

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT  
FY 2016**

**Reference:** Direct Encoding (No GPB in database)

**Organization:** Light Rail Transit Authority

**Organization Category:** National Government, GOCC with Budgetary Support

**Organization Hierarchy:** Department of Transportation and Communications, Light Rail Transit Authority

**Total Budget/GAA of Organization:** 922,076,000.00

**Actual GAD Expenditure**

897,134.64

**Original Budget**

4,698,000.00

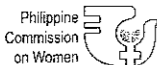
**% Utilization of Budget**

19.10

**% of GAD Expenditure:**

0.10%

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	Remarks
1	2	3	4	5	6	7	8	9	11	12
<b>CLIENT-FOCUSED ACTIVITIES</b>										



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*Anabelle C. Ganancial*  
**ANABELLE C. GANANCIAL**  
 (01/01/2016-09/14/2016) /  
**ELEANORE T. DOMINGO**  
 (09/15/2016 -12/31/2016)  
**LRTA - GAD CHAIRPERSON**

*Gen. Reynaldo I. Berroya*  
**GEN. REYNALDO I. BERROYA**  
**ADMINISTRATOR**



	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	Remarks
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1	Presidential Proclamation No. 227 Provides for the observance of the month of March as Women's History Month.	Lack of promotion as to activities conducted to highlight the importance of the role of women in our society	To ensure LRTA's continued participation in the celebration of the Women's Month and other GAD-related activities	MFO: Actively participated during the celebration of the National Women's Month.	Provide free ride to Women passengers during the International Women's Month Celebration on March 8, 2016	Number of women passengers avails the free rides - Target: All women passengers during allotted time for free rides	41, 170 women passengers availed the LRTA ride on March 8, 2016	0.00 Corporate Funds	782,230.00 Corporate Funds	LRTA Management, Operations Dept.	Done. Budget was not reflected since target ridership to avail free ride was not projected. An average fare of PhP 19.00 considered the computation of the cost.



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2	Lacks Gender Mainstreaming that would make women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring, and evaluation of policies & programs/projects in all political, economic, and societal spheres so that women and men benefit equally and inequality is not perpetuated.	Existing trains & infrastructures, are not fitted for Asian especially on the women and those with short height, senior citizens and PWDs.	To provide infrastructures and facilities that would enable the comfort and convenience of all passengers regardless of gender.	MFO: GAD-responsive Infrastructures and service facilities provided	Coordinate with PMOs and Concessionaire for the incorporation of GAD-related concerns in the planning and programming of projects and activities for the Corporate Strategic Plan CY 2017-2022.	No. of coordination meetings with PMOs and concessionaires - TARGET: Quarterly meetings with PMOs and 2 meetings with Concessionaire.	Plans for the improvement of customer experience adopted as a strategic priority in the 2017-2022 Corporate Strategic Plan	0.00 Corporate Funds	0.00 Corporate Funds	GAD Committee, Operations Department, Engineering Department and PMOs	Not Done. No formal discussions with the PMOs were made as all infrastructure components are still in the bidding stage. GAD Committee will include in its schedule of activities in 2017 the close coordination with the concessionaire and PMOs so that GAD-related concerns are considered during construction and relocation of informal settler families.



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3	Inadequate knowledge or awareness of riders on gender-sensitive issues and support services available at the LRT Stations	Women passengers are not yet fully aware of the existence of mechanisms in the LRT systems which can give assistance in case they experience any form of sexual harassment inside the trains and stations such as "panghihipo" and "tyansing"	To increase / heighten the awareness of riders on gender-sensitive issues and available help mechanisms at the stations.	MFO: Information dissemination campaign activities conducted	Inspect information materials posted inside the trains and stations.	Frequency of inspection of signages / information materials at the station - Target: Quarterly inspection of posted signages/ information materials at the stations	Conducted regular inspection of signages and materials posted at the station for information of the passengers.	0.00 Corporate Funds	0.00 Corporate Funds	Station Operations Division, Business Development and Public Relations Dept., Administrative Dept., MIS Div., Train Operations Div.	Done. No Cost. Signages are already available. Inspection is made to ensure that they are readable and still in place
4	Inadequate knowledge or awareness of riders on gender-sensitive issues and support services available at the LRT Stations	Women passengers are not yet fully aware of the existence of mechanisms in the LRT systems which can give assistance in case they experience any form of sexual harassment inside the trains and stations such as "panghihipo" and "tyansing"	To increase / heighten the awareness of riders on gender-sensitive issues and available help mechanisms at the stations.	MFO: Information dissemination campaign activities conducted	Posting in the LRTA Website of reminders / information on gender-sensitive issues / concerns.	Frequency of updating the LRTA websites - Target: Quarterly updating of GAD information campaigns in the website	Quarterly updating of GAD information campaigns in the website.	0.00 GAA	0.00 GAA	Station Operations Division, Business Development and Public Relations Dept., Administrative Dept., MIS Div., Train Operations Div.	Done.



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5	Inadequate knowledge or awareness of riders on gender-sensitive issues and support services available at the LRT Stations	Passengers are not yet fully aware of gender-sensitive issues and support services available at the LRT Stations	To increase / heighten the awareness of riders on gender-sensitive issues and available help mechanisms at the stations.	MFO: Information dissemination campaign activities conducted	Posting of info materials about Anti-VAWC Law, Anti-human Trafficking Law and other Gender- related issues at the revenue lines and at the depot.	Actual Information dissemination campaigns conducted about Anti-VAWC Law, Anti-human Trafficking Law and other Gender-related issues - Posting of Information campaign about Anti-VAWC Law, Anti-Human Trafficking Laws and other Gender-Related issues through out the stations by 3rd quarter of 2016	Joined the "Orange your Icon" campaign by posting banners at the depot and selected stations (Santolan, Cubao & Recto), decorating all the stations with Anti-VAWC theme and wearing of hats with the anti-VAWC slogan by front line staff.	100,000.00 GAA	4,936.50 GAA	GAD Committee, Operations Department	Done. The variance is due to the following: - Banners and streamers were not posted in all the stations, but only is 3 major stations for of sufficient printing time - Hats and station decorations were mostly from recycled materials with minimal supplies purchased for this campaign."



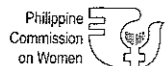
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6	Inadequate knowledge or awareness of riders on gender-sensitive issues and support services available at the LRT Stations	Women, Senior Citizens, PWD passengers are not yet fully aware of LRTA's designated special boarding area to access LRT Systems.	To increase/heighten the awareness of riders on gender-sensitive issues and available help mechanisms at the stations.	MFO: Information dissemination campaign activities conducted	Announce reminders thru the Public Address System (PAS) and inside the trains re: accessing the trains and designated priority seats.	Frequency of announcements inside the train: Frequency of announcements thru the PAS: - Target: Every loading/unloading of passengers Target: Hourly	Regular announcements inside the trains every loading and unloading of passengers and every arrival & departure of trains if thru the PAS. Beneficiaries: women, pregnant women, persons with disability (PWD), senior citizens and passengers with children .	0.00 GAA	0.00 GAA	Operations Department	Done. No Cost. Announcements are made by Train Drivers inside trains and through the Public Address System in stations.
7	Inadequate knowledge or awareness of riders on gender-sensitive issues and support services available at the LRT Stations	Passengers are not yet fully aware of gender-sensitive issues and support services available at the LRT Stations	To increase / heighten the awareness of riders on gender-sensitive issues and available help mechanisms at the stations.	MFO: Information dissemination campaign activities conducted	Airing of GAD infomercials at the stations and Public Address announcements inside the train.	Frequency of airing GAD infomercials at the stations and Public Address Systems & announcements inside the train. - Target: Hourly airing of GAD infomercials at the stations and Public Address Systems & announcements inside the train.	Airing of GAD infomercials at the stations and Public Address Systems & announcements inside the trains and at the station are made 3x during the train ride and hourly or from time to time at the station while awaiting for arrival of trains.	100,000.00 GAA	0.00 GAA	GAD Committee, Operations Department	Done. No Cost. Airing of Anti-VAWC Law, Anti-human trafficking laws and other gender-related issues thru the TV monitor installed at stations.



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<b>ORGANIZATION-FOCUSED ACTIVITIES</b>											
8	Inadequate knowledge and awareness on gender equality principles and mandates among newly hired officers and employees	Limited gender orientation of newly hired LRTA officers and other employees (both male and female) on gender and development, gender equality, gender mainstreaming, etc.	To ensure that LRTA officers and employees specially the GAD Committee Officers are fully aware and knowledgeable / informed about gender and development concepts such as gender equality, gender mainstreaming, etc. in order to be more gender sensitive in the performance of their duties as well as in addressing gender issues and concerns.	MFO: General Administrative and Support Services	Conduct capacity-building for LRTA Officers and employees particularly those involved in the LRT operations through (continuing activity) the following training/s on: A) Gender Sensitivity Training B) Gender Mainstreaming C) Gender Analysis D) Laws (both International and Philippine Laws) protecting women, women's rights, etc. E) R.A. 7877 Anti-Sexual Harassment Act F) R.A. 9262 Violence Against Women and their Children	Number of trainings conducted and participants attended - Minimum of one (1) Training per course conducted in 2016 with 60 participants.	No training Conducted	516,000.00 Corporate Funds	0.00 Corporate Funds	HRMD- Training Section	Not Done. No training conducted as there was a slow-down in hiring given the changes in management. On those hired, focus had been given on work duties.



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9	Limited number of GAD Champions among the LRTA-GAD Committee officers, members and employees	Limited number of training personnel to conduct the GAD orientation / training	To ensure that LRTA officers and employees specially the GAD Committee Officers are fully aware and knowledgeable / informed about gender and development concepts such as gender equality, gender mainstreaming, etc. in order to be more gender sensitive in the performance of their duties as well as in addressing gender issues and concerns.	MFO: Capacity building Programs	Apply for accreditation in conducting "Trainer's Training" on Gender Sensitivity by LRTA-GAD Committee Officers and members as well as HRMD Training Officers to be "Trainers" for Gender Sensitivity Trainings (GST).	Number of trainings conducted and number of LRTA-GAD Committee Officers attended - Conduct training/s for LRTA-GAD Committee officers and members	No training conducted	176,000.00 Corporate Funds	0.00 Corporate Funds	HRMD-Training Section	Not Done. No training conducted given the changes in management.



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 (01/01/2016-09/14/2016) /  
 ELEANORE T. DOMINGO  
 (09/15/2016 -12/31/2016)  
 LRTA - GAD CHAIRPERSON

*Gen. Reynaldo I. Berroya*  
 GEN. REYNALDO I. BERROYA  
 ADMINISTRATOR





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10	Presidential Proclamation 227-...Providing for the observance of the month of March as Women's Role in History Month..."	Lack of promotion as to activities conducted to highlight the importance of the role of women in our society	To ensure LRTA's continued participation in the celebration of the Women's Month and other GAD-related activities	MFO: General administration and support services	Conduct various activities for the Women's Month Celebration and other GAD-related activities	Number of activities organized or events participated during the Women's Month Celebration - At least (4) activities organized and one (1) event participated in 2016.	Activities conducted during women's month: Distribution of Fans with printed GAD advocacy to 500 Women Passenger at Stations	230,000.00 Corporate Funds	39,793.94 Corporate Funds	HRMD-Training, GAD Committee	Done. LRTA employees participated in the Women's Month Celebration. However, other activities that were undertaken were no longer included per previous advice of PCW such as the seminar on Bone Density Scanning etc. Moreover, we have just turned-over operation and maintenance of LRT 1 to the private sector, hence focus then were on the post-Transition activities such as facilitation, or clearances, and processing of last salaries of transferred & resigned employees.



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11	Lack of employees awareness on the latest development on gender related policies, programs, issues and concerns	Due to the conflict on shifting schedules of front-line employees, they were unable to attend related seminars on gender policies, programs, issues and concerns.	To Increase employees' awareness on gender- related policies, programs, issues and concerns and GAD Plans and Budget	MFO: Capacity building	Conduct continuing capacity-building activities for LRTA GAD Committee officers, members and other employees through seminar/workshop and training.	Number of training course conducted and number of participants attended - Target: Minimum of one training per course conducted in 2016 with 60 participants attended.	Conducted GAD Planning and Budgeting Workshop on Dec. 6 and 7, 2016 attended by a total of 53 participants composed of 20 males and 33 females and 3 GAD Committee Officers attended the Workshop for the Formulation of the Gender Responsive Railway Facilities and Services held at Legazpi City on April 25-28, 2016	176,000.00 Corporate Funds	70,174.20 Corporate Funds	HRMD-Training Section	Done. Trainings and continuing capacity building activities conducted to various LRTA official and employees



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12	Lack of Database System that captures situations/concerns of women employees of LRTA	Gender-disaggregated data which reflect the relevant situation, issues and concerns of women employees of LRTA as basis/reference of the agency in implementing policies and integrating gender issues to policies and guidelines pertinent to operations are not available.	To facilitate the improvement of conditions of women employees of LRTA in the performance of their socio-economic responsibilities through innovations in technology and infrastructure	MFO: Database System developed and available for use	Conduct survey- Gather data and analyze information/data- Develop comprehensive database	Percentage of completion of the comprehensive Database- 100% created Comprehensive database of women employees and solo parents of LRTA which reflects their current situations, issues and concerns, etc. (A collection of gender dis-aggregated data reviewed, regularly updated for use as basis / reference in GAD programs and projects. - Actual completion of Employee Needs survey conducted	Partially done	400,000.00 Corporate Funds	0.00 Corporate Funds	HRMD,BDPRD	Not Done. Conducted Employee Needs survey in-house at no cost.



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13	Lack of facilities and infrastructures to address the needs of employees assigned in graveyard shifts and those providing services beyond office hours	Employees, especially women are very reluctant in accepting assignments in graveyard shifts and in performing overtime services beyond office hours.	To ensure that reinforcements are provided to address the needs of employees in the delivery of required services to clients.	MFO: Improved facilities for the access and mobility of employees to and from work ensured	Construction of sleeping quarters and procurement of shuttle service for men and women employees assigned to perform overtime work and in graveyard shifts	Increase number of women employees assigned in graveyard shift - Five percent (5%) increase in number of women's employees accepting graveyard shifts by the end of 2016	None	3,000,000.00 GAA	0.00 GAA	LRTA Management, GAD Committe officer and members	Not Done. Shuttle service not provided since the Bus Feeder Service did not materialize.
<b>SUB-TOTAL</b>								3,200,000.00	4,936.50	GAA	
								1,498,000.00	892,198.14	Corporate Funds	
<b>TOTAL</b>								4,698,000.00	897,134.64		

Prepared By:

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**ANABELLE C. GANANCIAL (01/01/2016-09/14/2016) / ELEANORE T. DOMINGO (09/15/2016 -12/31/2016)**

**LRTA - GAD Chairperson**

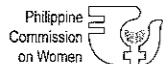
Approved By:

*Gen. Reynaldo I. Berroya*  
**Gen. REYNALDO I. BERROYA**

**Administrator**

Date

09/08/2017



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