

ANNUAL GENDER AND DEVELOPMENT PLAN (GAD)
FY 2024

Agency: Baguio Water District (BWD)
Total Operating Budget of Organization : Php 970,229,580.00
Required GAD Budget (5%) : Php 48,511,479.00
Total BWD GAD Budget : Php 64,509,433.25

Gender Issue/GAD Mandate	Cause of Gender Issue	Objective/GAD Result Statement	Relevant Agency MFO / PAP	GAD Activity	Performance Indicator/Target	GAD Budget	Source of Budget	Responsible Unit Office
I. ORGANIZATIONAL FOCUSED								
Limited/ low awareness of GAD concepts of BWD employees	Inadequate access to GAD related trainings and information	To increase GAD awareness and support among BWD employees	General Administration Support and Services/Support to Operations	GAD Orientation: Introduction to GAD and Sexual Orientation. Gender Identity & Expression & Sex Characteristics (SOGIESC)	All newly hired employees attended/ oriented by the 4th quarter	115,000.00	Corporate Funds	Personnel/Planning & Recruitment Section
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	In house training / outsourcing of trainers /educators; Training of staff / Project Implementers on GAD mainstreaming concepts	All Divisions/Staff in charge / implementers trained. 1st -3rd Quarter	140,000.00	Corporate Funds	Personnel/Planning & Recruitment Section
				Training on Gender Analyses and HGDG Training				
Low level of skills of GFPS / GAD TWG members to perform their work	Inadequate formal training on the required GAD skills / competencies of GFPS	Increased capacity of Program Implementors to mainstream GAD in regular programs	General Administration Support and Services/Support to Operations	In house seminar to enhance knowledge in GAD Planning & Budgeting, HGDGs and GAD Accomplishment Report preparation	All newly appointed GAD Committee Members trained by the 3rd Quarter	300,000.00	Corporate Funds	Personnel/Planning & Recruitment Section
Republic Act 9710: Magna Carta of Women (MCW) on Women's Right	Gender mainstreaming efforts are not regularly assessed and monitored	Promote & protect the rights of BWD women employees are being observed / monitored (human rights, protection from violence, & gender-based discrimination)	Support to Operations	Implementation of MCW:	Qualified women and men employees availed of the program	300,000.00	Corporate Funds	Personnel/Planning & Recruitment Section
				a. Time-Off for Breastfeeding Employee				
				b. 3 months maternity leave for women employees				
				c. 2 months leave for women employees who have undergone caused by gynecological disorders				
				d. 7 days paternity leave for qualified men employees				
				e) Establish VAW Desk				
		Institutionalized gender mainstreaming in BWD		GAD Committee Meetings to review/ assess accomplishments and budget attribution; Update/re-assess GAD toolkits; In house training; Benchmarking on GAD practices	Quarterly Evaluation	110,000.00	Corporate Funds	GFPS / GAD TWG
	Limited recognition on contribution of mother & father in the family. Community & workplace	To respect/honor mothers & fathers	General Administration Support and Services/Support to Operations	Recognition& appreciation of parents' roles in nation-building (source, nourisher, sustainer, protector, teacher, discipler, leader, head, caring one, and developer)	Distribution of gifts to women/men parents acknowledging their roles in building a strong foundation of the community (May & June)	40,000.00	Corporate Funds	Personnel/Planning & Recruitment Section

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Occupational Safety and Health of all women and men employees	High risks on road safety of BWD employees working along the road and on site	Safe working environment for women and men	General Administration Support and Services/Support to Operations	Purchase of PPEs fit for their workplace and work environment; Seminar/workshop on Occupational Safety & Health	Zero accidents; All women and men trained	500,000.00	Corporate Funds	GFPS
Republic Act 6949 or Women's Month	Employees lack / limited knowledge on the importance/roles of women in the society	Create awareness of employees on gender equality, women empowerment & respect for human rights	Support to Operations	Women's Month activities: Lakad; Purple Fridays; Skills development; outreach program	All women & men (employees) / implementers / staff participated in the activities	200,000.00	Corporate Funds	GFPS
Republic Act (RA) 9262: 18-Day Campaign to End Violence Against Women & RA 11313 Safe Space Act	Employees lack / limited knowledge & understanding of VAWC; Limited knowledge & understanding on All forms of gender-based sexual harassment in public spaces, streets, online and world of work	Increase awareness of employees on VAW and All forms of gender-based sexual harassment	Support to Operations	Orientation on Anti-Sexual Harassment Act, Solo Parent Act, Anti-Violence Against Women, & Public Sector Unionism & its role in the world of women workers	All women & men employees / project implementers & workers / GAD & committee members participated in the activities	200,000.00	Corporate Funds	GFPS/Personnel Section
CSC MC No. 33 S. 1997/ Health Program for Government Employees / MC No. 38 s. 1992	Limited health programs for BWD employees especially for women	a) Ensure that employees especially women are provided adequate health programs that will improve their working condition	Support to Operations	a) Sustained BWD Health & Wellness Programs	70 employees availed of the BWD medical Services	3,207,500.00	BWD Corporate Funds	Finance Division/ Personnel Section
		b) Address concerns / challenges / problems that affects employees' workplace harmony & organizational productivity		b) Team building and sports fest	All employees participated in the team building, and sport fest activities			
		c) Access to potable water in the workplace for office and field employees & workers, and visitors		c) Installation and maintenance of UV filtration system	All employees, workers & visitors have access to potable water			

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RA no. 11861 Expanded Welfare Solo Parent Act	Limited awareness / knowledge on privileges and benefits of solo parents	Total support benefits and privileges to BWD solo parents	Support to Operations	Implementation of Solo Parent Act/Benefits:	All solo parent employees benefited in the various programs	500,000.00	BWD Corporate Funds	Personnel/Planning & Recruitment Section
				a. Solo Parent Leave				
				b. Educational Assistance to children of Solo Parents				
				c. Flexible Work Schedule				
CSC Resolution No. 010112 and CSC MC no. 1, s. 2001: Programs on Awards and Incentives for Service Excellence (PRAISE - under	Limited opportunity on recognition and/or providing incentives and awards based on performance to generate public trust and promotion.	To nurture determined public servants and boost moral & integrity in public sectors	Support to Operations	Rewards and recognition of women & men with extraordinary performances in promoting public service	Tokens to recognize the invaluable service of employees	280,000.00	Corporate Funds	PRAISE Committee
		To increase level of customer satisfaction by recognizing their contribution to the growth of the district	General Administration Support and Services/Support to Operations	Reinforce BWD's culture and values; Build engagement, connection, belonging, and community of employees; Distribution of Christmas gifts to BWD employees' dependents aged seven (7) years old and below.	All employees are motivated to do better for the district and level up self worth - vital in dealing with customers.	700,000.00	Corporate Funds	Personnel/Planning & Recruitment Section
Total GAD Budget for Organization-focused						6,592,500.00		

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II. CLIENT FOCUSED								
Need to Support 18-Day Campaign to End Violence Against Women (VAWC) in accordance with PCW and Proclamation No. 1172 s 2006	Concessionaires have limited awareness on Violence Against Women and their children and women's rights	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 lack/low level of awareness and understanding on GAD as well as BWD'S GAD Programs and Projects	Limited awareness on GAD and BWD gender mainstreaming efforts	Inform concessionaires on GAD and BWD gender mainstreaming efforts	Support to Operations	Updating of GAD Section in Website corner , Bulletin Board accessible to clients and Publish of GAD activities on Facebook	1 GAD corner maintained and updated monthly/quarterly	50,000.00	Corporate Funds	GFPS, Commercial Department, ICT, and PIO
	Limited Information, Education Campaign (IEC) on various projects			IEC on barangays where the projects will be implemented / Project information & consultation with constituents /stakeholders	1 per project to all active and potential concessionaires (female & male)	100,000.00	Corporate Funds	GAD TWG / GAD ROW Section
PCW Memorandum Circular No. 2014-05: Adoption and Generation of Data Support to the Magna Carta of Women Indicators. To facilitate the monitoring of RA 9710	Lack of Database as basis for SDD, Gender statistics, planning, budgeting and monitoring of implementation GAD	Establish a SDD database to identify gender issues of concessionaires to be used for planning purposes	Support to Operations	a) Update SDD with access to BWD b) Identify obstacles to SDD collection c) Identify data needs/ priorities d) Assess the nature of changes in the use & collection of data necessary to support gender-informed water users.	BWD application form to Capture Sex of Households and members/users complete for New Connection Applicants. For existing concessionaires - updated SDD by 4th Quarter	100,000.00	Corporate Funds	Commercial and Eng'g and ICT Divisions
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	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	200,000.00	Corporate Funds	NRWM

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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	CAPEX Programs	Drilling and Commissioning of Wells (Exploration Project)	a) Increase time of delivery to existing customers b) Increase access potable water (1,500 new water service connections serving at least 5 women and men per connections c) integration of GAD tools (GAD Projects & Designs, GAD Executive Summary, SDD, GAD consultation, Customer orientation, monitoring & evaluation, preparation of HGDGs)	30,900,000.00	Corporate Funds	Engineering, Production & Distribution , NRW Divisions
				Upsizing/installation/interconnection of pipelines at various locations		13,409,040.00	Corporate Funds	(note: GAD budget computed at 25% of estimated cost of each project)
				Optimization of open sources		150,000.00	Corporate Funds	
				Program on NRW Reduction / Metering / Standardization		625,000.00	Corporate Funds	
				Water Treatment System Project (chlorine room/filtration system)		9,275,000.00	Corporate Funds	
				New Connection Programs		3,057,893.25	Corporate Funds	
Total GAD Budget for Client-focused						57,916,933.25		
TOTAL GAD BUDGET						64,509,433.25		

Prepared by:



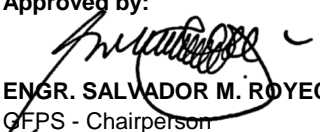
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