

FY 2013 ANNUAL GAD PLAN

Department: Department of Transportation & Communications (DOTC)					
Agency: Maritime Industry Authority (MARINA)					
Program/ Activity/ Project	Gender Issue/ Concern	GAD Objective	Identified GAD Activity	Target	GAD Performance Indicator
<u>Human Resource Management / Development</u>	<ul style="list-style-type: none"> Existing training modules on GAD are not tailor-fit to the agency concerns 	To capacitate MARINA personnel to distinguish gender issues/concerns pertinent to its mandate and address these in its PAPs	<p>Conduct of customized GST for all personnel</p> <p>Conduct of Gender Analysis / Gender Mainstreaming Seminar cum Planning Workshop for GFP and TWG members</p>	<p>MARINA personnel able to respond to/address gender issues</p> <p>100% MARINA personnel trained and acquired a level of gender sensitivity</p> <p>One (1) Training on Gender Mainstreaming, Gender Analysis, and Gender Audit conducted quarterly</p>	<p>Revised training modules; Listing of newly identified gender issues specific to MARINA, new views, skills, attitude of participants</p> <p>3 GST trainings conducted (March/June/September)</p> <p>Demonstrated new ways of looking at things; improved skills for gender analysis and planning</p>
	<ul style="list-style-type: none"> There is a need to form a pool of GAD trainers who have expertise in transportation/maritime industry 	To ensure quality GAD trainings responsive to the needs of the agency and have them readily available for MARINA/DOTC	Conduct a Training of Trainers in GST; Conduct trainings in Gender Mainstreaming, Gender Analysis, and Gender Audit for prospective members of the Training Pool	Enhanced capacity of the Agency to provide quality GAD trainings that are suited to its needs	<p>No. of accredited MARINA GAD Trainers (6);</p> <p>GAD Trainers /Pool in place</p> <p>Demonstrated skills in the use of technical language & application of concepts</p>
	<ul style="list-style-type: none"> No structures/strategic mechanisms in place to support gender mainstreaming, i.e. gender database of MARINA personnel 	To address relevant gender issues based on the database of MARINA personnel	Profiling and analysis of data on personnel*	100% completed database of MARINA personnel	Gender issues identified

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	<ul style="list-style-type: none"> Lack of external network of support for the mainstreaming activities of MARINA 	To broaden and strengthen network of support for Gender Mainstreaming	Membership and active participation in Women in Maritime Association of the Philippines (WIMAPHIL)	100% of female MARINA Employees registered to WIMAPHIL; Strengthened social responsibility and advocacy on GAD related issues	WIMAPHIL support to GAD activities of MARINA (participation in activities such as women's month celebration; support to GAD advocacy; sharing of resources-speakers, information materials, etc.)
II - CLIENT – FOCUSED					
Regulation & Supervision of the Maritime Industry & Franchising of Domestic Water Transportation ➤ Economic Regulation & Supervision of the Domestic Shipping Industry ➤ Regulation & supervision of the overseas shipping industry ➤ Regulation & licensing of all shipyards in the Philippines	Lack of policies/ guidelines that will address gender-issues identified from the survey in the domestic/ overseas shipping and Shipbuilding & Ship Repair sector	To make the PAPs gender responsive	<u>Phase I</u> Study of survey results, identification of gender issues/concerns and formulation of recommendations <u>Phase II</u> Conduct of surveys for overseas shipping & shipbuilding/ship repair (SBSR) sectors to identify gender issues	Consolidated survey results covering the domestic shipping sector; 2 surveys conducted for overseas shipping and SBSR sectors (March to April); Consolidation of survey results covering the overseas shipping and SBSR sectors	Findings from the survey conducted highlighting critical gender issues;

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<p>➤ Formulation of the maritime industry policy development program and plans</p>	<ul style="list-style-type: none"> There is generally low level of gender responsiveness of PAPs due to policies and regulations that do not explicitly contain GAD principles nor prescribe mainstreaming gender concerns 	<p>To make MARINA Circulars, rules and regulations gender responsive by mainstreaming gender issues/concerns</p>	<p>Review existing MCs, rules and regulations and identify which should be gender sensitized;</p> <p>Analyze surveys conducted in the maritime sector and draw out pressing gender issues;</p> <p>Revision of MCs to mainstream gender issues/ concerns ;</p> <p>Validation, revision, and issuance of priority MCs</p>	<p>Gender issues/concerns identified/established;</p> <p>Drafted 3 MCs for the 3 sectors;</p> <p>Gender responsive policies in place by December 2013</p>	<p>Findings from survey conducted;</p> <p>No. of related MCs validated/ revised</p>
<p>➤ Maintenance & Operation of an Integrated and Quality Information Systems</p>	<ul style="list-style-type: none"> Lack of sex-disaggregated data for seafarers in the Seafaring Industry (domestic and overseas) 	<p>To make PAPs gender responsive and based on the realities of the seafarers</p>	<p>Design of Survey Form Conduct of Survey Encoding of Gathered Data Generation of Summary Tables Data Analysis/ Formulation of Recommendations and Report Preparation</p>	<p>Database on profile of seafarers providing the following data</p> <ul style="list-style-type: none"> Age Sex Civil Status Educational Attainment Positions Salaries Length of Service per position Skills Work station Illness/ Sickness Dependents 	<p>Results of Survey conducted and recommendations</p>

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➤ Development of Maritime Manpower Development Programs	<ul style="list-style-type: none"> Lack of gender responsive services/assistance to wives of seafarers and other maritime workers 	To inform the wives of seafarers and other maritime workers (i.e. welders, shipyard workers) regarding their rights, health hazards posed by maritime and related work on both seafarers and their wives/partners.	<p>Conduct of gender sensitivity trainings</p> <p>Conduct of Health Awareness Programs;</p> <p>Conduct of periodic medical missions for wives/partners & families of seafarer & other maritime workers</p>	Minimum of three (3) trainings (CO/ROS);	<p>No. of trainings conducted (3rd quarter)</p> <p>Reported new knowledge & attitudes transformed views & behavior of those who attended the training;</p> <p>No. of beneficiaries reported; Effect on beneficiaries</p> <p>Healthy and productive maritime workers</p>
Support to Operations Development of Maritime Manpower Development Programs	<ul style="list-style-type: none"> Need to empower wives and families of other maritime workers 	<p>To provide guidance to wives and families of other maritime members in spending the hard-earned income of their husbands/fathers;</p> <p>To provide various opportunities for investments</p>	Conduct of Livelihood trainings	<p>Empowered wives of maritime workers;</p> <p>Increased economic options for wives and families of seafarers and other maritime workers</p>	Reported new knowledge, skills and attitudes gained
	<ul style="list-style-type: none"> Disproportionate ratio of male and female workers in Shipbuilding / Shiprepair (SBSR) Industry Limited economic options for women survivors of human trafficking 	<p>To promote women's employment in non-traditional fields;</p> <p>To provide employment to women who have been saved from human trafficking,</p>	<p>Identify Training and job opportunities;</p> <p>Recruit/Hire women who have been saved from human trafficking</p>	<p>Increased economic options for women, particularly survivors of human trafficking</p>	<p>No. of trainings conducted (4th qtr.)</p> <p>No. of trafficked women employed</p>

		especially in piers, housed at halfway houses built by PPA and being managed by the Visayan Forum Foundation.			
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Recommended by:

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Approved by:

Date: 03 July 2012

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