

ANNUAL GENDER AND DEVELOPMENT PLAN
FY 2023

Agency: Baguio Water District (BWD)

Total Operating Budget of Organization : Php 757,805,000.00

Required GAD Budget (5%) : Php 37,890,250.00

Total BWD GAD Budget : Php 38,843,000.00

Gender Issue/GAD Mandate	Cause of Gender Issue	Objective/GAD Result Statement	Relevant Agency MFO / PAP	Activity	Performance Indicator/Target	Identified GAD Activity	GAD Budget	Source of Budget	Responsible Unit Office
I. ORGANIZATIONAL FOCUSED									
Limited awareness of GAD concepts of BWD employees	Limited access of program implementors / technical staff to relevant GAD trainings	To ensure that all employees are prepared to promote gender equality or integrate GAD in their respective positions/locations To ensure that regular agency personnel are involved in implementing GAD initiatives with the proper background/ knowledge of GAD concepts	Support to Operations	GAD Training: Introduction to Gender and Development (GAD) and Sexual Orientation, Gender Identity and Expression and Sex Characteristics (SOGIESC); Fundamentals of Gender Mainstreaming (GM); and Gender Analysis	100 employees	Conduct Seminars/ Trainings	50,000.00	BWD Corporate Funds	Personnel/ Planning & Recruitment Section
Limited awareness of GAD concepts of BWD employees	Limited access of program implementors / technical staff to relevant GAD trainings	To strengthen and deepen knowledge on matters concerning Gender and Development issues, including integrating gender sensitive / gender-neutral language in the workplace, and support positive work relationships between males and females in the agency through activities that capture the essential representation and roles being played by both men and women in leadership and decision making	Support to Operations	Gender Sensitivity and Performance Enhancement Training (Strengthening/Improving Gender Roles in the BWD)	200 employees	Conduct Seminars/ Trainings	175,000.00	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
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	Hanging of PCW recommended tarpaulin, giving of token, lakad para kay Juana.	50,000.00	BWD Corporate Funds	GFPS

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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	BWD 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	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

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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 programs that will improve their working condition	Support to Operations	Establish BWD Health Programs such as medical Services, Annual Physical Exam, team building, sport fest	60 employees availed of the BWD medical Services		2,211,000.00	BWD Corporate Funds	Personnel Section / GFPS
					All employees availed of the Annual Physical Exam				
					All employees participated in the team building				
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:	All solo parent employees benefited in the various programs		500,000.00	BWD Corporate Funds	Personnel Section / GFPS
				a. Solo Parent Leave					
				b. Educational Assistance to children of Solo Parents					
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 :	BWD women employees availed of the program		300,000.00	BWD Corporate Funds	Personnel Section
				a. Time-Off for Breastfeeding Employee					
				b. 2 months leave for women employees who have undergone operation					
Availment of benefits under RA 8187 or the Paternity Leave Act	The need of male father employees to avail of special benefits under RA 8187 to maximize paternal duties for newborn children	All male father employees have availed of special benefits under RA 8187	General Administration Support and Services/Support to Operations	All male father employees who have availed of special benefits under RA 8187 have been granted	No. of male father employees who have availed of special benefits under RA8187 - All (100%) of male father employees have availed of special benefits under RA 8187 have been granted		20,000.00	BWD Corporate Funds	Personnel 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	To build and boost determined public servant and promote moral and integrity of the public sectors	Support to Operations	2023 Awards and recognition Plan	Tokens to recognize the invaluable service of employees (Awarded during BWD Anniversary and /or BWD Thanksgiving & Christmas Celebration)	Ceremony program	113,000.00	BWD Corporate Funds	PRAISE Committee
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.		800,000.00	BWD Corporate Funds	Personnel Section / Finance Division
Total GAD Budget for Organization-focused							4,469,000.00		

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Client-focused									
Republic Act 6949 or Women's Month and 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 bridge the gap in awareness on gender equality, women empowerment, respect for human rights and To increase awareness of concessionaires on VAW	Support to Operations	Celebration of Women's Month - March and Information Campaign on RA 9262 or Anti-Violence Against Women from November 25 - December 12, 2023	At least 1,000 concessionaires empowered	Giving of appreciation gift/ token on the month of March and Film viewing during the 18th day campaign	50,000.00	Corporate Funds	Personnel Section / Commercial Division / GFPS
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		-	Corporate Funds	Commercial Division / ICT Division / GFPS
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 Marginalized Sector residing near Watersheds hired for the construction of firebreaks/firelines & cleaning / clearing / planting		100,000.00	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)	Quarterly		1,065,000.00	Corporate Funds	Engineering, Production and Distribution , Non-Revenue Water Management Divisions
				Upsizing/installation/interconnection of pipelines at various locations			12,834,750.00	Corporate Funds	(note: GAD budget computed at 25% of estimated cost of each project)
				Optimization of open sources			120,000.00	Corporate Funds	
				NRW Reduction Outlay			19,889,000.00	Corporate Funds	
				CONSTRUCTION/RENOVATION PROJECT:					
				Buildings & structures, land & land improvements/watershed outlay			315,250.00	Corporate Funds	
Total GAD Budget for Client-focused							34,374,000.00		
TOTAL GAD BUDGET							38,843,000.00		


Prepared by:


ENGR. FELINO P. GAPUZ / ENGR. NORIEL C. CALPITO
GAD Focal Person / BWD GAD TWG Chairperson

Recommended for Approval by:


ATTY. MA LUISA C. TENEDERO
GFPS - Vice Chairperson

Approved by:


ENGR. SALVADOR M. ROYECA
GFPS - Chairperson

