

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2017**

Sequence No.: 2016-002440				
Organization: Maritime Industry Authority			Organization Category: National Government, Attached Agency	
Organization Hierarchy: Department of Transportation and Communications, Maritime Industry Authority				
Total Budget/GAA of Organization:	751,560,000.00			
Total GAD Budget	92,000,000.00	Primary Sources	92,000,000.00	
		Other Sources	0.00	
% of GAD Allocation:	12.24%			

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
CLIENT-FOCUSED ACTIVITIES									



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1	Vulnerability of women and children onboard passenger ships	Lack of safety awareness of passengers Notwithstanding that MARINA has existing safety policies(e.g. safety film/voice tape), accidents/incidents still happens where mostly, women and children are affected	To reduce number of casualty particularly of women, children, PWDs and elderly onboard passenger ships To improve/enhance the safety culture of the riding public		- Implementation of MC on Safety 1. Conduct of inspection on board 2. Conduct of safety caravan	Number of inspections- One for CO, one per ROs (end of 2017) Safety Caravan conducted - Number of places where Safety Caravan was conducted (Luzon, Visayas, Mindanao) Ligtas Byahe Activities conducted - Number of places where Safety Caravan was conducted (Luzon, Visayas, Mindanao) Number of inspected/monitored ships- 600 ships	3,900,000.00	GAA	PPS/MROs



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2	Lack of gender-responsive facilities onboard domestic passengers ships	Limited awareness of Gender as applied to the Sector among Shipowners and Operators	To equip domestic shipowners /operators with gender lense/s and be aware of gender issues in shipping operation services	MFO: Maritime Industry regulatory services	Conduct of GST for Group 1 - Large and Medium scale passenger ship operators/owners.	Number of GST conducted- End of 2017 12 GSTs conducted (1 each for CO & 11 MROs)	3,600,000.00	GAA	DSS / FS and MROs
3	Lack of gender-responsive facilities onboard domestic passengers ships	Limited awareness of Gender as applied to the Sector among Shipowners and Operators	To equip domestic shipowners /operators with gender lense/s and be aware of gender issues in shipping operation services	MFO: Maritime Industry regulatory services	Conduct of GST for Group 2 - small scale banca owners/operators	Number of GST conducted during mobile registration - at least 1 mobile registration activity per qtr for each MRO and 2 mobile activities for CO) End of 2017	2,300,000.00	GAA	DSS / FS and MROs
4	Lack of gender-responsive facilities onboard domestic passengers ships	Limited awareness of Gender as applied to the Sector among Shipowners and Operators	To equip domestic shipowners /operators with gender lense/s and be aware of gender issues in shipping operation services	MFO: Maritime Industry regulatory services	Data gathering during market survey and PSRS survey	No of authorized links surveyed /# passengers - (MROs) routes affected by phased-out of WHS End of 2017 No. of ships surveyed under PSRS - (CO) 20 ships	1,000,000.00	GAA	DSS and MROs



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5	Lack of gender-responsive facilities onboard domestic passengers ships	Limited awareness of Gender as applied to the Sector among Shipowners and Operators	To equip domestic shipowners /operators with gender lense/s and be aware of gender issues in shipping operation services	MFO: Maritime Industry regulatory services	Updating of sex disaggregated database	Database updated-within one(1) month after each survey	100,000.00	GAA	DSS / FS and MROs
6	Lack of gender-responsive facilities onboard domestic passengers ships	Limited awareness of Gender as applied to the Sector among Shipowners and Operators	To equip domestic shipowners /operators with gender lense/s and be aware of gender issues in shipping operation services	MFO: Maritime Industry regulatory services	Report Generation, Analysis of survey results and identification of gender issues	Report generated as input to GAD Analysis- Within 1st quarter of 2017	100,000.00	GAA	DSS and MROs
7	Low level of awareness of clientele on MARINA GAD Programs	Poor information campaign	To broaden support for GAD among MARINA clientele		Conduct of Info Drive/Campaign on Revised, gender-responsive/sensitive MCBased on sex-disaggregated dataBased on target audience of MARINA activity)	Info drive conducted Number of places where info drive was conducted (Luzon, Visayas, Mindanao) - 4 in Luzon 3 in Visayas 5 in Mindanao (CO & MROs)	3,900,000.00	GAA	DSS / FS and MROs



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8	Ship riders are not actively involved in the promotion of safety in shipping.	Insufficient knowledge on safety policies in shipping	To encourage active participation of women and other maritime organizations in the promotion of maritime safety	MFO: Maritime Industry Regulation Services Maritime Industry Policy Services	- Implementation of the WIMA on Watch (WoW) Project 1. Conduct of Training to WIMAPHIL Member (This training is just a start after the WOW Module revision)	Number of trainings - 3 Trainings conducted (Luzon, Visayas, Mindanao) EO 2017	1,500,000.00	GAA	Sectoral TWG (Lead: MSS)MARINA GAD FP TWGs MROs
9	Gender differentiated needs & concerns are not adequately considered in shipping requirements	Policies on shipping requirements do not have gender perspective	To provide policies that respond to gender needs	MFO: Maritime industry policy services	Review and revision of MC 108 on the Accreditation of Marine Surveying Companies	MC 108 reviewed using gender as criteria - End of June 2017	1,000,000.00	GAA	SRS, MFAS, MDS, MROs
10	Gender differentiated needs & concerns are not adequately considered in shipping requirements	Policies on shipping requirements do not have gender perspective	To provide policies that respond to gender needs	MFO: Maritime industry policy services	Formulation of new MC on the accreditation of ship recycling and shipbreaking entities	New MC on Accreditation of ship recycling & shipbreaking entities formulated - end of December 2017	1,000,000.00	GAA	SRS, MFAS, MDS, MROs



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11	Shipbuilding - shiprepair Manpower Information Database lacks gender perspective	Unavailability of gender responsive information system	To provide an improved & updated SBSR database system to include sex disaggregated data	MFO: Maritime industry policy services	Conduct of gender survey for the SBSR Sector	56 shipyards surveyed- End of December 2017	1,800,000.00	GAA	SRS, MFAS MDS, MROs
12	Continuing bias on preference for male over female applicants by placement agencies and shipping companies on the basis of the economic, security, morality and social issues	Lack of Gender sensitivity on the part of placement agencies and shipping companies	Increased employment opportunity for female cadettes / seafarers	MFO: Maritime Industry Regulation Services	Conduct of EIC campaign on GAD to shipping companies and placement agencies including public consultations	No. of Awareness Campaign conducted (P50,000 / MROs) - 1st quarter of 2017	250,000.00	GAA	MDS/STCWO/ MROs



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13	Continuing bias on preference for male over female applicants by placement agencies and shipping companies on the basis of the economic, security, morality and social issues	Lack of Gender sensitivity on the part of placement agencies and shipping companies	Increased employment opportunity for female cadettes / seafarers	MFO: Maritime Industry Regulation Services	Data collection on number of female graduates of maritime course, number of female cadettes who completed 3 years academic requirements, number of female seafarers currently on board, shipping companies hiring female seafarers with information on vessel size.	Database installed (P10,000 / MROs) - 2nd quarter of 2017	250,000.00	GAA	MDS/STCWO/ MROs
14	Continuing bias on preference for male over female applicants by placement agencies and shipping companies on the basis of the economic, security, morality and social issues	Revised MC 3 incorporated on the specific GAD issues	Increased employment opportunity for female cadettes / seafarers	MFO: Maritime Industry Policy Services	Review and amendment of MC 3	Implemented the approved Revised MC 3 - 1st quarter of 2017	250,000.00	GAA	MDS/STCWO/ MROs



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15	Continuing bias on preference for male over female applicants by placement agencies and shipping companies on the basis of the economic, security, morality and social issues	Revised MC 3 incorporated on the specific GAD issues	Increased employment opportunity for female cadettes / seafarers	MFO: Maritime Industry Policy Services	MC 3 complete review and amended . Continued public consultations	Number of stakeholders / clientele attendees (P30,000 / MROs) - 2nd quarter of 2017	250,000.00	GAA	MDS/STCWO/ MROs
16	Insufficient information on client's gender needs and how best to address the needs	Insufficient knowledge among clients of women's rights and opportunities as provided for in RA 7192 and RA 9710 (MARINA) Not sufficient information as to the needs of clients hence to address it	Improved gender responsiveness of programs and projects in the maritime industry	MFO: Maritime Industry Regulation Services	- Survey questionnaire specifically formulated for the following: 1. Seafarers (Male/Female) 2. Seafarers Wives/Children 3. CMP Holders and Wives - Formulation of GAD-related programs based on the needs identified for the target clients	Questionnaire formulated - Database - Programs and projects addressing to the needs (P50,000 / MROs) - 2nd quarter 2017 GAD-related programs based on the needs of the target clients - 3rd quarter 2016	1,000,000.00	GAA	MDS/STCWO/ MROs



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17	Low level of gender awareness among Officers/ Crew & families and Owners of Vessels below 35 gross tonnage	Lack of gender trainings	Increased gender responsiveness of maritime programs and projects	MFO: Maritime Industry Regulation Services	Conduct of Gender Sensitivity Training (GST) to these focus clients continuing	Conduct of GST quarterly (P300,000 / MROs) - 4GSTs conducted in 2017	1,200,000.00	GAA	MROs
18	Low level of gender awareness among Officers/ Crew & families and Owners of Vessels below 35 gross tonnage	Lack of gender trainings	Increased responsiveness of maritime programs and projects	MFO: Maritime Industry Regulation Services	Trainer's Training for MBST and other manpower functions established	Conduct of Trainer's Trainings for MBST and other manpower functions - Conducted quarterly	300,000.00	GAA	MROs
19	Difficulty experienced by pregnant women, clients with infant/children, senior citizens and PWDs when transacting business at the STCWO/MDS	Lack of facilities for pregnant women, clients with infant/children, senior citizens & PWDs at STCWO/MDS	Improved access to gender differentiated needs among clients	MFO: Maritime Industry Regulation Services	Provision courtesy lane for pregnant women, clients with infant/children, senior citizens & PWDs	Central & MROs courtesy lane already established - MARINA Advisory	100,000.00	GAA	STCWO/MDS/ MROs



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20	Seafarers tend to spend their vacation time on transacting business with STCWO/MDS in Manila instead of bonding with their families in the regions	Issuance of STCW Certificates and seafarers documentation are centralized in Manila	Improved access to STCWO services & more time for family bonding among seafarers	MFO: Maritime Industry Regulation Services	Issuance of Administrative Order authorizing decentralization of functions	Authority to discharge the functions delegated to MROs (P100,000 / MROs) - No. of Job Orders hired/region 3rd quarter of 2016	1,500,000.00	GAA	STCWO/MROs
21	Absence of GAD Center	No facility to hold large batches of seafarers during the conduct of GAD training programs intended for them	Strengthened & extensive advocacy for GAD among seafarers	GASS: GAAS and MROS Line Offices	Establishment of GAD center	Submitted Project Proposal - End of 2017	27,000,000.00	GAA	MFAS/MROs/Line Offices
ORGANIZATION-FOCUSED ACTIVITIES									
22	Existing policies & data on personnel are no longer adequate to meet the demands of the changing composition of the organization	Constant change in composition of personnel due to hiring, retirement, etc.	To develop and implement a gender responsive policies addressing issues and concerns of the organization	GASS: General Administrative & Support Service	Maintain / update of MARINA GAD Information System Design, monitoring, evaluation of survey tool	M & E tool established - 1st Semester 2017	200,000.00	GAA	MFAS



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23	Low level of gender awareness among MARINA personnel	Newly hired personnel have not undertaken gender sensitivity training	Sustained gender sensitivity of personnel	GASS: General Administrative & Support Services	Conduct of Gender Sensitivity Training Programs for newly-hired personnel	100% of the newly hired MARINA employees are sensitive and responsive to gender issues - GST conducted one (1) each for Luzon, Visayas & Mindanao (End of 2017)	1,500,000.00	GAA	MFAS
24	Insufficient knowledge on current GAD-related laws & issuances among MARINA personnel	Lack of training on GAD related laws and issuances	To provide information on gender laws / issuances affecting women and children	GASS: General Administrative and Support Services	Conduct seminar on GAD related laws particularly on Solo-parent Act, Magna Carta for Women, VAWC Act, Law on Anti-Sexual Harassment	Number of seminars conducted - One (1) each for Luzon, Visayas and Mindanao (End of 2017)	3,000,000.00	GAA	MFAS
25	MARINA personnel lacks capacity for mainstreaming Gender issues & concerns in their work	Lack of training	To come up with an effective GAD program		Conduct of GAD Training Programs (Gender analysis, mainstreaming, audit, planning workshop)	GAD trainings / workshops conducted : knowledge and skills on GAD upgraded- One each for Luzon, Visayas and Mindanao (End of 2017)	1,500,000.00	GAA	MFAS



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26	Limitation of the existing MARINA website in disseminating GAD-related information	Information in the GAD Corner/website needs continuous updating	Improved awareness on gender and development programs		Continuous updating/posting of GAD reading materials in the GAD Corner of MARINA, including website	Updated GAD corner and website - Quarterly updating of GAD Corner and MARINA website	500,000.00	GAA	MFAS
27	MARINA Employees' Manual is outdated in terms of integrating current pressing gender issues of its personnel	Structural changes & additional mandates have prompted gendered impacts on the personnel of the organization	Increased gender responsiveness of MARINA Employees Manual	GASS: General Administrative And Support Services	- Gathering consolidating of contents / components of the manual - Gender Analysis of Employees' Manual	Completed material/inputs - End of 2017 Completed, Gender Responsive Employees' Manual - End of 2017	1,000,000.00	GAA	MFAS
28	The need to protect safety of 445 MARINA women personnel	Workplace is inaccessible to public transportation (Among the 445 total women personnel in MARINA, 133 of which is working on a 3-shift schedule until 10:00 pm, on rotation basis)	To provide safety and convenient transportation to MARINA women personnel		Procurement of four (4) units shuttle bus thru bidding	Successful bidding - End of 2017	32,000,000.00	GAA	MFAS
SUB-TOTAL							92,000,000.00	GAA	
TOTAL GAD BUDGET							92,000,000.00		



Prepared By:	Approved By:	Date
		06/30/2016

