



Republic of the Philippines
CARMONA WATER DISTRICT

(LWUA CCC No. 561)

Blk. 8, Lot 8, Joy St., Cityland Subdivision, Brgy. Mabuhay, Carmona, Cavite

Tel. No. (046) 430-0832 loc. 101-112, Fax No. (046) 430-1705

Email Add: carmonawd@yahoo.com

December 18, 2019

PHILIPPINE COMMISSION ON WOMEN

1145 JP Laurel Street

San Miguel, Manila

Dear Madam/Sir:

Good day!

Respectfully submitting two (2) copies of the following reports:

1. **ANNUAL GAD PLAN AND BUDGET FOR CY 2020**
2. **ANNUAL GAD ACCOMPLISHMENT REPORT FOR CY 2019**

For your information and guidance.

Thank you and best regards,


ENGR. ANILINE B. FRANCIA
General Manager

 12/18/19
MANILA
Received by:

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2020

Agency/Bureau/Office: Total GAA of Agency: Total GAD Budget:			CARMONA WATER DISTRICT 152,279,928.47 7,613,996.42						Departmental (Central Office): n/a		
Gender Issue and/or GAD Mandate (1)	Cause of the Gender Issue (2)	GAD Result Statement/ GAD Objective (3)	Relevant Agency MFO/PAP (4)	GAD Activity (5)	Output Performance Indicators and Target (6)	GAD Budget (7)	Source of Budget (8)	Responsible Unit/Office (9)			
Client-focused											
Concessionnaires' lack /low level of awareness and understanding on GAD as well as CWD's GAD Programs and Projects	Lack of opportunity to learn about GAD and core messages	To raise awareness and understanding of both all concessionnaires (regardless of gender) on GAD concepts, issues, programs and legal mandates	MFO: Admin Division	1. Establishment and maintenance of GAD Corner in conspicuous area for concessionnaires	GAD Corner is established within February 2020 and updates are posted every quarter	30,000.00	General Fund / Corporate Fund	Admin Division, GFPS			
			MFO: Admin Division	2. Usage of CWD Website and Facebook Page in publishing all GAD related programs and activities	CWD's Website and Facebook Page is updated on all GAD programs and activities every quarter 2020	10,000.00	General Fund / Corporate Fund	Admin Division, GFPS			

				MFO: Admin Division	3. Conduct series of Gender Sensitivity Seminar for both Male and Female Concessionaires with Gender Issues consultation	Two (2) batches of Gender Sensitivity Seminar attended by 150 female and 50 male concessionaires on July 2020	100,000.00	General Fund / Corporate Fund	Admin Division, GFPS
				MFO: Commercial Division	1. Implementation of CWD Water Conservation Campaign thru: -giving incentives to concessionaires who will consume up to 20 cubic meters only; and -intensive information and dissemination	Incentive implemented starting February 2020 Commence information and dissemination by January 2020 through the use of CWD website, FB page, television at Customer Lobby, poster and flyers	10,000.00	General Fund / Corporate Fund	Commercial Division
				MFO: Engineering Division	2. Distribution of free "Rain Catchers" to selected concessionaires	Rain Catchers distributed among selected concessionaires per Barangay within the 2nd quarter of 2020	400,000.00	General Fund / Corporate Fund	Engineering and Commercial Division
Concessionaires in selected areas experiences inadequate water supply especially during peak hours thereby affecting them to carry out household work conveniently and efficiently	Continuous depletion of groundwater which is the sole source of water in Carmona	To provide sufficient and clean water supply among concessionaires even during peak hours (early mornings, Saturdays, and Sundays) To encourage water conservation in line with Municipal Ordinance No. 03-2016 An Ordinance Establishing Water Conservation Program in the Municipality of Carmona, Cavite							

		To provide adequate water supply to the residents of Brgy. Bancal, Carmona.	MFO: Engineering Division	3. Construction of Ground Water Tank at Bancal Pumping Station No. 3	90% of concessionaires have continuous water supply even during peak hours starting June 2020	5,250,000.00	General Fund / Corporate Fund	Engineering Division
Need to continuously support the observance of National and International Women's Month on March which is a good venue to heighten awareness on gender equality, women empowerment and respect for human rights of women.	There is a need to see to it that CWD provides continuous support for the observance of National and International Women's Month to heighten awareness on gender equality, women empowerment and respect of human rights	To educate female concessionaires on gender equality and give them due recognition for their contributions in the society.	MFO: Commercial Division	Conduct an event tagged as "Serbisyo para kay Juana" gathering female concessionaires to talk on gender equality and women rights and also give them relaxation as reward of being carers of their families.	100 Female concessionaires to benefit from the event within March 2020	300,000.00	General Fund / Corporate Fund	Commercial Division
Need to provide free and potable water supply to support official events of CWD and also the LGU, NGOs and public schools within Carmona, Cavite	Inadequate supply of free and potable water for official events and activities	To provide potable and free bottled-water for some official events and activities	MFO: Engineering Division	Continuous operations of CWD Water Refilling Station	Provision of free bottled water to all official events and activities of CWD, LGU, NGOs, and public schools within Carmona for the whole year of 2020		General Fund /	Engineering and Admin Division, GFPS

Concessionaires (especially women being the household caretakers and budget handlers) cannot pay their water bills on time resulting to penalty and disconnection	Limited livelihood opportunity for women to earn a living and help in paying their water bills on time	To provide livelihood opportunity among women and also their children thru selling water products of CWD Water Refilling Station	MFO: Engineering and Commercial Division	Partnership with <i>Samahan ng Nagkakaisang Kababaihan ng Carmona</i> (SNKC), offer CWD Water Refilling Station's products at a lower cost and let members sell it for additional income	Establish partnership with SNKC starting February 2020 95% of women beneficiaries can pay their water bills on time	500,000.00	General Fund / Corporate Fund	Engineering and Commercial Division, GFPS
Need to support the 18-day Campaign to End Violence Against Women and Children (VAWC) in accordance with PCW and Proclamation No. 1172 s.2006	Limited knowledge and understanding about a major issue in this society which is VAWC	To increase the level of awareness and understanding of CWD employees on VAWC and be advocates to end it	MFO: Admin Division	1. Posting of PCW prescribed VAWC tarpaulin in CWD Office entrance, website and Facebook page	Tarpaulins posted within the 18-day campaign (November 25 to December 12, 2020)	5,000.00	General Fund / Corporate Fund	Admin Division
			MFO: Admin Division	2. Streaming of PCW-endorsed VAWC-related films at CWD Customer Lobby and CWD FB page	VAWC related films streamed at Customer Lobby and CWD FB page within the 18-day campaign	5,000.00	General Fund / Corporate Fund	Admin Division
Organization-focused								

GAD PAPs are not properly monitored	GFPS seldom conducts meeting to monitor the agency's GAD PAPs	To enable GFPS to properly monitor the implementation of CWD's GAD PAPs	MFO: GFPS	Conduct GFPS Monthly Meeting	GFPS meeting conducted every 1st week of the month for 12 months of 2020 and all GAD PAPs are properly carried out	30,000.00	General Fund / Corporate Fund	GFPS
Poor physical and mental health among CWD employees that affects efficient work performance	Unhealthy lifestyle and lack of opportunity on physical exercises	To promote healthy lifestyle and exercises among CWD employees thereby boosting their work performance	MFO: Admin Division	Conduct of "Zumba Sessions" utilizing the various sports equipment purchased last year with sharing of healthy lifestyle tips per employee	Atleast 50% CWD Employees actively participate in Zumba Sessions starting January 2020	50,000.00	General Fund / Corporate Fund	Admin Division
Observance of the National and International Women's Month which is a good venue to heighten awareness on gender equality women	Provision of continuous support for the observance of the National and International Women's Month and heighten awareness on	To give due recognition and empowerment of female CWD employees as active contributors and claimholders of CWD	MFO: Admin Division	1. Conduct an event tagged as "Serbisyo para kay Juana" to talk on gender equality and women rights and also give them relaxation as reward of being carers of their families and being active contributors to the success of CWD	All CWD female employees (together with 100 female concessionaires) benefit from the event on March 2019	30,000.00	General Fund / Corporate Fund	Admin Division, GFPS

empowerment and respect for human rights of women.	gender equality, women empowerment and respect of human rights.	development.	2. Flag Raising Ceremony commemorating International Women's Month and distribution of Women's Month Tshirts	Flag raising ceremony and wearing of t-shirts of all CWD employees on March 2019	20,000.00	General Fund / Corporate Fund	Admin Division
Low level of camaraderie and cooperation among CWD top management and employees hindering the success of agency's GAD efforts	Lack of teambuilding activities for the CWD top management and employees	To foster strong cooperation and solidarity among the CWD top management and employees for them to work together towards the success of agency's GAD PAPs	Conduct of CWD Teambuilding Activity along with its 23rd Anniversary celebration	Teambuilding Activity done in April 2020 attended by all CWD top management and employees	300,000.00	General Fund / Corporate Fund	Admin Division
Lack of/low level of awareness and understanding of GAD issues and concerns including legal mandates on GAD among CWD employees	Lack of opportunity to learn about GAD and core messages	To increase the level of awareness and understanding of CWD employees on GAD concepts, issues and concerns and laws on women	Conduct Basic Gender Sensitivity and GAD-orientation Seminar	90% of top management and employees are aware and appreciate GAD by May 2020	100,000.00	General Fund / Corporate Fund	Admin Division, GFPS

Break away stereotyping and treat men and women as equal contributors to agency's development	Only female employees are treated during Women's Month while there is no celebration for Men	To give due recognition also to the male employees of CWD as active contributors to the agency development and as hardworking family providers	MFO: Admin Division	Giving of token of appreciation and relaxation treat to all male employees	All male employees received token of appreciation and treat on the June 2020 (along with Father's Day celebration)	50,000.00	General Fund / Corporate Fund	Admin Division, GFPS
PCW, NEDA, DBM Joint Circular No. 2012-01 or the Guidelines for the preparation of Annual GAD Plans and Budgets and Accomplishment Reports to Implement the Magna Carta of Women	Sec. 3.5 states that to enable the GFPS to perform their roles, it is important that the members are provided with the required capacity	To strengthen and capacitate the CWD GFPS on the performance of their roles through Capacity Building Seminars/Trainings	MFO: Admin Division	Training on Gender Analysis through Gender Mainstreaming Evaluation Framework (GMEF) and Harmonized Gender and Development Guidelines (HGDG) tools	All GFPS members attended the training within August 2020	80,000.00	General Fund / Corporate Fund	Admin Division, GFPS
	Sec.4.4 Institutionalizing GAD Database/Sex Disaggregated Data. The agency shall develop or integrate in its existing	To establish Gender Statistics and Sex-Disaggregated Data (SDD)	MFO: Commercial and Admin	1. Establishment of SDD and Gender Statistics of concessionaires using available data in Municipal Planning and Development Council (MPDC) and Barangay Halls	SDD and Gender Statistics of concessionaires established by June 2020	10,000.00	General Fund / Corporate Fund	Commercial and Admin Division, GFPS

	database GAD information to include gender statistics and sex-disaggregated data	or concessionaires and employees	Division	2. Establishment of SDD and Gender statistics of employees through available data in their 201 Files and through interviews	SDD and Gender Statistics of employees established by June 2020	10,000.00	General Fund / Corporate Fund	Commercial and Admin Division, GFPS
Local Water Districts (LWDs) have difficulty in formulating effective GAD PAPS relevant to their mandate and acceptable by COA	There is no clear/specified guidelines on the prescribed GAD PAPS for LWDs	To establish clear guidelines prescribing the approved GAD PAPS for LWDs	MFO: Admin Division	Attend GADFPS Forum/Summit to be hosted by Davao RTC together with LWUA	All members of CWD GFPS attended the GADFPS Forum/Summit within 2020	100,000.00	General Fund / Corporate Fund	GFPS
PCW Memorandum Circular No. 2018-04 or the Revised Guidelines for the Preparation of the GAD Agenda	There is a need to prepare CWD's GAD Agenda as basis for the annual GAD Plan and Budget of the agency	To establish CWD's GAD Agenda in compliance with PCW MC No. 2018-04	MFO: Office of the BOD, Office of the GM, GFPS	Formulation of CWD's GAD Agenda	GAD Agenda formulated by September 2020	50,000.00	General Fund / Corporate Fund	Office of the BOD, Office of the GM, GFPS

Sec. 36 of Republic Act No. 9710, otherwise known as the Magna Carta of Women (MCW), for all instrumentalities of government to utilize at least five percent (5%) of their total budget appropriations for gender and development (GAD)	Insufficient training on GAD Plan and Budget (GPB) to integrate gender concerns in the design, management, implementation, monitoring and evaluation of the agency's programs and projects.	To increase the level of awareness and strengthen skills on government mandates about Gender and Development to process change towards good and gender-responsive governance.	MFO: Office of the BOD, Office of the GM, Admin Division	Training on gender responsive GAD Planning and Budgeting for Water Utilities and Sanitation	The Board of Directors, General Manager and GFPS members attended the training within August 2020	80,000.00	General Fund / Corporate Fund	Admin Division, GFPS
Presidential Proclamation 326 s. 2012 declaring "Kainang Pamilya Mahalaga Day" every September	Lack of opportunity for CWD employees to spend quality meal time with their families	To encourage employees to spend more meal time together with their families	MFO: Admin Division	Conduct of "FaMEALY Night" wherein all CWD employees and their respective families will gather and dine together	All CWD employees spend quality meal time with their families on a chosen day of September 2020	90,000.00	General Fund / Corporate Fund	Admin Division, GFPS
PCW, NEDA, DBM Joint Circular No. 2012-01 or the Guidelines for the preparation of Annual GAD Plans and Budgets and Accomplishment Reports to Implement the Magna Carta of Women	Need to prepare and submit GAD Plan and Budget (GPB) for CY 2021 and GAD Accomplishment Report (AR) for CY 2020	To prepare a more comprehensive GPB for CY 2021 and AR for CY 2020 for timely submission to LWUA	MFO: Office of the BOD, Office of the GM, GFPS	Preparation of CWD GPB for CY 2021 and GAD AR for CY 2020	GPB and GAD AR preparation starting October 2020 and submitted to LWUA within December 2020	50,000.00	General Fund / Corporate Fund	GFPS

Low level of health awareness and status of all employees	Employees are not that aware on the impact of their health status on their work performance	To determine and enhance the health status of employees for them to be more productive at work and prevent absenteeism/ tardiness	MFO: Admin Division	Partnership with the Municipal Health Office (MHO) for the conduct of free Medical Check-up among CWD employees and provision of free medicines	100% of CWD employees (regardless of employment status) have undergone medical check-up and received free medicines within the October 2020	100,000.00	General Fund / Corporate Fund	Admin Division, GFPS
Need to support the 18-day Campaign to End Violence Against Women and Children (VAWC) in accordance with PCW and Proclamation No. 1172 s.2006	Limited knowledge and understanding about a major issue in this society which is VAWC	To increase the level of awareness and understanding of CWD employees on VAWC and be advocates to end it	MFO: Admin Division	1. Filmshowing of VAWC related movies supported by PCW and/or various government, religious or child-advocacy organizations	Atleast 90% of employees attended the Filmshowing and gained further awareness on VAWC	50,000.00	General Fund / Corporate Fund	Admin Division
				2. Wearing of VAWC T-shirts with design prescribed by PCW	100% wear VAWC T-shirts on November to December 2020	10,000.00	General Fund / Corporate Fund	Admin Division
TOTAL						7,680,000.00		
Prepared by: RACHELLE M. RAMOS Execom Member/TWVG Chairman, GAD Focal Point System	Approved by: ENGR. ANILINE B. FRANCIA General Manager				Date: 12/17/19			

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2019

CARMONA WATER DISTRICT

Agency/Bureau/Office:	
Total GAA of Agency:	100,727,842.61
Total GAD Budget:	5,036,392.13

GAD Mandate/Gender Issue (1)	Cause of the Gender Issue (2)	GAD Result Statement/ GAD Objective (3)	Relevant Agency MFO/PAP (4)	GAD Activity (5)	Performance Indicators and Target (6)	Actual Result (Outputs/outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost/Expenditure (9)
Client-focused								
Need to continuously support the observance of the National and International Women's Month which is a good venue to heighten awareness on gender equality, women empowerment and respect for human rights of women.	There is a need to see to it that CWD provides continuous support for the observance of the National and International Women's Month and heighten awareness on gender equality, women empowerment and respect of human rights	To give due recognition to the contributions of female concessionaires on the society.	MFO: Commercial Division	Distribution of simple token of appreciation for female concessionaires who will pay their water bills at the CWD main office for the whole month of March 2019	Female concessionaires	Conduct of "Libreng Gupit Handog ng CWD" on March 15, 2019 at CWD Parking Grounds. Three (3) hairdressers were hired representing different genders - Male, Female, and Gay. A total of 70 concessionaires (male & female) availed the free haircut and 19 concessionaires won free Women's month purple T-shirts thru raffle.	300,000.00	9,201.00

Need to provide continuous supply of quality and potable water to some areas in Carmona, Cavite	Inadequate water supply in some areas in Carmona	To provide quality and potable water for some areas in Carmona.	MFO: Engineering Division	Construction of Elevated Water Tank at Carmona Elementary School	Some residents affected by the lack of continuous water supply.	Ongoing construction of Elevated Tank in CES Pumping Station with 30,000-gallon capacity which will store and boost the water supply within Carmona Town Proper	3,000,000.00	2,995,000.00
Lack of/low level of awareness and understanding of GAD issues and concerns including legal mandates on GAD among Female Concessionaires	Lack of opportunity to learn about GAD and core messages	To increase the level of awareness and understanding of Female Concessionaires on GAD concepts, issues and concerns and laws on women	MFO: Admin Division	Conduct a series of Gender Sensitivity Seminar with integration of VAW laws and Anti Sexual Harrassment Act for Female Concessionaires on November 2019	Ten (10) batches of Gender Sensitivity Seminar conducted for female concessionaires		200,000.00	-
Need to provide free, quality and potable water supply for some official events and activities	Inadequate supply of free and potable water for some official events and activities	To provide quality and potable bottled-water for some official events and activities	MFO: Engineering Division	Procurement of water-bottling equipments and other necessary materials	Participants of official events and activities	Procurement and installation of water filtration and bottling system. Establishment of CWD Water Refilling Station fully operational last June 2019. Products were 5 gallon-water, 500 ml and 350 ml bottled water. Purified water products were given during CWD official events/activities and also offered for sale at low-cost.	300,000.00	300,000.00

Organization-focused										
Joint Circular No. 2012-01 issued by the PCW prescribes guidelines and guidelines on the formulation, development, implementation, monitoring and evaluation of GAD plans and budgets.	There is a need to reconstitute the GAD Committee and Management of CWD	To reconstitute the GAD Committee and Management of CWD to further bolster its gender advocacy programs in compliance with PCW Joint Circular No. 2012-01	MFO: Office of the Board of Directors and Office of the General Manager	Reconstitution of the GAD Committee and Management of CWD on January 2019	CWD's GAD Committee and Management	Appointment of new officers of the GAD Focal Point System (GFPS) last February 8, 2019 by the Board of Directors thru Board Resolution No. 006-2019.	20,000.00	4,594.39		
Sec. 36 of Republic Act No. 9710, otherwise known as the Magna Carta of Women (MCW), for all instrumentalities of government to utilize at least five percent (5%) of their total budget appropriations for gender and development (GAD)	Insufficient training on GAD Plan and Budget (GPB) to integrate gender concerns in the design, management, implementation, monitoring and evaluation of the agency's programs and projects.	To increase the level of awareness and strengthen skills on government mandates about Gender and Development to process change towards good and gender-responsive governance.	MFO: Office of the Board of Directors and Office of the General Manager	GAD Seminar and Training	CWD's GAD Committee and Management	Attendance of two (2) GADFPS members to LWUA GAD Planning and Budgeting Seminar held on November 19-21, 2019.	50,000.00	31,245.00		
Lack of/low level of awareness and understanding of GAD issues and concerns including legal mandates on GAD among CWD employees	Lack of opportunity to learn about GAD and core messages	To increase the level of awareness and understanding of CWD employees on GAD concepts, issues and concerns and laws on women	MFO: Admin Division	Conduct a series of Gender Sensitivity Seminar for CWD Employees on February 2019	Five (5) batches of Gender Sensitivity Seminar conducted for CWD Employees		100,000.00	-		

Need to continuously support the observance of the National and International Women's Month which is a good venue to heighten awareness on gender equality, women empowerment and respect for human rights of women.	There is a need to see to it that CWD provides continuous support for the observance of the National and International Women's Month and heighten awareness on gender equality, women empowerment and respect of human rights.	To give due recognition and empowerment of female CWD employees as active contributors and claimholders of CWD development.	MFO: Admin Division	Empowerment of CWD female employees on March 2019	All CWD female employees (Regular, Casual, JO) of CWD	Empowerment of 13 CWD Female Employees last March 27, 2019. Employees were treated with relaxing massage and sumptuous dinner; simple treats for hardworking women.	50,000.00	25,000.00
Need to continuously support the observance of the National and International Women's Month which is a good venue to heighten awareness on gender equality, women empowerment and respect for human rights of women.	There is a need to see to it that CWD provides continuous support for the observance of the National and International Women's Month and heighten awareness on gender equality, women empowerment and respect of human rights.	To give due recognition to women as active contributors and claimholders of development.	MFO: Admin Division	Flag Raising Ceremony commemorating International Women's Month and distribution of Women's Month T-shirts on March 2019	All CWD employees	-Conduct of Gen. Assembly during Flag Ceremony last March 25, 2019 with short program about International Women's Month Celebration - Distribution of Purple T-shirts prescribed by PCW - Posting of tarpaulin at CWD Office	50,000.00	13,460.00

Need to educate CWD Employees on several issues and concerns regarding proper financial management	There is a need to teach and educate CWD employees how to plan for their own financial security and stability	To educate CWD employees on proper management of personal finances including budgeting, saving and debt management.	MFO: Admin Division	Financial Stewardship Seminar on April 2019	All CWD employees	Conduct of Financial Stewardship Seminar last August 16, 2019 attended by all CWD employees. Participants were educated on proper handling of finances as stewards of God's blessings.	100,000.00	21,250.00
Lack of/low level of awareness and understanding on Violence Against Women and Children (VAWC)	Lack of opportunity to learn a major issue on this society, Violence Against Women and Children (VAWC)	To increase the level of awareness and understanding of CWD employees on GAD concepts, issues and concerns and laws on women most specially the issue on VAW and Children	MFO: Admin Division	Filmshowing of VAWC related movies supported by PCW and/or various government, religious or child-religious or child-religious or child-religious organizations as well as distribution of VAWC T-shirts on November-December 2019	Two (2) batches of filmshowing for all CWD Employees	- Distribution of VAWC T-shirts to all CWD employees and posting of 18-day campaign to eng VAW tarpaulin last November 25, 2019. - Filmshowing of short VAWC related films prescribed by PCW held last November 29, 2019 at CWD Office attended by all employees.	100,000.00	20,434.00
Need for comfortable working environment	There is a need to renovate CWD admin building to provide employees a comfortable working environment	To provide comfortable working environment through renovation of admin building	MFO: Admin Division	Renovation of CWD Admin Building	All CWD Employees	Renovation of Admin/Finance Division's Office last January 2019	300,000.00	21,581.00

Need to continuously promote physical health among CWD employees	Poor physical health lead to inefficiency among CWD employees affecting their work performance.	To provide various sports equipment and supplies for the physical health of all CWD employees that can be used during their idle time.	MFO: Admin Division	Purchase of various sports equipments and supplies	All CWD Employees	Purchased various gym and sports equipment in May 2019 which are being used for exercise by all CWD employees during break time or after office hours.	500,000.00	143,450.00
TOTAL							5,070,000.00	3,585,215.39
Prepared by:  RACHELLE M. RAMOS TWG Chairperson, GAD Focal Point System			Approved by:  ENGR. ANILINE B. FRANCIA General Manager					