



**BP FORM 400-A: ANNUAL GAD ACCOMPLISHMENT REPORT for FY 2012**

Program/ Activity/Project (PAP) (1)	Gender-Related Issue/Concern (2)	Identified GAD Activities (3)	Results (4)	Cost (5)	Remarks (6)
<b>I Organization Focused</b>	<i>Insufficient capacity of the Agency to undertake gender mainstreaming</i>				
<b>1.1 GAAS – Support to Administrative Concerns</b>	Lack of Gender Sensitivity Training (GST) and continuing knowledge/awareness on gender-related issues/concerns of MARINA personnel	Conduct of New/ Refresher Course on: Gender Sensitivity Training & Gender Responsive Planning	One (1) GST conducted on August 22-24, 2012	<b>88,493.70</b>	
	Lack of strategic mechanisms to support Gender Mainstreaming (e.g. structure, policy)	Conduct of Gender Analysis/Mainstreaming Seminar cum Planning Workshop	GAD Planning/ Assessment Conference conducted on the following dates: <ul style="list-style-type: none"> <li>• March 7-9, 2012</li> <li>• September 19-21, 2012</li> </ul>	<b>375,702.05</b>	
			Mini-Planning Conference conducted by different MARINA GAD FP TWGs pursuant to Memorandum of the OIC, MARINA on 03 September 2012		

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<b>1.1 GAAS – Support to Administrative Concerns</b>	<p>Lack of a gender-responsive comprehensive Personnel Information System (PIS) (covering the Central Office and Regional Offices) according to:</p> <ul style="list-style-type: none"> <li>➤ Age</li> <li>➤ Civil Status</li> <li>➤ Salary Grade</li> <li>➤ Length of service</li> <li>➤ Educational Attainment</li> <li>➤ No. of Foreign Scholarships/training availed <ul style="list-style-type: none"> <li>- Duration of Foreign Scholarships/training availed (number of days)</li> </ul> </li> <li>➤ No. of Local Scholarships/training availed <ul style="list-style-type: none"> <li>- Duration of Local Scholarships/training availed (number of days)</li> <li>- List of GAD related trainings/activities attended</li> </ul> </li> </ul>	<p>Maintenance of the database for updates of the demographic profile of male and female employees (CO &amp; MROs) of MARINA</p> <p>Review of existing personnel policies/mechanisms; and</p> <p>Revise/formulate gender responsive personnel policies</p>	<p>Continuous updating of the MARINA Personnel Information System</p>		

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<b>II Client-Focused</b>					
<b>II.1 GAAS – Support to Operations (Manpower, Shipbuilding/ Shiprepair, Domestic and Overseas Shipping and Maritime Safety)</b>	Lack of sex-disaggregated data for employees in maritime industry/sector, such as:  <ul style="list-style-type: none"> <li>• Shipping companies/entities</li> <li>• Shipyards</li> <li>• Training Centers</li> <li>• Surveying companies</li> <li>• Local classification companies</li> <li>• Suppliers, manufacturers of Life Saving Appliance (LSA) and equipment, etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Design of Survey Form;</li> <li>• Design input/ output and process flow requirements;</li> <li>• Program Development</li> <li>• Conduct of Survey;</li> <li>• Encoding of Gathered Data</li> <li>• Generation of Summary Tables;</li> <li>• Data Analysis;</li> <li>• Preparation of Report</li> </ul>	Completed the review/drafting of two (2) MARINA Circulars, to wit:  <ul style="list-style-type: none"> <li>• Amendments to MC 3</li> <li>• Amendments to MC 65/65-A</li> </ul>		
<b>TOTAL</b>				<b>464,195.75</b>	
Prepared by:  <b>ROBERTO C. ARCEO</b>		Approved by:  <b>Atty. NICASIO A. CONTI</b>			Date  06 March 2013
Chairperson, MARINA GAD Focal Point		Officer-In-Charge, MARINA			