

**ANNUAL GENDER AND DEVELOPMENT PLAN**  
FY 2020

Agency: Baguio Water District (BWD)

Total Operating Budget of Organization : Php629,739,000

(shall be subject for revision upon approval of 2020 Budget)

Required GAD Budget (5%) : 31,486,950

Total BWD GAD Budget : 32,739,665

Gender Issue/GAD Mandate	Cause of Gender Issue	Objective/GAD Result Statement	Relevant Agency MFO / PAP	Activity	Performance Indicator/Target	ACTUAL RESULTS (7)	TOTAL AGENCY APPROVED BUDGET (8)	ACTUAL COST EXPENDITURE (9)	VARIANCE / REMARKS
<b>I. ORGANIZATIONAL FOCUSED</b>									
GFPS members have low level of skills to perform their work	Lack of formal training on the required GAD skills of GFPS	To increase the capacity of GFPS to perform their work in gender mainstreaming	General Administration Support and Services/Support to Operations	Conduct of GAD Planning and Budgeting Seminar	At least five(5) GAD Committee Members trained by the 3rd Quarter	None	100,000.00	N/A	Committee members were not able to attend trainings due to the pandemic. Also, there are no or limited GAD webinar offers
Low level of awareness on Gender and Development among BWD Board of Directors (BODs)	Lack of formal training on GAD among Board of Directors	To increase GAD awareness and support among BWD BODs	General Administration Support and Services/Support to Operations	Conduct of Executive Briefing on GAD for BODs	At least three(3) BODs attended GAD training by 2nd Quarter	None	100,000.00	N/A	Board of Directors were not able to attend trainings due to the pandemic. Also, there are no or limited GAD webinar offers
Some employees have limited awareness on GAD	Lack of access to GAD related trainings and information	To increase GAD awareness and support among BWD employees	General Administration Support and Services/Support to Operations	Conduct of Gender Sensitivity Training for staff	95% of casual and regular employees trained on Gender Sensitivity	Not conducted	100,000.00	N/A	Not conducted due to the pandemic
Republic Act 9710 or Magna Carta of Women (MCW) Section 36, Monitoring and Evaluation	BWD gender mainstreaming efforts are not regularly assessed and monitored	To ensure that gender mainstreaming in BWD is institutionalized	Support to Operations	Conduct of Regular GAD Committee Meetings	At least 4 quarterly GAD Committee Meetings	1st quarter Meeting on March 06, 2020	50,000.00	2,000.00	Most of the plans were not implemented due to the Pandemic
DBM, NEDA and PCW JC 2012-1 / Members of the GAD Committee need to constantly enhance knowledge and skills in the effective and efficient implementation of GAD programs.	Limited capacity of GAD Committee members to integrate gender mainstreaming strategy in the design/plans and programs, management, implementation, and monitoring and evaluation.	To increase capacity of Program Implementors to mainstream GAD in regular programs	General Administration Support and Services/Support to Operations	Conduct of Benchmarking with other agencies	At least six(6) members of GAD Committee have conducted benchmarking by 2nd Quarter	Not conducted	200,000.00	N/A	Not conducted due to the pandemic

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Limited capacity of program implementors/ technical staff to mainstream GAD in regular programs	Limited access of program implementors/technical staff to relevant GAD trainings	To increase capacity of Program Implementors to mainstream GAD in regular programs	Support to Operations	Conduct of Harmonized GAD Guidelines to Program Implementors/technical staff	At least five(5) program implementors trained within 1 <sup>st</sup> quarter	Not conducted	100,000.00	N/A	Not conducted due to the pandemic
Republic Act 6949 or Women's Month	Employees need to constantly be provide awareness on the importance of role of women in the society	To heighten awareness of employees on gender equality, women empowerment, respect for human rights	Support to Operations	Participation in the Celebration of Women's Month	At least 1 Kick-off Activity Conducted	None	100,000.00	N/A	No to limited invitation / activities offered /conducted due to the pandemic
					At least 25 employees participated in the activities			N/A	
Republic Act 10793 or 18-Day Campaign to End Violence Against Women	Employees have limited awareness on Violence Against Women and women's rights	To increase awareness of employees on VAW	Support to Operations	Participation in the 18-Day Campaign to End VAW	At least 3 activities conducted (1) Orientation on Anti-Sexual Harassment Act; 2) Orientation on Solo Parent Act; 3) Orientation on Anti-Violence Against Women	None	100,000.00	N/A	No to limited invitation / activities offered /conducted due to the pandemic
					At least 25 employees participated in the activities	Attendance of 3 female employees to the GAD Legal Mandates Webinar		2,016.87	No to limited invitation / activities offered /conducted due to the pandemic
					Provide legal counselling (in-house lawyers) to female employees on VAWC and Anti-Sexual Harassment	None		N/A	No to limited invitation / activities offered /conducted due to the pandemic
Republic Act 9710 or Magna Carta of Women, Section 36 on Sex-Disaggregated Database	Lack of Database as basis for sex disaggregated data, Gender statistics, planning, budgeting and monitoring of implementation GAD	To establish a sex disaggregated database to identify gender issues of concessionaires to be used for planning purposes	Support to Operations	Establish GAD database integrated into the Personnel Management Information System	1 sex-disaggregated Personnel Management Information System updated and maintained within the year	Personnel Inventory with sex disaggregated data maintained monthly. Sex disaggregated data adopted in various HR systems.	N/A	N/A	

CSC MC No. 33 S. 1997/ Health Program for Government Employees / MC No. 38 s. 1992	Lack of access to health programs to government employees especially to women	To ensure that employees especially women are provided adequate health programs that will improve their working condition	Support to Operations	Establish BWD Health Programs such as Hospitalization Services, and Cultural and athletic activities	At least 50 employees availed of the BWD Hospitalization Services	a. APE availed by 266 employees (203 males and 63 females) b. Hospitalization availed by 80 employees (29 female and 51 males)	2,500,000.00	a. 647,995.00 b. 922,194.52	
					At least 50 employees participated in cultural and athletic activities	a. Webinar on IP in watershed (EGV/ FBP / NBS) on 10/16/2020 b. Webinar on Indigenous Peoples Right (JAW/LDG/AGS/ETD) on 10/7,14,21,&28/2020 c. Conduct of vertical gardening webinar d. Conduct of Stress Management and Mental Health Awareness		a. 2,340.76 b. 5,430.52 c. - d. 33,544.29	
					At least two(2) equipment purchase to support the health programs of the District	Gym Equipment a. 22 male and 10 female utilized gym		1,590,600.00	
RA No. 8972 / Solo Parent Act	Need to support the privileges and benefits given to solo parents and their children	To continuously support benefits and privileges given to solo parents and their children	Support to Operations	Implementation of Solo Parent Act: a. Solo Parent Leave of Solo Parents	At least three(3) solo parent employees benefited in the various programs	4 employees availed of the Solo Parent Act a. Challesteros - 4 days b. Jasiatico - 1 day c. Ncambis - 2 days d. EGVillanueva- 7 days	500,000.00	25,744.27	
				b. Educational Assistance to children		a. 10 High School (5 male & 5 female) b. 2 College (1 male & 1 female) None		38,000.00	
				c. Flexible Work Schedule				N/A	
RA No. 9710/ Magna Carta of Women	Need to uphold the rights of women	To ensure that the rights of BWD women employees are being observed	Support to Operations	Implementation of : a. Time-Cff for Breastfeeding Employee	BWD women employees availed of the program	1 employee (Atty. MRDizo)	100,000.00	11,132.10	
				b. 2 months leave for women employees who have undergone operation		1 employee		64,106.00	

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DBM, NEDA and PCW JC 2012-1	Inadequate Capacity in the monitoring of Districts GAD Plans and Programs	To ensure the effective monitoring of BWD GAD Plans and Programs	Support to Operations	Hiring of personnel to monitor BWD's GAD Plans and Budget and maintain disaggregated data	No. of personnel employed	None	250,000.00	N/A	
<b>TOTAL</b>							<b>4,200,000.00</b>	<b>3,345,064.33</b>	

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<b>Client-focused</b>									
Republic Act 10793 or 18-Day Campaign to End Violence Against Women	Concessionaires have limited awareness on Violence Against Women and women's rights	To increase awareness of concessionaires on VAW	Support to Operations	Distribution of leaflets/flyers on RA 9262 or Anti-Violence Against Women	At least 100 leaflets distributed	Not implemented	50,000.00	N/A	
Concessionaires have limited awareness on GAD and BWD gender mainstreaming efforts	Absence of GAD Section in website	To inform concessionaires on GAD and BWD gender mainstreaming efforts	Support to Operations	Updating of GAD Section in Website	1 GAD Section maintained and updated quarterly	GAD Section maintained and updated	50,000.00	N/A	
Republic Act 9710 or Magna Carta of Women, Section 36 on Sex-Disaggregated Database	Lack of Database as basis for sex disaggregated data, Gender statistics, planning, budgeting and monitoring of implementation GAD	To establish a sex disaggregated database to identify gender issues of concessionaires to be used for planning purposes	Support to Operations	Existing form does not capture sex of HH members of concessionaires	1 application (new connection) form enhanced with sex indicator developed within 1 <sup>st</sup> quarter	On Going-Activity	100,000.00	N/A	
BWD receive negative feedback on facilities from female concessionaires	Lack of facilities to cater to concerns of BWD lactating customers	To establish a conductive facility to cater to the needs of lactating concessionaires	Support to Operations	Setting up and maintenance of Lactation Station	1 Lactation Station set up and maintained;	Not implemented	250,000.00	N/A	
					Number of beneficiaries	N/A	N/A	N/A	



Republic Act 9710 or Magna Carta of Women, Section 36 on Sex-Disaggregated Database	Lack of Database as basis for sex disaggregated data, Gender statistics, planning, budgeting and monitoring of implementation GAD	To establish a sex disaggregated database to identify gender issues of concessionaires to be used for planning purposes	Support to Operations	Setting up and updating of Sex-Disaggregated GAD Database of Concessionaires	1 Sex-Disaggregated GAD Database for concessionaires developed, enhanced and updated by 2 <sup>nd</sup> quarter	Corporate Funds	100,000.00		
<b>Total</b>							550,000.00	0	

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GAD Attributable Projects									
Basic need of men and women to potable and adequate water	inadequate access to potable and affordable water	To provide potable and adequate water at affordable rate to all consumers		WATER SUPPLY IMPROVEMENT & EXPANSION PROJECTS					
				Pipeline extension for requests from water service applicants			4,608,665.20	2,386,172.66	
				Water supply improvement project			681,000.00	5,805,382.37	
				Special Project( Filtration unit)			10,000,000.00	-	On-going project
				Water Treatment Project (ultraviolet treatment)			3,800,000.00	-	Installed in 2019
				Process Improvement ( SCADA System Integration)			3,800,000.00	-	Deferred for 2021
				ADDITIONAL WATER SOURCES:					
				Drilling and Commissioning of Wells (Exploration Project)		Please see attached summary	3,600,000.00	20,478,840.58	
				CONSTRUCTION/RENOVATION PROJECT:					
				Renovation of warehouse, motorpool, metering which includes basketball court/ gym for recreational activities					
CSC MC No. 33 S. 1997/ Health Program for Government Employees / MC No. 38 s. 1992	no recreational facilities	to provide health and wellness program/facilities for BWD employees							
Total									
TOTAL GAD BUDGET									
							32,739,665.20	32,163,546.90	

Prepared by:

LUZVIMING G. RAMOS / DENNIS A. CARRANZA  
BWD GAD TWG Chairperson / GAD Focal Person Alternate  
(Internal Audit Division Manager) / (Senior Industrial Relations Development Officer B)

Recommending approval:

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

Approved by:

ENGR. SALVADOR M. ROYEC  
BWD GAD Chairperson  
(General Manager)