

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2014**

Reference: Direct Encoding (No GPB in database)				
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:	536,498,000.00			
Actual GAD Expenditure	2,111,639.70	Original Budget	7,169,636.00	
		% Utilization of Budget	29.45	
% of GAD Expenditure:	0.39%			

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	11	12
CLIENT-FOCUSED ACTIVITIES											
1	Lack of gender responsive Agency PAPs	Unable to address actual gender gaps surfaced in the 2010 survey onboard ships	To be able to formulate gender responsive MARINA Circulars (MCs), rules and regulations relative to safety	MFO: Major Final Output 2 Regulatory and Enforcement Services	Review/revise existing MCs, rules and regulations to mainstream gender issues/concerns	Gender responsive policies, rules and regulations Revision to the following MCs: MC 98/96,MC 72/136,MC 135,MC 76,MC 174,MC 2007-02,MC 181,MC 186,MC 137 -in place by December 2014	Conducted random assessment / survey onboard domestic ships relative to the implementation of the MARINA Circulars (MCs) No. 72/136 and 135 as inputs to the revision of said MCs. Conducted PSRS survey onboard Philippine-registered domestic ships	2,000,000.00 GAA	378,000.00 GAA	Planning & Policy Services (PPS)	Actual cost/expenditure - PhP 378,000 (Use of Income and Regular Fund) Conducted PSRS survey onboard Philippine-registered domestic ships - Additional Accomplishment



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	11	12
2	Low level of gender sensitivity of right-holders in the five (5) maritime industry sectors/sub-sectors (domestic shipping, overseas shipping, shipbuilding & ship repair, maritime manpower & maritime safety)	Failure of the agency to promote/foster gender and development in the maritime industry.	Increased gender responsiveness of maritime industry sectors/sub-sectors gender responsive Significant level of cooperation and support from maritime industry right-holders in the implementation of MARINA GAD-related policies, plans, programs, activities and projects	MFO: Major Final Output Regulatory and Enforcement Services.	Conduct of Gender Sensitivity Training for maritime industry right-holders	GST conducted for the different maritime industry sectors/ sub-sector- Four (4) batches of GST conducted for the period: March, June, September, December	62 participants (15 MARINA employees & 47 clients) were trained)	800,000.00 GAA	719,879.11 GAA	HRMDD of MFAS, DSS, MDS, OSS, SRS, MSS	
3	Low level of gender sensitivity of right-holders in the five (5) maritime industry sectors/sub-sectors (domestic shipping, overseas shipping, shipbuilding & ship repair, maritime manpower & maritime safety)	Insufficient information/knowledge on GAD	To provide basic information on GAD related/responsive services/assistance programs	MFO: Regulatory services	Seminar on Gender Laws	Attendance of MARINA clients/right-holders in the seminar "Violence against Women" - 30 June 2014	35 MARINA personnel and right-holders of MARINA Regional Office VII	25,000.00 GAA	24,700.00 GAA	HRMDD of MFAS, GAASS of MFAS	
4	Seafarers are prone to contacting HIV-AIDS given the nature of their work & the prevailing culture among them.	Lack of awareness on the risks & prevention of HIV-AIDS among seafarers	Increased understanding of gender relations & the risks and prevention of HIV-AIDS among seafarers	MFO: HR/GAASS	DOH Lecture on HIV-AIDS	Daily lectures to Applicants for issuance and renewal of Seafarers Identification Record Book (SIRB) - done regularly within the year	Lectures doneregularly to seafarers prior to issuance of their SIRBs, with testimonies from invited seafarers wives affected with HIV AIDS	0.00 GAA	0.00 GAA	Manpower Development Service (MDS)	No expenses involved

ORGANIZATION-FOCUSED ACTIVITIES



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	11	12
5	Incomplete and inadequate data in the Personnel Information System (PIS) (covering the officials and employees of the Central Office (CO) and the MARINA Regional Offices (MROs) to support gender mainstreaming efforts in the organization	Movement among organic personnel brought about by promotion retirement new hires owing to the approval of the MARINA RATPlan	Increased capacity of the PIS to inform / support policy formulation and planning for personnel	MFO: Major Final Output 1 Policy/Plan Formulation Services	- Updating/ maintenance of the database of MARINA officials	Updated database of MARINA officials- end of 3rd Quarter 2014	Updated MRO VI personnel profiles generated and data analyzed	500,000.00 GAA	1,000.00 GAA	HRMDD of MFAS, GAASS of MFAS	Cost for supplies and materials only
6	Incomplete and inadequate data in the Personnel Information System (PIS) (covering the officials and employees of the Central Office (CO) and the MARINA Regional Offices (MROs) to support gender mainstreaming efforts in the organization	Movement among organic personnel brought about by promotion retirement new hires owing to the approval of the MARINA RATPlan	Increased capacity of the PIS to inform / support policy formulation and planning for personnel	MFO: Major Final Output 1 Policy/Plan Formulation Services	Review of existing personnel policies / program fomulation of gender responsive policies / reformulation of existing policies to make them responsive to current needs and concerns of MARINA personnel	Gender responsive policies on the following: Hiring/Recruitment/Promotion/Training/Scholarship - end of 2014	Not accomplished	0.00 GAA	0.00 GAA	HRMDD & GAASS of MFAS	Time was focused on the filling-up of vacant positions



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	11	12
7	Incomplete and inadequate data in the Personnel Information System (PIS) (covering the officials and employees of the Central Office (CO) and the MARINA Regional Offices (MROs) to support gender mainstreaming efforts in the organization	Movement among organic personnel brought about by promotion retirement new hires owing to the approval of the MARINA RATPlan	Increased capacity of the PIS to inform / support policy formulation and planning for personnel	MFO: Major Final Output 1 Policy/Plan Formulation Services	Profiling and analysis of data on MARINA officials	Personnel profiles generated needs and concerns identified and considered in planning programs and projects - end of 2014	Not accomplished	0.00 GAA	0.00 GAA	GAASS of MFAS	Due to absence of survey tool and programmed database
8	Lack of training / lack of personnel to update / undertake profiling and data analysis under the PIS	No priority given in updating/ maintaining personnel database Lack of appreciation on the importance of gender main-streaming	To enhance the encoding & analytical skills of Data Users	MFO: Support to Operations-GAASS	Conduct of user's training on encoding	One (1) in-house User's Training conducted - end of 2nd semester	No accomplishment.	300,000.00 GAA	0.00 GAA	HRMDD & GAASS of MFAS	Database program is not yet installed /established
9	Absence of an organized GAD Trainers in the Organization	Need to develop training skills of MARINA personnel focusing on GAD perspective	To create pool of MARINA GAD Trainers	MFO: Support to Operations-GAASS	Conduct of Trainers' Training	Pool of MARINA GAD Trainers created - end of December 2014	Not Accomplished	250,000.00 GAA	0.00 GAA	HRDD and GAASS of MFAS	Targetted participants are not available due to priority activities
10	Absence of mechanism to audit / implement Gender & Development in the Agency	Need to enhance the Audit skills of MARINA personnel	Strengthened capacity of the organization to effectively address gender gaps in the implementation of policies, plans, programs, projects and activities	MFO: Major Final Output 1 Policy/Plan Formulation Services	Conduct of workshop to craft MARINA's gender audit tool	One (1) workshop conducted for the Top Management, Directorate- 3rd Qtr 2014	Gender Audit questionnaire developed	800,000.00 GAA	141,642.15 GAA	HRMDD of MFAS / Planning & Policy Services (PPS)	Gender Mainstreaming Evaluation Framework was used



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	11	12
11	Lack of coordination or overseeing GAD Special Activities introduced by organization/ entities (such as DOTC, PCW, CSC, NEDA, NGOs, etc.)	Giving less attention or priority to the conduct of special activities directly or indirectly affecting GAD concerns	To renew consciousness and be updated or on relevant GAD concerns	PAP: Continuous networking with organizations/ entities suggesting or endorsing special GAD related activities	2014 National Women's Month Celebration(As annually endorsed by the Civil Service Commission, where funds can be sourced from GAD budget)	Number of MARINA personnel who participated in the National Women's Month Celebration - as scheduled	MARINA personnel participated / attended to GAD activities as required by other related agencies, e.g. PCW / DOTC	200,000.00 GAA	57,532.00 GAA	HRMDD & GAASS of MFAS	
12	Lack of coordination or overseeing GAD Special Activities introduced by organization/ entities (such as DOTC, PCW, CSC, NEDA, NGOs, etc.)	Giving less attention or priority to the conduct of special activities directly or indirectly affecting GAD concerns	To renew consciousness and be updated or on relevant GAD concerns	MFO: HR / GAASS	Participation in DOTC-wide GAD activity	Active participation in DOTC-initiated National GAD planning Conference by selected members of MARINA-GAD TWG- upon receipt of invitation	Participated / attended DOTC GAD National Planning Workshop held at the Estrellas de Mendoza Playa Resort, Batangas City on 27-28 November 2015	150,000.00 GAA	75,344.17 GAA	HRMDD of MFAS / GAD Focal Point SYstem	
13	Officials and staff have encountered difficulties in integrating GAD into the policies / projects of MARINA	Lack of appropriate training	Strengthened capacity of the organization for gender analysis	MFO: Major Final Output 1 Policy/Plan Formulation Services	Conduct of Training on Gender Analysis (GA)	Trainings in GA conducted specially women in Top Management, Directorate and DCs pf the agency for the period - 2nd semester of 2014	No accomplishment	500,000.00 GAA	0.00 GAA	HR / GAASS	HR personnel focused on the filling-up of vacant positions pursuant to the implementation of DBM-approved RATPlan
14	MARINA policies are not yet gender sensitive	Lack of time to review the MARINA policies	Increased gender responsiveness of MARINA Plans and Programs	MFO: Policy/Plan Formulation Services	Review/ Formulation of gender responsive maritime industry development programs and plans	Gender responsive MARINA Plans and Programs - December 2014	Two(2) MARINA policies were reviewed/submitted to MANCOM, specifically Service Standards and Passenger Service Rating System (PSRS)	120,000.00 GAA	20,000.00 GAA	Planning & Policy Services (PPS) / Domestic Shipping Service	



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	11	12
15	Insufficient knowledge among officials and staff in general mainstreaming	Absence of GAD policy directive from Management	Strengthened capacity of the organization for gender mainstreaming Improved ability specially women in top management, directorate and DCs to lead gender mainstreaming in the agency	MFO: Policy/Plan Formulation Services	Conduct of Gender Mainstreaming (GM) Seminar cum Planning Workshop	Knowledge, skills and attitudes of top level management manifested and supported gender mainstreaming - end of 3rd Quarter 2014	Conducted Training on Building Capacities for Gender Mainstreaming' on 25-26 October 2014 for Central & Regional Offices	500,000.00 GAA	390,109.41 GAA	HRMDD & GAASS of MFAS	43 MARINA personnel attended
16	Lackof information on Sec. 17, item no. 6 "Prevention and Management of reproductive tract cancers, e.g. breast & cervical cancers and other gynecological conditions & disorders	Known cases of reproductive tract-related conditions/disorders among female MARINA personnel	Improve access of MARINA personnel to practical gender needs, such as: prevention of reproductive tract-related illnesses	MFO: Continuous networking with organizations/ entities suggesting or endorsing special GAD related activities	Lecture on Papillomavirus	One (1) Lecture conducted- end of June 2014	One(1) Lecture, 56 attendees-MARINA personnel and right-holders on 03 March 2014	7,500.00 GAA	7,500.00 GAA	GAASS OF MFAS	
17	Lack of participation in GAD activities initiated by DOTC, PCW, other networks & collaborators	Lack of coordination with networks and giving less priority to GAD activities	To establish broader network of support in Mainstreaming GAD in the organization	MFO: HR/GAASS	Continuous networking with organizations/ entities relative to GAD activities	Attendance to GAD related activities through Women in Maritime Philippines(WIMAPHIL)- 3RD Qtr Organized WIMAPHIL in Regional Offices -end of December 2014	Attended meetings Organized WIMAPHIL Chapters / Citizens of the Sea / Coastal Law Enforcement Alliance Team (CLEAR),/ Seafarer's Wives Association of the Philippines, INc (SWAPI)	9,200.00 GAA	9,200.00 GAA	HRMNDD & GAASS of MFAS	Additional accomplishment



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	11	12
18	Profiling and analysis of data in the Personnel Information System (PIS) stalled	Lack of personnel to update / undertake profiling & data analysis	To hire staff as Data encoders	MFO: Support to Operations	Hiring of four (4) project-based staff: 2 for encoding/ profiling and 2 for data analysis for three (3) months	Four (4) project-based staff hired for three (3) months - end of 1st sem 2014 Data encoding and analysis profiling of organic personnel completed - 2nd sem 2014	No accomplishment. No accomplishment.	507,936.00 GAA	0.00 GAA	HRMDD & GAASS of MFAS	Not accomplished due to absence of program / system
19	Not all planned activities were accomplished	The plan formulated was too expensive & therefore not doable Changes in MARINA functions had caused agency-wide restructuring, affecting GAD implementation	Improved capacity of the Organization to plan & implement gender responsive programs & projects	MFO: GAAS (Support to Administrative Concerns)	Conduct of GAD Planning workshop	Revisited MARINA GAD Plans for FY 2013. Formulate MARINA GAD Plans for FY 2014 - 31 March 2014	Formulated doable MARINA GAD Plans/Programs, participated by 40 MARINA personnel	500,000.00 GAA	286,732.86 GAA	Planning & Policy Services (PPS) / HRDD OF MFAS	
SUB-TOTAL								7,169,636.00	2,111,639.70	GAA	
TOTAL								7,169,636.00	2,111,639.70		

Prepared By:	Approved By:	Date
SONIA B. MALALUAN	MAXIMO Q MAJIA JR	06/07/2016
GAD Focal Point	MARINA Administrator	

