

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%

Gender Issue (GAD Needs)	Cause of Gender Issue	GAD Result Statement (GAD Outputs)	Relevant Distribution (MPO's or PA)	GAD Activity	Performance Indicators (Region)	GAD Budget	Source of Budget	Responsible Unit
CLIENT-FOCUSED ACTIVITIES								
1 Philippine Plan for Gender-Responsive Development (PPGD) 1995-2025 Goal No. 3	Insufficient awareness on GAD-related laws	Heightened awareness on GAD-related laws	MPO: Capacity Building Program	Conduct of seminar on Gender and Development Related Laws	90% of target participants attended and rated the training and development program as satisfactory - 30 persons trained/80% of participants completed the 3-day training conducted	Legal Affairs Service 150,000.00	GAA	Legal Affairs Service, Central Office
2 Limited opportunities for women to participate in community-based tourism projects related to cultural and eco-adventure tourism	Limited capacity training for community based tourism	Women and men have equal access to Community Based Training	MPO: Tourism Development Division	Conduct of capacity building program for Community Based Training (CBT)	5 capacity building programs - 100% of the participants rating the training as satisfactory	Region 7 250,000.00	GAA	Region VII
3 Limited participation among tourism stakeholders to achieve DOT's GAD goals and objectives	GAD initiatives/induction stakeholders are least priority	Strong partnership with tourism stakeholders and DOT for GAD initiatives	MPO: Market and Product Development Planning	GAD Orientation Training specifically on (1) Sex & Gender and (2) Training conducted specifically on (1) Sex & Gender and (2) Training for all Private Tourism Stakeholders (PTT)	Indicator- No. of Region 11 tourism stakeholders who attended the activities - 27 training conducted specifically on (1) Sex & Gender and (2) Training for all Private Tourism Stakeholders (100 per x 3 training)	Region 11 150,000.00	GAA	MPO/TPC
4 Limited access to promotions and activities through social media	Lack of awareness on information, promotions and activities through social media	To provide Metro Manila's stakeholders and wider circle promotion and activities	MPO: Tourism Development Division Product and Development Unit (PMOU)	GAD Orientation Training specifically on (1) Sex & Gender and (2) Training for all Private Tourism Stakeholders (PTT)	Indicator- No. of NCR tourism stakeholders who attended the activities - Using social media to position and touch base with Metro Manila's stakeholders and tourists through workshops, seminars and activities	NCR 1,600,000.00	GAA	Tourism Development Division under Product and Market Development Unit (PMOU)



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Gender Issue	Cause of Gender Issue	QAQ Result /Cause/ Objective	Relevant Organization /Agency or PRA	QAQ Activity	Performance Indicators /Targets	QAQ Budget	Source of Budget	Responsible Unit
8	High incidence of stereotyping as evidenced by domination of males or females in particular position.	Lack of recognition on the significant role and contribution of women as artisans and artists to national development and promotion of women's capabilities.	MFO: Market and Product Development Program	Conduct of Tourism events featuring Women artists and artisans	Indicator: No. of tourism events participated - Target: 5 tourism events participated	Region 10 200,000.00	GAA	Market & Product Development (Market Team)
8	High incidence of stereotyping as evidenced by domination of males or females in particular position.	Lack of awareness of various genders or equal labor opportunity	MFO: Market & Product Development Program	Production of ATR with core message that builds stereotyping or traditional jobs for women in the Tourism sector	Indicator: Producer of tourism related VAWO video clip - Target: 2 VAWO clips produced	Region 10 100,000.00	GAA	Market & Product Development (Market Team)
10	High incidence of stereotyping as evidenced by domination of males or females in particular position.	Gender stereotypes and gender bias for tourism jobs still exist in the tourism-related enterprise	MFO: Tourism Development Division under Industry Manager Development Unit (IMDU)	Conduct of skills training for women in Community Based Tourism (CBT) communities in partnership with LGU	Indicator: Producer of tourism related VAWO video clip - Target: 1 training activity with 30 participants - 30 participants 2 training activity with 50 participation - 50 participants 1 training activity with 30 participants - 30 participants 1 training activity with 30 participants - 30 participants	NCR- Manila/Venue Van Hing Speaker's Honorarium/Incentive Tolens Cellular Card and Miscellaneous Expenses 355,000.00 NCR- Manila/Venue Van Hing Speaker's Honorarium/Incentive Free Training Materials Tolens Cellular Card and Miscellaneous Expenses 80,000.00 NCR- Manila/Venue Van Hing Speaker's Honorarium/Incentive Free Training Materials Tolens Cellular Card and Miscellaneous Expenses 320,000.00	GAA	Tourism Development Division under Industry Manager Development (IMDU)
11	Low level of participation of women in capability/ capacity development planning, promotion and regulations particularly in the development of the Tourism Development Plan in the LGU	Unfilled opportunities for women participation in capability/ capacity development planning (as it depends on the LGU)	MFO: Tourism Industry Training Program	Contact of Capability Development for LGU Partners and Implementation (C4P)	Indicator: No. of CAR tourism stakeholders who attended the activities - 2 capability development conducted	CAR 150,000.00	GAA	Training with counterpart from LGU
12	Observance of RA 8208 "Anti-Travelling in Persons Act of 2003" and Proclamation 1160 Series of 2021 declaring the month of July as National Anti-Travelling in Persons Awareness Month	Unfilled QAQ related trainings for tourism establishments and local government units on Anti-Travelling in Persons	MFO: Tourism Industry Training Program	Contact of Child Safe Tourism Training to LGU and Tourism Establishments	Indicator: No. of Traveling families conducted - One (1) Child Safe Tourism Training to LGU and Tourism Establishments conducted, or persons trained/ attended the activity or training - Target: 50% of target participants attended and rated the training and development program as satisfactory/50 percent female 49%-50% of attendees are female/2 day training conducted	Region 12 70,000.00	GAA	Training Unit



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Indicator No.	Gender Issue	Causes of Gender Issue	GAD Result Statement (GAD Outputs)	Regional Organization (MFCOP or PVA)	GAD Activity	Performance Indicators (Targets)	GAD Budget	Source of Budget	Responsible Unit/Office
13	Capacity Building Program in support to local product development of LGUs who are lacking of gender lens	Gender and Development were not mainstreamed in the tourism master plan of LGUs in the region	Highlight awareness & appreciation on GAD among tourism planners and initiatives to mainstream GAD agenda in tourism initiatives	MFCO-Tourism Policy Formulation & Planning Program	Technical Assistance for the Formulation of the Tourism Development Plan with Gender Analysis	No. of Technical Assistants provided; No. of LGUs participated - 27 Technical Assistance for the Formulation of Tourism Development plan with Gender Analysis to 2 LGUs	Region 13 80,000.00	GAA	Planning
14	Annual Celebration of Women's Month per RA 6949; Proclamation No. 227 Month per Proclamation No. 224 An Act to Declare March 8 of Every Year as a Working Women's Day to be known as National Women's Day;	Lack of recognition on the value of women in the 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 women of indigenous tribes. Poor acknowledgment and recognition of the efforts made by women in the tourism industry Need to highlight, recognize and celebrate women's contribution to the nation's development. Women's significant role is not recognized and given much importance.	To highlight the appreciation of the roles played by women in the tourism sector Celebrate the contribution of women and children indigenous tribes in development group provision of Livelihood Skills Training Awareness and Involvement regarding projects and activities in line with the celebration of Women's month To raise the awareness of the general public on the role of women in tourism and development well-recognized through the active participation of DOT/VA partners in the Women Empowerment Workshop. Women's role in development is celebrated and well-recognized through the active participation of DOT/VA partners in the Women Empowerment Workshop. To recognize the Women's significant role in development and give importance and appreciation to the women of indigenous tribes	MFCO-Market and Product Development (MFPD) MFCO-GMS MFCO-Tourism Policy Formulation & Planning Program MFCO-Tourism Industry Training Program/Market and Product Development Program	Conduct of Women's Day Celebration	No. of one product sold/one product sold (PS) - 200 per product sold/one product sold - 100 (PS) No. of women recognized during (STAR) (PS) - 5 women recognized during (STAR) (PS) Indicator: No. of Region IV-A tourism stakeholders who attended the activities - 30 women will benefit from the conduct of one (1) training. Indicator: No. of Region IV-A tourism stakeholders who attended the activities - 100 Region IV-A tourism stakeholders who attended the activities. Indicator: No. of Region VII tourism stakeholders who attended the activities - 100% of stakeholder participants for the Women's Month Celebration Indicator: Number of activities conducted (PVA) - Target One (1) activity conducted (Tourism Workers) Training (PVA) Indicator: No. of Region V tourism stakeholders who attended the activities - 1 event sponsored with at least 50 P women beneficiaries	Region 7 200,000.00 Region 4B 300,000.00 Region 6 150,000.00 Region 10 250,000.00 Region 11A 300,000.00 Region 5 50,000.00 Region 5 50,000.00	GAA GAA GAA GAA GAA GAA	RS MPO Unit, Regional Office Region VII, and Region VIII, Market and Product Development Unit, Tourism Standards and Accreditation System, Tourism Development and Industry Training
15	Annual Celebration of Women's Month per RA 6949; Proclamation No. 227 Month per Proclamation No. 224 An Act to Declare March 8 of Every Year as a Working Women's Day to be known as National Women's Day;	Employment of women in the tourism sector Women's significant role is not well recognized & given importance	To increase awareness and highlight appreciation and recognize & given importance to support the role of gender and development in the tourism industry To increase awareness of tourism establishments on gender issues and concerns in tourism and promote compliance in tourism gender related laws	MFCO-Tourism Policy Formulation & Planning Program MFCO-Support to Operators	1. Conduct forum on the Region Tourism on Gender and DOT/VA partners among SOAs 2. Conduct of GAD awareness campaign to various establishments in tourism and concerns building or technical empowerment activities for GAD sources/ local persons for compliance by GAD establishments and conduct of inspection and SOP creation.	No. of activities conducted - Conducted 1 forum Region 6 200,000.00 Region 5 200,000.00	GAA GAA	CSC	
16	Absence of gender perspective in the DOT accreditation processes of tourism establishments	Non-integration of GAD in the accreditation of tourism establishments Low appreciation and limited capacity building in the Accreditation Establishments	To increase awareness of tourism establishments on gender issues and concerns in tourism and promote compliance in tourism gender related laws	MFCO-Standardization & Enforcement Program MFCO-Standardization & Enforcement Program	1. Conduct of GAD awareness campaign to various establishments in tourism and concerns building or technical empowerment activities for GAD sources/ local persons for compliance by GAD establishments and conduct of inspection and SOP creation. Indicator: No. of Region 2 tourism stakeholders who attended the activities - 308 MSB members, organized & inspected	Region 12 100,000.00 Region 2 220,203.00	GAA GAA	Accreditation	

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Gender Issue / CSD Metrics	Cause of Gender Issue	GOI Result / MDAO Objective	Relevant Organization / MPO/PI or PPA	GOI Activity	Performance Indicators / Targets	GOI Budget	Source of Budget	Responsible Unit / Office
1. Objectification of women and children in tourism promotions and marketing campaigns	2. Prevalence of sexist views and gender inequality in existing tourism promotional materials	3. To increase the compliance of tourism establishments with other standards on gender-responsive tourism standards	4. MFC: Market & Product Development Program MFC: Market & Product Development Program MFC: Standard Development and Enhancement Program	6. 1. Conduct GST to stakeholders in the production of collated materials empowering women in tourism campaign against child sex tourism. 2. Conduct materials conducted to the Tourism Officers of LGUs in the regions. 3. Conduct of male college sale program - Bida at Juvaa and Training on Child Protection Policy	7. Indicators: No. of activity/trainings conducted - 3 activities/trainings conducted as follows: - Target One (1) campaign against sexist tourism promotional materials conducted to the Tourism Officers of the LGUs in the region/One (1) workshop on gender-responsive branding, marketing and campaigning campaign for Tourism No. of events/signage of LGUs expedited. 2 events/signage for promotion of gender and development in the Region - 1. Bida at Juvaa Campaign in the said Women's Month. 2. Training Month 11. LGUs expedited on Child Protection Policy in line with the National Children's Month	8. Region 12 350,000.00 Region 13 100,000.00 Region 1 120,000.00	9. GMA GMA GMA	10. Tourism Marketing Section Marketing Unit MFD Acquisition Unit

18. Presence of Child sex tourism & trafficking	1. Lack of vigilance in monitoring operations of TEs 2. Lack of vigilance in monitoring operations of TEs 3. Lack of vigilance among TEs on child sex tourism and trafficking 4. Lack of vigilance among TEs on child sex tourism and trafficking	5. Strengthened vigilance of authorities in monitoring operations of TEs 6. Strengthened vigilance of authorities in monitoring operations of TEs 7. TEs have greater vigilance on child sex tourism and trafficking 8. TEs have greater vigilance on child sex tourism and trafficking	9. MFC- Training Unit MFC: Market & Product Development Program MFC- Tourism Industry Training Program MFC- Training Unit MFC: Standard Development & Enhancement Program	11. Conduct of DOT Project Promotion, Tourism to End Child Sex Tourism & Trafficking activities	12. Indicator: Number of Trainings conducted - 1 Training conducted on TOURISM WORKS to 50 TEAs Indicator: Number of Trainings conducted - Target: Three (3) trainings conducted with a total of 120 participants Indicator: Number of Trainings conducted - 2 Trainings on Target: Oriented Police for Community Order and Protection (TOPOP) to 50 Tourist Police Indicator: Number of TEs who respond site visits - Target: 20 TEs on the spot site visits conducted Indicator: Number of AVP conducted - Target: 2 AVP campaign against Child Sex Tourism & Trafficking	13. Region 13 109,480.00 Region 10 100,000.00 Region 10 240,000.00 Region 10 100,000.00 Region 13 250,000.00	14. GMA GMA GMA GMA	15. Tourism Standards and Regulations and Training Section Tourism Development Market & Product Development (Media Team) Tourism Development Tourism Standards and Regulations and Training Section
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Gender Issue	Gender Issue	GAD Result	Relevant Organization	GAD Activity	Performance Indicators	GAD Budget	Source of Budget	Responsible Unit/Office
18	Tourism stakeholders lack awareness on GBV and SHEVA-related laws resulting in passive attitude to complaints	Failure or delayed action of/for victims Lack of established referral systems for SHEVA GBV cases reporting and resolution in TES RTE owners are not capacitated on GAD-related concerns in the tourism industry Lack of law enforcement's ability to handle major tourism destinations Lack of awareness of the tourism stakeholders for GBV and SHEVA-related laws	To have an intensified awareness campaign on GBV and SHEVA laws in the tourism sector and major operators of TES To promote gender equality and awareness of GAD related policies and regulations To provide victim-concerned citizens access to referral help in reporting cases To provide along police visibility in major tourism destinations The owners have heightened awareness on GAD-related concerns and laws Improved awareness of stakeholders on GAD-related laws that will address undesirable incidents that affect the tourism industry in Divisoria/Region	MFC: Market and Product Development MFC: Tourism Industry Training Program MFC: Tourism Policy Formulation & Planning Program MFC: Action and Tourism Standards and Accreditation	1. Conduct of Training Workshops on GAD-related Laws and/or Tourism MFCs (R) 2. Conduct of awareness campaigns, seminars, forums, etc. in TES (R) 3. Partnership with PNP for deployment of Tourist Police in major tourism destinations in Region 10, 8, Iloilo City and assessment of bulking Site of Colateral materials production, of TRFS provided with Colateral materials - 5 sets of Colateral materials produced/20 TRFS provided with Colateral materials Indicator: Number of Tourist Police deployed in major tourism destinations - Target: 40 Tourist Police deployed in major tourism sites 1 GAD and SHEVA-related laws training conducted with 40 participants No. of trainings conducted/No. of social media materials, of IEC material created as part of the awareness campaign on GBV and SHEVA Law No. of trainings conducted - 2 GST conducted	R11 200,000.00 R10 100,000.00 R5 50,000.00 R11 450,000.00 Region 8 250,000.00 R5 150,000.00 Region 7 250,000.00	GAA GAA GAA GAA GAA GAA	Region 7, Regional Office GAD Focal Point, SHEVA, Tourism Standards and Regulations and Training section, GAD Focal Point and Accreditation, MPO
20	Low level of gender awareness among tourism local communities	Lack of gender-related promotional materials distributed to tourism stakeholders Low level awareness of GAD related findings conducted for tourism stakeholders Designated Tourism Officers in Provincial/Local/Supervisor changes from time to time Most TRFS lack awareness & understanding of GAD-related laws such as the Magna Carta of Women (MCW)	To increase awareness and heighten participation and recognition women's role in the development of the tourism industry Tourism officers have heightened awareness on GAD-related concerns in tourism sector and become gender sensitive and responsive TOs TRFS have deep understanding of GAD-related laws and regulations, policies that provide benefits to women and men Tourism stakeholders have heightened awareness of GAD	MFC: Industry Training MFC: Marketing and Product Development (Industry) MFC: Tourism Policy Formulation & Planning Program MFC: Standards Development & Enforcement Program MFC: Standards Development & Enforcement Program	Conduct of capacity building seminar on GAD and production and procurement of promotional materials distributed or to be given to the tourism stakeholders No. of Tourism Officers who participated in the GAT - 100% (3) sets of large participants attended the GST No. of GST trainees conducted/No. of attendees - 1 No. of GAT trainees conducted/No. of attendees - 1 No. of GAD training program conducted/No. of each per administrative, of tourism stakeholders trained - 1 GAD Training Program conducted/2 batches conducted/0 participants per batch No. of Region 6 Tourism Stakeholders - Produced one (1) AVP for GAD Tourism Best Practices No. of promotional materials produced - 100 pieces of promotional materials Recognized 10 TRFS for their GAD Best Practices - 10 GAD Best Practices Identified Indicator: No. of TRFS identified, 20 TRFS identified with management policies providing benefits to women and men Indicator: Production of tourism related VAWC-related dtp - Target: 2 value dtp produced	Region 10 240,000.00 Region 1 80,000.00 Region 10 240,000.00 Region 1 80,000.00 Region 1 50,000.00 Region 10 100,000.00 Region 5 150,000.00	GAA GAA GAA GAA GAA GAA	Standards Development & Enforcement Program Regional Office GAD Focal Point Accreditation Unit Training Unit

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Gender Issue / GAD Results	Cause of Gender Issue	GAD Result / GAD Output	Relevant Organization / Agency or PTA	GAD Activity	Performance Indicators / Targets	GAD Budget	Source of Budget	Responsible Unit / Office
21 Low level of gender awareness among tourism local communities	Lack of gender awareness and equality of the local communities low level of gender awareness in communities and stakeholders have no gender line Limited application and compliance of tourism establishment on gender-responsive tourism practices Non-integration of GAD in the accreditation of tourism establishments Insufficient seminar conducted on GAD for tourism stakeholders United GAD training for Local Government Units (LGUs), Tourism Oriented and Related Establishments (TORES and TREs) on GAD Low level awareness on the relevance of Gender and Development and women stakeholders	Tourism stakeholders increased level of awareness on GAD To increase participation of LGUs and TREs in GAD-related trainings Heightened gender awareness of communities for gender equality/stakeholders see gender sensitive Heightened awareness on GAD of tourism stakeholders Tourism stakeholders have heightened awareness	MFC/ Industry Training MFC/ Accreditation MFC/ TDO/TD/TSP GABS: General Administrative Service MFC/ Standards Development and Enforcement Program MFC/ SAA	1. Conduct of Gender and Development (GAD) Orientation and Gender Sensitivity Training (GST) to tourism stakeholders with GAD components for stakeholders with gender concerns (e.g., LGUs, TORES/PTAs, etc.) 2. Incorporation of Gender sensitivity training of Gender sensitivity training on the relevance of gender and development and women stakeholders for stakeholders	No. of GST trainings conducted/ no. of attendees - 2 GST trainings conducted/100 Attendees No. of training conducted/percentage of participants from local communities who completed the training satisfactorily - 2 trainings conducted/ 0% of participants from local communities who completed the training satisfactorily	Region 12 100,000.00 Region 12 70,000.00 Region 7 250,000.00 Region 1 120,000.00 Region 4 300,000.00 Region 11 60,000.00 Region 12 70,000.00	GAA GAA GAA GAA GAA GAA	Planning/Adm. Office Region 7 SAA Training Unit GAA

No. of trainings conducted/ no. of attendees - 2 trainings/100 Attendees

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

No. of Training seminar conducted/ No. of persons trained/ attended the activity or training/ Percentage of female participants who attended and noted the training and development program as satisfactory/Percentage of female respondents No. of days of training - One (1) Gender Sensitivity training to LGUs and Tourism Establishments attended/ person trained/ 90% of target participants attended/ noted the training and development program as satisfactory/ 40%-50% of attendees are female/ day training conducted

No. of Training seminar conducted/ No. of persons trained/ attended the activity or training/ Percentage of female participants who attended and noted the training and development program as satisfactory/Percentage of female respondents No. of days of training - One (1) Gender Sensitivity training to LGUs and Tourism Establishments attended/ person trained/ 90% of target participants attended and noted the training and development program as satisfactory/ 40%-50% of attendees are female/ day training conducted

No. of GST training conducted - 1 GST training conducted specifically on the relevance of gender and development and women stakeholders for stakeholders



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Item No.	Gender Issue / Road Marker	Cause of Gender Issue	DOT Goal / RMO Objective	Reference / Policy	DOT Activity	Performance Indicators / Risks	Cost Budget	Source of Budget	Response Unit
24	Lack of tourism gender-disaggregated data for evidenced based GAD Programs implementing and monitoring	1. Limited awareness/knowledge of LGU local tourism and the use of SDO tools in data building 2. Very low compliance on the use of standard statistical reporting forms of sex-disaggregated data 3. Very low compliance on the use of standard statistical reporting forms of sex-disaggregated data 4. Limited training on Tourism Statistics Data collection & analysis of sex-disaggregated data	1. Increase capacity on the collection and use of sex-disaggregated data among LGU local stakeholders 2. Establishment of tourism statistical data and coaching of Local Tourism Statistics System (LTSS) 3. Intake data gathering for the creation/enhancement of tourism and national tourism development plans and policies for global competitiveness in consideration of the New Normal	MFO: Tourism Policy Formulation & Planning Program MFO: Tourism Policy Formulation & Planning Program MFO: Tourism Policy Formulation & Planning Program	1. Conduct capacity building or technical empowerment activities for GAD data reporting persons on sex-disaggregated data building, reporting and data building 2. Conduct on policy meeting in the LGU Level 3. Conduct of capacity building to tourism stakeholders the odd task building, with the various DOT working group and product of respective entities consisting emergency response and GAD related laws	No. of technical assistance - 4 technical assistance provided to tourism stakeholders/GUs No. of technical assistance - 8 technical assistance provided to tourism stakeholders/GUs No. of technical assistance - 9 technical assistance provided to tourism stakeholders/GUs	Region 2 63,000.00 Region 2 60,000.00 Region 12 18,000.00	GAA GAA GAA	Planning Planning LTR-compliance with OTDR/IM for the SDO Planning
25	RA 9595 of the Tourism Act of 2009 has not been fully implemented in various tourism products, and promotes the general wellbeing of the Filipino people, to include the monitoring and prevention of exploitation of women and children in tourism (Pulse 1-Carnel Provestad/Section 2 - Objektivsky)	1. Women and children are disproportionately affected by sex-trafficking due to various factors such as: sex education, and social gender norms that can leave them more susceptible to exploitation, and 2. Lack of knowledge in identifying sex-trafficking in tourism establishments 3. Lack of or absence of GAD Holographic and Hotline Report Numbers	1. Provide information on Hotline Report Numbers 2. The Tourism WAPCS sample aims to: To equip tourism front liners in identifying sex-trafficking of women and children in tourism establishments, 2. To establish a framework for identifying and addressing sex-trafficking within tourism establishments, covering a scope and implementation procedure of measures, staff training, and cooperation with law enforcement and relevant stakeholders, 3. To encourage the development of policies and practices to prevent women and children exploitation in the tourism industry, 4. To improve the gender equality and women's empowerment and promote the culture of tourism where women's and children's rights are respected	MFO: Industry Training Program MFO: Market and Product Development Program	1. Conduct of Tourism worker training program focused on policy meeting in the LGU Level 2. Conduct of capacity building to tourism stakeholders the odd task building, with the various DOT working group and product of respective entities consisting emergency response and GAD related laws	No. of training conducted - Conduct one (1) Tourism WAPCS training to all frontliners of accredited Tourism establishments No. of Holographic trained and distributed to Tourist Destination - 100 No. of independent materials in the Tourist Destination across the region, -100	Region 4B 215,000.00 Region 4A 272,000.00 Region 5 100,000.00 Region 5 80,000.00 Region 5 80,000.00 Region 5 20,000.00 Region 5 20,000.00 Region 5 10,000.00	GAA GAA GAA GAA GAA GAA GAA	Industry Training GAD Focal Persons and Alternate Focal Point Persons of DOT HS / GFWS
26	Lack of facilities responding to the different needs of women and men such as: diaper changing and breastfeeding stations, gender-neutral restrooms or GAD compliant facilities in Tourism Establishments	1. Lack of gender sensitivity/awareness of frontliners 2. Lack of accreditation of tourism establishments	1. Gender-sensitive and PWD-friendly facilities are adequately installed 2. Accreditation of tourism establishments	MFO: Tourism Standards & Accreditation Program	1. Conduct Seminars on Gender Sensitive and PWD-friendly facilities in TR, 2. Prepare guidelines of accreditation of tourism establishments to DOT accreditation system 3. Conduct inspection, monitor, and evaluate operations of TES	No. sanitary and hygiene conducted - integration of gender perspective in standards and accreditation - No. of inspected Tourism establishments - 1 seminar conducted - integration of gender perspective in standards and accreditation - 100	Region 8 180,000.00 Region 8 180,000.00	GAA	GAD Focal Persons and Accreditation
27	There is a low number of advanced gender-sensitive facilities and services to address the needs of LGBTIQ+ community in various tourism destinations and enterprises.	1. Lack of awareness in the provision of gender-sensitive facilities and services to address the needs of LGBTIQ+ community in various tourism destinations and enterprises. 2. Lack of representation from the LGBTIQ+ community in formulating GAD interventions in the tourism industry	1. A gender-responsive tourism experience for LGBTIQ+ community in various tourism destinations and enterprises 2. To have an inclusive tourism industry providing equal opportunities for all	MFO: Tourism Industry Training Program/Market and Product Development Programs MFO: Tourism Policy Formulation and Planning Program	1. Conduct/attend in PWR summit or any other related activities (RBI2, Conduct of CALABARZON PWR Tourism Summit (PWR)	Indicator: No. of Region IVA tourism stakeholders who attended the activities - Target: 100 Region IVA tourism stakeholders who attended the activities. No. of Pride activity conducted/ attended - at least 1 Pride activity/conducted/ attended	Region 4A 210,000.00 Region 8 15,000.00	GAA GAA	Training Unit/Market and Product Development Unit GAD Focal Point System

28	Gender Issue / GAD Issue	Cause of Gender Issue	GAD Issue / GAD Objective	Relevant Organization / MFO/PA or PFA	GAD Activity	Performance Indicators / Targets	GAD Budget	Source of Budget	Responsible Unit / Office
28	Some tourism products are not gender sensitive	Lack of awareness on the use of gender-sensitive language	To incorporate gender and development in the development of a tourism product tour circuit	MFO- Standard Development & Environment Program	1. Gender Sensitivity Orientation/Forum among tour guides 2. Gender Sensitivity Orientation/Forum among tour guides 3. Gender Sensitivity Orientation/Forum among tour guides 4. Gender Sensitivity Orientation/Forum among tour guides 5. Gender Sensitivity Orientation/Forum among tour guides	No. of orientation/forums conducted - 2 No. of participants attended - 200 No. of trainings conducted - 100% of target participants attended (80% per Forum)	PHCD 6,026,861.84	GAA	Regional Office GAD Focal Point System, OTD/PRM, Region VIII
28	Limited programs highlighting inclusivity, gender empowerment, and promoting women	Lack of awareness on gender sensitive basic information among tourism industry stakeholders	Highlight awareness and appreciation of GAD among tourism planners and initiatives to mainstream GAD agenda in tourism initiatives	MFO- Tourism Policy Formation and Planning Program	1. Gender Sensitivity Orientation/Forum among tour guides 2. Gender Sensitivity Orientation/Forum among tour guides 3. Gender Sensitivity Orientation/Forum among tour guides 4. Gender Sensitivity Orientation/Forum among tour guides 5. Gender Sensitivity Orientation/Forum among tour guides	No. of forums conducted - 100% of target participants attended - 100% of target participants attended No. of trainings conducted - 100% of target participants attended - 100% of target participants attended	Region 9 200,000.00	GAA	Region 9, Malaria Product and Development, Planning Section
28	Lack of awareness on gender sensitive basic information among tourism industry stakeholders	Lack of gender responsive tour circuits	Tourism stakeholders have highlighted the need for gender sensitive and support services	GASS: General administrative and support services MFO TDO/TSP	1. Gender Sensitivity Orientation/Forum among tour guides 2. Gender Sensitivity Orientation/Forum among tour guides 3. Gender Sensitivity Orientation/Forum among tour guides 4. Gender Sensitivity Orientation/Forum among tour guides 5. Gender Sensitivity Orientation/Forum among tour guides	No. of consultation workshops conducted - 2 No. of participants attended - 100% of target participants attended - 100% of target participants attended	Region 7 250,000.00 Region 9 50,000.00	GAA	Region 7, Malaria Product and Development, Planning Section
28	Limited orientation on gender fair language and gender-sensitive approaches provided among tour guides	Gender and Development were not mainstreamed in the tourism master plan	To increase awareness on gender sensitive basic information among tourism industry stakeholders	MFO- Capacity Building Program	1. Gender Sensitivity Orientation/Forum among tour guides 2. Gender Sensitivity Orientation/Forum among tour guides 3. Gender Sensitivity Orientation/Forum among tour guides 4. Gender Sensitivity Orientation/Forum among tour guides 5. Gender Sensitivity Orientation/Forum among tour guides	5 of 5 participants completed - 100% of target participants who completed the training satisfactorily/100% of participants completed with GAD principles integrated			
28	Lack of awareness on gender sensitive basic information among tourism industry stakeholders	Lack of gender responsive tour circuits	To increase awareness on gender sensitive basic information among tourism industry stakeholders	MFO- Capacity Building Program	1. Gender Sensitivity Orientation/Forum among tour guides 2. Gender Sensitivity Orientation/Forum among tour guides 3. Gender Sensitivity Orientation/Forum among tour guides 4. Gender Sensitivity Orientation/Forum among tour guides 5. Gender Sensitivity Orientation/Forum among tour guides	No. of workshop conducted/No. of participants - 1 gender sensitivity training conducted/30 participants			
28	Lack of awareness on gender sensitive basic information among tourism industry stakeholders	Lack of gender responsive tour circuits	To increase awareness on gender sensitive basic information among tourism industry stakeholders	MFO- Capacity Building Program	1. Gender Sensitivity Orientation/Forum among tour guides 2. Gender Sensitivity Orientation/Forum among tour guides 3. Gender Sensitivity Orientation/Forum among tour guides 4. Gender Sensitivity Orientation/Forum among tour guides 5. Gender Sensitivity Orientation/Forum among tour guides	No. of workshop conducted/No. of participants - 1 gender sensitivity training conducted/30 participants			
28	Lack of awareness on gender sensitive basic information among tourism industry stakeholders	Lack of gender responsive tour circuits	To increase awareness on gender sensitive basic information among tourism industry stakeholders	MFO- Capacity Building Program	1. Gender Sensitivity Orientation/Forum among tour guides 2. Gender Sensitivity Orientation/Forum among tour guides 3. Gender Sensitivity Orientation/Forum among tour guides 4. Gender Sensitivity Orientation/Forum among tour guides 5. Gender Sensitivity Orientation/Forum among tour guides	No. of workshop conducted/No. of participants - 1 gender sensitivity training conducted/30 participants			

29	Gender Issue / GAD Issue	Cause of Gender Issue	GAD Issue / GAD Objective	Relevant Organization / MFO/PA or PFA	GAD Activity	Performance Indicators / Targets	GAD Budget	Source of Budget	Responsible Unit / Office
29	RA 8533 of the Tourism Act of 2009 has mandated the DOT to ensure the tourism industry is gender sensitive	Lack of awareness on gender sensitive basic information among tourism industry stakeholders	To conduct the negative impact of tourism on women and children	MFO- Capacity Building Program	1. Gender Sensitivity Orientation/Forum among tour guides 2. Gender Sensitivity Orientation/Forum among tour guides 3. Gender Sensitivity Orientation/Forum among tour guides 4. Gender Sensitivity Orientation/Forum among tour guides 5. Gender Sensitivity Orientation/Forum among tour guides	-Percentage of target participants who attended and raised the training and development program as satisfactory - No. of participants attended - 100% of target participants attended - 100% of target participants attended -Percentage of target participants who attended and raised the training and development program as satisfactory - No. of participants attended - 100% of target participants attended - 100% of target participants attended -Percentage of target participants who attended and raised the training and development program as satisfactory - No. of participants attended - 100% of target participants attended - 100% of target participants attended	OMND 700,000.00 GAA OMND GAA OMND 2,500,000.00 GAA OMND 200,000.00	GAA	OMND
30	Lack of capacity to assess GAD responsive and sensitivity among community-based tourism organization members, tourism stakeholders and MICE organizers	Lack of awareness on GAD and related policies	To promote gender equality and awareness of GAD related policies and regulations in community based tourism organizations	MFO-Admin and GAD Focal	1. Gender Sensitivity Orientation/Forum among tour guides 2. Gender Sensitivity Orientation/Forum among tour guides 3. Gender Sensitivity Orientation/Forum among tour guides 4. Gender Sensitivity Orientation/Forum among tour guides 5. Gender Sensitivity Orientation/Forum among tour guides	-Percentage of target participants who attended and raised the training and development program as satisfactory - No. of participants attended - 100% of target participants attended - 100% of target participants attended -Percentage of target participants who attended and raised the training and development program as satisfactory - No. of participants attended - 100% of target participants attended - 100% of target participants attended -Percentage of target participants who attended and raised the training and development program as satisfactory - No. of participants attended - 100% of target participants attended - 100% of target participants attended	Region 8 300,000.00	GAA	GAD Focal Persons

ORGANIZATION-FOCUSED ACTIVITIES

CONDUCT OF 6ST TRAINING WORKSHOP FOR COMMUNITY BASED TOURISM WORKERS, TOURISM ESTABLISHMENTS AND MICE ORGANIZERS

PHILIPPINE COMMISSION ON WOMEN

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HEAD, DOT-CRPS TECHNICAL WORKING GROUP

MA. ESPERANZA CHRISTINA GARCIA BRASCO
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DEPARTMENT OF TOURISM
PHILIPPINES

ACF312

22 Gender Issues
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Low level of gender awareness among tourism local communities

Unified training opportunities for tourism industry players
 Lack of GAD-related IECs conducted for tourism stakeholders
 Local TRERs lack awareness & understanding of GAD related issues such as the Magna Carta of Women (M/CW)

To enhance the TRERs to have gender sensitive facilities and inclusive services
 Tourism stakeholders have highlighted awareness of GAD as evidenced by gender-sensitive and responsive policies and facilities
 TRERs have deep understanding of GAD related issues as evidenced by management policies that provide benefits to women and men

MTC: Tourism Industry Training Program
 MFC: Skills Development & Enticement Program

R3 and R13 conduct Gender Sensitivity Training on Barter Free Tourism and Conduct of TRERs on gender sensitive facilities and services

No. of GAD training conducted: No. of TRERs completed the training satisfactorily - 1 GAD conducted TRERs completed the training satisfactorily 30 personnel completed the training
 No. of batches conducted: 2-day batches of 20 participants for the forum for Public Stakeholders (Province of Pangasinan) and
 No. of batches conducted: Five (5) batches of 1-day seminar of Gender Sensitivity Orientation to Private Stakeholders
 No. of Tourism Industry personnel trained on Barter Free Tourism - 30 Tourism Industry Personnel trained on Barter Free Tourism
 No. of IEC materials produced with GAD content - 4 IEC materials produced with GAD content
 No. of TRERs are inspected and compliant to gender sensitive facilities and inclusive services - 20 TRERs are inspected and compliant to gender sensitive facilities and inclusive services
 No. of TRERs identified with management policies providing benefits to women and men
 Indicators: No. of forum conducted - one (1) regional-level forum on Gender and Development in Tourism with participation of 100 participants
 No. of large participants identified and trained in the training and development program as satisfactory 90 persons participated 40%-80% of attendees are female
 No. Activities conducted, of participants - 1 gender sensitivity training 30 participants

23 Low level of gender awareness among tourism local communities

Lack of awareness on Gender and Development related policies and legislation among members of the community based tourism organizations
 Lack of fun, holistic activities 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
 To increase awareness on the negative impacts of tourism on women and children

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

Conduct of GAD training which include GSTRFA, GPR and H2020 training in GSTR communities in partnership with LGUs

Region 8
 100,000.00
 Region 12
 100,000.00
 GAA
 Marketing
 Planning Section



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31	National Anti-Trafficking in Persons Awareness Month and World Day Against Trafficking in Person	1	Causes of Gender Issues	2	Gender Issues	3	Causes of Gender Issues	4	Causes of Gender Issues	5	Causes of Gender Issues	6	Causes of Gender Issues	7	Causes of Gender Issues	8	Causes of Gender Issues	9	Causes of Gender Issues	10	Causes of Gender Issues	11	Causes of Gender Issues
32	Section 31-C of the Implementing Rules and Regulations (IRR) of the MCAW and Department Order (DO) 2015-01 shall establish or strengthen their GFPS or similar GAD mechanism to catalyze and accelerate gender mainstreaming within the agency																						
33	Department Order 2021-111 Guidelines for the Department of Tourism's gender and Development (GAD), Tourism Integrates, Support and Infra Women's Rights and Child Safety (Tourism Works) Officer																						
34	RA 7182 and RA 9710 both emphasize the promotion and upliftment of women's human rights and the elimination of gender discrimination in the systems, structures, policies, programs, and processes and mandates all departments to establish and strengthen their GFPS and support Gender and Development Program (GAD) mechanisms to catalyze and accelerate gender mainstreaming within the agency																						
35	PCW-NEDA-DMM Joint Circular 2012-01 stated that any government agency shall conduct gender analysis based on the results of gender analysis tools including Framework (GME), Gender Development and Development Guidelines (GDDG), Participatory Gender Audit and other gender analysis tools																						
36	Observance of RA 8972 Safe Parents Whiles Act which provides safe parents with the necessary resources and support to raise their children despite their unique circumstances.																						
37	Observance of RA 10029 Expanded Breastfeeding Act of 2009 - an act which mandates all health and non-health facilities, establishments or institutions to establish lactation stations.																						

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PHILIPPINE COMMISSION ON WOMEN



PHILIPPINE COMMISSION ON WOMEN

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DEPARTMENT OF TOURISM



DEPARTMENT OF TOURISM

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Center Issue / GAD Mandate	Center of Gender Issue	GAD Issue / GAD Objective	Relevant Organization / Module or PSA	GAD Activity	Performance Indicator / Target	GAD Budget	Source of Budget	Responsible Unit / Office
38 Center Order No. 2021-03-001 Reconduction of the DOT Change Regions GFSs steered to ensure that all members are expanded on GAD	Lack of continuing IEC on GAD to DOT GFSs and personnel	To equip GFS members and personnel with the necessary knowledge to integrate gender planning into the process of program planning and implementation	MFC: General Administrative Support Services	Capacity building of GFSs members/personnel thru the conduct of GAD training	No. of training conducted/No. of participants completed the training satisfactorily - 2 trainings conducted for 30 participants who completed the training satisfactorily No. of training conducted/No. of participants completed the training satisfactorily - 1 training conducted for 30 participants who completed the training satisfactorily	Region 13 33,280.00 Region 13 4,030.00	GAA GAA	Planning Admin
39 Center Order No. 2021-03-001 Reconduction of the DOT Change Regions GFSs: Strengthen the external link with other agencies or organizations working on development to harmonize and synchronize GAD efforts at various levels of governance	The limited reach of DOT GAD-related efforts and initiatives with RLAs	Build continuing partnerships with other agencies for synergistic inter-agency initiatives on GAD	MFC: General Administrative Support Services	Propagate and adopt/propagate in inter-agency GAD-related activities: National Women's Month, 16-Day Campaign to end VAW and Pride Month	No. of inter-agency activities participated with positive feedback - 3 inter-agency activities participated and initiated with positive feedback	Region 13 30,000.00	GAA	Admin
40 Magna Carta of Women Sec. 37a and Compliance of the PCW, NEDA, DBM, JICA Circular No. 2012-01 Guidelines for the Preparation of Annual Gender and Development Plans and Budget and Accomplishment Reports	Adherence to the guidelines of the PCW, NEDA, DBM, JICA Circular No. 2012-01 Guidelines for the Preparation of Annual Gender and Development Plans and Budget and Accomplishment Reports	1. To ensure that gender mainstreaming efforts are effectively planned, implemented, monitored and reported gender mainstreaming, mentioned Consolidated DOT GFS and AS prepared and submitted in compliance with PCW, NEDA, DBM, JICA Circular No. 2012-01 2. Well capacitated personnel to be commensurate with the demands of GAD Advocacy	MFC: Support to Operations MFC: Administrative Services - Training and Development Division GASS: General Administration and Support Services	Conduct capacity building activities on Gender and Development 1. Focus Group Discussions (FGD) Involving GAO Toward Works Officers 2. Workshop on the Use of HODER (Part 1) 3. Conduct of Gender Mainstreaming Workshop	No. of activities organized and facilitated - 3 GAD activities were organized and facilitated	CSC 1,121,172.00	GAA	CSC
41 Low level of gender awareness among DOT personnel	Inufficient awareness of GAD-related concepts, issues and laws applicable to the women in the workplace	Provide awareness on GAD-related concepts and laws particularly in the workplace through seminars and programs to the personnel including JAs and Intra	MFC: Administrative Services - Training and Development Division GASS: General Administration and Support Services	Capacity building training/education in DOT employees such as EST and basic GAD awareness	No. of training conducted/percentage of DOT RI personnel who completed 100% of personnel attendance No. of participants attended and passed the training program as satisfactory/percentage of participants completed the training, of activity conducted - 30 participants attended and completed the training 1 activity conducted	Region 1 30,000.00 TDD 50,000.00	GAA GAA	TDD Administrative Unit

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BY: 
MA ESPERANZA CHRISTINA
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General Issue RMO 2016-01	Cause of General Issue	GOAD Result RMO 2016-01	Relevant Department MFC or PPA	GOAD Activity	Performance Indicators Targets	GOAD Budget	Source of Budget	Responsible Unit / Office
42	Observance of 18-Day VAW Campaign per Proclamation 1172 s. 2008 and 16530 declaring November 25 as National Consciousness Day for the Elimination of VAWC	An increasing incidence of women abuse even in commercialized areas As mandated by law, Need to highlight and recognize women's achievements and disseminate relevant policies and information to empower them	MFC: General Administrative Support Services	Conduct the 18-Day VAW Campaign to End Violence Against Women activities such as but not limited to: VAWC training, production and reproduction of IEC materials, and VAWC related issues Training and forum on VAWC related issues	No. of Training and Advocacy Activities conducted, organized and launched in support of the DOT12 Campaign for the Celebration of Women's Month; No. of persons trained/ attended the activity or training; Conducted one (1) trainings and two (2) personal and professional seminars to DOT personnel and staff; DOT personnel's extended and developed program; 85% of attendees are female; 60% of attendees are female; 40% of attendees are female; 60% of attendees are female	OSG 20,000.00 CAR 70,000.00 Region 12 250,000.00 Region 2 15,000.00	GAA GAA GAA GAA	Marketing Admin and Accreditation Office GOAD Focal Persons
43	Failing to use SDD in DOT's planning and decision-making processes	Lack of appropriate system and mechanism to update SDD or GOAD database Lack of capacity of DOT 6 project officers to utilize the SDD on the formulation of their PAs Lack of Gender and Development Tool strategies and poor use of existing forms and formats for SDD Lack of capacity of DOT 3 project officers to utilize the SDD on the formulation of their PAs Lack of DOT SDD Database Lack of capacity of DOT 6 project officers to utilize the SDD on the formulation of their PAs	MFC: Tourism Policy Formulation & Planning Program MFC: Support to Operations	Conduct capacity building or technical enhancement activities for DOT employees on Sex Disaggregated Data and generation of SDD on TRIS	No. of activities conducted; No. of IEC materials produced; No. of T-shirts produced; Lighting the candle of Regional Office as part of "Change Your hour" Program of 2 IEC materials like Brochure and 20 T-shirts for the DOT R02 Personnel Budget Estimate/Personal 1000, 7891/27/Proc- 8,450, Lead Spotlights 2000, Contingency 1550	Region 8 58,000.00 Region 6 20,000.00 Region 7 50,000.00	GAA GAA GAA	TDP, OLE and RQ, Region 7, OSG, Tourism Admin, Regional Office GOAD Focal Point
		To establish DOT SDD data bank that can be utilized for GOAD planning, PAs implementation and monitoring Train SDD mechanisms are well-organized and utilized for GOAD planning, implementing and monitoring Train SDD widely used as key reference for evidence-based planning & decision-making processes To incorporate the SDD in planning and project implementation To maintain gender on DOT 6 flagship programs and project			No. of participants attended the orientation - 20 per attended the Orientation No. of SDD Data bank organized and developed - 1 Tourism SDD Data Bank organized and developed No. of policy issuances on the generation of SDD No. of datasets updated - Issuance of 1 Policy on the generation of SDD/Updated of 1 DOT 6 GOAD Database Number of SDD file organized - 6 SDD file organized Percentage of DOT project officers attended the capacity building - 75% of the DOT project officers attended the capacity building			

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	Gender Issue	Gender Issue	GAD Issue	Relevant Documentation	GAD Activity	Performance Indicators / Risks	GAD Budget	Source of Budget	Responsible Unit / Office
46	Gender Issue GAD Mandate	Gender Issue	GAD Issue GAD Budget	HRD MCO/GOE Health and Wellness Programs	HRD MCO/GOE Health and Wellness Programs	1. Participation and partnership with USGAD and RAGAD on GAD activities such as conduct of forum on GAD on the request submission of GAD-related services to, visibility of the propagation of GAD	Region 5 10,000.00	GMA	Regional Office GAD Focal Point System All Divisions
47	Gender Issue GAD Mandate	Gender Issue	GAD Issue GAD Budget	HRD MCO/GOE Health and Wellness Programs	HRD MCO/GOE Health and Wellness Programs	1. Participation and partnership with USGAD and RAGAD on GAD activities such as conduct of forum on GAD on the request submission of GAD-related services to, visibility of the propagation of GAD	Region 5 10,000.00	GMA	Regional Office GAD Focal Point System All Divisions
48	Gender Issue GAD Mandate	Gender Issue	GAD Issue GAD Budget	HRD MCO/GOE Health and Wellness Programs	HRD MCO/GOE Health and Wellness Programs	1. Participation and partnership with USGAD and RAGAD on GAD activities such as conduct of forum on GAD on the request submission of GAD-related services to, visibility of the propagation of GAD	Region 5 10,000.00	GMA	Regional Office GAD Focal Point System All Divisions
49	Gender Issue GAD Mandate	Gender Issue	GAD Issue GAD Budget	HRD MCO/GOE Health and Wellness Programs	HRD MCO/GOE Health and Wellness Programs	1. Participation and partnership with USGAD and RAGAD on GAD activities such as conduct of forum on GAD on the request submission of GAD-related services to, visibility of the propagation of GAD	Region 5 10,000.00	GMA	Regional Office GAD Focal Point System All Divisions
50	Gender Issue GAD Mandate	Gender Issue	GAD Issue GAD Budget	HRD MCO/GOE Health and Wellness Programs	HRD MCO/GOE Health and Wellness Programs	1. Participation and partnership with USGAD and RAGAD on GAD activities such as conduct of forum on GAD on the request submission of GAD-related services to, visibility of the propagation of GAD	Region 5 10,000.00	GMA	Regional Office GAD Focal Point System All Divisions
51	Gender Issue GAD Mandate	Gender Issue	GAD Issue GAD Budget	HRD MCO/GOE Health and Wellness Programs	HRD MCO/GOE Health and Wellness Programs	1. Participation and partnership with USGAD and RAGAD on GAD activities such as conduct of forum on GAD on the request submission of GAD-related services to, visibility of the propagation of GAD	Region 5 10,000.00	GMA	Regional Office GAD Focal Point System All Divisions



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DEPARTMENT OF TOURISM PHILIPPINES
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52	Gender Issue	1	2	3	4	5	6	7	8	9
	Gender Issue	Cause of Gender Issue	GAD Budget	Related Organization	GAD Budget	Performance Indicators	GAD Budget	Source of Budget	Responsible Unit	
	United appreciation, awareness, and participation of DOT personnel on GAD and related laws and programs	Inefficient awareness of GAD-related concepts. Limited GAD Training for DOTs Personnel as well as limited training on GAD-related laws provided by the DOTs.	To increase appreciation, awareness and knowledge of DOTs personnel trained on gender and development DOT 5 personnel are well aware and have substantial knowledge of GAD and its related laws, including Child Labor Tourism Obligation GAD-related seminars and training	GASS, General Administrative and Support Service MFC-Tourism Policy Formation and Planning Program MFC-Admin & GAD Regional Offices MFC-Tourism Office	1. Updating of Office GAD Corner; 2. Conduct of GAD trainings which include GSTRICA, GFL, Gender Mainstreaming and HODS trainings	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 5 Personnel trained - Twenty (20) DOT 5S personnel are trained (14 males and 6 females)	Region 5 150,000.00 Region 12 20,000.00 Region 5 20,000.00	GAA GAA GAA	GAD Focal and Alternate Focal Focal Personnel of DOT 5S/ GFPs/ Tourism Officers assigned with OTDPRM for 5S/20	
53	Lack of awareness of regional employees on Gender and Development issues and concerns.	Newly recruited DOT XII GFPs has insufficient and outdated knowledge on Gender and Development laws and mandates Poor understanding of GAD and attribution process on PPA's and training modules Limited awareness of the DOTs personnel on Identifying partners promoting Gender and Development and Child Labor Tourism Limited capacity GAD among staff with only 60% of DOTs personnel are well aware of GAD Gender Sensitivity Training, Gender Mainstreaming and Gender Analysis and Planning	Updated knowledge and increased skills level on GAD mainstreaming is the implementation of PPA To be able to capacitate 100% of the regional staff on Gender and Development Well-developed Regional GAD Focal Point System to become effective champions of GAD education; Strengthen the GAD Focal point system to become effective champions of GAD education Partnership with GOCCA and NSCA that will promote Gender and Development, and Child Labor Tourism and develop collaborative Programs and Activities for the DOTs and partner agencies	GASS, General Administrative and Support Service GAB, General Administrative and Support Service MFC-Tourism Policy Formation and Planning Program MFC-Admin & GAD Regional Offices MFC-Tourism Office	1. Conduct of Capacity building seminar which include Gender Sensitivity Training.	No. of Training Conducted - three (3) GAD related trainings/ seminars conducted in support to the continuing capacity building efforts of the DOT12 Employees and Project Officers/GAD trainings which include (1) GSTRICA, (1) GFPs and (1) HODS trainings No. of target participants attended and persons trained 80% of attendees in female-50% training conducted No. of Training Conducted - three (3) GAD related trainings/ seminars conducted in support to the continuing capacity building efforts of the DOT12 Employees and Project Officers/GAD trainings which include (1) GSTRICA, (1) GFPs and (1) HODS trainings No. of target participants attended and persons trained 80% of attendees in female-50% training conducted No. of consultative meetings/ attendance of representatives/participants in the consultative meetings - 2 consultative meetings attended by 1 representative	Region 5 6,250.00 Region 7 163,000.00 Region 5 50,000.00 Region 12 50,000.00	GAA GAA GAA GAA	GAD Focal and Alternate Focal Focal Personnel of DOT 15/ GFPs/ GAD Focal Point System and All Divisions Region 7 Tourism Women Officer	

No. of capacity building programs conducted/ percentage of employees who attended the capacity building program/percentage 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 program 100% of the attendees 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 staff are gender sensitive and are aware of gender issues and concerns in the tourism sector in the region

Gender Issue	Gender Issue	Gender Issue	Gender Issue	Gender Issue	Gender Issue	Gender Issue	Gender Issue	Gender Issue	Gender Issue
54	United awareness and appreciation of regional personnel on the use of GAD tools and Application of Gender Analysis and using results to formulate GAD PAs	United opportunities for GFPS members in the region to be trained on the use of GAD tools	Increased level of capacity of DOT officials and employees on gender analysis and mainstreaming gender in tourism programs and projects.	QAAS: General Administrative Services and Support MFCO: Planning and Admin	Conduct of Training for new and existing DOT employees; and conduct of Capacity building (using the Training on WGSB and (4) GSB as participant)	No. of Activities Conducted: No. of participants attended the workshop - 4 Activities conducted: 25 participants attended the workshop	CAR 300,000.00 Region 11 140,000.00 CAR 250,000.00	GAA GAA GAA GAA	Planning/ Admin Administrative Section Planning/Admin
55	United capacity of regional GFPS to provide intervention on women economic concerns in tourism	Lack of intervention and exposure to the tourism products of other areas when it comes to women's economic empowerment intervention	To be able to acquire knowledge on providing responsive WEE intervention in the region	MFCO: Tourism Policy Formulation & Planning Program	Conduct of Learning Exchange for WEE intervention in support to "Tusism Para Bayang" among the tourism business product in regions all	No. of tourism products of personal training - 2 Training workshop - 1, 200 Personal Training Budget Training Personal Training	Region 6 250,000.00	GAA	Regional Office GAD Focal Point System
56	Lack of dedicated personnel to ensure that tourism development projects and programs promote the general well-being of the Filipino people, particularly in the area of investment, to include the monitoring and prevention of any act of prostitution or sex trafficking, as well as the exploitation of women and children in tourism; (Sexual Abuse Ad 8533, Section 3, Objectives)	United personnel applying for the position at the regional offices to handle programs for women and children	Hire personnel that will handle the Tourism Incentives, Support and Merit Women's Respect and Child Safety program of the Department, with the following kind(s): Working on gender-based violence in tourism, monitor and report GST cases to the GFPS and implement, monitoring and evaluation of GAD PAs in the respective region	Increase the number of TOURISM WORKS Officers based all over the country from 8 to 10 regions. Coordinate them through the conduct of GAD-related trainings or GST, Women's Rights and Laws, GEM, and other necessary trainings under the TOURISM WORKS program	No. of Tourism Women Officers hired - 14 Tourism Women Officers hired	OSC 7,082,245.44	GAA	OSC	

ATTRIBUTED PROGRAM

Program	Branding and Marketing Communications Program	Branding	GAA	Branding and Marketing Communications
		287,853,000.00	GAA	
		808,107.04	GAA	
		333,723,860.38	GAA	
		TOTAL GAD BUDGET		333,723,860.38

Prepared By: _____ Date: _____

Approved By: _____

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Ma. Esperanza Christina Garcia Frasco
Department Secretary

01/29/2024



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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%

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Philippine Plan for Gender-Responsive Development (PPGD) 1995-2025 Goal No.	Gender Issue /GAD Mandate	Causes of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFC/PP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
CLIENT-FOCUSED ACTIVITIES									
1	Insufficient awareness on GAD-related laws	Insufficient awareness on GAD-related laws	Heightened awareness on GAD-related laws	MFC: Capacity Building Program	Conduct of seminar on Gender and Development Related Laws	90% of target participants attended and met the training and development objectives; 90% of participants completed the training-day training conducted	Region 7 150,000.00	GAA	Legal Affairs Service, Central Office
2	Unlimited opportunities for women to participate in Community-based Tourism projects related to cultural and eco-adventure tourism	Unlimited capacity trainings for community based tourism	Women and men have equal access to Community Based Trainings	MFC: Tourism Development Division	Conduct of capacity building programs for Community Based Trainings (CBT)	5 capacity building programs - 100% of the participants met the training objectives	Region 7 250,000.00	GAA	Region VII
3	Unlimited participation among tourism stakeholders to achieve DOT'S GAD goals and objectives	GAD initiatives for tourism stakeholders are least priority	Strong partnership with tourism stakeholders and DOT for GAD initiatives	MFC: Market and Product Development Planning	GAD Orientation Training specifically on (1) Sex & Gender and (2) Gender & Climate Change with Male Tourism Stakeholders (4x11)	Indicator: No. of Region 11 tourism stakeholders who attended the activities - Using social media to position and launch base with Metro Manila's stakeholders and tourists through world-class promotions and advisories	Region 11 150,000.00	GAA	MPT/TP
4	Unlimited access to promotions and advisories through social media	Lack of awareness on information, promotions and advisories through social media	To provide Metro Manila's stakeholders and tourists (local/foreign) information through world-class promotion and advisories	MFC: Tourism Development Division under Product and Market Development Unit (PMDDU)	Development of Strategic Communications/EC Materials (NCR)	Indicator: No. of NCR tourism stakeholders who attended the activities - Using social media to position and launch base with Metro Manila's stakeholders and tourists through world-class promotions and advisories	NCR 1,500,000.00	GAA	Tourism Development Division under Product and Market Development Unit (PMDDU)



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 HEAD, DOT-GFDS TECHNICAL
WORKING GROUP

**MA ESPERANZA CHRISTINA
GARCIA FRASCO**
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GAD Issue	Cause of Concern Issue	GAD Result Statement / GAD Objective	Relevant Organization / MFC or FPA	GAD Activity	Performance Targets	GAD Budget	Source of Budget	Responsible Unit / Office
<p>1</p> <p>Observance of RA 10398 - 18-Day Campaign to End Violence Against Women and Children (VAWC) Proclamation 1172 s. 2006</p>	<p>2</p> <p>There is a need to promote and foster VAW/FRO communities in the Tourism Sector and ensuring convergence efforts in ending Violence Against Women</p> <p>Low level of Awareness of public and private tourism stakeholders on the efforts to eliminate VAWC</p> <p>The Philippine government takes part in international community commitment to address all forms of violence against women and protect human rights of women as enshrined in the 1987 Constitution the observance of the 18-Day Campaign Against Violence of Women</p>	<p>3</p> <p>Strengthen campaign among tourism stakeholders on violence against women</p> <p>To increase awareness for the public as to why major landmarks or town nationwide are colored orange which can provide opportunity to explain gender-based violence and sexual harassment in the Philippines (majority of trafficking and prostitution victims continue to be women and children).</p> <p>As mandated by law</p> <p>Low level of Awareness of public and private tourism stakeholders on the efforts to eliminate VAWC</p>	<p>4</p> <p>MFC: GAMS</p> <p>MFC: Market and Product Development Program</p> <p>MFC: Standards Development and Enforcement Program/ Tourism Industry Training Program/ Tourism Policy Program</p> <p>MFC: Tourism Industry Training Program</p>	<p>5</p> <p>Conduct the 18-Day Campaign to End Violence Against Women in the Tourism Sector. There will be three (3) activities: 1. Orange Your Icon - Identify and promote national and local tourism; 2. Conduct of Seminar; 3. Production of advocacy materials; 4. Identification of Orange Your Icon, 2. VAWC Symposium; 2. Orange Your Icon; 2. Singing of 18 Day Campaign with participation of stakeholders; 10. Launching of Orange Your Icon; 11. R12-conduct of Tourism Works Training to LGUs; 12. R13-conduct of DOT-PS, Region V, 18-Day Campaign to end Violence against Women</p>	<p>6</p> <p>R12- No. of Training/Seminar conducted. One (1) Tourism Works Training to LGUs and Tourism Establishments were conducted. R13- 50% of the activity or training R12- 50% of the activity or training and development program as satisfactory 50 persons trained 40%-50% of attendees are female 2 day training conducted</p> <p>R10 - Number of launching conducted and dissemination of information to LGUs- R10 - At least 1 launching conducted with 50 participants and dissemination of information to 84 municipalities, 9 cities and 5 provinces</p> <p>No. of Region 13 tourism stakeholders who attended the activities - 1 event stages Orange Your Icon launched with positive feedback.</p> <p>R4-B Puerto Princessa City Baywalk will be decorated/light in orange. The proposed site will be at Baywalk where bulks of domestic and international tourists are visible especially at weekends and public holidays. One tourism landmark identified and included in the list of Orange Your Icon during the 18-Day Campaign Against VAW. Number of Anti-VAWC collaterals produced and distributed - One tourism landmark identified and included in the list of Orange Your Icon during the 18-Day Campaign Against VAW. Number of Anti-VAWC collaterals produced and distributed</p> <p>No. of tourism stakeholders who attended the activities from the following Regions: Region 4A, Region 5, and Region 7 - Region 4A - 50 tourism stakeholders attended the activities; Region 5 - At least 250 participants from NSGA, LGUs, Academe and Tourism Stakeholders participated; Region 7 - 100% of the Central Visayas stakeholders actively participating the 18-Day Campaign to End Violence Against Women</p> <p>Number of tourism landmarks identified in NCR to be included in the list of Orange Your Icon during the 18-Day Campaign to end VAW. - One (1) tourism landmark identified and included in the list of Orange Your Icon Number of targeted male/female participants 35 participants Number of Anti-VAWC materials produced and distributed</p>	<p>7</p> <p>R5 50,000.00</p> <p>R6 149,100.00</p> <p>R13 295,500.00</p> <p>Region 3 350,000.00</p> <p>R7 100,000.00</p> <p>R12 70,000.00</p> <p>R14 150,000.00</p> <p>R10 150,000.00</p>	<p>8</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p>	<p>9</p> <p>Regional Office GAD Focal Point System, Tourism Promotions and Marketing, Market & Product Development Program, Training Unit/ Training Unit GAD Planning Unit/ DOT-PS, Region VII, MPO, Administrative Section, Personnel Section, Training Unit, Tourism Development Division</p>
<p>5</p> <p>Observance of RA 10398 - 18-Day Campaign to End Violence Against Women and Children (VAWC) Proclamation 1172 s. 2006</p>	<p>Mandatory compliance to the law</p>	<p>To generate public awareness and strengthen the campaign among tourism stakeholders on Violence Against Women</p>	<p>MFC: Admin & GAD</p> <p>Focal/Alternate & Tourism</p> <p>MOCS Office</p>	<p>R8 - Preparation of IEC materials for the 18-Day VAW campaign, R8b. Decorate and light Orange Baywalk of Puerto Princessa</p>	<p>No. of tourism landmarks identified and included in the list of Orange Your Icon during the 18-Day Campaign to end VAW. - One (1) tourism landmark identified and included in the list of Orange Your Icon during the 18-Day Campaign Against VAW</p> <p>No. of tourism landmarks identified and included in the list of Orange Your Icon during the 18-Day Campaign Against VAW</p>	<p>Region 4B 425,850.00</p> <p>Region 8 200,000.00</p>	<p>GAA</p> <p>GAA</p>	<p>Admin & GAD Focal/Alternate & Tourism Works Office</p>



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Gender Issue /CAD Mandate	Cause of Gender Issue	GAD Result Statement /CAD Objective	Relevant Organization /MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
7 Observance of RA 10398 - 18-Day Campaign to End Violence Against Women and Children (VAWC) Proclamation 11728, 2018	An increasing incidence of women abuses even in tourism related areas	To acquire wider support on the campaign to end VAW	MFO- Tourism Policy Formulation & Planning	1. Production of 18-Day Campaign collaterals (leaflets, stickers, brochures, etc.) 2. Film showing activity	No. of participants who received and used the collateral campaigns - 100 participants who received and used the collateral campaigns 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	R6 50,000.00 R6 50,000.00 R6 150,000.00	GAA GAA GAA	Regional Office GAD Focal Point System
8 High incidence of stereotyping as evidenced by domination of males or females in particular position	Lack of recognition on the significant role and contribution of women to national development and promotion of women's capabilities.	To decrease the stereotyping of women's role by promoting women's capabilities showcase their skills and skills in various tourism events	MFO- Market & Product Development Program	Conduct of Tourism events featuring Women artists and artisans	Indicator: No. of tourism events participated - Target: 5 tourism events participated	Region 4A 200,000.00	GAA	Planning with counterpart from LGU
9 High incidence of stereotyping as evidenced by domination of males or females in particular position	Lack of awareness of various genders on equal labor opportunity	Female workers to heighten awareness on equal labor opportunities in the tourism industry	MFO- Market & Product Development Program	Production of AYP with core message that breaks stereotyping in traditional jobs for women in the Tourism sector	Indicator: Production of tourism related VAW/Chedo clip - Target: 2 video clips produced	Region 10 100,000.00	GAA	Market & Product Development (Media Team)
10 High incidence of stereotyping as evidenced by domination of males or females in particular position	Gender stereotypes and gender-roles for tourism jobs still exist in the tourism-related enterprise	To provide skills training for both men and women to lessen the high incidence of stereotyping in tourism related enterprise that the training conducted will be attended by women in the Community Based-Tourism (CBT)	MFO- Tourism Development Division under Industry Empowerment Development Unit (IMDU)	Conduct of skills training for women in Community Based Tourism (CBT) communities in partnership with LGU	1 training activity with 30 participants/turn 2 training activity with 50 participants/turn - 50 participants/turn 1 training activity with 30 participants 1 training activity with 30 participants/turn	NCR - Manila/Venue Van Hire Speaker's Honorarium/Moderator's Fee Training Materials Tokens Cellular Card and Miscellaneous Expenses 355,000.00 NCR - Manila/Venue Van Hire Speaker's Honorarium/Moderator's Fee Training Materials Tokens Cellular Card and Miscellaneous Expenses 80,000.00 NCR - Manila/Venue Van Hire Speaker's Honorarium/Moderator's Fee Training Materials Tokens Cellular Card and Miscellaneous Expenses 320,000.00	GAA GAA GAA	Tourism Development Division under Industry Empowerment Development (IMDU)
11 Low level of participation of women in capability/ capacity development planning, promotions and regulations particularly in the development of the Tourism Development Plan in the LGU	Limited opportunities for women participation in capability / capacity development planning (as it depends on the LGU)	Increase participation of women in LGUs on tourism planning, promotions and regulations	MFO- Tourism Industry Training Program	Conduct of Capacity Development for LGU Promoters and Implementers (CAP)	Indicator: No. of CAR tourism stakeholders who attended the activities - 2 capacity development conducted	CAR 150,000.00	GAA	Planning with counterpart from LGU
12 Presence of RA 9208 Anti-Trafficking in Persons Act of 2003 and Proclamation 1180 series of 2021 declaring the month of July as National Anti-Trafficking in Persons Awareness Month	Limited GAD related trainings for tourism stakeholders and local governments' units on Anti-Trafficking in Persons	To increase awareness and knowledge of LGUs on anti-trafficking issues about RA 9208 and to local tourism development plan as compliance to RA 9208 Section 3(a)	MFO- Tourism Industry Training Program	Conduct of Child Safe Tourism Training to LGUs and Tourism Establishments	Indicator: 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 - Targets 50% of target participants attended and raised awareness on anti-trafficking issues. 40%-50% of attendees are female. day training conducted	Region 12 70,000.00	GAA	Training Unit

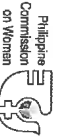
Director Yan Avie E. B. Omo-Lapitan
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 Department Secretary



Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Department /MFC/PPA or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
13 Capacity Building Program in support to tourism product development of LGUs who are lacking gender lens	Gender and Development were not mainstreamed in the tourism master plan of LGUs in the region	Heighten awareness & appreciation on GAD among tourism planners and initiators to mainstream GAD agenda in tourism initiatives	MFC- Tourism Policy Formulation & Planning Program	Technical Assistance for the Formulation of the Tourism Development Plan with Gender Analysis	No. of Technical Assistance provided/No. of LGUs participated - Development plan with Gender Analysis to 2 LGUs	Region 13 80,000.00	GAA	Planning
14 Annual Celebration of Women's Month per RA 6946: Proclamation No. 2272 Month per Proclamation No. 224 An Act to Declare March is of Every Year as a Working Special Holiday to be known as National Women's Day.	Lack of recognition on the value of women in the tourism industry Women's significant role in development is not well-recognized and given much importance. Women's significant role in development is not so the women of indigenous tribes. Poor acknowledgment and recognition of the efforts made by women in the tourism industry Need to highlight, recognize and celebrate women's contribution to the nation's development. Women's significant role is not recognized and given much importance.	To highlight the appreciation of the roles played by women in the tourism sector Celebrate the contribution of women and children indigenous tribes in development through provision of Livelihood/Skills Training, Awareness and Involvement regarding projects and activities in line with the celebration of women's month To raise the awareness of the general public on the role of women to tourism and development Women's role in development is celebrated and well-recognized through the active participation of DOT/IV A personnel in the Women Empowerment Workshop To recognize the Women's significant role in development and give importance and appreciation to the women of indigenous tribes.	MFC- Market and Product Development (MFD) MFC- GAAS MFC- Tourism Policy Formulation & Planning Program MFC- Tourism Industry Training Program and Product Development Program	Conduct of Women's Day Celebration	No. of pay received collateral materials produced (R9) - 200 pay received collateral materials - IECs were distributed to TRs (R8) No. of women recognized during (STAR) (R9) - 5 women recognized during (STAR) (R9) Indicator: No. of Region IV-3 tourism stakeholders who attended the activities. - 30 women will benefit from the conduct of one (1) training. Indicator: No. of Region IV-A tourism stakeholders who attended the activities. - Target: 150 Region IV-A tourism stakeholders who attended the activities. Indicator: No. of Region VII tourism stakeholders who attended the activities. - 100% of stakeholder participants for the Women's Month Celebration Indicator: Number of activities conducted (R4B) - Target: One (1) activity conducted (Tourism WorkCS) Training (R4B) Indicator: No. of Region V tourism stakeholders who attended the activities - 1 event sponsored with at least 50 TP women stakeholders	Region 7 200,000.00 Region 4B 500,000.00 Region 6 150,000.00 Region 10 250,000.00 Region 4A 500,000.00 Region 5 50,000.00 Region 5 50,000.00	GAA GAA GAA GAA GAA	RS MFD Unit, Regional Office GAD Focal Point System, Region VII, Training Unit/Market and Product Development Unit, Development (Media Team), Acceleration, Division and Tourism Development Division and Industry Training
15 Annual Celebration of Women's Month per RA 6946: Proclamation No. 2272 Month per Proclamation No. 224 An Act to Declare March is of Every Year as a Working Special Holiday to be known as National Women's Day.	Empowerment of women in the tourism sector Women's significant role is not well recognized & given importance	To increase awareness and heighten appreciation and recognize & given importance to report the state of gender and development in the tourism industry	MFC- Tourism Policy Formulation & planning Program MFC- Support to Operators	1. Conduct forum on the Philippine Tourism on Gender and Development, 2. Printing of collateral among SOGD Cave workers	No. of activities conducted - Conducted 1 forum	Region 8 280,000.00 OSC 200,000.00	GAA GAA	OSC
16 Absence of gender perspective in the DOT accreditation processes of tourism establishments	Non-integration of GAD in the accreditation of tourism establishments Low appreciation and limited capability building in the integration of GAD in Accommodation Establishments	To increase awareness of tourism establishments on gender issues and concerns in tourism and promotion compliance to tourism gender related laws	MFC- Standards/Development & Enforcement Program MFC- Standards/Development & Enforcement Program	1. Conduct of GAD awareness campaign to various managers and owners during the express accreditation to establishments 2. Conduct capacity building of technical enhancement activities for LGU and SOGD staff members for conduct of inspection and SOD orientation	No. of completed advance campaign of relevant laws for GAD for dissemination and compliance to standards/No. of PAs activities region wide with GAD perspectives as part of the mandatory accreditation of tourism oriented establishments and other stakeholders/No. of SOD Orientation to Tourism Establishments conducted/No. of persons trained/attended the activity or training - 50% of target participants attended and rated the training and development program as satisfactory/90 persons trained 40%-50% of attendees are females day training coordinator/conduct/inspector atleast (one) (45) TRs	Region 12 100,000.00 Region 2 220,203.00	GAA GAA	Accreditation

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Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization /MFO/PA or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
17 Objectification of women and children in tourism promotions and marketing campaigns	Private and public stakeholders' lack gender sensitivity in creating tourism promotional materials Prevalence of sexist views and gender insensitivity in the content and production of tourism advertisement and promotional materials Limited application and compliance of tourism establishments on gender responsive tourism standards Public and private stakeholders' lack of gender sensitivity in creating tourism promotional collateral	To increase the compliance of tourism establishments and other stakeholders on gender responsive tourism standards Collateral materials of tourism stakeholders are gender sensitive and depict empowerment of women Gender Responsive tourism advertisement and promotional materials. Tourism Promotional materials are gender sensitive and depict women empowerment and children's rights	MFO: Market & Product Development Program MFO: Market & Product Development Program MFO: Standard Development and Enforcement Program MFO: Market and Product Development	1. Conduct GST to stakeholders in the production of collateral materials empowering women in tourism and conduct of Tourism Summit, 2. Conduct campaign against sexist tourism promotional collateral 3. Conduct training for Tourism Officers of LGUs in the region 4. Conduct training for Child Protection Officers of LGUs in the region 5. Bids si unana and Training on Child Protection Policy	Indicators: of activity/ trainings conducted - 3 activities/ trainings conducted at the region - 1 campaign against sexist tourism promotional collateral conducted in the region Tourism Officers of the LGUs in the region (1) workshop on gender-responsive branding, marketing and campaigning Implemented Tourism No. of events staged/No. of LGUs capacitated - 2 events staged for one region - 1 event staged for one region Bids si unana Campaign in line with National Children's Month 11 LGUs capacitated on Child Protection Policy in line with the National Children's Month Stakeholders in the region (1) SOX Youth Tourism Summit (SYTS) in the region Persons trained/ attended the activity or training - 100 persons trained/ attended the training and development program as satisfactory persons trained 40%-50% of attendees are female/3 day training conducted	Region 12 350,000.00 Region 13 100,000.00 Region 1 120,000.00	GAA GAA GAA	Tourism Marketing Section Marketing Unit MPD Accreditation Unit
18 Presence of Child sex tourism & trafficking	Lack of vigilance in monitoring operations of TES Lack of vigilance in monitoring operations of TES Lack of vigilance among TES on child sex tourism and trafficking Lack of vigilance among TES on child sex tourism and trafficking	Strengthened vigilance of authorities in monitoring operations of TES Strengthened vigilance of authorities in monitoring operations of TES TES have greater vigilance on child sex tourism and trafficking TES have greater vigilance on child sex tourism and trafficking	MFO: Training Unit MFO: Market & Product Development Program MFO: Tourism Industry Training Program MFO: Training Unit MFO: Standard Development & Enforcement Program	Conduct of DOT Pre-TECT Procedure Tourism to End Child Sex Tourism & Trafficking activities	Indicator: Number of Training conducted - 1 Training conducted on TOURISM WORKS to 30 TRTs Indicator: Number of Training conducted - Target: Three (3) Indicator: Number of Training conducted - 2 Trainings on Tourist Oriented Police for Community Order and Protection (TOPCOP) to 60 tourist Police Indicator: Number of TES on-the-spot site visits - Target: 50 TES on-the-spot site visits conducted Indicator: Number of AVP produced - Target: 2 AVP campaign against Child Sex Tourism & Trafficking	Region 13 105,480.00 Region 10 100,000.00 Region 10 240,000.00 Region 10 100,000.00 Region 13 250,000.00	GAA GAA GAA GAA	Tourism Standards and Regulation Section Tourism Development Market & Product Development (Market Team) Tourism Development Tourism Standards and Regulation Section



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19	Gender Issue	Cause of Gender Issue	GAD Result Statement /GAD Objective	Regional Organization /MFC/PA or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
1	Tourism stakeholders lack awareness on GBV and SHEA -related laws resulting to passive attitude to complaints	Failure of delayed action of some NGOs / LGU/Stakeholders to act on GAD related issues in the tourism industry such as sexual harassment, violence against women and children, prostitution, commodification of women, etc. Lack of enabling mechanisms accessible for victims 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 tourism industry Lack of law enforcers' visibility for immediate response to SHEA and gender-based violence in major tourism destinations Lack of awareness of the tourism stakeholders for GBV and SHEA-related laws	To have an intensified awareness campaign on GBV and SHEA laws in the tourism sector and monitor operations of TES To promote gender equality and awareness of GAD related policies and regulations To provide victim/concerned citizens access to immediate help in reporting cases To provide strong police visibility in major tourism destinations RTE owners have heightened awareness on GAD-related concerns and laws Improved awareness of the stakeholders on GAD-related laws that will address undesirable incidents that affect the tourism industry in DavaoRegion	MFC: Market and Product Development MFC: Tourism Industry Training Program MFC: Tourism Policy Formulation & Training Program MFC: Admin and Tourism Standards and Accreditation	1. Conduct of Training Workshops on GAD-related Laws and/or Tourism WACS (68) 2. Conduct of information dissemination campaign/ advocates 3. Production and distribution of IEC materials on GAD related laws such as brochures, posters, cards, etc. 4. Production of social media posts for deployment of Tourist Police in major tourism sites 5. Trainings on GAD and SHEA related laws for Tourist Police in Region 10 6. Inventory and assessment of existing	<p>Site of Collateral materials produced/No. of TRFS provided with Collateral materials - 55 sets of Collateral materials produced/500 TRFS provided with Collateral materials</p> <p>Indicator: Number of Tourist Police deployed in major tourism sites/Indicator: Number of GAD and SHEA related laws training conducted - target: 40 Tourist Police deployed in major tourism sites/Target: GAD and SHEA related laws training conducted with 40 participants</p> <p>No. of trainings conducted/No. of social media posts/No. of IEC material created as part of the awareness campaign on GBV and SHEA Law - 5 trainings conducted 1 social media posted 1 IEC material created as part of the awareness campaign on GBV and SHEA Law</p> <p>No. of trainings conducted - 2 GST conducted</p> <p>No. of Trainings Conducted No. of participants attended per training - 2 GAD events: (1) 18-day campaign for VAWC & (2) Women's Month) and Trainings conducted (Trainings on (1) Market and Product Development (2) Vision of a Gender-Fair Society- 30 participants (3) Action Planning- 30 participants</p> <p>30TOPCOPs deployed in major tourism sites - 35SHEA trainings for TOPCOP</p>	<p>Region 10 200,000.00</p> <p>Region 8 250,000.00</p> <p>Region 7 250,000.00</p> <p>Region 10 240,000.00</p> <p>Region 8 150,000.00</p> <p>Region 7 250,000.00</p>	<p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p>	<p>Region 7 Regional Office GAD Focal Point System, TRF, Regulations and Training section, GAD Focal Persons and Accreditation, WPD,</p>
20	Low level of gender awareness among tourism local communities	Lack of gender-related promotional materials distributed for tourism stakeholders Low level awareness of GAD related trainings conducted for tourism stakeholders Designated Tourism Officers in Provincial/City/Municipalities change from time to time Most TRFS lack awareness & understanding of GAD-related laws such as the Magna Carta of Women (MCW)	To increase awareness and heighten appreciation and recognition women's role in the development of the tourism industry Tourism officers have heightened awareness on GAD-related concerns in tourism sector and become gender sensitive and responsive TOs TRFS have deep understanding of GAD-related laws as evidenced by management policies that provide benefits to women and men Tourism stakeholders have heightened awareness of GAD	MFC: Industry Training MFC: Marketing and Product Development (Media) MFC: Tourism Policy Formulation & Planning Program MFC: Standards Development & Enforcement Program MFC: Standards Development & Enforcement Program	Conduct of capability building seminar on GAD and production and procurement of promotional materials to be distributed or to be given to the tourism stakeholders No. of Tourism Officers attended/participated the GST - 100% (30day of target participants attended the GST No. of GST seminar conducted/No. of Batch/No. of attendees - 1 GST seminar conducted/3 attendees per batch No. of GAD training program conducted No. of batch per session/No. of participants - 1 GAD training Program conducted 2 batches conducted/40 participants per batch No. of Region 6 Tourism Stakeholders - Produced one (1) AVP for GAD Tourism Best Practices No. of promotional materials produced - 100 pieces of promotional materials Recognized 10 TRFS for their GAD Best Practices - 10 GAD Best Practices Identified Indicators/No. of TRFS identified, 20 TRFS identified with management policies providing benefits to women and men Indicator: Production of tourism related VAWC/video clip - Target: 2 video clips produced	<p>Region 10 240,000.00</p> <p>Region 1 80,000.00</p> <p>Region 10 240,000.00</p> <p>Region 1 80,000.00</p> <p>Region 1 50,000.00</p> <p>Region 10 100,000.00</p> <p>Region 8 150,000.00</p>	<p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p>	<p>Standards Development & Enforcement Program Regional Office GAD Focal Point System Accreditation Unit Training Unit</p>	



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Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization /MSPs or TPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
21 Low level of gender awareness among tourism local communities	Lack of gender awareness and equality of the local communities Low level of gender awareness in communities and stakeholders have no gender lens 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 situation	Tourism stakeholders increased level of awareness on GAD To increase participation of LGUs and TRES in GAD-related trainings Heightened gender awareness of communities for or equality stakeholders are gender sensitive Heightened awareness on GAD of tourism stakeholders Tourism stakeholders have heightened awareness	MFO: Industry Training MFO: Accreditation MFO: TDD/IRDT/ISP CASS: General Administrative Service MFO: Standards Development and Enforcement Program MFO: SAA	1. Conduct of Gender and Development (GAD) Orientation and Gender Sensitivity Training (GST) to LGUs, TOEs and TRES. Conduct of trainings for tourism stakeholders with GAD components (to cover with standard Tourism Office's Meeting) SCG/Gender Fair Language or other GAD related trainings to capacity building workshops, 3. Conduct of Gender sensitivity training on the rationale of gender and development and women situation for stakeholders	No. of GST trainings conducted/No. of attendees - 2 GST trainings conducted/ 80 Attendees No. of trainings conducted/percentage of participants from local communities who completed the training satisfactorily - 5 trainings conducted/ 100% of participants from local communities who completed the training satisfactorily Indicators/No. of conducted advocacy 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 accreditation of tourism oriented establishments and other stakeholders/No. of SDD Orientation to Tourism Establishments conducted/No. of persons trained/attended the activity of training - targets/90% of persons trained/attended the activity of training No. of persons trained/attended the activity of training/development program as satisfactory/20 persons trained/40%-50% of attendees are female/day training/orientation conducted/dispensed atleast forty-five (45) TRES	Region 12 100,000.00 Region 12 70,000.00 Region 7 250,000.00 Region 1 120,000.00 CAR 300,000.00 Region 11 60,000.00 Region 12 70,000.00	GAA GAA GAA GAA GAA GAA GAA GAA	Planning/Admin/ Accre Region 7 SAA Training Unit
					No. of Training seminar conducted/ No. of persons trained/ attended the activity of training/ Percentage of target met/attended the activity of training/development program as satisfactory/Percentage of female attendees/No. of days of training - One (1) Gender Sensitivity Training to LGUs and Tourism Establishments conducted/50 persons trained/90% of target participants attended and rated the training and development program as satisfactory/40%-50% of attendees are female/day training conducted	No. of GST training conducted - 1 GST Training conducted specifically on the rationale of gender and development and women situation for stakeholders		
					No. of Trainings conducted/No. of attendees - 2 trainings/100 Attendees			



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Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFC/PPF or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
24	Lack of tourism sex-disaggregated data for evidence-based GAD Planning, monitoring and reporting	United awareness/skill/knowledge of LGU focal persons on the use of sex-disaggregated data for tourism and the use of SDD tools in data gathering and reporting forms of sex-disaggregated data	MFC- Tourism Policy Formulation & Planning Program MFC- Tourism Policy Formulation & Planning Program MFC- Tourism Policy Formulation & Planning Program	Conduct capacity building or technical enhancement activities for LGU data source/ focal persons on sex-disaggregated tourism related data gathering, reporting, and data banking	No. of technical assistance - 4 technical assistance provided to tourism stakeholders/ LGUs No. of technical assistance - 9 technical assistance provided to tourism stakeholders/ LGUs	Region 2 65,000.00 Region 2 80,000.00 Region 12 16,000.00	GAA GAA GAA	Planning Planning Unit co-processed with OTO/PPM for the SDD Planning
25	RA 9593 or the Tourism Act of 2009 has mandated the DOT to ensure that tourism products and services are safe, secure, and welcoming to the Filipino people, to include the monitoring and promotion of the exploitation of women and children in tourism. (Rule 1-General Provisions/Section 2 - Objectives)	Women and children are disproportionately vulnerable to sex trafficking due to various factors such as economic disparities, limited access to education, and lack of knowledge in identifying sex trafficking in tourism establishments	MFC- Industry Training MFC- Market and Product Development Program	1. Conduct of Tourism sector training program based on policy making at the LGU Level. 2. Conduct of Tourism Workers training to all frontlines of tourism establishments. 3. Conduct of training for the tourism industry on like date safe training, train the trainers (CST) training workshop and production of infographic materials containing emergency hotlines and GAD related laws	No. of training conducted - Conduct one (1) tourism industry training to all frontlines of tourism establishments. No. of infographics installed and distributed to tourist destinations across the region - Installation and distribution of SDD infographic materials to the Tourist Destination across the region.	Region 4B 215,000.00 Region 4A 272,000.00 Region 5 100,000.00 Region 5 60,000.00 Region 5 20,000.00 Region 5 20,000.00 Region 5 10,000.00	GAA GAA GAA GAA GAA GAA	Industry Training GAD Focal and Alternate Focal Persons of DOT (B) /GFFS/
26	Lack of facilities responding to the different needs of women and men such as diaper changing and breastfeeding stations, gender-neutral CRS or GAD compliant facilities in Tourism Establishments	Lack of gender sensitive/awareness of most tourism stakeholders and Non-identification of GAD in the accreditation of tourism establishments	MFC- Tourism Standards & Accreditation	1. Conduct Seminars on Gender Sensitive and Inclusive Tourism as per the DOT guidelines for DOT accreditation system. 2. Conduct monitoring, inspection and evaluation and site assessment operations of TES	No. seminar and trainings conducted - Integration of gender perspective in standards and accreditation - No. of inspected tourism establishments - 1 seminar conducted - Integration of gender perspective in standards and accreditation - 100 inspected, monitored and evaluated	Region 8 160,000.00 Region 4A 210,800.00 Region 6 15,000.00	GAA GAA	Training Unit/Market and Product Development Unit GAD Focal Point System
27	There is a low number of observed gender sensitive activities and services to address the needs of LGBTQA community in various tourism destinations and enterprises.	Lack of awareness in the provision of gender sensitive activities, actively and services to address the needs of LGBTQA community in various tourism destinations and enterprises. Lack of representation from the LGBTQA community in formulating GAD interventions in the tourism industry	MFC- Tourism Industry Training Program/Market and Product Development Program/Standards Program and Enhancement Program MFC- Tourism Policy Formulation & Planning Program	1. Conducted/attended to Pride summit or any other related activities (Pride, Conduct of CALABARZON Pride Tourism Summit (PATS))	Indicator: No. of Region IV-A tourism stakeholders who attended the activities - Target: 100 Region IV-A tourism stakeholders who attended the activities.			

Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization /MFO/FA or PPA	GAD Activity	Performance Indicators /Targets	CAD Budget	Source of Budget	Responsible Unit
28 Some tourism products are not gender sensitive /responsive	Lack 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 women association members of communities of eco-cultural tourism destinations Lack of gender responsive tour circuits Limited orientation on gender-fair language and gender-sensitive approaches provided among Tour guides Gender and Development were not mainstreamed in the tourism master plan	To incorporate gender and development in the development of a tourism product tour circuit Heighten awareness and appreciation of GAD among tourism planners and initiators to mainstream GAD agenda in tourism initiatives Tourism stakeholders have highlighted awareness of women empowerment and gender and development GAD integrated in tour guiding spiels To increase awareness on gender sensitive language among women association members of communities of eco-cultural tourism destinations Tour guides rendering gender-sensitive approach among tourists/guests in individualized	MFO: Standards Development & Enforcement Program MFO: Tourism Policy Formulation and Planning Program GASS: General administrative and Support Services MFO: TDDTSP	1. Gender Sensitivity Orientation/Forum among tour guides (89);Consultation Workshop for Sexual Exploitation, Abuse and Harassment (SEAH) Standard Reporting System for TREAS Development in the Region 7 2. Training on Gender and Development in the Region 7 3. Technical Assistance for the formulation of the tourism development plan with gender analysis 4. Hearing of the NATIA International Women's Day 5. GAD responsive tourism product tour circuit (89); 6. GAD responsive	No. of orientations conducted;No. of participants attended - 2 orientations/fora conducted;100% of target participants attended (50/pax 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;30 Participants No. of consultation workshops - 2 Consultation Workshops conducted; SEAH Standard Reporting System for TREAS completed 5 of Seminars Conducted- 100% of tour guide participants who completed the training satisfactorily;100% of spiels/produced with GAD pinophiles integrated	Region 7 Region 9 Region 6 Region 7 Region 9 50,000.00	GAA GAA GAA GAA GAA	Regional Office GAD Focal Point Region 7, Market Trade and Development, Planning Section
29 RA 9593 or the Tourism Act of 2009 has mandated the DOT to Ensure that tourism protectors, and promotes the general well-being and equips people to include the protection of women and children in tourism. (Rule 1-General Provisions/Section 2 - Objectives)	To counteract the negative impacts of tourism on women and children, and to plan, develop, and conduct trainings for the protection of women and children in the tourism industry in coordination with partner agencies and NGOs	To increase level of consciousness of stakeholders on gender sensitivity through trainings 1. conduct of tourism work training program, 2. banner face tourism	MFO: Capacity Building Program	1. Conduct trainings on Tourism work Training Program (2 run), Banner Free Tourism (2 runs), Top Cop Training (1 run), Barangay Tard as Turismo (1 run) - Percentage of target participants who attended and rated the training and development program as satisfactory- No. of persons trained/ per run- No of Trainings conducted-- 50% of target participants attended and rated the training and development program as satisfactory- 4 Trainings conducted (1 Tourism Work Training Program - 2 runs, 2, Banner Free Tourism - 2 runs, 3, Top Cop - 1 run, 1 Barangay Tard as Turismo - 1 run) - 20 persons trained per run - Percentage of target participants who attended and rated the training and development program as satisfactory- No. of persons trained/ per run- No of Trainings conducted-- 50% of target participants attended and rated the training and development program as satisfactory- 4 Trainings conducted (1 Tourism Work Training Program - 2 runs, 2, Banner Free Tourism - 2 runs, 3, Top Cop - 1 run, 1 Barangay Tard as Turismo - 1 run) - 20 persons trained per run	No. of Trainings conducted- 2 Trainings (SST) - Percentage of target participants who attended and rated the training and development program as satisfactory- No. of Participants who attended the activity-1-2 day Workshops (Virtual)-30 participants	Region 8 300,000.00	GAA GAA GAA GAA	OIMD OIMD GAA GAA
30 Lack of capacity to ensure GAD responsiveness and sensitivity among community-based tourism organization members, Tourism stakeholders and MICE organizers	Lack of awareness on GAD and related policies and legislations among members of the community based tourism organizations Tourism stakeholders and MICE organizers	To promote gender equality and awareness of GAD related policies and legislations in community based tourism organizations	MFO: Admin. and GAD Focal	Conduct of SST Training workshop for community based tourism workers, Tourism stakeholders and MICE organizers	Conducted 2 Trainings (SST)	Region 8 300,000.00	GAA	GAD Focal Persons

ORGANIZATION-FOCUSED ACTIVITIES



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Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization /MPO/PEP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
22 Low level of gender awareness among tourism local communities	1 Limited training opportunities for tourism industry players Lack of GAD-related IECs conducted for tourism stakeholders Most TRFs lack awareness & understanding of GAD-related laws such as the Magna Carta of Women (MCW)	2 To motivate the TRFs to have gender sensitive facilities and inclusive services Tourism stakeholders have heightened awareness of GAD as evidenced by gender-sensitive and responsive policies and activities TRFs have deep understanding of GAD-related laws as evidenced by management policies that provide benefits to women and men	3 MPO: Tourism Industry Training Program MFC: Standards Development & Enhancement Program	4 R3 and R13 conduct of Gender Sensitivity Training R13 - Training on Barrier Free Tourism and Conduct of TRFs Inspection and IEC on gender sensitive facilities and services	5 No. of GST training conducted: No. of TRFs completed the training satisfactorily: No. of personnel completed the training satisfactorily - 1 GST conducted: 30 TRFs completed the training satisfactorily: 30 personnel completed the training satisfactorily No. of batches trained: 4 (1) participants - Two (2) batches of 2-day training for TRFs (Region 13) and 2 (1) participants for the forum for Public Stakeholders (Province of Pangasinan) and No. of batch trained - Five (5) batches of 1-day seminar of Gender Sensitivity Orientation to Private Stakeholders No. of Tourism Industry Personnel Trained on Barrier Free Tourism - 30 Region 13 Region 3 250,000.00	6 Region 13 84,120.00 Region 3 500,000.00 Region 13 58,700.00 Region 13 150,000.00 Region 13 50,000.00 Region 3 375,000.00 Region 3 250,000.00	7 GAA GAA GAA GAA GAA GAA GAA GAA	8 Standards Development & Enforcement Program Tourism Industry Training Program
23 Low level of gender awareness among tourism local communities	1 Lack of awareness on Gender and Development and GAD related policies and legislation among members of the community based tourism organizations Lack of fora, trainings, activities to increase awareness on the negative impacts of tourism on women and children	2 To promote gender and equity and awareness on GAD related policies and regulations and legislations To increase awareness on the negative impacts of tourism on women and children	3 GASS: General Administrative and Support Services MFC: Market and Product Development Program	4 Conduct of GAD trainings which include GST/ICA, GFR and HQDG trainings and skills training in CBT communities in partnership with LGUs	5 Indicators: No. of forum conducted - one (1) regional-level Forum on Gender and Development in Tourism with participants from LGUs, TRFs, Tourism Organizations, or persons trained/attended the activity or training - Target: 50% of target participants attended and rated the training and development program as satisfactory: 90 persons participated 40%/50% of attendees are female: 1 day forum conducted No. Activities conducted: No. of participants - 1 gender sensitivity training: 30 participants	6 Region 9 100,000.00 Region 12 100,000.00	7 GAA GAA	8 Planning Section Marketing

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	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Outputs	Relevant Organization /MFO/PA or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
31	National Anti-Trafficking in Persons Awareness Month and World Day Against Trafficking in Person	An increasing incidence of anti-trafficking in tourism-related areas	Build continuing partnerships with other agencies for synergistic inter-agency initiatives on GAD		Collaborate with the RACACT 02 on their programs for the National Anti-Trafficking in Persons Awareness Month and World Day against Trafficking in Persons (F2)	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	Region 2 5,000.00	GAA	GAD Focal Persons
32	Section 37-C of the Implementing Rules and Regulations (IRR) of the Migrant Workers and Overseas Filipinos Act of 1995 shall establish or strengthen their GFPS or a similar GAD mechanism to catalyze and accelerate gender mainstreaming within the agency	Program interventions of the agency should be gender sensitive and responsive initiatives can and should be implemented on Gender and Development 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 PAPA in the department	To ensure that gender mainstreaming efforts are effectively planned, implemented, monitored and reported Well-capacitated Regional GAD Focal Point System to become effective champions of GAD advocacies	GASS: General Administrative Services MFO: Support to Operations	1. Conduct of Gender Sensitivity Training for the DOT-NCR GAD Focal Point System	No. of Activities conducted: No. of Participants attended: One (1) Training on Gender Sensitivity conducted 25 participants completed the Training satisfactorily No. of personnel handled and facilitated GAD meetings- 2 OSC Staff handled and facilitated GAD meetings	OSC 30,800.00 NCR 39,300.00	GAA GAA	OSC Administrative/Personnel Section
33	Department Order 2021-119 Guidelines for the Department of Tourism's gender and Development (GAD) - Tourism Initiatives, Supports and Migrant Workers' Rights and Child Safety (Tourism WORCS) Officer	GAD Activities conducted were not properly monitored to ensure the impact of the activity to participants	To obtain the effectiveness or impacts of GAD trainings conducted	MFO: Tourism Policy Formulation & Planning Program	Conduct of GAD Year-End Assessment on GAD for the eight Peace Group Discussion in the form of a Gender Assessment/Working Tool and on-site visit	Number of Activities conducted - 1 Activity conducted - GAD Year End Assessment Number of PAPA and effectively measured - 3 PAPA measured	Region 3 200,000.00 Region 6 250,000.00	GAA GAA	Regional Office GAD Focal Point System Regional Office GAD Focal Point
34	RA 7182 and RA 9710 both emphasize the promotion and attainment of women's human rights and the elimination of gender inequalities, policies, and processes and mandates all departments to establish and strengthen a Gender and Development Focal Point System for gender mainstreaming within the agency	Lack of working GFPS Secretariat structure within the Regional Office and limited manpower Women in the tourism sector suffer from Gendered stereotyping, Gender inequalities in occupational distribution, and limited access to capital of women micro-entrepreneurs for tourism-related enterprises, Gender sensitivity promotes equality by ensuring that all genders are treated fairly and with respect	a. Raising awareness and addressing issues of gender equality and discrimination in society, b. conceptualize gender in the tourism industry, c. Present ways on how to use Gender Fair Employment diverse entrepreneurs within Micro, Small, and Medium Enterprises (MSMEs) by implementing gender-responsive policies, promoting equal access to resources, and enhancing skills development to ensure a balanced and thriving business ecosystem. Creation of a working group who shall focus on the proper implementation and monitoring of the implementation of GAD mandated to the PAPA	GASS: General Administrative Services & Support MFO: MSD	Conduct of GAD capacity	Percentage of DOT personnel who will attend the meeting/No. of Meetings conducted: 75% DOT7 personnel who shall attend the consultative meeting ¹ meeting conducted for the creation of the GFPS No. of Activities conducted/No. of participants attended the event - 18 female and 11 male DOT48 personnel participated during the conduct of Gender Sensitivity Seminar on September 2024	Region 7 50,000.00 Region 4B 103,200.00	GAA GAA	Administrative Services Unit GAD Focal Persons
35	PCW-NEDA-DOM Joint Circular 2012-01 stresses that any government agency shall conduct gender analysis based on the results of gender analysis tools including the Gender Equality and Development Framework (GEDF), the Gender and Development Guidelines (HDSG), Participatory Gender Audit and other gender analysis tools	1. Lack of examination of whether traditional gender roles and stereotypes are influencing the design and implementation of the proposed plans and training programs of the DOT or DOT proposed plans and training programs.	Integrating GAD into the Proposed PAPA and Training Programs of Region IVB MIMAROPA Specifically, the participants shall be able to: a. Integrate Gender and Development (GAD) principles into the proposed Projects and activities; b. Plan and Implement Training Programs within Region IVB and MIMAROPA regional development and gender industry; c. To Produce clear, concise, and impactful reports, proposals, and communication materials that reflect the gender and development aspects of the project	MFO: General Administrative Services and Support	Conduct of training for the integration of GAD on the proposed projects, plans and strategies of Tourism Regulation Division (TRD), Tourism Development Division (TDD) and Administrative Services (AS)	No. of DOT48 personnel participated in the event/No. of Activities conducted - 15 female and 6 male DOT48 personnel participated during the conduct of 1 (one) Webinar/Workshop Humanized Gender and Development Training on January 2024	Region 4B 80,000.00	GAA	Administrative Services Unit
36	Observance of RA 8977 Solo Parents with the necessary resources and support to raise their children despite their unique circumstances.	Less productivity and frequent absences/leaves/absence of working mothers and/or solo parents	Gender-responsive workplace through establishing child minding station for working mothers/parents, maximize the efficiency of DOT employees who will work on site	MFO: General Administrative Support Services	Establishment of Child Minding Station	No. of Child Minding Station/Area developed and installed-1 Child Minding area installed in the DOT12 Office	Region 12 40,000.00	GAA	Tourism Worcs Officer
37	Observance of RA 10028 Expanded Breastfeeding Act of 2009 - an Act which mandates all health and non-health facilities, establishments or institutions to establish lactation stations.	Less productivity and frequent absences/leaves/absence of working mothers and/or solo parents	Gender-responsive workplace through establishing child-minding station and breastfeeding station for working mothers/solo employees who will work on site	MFO: General Administrative Support Services	Establishment of Breastfeeding Area in DOT12 Offices	No. of Breastfeeding Area developed and installed - 1 Breastfeeding area installed in the DOT12 Office	Region 12 40,000.00	GAA	Admin

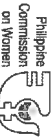
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Gender Issue /GFPs	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relating Organization /GFPs or PPs	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit
38	Office Order No. 2021-03-001 Reconstitution of the DOT Caraga Region's GFPs stressed to ensure that all members are capacitated on GAD	Lack of continuing E/C on GAD to DOT GFPs and personnel	To equip GFPs members and personnel with the necessary skills and knowledge to integrate gender perspective into all aspects of program planning and implementation	MFO-General Administrative Support Services	Capacity building of GFPs members/personnel thru the conduct of GAD trainings	No. of training conducted/No. of participants completed the training satisfactorily - 2 trainings conducted for 30 participants who completed the training satisfactorily	Region 13 33,290,000 GAA Region 13 41,050,000	Planning Admin
39	Office Order No. 2021-03-001 Reconstitution of the DOT Caraga Region's GFPs. Strengthen the external link with other agencies or organizations working on women's rights and gender and development to harmonize and synchronize GAD efforts at various levels of governance	The limited reach of DOT GAD-related efforts and initiatives with RLAs	Build continuing partnerships with other agencies for synergistic inter-agency initiatives on GAD	MFO- General Administrative Support Services	Partnership and participation in inter-agency GAD-related activities: National Women's Month, World Day Against Trafficking, National Children's Month, 16-Day Campaign to end VAW and Pride Month	No. of inter-agency activities participated with positive feedback - 5 inter-agency activities participated and initiated with positive feedback	Region 13 36,608,000 GAA	Admin
40	Magnum Carta of Women, Sec. 37a, and Components of the PCW/MEDA-DBM Joint Circular No. 2012-01 Guidelines for the Preparation of Annual Gender and Development Plans and Budget and Accomplishment Reports	Adherence to the guidelines of the PCW/MEDA-DBM Joint Circular No. 2012-01 Guidelines for the Preparation of Annual Gender and Development Plans and Budget and Accomplishment Reports	1. To ensure that gender mainstreaming efforts are effectively planned, implemented, monitored and reported gender mainstreaming; Consolidated DOT-GFP and AR prepared and submitted in compliance with PCW/MEDA-DBM Joint Circular No. 2012-01	MFO: Support to Operations	Conduct capacity building activities on Gender and Development 1. Focus Group Discussions (FGD) involving GAD Focal Group Officers 2. Workshop on the Use of HSGDT (Part 1) 3. Conduct of Gender Mainstreaming Workshop	No. of activities organized and facilitated: 3 GAD activities were organized and facilitated	OSC 1,121,172,000 GAA	OSC
41	Low level of gender awareness among DOT personnel	Insufficient awareness of GAD-related concepts, issues and laws applicable to the women in the workplace Low level of awareness of GAD-related trainings conducted for DOT R1 personnel	Well capacitated personnel to become effective GAD Advocates Profile awareness on GAD-related concepts and laws particularly in the workplaces Provide orientation seminars about GAD-related programs to the personnel including JOs and interns	MFO: Administrative Service - Training and Development Division GASS: General Administration and Support Services	Capacity building training workshop to DOT employees such as GST and basic GAD awareness	No. of training conducted/Percentage of DOT R1 personnel attendees - 1 training conducted/100% of personnel attendees No. of participants attended and rated the training program as satisfactory/Percentage of participants completed the training/No. of activity conducted - 30 participants attended and rated the training program as satisfactory/90% of participants completed the training/ activity conducted	Region 1 30,000,000 TDD 50,000,000 GAA	TDD Administrative Unit

Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Report Organization /MSP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
42 Observance of 18-Day VAW Campaign per Proclamation 1172 s. 2008 and RA 10398 declaring November 25 as National Consciousness Day for the Elimination of VAWC	1 An increasing incidence of women abuse even in tourism-related areas As mandated by law. Need to highlight and recognize women's achievements and disseminate relevant policies and information to empower them	2 Celebrate women's contribution in the government and private workforce. To increase awareness of personnel and stakeholders on VAWC To increase awareness of DOT Personnel on VAWC Awareness of all types of violence against women, including physical, psychological, sexual, and economic abuse	3 MFC: General Administrative Support Services	4 Violence Against Women activities such as but not limited to orange your town, production and reproduction of IEC materials and conduct GAD training and forum on VAWC related laws	5 No. of Training and Advisory Activities conducted, organized and launched in support of the DOT12 Campaign for the Celebration of Women's Month, of persons trained/ attended the activity or training - Conducted one (3) trainings and two (3) issue-based activity, dissemination of IEC materials to DOT personnel and stakeholders 50% of target participants attended and rated the training and development program as satisfactory 50 persons trained 40%-50% of attendees are female day training activity conducted	6 OSG 20,000.00 CAR 70,000.00 Region 12 250,000.00 Region 2 15,000.00	7 GAA GAA GAA GAA	8 Marketing Admin and Accreditation Office GAD Focal Persons
43 Failure to use SDD in DOT's planning and decision-making processes	1 Lack of appropriate system and mechanism to ensure the generation, processing, review, and updating of SDD or GAD database Lack of capacity of DOT 8 project officers to utilize the SDD on the formulation of their PAPs Lack of Gender and Development Tool awareness and poor use of existing terms and formats for SDD gathering Lack of capacity of DOT 3 project officers to utilize the SDD on the formulation of their PAPs Lack of DOT SDD Database Lack of capacity of DOT 6 project officers to utilize the SDD on the formulation of their PAPs	2 To establish DOT SDD data bank that can be utilized for GAD planning, PAFS implementation and monitoring Tourism SDD mechanisms are well-organized and utilized for GAD planning, implementing and monitoring Tourism SDD widely used as key reference for evidence-based planning & decision-making processes To incorporate the SDD in planning and project implementation To mainstream gender on DOT 6 flagship programs and projects	3 MFC: Tourism Policy Formulation & Planning Program MFC: Support to Operations	4 Conduct capacity building or technical empowerment activities for DOT employees on Sex Disaggregated Data and generation of SDD on TRCs	5 No. of participants attended the orientation - 20 pax attended the Orientation No. of SDD Data bank organized and developed - 1 Tourism SDD Data Bank organized and developed No. of policy initiatives on the generation of SDD No. of details prepared on the generation of SDD updated of 1 DOT's GAD Database Number of SDD file organized - 6 SDD file organized Percentage of DOT project officers attended the capacity building - 75% of the DOT 7 project officers attended the capacity building	6 Region 6 50,000.00 Region 5 20,000.00 Region 7 50,000.00	7 GAA GAA GAA	8 TOP, OUs and ROs, Region 7 DOT Campaign Marketing Section, Regional Office SMO Focal Point System



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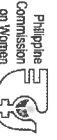
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Compt./Issue /GAD Mandate	Causes of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization /MFC/DO of IEP	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
44	Annual Celebration of Women's Month per RA 6949 An Act to Declare March 8 of Every Year as a Working Special Holiday to be Known as Women's Month and Proclamation 224 Proclaiming the First Week of March as Women's Week	Recognize women's significant role and contribution to national development and promotion of women's rights Increase public awareness of the significant contribution of women in the tourism industry. Need to highlight and recognize women's achievements and disseminate relevant policies and information to empower them Celebrate highlights and recognizes Filipino women's critical role and contribution to the social, cultural, economic, and political development of the country	To provide venue for raising awareness on women's rights, addressing emerging gender 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 contribution in the government and private workforce and to increase awareness of personnel and stakeholders on VAWC To inspire and empower women and girls to be agents of change to contribute in promoting gender equity and the empowerment of all women and girls through the DOT-NCR Regional Office personnel to participate in program/activities during Women's Month	MFC- MFC2 GASS: General Administrative and Support Service MFC- Tourism Industry Training Program GASS: General Administrative and Support Service	Conduct of exhibits in celebration of Women's Month such as seminars, trainings, production/reproduction of IEC materials	No. of NVMAC banners hangar - 2 banners hangar No. of activities conducted for Women's Month with percentage of DOT R3 employees participating in the activities - 3 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 R02 personnel, 2 Tarapalan 30 I-arrins for the DOT R02 personnel No. of Seminar conducted/ of participants - One (1) seminar/program/activity - Participation of 35 DOT-NCR personnel No. of activity conducted/No. of IEC materials identified - 1 activity participated/ activity conducted and distribution of GAD related IEC materials	Region 3 200,000.00 GAA NCR 83,800.00 GAA Region 2 20,000.00 GAR 50,000.00 Region 1 5,000.00 GAA	Administrative Unit GAD Fiscal Persons Admin Administrative/Personnel Section Tourism Industry Training Program
45	Annual Celebration of Women's Month per RA 6949 An Act to Declare March 8 of Every Year as a Working Special Holiday to be Known as Women's Month and Proclamation 224 Proclaiming the First Week of March as Women's Week	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 sustainable activities that will reinforce the acknowledgment 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 campaign for Gender and Development Poor acknowledgment and recognition of the significant role of women in the region as acknowledged during the forum on GAD Women's significant role is not recognized and not given much importance	To conduct capacity development activities that will appreciate and build appreciation on the role of women in society and gender and development Awareness and involvement regarding projects and activities in the celebration of women's month To report the state of gender and development in the tourism industry Women's role in development is celebrated and well-recognized through the active participation of DOT IV-A personnel in the Women Empowerment Workshop. To provide venue for raising awareness on women's rights, addressing emerging gender issues and concern, and provide recognition to the contribution of women in tourism To generate public awareness and strengthen campaign among tourism stakeholders on Violence against Women To highlight the appreciation of the roles played by the DOT personnel for the sector	MFC- Administrative MFC- Staff Development GASS: General Administrative Support Services MFC- General Administrative Support Services MFC- Support to Operations MFC- Support to Operations GASS: General Administrative Support Services MFC- MSD	1. Conduct of National Women's Day, Celebration Workshop for women in tourism (Self care, Personal safety, Creative writing, and expression, Prosperity in Purpose Women and appreciation day for the women's month, 2. Conduct of awareness seminar and appreciation day for the women's month, 3. Update GAD corner relative to women's month, 3. SOAB GAD corner - Feb. 5, Purple day and GST - Solidarity Day - Feb. 5, Purple day and GST - Solidarity Day, Women's firm event, Various women empowerment, entrepreneurial training women's health, money management, SOX Digital health 5. Conduct forum on the Philippine Tourism on Gender and Development	No. of events conducted/Percentage of DOT employees who participated in the DOT Celebration% of the DOT Celebration for the Office attended the Women's Month Celebration No. of activities conducted/No. of participants - 2 staff development and team building 40 Participants No. of Training and Advisory Activities conducted, organized and launched in support of the DOT12 Campaign for the Celebration of Women's Month% of persons trained/ attended the activity or training/Percentage of male and female attendees - Conducted one (3) trainings and two (3) issue-based activities, dissemination of IEC materials to DOT personnel and stakeholders 50% of target participants attended and read the materials 30% of target participants attended and read the materials 40%-50% of attendees are female day training activity conducted	R10 100,000.00 GAA R12 300,000.00 GAA R9 50,000.00 GAA R7 200,000.00 GAA	Administration Section, Planning Section, GAD, Marketing, Branding and OSC



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

Director Annavie E. Bacomo-Lapitan
Head, DOT-GPFS Technical Working Group

MA Esperanza Christina Garcia Frasco
Department Secretary



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Gender Issue /CAD Matters	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization /MFO/ or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
46	Lack of network to lobby support and assistance from other agencies and instrumentalities	To provide gender-responsive services along with partner agencies	MFO- Tourism Policy Formulation & Planning Program	1. Participation and partnership with USGAD and RAGAT on GAD activities such as conduct of forum and consultations on the regional formulation of GAD-related services 2. Workshop in the preparation of GPs	No. of activities participated with UPV and USGAD - Participation in five (5) activities with UPV USGAD within the year which will strengthen networking and partnership	Region 5 10,000.00	GAA	Regional Office GAD Focal Point System All Divisions
47	Lack of gender-responsive services in planning, policy formulation, project development, and capacity-building of DOT VI	The insurance of assessment/assessment/underline of safe parent employee and/or working mothers due to family concerns particularly caring for/attending to the needs of their preschool children	MFO- Admin Service- HRD MOCE/GAE Health and Wellness Programs	Child Minding Center at DOT Central Office	No. of personnel hired for the Child Minding Center- 2 personal hired for the Child Minding Center 1 SG 11 - 1 472.73/day x 22 days x 12 months=38,800.72/Day Care Worker 1: SG 6 - 957.44/day x 22 days x 12 months=252,764.16/Total	HRD 70,000.00 GAA HRD 642,000.00	GAA	HRD
48	Lack of child minding area for working parents with children in the office	Non-designation of an available space that may be converted to a childminding area		Establishment of Childminding Center	No. of Child Minding Center established - 1 childminding center established	CAR 52,007.76	GAA	Admin and Accreditation Office
49	Lack of mechanism to monitor/ minimize the incidence of sex tourism and exploitation of women in tourist destinations	High tolerance and perceived normalization of underground sex tourism	MFO- Admin	Hiring of Job Order Personnel in lieu of Tourism Workers- Job order personnel	No. of personnel hired - 1 personnel hired(VA III, SG 9)	CAR 267,342.24	GAA	Admin
50	Lack of GAD experts in the organization	Limited resources to train DOT R1 and RG GFPS and Regional staff on GAD	MFO- Admin	Conduct of GAD-related training at Basic GAD Orientation, Sexual Orientation and Gender Identity (SOGIESC) GST and GPs to employees and GFPS members	No. of GFPS Seminar conducted- 3 GFPS seminar No. of training attendees, of DOT R1 personnel participated - 3 Three trainings attended - 3 DOT R1 personnel participated in GAD Training	Region 8 352,500.00 Region 1 50,000.00	GAA	GAD Focal Persons Administrative Unit
51	Limited appreciation awareness, and participation of DOT personnel on GAD and related laws and programs	Lack of substantial and updated knowledge on the Harmonized Gender and Development Guidelines for Tourism (HGSDGT)	GASS- General Management Services GASS- General Administrative and Support Services GASS- General Management Services	1. RS Attendance to GAD related capability building programs such as those by the Civil Service Commission, 2. RS-attendance to GAD seminars conducted by RAGAD and other NGOs	Number of Seminar conducted/Number of Participants attended the seminar - (1) Seminar conducted with a total of 25 participants No. of activities participated - Two (2) activities/seminars participated No. of DOT 5 Personnel trained, of Trainings attended - 4-5 DOT 5 Personnel Trained with at least 2 Training Attended each	Region 10 90,000.00 Region 5 25,000.00 Region 4A 80,000.00 Region 5 6,250.00 Region 1 50,000.00	GAA	Administration Section Administrative Unit GAD Focal and Alternate Focal Point/ Persons of DOT R5/ GFPS/ Project Officers GAD Focal and Alternate Focal Point/ Persons of DOT R5/ GFPS/

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Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Report Organization (MFC/DO/FP/)	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
<p>52</p> <p>Limited appreciation, awareness, and participation of DOT Personnel on GAD and related laws and programs</p>	<p>Insufficient awareness of GAD-related concepts. Limited GAD Training for DOT's Personnel, as well as limited training on GAD-related laws provided by the DOT's. Limited participation of DOT's and DOT 12 staff in GAD-related seminars and training</p>	<p>To increase appreciation, awareness and knowledge of DOT's 12 personnel trained on gender and development DOT 5 personnel are well aware and have substantial knowledge of GAD and its related laws, including Child State Tourism Orientation To increase level of awareness on GAD related concepts and laws among new staff of Regional Office - Mainstream gender on major projects of Region</p>	<p>GASS: General Administrative and Support Service MFC- Tourism Policy Formulation and Planning Program MFC- Admin & GAD Focal/Alternates & Tourism WFOCS Office</p>	<p>1. Updating of Office GAD Corner; 2. Conduct of GAD trainings which include GST/TA, GPR, Gender Mainstreaming and HODG trainings</p>	<p>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 5 Personnel trained - Twenty (20) DOT 5 personnel are trained (14 males and 6 females) No. of trainings conducted - 3 trainings conducted and 95% of DOT Regional Staff participated in the series of trainings</p>	<p>Region 8: 150,000.00 Region 12: 20,000.00 Region 5: 20,000.00</p>	<p>GAA GAA GAA</p>	<p>GAD Focal and Alternate Focal Point Persons of DOT RS / GFFS/ Tourism WFOCS Officer Tourism WFOCS-partnered with OTD-RUM for the STD</p>
<p>53</p> <p>Lack of awareness of regional employees on Gender and Development issues and concerns.</p>	<p>Newly reconstituted DOT XII GFPS has insufficient and outdated knowledge on Gender and Development laws and mandates Poor mainstreaming of GAD and attribution process on PAFs and training modules Limited awareness of the DOT's personnel on Identifying partners promoting Gender and Development and Child State Tourism Limited capacity GAD among staff with only 60% participating in GAD-related training such as Gender Sensitivity Training, Gender Mainstreaming and Gender Analysis and Planning</p>	<p>Updated knowledge and increased skills level on GAD mainstreaming in the implementation of PAFs To be able to capacitate 100% of the regional staff on Gender and Development Well-capacitated Regional GAD Focal Point System to become effective champions of GAD advances. Strengthen the GAD Focal point and alternate as women's advocates of GAD advocacies Partnership with GOCCs and NGOs that will promote Gender and Development, and Child State Tourism and develop collaborative Programs and Activities for the DOT's and partner agencies</p>	<p>GASS: General Administrative and Support Service GASS: General Administrative and Support Service MFC- Tourism Policy Formulation & Planning Program MFC: MSD</p>	<p>1. Conduct of Capacity building seminar which include Gender Sensitivity training.</p>	<p>No. of Training Conducted: No. of Meetings Conducted and Attended: Percentage of Target participants attended and rated satisfactory: No. of DOT 12 GFPS members joined: Officers and employees of the training: No. of days of training and employees attended and rated the training, meeting, and development program as satisfactory - Two (2) GAD-related training/activities conducted in support of the continuing capacity-building efforts of the Four (4) PAFs: Meetings were conducted in support of the continuing capacity-building efforts of the Four (4) PAFs: 50% of target participants attended and rated the training and development program as satisfactory: 20 persons trained: 60% of attendees are female: 3-day training conducted</p>	<p>Region 5: 6,250.00 Region 7: 163,000.00 Region 5: 50,000.00 Region 12: 50,000.00</p>	<p>GAA GAA GAA GAA</p>	<p>GAD Focal and Alternate Focal Point Persons of DOT RS / GFFS/ Project Officers Divisions Region 7 Tourism WFOCS Officer</p>

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Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization /MOP/PS or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office		
54	Limited awareness and appreciation of regional personnel on Gender Analysis and using results to formulate GAD PAPs	Limited opportunities for GFPS members in the region to be trained on the use of GAD tools Non-continuity of an awareness campaign or training programs on GAD	Increased level of capacity of DOT officials and employees on gender analysis and mainstreaming gender in Tourism programs and projects.	Increased the level of awareness and appreciation of regional personnel and officials	GACS, General Administrative Services and Support MFO: Planning and Admin	Contract of Training for new and existing DOT employees; and conduct of Capacity building training on (1) Use of GAD tools (2) Training on CMRF (3) Training on HODG and (4) GPR 25 participants	No. of Activities Conducted: No. of participants attended the workshop: 4 Activities conducted: 25 participants attended the workshop No. of activities conducted: No. of personnel oriented - 1 Basic GAD Orientation conducted: 20 personnel oriented CAR 200,000.00	CAR 300,000.00 GAA Region 11 140,000.00 GAA CAR 200,000.00	Planning/ Admin Administrative Section Planning/Admin	
55	Limited capacity of regional GFPS to provide intervention on women economic concerns in tourism	Lack of immersion and exposure to the tourism products of other areas when it comes to women's economic empowerment intervention	To be able to acquire knowledge on providing responsive WEE intervention in the region	MFO: Tourism Policy Formulation & Planning Program	Conduct of Learning Exchange for WEE Intervention in support of Tourism Plan Day during among the selected tourism product in Region XII	No. of tourism products for WEE intervention developed for the region - 1 Tourism products for WEE intervention developed for the region	Region 6 250,000.00 GAA	Regional Office GAD focal Point System		
56	Lack of dedicated personnel to ensure that tourism interventions provide benefits to women and children, particularly in the area of investment, to include the monitoring and prevention of any act of prostitution or exploitation to the detriment of local residents, as well as the exploitation of women and children in tourism (Republic Act 5933, Section 3, Objectives)	Limited personnel applying for the position at the tourism development office to provide programs for women and children	He personnel that will handle the Tourism Integrates, Support and Minda Women's Respect and Child Safety program of the department, with the following functions: i) monitor and report GBV cases in tourism, ii) regional GAD focal persons in the implementation, monitoring and evaluation of GAD PAPs in its respective region	WFO: Tourism Policy Formulation & Planning Program	Increase the number of TOURISM WFOCS Officers hired all over the country from 8 to 10 regions Capable than through the conduct of GAD-related trainings on GST, Women's Rights and Law, SRPH, gender statistics assessment, among others and other related trainings under the TOURISM WFOCS program	No. of Tourism WFOCS Officers hired - 14 Tourism WFOCS Officers hired OSC 7,409,245.44	GAA	OSC		
ATTRIBUTED PROGRAM										
57	Branding and Marketing Communications Program									
						Branding	291,655,000.00	GAA	Branding and Marketing Communications	
						SUB-TOTAL	333,723,840.38	GAA		
						TOTAL GAD BUDGET	333,723,840.38			
Prepared By:		Approved By:		Date						
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Head, DOT-GFPS Technical Working Group		Department Secretary								