

ANNUAL GENDER & DEVELOPMENT (GAD) PLAN AND BUDGET  
FY2013

AGENCY: MIA Authority

Department (Central Agency): DOTC

Gender Issue and/or GAD Mandate (1)	Cause of Gender Issue (2)	GAD Result/Statement/Objective (3)	Relevant MFO/PAP (4)	GAD Activity (5)	GAD Performance Indicator (6)	GAD Budget (7)	Source of Budget (8)	OPR (9)
<b>CLIENT-FOCUSED</b>								
1. Human Trafficking	Poverty and lack of awareness on existing laws against Human Trafficking	Provision of additional amenities to accommodate victims of human trafficking intercepted or passing through NAIA	Security and Safety of passengers-victim of human trafficking	Expansion of Bahay Silungan sa Paliparan (BSP)	BSP Expansion completed	Design completed	2,000,000	Bldgs Division
-do-	-do-	-do-	-do-	Procurement of additional beds for BSP Extension	10 double beds procured	Delayed implementation	180,000	-do-
-do-	-do-	-do-	-do-	Procurement of beddings	Beddings procured	-do-	9,300	-do-
2. Human Trafficking	Poverty, lack of education and knowledge on existing laws on human trafficking	To maintain the BSP, a secured and standard facility, where victims of human trafficking intercepted or passing through the NAIA can temporarily stay	Security & Safety of passengers and airport users	Provision of supplies for the repairs and maintenance of Bahay Silungan ng Paliparan (BSP)	100% repairs and maintenance of BSP implemented	100,000	COB	-do-

Gender Issue and/or GAD Mandate (1)	Cause of Gender Issue (2)	GAD Result/Statement/Objective (3)	Relevant MFO/PAP (4)	GAD Activity (5)	GAD Performance Indicator (6)	GAD Budget (7)	Source of Budget (8)	OPR (9)
3. Unsafe and unsecured access of airport users to public transport	Lack of safe and secured loading and unloading area @ the NAIA Terminal 3	To provide safe and secured access of airport users to public transport	-do-	Construction of waiting shed for loading and unloading area at T3 and installation of additional streetlights on existing walkways	100% completion of construction works	500,000	-do-	-do-
4. Lack of personnel to assists victims of Sexual Harassment /VAWC within the terminal	Insufficient knowledge of APD women personnel in handling SH and VAWC cases.	Provision of Gender Desk manned by APD Policewomen appropriately trained on the Women's Desk's duties and functions	-do-	Training of 50 APD women personnel on Women's Desk functions.	APD Policewomen deployed on GAD Desk and availability of PLDT line per terminal by the 3 <sup>rd</sup> to 4 <sup>th</sup> Qtr 24/7	500,000	-do-	HRDD/ ECD
<b>ORGANIZATIONAL FOCUSED</b>								
5. At Lack of knowledge and awareness on GAD issues and concerns	Absence of seminars on GAD related training for Organic (APD) and other frontline personnel	To conduct Gender-Related Seminars/Trng (GST, GAD Planning and Budgeting, Audit, Analysis and Mainstreaming) for officials, organic/	Organizational Stability Employee's Welfare	Conduct of Gender Related Training/Seminars (GST (10), GAD Planning and Budgeting, Audit, Analysis and Mainstreaming)	Completed at least 10 batches of GST, 1 batch each of GAD Planning and Budgeting, Audit, Analysis and Mainstreaming) by the 4 <sup>th</sup> Qtr	1,250,000	COB	HRDD

		contracted personnel of MIAA						
6. Economic Empowerment -- (Coop?)	Lack of financial /emotional stability (no alternative source of income) leading to corruption and other crimes	To provide training on livelihood alternatives to employees'	-do-	Conduct at least five (5) livelihood seminars/ training /empowerment to MIAA employees	Five (5) Livelihood training conducted for employees' through TESDA before the end of CY 2013	1,250,000	-do-	-do-
7. Health and Wellness of Employees specially women	Due to the absence of covered walkway, employees are exposed from intense heat and rain	To construct a canopy from the main gate to the different buildings within the MIAA Admin Compound	-do-	Planning and initial phase of the construction works.	Completed Phase 1 of construction project by 3 <sup>rd</sup> Qtr of 2013 and completed by the 2 <sup>nd</sup> Qtr of 2014	300,000	-do-	Bldgs Division
8. Employees lack awareness on GAD issues	Insufficient information dissemination tools on gender and development	To provide a venue/ tools to promote information and awareness campaign on gender and development to employees. Including display/information materials.	Organizational Stability Employee's Welfare	Supply and installation of the GAD Corner in the following admin locations: Terminal 1 - 1 Terminal 2 - 1 Terminal 3 - 1 Terminal 4 - 1 ICT - 1 Admin Bldg - 1 APD HQ - 1 Fire & Rescue 1	100% Installed GAD corners in all strategic locations by 4 <sup>th</sup> Qtr of 2013	525,000	COB	Bldgs Division

9. Lack of Privacy of working lactating mothers	Lack of Lactation Room for mothers at the Admin Bldg.	To provide a room (with refrigerator) for the privacy of lactating mothers in the workplace (Admin Bldg.)	-do-	Allocation and improvement of space/room for lactating mothers  Purchase of refrigerator and other appropriate fixtures	Operationability of the <i>Lactation Room</i> by end of CY 2013 – <i>Nursing Room (suggestion)</i>	50,000	-do-	-do-
					<b>TOTAL</b>	<b>6,664,300</b>		

HERMINIA D. CASTILLO  
Chairperson, GAD Committee