

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2019**

Reference: Direct Encoding (No GPB in database)

Organization: Maritime Industry Authority

Organization Category: National Government, Attached Agency

Organization Hierarchy: Department of Transportation, Maritime Industry Authority

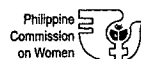
Total Budget/GAA of Organization: 1,040,569,000.00

Actual GAD Expenditure 21,930,017.74 **Original Budget** 39,020,680.23

% Utilization of Budget 56.20

% of GAD Expenditure: 2.11%

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	Variance/ Remarks
1	2	3	4	5	6	7	8	9	11	12
CLIENT-FOCUSED ACTIVITIES										
1 Low level of awareness of client/ stakeholders relative to GAD issues and concerns and MARINA GAD Plans and Programs	Minimal consultation meetings with clientele/stakeholders relative to GAD issues and concerns and MARINA GAD Plans and Programs	To encourage domestic shipping companies/ operators to participate / collaborate with MARINA on the formulation of GAD plans and programs	MFO: Maritime Industry Policy Services	Conduct of consultation meetings with client/stakeholders on the result of Passenger Service Rating System GAD Survey Ratings and formulation of policies, plans and programs	No. of consultation meeting conducted -Two (2) consultation meeting - No. of participants on the consultation meeting 30 participants	Conducted Stakeholders Consultation Workshop on the Ratification of Hazardous and Noxious Substances (HNS) Convention Davao - 9 Female 12 Male	500,000.00 GAA	450,486.00 GAA	DSS, FS, MROs	Done.



**THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN
REVIEWED AND ENDORSED THROUGH THE GMMS**

ENGR. EMMANUEL B. CARPIO
CHAIRPERSON, GFPS

VADM ROBERT A. EMPEDRAD
AFP (RET)
ADMINISTRATOR



**REPORT GENERATED: 06/23/2020
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2	Low level of awareness of client/ stakeholders relative to GAD issues and concerns and MARINA GAD Plans and Programs	Minimal consultation meetings with clientele/stakeholders relative to GAD issues and concerns and MARINA GAD Plans and Programs	To encourage domestic shipping companies/ operators to participate / collaborate with MARINA on the formulation of GAD plans and programs	MFO: Maritime Industry Policy Services	Conduct of consultation meetings with client/stakeholders on the result of Passenger Service Rating System GAD Survey/Ratings and formulation of policies, plans and programs	No. of consultation meeting conducted Two (2) consultation meeting - No. of participants on the consultation meeting with 30 participants	Conducted Maritime Safety Pre-Summit, Public Consultation/MSABs and on-going Market Study on the implementation of Phase out of Wooden Hulled Ships	200,000.00 GAA	62,974.00 GAA	DSS FS MROs	Done.
3	Low level of awareness of client/ stakeholders relative to GAD issues and concerns and MARINA GAD Plans and Programs	Minimal consultation meetings with clientele/stakeholders relative to GAD issues and concerns and MARINA GAD Plans and Programs	To encourage domestic shipping companies/ operators to participate / collaborate with MARINA on the formulation of GAD plans and programs	MFO: Maritime Industry Policy Services	Conduct of consultation meetings with client/stakeholders on the result of Passenger Service Rating System GAD Survey/Ratings and formulation of policies, plans and programs	No. of consultation meeting conducted Two (2) consultation meeting - No. of participants on the consultation meeting with 30 participants	Consultation Meeting on MARINA Policies, Plans & Programs simultaneously done with Orientation of MISMO conducted on June 25, 2019 at MARINA VI Conference Room attended by 19 female and 40 male participants	80,000.00 GAA	25,847.00 GAA	MRO VI	Done.
4	Low level of awareness of client/ stakeholders relative to GAD issues and concerns and MARINA GAD Plans and Programs	Minimal consultation meetings with clientele/stakeholders relative to GAD issues and concerns and MARINA GAD Plans and Programs	To encourage domestic shipping companies/ operators to participate / collaborate with MARINA on the formulation of GAD plans and programs	MFO: Maritime Industry Policy Services	Conduct of consultation meetings with client/stakeholders on the result of Passenger Service Rating System GAD Survey Ratings and formulation of policies, plans and programs	No. of consultation meeting conducted - Two (2) consultation meeting- No. of participants on the consultation meeting -30 participants	Conduct of Enhanced Customer Service Seminar (Women Clients) on June 26-27	1,000,000.00 GAA	45,751.00 GAA	MRO 11	Done.



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	1	2	3	4	5	6	7	8	9	11	12
5	Low level of awareness of the riding public on services of MARINA and GAD-related issues	Dissemination of GAD IEC materials was not included in the previous activities of MARINA	To raise the awareness of the riding public in terms of services of MARINA and GAD-related issues	MFO: Maritime Regulation Services	Printing and dissemination MARINA and GAD IEC materials to be given to the riding public	Printing and dissemination MARINA and GAD IEC materials to be given to the riding public	GAD IEC Materials from PCW website were disseminated during the 18-day Campaign to End VAW at locations accessible to the clients and seafarers- Cash Division and lobby guards at the MARINA CO	1,000,000.00 GAA	0.00 GAA	MSS/GAD Unit	Done.
6	Low level of awareness of the riding public on services of MARINA and GAD-related issues	Dissemination of GAD IEC materials was not included in the previous activities of MARINA	To raise the awareness of the riding public in terms of services of MARINA and GAD-related issues	MFO: Maritime Regulation Services	Printing and dissemination MARINA and GAD IEC materials to be given to the riding public	Printed and disseminated GAD IEC materials	Posting of Women on Watch (WOW) posters in ports and in the vessels with WIMA Members during Oplan Semana Santa	1,000,000.00 GAA	4,664.00 GAA	MRO	Done.
7	Low level of awareness of the riding public on services of MARINA and GAD-related issues	Dissemination of GAD IEC materials was not included in the previous activities of MARINA	To raise the awareness of the riding public in terms of services of MARINA and GAD-related issues	MFO: Maritime Regulation Services	Printing and dissemination MARINA and GAD IEC materials to be given to the riding public	Printed and disseminated GAD IEC materials	Procured 300 pcs customized foldable fan emblmed with Rights of Sea Passengers and distributed during the Oplan Byaheng Ayos by MRO IX and printed and disseminated GAD IEC materials give to the riding public by MRO VIII and XI	2,000,025.00 GAA	30,000.00 GAA	MROs	Done.



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8	Lack of training provided to the motorbanca operators especially on basic safety and handling of women and children passengers	Gender sensitivity training was not included in the previous training provided to clients	To increase the knowledge and skills of motorbanca operators on handling women and children passengers	MFO: Maritime Regulation Services	Conduct of Basic Training with Gender Sensitivity for motorbanca operators	No. of training provided to motorbanca operators - Four (4) trainingsNo. of participants per training - 15 participants	Conducted Modified Basic Safety Training (MBST) with Gender Sensitivity Training (GST) to motorboat handlers, operators and fisherfolks to MRO I with 122 participants, MRO IV, MRO VI with 556 participants, MRO VIII with 85 participants, MRO IX with 462 participants, MRO X with 84 participants and MRO XI	500,000.00 GAA	631,978.98 GAA	MROs	Done. Exceeded the target number of participants
9	Inadequate knowledge on gender sensitivity of stakeholders in the maritime industry sectors (domestic, shipbuilding and ship repair, maritime manpower and maritime safety	Limited awareness on Gender and Development as applied to the sectors	To provide gender sensitivity awareness training programs to the different maritime industry sectors/sub-sector	MFO: Maritime Industry Regulation Services	Conduct of Gender Sensitivity Training Programs for maritime industry stakeholders, including awareness on topics such as Safety and Security, Anti-Sexual Harassment, Breast/Cervical Cancer Awareness	No. of training conducted - Four (4) trainings No. of participants aware of GAD - 30 participants - Target: 2nd semester of 2019	Conduct 4 batches Institutional Support Mechanism Workshop on the Phasing-Out of Wooden- Hulled Ships in: Batangas City - July 31 2019 - 02 August 2019with 46 Male 36 FemaleparticipantsIloilo City 21-23 August 2019 with 87 Male 51 Female participantsTacloban 06-08 November 2019with 113 Male and 53 Female participantsSurigao City 25-27 November 2019with 135 Male and 78 Female participants	600,000.00 GAA	983,414.00 GAA	FS	Done. Exceeded the target number of participants. Many Wooden-Hulled Ships (WHS) operators are women. Considering that WHS operation is stereotype to be dominated by male operators, this development shows that women are given equal opportunity to work in the same field.



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10	Inadequate knowledge on gender sensitivity of stakeholders in the maritime industry sectors (domestic, shipbuilding and ship repair, maritime manpower and maritime safety	Limited awareness on Gender and Development as applied to the sectors	To provide gender sensitivity awareness training programs to the different maritime industry sectors/sub-sector	MFO: Maritime Industry Regulation Services	Conduct of Gender Sensitivity Training Programs for maritime industry stakeholders, including awareness on topics such as Safety and Security, Anti-Sexual Harassment, Breast/Cervical Cancer Awareness	No. of training conducted - Four (4) trainings No. of participants aware of GAD - 30 participants	Information Awareness Campaign on The Rights of Passengers and Obligation of Domestic Operators in Cases of Cancelled, Delayed or Unfinished/ Uncompleted Voyages conducted in Cebu City 04-06 September 2019 with 53 Male 25 Female participants and Cagayan De Oro City, 23-25 October 2019 with 87 Male 69 Female participants	89,500.00 GAA	89,500.00 GAA	FS	Done.
11	Inadequate knowledge on gender sensitivity of stakeholders in the maritime industry sectors (domestic, shipbuilding and ship repair, maritime manpower and maritime safety	Limited awareness on Gender and Development as applied to the sectors	To provide gender sensitivity awareness training programs to the different maritime industry sectors/sub-sector	MFO: Maritime Industry Regulation Services	Conduct of Gender Sensitivity Training Programs for maritime industry stakeholders, including awareness on topics such as Safety and Security, Anti-Sexual Harassment, Breast/Cervical Cancer Awareness	No. of training conducted - Four (4) trainings No. of participants aware of GAD - 30 participants	Conducted Gender Sensitivity Training to maritime students at Isabela College of Arts & Technology (ICAT) on November 21, 2019 with 80 participants	150,000.00 GAA	61,412.52 GAA	MROs	Done.



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	1	2	3	4	6	6	7	8	9	11	12
12	Inadequate knowledge on gender sensitivity of stakeholders in the maritime industry sectors (domestic, shipbuilding and ship repair, maritime manpower and maritime safety	Limited awareness on Gender and Development as applied to the sectors	To provide gender sensitivity awareness training programs to the different maritime industry sectors/sub-sector	MFO: Maritime Industry Regulation Services	Conduct of Gender Sensitivity Training Programs for maritime industry stakeholders, including awareness on topics such as Safety and Security, Anti-Sexual Harassment, Breast/Cervical Cancer Awareness	No. of training conducted - Four (4) trainings No. of participants aware of GAD - 30 participants	Orientation for the Left Behind Families of the Seafarer on 25 June 2019 conducted in Legazpi City with 50 participants	20,400.17 GAA	20,400.17 GAA	MROs	Done.
13	Inadequate knowledge on gender sensitivity of stakeholders in the maritime industry sectors (domestic, shipbuilding and ship repair, maritime manpower and maritime safety	Limited awareness on Gender and Development as applied to the sectors	To provide gender sensitivity awareness training programs to the different maritime industry sectors/sub-sector	MFO: Maritime Industry Regulation Services	Conduct of Gender Sensitivity Training Programs for maritime industry stakeholders, including awareness on topics such as Safety and Security, Anti-Sexual Harassment, Breast/Cervical Cancer Awareness	No. of training conducted - Four (4) trainings No. of participants aware of GAD - 30 participants	Active participation of 108 Maritime Industry Stakeholders during the conduct of GST including awareness on Safety and Security and Anti Sexual Harrassment last April 6, 2019 in Calbayog City	80,100.00 GAA	90,941.68 GAA	MROs	Done. Exceeded the target number of participants
14	Inadequate knowledge on gender sensitivity of stakeholders in the maritime industry sectors (domestic, shipbuilding and ship repair, maritime manpower and maritime safety	Limited awareness on Gender and Development as applied to the sectors	To provide gender sensitivity awareness training programs to the different maritime industry sectors/sub-sector	MFO: Maritime Industry Regulation Services	Conduct of Gender Sensitivity Training Programs for maritime industry stakeholders, including awareness on topics such as Safety and Security, Anti-Sexual Harassment, Breast/Cervical Cancer Awareness	No. of training conducted - Four (4) trainings No. of participants aware of GAD - 30 participants	Conducted Gender Sensitivity Training to seafarers and maritime stakeholders at Suncity Suites, General Santos City with 100 participants	89,000.00 GAA	134,335.90 GAA	MROs	Done. Exceeded the target number of participants



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15	Inadequate knowledge on gender sensitivity of stakeholders in the maritime industry sectors (domestic, shipbuilding and ship repair, maritime manpower and maritime safety	Limited awareness on Gender and Development as applied to the sectors	To provide gender sensitivity awareness training programs to the different maritime industry sectors/sub-sector	MFO: Maritime Industry Regulation Services	Conduct of Gender Sensitivity Training Programs for maritime industry stakeholders, including awareness on topics such as Safety and Security, Anti-Sexual Harassment, Breast/Cervical Cancer Awareness	No. of training conducted - Four (4) trainings No. of participants aware of GAD - 30 participants	4th batch of Gender Sensitivity Training (GST) for SBSR entities in Mindanao area in General Santos City - 12 April 2019participated by MRO IX personnel and MARINA stakeholders	500,000.00 GAA	250,148.00 GAA	MROs	Done.
16	Lack of sex-disaggregated data for maritime stakeholders identified in the Maritime Industry Development Plan	Unavailability of sex-disaggregated data needed for policy formulation	To establish domestic shipping database system to include sex disaggregated data	MFO: Maritime Industry Regulation Services	Develop and design gender survey questionnaire	Developed and adopted gender survey questionnaire - Target: June 2019	NOT DONE	50,000.00 GAA	0.00 GAA	CO	Not Done. Not undertaken due to lack of time, but the activity will be spilled-over to CY 2020
17	Lack of sex-disaggregated data in the maritime stakeholders for each of the programs in the Maritime Industry Development Plan (MIDP)	Unavailability of sex-disaggregated data needed for policy formulation	To establish database system to include sex disaggregated data	MFO: Maritime Industry Regulation Services	Conduct survey for the establishment of sex-disaggregated data in the maritime industry	No. of ships surveyedTarget: July - Sept 2019	Adapted and enhanced the SDD survey questionnaire format of DOTr Sex-disaggregated Data format and presented to the maritime stakeholders during the Orientation on June 25, 2029 at MARINA MRO 6 Conference Room.	1,500,000.00 GAA	1,000.00 GAA	CO/MROs	Partially Done.



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18	Absence of facility to accommodate the families of the seafarers especially the women and children while processing their documents at the MARINA office	Absence of GAD Center	To provide center for the seafarers families while processing their documents at different offices	GASS: GAAS	Hiring of project-based consultant for the drafting of project proposal for GAD center	Hired one (1) project based consultantProject proposal submitted and approved by the AdministratorTarget: June-July 2019	NOT DONE	150,000.00 GAA	0.00 GAA	CO	Not Done. Not done due to limitations on the procurement process (i.e. PHILGeps requirements).

ORGANIZATION-FOCUSED ACTIVITIES

19	Difficulty to determine and include gender component in the maritime industry	Lack of opportunities to help identify the arising gender issues in the maritime industry	To integrate gender perspective in the programs, activities and projects (PAPs) within the maritime industry	MFO: Maritime Industry Policy Services	Conduct of GAD Analysis Workshop in the integration of gender and development (GAD) to the eight (8) flagship program under Maritime Industry Development Plan (MIDP)	No. of GAD analysis workshop conducted1 batchNo. of GFPS capacitated on the use of gender analysis tools -80 participants - Target:May 7-9, 2019	Conducted one (1) batch of GAD Analysis Workshop in the integration of Gender and Development to the eight (8) flagship program under MIDP by GAD Unit with 30 participants attended by members of the GAD Focal Point System from CO and MROs - 8 to 9 August 2019	850,000.00 GAA	99,222.42 GAA	CO/MROs	Done. The actual conduct of the activity was at the MARINA Bldg, thus expenses for hotel accommodation was not incurred and most of the targeted participants were not able to attend
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20	Inactive participation on assemblies concerning women especially in the maritime industry	Lack of opportunity to participate in assemblies concerning women	MARINA to regularly attend/participate in the national or Regional Conference on Women especially in maritime industry	GASS: GAAS	Attendance/participation in the National or Regional Conference/Seminars on women concerns in general & maritime industry	No. of participants to various conference/seminar on women concern - 10 to 15 participants	Celebration of Women's Month by posting the official streamer from PCW by Central Office Representation of MRO V and XIII employees in the celebration and participation of twenty five (25) personnel from MRO IX in the kick-off parade spearheaded by LGU of Zamboanga	34,975.15 GAA	29,365.15 GAA	CO/MROs	Done.
21	Inactive participation on assemblies concerning women especially in the maritime industry	Lack of opportunity to participate in assemblies concerning women	MARINA to regularly attend/participate in the national or Regional Conference on Women especially in maritime industry	GASS: GAAS	Attendance/participation in the National or Regional Conference/Seminars on women concerns in general & maritime industry in particular conducted by: International Maritime Organization (IMO) Philippine Commission on Women (End VAW) DOTr, CSC and other related agencies/institutions	No. of participants to various conference/seminar on women concern - 10 to 15 participants	Participation of four (4) MARINA personnel to DOTR Maritime Sector Technical Working Group (MSTWG) Workshop on Gender Analysis 14 to 17 May 2019 at Cebu Ports	250,000.00 GAA	29,516.26 GAA	GAD TWG	Done.
22	Inactive participation on assemblies concerning women especially in the maritime industry	Lack of opportunity to participate in assemblies concerning women	MARINA to regularly attend/participate in the national or Regional Conference on Women especially in maritime industry	GASS: GAAS	Attendance/participation in the National or Regional Conference/Seminars on women concerns in general & maritime industry in particular conducted by: International Maritime Organization (IMO) Philippine Commission on Women (End VAW) DOTr, CSC and other related agencies/institutions	No. of participants to various conference/seminar on women concern - 10 to 15 participants	Participation of two (2) MARINA personnel to DOTR Maritime Sector Technical Working Group (MSTWG) Workshop on HGDG- 11 to 14 September 2019, Palawan	250,000.00 GAA	18,849.50 GAA	GAD TWG	Done.



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23	Inactive participation on assemblies concerning women especially in the maritime industry	Lack of opportunity to participate in assemblies concerning women	MARINA to regularly attend/participate in the national or Regional Conference on Women especially in maritime industry	GASS: GAAS	Attendance/participation in the National or Regional Conference/Seminars on women concerns in general & maritime industry	No. of participants to various conference/seminar on women concern - 10 to 15 participants	Participation of one (1) MARINA personnel to Workshop on the Enhancement of GAD Profiling Tool Survey Form -28 to 31 October 2019 at Davao City	250,000.00 GAA	9,975.00 GAA	HRMDD	Done.
24	Inactive participation on assemblies concerning women especially in the maritime industry	Lack of opportunity to participate in assemblies concerning women	MARINA to regularly attend/participate in the national or Regional Conference on Women especially in maritime industry	GASS: GAAS	Attendance/participation in the National or Regional Conference/Seminars on women concerns in general & maritime industry	No. of participants to various conference/seminar on women concern - 10 to 15 participants	Conducted the workshop for drafting and review of IRR for MARPOL and SOLAS. MARPOL 8 to 10 May 2019 7 Female 17 Male SOLAS 3 to 7 June 2019 10 Female 15 Male	205,000.00 GAA	785,000.00 GAA	LS	Done. Budget exceeded because activities were conducted on different dates. Attendees to the activity were able to consider the welfare of women beneficiaries of the standards, rules & regulations, aligned with the International Maritime Organization (IMO)



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25	Inactive participation on assemblies concerning women especially in the maritime industry	Lack of opportunity to participate in assemblies concerning women	MARINA to regularly attend/participate in the national or Regional Conference on Women especially in maritime industry	GASS: GAAS	Attendance/participation in the National or Regional Conference/Seminars on women concerns in general& maritime industry	No. of participants to various conference/seminar on women concern - 10 to 15 participants	Posting of Director Sonia B. Malaluan as Maritime Attache in London with a term of three (3) years (2018-2021)	7,000,000.00 GAA	6,238,000.00 GAA	OSS	Done. Actual cost is for the total obligation for the Maritime Attache. The appointment of Dir. Malaluan as MA is a manifestation of equal opportunity of women and men in terms of employment and participation of women in decision-making, planning and implementation, monitoring and evaluation.
26	Inactive participation on assemblies concerning women especially in the maritime industry	Lack of opportunity to participate in assemblies concerning women	MARINA to regularly attend/participate in the national or Regional Conference on Women especially in maritime industry	GASS: GAAS	Attendance/participation in the National or Regional Conference/Seminars on women concerns in general& maritime industry	No. of participants to various conference/seminar on women concern - 10 to 15 participants	Philippine hosting of the 2nd High Level Regional Meeting of the Marine Environment Protection Committee for the Southeast Asian Seas (MEPSEAS) 27 to 29 August 2019, 3 Male 2 Female	2,000,000.00 GAA	1,283,679.00 GAA	OSS	Done. The activities of this project are meant to strengthen the participation and role of women on marine environmental issues in view of the effects of invasive aquatic species to our coasts and millions of lives



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27	Inactive participation on assemblies concerning women especially in the maritime industry	Lack of opportunity to participate in assemblies concerning women	MARINA to regularly attend/participate in the national or Regional Conference on Women especially in maritime industry	GASS: GAAS	Attendance/participation in the National or Regional Conference/Seminars on women concerns in general& maritime industry	No. of participants to various conference/seminar on women concern - 10 to 15 participants	Conduct of National Workshop as Lead Partnering Country of the GEF-INO-UNDP Glofouling Partnerships and National Task Force Meeting on Biofouling Management and Invasive Aquatic Species 12 to 13 September 2019, 18 Male and 14 Female participants and 1 Male and 2 Female for expert consultants	650,000.00 GAA	145,578.00 GAA	OSS	Done. The activities are meant to strengthen the role of women on climate change mitigation, impact reduction and technology transfer.
28	Inactive participation on assemblies concerning women especially in the maritime industry	Lack of opportunity to participate in assemblies concerning women	MARINA to regularly attend/participate in the national or Regional Conference on Women especially in maritime industry	GASS: GAAS	Attendance/participation in the National or Regional Conference/Seminars on women concerns in general& maritime industry	No. of participants to various conference/seminar on women concern - 10 to 15 participants	Election of Women in Maritime Philippines (WIMAPHIL), Northern Luzon Chapter 22 February 2019 attended by 37 Participants and WIMAPHIL Surigao Chapter on 27 September 2019	176,000.00 GAA	55,967.00 GAA	MROs	Done.



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29	Inactive participation on assemblies concerning women especially in the maritime industry	Lack of opportunity to participate in assemblies concerning women	MARINA to regularly attend/participate in the national or Regional Conference on Women especially in maritime industry	GASS: GAAS	Attendance/participation in the National or Regional Conference/Seminars on women concerns in general& maritime industry	No. of participants to various conference/seminar on women concern - 10 to 15 participants	Conducted celebration for the Day of the Filipino Seafarer focusing on Gender Equality and Empowering Women in the Maritime Community cum GST at MRO IX and XIII with 100 participants and with awards given to the active women seafarers in MRO VIII last 25 June 2019	440,600.00 GAA	336,774.90 GAA	MROs	Done.
30	Inactive participation on assemblies concerning women especially in the maritime industry	Lack of opportunity to participate in assemblies concerning women	MARINA to regularly attend/participate in the national or Regional Conference on Women especially in maritime industry	GASS: GAAS	Attendance/participation in the National or Regional Conference/Seminars on women concerns in general& maritime industry	No. of participants to various conference/seminar on women concern - 10 to 15 participants	Conducted the Maritime Week Celebration with a theme "Empowering Women in the Maritime Industry" in MRO I, MRO V, MRO VII and MRO VIII with 80 participants, and MRO IX with 15 participants	735,279.91 GAA	553,492.83 GAA	MROs	Done.
31	Inactive participation on assemblies concerning women especially in the maritime industry	Lack of opportunity to participate in assemblies concerning women	MARINA to regularly attend/participate in the national or Regional Conference on Women especially in maritime industry	GASS: GAAS	Attendance/participation in the National or Regional Conference/Seminars on women concerns in general& maritime industry	No. of participants to various conference/seminar on women concern - 10 to 15 participants	Conducted Seminar on Promoting Gender Inclusivity and Equality in the Maritime Community - Aug 10, 2019 - Diamond Suites Residences with 78 participants	180,000.00 GAA	162,494.29 GAA	MRO	Done.



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	1	2	3	4	5	6	7	8	9	11	12
32	Inactive participation on assemblies concerning women especially in the maritime industry	Lack of opportunity to participate in assemblies concerning women	MARINA to regularly attend/participate in the national or Regional Conference on Women especially in maritime industry	GASS: GAAS	Attendance/participation in the National or Regional Conference/Seminars on women concerns in general& maritime industry	No. of participants to various conference/seminar on women concern - 10 to 15 participants	Participated the Womens Walk on March 8, 2019 as per Tacloban LGU invitation at the City Hall Grounds to downtown area by 17 MARINA VIII employees	10,000.00 GAA	3,300.00 GAA	MRO	Done.
33	Inactive participation on assemblies concerning women especially in the maritime industry	Lack of opportunity to participate in assemblies concerning women	MARINA to regularly attend/participate in the national or Regional Conference on Women especially in maritime industry	GASS: GAAS	Attendance/participation in the National or Regional Conference/Seminars on women concerns in general& maritime industry	No. of participants to various conference/seminar on women concern - 10 to 15 participants	Conducted a one (1) day re-orientation in the promotion of safety measures for the elderly, women and children on-board last 29 March 2019 and participated by the 35 active MRO IX personnel	25,000.00 GAA	25,000.00 GAA	MRO	Done.
34	Inactive participation on assemblies concerning women especially in the maritime industry	Lack of opportunity to participate in assemblies concerning women	MARINA to regularly attend/participate in the national or Regional Conference on Women especially in maritime industry	GASS: GAAS	Attendance/participation in the National or Regional Conference/Seminars on women concerns in general& maritime industry	No. of participants to various conference/seminar on women concern - 10 to 15 participants	Attendance to the Women Summit at City Gov't of Davao by MRO XI	6,000.00 GAA	6,477.00 GAA	MRO	Done.
35	Inactive participation on assemblies concerning women especially in the maritime industry	Lack of opportunity to participate in assemblies concerning women	MARINA to regularly attend/participate in the national or Regional Conference on Women especially in maritime industry	GASS: GAAS	Attendance/participation in the National or Regional Conference/Seminars on women concerns in general& maritime industry	No. of participants to various conference/seminar on women concern - 10 to 15 participants	Attendance of MRO XI to BIR GAD seminar	1,000.00 GAA	1,230.00 GAA	MRO	Done.



	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	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
36	Inactive participation on assemblies concerning women especially in the maritime industry	Lack of opportunity to participate in assemblies concerning women	MARINA to regularly attend/participate in the national or Regional Conference on Women especially in maritime industry	GASS: GAAS	Attendance/participation in the National or Regional Conference/Seminars on women concerns in general& maritime industry	No. of participants to various conference/seminar on women concern - 10 to 15 participants	Attended the "Gender Responsive Help Desk Management Training for Service Providers on 16-19 July 2019 at Cagayan De Oro City	9,000.00 GAA	8,749.00 GAA	MRO	Done.
37	Inactive participation on assemblies concerning women especially in the maritime industry	Lack of opportunity to participate in assemblies concerning women	MARINA to regularly attend/participate in the national or Regional Conference on Women especially in maritime industry	GASS: GAAS	Attendance/participation in the National or Regional Conference/Seminars on women concerns in general& maritime industry	No. of participants to various conference/seminar on women concern - 10 to 15 participants	Attended the RIACAT-VAWC World Day Against Trafficking Celebration last August 2019	3,000.00 GAA	3,000.00 GAA	MRO	Done.
38	Inactive participation on assemblies concerning women especially in the maritime industry	Lack of opportunity to participate in assemblies concerning women	MARINA to regularly attend/participate in the national or Regional Conference on Women especially in maritime industry	GASS: GAAS	Attendance/participation in the National or Regional Conference/Seminars on women concerns in general& maritime industry	No. of participants to various conference/seminar on women concern - 10 to 15 participants	Roundtable Discussion of MRO V representatives for the One Billion Rising Campaign and participation of two (2) employees from MRO 6 in the One Billion Rising Dance on March 1, 2019 at Sunburst Park, Iloilo City in coordination with UP Iloilo, Gender Resource Center	167,500.00 GAA	4,581.95 GAA	MRO	Done.



	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	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
39	Inactive participation on assemblies concerning women especially in the maritime industry	Lack of opportunity to participate in assemblies concerning women	MARINA to regularly attend/participate in the national or Regional Conference on Women especially in maritime industry	GASS: GAAS	Attendance/participation in the National or Regional Conference/Seminars on women concerns in general& maritime industry	No. of participants to various conference/seminar on women concern - 10 to 15 participants	One (1) Focal Person attended /participated in the Monthly WIMAPHIL Meeting of WIMAPHIL Western Visayas Chapter at St. Therese-MTC Colleges, La Paz, Iloilo City on January 11, February 6, March 7, 2019 and November 4, 2019	8,000.00 GAA	7,821.72 GAA	MRO	Done.
40	Inactive participation on assemblies concerning women especially in the maritime industry	Lack of opportunity to participate in assemblies concerning women	MARINA to regularly attend/participate in the national or Regional Conference on Women especially in maritime industry	GASS: GAAS	Attendance/participation in the National or Regional Conference/Seminars on women concerns in general& maritime industry	No. of participants to various conference/seminar on women concern - 10 to 15 participants	One (1) Focal Person attended /participated in the Interagency Committee Meeting on Women and Children at Westown Hotel, Mandurriao, Iloilo on March 15, 2019	2,500.00 GAA	2,525.64 GAA	MRO	Done.
41	Inactive participation on assemblies concerning women especially in the maritime industry	Lack of opportunity to participate in assemblies concerning women	MARINA to regularly attend/participate in the national or Regional Conference on Women especially in maritime industry	GASS: GAAS	Attendance/participation in the National or Regional Conference/Seminars on women concerns in general& maritime industry	No. of participants to various conference/seminar on women concern - 10 to 15 participants	Conducted a Maritime Forum for students of Capitol University and honoring two (2) female speakers during the Seafarers Day on June 25, 2019	500,000.00 GAA	45,500.00 GAA	MRO	Done.



	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	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
42	Inactive participation on assemblies concerning women especially in the maritime industry	Lack of opportunity to participate in assemblies concerning women	MARINA to regularly attend/participate in the national or Regional Conference on Women especially in maritime industry	GASS: GAAS	Attendance/participation in the National or Regional Conference/Seminars on women concerns in general & maritime industry	No. of participants to various conference/seminar on women concern - 10 to 15 participants	Conducted Cervical Cancer Awareness Seminar last March 8, 2019 to 40 employees and stakeholders of MARINA and giving of red roses to all female employees at MRO VI on March 4, 2019 by Dir. Rizal J. Victoria during the celebration of the National Women's Month 2019	52,000.00 GAA	33,284.41 GAA	MRO	Done.
43	Inactive participation on assemblies concerning women especially in the maritime industry	Lack of opportunity to participate in assemblies concerning women	MARINA to regularly attend/participate in the national or Regional Conference on Women especially in maritime industry	MFO: GAAS	Attendance/participation in the National or Regional Conference/Seminars on women concerns in general & maritime industry in particular conducted by: International Maritime Organization (IMO) Philippine Commission on Women (End VAW) DOTr, CSC and other related agencies/institutions	No. of participants to various conference/seminar on women concern - 10 to 15 participants - As scheduled	Celebration of 18-day Campaign to End VAW by Wearing of Orange Shirt of all MARINA employees on 25 Nov 2019 and posting of official End VAW tarpaulin	1,000,000.00 GAA	880.00 GAA	GAD Unit	Done.
44	Inactive participation on assemblies concerning women especially in the maritime industry	Lack of opportunity to participate in assemblies concerning women	MARINA to regularly attend/participate in the national or Regional Conference on Women especially in maritime industry	MFO: GAAS	Attendance/participation in the National or Regional Conference/Seminars on women concerns in general & maritime industry in particular conducted by: International Maritime Organization (IMO) Philippine Commission on Women (End VAW) DOTr, CSC and other related agencies/institutions	No. of participants to various conference/seminar on women concern - 10 to 15 participants - As scheduled	Attendance Women in Maritime-ASIA Regional Conference 9 to 11 April 2019 Kuala Lumpur Malaysia	250,000.00 GAA	3,500.00 GAA	HRMDD	Done.



	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	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
45	No existing sex-disaggregated data	Development of sex-disaggregated data was not given priority before	To establish sex-disaggregated database system of the agency	GASS: GAAS	Establishment of sex-disaggregated database	Developed/established sex-disaggregated database Target: May 2019	NOT DONE	1,500,000.00 GAA	0.00 GAA	CO	Not Done. Due budgetary constraints-unprogrammed in the capital outlay for procurement of software. Spilled-over to CY 2020.
46	Low level of awareness of the newly-hired employees on GAD	Lack of training provided to the employees on basic GAD concepts	To capacitate the MARINA employees on GAD	GASS: GAAS	Conduct of Gender Sensitivity Training Programs for the newly-hired employees	No. of trainings provided to the employees - One (1) training Percentage of new employees capacitated on GAD - 100 % - Target: July 2019	NOT DONE	500,000.00 GAA	0.00 GAA	HRMDD/GAD Unit	Not Done. Not conducted due to priority activities, i.e. Conduct of Training of Trainers for GST, the purpose of which is to create a pool of MARINA Trainers to conduct a customized GST in MARINA spilled-over to CY 2020



	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	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
47	Lack of knowledge of some employees on GAD-related laws	Lack of trainings provided to the employees on GAD-related laws	To increase the level of awareness, knowledge and skills of employees on GAD-related laws	GASS: GAAS	Conduct Seminar on GAD-related laws particularly on Solo Parent Act, Magna Carta of Women, VAWC Act, Anti-Sexual Harassment Act	No. of seminars to be conducted Three (3) seminars No. of participants for the seminar - 30 participants each seminar	Conducted MARINA Lawyers' Convention and Legislative Advocacy Skills Development Seminar with Gender and Development related issues on Legislation - 2 to July 4 2019 with 31 participants 14 female and 17 male	1,000,000.00 GAA	702,336.37 GAA	LS	Done. The activity seeks to address the issue on female participation and decision making in the formulation of maritime policies of the Philippines since the activity involved drafting of bills. The GAD topic centered on the issues involved in the drafting of legislation and the use of gender fair language in the draft bills.
48	Lack of knowledge of some employees on GAD-related laws	Lack of training provided to the employees on GAD-related laws	To increase the level of awareness, knowledge and skills of employees on GAD-related laws	GASS: GAAS	Conduct Seminar on GAD-related laws particularly on Solo Parent Act, Magna Carta of Women, VAWC Act, Anti-Sexual Harassment Act	No. of seminars to be conducted Three (3) seminars No. of participants for the seminar - 30 participants each seminar	Conduct of Gender Fair Language to all forty (40) MRO VI employees on November 22, 2019 at the Conference Room of MRO VI, de la Rama Street, Iloilo City.	50,000.00 GAA	74,131.23 GAA	MRO	Done. Exceeded the target number of participants
49	Lack of knowledge of some employees on GAD-related laws	Lack of trainings provided to the employees on GAD-related laws	To increase the level of awareness, knowledge and skills of employees on GAD-related laws	GASS: GAAS	Availing of Solo Parent Leave and Expanded Maternity Leave	No. of employees availed the Solo Parent and Expanded Maternity Leave	Two (2) employees availed the Solo Parent Leave and 1 employee availed the Expanded Maternity Leave from MRO 7	100,000.00 GAA	74,196.04 GAA	MRO 7	Done.



	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	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
50	Lack of knowledge of some employees on GAD-related laws	Lack of trainings provided to the employees on GAD-related laws	To increase the level of awareness, knowledge and skills of employees on GAD-related laws	GASS: GAAS	ConductSeminar on GAD-related laws particularly on Solo Parent Act, Magna Carta ofWomen, VAWC Act, Anti-Sexual Harassment Act	No. of participants for the seminar - 30 participants	Conducted Orientation on Leave Administration Course particularly on the implementation of the Expanded Maternity Leave benefits for employees held on 3-4 September 2019 at the 7th floor Hearing Room, MARINA Bldg. with 30 participants from MARINA CO and MROs	225,000.00 GAA	224,137.25 GAA	HRMDD	Done.
51	Lack of knowledge of some employees on GAD-related laws	Lack of trainings provided to the employees on GAD-related laws	To increase the level of awareness, knowledge and skills of employees on GAD-related laws	GASS: GASS	ConductSeminar on GAD-related laws particularly on Solo Parent Act, Magna Carta ofWomen, VAWC Act, Anti-Sexual Harassment Act	No. of participants for the seminar - 30 participants	Conducted Seminar on GAD-related Laws particularly on VAWC Act and Anti-Sexual Harassment Act on 31 May-02 June 2019 at Bukidnon with 31 participants	135,000.00 GAA	133,862.50 GAA	MRO	Done.
52	Lack of knowledge of some employees on GAD-related laws	Lack of trainings provided to the employees on GAD-related laws	To increase the level of awareness, knowledge and skills of employees on GAD-related laws	GASS: GAAS	ConductSeminar on GAD-related laws particularly on Solo Parent Act, Magna Carta ofWomen, VAWC Act, Anti-Sexual Harassment Act	No. of participants for the seminar - 30 participants	Conducted Anti-Sexual Harassment Act and the Safe Spaces ActSeminar- Nov 29, 2019 with 78 participants	250,000.00 GAA	207,682.41 GAA	MRO	Done.



THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN
REVIEWED AND ENDORSED THROUGH THE GMMS

ENGR. EMMANUEL B. CARPIO
CHAIRPERSON, GFPS

VADM ROBERT A. EMPEDRAD
AFP (RET)
ADMINISTRATOR



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	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	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
53	Lack of knowledge of some employees on GAD-related laws	Lack of trainings provided to the employees on GAD-related laws	To increase the level of awareness, knowledge and skills of employees on GAD-related laws	GASS: GAAS	Conduct Seminar on GAD-related laws particularly on VAWC Act and Anti-Sexual Harassment Act	No. of participants for the seminar - 30 participants	Participated during the conduct of seminar workshop on Violence Against Women and Children (VAWC) and the Anti Sexual Harassment Act on July 3, 2019 at Haiyan Peak Resort and Hotel, Tanauan, Leyte attended by 57 MRO VIII employees	87,000.00 GAA	196,240.72 GAA	MRO	Done. Exceeded the target number of participants
54	Lack of knowledge of some employees on GAD-related laws	Lack of trainings provided to the employees on GAD-related laws	To increase the level of awareness, knowledge and skills of employees on GAD-related laws	GASS: GAAS	Conduct/Participate on Seminar on GAD-related laws	No. of participants for the seminar - 30 participants	Participated during the conduct of orientation on Empowerment of Women in the Maritime at Tacloban City on 19 December 2019 attended by 58 MRO VIII employees	87,000.00 GAA	99,677.46 GAA	MRO	Done.
55	Lack of knowledge of some employees on GAD-related laws	Lack of trainings provided to the employees on GAD-related laws	To increase the level of awareness, knowledge and skills of employees on GAD-related laws	GASS: GAAS	Participate/attend to Seminar on GAD-related laws	No. of seminars to be attended (1) seminar	Attended the Three-day Multi-Disciplinary Training on Handling Trafficking in Persons Cases and Victim Protection with Prosecutors, Law Enforcers and Social Workers on 5-8 March 2019 in Surigao City and in Dapa, Surigao Del Norte	6,000.00 GAA	5,250.00 GAA	MRO	Done.

	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	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
56	Lack of knowledge of some employees on GAD-related laws	Lack of trainings provided to the employees on GAD-related laws	To increase the level of awareness, knowledge and skills of employees on GAD-related laws	GASS: GAAS	Attend/Participate on Seminar on GAD-related laws	No. of seminars to be attended - one (1) seminar	Attended the 3-Day Training Workshop on the Establishment of Protocols and Reporting Mechanism and Border Control on Trafficking in Persons Cases on 3-5 July 2019 in Surigao City	4,500.00 GAA	3,550.00 GAA	MRO	Done.
57	Lack of knowledge of some employees on GAD-related laws	Lack of trainings provided to the employees on GAD-related laws	To increase the level of awareness, knowledge and skills of employees on GAD-related laws	GASS: GAAS	Conduct Seminar on GAD-related laws	No. of participants for the seminar - 30 participants	Conducted GAD Seminar on Anti-Violence Against Women and Children during the scheduled MBST Examination of MDS/STCWO Section from Feb, Apr, June and July 2019 with 180-200 boat captain and boat crew participants	120,000.00 GAA	63,519.59 GAA	MRO	Done





	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	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
58	Lack of assessment/ evaluation with regards to implementation of gender activities of MARINA	Last GAD Audit was conducted on 2014	To monitor and evaluate the implementation of GAD activities of MARINA	MFO: Maritime Industry Policy Services	Conduct of internal and external GAD Audit	No. of GAD Audit conducted - one (1) internal and one (1) external GAD AuditNo. of participants for the internal and external GAD Audit - 40 participants Target: Oct and Nov 2019	NOT DONE	1,000,000.00 GAA	0.00 GAA	CO	Not Done. The activity was not conducted in MARINA Central Office, due to priority projects undertaken. Instead, the results of GMEF assessment done by the DOTr Maritime Sector TWG was considered in developing the MARINA six-year GAD Agenda
59	Lack of enabling mechanism to address the emerging gender issues in the maritime industry	Presence of gender issues in the maritime industry	To sustain the gender mainstreaming efforts of MARINA to address emerging gender issues in the maritime industry	MFO: Maritime Industry Policy Services	Conduct of semi-annual GAD Assessment & Planning Conference	No. of assessment conducted - One (1) Mid-year GAD Assessment Workshop by June 2019 & one (1) Year-end Assessment and Planning Workshop (Preparation of GPB for the next calendar year) by Nov 2019No. of participants per workshop50 participants	Conducted one (1) batch of Mid-year Assessment and Planning Workshop at Rizal Park Hotel on 10 to 12 July 2019 with 31 Male and 37 Female	1,500,000.00 GAA	1,454,259.00 GAA	CO/MROs	Done.

	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	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
60	Lack of enabling mechanism to address the emerging gender issues in the maritime industry	Presence of gender issues in the maritime industry	To sustain the gender mainstreaming efforts of MARINA to address emerging gender issues in the maritime industry	MFO: Maritime Industry Policy Services	Conduct of GAD Assessment and Planning Conference	No. of assessment conducted - One (1) - No. of participants per workshop 50 participants	Conducted GAD Assessment and Planning Conference for the Preparation and Submission of 2018 GAD Accomplishment Report, 2020 GAD Plan and GAD Agenda at Armada Hotel 29 to 31 January 2019 attended with 47 participants	1,500,000.00 GAA	721,301.63 GAA	CO/MROs	Done.
61	Lack of enabling mechanism to address the emerging gender issues in the maritime industry	Presence of gender issues in the maritime industry	To sustain the gender mainstreaming efforts of MARINA to address emerging gender issues in the maritime industry	MFO: Maritime Industry Policy Services	Conduct of Performance and Budget Execution Review of GAD	No. of activity conducted - one(1)	Conducted 1st Quarter Program Performance & Budget Execution Review- 20 to 22 May 2019 at Iloilo City	370,000.00 GAA	200,188.89 GAA	CO/MROs	Done.
62	Lack of enabling mechanism to address the emerging gender issues in the maritime industry	Presence of gender issues in the maritime industry	To sustain the gender mainstreaming efforts of MARINA to address emerging gender issues in the maritime industry	MFO: Maritime Industry Policy Services	Conduct GAD Assessment at MARINA Regional Offices	No. of assessment per region - one (1)	Conducted GAD assessment activity and SPMS at MRO V with 38 participants, MRO IX with 42 participants, MRO X and XIII	350,700.00 GAA	399,423.40 GAA	MROs	Done. Exceeded the target number of participants
63	Lack of enabling mechanism to address the emerging gender issues in the maritime industry	Presence of gender issues in the maritime industry	To sustain the gender mainstreaming efforts of MARINA to address emerging gender issues in the maritime industry	MFO: Maritime Industry Policy Services	Conduct of GAD Planning and Budgeting for MRO	No. of GAD Planning and Budgeting to be conducted - one (1)	Conducted GAD Planning and Budgeting of MRO IV at Calamba City September 28-29, 2019	180,000.00 GAA	199,845.89 GAA	MRO	Done. Exceeded the proposed budget.






	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	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
64	Lack of enabling mechanism to address the emerging gender issues in the maritime industry	Presence of gender issues in the maritime industry	To sustain the gender mainstreaming efforts of MARINA to address emerging gender issues in the maritime industry	MFO: Maritime Industry Policy Services	Conduct Workshop on the drafting of 6-year GAD Agenda	No. of workshop conducted - one (1)	Conducted Workshop on the preparation of the 6-year GAD Agenda 18 to 20 September 2019 with 28 Female and 4 Male participants	850,000.00 GAA	214,060.64 GAA	GAD Unit/MROs	Done.
65	Lack of enabling mechanism to address the emerging gender issues in the maritime industry	Presence of gender issues in the maritime industry	To sustain the gender mainstreaming efforts of MARINA to address emerging gender issues in the maritime industry	MFO: Maritime Industry Policy Services	Conduct of GAD Quartely Meetings, GFPS regular meetings and DOTR Maritime Sector Technical Working Group (MSTWG)	Duration of meetings conducted - Quarterly GFPS Meetings - Regularly DOTR MSTWG Meeting - As scheduled	Conducted GAD Quartely Meetings, GFPS regular meetings, and DOTR MSTWG Meeting	1,000,000.00 GAA	131,579.46 GAA	GAD Unit/MROs	Done.
66	Lack of enabling mechanism to address the emerging gender issues in the maritime industry	Insufficient training on GAD given to the GFPS to capacitate the members within the MARINA	Created pool of GAD trainers in MARINA	MFO: Maritime Industry Policy Services	Conduct of Trainors Training for CO and MRO GAD Focal Persons	No. of training to be conducted One trainingNo. of participants for the training 30 participants	Conducted one (1) batch of Training of Trainers on 19 to 22 Nov 2019 attended by members of the GAD Focal Point System from CO and MROs 1 to 13 - 25 participants	700,000.00 GAA	77,457.65 GAA	GAD Unit/MROs	Done.

	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	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
67	Women and children's rights/privileges, safety and health are protected	Lack of gender sensitive indicators in the checklist used by MARINA	To ensure that the rights and privileges of women and children are protected and ships' crew and facilities are gender sensitive/responsive	MFO: Maritime Regulation Services	Review of Inspection and Monitoring Checklist used by the ES, DSS, and MISS	No. of GAD concerns in the checklistTarget: 2nd Quarter 2019	Assessment of Road Roll-On/Roll-Off Terminal System (RRTS) in support of the Nautical Highway Development Program participated by 30 personnel: 1 - 5 April 2019 - Western Nautical Highway22-27 April 2019 - Central Nautical Highway 6-9 May 2019 - Western Nautical Highway	50,000.00 GAA	325,649.34 GAA	DSS	Done.
68	Women and children's rights/privileges, safety and health are protected	Lack of gender sensitive indicators in the checklist used by MARINA	To ensure that the rights and privileges of women and children are protected and ships' crew and facilities are gender sensitive/responsive	MFO: Maritime Regulation Services	Monitoring the compliance of shipping companies, vessel construction and passenger vessels on gender-related requirements under the MC 65/65A	No. of monitored shipping companies, vessel construction and passenger vessels	Monitoring the compliance by shipping companies, shipyards on vessel construction (57 Vessel Plans Approved by MRO XI and 195 Vessel plans approved by MRO VIII), compliance on MC 65/65A Service Standards (266 COC issued) and inspection of passenger vessels (172 vessels inspected & issued Passenger Ship Safety Certificates by MRO XI and 391 vessels inspected by MRO VIII) in compliance with gender related requirements under the revised MC on Service Standards (MC-2018-018) and MC65/65A	760,600.00 GAA	2,186,914.95 GAA	MROs	Done. Exceeded the target number to be monitored.



	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	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
69	Women and children's rights/privileges, safety and health are protected	Lack of gender sensitive indicators in the monitoring checklist used by MARINA	To ensure that the rights and privileges of women and children are protected and ships' crew and facilities are gender sensitive/responsive	MFO: Maritime Regulation Services	Conduct of Ship Surveyors' training Course	No of trainings conducted - two (2) trainings	Conducted two (2) batches of Ship Surveyors' Training Course to address changes in industry regulations and trends, gender differentiated needs and safety of ships with total of 102 participants	1,300,000.00 GAA	786,510.00 GAA	MSS	Done.
70	Unmaintained updating of information on gender and development on GAD corner and website	Outdated GAD-related information materials on GAD corner and website	Improved awareness on gender and development issues and programs	GASS: GAAS	Continuous updating/ posting of GAD reading materials in the GAD Corner, including website	Updated GAD corner and websiteTarget: Quarterly updating of GAD Corner and MARINA website	GAD webpage for Central Office is updated every end of semester and quarterly updating of GAD corner for MRO I, IX, XI and XIII	120,000.00 GAA	24,590.00 GAA	GAD Unit/MROs	Done.
71	Lack of staff/personnel to do GAD-related activities such as coordinating, meetings, monitoring schedules of activities, preparation of conference or training materials and coordination	Gender-related activities were handled and designated to different offices	To sustain the gender mainstreaming efforts of MARINA	GASS: GAAS	Hiring of personnel to handle the gender-related activities of MARINA	No. of personnel hired to perform GAD-related function from march to december 2019 - Three (3) personnel hired	Hired (2) Contract of Service personnel for GAD Unit at MARINA Central Office and (2) Job Order Personnel for the Women's Help Desk and Public Assistance Help Desk for MRO VII (Jan-Dec 2019)	710,000.00 GAA	647,036.00 GAA	GAD Unit/MRO VII	Done.
SUB-TOTAL								39,020,680.23	21,930,017.74	GAA	
TOTAL								39,020,680.23	21,930,017.74		




Prepared By:	Approved By:	Date
		
ENGR. EMMANUEL B. CARPIO	VADM ROBERT A EMPEDRAD AFP (Ret)	06/22/2020
CHAIRPERSON, GFPS	ADMINISTRATOR	



THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN
REVIEWED AND ENDORSED THROUGH THE GMMS

ENGR. EMMANUEL B. CARPIO
CHAIRPERSON, GFPS


VADM ROBERT A EMPEDRAD
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