

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2019**

Sequence No.: 2020-000362			
Organization: Department of Tourism		Organization Category: National Government, Line Agency	
Organization Hierarchy: Department of Tourism			
Total Budget/GAA of Organization:	2,128,720,000.00		
Total GAD Budget	23,314,430.00	Primary Sources	23,314,430.00
		Other Sources	0.00
% of GAD Allocation:	1.10%		

	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 support from stakeholders on GAD advocacies due to lack of awareness on GAD-related concepts, issues, laws, projects and activities(LGUs, accommodation and food establishments, airport personnel, travel and tour companies, tour guides, souvenir vendors, HRM and tourism students and other tourism stakeholders)	Lack of mechanism to disseminate information and increase awareness on GAD advocacies and promote GAD projects and activities.	Increased awareness on GAD-related concepts, issues and laws among stakeholders	MFO: Production/reproduction of collaterals/promotional materials	Production / Reproduction of GAD-related information, education and communication (IEC) materials and other advocacy awareness campaign materials	IEC, promotional and advocacy materials disseminated - T-Shirts - 2,000pcs T-Shirts with Collar - 1,000pcs Bags - 1,000pcs Training Seminar Kits - 2,000pcs Travel Pouch - 1,000pcs Umbrellas - 1,000pcs Other paraphernalia (brochures, pins, fans)	0T-Shirts - 4,000,000.00 T-Shirts with Collar - 350,000.00 Bags - 200,000.00 Training Seminar Kits - 100,000.00 Travel Pouch - 300,000.00 Umbrellas - 320,000.00 other paraphernalia - 330,000.00 2,000,000.00	GAA	DOT GAD GFPS



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2	Limited livelihood opportunities for women in tourism potential areas	Lack of access to resources for education and skills development in tourism potential areas	Access to resources provided and livelihood opportunities provided for women in tourism potential sites increased.	MFO: Capacity Building Program	Skills development trainings for men and women in tourism potential areas (e.g. Souvenir-making, Soap-making, Tour guiding, Bar-tending, etc.)1. Tour Guiding Seminar/ 2. Eco-Guiding Seminar/ 3. Seminar for Tourist Drivers as Frontliners/ 4. Homestay Training Program/ 5. Tourism Oriented Police for Community Order and Protection (TOPCOP)/ 6 Child Safe Tourism Orientation Seminar	16 trainings conducted - 400 participants trainedP4,000.00/pax x 25pax x 3days x 16 trainings	4,800,000.00	GAA	Office of Industry Manpower Development
3	Failure of LGUs / Stakeholders to act accordingly on GAD related issues in the tourism industry such as sexual harassment, violence against women and children, prostitution, commodification of women, etc.	Lack of awareness on GAD-related laws	GAD-related issues in the tourism industry and incidents of violations are addressed or Zero GAD-related issues and incidents of violations in the tourism industry.	MFO: Capacity Building Program	Conduct of awareness campaigns for LGUs / Stakeholders on GAD-related laws to increase awareness.	1 seminar/symposia conducted - 75 LGUs/Stakeholders participated	200,000.00	GAA	Legal Service
4	Lack of commitments from tourism-related establishments (TREs) to provide gender-sensitive and gender-responsive facilities to clientele	Lack of collaboration/partnership to encourage and engage TREs to provide gender sensitive and gender-responsive facilities for their clientele	Commitments from TREs to provide gender-sensitive and gender-responsive facilities for their clientele Policy guideline formulated to compel TREs to honor and execute commitments.Gender-sensitive and gender-responsive facilities provided by the TREs.	MFO: Collaboration/partnership with TREs MFO: Policy Formulation	Formulation of policy guidelinesInspection of facilities to determine status of implementation of commitments.Collaboration partnership to solicit commitments from TREsInspection of facilities to determine status of implementation of commitments.	20% of TREs approached committed to provide gender-sensitive and gender-responsive facilities for their clientele - 1 set of policy guidelines formulated20 establishments inspected	P9,000/pax x 3pax x 2 days (travel expenses) 54,000.00	GAA	DOT Regional Offices / DOT GFPS
5	Lack of sex-disaggregated data base	Failure to collect/gather data as reference for SDD-based analysis due to the absence of a GAD database	Functional GAD database for management decision-making reference purposes functional and in-place	MFO: Data collection for database	Design, finalize and functionalize a GAD data-base structure or template.	. - Functional GAD database structure/template in place	Professional Fees - P900.00/day x 22 days x 12months x 2 pax 475,200.00	GAA	DOT-GFPS



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6	Lack of mechanism to disseminate updates regarding tourism and GAD concerns, strategies/programs	Fragmented ASEAN GAD tourism programs	Enhanced ASEAN GAD Tourism Framework developed to harmonize and synchronize GAD efforts at various levels of governance in the tourism industry at the ASEAN level	MFO: Collaboration/partnership with ASEAN Member States	Consultations/meetings with ASEAN counterparts to strengthen external linkages with other agencies and organizations working on women's rights and gender and development	No. of GFPS members who participated- 2 Consultation Meetings/1 enhanced ASEAN GAD Tourism Framework developed	P60,000.00 DSA x 2 pax x 3 days x 2 meetings P40,000.00 airfare x 2 x 2 pax x 2 meetings 880,000.00	GAA	DOT GAD GFPS
7	Lack of incentives from the national government to show appreciation or give recognition to men and women workers in the tourism industry	DOT has no mechanism in gauging the performance of men and women workers in the tourism industry	Excellent performance recognized	MFO: Collaboration/partnership with NGOs/POs	Partnership with known award-giving bodies in the hospitality industry who annually organize programs/activities to recognize men and women achievers in the tourism industry	No. of NGOs / POs granted support - 2 NGOs /POs granted support P500,000.00/sponsorship x 2NGOs/POs	1,000,000.00	GAA	Project Evaluation Committee / DOT GFPS
8	Limited knowledge of tourism stakeholders in integrating or mainstreaming GAD perspective in tourism development plans and programs	Limited capacity of tourism stakeholders on GAD concepts and tools to be able to integrate or mainstream GAD perspective in their tourism development plans and programs	GAD perspective integrated in tourism development plans and programs (result to be monitored and evaluated through an M & E system)	MFO: Capacity Building Program	Conduct of GST, GA and HGGT trainings for tourism stakeholders to mainstream GAD perspective in tourism development plans and programs	6 trainings/workshop conducted - 25 stakeholders trained (LGUs, tourism organizations and industry practitioners involved in preparing plans and programs)	P4,000.00/pax x 25pax x 3days x 6 trainings 1,800,000.00	GAA	DOT Regional Offices / DOT GFPS
ORGANIZATION-FOCUSED ACTIVITIES									
9	Lack of GAD sensitive facilities for DOT employees and guests	Non-provision of gender-responsive and gender sensitive facilities/necessities for DOT employees and guests	GAD sensitive facilities for DOT employees built/installed	MFO: Provision of GAD-sensitive Facilities	Installation of GAD-sensitive facilities/necessities of DOT employees and guests	Two (2) gender facilities installed - 1. Hand dryers 2. Bidets 3. Toilet paper dispenser	800,000.00	GAA	DOT GFPS/Administrative Sector
10	Rare/poor attendance in participation of DOT employees to national (initiated DOT, DOT-Attached Agencies or other NGAs) and international GAD related tourism activities	Due to conflicting schedules, priority is given to other urgent meetings that require DOT's attention and immediate action	DOT employees' awareness on GAD concepts and tools in DOT's operations sustained.	MFO: Capacity Building Program	Continuous attendance/participation in national and international GAD related tourism activities/events/meetings	3 national activities/events attended - 2 international meetings attended	P2,000.00 x 20 x 3 national activities (P60,000.00 DSA x 2 pax x 3 days x 2 meetings P40,000 airfare x 2 x 2 pax x 2 meetings 1,000,000.00	GAA	DOT GFPS/Training Division



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11	Sec 4.6 of the PCW MC 2011-01 states that "Funds shall be allocated for PAPs to support the organization, management and operation of the DOT-GFPS to be charged to the Agency's GAD budget".	DOT-GFPS members must regularly meet to monitor the status of the implementation of the GAD programs of DOT and to address emerging issues in the agency	Effective coordination and sustainability of GAD programs		Conduct regular meetings and activities (Actual Attributions to PS will be reflected on the Accomplishment Report)	20 GFPS members (DOT Central) attended the meeting - 35 GFPS members (including Regional Offices) attended the meeting	100,000.00	GAA	DOT GFPS
12	Limited support from the newly appointed DOT Top Management officials to GAD programs/activities/projects	DOT Top Management officials are new.	Full support from newly appointed DOT Top Management officials in the implementation of GAD PAPs	MFO: Capacity Building Program	Conduct of Top Management briefings on GAD concepts and tools	2 briefings conducted - 12 DOT Top Management officials briefed	12,000.00	GAA	DOT GFPS/Training Division
13	Annual observance of Women's month in accordance to RA 6949: An Act Declaring March 8 of every year as a Special Working Holiday to be known as National Women's Day	There is a need to continuously surface gender issues in tourism and highlight the important role of women in the sector.	Participation of the DOT-Central Office during the annual celebration of the Women's Month		Conduct of month-long activities in celebration of the National Women's Month (conduct of fora, participation in PCW-led activities etc.) please see comment box	No. of participants enjoined to participate in major GAD events - 250 participants per activity No. of meeting / activities attended - 5 GAD activities conducted	125,000.00	GAA	DOT GFPS/HR Division
14	Restricted insights of DOT personnel to address GAD issues with more empathy and understanding	Failure to engage the DOT personnel/workforce in GAD initiatives where they themselves are beneficiaries of equitable GAD policies in the workplace that recognize their own gender concerns both at work and in their personal lives	Increased level of understanding, knowledge, skills and attitude on GAD among DOT employees.	MFO: Capacity Building Program	Immersion and interaction in identified sites with GAD best practices	No. of gender-responsive and gender-sensitive facilities / necessities for DOT employees and guests provided - 2 GAD-sensitive sites visited - first and second semester (PCW-certified learning hubs located in tourist destinations)70 employees participated in the site visits	P5,000.00/pax x 35pax x 3 days x 2 site visits P8,000.00/pax airfare (to include resource persons, organizers/facilitators/secretariat and transportation/airfare expenses) 1,610,000.00	GAA	DOT GFPS/HR or Training Division



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15	Absence of GAD focal person to coordinate and monitor the implementation of GAD PAPs and accomplishments	GFPS members have other duties and responsibilities to attend to as expected from the mandates of their respective DOT Offices. No one person to concentrate and prioritize GAD concerns	To ensure that the gender mainstreaming efforts are effectively planned, implemented, monitored and reported gender mainstreaming	MFO: Support to Operations	Engaging the Services of 1 GAD Coordinator	No. of JO hired and designated to focus on GAD matters - 1 staff hired by 1st quarter of 2019 until December of the same year P33,000.00/month x 12 months	396,000.00	GAA	DOT GFPS/Training Division
16	Failure of new DOT project officers to adopt GAD concepts and tools in the workplace and in DOT's operation	Non-introduction of GAD concepts and tools to new employees/job order personnel	DOT employees' awareness on GAD concepts and tools in DOT's operation installed	MFO: Capacity Building Program	Conduct of GAD orientation and gender sensitivity training sessions for new DOT employees/project officers	1 GST conducted - 70 new employees/project officers	(P4,000/pax * 35 pax * 3 days] - to include resource person, organizers/facilitators/ secretariat 420,000.00	GAA	DOT-GFPS/Training Division
17	Failure of new DOT project officers to adopt GAD concepts and tools in the workplace and in DOT's operation	Non-continuity of awareness campaign or training programs on GAD concepts and tools	DOT employees' awareness on GAD concepts and tools in DOT operations sustained	MFO: Capacity Building Program	Conduct of HGGT seminar and writeshop for project officers and DOT-GFPS	No. of participants attending the seminar - At least 35 project officers and GFPS members No. of seminar and writeshop conducted - One (1) HGGT seminar and one (1) writeshop	HGGT: P726,805 (Transportation: P121,605 Accommodation: P280,000 Meals and Training Seminar Package: 260,000 Misc: P65,200) Writeshop: P475,425 (Transportation: P27,625 Accommodation: P292,500 Training Package: P140,000 Misc: P15,300) 1,202,230.00	GAA	DOT GFPS
18	Failure of DOT project officers to continuously adopt GAD concepts and tools in the workplace and in DOT's operations	Non-introduction or non-continuity of awareness campaign or training programs on GAD concepts and tools. Some designated DOT project officers are new and were not able to attend	DOT employees' awareness on GAD concepts and tools in DOT's operations sustained	MFO: Capacity Building Program	Visit of DOT project officers in identified sites with GAD best practices	2 GAD-sensitive sites visited - first and second semester (PCW-certified learning hubs located in tourist destinations) Proposed site visits are Iloilo and Davao. - 70 project officers participated in the site visits	P5,000/pax * 35 pax * 3 days x 2 site visits P8,000/pax airfare (to include resource persons, organizers/facilitators/ secretariat and transportation/airfare expenses) 1,610,000.00	GAA	DOT GFPS/Training Division
19	Observance of RA 10398-18-Day Campaign to End Violence Against Women	Mandatory compliance to the law	Increased awareness of DOT personnel and tourism stakeholders of the violence and abuse against women	MFO: GAD Focal Point System	1. Hold activities, seminars, focus-group discussions, movie screenings, etc.2. Produce collaterals of 18-Day VAWC Campaign (shirts, stickers, brochures, etc.)	No. of participants in campaign activities - Around 30 participants per activity	Central Office (Meals: P293,000, Professional fees: P64,182.42, Film screenings: 94,242, Transportation: P10,800, Promo mats and supplies: P337,775.58) 800,000.00	GAA	Central Office



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20	Limited and short-term planning of gender and development activities and programs in the Department/Philippine Commission on Women Memorandum Circular 2018-04: Revised Guidelines for the Preparation of the Gender and Development (GAD) Agenda	Absence of long-term Gender and Development Agenda/strategic framework of the Department	Preparation and formulation of GAD Agenda and strategic framework responding to identified gender issues in the tourism sector Consistent annual formulation of GAD Plan and Budget for the next six years, aligned with the set goals and objectives	MFO: DOT-GAD Agenda	Conduct of GAD Agenda meetings with the Planning Team and Secretariat for the identification of issues and formulation of outline including goals, outcomes, indicators, baseline data, and targets.	No. of meetings and consultations conducted - At least three (3) meetings and one (1) consultation workshop Produced six-year DOT-GAD Agenda	GAD Agenda Consultation Workshop (Venue and meals: P164,800, Accommodations: P157,500, Airfare: P119,871, Supplies and misc: P22,828.1) 465,000.00 GAD Agenda Planning Meeting(s) 105,000.00	GAA GAA	Central Office
21	Limited gender and development trainings	Low attendance to GAD trainings	Improved knowledge, skills, and abilities on gender analysis and other GAD-related concepts of GFPS and DOT project officers.	MFO: Capacity Building Program	Conduct of seminar/workshop for DOT project officers and GFPS, including GSTs, GA, GPB	. - 10 trainings attended by GFPS	Trainings 2,160,000.00	GAA	DOT GFPS/Training Division
22	Sexual harassment and gender-based violence in tourism	Limited capacity to regulate, guard, and protect women and children vulnerable to exploitation and other negative impacts of tourism	Establish "Tourism Integrates, Support and Minds Women's Respect and Child Safety" or TourISM WoRCS which aims to monitor and respond to gender-based violence in tourism and organize GAD initiatives for each region (On TourISM WoRCS: www.tourism.gov.ph/news_features/worcs.aspx)	GASS: TRCRG	TourISM WoRCS Desk Officer /Child-Safe Orientation Seminar	No. of staff trained and oriented for TourISM WoRCS - 35 pax attended	TourISM WoRCS orientation seminar (Honorarium: P57,600 Transportation: P279,020 Accommodation: P450,000 Meals: P461,400 Supplies: P17,600) 1,300,000.00	GAA	DOT Central-TRCRG
SUB-TOTAL							23,314,430.00	GAA	
TOTAL GAD BUDGET							23,314,430.00		

Prepared By:	Approved By:	Date
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