

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT**  
**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	Actual Result	Total Agency Approved Budget	Actual Cost	Variance/ Remarks
<b>I. ORGANIZATIONAL FOCUSED</b>									
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; Sexual Orientation, Gender Identity, Expression and Sex Characteristics; Fundamentals of Gender Mainstreaming; and Gender Analysis	100 employees	In-house training = 94 employees; BWD RTC training = 8 employees	50,000.00	205,667.39	The amount includes attributed salaries of participants.
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		175,000.00		Activity was incorporated in the annual teambuilding and inhouse trainings
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	Committee meeting conducted, zoom seminar of GAD committee members and benchmarking with Tagaytay Water District	50,000.00	6,846.37	The amount includes attributed salaries of GAD committee members- participants in zoom seminar and Quarterly GAD Committee meeting



Gender Issue/GAD Mandate	Cause of Gender Issue	Objective/GAD Result Statement	Relevant Agency MFO / PAP	Activity	Performance Indicator/Target	Actual Result	Total Agency Approved Budget	Actual Cost	Variance/ Remarks
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	73 employees participated, male - 8 and female - 65	50,000.00	42,937.50	Hanging of PCW recommended tarpaulin, giving of token, lakad para kay Juana, free hair cut, self-defense training, basic plumbing skill, and orientation from the Bureau of Fire (fire prevention month)
Republic Act 10793 or 18-Day Campaign to End Violence Against Women	Employees lack / limited knowledge on the importance/roles of women in the society	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	<div>3 activities conducted (1) Orientation on Anti-Sexual Harassment Act; 2) Orientation on Solo Parent Act; 3) Orientation on Anti-Violence Against</div> <div>All women employees / GAD &amp; committee members participated in the activities</div> <div>Free legal counselling (in-house lawyers) to female employees re: VAWC and Anti-Sexual Harassment issues / concerns</div>	39 employees participated, male - 7, female - 32	100,000.00	23,343.00	1.) Display of the VAW Official Banner with BWD Logo, 2.) Printing of Informercials and Campaign Materials, 3.) Distribution of PCW Brochures, 4.) Uploading of the VAW Banner on the BWD Website.

Gender Issue/GAD Mandate	Cause of Gender Issue	Objective/GAD Result Statement	Relevant Agency MFO / PAP	Activity	Performance Indicator/Target	Actual Result	Total Agency Approved Budget	Actual Cost	Variance/ Remarks
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 and budgeting	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	76% complete Total Active connections as of Dec. = 48,450, unidentified based on SDD database = 11,372	100,000.00	90,506.00	Incorporated in the Billing database. Amount is attributed cost equivalent to 1 month salary of billing clerk and supervisor.
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, sports fest	60 employees availed of the BWD medical services	272 employees availed of the annual physical examination	2,211,000.00	794,480.00	Cost includes laboratory and physical examination
					All employees availed of the Annual Physical Exam				
					All employees participated in the team building	250 employees attended (divided in 5 batches); male - 205, female - 45		1,044,545.42	Performance enhancement training for rank and file employees, amount includes attributed cost from salaries equivalent to 12 hrs. per employee
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	Four (4) employees availed: 1.) N. Combis, 2.) C. Ballesteros, 3.) F. Balisong and 4.) E. Villanueva	500,000.00	51,212.59	The amount attributed is equivalent to 7 days daily rate of employees.
				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	GAD Training: Introduction to Gender and Development; Sexual Orientation, Gender Identity, Expression and Sex Characteristics; Fundamentals of Gender Mainstreaming; and Gender Analysis and Performance Enhancement Training	BWD women employees availed of the program	Maternity leave availed by 3 employees namely: 1.) G. Alim, 2.) M. Rodriquez and 3.) J. Dua	300,000.00	438,394.09	The amount attributed is equivalent to 105 days daily rate of employees.
				a. Time-Off for Breastfeeding Employee					
				b. 2 months leave for women employees who have undergone operation					

Gender Issue/GAD Mandate	Cause of Gender Issue	Objective/GAD Result Statement	Relevant Agency MFO / PAP	Activity	Performance Indicator/Target	Actual Result	Total Agency Approved Budget	Actual Cost	Variance/ Remarks
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	Six (6) male employees: 1.) K. Cacas, 2.) R. Lidawen, 3.) N. Pascua, 4.) W. Perez, 5) S. Rodriguez and 6.) J. Dua	20,000.00	55,531.00	The amount attributed is equivalent to 7 days daily rate of employees.
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)	Praise = 8 employees, Special commendation = 146 employees	113,000.00	167,000.00	
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.	Employees - 315 and dependents - 94	800,000.00	516,966.00	Christmas baskets for employees and toys/ gifts to dependents
Total GAD Attributed Expenses for Organization-focused							4,469,000.00	3,437,429.36	

Gender Issue/GAD Mandate	Cause of Gender Issue	Objective/GAD Result Statement	Relevant Agency MFO / PAP	Activity	Performance Indicator/Target	Actual Result	Total Agency Approved Budget	Actual Cost	Variance/ Remarks
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	Pastries given to 1st 100 female concessionaires and pamphlets given/ available for all concessionaires, completed the breast feeding facility	50,000.00	22,012.18	Giving of appreciation gift/ token on the month of March and informercials and campaign materials during the 18th day campaign
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	Regular update of GAD corner for activities and information campaign	-	-	GAD Section in BWD Website are updated / constantly incorporated during the orientation for new connections / Information dissemination in coordination with Barangay officials
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	10 female laborers were hired	100,000.00	73,500.00	Cost of seedlings.
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	12,460,985.99	Based on the result of HGDG PIMME
				Upsizing/installation/interconnection of pipelines at various locations			12,834,750.00	8,097,693.06	
				Optimization of open sources			120,000.00	939,868.24	
				NRW Reduction Outlay			19,889,000.00	14,335,055.22	
				CONSTRUCTION/RENOVATION PROJECT:					
				Buildings & structures, land & land improvements/watershed outlay			315,250.00	2,194,036.38	
Total GAD Attributed Expenses for Client-focused							34,374,000.00	38,123,151.07	5.48%
Total GAD Attributed Expenses							38,843,000.00	41,560,580.43	

Prepared by:

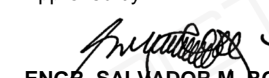
ENGR. REDENTOR N. SAWEY / GEOVANI L. PIZA  
GAD Focal Person / BWD GAD TWG Chairperson

Recommended for Approval by:



ATTY. MA. LUISA C. TENEDERO  
GFPS - Vice Chairperson

Approved by:



ENGR. SALVADOR M. ROYECA  
GFPS - Chairperson

