

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2023**

Sequence No.: 2023-015508

Organization: Department of Tourism

Organization Category: National Government, Line Agency

Organization Hierarchy: Department of Tourism

Total Budget/GAA of Organization: 3,255,381,000.00

Total GAD Budget 447,812,498.75 **Primary Sources** 447,812,498.75
Other Sources 0.00

% of GAD Allocation: 13.76%

Gender Issue /GAD Mandate 1	Cause of Gender Issue 2	GAD Result Statement /GAD Objective 3	Relevant Organization MFO/PAP or PPA 4	GAD Activity 5	Performance Indicators /Targets 6	GAD Budget 7	Source of Budget 8	Responsible Unit /Office 9
CLIENT-FOCUSED ACTIVITIES								



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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	GAD Budget	Source of Budget	Responsible Unit /Office
1	2	3	4	5	6	7	8	9
1 Objectification, commodification and inappropriate portrayal of women in promotional and advertisement materials	Lack of gender sensitivity in creating tourism promotional collaterals	Tourism advertisements and promotional materials in the region are gender-sensitive.	MFO: Market and Product Development	Campaign and training workshop on Production of Gender-sensitive tourism promotional materials: Campaign against sexist tourism promotional materials conducted to the Tourism Officers of the LGUs in the region Conduct of workshop on gender-responsive branding, marketing and campaigning implemented Tourism Stakeholders in the region Conduct of SOX Youth Tourism Summit (SYTS) in celebration with National Children's Month	No. of participants attended and rated the training and development program as satisfactory - 90% of target participants attended and rated the training and development program as satisfactory 60 persons trained 40%-50% of attendees are female 90% of participants completed the training 3 day training conducted 80 tourism youths participated: 40%-50% of the attendees are female 2 day youth summit	P12 350,000.00	GAA	DOT Regional Office XII
					No. of campaigns against sexist tourism promotional materials conducted to the Tourism Officers of the LGUs in the region - One (1) campaign against sexist tourism promotional materials conducted to the Tourism Officers of the LGUs in the region			
					No. of workshops on gender-responsive branding, marketing and campaigning implemented Tourism Stakeholders in the region - One (1) workshop on gender-responsive branding, marketing and campaigning implemented Tourism Stakeholders in the region			
					No. of activities conducted of SOX Youth Tourism Summit (SYTS) in celebration with National Children's Month - One (1) activity conducted of SOX Youth Tourism Summit (SYTS) in celebration with National Children's Month			



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2	Objectification, commodification and inappropriate portrayal of women in promotional and advertisement materials	Lack of gender sensitivity in creating tourism-related promotional collaterals among private and public stakeholders.	Tourism collateral materials are gender sensitive and depict empowered women	MFO: Market and Product Development Program	Make Caraga Safe Program2. Youth Turismo 13 in line with the National Children's Month	No of events staged for promotion of gender and development in the Region - 2 events staged for promotion of gender and development in the Region No of LGUs completed the training satisfactorily - 11 LGUs completed the training with satisfactory rating No of youth in tourism destinations oriented on Tourism Awareness with satisfactory - 30 youth in tourism destination oriented on Tourism Awareness with satisfactory rating	R13 135,837.00	GAA	DOT Regional Office No. 13
3	Objectification, commodification and inappropriate portrayal of women in promotional and advertisement materials	Lack of gender sensitivity in creating tourism-related promotional collaterals among private and public stakeholders	Tourism collateral materials are gender sensitive and depict empowerment of women	MFO: Market and Product Development Program	Conduct of orientation program among stakeholders on the production of gender sensitive collateral or advocacy campaign	No of orientation program conducted - 6 orientation program conducted No of participants per province attended - 8 Provinces provided with an orientation program -40 participants per province attended	DOT R6 100,000.00	GAA	DOT Regional Office No. 6
4	Failure to use SDD in DOT's planning and decision-making processes	Lack of organized sex disaggregated data (SDD) for evidence-based program interventions	Regional SDD for tourism established or in placed.	MFO: Tourism Development Planning	Conduct of Inventory of existing SDD: Eastern Visayas Report on Women In TourismEstablish the SDD for Tourism in the Region	No. of Inventory report of existing SDD submitted/prepared - 1 inventory report of existing SDD submitted/prepared No. of SDD established in the region - 1 SDD established in the region	DOT Region VIII 80,000.00	GAA	DOT Regional Office VIII
5	Annual Celebration of Women's Month per RA 8949: An Act to Decliare March 8 of Every Year as a Working Special Holiday to be known as National Women's Day.	Women's significant role in development is not well-recognized and given much importance much so the women of Indigenous tribes.	Contribution of women Indigenous tribes in development celebrated	PAP: Market and Product Development (MPD)	Site visit of Iraya Mangayan Village in Puerto Galera, Oriental Mindoro to provide medical check up and assistance to Indigenous People (Women and Children) through collaboration with Ayala Foundation and Volunteer Medical Doctors based in Oriental Mindoro.	No. of Women and Children who benefitted from the GAD Activity. - 80 Women and Children benefitted from the GAD Activity.	Region IV-B 311,047.23	GAA	DOT Regional Office IV-B

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6	Annual Celebration of Women's Month per RA 6949: An Act to Declare March 8 of Every Year as a Working Special Holiday to be known as National Women's Day.	Women's significant role in development is not well-recognized and given much importance much so the women of indigenous tribes.	Celebrate the contribution of women indigenous tribes in development through provision of health care assistance.	MFO: Market and Product Developments (MPD)	Site visit of Iraya Mangayan Village in Puerto Galera, Orinetal Mindoro to provide medical check-up and assistance to Indigenous People (Women and Children) through collaboration with Ayala Foundation and Volunteer Medical Doctors based in Mindoro Oriental.	Number of Women and Children who benefitted from the GAD Activity - Number of Women and Children who benefitted from the GAD Activity	REGION IV-B 251,188.51	GAA	Tourism Development Division
7	Limited awareness of stakeholders on gender issues in the tourism sector	Insufficient trainings/seminars conducted on GAD for tourism stakeholders	Tourism stakeholders have heightened awareness on Gender and Development (GAD) and its related laws	MFO: Tourism Industry Training Program	Conduct of Gender Sensitivity Training and GAD Policy Imperatives for Tourism stakeholders	No. of GST trainings with GAD-related laws are conducted for tourism stakeholders with 150 participants each training - 2 GST trainings with GAD-related laws are conducted for tourism stakeholders with 150 participants each training. (1 for ALMASOR and 1 for Triple C) No. of batches of Gender Sensitivity Training participants for the forum for Central Luzon Stakeholders - Three (3) batches of Gender Sensitivity Training with atleast thirty (30) participants for the forum for Central Luzon Stakeholders	Region V 570,000.00 Region III 500,000.00	GAA GAA	DOT Regional Office V DOT Regional Office III

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8	Limited awareness of stakeholders on gender issues in the tourism sector	Insufficient trainings/seminars conducted on GAD for tourism stakeholders	Tourism stakeholders have heightened awareness on GAD	MFO: Tourism Industry Training Program	Conduct of the ff in 4 provinces: 1. Gender Sensitivity Training 2. Seminar on VAWC-related Laws 3. Seminar on Safe Spaces Act 4. Seminar on Child Welfare Act Production of 10,000 pcs RA 9710 IEC Materials to be distributed to 100 TEs in the region	1. Gender Sensitivity Training No. of GST Trainings conducted No. of Participants who completed the training satisfactorily No. of Training Days - 1. Gender Sensitivity Training 4 GST Training conducted 180 Participants who completed the training satisfactorily 4 Training Days 2. Seminar on VAWC-related Laws No. of VAWC-related Law seminars conducted No. of Participants who completed the training satisfactorily - 2. Seminar on VAWC-related Laws 4 VAWC-related Law seminar conducted 180 Participants who completed the training satisfactorily 3. Seminar on Safe Spaces Act No. of Safe Spaces Act Seminars conducted No. of Participants who completed the training satisfactorily No. of Training Days - 3. Seminar on Safe Spaces Act 4 Safe Spaces Act Seminar conducted 180 Participants who completed the training satisfactorily 4 Training Days 4. Seminar on Child Welfare Act No. of Child Welfare Act Seminars conducted No. of Participants who completed the training satisfactorily No. of Training days - 4. Seminar on Child Welfare Act 4 Child Welfare Act Seminar conducted 180 Participants who completed the training satisfactorily 4 Training Days 5. No. of IEC Materials distributed to 100 TEs in the region - 5. 10,000 IEC Materials distributed to 100 TEs in the region	Region VII 600,000.00	GAA	DOT Regional Office VII



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9	Limited awareness of stakeholders on gender issues in the tourism sector	Insufficient trainings/seminars conducted on GAD for tourism stakeholders	Tourism stakeholders have heightened awareness on GAD	MFO: SAA	Conduct of Gender Sensitivity training and Women Situationer for stakeholders	No. of GST Trainings specifically on the Rationale of Gender & Development and Women Situationer for stakeholders - 1 GST Trainings specifically on the Rationale of Gender & Development and Women Situationer for stakeholders	Region XI 60,000.00	GAA	DOT Regional Office XI
10	Limited awareness of stakeholders on gender issues in the tourism sector	Insufficient trainings/seminars conducted on GAD for tourism stakeholders	Increased level of awareness of tourism stakeholders on GAD programs, issues and concerns	MFO: Standards Development and Enforcement Program/ Tourism Industry Training Program	Conduct of Orientation on Tourism Integrates Supports and Minds Women's Rights and Child Safety (TourISM WoRCS) and Gender Sensitivity Training	No. of trainings conducted on GAD Programs and Initiatives and GST - Five (5) trainings on GST conducted No. of participants per training attended -50 participants per training attended	Region IV-A 500,000.00	GAA	DOT Regional Office IV-A
11	Limited awareness of stakeholders on gender issues in the tourism sector	Insufficient trainings/seminars conducted on GAD for tourism stakeholders	Tourism stakeholders have heightened awareness on GAD	MFO: Tourism Policy Formulation and Planning Program	Conduct of capacity building activities for a community-based tourism organizations on Gender Equality and Orientation on GAD-related policies and legislations	No. of Gender Sensitivity Trainings conducted - 1 Gender Sensitivity Training conducted	Region IX 50,000.00	GAA	DOT Regional Office IX
12	Limited awareness of stakeholders on gender issues in the tourism sector	Lack of GAD-related IECs conducted for tourism stakeholders	Tourism stakeholders have heightened awareness on GAD	MFO: Market and Product Development Program	Production of Gender Sensitive IEC Promotional materials	No of pieces of IEC materials produced - 2,500pieces of IEC materials produced	DOT R10 200,000.00	GAA	DOT Regional Office No. X
13	Limited awareness of stakeholders on gender issues in the tourism sector	Insufficient trainings/seminars conducted on GAD for tourism stakeholders	Tourism stakeholders have heightened awareness on GAD	MFO: Tourism Industry Training Program	Conduct of Gender Sensitivity Training for Tourism Stakeholders	No of seminars conducted - 3 Gender Sensitivity Training conducted No of Tourism Stakeholders participated/attended - 120 Tourism Stakeholders participated/attended	DOT R10 240,000.00	GAA	DOT Regional Office No. X
14	Limited awareness of stakeholders on gender issues in the tourism sector	Insufficient trainings/seminars conducted on GAD for tourism stakeholders	Tourism stakeholders have heightened awareness on GAD	MFO: Tourism Industry Training Program	Conduct of Orientation about Protective Laws on Women and Children in Tourism	No of orientations conducted on Laws of Women and Children - 3 orientations conducted on Laws of Women and Children No of participants attended/participated - 80 participants attended/participated	DOT R10 240,000.00	GAA	DOT Regional Office No. X

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15	Limited awareness of stakeholders on gender issues in the tourism sector	Insufficient trainings/seminars conducted on GAD for tourism stakeholders	Tourism stakeholders have heightened awareness on GAD	MFO: Standards Development and Enforcement Program	Conduct of Gender Sensitivity Training for Tourism Stakeholders	No. of GST conducted for tourism stakeholders - 3 GST conducted for tourism stakeholders	DOT R6 150,000.00	GAA	DOT Regional Office No. 6
16	Limited awareness of stakeholders on gender issues in the tourism sector	Lack of GAD-related IECs conducted for tourism stakeholders	Tourism stakeholders have heightened awareness on GAD	MFO: Market and Product Development Program	Development of GAD-related advocacy campaigns in social media platforms	No of DOT-GAD related content in the social media platform - 30 DOT-GAD related content in the social media platform	DOT R6 50,000.00	GAA	DOT Regional Office No. 6
17	Limited awareness of stakeholders on gender issues in the tourism sector	Insufficient trainings/seminars conducted on GAD for tourism stakeholders	Tourism stakeholders have heightened awareness on GAD	MFO: Standards Development and Enforcement Program	Conduct of Tourism Stakeholders GAD Awareness Program (Awards Recognition)	No of GAD Best Practices Identified - 3 GAD Best Practices Identified	DOT R6 350,000.00	GAA	DOT Regional Office No. 6
18	Limited awareness of stakeholders on gender issues in the tourism sector	Lack of GAD-related IECs conducted for tourism stakeholders	Tourism stakeholders have heightened awareness on GAD	MFO: Market and Product Development Program	Production of AVP for tourism stakeholders GAD Awareness Program	No of AVP for tourism stakeholders GAD Awareness Program produced - 1 AVP for tourism stakeholders GAD Awareness Program produced	DOT R6 50,000.00	GAA	DOT Regional Office No. 6
19	Limited awareness of stakeholders on gender issues in the tourism sector	Insufficient trainings/seminars conducted on GAD for tourism stakeholders	Tourism stakeholders increased the level of awareness on GAD	MFO: Industry Training	Conduct of Gender Sensitivity Training for tourism stakeholders	No of gender sensitivity training conducted - 2 gender sensitivity training conducted No of tourism stakeholders attended - 60 tourism stakeholders attended	DOT R1 150,000.00	GAA	DOT Regional Office No. 1
20	Limited awareness of stakeholders on gender issues in the tourism sector	Insufficient trainings/seminars conducted on GAD for tourism stakeholders	Tourism stakeholders increased the level of awareness on GAD	MFO: Industry Training	Conduct of Training on Gender Mainstreaming for TOs	No of training conducted - 1 training conducted No of tourism stakeholders attended - 50 tourism stakeholders attended	100,000.00	GAA	DOT Regional Office No. 1
21	Inadequate compliance of TREs to existing laws that grant benefits to women and men such as those provided in the Magna Carta of Women (MCW)	Most TREs lack of awareness and understanding of GAD-related laws such as the MCW	TREs have deep understanding of GAD-related laws as evidenced by management policies that provide benefits to women and men	MFO: Market and Product Development Program	Production of IECs on Magna Carta of Women and other GAD-related laws for Private Tourism Stakeholders	No. of IEC (brochures) produced - 1 type of IEC (brochure) produced No. of distributed IECs to DOT Accredited TEs in Region 5 - Distributed IECs to at least 80% of DOT Accredited TEs in Region 5	Region V 420,000.00	GAA	DOT Regional Office V



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22	Inadequate compliance of TREs to existing laws that grant benefits to women and men such as those provided in the Magna Carta of Women (MCW)	Most TREs lack awareness & understanding of GAD-related laws such as the Magna Carta of Women (MCW)	TREs have deep understanding of GAD-related laws as evidenced by management policies that provide benefits to women and men	MFO: Standards Development and Enforcement Program	Awards Recognition Program for TREs with management policies providing benefits to women and men Criteria: Tourism Leadership, Strategy and Resilience - 20% Building Partnership and Alliances that promote Tourism as a Force for Good - 20% Promotion Sustainability and Social Responsible Tourism 20% Community Development Initiatives - 20% Women Empowerment Initiatives - 20% Total 100%	No. of TEs identified with management policies providing benefits to women and men - 20 TEs identified with management policies providing benefits to women and men	Region III 350,000.00	GAA	DOT Regional Office III
23	Inadequate compliance of TREs to existing laws that grant benefits to women and men such as those provided in the Magna Carta of Women (MCW)	Most TREs lack awareness & understanding of GAD-related laws such as the MCW	TREs have deep understanding of GAD-related laws as evidenced by management policies that provide benefits to women and men	MFO: Standards Development & Enforcement Program	Conduct of Seminars on Gender-related laws for Tourism Stakeholders.	No. of Seminars on Gender-related laws conducted - 1 seminar on gender-related law conducted No. of tourism stakeholders attended/participated - 20 tourism stakeholders attended/participated	Region II 26,850.00	GAA	DOT Regional Office II
24	Observance of RA 10398- 18-Day Campaign to End Violence Against Women and Children	The mandatory compliance to the law	To generate public awareness on Violence Against Women	MFO: Market and Product Development Program	Conduct of Orange Your Icon for 25 Days Campaign to End Violence Against Women and Children	No. of participants from NGAs, LGUs, Academe and Tourism Stakeholders who participated - At least 250 participants from NGAs, LGUs, Academe and Tourism Stakeholders participated	Region V 150,000.00	GAA	DOT Regional Office V
25	Observance of RA 10398- 18-Day Campaign to End Violence Against Women and Children	As mandated by law.	To acquire wider support on the campaign to end VAW	MFO: Tourism Policy Formulation and Planning Program	Production of 18-Day Campaign collaterals (shirts, stickers, brochures, etc)	No of 18Day Campaign collaterals participants received - 100 campaign collaterals participants received	DOT R6 140,000.00	GAA	DOT Regional Office No. 6
26	Observance of RA 10398- 18-Day Campaign to End Violence Against Women and Children	As mandated by law	To acquire wider support on the campaign to end VAW	MFO: Tourism Policy Formulation and Planning Program	Showing/Airing of advocacy campaign materials on VAW among ports and terminals	No of ports and terminals VAW related advccacy materials shown - 6 ports and terminals VAW related advocacy materials shown	DOT R6 100,000.00	GAA	DOT Regional Office No. 6
27	Observance of RA 10398- 18-Day Campaign to End Violence Against Women and Children	As mandated by law	To acquire wider support on the campaign to end VAW	MFO: Tourism Policy Formulation and Planning Program	Establish on Art Exhibit highlighting stories related to VAW Inspiring others especially VAW victim	No of Art Exhibit highlighting stories related to VAW inspiring others especially VAW victims - 1 Art Exhibit highlighting stories related to VAW inspiring others especially VAW victims	DOT R6 100,000.00	GAA	DOT Regional Office No. 6

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28	Observance of RA 10398- 18-Day Campaign to End Violence Against Women and Children	As mandated by law	To acquire wider support on the campaign to end VAW	MFO: Tourism Policy Formulation and Policy Program	Kicking-off of 18-Day Campaign to End VAW through Launching of the "Orange Your Icon" Initiative in the Identified Tourist Spots	No of tourist spots/icon for the Orange Your Icon activity identified - 1 tourist spots/icon for the Orange Your Icon activity identified	R6 254,259.52	GAA	DOT Regional Office No. 6
29	Observance of RA 10398- 18-Day Campaign to End Violence Against Women and Children	Lack of awareness of the rights of women and children against violence and the VAWC law	To increase awareness of the rights of women and children and the anti-VAWC law	MFO: GASS	Publication of GAD Advocacies to eliminate VAWC Conduct of Orange Your Icon for 18-Day Campaign	No of government agencies, LGUs and NGOs participated - 8 government agencies, LGUs and non government organizations participated	DOT R8 50,000.00	GAA	DOT Regional Office No. 6
30	Observance of RA 6949 - Celebration of Women's Month	The mandatory compliance to the law	To have deep awareness and involvement on projects and activities in line with the Women's Month Celebration 2023	MFO: Market and Product Development Program	Partnership with the Mountaineering Federation of the Philippines, Inc. (MFFPI) for the conduct of All Women's Climb event on March 23-28, 2023	No. of women joined the All Women's Climb event on March 23-28, 2023 - 120-150 women joined the All Women's Climb event on March 23-28, 2023	Region V 40,000.00	GAA	DOT Regional Office V
31	Observance of RA 6949 - Celebration of Women's Month	As mandated by law	Women's role in development is celebrated and well-recognized through the active participation of DOT IV A personnel in the Women Empowerment Workshop	MFO: Tourism Industry Training Program/Market and Development Program	Conduct of Women's Day Celebration with the following activities:1 The Weaves of Change: A More Inclusive Tourism Industry (Forum, Fashion Show, Master Class)2. Empowerment Workshop for Women in Tourism (Self-Care, Personal Safety, Creative Writing and Expression, Prosperity in Purpose, Women of Influence)	No. of Region IV-A tourism stakeholders (tourism officers, community-based tourism organizations engaged in weaving and embroidery, women tourism executives) who attended the activities - 150 Region IV-A tourism stakeholders (tourism officers, community-based tourism organizations engaged in weaving and embroidery, women tourism executives) who attended the activities	Region IV-A 589,250.00	GAA	DOT Regional Office IV-A



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32	Observance of RA 6949 - Celebration of Women's Month	As mandated by law	Awareness and involvement regarding projects and activities In line with the celebration of women's month	MFO: Market and Product Development Program	Conduct of Women's Month Celebration	No of activities conducted - 1 activity conducted No of exhibitors participated - 5 exhibitors participated	DOT R10 250,000.00	GAA	DOT Regional Office No. X
33	Observance of RA 6949 - Celebration of Women's Month	Recognize women's significant role and contribution to national development and promotion of women's capabilities	Women's role in development is celebrated and well-recognized through showcase of women's skills in culinary arts and participation to skills development training	MFO: Industry Training	Conduct of Women's Day-Month Celebration with the following major activities:1. Culinary Workshop 2. Personality Development Workshop	No of NWMC activities conducted - 2 NWMC activities conducted No of participants per activities attended - 50 participants per activities attended	DOT R1 300,000.00	GAA	DOT Regional Office No. 1
34	Proclamation No. 1172, s. 2006: Declaring November 25 to December 12 of every year as the "18-Day Campaign to End Violence Against Women"	The Philippine government takes part in the international community's commitment to address all forms of violence against women and protect human rights of women as enshrined in the 1987 Constitution thru the observance of the 16-Day Campaign Against Violence of Women	Strengthen campaign among tourism stakeholders on violence against women thru participation of PCW-led activities of the 18-Day Campaign to End Violence Against Women	MFO: Market and Product Development Program	Orange Your Icon Activity	No. of Orange Your Icon Activity launched - 3 Orange Your Icon Activity launched	Region III 250,000.00	GAA	DOT Regional Office III
35	Proclamation No. 1172, s. 2006: Declaring November 25 to December 12 of every year as the "18-Day Campaign to End Violence Against Women"	The Philippine government takes part in the international community's commitment to address all forms of violence against women and protect human rights of women as enshrined in the 1987 Constitution thru the observance of the 16-Day Campaign Against Violence of Women	Strengthen campaign among tourism stakeholders on violence against women	MFO: Standards Development and Enforcement Program/ Tourism Industry Training Program/Tourism Policy Formulation and Planning Program	Conduct of the 18-Day Campaign to End Violence Against Woman with the following activities:1. VAWC Symposium2. Orange Kulinarya Tagala3. Orange Your Icon	No. of Region IV-A tourism stakeholders who attended the activities - 50 Region IV-A tourism stakeholders attended the activities	Region IV-A 150,000.00	GAA	DOT Regional Office IV-A
36	Proclamation No. 1172, s. 2006: Declaring November 25 to December 12 of every year as the "18-Day Campaign to End Violence Against Women"	The Philippine government takes part in the international community's commitment to address all forms of violence against women and protect human rights of women as enshrined in the 1987 Constitution thru the observance of the 18-Day Campaign Against Violence of Women	Strengthen campaign among tourism stakeholders on violence against women	MFO: Tourism Industry Training Program	Conduct of the ff.: 1. Learning Session on VAWC2. Distribution of IEC materials on VAWC and 3. Orange your Icon Campaign	No. of Learning Sessions Conducted - 1 Learning Session conducted No. of IEC materials on VAWC that has been distributed - 200 IEC materials on VAWC distributed No. of campaigns launched - Orange your Icon Launch	CAR 200,000.00	GAA	DOT Regional Office CAR



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37	Observance to the Proclamation 1172, series of 2006-Declaring November 25 to December 12 of Every Year as the "18-Day Campaign to End Violence Against Women(VAW)	The Philippine government takes part in the international community's commitment to address all forms of violence against women and protect human rights of women as enshrined in the 1987 Constitution thru the observance of the 16-Day Campaign Against Violence of Women	Strengthen campaign among tourism stakeholders on violence against women	MFO: MPD	Inter-agency participation to the PCW "Orange Your Icon - An 18-Day Campaign to End Violence Against Women (VAW)", which include the following activities: Learning Self-Defense: All Women FMA Arnis Training 4 training day s2. Be the voice: A Sign-Language training 2 training days3. Production of 5,000 pieces RA 9262 IEC materials to be distributed to 500 TES in the region	No. of Provinces where Orange Your Icon Launched - Orange Your Icon Launched in 4 Provinces No. of tourist icons lighted - 4 tourist icons lighted No. of woman beneficiaries of Arnis Training who participated satisfactorily - 35 women beneficiaries of Arnis Training participated satisfactorily No. of tour guides and frontliners who attended the training satisfactorily - 45 tour guides and 45 frontliners attended the training satisfactorily	Region VII 500,000.00	GAA	DOT Regional Office VII
38	Observance to the Proclamation 1172, series of 2006-Declaring November 25 to December 12 of Every Year as the "18-Day Campaign to End Violence Against Women(VAW)	The Philippine government takes part in the international community's commitment to address all forms of violence against women and protect human rights of women as enshrined in the 1987 Constitution thru the observance of the 16-Day Campaign Against Violence of Women	Strengthen campaign among tourism stakeholders on violence against women	MFO: Market and Product Development Program	Make Caraga Safe Program- Orange Your Icon - An 18-Day Campaign to End Violence Against Women	No of activity launched - 1 activity launched - Orange Your Icon	DOT R13 200,000.00	GAA	DOT Regional Office No. 13

	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
39	Observance to the Proclamation 1172, series of 2008-Declaring November 25 to December 12 of Every Year as the "18-Day Campaign to End Violence Against Women(VAW)	The Philippine government takes part in the international communitys commitment to address all forms of violence against women and protect human rights of women and protect human rights of women as enshrined in the 1987 Constitution thru the observance of the 16-day Campaign Against Violence Against Women	Sustained support to the 18-day campaign to end VAWC and increased awareness towards empowering women to speak out against VAWC and for men to manifest support to the agenda	MFO: Market and Product Development Program	Launching on Orange Your Icon	No of launching conducted and dissemination of information to LGUs - 1 launching conducted and dissemination of information to LGUs No of participants attended and disseminated - 50 participants attended and disseminated No of municipalities attended - 84 municipalities attended No of cities attended - 9 cities attended No of provinces attended - 5 provinces attended	DOT Region 10 150,000.00	GAA	DOT Regional Office No. X
40	Observance to the Proclamation 1172, series of 2008-Declaring November 25 to December 12 of Every Year as the "18-Day Campaign to End Violence Against Women(VAW)	The Philippine government takes part in the international communitys commitment to address all forms of violence against women and protect human rights of women and protect human rights of women as enshrined in the 1987 Constitution thru the observance of the 18-day Campaign Against Violence Against Women	Sustained support to the 18-day campaign to end VAWC and increased awareness towards empowering women to speak out against VAWC and for men to manifest support to the agenda.	MFO: Market and Product Development Program	Production of attention-grabbing videos promoting awareness on VAWC	No of production of tourism related VAWC video clip - 2 tourism related VAWC video clip produced	DOT R10 100,000.00	GAA	DOT Regional Office No. X



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41	Observance to the Proclamation 1172, series of 2008-Declaring November 25 to December 12 of Every Year as the "18-Day Campaign to End Violence Against Women(VAW)	The Philippine government takes part in the international community's commitment to address all forms of violence against women and protect human rights of women as enshrined in the 1987 Constitution thru the observance of the 18-Day Campaign Against Violence of Women.Low level of consciousness of public and private tourism stakeholders on the efforts to eliminate VAWC	Strengthen campaign among tourism stakeholders on violence against women.To attract the public's curiosity on why major landmark or icons nationwide are colored orange, thereby providing opportunities for advocates to explain the Anti-VAW advocacy.	MFO: Market and Product Development (MPD)	Boac Plaza of Marinduque Identified Tourism Icon or a Major Tourism Landmark within the MIMAROPA Region which will be decorated/ lighted orange, serving the tourism landmark on the 18-Day Campaign Against VAW and the Orange Your Icon Activity.It is the site where Col. Maximo Abad and his 300 Filipino soldiers surrendered during the Philippine- American War. Within the park is the Municipal Bldg., Rizal Statue, and Marinduque National Museum Branch. Spanish-era house are still standing to date at Boac town center. Some are well-preserved and some houses located here are likewise declared heritage houses by the National Historic Institute.The Province of Marinduque is also home to the well known Moriones Religious Festival.	One tourism landmarks identified and included in the list of Orange Your Icon during the 18-Day VAW Campaign Against VAW.Number of Anti-VAWC collaterals produced and distributed- collateral Materials and produced and distributed to Tourism stakeholders, LGU and DOT \$B personnel. - One tourism landmarks identified and included in the list of Orange Your Icon during the 18-Day VAW Campaign Against VAW.Number of Anti-VAWC collaterals produced and produced and distributed to Tourism stakeholders, LGU and DOT \$B personnel.	REGION IV-B 490,851.49	GAA	Tourism Development Division
42	Limited coordination among tourism stakeholders to achieve DOT'S GAD goals and objectives	Lack of human resource to focus and prioritize gender mainstreaming for tourism stakeholders thus GAD initiatives became an additional task only and not a priority.Lack of appreciation of tourism stakeholders and personnel to focus on DOT's GAD goals and objectives	Strong partnership with tourism stakeholders and DOT for the conduct of GAD initiatives established	MFO: MPD/TDP	GAD Orientation Trainings specifically on (1) Sex & Gender and (2) Gender & Culture with Private Tourism Stakeholders	No. of Trainings conducted specifically on (1) Sex & Gender and (2) Gender & Culture with Private Tourism Stakeholders - 2 Trainings conducted specifically on (1) Sex & Gender and (2) Gender & Culture with Private Tourism Stakeholders	Region XI 150,000.00	GAA	DOT Regional Office XI
						No. of Private Tourism Stakeholders per activity participated - 50 Private Tourism Stakeholders per activity participated			
43	Limited coordination among tourism stakeholders to achieve DOT'S GAD goals and objectives	Lack of human resource to focus and prioritize gender mainstreaming for tourism stakeholders thus GAD initiatives became an additional task only and not a priority. (DOT)Lack of appreciation of tourism stakeholders and personnel to focus on DOT's GAD goals and objectives (TOURISM STAKEHOLDERS)	Strong partnership with tourism stakeholders and DOT for the conduct of GAD initiatives established	MFO: Tourism Policy Formulation & Planning Program	GAD Orientation Trainings with Private Tourism Stakeholders	No. of Basic GAD Trainings(Basic GAD Orientation, SOGIESC, Gender Analysis and Gender Mainstreaming) conducted utilizing the modules for Gender Responsive Tourism- 3 Basic GAD Trainings (Basic GAD Orientation, SOGIESC, Gender Analysis and Gender Mainstreaming) conducted utilizing the modules for Gender Responsive Tourism	Region II 734,000.00	GAA	DOT Regional Office II
						No. of Private Tourism Stakeholders participated - 50 Private Tourism Stakeholders per activity participated			



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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	GAD Budget	Source of Budget	Responsible Unit /Office	
1	2	3	4	5	6	7	8	9	
44	Limited coordination among tourism stakeholders to achieve DOT'S GAD goals and objectives	Lack of appreciation of tourism stakeholders and personnel to focus on DOT's GAD goals and objectives (TOURISM STAKEHOLDERS)	Strong partnership with tourism stakeholders and DOT for the conduct of GAD initiatives established	MFO: Standards Development & Enforcement Program	Tourism Stakeholders' Dialogues on Mainstreaming GAD in Accreditation System	No. of Tourism Stakeholders' participants to the dialogue on GAD were capacitated with gender responsive tourism standards - 100 Tourism Stakeholders' participants to the dialogue on GAD were capacitated with gender responsive tourism standards	Region II 245,000.00	GAA	DOT Regional Office II
45	Philippine Plan for Gender-Responsive Development (PPGD) 1995-2025 Goal No. 3 Continuing consciousness-raising, advocacy, and affirmative action involving among others trainings and other educational programs	DOT stakeholders' insufficient awareness on GAD-related laws	DOT stakeholders' heightened awareness on GAD-related laws	MFO: Capacity Building Program	Conduct of seminar on Gender and Development Related Laws for Tourism Stakeholders Tourism stakeholders from Region 7 or 9 specifically from Accommodation Establishments	No. of target participants attended and rated the training and development program as satisfactory - 30 persons trained 90% of participants completed the training 2 day training conducted	Legal Affairs Service 285,000.00	GAA	Legal Affairs Service
46	Proliferation of Sexual Harassment, Exploitation and Abuse/Gender Based Violence in the tourism sector	Lack of Law enforcers' visibility for immediate response to SHEA and gender-based violence in major tourism destinations	Strong Police visibility in major tourism destinations	MFO: TISP	Partnership with PNP for deployment of TOPCOPs in major tourism sites SHEA Trainings for TOPCOP	No. of TOPCOPs deployed in major tourism sites - 30 TOPCOPs deployed in major tourism sites No. of SHEA trainings for TOPCOP - 3 SHEA trainings for TOPCOP	Region XI 200,000.00	GAA	DOT Regional Office XI
47	Proliferation of Sexual Harassment, Exploitation and Abuse/Gender Based Violence in the tourism sector	Lack of law enforcers' visibility for immediate response to SHEA and gender-based violence in major tourism destination	Strong police visibility in major tourism destination	MFO: Tourism Industry Training Program	Partnership with PNP for deployment of Tourist Police in major tourism sites Training on GAD and SHEA related laws for Tourist Police in Region 10	No of tourist police deployed in major tourism sites - 40 tourist police deployed in major tourism sites No of GAD and SHEA related laws training conducted - 1 GAD and SHEA related laws training conducted No of participants attended - 40 participants attended	DOT R10 100,000.00	GAA	DOT Regional Office No. X

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48	Proliferation of Sexual Harassment, Exploitation and Abuse/Gender Based Violence in the tourism sector	Absence of grievance redress mechanism to workers who are at risk for SHEA/GBV	Institutionalization of Committee on Decorum and Investigation of Sexual Harassment (CODI) among TEs	MFO: Standards Development and Enforcement Program	Conduct of Training on Committee on Decorum and Investigation of Sexual Harassment Cases (CODI) and SHEA related laws	No of CODI Trainings conducted - 6 CODI Trainings conducted No of CODI among TEs established - 5 CODI among TEs established No of participants per CODI Training conducted - 30 participants per CODI Training conducted	R6 200,000.00	GAA	DOT Regional Office No. 6
49	Proliferation of Sexual Harassment, Exploitation and Abuse/Gender Based Violence in the tourism sector	Absence of supporting local ordinance/s to strengthen implementation of mechanisms on SHEA and GBV in TEs	Strengthened implementation of mechanisms on SHEA/GBV in TEs thru local ordinances	MFO: Tourism Policy Formulation and Planning Program	Conduct of dialogues with LGU LCEs and legislative bodies to lobby for local ordinances to support mechanisms on SHEA and GBV in TEs	No of local ordinances to curb SHEA and GBV in TEs passed - 1 local ordinances to curb SHEA and GBV in TEs passed No of dialogues with LGU LCEs and legislative bodies conducted - 1 dialogue with LGU LCEs and legislative bodies conducted	DOT R6 50,000.00	GAA	DOT Regional Office No. 6
50	Failure or delayed action of some NGAs / LGUs / Stakeholders to act 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 of Tourism Stakeholders on Gender-based violence Laws relevant to the tourism industry.	Improved awareness of the stakeholders on GAD-related Laws that will address undesirable incidents that affect the tourism industry in Davao Region	MFO: MPD	Conduct of Information dissemination campaigns/advocacies during Anti-VAWC Campaign and Women's Month Celebration with series of GAD-related virtual meetings/webinars Trainings on 1 Manifestation of Gender Bias	No. of GAD Events - 2 GAD Events: (1) 18-Day campaign for VAWC & (2) National Women's Month No. of tourism stakeholders per training activity participated - 30 tourism stakeholders per training activity participated	Region XI 450,000.00	GAA	DOT Regional Office XI

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51	Low level of awareness among LGUs and TREs on GAD	Limited GAD trainings for tourism stakeholders and local government units on GAD	To increase participation of LGUs and TREs in GAD-related trainings	MFO: Tourism Industry Training Program	Conduct of Gender Sensitivity Trainings to LGUs and Tourism Establishments	No. of participants attended and rated the training and development program as satisfactory - 90% of target participants attended and rated the training and development program as satisfactory 60 persons trained 40%-50% of attendees are female 90% of participants completed the training 2 day training conducted No. of Gender Sensitivity Trainings to LGUs and Tourism Establishments conducted - One (1) Gender Sensitivity Trainings to LGUs and Tourism Establishments conducted	Region XII 75,000.00	GAA	DOT Regional Office XII
52	Low level of awareness among LGUs and TREs on GAD	Limited GAD trainings for tourism stakeholders and local government units on GAD	To increase capacity of LGUs to integrate gender perspective in local tourism development plan	MFO: Tourism Industry Training Program	Conduct of Gender Analysis Training to LGUs and Tourism Establishments	No. of participants attended and rated the training and development program as satisfactory - 90% of target participants attended and rated the training and development program as satisfactory 60 persons trained 40%-50% of attendees are female 90% of participants completed the training 2 day training conducted No. of Gender Analysis Training to LGUs and Tourism Establishments conducted - One (1) Gender Analysis Training to LGUs and Tourism Establishments conducted	Region XII 75,000.00	GAA	DOT Regional Office XII
53	Limited coordination among tourism stakeholders to achieve DOT's GAD goals and objectives in the tourism product development initiatives of Local Tourism Offices	GAD initiatives for tourism stakeholders are least priority and lack of technical expertise in mainstreaming GAD in tourism product development initiatives of local tourism offices	Gender perspectives are integrated into Local tourism product development	MFO: Market and Product Development Program	Conduct of Series of Workshop on Mainstreaming GAD (Gender Sensitivity Training) in Tourism Product Development	No. of Trainings Conducted - 3 Trainings Conducted No. of Tourism Officers / Stakeholders Attended / Participated - 190 - 224 Tourism Officers / Stakeholders Attended / Participated No. of Products Developed - 1 Product has been Developed (Training Module)	Region IX 1,330,000.00	GAA	DOT Regional Office IX



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	1	2	3	4	5	6	7	8	9
54	Child Sex Tourism and Trafficking	Lack of vigilance among TEs on child sex tourism and trafficking	TEs have greater vigilance on child sex tourism and trafficking	MFO: Tourism Industry Training Program	Conduct or implementation of the Make Caraga Safe Program-DOT ProTECT (Proactive Tourism to End Child Sex Tourism & Trafficking)- Production of AVP on the campaign against Child Sex Tourism & Trafficking.	No of batches of trainings conducted on TOURISM WoRCS - 2 batches of trainings conducted on TOURISM WoRCS No of participants completed the training satisfactorily - 30 TRE participants completed the training satisfactorily No of personnel completed the training satisfactorily - 60 personnel completed the training satisfactorily No of ordinance drafted by the LGU specifically on the protection of women and children - 1 ordinance drafted by the LGU specifically on the protection of women and children	DOT R13 106,160.00	GAA	DOT Regional Office No. 13
55	Child Sex Tourism and Trafficking	Lack of vigilance among TEs on child sex tourism and trafficking	TEs have greater vigilance on child sex tourism and trafficking	MFO: Market and Product Development Program	Conduct or implementation of the Make Caraga Safe Program-DOT ProTECT (Proactive Tourism to End Child Sex Tourism & Trafficking)- Production of AVP on the campaign against Child Sex Tourism & Trafficking	No of AVP campaign against Child Sex Tourism and Trafficking produced - 1 AVP campaign against Child Sex Tourism and Trafficking produced	DOT R13 50,000.00	GAA	DOT Regional Office No. 13
56	Child Sex Tourism and Trafficking	Lack of vigilance in monitoring operations of Tourism Enterprises (TEs)	Strengthened vigilance of authorities in monitoring operations of TEs	MFO: Standards Development and Enforcement Program	Conduct of DOT ProTECT (Proactive Tourism to End Child Sex Tourism & Trafficking)	No of TEs on-the-spot site visits conducted - 50 TEs on-the-spot site visits conducted	DOT R10 200,000.00	GAA	DOT Regional Office No. X
57	Child Sex Tourism and Trafficking	Lack of vigilance among TEs on child sex tourism and trafficking	TEs have greater vigilance on child sex tourism and trafficking	MFO: Tourism Industry Training Program	Conduct of Trainings on Tourism Establishments in the Region in connection with the DOT ProTECT (Proactive Tourism to End Child Sex Tourism & Trafficking) campaign.	No of trainings conducted - 3 trainings conducted No of participants attended - 120 participants attended	DOT R10 240,000.00	GAA	DOT Regional Office No. X
58	Child Sex Tourism and Trafficking	Lack of vigilance among TEs on child sex tourism and trafficking	TEs have greater vigilance on child sex tourism and trafficking	MFO: Market and Product Development Program	Production of AVP on campaign against Child Sex Tourism and Trafficking in connection with the DOT ProTECT (Proactive Tourism to End Child Sex Tourism and Trafficking) campaign.	No. of AVP produced - 2 AVP campaign against Child Sex Tourism and Trafficking produced	DOT R10 100,000.00	GAA	DOT Regional Office No. X



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59	Child Sex Tourism and Trafficking	Lack of vigilance in monitoring operations of TEs	Strengthened vigilance of authorities in monitoring operations in TEs	MFO: Standards Development and Enforcement Program	Conduct of Proactive Tourism to End Child Sex Tourism and Trafficking Information sessions (DOT ProTECT)	No of Information sessions with tourism establishments on-the-spot site visits conducted - 8 Information sessions with tourism establishments on-the-spot site visits conducted	DOT R6 150,000.00	GAA	DOT Regional Office No. 6
60	Low level of GAD consciousness among tourism industry players	Limited training opportunities for tourism industry players	Tourism stakeholders have heightened awareness on GAD as evidence by gender sensitive and responsive policies and facilities	MFO: Standards Development and Enforcement Program	Conduct Gender Sensitivity Training among Tourism Industry players refers to Tourism Frontliners - TRE Owners and Personnel	No of activity conducted - 1 activity conducted No of TREs completed training satisfactorily - 30 TREs completed training satisfactorily No of personnel completed the training satisfactorily - 30 personnel completed the training satisfactorily	DOT R13 59,050.00	GAA	DOT Regional Office No. 13
61	Low level of GAD consciousness among tourism industry players	Tourism Industry Players or stakeholders are not gender sensitive	To raise level of GAD consciousness among Industry Players		1. Training on Tourism Awareness and Capacity Building Seminar for LGU and National Government Agency 2. Rides Recharge CARAGA	No. of trainings conducted to LGUS satisfactorily No. event staged for promotion of gender and development in the Region - 2 Trainings conducted to 2 LGUs satisfactorily 1 event staged for promotion of gender and development in the Region	190,080.00 250,000.00	GAA GAA	Regional Office
62	Gender inequality in occupational distribution in the tourism sector	Lack of awareness on equal labor opportunity	Heightened awareness in tourism employment on equal labor opportunity	MFO: Market and Product Development Program	Production of AVP with core message that breaks stereotyping in traditional jobs for women/men in the tourism sector	No of production of tourism related VAWC video clip produced - 2 AVP of tourism related VAWC video clip produced	DOT R10 100,000.00	GAA	DOT Regional Office No. X
63	Gender inequality in occupational distribution in the tourism sector	Lack of awareness on equal labor opportunity	Close gender gaps in tourism employment through issuance and monitoring of policies on equal labor opportunity	MFO: Market & Product Development Program	Production of AVP with core message that breaks stereotyping in traditional jobs for women/men in the tourism sector	No. of AVP produced portraying women empowerment in the tourism industry - 1 AVP produced portraying women empowerment in the tourism industry	Region II 200,000.00	GAA	DOT Regional Office II

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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	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
64	Limited capacity of stakeholders, most especially local government units (LGUs), to collect and analyze tourism-related data for policy-making and reporting to DOT	Lack of training on Gender Analysis and collection & analysis of sex-disaggregated data	To increase capacity on the collection and analysis of sex-disaggregated data among LGUs	MFO: Tourism Policy Formulation and Planning Program	Conduct capacity building or technical enhancement activities for LGU data sources/ focal persons on sex disaggregated tourism related data gathering, reporting, and data bankingConduct SDD seminar/workshop for LGUs and for the stakeholders in the region	No. of participants attended and rated the training and development program as satisfactory - 90% of target participants attended and rated the training and development program as satisfactory60 persons trained 40%-50% of attendees are female90% of participants completed the training3 day training conductedTourism-related sex-disaggregated database established	Region XII 100,000.00	GAA	DOT Regional Office XII
65	RA 9593 or the Tourism Act of 2009 has mandated the DOT to "Ensure that tourism protects, and promotes the general wellbeing of the Filipino people, to include the monitoring and prevention of exploitation of women and children in tourism". (Rule 1 - General Provisions/Section 2 - Objectives)	As mandated by law	To increase level of consciousness of stakeholders on gender sensitivity through trainings	MFO: Capacity Building Programs	To conduct Train the Trainer course for desk officers and new pool of resource speakers	No of trainings/runs conducted (2day activity) - 4 runs of trainings conducted (2day activity) No of participants attended/trained per run - 30 participants attended/trained per run	DOT OIMD 558,400.00	GAA	DOT Office of Industry Manpower and Development
66	RA 9593 or the Tourism Act of 2009 has mandated the DOT to "Ensure that tourism protects, and promotes the general wellbeing of the Filipino people, to include the monitoring and prevention of exploitation of women and children in tourism". (Rule 1 - General Provisions/Section 2 - Objectives)	As mandated by law	To increase level of consciousness of stakeholders on gender sensitivity through trainings	MFO: Capacity Building Programs	Roll-out of new modules eg. red flagging, trafficking for travel and tour sector (transport)	No of trainings/run conducted (2 Day Activity) - 4 runs of trainings conducted (2 Day Activity) No of participants trained/attended - 30pax per training/runs participated/attend/trained	DOT OIMD 1,000,000.00	GAA	DOT Office of Industry Manpower and Development

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67	RA 9593 or the Tourism Act of 2009 has mandated the DOT to "Ensure that tourism protects, and promotes the general wellbeing of the Filipino people, to include the monitoring and prevention of exploitation of women and children in tourism". (Rule 1 - General Provisions/Section 2 - Objectives)	To counteract the negative impacts of tourism to women and childrenLack of mechanisms to address GBV and SHEA involving women and children in the tourism sector Lack of mechanisms to address GBV and SHEA involving women and children in the tourism sector	To increase level of consciousness of stakeholders on gender sensitivity through trainings1.) Promotion of a Child Safe Tourism Campaign specific to the Philippines 2.) Provision of Child Safe information to travelers to the Philippines3.) Conduct of Training and Events for Tourism Industry, its front liners/workforce4.) Establish TourISM WoRC in Regional Offices.	MFO: Capacity Building Programs	Conduct of TOURISM WoRCS Training Programs	No of trainings/runs per region conducted - 2 Runs per region x 16 regions conducted No of participants per region x 16 regions attended/trained - 30pax per region x 16 regions attended/trained	DOT OIMD 74,925,934.00	GAA	DOT Office of Industry Manpower and Development
68	Absence of gender perspectives in the DOT accreditation processes of tourism establishments	Non-integration of GAD in the accreditation of tourism establishments	As mandated by law	MFO: Standards Development and Enforcement Program	Conduct of advocacy campaign of relevant laws for GAD for observance and compliance by Tourism EstablishmentsConduct of inspection, accreditation of tourism establishments and information campaigns on GAD	No. of participants attended and rated the training and development program as satisfactory - 90% of target participants attended and rated the training and development program as satisfactory30 persons trained 40%-50% of attendees are female90% of participants completed the training2 day training conductedInspected atleast forty-five (45) TREs No. of conducted advocacy campaign of relevant laws for GAD for observance and compliance by Tourism Establishments - Conducted one (1) advocacy campaign of relevant laws for GAD for observance and compliance by Tourism Establishments No. of undertaken Progressive Accreditation System (PAS) activities region wide with GAD perspectives as part of the mandatory accreditation of tourism oriented establishments and other stakeholders - Undertake two (2)Progressive Accreditation System (PAS) activities region wide with GAD perspectives as part of the mandatory accreditation of tourism oriented establishments and other stakeholders	R12 150,000.00	GAA	DOT Regional Office XII



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	1	2	3	4	5	6	7	8	9
69	Proclamation No 227 s. 1998 - Emphasizing the role of Filipino women in the social, cultural, economic and political development throughout our history	GAD-related concerns in the tourism industry are not widely known to general public especially to younger generations	Wide coverage on GAD specifically women empowerment awareness in the tourism industry	MFO: Market and Product Development Program	Airing of Women Empowerment Advocacy campaign materials on television screens on airports and terminals	No of television channel for airtime contracted - 1 television channel for airtime contracted No of ports, airports and terminals GAD advocacy materials showed - 8 ports, airports and terminals GAD advocacy materials showed	P6 100,000.00	GAA	DOT Regional Office No. 6
70	Proclamation No 227 s. 1998 - Emphasizing the role of Filipino women in the social, cultural, economic and political development throughout our history	GAD-related concerns in the tourism industry are not widely known to general public especially to younger generations	Wide coverage on GAD specifically women empowerment awareness in the tourism industry	MFO: Market and Product Development Program	Film showing of women empowerment content movies open for public	No of film showing of women empowerment content movies open for public shown - 2 film showing of women empowerment content movies open for public shown No of viewers who watched the film showing of women empowerment content movies open for public shown (SDD of viewers will be done) - 100 viewers who watched the film showing of women empowerment content movies open for public shown (SDD of viewers will be done)	DOT P6 50,000.00	GAA	DOT Regional Office No. 6
71	Proclamation No 227 s. 1998 - Emphasizing the role of Filipino women in the social, cultural, economic and political development throughout our history	GAD-related concerns in the tourism industry are not widely known to general public especially to younger generations	Wide coverage on GAD specifically women empowerment awareness in the tourism industry	MFO: Market and Product Development Program	Recognition of success story of women in the tourism industry	No of success story of women in the tourism industry recognized - 10 success story of women in the tourism industry recognized	P6 100,000.00	GAA	DOT Regional Office No. 6

	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
72	Lack of awareness on negative impacts of tourism on women and children	Lack of fora, trainings, activities to increase awareness on the negative impacts of tourism on women and children	To increase awareness on the negative impacts of tourism on women and children	MFO: Market and Product Development Program	Seminar on GAD-related Laws:Conduct of a national-level Forum on Sexual Harassment and Gender-Based Violence In Tourism with participants from LGUs, TREs, Tourism Organizations	No. of participants attended and rated the training and development program as satisfactory - 90% of target participants attended and rated the training and development program as satisfactory90 persons participated 40%-50% of attendees are female90% of participants completed the training2 day training conducted No. of conducted activities national-level Forum on Sexual Harassment and Gender-Based Violence In Tourism with participants from LGUs, TREs, Tourism Organizations - Conducted one (1) national-level Forum on Sexual Harassment and Gender-Based Violence In Tourism with participants from LGUs, TREs, Tourism Organizations	Region XII 100,000.00	GAA	DOT Regional Office XII
73	Observance of RA 10398- 18-Day Campaign to End Violence Against Women and Children (VAWC)/Proclamation 1172 s. 2006, Republic Act 10398 (2013)	As mandated by law	To increase awareness of DOT Personnel on VAWC	MFO: General Administrative and Support	Inter-agency participation to the PCW "Orange Your Icon - An 18-Day Campaign to End Violence Against Women (VAW) , which include the following activities:1. Production of 18-Day Campaign collaterals (shirts, stickers, brochures, etc.) to be distributed to all TEs in the region.2. Movie Screening of VAWC-related films to Tourism Stakeholders in the region.3. Learning Self Defense Training	No. of participants attended and rated the training and development program as satisfactory - 90% of target participants attended and rated the training and development program as satisfactory60 persons participated 40%-50% of attendees are female90% of participants completed the activity No. of produced sets of 18-Day Campaign Collaterals (Shirts, Stickers, Brochures, etc.) - Produced two hundred (200) sets of 18-Day Campaign Collaterals (Shirts, Stickers, Brochures, etc.) No. of activities conducted held during the 18-Day Campaign to End VAWC to at least 60 Tourism Stakeholders - Conducted two (2) activities held during the 18-Day Campaign to End VAWC to at least 60 Tourism Stakeholders	Region XII 250,000.00	GAA	DOT Regional Office XII



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	Gender Issue /GAD Mandate 1	Cause of Gender Issue 2	GAD Result Statement /GAD Objective 3	Relevant Organization MFO/PAP or PPA 4	GAD Activity 5	Performance Indicators /Targets 6	GAD Budget 7	Source of Budget 8	Responsible Unit /Office 9
74	Low compliance of tourism establishments on gender-sensitive promotional contents that lead to the objectification, commodification and commercialization of men and women in the tourism industry	Limited application and compliance of tourism establishments on gender-responsive tourism standards.	To increase the compliance of tourism establishments and other stakeholders on gender-responsive tourism standards.	MFO: Standards and Accreditation Unit	Conduct of region-wide Gender Sensitivity training for tourism stakeholders	No of Gender Sensitivity Training conducted - 10 Gender Sensitivity Training conducted No of tourism stakeholders attended - 500 tourism stakeholders attended	DOT R1 340,000.00	GAA	DOT Regional Office No. 1
75	Compliance to MCW IRR Sec. 37 D - Maintenance of GAD Database containing gender statistics and sex- disaggregated data (SDD)	Limited knowledge and skills of Local Tourism Officers on sex disaggregation of tourism data and the use of SDD tools in data banking	To incorporate SDD in the LGU system of gathering and reporting tourism data	MFO: Tourism Development Planning	Conduct of training and technical assistance for LGU data sources/ local tourism officers / GAD focal persons on standard local statistics system	No. of LGU/Provinces during the training including their GAD Focal Persons - 4 LGU/LGU/Provinces during the training including their GAD Focal Persons No. of GAD Database developed - 1 GAD Database Developed	R1 300,000.00	GAA	DOT Regional Office No. 1
76	Compliance to MCW IRR Sec. 37 D - Maintenance of GAD Database containing gender statistics and sex- disaggregated data (SDD)	Limited knowledge and skills of Local Tourism Officers on sex disaggregation of tourism data and the use of SDD tools in data banking	To incorporate SDD in the LGU system of gathering and reporting tourism data	MFO: Tourism Development Planning	Tourism Data Gathering and Report Generation	No of reports with SDD generated - 4 reports with SDD generated No of male and female tourists gathered No of reports per tourism establishments generated	R1 30,000.00	GAA	DOT Regional Office No. 1
77	Low number of observed Gender Sensitive facilities, activity and services to address the needs of men, women LGBT, PWDs, Senior Citizens among various tourism sites and stakeholders	Lack of awareness to provide Gender Sensitive Facilities to cater the needs of men, women, LGBT, PWDs, Senior Citizens among various tourism sites and stakeholders.	A gender-responsive tourism experience for men, men, women, LGBT, PWDs, senior citizen	MFO: Tourism Product Development	Assessment of gender-responsive and gender sensitive activities in one tourism development area	No. of assessed Tourism Development Areas with gender sensitive facilities, activities and services - 5 assessed Tourism Development Areas with gender sensitive facilities, activities and services No. of assessed gender-responsive and gender sensitive activities in one tourism development area - 1 assessed tourism development is already gender sensitive and gender-responsive	R8 170,000.00	GAA	DOT Regional Office VIII
78	Lack of appreciation, awareness and participation of DOT personnel on GAD and related laws	Absence of GAD Corners as a mechanism to improve and increase the appreciation, awareness, and knowledge of the DOT personnel on GAD.	To increase appreciation, awareness and knowledge of DOT personnel trained on gender and development	MFO: General Administrative and Support	Establishment of GAD corners in the office and in online websites	No. of Physical and Online GAD corner developed and installed - One (1) Physical and One (1) Online GAD corner developed and installed	Region XII 150,000.00	GAA	DOT Regional Office XII

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	1	2	3	4	5	6	7	8	9
79	Lack of appreciation, awareness and participation of DOT personnel on GAD and related laws	Limited seminars/trainings/ and issue-specific training sessions per year	To Increase appreciation, awareness and knowledge of DOT personnel trained on gender and development	MFO: General Administrative and Support	Participation to GAD trainings which include GSTs and SDD trainings	No. of participants attended and rated the training and development program as satisfactory - 90% of target participants attended and rated the training and development program as satisfactory20 persons trained 60% of attendees are female90% of participants completed the training3 day training conducted No. of GAD workshops which include GSTs and SDD trainings participated - GAD trainings which include (1) GSTs and (1) SDD trainings participated - 20 persons trained 80% of attendees are female 12 pax), remaining 8 pax are male	Region XII 50,000.00	GAA	DOT Regional Office XII
80	Lack of gender perspective in the preparation of project proposals	Lack of capacity in preparation of gender-perspective project proposals	To improve capacity of project officers and/or GFPS in the preparation of gender-perspective project proposals	MFO: General Administrative and Support	Conduct of writeshop on the preparation of gender-perspective project proposals	No. of participants attended and rated the training and development program as satisfactory - 90% of target participants attended and rated the training and development program as satisfactory20 persons trained 60% of attendees are female90% of participants completed the training1 day training conducted No. of conducted writeshop on the preparation of gender-responsive project proposals - Conducted one (1) writeshop on the preparation of gender-responsive project proposals	Region XII 75,000.00	GAA	DOT Regional Office XII
81	Limited awareness of stakeholders on gender issues in the tourism sector	Insufficient trainings/seminars conducted on GAD for tourism stakeholders	Tourism stakeholders have heightened awareness on GAD	MFO: Tourism Policy Formulation & Planning Program	Conduct of the ff.:1. Gender and Development (GAD) Orientation/Gender Sensitivity Training (GST) to LGUs, TOs and TREs2. Production of GAD-related IECs	No. of GSTs conducted - 5 GSTs conducted and distribution of GAD-related IECs (brochures, video presentations) to stakeholders	CAR 500,000.00	GAA	DOT Regional Office CAR
82	Limited awareness and knowledge on gender related issues in the workplace	Insufficient awareness of GAD-related concepts, issues and laws applicable to the women in the workplace	Provide awareness on GAD-related concepts and laws particularly in the workplace Provide orientation seminars about GAD-related programs to the personnel including JOs and Interns	MFO: Capacity Building Programs	Conduct of seminar/training on Gender and Development Awareness Programs such as Gender Sensitivity Training or Basic GAD Orientation	No. of participants attended and rated the training program as satisfactory - 90% of participants attended and rated the training program as satisfactory30 persons trained90% of participants completed the training1 day training conducted within the prescribed period	DOT Administrative Services - TDD 50,000.00	GAA	DOT Administrative Services - TDD



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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	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
83	Less productivity and frequent absenteeism/tardiness/ undertime of working mothers and/or solo parents	Incurrence of absences/tardiness/undertime of solo parent employees and/or working mothers due to family concerns particularly caring for/attending to the needs of their pre-school children	Provide gender-responsive workplace for working mothers/solo parents, maximize the efficiency of DOT employees who will work on site	MFO: Admin Service- HRD MOOE/GAE Health and Wellness Programs MFO: Support to Operations - OSC	Establishment of Child-Minding Center at the DOT Central Office	No. of gender-sensitive facilities established in the DOT building - 1 gender sensitive facility established in the DOT building No. of personnel hired for the Child-Minding Center- 2 personnel hired for the Child Minding CenterSG 10 @P22,100.00 x12SG4 6 @P16,877.00x 12P468,804 No. of cleaning materials purchased - 21pcs materials purchased No. of supplies (arts/crafts) purchased - 8pcs supplies (arts/crafts) purchased No. of fixtures/ construction materials purchased/ school materials - 3 fixtures/ 4 construction materials purchased/ 14 types-school materials - P200,000.00	Admin Service - Human Resource Division 668,804.00 DOT-GFPS Office of Special Concerns 40,600.00	GAA GAA	DOT Administrative Service - Human Resource Division DOT-GFPS Office of Special Concerns
84	Proliferation of Sexual Harassment, Exploitation and Abuse (SHEA)/Gender Based Violence (GBV) in the tourism sector	Lack of established standard systems for SHEA/GBV cases reporting and resolution in TEs	Standard systems for SHEA/GBV reporting and resolution in placed	MFO: Standards Development & Enforcement Program	Establish SHEA Reporting System for TEs	No. of TEs visited & assessed on SHEA reporting systems - 145 TEs visited & assessed on SHEA reporting systems No. of SHEA Reporting System established - 1 SHEA Reporting System established	P2 318,000.00	GAA	DOT Regional Office II



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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	GAD Budget	Source of Budget	Responsible Unit /Office	
1	2	3	4	5	6	7	8	9	
85	Proliferation of Sexual Harassment, Exploitation and Abuse (SHEA)/Gender Based Violence (GBV) in the tourism sector	Lack of established Committee on Decorum and Investigation (CODI)	Standard systems for SHEA/GBV reporting and resolution in place	MFO: Standards Development & Enforcement Program	Conduct of Consultation Meetings with Tourism Establishments	No. of Consultation Meetings conducted for the establishment of CODI among the LGUs and TREs - 2 Consultation Meetings conducted for the establishment of CODI among the LGUs and TREs	R2 165,900.00	GAA	DOT Regional Office II
					No. of TREs participated in the consultation meeting - 20 TREs participated in the consultation meeting				
					No. of partnership agreement- 1 partnership agreement/guidelines drafted				
86	Republic Act (RA) 6949 s. 1990, Declaring March 8 of every year as National Women's Day	Limited appreciation of Eastern Visayas Women's roles and contributions in the development of the tourism industry	To increase awareness and heighten appreciation and recognition of Eastern Visayas Women's role in the development of the tourism industry	MFO: Tourism Market Development	Celebration of National Women's Month- Eastern Visayas Women In Tourism Digital Feature: WOMEN CAN DO IT TOO!	No. of featured and recognized Eastern Visayas Women In Tourism - 31 featured and recognized Eastern Visayas Women in Tourism	Region VIII 50,000.00	GAA	DOT Regional Office VII
87	Limited integration/ mainstreaming of GAD in Tourism Enterprises and Establishments	Low appreciation and limited capability building in the integration of GAD in Tourism Enterprises and Establishments	Improved and Developed Gender Sensitive facilities and services for both men and women	MFO: Tourism Standards and Regulations	Conduct Monitoring, Inspection and Evaluation and Site Assessment in Tourism Enterprises	No of establishments complying with Gender Responsive Tourism Standard and GAD friendly infrastructure facilities - 30 establishments complying with Gender Responsive Tourism Standard and GAD friendly infrastructure facilities	DOT R8 50,000.00	GAA	DOT Regional Office No. 8
86	Limited coordination among tourism stakeholders to achieve DOT's GAD goals and objectives	Inufficient trainings/seminars conducted on GAD for tourism stakeholders	Tourism stakeholders increased the level of awareness on GAD	MFO: Industry Manpower Development	GAD Orientation Training with Private Tourism Stakeholders- Safe Spaces Act	No of GAD related trainings conducted - 1 GAD related training conducted	R8 100,000.00	GAA	DOT Regional Office No. 8
					No of participants attended - 40 participants rating the training as satisfactory				
89	Gender mainstreaming has not been fully implemented among Tourism stakeholders/Limited coordination among tourism stakeholders to achieve DOT's GAD goals and objectives	Limited coordination among tourism stakeholders to achieve DOT's GAD goals and objectives	Strong partnership with tourism stakeholders and DOT for the conduct of GAD initiatives established	MFO: Tourism Policy Formulation and Planning Program	Gender Sensitivity Training Orientation on Gender-Based Violence	No of GAD Orientation Trainings conducted - 3 GAD Orientation Trainings conducted	DOT R8 150,000.00	GAA	DOT Regional Office No. 8
					No of private tourism stakeholders attended - 30 private tourism stakeholders attend				



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	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PFA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
90	Gender Mainstreaming has not been fully implemented among Tourism stakeholders	Limited coordination among tourism stakeholders to achieve DOT's GAD goals and objectives	Strong partnership with tourism stakeholders and DOT for the conduct of GAD initiatives established.	MFO: Tourism Policy Formulation and Planning Program	Consultation Workshop for Sexual Exploitation, Abuse and Harassment (SEAH) Standards Reporting System for TREs	No of consultation workshop conducted - 2 consultation workshop conducted No of Sexual Exploitation, Abuse and Harassment (SEAH) Standards Reporting System for TREs completed - 1 SEAH Standards Reporting System for TREs completed	P6 100,000.00	GAA	DOT Regional Office No. 6
91	Gender Mainstreaming has not been fully implemented among Tourism stakeholders	GAD initiatives for tourism stakeholders are least priority	Strong partnership with tourism stakeholders and DOT for the conduct of GAD initiatives established	MFO: Tourism Policy Formulation & Planning Program	Conduct of GAD Orientation Seminar with Private Stakeholders	No. of GAD Orientation Seminar with private stakeholders - 1 GAD Orientation Seminar with private stakeholders No. of participants who completed the training satisfactorily - 30 Participants completed the training satisfactorily	NCR 150,000.00	GAA	DOT Regional Office NCR
92	Lack of awareness of DOT VIII personnel on GAD or Low level of awareness among DOT VIII personnel on GAD	Insufficient or limited number of GAD training participated in by DOT VIII personnel	To increase level of awareness and appreciation of DOT Region VIII Personnel	MFO: GASS	Conduct of capability training for DOT Region VIII Personnel on Gender Sensitivity Training and GMEF and HGOG Training-Workshops	No of GAD Trainings conducted - 3 GAD Trainings conducted No of DOT Region VIII Personnel attended - 15 DOT Region VIII Personnel attended	DOT Region VIII 80,000.00	GAA	DOT Region VIII
93	Absence of GAD Corner to inform DOT stakeholders on GAD-related updates	Absence of GAD corner to update clients and internal personnel on GAD-related information	Tourism stakeholders have heightened awareness on GAD	MFO: Tourism Market Development	Creation of a DOT8 GAD Webpage and publication of GAD Advocacies and other related contents	No. of DOT8 GAD Webpage created - 1 DOT8 GAD Webpage created No. of GAD Advocacies and other related content published (at least one (1) per month) - 12 GAD Advocacies and other related content published (at least one (1) per month)	Region VIII 50,000.00	GAA	DOT Regional Office VIII



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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	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
94	Observance of the 18-day VAW Campaign per Proclamation 1172 s. 2006 and RA 10398 declaring November 25 as National Consciousness Day for the Elimination of VAWC	As mandated by law	Strengthen campaign among tourism stakeholders on violence against women	PAP: Industry Training	Conduct of Online Seminar entitled "No Room for Violence: Rights, Remedies, and Procedures under the Anti-VAWC Law" and "Webinar on VAW-Related Law" to support R.A. 9262: An Act Defining Violence Against Women and their Children, Providing for Protective Measure for Victims, Prescribing Penalties Therefor, and for other Purposes	No. of Tourism Officers who completed the training satisfactorily - 30 Tourism Officers who completed the training satisfactorily No. of VAWC trainings conducted - 2 VAWC Trainings Conducted	Region IV-B 19,200.00	GAA	DOT Regional Office IV-B
95	Observance of the 18-day VAW Campaign per Proclamation 1172 s. 2006 and RA 10398 declaring November 25 as National Consciousness Day for the Elimination of VAWC	As mandated by law	Strengthen campaign among tourism stakeholders on violence against women	MFO: Market and Product Development Program	Conduct of learning session, advocacy campaign and IEC distribution on Violence Against Women and Children in line with 16 Day Campaign Against VAWC (Orange Your Icon)	No of learning session attended - 1 learning session attended No of tourism stakeholders participated - 50 tourism stakeholders participated	DOT R1 300,000.00	GAA	DOT Regional Office No. 1
96	Celebration of 2023 National Women's Month	As mandated by law	To provide venue for raising awareness on women's rights, existing/emerging gender issues and concern	MFO: General Administrative and Support	Organize and launch own DOT-GAD campaign for Women's Month:Participation to the National Women's Day activities: 1. Self Care Day for Tourism Stakeholders in the region 2. All Women Trek to the Great Lake Holon3. Various women empowerment trainings: * Personality Development Training * Women in Tourism Financial Literacy Training Make-up Tutorial * Nail Arts * Hair Dressing * Hilot	No. of participants attended and rated the training and development program as satisfactory - 90% of target participants attended and rated the training and development program as satisfactory90 persons trained 40%-50% of attendees are female90% of participants completed the training8 day training conducted No. of DOT-GAD Campaign for the Women's Month launched - One (1) Organized and launched DOT-GAD Campaign for the Women's Month No. of conducted training and issue-based activity, dissemination of IEC materials to DOT personnel and stakeholders - Conducted one (8) training and two (2) issue-based activity, dissemination of IEC materials to DOT personnel and stakeholders	Region XII 300,000.00	GAA	DOT Regional Office XII

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	1	2	3	4	5	6	7	8	9
97	Lack of wholesome media image of men and women to reduce negative effects such as sexual harassment, prostitution, child pornography, etc	Private and public stakeholders lack gender sensitivity in creating tourism promotional mileage for Eastern Visayas	To attain GAD sensitive and responsive media and promotional mileage for Eastern Visayas' tourism products, services, tourism facilities and service providers	MFO: Tourism Market Development	Production of GAD Sensitive and Responsive Promotional Collaterals (Brochures, Videos, Corporate Giveaways, Social Media Content)	Production of GAD Sensitive and Responsive Promotional Collaterals (Brochures, Videos, Corporate Giveaways, Social Media Content - 3 types of Gender Sensitive and Responsive Promotional Collaterals produced and disseminated to both government and private stakeholders	DOT R8 200,000.00	GAA	DOT Regional Office No. 8
98	Ensure that tourism development protects and promotes the general well-being of the Filipino people, particularly in the area of investment, to include the monitoring and prevention of any act of profiteering or speculation to the detriment of local residents, as well as the exploitation of women and children in tourism.(Republic Act 9593,Section 3, Objectives)	Existing cases of Sexual exploitation, abuse, harassment and trafficking of women and girls in tourism areasinsufficient advocacies on women and children protection in the tourism sector	Establish "Tourism Integrates, Support andMinds Women's Respect and Child Safety" orTourISM WoRCS which aims to monitor andrespond to gender-based violence in tourismand organize GAD initiatives for each region	MFO: STO - OSC	Full implementation of Tourism Integrates Supports and Mind Women's Rights and Child Safety (TourISM WoRCS) all over the country through the conduct of GAD-related trainings such as GST, Women's Rights and Laws, SEAH, gender statistics assessment, etc.	No of TourISM WoRCS Desk Officers hired - 16 TourISM WoRCS Desk Officers hired	DOT-OSC 8,437,000.00	GAA	DOT GFPS/Office of Special Concerns
99	Celebration of the National Women's Month	As mandated by law	Women's role in development is celebrated and well-recognized through showcase of women's skills in culinary arts and participation to skills development training	MFO: Tourism Policy Formulation& Planning Program	Conduct of Women's Day-Month Celebration with the following major activities:1. Personality Development Workshop. This is inclusive of basic caring skills where participants will be empowered to develop but not limited to: Self-care - for boosting mental health and increased productivity in the workplace, Resiliency - How stakeholders would carry themselves in times of stressful and tense situations in the workplace2. Cookery	No. of Personality Development workshop conducted - 1 Personality Development Workshop Conducted No. of participants who participated in the Personality Development Workshop - 30 participants in the Personality Development Workshop No. of Cookery for the Womens Association that has been conducted - 1 Cookery for Womens Association Conducted No. of participants in the Cookery Activity - 30 participants in Cookery activity	CAR 400,000.00	GAA	DOT Regional Office CAR
100	Unequal opportunity of man, women, LGBT, PWDs, and Senior Citizens' involvement in the conduct/ support to events and festivals in the region	Need to strengthen the involvement of men, women, LGBT, PWDs and Senior Citizens in the conduct/support to events of festivals in the region	Equal opportunities for all gender in events/festivals' involvement	MFO: Tourism Market Development	Support to events and activities related to Gender and Development	No. of supported events and activities related to Gender and Development - 5 supported events and activities related to Gender and Development	Region VIII 180,000.00	GAA	DOT Regional Office VIII



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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	GAD Budget	Source of Budget	Responsible Unit /Office
101	Annual Celebration of Native Women's Month per RA 6949: An Act to Declare March 8 of Every Year as a Working Special Holiday to be known as National Women's Day	As mandated by law	Women's role in development is celebrated and well-recognized through women self care	MFO: Tourism Industry Training Program	Participation to the National Women's Day activities:1. Self Care Day for Tourism Stakeholders of DOT-72. Appreciation Night dedicated to all Female leaders in the Tourism Industry3. Series of Women Empowerment Trainings:Personality Development TrainingKulinarya WorkshopWomen EntrepreneurshipWomen Glam Skills Training: Make-up Tutorial Nail Arts Hair Dressing Hilot Housekeeping	No. of beneficiary tourism stakeholders who availed the self-care program - 150 beneficiary tourism stakeholders availed the self-care program No. of events conducted in recognition to female leaders - 1 Event conducted in recognition to female leaders No. of Female leaders recognized - 10 Female leaders recognized No. of GAD related women empowerment activities conducted - 3 GAD related women empowerment activities conducted No. of beneficiary tourism stakeholders who completed the trainings satisfactorily - 150 beneficiary tourism stakeholders completed the trainings satisfactorily	Region VII 500,000.00	GAA DOT Regional Office VII
102	Lack of policy research in ASEAN to enhance gender and development in tourism	Lack of benchmarking study in ASEAN with regard to enhancing gender and development in tourism	Develop policy research for enhancing ASEAN gender and development in tourism	MFO: Tourism Policy Formulation and Planning Program	Conduct of policy research study	No. of research study conducted - 1 research policy conducted	129,000.00	GAA DOT OTDPRIM
103	Limited capacity of DOT to prepare gender responsive tourism related PAPs	Limited participation in GAD related trainings of LGUs and TRES	To increase level of consciousness of stakeholders on gender sensitivity through trainings	MFO: Capacity Building Programs	To conduct Learning Needs Assessment incorporating the Harmonized GAD Guidelines (HGDG) tool for Key Tourism Stakeholders in the Regional Level	No of Learning Needs Assessment Workshop conducted (1day activity) - 16 Learning Needs Assessment Workshop conducted (1day activity) No of participants attended per workshop - 60 participants attended per workshop	DOT OIMD 2,900,000.00	GAA DOT Office of Industry Manpower and Development



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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	GAD Budget	Source of Budget	Responsible Unit /Office	
104	High vulnerability of women during disasters	As resources become scarcer, women may be at greater risk for experiencing economic abuse Women lack training on disaster preparedness Women may be more susceptible to experience economic abuse as resources become more limited	To be able to continue to leverage the comparative advantages of women to compensate the challenges in terms of weaknesses and threats that impede faster growth especially in tourism value	MFO: Tourism Policy Formulation and Planning Program	Conduct of Disaster Preparedness Training among women tourism workers especially those located in typhoon prone tourism destinations.	No of Disaster Preparedness Training conducted - 2 Disaster Preparedness Training conducted No of participants attended - 80 participants attended	R6 200,000.00	GAA	DOT Regional Office No. 6
105	Limited awareness of stakeholders on gender issues in the tourism sector	Lack of GAD-related training conducted for tourism community stakeholders	Community Tourism stakeholders have heightened awareness on GAD	MFO: Tourism Policy Formulation and Planning Program	Conduct of capacity building activity for a community-based tourism organization on Gender Equality and Orientation on GAD related policies and legislations	No. of Gender Sensitivity Training conducted - 1 Gender Sensitivity Training conducted	R9 200,000.00	GAA	DOT Regional Office IX
108	Limited or absence of work opportunities for rural women in the region to empower them financially	Limited tourism-related livelihood opportunities for women in the region	To be able to continue to leverage the comparative advantages of women to compensate the challenges in terms of weaknesses and threats that impede faster growth especially in tourism value	MFO: Market and Product Development Program	Provision of Livelihood Assistance to Women Organization affected by COVID-19 pandemic	No of Women Organization in enhancing/improving their income generating projects assisted - 2 Women Organization in enhancing/improving their income generating projects assisted	DOT R6 100,000.00	GAA	DOT Regional Office No. 6
107	Some tourism master plans are not gender responsive	Gender and Development was not mainstreamed in the tourism master plans	Heightened awareness and appreciation on GAD among tourismplanners and initiators to mainstream GAD agenda in tourism initiatives		Technical Assistance for the formulation of the Tourism Development Plan	Orientation on HGDD for Tourism and DOT GAD Framework among LGUs - 3 Orientation among 3 LGUs	300,000.00	GAA	Regional Office
ORGANIZATION-FOCUSED ACTIVITIES									
108	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	Increased incidence of women abuse in the midst of the COVID-19 pandemic	To increase awareness of DOT personnel and tourism stakeholders on VAWC	MFO: Tourism Policy Formulation and Planning Program	Conduct of fora during the 18-Day Campaign to End VAWC	No of Forum during the 18Day Campaign to End VAWC conducted - 2 Forum during the 18Day Campaign to End VAWC conducted	DOT R6 100,000.00	GAA	DOT Regional Office No. 6
109	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: Support to Operations - OSC	General Assembly and Year end assessment	Conduct of one General Assembly and Year End Assessment with Top Management - 30 participants	455,200.00	GAA	DOT-GFPS Office of Special Concerns
110	Absence of GAD Corner to inform DOT stakeholders on GAD-related updates.	Absence of GAD Corner to update clients and internal personnel on GAD-related information	Knowledge on GAD and related laws on tourism among DOT personnel increased	MFO: General Management Services	Establishment/Installation of GAD Corner at DOT 10 Office	No of GAD Corner established - 1 GAD Corner established	DOT R10 45,000.00	GAA	DOT Regional Office No. X



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
111 Failure to mainstream GAD in the PAPs of the agency	Knowledge and skills on the use of Harmonized Gender and Development Guidelines for Tourism (HGDGT) among DOTV employees updated/increased	Knowledge and skills on the use of Harmonized Gender and Development Guidelines for Tourism (HGDGT) among DOT V employees updated/increased.	MFO: General Administrative and Support	Conduct of HGDGT Workshop	No. of employees participated in the HGDGT Workshop - 4-5 DOT Region V employees participated in the HGDGT Workshop No. of DOT Region V Projects are attributed to GAD using the HGDGT toolkit - At least 70% of the DOT Region 5 Projects are attributed to GAD using the HGDGT toolkit	Region V 50,000.00	GAA	DOT Regional Office V
112 Failure to mainstream GAD in the PAPs of the agency	Limited information/awareness or understanding of DOT3 Personnel on GAD Program	DOT3 personnel capacitated on gender mainstreaming	MFO: Tourism Industry Training Program	Conduct Harmonized GAD trainings for 32 DOT3 Personnel i.e Workshop, Capacity training on GAD Tools	No. of male and female participants from DOT3 Personnel - Number of male and female participants: 32 DOT3 Personnel	Region III 150,000.00	GAA	DOT Regional Office III
113 PCW-MC 2018-04 emphasized the significance of conducting gender analysis through the use of GAD technical tools such as Harmonized Gender and Development Guideline (HGDG), among others as part of the crucial steps in formulating the agency's GAD Agenda and in GAD Planning and Budgeting.	Limited information/awareness or understanding of DOT 4-B Personnel on GAD Program	DOT 4B personnel capacitated on gender mainstreaming	PAP: GASS: General Administrative Services & Support	Conduct of Training on HGDG	No. of Male Regional Staff Participants. - 9 Male Regional Staff participants completed the training satisfactorily No. of Female Regional Staff Participants. - 15 Female Regional Staff participants completed the training satisfactorily No. of HGDG Trainings conducted for DOT Staff. - 1 HGDG Training conducted for DOT Staff	Region IV-B 110,000.00	GAA	DOT Regional Office IV-B

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	1	2	3	4	5	6	7	8	9
114	PCW-MC 2018-04 emphasized the significance of conducting gender analysis through the use of GAD technical tools such as Harmonized Gender and Development Guideline (HGDDG), among others as part of the crucial steps in formulating the agency's GAD Agenda and in GAD Planning and Budgeting.	Insufficient capacity-building on gender mainstreaming thru HGDDG	Gender analysis through the use of HGDDG is carried out skillfully by planners and project implementors to ensure that regular programs successfully mainstreamed GAD.	MFO: General Administrative Services	Conduct of GAD Trainings which include the following:1 Orientation on Republic Act No. 9710 - Magna Carta of Women and the GAD Program2. Orientation Workshop on the use of HGDDG and Accomplishment Reports Writing to mainstream GAD elements in PAPs development	No. of DOT 7 Personnel who completed GAD Training satisfactorily - 40 DOT 7 Personnel completed GAD Training satisfactorily No. of Orientations conducted on RA 9710 - 1 Orientation on RA 9710 conducted No. of HGDDG Trainings conducted - 1 HGDDG Training conducted No. of Training Days - 2 Training Days No. of major programs attributed to GAD - 1 major program attributed to GAD	P7 150,000.00	GAA	DOT Regional Office VII
115	Failure to mainstream GAD in the PAPs of the agency	Lack of substantial and updated knowledge on the Harmonized Gender and Development Guidelines for Tourism (HGDDGT)	Updated knowledge on the Harmonized Gender and Development Guidelines for Tourism(HGDDGT) and increased skills in the usage of the toolkit	MFO: General Administrative and Support	Attendance to the Harmonized Gender and Development Guidelines for Tourism (HGDDGT) Workshop	No. of DOT5 employees participated in the HGDDGT Workshop - At least 70% of DOT5 Projects are attributed to GAD using the HGDDG Toolkit	Region V 50,000.00	GAA	DOT Regional Office V
116	Annual Celebration of Women's Month per RA. 6949: An Act to Declare March 8 of Every Year as a Working Special Holiday to be known as National Women's Day.	Limited appreciation of DOT VIII personnel's role in the development of the tourism industry	To heighten the appreciation of DOT 8 women personnel's role in the development of the tourism industry		Celebration of National Women's Month*Inday pahuway nim yana, relax!*- Body massage- Haircut- Manicure and Pedicure	No. of DOT Region VIII personnel appreciated/pampered - 12 DOT Region VIII personnel appreciated/pampered	DOT Region VIII 60,000.00	GAA	DOT Region VIII
117	Annual Celebration of Women's Month per RA. 6949: An Act to Declare March 8 of Every Year as a Working Special Holiday to be known as National Women's Day.	Low recognition of women in their involvement to nation-building, discrimination of women in getting better jobs and promotions and unpaid care work	To give recognition on all the major things women accomplish in the tourism industry	MFO: Tourism Policy Formulation and Planning Program	Conduct of Forum in relation to the National Women's Month celebration	No of NWMC Forum conducted - 1 NWMC Forum conducted No of participants attended - 100 participants attended	DOT R8 100,000.00	GAA	DOT Regional Office No. 6
118	Annual Celebration of Women's Month per RA. 6949: An Act to Declare March 8 of Every Year as a Working Special Holiday to be known as National Women's Day.	Recognize women's significant role and contribution to national development and promotion of women's rights	To Increase awareness and heighten appreciation and recognition of Eastern Visayas Women's role in the development of the tourism industry	MFO: General Administration and Support Services	Participation to Women's Month Celebration through hanging of banners	No of NWMC banners hanged - 4 of NWMC banners hanged	P1 5,000.00	GAA	DOT Regional Office No. 1



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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	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
119	Inadequate knowledge of DOT 5 personnel on GAD and its Related Laws	Lack of awareness of DOT5 personnel on GAD and its Related Laws, including Child Safe Tourism Orientation	DOT 5 personnel are well-aware and have substantial knowledge on GAD and its related laws, including Child Safe Tourism Orientation	MFO: Tourism Policy Formulation and Planning Program	Conduct of Gender Sensitivity Training with GAD-related laws including Child Safe Tourism Orientation for all DOT 5 Personnel	No. of DOT Region V personnel attended the Gender Sensitivity Training with GAD-related laws including Child Safe Tourism Orientation - Twenty (20) DOT R5 personnel attended the Gender Sensitivity Training with GAD-related laws including Child Safe Tourism Orientation (14 males and 6 females)	Region V 80,000.00	GAA	DOT Regional Office V
120	Compliance to PCW 2011-01 mandate: Strengthening of GAD Focal Point System	Lack of awareness and training for GFPS and all other Regional Staff in mainstreaming GAD.	Increased knowledge and skills of GFPS Members and all other regional staff for efficient and effective use of GAD tools for gender mainstreaming	MFO: Regional GAD Focal person, TITP	Conduct of 2 seminars/workshops initiated by DOT Central Office, Regional GAD Committee and other government agencies.-Gender Sensitivity Training-GMEF Workshop-HGDG Workshop	No. of trainings on gender mainstreaming participated by DOT 8 personnel - 2 trainings on gender mainstreaming participated by DOT 8 personnel No. of participants who completed the GST satisfactorily - 30 participants completed the GST satisfactorily No. of participants who completed GMEF workshops satisfactorily - 30 participants completed GMEF workshops satisfactorily	DOT Region VIII 60,000.00	GAA	DOT Regional Office VIII
121	Low implementation of Gender and Development (GAD) Programs, Activities and Projects (PAPs)	Weak monitoring and review/assessment of the timely implementation of GAD PAPs	To ensure timely and proper implementation of all GAD PAPs		Conduct of a midyear review/assessment of GAD PAPs implementation based on the agency's GAD Plan and Budget	No. of activity conducted - 1 Midyear review/assessment conducted No of participants attended - 15 participants attended	DOT Region VIII 50,000.00	GAA	DOT Region VIII
122	RA 11313 Safe Spaces Act Section 3: The State values the dignity of every human person and guarantees full respect for human rights. It recognizes that both men and women must have equality, security and safety not only in private but also on the streets, public spaces, online, workplaces and educational and training institutions	Limited knowledge of DOT IV-A personnel on laws that seek to build the safety and security of women and men in workplaces and other public spaces	Understanding on salient provisions of the Safe Spaces Act enhanced	MFO: General Administrative Services	Conduct of Orientation on Safe Spaces Act	No. of DOT IV-A Personnel who attended the orientation - 26 DOT IV-A Personnel attended the orientation	Region IV-A 80,000.00	GAA	DOT Regional Office IV-A



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	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization NFO/PAP or PFA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
123	RA 11313 Safe Spaces Act Section 3: The State values the dignity of every human person and guarantees full respect for human rights. It recognizes that both men and women must have equality, security and safety not only in private but also on the streets, public spaces, online, workplaces and educational and training institutions	Limited knowledge of DOT CAR personnel on laws that seek to build the safety and security of women and men in workplaces and other public spaces	Increase the level of understanding of DOT-CAR Personnel on the Safe Spaces Act	MFO: Tourism Policy Formulation & Planning Program	Conduct of Orientation on Safe Spaces Act	No. of DOT CAR personnel who will attend the orientation - 18 DOT CAR personnel who will attend the orientation	CAR 50,000.00	GAA	DOT Regional Office CAR
124	Technical difficulty in mainstreaming gender in DOT programs, projects and activities	Limited knowledge on GAD among DOTs employees with only 60% participated in GAD related trainings	Improved technical capacity in gender mainstreaming	MFO: General Management Services	Seminar on Gender Mainstreaming and the use of HGGT for GAD Planning and Budgeting	No of seminar conducted - 1 seminar conducted No of personnel participated - 25 personnel participated	DOT R10 90,000.00	GAA	DOT Regional Office No. X
125	Low level of awareness of regional employees on Gender and Development issues and concerns	Limited knowledge of GAD among staff with only 60% participated in GAD related trainings	To be able to capacitate 100% of the regional staff on Gender and Development	MFO: Tourism Policy Formulation and Planning Program	Conduct of GAD-related trainings among DOT Personnel: Gender Sensitivity Training, Gender Mainstreaming, Gender Analysis and Planning (GFPS and Planning Team)	No of GAD-related trainings conducted - 3 GAD-related trainings conducted No of DOT personnel capacitated - 100% of DOT personnel capacitated	DOT R6 50,000.00	GAA	DOT Regional Office No. 6
126	Lack of technical expertise in gender mainstreaming regular programs	Limited technical trainings on gender mainstreaming	DOT Region 1 Personnel have high appreciation on GAD and are technically capacitated in mainstreaming GAD in their program	MFO: General Administration and Support Services	Conduct of Gender Analysis (mainstreamed in Strategic Planning Workshop)	No of Training conducted - 1 training conducted No of DOT 1 Personnel attended - 100% of DOT 1 Personnel attended	DOT R1 15,000.00	GAA	DOT Regional Office No. 1
127	Lack of technical capacity of DOT personnel on preparation of gender-responsive project proposals	Inability of DOT personnel in applying the learnt GAD Principles in preparation of gender responsive project proposals	To improve capacity of project officers and in the preparation of gender responsive project proposals	MFO: Standards Development and Enforcement Program	Participation of OTSR personnel in the DOT-organized training on "Training on Gender-Responsive Project Design/Proposals and Accomplishment Report Writing"	No of DOT Personnel to HGGT Training participated - 6 DOT Personnel to HGGT Training participated No of project proposal formulated and subject to GAD attribution - 3 of project proposal formulated and subject to GAD attribution	DOT OTSR 30,000.00	GAA	DOT Office of Tourism Standards and Regulations



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	1	2	3	4	5	6	7	8	9
128	Lack of Women Representation in the Tourism Standards Formulation	Limited attendance of women or no permanent focal person from the tourism stakeholder in DOT policy formulation	Strong partnership with tourism stakeholders and DOT for the DOT policy formulation and GAD initiatives established Gathering of SDD for gender analysis initiated	MFO: Standards Development and Enforcement Program	Public Consultation with the Tourism Stakeholders on the following Tourism Standards:1 Dental Clinics	No of public consultation in Luzon, Visayas and Mindanao conducted - 6 public consultation in Luzon, Visayas and Mindanao conducted No of participants per consultation attended - 50 participants per consultation attended	DOT OTSR 3,450,205.00	GAA	DOT Office of Tourism Standards and Regulations
129	Celebration of RA 6949 - National Women's Day/Celebration of National Women's Month	As mandated by law	Increased level of awareness on the issue of women	MFO: Tourism Policy Formulation & Planning Program	Conduct of Women's Day 1. Women's day celebration 2. Zumba Activity Boosts heart health, de stress and improves coordination of women personnel of DOT NCR Personnel	No. of Zumba Activity - 1 Zumba Activity No. of National Women's day Celebration conducted - 1 National Women's day Celebration conducted	CAR 50,000.00	GAA	DOT Regional Office CAR
130	'Non-compliance with RA 10028-The Expanded Breastfeeding Promotion Act of 2009	Absence of breastfeeding area in the workplace as mandated in RA 10028 or the Expanded Breastfeeding Program Act of 2009 and as mandated by law.	Breastfeeding mother-friendly facility for improved productivity established	MFO: 'General Services	1. Provision of breastfeeding area for (personnel and clients) mothers 2. Provision of refrigerator	No. of conducive breastfeeding rooms provided - 1 conducive breastfeeding room provided No. of refrigerators purchased - 1 refrigerator purchased	CAR 150,000.00	GAA	DOT Regional Office CAR
131	Proclamation 1172, Series of 2006 declaring 25 Nov.-12 Dec. of every year as the "18-Day Campaign to End Violence Against Women (VAW)".	The Philippine government takes part in the international community's commitment to address all forms of violence against women and protect human rights of women as enshrined in the 1987 Constitution thru the observance of the 18-Day Campaign Against Violence of Women	Strengthen campaign among tourism stakeholders on violence against women	MFO: General Administration & Support Services (GAAS)	Participation to the Orange Your Icon for 18 days to end Violence Against Women (VAW).	No. of DOT staff who participated in the Orange Your Icon for 18 days to end VAW. - 18 DOT staff participated in the Orange Your Icon for 18 days to end VAW. 18 DOT II personnel 16 - Regular 2 - Job Order	Region II 50,000.00	GAA	DOT Regional Office II
132	Celebration of National Women's Month	As mandated by law	To increase awareness and boost confidence of the contribution made by DOT 3 women employees to the growth of the tourism sector	MFO: Tourism Industry and Training Program	National Women's Day activity: Self Care Day for Personnel of DOT 3: Massage, Haircut, Make Up Session	No. of male and female participants from DOT Region 3 Personnel - Number of male and female participants: 32 DOT 3 Personnel	Region III 150,000.00	GAA	DOT Regional Office III

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	1	2	3	4	5	6	7	8	9
133	Celebration of National Women's Month	As mandated by law	Women's role in development is celebrated and well-recognized through women self care	MFO: General Administrative Services	Participation to the National Women's Day activities:1 Self Care Day (Massage, Haircut, Manicure and Pedicure) for the DOT-7 personnel2. Series of Women Empowerment Trainings: Personality Development Training, Money Management Training, Mental Health Training, First Aid Training (OFAT)	No. of beneficiary DOT7 personnel who availed the self-care program - 40 beneficiary DOT7 personnel availed the self-care program No. of DOT7 personnel who attended the trainings satisfactorily - 40 DOT7 personnel attended the trainings satisfactorily No. of GAD Trainings conducted - 4 GAD Trainings conducted	Region VII 224,750.00	GAA	DOT Regional Office VII
134	Celebration of National Women's Month	As mandated by law	Increased level of awareness on issues women are facing in the region	MFO: Tourism Policy Formulation and Planning Program	Conduct of Women's Day-Month Celebration Women Empowerment Workshop	No. of DOT 9 Personnel who participated in the celebration - 100% of DOT 9 Personnel who participated in the celebration Regular - 11Job Order - 18Total29 personnel	Region IX 100,000.00	GAA	DOT Regional Office IX
135	Celebration of National Women's Month	Lack of awareness and non-adherence to the mandatory compliance to the law	Awareness and involvement of DOT2 employees in the celebration of the Women's Month increased	MFO: General Administration & Support Services (GAAS)	Participate In Philippine Commission for Women (PCW) and Civil Service Commission (CSC) projects and activities for the Women's Month such as follows:1. Attendance to motorcade2. Printing of tarpaulin and t-shirts	No. of participants - male and female DOT RO2 personnel who participated during the Women's Month activities. - Twenty (20) participants - male and female DOT RO2 personnel participated during the Women's Month activities.	Region II 30,000.00	GAA	DOT Regional Office II
136	Celebration of the National Women's Day	As mandated by law	Women's role in development is celebrated and well-recognized through the active participation of DOT IV-A personnel in the Women Empowerment Workshop	MFO: General Administrative Services	Conduct of National Women's Day Celebration with the following activity:Empowerment Workshop for Women In Tourism (Self-Care, Personal Safety, Creative Writing and Expression, Prosperity in Purpose, Women of Influence)	No. of DOT IV-A employees who participated in the activity - 26 DOT IV-A employeesparticipated in the activity	Region IV-A 121,050.00	GAA	DOT Regional Office IV-A
137	Celebration of 2023 National Women's Month	As mandated by law	Increased level of awareness on issues women are facing and involvement regarding projects	MFO: Market and Product Development Program	Conduct of Women's Month Celebration1 Women Leaders in the Tourism Industry2. City Tour for the Women In the City	No of activities conducted - 3 activities conducted No of personnel participated - 25 personnel participated per activity conducted	DOT R10 100,000.00	GAA	DOT Regional Office No. X



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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	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
138	Office Order No. 2021-03-001 - Reconstitution of the DOT Caraga Region's GFPS stressed to ensure that all members are capacitated on GAD	Newly reconstituted and has different knowledge on GAD	1. Well-capacitated Regional GAD Focal Point System to become effective champions of GAD advocacies2. Strengthen the GAD Focal point system to become effective champions of GAD advocacies	GASS: General Administrative Services	1. Continuing Capacity Building of GFPS Members thru conduct of:1. Training on RA 11313 Safe Spaces Act2. DOT Teambuilding Activity for DOT CARAGA Personnel	No of GFPS Members attended/participated - 30 GFPS Members attended/participated No of training conducted - 1 training conducted to 30 participants	DOT Region 13 33,290.00 DOT Region 13 156,720.00	GAA GAA	DOT Regional Office No. 13
139	Office Order No. 2021-03-001 - Reconstitution of the DOT Caraga Region's GFPS stressed to ensure that all members are capacitated on GAD	Limited training GAD related trainings to DOT GFPS and personnel	Build continuing partnership with other agencies for synergistic Inter-agency initiatives on GAD	GASS: General Administrative Services	Participation to Inter-Agency GAD activities:1 RIACAT VAWC, RGADC, RCWC activities on:-Women s Month Celebration(Orientation on MCW to TEs, Purple Your Corner)-World Day Against Trafficking(Wednesday Discussion with the Anti-Trafficking Advocates)-National Children's Month(Tourism Awareness to Youth)-18 Day Campaign to End VAW(Orange Your Corner)	No of Inter-agency activities participated - 4 inter-agency activities participated No of activity Initiated thru inter-agency partnership participated - 1 activity Initiated thru Inter-agency partnership participated	DOT R13 36,320.00	GAA	DOT Regional Office No. 13
140	Celebration of National Women's Month	Celebration highlights and recognizes Filipino women's critical role and contribution to the social, cultural, economic, and political development of the country	To inspire and empower women and girls to be agents of change contributing to the promotion of gender equality and the empowerment of all women	MFO: GASGeneral Administrative Expenditures	Conduct of Gender Sensitivity Training/Seminar during Women's Month Celebration for NCR personnel	No. of Trainings/ Seminars conducted and the No. of their batches - One (1) training/seminar - Two (2) Batches No. of DOT-NCR Regional Office Personnel who participated - Participation of 60 DOT-NCR Regional Office personnel	NCR 114,400.00	GAA	DOT Regional Office NCR
141	Celebration of National Women's Month	As mandated by law	Celebrate the contribution of women in development		Indie films viewing which showcase educational and socially-relevant stories and support the call in women empowerment	No. of success story of women showed in the Indie films - 1 success story of women showed in the indie films	Region II 20,000.00	GAA	DOT Regional Office II



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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	GAD Budget	Source of Budget	Responsible Unit /Office
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142	Compliance of the PCW-NEDA-DBM Joint Circular No. 2012-01 Guidelines for the Preparation of Annual Gender and Development Plans and Budget and Accomplishment Reports	Adhere to the guidelines of the PCW-NEDA-DBM Joint Circular No. 2012-01 Guidelines for the Preparation of Annual Gender and Development Plans and Budget and Accomplishment Reports	MFO: STO-OSC	Conduct regular Meetings and implementation of GAD Activities (actual attributions to PS will be reflected on the Accomplishment Report)1.	No of personnel attended - Five (5) OSC staff attends GAD meetings, No of activities organized and facilitated- 5 GAD activities organized and facilitated No of assemblies conducted - 3 assemblies conducted No of meetings conducted - 4 meetings conducted	DOT-GFPS 1,647,880.00	GAA	DOT GFPS/Office of Special Concerns
143	Magna Carta of Women Section 36B - Creation and Strengthening of the GAD Focal Point System	Program interventions of the agency should translate into gender sensitive and responsive initiatives carried out by well-capacitated workforce on Gender and Development	MFO: GASGeneral Administrative Expenditures	Conduct of Gender Sensitivity Training for the DOT-NCR GAD Focal Point System	No. of Trainings conducted on Gender Sensitivity - 1 Training on Gender Sensitivity conducted No. of participants who completed the training satisfactorily - 25 participants completed the training satisfactorily	NCR 36,800.00	GAA	DOT Regional Office NCR
144	Lack of technical expertise to mainstream GAD in DOT regular programs	Low level of awareness of DOT 1 Personnel on GAD	MFO: General Administration and Support Services	Participation off DOT R1 GFPS Team to DOT Central Office initiated GAD-related trainingsBasic GAD OrientationSOGIESC	No of trainings attended - 4 trainings attended No of DOT 1 personnel participated - 100% of DOT 1 personnel participated17-Regular11 - Job Order	R1 25,000.00	GAA	DOT Regional Office No. 1
145	Low level of gender awareness among DOT personnel	Low level of awareness of GAD-related trainings conducted for DOT 1 PersonnelInsufficient GAD-related trainings for DOT 1 Personnel	MFO: General Administration and Support Services	Conduct of Gender Sensitivity Training	No of Gender Sensitivity Training conducted - 1 Gender Sensitivity Training attended No of DOT 1 personnel participated - 100% of DOT 1 personnel participatedRegular - 17Job Order - 11	R1 30,000.00	GAA	DOT Regional Office No. 1

	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
146	Limited Knowledge of DOT XI Program Implementors and GFPS on the use of gender analysis tools and using results to formulate GAD PAPs	Limited awareness/appreciation of DOT XII personnel on GAD due to staff members turnover and/or change of leadership	Increased level of knowledge of gender Issues, basic GAD concepts, mandates and policies.	MFO: GAAS	Conduct of GST Training for new and existing DOT employees: (A) Conducted (1) Seminar / Workshop per training: (1) Use of GA tools (2) Training on GMEF (3) Training on HGDG and (4) GPB 25 Participants	No. of Trainings for new and existing DOT employees and the No. of their Participants - Conducted GST Training for new and existing DOT employees: (A) Conducted (1) Seminar / Workshop per training: (1) Use of GA tools (2) Training on GMEF (3) Training on HGDG and (4) GPB 25 Participants	Region XI 200,000.00	GAA	DOT Regional Office XI
147	Lack of awareness of the DOT Central Office (OTSR Personnel) on emerging issues on GAD as perceived by tourism stakeholders in the accreditation system	Absence of gender perspectives in the DOT accreditation processes of tourism establishments	Strong partnership with tourism stakeholders and DOT in the accreditation system established	MFO: Standards Development and Enforcement Program	Participation of OTSR Personnel to Regional Tourism Stakeholders' Dialogues on Mainstreaming GAD in DOT Tourism Standards	No of Dialogues (Regional Office) on Mainstreaming GAD in DOT Tourism Standards attended/participated - 4 (Regional Offices) of Dialogues on Mainstreaming GAD in DOT Tourism Standards attended/participated	DOT OTSR 121,000.00	GAA	DOT Office of Tourism Standards and Regulations
148	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 advertisements and promotional materials	MFO: Support to Operations - OSC	Reproduction of IEC Materials with gender sensitive content	No. of IEC Materials produced - 8,420 pcs. of Brochures, 220 pcs. of Posters produced	DOT-GFPS Office of Special Concerns 218,500.00	GAA	DOT-GFPS Office of Special Concerns
149	Observance of 18-Day VAW Campaign per Proclamation 1172 s. 2006 and RA 10398 declaring November 25 as National Consciousness Day for the Elimination of VAWC	As mandated by law	Advocacy on prevention of VAWC and other gender-related violence in the tourism industry stakeholders strengthened	MFO: Support to Operations - OSC	Conduct of 18-Day VAW Campaign Advocacy Activities such as but not limited to Orange Your Icon	No. of activities conducted - 3 activities conducted	DOT-GFPS Office of Special Concerns 536,360.00	GAA	DOT-GFPS Office of Special Concerns
150	Celebration of Women's Day/Month per Proclamation No. 227 and Republic Act 6949 s. 1990	Absence of platform to highlight women's achievements and share new GAD policies and discuss continuing and emerging issues and concerns, challenges, and commitments in the tourism sector.	Increased awareness and appreciation of women's contribution to development especially in the tourism	MFO: Support to Operations - OSC	Conduct of activities in celebration of Women's Month such as GAD-related film showing, launching of the Child Minding Center and GAD Corner, production of gender-sensitive IEC materials for the tourism industry, and presentation of GAD Agenda and Tourism Words Manual.	No. of activities conducted - 3 activities conducted No. of promotional materials produced - 500pcs promotional materials produced	DOT-GFPS Office of Special Concerns 300,000.00	GAA	DOT-GFPS Office of Special Concerns
ATTRIBUTED PROGRAM									
151					Branding and Marketing Communications Program		327,663,612.00	GAA	Branding and Marketing Communications
SUB-TOTAL							447,812,498.75	GAA	
TOTAL GAD BUDGET							447,812,498.75		



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

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04/25/2023



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