

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET

FY 2012

Agency: CIVIL AVIATION AUTHORITY OF THE PHILIPPINES

1 PROGRAM/ACTIVITY/ PROJECT (PAP)	2 GENDER- RELATED ISSUES	3 GAD OBJECTIVES	4 IDENTIFIED GAD ACTIVITIES	5 TARGET	6 GAD PERFORMANCE INDICATOR	7 BUDGET
<p>ORGANIZATION FOCUSED PROJECTS</p> <p>HUMAN RESOURCE DEVELOPMENT</p>	<ul style="list-style-type: none"> ▪ Lack of awareness and consciousness of gender issues among CAAP employees 	<ul style="list-style-type: none"> ▪ To continuously promote gender awareness and sensitivity among CAAP employees nationwide ▪ To mainstream CATC Training programs ▪ To make CAAP top management sensitive to gender issues 	<ul style="list-style-type: none"> ▪ Conduct of Gender Sensitivity Trainings ▪ To include the conduct of GST to the ATS & ANS Curriculum ▪ Orientation on GAD to Top Management of CAAP 	<ul style="list-style-type: none"> ▪ 30 Participants from Area Centers (Dumaguete, Zamboanga, Virac&Tacloban) & Central Office, every quarter ▪ Gender responsive curriculum for ATS & ANS trainees-CATS005/ANS Batchxxx, 2 days before Graduation ▪ DG, DDGs', Service & Department Heads, by January 2012 	<ul style="list-style-type: none"> ▪ Seminars conducted and number of participants ▪ Trainees who are candidates for graduation 	<p>P2,000,000.00</p>

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		<ul style="list-style-type: none"> ▪ To continuously provide information and updates relative to CAAP-GAD programs and projects, and other GAD issues 	<ul style="list-style-type: none"> ▪ Conduct of orientation/seminars on Sexual Harassment Law; Solo Parent Act; Magna Carta for Women; Gynecological Disorders and other gender & health related concerns ▪ Installation of bulletin board creating a “GAD corner” 	<ul style="list-style-type: none"> ▪ CAAP employees, twice a year ▪ GAD Corner, by March to April 2012 	<ul style="list-style-type: none"> ▪ Updates on Gender issues and Accomplishment of PAPs’ 	
HUMAN RESOURCE DEVELOPMENT	<ul style="list-style-type: none"> ▪ Absence of Capability to audit Gender Projects ▪ Lack of gender responsive programs and projects 	<ul style="list-style-type: none"> ▪ To build the capacity of CAAP-GAD TWG to have a systematic identification and analysis of client-focused & organization-focused projects ▪ To assess and evaluate all plans and programs of different Area 	<ul style="list-style-type: none"> ▪ To conduct gender audit workshop ▪ Conduct of Annual CAAP-GAD Assessment and Planning Conference 	<ul style="list-style-type: none"> ▪ CAAP-GAD TWG, April 2012 ▪ All CAAP-GAD TWGs/representatives from all Area Centers and Central Office (45 	<ul style="list-style-type: none"> ▪ Compliance to approved PAPs’ ▪ Gender responsive CAAP-GAD Plans & Programs, number of 	P900,000.00

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		Centers and Central Office and come up with gender responsive projects for the following year		participants, 3 days excluding travel time), April 2012	participants	
HUMAN RESOURCE DEVELOPMENT	<ul style="list-style-type: none"> ▪ Inadequate data used for GAD gender responsive programs & projects 	<ul style="list-style-type: none"> ▪ To determine the sex disaggregated data and other profile of CAAP employees & traffic of passengers which can be very helpful to determine gender responsive projects 	<ul style="list-style-type: none"> ▪ Create a GAD database format ▪ Submission of inputs to Central Office 	<ul style="list-style-type: none"> ▪ Area Centers & Central Office, first quarter – March 2012 	<ul style="list-style-type: none"> ▪ Accomplished sex disaggregated data to be utilized for the next annual planning 	P5,000.00
HUMAN RESOURCE DEVELOPMENT	<ul style="list-style-type: none"> ▪ Persistent stereotyping in posting of ATC, ANSS, ACOM, firefighters, CSI, Utility Workers (grass cutter operators, conveyor and bridge operator, BHS operator, CCTV operators, STP operators), 	<ul style="list-style-type: none"> ▪ To establish gender responsive policies on hiring, promotion, selection so as to eliminate gender discrimination 	<ul style="list-style-type: none"> ▪ Review hiring policies ▪ Strengthen the members of the CODI, Selection and Promotion Board, Scholarship Committee, Performance Evaluation and Review Committee, Union and COOP by 	<ul style="list-style-type: none"> ▪ First quarter 	<ul style="list-style-type: none"> ▪ Position Paper enjoining the management to practice gender equality in selection, hiring, posting and promotion 	P5,000.00

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	drivers, aircon technicians		making them gender responsive (sensitized)			
HUMAN RESOURCE DEVELOPMENT	<ul style="list-style-type: none"> ▪ Limited participation of CAAP personnel to GAD related activities of other government/non-government organizations 	<ul style="list-style-type: none"> ▪ To strengthen linkages/networking with other government and private agencies on GAD related activities 	<ul style="list-style-type: none"> ▪ Identify/list partner government/non-government organizations that provides GAD related activities ▪ Participate in GAD related activities 	<ul style="list-style-type: none"> ▪ Women and men employees; as scheduled (Women's Month-March 2012 and Miriam College courses on Gender – May 2012, etc.) 	<ul style="list-style-type: none"> ▪ Number of GAD activities attended; number of participants 	P200,000.00
CLIENT FOCUSED PROJECTS OPERATION	<ul style="list-style-type: none"> ▪ Absence of immediate needs of unaccompanied travelling elderly, pregnant women & passenger with babes & kids 	<ul style="list-style-type: none"> ▪ To provide wheel chairs for the elderly, PWD, and passengers with babies & kids ▪ To assist in carrying their luggage 	<ul style="list-style-type: none"> ▪ Design a specific module for orientation ▪ Provide uniform (with print front-“CAAP GAD Cares-smiley”, back-Hi! I'm <u>name</u>..at your service) personnel 	<ul style="list-style-type: none"> ▪ Passengers that needs special assistance (elderly, PWD, pregnant women and passengers with babies and kids); 3rd quarter of 2012 	<ul style="list-style-type: none"> ▪ Help desk for every airport with commercial flights 	P180,000.00

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	<ul style="list-style-type: none"> ▪ Lack of facilities (chairs, portable ACUs) during emergency situations to provide comfort to travelling women and men ▪ Lack of capability to detect possible victims of Human Trafficking 	<ul style="list-style-type: none"> ▪ To provide comfort to travelling women and men in times of emergency during flight delays where there are huge volume of passengers at the waiting area ▪ To acquire knowledge and skills on how to detect victims of human trafficking 	<ul style="list-style-type: none"> ▪ Procurement of monoblock chairs and portable ACU's ▪ Coordinate with other government agencies (DSWD, Immigration Office, Quarantine, LGU's, NBI and AVSEC) ▪ Conduct briefings/orientation to detect possible victims of human trafficking 	<ul style="list-style-type: none"> ▪ Travelling women and men during emergency situations; second quarter of 2012 ▪ CAAP CSI and frontline service personnel assigned at the passenger terminal building; first quarter of 2012 	<ul style="list-style-type: none"> ▪ 20 chairs for every airport with commercial flights (30 flights) ▪ Six (6) international airports (Laoag, Davao, Iloilo, Kalibo, Zamboanga & Bacolod) ▪ Victims rescued 	<p>P1,000,000.00</p> <p>P200,000.00</p>
OPERATION	<ul style="list-style-type: none"> ▪ Absence of family room for passengers 	<ul style="list-style-type: none"> ▪ To provide a family room for passengers to include: <ul style="list-style-type: none"> a) Breastfeeding area for travelling 	<ul style="list-style-type: none"> ▪ Installation of a family room at the Pre-departure area of the Airport 	<ul style="list-style-type: none"> ▪ Basco, Tuguegarao, Cauayan, Romblon, Dumaguete, Catarman, Gen. Santos, Cotabato, Puerto Princesa, Siargao, Masbate, Kalibo, Roxas, 	<ul style="list-style-type: none"> ▪ 22 Family rooms provided at the pre-departure area of the airports mentioned 	P5,000,000.00

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		<ul style="list-style-type: none"> a) mothers who are nursing their babies b) Diaper changing tables for travelling women & men with kids c) Toddler's play area 		Calbayog, Virac, Naga, Sanga-sanga, Pagadian, Ozamis, Dipolog, San Jose, Marinduque&Butuan; 3 rd & 4 th quarter of 2012		
(Climate Change) Operations/Administration	<ul style="list-style-type: none"> ▪ Absence of facilities regarding waste segregation 	<ul style="list-style-type: none"> ▪ To install facilities and be able to develop a strategy on proper waste management 	<ul style="list-style-type: none"> ▪ To purchase/procure trash bins ▪ To educate airport stakeholders on waste segregation ▪ Provision/installation of signages 	<ul style="list-style-type: none"> ▪ All CAAP facilities/offices and terminal buildings; 3rd& 4th quarter of 2012 ▪ Airport concessionaires 	<ul style="list-style-type: none"> ▪ Provide 18 pieces quality and durable trash bins/airport in Airports with commercial flights (30 airports) ▪ Zero waste 	P1,000,000.00

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(Disaster Preparedness) Administration	<ul style="list-style-type: none"> ▪ Lack of gender responsive evacuation plan 	<ul style="list-style-type: none"> ▪ To have a gender responsive emergency evacuation 	<ul style="list-style-type: none"> ▪ Include members of the GAD TWG to be part of the emergency response team (ERT) ▪ To conduct emergency drill on disaster preparedness ▪ To provide signages at airport facilities 	<ul style="list-style-type: none"> ▪ All airports; 1st quarter of 2012 	<ul style="list-style-type: none"> ▪ Conduct of emergency drill on disaster preparedness plan to all airports 	P10,000,000.00
TOTAL.....TWENTY MILLION FOUR HUNDRED NINETY THOUSAND PESOS.....						P20,490,000.00

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