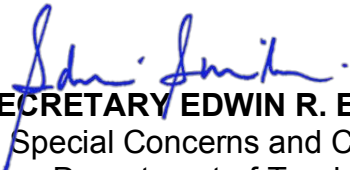

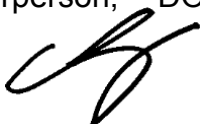




MEMORANDUM FOR THE SECRETARY

THRU : 
UNDERSECRETARY EDWIN R. ENRILE
Legal and Special Concerns and Chief of Staff
Chairperson, Department of Tourism Gender and Development
Focal Point System (DOT-GFPS)


ASSISTANT SECRETARY LEILA MAGDA G. RIVERA
Administration and Finance
Co-Chairperson, DOT-GFPS


FROM : **DIRECTOR CARLOS L. MAGNAYE**
Office of Special Concerns and
Head, Technical Working Group
DOT-GFPS

DATE : **03 MAY 2021**

SUBJECT : **DEPARTMENT OF TOURISM (DOT) – GENDER AND
DEVELOPMENT PLAN AND BUDGET FOR FISCAL YEAR
(FY) 2021**

We are pleased to inform that the Philippine Commission on Women (PCW) has reviewed and approved the DOT Gender and Development Plan and Budget (GPB) for FY 2021. The DOT GPB budget amounts to **Three Hundred Nine Million Eight Hundred Ninety-Two Thousand Eight Hundred Four Pesos & 02/100 (P309,892,804.02)** or is **11.31%** of the total DOT budget.

Attached is the subject FY 2021 GPB for the Secretary's consideration and approval.

Thank you.

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2021**

Sequence No.: 2021-011091				
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			
Total GAD Budget	309,892,804.02	Primary Sources	309,892,804.02	
		Other Sources	0.00	
% of GAD Allocation:	11.31%			

	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									



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


DIRECTOR CARLOS L. MAGNAYE
 HEAD, DOT-GFPS TECHNICAL WORKING GROUP


BERNADETTE ROMULO-PUYAT
 DEPARTMENT SECRETARY



	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	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	Region 1 1,000,000.00 Region 2 16,620.00 Region 8 42,250.00 Region 10 65,000.00 Region 11 100,000.00 Central Office 500,000.00	GAA GAA GAA GAA	DOT Regional Offices DOT Central Office - GFPS
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	Region 5 60,000.00 Region 6 50,000.00 Region 12 150,000.00 Region 7 15,000.00 Central Office 1,000,000.00	GAA GAA GAA GAA	DOT Regional Offices



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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	Region 3 100,000.00 Region 5 165,000.00 Region 6 107,600.00 Region 7 250,000.00 Region 9 58,000.00 Region 13 63,443.00 Region 12 50,000.00 CAR 100,000.00 LAS 168,200.00	GAA GAA GAA GAA GAA GAA GAA	DOT Central Office (LAS) DOT Regional Offices

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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	Region 4A 130,610.00 Region 7 100,000.00 Region 12 100,000.00 Region 5 35,000.00 Central Office 600,000.00 Region 13 5,750.00	GAA GAA GAA GAA	DOT Central Office - GFPS and Office of Special Concerns DOT Regional Offices
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 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)	Region 2 40,000.00 Region 5 50,000.00 Region 6 50,000.00 Region 12 100,000.00	GAA GAA GAA	DOT Regional Offices



	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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7	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	Region 4A 52,000.00	GAA	DOT Region 4A
8	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	Region 12 50,000.00 Region 13 20,100.00	GAA GAA	DOT Regional Offices
9	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 Region 3 100,000.00	GAA GAA	DOT Regional Offices
10	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	Region 3 686,504.00 Region 8 820,259.52 Region 13 461,565.00 Region 12 375,000.00	GAA GAA GAA	DOT Regional Offices



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11	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	CAR 250,000.00	GAA	DOT CAR
12	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 theGAD Tourism Framework and Work Plan	Mechanism for the implementation of ASEAN GADTourism 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 - 2No. of ASEAN Members engaged -30No. of tourism stakeholders (NGAs, NGOs, LGUs, academe, tourism stakeholders, women organization, and vulnerable groups) engaged - 120No. of implementingmechanisms established – 1	Central Office - OTDPRIM PFICD 1,800,000.00	GAA	OTDPRIM PFICD
13	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 GADstrategic 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 - 2No. of APEC Members engaged -40No. of tourism stakeholders (NGAs, NGOs, LGUs, academe, tourism stakeholders, women organization, and vulnerable groups) engaged - 120No. of GAD Tourism Framework formulated - 1	Central Office - OTDPRIM PFICD 2,000,000.00	GAA	DOT PFICD

ORGANIZATION-FOCUSED ACTIVITIES



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14	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 - 6No. of GFPS members attended – 35			DOT Central Office - GFPS and Office of Special Concerns
15	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	Central Office - GFPS 430,000.00	GAA	DOT Central Office - GFPS and Office of Special Concerns



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16	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	Region 2 30,000.00 Region 3 80,000.00 Region 4A 10,000.00 Region 4B 140,050.00 Region 8 50,000.00 Region 12 50,000.00 NCR 77,800.00 CAR 65,800.00 Central Office - GFPS 350,000.00	GAA GAA GAA GAA GAA GAA GAA	DOT Central Office (HRD) DOT Regional Offices
17	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	Central Office 800,000.00	GAA	DOT Central Office - GFPS and Office of Special Concerns



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18	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	Region 13 60,000.00 Central Office - GFPS 200,000.00	GAA GAA	DOT Central Office - GFPS and Office of Special Concerns DOT Regional Office 13
19	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	Central Office - GFPS 620,000.00	GAA	DOT Central Office - GFPS and Office of Special Concerns



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21	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	Region 5 150,000.00 Region 13 25,000.00	GAA GAA	DOT Regional Office 5 DOT Regional Office 13
22	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	Central Office - LLU 106,450.00	GAA	DOT Central Office - GFPS
23	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 Application Develop a DOT GAD SDD Database	No of Seminar Workshop conducted - 3 No of GAD SDD database developed - 1	Central Office - GFPS 700,000.00	GAA	DOT Central Office - GFPS and Office of Special Concerns
24	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)	Central Office - GFPS 250,000.00	GAA	DOT Central Office - GFPS and Office of Special Concerns






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25	Compliance of the PCW-NEDA-DBM JointCircular 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	Central Office - GFPS 400,000.00 Region 3 35,000.00 Region 4A 60,000.00	GAA GAA GAA	DOT Central Office - GFPS and Office of Special Concerns DOT Regional Offices
26	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	Region 10 50,000.00 Region 12 50,000.00 Central Office - GFPS 50,000.00	GAA GAA GAA	DOT Central Office - GFPS and Office of Special Concerns DOT Regional Offices



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27	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	Region 2 40,000.00 Region 12 50,000.00 Central Office - GFPS 350,000.00	GAA GAA GAA	DOT Central Office - GFPS and Office of Special Concerns DOT Regional Offices
28	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	Region 5 40,000.00 Region 8 120,000.00 Region 13 30,900.00	GAA GAA GAA	DOT Regional Offices
ATTRIBUTED PROGRAM									
29					Tourism Industry Training Program		41,362,002.50	GAA	Office of Industry Manpower Development
30					Branding and Marketing Communications - DOT Campaign (New Normal)		246,484,500.00	GAA	Branding and Marketing Communications
SUB-TOTAL							309,892,804.02	GAA	
TOTAL GAD BUDGET							309,892,804.02		



Prepared By:	Approved By:	Date
 DIRECTOR CARLOS L. MAGNAYE	 BERNADETTE ROMULO-PUYAT 	May 06, 2021
Head, DOT-GFPS Technical Working Group	Department Secretary 