ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET FY 2024

Sequence No.: 2024-016864

Organization: Department of Tourism

Organization Category: National Government, Line Agency

Organization Hierarchy: Department of Tourism

Total Budget/GAA of Organization: 2,648,167,000.00

Total GAD Budget

333,723,840,38 Primary Sources 333,723,840,38

Other Sources 0.00

% of GAD Allocation:

12.60%

| * | u | N | - | | | | |
|---|---|--|---|---------------------------|----|---|--|
| Limited access to promotions end advisories through social media | Limited coordination among tourism stakeholders to achieve DOT'S GAD goals and objectives | Limited apportunities for women to participate in Community-based Tourism projects related to cultural and eco-ediventure tourism | Philippine Plan for Gendar-Responsive Development (PPGD) 1995-2025 Goal No. 3 | | | Gender lesse rGAD Mand deb | |
| Lack of awareness or information, promotions and advisories through social media | GAII initiatives fortourism stakeholders are least priority | Limited capacity trainings for continually based projects related to cultural and eco adventure tourism | haufficiani awareness an GAD-raisted laws | | ha | Catan of Garder Javes | |
| To provide Natro Manila's stakeholders and tourists (local/horeign) information through world-class promotion and advisories | Strong partnership withtlourism stakeholders and DOT for GAD initialives | Women and men have equal access to Community BasedTrainings | Heighwaned awareness on GAD-releted lows | | v | GAD Result Statement /SAD Objective | |
| MFO: Tourism Development Dirhitor under Product and Market Development Unit (PMDU) | MFQ: Market and Product Development/Tourism Development Planning | MFO-Tourism Development Division | MFO: Cepacily Building Program | CLIENT-FOCUI | | Palevent Organization MFO/PAP or PPA | |
| Development of Strategic Contenunications/IEC Materials (NCR) | GAD Overtation Trainlugs specifically on (1) Sax & Gender and (2) Gender & Culture with Private Tourism Stakeholders (R11). | Conduct of capacity building programs for Connountly Based Trainings (RT) | Conduct of seminar on Gender and Development Related Lews | CLIENT-FOCUSED ACTIVITIES | ø | GAD Activity | |
| Indication* No. of NCR journam stake testees who extended the audithtips. Using social madia to position and bujet base with Merio Mania's stake invitors and Lounsts through world-daze promotion and devinceries. | Indicator: No. of Region 11 fourism stakeholdors who attended the activities 2 fraining conducted specifically on (1) Sex & Gender and (2) Gender and (2) Gender and Coloma with Privato Tourism Stakeholders 100 pax x P500 x 3 Iranings | 5 capacity building programs - 100% of the participants rating the taiding as satisfactory | 90% of larget pathiopents stlended and relad the transing and development program as east factory - 30 persons transidors, of participants completed the training2-day training conducted | | • | Performentos Indicators Transpos | |
| NCR 1,600,000.00 | Region 11 150,000.00 | Region 7 250,000,00 | Legal Attains Service 150,000,00 | | 7 | GAD Budget | |
| GAA | GAA | GAA | AN AN | | | Spurce of Budget | |
| Tourism Development Division under Product and Market Development Unit (PMDU) | мерлор | Region VII | Legal Affairs Service, Central Office | | • | Responsible Unit /Office | |



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BACOMO-LAPITAN GARCIA FRASCO P WORKING GROUP DEPARTMENT ASCRETARY

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| SN. | | |
|--|-----|--|
| Observance of RA 10295 - 19-Day Campaign to End Violence Against Women and Children (NAWC) Prodemation 1172 s. 2008 | • | Gerider Jasue /GAD Mandale |
| Thare is a need to promote and feater VAW-Free Communities in the Tourism Sector and enturing convergence efforts in ending Violence Against Women. Limited awareness of the tourism stableholdess Increases prevenience of tourism-related gender-based violence and sexual exploitation in the Philippines (majority of trafficiality) and profitted violence conflicted to be women and children). | N | Cause of Gender lesue |
| Strengthen campalign among louistan statisholden on violence against women To increese awateness for the campolign and effect the statistics of the police is to with major indimenta or icone indomesta or icone | 44 | GAD Result Statement GAD Objective |
| MFC: GAAS Against; MFC: Market and Product Development Program MFC: Standards Development Against; Conduct Allering Development Conduct Development Conduct | • | Relevant Organization MFQ/PAP or PPA |
| Cocclust the 16-Day Carenatign to End Violence Against Nomen with the following such ideas: NCR These will be free by sandblast to Campa your beam - Retnifty and percent execution of Section 2. Production of devices on materials, 72 1, Item/filesation of Carenge your loon, 2. Conduct of Sentifess, 18-Production of elevations, 72 - Retnifessation of Carenge your loon, 7. Colord settlers, 3. Revention and Section 18-Day Countries, 72 - Navign of 18 Day Carenation with participation of section 18-Day Carenation (10-Day Carenation 18-Day Carenation 1 | sh. | GAD Authrity |
| R12- No. of Tra Worce Training conducted No. training-R12-: training and diffusioned 40%-50 conducted R3No. of YAW stakeholder of | | |

MFO: Tourism Industry Training Program R10 - Number of Isundaing conducted and dissemination of information to L62x-R10 - At least I sushfiling conducted with 50 pardigents and dissemination of information to 84 municipalities, 3 cities and 5 provinces

R13- Make CARAGA Safe Program - Crange Your Icon - 18 Day Campaign to end Violence against Würnen

of Training Vestrias conduced. One (1) Tourism airray to LGUs and Tourism Establamments d No. of persons trained vistorided the exhibity or 1R-2-90% of larged participants attended and release the did envelopment propriets as exhibiting 50 persons 5%-50% of attendees and female 2 day fraining 5%-50% of attendees and female 2 day fraining

R5 50,000.00

GAD Budget

Rasponsibiá Unit

NCR 149,100,00

Regional Office of AD Pocal Podel System, Tourism Promotions and Markelling, Marriel & Product Development Program, Accreditation (July Partning Unit Training Unit, Clot Freet and Alternate Food Podel Persons of DOT 158, Region VII, MPD, Administrative Section, Unit Teamsows Section, Training Unit, Louiste Development Division

R3No, of VAWC activities conducted with the participation of stakeholder of Central Luzon - 3 Activities conducted

R7 100,000.00

G.A. AV6 Ø. GA A § §. ₽ A

Region 3 350,000.00 R13 206,500,00

R12 70,000.00

No. of Region 13 tourism stakeholders who altended the activities - 1 event staged "Orange Your (con" leunched with positive feedback.

R10 150,000.00

R4A 150,000,00

The Prilippine government betespeith thehemologie community scorenthment to address all forms of violence against women and protect human rights of women as enahmed in the 1987 constitution the desenvence of the 16-Day Campaign Against Violence of Women

Low level of Awareness of public and private tourism stakeholders on the efforts to eliminate VAWC

Susteined 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 agandar.

To increase capacity of LGJIs and tourism stakeholders to integrate gender perspective in local tourism development plan.

As mandated by law

RA-B Pleats Princess City Baywalk will be decoratedifyld in orange. The proposed site will be at Baywalk where builts of domestic and him antional borders are which exposably extensive and him antional borders are which exposably extensive and the second registro of the Day Campaging Pleases VAW. Humber of And-VAWC collaberes produced and distributed - One busines in drimark identified and included in the site of Campag Your Izon during the 18-Day Campaging Against VAW. Number of And-VAWC collaberes produced and distributed.

Mo. od loutism stakeholders who altended the activities from the following Region-Region 64, region 6, and pagion 7, and Brighon 44, 49 faurism stakeholders altended the selbon, 10, activities Region 6 - Al least 250 participants from NGAs, LGUs, Accidents and Toutism Stakeholders publicipated Region 7 -30% of the Central Visuyas stakeholders actively participating e 19-Day Cempeign to End Violence Against Women

Number of tratient tendengths (despilled in ACR to be included in the list of Orappe Your force during the 18-Day Campoign to end VAW. One (1) Yourism jerdnank devisited and inducted in the list of Orappe Your force Number of tengeted medifematie participants 3:5 participants Aumber of Arti-VAWO meterials

No of Anti-VAWC collaterals produced and distributed - 130 pcs Anti-VAWC collaterals produced and distributed No. of barpaulis printedNo of REC meterials printed -2 tarpaulin printed200 pcs. IEC meterials

> Region 8 200,000,00 Region 48 423,460.00

> > a a

Admin & GAD Focel/Alternate & TourfSM WoRCS Officer

Chservance of RA 10398 - 18-Day Cempeign to End Viotence Against Women and Children (VAWC) Proclemation 1172 a. 2008

Mandalory compliance to the law

To generate public awareness and strangthen the campaign among lourism stakeholders on Violence Against Women

MFO: Admin & GAD Focal/Alternate & TourISM WoRCS Officer

R8 - Preparation of IEC realerints for the 18 Day VAW campaign, R49- Decorate and light Orange Baywark of Puerto Princess

No. of burriern lenchmeire i demiffied and included in the list of Omenge Your Icon during this 19-Day Cempatign Against VAW-1 fourtem lenchtmath identified and included in the list of Orange Your Icon during the 18-Day Cempatign Against VAW

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Philippine Commission Con Women

HEAD, DOT-GFPS TECHNICAL DUKECTOR KNNAVIET BACONG LAPITAN WORKING GROUP

MK ESPERANZA CHRISTINA GARCIA FRASEO DEPARTMENT SI CRETARY

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|--|--|--|---|--|---|--|--|---|---|-----------|--|
| Observance of 64,800 *Juli,* Trafficking in Persons Act of 2002's and Prodeficialism 1190 wents of 2021 deading the month of July as "National Anil-Trafficking in Persons Awarenoss Morth" | Low level of participation of warnen in capability/capacity development planning, promotions and regulations particularly in the development of line the Tourism Development Plan in the LGU | | | | High incidence of sist extyping as evidencial by combition of make or families in particular position | High incidence of stereotyping as evidenced by domination of males or famales in particular position | High incidence of serrecyping as evidenced by domination of males or females in particular position | | Observance of RA 10398 - 18-Day Campaign to End Vidence Against Woman and Children (VAWC) Prodemetion 1172 s, 2008 | <u>.</u> | Gander leaus AGAD Mandelea |
| Limited GALA nelsted trainings for tourism sub-sholders and local government units on Aust-Trainitising in Prasocis | Limited opportunities for women participation in capability / capadity development planning (as it depends on the LCE) | | | | Gender decretypes and gender-blas for burism jobs sill exist in the tourban-claims and enterprise | Lack of awereness of various genders on equal labor opportunity | Lack of recognition on the significant role and contribution of women as aristens and artris to national development and promotion of women's capabilities. | | An increasing incidence of women abuse even in tourien related exess. | NS. | Cause of Gender Jeans |
| To increase avealeness and horseledge of LGUs and burning statement statement statement about RA 2006 and to composit in the committee of the composition for and committee of the composition of several sources of several several sources of several seve | Increase perticipation of women in LGUs on lourism plenning, promotions and regulations | | | | To provide state training for both men net women to leasen in high noticened of strengthing in tuniers lipsand exaum that it hatining conducted will be altered by women in the Community Beast-Tourism (CBT) | Famele workers to heighlen awareness on equal labor opportunities in the tourism industry | To decrease the stereotyping of women's role by prumoting women's capabilities showcase fresing the state and skills in various tourism events. | | To acquire wider support on the campaign to end VAW | ga. | QAD Result Blasmant Blasmant PAD Objective |
| MFO: Tourism Industry Ynzining Program | MFO: Tournen Industry Treining Program | | | | MFD Tourism Development Division under Industry Mangower Davelopment Unit (IMDU) | NFO: Market & Product Development Program | MFO: Market and Product Development Program | | MFO: Tourism Policy Formulation & Planning Processing | | Relevent Organization NEO/PAP or PPA |
| Conduct of Cheld Sain Tourism Training to LGUs and Tourism Establishments | Conduct of Capability Development for LGU Planners and Implementors (CAP) | | | | Conduct of shift resiring for worker in Community Based Tourism (CBT) communities in partnership with LGU | Production of AVP with core message that breaks stareotyping in bruditional jobs for women/man in the Tourism ecolor | Conduct of Tourism events feeturing Women artists and artists. | | Production of 18-Day Campaign collaierals (shirts, plicities, brochures, eloj2, Film showing activity | ** | GAD Anivity |
| Indicators; No. of Training Senting conducted One (1) Child Safe Toulinn Training to LGUs and Tourism Establishments conducted to a place of the Courism Courism Courism conducted to a place point of the Courism of the courism Traylet SUN; of Sent participums stemded and rained to braining and development; or oppore as a sucheapung or persons trained addy-GDN; of distributes are itemated day persons trained addy-GDN; of distributes are itemated; day tarking conducted. | Indicator: No. of CAR tourism stakeholders who saternized the additions - 2 capability development conducted | | | 1 training activity with 30 participantshun - 30 participantshun | 1 training activity with 30 perticipants/nun - 30 perticipants/nun 2 training activity with 50 perticipants/nun - 50 perticipants/nun 1 training activity with 50 perticipants/nun - 50 porticipants 1 training activity with 50 perticipants - 30 porticipants | Indicator:Production of tourism related VAWC/video clip - Target: 2 video clips produced | Indicator: No. of trustam events perilidipated - Tergat: 5 trustam events participated | No. of sudence welched the fore - 200 no, of sudence welched the firms No. of shes kurntifled as orange iconic sits - 1 sits identified as orange iconic sits - 1 sits identified as | No. ol perticipants who received and used the collaboral campaigns - 100 participants who received and used the collaboral campaigns. | • | Parformance Indicators Flaggets |
| Region 12 70,000.00 | CAR 150,000.00 | NCR- Mestal/errue Van Hire Speeker's Honorathurr/Moderator's Fee Training Materials Token's Celhiler Card and Miscellanebus (*xpenses 320,000.00 | NCR-MestaVerrue Van Hire Speaker's Honoratium/Modesator's Fee Training Mesteriele Tokoms Calvidar Card and Miscellanaous Expanses 80,000 00 | ACR - Meatervenue Van Hire Speoker's HonorairumModerator's Fee Trainfre Materials Tokens Cellutar Card and Miscellaneous Expenses 355,000.00 | NCR-Mesis/Venue Van Hiro Speetkor's Hornorsium/Moderator's Fee Training Matenale Totens Cellete Card and Miscellaneous Expenses 80,000 00 | Region 10 100,000.00 | Region 4A 200,000.00 | 50,000.00 R8 150,000.00 | R6 50,000,00 | 7 | GAD Budget |
| g _{AA} | GAA | | | | GAA GAA | g.A. | GAA | GAA | GAA | | Source of Budget |
| Training Unit | Planning with Counterpart from LGU | | | | Tourism Development Division under Industry Mempower Development (IMDU) | Market & Product Development (Media Team) | Planning with Counterpart from LGU | | Regional Office GAD Focal Point System | - | Raspansibly Unit IOffice |



DUILITOR, NAVIE E.

MA ESPERANZA GRISTINA

COMO APITAN

HEAL HOT-GPPS TECHNICAL

DEPARTMENT SECRETAR

WORKING GROUP

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|---|----|--|--|---|---|---|---|--|
| Gender Issue VGAD Wandata | | Capacity Building Program in support to lourism product development of LGUs who are lacking of gender tens | Annual Celibration of Women's Worth per RA 9995; Protgamboto, No. 221 Anoth per Prodemotion to 224 An Act to Declare Marchi 8 of Pency Your See Michigan Special Holiday to be known as National Women's Day. | | | | Arrual Calebration of Women's Month per RA 5949. Prodemation No. 227 Month per Prodemation No. 226 A A Ret to Delaw & March & of Every Year as a Working Special Holdey to be known as festional Women's Day. | Absence of gender perspective in the DOT accreditation processes of truntim establishments |
| Cause of Gender Issue | 80 | Gender and Dovolopment were not reshistreemed in the lourism mester pien of LGUS in the region | Lack of recognition on the value of women in the tourism installed; Women's significant role in development is not well-recognized and given much importance, Women's significant role in development a not well-recognized and given much importance in not well-recognized and given much importance much to the women's old refigerous to those. | were-occupated axes given mutar importance mater to the women of living enous these. Poor acknowledgement and recognition of the efforts made by women in the tourism holestry Need to highlight, moognize and calebrate women's overlividation to the action's development. Women's significant roles in oil recognized and given much importance. | | | Empowerment of vormen in the tourism sector Women's algorificant role is not well recognized & given importance | Non-integration of GAD in the eccreditation of lourism establishments Low approximation and invited capability building in the integration of GAD in Accommodation Establishments |
| GAD Result Shloment GAD Objective | u | Heighten awareness & appreciation on GAD among tourism planmers and mitiators to mainstream GAD agenda in tourism hitlelives | To highligh the appreciation of the noise played by women in the Busistan action. Calcinate the conditional of women and children indigenous libes in development through provident of LiveshoodState. Training Awareness and involvement reparting projects and activities in line with the celebration of | Awateries and involvement regarding projects and additivities in its worken with the celebration of women's moreth to easily along the women's moreth To palse the generates of the general public on the role of women to trusters and development. Whomen's ride of women to trusters and development with recognized fine of the participation of DOT IV A personnel in the Women Employment would be the second of DOT IV A personnel in the Women. | To recognize the Women's significant role in development and give importance and specialize to the women of indigenous littless appropriation to the women of indigenous littless. | | To increase awareness and heighten appreciation and recognize & given importance to separation the state of gender and development in the loutism industry. | To increase awareness of tourism establishments on gender issues and concerns in tourism and promotion compliance to tourism gender related laws: |
| Rejevent Grganizedon MFCJPAP or PPA | | MFC: Tourism Policy Formulation & Planning Program | MFC: Market and Product Development (MPD) MFC: GAAS MFC: Tourism Policy Formulation & Planning Program | Program MFC: Touten Industry Training Program Market and Product Development Program | | | MFO: Tourism Policy Formulation & plenning Program MFO: Support to Operations | MFO: StandardsDevelopment & Enforcement Program MFO StandardsDevelopment & Enforcement Program |
| GAD Activity | us | Technical Assistance for the Formulation of the Toursen Development Plan with Gender Analysis | Conduct of Woman's Day Calebration | | | | Conduct forum on the Philippira Tourism on Conduct and Development, 2 Printing of collaboral materials, Lapsault publics & anowerie and CST among SOAB Clave weavers | Conduct of GAD awareness campaign to various stanages and owness during the augress accordination on satisfaction as statisfaments. Conduct opacity building or herizonal entirements settinize for CGI data sourcest focal speach of conductionate by Tourism Establishments and conduct of impaction and SDD orientations. |
| Performance indicators fragets | - | No. of Technical Assistance provided No. of LGUs peridopeted - 2 Technical Assistance for the formulation of Tourism Development plan with Gender Analysis to 2 LGUS | No of pax received collateral maturiate produced [78]: -200 pax neceived collateral materials - IECs ware distributed to TRs (78) . No of women recognized during ISTAR (78) - 5 women necognized during ISTAR (78) is worth of the received during ISTAR (78) indicator. No. of Region IV-B tourism state/endotes who | Indicator: No. of Region IV-B tourism stakeholders who attended the activities, - 50 women will be nefit from the conduct of one (1) serioring. Indicator: No. of Region IV-A tourism stakeholders who attended the activities, - Terget: 150 Region IV-A tourism stakeholders who attended the activities. | Indicator, No. of Region VIII bustians takenholders who attended the activities a 1000% of talkeholder participants for the Women's Month Calabbrillon Victorian Month Calabbrillon Indicator Number of activities conducted (R48) - Target One (1) activity conducted (TouriSM WoRCS) Training (R48) | Indicator; No. of Region V lourism stakeholders who effended the activities - 1 event aponezred with all test 50 IP women beneficiaries | No. of activities conducted - Conducted 1 forum | No. of conducted advocacy competyn of relevant lews for GAD for observance and compliance by Tourism Establishmental of PAS activities applicated by Tourism Establishmental of PAS activities applicated with CAD perspectives as part of the memoratory accretishing of currism oriented establishments and other stakeholdensive. of BOD Orientalizar to Tourism Establishments conductably to generate started alleranded fine |
| GAD Budget | 7 | Region 13 80,000.00 | Region 7 200,000,000 Region 48 300,000,000 Region 6 150,000,000 | 150,000.00 Region 10 250,000.00 Region 4A 300,000.00 Region 6 50,000.00 | Region 5 50,000.00 | | Region 6 260,000.00 OSC 200,000.00 | Region 12 100,050,00 Region 2 220,203,00 |
| Source of Budget | • | GAA | 9 6 A A A | 6 W W | | | GAA | gaa gaa |

RS MPD Unil. Regional Office GAD Focal Pont System. Region VII. mirrol Unil Markat and Product Development Unil, Market and Product Development (Media Team), Tourien Standerist and Accrediation Division and Industry Training

Planning

OSC

Indicator:No, of Region 2 tourism stake/tolders who stlanded the activities - 308 Alfa moretored, evaluated & inspected





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Public and private stakeholders lack of gender sensitivity in creating tourism promotional colleterals

children's rights

Tourism Promotionel meterials are gender sensitive and depict women empowerment and children's china

Limited application and compliance of tourism establishments on gender responsive tourism revalence of saxist views and gender sensitivity in the content and production of tourism dvertisement and promotional materials

18

Presence of Child sex loursm & trafficking

Lack of vigilance in monitoring operations of TEs

Lack of vigitance among TEs on child sex tourism and trafficking Lack of vigilence emong TEs on child sex tourism and trafficking Lack of vigilance in monitoring operations of TEs

Ties have greater vigilance on child sex tourism and trafficking TEs have greater vigillance on child sex tourism and trafficking

MFO: StandardsDevelopment & Enforcement Program

MFO: Training Unit AFO: Tourism Industry Training

Strengthened vigitance of authorities in monitoring operations of TEs Strengthened vigiliance of authorities in monitoring operations of TEs

MFC: Market & Product Development Program

MFO- Training Unit

Conduct of DOT ProTECT Proactive Tourism to End Child Sex Tourism & Trafficking activities

Cause of Gunder teams N

Private and public stakeholders tack gender sensitivity in creating toursm promotional

17

Objectification of women and children in tourism promotions and marketing

Gender is sue /GAD Mandate

SAD Result Statement /GAD Objective

To increase the compliance of tourism establishments and other stakeholders on gender responsive tourism standards

Calisiaral materials of tourism stakeholders a gender sensitive and depict empowerment of women Gender Responsive tourism advertisement and promotional materials.

MFO: Market & product Development Program

-

Referent Organization NEO/PAP or PPA

GAD Audivity

Purformanos Indicators Nagets

GAD Budge

MFO: Market and Product Osvetopment

MFO: Merkel & Product Development Program

MFC: Standard Davelopmen and Enforcement Program

1. Consolut GST to adminishers in the production of colleged materials approveding wronn in towards and consulted and Tourisms numerit. 2. Consolut carrierity appealer solut for just in Tourism Colleges of (Obe In the regions, 3. consoluted in the carrierities consoluted to the Tourism Offices of (Obe In the regions, 3. consoluted in the carriery sale program. Size at Juana and Training on Child Proteins to Bolly.

Proteins to Bolly.

Indications Value of self-lift frainings concluded - 3 activities of trainings contributed as follows: - ImpetChes IT) sempsign against ascert fucinin promotionis maintains conducted to the Touristin Officers of the LGUs in the regionDho (I) workshop on gender-seponies brancing, marketing and campaigning implementad Tourism

Region 13 100,000.00 Region 12 350,000,00

> ξ QA.

> > Tourism Marketing Section

Region 1 120,000,00

Accreditation Unit MPD Marketing Unit

No. of events stagscho. of LGUs cappeciated. 2 events stagsed for promotion of gentler and flowed-poment in the Region. 1. Bids at Juan Campagn in fire with Yearner's Monita, 2. Training on Clild Prediction Policy in the with Vedicinal Children's Monital LGUs capacitated on Child Protection Policy in line With Monital LGUs capacitated on Child Protection Policy in line with the National Children's Month!

Stateholders in the appinchas (1) SDX Youth Tourism Surimit (SYTS) in celebration with National Childran's MonthNo, oil presons trainfour literature the section of trainfour 1 regions; 50% of terrain sething and of terrain section attended and related the training and development programs assistification greamen brained 40%-50% of ethendees are female/s day training conducted 40%-50% of ethendees are female/s day training conducted

Indicator, Number of Training conducted - 1 Training conducted on TouRISM WoRCS to 30 TREs indicator; Number of Training conducted - Target; Three (3) reinings conducted with a total of 120 participants Region 10 240,000.00 Region 10 100,000.00

GA. gaa A

Tourism Development

Courism Standards and Regulations and Training Section

Market & Product Development (Media Team)

Indicator: Number of Training conducted - 2 Trainings on Tourist Oriented Police for Community Order and Protection (TOPCOP) to 50 Tourist Police

Region 10 100,000.00

Indicator:Number of TEs on-the-spot site visits - Target:50 TEs on-the-spot site visits conducted

MRYCTOR ANNAVIE E. BACOMO-LAPITAN

Philippine Commission (1.8)

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WORKING GROUP

WORKING GROUP MA. ESPERANZA CHRISTINA GARCIATOASCO

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HILIPPINES

ACF306

Tourism Standards and Regulations and Training Section Tourism Development

Indicator: Number of AVP produced - Target2 AVP cumpaign against Child Sex Tourism & Trafficking

Gender Jesue KSAD Mandate

8

Failure or delayed action ofsome NGAs / LCdLaSsbaknoidere to act onSAD related insure in the lourism industry such as assual hemacement, violence against women and oldidren, procliticion, commodification of women, etc.

4

GAD Autivity

To promote gender equality and awareness of GAD related policies and regulations

MFO: Tourism Industry Treining

MFO: Tourism Policy Formulation & Planning

To have an Intensified Investments compaign on GBV and SHEA laws in the tourism sector and monitor operations of TEs •

Program

Hogran

MFO: Admin and Tourism Standards and Accreditation

Lack of law enforcers' visibility for immediate response to SHEA and gondor-based violence in major tourism destinations Lack of awareness of the tourism stakeholders for GBV and SHEA-related laws

Improved awareness office statesholdsmon GAD-related fave that will address undesirable incidents that affect the lourism industry in DavsoRegion

TRE owners have heightened awereness on GAD-related concerns and jaws To provide strong police visibility in major tourium destinations To provide victims/concerned dilizans access to immediate help in reporting cases

RTE owners are not aspecifated on GAD-related concerns in the tourism industry Lack of established standard systems for SHEA GBV cases reporting and resolution in TEs Lack of enabling mechanisms accessible for victims

MFO: Markel and Product Development

Sets of Collatoral materials produced No. of TREs provided with Colleteral materials • 5 sets of Colleteral materials produced 500 TREs provided with Colleteral materials

R6 530,100.00

R11 200,000.00

GAD Budget

R10 100,000,00

Region 7, Regional Office GAD Focal Point System, TISP, Tourism Standards and Regulations and Training section, GAD Focal Paresus and Accreditation, MPD,

L Conduct of Timelog Wickshops on oAb-Assidad Laws arotat Tourill MicKPGC (FI) 2. Constell of information dissentiation rempagnit abscuraces 3. Production and distribution of EC coasterition on oAb. Raised Laws such as increasing points area. Althors, act. in TESE (FIS) 4 Potensiety with Polip for deployment of Tourist Polipa in major toution sites 5, Tuelegan and Colo and SIECA stated used for Tourist Tourist Polipa in Raised SIECA stated used for the SI Tuelegan and Colo and SIECA stated used for the SI Tuelegan and Colo and SIECA stated used for the SI Tuelegan and Colo and SIECA stated used for the SI Tuelegan and SIECA stated used for the SI Tuelegan and SIECA stated used for the SI Tuelegan and SIECA stated used for the SIECA SIECA

Indicator. Number of Tourist Police deployed in major bustern siteatoriscents. Number of GAU) and SHEA related best training conducted. Target: 40 Tourist Police deployed in major bustern shee Target: 1 GAD and SHEA related laws braining conducted with 40 participants.

No, of tenings conducteds, of sodal mode postetio, of IEC intelestal reveiled as port of the serveress compraign on GSV and Sheat Law - 5 trainings conducted 1 social modes posted 1 IEC material created as part of the severeness company on GSV and Sheat Law

R6 150,000.00

Region 8 250,000,00 R11 450,000,00

> Ş Q. GA. g A GAA gA A

No. of Traillangs Conducted No. of participants attended per training - 2 G-XD events: (1) 15-day cermissin for VXNVC & (2) National Women's Merch) and Strainings conducted Trainings on (1) Mamifestation of Gender Blos: 30 participants (2) Vision of 8 Gender Fair Society: 30 participants (3) Action Planning: 30 participants.

No, of trainings conducted - 2 GST conducted

30TOPCOPs deployed in major tourism sites - 3SHEA trainings for TOPCOP

Conduct of capability building seminar on GAD and production and procurement of promotional malariats to be distributed or to be given to the tourism stateholders. No. of Tourism Officers ettended/perticipated the GST - 100%. (Stipax) of larget perficipents attended the GST No. of GST seminar conductedNo. of BatchNo. of attendees - 1
GST seminar conducted5 batches40 attendees per batch

Region 1 80,000.00

Regional Office GAD Focal Point System Accreditation Unit

Standards Development & Enforcement Program

8

Low level of gender swareness among lourism local communities

Designated Tourism Officers in Province/City/Municipalities change from time to Low level ewereness of GAD related trainings conducted for tourism stakeholders

Most TREs tack awareness & understanding of GAD-related laws such as the Magna Carta of Women (MCW)

TREe have deep understanding of GAD-related laws as evidenced by management policies that provide benefits to women and men Tourism officers have heighened awareness on GAD-related concerns in lourism sector and become gender senallive and responsive TOs to increese awareness and heighten appreciation and recognition women's role in the development of the tourism industry

MFO: Standards Development & Enforcement Program MFO: Standards Development 6. Enforcement Program

Program MFO: Tourism Policy Formulation & Planning MFO: Marketing and Product Development (Media) MFO: Industry Training

Tourism stakeholders have heightsmed awareness of GAD

No. of GAD training program conducted No. of batch per scrividasNo, of lourism stakeholders relined-1 GAD Training Program concluded 2 batches conducted40 perticipants per belich

Region 1 60,000,00

GAA g A Q. Ş.

Training Unit

Region 10 240,000,00

No of Region 6 Tourism Stakeholders - Produced one (1) AVP for GAD Tourism Best Practices

100 pieces of

Region 10 100,000.00

Region 1 50,000,00

Recognized 10 TREs for their GAD Bast Practices - 10 GAD Bast Practices identified

Indicators:No. of TRE's identified- 20 TREs identified with management policies providing benefits to women and men

Indicator: Production of tourism related VAVVCvided dip-Target* 2 video dips produced

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2

Low level of gender awareness among tourism local communities

Lack of gender awareness and equality of the tocal communities

ow level of gender awareness in communitiesand riskeholders have no gender lans

To increase pericipation of LGUs and TREs in GAD-related trainings

Tourism stakeholders increased level of awareness on GAD

Heighlerned gender awarenassof communities for gender equalitystakeholders are gender

Limited application and compliance of tourism selectionment on gender-responsive tourism

nsufficient seminer conducted on GAD for tourism

Tourism stakeholders heve heightened awareness

leightaned awareness on GAD of tourism takeholders

Hinlegnation of GAD in the accreditation of

10

Performance Indicators frangels

GAD Budget

GAD Activity

Relevant Organization

.

GASS: General Administrative MFO: TDD/TRD/TISP

MFC: Standards Davelopmen and Enforcement Program

MFO: Accreditation

MFO: Industry Training

MFO: SAA

adNo. of attendees - 2 GST

QA.

Planning/Admin/ Accre .

Region 7 SAA Training Unit

Region 12 70,000.00

No. of GST trainings conducted No. trainings conducted 100 Attendess

Indicatorstick, of conducted advocacy campaign of relevant laws for GAD for characters and complained by Tournism Feraltistmentation. Of PAS stabilisms signis wide with GAD perspectives as part of the standard systems signism of a with GAD perspectives as part of the standard systems of SAD Orientation of Inurism Enablatments and other searchards stable, of SAD Orientation in Crustians Enablatments conductation, or persons trained attended the stability or training. Temperation of Inurism Enablated standards of the stability and development programm as statisticating for the stability and development programm as statisticating or training and development programm as statisticating or training and development programm as statisticating or training order admits a stability of the No. of trainings conducted Percentage of participants from local communities who completed the training sulfatecinty - 5 trainings conducted 100% of participants from local communities who completed the training satisfactority

CAR 300,000,00

Region 1 120,000.00 Region 7 250,000.00

Q & Q.A. GA A GA. gĄ

attendees ere femole4 day training/ spected atteast forly-live (46) TREs

No. of Activities conducted-4 activities conducted - GAD Orientation and GST seminar

Low level swareness on the retionale of Gender and Development and women situationer 'Limited GAD training for Local Government Unita (LGUs), Tourism Oriented and Related Establishments (TOEs and TREs) on GAD

No. of trainings conducted No. of attendees - 2 trainings 100

primeri program as settistiction/Precentage of female/ titandese No. of dayer of irahing. One (1) Geordar intry Training to LGUs and Tourism Establishments trocked personan brished 65% of langel poetdepoints and and railed the training and development program as ed and railed the training and development program of the program of the

No. of Training I senious condended No. of persons (shand) standed the actiful for throting The senioning and puritipionals who alternide and respet the bearing and development program as selfacturing-freezening or de-melationides No. of days of shanlog. One 10 ge of senioning melatinization program (solid part for the program of conditionals) present (solid part for the principles) attended and state for the thirding and development program as selfacturing 4/0%-6% of alternities are distributed for conditional of 10% of the thirding and development program as

No. of GST fraining conducted - 1 GST Training conducted specifically on the restonate of gender and development and women situationer forstakeholders



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HEAD, DOT-GFPS TECHNICAL DEPARTMENT SECRETARY WORKING GROUP DIRECTOR ANNAVIE E. BACOMO-LAPITAN

MA. ESPERANZA CHRISTINA GARCIA FIXASCO



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| needs of women and men such as disper changing and breastlesding sations, garder-neutral GISB or CAD compliant feelfles in Tourism Establishments. There is a low number of champies and garder-sensible freelfles and garder-sensible freelfles, scribbles and services is address the needs of LBSTOAN commany) in various tourism destinations and enterprises. | RA 9593 or the Tourism Act of 2009 has meridated the DOT to Ensure that lot retired protects, and promotes the paneral witnessing of the Thipping people, to include the monitoring and prevention of exploitation of wemme and chaldren in lourism, (Rule 1-denoral Provisions/Saction, Cu-Objectivesky) 1. ect of facilities associated to the afficuses 2. Objectivesky) | Gender lasse (OLD Harrisch) A Lack of tourism sur-desaggregated delts for evidenced based GAD Planning, mplamenting and monitoring |
| tourism stateholders and Non-integration of QAD in the excreditation of fourism setablishments the exceeding of fourism setablishments and the exceeding set for the provides to address the receipt fourism setaments and enterprises. COST Obsommunity in withous business described and enterprises. Last of representation from the COST Obsommunity in formulating GAD index westicas in the fourism industry. | Woman and children are dispreportionally witherable to sex trafficing due to wartous Bidding subth as controlled to the service Bidding subth as controlled to several the service between and controlled prefer an expeciation, and colled to florowings in the service between and Lect of florowings in the service between the forming and thouled of the service between | Cause of Grade/ leave 2 Limited awarenesskill/Loweledge of LGU focal portion and the use of son cleaggregated data for fouritim and the use of Son to the caption of the backing Very low compliance on the use of standard alteriate reporting forms of sex disaggregated data very low compliance on the use of standard shallistics reporting forms of sex disaggregated data. Limited training on Tourism Statistics bats collection & analysis of sex cleaggregated data collection & analysis of sex cleaggregated data |
| adequakes atitify lourists experience A gender-responsive lourism experience for Lost Tohave manufacturism and enterprises To have an inclusive tourism inclustry providing option and enterprises | To provide information on Holine Ropord Nambons The Troutists WorkCS sensing since sort, To service and indexisting sensing s | But prest steward in the collection and prest steward in the collection and enalghe of the collection state of the collection of the colle |
| Acceptation Accep | MFO: Industry Training MFO: Markut and Product Development Fragism | Relevant Expeniesion a MFO: Tourism Policy Formulation & Planning Program ARFO: Tourism Policy Formulation & Planning Program MFO: Tourism Policy Formulation & Planning Program MFO: Tourism Policy Formulation & Planning Program MFO: Tourism Policy Program MFO: Tourism Policy Program MFO: Tourism Policy Program MFO: Tourism Policy Program |
| PAID Chiesely Incidits in Ties, of Power published for Grander and Party are mailed in Telescope of Party Chaldon to OR1 accreditation profession Counted for Philadon to OR1 accreditation profession and exhauston and sile seasonment operations of TELS operations of TELS operations of TELS of the Season of Challenger of TELS of Conduct of Chaldenger of Challenger of Chaldenger o | Locardoid of Tourism words training program Cocase on golds; making at the LGAs Level; a Cocase on golds; making at the LGAs Level; or of cocase and suffer moves a salingly on all moderns a of cocase of copatibity missin; is to case on some salines of copatibity missin; is to case on some salines of copatibity missin; is to case on some salines of copatibity missin; is to case of common salines of comm | GAD Activity g Conduct capacity building or technical sehencenvent selected set (COV) and several deal persons on each disaggregated fault selected set (COV) and selected selected set (COV) and selected selected set (COV) and selected sel |
| or sammas and trainings conducted -integration of gender perspeciation is sandered and conditions. • No of Impeciated Clusterian stablesinmental-1 sammer conducted -integration of gunder perspective in stondarios and accordization. •100 Indicator. No, of Region IV-A tourism stateholders who statemed the activities. • Target 100 Region IV-A tourism statemed the activities, Target 100 Region IV-A tourism stablemedicture who strended the activities. No, of Pride activity conductabil attended - at least 1 Pride schillpromotional standard. | No. of tribing conducted - Conduct one (1) TourisM WoRDCS halfing to all frontiness of accessibled Tourism establishments. No. of infrarphical installed and distributed to Tourist Destination across the region - Installed and distribution of 2000 infragraphic Materials to the Tourist Destination across the region - Installed and distribution across the region - Installed and distribution across the polyton. | Performance indications in the provided of the control of the chirical assistance - 4 technical assistance provided to tourism stitute indicated by the chirical assistance assistance provided to tourism stitute indicated by the chirical assistance - 9 technical assistance provided to tourism statement developed conducted - one (1) for the statement of SDD seminantworkshop for LO Us and cone (1) for the statement of SDD seminantworkshop for LO Us and cone (1) for the statement assistance with statement assistance of SDD seminantworkshop for LO Us and cone (1) for the statement workshop conducted on the control of the control of the statement of |
| Region 8 160,000,00 Region 4A 210,800,00 15,000,00 | Region 48 271,000.00 2718,000.00 Region 6 100,000.00 Region 6 50,000.00 Region 6 50,000.00 Region 6 50,000.00 Region 6 70,000.00 Region 6 70,000.00 Region 6 70,000.00 | Region 2 83,000,00 Region 2 80,000.00 Region 12 18,000.00 |
| GAA GAA | GAA | Beauty of Busings GAA GAA |
| GAD Focal Preners and Accreditation Training that Market and Product Development Unit Accreditation Unit GAD Focal Point System | Industry Tracking GAD Focal and Alternais Focal Point Persons of DOT R5 / GEPEY | Responsible Unit Audited Planding Planding Unit co-partnaned with OTIDPRIM for the SDD Planding |



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|---|---|---|--|--|--|---|---|---|--|---|--|--|--------|---|
| Lack of capacity to ensure GAD responsiveness and sensitivity among community-based tourism organization members, Tourism statishfolders and MICE | | | | exploitation of women and children in fourtism. Iffule 1-General Provisional Section 2 - Objectives) | RA 9593 or the Tourism Act of 2009 has mendated the DOT to Ensure that tourism protects, and promotes the general veilbeing of the Friging people, to include the monitoring and prevention of | | | | | | | Some tourism products are not gender sensitive tresponsive | - | Ωsndsrissee /GAD Mendats |
| Leck of evenerass on GAD and releted policies and legislations among monitors of the community based tourism cognizations, Tourism stakeholders and MICE organizates | | | | | To counteract the negative impacts of touriers on women and children and to plan, develop, and conduct trainings for the protection of women and children in the tourier industry in coordination with partner agencies and NCOs. | | Gender and Development were not mainstreamed in the fourtern meuter plen. | Limited orientation on gender-left language and gender-samstive approaches provided among Tour guides. | eco-cultural tourism destinations Lock of gender responsive lour circuits | Leck of awareness on gender sensitive basic customer services among men and women | Limited programs highlighting inclusivity, gender and development, and promoting women empowerment | Lack awareness on the use of gender-sansitive language | N | Cause of Center issue |
| To promote gender equality and awareness of GAD related policies and regulations in community besed tourism organizations | | | | | To increase level of consciousness of stokeholders on gender sensitivity through trainings 1, conduct of soutsm words training program, 2, barrier free tourisin | | Tour guides rendering gender-sensitive approach among tourists/guests institutionalized | To increase sweeness on gender sensitive basic customer services arrong men and women sexualizion members of communities of eco-cultural tourism destingtions | GAD integrated in tour guiding spiets | Tourism stakeholders have heightened awaraness of women empowerment and gender | Heighten awareness and approclation of GAD smoog fourism pleaners and initiators to mahatreem GAD agends in tourism initiativas | To incorporate gender and development in the development of a fourtern product tour circuit. | o. | GAO Pestil Statement AGAD Objective |
| MFO. Admin and GAD Focal | | | | | MFO: Capacity Building Program | | | | MFO TOOMISP | GASS: General administrative and Support Services | MFO: Tourism Policy Formufation and Planning Program | MFO: Standards Development & Enforcement Program | • | Relevant Organization NFO/PAP or PPA |
| Conduct of GST Training workshop for community based fourlish workers. Tourism stakeholders and MICE organizers | | | | | Conduct trainings on Tourism worts Training Program (2 nun), Berrier Free Tourism (2 nuns), Top Cop Training (1 run), Berengsy Tanad se Turierno (1 nun) | | | | workshop on the development of GAD responsive tourism product tour circuit (R9), 6 | formulation of the tourism development plan with gender analysis 4. Hosting of the PATA international Conference: Women in Travel, 5, GST Training. | Standard Reporting System for ITRES. Development of Treining Module on Integrating GAD in Tour Guiding Spiels and conduct of GAD integrated Tour Guiding Spiels (ET). S. Technical Assistance for the Guiding Spiels (ET). | Gender Sensilivity Orlentation/Forum among total guides (R6)Consultation Workshop for Sexual Britishian Abress and Macagametric (R5A II) | | GAD Activity |
| No. of Trainings conducted - Conducted 2 Trainings (GST) | -concentrage of target participants who attended and rated the liability and development program as satisfactory—No. of Participants who attended the weighter - 50% of target participants attended the activity—2 day Workshop (Mrtual)—30 participants | -percentage of largel participents who strended and roted the building and development program as satisfactory. No, of Training sonduced 40% of largel percipients asserted and used the training and developments program as satisfactory. One has to Face Training sonducted in 16 regions. | Percentage of larget participants who attended and rated the barriery and development program as estisticatory. No. of persons trained per run- No of Trainings conductate—50% of barriery includes a standard and rated the training and development programs assistationly-stap persons trained and conductated and rated the training and development programs assistationly-stap persons trained/per run/(botal of 6 time) -2 day training conducted | Ovveopment program as satisfactory. 4 frainings conducted (1.Toutism Worse Taking Program - 2 runs 2, Baritis Free toutieth - 2 runs 3, Top Cop - 1 run, 1 Barnengey Tanod se Turism (1 run)- 5 runs conducted - 50 persons trained per run- 50 persons trained per run- | Perrantispe of larget porticipants who older-led and raised the training and development program as assistanticy-lets, of Training accelerated -los, of Rush-lets, of persons subsect - Training accelerated -los, of Rush-lets of persons subsect - -0% of larget participants detended and size of the straining and - | No. of workshop conductedNo, of participants - 1 gender sensitivity Training conducted30 Participants | 5 of Seminars Concluded 100% of truir guide participants who completed the training satisfactorly 100% of spletsproduced with GAD principles integrated | No. of consultation workshops - 2 Consultation Workshops conducted: SEAH Standard Reporting System for TREs completed | No of workshop conducted/No, of participants - 1 gander sensitivity Theiring conducted/S0 Participants | conducted policy developed | amenosa (oupax per Fortim) No. of forums conductedNo of Policies developed - 1 forum | No. of orientation/fore conductedNo of participants attended - 2 orientation/fore conducted 100% of larget participants | - | Parlicomances Indicators Fragets |
| Region 8 300,000.00 | | | 200,000.00 | 1,200,000.00 OIMD 2,500,000.00 | OHMD 700,000.00 | | | 50,000.00 | Region 7 250,000,00 | Region 6 120,000.00 | Region 9 200,000,00 | PFICD 6.025,861.94 | 7 | BAD Budget |
| g. | | | | g g | Wa | | | | 9 | 9 9 8 8 | gaa aa | G.AA | - | Seurce of Budget |
| GAD Focal Persons | | | | | OMD | | | | | | Region 7, Market Product and Development, Planning Section | Regional Office GAD Facst Point System, OTDPRM, Region VII. | - : | Respensible Unit |



HEAD, DOT-GFPS TECHNICAL
WORKING GROUP

WORKING GROUP

MA. ESPERANZA CHRISTINA
GARCIA FI SCREETARY
DEPARTMENT SECRETARY

ORGANIZATION-FOCUSED ACTIVITIES

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CHILIPPINES

Low level of gender swareness among tourism local communities Most TREs lack exterens is & understanding of GAD-related laws such as the Magna Carts of Women (MCW) Lack of GAD-related IECs conducted for tourism stakeholders

United training opportunities for tourism industry players

N

Gunder I ssue /GAD Wandata

Gause of Gender Jesus

Yourism stakeholders have heightened ewereness of GAD as evidenced by gender-sensitive and responsive policies and facilities. To motivate the TREs to have gender sensitive facilities and inclusive services

TREs have deep understanding of GAD-related tens as evidenced by management policies that provide benefits to women and men

Relevani Organization HFOPAP or PPA

GAD Result Statement ASAD Objective 64

GAD AUTHLY

Performance Indicators /Targets

MFO: Standards Development & Enforcement Program MFO: Tourism industry Training

R3 and R13 conduct of Gender Benslérky Training R13- Training on Berier Free Toutism and Conduct of TREs inspection and IEC on gender eanethye facilities and services

No. of GST training conductact/lo. of TREs complaind/the training satisfactority/to, of personnel complaind the training satisfactority - 1 GST conductact/30 TREs complained the training satisfactority/30 personnel complained the training satisfactority.

Vo. of batches trainedNo of Participants - Two (2) beiches of 2-day training on Gender Sensitivity Training effects thirty (30) participants for the forum for Public Stakeholders (Province of

No of betch trained - Five (5) balches of 1-day seminar of Gender Sensitivity Orientation to Private Statisholders No. of Tourism industry personnel trained on Barrier Free Tourism - 30 Tourism industry Personnel Trained on Barrier Free Tourism

No of IEC materials produced with GAD content - 4 IEC materials produced with GAD content

No. of TREs are inspected and compliant to gender sensitive facilities and inclusive services - 20 TREs are inspected and compliant to gender sensitive facilities and inclusive services. No. of TREs identified with management policies. 20 TREs identified with management policies providing benefits to

Indicationation of forum constants - new (1) agronsidents Forum on Genetic and Development in Trouters with operational forum collection (20th, 1981, Tourism Organizationation, of personal trained in Collection (20th, 1981, Tourism Organizationation (20th, 1981, Tourism Organizationation (20th, 1981

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Low level of gender awareness among tourism focal communities

Lack of evereness on Gender and Development and GAD related policies and legislation among members of the community based burism

Lack of fors, 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 To promote gender and equality and awareness on GAD related policies and regulations and legislations

> MFC: Market and Product Development Program GASS: General Administrative and Support Services

> > Conduct of GAD trainings which include GST/GA, GPB and HGDG bahrings and sittle training in CBT continuations in partnership with LGUs

Region 9 100,000.00 GAA QA A

Marketing Planning Section

No. Activities conductedNo. of participants - 1 gender sensitivity training 30 participants

Philippine Commission

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BACOMO-LAPITAN

HEAD, DOT-GFPS TECHNICAL DEPARTMENT SECRETARY MA. ESPERANZA CHRISTINA GARCIA RASCO



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Region 3 375,000.00 Region 13 50,000.00

Region 13 58,700,00

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Region 13 150,000,00 Region 3 500,000,00

> GA.A GA. GAA

Tourism Industry Training Program

Standards Development & Enforcement Program

GAD Budget

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|---------|--|---|--|---|---|---|--|---|---|--|--|--|---|---|
| | Observance of RA 10028 Expended Brassfleeding Act of 2009 - an Act which minicipate all had had non-haulth facilities, establishments or institutions to establish lociation stations. | Observance of RA 8972 Solo Parents Walsze Act which provides solo parents with the necessary resources and support to raise their children despise their unique dreumstances. | POWARDA-DABI Joind Circlair 2012-01 streets and party shall conduct special shall be special shall conduct special shall shall be | | strengthen a Gender and Development Focal Point System for gender mainstreaming within the agency | discrimination in the systems, structures, policies, programs, and processes and mandates of departments to establish and | RA 7192 and RA 9710 both emphasize the promotion and fulfillment of women's human rights and the elimination of gender | Child Salerly (TourtSM WoRCS) Officer | Department Order 2021-119 Guidelines for the Department of Tourism's gender and Development (GAD) - Tourism Integrates, Supports and Minde Women's Rights and | a similar GAD mechanism to carely and scooling within the scooling within the spancy | Saction 37-C of the Implementing Rules and Regulations (IRR) of the MCW provides that all concerned government agrandes and instrumentalities manifoliated while stabilish or steaming that it is a CERC or stabilish or steaming that it is a certain that or steaming the stabilish or steaming that it is a certain that or steaming the stabilish or steaming that is a certain that or steaming the stabilish or steaming that is a certain that or steaming the stabilish or steaming that is a certain that or steaming the stabilish or steaming that is a certain that or steaming that is a certain that or steaming the stabilish or steaming that is a certain that or steaming that is a certain that or steaming the stabilish or steaming that is a certain that or steaming that or steaming that is a certain that or steaming that or steaming that is a certain that or steaming that or steami | National Anti-Trofficking in Persons Awareness Month and world Day against Trafficking in Person | ٠ | Gender fuzze FGAD Mandate |
| | Less productively and frequent absentes the conting another excitor solo parents mothers end/or solo parents | Less productivity and frequent absented in the first parties of working absented and a solution of working mothers end/or solo parents | Last of examination of whether traditional gender data and stensings are reflecting the design and implementation of the proposed jams and stating programs of the DOT or DOT proposed false and training programs, | | capidal of women midero-entrepreneurs for burfsrn-related enterprises. Gender sentsilvity promotes equality by ensuring that all genders are treated fairly and with respect | Women in the lourism sector suffer from Gender-rote stereotyping, Gander inequalities in occupational distribution, and Limited access to | Lack of working GFPS Secretarial structure within the Regional Office and limited manpower | | GAD Activities conducted were not properly monitored thus no measure on the impacts of the activity to participants | DOT GFPS members must regularly meet to monitor the stops of the implementation of the GAD programs of DOT and to fourth increase the gender mainstreaming of PAPS in the department | Program interventions of the agency should translets this gender-sensitive and responsive hitsitives cented out by a well-especiated workforce on Genuter and Development | An increasing incidence of anti-trafficking in tourism-related prees | N | Caluse of Gentiler Seaso |
| | Gender-responsive workplace through established child-reinding stelton and breestfeeding stelton for working mobineratio parents, motimize the efficiency of DOT employees who will work on site | Gander-responsive workplaces through established child minindling station for workling mothest-statio parents, maximize the efficiency of DOT employees who will work on alte | Integrating GAD into the Proposed PAPs and Tribing Programs of Region IVB MIMARDCPA Specificals, it is participants with the abile is: a. Specificals, it is participants and the abile is: a. To integrate Genore and Development (GAD) phriciples rifto the proposed Projects and Admitise Pans (PAPs) and Triping Programs which Region IVB MIMARDPA for enhanced regional development and gender inclusivity b. To Produce deeps conclude, and traperatif apacts, proposals, and communication metabrisis that critical the gender of the period of the propect of the period of the propect. | Creation of a working group who shall locus on the proper implementation and monitoring of the implementation of GAD mendate to the PAPs. | Strell, and Medium Enterprises (MSNEs) by implementing gender-preparate policies, premoting qualitations on ensurers, and enhancing skills development to ensure a belenned and l'whing business acceptant. | Present ways on flow to use Gender Fair Language d. Foster inclusive growth and empower diverse entrepreteurs within Micro. | Reising ewereness and addressing issues of gender equality and discrimination in acciety, b. Conceptualize conder in the tourism industry of Conceptualize conder in the tourism industry. | | To obtain the effectiveness or impacts of GAD trainings conducted | Yell-cuprettated Regional GAD Focal Point System to become effective champions of GAD advocacles | To ensure that gender mainstreaming afforts are effectively planned, implemented, monitoxed and reported | Build continuing partnerships with other agencies for synatigiatic mate-agency relibelives on GAD | | GAD Result Statement #BAD Objective |
| | MFO, General Administrative Support Services | NFO: General Administrative Support Services | MFO: General Administrative Service and Support | | | MFO: MSD | GASS: General Administrative Services & Support | | AIFO: Tourism Policy Formulation & Planning Program | | GASS: General Administrative Support Services MFO: Support to Operations | | | Ri levant Organization MFO/PAP or PPA |
| | Establishment of Brasstheding Aves in DOT12 Office | Extends have of Child Minding Station | Conduct of training for the Integration of GAD on the Imposes projects, plans and trainings of Tourism Regulation Denius (TDB), forcing Perspersed Ovision (TDD) and Administrative Services (AS) | | | | Conduct of GAD capacity | CIPORT YEAR | Conduct of GAD Year-End Assessment on GAD PAP's through Pocus Group Discussion in the formulation of Assessment/Alonkoring Tool and | | Conduct of Gender Sensibility Training for the DOT-NCR GAD Focal Point System | Collaborate with the RIACAT 02 on their programs for the National Ant-Treificking in Persons. Awareness Monits and World Day against Treificking in Persons (RI2) | • | BAD Authry |
| ada a a | No. of Breambreeding Area developed and installact 1 Breambreeding area wishited in the DOT12 Office | No. of Child Minding Stalant Auss developed and installed 1 Child Minding area restalled in the OOT12 Office | No. of DOT48 paraconel passicipated in the event/No. of Activities conducted - 15 female and 6 male DOT48 personnel participated charing the conduct of 1 (see) Whiteschop Himmonized Gender and Development Training on Jenuary 2024 | | No. of Activities conducted No. of pericipants attended the event. 18 female and 11 male DOTGI perconnel participated during the conduct of Gender Smallinly Sontinar on September 2024 | the consultative meeting? meeting conducted for the creation of the GFPS | Percentage of DOT personnel who will attend the meetingNo. of Meetings conducted: 75% DOT7 personnel who shall attend | Number of PAPs and effectivity measured - 3 PAPs measured | Number of Activities conducted - 1 Activity conducted - GAD Year End Assessment | No. of personnel hendled and facilitated GAD meetings. 2 OSC Staff handled and facilitated GAD meetings | No. of Activities conducted No. of Perticipents extended. One (1) Training on Cender Sersakiniy conducted 25 participents completed the Training subtractority | No. of Activities conducted - 1 participation of DOT Region de in the provision of logistics for | - | Performance Indicators Margels |
| | Region 12 40,000.00 | Region 12 40,000.00 | Region 48 80,000.co | | | Region 4B 103,200.00 | Region 7 50,000.00 | Region 6 250,000,00 | Region 3 200,000.00 | 35,300,00 | | Region 2 5,000,00 | 7 | GAD Budgel |
| | QA. | GAA | g _M | | | g _A | GAA | 9 | G.A. | | 9 P | g. | | Source of Budget |
| | Admin | Tourism Worza Officer | Administrative Services Unit | | | GAD Focal Persons | Administrative Services Unit | Regional Office GAD Focal Point System | Regional Office GAD Focel Point System | | OSC Administrative/Personnel Section | QAD Focal Persons | • | Responsible Uwit Notice |



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HEAD, DOT-GPPS TECHNICAL
WORKING GROUP

MA. ESPERANZ, THRISTINA
GARCIA/RASCO
HEAD, DOT-GPPS TECHNICAL
DEPARTMENT SECRETARY

WORKING GROUP



4 à 39 38 Office Order No. 2021-09-001
Reconstitution of the OVT Caregap Region's GPPs; Strengthen the asternal link with other agancties or organization working on women's rights and genider and development to hermonite and synchronize GAD offices as kelsbus lievel of governance. Magna Carta of Women Sec, 37e and Compliance of the PCW/NEDA-DBM, Joint Circular No. 2012-01 Guidelines for the Preparation of Annual Cander and Development Plana and Budget and Annuantal Bander Bander. Office Order No. 2021-03-001
Reconstitution of the DOT Caraga Region's GFPS stressed to ensure that all members are capacitated on GAD Low level of gender awareness among DOT personnel Gender Issue /GAD Mandate THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN REVIEWED AND ENDORSED THROUGH THE GMMS 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 The limited reach of DOT GAD-related efforts and influsives with RLAs Lack of continuing IEC on GAD to DOT GFPS and personnel Low level of awareness of GAD-related trainings conducted for DOT R1 personnel Insufficient awareness of GAD-related concepts, issues and laws applicable to the women in the workplace Gander Maus To ensure that gender mehratreaming efforts and effectively plainted, implemented, nonlineed and reported gender reliamizement(p2. Consolidated DOT GPB and AR prepared and stimitted in completeness with PCW NEDA-DBM 1 Joint Grouter No. 2012-01 To equip GFPS members and poisonnel with the necessary skills and knowledge to integrate gender perspective into all aspects of program planning and implementation Provide awareness on GAD-related concepts and laws particularly in the workplace Provide orientation seminars about GAD-related programs to the personnel including JDs and interne Build continuing partnerships with other agencies for synergistic inter-agency Initiatives on GAD Well capacisted personnel to become ffective champions of GAD Advocacies GAD Result
Slatement
JGAD Objective GASS: General Administration and Support Services MFOr General Administrative Support Services MFO: Administrative Service -Training and Development Division MFO: Support to Operations MFO: General Administrative Bupport Services HEAD, DOT-GFPS TECHNICAL Relevant Organization MFO/PAP or PPA DIRECTOR ANNAVIE E. -BACOMO-LAPITAN Contact cancely Building Activities on Gender and Development 1. Focus Group Discussions (FGD) involving GAD TouriM WORDS Officers 2. Workshop on the Use of HGDGT (Part 1) 3. Conduct of Gender Mainstreaming Writeshop Capacky building training/ workshop to DOT employees such as GST and basic GAD Awareness Capacity building of GFPS memberu/personnel thruite conduct of GAD insinings Parthership and participation in Inter-Agency

QAD-related activities I relicing Month; Month;

World Day Agents Traffiching, National Children's

Month; 18-Day Campaign to end VAW and Pride

Month; BAD Adinh • MA. ESPERANZA CHAISTIN GARCIA FRASCO No. of activities organized and facilitated—3 GAD activities were organized and facilitated No of paticipants stanted and also the learning program as salidation program of paticipants compliced the training No. of activity conducted < 30 participants addended and rated the infinite program as salidation p0% of participants completed the training program as salidation p0% of participants completed the training activity conducted. No. of training conductedPercentage of DOY R1 personnal whendesser 1 training conducted 100% of personnal attendess No of inter-agency activities perilicipated with positive feedback- 5 Inter-Agency activities participated and initiated with positive feedback No. of training conductedNo. of perlicipents completed the usrining setializationly - 2 trainings conducted for 30 perticipants who completed the training set/sitectority No. of training conducted No. of participants completed the training selectactority - 1 haining conducted for 30 participants who completed the training seliatectority Performance Indicators Margety -TAKENTOF DEPARTA 7D0 50,000,00 OSC 1,121,172,00 Region 13 33,280.00 Region 13 Region 13 41,050,00 REPORT GENERATED: 01/30/2024 GAD Budget \GE 12 OF 17 ~ 9 % Source of Budget g≱. GΑ Š Planning 형 8 Admin Admin Administrative Unit

WORKING GROUP

DEPARTMENT

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Observance of 18-Day VAW Campaign per Proclemation 1172 s. 2006 and RA 10398 declaring November 25 as Netional Consciousness Day for the Elimination of VANCE.

As mandated by law.

'Need to highlight and recognize women's achievements and disseminate relevant policies and information to empower them

An increasing incidence of women abuse even in toursen-related erea

Celebrate women's contribution in the government and private workforce To increase awareness of personnel and stakeholders on VAWC

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To increase awareness of DOT Personnel on VAWC Awareness of all types of violence against women, including physical, psychological, sexual, and economic abuse

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Cause of Gender Issue

GAD Result Statement ASAD Objective

Niforpap or PPA

GAD Activity

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Conduct the 18-Day VAW Campalign to End Vholence Against Women activities such as but not limited to orang your foot, production and reproduction of IEC militrials and conduct GAD limiting and forum on VAWC related laws

No. of Ireining and Advicess) Austriase conducted, organized and Eurochted in compropor of the ADDT2 Cempaging for the 2 Collectation of Yeumen's Mounth-No. of pearons stained standard the self-sity or taking. Conducted one (3) teninings and kno. (3) tensor of the Additional Standard Standard Standard Cempaging and Cempaging of the Additional Standard Interest and Additional Standard Standard pand Cempaging and Cempaging Interest (as the Standard and Cempaging and Cempaging Interest program as the Additional Standard Standard Standard and Cempaging and Cempaging Cempagi

Region 12 250,000.00

OSC 20,000.00 CAR 70,000.00

GAD Focal Persons Admin and Accreditation Office Markeling

GAD Budget

No. of IEC Metantet produces and discentificated No. of Architect Trainings conductor. In (2) calcilidate hald drining that I East y Campaign to End VAMPC to all least 80 Tourism Stakeholdsershot of previous training a leader of a calcily or mining. Produced and distributed have busness (200) sets of 18-Day Campaign College is (Shirte, Steauer, Strochurze, etc.) 90% of largest producement a stakeholds and raised the Irahing and development program as admittable(9) presons to produce as a stakeholds(9) presons and the Irahing and development program as a stakeholds(9) presons as a stakeholds(9).

No. of activities conductedNo, of DOT personnel attendess - 3 activities conducted 150 DOT personnel attendess

No. of alculinides constructables, of HEC materials produced No. of T-adhirth produced - Ughting the facable of Regional Office as part of "Changing Your born" Provision of 21 EC materials (is bismarkin and 20 Ashirts for the BOT RIC personnel Budget Estimatri Transalin 1000, Talvid 27 pose 8,450, Lad Spotlights 2pose-3000, Contrigency 1550

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Feiture to use SDD in DOTs planning and decision-maiding processes

No. of participants attended the orientation- 20 pex attended the Orientation No. of SDD Data bank organized and developed - 1 Tourism SDD Data Bank organized and developed Region 6 20,000.00 Region 8 58,000.00

No of policy issuances on the generation of SDD No, of database updated - issuance of 1 Policy on the generation of SDDUpdated of 1 DCT 6 GAD Database

TDP, OUts and ROs, Region 7, OSC, Tourism Marketing Saction, Regional Office GAD Focal Point System

GAA

Number of SDD life organized - 6 SDD file organized

Percentage of DOY project officers sitended the cepacity-building - 75% of the DOT7 project officers attended the capacity-building

Luck of expectly of DOT 6 project officers to utilize the SDD on the formulation of their PAPs

To mainuteem gender on DOT 6 flagship programs and project To incorporate the SDD in planning and project implementation Tourism SDD widely used as key reference for evidence-bessed planning & decision-making Tourism SDD mechanisms are well-organized and utilized for GAD planning, implementing and monitoring

Lack of espacity of DOT 3 project officers to utilize the SDD on the formulation of their PAPs

Lack of DOT SDO Databank

Lack of capacity of DOT 8 project officers to utilize the SDD on the formulation of their PAPs

Lack of appropriate system and mechanism to ensure the generation, processing, review, and updating of SDD or GAD detabase

To establish DOT SDD data bank that can be utilized for GAD planning, PAPS implementation

MFO: Tourism Policy Formulation & Planning Program MFC: Support to Operations

Conduct capacity building or technical enhancement activities for DOT employees on Sex Disaggrapsied Data and generation of SDD on TREs

Lack of Gender and Development Tool awareness and poor use of existing forms and formats for SDD

Philippine Commission Con Warner

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HEAD, DOT-GFPS TECHNICAL PIRET OR ANNAVIE E. BACOMO-LAPITAN WORKING GROUP

MA. ESPERANCA CO GARCIA FRASCO DEPARTMENT SECRETARY MA. ESPERANZA CHAISTINA

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MFO: MFO2 MFC: Tourism Industry Training GASS: General Administrative and Support Service Conduct of activities in celebration of Women's month such as seminars, trainings, production / reproduction of IEC materials.

No. of activities conducted for Women's Month with percentage of DOT R3 employees periopoliting in the activities - 3 activities conducted for Women's Month with 80% of DOT R3 employees participating in the activities

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Admin GAD Focal Persons Administrative Unit

No. of NWMC banners hanged - 2 banners hanged

No. of participants No. of IEC materials purchased - Participation of 10DOY RO2 personnel, 2 Tarpaulin 30 Fahrts for the DOT R02 personnel

CAR 50,000,00 Region 2 20,000,00 NCR 83,900,00 Region 3 200,000,00

Yourism Industry Training Program Administrative/Personnel Section

No.of Seminar conductedNo. of participants - One (1) seminar/program/activity -Participation of 35 DOT-NCR

GAD Activity

GAD Budge

Responsible Unit

GASS: General Administrative and Support Service

To conduct capacity development activities that will promote continued awareness and appreciation on the rote of woman in society and pander and development

Awareness and involvement regarding projects and activities in line with the calebration of

Women's significant role in development is not well-recognized and given much importance.

Empowerment of women in the tourism sector

To report the state of gender and development in the tourism industry

The sect of sustainable scrivilles that will reunforce the scionelesignment and appreciation of women and their historical contributions as well as their writer rich an title social-culputal and economic davelopment of socialey until in the authoracy campaign for Gender and Development

Women's role in development is calebrated and well-recognized through the active participation of DOT IV A personnel in the Women Empowerment Workshop.

To provide venue for roising awareness on women's rights existing emerging pender issues and concern and provide recognition to the contribution of women in tourism.

Women's significant role is not recognized and not given much importance

Poor scknowledgement and recognition of the efforts made by women in Region 7 as admowledged during the forum on GAD

To generate public awareness and strengthen campaign emong touriem stakeholders on Violence against Women

To highlight the appreciation of the roles played by the DOT7 personnel for the sector

MFO: Administrative MFO- Staff Dovelopment

MFO: General Administrative Support Services MFO: Support to Operations

GASS. General Administrative Support Services

GASS: General Administrative Support Services

MFO; MSD

No. of activity participated No. of activity conducted No. of IEC materials distributed - 1 activity participated 1 activity conducted and distribution of GAD related IEC materials

To account a contract at Employment Inc.

Whishing for vortaint in fortiers (Sall zens, Pennand)

Whishing for vortaint in fortiers (Sall zens, Pennand)

propose, Women of Inflamone (Rela) 2. Conducted (Sall zens)

Americans senties not appropriate for the formation of the senties of the propriate for the senties of the present and contract and contract anisother COT Pennand (Sall zens)

And Conduct Owing part for exemplication. Pennand

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Training: RFO (I. o. Bell day Chee for Youthern

also whether the page (Sall your Constitute)

which we will be the page (Sall your Constitute)

and which coldises, Women's colline event, Various women

entitions are constituted and colline and colline of the page (Sall your Constitute). No. of events conducted Procertage of DOT employees who participated in the sevent - 1 event on Vivonors's Moth! Calebration for the DOT7 Champione50% of the DOT7 employees from the CRITCs attended the Women's Month Celebration

Na of activities conductedNo of participents - 2 staff development and team building 40 Perticipents

In Nh. of Training and Automorp Activities conducted, organized the additionable is executed in the deal and the sea executed in the conductivities of the conductivities of the conductivities of Norman's Mariphino, of personal trained alteredaed in carbon the conductivities of Norman's Mariphino, and search conductivities on a (3) training stage, not not yet assessed called the conductivities on a (3) training stage and search conductivities on a (3) training stage and search conductivities on a (3) training stage and search conductivities of the conductivities of t

R4A 100,000.00 R7 200,000.00 RB 50,000,00 R12 300,000.00 R10 100,000.00

> G.A QA A Ω A GA.

> > Administration Section, Planning Section, Administrative Unit, Region 7, GAD Focal Persons, Marketing, Branding and OSC

No. of DOT IV-A employees who perticipated in the activity. - 26 DOT IV-A employees participated in the activity.

No, of exhibits conducted Percentage of versions who stranded the training No, of IEC materials oligobunds - 5 activates conducted in celebration of Womens Month 95% of weavors attended the training Provision of IEC materials

No. of forum conducted - 1 forum conducted

No. of seminar conductedNo, of perticipants - One Seminar conducted with a total of 25 participants

Philippine Commission Commission

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BACOMO-LAPITAX
MA. ESPERANXA CHRISTINA
HEAD, DOT-GFPS TECHNICAL
WORKING GROUP
DEPARTMENT SECRETARY DIRECTOR ANNAVIE E WORKING GROUP min



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| Phäppine Commission on Women | |
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THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN REVIEWED AND ENDORSED THROUGH THE GMMS Lack of substantial and updated knowledge on GAD mainstreaming to PPAs/ and refresher training on the etiribution process on the attribution process Lack of substantial and updated knowledge on GAD mainstreaming to PPAs/ and refrecher training Updated knowledge on the Harmonized Gender and Development Guidefines for Tourism (HSDGT) and increased skills in the usage of the foolid! DIRECTOR ATNAVIE E.

Limited appreciation awareness, and participation of DOT paraonnel on GAD and related laws and programs Lack of GAD experts in the organization Lass productivity and frequent absortseism/ lardiness/ undertime of working mothers and/or solo parents Lack of macheniam to monitor Iminimize the incidence of east burism and explaitation of women in tourist destinations Lack of child minding area for working perents with children in the office Limited resources in providing gender-responsive services in planning, policy formulation, project development, and capability-building of DOT vi Gender Issue /GAD Mandate The incurrence of sinsenceatantheastundentime of solo parent employees and/or working mothers due to family concerns particularly caring for/attending to the needs of their preschool children DOT-10 Employees Low-Level of ewereness and appreciation on GAD concepts and gender analysis as a chical step for maintainering GAD intruch the use of HGGT (Harmonized GAD Guidelines for Leck of substantial and updated knowledge on the Harmonized Gender and Development Guidelines for Tourism (HGDGT) Limited resources to train DOT R1 and R8 GFPS and Regional staff on GAD High blerance and perceived normalization of underground sex tourism Non-designation of an available space that may be converted to a childminding area Lack of network to lobby support and assistance from other agencies and instrumentalities 143 Updated knowledge and increased skills level on GAD mainstreaming in the implementation of PAPs Provide a gender-responsive workplace for working motherateolo parents, madraize the efficiency of DOT employees who will work on-eito Improved technical capacity in gender mainstreaming 'improve and enture productivity of personnel of reproductive age in the workplace Updated knowledge and increased skills level on GAD mainstreaming in the implementation of PAPs To capacitate DOT R8 GFPS and Regional staff in monitoring and evaluation of Project Well capacitated Regional Focal /Alternate Point Person and Tourism Words to become effective champions of GAD Advocacles To provide gender-responsive services along with partner agencies Implement preventive measures to decrease prevelence of sex tourism GAD Result Stalement /GAD Objective GASS: General Management Services Services GASS: General Administrative and Support Services MFO: Admin MFO: Tourism Policy Formulation & Planning Program MFO: Admin Service- HRD MCOE/GAE Health and Wellness Programs GASS: General Menagement MEO/PAP or PPA R5 Attendence to GAD related capability building programs such as H80°C, GMEF, PMME, GST, and GFL teinings someond by the Central Office, NGOs, 2. R5-steardshoes to GAD services conducted by RGADC and other NGAs. 1. Perticipation and permonthip with UGSAD and RACAT on GAD activities such as conduct of form and consultations on the regionsi formatistic of GAD-related services 2. Workshop or the preparation of the preparation of the preparation. Conduct of GAD-releted training on Basic GAD Orientation Sexual Obstatistion, gender (dentity, gender expression, and say characteristics {
SOGIESC) GST and GPB to employees and GPPS members Hiring of Job Order Personnel in Ilea of TouriSM WoRCS Job order personnel Child Minding Center at DOT Central Office Establishment of ChildMinding Center **BAD** Activity No. of DOT 5 Personnel trainedNo of Trainings attended - 4.5 DOT 5 Personnel Trained with at least 2 Training Attended each Number of Seminar conducted Number of Participents attended the seminar - (1) Seminar conducted with a total of 25 participents No. of activities peritidipsied with UPV and UGSAD - Peritidipation in five (5) activities with UPV UGSAD within the year which will strengthen networking and partnership No of DOT IV-A employees who participated in the activity, - 26 DOT IV-A employees participated in the activity. No. of training attended No. of DOT R1 personnel participated - -3 Three trainings attended -3 DOT R1 personnel participated in GAD Training No of personnal lived for the Child-Abradag Canter 2. personnal kined for the Child-Abradag Canter Teacher I: SG 11 - 1,472,736ay x 22 days x 12 months-88,640,720ay Care Worker I: GG 5-957,444ay x 22 days x 12 months-82,744,1510ab; No. of activities participated - Two (2) activities/seminare participated No of GFPS Seminar conducted- 3 GFPS seminar No. of personnel hired - 1 personnel hired(AA III, SG 9) No. of Child Minding Center established - 1 childminding center established No. of Supplies Purchased - Various supplies purchased Performance Indicators Frangets Region 5 6,250.00 CAR 52,007,78 70,000,00 Rugion 4.4 80,000.00 Region 5 25,000.00 Region 8 362,000.00 CAR 267,342,24 Region 8 10,000,00 HRD 642,000,00 GAD Budger QAA \$ Q A Source of Budget 9 Š Š Ş G A QA. Š GAD Focal and Allemate Focal Point Persons of DOT R5 / GFPS/ GAD Focal Persons 동 GAD Focal and Alternate Focal Point Persons of DOT R5 / GFPS/ Project Officers Administrative Unit Administrative Unit Admin Admin and Accreditation Office All Divisions Regional Office GAD Focal Point System Administration Section Responsible Unit

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Limited GAD Training for DOTS Personnel, as well as limited training on GAD-related laws provided by the DOTS.

traufficient awareness of GAD-related concepts. 9.1

Limited perlicipation of DOT3 and DOT 12 staff in GAD-related seminars and training

DOT 5 personnel are well awere and have substantial knowledge of GAD and its related laws, including Child Safe Tourism Orienfation

Program

To increase tevel of awareness on GAD related concepts and laws among new staff of Regional Office Meinlaream gender on major projects of Deadler.

MFO: Admin & GAD Focal/Alternate & Tour(SM WoRCS Office

To increase appreciation, awareness and knowledge of DOTR12 personnel trained on gender and development

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Lack of awareness of regional employees on Gender and Development issues and

Poor mainstreaming of GAD and attribution process on PAPs and training modules. Newly reconstituted DOT XII GFPS has insufficient and outdated knowledge on Gender and Development laws and mandates

Updated knowledge and increased skills level on GAD mainstreaming in the implementation of

PAP.

To be able to capacitate 100% of the regional staff on Gender and Development

GASS: General Administrative and Support Service GASS: General Administrative and Support Service

MFO: Tourism Policy Formulation & Planning

Limited awareness of the DOTS personnel on Identifying partners promoting Gander and Davelopment and Child Safe Tourism

Well-appactaled Regional GAD Focal Point System to become effective champions of GAD solvocaces. Strengthen the GAD Focal point system to become effective champions of GAD advocacies.

MFO: MSD

Limited capecity GAD among staff with only 60% participating in GAD-rateled fraining such as Gender Sensitably Training, Sender Mainstreaming and Gender Analysis and Pjanaing.

Partnership with GOCCs and NGCs that will promote Gender and Development, and Child Sele Tourism and develop collaborative Programs and Activities for the DOTS and

Gender Jesus /GAD Mandats

GAD Result Statement /GAD Objective

MPO/PAP or PPA

GAD Activity

-

MFO: Tourism Policy Formulation and Plansing GASS: General Administrative and Support Service

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No. of GAD Corner updated and Online GAD Corner developed and established - One (1) DOT 12 Office GAD Corner Developed and established

No. of DOT 6 Personnel trained - Twenty (20) DOT R5 personnel ere trained (14 males and 6 females)

Region 12 20,000,00

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GFPS

Yourism Words Officer

GAD Focal and Alternate Focal Point Persons of DOT R5 /

Region 5 20,000,00

Tourism Worcsco-partnered with OTDPRIM for the SDD

Region 8 150,000.00

GAD Budget

Responsible Unit

Updaking of Office GAD Corner, 2. Conduct of GAD trainings which include GST/GA, GPB, Gender Meinstreaming and HCDG trainings

No. of Training Conducted. Press (3) GAD restact to ining/ selfely continued in support to the controlling capacity, building efforts of the 100712 Employees and Polyak Official) Hallon Initiating which capacity (1) GETS (4) (1) GETS (1) HALL Initiating underlanded - 80% of trays) preference at the Andread maked the training and development to program as anti-Sabora/20 persons training 80% of citianidees are famility-buyler stamps. No. of treinings conducted - 3 trainings conducted and 95% of DOT Regional Staff participated in the series of trainings

Ragion 7 163,000.00

Region 5 50,000.00 QA. G.¥ Region 7 GAD Focal Point Systemand All Divisions GAD Focal and Alternate Focal Point Persons of DOT R5 / GFPS/ Project Officers

No of Vinzing Continted No. of Newlay Continted and Allanded Partiallysis of Timely and Continted and Allanded Partiallysis of Timely and Continted and sided the Inshirt and development published by the Continted and sided the Inshirt and development published on the Partial State of the Inshirt and experience of the Inshirt and Ins

No. of consultative meetings attended to, of representatives participate in the consultative meetings - 2 consultative meetings stended by 1 representative

No. of capeaby building programs concludated eventuage of employees who sittended the capeaby building program-feventuage of elitendees who readed the training as estifiate boy. - 2 Capeaby-building Programs during the first and second quarters of the year TONs of the employees devailed the capeaby-building programs 100 % of the attendeds.

No or staff that are gearder densitive and aware of pendar lauses and concerns in the tourism sector in the region. All regional staff aroganders snatitive and are aware of genders issues and concerns in the lourism sector in the region



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HEAD, DOT-GFPS TECHNICAL DEPARTMENT SECRETARY SIRECTOR ANNAVIE E. BACOMO-LAPITAN MA. ESPERANZA CHRISTINA GARCIA MASCO

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Tourism Words Officer

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| | Lack of disclosied personnel to ensure that locarism development protects and promotes the general well-being of the Filiphon people, particularly in the area of investment, to technical the monthlying and prevention of any act of profiteering or speculation to the deriment of local speculation to the deriment of local measures, on well as the oppolishen of women and children'in flowing. The Aut 9573, Section 1, Objectives) | Limited capacity of regional GFPS to provide intervention on women economic concerns in fourners | Limited awareness and appreciation of regional personnel on the use of GAD tools and Application of Gander Avasits and using restife to formutate GAD PAPs | Gender Issue AGAD Mandes |
| | Limited personnel applying for the position at the regional office to hundle programs for women and children | Lack of immersion and exposures to the tourism products of other areas when a comes to women's economic empowerment intervention | Limited opportunities for GFPS members in the region to be trained on the use of GAD bods. Non-continuity of an awareness campaigs or training programs on GAD. A need to continuously conduct GST for new employees, permanent and Confract of Services (COS) status. | Chusa of Garder Essua 2 |
| | Hire paracernal that with hands the Tranform Integrates, Support and Minds Women's Respect and Child Starly program of the department, with the following functions() withme on perider-based visitines in louisian, monitor and report CBV cases to the GFPS and it, regional QAD protop lessonal five flowing functions (in period CBV cases) to the GFPS and it, regional QAD protop lessonal five flowing and evaluation of CAD PAPs in its respective region | To be able to acquire knowledge on providing responsive WEE intervention in the region | Increased level of capacity officin officials and employees on gender engleyes and employees on product and projects. Tourism programs and projects, and the projects are suppressed to the projects of the projects of the projects of the project of the projects of the project o | GAD Result Statement FOAD Disjective |
| ATREBUTE | | MFO: Tourism Policy Formulation & Planning Program | GASS: Ganwail Administrative Services and Support MFC: Plenning and Admin | Robovart Organization MFO/PAP or PPA |
| ATTRESUTED PROGRAM Branding and Makeling Communications Program | Increase the number of TouRISM WeRCS Officers Index at over the country from 8 to 10 regions: Capacitate them through the counter of 6-AD-release trainings on GST, Women's Rights and Laws, SEAN, garder stabletic assessment cannot ghites and other necessary brainings under the TouRISM World CS program. | Conduct of Leaning Exchange for WEE intervention in support to "Turismo Pere key Jeans" emong the success toursen product in Region XII | Conduct of Training for new and existing DOT employees and conduct of Capson IP badding (an imp on (1) Lea of Ga. suck (2) Training on CRUEF (3) Training on HCDOs and (4) GPB 25 participants | GAD Assirity |
| SUB-TOTAL | No. of Tourism Wores Officers himsel - 14 Tourism Wokes Officers is seen. | No of toutien products for WEE intervention developed for the region - 1 Tourism products for WEE intervention developed for the fire region | No. of Activities Conducted No workshop. Activities conducted No. No. of activities conducted No. GALD Clearable conducted No. GALD Clearable conducted No. Of activities conducted No. of activities conducted No. of activities was of Gald Budget Tening Operators I. On the use of Gald | Performance Indisables Ampado |
| Branding 281,683,000,00 333,722,840,38 | OSC 7,409,245,44 | Region 6 250,000.00 | CAR 300,000.00 Region 11 140,000,00 CAR 200,000,00 | GAD Swiget |
| 9AA .38 GAA | g _A | GAA | GAA GAA | Source of Budgat |
| Brending and Marketing Communications | 080 | Regional Office GAD Focal Point System | Plansing/ Admin Administrative Section Plansing/Admin | Responsible Unit JOHics |

Director Annavie E. Bacomo-Lapitan

Head, DOT-GFPS Technical Working Group

Department Secretary

Ma. Esperanza Christina Garcia Frasco

Prepared By:

Approved By:

Date

01/29/2024

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BALOMO-LAPITAN
GARCIA PLASCO
HEAD, DOT-GFPS TECHNICAL
WORKING GROUP

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HILIPPINGS

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET FY 2024

% of GAD Allocation: Organization Hierarchy: Department of Tourism Organization: Department of Tourism Sequence No.: 2024-016864 **Total GAD Budget** Total Budget/GAA of Organization: 2,648,167,000.00 333,723,840.38 12.60% Primary Sources Other Sources 333,723,840.38 0.00 Organization Category: National Government, Line Agency

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|--|---|---|--|---------------------------|-----|---|
| Limited access to promotions and advisories through social media | Limited coordination among tourism stakeholders to achieve DOT'S GAD goals and objectives | Limited opportunities for women to participate in Community-based Tourism projects related to cultural and eco-adventure tourism | Philippine Plan for Gender-Responsive Development (PPGD) 1995-2025 Goal No. 3 | | - | Gender Issue /GAD Mandate |
| Lack of awareness on information, promotions and advisories through social media | GAD initiatives fortourism stakeholders are least priority | Limited capacity trainings for community based projects related to cultural and eco adventure tourism | Insufficient awareness on GAD-related laws | | N | Cause of Gender lasue |
| To provide Mero Manile's stakeholders and tourists (coal/foreign) information through world-class promotion and advisories | Stong partnership withtourism stakeholders and DOT for GAD initiatives | Women and men have equal access to Community Based Trainings | Heightened awareness on GAD-related laws | | u | GAD Result Statement /GAD Objective |
| MFO: Tourism Development Division under Product and Market Development Unit (PMDU) | MFO: Market and Product Development/Tourism Development Planning | MFO: Tourism Development Division | MFO: Capacity Building Program | CLIENT-FOCU: | 4 | Relevant Organization MFO/PAP or PPA |
| Development of Strettigic Communications/IEC Materias (NCR) | GAD Orientation Trainings specifically on (1) Sex & Gender and (2) Gender & Culture with Private Tourism Stakeholders (R11) - | Conduct of capacity building programs for Community Based Trainings (R7) | Conduct of seminar on Gender and Development Related Laws | CLIENT-FOCUSED ACTIVITIES | O. | GAD Activity |
| Indicator. No of NCR tourism stakeholders who attended the activities. Using social media to position and rouch tase with Meto Manile's stakeholders and tourists through world-dass promotions and advisories | Indicator, No. of Region 11 tourism stakeholders who attended the activities, - 2 trainings conducted specifically on (1) Sex & Gandre and (2) Gendre & Outhur with Private Tourism Stakeholders 100 pax x P500 x 3 trainings | 5 capacily building programs - 100% of the participants ming the training as satisfactory | 90% of larget participants attended and rated the training and development program as satisfactory - 30 persons trained90% of participants compilated the training2-day training conducted | | os. | Performance Indicators /Targets |
| NCR 1.600.000.00 | Region 11 150,000.00 | Region 7 250,000,00 | Legal Affairs Service 150,000.00 | | 7 | GAD Budget |
| GAA | GAA | GAA | GAA | | 60 | Source of Budget |
| Tourism Development Division under Product and Market Development Unit (PMDU) | МРО/ТВР | Region VII | Legal Affairs Service, Central Office | | ω. | Responsible Unit |



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

BACOMO-LAPITAN

BAŁÓMO-LAPITAN
HEAD, DOT-GFPS TECHNICAL
WORKING GROUP

MA. ESPERANZA CHRISTINA
GARCIA FRASCO
DEPARTMENT SECRETARY



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| Philippine Commission on Women | |
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| CD. | Cn . | |
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| Observance of RA 10398 - 18-Day Campaign to End Violence Against Women and Children (VAWC) Proclamation 1172 s. 2006 | Observance of RA 10399 - 19-Day Campalign to End Violence Against Women and Children (VAWC) Prodemation 1172 s. 2006 | (SAD Mandate |
| Maridatory compliance to the law | There is a moed to premiote and foster VAW-Free Communities in the Tourism Sector and ensuring convergence efforts in ending Violence Against Women. Limited awareness of the tourism stakeholders Increase prevalence of tourism-related gendered prostatution violence and sexual exploitation in the Philippinus (praight) of halfficking and prostatution violence continue to be women and children). As mandated by law Low level of Awareness of public and privale tourism stakeholders on the efforts to eliminate VAW-Section (Community Sector Mitment to Inhelinternational community Sector Mitment to Inhelinternational community Sector Mitment and protect human rights of women as instrined in the 1997 Constitution that the descrance of the 15-bay Campaign Against Violence of Women | Cause of Cender lesue |
| To generate public awareness and strangthen the campoign among tourism stakeholders on Violence Against Women | Strengthen campaign among tourism stakeholders on violence against women. To increase awareness for the campaign and affrect the attention of the public as to why major landmarks or irons reallowde are eclored orange which can provide opportunity to system and make the Anth-ANA Advocasty frown. Advocate and strengthen the capaign and other gender related issues and violence in the tourism industry. Sustained support to the 18-day campaign to end VAWC and increased awereness towards enpowering women to speak out against VAWC and increase applied to 16-day and tourism stakeholders to interest apport to the agenda. To increase capacity of LGUs and tourism stakeholders to interest agender perspective in local tourism development plan. | Statement /GAD Objective |
| MFO: Admir & GAD Focal/Alternate & Tou/ISM WaRCS Officer | MFC: GAAS MFC: Market and Product Development Program MFC: Standards Development and Enforcement Program/ Toutism Industry Training Program/Tourism Policy Fornulation and Planning Program MFC: Tourism Industry Training Program | Relevant Organization MFO/PAP or PPA |
| R3. Preparation of IEC materials for the 19 Day VAW compagn, R48-Decorate and light Orange Baywalk of Putero Princesa | Conduct the 18-Day Campaign to End Violence Against Wonen with the following activities: NCR Thate will be three (3) achieties: 1, Charge your Icon clentify and pomose national and based to surface. 2, Charlest of Sentines, 5, Pt I participation of surging your Icon- (Seatenise, F. 1) Lambridgeston of conjecting your Icon- (Seatenise, F. 1) Lambridgeston of conjecting your Icon- R12-Conduct of Touripation who foreign your Icon- R13-Make CARACA Safe Program. Charge Your Icon- 18 Day Campaign to end Volence against WOnen | GAD Activity |
| No. of tarpaulin printedNo. of IEC materials printed -2 tarpaulin printed200 pcs. IEC materials No. of Anti-YAWC collaterals produced and distributed - 130 pcs Anti-YAWC collaterals produced and distributed pcs Anti-YAWC collaterals produced and distributed of collaterals produced and included in the list of Clarge Your Icon during the 18-Day Campaign Against VAW - 1 tourism landmark identified and included in the list of Corange Your Icon during the 18-Day Campaign Against VAW | R12- No. of Training's seminar conducted—One (1) Tourism Words Training to LGUs and Tourism Establishments conducted No. of pressors trained attended the activities conducted No. of pressors trained and relevant training and development program as satisfactory 50 persons trained 40%-50% of attendess are female 2 day fraining and development program as satisfactory 50 persons trained 40%-50% of attendess are female 2 day fraining conducted with the participation of information to LGUs- R10 - At least 1 Jaunching conducted with soft persons trained 40%-50% of attendeds are information to 84 rimumsion to LGUs- R10 - At least 1 Jaunching conducted with 50 participants and dissemination of information to 84 rimumsion to 10 Jaunching conducted with 50 participants and international tourists are viable expecially a domestic and international tourists are viable expecially at office of the international tourists are viable expecially at office of the participant of the conducted and distributed. One tourism landmark identified and included in the list of Corange Your Icon during the 15-Day Campaigin Against LVAV. Number of Anti-VVAWC collators produced and distributed. One tourism landmark identified and included in the list of Corange Your Icon during the 15-Day Campaigin Against LVAV. Number of Anti-VVAWC collators produced and distributed. R2- Audition and Tourism Stakeholders attended the activities from the following Ragion-Ragion Adams LVAW. Number of Anti-VVAWC collators and Corange Your Icon Mumber of Lourism Isonators identified in NCR1 to be included in the list of Orange Your Icon Mumber of Isonation and distributed on the Isonation Stage attack identified and included in the list of Orange Your Icon Number of Isonation and Isonation Stage attack identified and Induction Isonation Isonation Isonation Isonation Isonation Isonation Isonat | Performance Indicators Margets |
| Region 4B 423,460.00 Region 8 200,000,00 | 7 R5 50,000.00 149,100.00 R13 206,500.00 Region 3 360,000.00 R7 100,000.00 R12 70,000.00 R14 150,000.00 150,000.00 | GAD Budget |
| GAA GAA | GAA A A A A A A A A A A A A A A A A A A | Source of Budget |
| Admin & GAD Forsil/Alternate & TourISM WORCS Officer | Regional Office Sold-Freat Point System, Touriern Promotions and Merkeditg, Market 8 Product Development Program Accreditation Unit Product Accreditation Unit Product Alternate Focal Prod Alternate Focal Prod Administrative Section, Tuning Prescond Socios, Tuning Unit, Touriern Development Division Touriern Development Division | Responsible Unit |





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| Philippine Commission on Women | |
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| | Observance of RA 9208 "Anti-Trafficking in Persons Act of 2005" and Proclamation 1189 series of 2021 deading the month of July as "National Anti-Trafficking in Persons Awareness Month" | Low level of participation of women in capability/capacity development planning, promotions and regulations particularly in the development of the the Tourism Development Plan in the LGU | | | | righ moterice or stereotyping as evidenced by comination of males or femeles in particular position | High incidence of stereotyping as evidenced by domination of males or females in particular position | High incidence of stereolyping as evidenced by domination of males or females in particular position | | Observance of RA 10398 - 18-Day Campagn to End Violence Against Women and Children (VAWC) Proclemation 1172 s. 2006 | _ | Gender lasue /GAD Mandate |
| 111 111 | Limited GAD related trainings for fourism staketholders and local government units on Anti-Trafficking in Persons | Limited opportunities for women participation in capability / capacity development planning (as it depends on the LCE) | | | | Gender stereotypes and gender-bias for (ourism jobs still exist in the tourism-related enterprise | Lack of awareness of various genders on equal labor opportunity | Lack of recognition on the significant role and contribution of women as artisans and artists to national development and promotion of women's capabilities. | | An increasing incidence of women abluse even in lourism related areas | N | Cause of Gender lesue |
| 2,0003 | To increase awareness and knowledge of LGUs and toxifier stakeholders about RA 9209 and to campaign for ant-infecting in precise in their local tourism development plan as compliance to RA 9208 Section 3(a) | Increase participation of women in LGUs on tourism planning, promotions and regulations | | | | To provide stills training for both men and women to lessent the high incidence of stereotyping in tourism pobsand ensure that the training conducted will be attended by women in the Community Based-Tourism (CBT) | Female workers to heighten awareness on equal fabor opportunities in the tourism industry | To decrease the stereotyping of women's role by promoting women's capabilities showcase their crafts and skills in various tourism events | | To acquire wider support on the campaign to end VAW | ω | GAD Result Statement /GAD Objective |
| // | MFO: Tourism industry Training Program | MFO: Tourism Industry Training Program | | | | MFO, Tourism Development Division under industry Manpower Development Unit (IMDU) | MFO: Market & Product Development Program | MFO: Market and Product Development Program | | MFO: Tourism Policy Formulation & Planning Proramming | ٠ | Relevant Organization MFO/PAP or PPA |
| | Conduct of Child Safe Tourism Training to LCUs and Tourism Establishments | Conduct of Capability Davelopment for LGU Planners and Implementors (CAR) | | | | Conduct of stills training for woman in Continuity Based Tourism (CBT) communities in partnership with LGU | Production of AVP with core message that breaks stereotyping in traditional jobs for women/men in the Tourism sector | Conduct of Tourism events featuring Women artists and erissan | | Production of 18-Day Campaign collaterals (shirts, slickers, brochures, etc)2. Film showing activity | cn . | GAD Activity |
| * | Indicators No. of Training seminar conducted -One (1) Child Safe Tourism Training to LGUs and Tourism Establishments conducted No. of persons trained attended the activity or training - Traigness sylvs of larget participants attended and rated the training and development program as satisfactory50 persons trained 40%-50% of attendeds are female2 day training conducted. | Indicator: No. of CAR tourism stakeholders who attended the activities - 2 capability development conducted | | | 1 training activity with 30 participants/run - 30 participants/run | 1 training activity with 30 participants/run - 30 participants/run 2 training activity with 50 participants/run - 50 participants/run 1 training activity with 30 participants - 30 participants | Indicator:Production of tourism related VAWCvideo dip - Target 2 video dips produced | Indicator: No. of tourism events participated - Target: 5 tourism events participated | No. of audience watched the films - 200 no. of audience watched the films No. of sites identified as orange iconic site - 1 site identified as orange iconic site. | No. of participants who received and used the collateral campaigns - 100 participants who received and used the collateral campaigns | ø | Performance Indicators Flaggets |
| | Region 12 70,000.00 | CAR 150,000.00 | NCR- Meals/Venue Van Hire Speaker's Honoraitum/Moderator's Fee Training Materials Tokens Cellular Card and Miscellaneous Expenses 320,000.00 | NCR- Moals/Venue Van Hire Speaker's Honorahum/Moderator's Fee Training Materials Token's Cellular Card and Miscellaneous Expenses 80,000.00 | NCR - Meals/Venue Van Hire Speaker's Honorarum/Moderator's Fee Training Materials Tokens Cellular Card and Miscellaneous Expenses 355,000.00 | NCR- Meals/Venue Vim Hire Speaker's Honoratium/Moderator's Fee Training Materials Tokens Cellular Card and Miscellaneous Expenses 90,000.00 | : Region 10 100,000.00 | Region 4A 200,000.00 | 50,000,00 R6 150,000.00 | R6 50,000.00 | 7 | GAD Budgat |
| 1 | GAA | GAA | | | | GAA GAA | GAA | GAA | GAA | GAA | œ | Source of Budget |
| THE PROPERTY STATES | Training Unit | Planning with Counterpart from LGU | | | | Tourism Development Division under Industry Manpower Development (IMDU) | Market & Product Development (Wedia Team) | Planning with Counterpart from LGU | | Regional Office GAD Focal Point System | 9 | Responsible Unit |





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| Austrico or gendra praspectiva in the DOI appreciation in processes of fourism establishments | Amual Celebration of Women's Month per RA 5949: Prodamation No. 221 Month per Prodemation No. 224 An Act to Deletare March 8 of Every Year as a Working Special Holiday to be known as National Vibratin's Day, to | Capadly Building Program in support to tourism product development of LGUs who are lacking of gender lens Annual Celebration of Women's Month per RA 6849; Prodamation No. 224 An Act to Dedare Narcus 8 of Every Years as a Working Special Holiday to be known as National Women's Day. | Gander issue /GAD Mendate |
| Non-Integration of CAD in the accreditation of lourism establishment in Low appreciation and limited capability building in the integration of GAD in Accommodation Establishments | Empowerment of women in the fourism sector Women's significant role is not well recognized & given importance: | Gender and Development were not mainstreamed in the tourism master plan of LGUS in the region burief, in the region tourism industry. Women's significant role in development is not well-recognized and given much importance. Women's significant role in development is not well-recognized and given much importance much so the worse of indigerous these. Foor acknowledgament and recognizion of the efforts made by women in the tourism industry. Peed to highlight, recognize and celebrate women's contribution to the nation's development. Women's significant role is not recognized and given much importance. | Cause of Gendor Issue |
| To increase awareness of tourism stabilishments on pendre Issues and concerns in tourism and promotion compliance to tourism gender related laws | To increase awareness and heighten appreciation and recognize is given importance appreciation and recognize is given to another the state of gender and development in the tourism industry | Heighten everences & among towner planner maintenan GAD agen maintenan GAD agen To highlight the appreciation of Lin highlight the outside a deficient in the Garden of Lin highlight provision of Lin hough admitted in fine will women's month. To raise the awareness and involve and admitted in fine will women's role in development to be will heatopying through a DOT IV A personner through a DOT IV A personner through a DOT IV A personner for the powerment Workship of DOT IV A personner for the word development and give to appreciation to the word appre | GAD Result Statement (GAD Objective |
| MFC: Standardsbevelopment & Enforcement Program MFC: Standardsbevelopment & Enforcement Program | MFC: Tourism Policy Formulation & planning Program MFC: Support to Operations | MFO: Tourisin Policy Formulation & Flamming Program MFO Market and Product Development (MPD) MFO GAAS MFO Tourism Policy Formulation: & Planning Program MFO: Tourism Policy Formulation and Product Development Program MFO: Tourism Policy Formulation and Product Development Program MFO: Tourism Policy Frogram MFO | Relevant Grgenization MFO/PAP or PPA |
| Conduct of GAD awareness compalge to various managers and owners during the appries accordination to establishments 2. Conduct appacity bilding or rebricial enhancement activities for LCU data sourcest focal parasis for compliance by Tourism Establishments and conduct of inspection and SDD orientations. | Conduct forum on the Philippire Tourism on Counter and Development, 2: Phriting of collateral materials, largouist, bithist & sourenis and GST among SOAB Cave weavers | Technical Assistance for the Formulation of the Toutism Development Plan with Geoder Analysis Conduct of Women's Day Celebration | GAD Activity |
| No, of conducted advocary campaign of relevant laws for GAD for observance and compliance by Tourism Establishments No. of PAS activities region wide with GAD perspectives as part of the mandatory accordant on of tourism ownered establishments and other stelecholders No. of SDD Orientation to Tourism ments. Establishments conducted No. of Stop Orientation to Tourism and other stelecholders No. of SDD Orientation to Tourism establishments or outcomediately. Or of stops purplepasks attended and the relating and droved pursual reports as tempted and related the training and droved pursual reports as set formated day. SIGS, of allevances are formated day. TRES | No. of activities conducted - Conducted 1 forum | No. of Technical Assistance provided to of LGUs participated - 2 Technical Assistance for the formidation of Tourism Development plan with Gender Analysis to 2 LGUS No of pax received collateral materials produced (R6) - 200 pax received collateral materials produced (R6) - 5 women recognized during ISTAR (R6). 5 women recognized during ISTAR (R6) - 5 women freeded the achieties - 30 women will benefit from the conduct of one (1) training. Indicator: No. of Region IV-A tourism stakeholders who attended the achieties - 70 women will benefit from the conduct of one (1) training. Indicator: No. of Region IV-A tourism stakeholders who attended the achieties - 100%, of stakeholders who attended the achieties. Indicator: No of Region VII tourism stakeholders who attended the achieties who the calculation of Segion VII tourism stakeholders who attended Women's Month Celebration Indicator: Number of activities conducted (R48) - Target: One (1) activity conducted (Tourism Moncos) Training (R48) Indicator: No of Region VI tourism stakeholders who attended the achieties - 1 or of Region VI tourism stakeholders who attended the achieties of Paymenn tourism stakeholders who attended the achieties - 1 or of Region VI tourism stakeholders who attended the achieties - 1 or of Region VI tourism stakeholders who attended the achieties - 1 or of Region VI tourism stakeholders who attended the achieties - 1 or of Region VI tourism stakeholders who attended the achieties - 1 or of Region VI tourism stakeholders who attended the achieties - 1 or of Region VI tourism stakeholders who attended the achieties - 1 or of Region VI tourism stakeholders who attended the achieties - 1 or of Region VI tourism stakeholders who attended the achieties - 1 or of Region VI tourism stakeholders who attended the achieties - 1 or of Region VI tourism stakeholders who attended the achieties - 1 or of Region VI tourism stakeholders who attended the achieties - 1 or of Region VI tourism Stakeholders who attended the achieties - 1 or of Region VI to | Performance Indicators Flargets |
| Resjon 12 200,200,000 Resjon 2 220,200,00 | Region 8 260,000.00 OSC 200,000.00 | 7 Region 13 80,000.00 Pregion 6 150,000.00 Pregion 4A 300,000.00 Pregion 4A 300,000.00 Pregion 5 50,000.00 Pregion 6 50,000.00 Pregion 7 Pregion 6 50,000.00 Pregion 7 Pregion 6 50,000.00 | GAD Budget |
| GAA GAA | GAA | GAA | Source of Budget |
| Accreditation | OSC | Planning R5 MPD Unit, Regional Office GAU Focal Point System, Region VII, raining Unit Market and Product Development Unit, Market and Product Development (Media Team), Tourism Standards and and Accreditation Division, Tourism Development Division, Tourism Development Division and Industry Training | Responsible Unit |







| Objectification of women and children in tourism promotions and marketing campaigns Private and public stakeholders lack gander calerates and public stakeholders lack gander calerates and marketing children in sensitivity in creating tourism promotional calerates advertisament and promotional materials. Limited application and compliance of tourism sandiards Limited application and compliance of tourism sandiards Limited application and compliance of tourism sandiards Public and private stakeholders face of gender sensitivity in creating tourism promotional collaterals Presence of Child sex tourism & trafficking Lack of vigilance in monitoring operations of TEs and trafficking and trafficking Lack of vigilance among TEs on child sex tourism and trafficking Tes and trafficking |
|--|
| General bases 2 2 2 2 2 2 2 3 2 2 3 2 3 2 3 3 3 3 3 |
| Sin |
| Stamment (GAD Objective) 3 To increase the compliance of burism establishments and other tablesholders on gender responsive tourism sandards: Collateral materials of burism salvertidement of women gender Reapponsive tourism advertidement of women Tourism Promotional materials are gender sensitive and dipict women empowerment and promotional materials are gender sensitive and dipict women empowerment and children's rights Strengthened vigilance of authorities in monitoring operations of TEs Strengthened vigilance on child sex tourism and trafficking TEs have greater vigilance on child sex tourism and trafficking TEs have greater vigilance on child sex tourism and trafficking |
| MFC: Market & product Development Program MFC: Standard Development Program MFC: Standard Development and Enforcement Program MFC: Standard Development and Enforcement Program MFC: Market and Product Development Development MFC: Training Unit |
| GAD Activity 1. Conduct GST to stakeholders in the production of collating independent empression grounds in tourism and conduct of Tourism assets fundam promotional materials conducted to their Tourism Officers of City in the regions, 3, conduct of make carrays selfs program - Bide si Jaana and Training on Chiad Protection Policy Protection Policy Conduct of DOT ProTECT Proscher Tourism to End Child Sex Tourism & Trailfielding activities Conduct of DOT ProTECT Proscher Tourism to End Child Sex Tourism & Trailfielding activities |
| Indicators:No. of activity/ trainings conducted - 3 activities/ trainings conducted as follows: - Target One (1) campaign against sexist tourism promotional materials conducted to be against sexist tourism promotional materials conducted to be parameter of the LGUs in the region-One (1) campaign gender-responsive branding, marketing and campaigning implemented Tourism of the training and campaigning in the promotion of gender responsive branding, marketing and campaigning of promotion of gender responsive branding, marketing and campaigning in Juliani Campaign in line with Women's Month, 2 Training los of the production of gender responsive branding, marketing and campaigning in the with National Children's Month 1. LGUs capacitated on Child Protection Policy in line with National Children's Month 1. LGUs capacitated on Child Protection Policy in Interview of the standed and raised the training and development program as satisfactory(6) persons trained advelopment program as satisfactory(6) persons training conducted on Tourist Number of Training conducted - 1 Training conducted on Tourist Number of Training conducted - 1 Training conducted on Tourist Number of Training conducted - 2 Training so on tourist Police on Community Order and Protection (Tourist Number of Teaming conducted - 2 Training conducted on Tourist Straining conducted - 1 Training conducted on Tourist Police on Community Order and Protection (Tourist National Police on Conducted - 2 Training conducted on Tourist Police on Conducted - 2 Training conducted on Tourist Police on Conducted - 2 Training conducted on Tourist Police on Conducted - 2 Training conducted on Tourist Conducted on Tourist Police on Conducted - 3 Training conducted on Tourist Police on Conducted - 4 Training conducted on Tourist Police on Conducted - 4 Training conducted on Tourist Police on Conducted - 4 Training conducted on Tourist Police on Conducted - 4 Training conducted on Tourist Police on Conducted - 4 Training conducted on Tourist Police on Conducted - 4 Training c |
| Region 12 300,000.00 Region 13 120,000.00 Region 1 120,000.00 Region 10 120,000.00 Region 10 100,000.00 Region 10 100,000.00 Region 10 260,000.00 Region 10 |
| Source of Enuignation GAAA GAAA GAAA GAAA GAAA GAAA GAAA GA |
| Responsible unit |









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| | Low lavel of gender awareness among tourism local communities | Tourism stakeholders tack awareness on GBV and SIEA - estated laws resulting to passive ethtude to complaints | Gender Issue /GAD Mandate |
| | Lack of gender-related promotional materials distributed for tourism stakeholders Low level exercess of GAD related trainings conducted for tourism stakeholders Designated Tourism Officers in Province/Cly/Municipalities change from time to time Most I REs lack awareness & understanding of GAD-related laws such as the Magna Certa of Women (MCW) | Falture or delayed action ofsome NGAs / LGUs/Statesholders to act onGAD related issues in the tourism industry such as sexual harrassment, violerce against women and children, prostitution, commodification of women, etc. Lack of enabling mechanisms accessible for victims and of enabling mechanisms accessible for victims (and expenditure). Lack of established standard systems for SHEA GBV cases reporting and resolution in TEs RTE owners are not capacitated on GAD-related concerns in the fourier industry. Lack of law enforcers' visibility for immediate response to SHEA and gender-based victimes are major tourism destinations. Lack of awareness of the burism stakeholders for GBV and SHEA-related laws. | Cause of Gender (sause |
| | to Increase awareness and heighten appreciation arid recognition women's role in the appreciation arid recognition women's role in the development of the tourism inclusing Control of the tourism inclusing Control of the Control of | To have an Intensified awareness campaign on GBV and SHEA laws in the burism sector and monitor operations of TEs To provide ponder equality and awareness of GAD related policies and regulations To provide victims/concerned clattons To provide victims/concerned clattons To provide strong police visibility in major tourism destinations TRE owners have heightened awareness on GAD-related concerns and laws. TRE owners there heightened awareness on GAD-related concerns and laws. TRE owners there heightened awareness on GAD-related towareness of the stateholderson (GAD-related towareness of the stateholderson GAD-related the tourism industry in DavaoRegion | Statement Statement /GAD Objective |
| | MFO: Industry Training MFO: Markeling and Product Development (Medie) MFO Tontem Policy Formulation & Planning Program MFO: Standards Development & Efforcement Program MFO: Standards Development & Enforcement Program | MFC: Market and Product Development MFC: Tourism Industry Training Program MFC: Tourism Policy Formulation & Planning Program MFC: Admin and Tourism Standards and Accreditation | Relevant Organization MFO/PAP or PPA |
| | Conduct of capability building sentinar on GAD and production and procurement of promotional materials to be distributed or to be given to the tourism slakeholders | 1. Conduct of Training Workshops on GAD-related Laws and/or Tourlask WARCS (RS), 2. Conduct of Information dissemination campaigned advocades 8, Popularities and dissemble of Etc. Training Conduction of Etc. Information of GAD Related Laws such as proclutures possess, cards. Sedens, etc. in TSC, (RS) by Parimetrally with Pulper of episyment of Tourist Police in replay custom the Police in replay custom Tourist Provincing so GAD and SIET Set Related laws for Tourist Police in the Police in replay custom Tourist and Police in Police in Police Inventory and assessment of robing 10, 8. Inventory and assessment of robing 10. | GAD Activity |
| Recognized 10 TREs for their GAD Bast Practices - 10 GAD Bast Practices identified Bast Practices identified Indicators:No. of TREs identified-20 TREs identified with managament policies providing benefits to women and men Indicator: Produzion of tourism related VAWCv/deo clip-Terget: 2 video clips produced | No. of Tourism Officers attended/participated the CST - 100% (30pax) of larget participants attended the CST No of GST seminar conductedNo. of BatchNo. of attendees - 1 GST seminar conductedS patches40 attendees per batch No. of GAD training program conducted No. of batch per activitiesNo. of tourism stakeholdens trained: - GAD Training Program conducted 2 batches conducted40 participants per batch No. of Region 6 Tourism Stakeholders - Produced one (1) AVP for GAD Tourism Best Practices No. of promotional materials | Sets of Collateral materials produced to it TREs provided with Collateral materials - 5 sets of Collateral materials produced Story of Collateral materials and indicator: Number of Tourist Police deployed in major tourism sites indicator: Number of Tourist Police deployed in major tourism sites Teaper: 1 GAD and SHEA related laws training conducted: Traget 40 Tourist Police deployed in major tourism sites Teaper: 1 GAD and SHEA related laws training conducted with 40 participants. No. of trainings conducted ho, of social media posted to graded a resident and sheat Law strainings conducted a social media posted of Canadistic Cacalogues part of the enversoress campaign on GBV and Sheat Law - 5 trainings conducted a social media posted of Canadistic Cacalogues and Sheat Law - 5 trainings conducted a search searc | Performance Indicators Margets |
| | Region 10 240,000.00 80,000.00 Region 10 240,000.00 Region 1 240,000.00 Region 1 50,000.00 Region 1 50,000.00 Region 1 50,000.00 Region 6 150,000.00 | R11 200,000,00 R10 100,000,00 R8 590,100,00 R41 450,000,00 Region 8 250,000,00 R8 150,000,00 R8 150,000,00 R8 150,000,00 | udget |
| | GAA | GAA | Source of Budget |
| | Standards Development & Enforcement Program Regional Office GAD Focel Point System Accreditation Unit Training Unit | Region 7, Regional Office GAD Focal Point System, 10ffice GAD Fourism Standards and Regulations and Training section, GAD Focal Persons and Accreditation, MPD, | Responsible Unit |





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|---|---|--|--|---|--|--|--|--|---|--|--|--|
| Gender Issue /GAD Mandate | Low level of gender awareness among tourism local communities | | | | | | | | | | | |
| Cause of Gender lasua | Lack of gender awareness and equality of the local communities | low level of gender awareness in communitiesand stakeholders have no gender tens | Limited application and compliance of tourism establishment on gender-responsive tourism standards | Non-integration of GAD in the accreditation of tourism establishments | Insufficient seminar conducted on GAD for tourism stakeholders | Limited GAD training for Local Government Units (LGUs), Tourism Oriented and Related Establishments (TOEs and TREs) on GAD | Low level awareness on the rationale of Gender and Development and women situationer | | | | | |
| GAD Result Statement /QAD Objective | Tourism stakeholders increased level of awareness on GAD | To increase participation of LGUs and TREs in GAD-related trainings | Heightened gender awarenessof communities for gender equalitystakeholders are gender sensitive | 'Heightened awareness on GAD of tourism stakeholders | Tourism stakeholders have heightened awareness | | | | | a veneza e e e e e e e e e e e e e e e e e e | | |
| Relevant Organization MFO/PAP or PPA | MFO: Industry Training | MFO: Accreditation MFO: TDD/TRD/TISP | GASS: General Administrative Service | MFO: Standards Development and Enforcement Program | M-C: SAA | | | | | | | |
| GAD Activity | Conduct of Gender and Development (GAD) Conduct of Gender Sensitivity Training (GST) to | LGUs, TOEs and TREs Conduct of trainings for lourism stakeholders with GAD components (to coincide with scheduled Tourism Officer's Meeling) (CAR). 2 Inconcretion of Geneter sensitivity training. | SOGIE/Gender Fair Language or other GAD related brainings to capacity training workshops,3. Conduct of Gender sensitivity training on the rationale of of Gender sensitivity training on the rationale of other constitutions. | Stakoholdrs | | | | | | | | |
| Performance Indicators Margaits | No. of GST trainings conductedNo. of attendees - 2 GST trainings conducted 100 Attendees | | communities who completed the training satisfactorily - 5 trainings conducted 100% of participants from focal communities who completed the training satisfactorily | Indicators:No. of conducted advocacy campaign of relevant laws for GAD for observance and compliance by Tourism | EstablishmentsNo. of PAS activities region wide with GAD perspectives as part of the mandatory accreditation of tourism oriented establishments and other stakeholdersNo. of SDD | Orientation to Tourism Establishments conducted No. of persons trained attended the activity or training - Targets:90% of target participants attended and rated the training and development program as satisfactory30 persons trained | 40%-50% of attendees are lemale4 day training/ orientation conductedinspected atteast forry-five (45) TREs | No. of Activities conducted- 4 activities conducted - GAD Orientation and GST seminar | No. of trainings conductedNo. of attendees - 2 trainings100 Attendees | No. of Training's seminar concluded No. of persons trained attended the activity or training Percentage of target participants who attended and rated the framing and development program as satisfactory-Percentage of female (malestandess No. of days of training. One (1) Gender Sonsibility Training to ICBUs and Tourism Establishments conducted to persons trained 90% of target participants attended and rated the training and development program as satisfactory 40%-50% of attendenss are female? day training conducted | No. of Training' seminar conducted No. of persons trained/ attended the activity or training The personlage of largest pulicipants who altended and raided flow training and development program as estisfactory/Percentage of female/ malestendees No. of days of training. One (1) Gender Analysis Training to LGUs and Tourism Establishments conducted Development training and development program as astisfactory 40%-50% of attendees are femaled day training conducted. | No. of GST training conducted - 1 GST Training conducted specifically on the rationale of gender and development and women situationer forstakeholders |
| GAD Budget | 7 Region 12 100,000,00 | Region 12 70,000,00 | | Region 1 120,000.00 | 0 | Region 11 60,000,00 Region 12 | 70,000,00 | | | | | |
| Source of Budget | GAA 8 | GAA | GAA | GAA S | GAA | | | | | | | |
| Responsible Unit /Office | 9 Planning/Admin/ Accre | Region 7 | Training Unit | | | | | | | | | |

HEAD, DOT-GFPS TECHNICAL WORKING GROUP

WORKING GROUP

MA. ESPERANZA CHRISTINA GARCIA FRASCO CHEAD, DOT-GFPS TECHNICAL DEPARTMENT SECRETARY



| Philippine Commission on Women | |
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| | |

27 26 2 RA 9583 or the Tourism Act of 2009 tras mandated the DOT to Ensure that burdism protects, and promotes the general wellbeing of the Tripisino people, is include the monitoring and prevention in the monitoring and prevention in burdism. (Rute - Chemical Providents/Section tourism. (Rute - Chemical Providents/Section There is a low number of observed gender-sensitive facilities, activities and services to address the needs of LGBTQIA community in various tourism destinations and enterprises. Lack of facilities responding to the different needs of women and men such as diaper changing and breastleeding stations, gender-neutral CRS or GAD complient facilities in Tourism Establishments Lack of tourism sex-disaggregated data for evidenced based GAD Planning, implementing and monitoring THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN REVIEWED AND ENDORSED THROUGH THE GMMS Woman and children are disproportionalely vulnerable to sex trafficking due to various factors such as economic disparities, limited access to such as economic disparities, limited access to education, and societal gender norms that can leave them more averseptible to exploitation, and Lack of knowledge in identifying sex trafficking in Lack of knowledge in identifying sex trafficking in Lack of awareness in the provision of gender sensitive facilities, activity and services to address the needs of LGBTQIAcommunity in various tourism destinations and enterprises. Lack of gender sensitivity/awareness of most tourism stakeholders and Non-integration of GAD in the accreditation of tourism establishments Lack of representation from the LGBTQIAcommunity in formulating GAD interventions in the tourism industry tourism establishments Lack of or absence of GAD infographics and Holline Report Numbers Limited awareness/skill/knowledge of LGU focal person/s on the use of sex disaggregated data for fourism and the use of SDD tools in data banking Very low compliance on the use of standard statistical reporting forms of sex disaggregated data statistical reporting forms of sex disaggregated data Limited training on Tourism Statistics Data collection & analysis of sex-disaggregated data Very low compliance on the use of standard statistical reporting forms of sex disaggregated data Cause of Gender (ssue implaneating proactive iditation reasures, staff training, and cooperation with law enforcement and cooperation with law enforcement and relevant authorities. 3. To anoutrage the development of policies and practices to prevent women and policies and practices to prevent women including. To children application in the duction including. To anoutrain the process in the process of Initiate data gathering for the creation/ enhancement of tourism circuit and development plans and policies foe global competitiveness and national tourism development in consideration of the New To have an inclusive tourism industry providing equal opportunities for all A gender-responsive tourism experience for LGBTQIAcommunity in various tourism destinations and enterprises Gender-sensitive and PWD-friendly facilities are adequated satisfy tourists' experience identifying and addressing sex trafficking within tourism establishments, fostering a safe and The TourISM WoRCS seminar aims to:1. To equip tourism front finers in identifying sex trafficking of women and chaldren in Tourism establishments. 2. To establish a framework for (LTSS) Establishment of tourism statistical data and coaching of Local Tourism Statistic System To increase capacity on the collection analysis of sex-disaggregated data among LGUsand Stakeholders To provide information on Hotline Report esponsible tourism environment by GAD Result Statement /GAD Objective MFO: Tourism Standards & Accreditation MFO: Tourism Industry Training Program/Market and Product MFO: Market and Product Development Program MFO: Tourism Policy Formulation & Planning Program MFO: Tourism Policy Formulation & Planning Development and Enforcement rogram/standards MFO; Industry Training Program MFO: Tourism Policy Formulation & Planning MFO: Tourism Policy Formulation & Planning Program MFO: Tourism Policy Formulation & Planning HEAD, DOT-GFPS TECHNICAL Relevant Organizatio MFO/PAP or PPA BACOMO-LAPITAN Londack of Yourisin words training program focused on policy making at the LQU's Level, 2 Corduct of Tourism Words training to all frontilines of accordited fourism Words training to all frontilines of accordited fourism for something training to turning stake holders. Conduct of expediting training to turning stake holders. It is did safe training that the training SST training its product. Conduct/Attend to Pride summit or any other related activities (R6)2. Conduct of CALABARZON Pride Tourism Summit (R4A) Conduct Sentinars on Gerder Sensitive and PWD-friendly facilities in TEs, 2. Propriet guidelines for Gender and PWD-sensitive TREs for inclusion DOT accreditation system 3. Conduct monitoring inspection and evaluation and site assessment operations of TEs. Conduct capacity building or technical enhancement activities for LGU data sources/ focal persons on sax disaggregated routien related data gathering, reporting, and data banking workshop and production of Infographic materials containing emergency hotlines and GAD related laws GAD Activity MA. ESPERANZA CHRISTINA GARCIA FRASCO Indicators No. of sentinari workshop conducted - one (1) Tourism Statistics and SDD sentinari/workshop for LGUs and one (1) for the stakeholders in the region conducted No. of persons trained affected the activity or training - Lagact 30%, of target participants attended and rated the training and development program as statisticatory60 persons trained 40%-50% of attentives are fremance 2 day training conducted Tourism-related sense. No. of Pride activity conducted/ attended - at least 1 Pride activityconducted/ attended Indicator: No. of Region IV-A tourism stakeholders who attended the activities,—Target: 100 Region IV-A tourism stakeholders who attended the activities. No. sentinar and trainings conducted integration of gender perspective in sametusts and accorditation. Also dispected Toutism establishments: seminar conducted integration of gender perspective in standards and accreditation. 100 inspected, monitored and evaluation. No. of intraphics installed and distributed to Tourist Desthation across the region - installation and distribution of 2000 Infographic Materials to the Tourist Destination across t region. No. of training conducted - Conduct one (1) TourISM WoRCS training to all frontliners of accredited Tourism establishments. No. of technical assistance - 4 technical assistance provided to tourism stakeholders /LGUs No. of technical assistance tourism stakeholders/LGUs No. of technical assistance - 9 technical assitance provided to tourism stakeholders/LGUs No. of technical assistance - 9 technical assitance provided to tourism stakeholders/ LGUs established and updated Indicators Fargets 4 technical assistance provided to Region 4A 210,800.00 Region 6 15,000,00 Region 5 10,000.00 Region 5 20,000.00 Region 5 20,000.00 Region 5 50,000.00 Region 5 100,000.00 Region 4A 272,000.00 Region 4B 215,000.00 Region 2 80,000.00 Region 2 63,000.00 Region 12 16,000.00 REPORT GENERATED: 01/30/2024 **GAD Budget** GAA GAA GAA GAA GA. GAA GAA GAA GAA GAA GAA GAA GAA GAD Focal Point System Training Unit/ Market and Product Development Unit/ Accreditation Unit GAD Focal Persons and Accreditation GFPS/ GAD Focal and Alternate Focal Point Persons of DOT R5 / Industry Training Planning Unit co-partnered with OTDPRIM for the SDD Responsible Unit



WORKING GROUP



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| | 30 | 29 | N 88 | |
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| | Lack of capacity to ensure GAD responsiveness and sensitivity among community-based tourism organization members, Tourism stakeholders and MICE organizers | RA 9593 or the Tourism Act of 2009 has mandated the DOT to Ensure that fourism protects, and promotes the general wellbeing of the Fighton people, to include the monitoring and prevention or exploitation of women and children in tourism, (Stule 1-General Provisions/Section 2 - Objectives) | Some fourfern products are not gender sensitive /responsive | Gender Issue |
| | Lack of awareness on GAD and related policies and legislations among members of the community based fourism organizations. Tourism stakeholders and MICE organization | To counteract the negative impacts of courism on woman and children and to plan, develop, and conduct thairings for the protection of women and children in the southern industry in coordination with pattner agancies and NGOs | Lank awareness on the use of gender-sensitive language Limited programs highlighting inclusivity, gender and development, and promoting women empowerment. Lack of awareness on gender sensitive basic customer services among men and woman association membars of communities of eco-cultural louriem destinations. Lack of gender responsive tour circuits Lack of gender responsive four provided among four gender-sensitive approaches provided among four gendersensitive approaches provided among four genders and Development were not mainstreamed in the fourism master plan | Cause of |
| | To promote gender equality and awareness of GAD related policies and regulations in community based tourism organizations | To increase level of consciousness of slakeholdates on galards searchifty brough takings 1. conduct of truden worcs training program, 2. barrier free tourism | To incorporate gender and development in the development of a tourism product our circuit Heighten awareness and appreciation of GAD among tourism planners and initiators to mainsteam GAD agenda in tourism initiatives. Tourism salekholders have heightened awareness of women empowement and gender awareness of women empowement and gender and development. GAD integrated in tour guiding spiels. To increase awareness on gender sensitive basic customer services and one obtainers and exhalions. Tour cultural lourien destinations. Tour guides rendering gender-sensitive approach among tourists/guests institutionalized approach among tourists/guests institutionalized approach among tourists/guests institutionalized. | GAD Result Statement |
| ORGANIZATION-FOCUSED ACTIVITIES | MFO: Admin and GAD Focal | MFO: Capacity Building Program | AFO. Standards Development & Enforcement Program MFO. Tourse Policy Formulation and Planning Program GASS: General administrative and Support Standards MFO: TDD/TISP | Relevant Organization |
| CUSED ACTIVITIES | Conduct of GST Training workshop for community based tourism workers. Tourism salkeholdurs and MICE organizars | 1. Cochact lanings on Tourism wores Training Program (2 nn.), Barder Few Tourism (2 uns.), Top Cup Training (1 run), Bardngay Tanod sa Turismo (1 run) | 1. Gander Senalikily Orientaliou/Forum among tour guides (RF) Consultation (Workshe) for Serval Explose (RF) Consultation (Workshe) for Serval Standard Reporting (Serval Serval | ZAD Azikulu |
| | No of Trainings conducted - Conducted 2 Trainings (GST) | Percentage of target participants who attended and rated the training and development program as satisfactory-to, of training and development program as satisfactory-to, of training conducted -to, of Rurs-Ro, of persons trained -9% of target participants attended and rated the training and development program as satisfactory-4 trainings conducted development program as satisfactory-4 trainings conducted for the participants who attended and rated the training and development program as satisfactory-10 and as 10 persons trained per run -10 persons trained per run -10 persons trained per run -10 of Trainings conducted -90% of target participants standed and rated the training and development program as satisfactory-10, of target participants who attended and rated the training and development program as satisfactory-10, of target participants who attended and rated the training and development program as satisfactory-10, of target participants who attended and rated the training and development program as satisfactory-10, of target participants who attended and rated the training and development program as satisfactory-10, of target participants who attended and rated the training and development program as satisfactory-10, of target participants who attended the very participants who attended the very participants who attended the participants who attended the very participants who attended the | No. of orientalion/fora conducted/No of participants attended - 2 orientation/fora conducted/No of participants attended - 2 orientation/fora conducted/No. of target participants attended (30pax per Forum) No. of forums conducted/No. of Policies developed - 1 forum conducted policy developed No of workshop conducted/No of participants - 1 gender sensitivity Training conducted/SO Participants No. of consultation workshops - 2 Consultation Workshops conducted: SEAH- Standard Reporting System for TREs conducted: SEAH- | Performance |
| | Region 8 300,000.00 | CIMID 700,000.00 CIMID 1,200,000.00 CIMID 2,500,000.00 200,000.00 | PFICD 7 PFICD 7 PFICD 9 200,000.00 Region 9 200,000.00 Region 6 120,000.00 Region 7 250,000.00 Region 9 50,000.00 | |
| | GAA | 9AA 9AA | of Budget | Source |
| | GAD Focal Persons | OMD | Regional System, Region 7 Develop | Responsible Unit |





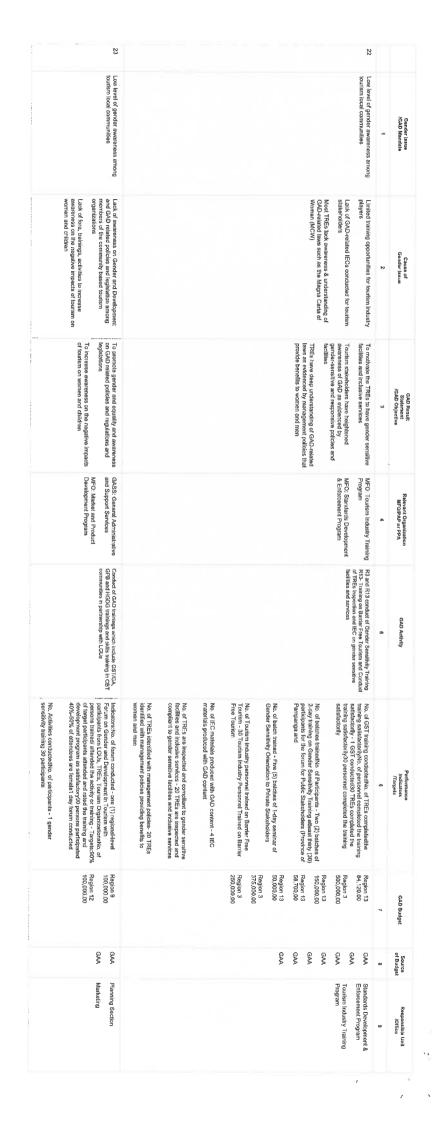
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BACOMO-LAPITAN WORKING GROUP

HEAD, DOT-CFPS TECHNICAL DEPARTMENT SECRETARY MA. ESPERANZA CHRISTINA GARCIA FRASCO







Philippine Commission Commission : 37 36 35 2 33 32 31 PCW-MIDA-ABM Joint Circular 2012-04 stressed that any government agency shall conduct goods any sign based on the results of gender anyless based with the conducting and the state of the conducting Gender Mgregoren Conducting Gender Framework (Collett, 14 anyless) Gender and Davisioprantic Guidalines (HGDC), Participatory Gender Audit and Other gender embysis locals Observance of RA 10028 Expanded Brestfleeding Act of 2009 - an Act which mandates all health and non-health facilities, establishments or institutions to establish lactation stations. RA 7192 and RA 9710 both emphasize the promotion and difflient of women's human rights and the altimation of gender discrimination in the systems, structures, policies, programs, and processes and mandates all departments to establish and strengthan a Gender and Development Focal Point System for gender Observance of RA 8972 Solo Parents Welfare Act which provides solo parents with the necessary resources and support to raise their children despite their unique Department Order 2021-119 Guidelines for the Department of Tourism's gender and Development (6AD) - Tourism Integrales, Supports and Minds Women's Rights and Child Safety (TouriSM WoRCS) Officer shall establish or strengthen their GFPS or a similar GAD mechanism to catalyze and accelerate gender mainstreaming within th agency Section 37-C of the Implementing Rules and Regulations (IRR) of the MCW provides that all concerned government agencies and instrumentalities mentioned National Anti-Trafficking in Persons Awareness Month and world Day against Trafficking in Person ning within the agency THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN REVIEWED AND ENDORSED THROUGH THE GMMS Women in the louisian sector safter from Gandiarcule stienophing, Gandari inequalities in occupational distribution and furnition access to capital of women intro-particersenses for louisin-related antiaptises. Gandar sensitivity promotes equality by enuming that all ganders are reasted birty and with respect. Lack of examination of whether traditional gender rides and stercotypes are influencing the design and implementation of the proposed plans and training programs of the DOT or DOT proposed plans and training programs. DOT GFPS members must regularly meet to monitor the status of the implementation of the GAD programs of DOT and to fourth increase the gender mainstreaming of PAPS in the department mothers and/or solo parents Less productivity and frequent absenteeism/tardiness/ undertime of working Less productivity and frequent absenteeism/tardiness/ undertime of working mothers and/or solo parents Lack of working GFPS Secretariat structure within the Regional Office and limited manpower GAD Activities conducted were not properly monitored thus no measure on the impacts of the activity to participants Program interventions of the agency should translate into gender-sensitive and responsive initiatives carried out by a well-capacitated workforce on Gender and Development An increasing incidence of anti-trafficking in tourism-related areas Cause of Gender lasue principles that the proposed Projects and Activities Plans (PAPs) and Training Programs within Region (VB MIMARDPA for enhanced regional development and gender industry), but To Produce clear, concles, and impactful reports, proposals, and communication materials that reflect the gender and development aspects of the control of the program of the programs of the reflect the gender and development aspects of the control of the programs of the programs of the testing the programs of the programs of the programs of the testing the programs of the programs of the programs of the testing the programs of the programs of the programs of the testing the programs of the testing the programs of the testing testing the testing testing the testing Gender-responsive workplace through established child-minding station and breastfaeding station for working mothers/solo parents, maximize the efficiency of DOT Genderresponsive workplace through established child mininding station for working mothers/solo parents, maximize the efficiency of DOT employees who will work on site Integrating GAD into the Proposed PAPs and Training Programs of Region IVB MIMAROPA Specifically the participants shall be able to: a. To integrate Gender and Development (GAD) principles into the proposed Bevelopment. Creation of a working group who shall focus on the proper implementation and monitoring of the implementation of GAD mandate to the PAPs employees who will work on site implementing gender-responsive policies, promoting equal access to resources, and enhancing skills development to ensure a empower diverse entrepreneurs within Micro. Small, and Medium Enterprises (MSMEs) by Raising awareness and addressing issues of gender cauality and discrimination in society. b. Conceptualize gender in the tourism industry c. Present ways on how to use Gender Fair Lenguage d. Fester inclusive growth and amount of during the control of the To obtain the effective trainings conducted Well-capacitated Regional GAD Focal Point System to become effective champions of GAD To ensure that gender mainstreaming efforts are effectively planned, implemented, monitored and reported Build conthuling partnerships with other agencies for synergistic inter-agency initiatives on GAD GAD Result Stalement /GAD Objective eness or impacts of GAD MFO: General Administrative Support Services MFO: General Administrative Support Services MFO: General Administrative Service and Support MFO: MSD GASS: General Administrative Services & Support MFO: Tourism Policy Formulation & Planning GASS: General Administrative Support Services Program MFO: Support to Operations Relevant Organization MFO/PAP or PPA BACOMO-LAPITAN 4 Conduct of training for the Integration of GAD on the proposed projects plans and trainings of Tourism Regulation (TRD), Tourism Development Division (TDD) and Administrative Service (AS) Estab Conduct of GAD capacity Establishment of Child Minding Station Conduct of GAD Year-End Assessment on GAD PAPs through Focus Group Discussion in the formulation of Assessment/Monitoring Tool and on-site visit Conduct of Gender Sensitivity Training for the DOT-NCR GAD Focal Point System Collaborate with the R/ACAT 02 on their programs for the National Anti-Trafficking in Persons Awareness Month and World Day against Trafficking in Persons (R2) ent of Breastfeeding Area in DOT12 **GAD Activity** MA. ESPERANZA CHRISTINA GARCIA FRASCO No of DOT4B personnel participated in the eventNo. of Activities conducted: 15 female and 6 male DOT4B personnel participated during the conduct of 1 (pne) Writeshop Harmonized Gender and Development Training on January 2024 No. of Breastfeeding Area developed and installed Breastfeeding area installed in the DOT12 Office No. of Child Minding Station/ Area developed and installed-1 Child Minding area installed in the DOT12 Office No. of Activities conducted No. of participants attended the event - 18 female and 11 male DOTAB personnel participated during the conduct of Gender Sensitivity Seminar on September 2024 No. of Activities conducted - 1 Activity conducted with the participation of DOT Region during the program and assistance in the provision of logistics for the program Percentage of DOT personnel who will attend the meetingNo, of Meetings conducted- 75% DOT7 personnel who shall attend the consultative meeting1 meeting conducted for the creation No. of Activities conductedNo. of Participants attended- One (1) Training on Gender Sensitivity conducted 25 participants completed the Training satisfactorily of the GFPS Number of Activities conducted - 1 Activity conducted - Year End Assessment No. of personnel handled and facilitated GAD meetings. - 2 OSC Staff handled and facilitated GAD meetings Number of PAPs and effectivity measured. Indicators Targets - 3 PAPs measu 8 Region 4B 80,000.00 Region 12 40,000.00 Region 12 40,000.00 Region 7 50,000.00 0SC 30,900.00 Region 2 5,000.00 Region 6 250,000,00 Region 3 200,000.00 NCR 39,300.00 GAD Budget GA. GAA GΑ GAA GAA GA A GAA GAA Source of Budget GAA GAA Admin Regional Office GAD Focal Point System Regional Office GAD Focal Point System osc Tourism Worcs Officer Administrative Services Unit GAD Focal Persons Administrative Services Unit Administrative/Personnel Section GAD Focal Persons Responsible Unit

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

DIRECTOR ANNIVIE E. BACOMO-LAPITAN WORKING GROUP

HEAD, DOT-GFPS TECHNICAL









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| Gender Issua /GAD Mandate | Observance of 19-Day VAW Campalgn per Produmilion 1712 s. 2006 and RA 10398 dedaring Neventies 22 sa National Consciousness Day for the Elimination of VAWC | | Falure to use SDD in DOT's planning and decision-making processes | |
| Cause of Gender Issue | An increasing incidence of women abuse even in tourism-related area As mandated by land and area. Need to highlight and recognize women's archievements and dessembate relevant policies and information to empower them | | Lack of appropriate system and mechanism to ensure the generation, processing, review, and updating of SDD or GAA distables. Leak of capacity of DOT 8 project officers to utilizathe SDD on the formulation of their PAPs Lack of Gender and Development Tool awareness and poor use of existing forms and formats for SDD gathering | gathering Lack of capacity of DOT 3 project officers to utilize the SDD on the formulation of their PAPs Lack of DOT SDD Databank Lack of DOT SDD Databank Lack of capacity of DOT 6 project officers to utilize the SDD on the formulation of their PAPs |
| GAD Result Statement IGAD Objective | Celebrale women's contribution in the government and private workforce To increase awareness of personnel and stakeholders on YAWC To increase awareness of DOT Personnel on VAWC Awareness of all types of violence against women, including physical, psychological, sexual, and economic abuse | | | |
| Relevant Organization MFO/PAP or PPA | MFO: General Administrative Support Services | | MFO Tourism Policy Formulation & Planning Program MFO: Support to Operations | |
| GAD Activity | Conduct the 18-Day VAW Campaign to End Vollence Against Vormes activities such as bull not immed to sample year loss, provident and reproduction of IEC materials and conduct GAD training and forum on VAWC related laws. | | Conduct capacity building or technical enhancement activities for DOT employees on Sea Disaggingstated Data and generation of SDD on TREs. | |
| Performance Indicators //Targets | No. of Training and Advocacy Activities conducted, organized and Jaunched in support of the DOT12 Campaign for the Celebration of Women's Monthlox of persons training at alrended the activity or training - Conducted one (3) trainings and two (3) issue-based activity, dissemination of IEC maintain to DOT persons training and evelopment programs as satisfactory30 persons trained and "training and development programs as satisfactory30 persons trained 40%, 45% of attendes are femaled day training activity conducted. No, of IEC Misterials produces and disseminated No. of IEC Misterials produces and disseminated of Touriern StakeholdentNo. of Dersons trained attended the activity or Campaign to End VAWC to at least 60 Touriern StakeholdentNo. of Caldertais (Shirts, Stakers, Borchures, etc.) 90% of target participants attended and rated the training and development programs as satisfactory90 persons and development programs as satisfactory90 persons indicated and rated the participated 40%, 45% of alternidees are female | No. of activities conducted (30 DOT personnel attendess - 3 activities conducted (30 DOT personnel attendess No. of activities conducted No. of IEC materials produced No. of T-shirts produced - Lighting the feeds of Regional Office as part of 'Orange You'r foor 'Provision of 2 IEC materials like tarpoulin and 20 -shirts for the DOT ROZ personnel Budget Estimate: Tarpoulin 1000, 15 int 12 press 9 450, Led Spotlights 2 press 9000 , Contingency 1550 | | database updated is fagurated of Policy on the generation of SDDUpdated of 1 DOT 6 GAD Database Number of SDD file organized - 6 SDD file organized Percentage of DOT project officers attended the capacity-building - 75% of the DOT7 project officers attended the capacity-building - 75% of the DOT7 project officers attended the capacity-building - 75% of the DOT7 project officers attended the capacity-building - 75% of the DOT7 project officers attended the capacity-building |
| GAD Budget | OSC 20,000,00 CAR 70,000,00 Region 12 250,000,00 Region 2 15,000,00 | | Region 8 58,000.00 Region 6 20,000.00 Region 7 50,000.00 | |
| Source of Budget | GAA GAA | | GAA GAA | |
| Responsible Unit | Marketing Admin and Accreditation Office GAD Focal Persons | | TDP, OUs and ROs, Ragion 7, OSC, Toutism Marketing Section, Regional Office GAD Focal Point System | |

BACOMO-LAPITAN
HEAD, DOT-GFPS TECHNICAL
WORKING GROUP
MA. ESPERANZA CHRISTINA
GARCIA FRASCO
DEPARTMENT SECRETARY





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| Gendor Issue /GAD Mandate | Annual Celebration of Women's Month per RA 5949 An Act to Declare March 8 of Every Year as a Working Special Holiday to be known as Women's Month and Produmation 224 Proclaming the Frat Week of March as Women's Week | | Annual Celebration of Wommer's Worth per RA 9999 An Act to Deciate March 8 of the Servey Year as a Wording Spread Heldian to be frown as Women's Month and Proclamation 22 Proclamation (24 Proclamation) and the first Week of March as Women's Week of March as Women's Week |
| Cause of Gender Issue | Recognize women's significant role and conflictation to national developments and promotion of women's rights increase public womens of the significant conflictation of women in the tourism industry. 'Need to highlight and recognize women's achievements and disseminate redwart policies | and information to empower them. Celebration highlights and recognizes Filipho women's critical role and contribution to the social, cellural, economic, and political development of incountry | As mandated by law Mandatory compliance to Law Women's significant role in development is not well-recognized and given much importance. Empowerment of women in the tourism sector. The lack of austinable activities that will reinforce the actnowledgment and appreciation of women and their historical contributions as well as their vital role in the socio-cultural and economic development of society and in the advocacy compaging for Gender and Development. Poor acknowledgment and recognized of the actnowledged during the forum on GAD. Women's significant role is not recognized and not given much importance. |
| Statement Statement /GAD Objective | To provide vanue for raising awareness on woman's ights, existing/emerging gander issues and concern. To increase awareness and heighten appreciation and recognition of women's role in the development of the tourism industry. To celebrate women's confribution in the | In centroder winners contribution in the government and phrase workforce and to increase awareness of personnel and stakeholders on IVAIVC. To inspire and empower women and girls to be agents of change to contribute in promoting gender equality and the empowerment of all gender equality and the empowerment of all women and to provide an opportunity for DT-IVER Regional Office personnel to participate in programs/activities during Women's Month | To conduct capacity development activities that will promote continued sewameness and appreciation on the robe of women in society and general and development. Awareness and involvement regarding projects and activities in line with the celebration of women's month. To report the state of gender and development in the bourism industry. Women's role in development is celebrated and well-recognized through the active participation of DOT IV A personnel in the Women of DOT IV A personnel in the Women of DOT IV A personnel in the women's right as stating emerging gender issues and concern and provide recognition to the confiduction of women in tourism. To generate public awareness and strengthen campaign among lourism stakeholders on Violence against Women. To highlight the appreciation of the roles played by the DOT7 personnel for the sector. |
| Relevant Organization MFO/PAP or PPA | MFO: MFO2 GASS: General Administrative and Support Service and Support Service MFC: Tourism Industry Training Program GASS: General Administrative | and Support Service | MFO: Administrative MFO: Staff Development GASS: General Administrative Support Sorvices MFO: General Administrative Support Sorvices MFO: Support to Operations GASS: General Administrative Support Sorvices MFO: MSD |
| GAD Activity | Conduct of activities in calebration of Women's month such as earniters, (ninings, production / reproduction of IEO materials | | - Conduct of National Women's Day Celebration with the Geologic gradient and a Engowerns. Percental safety, Constitut widthing and compassion, Prospecting Programmes Conduct of National States (Constitute widthing and compassion, Prospecting National States). Conduct of National States (Conduct of National States) and appreciation of by for the women and inclusive of Imma (OTT 7 personnel and update GAD conner relative to women States). A Printing of collaberal and self and good and of SST among SADE Cone weever. FR. S. Purple day and SST Training. FR(1) & Safety and SST Training. FR(1) & Safety and SST Training. FR(2) & Safety and SST Training. FR(3) & Safety and SST Training. FR(3) & Safety and SST Conduct States women states in Conduct States. The safety and the Philippine I Ourism on Gender and Davidopment. |
| Indicators Targets | No. of NWMC banners hanged - 2 banners hanged No. of activities conducted for Women's Month with percentage of DOT R3 employees participating in the activities conducted for Women's Month with 80% of DOT R3 employees participating in the activities | No. of participants No. of IEC materials purchased - Participation of 10DOT ROZ personnel. 2 Tarpaviin 30 I-shirits for the DOT ROZ personnel. No. of Saminar conductedNo. of participants - One (1) seminar/program/activity - Participation of 35 DOT-NOR personnel No. of activity participatedNo. of activity conductedNo. of IEC materials distribution of 6AD relativity materials. | No. of events conductedPercentage of DOT employees who participated in the event - I event for Vernaers Month Celebration for the DOTT Champhossby's of the DOTT Champhossby's of the DOTT Champhossby's of the DOTT Champhossby's diffe by Celebration of the DOTT Champhossby's diffe by Celebration of Women's Month Celebration and team building 40 Participants - 2 staff development and team building 40 Participants - 2 staff development and team building 40 Participants (and the Celebration of Women's MonthNo of participants of the Celebration of Women's MonthNo of participants and the activity or training Percentage of make and female attendese - Conducted one (3) trainings and two (3) issue-based artivity, dissemination of IEC materials to DOT personnel and staff the training and development program as satisfactory to persons trained 40%-50% of larger participated in the activity. No. of activities conducted Percentage of weavers who attended the training and conducted Percentage of weavers who attended the training and conducted Percentage of weavers who attended the training Provision of IEC materials to a weavers attended the training Provision of IEC materials. No. of seminar conducted - 1 forum conducted No. of seminar conducted - 1 forum conducted No. of seminar conducted - 1 forum conducted No. of seminar conducted - 1 forum conducted |
| GAD Budget | Region 3 200,000,00 NCR 83,900,00 Region 2 20,000,00 | CAR 50,000,00 8,000,00 5,000,00 | R10 100,000.00 R12 300,000.00 R9 50,000.00 R7 200,000.00 R4A 100,000.00 280,000.00 |
| Source of Budget | GAA GAA | | GAA |
| Responsible Unit /Office | Administrative Unik GAD Focal Persons Admin Administrative/Personnel Section Tourism Industry Training | Pogram | Administration Section, Planning Section, Administrative Unit, Region 7, GAD Focal Persons, Marketing, Branding and OSC |











50 49 48 47 46 Limited appreciation awareness, and participation of DOT personnel on GAD and related laws and programs Lack of mechanism to monitor /minimize the incidence of sex tourism and exploitation of women in tourist destinations Lack of child minding area for working parents with children in the office Less productivity and frequent absenteeism/ tardiness/ undertime of working mothers and/or solo parents Limited resources in providing gender-responsive services in planning, policy formulation, project development, and capability-building of DOT VI Lack of GAD experts in the organization Gender Issue /GAD Mandate Lack of substantial and updated knowledge on GAD mainstreaming to PPAs/ and refresher training on the attribution process Lack of substantial and updated knowledge on GAD mainstreaming to PPAs/ and refresher training on the attribution process DOT-10 Employees Low-Level of awareness and appreciation on GAD concepts and gender analysis as a critical step in mainstreaming GAD inhough the use of HGGT (Harmonized GAD Guidelines for Lack of substantial and updated knowledge on the Harmonized Gender and Development Guidelines for Tourism (HGDGT) Limited resources to train DOT R1 and R8 GFPS and Regional staff on GAD The incurrence of absences/fardiness/funderlime of solo parent employees and/or working mothers due to family concerns particularly caring for/attending to the needs of their preschool children Lack of network to lobby support and assistance from other agencies and instrumentalities High tolerance and perceived normalization of underground sex tourism Non-designation of an available space that may be converted to a childminding area Cause of Gender Issue Updated knowledge on the Harmonized Gender and Development Guidelines for Tourism (HGDGT) and increased skills in the usage of the toolkit Provide a gender-responsive workplace for working mothers/solo parents, maximize the efficiency of DOT employees who will work on-site Updated knowledge and increased skills level on GAD mainstreaming in the implementation PAPs Updated knowledge and increased skills level on GAD mainstreaming in the implementation of To capacitate DOT R8 GFPS and Regional staff in monitoring and evaluation of Project Well capacitated Regional Focal /Alternate Point Person andTourism Worcs to become effective champions of GAD Advocacles Implement preventive measures to decrease prevalence of sex lourism 'improve and ensure productivity of personnel of reproductive age in the workplace To provide gender-responsive services along with partner agencies Improved technical capacity in gender GAD Result Statement /GAD Objective GASS: General Management Services GASS: General Management Services GASS: General Administrative and Support Services MFO: Admin MFO: Admin Service- HRD MOOE/GAE Health and Wellness Programs MFO: Tourism Policy Formulation & Planning Program Relevant Organization MFO/PAP or PPA R5 Attendance to GAD related capability building programs such as HGDG, GMEF, PIMME, GST, and GHL rainings sponsored by the Central Office, NGOs, 2 R5-attendance to GAD seminars conducted by RGADC and other NGAs. Conduct of GAD-related training on Basic GAD Orientation Sexual Orientation, gender identity, gender expression, and sox characteristics (SOGIESC) GST and GPB to employees and GFPS Child Minding Center at DOT Central Office Participation and partnership with UGSAD and RIACAT on GAD activities such as conduct of forum and consultations on the regional formulation of GAD-related services 2. Workshop in the preparation Hiring of Job Order Personnel in lieu of TourISM WaRCS Job order personnel Establishment of ChildMinding Center GAD Activity No. of DOT IV-A employees who participated in the activity. 26 DOT IV-A employees participated in the activity. Number of Seminar conductedNumber of Participants the seminar - (1) Seminar conducted with a total of 25 participants No. of training attendedNo. of DOT R1 personnel participated -3 Three trainings attended -3 DOT R1 personnel participated in GAD Training No of DOT 5 Personnel trainedNo. of Trainings attended - 4-5 DOT 5 Personnel Trained with at least 2 Training Attended each No. of personnel hired - 1 personnel hired(AA III, SG 9) No of personnel fixed for the Child-Minding Center -2. personnel hired for the Child-Minding Center reacher I: SG 11 -1472,73(day x 22 days x 12 months:388,800,72Day Care Worker I: SG 6 - 957,44 days x 22 days x 12 months:252,764,151 otal: No. of activities participated with UPV and UGSAD - Participation in five (5) activities with UPV UGSAD within the year which will strengthen networking and partnership No. of activities participated - Two (2) activities/seminars participated No of GFPS Seminar No. of Child Minding Center established - 1 childminding center established No. of Supplies Purchased - Various supplies purchased Performance Indicators Targets Region 5 6,250.00 CAR 52,007,76 70,000,00 Region 1 50,000.00 Region 4A 80,000.00 Region 5 25,000.00 Region 8 362,000.00 CAR 267,342.24 HRD 642,000.00 Region 6 10,000.00 GAD Budget GAA GAA GAA GAA GAA GAA G/A GAA Source of Budge GAA GAA GAA GAD Focal and Alternate Focal Point Persons of DOT R5 / GFPS/ HRD GAD Focal and Alternate Focal Point Persons of DOT R5 / GFPS/ Project Officers Administrative Unit Administrative Unit GAD Focal Persons Admin All Divisions System Regional Office GAD Focal Point Admin and Accreditation Office Administration Section Responsible Unit









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|---|--|--|---|--|
| related laws and programs | | Lack of awareness of regional employees on Gender and Development issues and concerns. | | |
| Limited GAD Training for DOTS Personnel, as well as limited training on GAD-related laws provided by the DOTS. Limited participation of DOT3 and DOT 12 staff in GAD-related seminars and training | | Newly reconstituted DOT XII GFPS has insufficient and outdated knowledge on Gender and Development laws and mandates on Open and process on PAPs and mandates and mandates on PAPs and training modules and Palman and Palman process on PAPs and training modules and Palman and Palman process of the DOTS personnel on identifying partners promoting Gender and Development and Child Safe Tourism Development and Child Safe Tourism Limited capacity ADA panong staff with noty 60%, participating in CAP calend training such as Gender Senativity Training, Gender Mainstreaming and Gender Analysis and Planning. | | |
| gerder and development DOT 5 personnel are well enrate and have substantial knowledge, of GAD and its valided leves, including Child Safe Tourism Orientation To increases jevel of a warraness on GAD related concepts and leves among new staff of Regional Office-delinkhateam gender on major projects of Region | | Updated knowledge and increased skills level on GAD mainstreaming in the implementation of PAPs. To be able to capacitate 100% of the regional staff on Gender and Development. Veilt-apacitated Regional GAD Focal Point System to become effective champions of GAD advocacles. Strangthen the GAD Focal point system to become effective champions of GAD advocacles. On the CAD Focal Point system to become effective champions of GAD advocacles. Partnership with GODCs and NGOs that will premote Gender and Development, and Child Solids. Tourism and Gevelop callaborative shall promote Gender and PAPS of Stafford Staf | Programs and Activities for the DOTS and partner agencies | |
| MFC: Tortish Policy Formulation and Planning Program MFC: Admin & GAD Focal/Alternate & TouriSM WirRCS Office | | GASS: General Administrative and Support Senvice GASS: General Administrative and Support Senvice MFO: Touriam Pelloy Formulation & Planning Program | | |
| Mainstreaming and HODG frainings | | Conduct of Capacity building seninar which include Gender Sensitively Tealing. | | |
| 013730V 00000 0100 010 01000000 | No. of Trainings Conducted - three (3) GAD related trainings/ activity conducted in support to the conflucting capacity sudding efforts of the DOT 12 Employees and Project OthersicsGAD trainings which include (1) GSTGA, (1) GSB and (1) HGDG trainings participated: 45% of taggst platfolparts standed and railed the training and development program as satisfactory2D persons trained 60% of atlandees are female3-day training conducted | No. of Training Conducted No. of Meebings Conducted and Attended percentage of Target participants attended and ratted the training and development assistance/light, and DOT 12 GFFS members, project Officers and employees attendees Percentage of Renale participants attendees of the training and employees attendees for the training not employees attendees for the training not employees attendees and rated the training meeting, and development program as satisfactory - Two (2) (ADD-related training/bez-livities conducted in support of the confluence passibly-building efforts of the Four (4) FDFS Meetings were conducted in support of the confluence and the confluence of the COTT (2 GFFS) (2 | No. of consultative meetings attendedNo of representatives participate in the consultative meetings. 2 consultative meetings attended by 1 representative neetings attended by 1 representative. No. of ceapacity building programs conducted Percentage of employees who attended the capacity building programPercentage of attendees who rated the training as satisfactory. 2 Capacity-building Programs during the first and second quarters of the year 70% of the employees attended the capacity-building programs 100 % of the attendeds the capacity-paiding programs 100 % of the attendess rated the training as satisfactory. | No. of staff that are gender sensitive and aware of gender issues and concerns in the tourism sector in the region. All regional saff aregarder sensitive and are aware of gender issues and concerns in the tourism sector in the region. |
| Region 5 20,000.00 | | Region 5 6,290,00 Region 7 183,000.00 Region 6 50,000.00 Region 12 50,000.00 | | |
| GAA | | GAA GAA | | |
| GPS/S Tourism Worcs Officer Tourism Worcsco-partnered with OTDPRIM for the SDD | | GAD Focal and Alternate Focal Point Persons of DOT R5 / GF95/ Project Officers GAD Focal Point Systemand All Divisions Region 7 | | |

BACOMO-LAPITAN
BACOMO-LAPITAN
HEAD, DOT-GFPS TECHNICAL
WORKING GROUP

MA. ESPERANZA CHRISTINA
GARCIA FRASCO
DEPARTMENT SECRETARY



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| Philippine Commission on Women | |
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55 57 Director Annavie E. Bacomo-Lapitan Prepared By: Head, DOT-GFPS Technical Working Group Lack of dedicated personnel to ensure that tourism development potents and promotes the generate well-being of the Pilipino people, particularly in the area of investment, to include the monitoring and prevention of any set 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) Limited awareness and appreciation of regional personnel on the use of GAD tools and Application of Gender Analysis and using results to formulate GAD PAPs Limited capacity of regional GFPS to provide intervention on women economic concerns in tourism A need to continuously conduct GST for new employees, permanent and Contract of Service (COS) status Limited opportunities for GFPS members in the region to be trained on the use of GAD tools Limited personnel applying for the position at the regional office to handle programs for women and children Non-continuity of an awareness campaign or training programs on GAD Lack of immersion and exposure to the tourism products of other areas when it comes to women's sconomic empowerment intervention His personnel hast will hands the Tourism integrates. Support and Minds Women's. Respect and Child Selery program of the department, with the following functions;) victims on gender-based violence in burism, monitor and spect GBV cases to the GPPS and it.) regional GAD beat persons in the in plemartation, monitoring and evaluation of GAD PAPs in its respective regions. Increased level of capacity ofDOT officials and employees on gender analysis and mainstreaming gender in Tourism programs and To be able to acquire knowledge on providing responsive WEE intervention in the region Increase the level of awareness and appreciation of regional personnel and officials **Department Secretary** Approved By: Ma. Esperanza Christina Garcia Frasco MFO. Tourism Policy Formulation & Planning Program MFO: Planning and Admin GASS: General Administrative Services and Support ATTRIBUTED PROGRAM Increase the number of TouRISM MoRCS Officers Intered all over the country from 8 to 10 regions Capacidate ham through the conduct of GAD-related trainings on GST, Women's Right and Laws, SEAH, gender statistics assessment among others and other necessary trainings under the TouRISM with free country trainings under the TouRISM Conduct of Training for new and existing DOT employees: and conduct of Capacity building training on (1) Use of 6A tools (2) Training on CMEF (3) Training on HGDG and (4) GPB 25 participants Conduct of Learning Exchange for WEE Intervention in support to "Turismo Para kay Juana" among the success tourism product in Region XII Branding and Marketing Communications Program No, of Tourim Worcs Officers hired - 14 Tourism Worcs Officers hired No of fourism products for WEE intervention developed for the region - 1 Tourism products for WEE intervention developed for the region No. of Activities Conducted No. of participants attended the workshop- 4 Activities conducted25 participants attended the workshop No. of training conductedNo, of personnel trained - 2 Training conducted - 1. On the use of GAD tools, 2, Gad Plan and Budget Training20 personnel trained No, of activities conductedNo, of personnel oriented - 1 Basic GAD Orientation conducted20 personnel oriented TOTAL GAD BUDGET SUB-TOTAL Region 6 250,000.00 CAR 300,000.00 OSC 7,409,245.44 CAR 200,000,00 Region 11 140,000.00 01/29/2024 Date 333,723,840.38 333,723,840.38 GAA GAA GAA GAA GAA osc Regional Office GAD Focal Point System Planning/Admin Branding and Marketing Communications Administrative Section Planning/ Admin

Gause of Gender Issue

GAD Result Statement /GAD Objective

> Relevant Organization MFO/PAP or PPA

> > **GAD Activity**

GAD Budget

BAEOMO-LAPITAN
HEAD, DOT-GFPS TECHNICAL
WORKING GROUP

E. MA. ESPERANZA CHRISTINA
GARCIA FRASCO
DEPARTMENT SECRETARY

