

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT FY 2012

Department (Central Agency): **DEPARTMENT OF TRANSPORTATION AND COMMUNICATIONS (DOTC)**

GAD Mandate/ Gender Issue (1)	Cause of the Gender Issue (2)	GAD Result Statement/ GAD Objective (3)	Relevant Agency MFO/PPA (4)	GAD Activity (5)	Performance Indicators and Target (6)	Actual Result (Output outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost/ Expenditure (9)	Variance/ Remarks (10)
Lack of a gender perspective in the organization's mandate and functions	The organization has not evaluated/ identified the extent of relevance of GAD in the Department's functions	Ensure a gender-responsive organization	Support to Operation – Human Resource Management	Conduct of Gender Audit activities: Creation of Gender Audit Committee to lead the gender audit of DOTC-CO	Special Order on Gender Audit Committee signed and disseminated Workshop conducted and attended by Committee members	Special Order No. 2012-190, creating the Gender Audit Committee issued 3-day GAD Audit Workshop conducted, Committee members gained clearer perspectives and understanding of Gender Audit and how to conduct it	None P200,000	None P193,740 (Venue and Resource Person)	Designing a Gender Audit instrument took several consultations and meetings taking into consideration that only those gender-related issues and concerns will be tackled in the audit.
				Workshop to create Gender Audit instrument	Drafting, finalization and test-run of gender audit instrument; Gender Audit Instruments	P100,000	P97,000.00		

GAD Mandate/ Gender Issue	Cause of the Gender Issue	GAD Result Statement/ GAD Objective	Relevant Agency MFO/PPA	GAD Activity	Performance Indicators and Target	Actual Result (Output outcomes)	Total Agency Approved Budget	Actual Cost/ Expenditure	Variance/ Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Unequal level of gender awareness and understanding of concepts among personnel	Several misconceptions/interpretations on GAD	Sustain a gender responsive organization/culture	Support to Operation – Human Resource Development (capacity Building)	Generation of employee demographics	Critical areas for interventions identified; Demographic reports for all DOTC offices (including sectoral and attached offices) generated	Conducted by 3 rd Quarter of 2012 or included as a module in every	None	None	Critical areas identified for DOTC-CO will be used for Sectoral Offices, Attached Agencies and Corporations. Initial generation would take a longer period (no centralized data from the Sectoral and Attached Offices' regions & area centers)
				GST for male personnel and couples	The scheduled GST did not push through due to lack of participants (male and couples)	The scheduled GST did not push through due to lack of participants (male and couples)	P75,000		Inclusion of program to succeeding years would be dependent on the IG revision
				formulated and tested	Gender Audit completed by EO 2012	Test-run did not push through due to lack of material time	Did not push through due to lack of time		Test-run, conduct and completion of Gender Audit to be included in the 2013 GAD PAPS

GAD Mandate/ Gender Issue	Cause of the Gender Issue	GAD Result Statement/ GAD Objective	Relevant Agency MFO/PPA	GAD Activity	Performance Indicators and Target	Actual Result (Output outcomes)	Total Agency Approved Budget	Actual Cost/ Expenditure	Variance/ Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
				<p>Participation in other GAD – related</p>	<p>Continuing activities; % of</p>	<p>Conducted the ff activities during the Women's</p>	<p>P275,000</p>	<p>P52,249.25 (March activities)</p>	
				<p>Training of Trainers (TOT) for GST; Revision of Instructor's Guide (IG)</p>	<p>Conducted TOT resulting to new set of skilled GST Trainers/ enhanced capacity of old GST trainers; New GST Instructor's Guide (customized to Transport Sector)</p>	<p>Workshop on New GST IG conducted - modules for a 2-day GST Program already identified for development and preparation of materials. TOT did not push through considering that the revised IG was not finished</p>	<p>P750,000</p>	<p>P195,426.00</p>	<p>Completion of the Revised IG and the TOT will be part of 2013 GAD PAs</p>
					<p>training program conducted; Gender-responsive male employees/ couples mutually respecting their gender rights</p>	<p>On the other hand, a 1-day Gender Sensitivity Seminar (GSS) was conducted for GAD TWG with speaker from CSC Training Institute</p>		<p>P39,040.00</p>	

GAD Mandate/ Gender Issue	Cause of the Gender Issue	GAD Result Statement/ GAD Objective	Relevant Agency MFO/PPA	GAD Activity	Performance Indicators and Target	Actual Result (Output outcomes)	Total Agency Approved Budget	Actual Cost/ Expenditure	Variance/ Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
				activities and fora: Women's Month, attendance to GAD seminars and symposia, conduct of GAD meetings with DOTC agencies	attendance and active participation in GAD- related activities; increased appreciation of GAD	Month: 1. Climate Change and its Effects to Women 2. Disaster Mgt: Scenario and Adaptation Plan 3. Lecture on Human Trafficking	Conducted GAD Assessment Meetings (separate meetings) with Agencies Focal Points and TWGs	P32,500 (registration fees for CSC HGDG Workshop) P114,667.55 (meetings with Agencies TWGs) P75,000.00 (other GAD- related activities such as inter- agency Women's Sportsfest	
				Conduct of GAD Assessment and Planning Activity	Conducted by 4 th Quarter 2012 – GAD PAPs for 2014	Conducted Planning Workshop – 2012 Assessment, 2013 GAD PAPs adjustment, and Proposed GAD PAPs for 2014 submitted to PCW	P350,000	P313,700.40 (including year-end assessment activity)	

GAD Mandate/ Gender Issue	Cause of the Gender Issue	GAD Result Statement/ GAD Objective	Relevant Agency MFO/PPA	GAD Activity	Performance Indicators and Target	Actual Result (Output outcomes)	Total Agency Approved Budget	Actual Cost/ Expenditure	Variance/ Remarks
(1) Age range of employees render them vulnerable or prone to reproductive illnesses	(2) Office requirements does not take into consideration gender needs	(3) Ensure an environment responsive to reproductive illnesses	(4) Support to Operation – Human Resource Management	(5) Conduct of physical examinations to determine common illnesses beyond reproductive age: - bone scanning - prostate examination -kidney ultrasound	(6) Increased awareness of reproductive health and associated illnesses – no. of activities/ services conducted; number of personnel served	(7) Screening of DOTC employees as well as those from the Sectoral and Attached Offices who submitted confirmation slips were done on bone scanning, kidney ultrasound and prostate examination, numbering to more than 100 personnel	(8) None	(9) None	(10)
Client-Focused									
Absence of enabling policy/framework/ environment on GAD for application into the transportation activities and processes	Lack of awareness or capability to infuse gender; and lack of written mechanisms to institutionalize gender in transport PAs	Institutionalize/ Mainstream GAD into the transportation policies, activities and processes	MFO 1 – Policy Formulation	Issuance of Department Order/Policy Direction on: -Gender mainstreaming and gender sensitive policies in the transport sector	By EO 1 st Sem., DO has been signed by DOTC Secretary – launched and disseminated	Department Order No. 2012-05 dated 23 March 2012 issued and disseminated	None	None	

<i>GAD Mandate/ Gender Issue</i>	<i>Cause of the Gender Issue</i>	<i>GAD Result Statement/ GAD Objective</i>	<i>Relevant Agency MFO/PPA</i>	<i>GAD Activity</i>	<i>Performance Indicators and Target</i>	<i>Actual Result (Output outcomes)</i>	<i>Total Agency Approved Budget</i>	<i>Actual Cost/ Expenditure</i>	<i>Variance/ Remarks</i>
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Zero-based gender sensitivity, i.e. no gender perspective in the formulation/ issuance of policies	Same cause as above	Mainstream gender concerns/ issues into the transportation policies, plans and programs	MFO 1 – Policy Formulation	<p>Review gender responsiveness of the existing Manual of Standards and Operations for Support Services/ Processes (Administrative, Finance, etc.)</p> <p>Top level orientation on gender</p>	<p>Review and revision of existing standards completed by EO 2012; revised standards disseminated; gender-responsive support processes in place</p> <p>Conducted as of 1st Quarter of 2012;</p>	<p>Existing guidelines and policies and standards in personnel, training and general services are gender-responsive per evaluation of concerned offices</p> <p>Gender mainstreaming orientation</p>	P50,000	None	No expense was incurred considering that existing policies and guidelines are already gender-responsive and no amendment was made.

GAD Mandate/ Gender Issue	Cause of the Gender Issue	GAD Result Statement/ GAD Objective	Relevant Agency MFO/PPA	GAD Activity	Performance Indicators and Target	Actual Result (Output outcomes)	Total Agency Approved Budget	Actual Cost/ Expenditure	Variance/ Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Absence of enabling policy framework/ environment for GAD application to transportation activities and processes	Same cause as above	Institutionalize/ mainstream GAD in the transportation policies, activities and processes	MFO 1 – Policy Formulation	Mainstreaming and GAD planning and budgeting Formulation of Manual of Operations and Standards Coordination with the concerned Task Force/ Committees, Planning and PMS on basic requirements of transport facilities	top level officials appreciated GAD related concepts and understood their roles as GAD Focal Points in their respective agencies Gender responsive transport services; coordinated/ harmonized basic requirements Meetings conducted on basic requirement by 3 rd Quarter 2012 and initial steps identified in developing a tool kit. Data	conducted 1 st Quarter of 2012; better understanding and awareness of the GAD concepts realized.	P100,000.00	P26,125.00	No expense has been incurred since processes are still being reviewed/ evaluated
				Review of existing manuals on-going	P50,000.00	None			

GAD Mandate/ Gender Issue	Cause of the Gender Issue	GAD Result Statement/ GAD Objective	Relevant Agency MFO/PPA	GAD Activity	Performance Indicators and Target	Actual Result (Output outcomes)	Total Agency Approved Budget	Actual Cost/ Expenditure	Variance/ Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Insufficient knowledge of commuting public on gender issues in transportation	Preparation of transport policies does not take into consideration gender concerns especially of women commuters	Empower commuting women to assert their rights to mobility and dutyholders' obligation to provide gender responsive transportation services	Support to Operations	Reproduction and distribution of information materials on human trafficking among DOTC Sectoral Offices, Attached Agencies and Corporations with frontline	gathering/preparation of initial design of for submission by EO 2012 Exploratory meetings with DPWH conducted; Initial steps identified in pursuing the development of a tool kit for infra	Initial meeting conducted; a copy of the DPWH tool kit was provided to DOTC for initial review and basis of succeeding meetings and consultations for 2013	P125,000	None	DOTC TWG member was invited during the launching of the tool kit followed by a visit/meeting with DPWH FP and TWG at no cost to DOTC Free info-materials came from Visayan Forum, Initial reproduction of the same was done using existing supplies of the Department; further reproduction was through the

<i>GAD Mandate/ Gender Issue</i>	<i>Cause of the Gender Issue</i>	<i>GAD Result Statement/ GAD Objective</i>	<i>Relevant Agency MFO/PPA</i>	<i>GAD Activity</i>	<i>Performance Indicators and Target</i>	<i>Actual Result (Output outcomes)</i>	<i>Total Agency Approved Budget</i>	<i>Actual Cost/ Expenditure</i>	<i>Variance/ Remarks</i>
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
				services for circulation in mass transportation	on matters relating to human trafficking	order to display, disseminate the same in airports, rail stations, terminals and ports			the respective offices
				Maintenance and updating of GAD materials including statistics at the DOTC GAD Corner (Library)	Increased interest in GAD; no. of visitors/researchers in the GAD corner in the library and DOTC website; public feedback on materials disseminated	Updating of materials was done through materials coming from PCW; GAD website regularly updated with a GAD Desk Corner where public can report any incidents relating to gender concerns	P25,000	None	No expenses involved since additional or new reading materials are given by PCW
				Maintaining the GAD Corner at the DOTC website					
				Issuance of GAD Newsletter	Materials prepared and disseminated by end of each semester	One (1) newsletter disseminated to all DOTC-CO, Sectoral and Attached Offices which increased understanding and awareness of employees	P50,000	None	Materials were reproduced using existing DOTC supplies, no additional supplies purchased

<i>GAD Mandate/ Gender Issue</i>	<i>Cause of the Gender Issue</i>	<i>GAD Result/ Statement/ GAD Objective</i>	<i>Relevant Agency MFO/PPA</i>	<i>GAD Activity</i>	<i>Performance Indicators and Target</i>	<i>Actual Result (Output outcomes)</i>	<i>Total Agency Approved Budget</i>	<i>Actual Cost/ Expenditure</i>	<i>Variance/ Remarks</i>
(1) Transportation- related projects are generally not gender responsive	(2) Absence of gender mainstreaming in the transport PAs	(3) Ensure gender responsive programs and projects through stakeholder's compliance to established GAD standards	(4) MFO 3 – Infrastructure Development	(5) Formulation and design of audit instrument Test run and revision of audit instrument Conduct of GAD Audit Account results Formulation of standards for gender responsive infrastructure development	(6) Audit instrument formulated and revised between 2 nd to 3 rd Quarter 2012 Gender Audit conducted 3 rd Quarter 2012 and submitted results before the EO 2012	(7) Infrastructure development is included in the Gender Audit designed under organization- focused targets for it focused on: Societal Vision and Organization Mission; Structures and Procedures (Admin, Financial, Planning, Project Implementation, Monitoring); Leadership; Programmatic Interventions (Project Development, Project Management and Implementation, Monitoring and Evaluation); and Culture and Environment.	(8) P100,000	(9) None	(10) Considering that the contents of the Gender Audit instrument include all the processes in the DOTC separate funding is no longer necessary

GAD Mandate/ Gender Issue	Cause of the Gender Issue	GAD Result Statement/ GAD Objective	Relevant Agency MFO/PPA	GAD Activity	Performance Indicators and Target	Actual Result (Output outcomes)	Total Agency Approved Budget	Actual Cost/ Expenditure	Variance/ Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
TOTAL							P2,300,000	P1,160,551	Half of the budget was not utilized in view of: (1) conduct of some programs at no cost to the Department; and (2) deferment of other programs for 2013 such as pilot-test and actual conduct of Gender Audit, TOT for new GST trainers and GST for males and couples.

SUBMITTED BY:

[Signature]
MS. ROWENA S. QUIOGUE
 Director III, Administrative Service/
 Head, DOTC-GAD TWG

RECOMMENDING APPROVAL:

[Signature]
ASSEC DANTE M. LANTIN
 Assistant Secretary for Administration/
 DOTC-GAD Focal Point

APPROVED:

[Signature]
USEC EDUARDO SL OBAN, JR.
 Undersecretary for Operations