

**ANNUAL GAD PLAN AND BUDGET
CY 2012**

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						
Human Resource Management	Lack of a gender perspective in the organization's mandate and functions	Ensure a gender-responsive organization	Conduct of Gender Audit activities: Creation of Gender Audit Committee to lead the gender audit of DOTC-CO	Special Order on Gender Audit Committee prepared by April 2012	Special Order issued and disseminated	None
			Workshop to create Gender Audit Instrument	Workshop conducted by May 2012, attended by members of the Committee	Clearer perspective and understanding of the concept of Gender Audit and how it will be conducted by Committee Members	P200,000.00
				Drafting, finalization and test-run of gender audit instrument between May – July 2012	Gender Audit Instruments formulated and tested	P100,000.00
				Completed by end of 2012		

Program/ Activity/Project	Gender Issue/ Concern	GAD Objective	Identified GAD Activity	Target	GAD Performance Indicator	GAD Budget
Organization Focused						
Human Resource Development (Capacity Building)	Unequal level of gender awareness and understanding of concepts among personnel	Sustain a gender responsive organization/ culture	<p>Generation of employee demographics</p> <p>GST for male personnel and couples</p> <p>Training of Trainers for GST; Revision of the Instructor's Guide</p>	<p>Critical areas for intervention identified</p> <p>Conducted by 3rd Quarter of 2012 or included as one (1) module in every training program conducted</p>	<p>Demographic reports for all DOTC offices (including sectoral and attached offices generated</p> <p>List of issues/concerns identified per PAP</p> <p>Gender-sensitive male employees and couples mutually respecting their gender rights</p>	<p>P75,000.00</p> <p>P750,000.00</p>
			<p>Participation in other GAD-related activities and fora: - Women's Month</p>	<p>Continuing activities</p>	<p>% of attendance and active participation in GAD-related activities and fora</p>	<p>P275,000.00</p>

Program/ Activity/Project	Gender Issue/ Concern	GAD Objective	Identified GAD Activity	Target	GAD Performance Indicator	GAD Budget
Organization Focused						
Human Resource Development (Capacity Building)	Unequal level of gender awareness and understanding of concepts among personnel	Sustain a gender responsive organization/ culture	<p>Generation of employee demographics</p> <p>GST for male personnel and couples</p> <p>Training of Trainers for GST; Revision of the Instructor's Guide</p>	<p>Critical areas for intervention identified</p> <p>Conducted by 3rd Quarter of 2012 or Included as one (1) module in every training program conducted</p>	<p>Demographic reports for all DOTC offices (including sectoral and attached offices generated</p> <p>List of issues/concerns identified per PAP</p> <p>Gender-sensitive male employees and couples mutually respecting their gender rights</p>	<p>P75,000.00</p>
			<p>Participation in other GAD-related activities and fora: - Women's Month</p>	<p>Continuing activities</p>	<p>Institutionalization of gender training in the HRD program of DOTC</p> <p>New GST Instructor's Guide (customized to Transport Sector); new set of skilled GST Trainers; enhanced capacity of old trainers to conduct GST</p> <p>Increased gender- sensitivity among DOTC officials and personnel</p>	<p>P750,000.00</p>
					<p>% of attendance and active participation in GAD-related activities and fora</p>	<p>P275,000.00</p>

Program/ Activity/Project	Gender Issue/ Concern	GAD Objective	Identified GAD Activity	Target	GAD Performance Indicator	GAD Budget
Organization Focused						
	Age range of employees render them vulnerable or prone to reproductive illnesses	Ensure an environment responsive to reproductive illnesses	celebration - Attendance to GAD seminars and symposia - Conduct of GAD meetings with DOTC attached agencies Conduct of GAD Assessment and Planning Activity Conduct of physical examinations to determine common illnesses beyond reproductive age: - bone scanning - prostate examination - kidney ultrasound	Increased appreciation for GAD by DOTC officials and personnel Conducted by 4 th Quarter of 2012 Increased awareness of reproductive health and associated illnesses	Favorable feedback from participants Number of activities/services conducted; number of cases	None (sponsored by medical groups)
Client-Focused						
Policy Formulation	Absence of enabling policy framework/ environment on GAD for	Institutionalize/ Mainstream GAD into the transportation policies, activities	Issuance of Department Order/ Policy Direction on: - Gender	By end of First Semester, Department Order has been signed by the Secretary	Signed and launched/ disseminated Department Order	None

Program/ Activity/Project	Gender Issue/ Concern	GAD Objective	Identified GAD Activity	Target	GAD Performance Indicator	GAD Budget
Client-Focused						
	application into the transportation activities and processes	and processes	mainstreaming and gender sensitive policies in the transport sector	DOTC Harmonized Gender Guidelines for Transportation approved by the end of 2 nd Quarter 2012	Approved guidelines disseminated and presented during the Quarterly GAD FP TWG Meeting	None
	Zero-based gender sensitivity, i.e. no gender perspective in the formulation/ issuance of	Mainstream gender concerns/ issues into the transportation policies, plans and programs	Review gender responsiveness of the existing Manual of Standards and Operations for Support Services/ Processes (Administrative, Finance, etc.)	Review and revision of existing Manual completed by end of 2012	Revised manual disseminated; gender-responsive support processes in place	P50,000.00
			Top level orientation on gender mainstreaming and GAD planning and budgeting	Conducted as of 1 st Quarter of 2012 Top level appreciation of GAD and their respective roles in	Top level officials appreciate GAD and related concepts and their role as GAD Focal Points in their respective agencies	P100,000.00

Program/ Activity/Project	Gender Issue/ Concern	GAD Objective	Identified GAD Activity	Target	GAD Performance Indicator	GAD Budget
Client-Focused						
Policy Formulation	Absence of enabling policy framework/ environment for GAD application to transportation activities and processes	Institutionalize/ mainstream GAD in the transportation policies, activities and processes	Formulation of the Manual of Standards and Operations Coordination with the concerned Task Force/ Committees; Planning and PMS on the basic requirements of transport facilities	gender mainstreaming Gender responsive transport services Agreement reached on the basic requirements of transport facilities by 3 rd Quarter of 2012 Data gathering/ preparation of initial design of manual by end of 2012	Initial design of manual of operation submitted Coordinated/ harmonized basic requirements Meetings conducted; initial steps identified in pursuing the development of a tool kit for transport sector Initial design of manual of operation submitted	P50,000.00 None
Public Information	Insufficient knowledge of commuting public on gender issues in transportation	Empower commuting women to assert their rights to mobility and dutyholders'	Preparation of a tool kit for infrastructure in transportation Reproduction and distribution of information materials on human trafficking among DOTC	Continuing activity - info materials/ videos disseminated within 2012	# of meetings conducted; initial steps identified in pursuing the development of a tool kit for transport sector Increased awareness on social responsibility of the transport sector to its stakeholders on matters relating to human trafficking	P50,000.00 P125,000.00

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 programs and projects through stakeholders' compliance to established GAD standards	<p>obligation to provide gender responsive transportation services</p> <p>sectoral and Attached Offices with frontline services for circulation in mass transportations</p> <p>Maintenance and updating of GAD materials including statistics at the DOTC GAD Corner (Library)</p> <p>Maintaining a GAD Corner at the DOTC website</p> <p>Issuance of GAD Newsletter</p> <p>Formulation and design of audit instrument</p> <p>Test run and revision of audit instrument</p>	<p>Growing public awareness on gender issues in transportation with emphasis on human trafficking</p> <p>April to June 2012</p> <p>July to August 2012</p>	<p>Increased interest in gender and development; no. of visitors/researchers in the GAD corner in the library and the DOTC website</p> <p>Public response/ feedback on the materials disseminated</p> <p>No. of GAD newsletter published; increased gender awareness and a more gender sensitive stakeholders</p> <p>Audit instrument formulated</p> <p>Revised audit instrument</p>	<p>None</p> <p>P25,000.00</p> <p>P50,000.00</p> <p>P100,000.00</p>

Program/ Activity/Project	Gender Issue/ Concern	GAD Objective	Identified GAD Activity	Target	GAD Performance Indicator	GAD Budget
Client-Focused						
			Conduct of GAD Audit Account results Formulation of standards for gender responsive infrastructure development	September to November 2012 December 2012	Gender Audit Report submitted Consultative meeting conducted	
Total Budget for CY 2012						P2,300,000.00

Submitted by:

ROWENA S. ROMIGUE
Director III/Head, DOTC GAD TWG

Recommending Approval:

Dante M. Lantini
DANTE M. LANTINI
Assistant Secretary/DOTC GAD Focal Point

APPROVED:

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