

ANNUAL GENDER AND DEVELOPMENT PLAN

FY 2021

Agency: Baguio Water District (BWD)

Total Operating Budget of Organization : 593,425,000.00

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

Required GAD Budget (5%) : 29,671,250.00

Total BWD GAD Budget : 32,739,665.20

Gender Issue/GAD Mandate	Cause of Gender Issue	Objective/GAD Result Statement	Relevant Agency MFO / PAP	Activity	Performance Indicator/Target	GAD Budget	Source of Budget	Responsible Unit Office
I. ORGANIZATIONAL FOCUSED								
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	100,000.00	BWD Corporate Funds	Personnel/ Training Section
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	100,000.00	BWD Corporate Funds	Personnel/ Training Section
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	100,000.00	BWD Corporate Funds	Personnel/ Training Section
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 Committee	At least 4 quarterly GAD Committee Meetings	50,000.00	BWD Corporate Funds	GFPS
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	200,000.00	BWD Corporate Funds	GFPS

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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 st quarter	100,000.00	BWD Corporate Funds	Personnel/ Training Section
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	100,000.00	Corporate Funds	GFPS
					At least 25 employees participated in the activities			
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		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	100,000.00	Corporate Funds	
					At least 25 employees participated in the activities			
					Provide legal counselling (in-house lawyers) to female employees on VAWC and Anti-Sexual Harassment			
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			

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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	2,500,000.00		
					At least 50 employees participated in cultural and athletic activities			
					At least two (2) equipment purchase to support the health programs of the District			
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 b. Educational Assistance to children of Solo Parents c. Flexible Work Schedule	At least three (3) solo parent employees benefited in the various programs	500,000.00	BWD Corporate Funds	Personnel/ Training Section
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-Off for Breastfeeding Employee b. 2 months leave for women employees who have undergone operation	BWD women employees availed of the program	100,000.00	BWD Corporate Funds	Personnel/ Training Section
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	250,000.00	BWD Corporate Funds	Personnel/ Training Section
TOTAL						4,200,000.00		

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Client-focused								
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	50,000.00	Corporate Funds	GFPS, Personnel and Commercial Divisions
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	50,000.00	Corporate Funds	GFPS, Commercial Department and EDP
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 st quarter	100,000.00	Corporate Funds	Commercial and Eng'g Divisions and EDP Section
BWD receive negative feedback on facilities from female concessionaires	Lack of facilities to cater to concerns of BWD lactating customers	To establish a conducive 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;	250,000.00	Corporate Funds	Commercial Department
					Number of beneficiaries			
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 nd quarter	100,000.00	Corporate Funds	Commercial and Eng'g Divisions and EDP Section
Total						550,000.00		

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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						Engineering, Production and Distribution , Non-Revenue Water Management Divisions
				WATER SUPPLY IMPROVEMENT & EXPANSION PROJECTS				(note: GAD budget computed at 20% of estimated cost of each project except for last 2 items which is at 10%)
				Pipeline extension for requests from water service applicants				
				Water supply improvement project		4,608,665.20	Corporate Funds	
				Special Project(Filtration unit)		681,000.00	Corporate Funds	
						10,000,000.00	Corporate Funds	
				Water Treatment Project (ultraviolet treatment)		3,800,000.00	Corporate Funds	
				Process Improvement (SCADA System Integration)		3,800,000.00	Corporate Funds	
health and wellness of the men and women employees	no recreational facilities	to provide health and wellness program/facilities for BWD employees		ADDITIONAL WATER SOURCES:				
				Drilling and Commissioning of Wells (Exploration Project)		3,600,000.00	Corporate Funds	
				PROJECT:				
				Renovation of warehouse, motorpool, metering which includes basketball court/ gym for recreational activities		1,500,000.00	Corporate Funds	
Total						27,989,665.20		
	TOTAL GAD BUDGET					32,739,665.20		

Prepared by:

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BWD GAD TWG Chairperson / GAD Focal Person Alternate

(Internal Audit Division Manager) / (Senior Industrial Relations Development Officer B)

Recommending approval :

ATTY. MA. LUSIA C. TENEDERO

BWD GFPS Vice Chairperson

(Assistant General Manager - Non-Technical)

Approved by:

ENGR. SALVADOR M. ROYCA

BWD GAD Chairperson

(General Manager)