

PHILIPPINE PORTS AUTHORITY
Gender and Development (GAD) Plans for 2012

Program/ Activity/ Project (1)	Gender Issue (2)	Gender Objective (3)	GAD Activity (4)	OPR	Target (5)	Performance Indicator (6)	Budget	
							Account	Amount
ORGANIZATION-FOCUSED								
<i>Organizational Dev't</i>								
Programs and services for PPA employees	Inadequate support services to address issues on gender	To provide gender-responsive programs and services in order to promote gender equality	1. Programs and Services for Employees 1.1 Maintenance and Improvement of GAD Center a. Maintenance of GAD library, photo gallery, GAD display room	HOP/DOs/PMOs PDO Nolin/ PMOs PDO Soluz/ PMOs PDO Nolin/ PMOs PDO Soluz/ PMOs PDO Nolin/ PMOs PDO Via/ PMOs	Updated GAD library available for use	Access to GAD information; empowered women Access to GAD information; empowered women	Supplies Supplies Supplies Supplies Supplies Supplies	30,000 105,000 50,000 150,000 70,000
Need to ensure the safety of employees (both men and women) assigned during nightgrave shift in the	To provide safety/security of employees assigned during nightgrave shift in the implementation of MIS Computerization Program		1.2 Provision of assistance and counseling to women employees who are victims of domestic violence, sexual harassment and gender bias	HOP/DOs/PMOs	Support services provided to concerned employees	Improved employee morale	Supplies	100,000
			b. Improvement and maintenance of Child Care Center	PDO Nolin/ PMOs				
			1.3 Conduct of continuous Information advocacy program for employees (leaflets, lectures, etc.)	HOP/DOs/PMOs	Film viewing on feminist issues/ articles posted in bulletin board	Film/Bulletin Board	Supplies, Training Expenses	150,000 450,000
			1.4 Provision of shuttle service for employees	HO	Employees assigned during nightgrave shift			

Grant/ Activity/ Project	Gender Issue	Gender Objective	GAD Activity	OPR	Target	Performance Indicator	Budget	
							Account	Amount
(1) Human Resource Dev't	(2) Implementation of MIS Computerization Program	(3) (PPA performance contract) To foster better understanding and appreciation of GAD values, issues and concerns	(4) 2. Capacity Building 2.1 Participation in various activities related to Women's Month Celebrations etc. (mainstreamed) 2.2 Participation in GAD related training program (enabling mechanisms for GAD FP/TWGs) - Gender Awareness - Gender Mainstreaming - Gender Audit - Harmonized Gender and Development Guidelines 2.3 Conduct of various trainings/symposia/lectures/seminar (organized by PPA and other external agencies) to promote - Magna Carta for Women - Anti Sexual Harassment - Anti Violence Against Women - Women and Child Sex Tourism - Solo Parenting - GST Training (mainstreamed with the trainings/orientation for the new PPA employees) - Continuing education for program planners, and implementors - Symposia on employees health concerns in coordination with DOH, PNRC and other health agencies and institutions (mainstreamed) - On Leadership Seminar for Women Employees	HQ/POOs/PMOs HQP/DOs/PMOs	Formulators, Implementers & trainers of GAD, GADFP TWGs Personnel, Formulators, Implementers & trainers of GAD, GADFP TWGs	Gender-aware employees; linkage established	Athletics & Cultural Acts Representation Exp Training Expenses Supplies	310,000 2,420,000 237,000 1,840,000 300,000
	Low level of women's participation in gender related						Training Expenses Supplies	

Program/ Activity/ Project <u>Data Collection and Research</u>	Gender Issue (2)	Gender Objective (3)	GAD Activity (4)	OPR	Target (5)	Performance Indicator (6)	Budget					
							Account	Amount				
(1)	Lack of disaggregated data	To establish data bank necessary to discern appropriate intervention programs for gender concerns	Establishment of sex-disaggregated data for employees 3. Organization-Focused Gender database development program	HOS/PDOs/PMOs	50% of GAD data bank established and policies formulated	Established database; intervention needed identified						
CLIENT-FOCUSED <i>Port Development</i>	Lack of standard gender-sensitive amenities in PTBs per PPA Eng'a standards	To provide minimum standard and gender-sensitive amenities to cater especially to the needs of the elderly, women and children.	4. Provision of gender-sensitive facilities and amenities 4.1 Provision of gender sensitive amenities through construction/operation and maintenance of halfway houses and PTBs. (mainstreamed)	PDOs/PMOs				Supplies FFE *	630,000			
			4.2 Conduct of audit on the amenities of Passenger Terminal Buildings (PTBs)					Travel	100,000			
			5. Conduct of GST including VAW, CEDAW for port workers & members of its family (GST for port workers mainstreamed)					PDOs/PMOs	GST programs provided to all port workers within 3 years	Increased awareness on GAD issues/concerns reduced	Representation Exp	870,000
			6. Production of Informative materials 6.1 Networking with local and foreign agencies to establish best practices on facilities					PDOs/PMOs	Travelers' awareness on gender rights and concerns	Increased awareness on environmental issues and concerns and their effect on men and women	Representation Exp	340,000

Program Activity/ Project	Gender Issue	Gender Objective	GAD Activity	OPR	Target	Performance Indicator	Budget	
							Account	Amount
(1)	(2)	(3)	(4)	PDOs/PMOs PDO SolLuz PDO Vis/PMOs	Ports made compliant with best practices and standards for facilities for caring of women and children and disadvantaged groups. Info campaign materials provided Info campaign materials provided	Linkages established with target agencies and additional facilities established. Increased GAD awareness on GAD-related projects Increased GAD awareness on GAD-related projects	Supplies	290,000
	Need to establish inter-agency effort to address gender issues and concerns.	To develop awareness of clients on gender issues and concerns	Maintain linkage with agencies working to address issues and concerns involving women and child trafficking, women and child sex tourism, and participate in related activities 8. Establishment of sex-disaggregated data for PPA clients 8.1 Client-Focused Gender database development program	HOs/PDOs/ PMOs PDOs/PMOs	Involvement in inter-agency task force/linkage with international & local NGOs 50% of GAD data bank established and policies formulated	Linkages established with target agencies Established database; confirmed issues/needs; identified intervention required to address the need	Representation Supplies Representation	340,000 145,000 290,000
							Total	9,322,000

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