

ANNUAL GENDER AND DEVELOPMENT PLAN (GAD)
FY 2025

Department:

Corporation: Local Water District of Baguio


Activity	Gender Issue/GAD Mandate	Objective/GAD Result Statement	Identified GAD Activity	Performance Indicator/Target	GAD Budget
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	GAD Orientation: Introduction to GAD and Sexual Orientation. Gender Identity & Expression & Sex Characteristics (SOGIESC)	All newly hired employees attended/ oriented by the 4 th quarter	100,000.00
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	In house training/outsourcing of trainers/educators; Training of staff/Project Implementors on GAD mainstreaming concepts Training on Gender Analyses and HGDG Training	All Divisions/Staff in charge/ implementers trained 1 st -3 rd quarter	184,000.00
Low level of skills of GFPS/GAD TWG members to perform their work	Inadequate formal training on the required GAD skills/competencies	Increased capacity of Program Implementors to mainstream GAD in regular programs	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 3 rd Quarter	300,000.00
Republic Act 9710: Maga 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)	Implementation of MCW: 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	Qualified women and men employees availed of the program	350,000.00
		Institutionalized gender mainstreaming in BWD	GAD Committee meetings to review/assess accomplishments and budget attribution; Update/re-asses GAD toolkits; In house training; Benchmarking on GAD practices	Quarterly Evaluation	200,000.00
		To respect/honor mothers & fathers	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)	100,000.00
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	Purchase of PPEs fit for their workplace and work environment; Seminar/workshop on Occupational Safety & Health	Zero accidents; All women and men trained	293,500.00

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	Women's Month activities: Lakad; Purple Fridays; Skills development; outreach program	All women & men (employees)/ implementers/staff participated in the activities	150,000.00
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	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	150,000.00
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	a. Sustained BWD Health & Wellness Programs b. Team Building & Sports Fest c. Maintenance of UV filtration system	70 employees availed of the BWD medical services All employees participated in the team building, and sports fest activities All employees, workers & visitors have access to potable water	2,035,000.00
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	Implementation 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
CSC Resolution No. 010112 and CSC MC No. 1 s. 2001: Programs on Awards and Incentives for Service Excellence (PRAISE)	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	Rewards and recognition of women & men with extraordinary performances in promoting public service	Tokens to recognize the invaluable service of employees	20,000.00
		To increase level of customer satisfaction by recognizing their contribution to the growth of the district	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	500,000.00
Total GAD Budget for Organization-focused					4,882,500.00

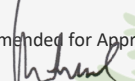
II. CLIENT FOCUSED					
Republic Act 6949 or Women's Month	Concessionaires lack/limited knowledge on the importance/ roles of women in the society	Increase awareness of concessionaires on gender equality, women empowerment & respect for human rights	Celebration of Women's month distribution of simple tokens	Atleast 100 concessionaires receive the token	100,000.00
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 Women's rights	Increase awareness of concessionaires on VAW	Distribution of leaflets/flyers on RA 9262 of Anti-Violence Against Women from November 25 – December 12, 2024	At least 1000 leaflets distributed	50,000.00
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	Updating of GAD Section in the 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
	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)	50,000.00
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 of GAD	Establish a SDD database to identify gender issues of concessionaires to be used for planning purposes	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 4 th Quarter	50,000.00
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	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 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	200,000.00

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)	a. Increase time of delivery to existing customers	31,500,000.00
			Upsizing/Installation/Interconnection/Repairing of pipelines at various locations	b. Increase access potable water (1,500 new water service connections serving at least 5 women and men per connection	16,300,000.00
			Buildings and Structure outlay	c. Integration of GAD tools (GAD Projects & Designs, GAD Executive Summary, SDD, GAD consultation, customer orientation, monitoring & evaluation, preparation of HGDGs)	2,850,000.00
			Program on NRW Reduction		750,000.00
			Water Quality Improvement Projects		15,875,000.00
Total GAD Budget for Client-Focused					67,775,000.00
TOTAL GAD BUDGET					72,657,500.00

Prepared by:


ENGR. REDENTOR N. SAWEY / GIOVANNI 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

