

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2016**

<b>Sequence No.:</b> 2016-002586				
<b>Organization:</b> Maritime Industry Authority			<b>Organization Category:</b> National Government, Attached Agency	
<b>Organization Hierarchy:</b> Department of Transportation and Communications, Maritime Industry Authority				
<b>Total Budget/GAA of Organization:</b>	1,290,580,000.00			
<b>Total GAD Budget</b>	46,025,000.00	<b>Primary Sources</b>	46,025,000.00	
		<b>Other Sources</b>	0.00	
<b>% of GAD Allocation:</b>	3.57%			

	<b>Gender Issue /GAD Mandate</b>	<b>Cause of Gender Issue</b>	<b>GAD Result Statement /GAD Objective</b>	<b>Relevant Organization MFO/PAP or PPA</b>	<b>GAD Activity</b>	<b>Performance Indicators /Targets</b>	<b>GAD Budget</b>	<b>Source of Budget</b>	<b>Responsible Unit /Office</b>
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>CLIENT-FOCUSED ACTIVITIES</b>									
1	Lack of gender sensitivity of rights-holders in the maritime industry sectors/sub-sector (domestic shipping, overseas shipping, shipbuilding & ship repair, maritime manpower & maritime safety)	Inadequate gender advocacy & development programs for maritime industry right-holders	Increased access to & benefit from GAD programs among right-holders in the maritime industry	MFO: Maritime industry Policy services	Conduct of GST Programs for maritime industry rights-holders such as, (Shipbuilding & Shiprepair, Maritime Manpower, Domestic Shipping, Overseas Shipping & Maritime Safety	Forty(40) participants per batch made aware on gender issues and the government's (MARINA's) program on gender and development- Twenty-five (25) GST batches conducted nationwide.	12,500,000.00	GAA	Maritime Regional Offices (MROs)



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2	Lack of awareness of rights-holders on gender issues, such as: Human Trafficking awareness and HIV/AIDS and other sexually transmitted diseases	Inadequate gender advocacy & development programs for maritime industry right-holders	Increased access to & benefit from GAD programs among right-holders in the maritime industry	MFO: Maritime Industry Policy services	Conduct of fora on Human Trafficking and HIV/AIDS and other sexually transmitted diseases	No. of participants sensitive to these issues - July-August 2016	500,000.00	GAA	Maritime Regional Offices (MROs)
3	Lack of sex disaggregated data on maritime workers	Absence of a survey questionnaire with gender related components	To institutionalize GAD database covering rights-holders in the domestic shipping to include among others, workers in the maritime industry	MFO: Maritime Industry Regulation/Policy Services	Formulation of survey questionnaire on: - 1 Seafarers (male/female, incl. wives/ children - 2. Ships facilities/service standards	Approved Survey Questionnaire administered or Survey conducted No. of Ships surveyed- end of May 2016	500,000.00	GAA	Planning & Policy Service (PPS)
4	Programs/Projects for women and men seafarers and workers in the maritime industry do not address their gender differentiated needs	Absence of concrete data/ information as to ship's compliance with the service standards	To improve awareness on gender issues and concerns of passengers (women, PWDs, children & the elderly) in the domestic shipping to include among workers in the maritime industry	MFO: Maritime Industry Regulation/ Policy Services	Nationwide conduct of survey on-board domestic passenger ships and shipping companies	Ships compliant with the prescribed service standards under MARINA MC 65/65A - end of 3rd quarter 2016	3,000,000.00	GAA	Planning & Policy Service (PPS)



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5	Programs/Projects for women and men seafarers and workers in the maritime industry do not address their gender differentiated needs	Lack of data as basis for adopting gender responsive programs and projects	To provide programs and projects responsive to gender differentiated needs among women and men seafarers and workers in the maritime industry.	MFO: Maritime Industry Policy Services	Development of New Programs/Services based on the outcome of the Survey	Programs/projects conceptualized/developed for nationwide implementation - End of year 2016	1,500,000.00	GAA	Planning & Policy Service (PPS)
6	Shipyards facilities are not responsive to the practical gender needs of its women workers and other rights-holders	MARINA Circulars related to Shipbuilding & Shiprepair (SBSR) do not address practical gender needs of women workers/ rights-holders	To make SBSR policies responsive to the practical gender needs	MFO: Maritime Industry Regulation/ Policy Services	Conduct of Gender Analysis of all existing MARINA Circulars related to SBSR	Titles of SBSR MCs subjected to GAD Analysis and gender issues/biases were identified - End of 3rd quarter 2016	1,000,000.00	GAA	Shipyards Regulations Service & Planning & Policy Service
7	Shipyards facilities are not responsive to the practical gender needs of its women workers and other rights-holders	MARINA Circulars related to Shipbuilding & Ship repair (SBSR) do not address practical gender needs of women workers/ rights-holders	To make SBSR policies gender responsive	MFO: Maritime Industry Regulation/ Policy Services	Conduct of Gender Audit of the SBSR Sector	Gender issues/biases identified were addressed - End of year 2016	1,000,000.00	GAA	MARINA GAD FPS



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8	Lack of competency assessment among the female workers in the Shipbuilding & Ship Repair(SBSR) Sector	No training needs survey has been conducted	To make the needs of SBSR women workers visible	MFO: Maritime Industry Regulation Services	Revision/ Enhancement of Survey Form taking into account gender issues	Comprehensive Training Needs Assessment/ Survey Form - Revised Survey Form End of June 2016	300,000.00	GAA	Shipyard Regulation Services (SRS)
9	No available data on the Profile & Competency of women workers in the Shipbuilding & Shiprepair (SBSR) Sector	Need to conduct a comprehensive survey among women workers in the SBSR sector	To gather data on profile & competency (knowledge, skills and attitude) of women employee in the SBSR	MFO: Maritime Industry Regulation Services	Conduct of Survey	Generated data for encoding/analysis - end of December 2016	1,500,000.00	GAA	Shipyard Regulation Services (SRS)
10	Unavailability of database as basis for gender responsive service standards in the domestic passenger ships	Gender issues/needs are not recognized and addressed in passenger ships plying domestic trade	Increased responsiveness of domestic passenger ships to the needs of women & men passengers	MFO: Maritime Industry Regulation Services	Conduct of market and Passenger Service Rating System (PSRS) Survey-Pilot testing of PSRS revised questionnaire	Generated data for encoding/analysis - end of December 2016	6,625,000.00	GAA	Domestic Shipping Service
11	Unavailability of database as basis for gender responsive service standards in the domestic passenger ships	Gender issues/needs are not recognized and addressed in passenger ships plying domestic trade	Increased responsiveness of domestic passenger ships to the needs of women & men passengers	MFO: Maritime Industry Regulation Service	Data Analysis and Identification of Gender Issues	Data generated and analyzed from a gender perspective - end of December 2016	800,000.00	GAA	MARINA GAD Focal Point System



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12	Vulnerability of women and children onboard passenger ships	MARINA policy on service standards gender concerns are not gender responsive	To implement a gender sensitive safety policy for implementation in all domestic passenger ships	MFO: Maritime Industry Policy Service	Approval and issuance of revised Memorandum Circular on Service Standards including, among others, a) provision of cubicle for changing diapers b) area for nursing mothers c) separate bunks for male and female, etc.	Issued approved revised MCs on Service Standards- end of 3rd Quarter 2016	500,000.00	GAA	Domestic Shipping Service
13	Difficulties encountered by seafarers when applying for Certification / Documentation / Licenses / Permits	No courtesy lane for senior citizens, pregnant women, women with children & persons with disability	To provide easy access of pregnant women/nursing mothers, senior citizens and PWDs to services of Standards of Training Certification & Watchkeeping Office (STCWO) & Manpower Development Office (MDS)	MFO: Maritime Manpower Services	Setting-up of courtesy lane	Feedback from targeted client - end of June 2016	300,000.00	GAA	Standard of Training Certification and Watchkeeping



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14	The riding public, women in particular, are not actively involved in the promotion of maritime safety.	Lack of an established/ organized program which will increase promotion of safety in the area of domestic shipping	To improve / increase 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	No. of women monitoring safety facilities/services in the in domestic shipping - 100% of WIMAPHIL active members	300,000.00	GAA	Sectoral Technical Working Groups (TWG (Lead: Maritime Safety Service (MSS) & Maritime Regional Offices (MROs)
15	The riding public, women in particular, are not actively involved in the promotion of maritime safety.	Lack of an established/ organized program which will increase promotion of safety in the area of domestic shipping	To improve/increase active participation of women and other maritime organizations in the promotion of maritime safety	MFO: Maritime Industry Regulation Services Maritime Industry Policy Services	Conduct of Trainor's Training	Trainers' Training conducted Organized an Active Women Trainers on Maritime Safety (Central Office & MROs) - Within the first semester	300,000.00	GAA	Management, Financial & Administrative Service
16	The riding public, women in particular, are not actively involved in the promotion of maritime safety.	Lack of an established/ organized program which will increase promotion of safety in the area of domestic shipping	To improve/increase active participation of women and other maritime organizations in the promotion of maritime safety	MFO: Orientation on WOW reporting & feedback mechanism	No. of participants - Women right-holders familiarized with MARINA rules and regulations on ship safety	No. of participants - Women right-holders familiarized with MARINA rules and regulations on ship safety- Before end of 2016	1,000,000.00	GAA	Manpower Development Service

**ORGANIZATION-FOCUSED ACTIVITIES**



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17	MCW Rule VI - on the responsibility of the GAD Focal Point to lead in the assessment of gender responsiveness of policies, strategies, programs, activities, & projects of the agency & ensure its implementation	Change of priorities/ policy direction of the Office	To identify enabling mechanism and hindrances in the implementation of GAD activities and formulate GAD Plans & Budget for the succeeding year.	MFO: Maritime Industry Policy Services	Conduct of GAD Assessment & National Planning Conference	GAD Assessment/ Planning Workshop conducted - - 1 mid-year assessment Workshop - 1 Year-end planning workshop	700,000.00	GAA	Planning & Policy Service
18	Need to assess MARINA's capability to comply with the government's thrust for Gender & Development (GAD), i.e. GAD Advocacy gender equality and mainstreaming.	Lack of assessment/ evaluation with regards to implementation of gender activities of MARINA.	To assess implementation & ensure GAD in MARINA & sustained policy direction towards gender responsive maritime industry.	MFO: Maritime Industry Policy Services	Conduct of Gender Audit Workshop Phase I & Phase II in view of the new appointments/ designation of Directors/ Division Chiefs.	Number of Gender Audit Workshop conducted. - Two (2) Workshops within the year	1,500,000.00	GAA	Management, Financial & Administrative Service (MFAS) and MARINA Regional Offices



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19	Difficulty in setting practical gender sensitive standards for the organization	Non-involvement/ inactive participation of personnel to GAD-related activities initiated by other government agencies	Improve awareness on development of programs on gender development in the Philippines.	MFO: Maritime Industry Policy Services	Continuous networking with organizations/ entities relative to GAD activities	Number of MARINA employees who actively involved/participated in GAD related activities 50 MARINA employees who actively participated in each of the following GAD related activities: - - 2016 National Women's Month Celebration (March 2016) - DOTC-wide GAD Activity - Active participation in Women Organization - WIMAPHIL - Seafarer's day - National Maritime Week Celebration (September 2016)	1,400,000.00	GAA	MARINA Regional Offices
20	Lack of a specific policy statement expressing the organization's support for GAD	Limited involvement of Management in the implementation and monitoring of GAD activities and programs	To establish an integrated policy framework for MARINA-wide implementation of GAD	MFO: HRD / GAASS	Issuance of Administrative Order on the Institutionalization of GAD Focal Point System	Approved/Issued/Identified responsible office/unit for GAD - End of 1st Semester 2016	100,000.00	GAA	Planning & Policy Services (PPS)





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21	Lack of a gender responsive MARINA Personnel Information System (MPIS)	Absence of a computerized system to regularly update the Personnel Data/Information.	To develop and implement a gender responsive MPIS	MFO: Maritime Industry Policy Services	- Development of MARINA GAD Information System - Phase 1 - Design/Programming of the GAD Database System	Systems developed- end of 3rd Quarter 2016	500,000.00	GAA	ManagementInformation Systems Service (MISS)
22	Lack of a gender responsive MARINA Personnel Information System (MPIS)	Absence of a computerized system to regularly update the Personnel Data/ Information.	To develop and implement a gender responsive MPIS.	MFO: Maritime Industry Policy Services	Dry Run Encoding of Data	GAD Database Systems installed/ Functional - End of December 2016	500,000.00	GAA	ManagementInformation Systems Service (MISS)
23	Continuing need to conduct GST in the organization	Organizational changes, i.e, hiring of new personnel resulting from the implementation of MARINA RATPLAN and the assumption of additional functions under RA 10635.	To ensure broad support to gender mainstreaming in the organization	MFO: Maritime Industry Policy Services	Conduct of Gender Sensitivity Training Programs for newly hired MARINA personnel	100% of the newly hired MARINA employees, including Standards of Training, Certification & Watchkeeping Office (STCWO) - 1 GST conducted in Central Office and 1 each MARINA Regional Offices (MROs)	3,000,000.00	GAA	Management, Financial & Administrative Service (MFAS)



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24	MARINA personnel lacks knowledge and skills to analyze programs/projects/ activities to conform with gender and development concepts.	Insufficient knowledge on GAD training interventions among MARINA personnel	To develop MARINA programs/projects/ activities to address gender differentiated needs.	MFO: Maritime Industry Policy Services	Conduct of Gender Analysis Orientation/ Workshop	No. of personnel trained Planned Programs/ Projects subjected to GAD Analysis - One (1) Gender Analysis workshop for Central Office Services and MARINA Regional Offices	1,000,000.00	GAA	Management, Financial & Administrative Service (MFAS)
25	Limited participation of MARINA personnel (all levels) in the implementation of GAD programs	Insufficient knowledge on GAD among MARINA personnel	To identify enabling mechanism and hindrances in the implementation of GAD activities.	MFO: Maritime Industry Policy Services	Conduct of Gender Mainstreaming Workshops.	MARINA personnel gained knowledge and skills in integrating GAD concerns into the policies/projects of MARINA - One (1) Gender Gender Mainstreaming workshop each for STCWO and all MROs	1,000,000.00	GAA	Management, Financial & Administrative Service (MFAS)
26	Continuing need for an update on recent GAD-related laws and issuances.	Passage of new laws & continuing gender-related laws & issuances	Increased access to information on rights of women among MARINA personnel especially female employees	MFO: Maritime Industry Policy Services	Conduct seminar on GAD related laws particularly on Solo-Parent/ Anti-VAWC and Anti-Sexual Harassment, and Anti-Trafficking Act	No. of Women & Men employees know their rights and course of action- One (1) seminar for each region, CO and STCWO by end of 3rd quarter 2016	2,600,000.00	GAA	Management, Financial & Administrative Service (MFAS) and MARINA Regional Offices



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27	Insufficient information on MARINA GAD activities and international/national updates on gender and development.	Lack of popular channels of information on GAD	Improved awareness in international and national programs on gender and development.	MFO: Maritime Industry Policy Services	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	Management Information Systems Service (MISS)
28	The Modified Basic Safety Training (MBST) Module is gender blind	Need to integrate Gender Sensitivity Seminar in the MBST Module	To make the MBST module gender sensitive	MFO: Maritime Industry Policy Services	Enhancement of MBST Module to include Gender Sensitivity Seminar	GAD responsive MBST Module - end of 3rd quarter	100,000.00	GAA	Planning Policy & Manpower Development Service
29	Difficulties encountered by seafarers during application for certification/documentation/licenses	Centralized issuances of certificates/licenses	Improved access to MARINA services among seafarers and their families	MFO: Maritime Manpower Services	Provide Maritime Regional Offices (MROs) with all the necessary IT equipment and human power	Issued/Approved Administrative Order Additional staff deployed & equipment installed - end of 3rd quarter 2016	1,500,000.00	GAA	STCWO
<b>SUB-TOTAL</b>							46,025,000.00	GAA	
<b>TOTAL GAD BUDGET</b>							46,025,000.00		

<b>Prepared By:</b>	<b>Approved By:</b>	<b>Date</b>
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<b>GAD Focal Point</b>	<b>MARINA ADMINISTRATOR</b>	

