

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

Sequence No.: 2020-000486				
Organization: Department of Tourism			Organization Category: National Government, Line Agency	
Organization Hierarchy: Department of Tourism				
Total Budget/GAA of Organization:	3,517,480,000.00			
Total GAD Budget	345,821,313.00	Primary Sources	345,821,313.00	
		Other Sources	0.00	
% of GAD Allocation:	9.83%			

	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									



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1	Objectification, commodification and inappropriate portrayal of women in promotional and advertisement materials	Prevalence of sexist views and gender insensitivity in the content and production of tourism advertisement and promotional materials.	To decrease prevalence of sexist views and gender insensitivity in tourism advertisement and promotional materials	MFO: Branding and Marketing Communication, GFPS	Training on production of gender-sensitive tourism promotional materials	No. of campaign against sexist tourism promotional materials conducted per region - 1 campaign conducted No. of IEC and advocacy materials produced	Region 1 240,000.00 Region 3 55,000.00 Region 5 200,000.00 Region 6 2,082,100.00 Region 10 200,000.00 Region 11 200,000.00 Region 12 3,600,000.00 Region 13 115,000.00	GAA GAA GAA GAA GAA GAA	DOT Region Offices 1, 3, 5, 6, 10, 11, 12, 13



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2	Absence of gender perspective in the DOT accreditation processes of TREs	Non-integration of GAD perspective in the DOT accreditation processes of TREs	To integrate gender perspective in the DOT accreditation processes of TREs	GASS: Standards and Accreditation	1. Conduct of Training-Workshop on the establishment of DOT Accreditation Guidelines on Gender-Responsive TREs2. Conduct of inspection, accreditation of tourism establishments and information campaigns on GAD	DOT TRE Gender Responsive Accreditation Guideline developed No. of establishments inspected and accredited	Region 1 275,000.00 Region 2 300,000.00 Region 3 150,000.00 Region 5 70,000.00 Region 6 300,000.00 Region 11 100,000.00 Region 13 164,750.00	GAA GAA GAA GAA GAA	DOT Region 1, 2, 3, 5, 6, 11, 13
3	Continuous implementation of the ASEAN GAD Tourism Framework and Plan	Partial implementation of ASEAN GAD Tourism Framework and Plan	To implement ASEAN GAD Tourism Framework and Plan	MFO: Policy and Formulation and International Cooperation Division, Tourism Development Planning	Conduct of roundtable and launching ceremony for the implementation of the ASEAN GAD Tourism Plan with the ASEAN Sustainable and Inclusive Tourism Development Committee	Conducted one (1) roundtable and launching ceremony for the implementation of the ASEAN GAD Tourism Plan	ASEAN GAD Tourism Meeting 2,156,000.00	GAA	Policy and Formulation and International Cooperation Division, Tourism Development Planning



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4	Lack of mechanism to monitor/minimize the incidence of sex tourism and exploitation of women in touristy destinations	High tolerance and perceived normalization of underground sex tourism	To provide mechanism to monitor incidence of sex tourism and exploitation of women in touristy destinations	MFO: Tourism Integrates, Supports, and Minds Women's Rights and Child Safety (TourISM WoRCS) Program	Establishment of TourISM WoRCS Desks per region to handle projects or cases and issues related to women and child safe tourism	No. of TourISM WoRCS established - Sixteen (16) TourISM WoRCS desks established (SG 15 x 12 months x 16 regions) No. of TourISM WoRCS orientation conducted - 1 orientation conducted	SG 15 x 12 months x 16 regions 6,000,000.00 Tourism WoRCS Orientation 1,300,000.00	GAA GAA	All offices
5	Lack of awareness on negative impact of tourism	Lack of fora, trainings, activities to increase awareness on the negative impacts of tourism	To increase awareness on the negative impact of tourism against women and children	MFO: Legal Service MFO:Legislative Liaison Unit	Seminar on GAD-related Laws	No. of GAD-related laws conducted with at least thirty (30) participants for each seminar - 3 seminars conducted	Seminar c/o Legal Service 170,000.00 Seminar c/o Legislative Liaison Unit 500,000.00	GAA GAA	Central Office



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6	Low level of awareness among local government units (LGUs) and tourism-related establishments (TREs) on gender and development (GAD) - gender issues (prostitution, sexual exploitation, and abuse of women and children) in tourism	Limited trainings of LGUs and TREs on GAD	To increase awareness of LGUs and TREs on GAD	GASS: Industry Manpower Division	1.	20 TREs100 tourism stakeholders - 20 TREs100 tourism stakeholders	Region 8 128,000.00 Region 10 240,000.00 Region 11 100,000.00 Region 12 280,000.00	GAA GAA GAA GAA	DOT Region Office 8,10,11,12



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7	Limited capacity of LGUs to collect and analyze tourism-related data for policy-making and reporting to DOT	Lack of training of LGUs on collection & analysis of sex-disaggregated data (SDD) on tourism	To increase capacity on the collection and analysis of tourism SDD among LGUs	MFO: Policy and Formulation and International Cooperation Division, Tourism Development Planning and/or GAD Focal Point System	1. Conduct capacity building or technical enhancement activities for LGU data sources/ focal persons on sex disaggregated tourism related data gathering, reporting, and data banking.2. Systemic collection and analysis of sex-disaggregated data at the LGU level.	No. of SDD seminar/workshop with LGUs conducted with 30 participants per training - 1 SDD workshop conducted	Region 1 250,000.00 Region 2 250,000.00 Region 3 300,000.00 Region 4A 341,575.00 Region 4B 300,000.00 Region 5 50,000.00 Region 6 500,000.00 Region 13 100,000.00	GAA GAA GAA GAA GAA GAA	DOT Region 1, 2, 3, 4A, 4B, 5, 6, 13



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8	Limited access of stranded local and foreign tourists, both women and men, to hygiene and wellness kits (MalasaKIT) during the imposition of the Enhanced Community Quarantine (ECQ) period	Lack of preparedness for pandemic/global health crisis situations by TREs	Increased access of stranded local and foreign tourists, both women and men to hygiene and wellness kits (MalasaKIT) during the imposition of the Enhanced Community Quarantine (ECQ) period.	MFO: GAD Focal Point System MFO: Regional Offices	1. Distribute hygiene and wellness kits such as, but not limited to, napkins, feminine wash, alcohol, hand sanitizers, disposable underwears, facial tissues, masks, Vitamin C, soap, etc.2. Provision of assistance to tourists and tourism stakeholders during calamities, disasters, or global crisis.3. (Region 6) Six (6) wash areas per province in all major ports/terminals.	No. of hygiene and wellness kits distributed - 10,000 No. of tourists/stakeholders assisted - 10,000	5,717,852.00	GAA	All Regional Offices
9	Lack of preparedness of tourism stakeholders to properly cope with global health crisis or pandemic	Absence of a national pandemic preparedness framework	Increase capacity of tourism stakeholders to properly cope with global health crisis or pandemic	MFO: Capacity Building Program	Conduct of capacity building programs for tourism stakeholders on crisis management for women and men in local tourist destinations	No. of activities/consultations conducted - Conducted three (3) crisis management seminars No. of participants attended - Twenty-five (25) participants each seminar/activity	Central Office (OPMD) 540,000.00	GAA	All offices



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10	Limited opportunity for women to participate in community-based tourism projects related to farm-culinary-wellness and eco-adventure tourism	Certain community-based tourism projects are male-dominated	To provide women better access to opportunities through capacity building, entrepreneurial undertakings, and other tourism-related projects	MFO: Capacity Building Program	Capacity building programs for women related to farm-culinary-wellness and eco-adventure tourism	No. of capacity building programs conducted - Two (2) capacity building programs conducted	Region 7 250,000.00	GAA	Region 7
ORGANIZATION-FOCUSED ACTIVITIES									
11	Absence of GAD focal person to coordinate and monitor the implementation of GAD PAPs and accomplishments	No one focal person to concentrate on, prioritize, and coordinate GAD projects and activities	To ensure that the gender mainstreaming efforts are effectively planned, implemented, monitored and reported gender mainstreaming	MFO: Support to Operations/GAD Focal Point System	Engaging the Services of 1 GAD Coordinator to focus on GAD matters	1 job order personnel hired (P35,132.40/month x 12 months)	Central Office (OPMD) 430,000.00	GAA	Central Office



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12	Celebration of Women's Day/Month per Proclamation No. 227 and Republic Act No. 6949 s. 1990	Mandatory compliance to Republic Act (RA) 6949 s. 1990 declaring March 8 of every year as National Women's Day	To celebrate women in the Department	MFO: Product and Market Development	Conduct of activities to promote women empowerment	No. of activities conducted for Women's Month with 50% of DOT employees participating in the activities	Central Office (OPMD) 315,000.00 Region 1 75,000.00 Region 2 30,000.00 Region 3 50,000.00 Region 4B 100,000.00 Region 5 35,000.00 Region 6 300,000.00 Region 8 150,000.00	GAA GAA GAA GAA GAA GAA	DOT Region 1, 2, 3, 4B, 8, Central Office



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13	Observance of the 18-day VAW Campaign per Proclamation 1172 s. 2006 and RA 10398 declaring November 25 at National Consciousness Day for the Elimination of VAWC/Proclamation 1172 s. 2006, Republic Act 10398 (2013)	Mandatory compliance to RA 10398/Proclamation 1172 s. 2006, Republic Act 10398 (2013)	To increase awareness of DOT personnel and tourism stakeholders on VAWC	MFO: Human Resource Division and/or GAD Focal Point System	1. Conduct of activities, seminars, focus-group discussions, movie screenings, etc.2. Participation in Orange Your Icon campaign	No. of VAWC activities conducted, with 50% of DOT employees participating in the activities - 2 activities conducted	Central Office 800,000.00 NCR 125,000.00 Region 1 100,000.00 Region 3 40,000.00 Region 4A 50,000.00 Region 5 225,000.00 Region 6 100,000.00 Region 10 80,000.00	GAA GAA GAA GAA GAA GAA	DOT Region 1, 2, 3, 4A, 5, 6, 10, NCR, Central Office



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14	Lack of appreciation, awareness and participation of DOT personnel on GAD and related laws	Limited participation in GAD-related seminars/training (18.20% attended basic training as of the third quarter of 2019, Central Office data)	To increase number of DOT personnel trained in gender and development	GASS: Training and Development Division/GAD Focal Point System	Conduct of GAD trainings which include GSTs, GA, and SDD trainings	No. of seminars and trainings organized - Conduct of (2) GSTs, (2) GA, (1) SDD, (1) HGDG, (1) GMEF, (1) GPB trainings No. of participants per training - Thirty (30) participants per training session	Central Office 3,690,000.00 Region 1 300,000.00 Region 2 150,000.00 Region 3 200,000.00 Region 4A 460,000.00 Region 4B 300,000.00 Region 5 240,000.00 Region 10 200,000.00 Region 11 100,000.00 Region 12 85,000.00 Region 13 50,000.00	GAA GAA GAA GAA GAA GAA GAA GAA GAA GAA	All offices



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15	Limited capacity of GAD Focal Point System (GFPS) on GPB processes and updates	Compliance to the PCW's requirement for continuous training and strengthening of GFPS, as first step in GAD Planning and Budgeting	To continuously strengthen the capacity of GAD Duty Bearers	MFO: Capacity Building Program/GAD Focal Point System	Participation of GAD Focal Point System to trainings/seminars/national and international events	No. of trainings/seminars participated with 28 GFPS trained - All basic GAD trainings completed (GA, GMEF, HGDG, GPB)	Central Office 1,000,000.00 NCR 150,000.00 Region 2 350,000.00 Region 4A 230,000.00 Region 5 100,000.00 Region 8 160,000.00 Region 9 50,000.00	GAA GAA GAA GAA GAA GAA	DOT Region 2, 4A, 5, 8, 9, NCR, Central Office
16	Lack of publicity efforts for the GAD activities and initiatives of the Department	Absence of physical and online GAD Corners	GAD corners in all regional offices and central office installed	MFO: GAD Focal Point System	Establishment of GAD corners in every regional office and in online websites	Online GAD corner developed Sixteen (16) GAD corners installed (for all regional offices)	Central Office 200,000.00 Region 6 500,000.00	GAA GAA	All offices



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17	Lack of gender perspective in the preparation of project proposals	Lack of capacity in preparation of gender-responsive project proposals	To improve capacity of project officers and/or GFPS in the preparation of gender-responsive project proposals	MFO: GASS	Conduct of writeshop on the preparation of gender-responsive project proposals	At least one (1) writeshop conducted - Thirty (30) project officers attended	Region 2 100,000.00 Region 1 60,000.00 Central Office (OPMD) 250,000.00	GAA GAA GAA	DOT Region 1, 2, Central Office
18	Lack of office supplies and materials for implementation of GAD trainings and activities and regular office operations of GFPS	Mandated to strengthen and capacitate GAD Focal Point System	To provide administrative and office supplies as needed for GAD activities	MFO: Administrative Service and Procurement Management and/or GAD Focal Point System	Procurement of administrative requirements of GFPS	Administrative requirements procured (transportation, representation, communication, supplies, equipment, etc.) No. of other administrative supplies procured - 1 laptop and 1 printer	Travelling, communication, transportation, representation expenses and other supplies (seminar kits etc.) 1,000,000.00 Administrative supplies (laptop, printer) 50,000.00 Region 6 50,000.00	GAA GAA GAA	Region 6, Central Office (Foreign Office) (OTDPRIM)



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19	Lack of support from personnel on GAD advocacies due to lack of awareness on GAD-related concepts, issues, laws, projects, and activities	Lack of mechanism to disseminate information and increase awareness on GAD advocacies and promote GAD projects and activities	To increase awareness and promotion of GAD-related concepts, issues, and laws among stakeholders	MFO: Administrative Service and Procurement Management and/or GAD Focal Point System	Production/reproduction of GAD-related information, education, and communication (IEC) materials and other advocacy awareness campaign materials	IEC, promotional and advocacy materials disseminated (1. T-shirts - 1,500 pcs 2. T-shirts with collar - 1,000 pcs 3. Bags - 1,000 pcs 4. Training seminar kits - 5,000 pcs 5. Travel pouch - 1,000 pcs 6. Umbrellas - 500 pcs 7. Other promotional materials, paraphernalia, brochures	1. T-shirts: 300000 2. T-shirts with collar: P350000 3. Bags: P200000 4. Training seminar kits: P250000 5. Travel pouch: P300000 6. Umbrellas: P160000 7. Other promotional materials paraphernalia brochures: 440000 2,000,000.00	GAA	GFPS (charged against Branding and Marketing Communications)



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20	Lack of gender-responsive facilities in DOT offices	Compliance to MCW provision on child minding facilities in government offices Non-provision of gender-responsive and gender sensitive facilities/necessities for DOT employees and guests	To make DOT Offices gender-responsive and compliant to provisions of MCW	MFO: GAD Focal Point System	"Processing and building of gender-responsive facilities in the offices	Gender-responsive facilities installed - (Region 13) Restrooms that are gender sensitive and have breastfeeding stations for working mother-employees and clients are installed in the office	Region 13 60,000.00	GAA	DOT Region 13
21	Limited and short-term planning of gender and development activities and programs in the Department	Absence of long-term Gender and Development Agenda/strategic framework of the Department Philippine Commission on Women Memorandum Circular 2018-04: Revised Guidelines for the Preparation of the Gender and Development (GAD) Agenda	To finalize and roll-out the DOT-GAD Agenda	MFO: DOT-GAD Agenda Planning Team/GAD Focal Point System	1. Finalization of GAD Agenda 2. Three roll-outs conducted (Luzon, Visayas, Mindanao)	One (1) DOT-GAD Agenda finalized Three (3) roll-outs conducted (Luzon, Visayas, Mindanao)	Central Office (OPMD) 700,000.00	GAA	DOT Central Office



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22	Failure to use SDD-based analysis in DOT's planning and decision-making processes	Failure to make SDD-based analysis due to the absence of functional GAD database	To make use of SDD-based analysis in DOT's planning and decision-making processes	GASS: Tourism Policy Formulation and Planning Program/ Tourism Industry Training	Maintenance of tourism-related SDD database	Functional DOT-wide sex-disaggregated database established	Central Office (OTDPRIM) 330,000.00	GAA	Central Office
23	Limited coordination to consolidate GAD plans and accomplishments among DOT offices	Limited processes in place for effective planning and communication of ideas and initiatives	Improved planning, coordination, and execution of GAD activities	MFO: All delivery units and/or GAD Focal Point System	Conduct of assemblies and other coordination meetings/activities of GFPS	No. of assemblies and other coordination meetings/activities of GFPS Conduct of one (1) General Assembly of Central Office's and Regional Offices' GAD Focal Point Systems	Central Office (OPMD) 1,000,000.00	GAA	All offices
24	Limited appreciation of the DOT Top Management officials of GAD plans and programs	Top Management officials have different levels of appreciation on their roles as GAD advocates/champions	Full support from DOT Top Management officials in the implementation of GAD plans and programs	MFO: Capacity Building Program	Conduct of Top Management briefings on GAD plans and programs	One (1) briefing conducted with 12 DOT Top Management officials in attendance	Central Office (OPMD) 50,000.00	GAA	DOT Central Office

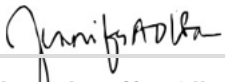



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25	Lack of preparedness of DOT employees to properly cope with global health crisis or pandemic	Absence of a national pandemic preparedness framework	Increase capacity of DOT employees to properly cope with global health crisis or pandemic	MFO: Capacity Building Program	Conduct of debriefing activities in all regional offices	No. of activities/consultations conducted - Conducted sixteen (16) debriefings No. of participants attended - Twenty-five (25) participants each debriefing session	Central Office (OPMD) DOT Region 10 1,002,650.00	GAA	All offices
26	Lack of immediate response measures to mitigate the threat/impact of the pandemic on the health of men and women workforce of the Department./PCW MC No. 2020-03	Absence of health protocols in the Department to combat health issues brought about by the pandemic to be able to undertake immediate and appropriate precautionary measures to prevent the Spread of the COVID-19 Disease	Increased level of preparedness of DOT in responding to crisis provision of safe and accessible services for essential workers to prevent the spread of disease		Conduct of PCR testing for DOT frontliners and skeletal force.	1,000 employees - 1,000 employees	2,905,900.00	GAA	Administrative Services and All Regional Offices

ATTRIBUTED PROGRAM



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27					PPA: Branding and Marketing Communications DOT Campaign: It's More Fun in the Philippines		252,794,536.00	GAA	Branding and Marketing Communications
28					Tourism Industry Training Program		44,422,950.00	GAA	Office of Industry Manpower Development
SUB-TOTAL							345,821,313.00	GAA	
TOTAL GAD BUDGET							345,821,313.00		

Prepared By:	Approved By:	Date
		
Atty. Jennifer Olba	Bernadette Romulo-Puyat 	07/30/2020
GFPS Secretariat	Secretary	

