



REPUBLIC OF THE PHILIPPINES

CARMONA WATER DISTRICT

(LWUA CCC No. 561)

ISO CERTIFICATE No. 80132/A/0001/UK/En

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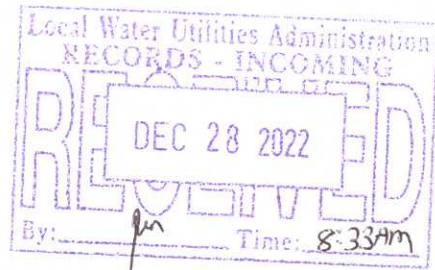
December 21, 2022

MS. EILEEN L. DELA VEGA

Officer in Charge

Local Water Utilities Administration

Katipunan Ave., Balara, Quezon City



Subject: **Submission of GAD AR FY 2022 and GPB FY 2023**

Dear Mam:

Warm Greetings from Carmona Water District!

As provided under PCW MC No. 2016-06, the review and endorsement of LWD GPB by PCW shall be under a moratorium. Nonetheless, LWDs shall continue to prepare their FY 2023 GPB following the parameters set under PCW MC No. 2015-03, and the guidelines provided under this Circular on the identification of gender issues, mandates and corresponding PAPs, as well as the costing and attribution of the GAD Budget. All LWD GPBs shall be submitted to the LWUA for monitoring purposes.

In line with the abovementioned provisions, this is to respectfully submit our agency's GAD Accomplishment Report FY 2022 and GAD Plan and Budget FY 2023.

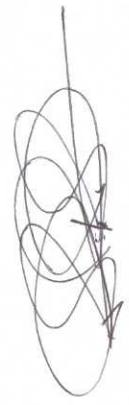
Thank you for your overwhelming support to Carmona Water District.

Yours truly,


ENGR. ANILINE B. FRANCIA
General Manager
(046) 430-0832 loc. 105

ANNEX "F"

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET FY 2023								
Agency/Bureau/Office: CARMONA WATER DISTRICT			Departmental (Central Office): n/a					
Total Corporate Budget of Ager: 140,959,548.96								
Total GAD Budget: 7,430,000.00								
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						6,995,000.00		
Concessionnaires' lack /low level of awareness and understanding on GAD as well as CWD's GAD Programs and Projects			MFO: Admin Division	1. Establishment and maintenance of GAD Corner in conspicuous area for concessionnaires	GAD Corner is established and updates are posted every quarter	30,000.00	General Fund / Corporate Fund	Admin Division, GFPS
		To raise awareness and understanding of both all concessionnaires (regardless of gender) on GAD concepts, issues, programs and legal mandates	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 2023	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 Concessionnaires with Gender Issues consultation	Two (2) batches of Gender Sensitivity Seminar attended by 150 female and 50 male concessionnaires for 2023	100,000.00	General Fund / Corporate Fund	Admin Division, GFPS
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 concessionnaires 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 concessionnaires to talk on gender equality and women rights and also give them relaxation as reward of being carers of their families.	100 Female concessionnaires to benefit from the event within 2023	300,000.00	General Fund / Corporate Fund	Commercial Division

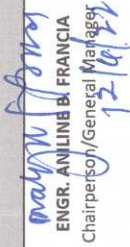

Need to support the 18-day Campaign to End Violence Against Women and Children (VAWC) in accordance with PCW and Proclamation No. 1172 s.2006	Limited knowledge and understanding about a major issue in this society which is VAWC	To increase the level of awareness and understanding of CWD employees on 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, 2023)	5,000.00	General Fund / Corporate Fund	Admin Division
Concessionaires in selected areas experiences inadequate water supply especially during peak hours.	Lack of adequate water supply for female and male concessionaires especially during peak hours.	To provide enough water supply for consumption of all male and female concessionaires	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	-	General Fund / Corporate Fund	Admin Division
Need to preserve a healthy environment, clean water sources and a quality life.	Unsafe and unhealthy environment, lack of clean water sources and a quality life for male and female concessionaires	To contribute in creating a healthy environment, clean water sources and a quality life for male and female concessionaires	MFO: Engineering Division	Well Drilling of Pumping Station	Adequate water supply for of all male and female concessionaires	5,500,000.00	General Fund / Corporate Fund (50%) of the budget for the year of the program, see attached GAD Checklist)	Engineering Division
			MFO: Engineering Division	Carmona Water District Septage Treatment Plant- Admin Building	Suitable and healthy environment, clean water sources and a quality life for all concessionaires	1,050,000.00	General Fund / Corporate Fund (50%) of the budget for the year of the program, see attached GAD Checklist)	Engineering Division
Organization-focused						435,000.00		
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 2022 and all GAD PAPs are properly carried out	30,000.00	General Fund / Corporate Fund	GFPS
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.	Provision of 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	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	50,000.00	General Fund / Corporate Fund	Admin Division, GFPS





				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	20,000.00	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	MFO: Office of the BOD, Office of the GM, Admin Division	Conduct Basic Gender Sensitivity and GAD-orientation Seminar	90% of top management and employees are aware and appreciate GAD by 2023	100,000.00	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 2023	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 database GAD information to include gender statistics and sex-disaggregated data	To establish Gender Statistics and Sex-Disaggregated Data (SDD) of concessionaires and employees	MFO: Commercial and Admin Division	1. Establishment of SDD and Gender Statistics of concessionaires using available data in Municipal Planning and Development Council (MPDC) and Barangay Halls 2. Establishment of SDD and Gender statistics of employees through available data in their 201 Files and through Interviews	SDD and Gender Statistics of concessionaires established throughout 2023 SDD and Gender Statistics of employees established throughout 2023	5,000.00	General Fund / Corporate Fund	Commercial and Admin Division, GFPS
	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 2023	20,000.00	General Fund / Corporate Fund	Office of the BOD, Office of the GM, GFPS
PCW Memorandum Circular No. 2018-04 or the Revised Guidelines for the Preparation of the GAD Agenda								

ANNEX "F"

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 2023	80,000.00	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	Conducting VAWC related activities including distribution of tshirts with PCW-prescribed design.	All CWD employees	50,000.00	General Fund / Corporate Fund	Admin Division			
TOTAL 7,430,000.00											
Prepared by:  ENGR. MA. NIEVES C. MAÑABO Executive Committee  JOEMAR G. CUNANAN TWG Member  VIRGINIA D. DIMAPILIS II TWG Member			GAD Focal Point System  ENGR. ROCELISA G. MAULANIN Executive Committee  CARLO JAY MAMANSALA TWG Member  LUISA MAY F. LAURA TWG Member  ARLENE M. BAYUGO Secretariat			Approved by:  ENGR. ANILINE B. FRANCIA Chairperson/General Manager 12/01/24			Date:		

[Handwritten signatures and initials in blue ink]

GAD CHECKLIST FOR PROJECT IDENTIFICATION AND DESIGN STAGE

Well Drilling of Pumping Station

Cost: ₱ 11,000,000.00

Element or Requirement	Response			Score for an item/element	Gender Issues Identified
	No	Partly Yes	Yes		
1. Involvement of women and men (max score of 2; for each item, 1)				1	
1.1 Participation of women and men in beneficiary groups in problem identification (possible score: 0, 0.5, 1.0)		✓		0.5	Issues and concerns have already been identified but no mention in the document on the participation of community women, men; community is only seen as beneficiaries, not participants and only few women who also happen to be officials in the agency were involved in problem identification.
1.2 Participation of women and men in beneficiary groups in design (possible score: 0, 0.5, 1.0)		✓		0.5	No participation of women and men in beneficiary groups in design, only woman who or a few women who also happen to be officials in the agency
2. Collection of sex- disaggregated data and gender related information (possible scores: 0, 1.0, 2.0)		✓		1	Some information has been classified by sex but may not help identify key gender issues that a planned project must address.
3. Conduct of gender analysis and identification of gender (max score: 2; for each item, 1)				1	
3.1 Analysis of gender gaps and inequalities related to gender roles, perspectives and needs, or access to and control of resources (possible scores: 0, 0.5, 1.0)		✓		0.5	Superficial or partial analysis has been done focusing on only one or two concerns (gender roles, needs, perspectives or access to and control of resources).
3.2 Analysis of constraints and opportunities related to gender roles, perspectives and needs, or access to and control of resources (possible scores: 0, 0.5, 1.0)		✓		0.5	An analysis of opportunities related to gender needs, access to and control of resources have been done.
TOTAL GAD SCORE-PROJECT IDENTIFICATION STAGE				3	
4. Gender equality goals, outcomes and outputs (possible scores: 0, 1.0, 2.0)				0	
Does the project have clearly stated gender equality goals, objectives, outcomes or outputs?	✓			0	No gender equality statement has been incorporated in goal, purpose or output.
5. Matching of strategies with gender issues (possible scores: 0, 1.0, 2.0)				1	
Do the strategies and activities match the gender issues and gender equality goals identified?		✓		1	Having gender equality strategies or activities, but no stated gender issues that will match the activities.

6. Gender analysis of likely impact of the project (max score: 2, for each item or question, 0.67)

1.67

6.1 Are women and girl children among the direct or indirect beneficiaries (possible scores: 0, 0.33, 0.67)

✓

0.67

Women and girl children will definitely be the direct beneficiaries of the project.

6.2 Has the project considered its long-term impact on women's socioeconomic status and empowerment? (possible scores: 0, 0.33, 0.67)

✓

0.67

The project focuses on its long-term impact on women's socioeconomic status and empowerment.

6.3 Has the project included strategies for avoiding or minimizing negative impact on women's status and welfare? (possible scores: 0, 0.33 and 0.67)

✓

0.33

Strategies deal only with minimizing negative impact on welfare, with no regard for status.

7. Monitoring targets and indicators (possible scores: 0, 1.0, 2.0)

0

Does the project include gender equality targets and indicators to measure gender equality outputs and outcomes?

✓

0

8. Sex-disaggregated database requirement (possible scores: 0, 1.0, 2.0)

1

Does the project M&E system require the collection of sex-disaggregated data?

✓

1

The project requires the collection of some sex-disaggregated data or information, but not all the information that will track the gender-differentiated effects of the project.

9. Resources (max score: 2, for each question, 1.0)

0.5

9.1 Is the project's budget allotment sufficient for gender equality promotion or integration? Or, will the project tap counterpart funds from agency/partners for its GAD efforts (possible scores: 0, 0.5, 1.0)

✓

0.5

There is a budget for GAD-related activities but not sufficient to ensure that the project will address relevant gender issues.

9.2 Does the project have the expertise in promoting gender equality and women's empowerment? Or, does the project commit itself to investing project staff time in building capacities within the project to integrate GAD or promote gender equality (possible scores: 0, 0.33, 0.67)

✓

0

10. Relationship with the agency's GAD efforts (maximum score: 2; for each question or item, 0.67)

0.99

10.1 Will the project build on or strengthen the agency's commitment to the empowerment of women? (possible scores: 0, 0.33, 0.67)

✓

0.33

There is a mention of the agency's GAD plan but no direct connection is made to incorporate the project's GAD efforts in the plan.

10.2 Will the project build on the initiatives of actions of other organizations in the area? (possible scores: 0, 0.33, 0.67)

✓

0.33

There is agency's GAD initiatives in the project coverage but no indication of how the project will build on these initiatives.

10.3 Does the project have an exit plan that will ensure the sustainability of GAD efforts and benefits? (possible scores: 0, 0.33, 0.67)

✓

0.33

The project has a sustainability plan for its GAD efforts but no mention is made of how these may be institutionalized within the implementing agency.

TOTAL GAD SCORE - PROJECT DESIGN STAGE

5.16

TOTAL GAD SCORE - PROJECT IDENTIFICATION & DESIGN STAGE

8.16

Interpretation of the Score

<i>HGDG Score</i>	<i>Description</i>	<i>Corresponding budget for the year of the program that may be attributed to the GAD Budget</i>
Below 4.0	GAD is invisible in the project	0% or no amount of the program budget
4.0 - 7.9	Promising GAD	25% of the budget for the year of program
8.0 - 14.9	Gender sensitive	50% of the budget for the year of program
15.0 - 19.9	Gender-responsive	75% of the budget for the year of program
20.0	Fully gender-responsive	100% of the budget for the year of program

GAD CHECKLIST FOR PROJECT IDENTIFICATION AND DESIGN STAGE

STP Admin Building

Cost:

₱

2,100,000.00

Element or Requirement	Response			Score for an item/element	Gender Issues Identified
	No	Partly Yes	Yes		
1. Involvement of women and men (max score of 2; for each item, 1)				1	
1.1 Participation of women and men in beneficiary groups in problem identification (possible score: 0, 0.5, 1.0)		✓		0.5	Issues and concerns have already been identified but no mention in the document on the participation of community women, men; community is only seen as beneficiaries, not participants and only few women who also happen to be officials in the agency were involved in problem identification.
1.2 Participation of women and men in beneficiary groups in design (possible score: 0, 0.5, 1.0)		✓		0.5	No participation of women and men in beneficiary groups in design, only woman who or a few women who also happen to be officials in the agency
2. Collection of sex- disaggregated data and gender related information (possible scores: 0, 1.0, 2.0)		✓		1	Some information has been classified by sex but may not help identify key gender issues that a planned project must address.
3. Conduct of gender analysis and identification of gender (max score: 2; for each item, 1)				1	
3.1 Analysis of gender gaps and inequalities related to gender roles, perspectives and needs, or access to and control of resources (possible scores: 0, 0.5, 1.0)		✓		0.5	Superficial or partial analysis has been done focusing on only one or two concerns (gender roles, needs, perspectives or access to and control of resources).
3.2 Analysis of constraints and opportunities related to gender roles, perspectives and needs, or access to and control of resources (possible scores: 0, 0.5, 1.0)		✓		0.5	An analysis of opportunities related to gender needs, access to and control of resources have been done.
TOTAL GAD SCORE-PROJECT IDENTIFICATION STAGE				3	
4. Gender equality goals, outcomes and outputs (possible scores: 0, 1.0, 2.0)				0	
Does the project have clearly stated gender equality goals, objectives, outcomes or outputs?	✓			0	No gender equality statement has been incorporated in goal, purpose or output.
5. Matching of strategies with gender issues (possible scores: 0, 1.0, 2.0)				1	
Do the strategies and activities match the gender issues and gender equality goals identified?		✓		1	Having gender equality strategies or activities, but no stated gender issues that will match the activities.

6. Gender analysis of likely impact of the project (max score: 2, for each item or question, 0.67)

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6.1 Are women and girl children among the direct or indirect beneficiaries (possible scores: 0, 0.33, 0.67)

✓

0.67

Women and girl children will definitely be the direct beneficiaries of the project.

6.2 Has the project considered its long-term impact on women's socioeconomic status and empowerment? (possible scores: 0, 0.33, 0.67)

✓

0.67

The project focuses on its long-term impact on women's socioeconomic status and empowerment.

6.3 Has the project included strategies for avoiding or minimizing negative impact on women's status and welfare? (possible scores: 0, 0.33 and 0.67)

✓

0.33

Strategies deal only with minimizing negative impact on welfare, with no regard for status.

7. Monitoring targets and indicators (possible scores: 0, 1.0, 2.0)

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0

8. Sex-disaggregated database requirement (possible scores: 0, 1.0, 2.0)

1

Does the project M&E system require the collection of sex-disaggregated data?

✓

1

The project requires the collection of some sex-disaggregated data or information, but not all the information that will track the gender-differentiated effects of the project.

9. Resources (max score: 2, for each question, 1.0)

0.5

9.1 Is the project's budget allotment sufficient for gender equality promotion or integration? Or, will the project tap counterpart funds from agency/partners for its GAD efforts (possible scores: 0, 0.5, 1.0)

✓

0.5

There is a budget for GAD-related activities but not sufficient to ensure that the project will address relevant gender issues.

9.2 Does the project have the expertise in promoting gender equality and women's empowerment? Or, does the project commit itself to investing project staff time in building capacities within the project to integrate GAD or promote gender equality (possible scores: 0, 0.33, 0.67)

✓

0

10. Relationship with the agency's GAD efforts (maximum score: 2; for each question or item, 0.67)

0.99

10.1 Will the project build on or strengthen the agency's commitment to the empowerment of women? (possible scores: 0, 0.33, 0.67)

✓

0.33

There is a mention of the agency's GAD plan but no direct connection is made to incorporate the project's GAD efforts in the plan.

10.2 Will the project build on the initiatives of actions of other organizations in the area? (possible scores: 0, 0.33, 0.67)

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0.33

There is agency's GAD initiatives in the project coverage but no indication of how the project will build on these initiatives.

10.3 Does the project have an exit plan that will ensure the sustainability of GAD efforts and benefits? (possible scores: 0, 0.33, 0.67)

✓

0.33

The project has a sustainability plan for its GAD efforts but no mention is made of how these may be institutionalized within the implementing agency.

TOTAL GAD SCORE - PROJECT DESIGN STAGE

5.16

TOTAL GAD SCORE - PROJECT IDENTIFICATION & DESIGN STAGE

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