



Republic of the Philippines
Department of Transportation and Communications
CIVIL AERONAUTICS BOARD
OLD MIA ROAD, PASAY CITY
Metro Manila



10 January 2014

Rowena S. Quiogue
GAD Technical Working Group -Head
Director III, Administrative Service
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IN RE : Civil Aeronautics Board's Compliance on the Submission of 2013 Annual Gender and Development Accomplishment Report & 2015 Annual Gender and Development Plan and Budget

Dear Director Quiogue:

This refers to Civil Aeronautics Board's compliance of our Agency's realization of the annual GAD plan and budget (GPB) and the annual GAD accomplishment report (AR).

Herewith attached are the following documents:

- I. Annual Gender and Development (GAD) Accomplishment Report of Civil Aeronautics Board for FY 2013; and
- II. Annual Gender and Development (GAD) Plan and Budget of Civil Aeronautics Board for FY 2015.

Rest assured that Civil Aeronautics Board recognizes the fundamental equality before the law of women and men in compliance with the mandate to mainstream gender perspectives in our policies, programs and projects.

Very truly yours,

A handwritten signature in black ink, appearing to read "M. Cawilan-Paguirigan".

ATTY. MARIA CECILIA CAWILAN-PAGUIRIGAN
Chairman, CAB GAD TWG



ISO 9001:2008

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT

FY 2013

Agency: **CIVIL AERONAUTICS BOARD**



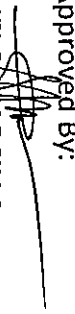
Department: **DOTC**

Total GAA of Agency: **Php57,150,000.00**

GAD Mandate/ Gender Issue	Cause of the Gender Issue	GAD Result Statement/ GAD Objective	Relevant Agency MFO / PAP	GAD Activity	Performance Indicators and Targets	Actual Result (Outputs/ Outcomes)	Actual Cost/ Expenditure	Variance / Remarks
Organization-focused								
Both male and female employees are not aware of gender equality rendering public service. Policies are created on a general environment rather than with due consideration for gender sensitivity	Lack of gender awareness	To increase awareness of gender sensitivity and create a balanced and equal approach in handling varied concerns of the gender public and stakeholders	General Management and Supervision	ADVOCACY PROGRAMS: Training Seminars on (1) Gender Mainstreaming; (2) Gender Analysis; (3) Gender Responsive Planning & Budgeting	Number of trainings/ seminars on GAD	*Forum on the 2014 GAD Plan and Budget Preparation (Scheduled last February 17, 2013 at DOLE-OSHS, Quezon City) *Seminar on Administrative Justice (Scheduled last May 7-9 2013 at the Civil Service Commission and Echo-Seminar held at	Php274,091.00	

<p>Both male and female employees are not aware of gender equality rendering public service. Policies are created on a general environment rather than with due consideration for gender sensitivity</p>	<p>Lack of gender awareness</p>	<p>To increase awareness of gender sensitivity and create a balanced and equal approach in handling varied concerns of the gender public and stakeholders</p>	<p>General Management and Supervision</p>	<p>GENDER SENSITIVITY/ SEMINARS: Training Seminars on: (1) Anti Sexual Harassment RA7877, (2) Violence Against Women And Children RA 9262, and (3) Anti Trafficking Law</p>	<p>Number of employees attending the seminar/ training</p>	<p>Magna Carta of Women and Other Gender Related Laws (December 8, 2013)</p>	<p>Php75,000.00</p>	
<p>Although the CAB is composed of majority of women employees, policy decisions are made based on general frameworks which are not gender sensitive</p>	<p>Lack of importance with regard to Gender Sensitivity in coming up with policies made by the Agency</p>	<p>To come up with an organizational profile on the composition of men and women and consider their role in the organization and how they influence the organization to be gender sensitive in its</p>	<p>General Management and Supervision</p>	<p>Create a list of Sex Disaggregate Data and identify gaps in the organization and create policies to correct the gap and prevent future occurrence of the same</p>	<p>Master list of Sex Disaggregate Date</p>	<p>Developing program for Sex Disaggregate Data of the Agency readily available with the Administrative Division, and a continuing review and monitoring of such for our Website inclusion</p>	<p>Php500,281.00</p>	

<p>Consumer Protection Regulation are not gender sensitive. Regulations are created based on the needs of the person without due consideration to their gender</p>		<p>Insufficient knowledge and awareness of the commuting public as to their rights as air passengers which includes Gender Awareness</p>		<p>policy decisions To come up with Consumer Protection Rules which are gender sensitive</p>		<p>CAB Top Management/ Legal Division</p>		<p>Incorporate gender sensitivity guidelines during public hearings of Consumer Protection Regulations</p>		<p>Consumer Protection Rules drafted</p>		<p>*Formulation and full implementation of the Air Passenger Bill of Rights *Airport Monitoring Seminars conducted on all Metro Manila Airports and various international airports in the country, such as Clark, Cebu, Davao, Caticlan (and soon in Iloilo, Legaspi, CDO and Tagbilaran) *Year-long airport monitoring of all employees on all four terminals in</p>		<p>Php2,519,938.40</p>	
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						NAIA to implement Oplan Lightas Biyaha during Holy Week, All Souls Day and Christmas Season			
TOTAL: Php3,369,310.40									
Prepared By:  MARIA CECILIA C. PAGUIRIGAN Chairperson, CAB GAD Focal Point System			 INONITA S. GODOY Vice Chairperson, CAB GAD Focal Point System			Approved By:  CARMELO MARCILLA Head of Agency/ Head of CAB GAD Focal Point		Date: January 10, 2014	