of GAD Committee and BWD staff | Conduct seminars on GAD Planning and Budgeting          | No. of female Management/staff attendees to the GAD Planning and Budgeting and other related seminars on the implementation of GAD Activities (at least 5 staff, including Division Managers / Supervisors) | <b>2 training attended by 4 GAD Committee Members</b> |                                  |                             |                    |
| <b>4. Low level of awareness on the various rights among BWD employees on Magna Carta for Women, VAWC, Anti-Sexual Harassment Act, Solo Parent Act and No Smoking Policy</b> | Employees lack information regarding Magna Carta for Women, VAWC, Anti-Sexual Harassment Act, Solo Parent Act and Anti-Smoking Act which would provide assistance and/or benefits to BWD female employees to include BWD Concessionaires. | To empower BWD employees by increasing their awareness on Magna Carta for Women, VAWC, Anti-Sexual Harassment Act and Solo Parent Act and No Smoking Policy | Capacity building                                | Conduct orientation, symposiums, seminars and trainings | At least one(1) orientation/symposium/seminar/training conducted at least twenty(20) female employees attended  | <b>None</b>   | P 400,000                        |                             |                    |

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|-----------------------------------|---------------------------|--|-------------------------------|--|--|---|----------------------------------|--|--------------------|
|                                   |                           |  |                               | Attendance to orientation, symposiums, seminars and trainings  |  | None  |                                  |  |                    |
|                                   |                           |  |                               | Continuous Implementation of policies on the ff:<br>a. Magna Carta for Women<br>b. Solo Parent Act<br>c. No smoking Policy | Number of female employees who availed of the ff:<br>a. Time-Off for lactating employee (all lactating female employees)<br>b. Solo Parent Leave employees)<br>c. 2-month leave under the Magna Carta of Women | a. <b>Time-off</b> - (A. Aviles, K Denis, V. Malapit)<br>b. <b>Solo Parent</b> (N. Combis, E. Villanueva, J. Asiatico, K. Ballesteros)<br>c. <b>Maternity Leave</b> (B. Ananayo, S. Abellera) |                                  | a. P69,497.00<br>b. P42,065.86<br>c.P77,092.50 |                    |
|                                   |                           |  |                               | Provide legal counselling (in-house lawyers) to female employees on VAWC and Anti-Sexual Harassment                        | Number of female employees counselled on VAWC and Anti-Sexual Harassment   | None  |                                  |  |                    |



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|   |   |  |   | Information campaign through leaflets on VAWC, Anti-Sexual Harassment Act to be distributed to BWD employees & concessionaires | Number of leaflets on VAWC and Anti-Sexual Harassment Act distributed | 100 pcs.                                       |                                  |                             | Utilization of available office supplies |
| <b>5. Need to continuously support the observance of the National and International Women's month to uphold the empowerment of women and awareness on gender equality</b> | There is a need to see to it that BWD supports the observation of the National /International Women's month various activities and heighten awareness on gender equality, women empowerment and respect for human rights women empowerment such as Women's Month. | To heighten awareness on gender equality, women empowerment, respect for human rights. | Participation in various activities of the National and International Women's month Capacity building, and implementation of BWD activities and projects. | Attendance / participation to various activities such as but not limited to:Parade / Seminars                                  | No. of female employee attendees (at least 20)                        | purchase of 20 pcs Nat'l Women's month T-shirt | 100,000                          | P5,489.50                   |  |

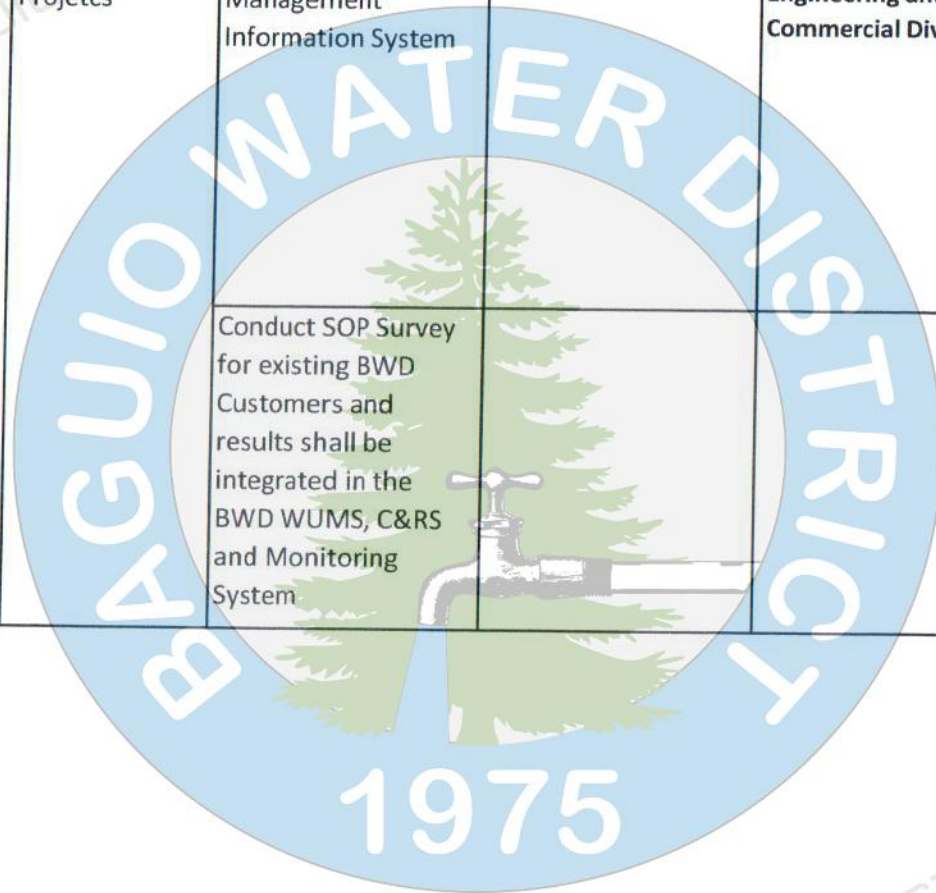
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|                                   |                           |  |                               | Implementation of various activities and projects in accordance to the theme such as but not limited to: For a/Seminar Income  | Activity / Project Report and documentation of female employee attendees and beneficiaries (at least 20 or more female) | <b>Seminar / Orientation on Health and Wellness (Massage Therapy/Reflexology-Mar. 15,22,29)</b> | 300,000                          | P11,500.00                   |                    |
|                                   |                           |  |                               | Conduct personality development programs for BWD female employees such as but not limited to: Health and Wellness programs, other related activities aligned to the theme for the National and International Women's Month Celebration | Activity / Project Report and documentation of female employee attendees and beneficiaries (at least 20 or more female) | <b>a. Zumba for Women (03/20/19)<br/>b. Women's Month Fun Run (04/11/19)</b>                    | 100,000                          | a. P2,500.00<br>b. P2,327.00 |                    |



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| 6. Need to continuously support the observance of the Anti- Violence Against Women and Children which is a commitment of the BWD to ensure the protection of women against all forms of violence. | There is a need to continuously uphold the BWD's commitment to protect women and children against all forms of violence | To provide awareness among BWD employees on Anti-VAWC and provide necessary assistance to BWD female employees against violence | Participation in various activities of the Anti-VAWC campaign and implementation of BWD activities and projects. | Attendance / participation to various activities such as but not limited to: Parade/Seminars/For                       | At least 20 BWD female employees attended Special Orders/Notices Activity / Project Report and documentation at least 20 BWD female employees attended and benefited | Anti-VAWC Fun Run on November 29, 2019 attended by 40 male and female employees | 50,000                           | P5,345.24                   |                    |
|   |   |   |  | Implementation of various activities and projects in support thereof such as but not limited to: Fora/ Seminar/Fun Run | No. of Activities, Projects Summaries  | Displaying of tarpaulin on ANTI-VAWC Campaign                                   |                                  | P225.00                     |                    |
| 7. No GAD Section in the BWD's Website  | Only a small % of employees and clients are aware and updated on issues and concerns related to GAD                     | GAD Corner in BWD's Website, to create awareness among employees and concessionaires  | Information dissemination of GAD Plans and programs to employees and concessionaires                             | Regular monitoring and updating of the GAD Section   | No. of GAD related information and updates uploaded and posted in the GAD Corner   | Maintained GAD Corner in the BWD Website  |                                  |                             |                    |
|   |   |   |  |  | No. of views/visits in the GAD Corner  |   |                                  |                             |                    |



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| 8. Lack of Database as basis for sex disaggregated data, Gender statistics, planning, budgeting and monitoring of implementation GAD. | Limited data and statistics necessary for Gender Analysis, Gender Planning and Budgeting | To establish a GAD database as bases for Planning, Budgeting and Policy Formulation. | Implementation of GAD Programs and Projects | Establish GAD database integrated into the Personnel Management Information System  | GAD Database Developed/Enhanced and Maintained | Maintenance of various database by Administrative, Engineering and Commercial Divisions |                                  |                             |                    |
|   |  |  |   | Conduct SOP Survey for existing BWD Customers and results shall be integrated in the BWD WUMS, C&RS and Monitoring System |  |   |                                  |                             |                    |





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| 9. Lack of facilities and programs to address the following: Personality Development of BWD female employees Empowerment of BWD female employees(the Magna Carta of Women mandates all government agencies and local government units to increase women's participation in various sporting events ) | Factors such as stress, multiple tasks and responsibilities that prevent employees to perform efficiently and effectively in their respective works | To provide facilities and institute programs for the empowerment, personality development of all BWD female employees | Efficient and effective organization with empowered, committed and trustworthy female employees | Conduct of Various activities and attendance to various sporting activities such as but not limited to: Sports related activities Fun Run BWD Sports Fest | * No. of activities conducted (all female employees)<br>* No. of activities, project reports and documentation | Entrepreneurship Workshop for Female employees during the celebration of 2019 Women's Month | 250,000                          |                             | Refer to the previous accomplishment (Health and Wellness Seminar) |
|  |   |   |   | Necessary improvements of Breastfeeding Area for employees  | No. of mothers who availed (at least majority of lactating mother employees) availed the facilities            | none  | 300,000                          |                             |  |
|  |   |   |   | Day-care to lessen the burden of working women (BWD employees) in the care and facilitating learning of Pre-School children                               |  |   |                                  |                             |  |



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|---|---|--|---|---|--------------------------------------|---|----------------------------------|----------------------------------|--------------------|
| 10. Need to strengthen the values of BWD employees on teamwork, collaboration and coordination in order to enhance work efficiency, thereby providing excellent service | Factors such as stress, multiple tasks and responsibilities that prevent employees to perform efficiently and effectively in their respective works | To provide a venue to discuss work-related issues/problems and identify solutions thereon to enhance work efficiency, teamwork and cooperation in the District | Efficient and effective organization with empowered, committed and trustworthy female employees | Conduct gender responsive teambuilding activity and strategic planning                      | No. of activities conducted          | a. Values Enhancement Seminar<br>b. BWD Teambuilding (all divisions)                        | 1,000,000                        | a. P491,473.09<br>b. P761,216.18 |                    |
|   |   |  |   | Alay sa kalikasan (tree planting, clean-up drive) Family to be included during the activity |                                      | a. Participation of BWD employees to the Baguio City Clean-up drive<br>b. BWD Tree planting |                                  | a. 24,500.00<br>b. 122,500.00    |                    |



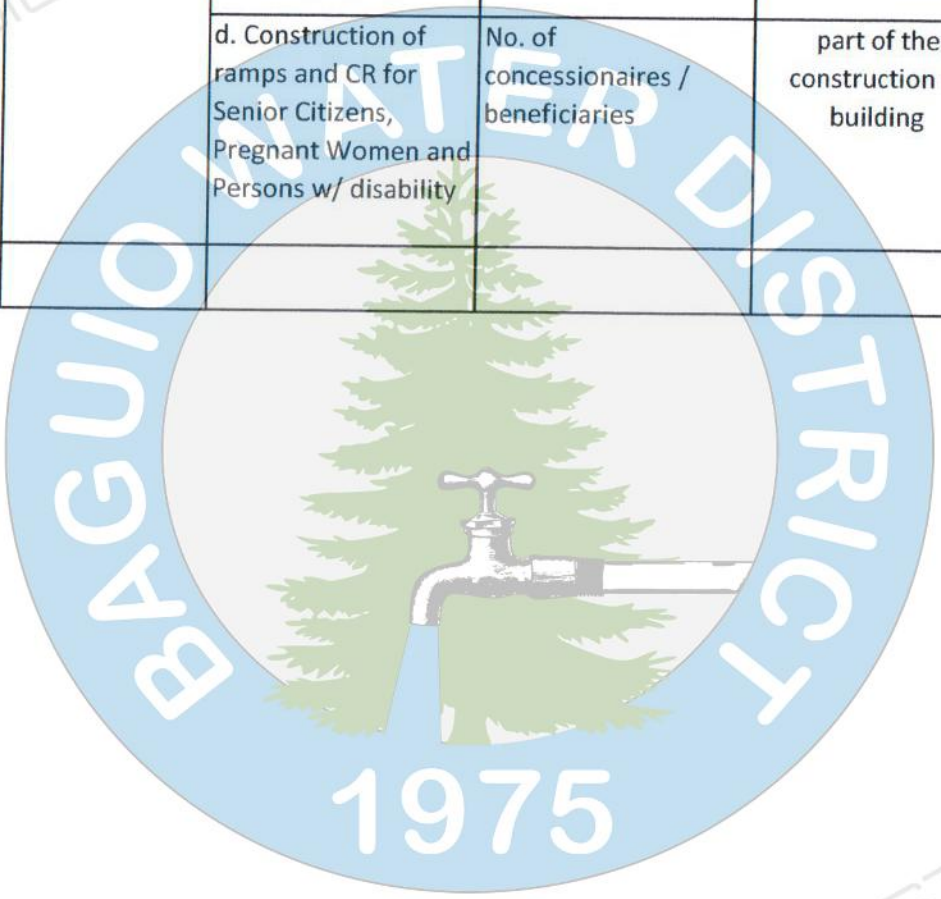
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|---|--|---|---|---|--|--|----------------------------------|-----------------------------|--------------------|
| 11.Civil Service Commission Memorandum No. 8 dated March 07, 2011 which reiterated CSC MC. No. 6 dated April 20, 1995 requires all agencies to adopt "The Great Filipino Workout" as an integral part of the National Physical Fitness and Sports Development Program for government Personnel. | Lack of Sports program to ensure equal participation of women and men in various sports events | To provide physical fitness program specially to BWD female employees.    | Efficient and effective organization with empowered, committed and trustworthy female employees | Conduct weekly fitness programs such as but not limited to:<br>a. Fun Run<br>b. Volleyball/<br>Basketball c. Sportsfest | a. No. of activities conducted (all female employees)<br>b. No. of activities, project reports and documentation | Weekly Zumba for female and male employees | 100,000                          | P35,400.00                  |                    |
| <b>CLIENT FOCUS</b>   |  |   |   |   |  |  |                                  |                             |                    |
| 12. Lack of awareness of concessionaires on GAD related issued  | Concessionaires have limited access on information about GAD                                   | To increase/create awareness and understanding or GAD among BWD customers | Corporate social responsibility   | Provision of a GAD Corner in the BWD Website  | No. of activities conducted for information dissemination  |  |                                  |                             |                    |
|   |  |   |   | Printing and distribution of brochures, flyers, posters and leaflets  |  | Distribution of GAD Primer leaflets        |                                  |                             |                    |



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|  |   |  |                                | Printing /posting of GAD Slogans/posters (tarpaulin) during GAD events activities, functions | No. of brochures, flyer, posters and leaflets distributed | Posting of Gender disaggregated data (personnel inventory) during the National Statistic Month |                                  |                             |                    |
| 13. Lack of facilities to address concerns of BWD customers specially pregnant & lactating women, mothers and senior citizen women while transacting business with the office. | Complaints from customers specially women for lack of facilities to ease and facilitate their transactions with BWD:<br>a. Comfort Rooms<br>b. Lack of Chairs | a. To address needs of pregnant women, lactating mothers, Senior citizens and PWD<br>b. Complete customer service to BWD customers | Complete Customer Satisfaction | a. Necessary improvements Breastfeeding Area (shared with the employees of BWD as in No. 5)  | No. of mother who availed                                 | (shared with BWD employees)  |                                  |                             |                    |
|  |   |  |                                | b. Customer Care Programs such as free coffee, water and the like                            | No. of Customer Care programs implemented                 | Purchase of coffee and candies for customers satisfaction (Jan to Dec)                         |                                  | P86,759.00                  |                    |



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|                                   |                           |  |                               | c. Purchase of essential appurtenances  | No. of appurtenances purchased         |                                      |                                  |                             |                    |
|                                   |                           |  |                               | d. Construction of ramps and CR for Senior Citizens, Pregnant Women and Persons w/ disability | No. of concessionaires / beneficiaries | part of the construction of building |                                  |                             |                    |
| Sub-total                         |                           |  |                               |   |  |                                      | Php2,900,000.00                  | Php1,931,703.31             |                    |






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| 14. Inadequate access to water supply | Most of the complaints from customers pertain to insufficient water supply in their homes | To provide quality service in terms of water supply to residents of Baguio | Complete Customer Satisfaction | Weekly Orientation / forum to gather and address issues, concerns, suggestions of customers (incorporated in the Orientation conducted by the Commercial Division) Implementation of various Projects that are aimed at satisfying their need for water and alleviating their economic status Purchase of equipment to perform various projects Construction | Decrease in customer complaints particularly on water supply Increased satisfaction of customers thru positive comments / feedback Number of projects implemented Number of purchased equipment Number of facilities constructed |                    | P87,145,000 (Source: BWD Corporate Funds) |                             |                    |
|                                       |   |  |                                | <b>Actual Results:</b>   |  |                    |   |                             |                    |
|                                       |   |  |                                | Drilled Wells (South drive/Pines Ville)  |  |                    |   | P1,923,341.06               |                    |
|                                       |   |  |                                | Installation of Transmission and Distribution Lines at various locations in Baguio City:   |  |                    |   |                             |                    |
|                                       |   |  |                                | Location:  | Mangitit, Camp 7   |                    |   | P67,768.94                  |                    |
|                                       |   |  |                                |  | East Quirino Hill  |                    |   | P66,930.68                  |                    |
|                                       |   |  |                                |  | Cypress Irisan to supply Maryland Homes Subd   |                    |   | P257,322.97                 |                    |



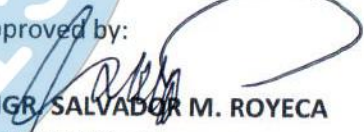
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|                                   |                           |  |                               |                  | Queen of Angels Tank to Dominican Tank  |                    |                                  | P338,720.11                 |                    |
|                                   |                           |  |                               |                  | Hawthorne Alley   |                    |                                  | P132,484.24                 |                    |
|                                   |                           |  |                               |                  | Marcoville Barangay   |                    |                                  | P64,215.18                  |                    |
|                                   |                           |  |                               |                  | Interior C, Balacbac  |                    |                                  | P99,157.39                  |                    |
|                                   |                           |  |                               |                  | Verde Pino Drive  |                    |                                  | P56,286.30                  |                    |
|                                   |                           |  |                               |                  | Lexber Heights  |                    |                                  |                             |                    |
|                                   |                           |  |                               |                  | Additional line for Tenerece, San Vicente   |                    |                                  | P46,742.29                  |                    |
|                                   |                           |  |                               |                  | Construction of Additional Thrust block and cable support for the hanging transmission line at STRB |                    |                                  | P40,975.84                  |                    |
|                                   |                           |  |                               |                  | Construction of BWD 4-storey Building/ Mezzanine  |                    |                                  | P18,816,235.31              |                    |
|                                   |                           |  |                               |                  | Improvement of source of supply and structures:   |                    |                                  |                             |                    |
|                                   |                           |  |                               |                  | Slope protection for Lovena Tank  |                    |                                  | P644,739.57                 |                    |
|                                   |                           |  |                               |                  | Construction of reinforced confinement wall with reinforced canal                                   |                    |                                  | P538,355.92                 |                    |
|                                   |                           |  |                               |                  | Busol Lecture Shed extension, guard house roof deck roofing and renovation of stock house           |                    |                                  | P54,463.52                  |                    |



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|                                   |                           |  |                               | Pumping Plant and Structures:          |   |                    |                                  |                             |                    |
|                                   |                           |  |                               |  | Military Cut Off Perimeter Fence                                    |                    |                                  | P55,474.14                  |                    |
|                                   |                           |  |                               |  | Busol Tiptop Perimeter Fence  |                    |                                  | P77,285.30                  |                    |
|                                   |                           |  |                               |  | South drive Deep well 1 Fence                                       |                    |                                  | P60,836.99                  |                    |
|                                   |                           |  |                               |  | Rehabilitation of Stage 1 and Stage 2 pumping Stations- Civil works |                    |                                  | P127,543.91                 |                    |
|                                   |                           |  |                               | Special Project ( For Water Treatment) | Purchase of 1 lot Ultraviolet Hydro Optic Disinfection System       |                    |                                  | P6,580,065.20               |                    |
| Sub-total                         |                           |  |                               |  |   |                    | Php87,145,000.00                 | Php30,048,944.86            |                    |
| TOTAL                             |                           |  |                               |  |   |                    | Php90,045,000 (14.38%)           | Php31,980,648.17 (5.11%)    |                    |

Prepared by:  
  
**LUZVIMIN G. RAMOS**  
 BWD GAD TWG Chairperson  
 (Internal Audit Division Manager)  
 ₱ 8,948

Recommending approval:  
  
**ATTY. MA. LUISA C. TENEDERO**  
 BWD GFPS Vice Chairperson  
 (Assistant General Manager -Non-Technical)

Approved by:  
  
**ENGR. SALVADOR M. ROYECA**  
 BWD GAD Chairperson  
 (General Manager)