

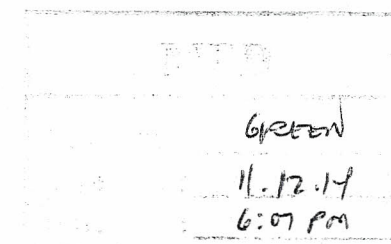
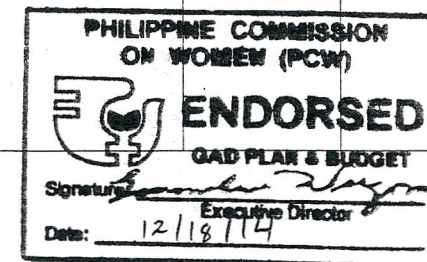


ANNUAL GENDER AND DEVELOPMENT (GAD) PLANS AND BUDGET
FY 2015

Agency/Bureau/Office: MARITIME INDUSTRY AUTHORITY (MARINA)

Total GAA of Agency: _____

Gender Issue and/or GAD Mandate	Cause of the Gender Issue	GAD Result Statement/ GAD Objective/	Relevant Agency MFO/PAP	GAD Activity	Output Performance Indicators and Target	GAD Budget (in Php '000)	Source of Budget	Responsible Unit/Office
Organization Focused								
Absence of an updated/ maintained gender responsive Personnel Information System (PIS) and sex disaggregated database covering the officials and employees of MARINA CO and ROs	Lack of training/ knowledge of existing/new personnel or absence of personnel for the updating/mainte nance, profiling and data analysis under the PIS	To foster timely revision/formulation of gender-responsive policies/mechanisms pertaining to personnel	Maintenance and operation of an integrated and quality information systems	Hiring of additional personnel for encoding/profiling and data analysis for three (3) months Conduct of user's training for the encoding, profiling and data analysis	Four (4) personnel hired for three (3) months (Jan-March 2015) One (1) User's Training (In- house) conducted for the encoders and newly hired JO personnel to include MROs (April-May 2015)	150 55 250	GAA	MISS HRMDD-MFAS MROs MISS HRMDD-MFAS



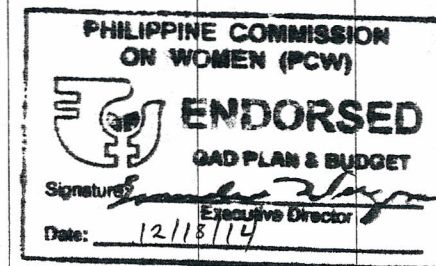


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	Personnel movements resulting from the following: <ul style="list-style-type: none"> • approval of the MARINA RAT Plan; • additional functions; • promotion and retirement of personnel 	To address relevant gender issues based on the updated/maintained PIS and sex disaggregated database of MARINA officials & employees	Human Resource Management Development	Profiling and analysis of data on MARINA officials & employees	Personnel profiles generated and data analyzed (3 rd Qtr 2015)			MFAS (ETI) in coordination with MISS
Absence of Training Module/s tailored fit for the maritime transportation sector (in general), and relevant to the mandate of MARINA (in particular) <i>Memorandum</i>	Insufficient knowledge on how to identify/address/respond to gender issues/concerns in the agency PAPs	To capacitate MARINA officials & employees to identify/address/respond to gender issues/concerns in the agency PAPs	Maritime Industry Regulation Services	Conduct of GST Refresher Course Training of Trainors (TOT)	One (1) Trainors' Training conducted MARINA wide for Supervisory level position and above (1 st week of Feb 2015)	350	GAA	HRMDD/MFAS
			General Administration and Support Service	Conduct of Training on Gender Analysis (GA) and Gender Mainstreaming (GM) Seminar cum Planning Workshop	Two (2) Trainings each for Gender Analysis (GA) and Gender Mainstreaming conducted MARINA wide for Division Chiefs and Supervisors (3 rd week of Jan 2015)	1000		HRMDD/MFAS



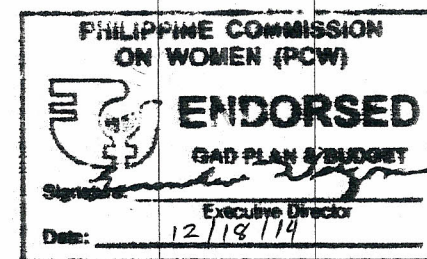


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					(1 st week of March 2015)			
				Participation in the (a) Gender Analysis (GA), (b) Gender Main-streaming, and (c) Trainor's Training	2 Participants per MRO	890	GAA	MROs
Need to assess the implementation of GAD-related policies, plans, programs, projects and activities of the agency	Key Officials tend to neglect mainstreaming of GAD concerns into the formulation of GAD-related policies, plans, programs, projects and activities of the agency	To effectively implement/monitor GAD-related policies, plans, programs, projects and activities	Maritime Industry policy formulation and implementation services	Gender Audit - Institutionalize GAD Audit Team - Validation/ Finalization of GAD Audit Questionnaire GAD Audit proper	Issuance of Special Order (1 st Qtr) GAD Audit Questionnaire finalized Gender Audit Conducted (4 th Qtr)	500	GAA	MFAS/MDS (ETI)
				Conduct of GAD Assessment (2015) (EO August 2015)	GAD Assessment Workshop	300		PRM TWG (Lead Office – PPS)
				Conduct of Planning	GAD Planning Workshop	500		PRM TWG (Lead



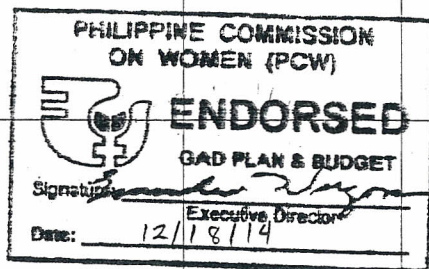


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				(2016) (EO January 2015) Enhancement of the GAD corner in the MARINA Website (EO Feb 2015)	conducted Enhanced GAD Corner in the MARINA Website	10		Office – PPS} PRM TWG (Lead Office – MISS) MARINA GAD FP TWGs
				Regular updating of the GAD Corner in the MARINA Website (Continuing)	GAD Corner in the MARINA Website maintained/updated <i>Quarterly updates</i>	10		PRM TWG (Lead Office – MISS) MARINA GAD FP TWGs
				Formulation of gender sensitized/responsive policies	Three (3) gender sensitized/responsive policies formulated	1,000	GAA	PRM TWG (Lead : PPS) MARINA Line Offices MROs
Insufficient knowledge being done by other entities with regard to GAD	Insufficient expertise or knowledge on	To upgrade the knowledge and benchmark activities or program of other	Maritime Industry policy formulation and implementation	Conduct of Comprehensive Study on the best practices of	Documentation of the best practices/ table benchmarking on the	1,000	GAA	PRM TWG (Lead: PPS)



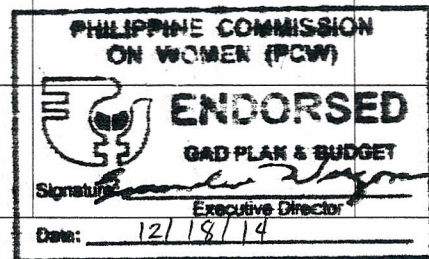


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issue/implementation	GAD issues/ implementation	entities and other ASEAN countries on the implementation of and addressing GAD related issues.	services	relevant government entities and foreign maritime transportation agencies in the ASEAN (2015-2016)	implementation of GAD in other maritime transport agencies in ASEAN countries (2015-2016)	350		MROs MARINA GAD FP TWGs
					- At least 2 foreign travels in ASEAN countries conducted (2015-2016)			
					Project Proposal on the Hosting of ASEAN Gender and Maritime Transport Summit	50	GAA	PRM TWG (Lead: PPS)
		Improve awareness on relevant GAD activities		Continuous networking with organizations/ entities relative to GAD activities	Attendance to GAD related activities. At least 2 such as: • 2015 National Women's Month Celebration (March 2015); and • DOTC-wide GAD Activity	300	GAA	MFAS/MDS (ETI)
				Organization of WIMAPHIL, MARINA Regional Offices Chapters	WIMAPHIL MARINA Regional Offices Chapters organized	140	GAA	MROs



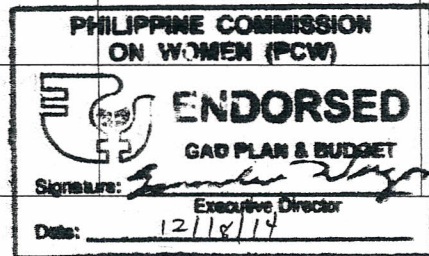


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					Forum on Magna Carta for Women conducted (March 2015)	165	GAA	MROs
				Organization of WIMAPHIL Youth in different maritime schools	10 new WIMAPHIL Youth organized (by September 2015)	118	GAA	MROs



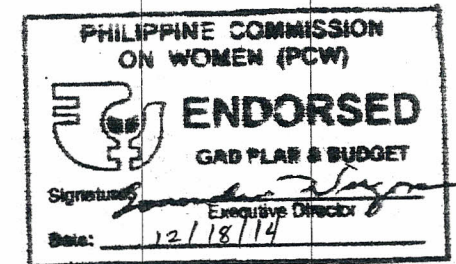


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Client-Focused								
Lack of gender sensitivity of stakeholders in the five (5) maritime industry sectors / sub-sector (domestic shipping, overseas shipping, shipbuilding & ship repair, maritime manpower & maritime safety)	Failure of the agency to promote / foster gender and development advocacy in the maritime industry	<p>To provide gender sensitivity awareness training programs to the different maritime industry sectors / sub-sector</p> <p>To gain / achieve cooperation and support from maritime industry stakeholders in the implementation of MARINA GAD-related policies, plans, programs, activities and projects</p>	<p>Maritime Industry Regulation Services</p> <p>Maritime Industry Policy Services</p>	<ul style="list-style-type: none"> Conduct of Gender Sensitivity Training Programs for maritime industry right-holders 	<p>Four (4) batches of GST conducted for the different maritime industry sectors/ sub-sector (Mar/June/Sept/Nov 2015)</p> <p>One (1) batch of GST per region conducted for the different maritime industry sectors/sub-sectors (1 MRO per month starting January 2015)</p> <p>MRO X: April 2015 MRO XIII: August 2015</p>	<p>1,500</p> <p>400</p>	<p>GAA/cost sharing with right-holders</p> <p>GAA</p>	<p>MFAS/MDS (ETI)</p> <p>MROs</p>



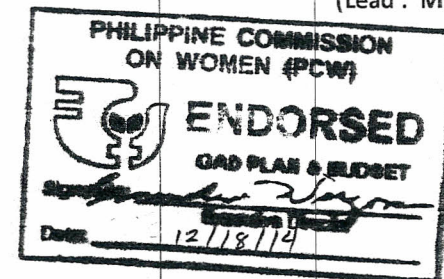


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			Maritime Industry Regulation Services; Maritime Industry Policy Services	Implementation of the WIMA on Watch (WOW) Project				SPECIAL PROJECTS TWG (Lead : MSS) MARINA GAD FP TWGs
				Creation of the Project Team/TWG	Special Order issued			
				Preparation of Instructor's Guide (IG) Manual on Maritime Safety for selected MARINA trainors o Research o Drafting of IG Manual o Preparation of Training Materials (laptop, multimedia devices)	Instructor's Guide Manual prepared (1 st Quarter 2015)	150	GAA	SP TWG (Lead : MSS)
				Conduct of Trainor's Training	One (1) Trainors' Training conducted MARINA wide (Central Office & MROs) (2 nd Quarter of 2015)	300		SP TWG (Lead: MSS) MARINA GAD FP TWGs
				Information Awareness Campaign on WOW	Infomational materials disseminated to ships' passenger (2 nd Qtr 2015)	150	GAA	MFAS/MDS (ETI)



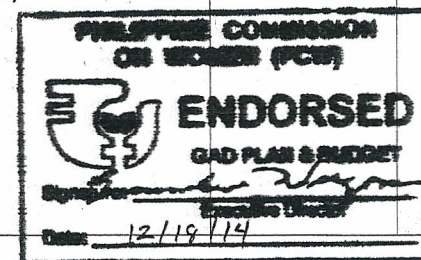


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				Orientation on WOW reporting & feedback mechanism	Women right-holders familiarized with MARINA rules and regulations on ship safety (2 nd Qtr 2015)	1,000	GAA	MFAS/MDS (ETI)
		Segregation of male and female, pregnant women, children, PWDs accommodations onboard domestic passenger ships		Conduct of Passenger Service Rating System (PSRS) on board domestic passenger ships (2015)	PSRS Survey conducted as follows: • Ship/s plying Manila-Cebu route • Ship/s plying Batangas-Calapan	1,500 500	GAA	SP TWG
					Per MROs' areas of jurisdiction			MROs
				• Continuous monitoring of the implementation of MARINA Circulars on Segregation of male and female, pregnant women, children, PWDs and accommodations onboard domestic passenger ships	Monitored and evaluated improvements on domestic passenger ships services (2015-2016)	200	GAA	SP TWG MROs Maritime Industry rights-holders



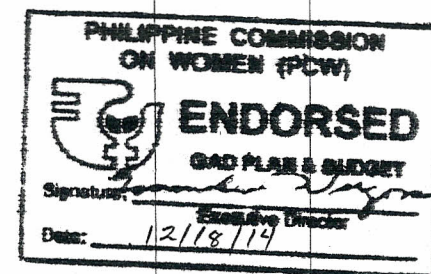


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Absence of sex disaggregated data for employees in the shipbuilding and ship repair sector	Lack of gender awareness of shipbuilding ship repair companies/entities	To generate data on women workers in the shipbuilding ship repair sector.	Maritime Industry Regulation Services Maritime Industry Policy Services	<ul style="list-style-type: none"> Design of Survey Form/Questionnaire Design input/output and process flow requirements Program development Pilot testing of survey questionnaire Conduct of survey Encoding of data gathered Generation of Summary Tables Data Analysis Preparation of Report 	Survey Form (2015) Survey conducted Completed sex disaggregated data on women workers in the shipbuilding and ship repair sector/industry Report on the result of the survey (2016) Issuance of MARINA Circular to address concerns of women workers in the shipbuilding and ship repair sector/ industry (2016)	2,000 6,400	GAA	PRM TWG (Lead: MISS) MROs

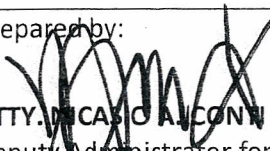
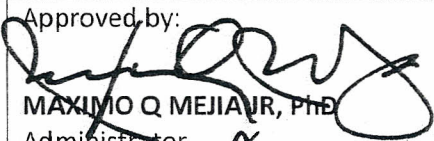




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Absence of Training tailored fit for the maritime transportation sector (in general), and relevant to the mandate of MARINA (in particular)	Insufficient knowledge on how to identify/address/respond to gender issues/concerns in the agency PAPs	To capacitate the general public to identify/address/respond to gender issues/concerns in the agency PAPs		Conduct of training on maritime safety for the general public in coordination with WIMAPHIL	Twelve (12) trainings conducted (includes Trainor's Training for WIMAPHIL and trainings to be conducted by WIMAPHIL Trainors to the general public; includes system of reporting the observed/noted safety violations) (3 rd Quarter of 2015 and onwards)	3,600	GAA	SP TWG MARINA GAD FP TWG
Lack of active involvement in the promotion of safety by the riding public		To encourage active participation of women and other maritime organizations in the promotion of maritime safety		Launching and Orientation on Women on Watch (WOW) in Regional Offices	Launching and Orientation on Women on Watch (WOW) in Regional Offices conducted	180	GAA	MROs
TOTAL						25,718		
Prepared by:  ATTY. NICASIO A. CONVI Deputy Administrator for Planning Chairperson, MARINA GAD FP TWG				Approved by:  MAXIMO Q. MEJIA JR., PhD Administrator Chairperson, MARINA GAD FP		Date: 16 October 2014		

