



METROPOLITAN  
WATERWORKS &  
SEWERAGE  
SYSTEM  
REGULATORY  
OFFICE



## GENDER AND DEVELOPMENT ANNUAL REPORT 2023

Republic Act (RA) No. 9710, otherwise known as “**The Magna Carta for Women**” (MCW) mandates all government offices, including government-owned and controlled corporations and local government units to adopt gender mainstreaming as a strategy for implementing the law and attaining its objectives. It also mandates planning, budgeting, monitoring, and evaluation for gender and development.

As such, the Metropolitan Waterworks and Sewerage System Regulatory Office (MWSS RO) ensured that gender mainstreaming is an integral part of its projects, programs, activities, policies, and processes to attain a gender-responsive and gender fair working environment. Furthermore, the MWSS RO ensured a safe workplace so that gender-based violence and discrimination could not prosper through proper information dissemination of all Gender and Development (GAD) related policies, issuances, memoranda, and laws to the whole workforce.

In line with this, the MWSS RO has implemented, supported, and attended various activities in 2023 in support of gender mainstreaming and gender development in the agency, as it is committed to achieve gender equality and women’s empowerment in the country.

The actual accomplishment of the MWSS RO for the year 2023, in implementing its programs, projects, and activities in addressing the gender issues, gender gaps, inclusivity, and women empowerment is in compliance with RA No. 8760 or the General Appropriations Act of 2000.

On 05 May 2023, the Philippine Commission on Women (PCW) endorsed the 2023 Annual GAD Plan and Budget (GPB) of the MWSS RO amounting to Php21,201,480.00 or 9.60% of the agency’s total budget appropriation for the year.

Below are the significant accomplishments in the implementation of GAD-related activities:

### Capacity Building

- Gender Sensitivity Training
  - 1<sup>st</sup> batch – March 2023
  - 2<sup>nd</sup> batch – December 2023
- Assessment Using the Enhanced Gender Mainstreaming Evaluation Framework
- GAD Planning and Budgeting



- Monitoring and Evaluation Training
- Seminar on RA No. 10028 or also known as the Expanded Breastfeeding Promotion Act of 2009
- Seminar on RA No. 11861 or also known as the Expanded Solo Parents Welfare Act
- Psychosocial First Aid Orientation

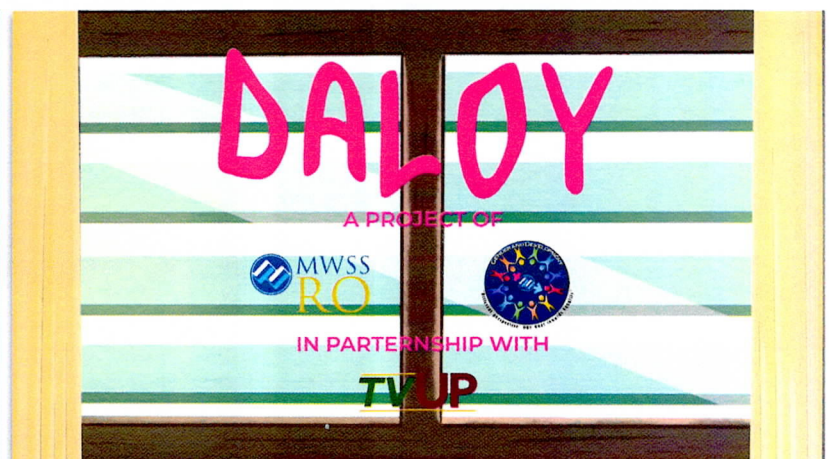
### The GAD Focal Point System



One of the mechanisms in place that has been considered as one of the accomplishments of the MWSS RO is the **Reconstitution of the GAD Focal Point System (GFPS)** as the lead committee in mainstreaming GAD. The GFPS strengthens the involvement of the MWSS RO talents in mainstreaming GAD, ensures the promotion of gender equality and women empowerment (GEWE), and keeps gender and water policies efficient and relevant.

Other mechanisms in place are the **Reconstitution of the Committee on Decorum and Investigation (CODI)** and **Men Opposed to Violence Against Women (VAW) Everywhere (MOVE)**. The CODI serves as an independent internal mechanism to address and investigate complaints sexual harassment, headed by its Chairperson, Ms. Patricia Paula A. Seriritan. There has been zero (0) reports of sexual harassment received by the CODI since its reconstitution.

The MOVE MWSS RO Chapter is an organization of MWSS RO male employees who committed to be actively involved in the elimination of VAW. The MOVE MWSS RO Chapter is headed by Deputy Administrator Lee Robert M. Britanico.



## Information, Education, and Communication (IEC) Materials Creation, Production, and Dissemination.

One of the effective ways to promote GAD specifically in the water sector is through IEC materials. The MWSS RO has been actively creating IEC materials through brochures, flyers, social media posters, and videos. In 2022, the MWSS RO has collaborated with the University of the Philippines' Internet Television Network (TVUP) and produced a GAD animated video on the importance of water conservation and a documentary/profile video of the MWSS RO GAD mainstreaming. These videos were launched and disseminated last March 2023 during the National Women's Month celebration.

## GAD Facilities



In 2022, the MWSS RO has built **GAD Facilities** such as, (1) GAD Multipurpose Office with Library; (2) All Gender Restroom; and (3) Lactation Room. These facilities addressed the gender needs of the MWSS RO talents in terms of accessing GAD learning materials, closing the gender gaps and embracing inclusivity within the agency, and providing a safe and welcoming place for nursing mothers to pump milk or breastfeed. These facilities were launched during the 2023 National Women's Month Celebration.

## GAD Survey

In line with the establishment of GAD database, the MWSS RO also conducts the **GAD Survey** to its talents and their family members. This aims to identify the gender concerns and challenges faced by the MWSS RO talents and their families, and to formulate policies and design activities that could address the identified issues and challenges.

## GAD Corner

The establishment of the **GAD Corner** is a valuable initiative that seeks to promote gender equality and empowerment in the workplace. The MWSS RO is taking concrete steps to address GAD issues. The GAD corner shall offer a safe and supportive space for women and girls by providing access services and support, as well as opportunities for leadership and skills development.

The GAD Corner shall also serve as a resource center, providing information, education, and advocacy on gender equality and women's empowerment.

The MWSS RO has also been active in participating in the celebration and observation of the following National Advocacies.

**(a) National Women's Month 2023**



This year, the PCW has introduced a new six-year theme for 2023 to 2028, "*WE for gender equality and inclusive society*", which marks a juncture in the advancement of women's rights. It sparks a renewed commitment to the advocacy and banks on the gains achieved during the 2016-2022 theme, "*WE Make CHANGE Work for Women*", which emphasized the need for compassionate and harmonized networks towards GEWE.

The recurring theme also aligns with the Philippine Development Plan for 2023-2038, which aims for "deep economic and social transformation to reinvigorate job creation and accelerate poverty reduction by steering the economy back on a high-growth path." The plan also highlights that growth must be inclusive, building an environment that provides equal opportunities to all Filipinos and equipping them with skills to participate fully in an innovative and globally competitive economy.

The MWSS RO supported, attended, and conducted various activities that promotes women empowerment and gender equality. This served as an avenue to a meaningful conversation about the significant and extraordinary contribution of women, challenges faced and conquered by women and men, and the inspirational stories on inclusivity and equality.

Through its active support, attendance, and organization of events promoting women empowerment and gender equality, the MWSS RO is not only acknowledging the invaluable contributions of women but also highlighting the shared challenges faced by both men and women on the path towards equality.

### **(b) Pride Month Celebration 2023**



This year, the MWSS RO, in collaboration with all the private and public agencies inside the MWSS Complex, created a Technical Working Group (TWG) headed by the Office of the Government Corporate Counsel (OGCC) through its GFPS. The GFPS of the OGCC is headed by Judge Howard Randy A. Arzadon. This collaboration has led to a meaningful celebration in raising awareness on the true meaning of Pride Month through the very first ever MWSS Complex Pride March and Festival, a whole day event that celebrates the vibrant colors of diversity, equality, and inclusivity.

The whole Pride Month celebration aims to:

- Raise awareness among MWSS RO employees and other stakeholders about various concepts and concerns related to Sexual Orientation, Gender Identity and Expression (SOGIE) and the rights of the persons of diverse SOGIE;
- Shed light on the LGBTQ+ issues in the Philippines;
- Increase knowledge of MWSS RO employees and other stakeholders on the SOGIE bill, its status and implications, and other SOGIE-related policies; and
- Provide a discussion on the importance of diversity and inclusion in the workplace.

This remarkable celebration is a great venue for a meaningful conversation and creates a safe space for the LGBTQ+ community.

### **(c) Family Thanksgiving 2023**

In observance of the Family Thanksgiving Day pursuant to Proclamation No. 847 dated 12 August 1996 and the Implementing Rules and Regulation (IRR) of the MCW, the MWSS RO through its GFPS conducted the Annual Family Thanksgiving Day in September 2023 with forty (40) women and fifty (50) men participants.

This is a celebration of the importance of strengthening and promoting unity, solidarity, and stability of the Filipino family as the basic unit of society and for whose well-being, all national development efforts are directed. The MWSS RO Family Thanksgiving Day also

seeks to raise awareness on gender issues within the family such as the promotion of gender equality and sensitivity in order to prevent gender-based disadvantages and limitations which deny or restrict women's access to enjoyment of opportunities, benefits, or privileges.

#### **(d) 18-Day Campaign to End VAW 2023**

For the year 2023, the 18-Day Campaign to End VAW centers around the recurring six-year (2022-2027) theme: **"UNITED for a VAW-free Philippines."**

This theme aligns with UN Women's UNiTE by 2030 to End VAW Campaign (UNiTE), highlighting the powerful impact of combining individual efforts towards a collaborative and united thrust for a VAW-free Philippines.



The 2023 campaign specifically aims to:

- Revisit the amendments and provide the public with updated information on laws protecting women and girls, specifically the Anti-Violence Against Women and their Children Act of 2004 (RA 9262), The Anti-Rape Law (RA 8353 as amended by RA 11648), Safe Spaces Act (RA 11313), Anti-Sexual Harassment Act of 1995 (RA 7877), and Expanded Anti-Trafficking in Persons Act of 2022 (RA 9208 as amended by RA 11862);
- Disseminate information about the status of VAW in the Philippines and the results of the 2022 National Demographic and Health Survey data on VAW; and
- Gather public support for the advocacy and solicit shared insights on their level of awareness and knowledge on VAW.

The MWSS RO took part on this observance and conducted various activities to promote safe spaces and educate its talents in the elimination of any forms of violence in the workplace. On the average, these activities were participated by forty (40) women and Fifty (50) men.

#### **(e) Year-End Assessment**

The MWSS RO conducted the Year End Assessment led by the GFPS in order to strengthen the working relationship among 51 men and 40 women of the MWSS RO. Additionally, to attain a high-level of teamwork and productivity, assess the GAD programs, activities, and

projects conducted throughout the year, and to recognize the efforts of the MWSS RO talents in the attainment of committed targets in 2023 Performance Scorecard, in sustaining the MWSS RO's ISO Certification under 9001:2015 Standards.

## EXTERNAL EVENTS

### GAD Kapihan

The **GAD Kapihan** is one of the mechanism efforts of the MWSS RO GFPS which seeks to explore the synergies between and among different national government agencies and institutions, in order to support, embody, and achieve Sustainable Development Goals (SDGs) number 5 (Gender Equality) and 6 (Clean water and sanitation for all). In 2023, the MWSS RO through its GFPS conducted two (2) GAD Kapihan.



The first GAD Kapihan held on 31 March 2023, which focused on the subject: **"Exploring Synergies towards Availability and Sustainable Management of Water and Sanitation for All to achieve Gender Equality and Women Empowerment."** Department of Health - Central Office Supervising Health Program Officer **Rolando Santiago**, Department of Education - Central Office Engineer II **Aldrin Jerk Tagao**, Maynilad Water Services, Inc. Corporate Marketing Head **Rosmon Tuazon**, Manila Water Foundation Program Manager **Jubail Pasia**, and Manila Water Manpower Planning, Talent Development and Organization Development Department Head **Mayee Henessy Rivera-Miranda** shared their own agency's gender-responsive programs.

The second GAD Kapihan held on 21 December 2023, which focused on the theme, **"Recognizing and Strengthening Partnerships through Renewed Commitment towards Achievement of Gender Mainstreaming in the Water Sector."** This year's GAD Kapihan had three major thrusts: recognize gender mainstreaming partners throughout the years; celebrate the conferment of the GADtimpala Awards to the MWSS RO; and commit to the international community.

The celebration was attended by previous members of the GFPS, representatives from the two water Concessionaires, and partner organizations such as the National Housing Authority (NHA), Office of the Government Corporate Counsel (OGCC), University of the Philippines Center for Women's and Gender Studies (UP CWGS), and Commission on Audit (COA).

## Public Information and Public Consultation Drive



**Public Information and Public Consultation Drive** is one of the core activities of the MWSS RO led by the Office of the Chief Regulator – Public Information Department. The GFPS integrates GAD to this activity through a GAD discussion and GAD survey to the customers.

This aims to promote GAD in the water sector specifically to the customers and beneficiaries highlighting the roles of women as water managers. In addition, this is also an avenue to collect information and data that could help the MWSS RO in identifying the gender needs of the customers.

## Sex Disaggregated Water Data Project



The **Sex Disaggregated Water Data (SDWD) Project**, a major project of the MWSS RO, was formalized last December 2022 in partnership with the UP CWGS. This project aims to gather and provide baseline information on the basic water statistics in the Concession Area covering Metro Manila and parts of Cavite and Rizal.

The information being provided by the residential survey respondents in the areas covered by the two (2) concessionaires should provide gender-responsive and transformative water assessments. The instrument used in this survey is the UNESCO World Water Assessment Programme (WWAP) Toolkit. The project has been completed and will be launched in August 2024.

## Partnerships with the Concessionaires



The Partnership with the Concessionaires in Mainstreaming GAD and Gender-Responsive Water, Sanitation, and Hygiene (WASH) Program has been formalized through the signed Memorandum of Understanding (MOU) last 09 August 2024 for Manila Water and 23 October 2024 for Maynilad. This MOU shall serve as a framework document in which both parties agree to explore ways to promote GAD and emphasize the gender-water nexus, including the role of women in communities as the primary collectors and managers of water.

## Distribution of WASH kits

The Partnership with the Concessionaires often include the identification of beneficiaries for the distribution of WASH Kits.



## Speaking Engagements





- **Claudine B. Orocio-Isorena**

- United Nations (UN) 2023 Water Conference Flagship Event: **Accelerating Women's Inclusion in Water** held in New York City, USA.  
23 March 2023.
- "Accelerating Gender Equality in the Water and Gender Week 2023: First Operational Workshop of the Multi-Stakeholder Coalition Supporting the Global Call for Action to Accelerate Gender Equality in the Water Domain" held in Mexico City.  
18 to 22 September 2023.
- ADB's Climate Change and Sustainable Development Department (CCSD) Gender Equality Division (CCGE). The event titled, "**Advancing a Transformative Agenda for Gender Equality in ADB Transport, Water and Urban Development Sectors,**" provided a platform for key officers in the transport, water, and urban development sectors to learn and understand new processes for preparing Gender Assessment and Action Plans (GAAP) held at ADB Office in Ortigas, Pasig City.  
02 November 2023.

- **Joan Michelle S. Antonio**

- Manila Water's National Women's Month Celebration (NWMC). The knowledge-exchange activity was aligned with the 2023 NWMC theme: "**We for Gender Equality and Inclusive Society,**" and brought together GAD advocates and stakeholders for a discussion on promoting women empowerment and gender equality, diversity, and inclusivity in their respective practices.  
20 March 2023.

- **Patricia Paula A. Seriritan**

- Represented the MWSS RO as one of the presenting authors at the International Association of Schools and Institutes of Administration (IASIA) 2023 Conference held at the University of the Philippines - Diliman, Quezon City. Ms. Seriritan's presentation titled, "**Gender Mainstreaming for Planning and Policymaking in the Water Sector: The Case of the Metropolitan Waterworks and Sewerage**

**System Regulatory Office,"** was among the accepted contributions at the conference's Gender, Diversity, and Equity track.  
01 August 2023.

- **Jezreel H. Pucio**

- Represented the MWSS RO as one of the Resource Person at the Water Environment Association of the Philippines (WEAP) 17<sup>th</sup> National Annual Convention with a theme, **"Sustainable Water and Sanitation: Access, Equity, and Environmental Resilience,"** held at Puerto Princesa, Palawan.  
21 September 2023.

## **GADTIMPALA Awards**



The GADtimpala Awards is an incentive and award system of the Philippine Commission on Women. This award system aims to honor organizations and individuals who have made significant contributions in promoting gender equality, empowering women, and integrating GAD perspectives into policies, programs, and projects.

Last 14 August 2023, the MWSS Regulatory Office attended the 14th Anniversary of the Magna Carta of Women and GADtimpala Awarding Ceremony. In this event, the MWSS RO proudly received not one, but two distinguished GADtimpala Awards:

- GADtimpala Bronze for Outstanding Gender-Responsive Government Agency; and
- GADtimpala Silver for Exemplary GAD Focal Point System (AlaGAD).

This recognition fuels the passion to continue pushing boundaries and creating meaningful and transformational change.

Moving forward, the MWSS RO's commitment remains resolute, and pledges to uphold these values, further strengthening the GAD initiatives, and ensuring that gender equality remains at the heart of every program and project we implement.

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