

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2020**

Organization: Maritime Industry Authority

Organization Category: National Government, Attached Agency

Organization Hierarchy: Department of Transportation, Maritime Industry Authority

Total Budget/GAA of Organization: 930,043,000.00

Total GAD Budget

11,880,000.00

Primary Sources

11,880,000.00

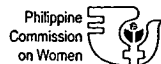
Other Sources

0.00

% of GAD Allocation:

1.28%

Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office	
1	2	3	4	5	6	7	8	9	
CLIENT-FOCUSED ACTIVITIES									
1	Lack of enabling mechanism to account the emerging gender issue in the maritime industry	presence of gender issue in the maritime sector	To establish sex disaggregated database to address gender issues inb the maritime industry sector	GASS: Regulatory	Development of Survey Forum for the establishment of the sex-disaggregated data of MARINA right-holders	Pilot testing - April to May 2020 Launching of the GAD Survey - June 2020 Survey Form developed - 1st quarter	250,000.00	GAA	GFPS TWG MISS GAD Unit



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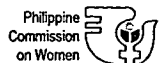
VADM NARCISO A. VINGSON JR.
OIC, OFFICE OF THE ADMINISTRATOR



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2	Vulnerability of women/women with disability/ women-senior citizens passengers of domestic ships	Lack of awareness of ships facilities to protect vulnerability of women/women with disability/ women-senior citizens riding domestic passenger ships	To conduct regular monitoring activity to ensure compliance with the requirements under MC 66/65A as amended by MC 2018-18	GASS: Regulatory Service	Monitoring of compliance of shipping companies on the provision of priority boarding/embarkation of women passengers, disabled and senior citizens	Monitoring Report submitted - Quarterly 6 participants from C.O. and 11 participants from MRO	500,000.00	GAA	Enforcement Service
3	Lack of gender sensitivity awareness to right holders	Weak promotion/fostering of gender equality in the maritime industry	To provide gender sensitivity awareness training programs to different maritime sectors	MFO: General Administrative Service	Conduct of GST programs for maritime industry right holders	No. of participants attended- 30 per training 2nd Quarter of 2020 No. of GST programs conducted- 13 (1 for CO and 1 per RO)	1,900,000.00	GAA	All MROs CO
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 Plans and Programs	To encourage domestic shipping companies/ operators to participate/ collaborate with MARINA on the formulation of GAD Plans and Programs	GASS: Regulatory Services	Conduct of Survey onboard to ensure compliance with the passenger service rating system	Report submitted on the GAD survey -2nd -3rd Quarter No. of survey conducted- 1 survey 20participants	300,000.00	GAA	DSS

ORGANIZATION-FOCUSED ACTIVITIES



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5	Absence of gender-related concepts in the existing HR policies as well as orientation modules	Lack of technical skills on gender mainstreaming at the time of formulation of HR policies	To revisit the policies to address the gender issues in the organization	MFO: General Administrative Services	Review of existing HR policies flexi time HR orientation modules	No. of meeting to be conducted for the review- 1 meeting 20 participants Reviewed/amended policy on flexi-time and orientation modules - January 2020	150,000.00	GAA	HRMDD MFAS
6	Lack of provisions specifying the details of CODI's function in the existing policy	Policy makers lacks awareness on the provisions of the law	To highlight or emphasize the functions of CODI	GASS: General Administrative Services	Review and amend of Committee on Decorum and Investigation's (CODI) function consistent with its mandate	No. of meeting conducted- 1 meeting 1st Quarter 2020 35 participants	120,000.00	GAA	HRMDD GAD Unit
7	The stored knowledge of the GFPS members are obsolete and some can hardly recall the tools & techniques on identifying gender issues in the organization	Lack of deepening session/training to help the GFPS members identify the underlying gender issues in the organization	To help update the knowledge of the GFPS on GAD	GASS: Policy Services	Deepening Sessions on Gender Mainstreaming Tools for GFPS to be conducted by accredited members of National GAD Resource Pool (NGRP) (accredited trainers of PCW)	No. of GFPS members to undergo the training- 40 participants February 2020 No. of training to be conducted- 1 training	750,000.00	GAA	MFAS HRMDD GAD Unit



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8	Existing programs, projects & policies are not integrated with gender perspective	Lack of technical skills of the GFPS on the use of GAD Analysis Tool	To identify activities attributable to GAD and ensure utilization of at least 5% of GAD budget	GASS: Policy services	Conduct of Workshop to mainstream gender into the major/flagship program, activities	No. of participants for the workshop- 40 participants per workshop 1st -2nd Quarter 2020 No. of workshop conducted- 2 workshops conducted	1,000,000.00	GAA	All MARINA Offices GAD Unit
9	Unawareness of some employees on the laws about Sexual Harassment and VAWC	Training before was provided to selected employees only	To empower employees of their rights in terms of sexual harassment incidents	GASS: HR	Conduct of Orientation on RA 9262 (Anti-Violence Against Women and Their Children), RA 9710 Magna Carta on Women and RA 7877 (Anti-Sexual Harassment)/	No. of Training - 3 trainings No. of participants - 40 participants per training Target: March/August 65 97,600	710,000.00	GAA	GAD Unit HRMDD
10	Lack of awareness of MARINA employees on basic gender concepts	Training was given a few years back and not all were trained at that time	To gender sensitized all MARINA employees including the JOs and COS	GASS: HR	Conduct of Gender Sensitivity Training (GST) to all MARINA employees (inclusion of JOs and COS	No. of participants per training- Every other month No. of GST conducted- 3 batches 40 participants	1,500,000.00	GAA	HRMDD MFAS





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11	Inactive participation of women employees in women assembly and other activities concerning gender and development	Invitations are not properly disseminated and no consultations conducted to the GFPS and MARINA women employees	To engaged the MARINA GFPS in all undertakings related to women, at the National/International level	GASS: HR	Attendance/Participation to Conferences/ Meetings/Symposia concerning women organization/associations in maritime and other government agencies & private entities.	No. of participants (GFPS members)- 10 delegates Per invite	600,000.00	GAA	HRMDD & GAD Unit MFAS
12	Continuous use of sexist language in official communications	Limited awareness on the use of gender-fair language/images	To be able to produce/reproduce MARINA IEC materials that are gender-sensitive	GASS: -	roduction and dissemination of MARINA IEC materials on gender-fair language and images	GAD IEC materials produced and audio-visual presentation created - 1st Quarter 2020 3 AVPs	250,000.00	GAA	SCS
13	Lack of updated information on MARINA's implementation on GAD in the GAD Corner and website	Unmaintained GAD corner and website corner	To have a designated GAD corner in the new MARINA building and continuously provide updated GAD information in the website	GASS: INFO TECH	Continuous updating and maintenance of GAD corner and the MARINA GAD webpage	GAD corner and MARINA GAD Webpage updated - Monthly	100,000.00	GAA	GAD Unit MISS
14	Incomplete data gathered in the previous Gender Profiling Survey conducted	Inactive participation of employees in the survey	To generate complete sex-disaggregated data for all MARINA employees	GASS: INFO TECH	Gathering and Analysis of sex-disaggregated data	Sex-disaggregated data gathered, analyzed, and completed - end of 2nd quarter of 2020 45 participants	250,000.00	GAA	MISS GAD Unit

ATTRIBUTED PROGRAM

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15					Organizational Structure and Staffing Review		3,500,000.00	GAA	MARINA
SUB-TOTAL							11,880,000.00	GAA	
TOTAL GAD BUDGET							11,880,000.00		

Prepared By:	Approved By:	Date
ENGR. EMMANUEL B. CARPIO Director II, PPS	VADM NARCISO A VINGSON JR OIC, OFFICE OF THE ADMINISTRATOR	11/05/2019

