

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT

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	Actual Result	Total Agency Approved Budget	Actual Cost	Variance / Remarks
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 have attended / oriented by the 4th quarter	GAD Training: Seminar on Republic Act No. 7877 (Anti-Sexual Harassment Act of 1995), Republic Act No. 8972 (Solo Parents' Welfare Act of 2000), and Republic Act No. 9262 (Anti-Violence Against Women and their Children Act of 2004)	115,000.00	39,857.86	The amount attributed is equivalent to daily rate of 55 participants and speaker (Ms. J Aquino) honoraria
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	Attended by 46 Females and 9 males	140,000.00		
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 were trained by the 3rd Quarter	Men and Women in the Sanitation and Wastewater Management Sector : <i>Attended by 4 GAD Committee Members</i> GAD Training: Gender Analysis Tools (HGDG & GMEF) Webinar : <i>Attended by 2 GAD Committee Members</i> GAD Training "Navigating HGDG: Bridging Theory with Practice", : <i>Attended by 2 GAD Committee Members</i> GAD Training: GAD Legal Mandates Webinar, <i>Attended by 3 Personnel</i> GAD Training: Gender Sensitivity Orientation: <i>Attended by 2 GAD Committee Members</i>	300,000.00	191,447.89	The amount attributed is equivalent to daily rate of employees.



Gender Issue/GAD Mandate	Cause of Gender Issue	Objective/GAD Result Statement	Relevant Agency MFO / PAP	GAD Activity	Performance Indicator/Target	Actual Result	Total Agency Approved Budget	Actual Cost	Variance / Remarks
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	None	300,000.00	-	
				a. Time-Off for Breastfeeding Employee		None		-	
				b. 3 months maternity leave for women employees		Maternity leave availed by 5 employees namely 1.) CB Cawis- 60 days, 2.) GM Fortea- 105 days, 3.) MRJ Labinghisa- 105 days, 4.) DEM Evangelista- 105 days, 5.) AJP Villena- 98 days		709,384.10	The amount attributed is equivalent to daily rate of 5 employees that availed maternity leave.
				c. 2 months leave for women employees who have undergone caused by gynecological disorders		None		-	
				d. 7 days paternity leave for qualified men employees		Five (5) employees availed: 1.) WD Campos, 2.) LB Chan, 3.) ED Jimenez, 4.) RC Natividad, 5.) WA Perez		39,596.45	The amount attributed is equivalent to 7 days daily rate of 5 male employees that availed paternity leave.
				e) Establish VAW Desk		None		-	
	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	Committee meeting on January 30, 2024 attended by BWD GAD Committee Members	110,000.00	3,609.00	Actual expenses during meeting - snacks.
	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, 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)	Distribution of Token of Appreciation to women/men parents during Mother's Day and Father's Day	40,000.00	50,702.00	Distributed tokens and Hats
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	Purchase of the ff: Rain wear, Safety Shoes, Ear Muff, Gloves-rubber, Cover-all Suit, Elbow Guard, Knee Guard, Motorcycle gloves, MC Helmet, Face Shield, Cut Resistant Gloves, reflectorized vest, Acid Gas Cartridge, Welding gloves, Reusable respirator, respirator, hard hat, painters mask, and welding mask	500,000.00	902,720.00	Actual expenses - Personal Protective Equipment
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	Posting of 2024 NWMC Tarpaulin, Wearing of Purple Shirts, Lakad para kay Juana, Toke of Appreciation to BWD Concessionaires Free Haircut, Honesty Store, -Plumbing skills training, Attended by 36 women and 25 men -Automotive skills training, Attended by 35 women and 34 men	200,000.00	110,109.50	Hanging of PCW tarpaulin, giving of T-shirts, tote bags, lakad kay Juana, mousepad, haircut The amount attributed is equivalent to daily rate of the participants

Gender Issue/GAD Mandate	Cause of Gender Issue	Objective/GAD Result Statement	Relevant Agency MFO / PAP	GAD Activity	Performance Indicator/Target	Actual Result	Total Agency Approved Budget	Actual Cost	Variance / Remarks
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	GAD Training: Seminar on Republic Act No. 7877 (Anti-Sexual Harassment Act of 1995), Republic Act No. 8972 (Solo Parents' Welfare Act of 2000), and Republic Act No. 9262 (Anti-Violence Against Women and their Children Act of 2004	200,000.00	54,978.95	The amount includes tarpaulin, meals of participants, oranges, and T-shirt
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 b) Address concerns / challenges / problems that affects employees' workplace harmony & organizational productivity c) Access to potable water in the workplace for office and field employees & workers, and visitors	Support to Operations	a) Sustained BWD Health & Wellness Programs	70 employees availed of the BWD medical Services		3,207,500.00		- All employees participated in the team building and sports fest activities, ref. fee, bowling, gym rental, snacks, cash prize, trophy, supplies t-shirts, food and donation
				b) Team building and sports fest	All employees participated in the team building, and sport fest activities	All employees		678,004.00	
				c) Installation and maintenance of UV filtration system	All employees, workers & visitors a have access to potable water			-	
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		The amount attributed is equivalent to 7 days daily rate of employees.
				a. Solo Parent Leave		Five (5) employees availed: 1.) FJB Balisong, 2.) CD Ballesteros, 3.) NL Combis, 4.) JN Samson, 5.) EG Villanueva		64,278.14	
				b. Educational Assistance to children of Solo Parents		None		-	
				c. Flexible Work Schedule		One employee availed Flexible work schedule		- Mr. S. Rodriguez	
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	Loyalty Awardees	280,000.00	291,000.00	37 pax of loyalty awards, Outstanding Rank and File - 1 pax
		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.	Christmas baskets for employees and toys/ gifts to dependents. Employees- 385/pax and dependents- 133/pax (Christmas Basket- Php 1,500.00/basket & toys/gifts- Php 500.00)	700,000.00	644,000.00	Christmas baskets for employees and toys/ gifts to dependents
Total GAD Budget for Organization-focused							6,592,500.00	3,779,687.89	


Gender Issue/GAD Mandate	Cause of Gender Issue	Objective/GAD Result Statement	Relevant Agency MFO / PAP	GAD Activity	Performance Indicator/Target	Actual Result	Total Agency Approved Budget	Actual Cost	Variance / Remarks
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	Distribution of PCW Brochures on these ff topic: RA 9262 or Ant-Violence Against Women and their Children & Batas Republika 7877- Batas Laban sa Sexual Harassment 1995	50,000.00	19,056.00	Giving of snacks and IEC/brochure during the 18th day campaign to end VAWC / Women's month
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	-	GAD Section in BWD Website are updated / constantly incorporated during the orientation for new connections / Information dissemination in coordination with Barangay officials
	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	-	IEC/Tarpaulins were posted on all project sites and Barangays/Stakeholders were informed before project implementation. Incorporated during project implementation
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	Gathering of data through filling-out of Water Connection application form.	100,000.00	-	As for existing accounts, updated data are gathered from walk-in customer and by BWD personnel, through investigation, likewise water bill includes a portion of the SDD. Gathered data are updated in the billing system to come-up with the final report.
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/fire lines & cleaning / clearing / planting	Planted seedling at various watershed	200,000.00	80,000.00	Cost of 4,000 Seedlings at Php. 20.00 each (2000 pcs. Pine tree & 2000 pcs. Calliandra)

Gender Issue/GAD Mandate	Cause of Gender Issue	Objective/GAD Result Statement	Relevant Agency MFO / PAP	GAD Activity	Performance Indicator/Target	Actual Result	Total Agency Approved Budget	Actual Cost	Variance / Remarks
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		30,900,000.00	51,418,957.84	Based on the result of HGDG PIMME
				Upsizing/installation/interconnection of pipelines at various locations	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)		13,409,040.00	48,112,905.19	
				Optimization of open sources			150,000.00	1,461,125.84	
				Program on NRW Reduction / Metering / Standardization			625,000.00	10,204,579.15	
				Water Treatment System Project (chlorine room/filtration system)			9,275,000.00	983,728.32	
				New Connection Programs			3,057,893.25		Incorporated in the upsizing/ installation/ interconnection of pipelines at various locations
				Total GAD Budget for Client-focused					
TOTAL GAD BUDGET						64,509,433.25	116,060,040.23	9.33%	


Prepared by:


ENGR. REDENTOR N. SAWEY / GEOVANI L. PIZA
GAD FOCAL PERSON / GAD TWG CHAIRPERSON


Recommended for Approval by:


ATTY. MA. LUISA C. TENEDERO
GFPS - VICE CHAIRPERSON

Approved by:


ENGR. SALVADOR M. ROYECA
GFPS - CHAIRPERSON
