



METROPOLITAN
WATERWORKS &
SEWERAGE
SYSTEM
REGULATORY
OFFICE



GENDER AND DEVELOPMENT ANNUAL REPORT 2024

Republic Act (RA) No. 9710, otherwise known as “**The Magna Carta of 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 2024 in support of gender mainstreaming and gender development in the agency, as it is committed to achieving gender equality and women’s empowerment in the country.

The actual accomplishment of the MWSS RO for the year 2024, in implementing its programs, projects, and activities in addressing gender issues, gender gaps, inclusivity, and women empowerment, complies with RA No. 8760 or the General Appropriations Act of 2000.

On 20 March 2024, the Philippine Commission on Women (PCW) endorsed the 2024 Annual GAD Plan and Budget (GPB) of the MWSS RO amounting to PhP11,065,354.50 or 6.70% 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 (GST) & GST Plus
 - 1st batch – March 2024
 - 2nd batch – December 2024
- Assessment Using the Enhanced Gender Mainstreaming Evaluation Framework
- GAD Planning and Budgeting



- Seminar on Proclamation No. 759, s. of 1996: Protection and Gender-Fair Treatment of the Girl Child Week
- Gender Equality, Disability, and Social Inclusion (GEDSI) Policy Workshop
- Orientation on CODI Manual and Training on Safe Spaces Act

GAD Focal Point System

Gender and Development

Focal Point System



One of the mechanisms in place that has been considered an accomplishment 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 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 include 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 of sexual harassment, headed by its Chairperson, Ms. Patricia Paula A. Seriritan. There have 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 committed to actively participating in eliminating 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



Promoting GAD within the water sector is pivotal for fostering inclusivity and equitable resource management. A key strategy in this endeavor involves the creation and dissemination of Information, Education, and Communication (IEC) materials. The Metropolitan Waterworks and Sewerage System Regulatory Office (MWSS RO) has been at the forefront of this initiative, actively producing a diverse array of IEC materials, including brochures, flyers, social media posters, and videos. These materials aim to raise awareness about GAD issues and promote gender-sensitive practices within the water sector.

GAD Facilities



In 2022, the MWSS RO took a significant step in advancing Gender and Development (GAD) and promoting Gender Equality, Disability, and Social Inclusion (GEDSI) by constructing dedicated GAD Facilities. These include:

- **GAD Multipurpose Office with Library** – A resource hub providing access to GAD and GEDSI learning materials, fostering continuous education and awareness on gender-sensitive policies and programs.
- **All-Gender Restroom** – A facility designed to be inclusive of all individuals, regardless of gender identity, ensuring dignity, safety, and accessibility for everyone.
- **Lactation Room** – A private, safe, and welcoming space for nursing mothers to breastfeed or pump milk, supporting working parents within the agency.

These facilities were officially launched during the 2023 National Women's Month Celebration as part of MWSS RO's ongoing commitment to closing gender gaps, embracing inclusivity, and ensuring a safe and supportive work environment for all talents, including persons with disabilities and diverse gender identities.

Building on this progress, MWSS RO continues to enhance these initiatives in 2024 by improving accessibility, expanding the range of GAD and GEDSI learning resources, and strengthening policies that promote a more inclusive and supportive workplace. Efforts include upgrading the GAD Library with more diverse educational materials, ensuring the All-Gender Restroom meets evolving inclusivity standards, and improving amenities within the Lactation Room to better accommodate the needs of nursing mothers.

Through these continuous improvements, MWSS RO reaffirms its commitment to fostering a workplace culture that upholds gender equality, supports diversity, and champions the principles of inclusivity for all.

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 offers a safe and supportive space for women and girls by providing access to services and support, as well as opportunities for leadership and skills development. It also serves as a resource center for information, education, and advocacy on gender equality and women's empowerment.

National Advocacy Celebrations

a. National Women's Month 2024



The PCW introduced a six-year theme for 2023 to 2028: "WE for gender equality and inclusive society." This year's sub-theme is "**Lipunang Patas sa Bagong Pilipinas: Kakayahan ng Kababaihan, Patutunayan!**" The MWSS RO actively supported, attended, and conducted various activities promoting women empowerment and gender equality.

- Campaign Kick-Off
- Women's Appreciation Day
- Women's Day Celebration with Stakeholders
- PCW International Women's Day
- Seminar on Proclamation No. 759, series of 1996 or also known as Protection and Gender-Fair Treatment of the Girl Child Week

These activities fostered meaningful conversations about the significant contributions of women, the challenges faced and conquered by both men and women, and inspiring stories of inclusivity and equality.

b. Solo Parents Week 2024



The MWSS RO values the dedication and resilience of solo parents and recognizes their significant contributions both in the workplace and in society. In honor of their hard work and sacrifices, MWSS RO celebrates Solo Parents

Week every April, providing an opportunity to acknowledge their efforts, raise awareness on their unique challenges, and promote policies that support their well-being.

c. Pride Month Celebration 2024



For 2024, MWSS RO continued its collaboration with private and public agencies inside the MWSS Complex to celebrate Pride Month. This included the MWSS Complex Pride March and Festival, an event highlighting diversity, equality, and inclusivity. The celebration aimed to raise awareness of Sexual Orientation, Gender Identity and Expression (SOGIE) concerns, the SOGIE Equality Bill, and the importance of diversity in the workplace.

d. Family Thanksgiving Day 2024



At MWSS RO, we recognize the vital role of family in our lives and careers. Family Thanksgiving Day is a special occasion to express gratitude, strengthen bonds, and celebrate the unwavering support of our loved ones.

This event highlights the importance of work-life balance and reinforces MWSS RO's commitment to employee well-being. As we come together, we honor the love, encouragement, and sacrifices of our families, who inspire us to thrive both at work and at home.

e. 18-Day Campaign to End VAW 2024

In 2024, the campaign carries forward its mission under the theme "UNITED for a VAW-free Philippines." This initiative aligns with UN Women's UNiTE by 2030 to End Violence Against Women (VAW) Campaign, reinforcing the global call to eliminate all forms of gender-based violence.

As part of its commitment to this cause, MWSS RO actively organized various activities, including:

- Campaign Kick-Off
- GST Plus and Executive Briefing
- Dulaang UP, "Nanay Bangis"
- End VAW Quiz Bee
- Orientation on CODI and Safe Spaces Act

GAD Kapihan



The MWSS Regulatory Office (MWSS RO), through its Gender and Development Focal Point System (GFPS), hosted another GAD Kapihan session on December 11, 2024, in Quezon City.

With the theme "Honoring Advocates and Forging Stakeholder Commitments for Advancing Gender Equality through Sex-Disaggregated Data in the Water Sector," the session aimed to:

- Forge stakeholder commitments in advancing gender equality;
- Showcase forward-looking plans for gender-responsive initiatives;
- Celebrate achievements in integrating GAD principles within the sector; and
- Promote advocacy and benchmarking to strengthen gender-sensitive policies and programs.

In addition to MWSS RO GFPS members, the event gathered GAD advocates from Manila Water and Maynilad Water Services, Inc., reinforcing the shared commitment to fostering inclusivity and gender equity in the water sector.

Through continuous collaboration with its partners, MWSS RO remains steadfast in championing gender equality and women's empowerment, ensuring a more inclusive and equitable water sector for all.

Benchmarking Activities



As a recognized GADtimpala Awardee, MWSS RO has become a benchmark for excellence in Gender and Development (GAD) initiatives. Various agencies have sought to learn from MWSS RO's best practices, further strengthening the implementation of gender-responsive policies and programs within their own institutions.

Among the agencies that have conducted benchmarking activities with MWSS RO are:

- Office of the Government Corporate Counsel
- Government Commission for GOCCs
- National Transmission Commission
- Clark Development Corporation
- Baliwag Water District

These engagements highlight MWSS RO's leadership in advancing GAD and fostering a culture of inclusivity, equity, and empowerment across different sectors.

Speaking Engagement

The MWSS Regulatory Office (MWSS RO), through its **Gender and Development Focal Point System (GFPS)**, has actively participated in various speaking engagements, demonstrating its commitment to promoting gender equality and inclusivity within the water sector. Below is an overview of these contributions:



1. ATTY. CLAUDINE B. OROCIO-ISORENA

*Deputy Administrator for Administration and Legal Affairs
GFPS Chairperson*

- **TransCo's Benchmarking Activity:** Served as a resource person, sharing MWSS RO's best practices in gender mainstreaming.
- **Manila Water National Women's Day Celebration:** Delivered the keynote address, emphasizing the role of women in the water sector.
- **Women Champions in the Water Sector Fellowship Program:** Participated as a resource person, mentoring emerging female leaders in the industry.
- **Philippine Waterworks Association:**
- **7th International Conference on Gender and Sexuality in Thailand:** Presented the results of MWSS RO's Sex-Disaggregated Water Data Project, contributing to global discussions on gender-responsive data collection.
- **Baliwag Water District Benchmarking Activity:** Shared insights and experiences as a resource person, aiding in the district's gender and development initiatives.



2. LEE ROBERT M. BRITANICO

Deputy Administrator for Customer Service Regulation

Central Luzon Association of Water Districts (CLAWD) Conference:

Discussed "Diversity in the Workplace: The MWSS RO Practices," highlighting the organization's strategies for fostering an inclusive work environment.



3. JOAN MICHELLE S. ANTONIO

Department Manager for Public Information

- **Manila Water National Women's Day Celebration:** Served as the moderator during the panel discussion, facilitating conversations on women's empowerment within the water sector.
- **GCG GAD Conference "WE GADther Together, WE GatHER to Empower":** Served as a resource speaker, sharing MWSS RO's initiatives in empowering women within the organization and the community.



4. PATRICIA PAULA A. SERIRITAN

Technical Assistant A

- **Office of the Government Corporate Counsel (OGCC) Training on Gender Mainstreaming Evaluation Framework (GMEF):** Provided assistance as a resource person, guiding participants on effective gender mainstreaming strategies.
- **Energy Regulatory Commission (ERC) GAD Activity:** Delivered a session on "Concepts of SOGIE," enhancing understanding of sexual orientation, gender identity, and expression among ERC staff.

- **Baliwag Water District and Clark Development Corporation Benchmarking Activities:** Shared MWSS RO's gender and development practices, facilitating knowledge exchange.
- **7th International Conference on Gender and Sexuality in Thailand:** Presented on the importance of sex-disaggregated data in the water sector, earning recognition as one of the best presenters.



5. YVES S. BALERIO

GAD Specialist

- **OGCC Training on GMEF:** Contributed as a resource person, discussing the application of the Gender Mainstreaming Evaluation Framework.
- **Baliwag Water District and Clark Development Corporation Benchmarking Activities:** Participated as a resource person, sharing insights on MWSS RO's gender and development initiatives.

These engagements reflect MWSS RO's dedication to knowledge sharing and collaboration in advancing gender and development goals within the water sector.

Recognitions

In 2024, the MWSS RO) has been honored with two significant accolades, underscoring its commitment to inclusive leadership and diversity:



- **Inclusive Leadership Award:** The Chief Regulator of MWSS RO, Atty. Patrick Lester N. Ty, was conferred the Inclusive Leadership Award by the OFW Partylist. This award recognizes his dedication to fostering an inclusive and equitable environment within the organization and the broader community.
- **Bahaghari Award:** During Pride Month, the Office of the Government Corporate Counsel (OGCC) honored MWSS RO with the Bahaghari Award. This recognition celebrates the organization's efforts in promoting LGBTQ+ inclusivity and its active participation in initiatives that support diversity and equality.

These accolades reflect MWSS RO's unwavering commitment to championing inclusivity, diversity, and equitable practices within the water sector and beyond.

Launching of the SDWD Report



The MWSS RO successfully launched the **Sex-Disaggregated Water Data (SDWD) Report**, marking a significant advancement in gender-responsive water governance and data-driven decision-making. This initiative provides valuable insights into gender dynamics in water access and use, enabling more inclusive and equitable water management policies.

The SDWD Report is part of MWSS RO's ongoing efforts to empower women and promote gender equality in the water sector. By recognizing and addressing the unique needs and contributions of women in water management, MWSS RO aims to foster more inclusive dialogues among local and international stakeholders.

This initiative aligns with global efforts to integrate gender considerations into water resource management, ensuring that policies and programs are responsive to the diverse needs of all community members.

Through the SDWD Report, MWSS RO reaffirms its commitment to promoting gender-responsive water governance, contributing to sustainable development and equitable access to water resources.

Water, Sanitation, Hygiene (WASH) Activities with Concessionaires

As part of the MWSS Regulatory Office's (MWSS RO) commitment to gender-responsive programs, WASH (Water, Sanitation, and Hygiene) activities were

conducted in collaboration with the two water concessionaires — Maynilad and Manila Water. These initiatives aimed to promote access to clean water and improved sanitation, particularly benefiting women in vulnerable communities.

Maynilad: Valenzuela City Jail – Female Dormitory

In partnership with Maynilad, a WASH initiative was implemented at the Valenzuela City Jail – Female Dormitory. This activity focused on ensuring access to clean and safe water, proper sanitation, and hygiene education tailored to the needs of women deprived of liberty. The initiative sought to enhance their well-being and uphold their dignity through improved water and hygiene facilities.

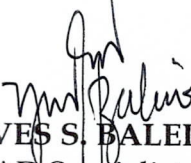
Manila Water: Rizal Provincial Hospital System

Manila Water spearheaded a WASH intervention in the Rizal Provincial Hospital System, benefiting patients, healthcare workers, and the surrounding community. The program emphasized the importance of sanitation and hygiene in healthcare settings, contributing to the prevention of waterborne diseases and the promotion of a healthier environment for all, particularly women and children.



These collaborative efforts align with MWSS RO's Gender and Development (GAD) Agenda, ensuring that water access and sanitation improvements address gender-specific needs. By working with the concessionaires, MWSS RO continues to advocate for inclusive and sustainable water services that uplift marginalized sectors, particularly women and girls.

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