



Republic of the Philippines  
**DEPARTMENT OF TRANSPORTATION AND COMMUNICATIONS**

23 March 2012

**DEPARTMENT ORDER NO. 2012- 05**

**SUBJECT: MAINSTREAMING GENDER AND DEVELOPMENT (GAD) IN THE TRANSPORTATION SECTOR (POLICIES, PLANS, PROGRAMS/ACTIVITIES/PROJECTS) AND STRENGTHENING THE GAD FOCAL POINTS IN THE DOTC-CENTRAL OFFICE (CO), ITS PROJECT OFFICES (PMOs), REGIONAL AND SECTORAL OFFICES AND ATTACHED AGENCIES AND CORPORATIONS**

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In line with the Philippine Government's international commitment as a Member Country of the United Nations (UN), Association of Southeast Asian Nations (ASEAN) and the Asia Pacific Economic Cooperation (APEC) and as a signatory to the charter, conventions, agreements and covenant on the principle of equality of men and women and the corresponding national laws and regulations to give full effect to its compliance and implementation, the Department hereby adopts the following policy guidelines:

**A. REFERENCES**

**1.0 International Level**

- 1.1 The Preamble of the 1945 Charter of the United Nations - "to reaffirm faith in fundamental rights, in the dignity and worth of the human person, in the equal rights of men and women of nations large and small";
- 1.2 The Preamble of the 1948 UN Universal Declaration of Human Rights - "whereas the peoples of the United Nations have in the Charter reaffirmed their faith in fundamental rights, in the dignity and worth of the human person and in the equal rights of men and women and have determined to promote social progress and better standards of life in larger freedom";
- 1.3 Article 7 of the 1948 UN Universal Declaration of Human Rights - "all are equal before the law and are entitled without any discrimination to equal protection of the law";
- 1.4 UN International Covenant on Economic, Social and Cultural Rights of 1966 - "the State Parties to the present Covenant undertake to ensure the equal right of men and women to the enjoyment of all economic, social and cultural rights";

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- 1.5 UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) - "all are entitled to equal protection against any discrimination in violation ... to incorporate the principle of equality of men and women in their legal system, abolish all discriminatory laws and adopt appropriate ones prohibiting discrimination against women";
- 1.6 UN Beijing Declaration and Platform for Action of 1995 - that UN Member States are convinced on "equal opportunities and the full and equal participation of women and men as agents and beneficiaries of people-centred sustainable development" and are determined to "equal rights, equal opportunities and equal participation of women and men in all national, regional and international bodies and policy-making processes" and that the UN Member States/Governments adopt and commit to implement the Platform for Action, ensuring that a gender perspective is reflected in all policies and programs;
- 1.7 ASEAN Socio-Cultural Community Blueprint - wherein ASEAN is committed in the promotion and protection of the rights and welfare of women, children, the elderly and persons with disabilities;
- 1.8 Joint Ministerial Statement of 1998 - APEC Ministerial Meeting on Women on the Framework for the Integration of Women in APEC with common themes, in particular on "increase the availability and quality of sex-disaggregated data, research, and analytical information"; "eliminate barriers to women's full participation in the economy"; and "ensure the integration of women in the planning, design, and implementation";
- 1.9 The Millennium Declaration of 2000 - wherein it consolidated a set of interconnected development goals into a global agenda in the form of the Millennium Development Goals (MDGs) and Goal 3 is to Promote Gender Equality and Empower Women with specific target on "invest in infrastructure to reduce women's and girl's time burden"; and
- 1.10 Joint Declaration on the Attainment of the MDGs in ASEAN of 2009 - "make ASEAN a more dynamic, gender responsive, resilient and cohesive regional organization for the well-being of its Member States and people" and "establish a monitoring and evaluation system, including generation of gender statistics for the attainment of MDGs in ASEAN in collaboration with the UN specialized bodies".

## **2.0 National Level**

- 2.1 The 1987 Constitution of the Republic of the Philippines - Article II (Declaration of Principles and State Policies) - which states that "The State recognizes the role of women in nation-building, and shall ensure the fundamental equality before the law of women and men";
- 2.2 Executive Order No. 273 - Approving and Adopting the Philippine Plan for Gender-Responsive Development (PPGD), 1995 - 2025, wherein all government agencies, departments, bureaus, offices and instrumentalities, including government-owned and controlled corporations, at the national, sub-national and local levels, are directed: "to institutionalize Gender and Development (GAD) efforts in government by incorporating GAD concerns in the planning, programming and budgeting processes;
- 2.3 Republic Act No. 7192 of 12 February 1992 - An Act Promoting the Integration of Women as Full and Equal Partners of Men in Development and Nation Building and For Other Purposes - all government departments shall ensure that women benefit equally and participate directly in the development programs and projects of said department, specifically those funded under official foreign development assistance, to ensure the full participation and involvement of women in the development process and all government departments and agencies shall review and revise all their regulations, circulars, issuances and procedures to remove gender bias therein;
- 2.4 Republic Act No. 9710 of 14 August 2009 - An Act Providing for the Magna Carta of Women - the State affirms the role of women in nation building and ensures the substantive equality of women and men. It shall promote empowerment of women and pursue equal opportunities for women and men and ensure equal access to resources and to development results and outcome;
- 2.5 NEDA/DBM/NCRFW Joint Circular No. 2004-1 - "Pursuant to the Annual General Appropriation Act (GAA), Agencies are tasked to formulate a Gender and Development Plan and to implement the same by utilizing at least five percent (5%) of their total budget appropriations;

2.6 Harmonized Gender and Development Guidelines for Project Development, Implementation, Monitoring and Evaluation of 2007 (developed and produced by the National Economic and Development Authority (NEDA), in collaboration with the National Commission on the Role of Filipino Women (NCRFW) - to ensure that government programs and projects at the national and local levels are truly gender-responsive to the issues and concerns of women and men; and

2.7 The Department's Deliverables on President Aquino's Social Contract (16-Point Agenda) on the Promotion of Equal Gender Opportunity in all Spheres of Public Policies and Programs.

## **B. OBJECTIVES**

1. To institutionalize and mainstream Gender and Development (GAD) in the National Transportation Plan and in the Annual and Medium-Term Programs, Activities and Projects of the DOTC-Central Office (CO), its Project Management Offices (PMOs), Regional and Sectoral Offices, and Attached Agencies and Corporations;
2. To integrate the Harmonized Gender and Development Guidelines for Project Development, Implementation, Monitoring, and Evaluation into the Department's Plans and Programs/Activities/Projects; and
3. To establish and operationalize a GAD National Task Force.

## **C. DEFINITION OF TERMS**

1. Gender - means (a) the socially determined differences between women and men such as roles, attitudes, behaviours and values; and (b) the roles, attitudes, and values assigned by culture and society to women and men;

These roles, attitudes, and values define the behaviours of women and men and the relationship between women and men. They are created and maintained by social institutions such as families, governments, communities, schools, churches and media;

2. Development - is the sustained capacity to achieve a better life and that development is for all, equally for women and men;

3. Gender and Development - refers to the development perspective and process that is participatory and empowering, equitable, sustainable, free from violence, respectful of human rights, supportive of self-determination and actualization of human potentials. It seeks to achieve gender equality as a fundamental value that should be reflected in development choices and contends that women are active agents of development, not just passive recipients of development;
4. Gender Analysis - refers to a framework to compare the relative advantages and disadvantages faced by women and men in various spheres of life, including the family, workplace, school, community and political system. It also takes into account how class, age, race, ethnicity, culture, social and other factors interact with gender to produce discriminatory results;
5. GAD Focal Point System - is an interacting and interdependent group of people in all government instrumentalities tasked to catalyze and accelerate gender mainstreaming. It is a mechanism established to ensure and advocate for, guide, coordinate, and monitor the development, implementation, review and updating of their GAD plans and GAD-related programs, activities and projects (PAPs);
6. Gender Mainstreaming - refers to the strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring, and evaluation policies, programs and projects in all social, political, civil, and economic spheres so that women and men benefit equally. It is the process of assessing the implications for women and men of any planned action, including legislation, policies or programs in all areas and at all levels;
7. Gender Responsive - means the consistent and systematic attention to the differences between women and men in society with a view to addressing structural constraints to gender equality;
8. Gender Equality - refers to the principles asserting the equality of women and men and their right to enjoy equal conditions realizing their full human potentials to contribute to and benefit from the results of development, and with the State recognizing that all human beings are free and equal in dignity and rights;
9. GAD Budget - means the cost of implementing the annual GAD Plan, which may include agency PAPs designed to address gender issues and promote women's empowerment and gender equality;

10. GAD Plan - means a systematic designed set of programs, activities and projects with corresponding budget carried out by agencies over a given period of time to address gender issues and concerns in their respective sectors and constituents;
11. Organization-Focused GAD Activities - are activities that seek to: (a) create the organizational environment for implementing gender-responsive policies, programs and projects; and (b) address the gender issues of employees particularly those that affect women's performance as government workers like sexual harassment, low participation of women in human resource development undertakings and decision-making structures and processes, and lack of support to ease women's multiple burden such as day care in the workplace; and
12. Client-Focused GAD activities - are activities that seek to address the gender issues of the agency's clients;
13. Sex-Disaggregated Data - means (a) any data that is cross-classified by sex, presenting information separately for women and men, girls and boys (source: Framework for the Integration of Women in the Asia-Pacific Economic Cooperation (APEC); and (b) statistical information that differentiates between women and men and slows one to see where the gaps are in their positions or conditions.

#### **D. GENERAL APPLICATION**

1. Gender and Development shall be integrated in all transportation policies, plans, and programs/activities/projects of the Department, including its Project Management Offices Regional and Sectoral Offices, Attached Agencies and Corporations;
2. The Department's/PMOs/Agencies and Corporations' annual and medium-term plans, programs/activities/projects shall incorporate the components of GAD in relation to information and education awareness and campaign, development studies, infrastructure development/ implementation/ monitoring/evaluation and human resource capacity building;
3. All transport infrastructure projects for road, railways, air and maritime shall conform to the requirements of the Harmonized Gender and Development Guidelines for Project Development, Implementation, Monitoring and Evaluation; and

4. The yearly GAD activities classified as Organization-Focused and Client-Focused shall be mainstreamed in the Department's/PMOs'/Agencies' programs, activities and projects;
5. The DOTC-CO shall prepare a GAD Manual of Standards and Operations on Information and Education Awareness and Campaign, Development Studies, Infrastructure Development/Implementation/Monitoring/Evaluation and Human Resource Capability Building/Training.
6. A GAD National Task Force shall be constituted to be headed by the DOTC-CO GAD Focal Point with the PMOs', Regional and Sectoral Offices/Attached Agencies'/Corporations' designated Focal Points as members.

**E. ORGANIZATION-FOCUSED ACTIVITIES**

1. The DOTC-CO, its PMOs, Regional and Sectoral Offices and Attached Agencies and Corporations shall constitute their respective GAD Focal Points, GAD Technical Working Groups (TWGs) and Secretariat as the implementing arms for the formulation, monitoring and evaluation of gender-related policies, plans, programs/activities/projects; .
2. The GAD TWGs and Secretariat shall assist the GAD Focal Points in their respective offices/agencies/corporations/project management offices, to be composed of technical staff from planning, project implementation/operation, with support staff from finance and administrative.

GAD Committees shall be organized within the GAD TWG to specifically handle tasks on Information and Education, Planning, Research and Monitoring and Special Projects and other activities as identified and decided upon the DOTC/Agencies' GAD Focal Points;

3. The RMC Chairperson in every region shall serve as the Head of the Regional GAD Focal Point and shall have its own GAD TWG and GAD Secretariat;
4. The GAD TWGs shall conduct the following activities:

- 4.1 Jointly and continuously undertake national and regional Information and Education Advocacy/Information Awareness Campaign on Gender and Development;
  - 4.2 Jointly and continuously train and re-train personnel/staff in their respective agencies to produce experts on Gender and Development on the areas of information dissemination to project planning, project development, project monitoring, project evaluation, programming and budgeting, gender mainstreaming and other related-GAD trainings;
  - 4.3 Jointly develop sex-disaggregated database system and continuously improve/update the same in their respective PMOs/agencies/offices/corporations; for inclusion into central database system at DOTC-CO;
  - 4.4 Jointly conduct Gender Analysis based on the results of the sex-disaggregated database;
  - 4.5 Continuously participate in activities of other national government agencies, local government units, schools/colleges/ universities/institutes, non-governmental organizations, foreign funding institutions based in the Philippines, international activities/commitments (UN, ASEAN, APEC and other related international organizations) relative to the Philippine participation/commitment on Gender and Development chargeable against GAD funds in accordance with the usual accounting and auditing rules and regulations;
  - 4.6 Submit Annual GAD Plans (Annex A) and Annual GAD Accomplishment Report (Annex B), duly recommended by the GAD Focal Point and approved by the Head of the Department/Agency or the authorized representative, to the Philippine Commission on Women (requirements of DBM/NEDA/NCRFW Joint Circular No. 2004-1).
- Submissions from the PMOs, Sectoral Offices and Attached Agencies and Corporations shall be coursed through the DOTC-CO FP.
- 4.7 Jointly monitor and evaluate implementation of Department's/Agencies Annual GAD Plans, Activities and Projects vis-a-vis the guidelines on GAD.



5. GAD FP shall meet every quarter and discuss developments on GAD implementation in their respective Offices/Agencies/Corporations/Project Management Offices and hold GAD Annual Assessment and Planning Session.

**F. CLIENT-FOCUSED ACTIVITIES**

1. Continuously conduct information dissemination and gender awareness campaign among the operators and/or owners of public utility vehicles (PUVs/Buses/Jeepneys), ships, trains/railways, and aircraft and the commuters/riding public;
2. Offices/Agencies/Corporations/Project Management Offices shall:
  - 2.1 Ensure that gender-responsive policies and guidelines are implemented by operators and/or owners of PUVs/buses/jeepneys, ships, trains/railways, and aircraft; in the passenger bus stations and terminals, airports and seaports, railways nationwide as well as in the provision of facilities and services that are convenient, safe, secured and clean for the use of men, women, children, elderly, and persons with disabilities (PWDs);
  - 2.2 Institutionalize a common format for sex-disaggregated database system in Passengers' Profiling/Recording for operators and/or owners of PUVs/buses/jeepneys, ships, trains/railways, aircraft, passenger stations and terminals and monitor the regular updating and submission of the same to the Department Central Data Base System; and
  - 2.3 Conduct stakeholders' consultation on gender issues in transportation/infrastructure, identify programs, activities and projects that would address these issues the results of which shall be officially reported to the Department, through its GAD Focal Point.

**G. SPECIFIC APPLICATION**

1. Gender Audit shall be conducted in all DOTC offices in the Central Office, PMOs, Regional and Sectoral Offices and Attached Agencies and Corporations in order to identify the gaps and gender issues in the transport sector;

2. Development Study/Social Impact Analysis - Specific analysis/evaluation and recommendations on gender-related issued shall be incorporated in the locally- and foreign-funded transport development studies (masterplan studies and feasibility studies); to include service level standards in service-oriented industry; and
3. GAD Checklist for Infrastructure Projects shall be considered in the project identification, project design, project implementation and management, and project monitoring and evaluation for the air, road, rail, and maritime transport.

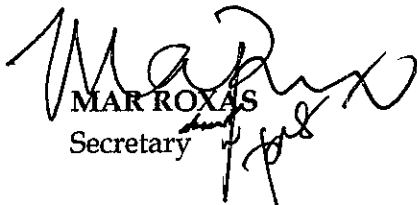
#### H. IMPLEMENTING MECHANISMS

1. The Offices/Project Management Offices/Agencies/Corporations GAD FP and TWG shall monitor the compliance to this Department Order and submit findings and recommendations to the Department-CO (Office of the Secretary) through the Undersecretary for Operations, for endorsement to the Philippine Commission on Women;
2. The five percent (5%) annual allocation from the GAA under NEDA/DBM/NCRFW Joint Circular No. 2004-1 shall be utilized exclusively for GAD related plans, programs/activities/projects;
3. Heads of Sectoral and Attached Offices/Agencies/Corporations/Project Management Offices shall issue a Memorandum Order to its officials and personnel in their central and regional offices for the implementation of this Department Order, a copy of which shall be officially transmitted to the DOTC-CO, through its GAD Focal Point.

All orders, memoranda, circulars and issuances inconsistent herewith are deemed revoked and/or superseded.

This Order shall take effect immediately.

For strict compliance.

  
MAR ROXAS  
Secretary

