

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2022**

Organization: Department of Tourism		Organization Category: National Government, Line Agency	
Organization Hierarchy: Department of Tourism			
Total Budget/GAA of Organization:	3,483,602,000.00		
Total GAD Budget	187,999,463.91	Primary Sources	187,999,463.91
		Other Sources	0.00
% of GAD Allocation:	5.40%		

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

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
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1	Objectification, commodification and inappropriate portrayal of women in promotional and advertisement materials/MCW Sec. 22 (Right to Decent Work)	Prevalence of sexist views and gender insensitivity in the content and production of tourism advertisement and promotional materials	Prevalence of sexist views and gender insensitivity in tourism advertisements and promotional materials decreased.	MFO: Market and Product Development	Conduct of Make CARAGA Safe Program Campaign and Training Workshop on production of gender sensitive tourism promotional materials Conduct of virtual film showing "Boses"	One (1) campaign against sexist tourism promotional materials conducted to the Tourism Officers of the LGUs in the regionOne (1) workshop on gender-responsive branding, marketing and campaigning implemented Tourism Officers of the LGUs in the region3 Events Staged for promotion of gender and development in the RegionTraining for Gender Sensitive SocMed Campaign to 11 LGUs and 40 Personnel in TREsSearch for the most Gender-Sensitive Campaign MaterialsForum on Women's image in SocMed Campaigns90-100 participants comprised oftourism stakeholders, academe, students, NGAs, etc.	R13 50,000.00 R12 150,000.00 R5 220,856.50	GAA GAA GAA	DOT Regional Office No. 5, 12 and 13

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2	Absence of gender perspective in the DOT accreditation processes of TREs	Limited awareness on integrating GAD perspective in the DOT accreditation process of TREs	Gender perspective in the DOT TREs accreditation processes integrated	MFO: Standards and Accreditation	1. Conduct of inspection and accreditation of tourism establishments complying to gender-responsive tourism standards 2.Orientation on the protocols in the operation of TREs in the "new normal" scheme. 3.Conduct of seminar on the establishment of DOT Accredited Gender-Friendly Facilities. 4. Crafting of accreditation guidelines/criteria on gender responsive TREs. 5. Conduct of public consultation for Regional Stakeholders. 6. Conduct of roll-outs to Regional Offices.	No. of seminars/activities conductedNo. of tourism stakeholders capacitatedNo. of establishments inspectedNo. of guidelines/criteria craftedNo. of public consultations conductedNo. of roll-outs conducted - 15 seminars conducted300 tourism stakeholders capacitated300 tourism establishments inspected1 Accreditation Guidelines/Criteria conducted3 Public Consultations conducted16 Roll-outs conducted	DOT R1 7,500.00 DOT R2 186,434.75 DOT R6 30,000.00 DOT R12 250,000.00 DOT-GFPS 445,120.00	GAA GAA GAA GAA	DOT Regional Office No. 1 DOT Regional Office No. 2 DOT Regional Office No. 6 DOT Regional Office No. 12 DOT GFPS/Office of Special Concerns/Office of Tourism Standards and Regulations

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3	Low level of awareness among local government units (LGUs) and tourism-related establishments (TREs) on gender and development (GAD) - gender issues (prostitution, sexual exploitation, and abuse of women and children) in tourism	Limited access to training opportunities of LGUs and TREs on GAD	Increased awareness of LGUs and TREs on GAD issues and concerns	MFO: Support to Operations	1. Conduct of Gender Sensitivity Trainings, Child Safe Tourism and other gender-related laws/themes relative to tourism to LGUs and TREs 2. Crafting of Advocacy Campaign Module 3. Pilot testing of Advocacy Campaign Module 4. Roll-out of Advocacy Campaign Module	No. of trainings conducted No. of stakeholders participated No. of module crafted No. of pilot testing conducted No. of roll-outs conducted - 2 trainings conducted 50 stakeholders attended 1 Advocacy Campaign Module crafted 3 Pilot testing conducted 3 Roll-outs conducted	DOT-LAS 250,900.00 DOT 4A 20,000.00 DOT R7 350,000.00 DOT-GFPS 592,240.00	GAA GAA GAA GAA	DOT Central Office/Legal Affairs Service DOT Regional Office No. 4A DOT Regional Office No. 7 DOT GFPS/Office of Special Concerns/Office of Industry Manpower Development
4	Limited and short-term planning of gender and development activities and programs in the Department	Absence of long-term Gender and Development Agenda/strategic framework of the Department	To finalize and roll-out DOT-GAD Agenda	MFO: Tourism Policy Formulation and Planning	Finalization of DOT-GAD Agenda and roll-outs conducted (Luzon, Visayas and Mindanao)	No. of finalized Agenda No. of roll-outs conducted - One (1) GAD Agenda finalized Three (3) roll-outs conducted (Luzon, Visayas, Mindanao)	DOT-GFPS 620,000.00	GAA	DOT GFPS/Office of Special Concerns

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5	Compliance to Magna Carta of Women IRR Rule VI Section 37D on the development and maintenance of GAD database.	Limited appreciation or lack of appreciation of LGU on the significance of SDD	SDD of tourist arrivals in the LGUs collected and institutionalized.	MFO: Tourism Development Planning	Conduct of training and technical assistance for LGU data sources/ local tourism officers / GAD focal persons on standard local statistics system Conduct Statistics Training for LGUs.	No. of activities conducted No. of tourism stakeholders participated - 20 activities conducted 250 tourism stakeholders participated	DOT R1 5,000.00 DOT R2 67,000.00 DOT R6 77,500.00 DOT R12 100,000.00	GAA GAA GAA	DOT Regional Office No. 1 DOT Regional Office No. 2 DOT Regional Office No. 6 DOT Regional Office No. 12
6	Observance of the 18-day VAW Campaign per Proclamation 1172 s. 2006 and RA 10398 declaring November 25 at National Consciousness Day for the Elimination of VAWC	Mandatory compliance to RA 10398/Proclamation 1172 s.2006, RA No. 10398 (2013)	Advocacy on prevention of VAWC and other gender-related violence in the tourism industry stakeholders strengthened		Conduct of 18-day VAW Campaign activities such as but not limited to Orange your!con, production/reproduction of IEC and advocacy materials	No. of stakeholders participated/capacitated No. of trainings conducted No. of famous tourist landmarks identified/ marked with orange - 500 stakeholders participated/capacitated 7 trainings conducted 7 famous tourist landmarks identified	120,000.00 402,500.00 5,000.00 200,000.00 125,500.00 249,500.00 50,000.00	GAA GAA GAA GAA GAA GAA	DOT Regional Office No. 4A DOT Regional Office No. 4B DOT Regional Office No. 7 DOT Regional Office No. 10 DOT Regional Office No. 2 DOT National Capital Region DOT Regional Office No. 13

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7	Observance of the 18-day VAW Campaign per Proclamation 1172 s. 2006 and RA 10398 declaring November 25 at National Consciousness Day for the Elimination of VAWC	Mandatory compliance to RA 10398/Proclamation 1172 s.2006 RA 10398 (2013)	Advocacy on prevention of VAWC and other gender related violence in the tourism industry stakeholders strengthened	MFO: Support to Operations	Conduct of 18-Day VAW Campaign advocacy activities - VAW Forum	No. of forum conductedNo. of stakeholders participated - 1 Forum conducted500 stakeholders attended/participated	DOT-GFPS 500,000.00	GAA	DOT GFPS/Office of Special Concerns/LLU
8	Lack of staff to handle gender related projects and cases/issues	Lack of qualified personnel to handle gender related projects and cases/issues	Monitoring of GAD-related activities/cases thru the TourISM WoRCS Officers enhanced.	GASS: Support to Operations	Engagement of TouRISM WoRCS Officers per Regional Office to handle projects and cases/issues.	No. of personnel trained/hired - 16 personnel hired/trained	7,385,003.52 328,000.00	GAA GAA	DOT GFPS/Office of Special Concerns
9	Lack of preparedness of tourism stakeholders to cope with impact of COVID	Absence of national pandemic preparedness framework	Increase capacity of tourism stakeholders to properly cope with global health crisis	MFO: Tourism Planning	Conduct of Gender and Awareness Development Seminar with Crisis Management	No. of activities conductedNo. of stakeholders participated - 2 activities conducted100 stakeholders participated	DOT CAR 350,000.00	GAA	DOT Cordillera Administrative Region

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10	Lack of mechanism to implement the Association of Southeast Asian Nation (ASEAN) GAD Tourism Framework and Work Plan	Due to lack of mechanism in implementing the ASEAN GAD Tourism Framework and Work Plan, the Philippine Department of Tourism will initiate the identification of ASEAN GAD Technical Working Group (TWG) and/or Focal Person from each ASEAN Member States (AMS) to implement, monitor and evaluate the activities identified in the GAD Tourism Work Plan. This is to achieve a gender-responsive tourism industry.	Mechanism to implement the ASEAN GAD Tourism Framework and Work Plan to promote gender equality and women empowerment identified and developed.	MFO: Tourism Policy Planning and Formulation	Hosting of a hybrid meeting to be participated in by representatives of the ASEAN Member States (AMS)	No. of technical assistance provided to stakeholders (policy recommendation)No. of stakeholders participated- 1 technical assistance provided to stakeholders (policy recommendation)90% of stakeholders (50% men and 50% women) rated the same as satisfactory	DOT-PFICD 800,000.00	GAA	DOT Central Office PFICD
11	Absence of Asia-Pacific Economic Cooperation (APEC) GAD Tourism Framework to achieve a gender-responsive tourism industry among APEC Member Economies.	Due to lack of mechanism in implementing the ASEAN GAD Tourism Framework and Work Plan, the Philippine Department of Tourism needs to identify the mechanisms in implementing the work plan to achieve a gender-responsive tourism industry.	To identify mechanism to implement the ASEAN GAD Tourism Framework and Work Plan	MFO: Tourism Policy Formulation and Planning	Hosting of a hybrid forum to be participated in by representations of NGAs, NGOs, LGUs, academe, tourism stakeholders, women organization, and vulnerable groups	No. of technical assistance providedNo. of participants attended - 1 technical assistance provided90% of participants attended	DOT-PFICD 1,000,000.00	GAA	DOT Central Office PFICD

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12	Absence of Asia-Pacific Economic Cooperation (APEC) GAD Tourism Framework to achieve a gender-responsive tourism industry among APEC Member Economies.	Due to the absence of APEC GAD Tourism Framework, the Philippine Department of Tourism (PDOT) will initiate the development of the APEC GAD Tourism Framework.	The PDOT aims to develop an APEC GAD Tourism Framework and identify priority strategic directions in the tourism industry.	MFO: Tourism Policy Formulation and Planning	Hosting of a hybrid meeting to be participated in by representatives of the APEC Member Economies to: a develop the APEC GAD Tourism Framework, b exchange best practices and experiences in promoting gender equality and empowerment of women,	1 technical assistance provided to stakeholders (policy recommendation) and 90% of the participants (50% men and 50% women) rated the same as satisfactory - 1 technical assistance provided to stakeholders (policy recommendation) and 90% of the participants (50% men and 50% women) rated the same as satisfactory	DOT-PFICD 850,000.00	GAA	DOT Central Office PFICD
13	Presence of gender economic disadvantage	Women's time used primarily for domestic roles inadequate access and control over production resources discrimination into low-paying jobs lack of market-driven skills and knowledge	To improve the skills, leadership and entrepreneurial capabilities of both men and women in identified cultural tourism destinations of Region XII	MFO: Support to Operations	COMPLETE WoMen (Comprehensive Partnership for Leadership and Empowerment through Tourism Entrepreneurship for WoMen) capacity building activities.	No. of trainings/seminars conducted No. of stakeholders attended/capacitated - 20 trainings conducted 200 stakeholders attended/capacitated	DOT R12 1,000,000.00	GAA	DOT Regional Office No. 12

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14	Increased in the participation of women in tourism skills training particularly in male dominated sub-industry of tourism: transport,storage and communication. While women outnumbered men service workers in the Philippines in the service sector particularly for hotels and restaurants , where the female share of industry employment is 53.71%, however in transport,storage and communication women's share of employment is only at 6.63%. (2011 Asian Development Bank data)	Gender-stereotypes and gender-bias for tourism jobs still exist in the tourism workplace.	To ensure that trainings will eliminate gender bias/stereotyping.	MFO: Industry Manpower Development Program	Tourism Awareness and Capability Building Seminar for LGUs Tourism Industry Youth Exchange ELCAC Training: Streefood Culinarya / Hydroponic Farming	No of trainings conducted No of stakeholders participated - 4 trainings conducted 400 tourism stakeholders participated	DOT NCR 1,034,000.00	GAA	DOT National Capital Region

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15	Lack of gender sensitive facilities and services in tourism related establishments	Limited awareness and/or compliance of tourism related establishments on the policies and regulations on accreditation standards for a gender-sensitive facilities and services. Limited availability of gender- sensitive tourist facilities, activities and services that address the needs of men, women, LGBT, PWDs, senior citizens.	To integrate GAD perspectives in the enforcement of standards and accreditation on tourism related establishments. 'Enriched tourism experience for men, men, women, LGBT, PWDs, senior citizen.	MFO: Standards and Accreditation MFO: Product Development	Conduct of region-wide audit access/inspection and accreditation of tourism related facilities compliant to gender responsive tourism standards. Tourism Development Areas' Product and Circuit Development	No. of inspections conducted - 50 inspections conducted	DOT R5 60,000.00 DOT R8 455,500.00	GAA GAA	DOT Regional Office No. 5 DOT Regional Office No. 8
16	Mainstreaming Gender and Development in the Local Tourism Offices for the observance of gender equality in public service and governance.	The unequal provision of job access and opportunities as the issues of men's dominance and higher status are still prevalent.	To promote gender equality in the public workplace by providing both men and women equal access and opportunity to job employment/ job promotion in the public sector.	MFO: GASS	Conduct of capacity building activities for LGUs (Tourism Offices) on Gender Equality in the Job Selection/Promotion Process	No. of training conducted - 1 training conducted	DOT R9 100,000.00	GAA	DOT Regional Office No. 9

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17	Local tourism development plans are gender blind	Limited participation of local women in tourism planning and development and insufficient capacity of Tourism Officers to incorporate gender and development perspective in tourism planning	To ensure that gender and development is included in tourism planning and development in the Local Government level	MFO: Tourism Policy Formulation and Planning	Technical Assistance for Local Tourism Development Planning Technical Assistance for Basic and Advanced Tourism Statistics Training	No. of activities conducted No of tourism stakeholders participated - 4 activities conducted 400 tourism stakeholders participated	DOT NCR 510,000.00	GAA	DOT National Capital Region
18	High number of reported gender stereotyping in tourism activities, events, and programs.	<p>Unequal opportunity of men, women, LGBT, PWDs, and Senior Citizens' involvement in the conduct of consumer fairs and activation</p> <p>Unequal opportunity of men, women, LGBT, PWDs, and Senior Citizens' involvement in the conduct/ support to events and festivals</p> <p>Unfair treatment/ assistance to men, women, LGBT, PWDs, and Senior Citizens during Arrival and Departure Receptions</p>	<p>'Equal opportunity of men, women, LGBT, PWDs, and Senior Citizens' involvement in the conduct of consumer fairs and activation</p> <p>Equal opportunity of men, women, LGBT, PWDs, and Senior Citizens' involvement in the conduct/ support to events and festivals</p> <p>Fair treatment/ assistance to men, women, LGBT, PWDs, and Senior Citizens during Arrival and Departure Receptions</p>	MFO: Product and Market Development	Participation/Conduct of Travel Fairs, Business to Business and Sales Mission.	No of activities conducted No of stakeholders participated - 10 activities conducted 75 stakeholders participated	DOT R8 537,500.00	GAA	DOT Regional Office No. 8

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19	Republic Act No. 10354: The Responsible Parenthood and Reproductive Health Act of 2012 states in Section 2. .Moreover, the State recognizes and guarantees the promotion of gender equality, gender equity, women empowerment and dignity as a health and human rights concern and as a social responsibility. The advancement and protection of womens human rights shall be central to the efforts of the State to address reproductive health care	Limited knowledge on how and where to access health services by tourism frontliners/workers.	To be able to undertake immediate and appropriate precautionary measures to prevent the spread of the COVID-19 Disease	MFO: GASS	Conduct of information dissemination on how and where to access health services by tourism front liners and workers.	No of activities conductedNo of kits distributed - 5 activities conducted300 kits distributed	DOT R6 90,000.00	GAA	DOT Regional Office No. 6

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20	Various level of business interruptions affecting the tourism sector in the region caused by the COVID 19 pandemic; Strict observance and compliance to the health and safety protocols of tourism oriented establishments under the "new normal" set-up	Limited business continuity interventions under the tourism recovery program affecting women workers and other marginalized sectors under the "new normal"	To improve the responsiveness of tourism recovery programs affecting women workers affected by COVID-19 pandemic.	MFO: Standards and AccreditationNo.	Conduct of Orientation on Tourism Standards in the New Normal with technical assistance and other forms of business continuity interventions under the "new normal" set-up.	No. of activities conductedNo of stakeholders attended - 1 activity conducted50 participants attended	DOT R1 20,000.00	GAA	DOT Regional Office No. 1
21	The current situation of the tourism workforce and stakeholders in this time of pandemic has affected 60% of women affecting their livelihood. An informal consultation with the women tourism workforce was done and have expressed their eagerness to continue learning through online/face to face trainings.	The disruption of livelihoods and ability to earn a living, of women (many of whom are in the informal wage workers), will decrease access to basic needs and services, increasing stress on families, with the potential to exacerbate conflicts and violence. As resources become more scarce, women may be at greater risk for experiencing economic abuse.	To be able to prevent panic contagion among men and women engaged in the tourism industry which affected their sources of livelihood and income generating opportunities To provide learning opportunities and skills enhancement in preparation for the 'new normal' in the tourism sector	MFO: Tourism Policy Planning and Formulation MFO: GASS	Conduct GAD Sensitivity seminars, fora on women-related laws and skills enhancement trainings Provision of Livelihood Assistance to Women Organization affected by COVID-19 pandemic	No. of activities conductedNo. of women association assisted - 4 activities conducted2 women association assisted	DOT R6 280,400.00	GAA	DOT Regional Office No. 6

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22	Limited access of women tourism stakeholders to trainings on product innovation and product promotion and other capacity development activities	Lack of capacity among women tourism stakeholders on product innovation and promotion.	To provide women tourism stakeholders the needed training on product innovation and product promotion	MFO: Market and Product Development MFO: Regional TITP	1. Conduct of specialized Culinary Training for women stakeholders at Immuki Island, Bacnotan, La Union 2.	No. of activities conducted No. of stakeholders participated No. of trainings conducted No. of stakeholders trained - 1 activity conducted 25 stakeholders participated 1 training conducted 16 persons trained	DOT R1 300,000.00 DOT-OIMD 694,600.00	GAA GAA	DOT Regional Office No. 1 DOT Central Office - OIMD
23	Failure to use SDD in DOT's planning and decision-making processes	Failure to make SDD-based analysis due to absence of functional GAD database	To make use of SDD-based analysis in DOT's planning and decision making processes	MFO: Tourism Policy Formulation and Planning	Maintenance of tourism-related SDD database Conduct of Orientation in Gender Statistics	No of established database No. of capacitated personnel - Functional DOT-wide SDD database established 100 personnel capacitated	DOT-GFPS 577,012.00	GAA	DOT GFPS/Office of Special Concerns
24	Lack of access or inequality for tourism stakeholders to participate in tourism related trainings and livelihood projects	Certain trainings on tourism projects are male dominated and women lack necessary experience and knowledge	Expanded economic opportunities for women and men stakeholders in tourism related trainings or capacity building projects	MFO: TITP	To develop and train Cave Guides on disaster risk reduction and rescue	No of trainings conducted No. of persons trained - 1 training conducted 14 persons trained	DOT-OIMD 1,040,080.00	GAA	DOT Central Office/Office of Industry Manpower Development
25	Lack of access or inequality for tourism stakeholders to participate in tourism related trainings and livelihood projects	Certain trainings on tourism projects are male dominated and women lack necessary experience and knowledge	Expanded economic opportunities for women and men stakeholders in tourism related trainings or capacity building projects	MFO: TITP	To conduct blended language trainings for tour guides and tourism frontliners	No of trainings conducted No. of persons trained - 3 training conducted 60 persons trained	600,000.00	GAA	DOT Central Office/Office of Industry Manpower Development

ORGANIZATION-FOCUSED ACTIVITIES

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26	Celebration of Women's Day/Month per Proclamation No. 227 and Republic Act No. 6949 s. 1990/Republic Act (RA) 6949 s. 1990 declaring March 8 of every year as National Women's Day.	Absence of a platform to highlight women's achievements and share new GAD policies and discuss continuing and emerging issues and concerns, challenges, and commitments in the tourism sector	Increased awareness and appreciation of women's contribution to development especially in tourism	MFO: GASS	Conduct of Women's Day-Month Celebration with the following major activities:1 Kulinarya Workshop2 Honoring Women Tourism Workers#SerbisyoparakayJuana Forum on women entrepreneurs	No. of activities conducted - 10	DOT R4A 120,000.00 DOT R7 50,000.00 DOT R5 45,000.00 DOT-GFPS 500,000.00 DOT R10 100,000.00 DOT R6 100,000.00 DOT R1 50,000.00	GAA GAA GAA GAA GAA GAA	DOT Regional Office No. 4A DOT Regional Office No. 5 DOT Regional Office No. 7 DOT-GFPS DOT Regional Office No. 10 DOT Regional Office No. 6 DOT Regional Office No. 1

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27	Lack of gender-responsive facilities in DOT offices	Non-provision of gender-sensitive and gender-responsive facilities/necessities for DOT employees/guests	Gender-responsiveness of DOT offices facilities improved	MFO: Support to Operations	1. Provision of a multi-purpose/breastfeeding room for employees and visitors 2. Installation of Baby Changing Diaper Table 3. Provision of Brochure Standee and Bulletin Board with Glass Enclosure and Corkboard 4. Production of Conference Table Skirting 5. Provision of Accordion Door for existing lactation area at DOT Clinic.	No. of multi-purpose/breastfeeding room provided No. of diaper changing table installed No. of Brochure standee and Bulletin Board provided No. of Conference Table Skirting produced No. of lactation area improved - 2 multi-purpose/breastfeeding rooms provided 3 Diaper changing table installed 2 brochure standee and bulletin board provided 30 conference table skirting produced 1 lactation area improved	DOT CAR 101,750.00 DOT R1 120,000.00 DOT-GFPS 150,000.00	GAA GAA GAA	DOT Regional Office No. 1 DOT Cordillera Administrative Region DOT GFPS/Office of Special Concerns
28	Limited and short-term planning of gender and development activities and programs in the Department	Lack of capacity in the preparation of gender-sensitive Complete Staff Works/Project Proposals	To improve skills of Project Officers and the GFPS in the preparation of gender-responsive project proposals	MFO: Support to Operations	Conduct of Writeshop in terms of CSW/Project Proposal Preparation for all Project Officers and GFPS	No. of writeshops conducted No. of personnel/Regional GFPS members capacitated - 2 writeshops conducted 40 personnel/regional GFPS members capacitated	DOT R5 40,000.00 DOT R12 50,000.00	GAA GAA	DOT Regional Office No. 5 DOT Regional Office No. 12

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29	Limited awareness of DOT personnel on gender issues and GAD related laws relative to tourism	Lack of awareness/ training seminar/ workshop for GFPS and all other Regional Staff in institutionalizing and mainstreaming GAD. Newly reconstituted and has different knowledge on GAD	Capacity on mainstreaming gender in PAPs among DOT personnel increased	MFO: Support to Operations MFO: Product and Market Development	Conduct of the following levelling sessions/activities on GAD 1.) Orientation on the Roles and Functions of the GFPS 2.) GFPS FAT Assessment Workshop 3.) GAD Related Laws and Basic Orientation	No. of trainings conductedNo. of personnel/GFPS members capacitated - 20 trainings conducted50 personnel/GFPS members capacitated	DOT R1 25,000.00 DOT 4A 158,050.00 DOT NCR 80,000.00 DOT R7 10,000.00 DOT R8 2,000.00 DOT R13 180,600.00 DOT-GFPS 230,000.00	GAA GAA GAA GAA GAA	DOT Regional Office No. 1 DOT Regional Office No. 4A DOT National Capital Region DOT Regional Office No. 7 DOT Regional Office No. 8 DOT Regional Office No. 13 DOT GFPS/Office of Special Concerns

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30	Limited awareness of DOT personnel on gender issues and GAD related laws relative to tourism	Lack of substantial knowledge on GAD among DOT personnel on gender issues and GAD related laws relative to tourism	Knowledge on GAD and related laws on tourism among DOT personnel increased	MFO: Support to Operations MFO: Tourism Policy Planning and Formulation	Conduct of various levelling sessions/activities to increase their awareness and appreciation on GAD.	No. of capacity building activities conducted No. of DOT personnel capacitated - 20 capacity building activities conducted 150 DOT personnel capacitated	DOT R1 50,000.00 DOT R5 190,000.00 DOT R6 40,000.00 DOT R7 50,000.00 DOT CAR 236,000.00 DOT CARAGA 30,000.00 DOT R2 104,917.14	GAA GAA GAA GAA GAA	DOT Cordillera Administrative Region DOT Regional Office No. 1 DOT Regional Office No. 2 DOT Regional Office No. 5 DOT Regional Office No. 6 DOT Regional Office No. 7 DOT Regional Office No. 13
31	Low appreciation among the top management on their roles as GAD advocates/champions	Lack of focus or appreciation of the Top Management officials on their roles as GAD advocates/champions	Support of DOT top management on the implementation of GAD-related plans and programs increased/improved.	MFO: Support to Operations	Conduct of Annual Management Briefing on Updates on Gender Mainstreaming and Implementation of Plans, Activities and Programs for FY 2022.	No. of Briefing conducted No. of Top Officials attended - 1 Briefing conducted 25 Top Officials and 16 Regional Directors/OICs attended	DOT-GFPS 150,000.00	GAA	DOT GFPS/Office of Special Concerns

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
32	Compliance of the PCW-NEDA-DBM Joint Circular No. 2012-01 Guidelines for the Preparation of Annual Gender and Development (GAD) Plans and Budgets and Accomplishment Reports	Adhere to the guidelines of the PCW-NEDA-DBM Joint Circular No. 2012-01 Guidelines for the Preparation of the Annual Gender and Development (GAD) Plans and Budgets and Accomplishment Reports	Consolidated DOT GPB and AR prepared and submitted in compliance with PCW-NEDA-DBM Joint Circular No. 2012-01	MFO: Product and Market Development	Conduct of General Assemblies (Annual General Assembly and Year-End Assembly) Conduct of GFPS Meetings Conduct of Annual GAD Plans and Budget Workshop	No. of assemblies/meetings conducted - 2 assemblies/12 meetings conducted	DOT-GFPS 1,400,000.00	GAA	DOT GFPS/Office of Special Concerns
33	Absence of GAD Corner to inform DOT stakeholders on GAD-related updates.	Absence of GAD Corners to update clients and internal personnel GAD-related information	Knowledge on GAD and related laws on tourism among DOT personnel increased	MFO: Tourism Policy Planning and Formulation MFO: Support to Operations	Installation/Establishment of GAD Corner and Website	No. of GAD Corner/Website established/installed - 3 GAD Corner/Website established/installed	DOT R10 50,000.00 DOT R12 50,000.00 DOT-GFPS 30,000.00	GAA GAA GAA	DOT Regional Office No. 10 DOT Regional Office No. 12 DOT GFPS/Office of Special Concerns

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
34	Limited coordination among tourism stakeholders to achieve DOT's GAD goals and objectives	Need to strengthen capacities of GFPS to be able to be perform its roles and responsibilities Limited resources in providing gender-responsive services in planning, policy-formulation, project development, capability-building of DOT VI	Intra-agency and inter-agency convergence/coordination strengthened to achieve DOT's GAD goals and objectives To have an accessible facility for GAD information in Region VI with its network of individuals and institutions	MFO: GASS	Attendance to meetings RGADC, RIACAT and other partner advocates	No. of meetings attended - 5 meetings attended	DOT R13 30,000.00 DOT R6 20,000.00	GAA GAA	DOT Regional Office No. 13 DOT Regional Office No. 6
ATTRIBUTED PROGRAM									
35					Branding and Marketing Communications - DOT Campaign (New Normal)		160,369,000.00	GAA	Branding and Marketing Communications
SUB-TOTAL							187,999,463.91	GAA	
TOTAL GAD BUDGET							187,999,463.91		

Prepared By:	Approved By:	Date
RUTH T. ELEQUIN	MARIA CHRISTINA GARCIA-FRASCO	
GFPS SECRETARIAT	DEPARTMENT SECRETARY	