

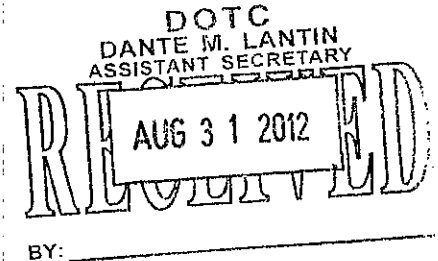


OFFICE OF THE PRESIDENT
PHILIPPINE COMMISSION ON WOMEN
"Philippine Machinery for the Advancement of Women"

*Dir RSO,
for a/c
Lant
F.31Jr*

August 29, 2012

MR. DANTE M. LANTIN
Assistant Secretary for Administrative/
DOTC-CO GAD Focal Point
Department of Transportation and Communications
The Columbia Tower
Brgy. Wack-Wack, Ortigas Avenue
1555 Mandaluyong City



Dear Assec. Lantin:

Thank you for submitting your 2013 GAD Plan and Budget (GPB) together with your 2011 GAD Accomplishment Report.

We are pleased to inform you that we are endorsing your GPB 2013 for approval by the Department of Budget and Management, except for item number 3 of the Organization-focused PAPs. Please find our comments below.

General Comments:

1. On the whole you have a well-crafted GAD plan that has all the elements in place and with targeted results that clearly contribute to the gender responsive implementation of your mandate.
2. However, item number 3 under Organization-focused PAPs ("Inadequate support services to address issues on well-being, especially of the women employees") may not be charged to GAD budget. Please see Joint Memorandum Circular 2004-1 (Policy Guidelines: "The Programs/Activities/Projects including the GAD activities shall be linked to the Major Final Outputs.") and Joint Memorandum Circular 2012-1 (Annex A: Examples of expenses that CANNOT be charged to the GAD budget).
3. Regarding your GAD Accomplishment Report, we would like to commend your efforts to formulate and issue a Department Order/Policy Direction on mainstreaming and gender sensitive policies on transportation. Transportation is a critical factor in development and having that available for women can really boost our efforts to put them at par with men.
4. We also would like to reiterate that health and wellness activities are not acceptable as GAD activity unless these are covered by your mandate or are a pressing gender concern in your department, i.e. getting in the way of gender equality and women empowerment. In that case you will need to provide some statistical data that can back up the validity of the issue.

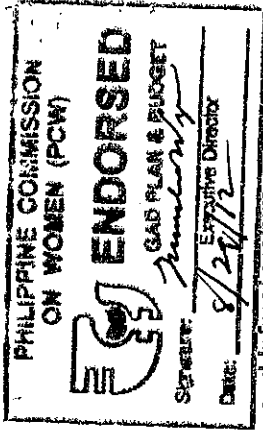
Thank you.

Very truly yours,


EMMELINE L. VERZOSA
Executive Director

ANNUAL GAD PLAN AND BUDGET
CY 2013

Department : Transportation and Communications
 Agency : Office of the Secretary – Proper (DOTC-Central Office)
 Major Final Output : Policy Plan Formulation, Operation and Management, Operation and Maintenance, and Infrastructure Development Services



Program/Activity/Project	Gender Issue/Concern	GAD Objective	Identified GAD Activity	Target	GAD Performance Indicator	GAD Budget
Organization Focused						
General Administrative and Support Services	Need of the organization to identify strategic gaps in the organization that will allow for more critical GAD interventions	To make the organization gender-responsive	From the results of the Gender Audit: (1) Identify gaps and gender issues in: organizational structure, human resource development, and finance. Management, etc. (2) Formulate and implement plans and programs to address gender-related issues Sex disaggregation of data	DOTC-GAD Focal Point and Technical Working Group able to lead gender mainstreaming in the organization with clearer direction and strategies	Clearly identified gender gaps in various aspects of the organization A set of recommended interventions to address the identified gaps Plans and programs that address gender-related issues Clearer perspective on relationship between statistics (sex and other related data) and gender concerns/issues	P150,000.00
Human Resource	Inadequate level	To sustain the	Continuing	2 nd Semester of 2013 DOTC-Central	Gender-sensitized	P200,000.00

Program/ Activity/Project	Gender Issue/ Concern	GAD Objective	Identified GAD Activity	Target	GAD Performance Indicator	GAD Budget
Organization Focused						
Development/ Management	of gender awareness and understanding of concepts among personnel	gender- responsiveness of the organization	conduct of gender courses/fora Participation on other GAD-related activities and fora: - Women's Month celebration (activities contingent on the theme for 2013) - Attendance to GAD seminars and symposia - Conduct of GAD meetings with DOTC Agencies	Office personnel Gender-sensitized organization Continuing activities Continuing activities	organization; increased awareness and more gender-responsive populace; gender equality Increased awareness of GAD; More gender-sensitive personnel who uphold gender equality as a core value of the organization TWG and key technical personnel knowledgeable in applying GAD to transportation issues	P250,000.00
			Formulation of gender-sensitive glossary of terminologies	1 st Semester of 2013	Gender-sensitive communications and documents Personnel speak gender sensitive language in their official and casual communication	P100,000.00
			Conduct of GAD Assessment and Planning	4 th Quarter of 2013	GAD PAPs for the incoming year	P300,000.00

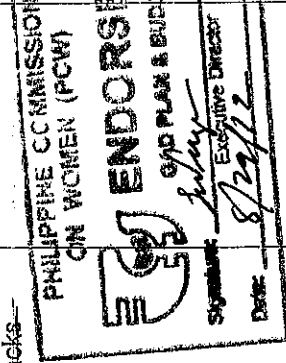
PHILIPPINE COMMISSION
ON WOMEN (PCW)


ENDORSED

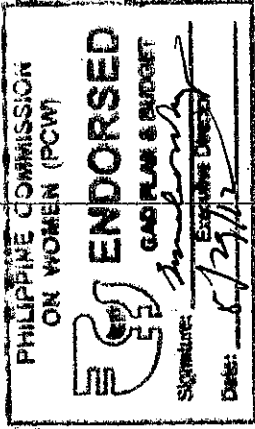
GAD PLAN & BUDGET

Signature: *[Signature]*
Executive Director

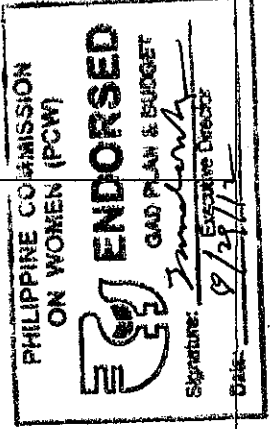
Date: 8/29/12

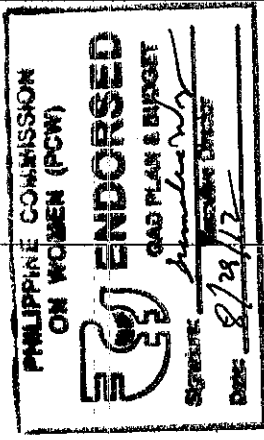
Program/Activity/Project	Gender Issue/Concern	GAD Objective	Identified GAD Activity	Target	GAD Performance Indicator	GAD Budget
Organization-Focused						
	Inadequate support services to address issues on well-being, especially of the women employees	To provide gender-responsive workplace that addresses health and well-being concerns of its employees	Conduct of gender health and wellness activities such as: anti-smoking orientation seminars on maternal health, osteoporosis, menopause/andropause, recurring diseases due to changing weather conditions	Continuing program 1 st and 2 nd Semesters 2013 Ensure that male and female employees are physically fit for their work	Number of and actual activities/services conducted Number of beneficiaries and their feedbacks	P450,000.00
						
Client-Focused						
Policy Formulation	Insufficient gender perspective in transportation policies and plans	To make transportation policies, plans and programs gender responsive	Monitor implementation of the customized DOTC Harmonized Gender Guidelines for the transport sector Manual of Standards and Operations -	Sectoral Officers and Attached Agencies and Corporations 2 nd Semester of 2013 DOTC-Central Office and Sectoral Offices	Gender-sensitive policies and guidelines issued in the DOTC Sectoral Offices and Attached Agencies and Corporations Gender-responsive support processes in place	P450,000.00

NOTE: Endorsed except for the


Program/ Activity/Project	Gender Issue/ Concern	GAD Objective	Identified GAD Activity	Target	GAD Performance Indicator	GAD Budget
Client-Focused						
Policy Formulation	Insufficient gender perspective in transportation policies and plans	To ensure that all transportation policies, plans and programs are gender responsive	Support Services (Administrative, Finance, etc.) issued/ disseminated	2 nd Semester of 2013 Sectoral Offices and Attached Corporations have the basic knowledge in integrating gender in their line of work Gender issues addressed; gender equality in the systems and processes	Well crafted GAD plans with PAPs that address the needs and concerns of clients Favorable feedback from Sectoral Office and Attached Agencies	
			Issuance and dissemination of Manual Standards and Operations	Standardized gender responsive transportation services of DOTC-Central Office and Sectoral Offices 2 nd Semester of 2013	Standard policies on mainstreaming gender in the Department's programs and projects	P100,000.00
			Tool kit for infrastructure in transportation: - Finalization of timeline of	Gathering of data from Planning and PMS, DOTC-Central Office	Funding for the project sourced; schedule of activities finalized and approved; concept paper re the GAD Tool	

Program/ Activity/Project	Gender Issue/ Concern	GAD Objective	Identified GAD Activity	Target	GAD Performance Indicator	GAD Budget
Client-Focused						
Public Information	Insufficient knowledge among commuting public on gender and development and pressing gender issues that involve transportation	Inform commuting women of their entitlements and empower them to assert their right to mobility and the dutyholders' obligation to provide gender responsive transportation services	<p>activities</p> <ul style="list-style-type: none"> - Identification of funding sources - Preparation and approval of concept document - Gathering of data from Planning and PMS, DOTC-Central Office <p>GAD National Planning Conference</p>	<p>First Semester of 2013</p> <p>DOTC Sectoral and Attached Offices are clearly guided on how to integrate gender in transportation infrastructure</p> <p>4th Quarter of 2013</p> <p>Increased public awareness on women's rights and pressing gender issues in transportation such as trafficking, sexual harassment, drunk driving, etc.</p> <p>Increased awareness on social responsibility of the transport sector to its</p>	<p>Kit for the transport sector approved</p> <p>GAD Plans for the whole Department (including the Sectoral and Attached Offices)</p> <p>Growing interest in gender and development;</p> <p># of visitors/researchers in the GAD corner in the Library and the GAD Corner in the website</p>	<p>P250,000.00</p> <p>P150,000.00</p>



Program/ Activity/Project	Gender Issue/ Concern	GAD Objective	Identified GAD Activity	Target	GAD Performance Indicator	GAD Budget	
Client-Focused							
Infrastructure Development	Transportation- related projects are generally not gender responsive	Ensure gender responsive projects through stakeholders' compliance to established GAD	Maintenance of GAD Corner in the DOTC website	stakeholders on matters relating to human trafficking Increasing number of gender concerns among stakeholders addressed through the GAD Corner in the DOTC website		P50,000.00	
			Publication of GAD Newsletter	Twice a year DOTC-CO, Sectoral and Attached Offices officials and personnel			Increased awareness among stakeholders of the gender issues in transportation and their role as service providers; More gender responsive transportation services
			From the results of the Gender Audit: (1) identify gaps and gender issues on: transport policies,	Systems and processes in the DOTC-Central Office			Gender issues addressed; gender mainstreamed in the plans, programs and projects being implemented, gender

Program/ Activity/Project	Gender Issue/ Concern	GAD Objective	Identified GAD Activity	Target	GAD Performance Indicator	GAD Budget
Client-Focused						
		standards	programs and project implementation, and (2) formulate and implement plans and programs to address gender-related issues		equality in the systems and processes	
Total Budget for CY 2013						P2,300,000.00

Submitted by:

ROWENA S. QUJOGUE
Director III/Head, DOTC GAD FP TWG

Recommending Approval:

Dante M. Lantin
DANTE M. LANTIN
Assistant Secretary/DOTC GAD Focal Point

APPROVED:

Rafael Antonio M. Santos
ATTY. RAFAEL ANTONJO M. SANTOS
Undersecretary for Operations

