

ANNUAL GENDER AND DEVELOPMENT PLAN

FY 2022

Agency: Baguio Water District (BWD)

Total Operating Budget of Organization : Php575,737,000.00

Required GAD Budget (5%) : Php28,786,850.00

Total BWD GAD Budget : Php33,493,550.00

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 to be able to enforce/integrate GAD policies in all areas of operations	All GAD Committee Members trained by the 3rd Quarter	100,000.00	BWD Corporate Funds	Personnel/Planning & Recruitment 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 and be updated on latest GAD rulings, circulars and policies	At least three(3) BODs attended GAD training by 2nd Quarter	100,000.00	BWD Corporate Funds	Personnel/Planning & Recruitment 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 Gender Sensitivity Training for staff and create/increase awareness on the mandate that women benefit and be included in the PPAs.	All casual and regular employees trained/re-oriented on Gender Sensitivity	100,000.00	BWD Corporate Funds	Personnel/Planning & Recruitment 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 to assess accomplishments and budget attribution. Update/re-assess GAD tools	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	Use and integrate of GAD manual and toolkits in operations to ensure gender-responsive of all BWD Programs, Projects and Activities	All GFPS/TWG Committee members conducted GAD benchmarking by 3rd Quarter (2 batches)	200,000.00	BWD Corporate Funds	GFPS
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	GAD To Know internal training to staff / project implementors (preparatory to the preparation / evaluation / submission of GAD Accomplishment Report	Division/Staff in charge / implementors are trained. 1st -3rd Quarter	100,000.00	BWD Corporate Funds	Personnel/Planning & Recruitment Section

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Republic Act 6949 or Women's Month	Employees lack / limited knowledge on the importance/roles of women in the society	To bridge the gap in awareness of employees on gender equality, women empowerment, respect for human rights	Support to Operations	Celebration of Women's Month - March	Continuing one-month activities for the month of March	100,000.00	Corporate Funds	GFPS
					All women (employees) and men implementors / staff participated in the activities			
Republic Act 10793 or 18 Day Campaign to End Violence Against Women		To increase awareness of employees on VAW	Support to Operations	Participation in the 18-Day Campaign to End VAW from November 25 to December 12	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	GFPS/Personnel Section
					All women employees / GAD & committee members participated in the activities			
					Free legal counselling (in-house lawyers) to female employees re: VAWC and Anti-Sexual Harassment issues/concerns			
Republic Act 9710 or Magna Carta of Women, Section 36 on Sex-Disaggregated Database	Limited Database as basis for sex disaggregated data, Gender statistics, planning, budgeting and monitoring of implementation GAD	To complete / strengthen BWD's Sex Disaggregated Data (SDD) be utilized in data analysis/planning of gender issues of BWD Clients	Support to Operations	Improve/enhance/modify GAD database integrated into the Personnel Management Information System	1 Module Personnel Management Information System - SDD by 3rd Quarter	100,000.00	BWD Corporate Funds	Commercial, Engineering and ICT Divisions
CSC MC No. 33 S. 1997/ Health Program for Government Employees / MC No. 38 s. 1992	Lack of health programs for BWD employees especially to women	To ensure that employees especially women are provided adequate health	Support to Operations	Establish BWD Health Programs such as medical Services, Annual Physical Exam, team building, sport fest, HSS and installation and maintenance of UV	60 employees availed of the BWD medical Services			

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		programs that will improve their working condition		filtration system	All employees availed of the Annual Physical Exam	1,500,000.00	BWD Corporate Funds	Finance Division/ Personnel Section
					All employees participated in the team building, and sport fest activities			
RA No. 8972 / Solo Parent Act	Lack of awareness / knowledge on privileges and benefits of solo parents	To continuously support benefits and privileges given to solo parents and their children	Support to Operations	Fully implement of Solo Parent Act/Benefits: a. Solo Parent Leave b. Educational Assistance to children of Solo Parents c. Flexible Work Schedule	All solo parent employees benefited in the various programs	500,000.00	BWD Corporate Funds	Personnel/Planning & Recruitment 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	Implement : a. Time-Off for Breastfeeding Employee b. 2 months leave for women employees who have undergone operation	BWD women employees availed of the program	300,000.00	BWD Corporate Funds	Personnel/Planning & Recruitment Section
DBM, NEDA and PCW JC 2012-1	Inadequate staff to monitor Districts GAD Plans and Programs	To ensure the effective monitoring of BWD GAD Plans and Programs	Support to Operations	Hire staff to monitor BWD's GAD Plans and Budget and maintain disaggregated data	At least one (1) staff hired/employed	250,000.00	BWD Corporate Funds	Personnel/Planning & Recruitment Section
Programs on Awards and Incentives for Service Excellence (PRAISE - under CSC Resolution No. 010112 and CSC MC no. 1, s. 2001)	Limited opportunity on recognition and/or providing incentives and awards based on performance to generate public trust and promotion.	To build and boost determined public servant and promote moral and integrity of the public sectors	Support to Operations	2022 Awards and recognition Plan	Ceremony program/ & tokens to recognize the invaluable service of employees (Awarded during BWD Anniversary and /or BWD Thanksgiving & Christmas Celebration)	600,000.00	BWD Corporate Funds	PRAISE Committee
Mothers day and Fathers day celebration	Strengthen parenthood	To intensify contribution of mother and father in the family & community	General Administration Support and Services/Support to Operations	Celebrate Mother and Father's day	Distribution of gifts to women/men parents acknowledging their roles in building a strong foundation of the community (May & June)	10,000.00	BWD Corporate Funds	Personnel/Planning & Recruitment Section

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Christmas Anniversary Celebration	Low level of customer satisfaction need to develop high standard if performance among women and men working in BWD	To increase level of customer satisfaction by recognizing their contribution to the growth of the district	General Administration Support and Services/Support to Operations	Conduct Christmas/anniversary thanksgiving mass and programs. Distribution of Christmas gifts to BWD employee dependents below seven (7) years old.	All employees are motivated to do better for the district and level up self worth - vital in dealing with customers.	700,000.00	BWD Corporate Funds	Personnel/Planning & Recruitment Section
Total GAD Budget for Organization-focused						4,810,000.00		
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 from November 25 - December 12, 2022	At least 1000 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 corner and Bulletin Board accessible to clients	1 GAD corner maintained and updated monthly/quarterly	50,000.00	Corporate Funds	GFPS, Commercial Department and ICT
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	Preparation/Accomplishment of form/s to be used by different divisions to capture Gender Statistics of customers and incorporating data in the SDD Module of Personnel Management Information System	BWD Forms modified to indicates Sex of clients / users / beneficiaries by 2nd Quarter. BWD application form to Capture Sex of Households and members/users. Updated SDD by 3rd Quarter	100,000.00	Corporate Funds	Commercial and Eng'g and ICT Divisions
BWD receive negative feedback on facilities from female concessionaires	Lack of facilities to cater to concerns of BWD breastfeeding customers	To establish a conducive facility to cater to the needs of breastfeeding concessionaires	Support to Operations	Setting up and maintenance of Breastfeeding Station	One (1) Breastfeeding Station set up and maintained by 2nd Quarter	250,000.00	Corporate Funds	Commercial Department

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Promotion of Clean and Green Environment	Low level of awareness on the significant role of trees in water management and its impact to the water resources of BWD	To promote high level of concerns and knowledge on the sustainable ways to preserve water resources	Support to Operations	Planting of seedlings, Cleaning of various watershed & Promotion of iWASH. Hiring laborers with resident (specially women or marginalized sector) near Buyog, Busol and Camp 8 Watershed for the for the construction of firebreaks/fire lines.	No. of Women Laborers / Workers or Maginalized Sector residing near Watersheds hired for the construction of firebreaks/firelines & cleaning / clearing / planting	150,000.00	BWD Corporate Funds	NRWM
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		Drilling and Commissioning of Wells (Exploration Project)		9,000,000.00	Corporate Funds	Engineering, Production and Distribution , Non-Revenue Water Management Divisions
				Upsizing/installation/interconnection of pipelines at various locations		3,468,750.00	Corporate Funds	(note: GAD budget computed at 25% of estimated cost of each project)
				Optimization of open sources		1,100,000.00	Corporate Funds	
				NRW Reduction Outlay		2,228,750.00	Corporate Funds	
				Program on NRW Reduction/Metering/Standardization		1,642,500.00	Corporate Funds	
				Water Treatment System Project (chlorine room/filtration system)		9,049,800.00	Corporate Funds	
				Process Improvement (SCADA System Integration)		393,750.00	Corporate Funds	
				PROJECT:				
				Buildings & structures, land & land improvements/watershed outlay		1,200,000.00	Corporate Funds	
Total GAD Budget for Client-focused						28,683,550.00		
TOTAL GAD BUDGET						33,493,550.00		

Prepared by:

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