

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
 FY 2013

GOCC: CLARK INTERNATIONAL AIRPORT CORPORATION (CIAC) **Mother Agency:** Dept. of Transportation and Communications
Total GAA of Agency: GAA Not Applicable -- CIAC being a GOCC
created under a Corporation Code (Total Agency Budget = Php1.2B)

Gender Issue and/or GAD Mandate (1)	Cause of the Gender Issue (2)	GAD Result Statement/GAD Objectives (3)	Relevant Agency MFO/PAP (4)	GAD Activity (5)	Output Performance Indicators and Target (6)	Actual Result (Outputs/ Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost/ Expenditure (9)	Variance/ Remarks (10)
Client Focused									
1. Security risk posed by special attires worn by certain women and men passengers passing through Clark Airport	Cultural prescription (burqa) Faith/ religious (nun's, priests & monks habits)	To achieve proper screening of passengers wearing special attires/ dresses to avoid unlawful interference. (Security Gender Mainstream project)	Security and safety of passengers and airport users	Consultations with Office of Muslim Affairs (OMA), etc. re how to best handle	Consultations completed	Survey, consultations, benchmarking COMPLETE	P50,000	P50,000	---

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2.	50-60% of OFWs are women (due to in-demand jobs for women abroad like domestic helpers, caregivers, teachers) and are major contributor to the country's economy. Hailed as modern heroes but the socio-emotional costs of feminized migration phenomenon on their children, husbands left behind and OFW-mothers themselves as brought	Gender Stereotyping on the roles that should be played by the father and mother in the family, i.e., man in the house should be the breadwinner and that the woman should take care of the household. Feminized migration has led to a reversal of roles which has led to serious socio-emotional costs to the men and women members of OFW families.	To empower/alleviate the emotional costs on mothers for working overseas, away from their families.	Socio-economic support to the host-communities	Establish linkage with LGUs where target clients reside and partnership with relevant private, civic, NGOs & other public agencies concerned	Linkages built with concerned LGUs, private, civic, NGOs, & other government agencies	DONE	Conference with LGUs and other relevant private and government agencies = 20,000	20,000	---	We were able to get competent facilitator with reduced professional fees
			To empower/alleviate the emotional costs on husbands left behind by OFW wives and help improve their coping now being both fathers and mothers to their children.		Consultations with the families that OFW mothers left behind: husbands (n=10), children (n=10), re emotional issues, by gender and reason	Consultations done with 10 husbands, 10 children, by gender and reason	DONE	Consultations cost for year 1 = estimated to be 10,000	6,000		
					Conduct FGDs for GA of issue	FGDs for GA of issue conducted	DONE	Cost of FGDs for year 1 = 30,000	30,000	---	A mass-based Launching was done with Senator Grace Poe as Guest of Honor. This was done for more intensified
					Linking funded team of professionals to do psychosocial intervention with target OFW	Team of professionals linked in the community	DONE	Professional fees free but provide only logistics & accommodation for			

<p>about by gender roles are neglected. Fathers cannot cope well with their new home caretaker role and mothers abroad, although they have been financially empowered being the income earners now, have nonetheless gone with disturbed peace of mind, worried about their families that were left behind in the country.</p>		<p>(Community Relations Gender Mainstreaming Project)</p>	<p>To empower/ alleviate the emotional costs of absence of OFW-mothers on their children. (Community Relations Gender Mainstreaming Project)</p>	<p>women/men/ children in the community</p>			<p>tapped professional s to do initial psycho-social intervention with target OFW women/men /children = 40,000</p>	<p>86,785 (for all logistics of the entire program)</p>	<p>information of campaign of the gender mainstreaming of the AMMA Program. NOTE: CIAC received a CERTIFI-CATE OF RECOGNITION from PCW (please see Attach A) primarily because of the gender mainstreaming and sustainability of the AMMA Program in the Community thru partnership with the Local Government Unit (LGU)</p>
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3.	Absence of private areas for breast-feeding and nursing	Lack of awareness of DMA of the need for the facilities	To provide convenient and private breastfeeding and nursing areas (Operations GAD project)	Customer friendly airport: Passenger facilitation for comfort, welfare & convenience	Survey and interviews of women/men passengers with infants/ toddlers	Design and installation of Breast Feeding and Nursing areas (with female/male clients' inputs)	Inputs from potential clients solicited	INPUT GATHERING DONE	Breast-feeding and nursing area & facilities: P268,000	None	110,000 to date	--
								DESIGN VALIDATION DONE		None		
							Personnel trained	TRAINING DEFERRED	Training cost estimated to be 20,000	None		Training of personnel is deferred because the facility has not been completed yet but on-going along with present airport terminal expansion

Notes

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ORGANIZATION-FOCUSED

4. Lack of massive information of the general population of the company on Gender and Dev't, enabling laws, issues and provisions	No GAD orienting-seminars were conducted yet with the general population of CIAC. Only the Harmonized Gender & Development Guidelines (HGDDG) workshop (that included Gender Analysis, GAD Guidelines & Checklists, GAD Planning & Budgeting, among others) meant to capacitate the CIAC GAD	To properly orient the employees of CIAC on gender and development, enabling laws and provisions and make them sensitive to gender issues.	Responsive Organization: Employee internalization & advocacy of gender development	Conduct of Training of Trainers (TOT) Workshop for selected CIAC GAD-TWG committee members	Training of Trainers (TOT) Workshop for selected CIAC GAD-TWG & other employees conducted	TOT not conducted	5-day Teaching the Trainer (TOT) Workshop for TWG members (who after passing tests and accreditation will be the ones to do the Gender Sensitivity Training with 9 batches of existing employees) including seminar fees, accommodation of speakers,	None	Mgmt had a change in plan. Mgmt decided to source speakers/ facilitators of Gender Sensitivity Trainings from external. Needed to realign from other budget sources within the GPB to do externally-sourced GST speakers.
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	<p>Technical Working Group was conducted last 2012.</p>	<p>To build/enhance internal capability to do GAD-appropriate seminars</p>		<p>Conduct of Gender Sensitivity Training (GST) to employees of CIAC by TOT-trained TWG; 4 batches, ~ 35-40 pax/batch (1st half)</p>	<p>Gender Sensitivity Training (GST) conducted with employees of CIAC by TOT-trained TWG; 4 batches, ~ 35-40 pax/batch (1st half)</p>	<p>5 batches of GST DONE</p>	<p>Logistical requirements for conducting Gender Sensitivity Training (GST) with 4 batches of employees by CIAC GAD-TWG = 153,200</p>	<p>372,254</p>	<p>Instead of doing GST with only 4 batches of employees, 5 batches were done maintaining about the same group sizes. Half of the employee population required 5 batches.</p>
		<p>To participate in the national 18-day campaign on protection against violation against women</p>		<p>Seminar on Magna Carta for Women</p>	<p>Seminar on Magna Carta for Women conducted</p>	<p>DONE</p>	<p>Magna Carta seminar & logistics = 69,750</p>	<p>139,584 (combined in a one-day seminar topics on magna carta, integration of women, solo parent act & anti-sexual harassment)</p>	<p>From the total allocated budget for these four (4) seminars, Php27,166 had to be taken & added to the GST seminars because of change in plan, from TOT (after which employee-</p>
				<p>Seminar on Integration of Women as Full and Equal Partners of Men in Development and Nation Building</p>	<p>Seminar on Integration of Women as Full and Equal Partners of Men in Development</p>	<p>DONE</p>	<p>Integration of Women seminar & logistics = 15,000</p>		

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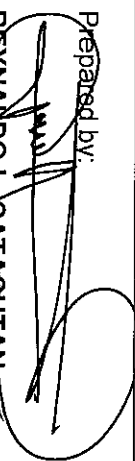
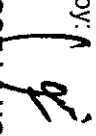
				<p>Seminar on Solo Parent Act</p> <p>Seminar on Anti Sexual Harassment</p>	<p>and Nation Building conducted</p> <p>Seminar on Solo Parent Act conducted</p> <p>Seminar on Anti Sexual Harassment conducted</p>	<p>DONE</p> <p>DONE</p>	<p>Solo Parent Act seminar & logistics = 7,000</p> <p>Anti-Sexual Harassment seminar & logistics = 75,000</p>	<p>-do-</p> <p>-do-</p>	<p>graduates and success-fully accredited will facilitate) to external sourcing of speakers.</p>
<p>5. Gender role stereotyping in hiring of firefighters (men only)</p>	<p>Notion that only men can be fire-fighters</p>	<p>To promote gender equality by opening new job opportunities for women (firefighting) (Emergency/ HR Gender Mainstreaming project)</p>	<p>Responsive Organization: Employee internalization & advocacy of gender and development</p>	<p>Awareness raising campaign that women can also be fire-fighters</p> <p>Procurement of equipment scaled for women firefighters</p>	<p>No. of women applying as a ratio to total (increase from 0 to 1/10 applicants)</p>	<p>Process for fill-up has been started; still on-going</p> <p>Deferred awaiting fill up of the position</p>	<p>Adv (print ad space; printing, etc.): P50,000 (for 1 year; Y1)</p> <p>One bunker gear (PPE): P180,000</p>	<p>None</p> <p>None</p>	<p>Candidates from among the employees signified intention to become female firefighter after announcement of the new opportunities for women firefighters has been done formally thru the GST</p>

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							Survey, consultations, benchmarking: P50,000	---	sessions and even before through group information dissemination. No need for advertising for outside candidates for now because of internal-employee applicants HENCE, budget was realigned to be added to the budget for GST since TOT did not push thru but rather TWG had to source external speakers.
6. Gender role stereotyping among employed women/men and absence of childcare facilities in	Apart from working to sustain the economic needs of the family, mother-employees are	To promote gender equality by providing childcare facilities and services in the company to be made available both for	Responsive Organization: Employee Internalization & advocacy of gender and development	Survey and interviews of (a) men/women employees with infants/ toddlers; (b) husbands & children of OWF-mothers	Consultations completed	DONE	Survey, consultations, benchmarking: P50,000	---	Partially realigned and added to other PAPs

<p>the company that will (a) alleviate the worries of mother-employees about their young children left at home and (b) provide equal opportunities for mother- and father-employees to tend to their childrearing role</p>	<p>at the same time delegated the primary responsibility of taking care of their young children thereby causing burn-out of mother-employees</p> <p>There are no complementing facilities in the workplace that provide opportunities for male employees (fathers) to enhance their childrearing role</p>	<p>father- and female mother-employees.</p> <p>To contribute to reduction of burn-out of mother employees due to multiple roles played by them.</p>	<p>Design and construction of (a) child care infants and toddlers; (b) AMMA (Ama na Magaling Mag-Aruga sa Anak) facilities</p>	<p>Design done and construction started</p>	<p>Input for design gathered and discussed with Engineering Dept.</p>	<p>Construction of the multi-purpose GAD Center that will house GAD-related programs/functions such as the ff. (a) child care for babies & toddlers of CIAC employees mentioned in item #6 gender issue, cause of gender issue & objective columns; (b) psychosocial program for husbands & children left behind by OFW wives/</p>	<p>none</p>	<p>The targeted building appropriate for a multi-purpose GAD Center and functions used to be under Clark Dev't Corporation (CDC) but now belongs to CIAC by virtue of EO 716. Contract with CDC's former lessee was terminated last May. However, total turn-over will happen only</p>
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				Formulation of policy and guidelines on the use of Day Care, AMMA & other GAD-related facilities and services	Policy and guidelines formulated	Deferred awaiting construction of the GAD Center (please see Attachment B)	mothers as a back-up site for AMMA (Ama na Magaling Mag-Aruga sa Anak) Center described in the #2 Gender Issue of CIAC GAD Plan. = 3M (Y1/Y2) (this amount is based on the computation done by the CIAC Engineering Department)		by Dec 20, 2013. (see Attachment B) Necessary subsequent actions will then be pursued towards total completion.
TOTAL (Php)							4,177,950.00	814,623.00	
Prepared by:  REYNALDO L. GATACUTAN Chairperson, GAD Focal Point System		Approved by:  VICTOR JOSE LUCIANO President & CEO		Date: December 18, 2013					