

BP 600: FY 2013 ANNUAL GAD PLAN AND BUDGET
Accomplishment Report: January – December 2013

Department: Department of Transportation & Communications (DOTC)
 Agency: Maritime Industry Authority (MARINA)

Major Final Output: MFO 1 - Policy Formulation & Implementation Services
 MFO 2 - Regulatory & Supervisory Services for the Maritime Industry

Program/ Activity/Project	Gender Issue/ Concern	GAD Objective	Identified GAD Activity	Target	GAD Performance Indicator	GAD Budget	Accomplishment/s
I – Organization Focused							
Human Resource Management/ Development	Existing training modules on GAD are not tailor-fit to the agency concerns	To capacitate MARINA personnel to distinguish gender issues/concerns pertinent to its mandate and address these in its PAPs	Conduct of customized GST for all personnel	MARINA personnel able to respond to/address gender issues 100% MARINA personnel trained and acquired a level of gender sensitivity	Revised training modules; Listing of newly identified gender issues specific to MARINA, new views, skills, attitude of participants 3 GST trainings conducted (March/June/September)	89,715.40 420,350.65 429,798.65	AFO – Conducted Gender Sensitivity Training on 28-30 August 2013 which was participated by 24 pax AFO – Conducted Gender Analysis Seminar on 21-25 February 2013 which was participated by 31 pax AFO – Conducted Gender Audit Seminar on 13-15 November 2013 which was participated by 38 pax
	There is a need to form a pool of GAD trainers who have expertise in transportation/ maritime industry	To ensure quality GAD trainings responsive to the needs of the agency and have them readily available for MARINA/DOTC	Conduct a Training of Trainers in GST; Conduct trainings in Gender Mainstreaming, Gender Analysis, and	Enhanced capacity of the Agency to provide quality GAD trainings that are suited to its needs	No. of accredited MARINA GAD Trainers (6); GAD Trainers Pool in placed	200,000.00	AFO – Conducted GAD Planning & Assessment on 4-5 October 2013 which was participated by 37 pax

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			Gender Audit for prospective members of the Training Pool		Demonstrated skills in the use of technical language & application of concepts	80,000.00	MRO VIII - Attended the HRD Intervention through Gender Interaction to enhanced capacities and capabilities of MARINA RO VIII participants/personnel
			Identify and avail GAD related scholarship programs in local/foreign entities	Scholarship/trainings identified and availed	No. of Scholarship/trainings identified and availed	50,000.00	
			Conduct Teambuilding Seminar			60,005.75	MRO XI - A two (2) days Seminar on Power Personality & Customer Service Skills was conducted by SMART Phils. for employees and job order personnel of MARINA XI on 19-20 April 2013 which is equivalent to twenty four (24) training hours
	<ul style="list-style-type: none"> Inadequate resources for health related programs that will promote/sustain healthy officials and employees in the workplace 		Regular conduct and attendance to physical fitness activities			10,800.00	MRO XI - Conducted a one (1) hour a day two times a week – basketball, table tennis and badminton sports activities.
	<ul style="list-style-type: none"> No of structures/strategic mechanisms in placed to support gender mainstreaming, i.e. gender database of MARINA personnel 	To address relevant gender issues based on the database of MARINA personnel	Profiling and analysis of data on personnel*	100% completed database of MARINA personnel	Gender issues identified	50,000.00	Not completed due to the following: <ul style="list-style-type: none"> Non-submission of updated personal data sheet of personnel Generation of required personnel data was not accomplished due to system/program problem

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	<ul style="list-style-type: none"> Lack of external network of support for the mainstreaming of activities of MARINA 	To broaden and strengthen network of support for Gender Mainstreaming	Membership and active participation in Women in Maritime Association of the Philippines (WIMAPHIL)	100% of female MARINA Employees registered to WIMAPHIL; Strengthened social responsibility and advocacy on GAD related issues	WIMAPHIL support to GAD activities of MARINA (participation in activities such as women's month celebration; support to GAD advocacy; sharing of resources, speakers, information materials, etc.)	250,000.00	AFO - WIMAPHil- MARINA Chapter Members is 62 AFO - Oathtaking of Officers was held last 25 June 2013 MRO IV - Sixteen (16) female MARINA employees registered to WIMAPHIL. Active participation on Gender and Development (GAD) activities
	Unavailability of current/latest information of GAD-related issues/concerns/info and developments		Maintenance of GAD corners in MARINA R.O IV Offices			210.00	MRO VIII - 100% female MARINA employees registered to WIMAPHIL. Three (3) personnel attended the Women's Month Forum held last March 2013
						3,000.00	MRO IV - Updated information materials posted in GAD corners
						7,000.00	Personnel of MARINA RO IV was updated with the current GAD issues/info/concerns and developments
Sub-total						1,732,300.16	MRO VII - Updated GAD corners
II - CLIENT - FOCUSED							
Regulation & Supervision of the Maritime Industry & Franchising of Domestic Water Transportation	Lack of policies/ guidelines that will address gender-identified issues from the survey in the domestic/ overseas shipping and	To make the PAPs gender responsive	Phase I Study of survey results, identification of gender issues/concerns and formulation of recommendations	Consolidated survey results covering the domestic shipping sector	Findings from the survey conducted highlighting critical gender issues;	1,000,000.00	Design of survey questionnaire completed (SBSR, Overseas, Domestic, Maritime Manpower)

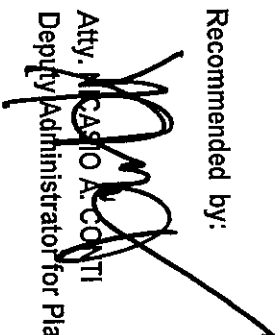
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<ul style="list-style-type: none"> ➤ Economic & Supervision of the Domestic Shipping Industry ➤ Regulation & supervision of the overseas shipping industry ➤ Regulation & licensing of all shipyards in the Philippines 	Shipbuilding & Ship Repair sector		<p>Phase II Conduct of surveys for overseas shipping & shipbuilding/ship repair sectors to identify gender issues</p> <p>(SBSR)</p>	2 surveys conducted for overseas shipping and SBSR sectors (March to April); Consolidation of survey results covering the overseas shipping and SBSR sectors			
<ul style="list-style-type: none"> ➤ Formulation of the maritime industry policies, programs and plans 	<ul style="list-style-type: none"> • There is generally low level of gender responsiveness of PAPs due to policies and regulations that do not explicitly contain GAD principles nor prescribe mainstreaming gender concerns 	To make MARINA Plans and Programs, Policies, rules and regulations gender responsive by mainstreaming gender issues/concerns	<p>Review existing MCs, rules and regulations and identify which should be gender sensitized;</p> <p>Analyze surveys conducted in the maritime sector and draw out pressing gender issues;</p> <p>Revision of MCs to mainstream gender issues/ concerns ; Validation, revision, and issuance of priority MCs</p>	<p>Gender issues/concerns identified/established;</p> <p>Drafted 3 MCs for the 3 sectors;</p> <p>Gender responsive policies in place by December 2013</p>	<p>Findings from survey conducted;</p> <p>No. of related MCs validated/ revised</p>	750,000.00	<p>Attendance of three (3) MARINA officials to the DOTC National GAD Planning Workshop on 26-28 November 2014 at the Mimosa Golf and Country Club, Clark, Pampanga</p> <ul style="list-style-type: none"> • Prepared MARINA GAD Plans and Programs for CY 2015 <p>Incorporated result of 2009 survey in the review of MC 65/65A, MC 3</p> <p>Drafted revised MC 65/65A and MC 3</p>
<ul style="list-style-type: none"> ➤ Maintenance & Operation 	<ul style="list-style-type: none"> • Lack of sex-disaggregated 	To make PAPs gender responsive	Design of Survey Form	Database on profile of seafarers	Results of Survey conducted and	500,000.00	Attendance of eight (8) MARINA personnel to the DOTC led GAD

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of an Integrated and Quality Information Systems	data for seafarers in the Seafaring Industry (domestic and overseas)	and based on the realities of the seafarers	Conduct of Survey Encoding of Gathered Data Generation of Summary Tables Data Analysis/ Formulation of Recommendations and Report Preparation	providing the following data <ul style="list-style-type: none"> • Age • Sex • Civil Status • Educational Attainment • Positions • Salaries • Length of Service per position • Skills • Work station • Illness/ Sickness • Dependents 	recommendations		Database: Sex Disaggregated Data on 20-22 November 2013 at the Mirrosa Golf and Country Club at Clark, Pampanga
> Development of Maritime Manpower Development Programs	Lack of gender responsive services/assistance to wives of seafarers and other maritime workers	To inform the wives of seafarers and other maritime workers (i.e. welders, shipyard workers) regarding their rights, health hazards posed by maritime and related work on both seafarers and their wives/partners.	Conduct of gender sensitivity trainings Conduct of health awareness and other gender related Programs Conduct of periodic medical missions for wives/partners & families of seafarer & other maritime workers	Minimum of three (3) trainings conducted (CO/ROS);	No. of trainings conducted (3 rd quarter) Reported new knowledge & attitudes transformed views & behavior of those who attended the training: No. of beneficiaries reported; Effect on beneficiaries Healthy and productive maritime workers	1,500,000.00	MRO VIII – Awareness/Advocacy on GAD related issues/concerns to motorbanca owners/operators and their families

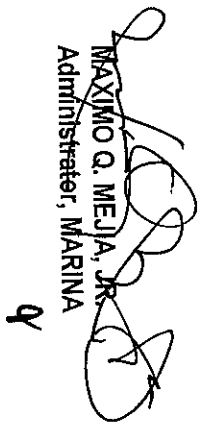
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			Vessel monitoring at the Port of Tacloban to identify/observe gender issues/concerns and recommend remedial actions/policies/ guidelines				MRO VIII - Identified Gender-related issues/concerns.
			Press Conference and Radio Interview/Guesting (during Celebration of the Day of Re-Filipino Seafarers)			13,500.00	MRO VIII - Public awareness on GAD related issues/concerns to the seafarers/public through tri-media
Support Operations	Need to empower wives and families of other maritime workers	To provide guidance to wives and families of other maritime members in spending the hard-earned income of their husbands/fathers;	Conduct of Livelihood trainings	Empowered wives of maritime workers;	Reported new knowledge, skills and attitudes gained	200,000.00	No accomplishment
Development of Maritime Manpower Development Programs		To provide various opportunities for investments		Increased economic options for wives and families of seafarers and other maritime workers			

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	<ul style="list-style-type: none"> Disproportionate ratio of male and female workers in Shipbuilding / Shiprepair (SBSR) Industry Limited economic options for women survivors of human trafficking 	<p>To promote women's employment in non-traditional fields;</p> <p>To provide employment to women who have been saved from human trafficking, especially in piers, housed at halfway houses built by PPA and being managed by the Visayan Forum Foundation</p>	Identify Training and job opportunities; Recruit/hire women who have been saved from human trafficking	Increased economic options for women, particularly survivors of human trafficking	No. of trainings conducted (4 th qtr.) No. of trafficked women employed	150,000.00 4,113,500.00 5,845,800.16	No accomplishment
Sub-total							
Grand Total							

Recommended by:


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Date: