

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2021**

Reference: Endorsed GPB #2021-011091		Date Endorsed: Apr 30, 2021		
Organization: Department of Tourism		Organization Category: National Government, Line Agency		
Organization Hierarchy: Department of Tourism				
Total Budget/GAA of Organization:	2,740,433,000.00			
Actual GAD Expenditure	251,968,581.22	Original Budget	311,293,854.02	
		% Utilization of Budget	80.94	
% of GAD Expenditure:	9.19%			

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
CLIENT-FOCUSED ACTIVITIES											

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1	Objectification, commodification and inappropriate portrayal of women in promotional and advertisement materials	Prevalence of sexist views and gender insensitivity in the content and production of tourism advertisement and promotional materials	To decrease prevalence of sexist views and gender insensitivity in tourism advertisements and promotional materials	MFO: Market and Product Development MFO: Branding and Marketing Communications	1. Updating/Drafting of internal guidelines on the production of gender sensitive IEC materials for the tourism industry.2. Conduct of orientation on Media and Gender Equality guidelines3. Preparation of IEC materials with gender sensitive content.	No. of internal guidelines issued - 1 No. of Orientations conducted - 6 No. of IEC materials produced	1. Coordination Meetings with Branding and Marketing Communications were conducted:March 27, 2021April 30, 2021	Region 1 1,000,000.00 GAA Region 2 16,620.00 GAA Region 8 42,250.00 GAA Region 10 65,000.00 GAA Region 11 100,000.00 GAA Central Office 500,000.00 GAA	0.00 GAA 0.00 GAA 0.00 GAA 0.00 GAA 0.00 GAA	DOT Regional Offices DOT Central Office - GFPS	Partially Done. Partially done with no cost incurred. The DOT-GFPS Secretariat initially coordinated with Branding and Marketing Communications for the drafting of the Internal Guidelines. In addition, funding source was only transferred to Office of Special Concerns after the Midyear Assessment this entailed the preparation of new administrative and financial documents for approval and the subsequent delay of project implementation. For full implementation on FY 2022.
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. Crafting of accreditation guidelines/criteria on gender responsive TREs.2. Conduct of Public Consultation for Regional Stakeholders3. Conduct of Roll-Outs to Regional Offices4. Inspection of TREs based on the approved GR-TRE Guidelines	No. of guidelines/criteria crafted - 1 No. of Public Consultations conducted - 16 No. of roll-outs conducted - 4 No. of TREs inspected based on the approved GR-TRE Guidelines	1. Coordination Meetings with the Office of Tourism Standards and Regulations were conducted:April 14, 2021September 17, 2021	Region 5 60,000.00 GAA Region 6 50,000.00 GAA Region 12 150,000.00 GAA Region 7 15,000.00 GAA Central Office 1,000,000.00 GAA	0.00 GAA 0.00 GAA 0.00 GAA 0.00 GAA	DOT Regional Offices DOT GFPS/Office of Special Concerns/Office of Tourism Standards and Regulations	Partially Done. Partially done with no cost incurred. The DOT-GFPS Secretariat initially coordinated with the Office of Tourism Standards and Regulations. In addition, funding source was only transferred to Office of Special Concerns after the Midyear Assessment this entailed the preparation of new administrative and financial documents for approval and the subsequent delay of project implementation. For full implementation on FY 2022.

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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, concerns and needs	MFO: Standards and Development	Conduct of Gender Sensitivity Trainings, Child Safe Tourism and other gender-related laws/themes relative to tourism to LGUs and TREs	No. of Trainings conducted - 27 No of Trainings conducted - 4 - 4 Trainings were conducted	The LAS conducted GAD Webinar for NCR Stakeholders. DOT-CAR1. Child Safe Tourism in Digital Platform - February2. Laws on Women and Children3. Child Safe Tourism Webinar - July4. Barrier Free Tourism in the New Normal	Region 3 100,000.00 GAA Region 5 165,000.00 GAA Region 6 107,600.00 GAA Region 7 250,000.00 GAA Region 9 58,000.00 GAA Region 13 63,443.00 GAA Region 12 50,000.00 GAA CAR 100,000.00 GAA LAS 168,200.00 GAA	0.00 GAA 0.00 GAA 0.00 GAA 0.00 GAA 0.00 GAA 0.00 GAA 47,511.00 GAA 131,900.00 GAA	DOT Central Office (LAS) DOT Regional Offices	Done. Done. Trainings were conducted with reduced cost due to shift to online platform.

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4	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, concerns and needs	MFO: Product and Market Development	1 Crafting of Advocacy Campaign Module against prostitution, sexual exploitation and abuse in the tourism industry.2 Pilot testing of Advocacy Campaign Module3 Roll-out of the Advocacy Campaign Module4. Conduct of virtual film showing of "Boses" (Region 5)5.	1. Crafting of Advocacy Campaign Module - 12. Pilot testing of Advocacy Campaign Module - 13. Roll-out of the Advocacy Campaign Module - 14. Virtual Film showing conducted - 15. Consultation Meeting with LGU conducted - 1	The GFPS Secretariat/OSC arranged a meeting with OIMD regarding the crafting of Advocacy Campaign Module against prostitution, sexual exploitation and abuse in the tourism industry virtually with the following schedule:August 23, 2021October 1, 2021	Region 4A 130,610.00 GAA Region 7 100,000.00 GAA Region 12 100,000.00 GAA Region 5 35,000.00 GAA Central Office 600,000.00 GAA Region 13 5,750.00 GAA	0.00 GAA 0.00 GAA 0.00 GAA 0.00 GAA 0.00 GAA	DOT Central Office - GFPS and Office of Special Concerns DOT Regional Offices	Partially Done. For implementation on FY 2022. Schedule of activities are difficult to implement due to unpredictable increase of cases of covid-19. As such, following IATF guidelines for consideration.Continuous coordination were done with the Office of Industry Manpower Development. Meetings were done virtually.
5	Limited capacity of LGUs to collect and analyze tourism-related data for policy-making and reporting to DOT	Lack of training on gender analysis. Lack of collection and analysis of sex disaggregated data.	To increase capacity on the collection and analysis of SDD among LGUs	MFO: Tourism Development Planning	Conduct of capacity building or technical enhancement activities for LGU data sources/focal persons on Sex Disaggregated tourism related data gathering, reporting and data banking.Conduct of General Assembly meeting with LGU Tourism Officers.	No. of General Assembly conducted - 1 No. of data gathered per LGU	1 General Assembly were conducted Data gathered from different LGUs	41,050.00 GAA	940,360.00 GAA	DOT Regional Office No. 6	Done. Conducted coaching for 6 LGUs data sources/focal persons on SD tourism related data gathering, reporting and data banking.Conducted General Assembly among LGU Tourism Officers equipped them in terms of data gathering, reporting and data banking.
6	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 Policy Formulation and Planning	Conduct of capacity building for LGU data sources/focal persons on the SDD collection of tourist arrivals in the local statistical system.	No. of capacity building activities -4No. of LGU Tourism officers and trained - 49 (Region 2 and 5) and 30 (Region 12)	no activities were conducted	Region 2 40,000.00 GAA Region 5 50,000.00 GAA Region 6 50,000.00 GAA Region 12 100,000.00 GAA	0.00 GAA 0.00 GAA 0.00 GAA 0.00 GAA	DOT Regional Offices	Not Done. For implementation on FY 2022. Schedule of activities are difficult to implement due to unpredictable increase of cases of covid-19. As such, following IATF guidelines for consideration.

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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: GASS	Conduct of 18-day VAW Campaign advocacy activities such as but not limited to Orange your Icon, production/reproduction of IEC and advocacy materials	No of activities conducted - 22	Conducted one (1) forum entitled "Creating a Safe Space in a Tourism Workplace" last December 2021 totourism stakeholders	Region 2 250,000.00 GAA Region 4B 530,000.00 GAA Region 5 220,000.00 GAA Region 6 150,000.00 GAA Region 7 50,000.00 GAA Region 8 50,000.00 GAA Region 9 81,800.00 GAA Region 10 340,000.00 GAA NCR 172,000.00 GAA CAR 65,800.00 GAA Region 13 30,000.00 GAA Central Office 500,000.00 GAA Region 3 350,000.00 GAA Region 4A 60,000.00 GAA	0.00 GAA 0.00 GAA 0.00 GAA 0.00 GAA 0.00 GAA 0.00 GAA 0.00 GAA 0.00 GAA 0.00 GAA 10,000.00 GAA 0.00 GAA 350,000.00 GAA 71,527.98 GAA	DOT Central Office - GFPS and Office of Special Concerns DOT Regional Offices	Done.

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8	Limited opportunities for women to participate in Community-based Tourism projects related to cultural and eco-adventure tourism	Certain community-based tourism project are male-dominated and women lack necessary knowledge and skills	Expanded economic opportunities for women and men stakeholders in community-based tourism related projects	MFO: TITP - Regional Offices	Coordination with LGUs to engage trained women in tourism activities	No. of trained women engaged in tourism activities	1 activity conducted	Region 4A 52,000.00 GAA	0.00 GAA	DOT Region 4A	Done. Done. Conducted one session of consultation dialogue with the tourism stakeholders. No expenditure for this activity, this was done thru online platform.
9	Low level of knowledge and skills among tourism officers on gender analysis.	Lack of access to training opportunities on gender analysis.	Knowledge and skills on gender analysis to mainstreaming gender in tourism projects among tourism officers improved.	MFO: TITP - Regional Offices	Conduct of Gender Analysis Training for Tourism Officers	No. of trainings conducted - 2	1 activity conducted	Region 12 50,000.00 GAA Region 13 20,100.00 GAA	0.00 GAA 30,240.00 GAA	DOT Regional Offices	Partially Done. Activity were conducted thru online platform.
10	Lack of required skills for women to be able to participate in community based tourism projects related to cultural and eco-adventure tourism	Certain community-based tourism project are male-dominated and women lack necessary knowledge and skills	Participation of women in skills training programs increased.	MFO: TITP - Regional Offices	Conduct of Skills training for women in CBT communities in partnership with LGU	No. of activities conducted - 3		Region 1 350,000.00 GAA Region 3 100,000.00 GAA	0.00 GAA 0.00 GAA	DOT Regional Offices	
11	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 Desk enhanced.	MFO: GASS	Engagement of TouRISM WoRCS Desk officers per region to handle projects and cases/issues	No. of TouRISM WoRCS Desk Officers hired - 4	1 TouRISM WoRCS hired	Region 3 686,504.00 GAA Region 8 820,259.52 GAA Region 13 461,565.00 GAA Region 12 375,000.00 GAA	0.00 GAA 0.00 GAA 452,346.00 GAA 0.00 GAA	DOT Regional Offices	Partially Done. No funds available for other regional offices.
12	Lack of preparedness of stakeholders(vulnerable group e.g. women, children, IPs) to cope with the impact of crisis in the tourism industry	Limited awareness on crisis management to provide protection of stakeholders in the tourism industry	Awareness on coping with the impact of crisis among stakeholders in the tourism industry increased	MFO: Tourism Policy Formulation and Planning	Conduct of crisis management awareness seminar for stakeholders	No of activity conducted - 1	1 activity conducted	CAR 250,000.00 GAA	0.00 GAA	DOT CAR	Partially Done. For implementation on FY 2022. Schedule of activities are difficult to implement due to unpredictable increase of cases of covid-19. As such, following IATF guidelines for consideration. Some activities were done virtually.

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13	Lack of mechanism to implement the Association of Southeast Asian Nation (ASEAN) GAD Tourism Framework and Work Plan	Absence of a platform to gather the representatives of ASEAN Member states to discuss and agree on the mechanisms to implement the GAD Tourism Framework and Work Plan	Mechanism for the implementation of ASEAN GAD Tourism Framework and Work Plan in place	MFO: Tourism Policy Planning and Formulation	Hosting of a hybrid meeting/forum to be participated in by representations of NGAs, NGOs, LGUs, academe, tourism stakeholders, women organization, and vulnerable groups	No. of hybrid meetings conducted - 2 No. of ASEAN Members engaged - 30 No. of tourism stakeholders (NGAs, NGOs, LGUs, academe, tourism stakeholders, women organization, and vulnerable groups) engaged - 120 No. of implementing mechanisms established - 1	Not done. For implementation on FY 2022.	Central Office - OTDPRIM PFICD 1,800,000.00 GAA	0.00 GAA	OTDPRIM PFICD	Not Done. The project was cancelled for FY 2021 due to the conflict of schedule of ASEAN Member States. The PAPs will be rescheduled for the first quarter of FY 2022.
14	Absence of Asia-Pacific Economic Cooperation (APEC) GAD Tourism Framework to achieve a gender-responsive tourism industry among APEC Member Economies.	Absence of an APEC Member to initiate the preparation of an APEC GAD Tourism Framework to determine the GAD strategic directions in the tourism industry	APEC GAD Tourism Framework formulated	MFO: Tourism Planning Policy and Formulation	Hosting of a hybrid meeting/forum to be participated in by representations of NGAs, NGOs, LGUs, academe, tourism stakeholders, women organization, and vulnerable groups	No. of hybrid meetings conducted - 2 No. of APEC Members engaged - 40 No. of tourism stakeholders (NGAs, NGOs, LGUs, academe, tourism stakeholders, women organization, and vulnerable groups) engaged - 120 No. of GAD Tourism Framework formulated - 1	Not done. For implementation on FY 2022.	Central Office - OTDPRIM PFICD 2,000,000.00 GAA	0.00 GAA	DOT PFICD	Not Done. The project was cancelled for FY 2021 due to the conflict of schedule of APEC Member Economies. The PAPs will be rescheduled for the third quarter of FY 2022.
15	High risk exposure of tourism frontliners and workers to COVID-19	Limited access to personal protective equipment of tourism frontliners/workers	To be able to undertake immediate and appropriate precautionary measures to prevent the spread of COVID 19 Disease	MFO: Tourism Industry Training and Program MFO: Planning and Development	Distribution of PPEs, dignity kits, and vitamins to tourism frontliners.	No. of washing areas established - 6 No. of dignity kits distributed - 250	Washing Areas established - 6 Dignity kits distributed - 250	950,000.00 GAA	986,175.00 GAA	DOT Regional Office No. 6	Done. 500 women were provided with PPEs 850 pax were provided sanitary kits (Male 325 Female 525) 120 pax were given multivitamins
ORGANIZATION-FOCUSED ACTIVITIES											
16	Sec 4.6 of the PCW MC 2011-01 states that "Funds shall be allocated for PAPs to support the organization, management and operation of the DOT-GFPS to be charged to the Agency's GAD budget".	GFPS members should regularly meet to monitor the status of the implementation of GAD plans and programs as well as to address emerging issues in the DOT	Effective coordination and sustainability of GAD plans and programs	MFO: GASS	Conduct regular GFPS meetings and activities (actual attributions to PS will be reflected on the Accomplishment Report)	No. of Meetings conducted - 6 No. of GFPS members attended - 35				DOT Central Office - GFPS and Office of Special Concerns	
17	Absence of GAD focal person to coordinate and monitor the implementation of GAD PAPs and accomplishments	No or absence of dedicated staff focused on GAD	To ensure that gender mainstreaming efforts and effectively planned, implemented, monitored and reported gender mainstreaming	MFO: GASS	Engaging Services of One (1) GAD Coordinator to focus on GAD matters	No. of Job Order personnel hired - 1	Hired Eleonor A Santos as GAD Coordinator from July 9 to December 14, 2021.	Central Office - GFPS 430,000.00 GAA	276,940.00 GAA	DOT Central Office - GFPS and Office of Special Concerns	Done. Personnel Hired from July 9 to December 14, 2021.

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18	Celebration of Women's Day/Month per Proclamation No. 227 and Republic Act No. 6949 s. 1990	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	1. Conduct of activities in celebration of Women's Month such as issue-based talks/fora/webinar2. Production/reproduction of IEC materials	No. of activities conducted - 9No. of IEC materials produced	1 activity conducted	Region 2 30,000.00 GAA Region 3 80,000.00 GAA Region 4A 10,000.00 GAA Region 4B 140,050.00 GAA Region 8 50,000.00 GAA Region 12 50,000.00 GAA NCR 77,800.00 GAA CAR 65,800.00 GAA Central Office - GFPS 350,000.00 GAA	0.00 GAA 0.00 GAA 0.00 GAA 0.00 GAA 0.00 GAA 0.00 GAA 0.00 GAA 11,371.89 GAA	DOT Central Office (HRD) DOT Regional Offices	Partially Done. Implemented PAPs were done thru online platform.
19	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 Tourism Policy Planning and Formulation	1 Participation to PCW-initiated 18-day VAW Campaign activities	No. of activities conducted - 5No. of Advocacy materials produced	1 activity conducted	Central Office 800,000.00 GAA	6,238.87 GAA	DOT Central Office - GFPS and Office of Special Concerns	Partially Done. Implemented PAPs were done thru online platform. For full implementation on FY 2022.

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20	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 MFO: Tourism Policy Formulation and Planning	Installation and improvement of gender-sensitive facilities:1. Restrooms and Breastfeeding corner (Region 13 and Central Office)2. Baby Changing Diaper Table (Central Office)	No. of gender-sensitive facilities - 2	gender sensitive facilities were proposed	Region 13 60,000.00 GAA Central Office - GFPS 200,000.00 GAA	0.00 GAA 0.00 GAA	DOT Central Office - GFPS and Office of Special Concerns DOT Regional Office 13	Partially Done. Central Office - For implementation on FY 2022. Schedule of activities are difficult to implement due to unpredictable increase of cases of covid-19. As such, following IATF guidelines for consideration. Suggested items that are suitable for the new normal set up were proposed in time with the reporting to office physically.DOT Region 13 - not yet implemented, possible transfer of office were suggested to the management.
21	Limited and short-term planning of gender and development activities and programs in the Department	Absence of an agency GAD Agenda	DOT GAD Agenda approved and rolled-out.	MFO: Tourism Policy Formulation and Planning	Finalization of DOT-GAD Agenda and roll-outs conducted (Luzon, Visayas and Mindanao)	No. of GAD Agenda finalized - 1No of Roll-Outs conducted (Luzon, Visayas, Mindanao) - 3	ongoing procurement	Central Office - GFPS 620,000.00 GAA	0.00 GAA	DOT Central Office - GFPS and Office of Special Concerns	Partially Done. For implementation on FY 2022. Ongoing procurement process. Status as of this date: Failure of Bidding for the 4th time.

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22	DOT personnel have varying levels of knowledge and skills in mainstreaming GAD perspectives in tourism PAPs.	Varying KSA levels on GAD among DOT personnel	Capacity on mainstreaming gender in PAPs among DOT personnel increased.	MFO: Support to Operations MFO: Product and Market Development	Conduct of Levelling Sessions on GAD.	No. of activities conducted - 22	5 activities conducted	Region 3 300,000.00 GAA Region 4A 96,000.00 GAA Region 10 40,000.00 GAA Region 11 100,000.00 GAA Region 12 50,000.00 GAA CAR 250,000.00 GAA Central Office 450,000.00 GAA Region 5 65,000.00 GAA Region 7 50,000.00 GAA Region 8 300,000.00 GAA Region 9 10,200.00 GAA NCR 146,600.00 GAA Region 13 40,000.00 GAA	0.00 GAA 0.00 GAA 0.00 GAA 0.00 GAA 0.00 GAA 0.00 GAA 197,085.12 GAA 0.00 GAA 0.00 GAA 0.00 GAA 0.00 GAA	DOT Central Office - GFPS and Office of Special Concerns DOT Regional Offices	Partially Done. About 80% were implemented, most of the sessions were done thru online platform for Central Office.

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23	Limited awareness of DOT personnel on gender issues and GAD related laws relative to tourism	Lack of training on Basic GAD Orientation and Child Safe Tourism among DOT Regional Offices No. 5 and 13 personnel.	Knowledge on GAD and related laws on tourism among DOT personnel increased.	MFO: TITP - Regional Offices	Conduct of GAD orientation/training on Child Safe Tourism for DOT personnel in the Region.	No of activity/training conducted - 2	No activity conducted	Region 5 150,000.00 GAA Region 13 25,000.00 GAA	0.00 GAA 0.00 GAA	DOT Regional Office 5 DOT Regional Office 13	Not Done. For implementation on FY 2022. Schedule of activities are difficult to implement due to unpredictable increase of cases of covid-19. As such, following IATF guidelines for consideration.
24	Limited awareness of DOT personnel on gender issues and GAD related laws relative to tourism	Composition of GFPS has not been Revisited / No Special Order has been issued for the GAD TWG	Strengthened GAD TWG by the 1st Quarter of 2021	MFO: GAAS	Restructuring the Composition of GFPS-RTWG and Conduct of Regular Meeting	No. of Meetings conducted -12	12 GFPS-RTWG Meeting conducted			DOT Regional Office No. 4A	Done. Meetings were done virtually. No cost incurred.
25	Low appreciation among the top management on their roles as GAD advocates/champions	Top Management officials needs to focus and appreciate 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 Top Management briefings on GAD plans and programs	One (1) briefing conducted with DOT Top Management officials in attendance	Top Management Briefing conducted - 1	Central Office - LLU 106,450.00 GAA	5,000.00 GAA	DOT Central Office - GFPS	Done. Implemented PAPs were done thru online platform. PCW were the resource speakers for the said event. Professional Fees were not collected because its their mandate in providing technical assistance for agencies such as DOT.
26	Failure to use SDD in DOT's planning and decision-making processes	An absence of system or failure to institutionalized SDD in the process of DOT	Functional SDD database for DOT established	MFO: Tourism Policy Formulation and Planning	Conduct Seminar Workshops on SDD ApplicationDevelop a DOT GAD SDD Database	No of Seminar Workshop conducted - 3No of GAD SDD database developed - 1	Online meetings - 3	Central Office - GFPS 700,000.00 GAA	0.00 GAA	DOT Central Office - GFPS and Office of Special Concerns	Partially Done. For implementation on FY 2022. Schedule of activities are difficult to implement due to unpredictable increase of cases of covid-19. As such, following IATF guidelines for consideration. Hence, continuous coordination with DOT Statistics under OTDPRIM were done virtually.
27	Inadequate administrative support to implement and/or monitor GAD projects and activities	Absence of budget provisions for administrative requirements of GFPS to implement and/or monitor GAD projects and activities	Administrative support requirements of GFPS provided to implement and/or monitor GAD projects and activities.	MFO: Tourism Policy Formulation and Planning	Procurement of administrative requirements of GFPS	Supplies and Materials (for documentations and reports)Communication Expenses (coordination expenses)Representation Expenses (for meetings)Travelling/Transportation Expenses (as necessary)	Furniture and fixtures purchased	Central Office - GFPS 250,000.00 GAA	250,000.00 GAA	DOT Central Office - GFPS and Office of Special Concerns	Done. As per DO No. 2021-026, the assignment of GAD to the Office of Special Concerns demanded the office to purchase furniture and fixtures for the new office. Hiring of regular employees to focus on GAD.

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
28	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: Tourism Policy Formulation and Planning MFO: Product and Market Development MFO: Support to Operations MFO: Planning MFO: Training Standards	1. Conduct of GAD General Assemblies2. Conduct of GFPS Meetings	No. of assemblies conducted - 2No. of GFPS meetings - 14	GFPS TWG Meetings were conducted - 4	Central Office - GFPS 400,000.00 GAA Region 3 35,000.00 GAA Region 4A 60,000.00 GAA	0.00 GAA 0.00 GAA 0.00 GAA	DOT Central Office - GFPS and Office of Special Concerns DOT Regional Offices	Partially Done. For implementation on FY 2022. Schedule of activities are difficult to implement due to unpredictable increase of cases of covid-19. As such, following IATF guidelines for consideration. Some meetings were done virtually. No costs incurred.
29	Absence of GAD Corner to inform DOT stakeholders on GAD-related updates.	Absence of GAD Corners to update clients and internal personnel on GAD-related information	Knowledge on GAD and related laws on tourism among DOT personnel increased.	MFO: Tourism Policy Formulation and Planning MFO: Support to Operations	Establishment of GAD Corner	GAD Corner established - 3	Not done. For implementation on FY 2022.	Region 10 50,000.00 GAA Region 12 50,000.00 GAA Central Office - GFPS 50,000.00 GAA	0.00 GAA 0.00 GAA 0.00 GAA	DOT Central Office - GFPS and Office of Special Concerns DOT Regional Offices	Not Done. Not Done. Funding source was only transferred to Office of Special Concerns after the Midyear Assessment this entailed the preparation of new administrative and financial documents for approval and the subsequent delay of project implementation. For full implementation on FY 2022.
30	Lack of gender perspective in the preparation of project documents based on the approved work and financial plan	Lack of capacity among program proponents in coming up with a gender responsive project documents	Project documents for GAD attribution enhanced and gender responsive	MFO: Tourism Policy Formulation and Planning MFO: Support to Operations MFO: Planning MFO: Training Standards MFO: GASS	1. Conduct of writeshop on preparation of gender-responsive tourism project documents.2. Conduct enhancement of project documents using the gender assessment results.	No. of writeshops conducted - 4No. of project documents enhanced - 4	Coordination meetings were conducted with OPMD and OTSR for proposed series of activities in preparation of their PAPs for attribution to GAD.	Region 2 40,000.00 GAA Region 12 50,000.00 GAA Central Office - GFPS 350,000.00 GAA	0.00 GAA 0.00 GAA 0.00 GAA	DOT Central Office - GFPS and Office of Special Concerns DOT Regional Offices	Partially Done. Partially done with no cost incurred. The DOT-GFPS Secretariat initially coordinated with the OTSR and OPMD. In addition, funding source was only transferred to Office of Special Concerns after the Midyear Assessment this entailed the preparation of new administrative and financial documents for approval and the subsequent delay of project implementation. For full implementation on FY 2022.

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
31	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	Intra-agency and inter-agency convergence/coordination strengthened to achieve DOT's GAD goals and objectives	MFO: GASS	Attendance to RGADC, Inter-agency Committee meetings, NGO and other NGA-organized seminars and activities	No of Meetings - 13	No meetings were attended	Region 5 40,000.00 GAA Region 8 120,000.00 GAA Region 13 30,900.00 GAA	0.00 GAA 0.00 GAA 0.00 GAA	DOT Regional Offices	Not Done. Based on the submitted GAD ARs of the three (3) Regional Offices these activities were not conducted.
ATTRIBUTED PROGRAM											
32					Tourism Industry Training Program			41,362,002.50 GAA	104,378,179.36 GAA	Office of Industry Manpower Development	Done. Most of the implemented PAPs were done thru online platform.
33					Branding and Marketing Communications - DOT Campaign (New Normal)			246,484,500.00 GAA	143,823,706.00 GAA	Branding and Marketing Communications	Partially Done. Most of the projects are still on procurement process.
SUB-TOTAL								311,293,854.02	251,968,581.22	GAA	
TOTAL								311,293,854.02	251,968,581.22		

Prepared By:	Approved By:	Date
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