

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT**  
**FY 2013**

Department: **Department of Transportation and Communications – Central Office (DOTC-DO)**  
 Total GAA of the Department: \_\_\_\_\_

GAD Mandate/ Gender Issue (1)	Cause of the Gender Issue (2)	GAD Result Statement/GAD Objectives (3)	Relevant Agency MFO/ PPA (4)	GAD Activity (5)	Performance Indicators and Targets (6)	Actual Result (Outputs/ Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost/ Expenditures (9)	Variance/Remarks (10)
<p>Need to identify strategic gaps in the organization that will allow for more critical GAD interventions</p>	<p>Lack of gender perspective in the organization's functions and mandate</p>	<p>To ensure a gender-responsive organization</p>	<p>General Administrative and Support Services</p>	<p>Conduct the GAD Audit Survey in the DOTC-CO</p>	<p>GAD Audit Workshop among TWG members</p>	<p>Pilot-testing workshop on final GAD Audit instrument among TWG members conducted 2<sup>nd</sup> Quarter 2013; Communication plan finalized</p>	<p>P100,000.00</p>	<p>P177,913.35                      Note: The excess amount of P77,913.35 was taken from the budget allocated for (1) continuing conduct of gender courses/and (2) participation on other GAD-related activities and for a. Total budget is P350,000 (P200,000 + P150,000) while total expenses amounts to P202,236.50. Thus, there is a balance of P147,763.50.</p>	<p>This target was originally part of the 2012 GAD Plan and Budget, considering the intricacies involved in crafting and finalizing the GAD Audit Instrument, the pilot-testing and conduct of the Gender Audit Survey was moved to 2013.                      Attached is the final report on the Audit Survey.</p>

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	
Organization Focused										
				Sex- disaggregation of data	Generation of employees demographics  Critical areas for interventions identified: Demographic reports for all DOTC offices generated	Interpretation of GAD Audit results prepared and presented to the GAD TWG members and Consultant, 3 <sup>rd</sup> Quarter 2013  Revised report/ results prepared and submitted to speaker/ consultant for sex- disaggregated database, 3 <sup>rd</sup> Quarter 2013  Results of the GAD Database for DOTC-CO, including its Regional, Sectoral and Attached Offices consolidated (initial) based on submitted data	Conducted sex- disaggregated data workshop	P200,000.00	P174,595.93	100% completed for DOTC-Central Office, its Sectoral Offices and Attached Agencies and Corporations.  There is a need to fine tune the initial Gender Audit.

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<b>Organization Focused</b>									
Inadequate level of gender awareness and understanding of concepts among personnel	Misconceptions/misinterpretations about GAD	To sustain gender-responsiveness	Human Resource Development/Management	Continuing conduct of gender courses/fora Participation on other GAD-related activities and fora: - Women's Month celebration - Attendance to GAD seminars and symposia	Gender sensitized organization, increased awareness and more gender-responsive populace; gender equality	focusing on the results of the GAD Audit Survey that identified (1) gaps and gender issues, (2) possible alternative solutions to address the gaps, and (3) impact of sex and other related data to gender concerns  Conducted 2-day activity during the Women's Month celebration, 1 <sup>st</sup> Quarter 2013	P200,000.00  P150,000.00	P111,665.00	Instrument to clearly pinpoint gaps and gender issues and concerns.  The conduct of a GST was shelved temporarily with the finalization of the revised GST Instructor's Guide.

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<b>Organization Focused</b>									
				- Conduct of GAD meetings with DOTC Agencies	TWG and key technical personnel knowledgeable in applying GAD to transportation issues	Conducted TWG Meetings; Participated in Inter-Agency Sportstest organized by PSC - increased sensitivity in the capability of women in the field of sports	P65,771.50  P24,800.00	P3,450.00 (photocopied 3 reams of short copying paper, back to back: at P1.15 per page; GAD attributions, charged to photocopying machine rental)	Fine-tuning of the Instructor's Guide focused on transport will be continuously done.
				Revision of the GST Instructor's Guide (IG)	GST Instructor's Guide finalized (customized to Transportation Sector)	Modules of the Revised GST Instructor's Guide submitted compilation and preparation of new manual (with teaching materials)	P175,000.00	P163,686.05	Fine-tuning of the Instructor's Guide focused on transport will be continuously done.
				Formulation of gender- responsive glossary of terminologies	1 <sup>st</sup> Quarter 2013 -Gender sensitive communications and documents	Glossary of commonly used gender sensitive terminologies compiled and put in a flyer form - 2 <sup>nd</sup> Semester 2013	P50,000.00	P3,450.00 (photocopied 3 reams of short copying paper, back to back: at P1.15 per page; GAD attributions, charged to photocopying machine rental)	
					Personnel speak gender sensitive language in their official and casual communications	Better understanding of gender- related			

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<b>Organization Focused</b>									
				Conduct of GAD Assessment and Planning Conference	4 <sup>th</sup> Quarter 2013 – GAD PAPs for the incoming year prepared	concepts 2013 GAD Accomplishment Assessment and 2015 GAD Planning conducted – 2013 GAD Accomplishment presented and critiqued; 2015 GAD Plan and Budget prepared	P300,000.00	P148,722.00	
						GAD National Planning Conference conducted – DOTC-CO and Agencies' 2015 GAD Plan and Budget presented and critiqued for final submission to PCW	P250,000.00	P202,672.40	
<b>Client Focused</b>									
Insufficient gender perspective in transportation	Lack of awareness or capability to infuse gender;	To make transportation policies, plans and programs	Policy Formulation	Monitor the implementation of the customized	Sectoral Offices and Attached Agencies and	Monitored implementation of Department Order Nos.	P450,000.00	P446,004.50	Majority of the regional offices have not received copies of the two

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<p>Client Focused</p> <p>policies and plans</p>	<p>Insufficient mechanisms to institutionalize gender in the Department's PAPs</p>	<p>gender responsive</p>		<p>DOTC Harmonized Gender and Development Guidelines (HGDDG) for the transport sector</p>	<p>Corporations, 2<sup>nd</sup> Semester 2013 – implementation of the gender sensitive policies and guidelines issued by the DOTC-CO</p>	<p>2012-05 and 2012-09 in the Sectoral Offices and Attached Agencies and Corporations in the Metro Manila and regional offices, nationwide during the 2<sup>nd</sup> Semester 2013 – Sectoral report on compliance to be submitted and Exit Conference/ Agency will be conducted 1<sup>st</sup> Quarter 2014</p>		<p>Initial compilation of Standard Operations Procedures (SOP) per Office in the DOTC-CO submitted to consultant for comments and approval – EO 2013 – policies mainstreamed</p>	<p>(2) Department Orders since their Central Offices have not disseminated the document. However, their plans, activities and programs as well as targets reflect some gender-related concerns. The regional visit/monitoring also served as venue for orientation/reorientation re the two (2) issuances. For future GAD issuances, Regional GAD TWG were encouraged to visit the GAD Page at the DOTC website where all issuances are posted. Further, the DOTC-GAD TWG will prepare a directory of Regional Offices GAD TWG with email addresses.</p>

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Client Focused									
				<ul style="list-style-type: none"> <li>- Tool kit for infrastructure in transportation:</li> <li>- Finalization of timeline of activities</li> <li>- Identification of funding sources</li> <li>- Preparation and approval of concept document</li> <li>- Gathering of data from Planning and PMS</li> </ul>	<p>Gathering of data from Planning and PMS, 1<sup>st</sup> Semester 2013</p> <p>DOTC Sectoral and Attached Offices are clearly guided on how to integrate gender in transportation infrastructure – funding for the project sourced, schedule of activities finalized and approved, concept paper re the GAD Tool Kit for the transport sector approved</p>	<p>gender in the technical and support functions and activities of the Department</p> <p>A detailed briefing on the DPWH Tool Kit conducted to DOTC GAD TWG representatives by DPWH GAD Team</p> <p>Changes in initial plans made, prepared letter-request of the DOTC GAD Focal Point to World Bank requesting assistance for the development of a Tool Kit for the Transportation Sector – response for follow-up. Succeeding actions is</p>	P100,000.00	<p>No expenses incurred since World Bank has not responded yet.</p>	<p>DOTC GAD TWG is awaiting for the reply of the World Bank. As discussed with the DPWH GAD Team, once the DOTC request is approved, World Bank will prepare the detailed schedule of activities, identify their responsibilities and DOTC responsibilities and funding requirements from both organizations.</p>

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Client Focused									
Insufficient knowledge among commuting public on gender and development and pressing gender issues that involve transportation	Non-awareness of the commuting public on GAD-related issues and concerns in the transport sector	Inform commuting women of their entitlements and empower them to assert their right to mobility and the dutyholders' obligation to provide gender responsive transportation services	Public Information	Continuous monitoring of information dissemination on human trafficking in the DOTC frontline offices	Increased public awareness on women's rights and pressing gender issues in transportation such as trafficking, sexual harassment, drunk driving, etc. – growing interest in gender and development	dependent on the response of World Bank  Monitored strict implementation of the half-way houses in the major ports nationwide and NAVA (included in the GAD NCR and regional monitoring) – more gender responsive transportation services in the ports and international airport	P125,000.00	Expenses for this activity was already incorporated in monitoring of implementation of the GAD D.O.s	Initial information was relayed to CAAP and LTRB Central Offices as well as its regional offices on the possibility of implementing/ organizing the Anti-Trafficking Committee for the Road Transport Sector. This will be further reiterated during the Exit Conference on GAD Monitoring.
				Maintenance of the DOTC GAD Corner (Library) and GAD Corner in the DOTC website	Increased awareness on social responsibility of the transport sector to its stakeholder on matters re human trafficking	Updated reading materials specifically on ADB's Gender Tool Kit on Transport – served as reference for the DOTC Transport Tool Kit			



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Transportation- related projects are generally not gender responsive	Lack of awareness or capability to infuse gender in transport- related projects	Ensure gender responsive projects through stakeholders' compliance to established	Infrastructure Development	Publication of GAD Newsletter	Increasing number of gender concerns among stakeholders addressed through the GAD Corner in the DOTC website - # of visitors/ researchers in the GAD Corner in the Library and DOTC website	Almost 8,000 viewers liked the GAD Page – increased gender awareness among stakeholders (internal and external)	P50,000.00	P6,900.00 (photocopied 6 reams of short copying paper, back to back: at P1.15 per page: GAD attributions, charged to photocopying machine rental)	
				From the results of the Gender Audit: (1) Identify gaps and gender issues on:	Twice a year – increased awareness among stakeholders of the gender issues in transportation and their role as service providers	Issued 1 <sup>st</sup> GAD publication for 2013 on August 2013. 2 <sup>nd</sup> Issue GAD Newsletter 2013 to be released 1 <sup>st</sup> Quarter 2014	P150,000.00	P8,620.65	

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<b>Client Focused</b>									
		standards		transport policies, implementation, and (2) formulate and implement plans and programs to address gender-related issues	gender mainstreamed in the PAPs being implemented, gender equality in the systems and processes	served as guide in crafting PAPs that are gender-sensitive			
<b>Organization Focused</b>									
Need to identify strategic gaps in the organization that will allow for more critical GAD interventions	Lack of gender perspective in the organization's functions and mandate	To ensure a gender-responsive organization	General Administrative and Support Services	Provision of support to women personnel through availment of Magna Carta for Women (unprogrammed)	Number of women personnel granted support through the Magna Carta	Three (3) women personnel availed of the benefits under the Magna Carta for Women in 2013	Food for the participants	P56,778.00 (L Quiiang, 2 months leave with pay) P21,922.30 (I Calligay, 2 weeks leave with pay) P3,237.51 (Engr. A Lasta, 2 days leave with pay)	These activities were earlier identified. However, purchase which are P61,168.00

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Organization Focused									
				Planning Conference	GAD Film Showing	DVD for the gender-related films shown during the Women's Month and snacks for the participants	less that P15,000.00 were taken from the cash advance of Lino Quintela which was granted for GAD and training activities.	P23,234.50	
					GAD National Planning Conference	Supplies and materials used during the National Conference			
							P2,300,000.00	P1,701,141.69	

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