

GENDER AND DEVELOPMENT ACCOMPLISHMENT REPORT

Period: January to December 2013

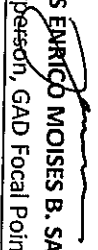
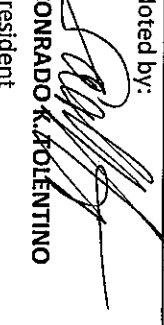
Department (Central Office): Department of Transportation and Communications (DOTC)

* Agency/Bureau/Office: NORTH LUZON RAILWAYS CORP. (NORTHRAIL)
 Total Corporate Operating Budget (COB) of the agency: Php 55,350,731.00 (based on MOOE due to Project termination)
 Total GAA of the agency: Not Applicable

A Member of the BCDA Group

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
GAD Mandate/Gender Issue	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Performance Indicators and Target	Actual Result (Outputs/ outcomes)	Total Agency Approved Budget	Actual Cost/ Expenditure	Variance/ Remarks	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Client-focused										
NOT APPLICABLE AT THIS TIME										
Organization-focused										
1 No structures/ strategic mechanism in place to support gender mainstreaming / MC 2011-01	Still in the initial stage of GAD Planning	To have a body in-charge of the mainstreaming of GAD Program/ implementation of functions under MC 2011-01	NORTHRAIL Reorganization (Capacity Building on an institutional level)	Issuance of directive in order to create a GFPS approved by the NORTHRAIL President	Institutionalized and Functional GFPS (7 employees)/ 2nd Quarter 2013	Issuance of a Special Order from the President reconstituting the GAD Committee which will have a GFPS and GAD Technical Working Group represented by rank & file employees last December 26, 2013	250,000	PHP 0.00	Newly-formed reconstituted GFPS, to convene on 2014	
2 Lack of clear understanding and appreciation of gender and development including GAD-related laws	Still in the initial stage of GAD Planning	To develop the capacity of the GFPS	Reorganization (Capacity Building on an individual level)	Training on: Gender Mainstreaming, Gender Analysis, Gender-responsive Planning and Budgeting	Trained and knowledgeable GFPS (7 employees)/ 2nd Quarter 2013	30 Employees attended Gender Mainstreaming Seminar June 26-28, 2013	500,000	PHP 70,734.25	Done	
3 Need to improve and enhance NORTHRAIL Policies to conform with GAD-related needs and concerns	Policies may not support GAD-related concerns and issues	To improve existing policies of NORTHRAIL in order to be GAD-responsive	Reorganization (Policy Formulation and Development)	NORTHRAIL policy review and appraisal/ Formulation of new Gender-responsive policies	Harmonized and gender-responsive NORTHRAIL policies/ End of 2013	-	500,000		Not done. To be carried over to 2014 GAD Activities	

4	Need to equip employees with necessary skills, knowledge and attitude related to GAD sensitivity	Lack of skills and knowledge	To develop GAD-awareness among employees/ To provide employees with work-related skills that will ensure both gender participation & growth	Reorganization (Capacity Building)	Gender-sensitivity training/ Skills focusing on common gender issues/practical and strategic gender needs	GAD-sensitive employees (at least 50%) with improved skills set/ 3rd Quarter 2013	A total of 54 out of 60 personnel finished the 2-day GST last Oct. 10-11 and Oct 21-22, 2013	500,000	PHP 142,994.10	Done
5	Employees lack of access to social protection services and welfare programs	Employees are not aware of government services on social protection services and welfare programs	To increase awareness on government services on social protection and welfare programs	Reorganization (Capacity Building - Awareness Campaign)	Orientation seminar on government-offered social protection and welfare programs	At least 50% of the employees with increased awareness on government-mandated benefits and programs/ 3rd	-	250,000	-	Not done. To be carried over to 2014 GAD Activities
6	Employees lack of awareness on Magna Carta for Women	Employees are not aware of the law on Magna Carta for Women	To increase awareness on the law	Reorganization (Capacity Building)	Orientation seminar on the Magna Carta for Women Law	At least 50% of the employees with increased awareness on the law on Magna Carta for Women/ 4th Quarter 2013	A total of 29 out of 59 personnel attended the seminar conducted last Dec. 16, 2013	250,000	PHP 53,689.00	Done
7	Employees lack of access to GAD information and materials	Lack of information and resource mechanism	To provide easy access to GAD information	Reorganization (Resource Mobilization)	Installation of GAD Bulletin Board/ Establishment of GAD Corner/ Procurement of info materials/ Posting of	At least 50% of the employees with increased access to GAD information and materials/ 2nd Quarter 2013	Designated GAD Corner/ Bulletin Board and decorating materials already procured last July 30, 2013	135,749	PHP 1,320.00	For installation of GAD Bulletin Board and procurement of print materials
8	The need to integrate the gender perspective in the Plans & Programs of NORTHRAIL	There is no deliberate initiative to consider GAD issues/perspective in the Feasibility Study	To pursue the integration of Gender perspective in the operation, programs and services of Northrail to create an enabling environment for GAD mainstreaming	Feasibility Study	Workshop with all technical personnel of Northrail and JICA to ensure a Gender-responsive rail project	A Feasibility Study with gender responsive facilities in the proposed design and during operation	-	250,000	-	Not done. To be carried over to 2014 GAD Activities

9. Need to be informed of the direction of the head agency (DOTC) on GAD implementation in order to align own GAD Plans and Programs	Lack of understanding of the direction of the head agency in terms of GAD implementation	To determine the direction and status of GAD implementation of the DOTC and its other attached agencies		Attendance of members of the GAD Committee to the DOTC GAD National Planning	Informed GAD Committee	Four (4) employees attended the DOTC GAD National Planning last Nov. 26-28, 2013		PHP 28,000.00	
TOTAL								PHP 296,737.35	
Submitted by:				Noted by:			Date:		
 JESUS EMRICO MOISES B. SALAZAR Chairperson, GAD Focal Point System				 CONRADO K. TOLENTINO President					