



Republic of the Philippines
METRO COTABATO WATER DISTRICT
Cotabato City

**GENDER AND DEVELOPMENT (GAD) CODE OF
THE METRO COTABATO WATER DISTRICT AND MANDATING THE IMPLEMENTATION OF
A COMPREHENSIVE AND SUSTAINABLE GAD PROGRAM**

CHAPTER I – GENERAL PROVISIONS

ARTICLE 1

TITLE, DECLARATION OF PRINCIPLES AND POLICIES AND DEFINITIONS OF TERMS

SECTION 1. Title. This shall be known and cited as the “Gender and Development Code of the Metro Cotabato Water District ”.

SECTION 2. Declaration of Principles and Policies. It shall be the policy of the Metro Cotabato Water District to uphold the rights of women, believe in their worth, and protect their dignity as human beings;

Women shall be recognized as full and equal partners of men in the development of our nation, sharing equality in their responsibilities and enjoying equally in the fruits thereof.

The Metro Cotabato Water District, in its commitment to the establishment of a national and international order based on sustainable and equitable growth undertakes to facilitate the full development of women’s potentials towards the improvement of the quality of their lives, their families and that of their communities

The Metro Cotabato Water District, fully cognizant of women’s efforts towards empowerment and self-determination, shall vigorously pursue and implement gender-responsive development policies, design an integrated gender and development support systems, and implement measures to protect and promote their rights.

TO ATTAIN THE FOREGOING POLICY

1. A reasonable amount, which is 5% of the total Annual budget of the Metro Cotabato Water District, shall be set aside to support programs and activities for gender development provided that it shall conform with the requirement and conditions set forth by the national government.
2. The Metro Cotabato Water District shall ensure that women benefit equally and participate directly in the government programs and projects of said agencies.
3. All government project proposals shall ascertain the inclusion of gender responsive indicators and guidelines focusing on roots of women’s oppression, pursuant to the United Nations Declarations of which the Philippine Government is a signatory.
4. The Metro Cotabato Water District shall review and revise all of its regulations, issuances and procedures to remove gender biases herein.

5. The Gender and Development Committee of the Metro Cotabato Water District shall be actively consulted in matters dealing with official development assistance to determine gender biases and implications on women.

SECTION 3. Related Principles. To facilitate the development of the full potentials of women, the following rights defined and declared under the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) are hereby declared under this ordinance.

- 3.1 Women have the right to the prevention of, and protection from all forms of violence and coercion against their person, their freedom, their sexuality, and their individuality;
- 3.2 Women have the right to freely and duly participate, individually or collectively in the political processes of their communities and nation;
- 3.3 Women have the right to the means for assuring their economic welfare and security;
- 3.4 Women have the right to the necessary knowledge and means for the full exercise of their reproductive choice with the constitution and their beliefs and preferences;
- 3.5 Women have the right to choose a spouse in accordance with their values and preferences, maintain equality in marriage or its dissolution, and receive adequate support for rearing and caring of their children;
- 3.6 Women have the right to an adequate, relevant and gender-fair education throughout their lives, from childhood to adulthood;
- 3.7 Women have the right to adequate nutrition, proper health care and humane living conditions;
- 3.8 Women have the right to nurture their personhood, collectively and individually, to secure an image of themselves as whole and valuable beings, to build relationships based on respect, trust and mutuality;
- 3.9 Women have the right to equality before the law, in principle and in practice.

In the light of these historical gender biases, inequalities and inequities, this piece of local legislation will provide the MCWD Management a policy direction to formulate programs and strategies, among others, that will:

1. Mainstream gender concerns in sectoral development plans, policies and program.
2. Intensify awareness campaign on gender issues and concerns.
3. Strengthen GO-PO-NGO partnership to maximize the effectiveness of programs and services addressing Gender and Development (GAD) concerns.
4. Encourage, support and expand the participation of women in the planning, implementation, monitoring and evaluation of development programs and projects.
5. Recommend appropriate curricula academic that are gender-sensitive.
6. Provide gender-responsive relief and rehabilitation programs.
7. Involve men in family planning programs, health and childcare and nutrition concerns and engages them in projects that enhance the well-being of the family.
8. Promote gender sensitivity in local media and advertising agencies.
9. Involve women in decision and policy making through implementation of capability building programs.

SECTION 4. Definition of Terms. The following terms or phrases used in this Code shall mean as follows :

1. **Agency** refers to Metro Cotabato Water District.
2. **Battering** a series of physical, emotional and psychological abuse. It is repeated and habitual cyclic patterns as means of intimidation and imposition of the batterer's will and control over the survivor's life. It constitutes the following kind of behavior but is not limited to:
 - a. *Sexual battering* – this includes physical attacks on the woman's breast, genital or forced sexual activity;
 - b. *Psychological battering* – this includes threats of suicide, violence against women or her family, punching holes in the walls, threatening to take the children away, threatening deportation of wives with foreign citizenship, threatening to kidnap children or take them to a country and forcing the victim to do degrading things. It may also include controlling the victim's lawful or usual activities, the use of foul words or statements and threats or abandonment and expulsion such as forcing the wife to leave the conjugal dwelling. This provision shall likewise apply to common-law relations but does not include adulterous ones as contemplated in the Revised Penal Code.
 - c. *Economic battering* – this includes deprivation of women of economic resources, their generation and mobilization so as to create dependency and submissiveness to men and to any established structures of domination.
 - d. *Premeditated and intentional* destruction of property and pets usually the victim's favorite.
3. **Development** the improvement of the quality of life of all regardless of age, sex, gender, tribe, race, creed and religion. It is characterized by sustained and equitable growth in a balanced ecology.
4. **Differently-abled Persons** are survivors of physical impairments that have differentiated needs and potentials.
5. **Discrimination against women** any distraction, exclusion or restriction made based on sex, which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women of their rights irrespective of their marital status.
6. **Equity** is a concept of distributive justice, which is remedial and is intended to overcome bias, favoritism and inequalities.
7. **Empowerment** refers to a process by which women are mobilized to understand, identify and overcome gender discrimination.
8. **GAD Focal Point System** is an interacting and interdependent group of people tasked to catalyze and accelerate gender mainstreaming. It is a mechanism established to ensure and advocate for, guide, coordinate, and monitor the development, implementation, review and updating of their GAD Plans and GAD-related programs, activities and projects (PAP's).
9. **Gender** refers to the differentiated social roles, behavior, capacities and intellectuals, emotional and social characteristic attributed by a given culture to women and men, in short all differences besides the strictly biological. There are two kinds of gender: masculine ascribed to the male sex and feminine ascribed to the female.
10. **Gender Audit** refers to a form of "social audit" or "quality audit" which determines whether the organization's internal practices and related support systems for gender mainstreaming are effective,

reinforcing each other and are being followed. This tool or process assists the agency in establishing a baseline, identifying critical gaps and challenges, and recommending ways of addressing them.

11. **Gender and Development (GAD)** shall refer to a development perspective which promotes greater focus on people both as development agents and participant. It encourages the equal contributions of women and men in all aspect/sectors of development. Such a perspective involves the process of searching of new and innovative initiatives which help transform unequal gender relations into opportunities which equally/equitably both men and women. It recognizes that the unequal relation between women and men is a major deterrent to social and economic progress. It acknowledges that the difficulties encountered by women have to be addressed to ensure their effective participation in development. It envisions a future society where women and men equally contribute to and benefit from development.
12. **Gender Equality** is the role required by or expected of women and men as prescribed by society. As a key to development, gender equality means the equal empowerment and participation of women, men and other subgroups of society, i.e. homosexuals, in all spheres of public and private life.
13. **Gender Mainstreaming** refers to the strategy of integrating gender and development concerns and issues at all levels.
14. **Gender Perspective** way of viewing issues and problems that take into consideration the different realities of women's and men's lives and recognizing that there is an unequal relationship between the two.
15. **Gender planning** means taking account of gender issues in planning. In development planning, it means that gender issues are recognized in the identification of problems and addressed in development objectives.
16. **Gender sensitive/responsive** having an understanding of the marginalized position of women and consciously challenging the attitudes and behavior that reinforce women's subordinate status.
17. **Gender sensitization** is an experimental and critical process of learning and unlearning of an individual female or male of the causes and effects of the culturally determined roles of women and men.
18. **Gender sensitivity training** means providing people with formal learning experience in order to increase their awareness. The overall purpose of the training is to provide the knowledge and skills necessary to recognize and address gender issues in the programming process. At the center of the learning process is the conscientisation, involving the ability to recognize the underlying issues of gender equality, which form a pervasive obstacle to program progress.
19. **GO-PO-NGO** refers to Government Organization-Private Organization-Non-Government Organization respectively.
20. **Indecent shows** are shows that include nude or other provocative gestures, which further project and exhibit men and women as sex objects.
21. **Indigenous people** a group of people who have continuously lived as organized community or communally bounded and defined territory, and who have under claims of ownership since time immemorial occupied possessed and utilized such territories sharing common bonds of language, customs, traditions and other distinctive cultural traits, they are regarded as indigenous on account of their decent from the populations who inhabited the country at the time of conquest or colonialization and who retain some or all of their own social, economic, cultural and political institution and have

been displaced from their traditional domains or who may have remitted outside their ancestral domain.

22. **Minors** refers to persons below 18 years of age and unable to take care of themselves from abuse, neglect, cruelty, exploitation or discrimination.
23. **Reproductive Health** – is a state of complete physical, mental and social well-being and not merely the absence of disease and infirmity, in all matters relating to the reproductive system and to its function and process. It constitutes 11 elements namely:
 - a. Maternal and Child Health and Nutrition
 - b. Family Planning
 - c. Prevention and Treatment of Reproductive Tract Infection (RT) including STD, HIV and AIDS
 - d. Prevention and Management of Abortion Complication
 - e. Education and Counseling on Sexuality and Sexual Health
 - f. Prevention and Treatment of Infertility and Sexual Disorders
 - g. Men's Reproductive Health
 - h. Violence Against Women and Children
 - i. Adolescent Reproductive Health
 - j. Education and Counseling on the effects of drugs to Reproductive Health.

ARTICLE II GENDER AND DEVELOPMENT PROGRAM

Section 5. Integrated Gender and Development Program

The MCWD Management shall ensure the integration of Gender and Development (GAD) in the planning and budgeting system through the formulation of GAD plans as stipulated in PCW-NEDA-DBM Joint Memorandum Circular No. 2012-01 "GUIDELINES FOR THE PREPARATION OF ANNUAL GENDER AND DEVELOPMENT (GAD) PLANS AND BUDGETS AND ACCOMPLISHMENT REPORTS TO IMPLEMENT THE MAGNA CARTA OF WOMEN."

The MCWD Management shall ensure that the Philippine Plan for Gender and Responsive Development (PPGRD), which was adopted through Executive Order 273, is implemented for women.

The MCWD Management shall integrate gender concerns in the formulation of the Corporate Plan.

The formulation of the GAD plan shall follow the regular planning and budget calendar and shall anchor on the existing Corporate Plan.

Section 6. Support to Gender Studies. A sufficient amount shall be allotted to gender related documentation and research, which shall form part of MCWD database program.

Section 7. Popularization of Gender-fair materials. There shall be an active promotion and publication of gender-fair materials in popular forms in MCWD.

Section 8. Community-Based Environment Plans and Programs. Both men and women shall participate in pollution control, zero waste technology development and management, preservation of the forest and water sources, with due respect to indigenous people's rights to self-determination.

Section 9. Role of Women in Environment Impact Assessment Project. The MCWD Management shall promote the active role of women in environmental impact assessment projects.

Section 10. Promotion of Alternative Technology. The MCWD Management shall actively promote alternative technology that is appropriate and safe for everybody's well being.

Section 11. Sufficient Budget for Basic Social Services. An amount necessary to underwrite basic social services for women and children in extremely difficult circumstances shall be allocated from any available source of funds.

Section 12. Gender Sensitivity Training for the GAD Focal Point/Persons. Training for the GAD Focal Point/Persons shall be set to properly response on gender questions and related matters.

Section 13. Gender Sensitivity Training for MCWD Employees. There shall be a gender sensitivity training for MCWD Employees.

Section 14. Training on Non-Traditional Occupation. Women shall be given opportunity to acquire training on non-traditional occupations such as those related to science and technology.

ARTICLE III HEALTH

Section 15. Statement of Policy. No woman shall be denied basic health and services such as those declared by World Health Organization as necessary to respond to basic health needs especially those that relate to maternal health care on purely financial grounds or lack of access thereto.

Section 16. Budget for Health. A substantial portion of the health budget of the Agency shall be allocated for men and women's health and services

Section 17. Access to Safe Water in the community. The MCWD Management shall provide easy access to safe water supply. Appropriate water systems shall be installed to ease women's workload brought about by the lack of this facility.

Section 18. Gender Fair Health Care Delivery Service. The MCWD Management shall ensure that health care services are not discriminating on account of gender, age, religion or political affiliation.

Section 19. Information Education on Women's Health. The MCWD Management in collaboration of the City Health Office and DOH shall endeavor to improve the implementation of education/information campaign on women's health. In connection with this, the MCWD Management shall facilitate the celebration of the International Day of Action for the Women's Health every May 28 of each year where issues and concerns relative to the protection of and promotion of women's health shall be examined, deliberated, projected and government action sought.

Section 20. Protection Against Drug Abuse. A program on a Drug Free Workplace in the Bureaucracy shall be promoted and properly implemented/observed by the Agency for the protection of employees against drug abuse and proliferation of illicit drugs.

ARTICLE IV EDUCATION AND TRAINING

Section 21. Statement of Policy. The MCWD shall endeavor to improve access of men and women to technology-based education and training program.

Section 22. Scholarship Program. The MCWD Management shall institutionalize its scholarship programs for poor but deserving students and shall not disqualify married women and mothers with infants.

ARTICLE V
LABOR, EMPLOYMENT AND ECONOMIC OPPORTUNITIES

Section 23. Statement of Policy. The MCWD Management shall ensure that all sections and departments shall engage in and expand their socio-economic programs to include women as beneficiaries and implement programs and projects designed to further capacitate women to empower them to access medium and large scale economic opportunities.

Section 24. Equal Access to Employment and Training Program. No one shall be denied of employment opportunity on account of gender, age, ethnicity, creed, religion and civil status, as prescribed in the Labor Code as amended by RA 6725. Likewise, no one shall be denied of training and promotion in employment.

Section 25. Salary and Benefits. The MCWD shall comply with the Salary and shall grant all benefits to all employees as provided by law.

Section 26. Facilities and Support System to Employees. The MCWD Management shall ensure the safety and health of women in appropriate cases, employees may:

- a. establish gender sensitive rest rooms and lavatories; and
- b. breastfeeding, child rearing and early childhood care for working parents while on their respective jobs.

Section 27. Orientation on Sexual Harassment. MCWD Management shall conduct or sponsor orientation on sexual harassment to its employees.

Section 28. Healthy and Gender Fair Work Environment. The MCWD Management shall ensure that the work place actualizes the principle of equality between women and men in all aspects of their employment. For this purpose, MCWD Management is required to provide seats proper for women and men to permit them to work properly and perform their duties in this position without detriment to efficiency. Furthermore, MCWD Management is also to provide workers with the necessary gear to guard against the detrimental effects of the nature of their functions.

ARTICLE VI
POLITICAL AND PUBLIC SPHERE OF WOMEN AND CHILDREN

Section 29. Statement of Policy. The MCWD Management shall ensure the fundamental equality before the law of men and women open as an arena for their active participatory role in the development process.

Section 30. Creation of the MCWD Gender and Development Focal Point System. The MCWD Gender and Development Focal Point System (GFPS) shall serve as the Focal Point of GAD programs.

30.1 The GFPS shall be composed of the following:

- | | | |
|-------------------------|---|--|
| Adviser | - | Board of Director -Women's Sector Representative |
| GFPS Chairperson | - | General Manager |
| Executive Committee | - | Department Manager-Admin |
| | | Department Manager-Finance |
| | | Department Manager-Commercial |
| | | Department Manager-Engineering |
| Technical Working Group | | |
| Chairperson | - | From Technical Working Group |
| Vice-Chair | - | From Technical Working Group |

- | | | |
|-------------|---|---|
| Secretariat | - | From Technical Working Group |
| Members | - | Representatives from every departments/Unit/Labor Union |

30.2 The GFPS shall be tasked with the following functions:

- a. Lead in mainstreaming gender perspective in agency/department policies, plans and programs. In the process, they shall ensure the assessment of the gender-responsiveness of systems, structures, policies, programs, processes, and procedures of the agency based on the priority needs and concerns of constituencies and employees and the formulation of recommendations including their implementation;
- b. Assist in the formulation of new policies such as the GAD Code in advancing women's status;
- c. Lead in setting up appropriate systems and mechanisms to ensure the generation, processing, review and updating of sex-disaggregated data or GAD database to serve as basis in performance-based gender responsive planning;
- d. Coordinate efforts of different divisions, offices, units of the agency and advocate for the integration of GAD perspective in all their systems and processes;
- e. Spearheaded the preparation of the agency annual performance-based GAD Plans, Programs and Budget in response to gender issues of their constituencies and clients and in the context of their agency mandate, and consolidate the same following the format and procedure prescribed by the PCW, DBM and NEDA in the Joint Circular 2012-1. The GFPS shall likewise be responsible for submitting the consolidated GAD Plans and Budgets of the department/agency, and as needed, in responding to PCW's comments or requests for additional information;
- f. Lead in monitoring the effective implementation of GAD-related policies and the annual GAD Plans, Programs and Budget;
- g. Lead the preparation and consolidation of the annual agency GAD Accomplishment Report and other GAD Reports that maybe required under the Philippine Commission on Women;
- h. Strengthen the external link with other agencies or organizations working on women's rights and gender and development to harmonize and synchronize GAD efforts at various levels of governance;
- i. Promote and actively pursue the participation of women and gender advocates, other civil society groups and private organizations in the various stages of the development planning cycle, giving special attention to the marginalized sectors; and
- j. Ensure that all personnel of the agency are capacitated on GAD. Along this line, the GFPS will recommend and plan an appropriate capacity development program on gender and development for its employees as part of and implemented under its regular human resource development program.

30.3 The GFPS Chairperson or Head of Agency shall:

- a. Issue policies or other directives that support GAD mainstreaming in the policies, plans, programs, projects and activities, budget, systems and procedures of the agency including the creation, strengthening, modification or reconstitution of the GFPS; and
- b. Approve the GAD Plan, Program and Budget of the agency as duly endorsed by the Executive Committee, with the assistance of the Technical Working Group, and ensure its implementation.

30.4 The Executive Committee shall:

- a. Provide direction and give policy advice to the Agency Head to support and strengthen the GFPS and agency's GAD mainstreaming activities;
- b. Direct the identification of GAD strategies, programs, activities and projects based on the results of the gender audit, gender analysis and according to the identified priorities of the agency in response to the gender issues faced by its clients and employees;

- c. Ensure the timely submission of the agency GAD Plan and Budget, Accomplishment Report and other GAD-related reports to the PCW and to DBM;
- d. Ensure the effective and efficient implementation of the agency GAD programs, activities and projects and the judicious utilization of the GAD Budget;
- e. Build and strengthen the partnership of the agency with PCW, GAD experts, advocates, women's groups and other stakeholders in pursuit of gender mainstreaming;
- f. Recommend approval of agency GAD Plans and Budgets and GAD Accomplishment Reports; and
- g. Recommend awards or recognition to outstanding institutional GAD Program, activities and projects and/or GAD FP members.

30.5 The Technical Working Group shall:

- a. Facilitate the implementation of the gender mainstreaming efforts of the agency through the GAD planning and budgeting process;
- b. Formulate agency GAD Plans, Programs and Budget in response to the gender gaps and issues faced by their clients and constituencies, women and men employees, following the conduct of a gender audit, gender analysis, and or review of sex disaggregated data;
- c. Assist in the capacity development and provide technical assistance to the agency and as needed, to officers in the other offices or units. In this regard, the TWG shall work with the human resource development office on the development and implementation of an appropriate capacity development program on gender equality and women's empowerment for its employees, and as requested or deemed necessary for other offices under the Department or Agency, as the case may be.
- d. Coordinate with the various units of the agency including its regional and attached agencies and ensure their meaningful participation in GAD strategic and annual planning exercises. The TWG of the GFPS of the central agency shall coordinate with the GFPS of its attached agencies, bureaus and regional offices especially on the preparation, consolidation and submission of GAD Plans and Budget;
- e. Lead the conduct of advocacy activities and the development of Information and Education Campaign materials to ensure critical support of agency officials, staff and relevant stakeholders to the activities of the GAD Focal Point System and GAD mainstreaming activities;
- f. Monitor the implementation of GAD-related programs, activities and projects in their respective offices and suggest corrective measures to improve implementation of GAD Programs and Projects (PAP) and GFPS activities;
- g. Prepare and consolidate agency GAD accomplishment reports; and
- h. Provide regular updates and recommendations to the head agency or ExeCom on the activities of the GFPS and the progress of agency GAD mainstreaming activities based on the feedback and reports of the various units of the agency.

The appointed Focal Point Officer shall be the one to assign Secretary of the GFPS and shall have the following functions:

- a. document matters taken up in the GFPS during seminars, workshops and meetings; and
- b. prepare and furnish the official minutes of meetings of the GFPS signed by the Presiding Officer.

CHAPTER II PROVISIONS FOR IMPLEMENTATION

Section 31. Rules and Regulations. The GFPS shall promulgate the rules and regulations to carry out the provisions of this Code. It shall be convened periodically throughout the formulation of the Implementing Rules and Regulations (IRR).

Rules and regulations shall be published in conspicuous places within MCWD compound and shall be made known to all employees.

CHAPTER III FINAL PROVISIONS

Section 32. Repealing Clause. All resolutions, circulars, memoranda, rules and regulations inconsistent with the provisions of this Code are hereby repealed and modified accordingly.

Section 33. Separability Clause. If for any reason, any portion or provision of this Code is declared unconstitutional or invalid, the other sections or provisions hereof which are not affected thereby shall continue to be in full force and effect.

Section 34. Supplementary Clause. On matters not provided for in this Code, any existing applicable laws and their corresponding Implementing Rules, Executive Orders and relevant issuances issued therefore shall apply in a supplemental manner.

Section 35. Effectivity Clause. This code took effect per Board Resolution No. 007-16 approved by the Board of Directors of the Metro Cotabato Water District on January 12, 2016.

Signed:

LEONORA D. GAUDIANO
GFPS Chairperson

Executive Committee:

MARGARITA F. ROALES
Department Manager-Admin

JOCELYN O. PLAZOS
OIC-DM-Commercial

LOURDES KIM M. LIMBARING
Department Manager-Finance

VENANCIO E. VILLARMA, JR.
Department Manager-Engineering

Technical Working Group:

FRANKLIN G. MENOR
GFPS-TWG Chairman

ALMA ROSARIO P. RODRIGUEZ
GFPS-TWG Vice-Chairman

ROSALIE JUNGCO-DELA CRUZ
Member

ZENAIDA A. BADRUDIN
GFPS-TWG Secretariat

APPLE MAE C. GUZMAN
Member

JOSELITO D. NUÑEZ, JR.
GFPS-TWG Secretariat

RANDY MOSES P. LIMBA
Member

OSCAR T. APONDAR, JR.
Member

ANDREI CASIMIRO A. MANSILLA
Member

MA. MELINDA ELAINE V. BARCIMO
Member

RAYMUND B. PANIMBATAN
Member

CRESCENTE C. CABIGAS III
Member

EDELMERO G. REYES
Member

MENCHE A. DAYAO
Member

HELEN L. SAMPIANO
Member

Approved by:

BOARD OF DIRECTORS:

BIMBO A. SINSUAT, JR.
Chairman, Board of Directors
Civic Sector Representative

FAUZIAH B. ALBA
Vice-Chairman, Board of Directors
Women's Sector Representative
GFPS Adviser

CECILIA C. BARROGA
Secretary, Board of Directors
Education Sector Representative

LOURDES V. MASTURA
Treasurer, Board of Directors
Professional Sector Representative

ATTY. EUGENIO U. SOYAO
Auditor, Board of Directors
Business Sector Representative