

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2013

Agency/Bureau/Office: DOTC-MRT3
Total GAA of Agency: Php 6.2 billion

Department (Central Office) : DOTC

GAD Mandate/ Gender Issue (1)	Cause of the Gender Issue (2)	GAD Result Statement/ GAD Objective (3)	Relevant Agency MFO/PAP (4)	GAD Activity (5)	Performance Indicators and Target (6)	Actual Result (Outputs/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost/ Expenditure (9)	Variance/ Remarks (10)
Client-focused									
Passengers lack information on gender issues (especially harassment)	Overcrowded coaches give opportunity for men to take advantage on women	Decreased number of harassment complaints	Station operation	Posting of gender sensitive signages emphasizing respect for women in all MRT3 stations	All MRT3 stations have signages on posting respect for women	Signages and gender sensitive reminders in public address system in the stations and inside the trains	10,000	10,000	
	Train operation		Train operation	Public address on- board the train	Inclusion of gender sensitive reminders in public address system of the train	Signages and gender sensitive reminders in public address system in the stations and inside the trains	10,000	10,000	
	Passenger Information System		Passenger Information System	Audio-visual information on gender issues are provided to passengers	Audio-visual materials on gender issues	Audio-visual materials on gender issues	0	0	0 Mainstreamed in the IT project of the agency
	Station operation		Station operation			Television sets installed in North Avenue - tuned to government network NBN 4 - GAD related news are viewed by passengers	14,000	14,125	

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Segregation Scheme	MRT station platforms are overcrowded making it difficult for women, pregnant, children, senior citizens and PWDs to access the first of the train		Transport operation/Safety and security	Continued implementation of Segregation scheme where 1st car is dedicated to women, children, elderly and PWDs	Continued implementation of Segregation scheme where 1st car is dedicated to women, children, elderly and PWDs	Improved implementation of Segregation scheme where 1st car is dedicated to women, children, elderly and PWDs where lady guards are now deployed in the 1st door of the 1st car to screen the riders of the 1st car - North, Taft, Cubao and Ayala Stations	308,000	300,000	Implemented in November 2013

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Organization-focused									
Office personnel still lack awareness on gender and development	Low-level appreciation of gender sensitivity issues among employees	Increased number of gender sensitive employees	Personnel and Training	Continued provision of Gender Sensitivity Training for MRT3 employees	100 MRT3 employees attended the 4- hour gender sensitivity orientation	150 MRT3 employees attended the 4-hour gender sensitivity orientation	0	0	No separate budget provided for the purpose because the activity was mainstreamed in the HR training programs for 2013
Train driver positions are exclusive to male personnel	It generally perceived that the Qualification Standards are not fit to women	Recruitment policy reviewed and revised if necessary to encourage women to apply	Personnel and Training	Review of recruitment policy on train drivers	Revised recruitment policy	Selection board resolution accepting women as applicants for Train Driver position provided they conform with the minimum qualification standards			


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	Women are not aware that they may apply for Train Driver position	Announcement in the website of MRT3, website of the Civil Service Commission and all over the stations	Personnel and Training	Train Driver training for women	Female-manpower pool for Train Driver	2-female applicants completed the Train Drivers Training and were immediately hired as Train Driver in September 2013	0		No separate budget, the 2-female train drivers were included in the training of male train drivers
TOTAL							342,000	334,125	
Submitted by:							Date:		


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