

CIAC Three-Year Gender and Development (GAD) Agenda (2013-2015)

| Gender Issue (1) | Cause of Issue (2) | GAD Objective/ Outcome (3) | Activities (4) | | | Results indicators and targets (5) | | | GAD Budget (6) | Source of Budget (7) | Responsible Unit/Office (8) |
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| | | | Year 1 | Year 2 | Year 3 | Year 1 | Year 2 | Year 3 | | | |
| | | | <i>ORGANIZATION-FOCUSED</i> | | | | | | | | |
| Lack of massive information of the general population of the company on Gender and Development, enabling laws, issues and provisions | No GAD orienting-seminars were conducted yet with the general population of CIAC. Only the Harmonized Gender & Development Guidelines (HGDG) workshop (that included Gender Analysis, GAD Guidelines & Checklists, GAD Planning & Budgeting, among others) was conducted meant to capacitate the CIAC GAD Technical Working Group was conducted last 2012. | To properly orient the employees of CIAC on gender and development, enabling laws and provisions and make them sensitive to gender issues. To build/enhance internal capability to do GAD-appropriate seminars To participate in the national 18-day campaign on protection against violation against women (Nov 25 – Dec 12) | 5-Day Training of Trainers (TOT) Workshop for CIAC GAD-TWG committee members Conduct of Gender Sensitivity Training (GST) to employees of CIAC by TOT-trained TWG; 4 batches, ~ 35-40 pax/batch (1 st half) Seminar on Magna Carta for Women Seminar on Integration of Women as Full and Equal Partners of Men in Development | Conduct of Gender Sensitivity Training (GST) to employees of CIAC by the TOT-trained GAD TWG; 5 batches, ~ 35-40 pax/batch (2 nd half) Seminar on Policies to Eliminate Trafficking in Persons Especially Women and Minors Seminar on Violence Against Women and the | 5-Day Training of Trainers (TOT) Workshop for CIAC GAD-TWG committee members conducted Gender Sensitivity Training (GST) conducted with employees of CIAC by TOT-trained CIAC TWG; 5 batches, ~ 35-40 pax/batch (2 nd half) Seminar on Policies to Eliminate Trafficking in Persons Especially Women and Minors conducted Training of Trainers conducted | Gender Sensitivity Training (GST) conducted with employees of CIAC by TOT-trained CIAC TWG; 5 batches, ~ 35-40 pax/batch (2 nd half) Seminar on Policies to Eliminate Trafficking in Persons Especially Women and Minors conducted Seminar on Violence Against Women and the | 5-day Teaching the Trainer (TOT) Workshop for TWG members (who after passing tests and accreditation will be the ones to do the Gender Sensitivity Training with 9 batches of existing employees) including seminar fees, accommodation of speakers, food of participants, etc = 140,000 (Y1) Logistical requirements for conducting Gender Sensitivity Training (GST) with 4 batches of employees by CIAC GAD-TWG = 153,200 (Y1) | CIAC | CIAC GAD-TWG, HR, ComRel | | |

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| and Nation Building Seminar on Solo Parent Act Seminar on Anti Sexual Harassment | Corresponding Protective Measures | Seminar on Magna Carta for Women conducted Seminar on Integration of Women as Full and Equal Partners of Men in Development and Nation Building conducted Seminar on Solo Parent Act conducted Seminar on Anti Sexual Harassment conducted | Corresponding Protective Measures conducted | Logistical requirements for conducting Gender Sensitivity Training (GST) with 5 batches of employees by CIAC GAD-TWG = 191,500 (Y2) Magna Carta seminar & logistics = 69,750 (Y1) Integration of Women seminar & logistics = 15,000 (Y1) Solo Parent Act seminar & logistics = 7,000 (Y1) Anti-Sexual Harassment seminar & logistics = 75,000 (Y1) Policies to Eliminate Trafficking in Persons Especially Women and Minors seminar & logistics = 18,000 (Y2) |
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| | | | | | | | | | Violence Against Women & Children & the Corresponding Protective Measures workshop & logistics = 100,800 (Y2) | | |
| | | | | | | | | | Subtotal: Year 1 = 459,950 Year 2 = 310,300 Year 3 = 0 | | |
| Gender role stereotyping in hiring of firefighters (men only) | Notion that only men can be firefighters | To promote gender equality by opening new job opportunities for women (firefighting) | Awareness raising campaign that women can also be firefighters | Active recruitment of women FF applicants Screening of women/men applicants | Hiring and training of women/men applicants | No. of women applying as a ratio to total (Increase from 0 to 1/10 applicants) | No. of women applying as a ratio to total (increase from 1/10 to 2/10) | No. of women applying as a ratio to total (Increase from 2/10 to 4/10) | Adv (print ad space; printing, etc.): P50,000 (for 1 year; Y1) One bunker gear (PPE): P180,000 (Y1) | CIAC | Emergency Services Department (ESD) ; with EMD, PGS, CCD, HR, ComRel |
| | | Emergency/ HR Gender Mainstreaming project) | Procurement of equipment scaled for women firefighters | | | | | | Subtotal: Year 1 = 230,000 Year 2 = 0 Year 3 = 0 | | |
| Gender role stereotyping among employed women/men and absence of childcare facilities in the company that will (a) alleviate | Apart from working to sustain the economic needs of the family, mother-employees are at the same time delegated the primary | To promote gender equality by providing childcare facilities and services in the company to be made available both for father- and female | Survey and interviews of men/women employees with infants/ toddlers Design and construction of day care infants and toddlers | Improvement/completion of facilities Hiring of Day Care personnel | Operation of the Day Care Center Monitoring & Evaluation | Input from men and women employees with infants and toddlers on their specific child concerns | Continuation of construction of the day care center Installation of day care facilities | Day Care qualified personnel hired (2 Specialists) Training of Day Care Personnel | Construction of the child care center(or GAD Center if other GAD-related programs will be housed there) with basic facilities= 3M (Y1/Y2) | CIAC CAPEX | AED, Accounting, Treasury, ComRel, HR, Mgmt |

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| the worries of mother-employees about their young children left at home and (b) provide equal opportunities for mother- and father-employees to tend to their childrearing role | responsibility of taking care of their young children thereby causing burn-out of mother-employees There are no complementing facilities in the workplace that (1) provide opportunities for male employees (fathers) to enhance their childrearing role and (2) prevent burn-out of mother employees | mother-employees. To contribute to reduction of burn-out of mother employees due to multiple roles played by them. | Formulation of policy and guidelines on the use of Day Care Facilities and Services | Training of Day Care personnel Operation of the Day Care Center Monitoring & Evaluation | | Design of the Day Care Center Initial construction of the Day Care Center Formulated set of policy and guidelines on the use of the day care | | No. of women/men employees who use the day care facilities and services No. of children attended Burn-out prevention program | Personnel services = 247,390 (Y2) Training of personnel = 25,000 (Y2) Burn-out prevention program = 144,000 (Y3) Subtotal : Year 1 = 3M Year 2 = (continuation of construction), 272,390 Year 3 = 144,000 | | |
| <i>CLIENT-FOCUSED</i> | | | | | | | | | | | |
| Security risk posed by special attires worn by certain women and men passengers passing through Clark Airport | Cultural prescription (burqa) Faith/ religious (nun's, priest's & monk's habits) | To achieve proper screening of passengers wearing special attires/ dresses to avoid unlawful interference. (Security Gender | Consultations with Office of Muslim Affairs (OMA) , etc. re how to best handle Survey of | Drafting new/addt'l screening procedures Submission to DOTC-OTS of new | Implementa tion of the new procedure Operation & Maintena nce of the | Consultations completed | Draft procedures submitted and approved Private | No. of men/women who went through the new SP No. of complaints | Survey, consultations, benchmarking: P50,000 (Y1) | CIAC OPEX | ASD , with ASQCO, CIAC mgmt, and DOTC-OTS, ComRel |

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| | | Mainstream project) | relevant passengers re possible procedures | procedures for approval | private screening areas | screening areas installed and operational | received from men/women (Results/problems) | | | | | |
| | | | Benchmarking of procedures of Muslim states | Training/re-training of DMIA security personnel re new procedures | Monitoring & Evaluation and ID of problems and solutions | | | | | | | Subtotal: Year 1 = 50,000 Year 2 = 0 Year 3 = 0 |
| 70% of OFWs are women (due to in-demand jobs for women abroad like domestic helpers, caregivers, teachers) and are major contributor to the country's economy. Hailed as modern heroes but the emotional costs of OFW | Studies show the severity of the emotional costs on the OFW mothers, children and fathers yet present programs of the government are addressing only livelihood and legal concerns, NOT the psychosocial problems of the OFW mothers and their | To empower/alleviate the emotional costs of absence of OFW-mothers on their children. To empower/alleviate the emotional costs of mothers working overseas, away from their families. | Establish linkage with LGUs where target clients reside and partnership with relevant private, civic, NGOs & other public agencies concerned Consultations with the OFW mothers, children and spouses left behind | Design and conduct of psycho-social counseling and intervention with OFW mothers Design and conduct of psycho-social counseling and intervention with husbands | Conduct of psycho-social counseling and intervention with OFW mothers Conduct of psycho-social counseling and intervention with husbands left behind | Linkages built with concerned LGUs, private, civic, NGOs, & other government agencies Consultations completed, by gender and reason Design of psychosocial program | No. of women (mothers)/men (fathers)/children served (10 mothers/20 fathers/20 children) AMMA Group/Center established Additional personnel (1) | No. of women (mothers)/men (fathers)/children served (increase by 50% for mothers, fathers, children served) Additional personnel (1) Capacitated | Consultations cost = estimated to be 20,000 (Y1, Y2) Cost of FGDs = 60,000 (Y1, Y2) Conferencing with LGUs and other relevant private and government agencies = 60,000 (Y1,Y2,Y3) Launching of the Psychosocial Program for OFW women (mothers), men (fathers) & | CIAC OPEX | ComRel, Accounting, Treasury, Engineering, Top Mgmt, LGUs from surrounding communities, NGOs, key community people, identified OFW women (mothers)/men (fathers)/children | |

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| <p>phenomenon on their children, husbands left behind and OFW-mothers themselves as brought about by gender roles are neglected.</p> | <p>families brought about by gender roles</p> | <p>To empower/alleviate the emotional costs of having OFW wives and help improve their coping now being both fathers and mothers to their children.</p> | <p>Gather data from OFW mothers, fathers and children re emotional issues, by gender and reason</p> | <p>left behind Design and conduct of psycho-social counseling and intervention with children, by gender</p> | <p>Formation of AMMA (Ama na Magaling Mag-Aruga ng Anak) Group /Center Conduct of psycho-social counseling and intervention with children, by gender</p> | <p>validated with potential clients Personnel hired (1) Personnel trained</p> | <p>key community people to do the psychosocial program with the OFW women/men/children in their community</p> | <p>children = 50,000 (Y1) Training of personnel = 25,000 (Y2) Logistics & accommodation to tap professionals to do initial psychosocial intervention with target OFW women/men/children = 40,000 (Y1) Professional fees/other logistics for capacity building of key people in the community on year 2 & year 3 = 80,000 (Y2, Y3) Subtotal: Year 1 = 150,000 Year 2 = 125,000 Year 3 = 60,000</p> |
| <p>To develop capability of key community people to do the psychosocial intervention for the OFW women/men/children in their community to ensure sustainability of the program</p> | <p>Conduct FGDs for GA of issue Hiring of personnel Training of personnel Psychotherapy room with necessary materials</p> | <p>Capabiity-building of key community people to do the psychosocial intervention for the OFW women/men/children in their community</p> | | | | | | |

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| Absence of private areas for breastfeeding and nursing | Lack of awareness of DMIA of the need for the facilities | To provide convenient and private breastfeeding and nursing areas (Operations GAD project) | Survey and interviews of women/men passengers with infants/ toddlers Design and installation of Breast Feeding and Nursing areas (with female/male clients' inputs) Training of Breastfeeding and Nursing area personnel | Operation & Maintenance of the Breast Feeding and Nursing areas -- improvement of facilities Monitoring & Evaluation of facilities | Operation & Maintenance of the Breast Feeding and Nursing areas -- improvement of facilities Monitoring & Evaluation of facilities | Inputs from potential clients solicited Design validated with potential clients Facilities installed Personnel trained | No. of women who used the BF room No. of women/men who used the nursing areas Satisfaction rating of women/men of facilities (satisfactory rating or better) | No. of women who used the BF room No. of women/men who used the nursing areas Satisfaction rating of women/men of facilities (above satisfactory or better) | <p>Breastfeeding and nursing area: P268,000 (Y1) Area (20 sq m): P160,000 Sofa: P20,000 Air con: P30,000 Ref: P8,000 Diaper-changing table: P10,000 Table: P5,000 BGMPA speaker: P5,000 Signage: P10,000 Labor: P20,000</p> <p>Training cost estimated to be 20,000 (Y1)</p> <p>Subtotal: Year 1 = 288,000 Year 2 = 0 Year 3 = 0</p> | CIAC CAPEX | AOD ; with MD, PPGSD, CCO, ComR |
| | | | | | | | | | <p>TOTAL Year 1 =4,177,950 Year 2 = 707,690 Year 3 = 204,000</p> | | |
| | | | | | | | | | <p>GRAND TOTAL for 3 YEARS (2013-2015) = 5,089,640.00</p> | | |

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