

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2018**

Sequence No.: 2018-006242

Organization: Light Rail Transit Authority

Organization Category: National Government, GOCC with Budgetary Support

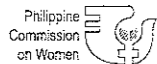
Organization Hierarchy: Department of Transportation, Light Rail Transit Authority

Total Budget/GAA of Organization: 60,606,700.00

Total GAD Budget	4,047,400.00	Primary Sources	4,047,400.00
		Other Sources	0.00

% of GAD Allocation: 6.68%

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									
1	Difficulty experienced by LRT 2 women passengers who require privacy when breast feeding.	Lack of breast-feeding area in most of the Line 2 stations.	To provide lactating passengers with better facilities for their comfort and convenience.	MFO: General Administrative Support Services provided	Refurbish available room/corner in all LRT stations for lactating area.	% availability at LRT Stations. - TARGET: 100%	200,000.00	Corporate Funds	Admin. Dept., GSD, HRMD and Finance Dept., GFPS-TWG HRMD and Finance Dept., GFPS-TWG



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

ELEANORE T. DOMINGO
CHAIRPERSON, GAD
COMMITTEE

GEN. REYNALDO I. BERROYA
ADMINISTRATOR



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2	Inadequate knowledge or awareness of riders on gender-sensitive issues and support services available at the LRT Stations	Existence of assistance or support mechanisms in government on concerns such as human trafficking and VAWC cases is not well-disseminated.	To increase / heighten the awareness of riders on human trafficking, VAWC and other gender-sensitive issues and on available help mechanisms at the stations.	MFO: General Administrative Support Services provided	Posting of stickers, slogans and other information materials on anti-human trafficking, anti-VAWC & other gender-sensitive issues in all LRT2 Stations.	Actual posting of information materials - TARGET: Stickers, slogans and other information materials on gender-sensitive issues posted in all LRT2 stations by second semester of 2018	100,000.00	Corporate Funds	Admin. Dept., Operations Dept., GSD, HRMD-Training, Safety and Security and Finance Dept.
3	Inadequate knowledge or awareness of riders on gender-sensitive issues and support services available at the LRT Stations	Existence of assistance or support mechanisms in government on concerns such as human trafficking and VAWC cases is not well-disseminated.	To increase /heighten the awareness of riders on human trafficking, VAWC and other gender-sensitive issues and on available help mechanisms at the stations.	MFO: General Administrative Support Services provided	Conduct of public forum and/or film showing on prevention of human trafficking activities, VAWC & other gender-sensitive issues.	1. No. of public forum and/or film-showing conducted 2. No of participants attended - TARGET: One (1) Public Forum and/or (1) film-showing conducted within the 2nd semester of 2018 TARGET: No. of participants: 100	320,000.00	Corporate Funds	Admin. Dept., HRMD-Training, Safety and Security, Finance Dept. & GFPS - TWG



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4	Inadequate knowledge or awareness of riders on gender-sensitive issues and support services available at the LRT Stations	LRT2 Frontliners are not yet trained on how to handle situations re: Complaints on Sexual Harassment, VAWC and related cases because of conflict in shift schedules.	To provide immediate assistance to passengers on matters concerning complaints on Sexual Harassment, VAWC and related cases.	MFO: Passengers with complaints regarding sexual harassment, VAWC and related cases are immediately provided assistance by trained frontliners manning activated Help Desks.	Post Help Desk Signage at designated Help Desk areas so they can be immediately located by passengers	Actual posting of signage/stickers at Help Desk areas. - TARGET: Help Desk stickers posted at all designated help desk areas per station by 1st quarter, 2018.	25,000.00	Corporate Funds	GFPS -TWG, Finance Dept., Admin. Dept.-HRMD, L2 Operations Dept.
5	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 create awareness in the Authority and actively participate during the celebration of National Women's Month.	MFO: Attended and actively participated in activities during the celebration of National Women's Month	Produce and distribute to clients/passengers Women's Month collaterals such as simple token, button, pins, fans, ballpens, notepads, etc., bearing the theme or slogan for Women's Month	No. of collaterals bearing the theme issued to passengers- TARGET: 5,000 pcs. Of collaterals issued to passengers	78,750.00	Corporate Funds	Admin. Dept., Operations Dept., GSD, HRMD and Finance Dept., GFPS-TWG



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6 RA 103398 (2013) "Declaring November 25 of Every Year as National Consciousness Day for the Elimination of Violence Against Women and Children (VAWC) Proclamation 1172 s. 2016 "Declaring 25 November to 12 December as the 18-Day Campaign to End Violence Against Women (VAW)	Lack of promotion as to activities conducted to highlight the importance of caring for the most vulnerable persons to violence in our society.	To create awareness of passengers and in the Authority and actively participate during the celebration of National Children's and Anti-VAWC Months.	MFO: Attended and actively participated in activities during the celebration of National Children's and Anti-VAWC Months.	Produce and distribute to clients/passengers collaterals such as simple token, button, pins, fans, ballpens, notepads, etc., bearing the theme or slogan for National Children's and Anti-VAWC Months.	No. of collaterals bearing the theme issued to women and children passengers - TARGET: 10,000 pcs. collaterals issued to women and children passengers	57,500.00	Corporate Funds	Admin. Dept., Operations Dept., GSD, HRMD, Finance Dept., GFPS-TWG
ORGANIZATION-FOCUSED ACTIVITIES								
7 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 create awareness in the Authority and actively participate during the celebration of National Women's Month.	MFO: Attend and actively participate during the celebration of National Women's Month	Conduct workshops/seminars on Women Empowerment (Image Power and Personality Development)	1. No. of seminar/workshop conducted 2. No. of participant attended- 1. TARGET: 1 seminar/workshop 2. TARGET: - 200 participants attended seminar/workshop	170,000.00	Corporate Funds	Admin. Dept., GSD, HRMD-Training, GAD Committee and Finance Dept.

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8	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 create awareness in the Authority and actively participate during the celebration of National Women's Month.	MFO:Fostered awareness on the importance of the role of women in our society.	Display/Post Women's Month streamers/banners	No. of banners/streamers posted - TARGET: 25 pcs.banners/steamers	31,500.00	Corporate Funds	GAD Committee, Admin. Dept., Finance Dept.
9	Strengthen appreciation and awareness of GAD FP and GAD Committee on on relevance of Gender and Development (RA 9710 Section 36 (b) "Shall establish or strengthen their GAD Focal Point System.."	Limited and inadequate understanding and commitment given in the implementation of GAD Plans and Programs	To strengthen, catalyze and accelerate gender mainstreaming at LRTA	MFO: InstitutionalizedGAD Focal Point System and actively worked for the acceleration of gender mainstreaming at LRTA	Conduct and or participate in orientations & capacity building on GAD Planning and Budgeting including assessment of accomplishments.	Actual conduct of and/or participation in training on GAD Planning and Budgeting and assessment of accomplishments. - TARGET: Conducted/participated at least two (2) GAD Planning and Budgeting workshops and reinforcement trainings of all LRTA -GAD Committee on GAD Planning and Budgetingduring the year.	250,000.00	Corporate Funds	Admin. Dept., HRMD-Training,GAD Committee and Finance Dept.





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10 R.A. 9710 Chapter V Sec. 27 (b) (1) Social Protections "The State institute policies and programs that seek to reduce the poverty and vulnerability to risk and enhance the social status and rights of the marginalized women by promoting and protecting livelihood and employment, protecting against hazards and sudden loss of income, and improving people s capacity to manage risks."	Employees particularly women personnel assigned in graveyard shifts (1st Shift- 3:00 am-11:00 am and last shift: - 3:30 pm to 11:30 pm) are at risk from sexual harassment and other forms of crimes so they are reluctant to render overtime services and accept graveyard assignments.	To update/validate available database as a basis for appropriate decision-making.	MFO: Database made available as a basis for decision-making.	Update GAD database through conduct of work conditions and working life survey among LRTA women employees.	Actual completion. - TARGET: Database completed by end of September 2018.	66,500.00	Corporate Funds	Admin. Dept., HRMD Training, Safety and Security and Finance Dept., GAD Committee FPS-TWG
11 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 create awareness in the Authority and actively participate during the celebration of National Women's Month.	MFO: Attended and actively participated in activities during the celebration of National Women's Month	Send delegates or attend/participate to various events/activities of PCW and/or DOTr	1. No. of events attended 2. No. of Delegates - 1. TARGET: At most all of activities required by PCW/DOTr attended 2. 15-30 delegates per event	115,500.00	Corporate Funds	GAD Committee, Admin. Dept., Finance Dept.



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12 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 create awareness in the Authority and actively participate during the celebration of National Women's Month.	MFO: Attended and actively participated in activities during the celebration of National Women's Month	Decorate the station with the theme & related slogans & greet women passengers frontline staff in T-shirt bearing the NWMC theme	Actual implementation - TARGET: 11 Line 2 Stations decorated and 130 frontline staff wearing T-shirts with the NWMC theme	105,000.00	Corporate Funds	GAD Committee, Admin. Dept., Finance Dept., L2 Station Operations Div., BDPRD-PRD
13 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 create awareness in the Authority and actively participate during the celebration of National Women's Month.	MFO: Attended and actively participated in activities during the celebration of National Women's Month	Hold Flag Raising Ceremony on 1st week of March and include NWM Celebration(NWMC) announcements in the Ceremony	No. of Participants - TARGET 146 LRTA officials & employees based at L2 Depot	0.00	GAA	GAD Committee, Admin. Dept.
14 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 create awareness in the Authority and actively participate during the celebration of National Women's Month.	MFO: Attended and actively participated in activities during the celebration of National Women's Month	Hold a ceremonial lunch for the opening of the National Women's Month Celebration (A salute to the great women of LRTA)	No. of Participants - TARGET LRTA officers and employees & guests(876 persons)	236,250.00	Corporate Funds	GAD Committee, Admin. Dept., Finance Dept., BDPRD-PRD



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15	Lack of employees awareness on the latest development on gender related policies, programs, issues and concerns	Conflict in work schedules of employees with the availability of resource persons and scheduled trainings.	To Increase employees' awareness on gender- related policies, programs, issues and concerns	MFO: Attended and actively participated in workshops/seminars on ANTI VIOLENCE against Women and their Children (VAWC) or R.A.9662 and Magna Carta for Women	Conduct Workshops / Seminars on ANTI VIOLENCE against Women and their Children (VAWC) or R.A.9662 and Magna Carta for Women	1. No. of seminars/workshop conducted 2. No. of Participants per seminars/workshop - 1. TARGET: 6 seminars/workshop conducted 2. TARGET: 50 participant per seminars/workshop	147,000.00	Corporate Funds	Admin. Dept., HRMD - Training, Safety and Security, Finance Dept., GFPS-TWG
16	Strengthen appreciation and awareness of GAD Focal Point System and GAD Committee on the relevance of Gender and Development (Section 36 (b) of MCW)	Limited and inadequate understanding and commitment given in the implementation of GAD Plans and Programs	To catalyze and accelerate gender mainstreaming at LRTA	MFO: MFO: Institutionalized and functional GAD Focal Point System at LRTA	Attend and participate in the capacity building activities and regular meetings of the DOTr GAD Rail Sector for its GAD Focal Point System Committee & TWG.	Actual participation in meetings/activities of the DOTr GAD Rail Sector - TARGET: All calendared meetings/activities attended by GFPS -TWG members	240,000.00	Corporate Funds	Admin. Dept., HRMD-Training, GAD Committee & TWG, Finance Dept.



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17	Strengthen appreciation and awareness of GAD Focal Point System and GAD Committee on the relevance of Gender and Development (Section 36 (b) of MCW)	Limited and inadequate understanding and commitment given in the implementation of GAD Plans and Programs	To catalyze and accelerate gender mainstreaming at LRTA	MFO: Institutionalized GAD Focal Point System and actively worked for the acceleration of gender mainstreaming at LRTA	Participate in the DOTr-sponsored GAD National Transport Conventions & Fora	Actual participation in the DOTr-sponsored GAD National Transport Conventions & Fora - TARGET: At least 2 Conventions/Fora attended by at least 5 GFPS Committee and/or TWG members	100,000.00	Corporate Funds	Admin. Dept., HRMD-Training, GAD FPS Committee & TWG, Finance Dept.
18	Strengthen appreciation and awareness of GAD Focal Point System and GAD Committee on the relevance of Gender and Development (Section 36 (b) of MCW)	Limited and inadequate understanding and commitment given in the implementation of GAD Plans and Programs	To catalyze and accelerate gender mainstreaming at LRTA	MFO: MFO: Institutionalized and functional GAD Focal Point System	Conduct orientations & capacity building on Gender Sensitivity Training (GST)	Actual implementation - TARGET: 2 GST conducted and trained at least one hundred (100) LRTA personnel I	198,000.00	Corporate Funds	Admin. Dept., HRMD-Training, GAD FPS Committee & TWG, Finance Dept.

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19	R.A. 9710 Chapter V Sec. 27 (b) (1) Social Protections "The State institute policies and programs that seek to reduce the poverty and vulnerability to risk and enhance the social status and rights of the marginalized women by promoting and protecting livelihood and employment, protecting against hazards and sudden loss of income, and improving people's capacity to manage risks."	Employees particularly women personnel assigned in graveyard shifts (1st Shift - 3:00 am-11:00 am and last shift: - 3:30 pm to 11:30 pm) are at risk from sexual harassment and other forms of crimes so they are reluctant to render overtime services and accept graveyard assignments.	To reinforce capacity of employees particularly women employees to manage risks when faced with any form of crime or violence such as hold-up, sexual harassments, etc.	MFO: Employees particularly the women personnel are properly oriented and their capacities reinforced to face eventualities such as holdup, sexual harassment, etc. reinforced.	Conduct orientation seminars on anti-VAWC to concerned employees.	Actual implementation. - TARGET: Orientation session conducted within the year for 50 participants	66,500.00	Corporate Funds	Admin. Dept., HRMD Training, Safety and Security and Finance Dept.
20	R.A. 9710 Sec.9 - Protection from all forms of violence including those committed by the state.	Lack of the appropriate institutional structure and mechanism to handle VAWC-related cases on affected LRTA employees.	To improve services & facilities provided to employees who are victims of violence.	MFO: General Administrative Services	Provide medical, social, financial and psychological support/interventions to victims of VAWC cases	Actual assistance provided - TARGET: Legal, Financial, Medical and related support/assistance provided to employee victims and their families.	651,400.00	Corporate Funds	Admin. Dept., GSD, HRMD, Safety and Security, GAD Committee and Finance Dept.





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21	R.A. 9710 Sec.9 - Protection from all forms of violence including those committed by the state.	Lack of the appropriate institutional structure and mechanism to handle VAWC-related cases on affected LRTA employees.	To improve services & facilities provided to employees who are victims of violence.	MFO: General Administrative Services	Customize guidelines and procedures on the provision of services and facilities to victims of VAWC cases	Actual approval. - TARGET: Approval of Special Order by 2nd QTR of 2018 and customized guidelines by 4th QTR of 2018	12,000.00	Corporate Funds	Admin. Dept., GSD, HRMD, Safety and Security, GAD Committee and Finance Dept.
22	DBM-NEDA-NCRFW Joint Circular No. 2012-01 , Sec. 4.4 "Institutionalizing GAD Database/Sex-disaggregated Data.."	Lack Sex Disaggregated Database System (SDDS) at LRTA	To develop SDDS to serve as basis in performance-based gender-responsive planning, programming and policy formulation, program designing and decision-making of Management.	MFO: LRTA SDDS developed and operational.	Develop LRTA's Sex Disaggregated Database System	Developed LRTA SDDS - Target:SDDS developed by 4th quarter of the year.	300,000.00	Corporate Funds	HRD, MISD, GAD FPS-TWG



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23	Gender differentiated needs & concerns are not adequately considered in LRTA's plans, programs and projects.	Inadequate customized policies, guidelines, and procedures in the integration and mainstreaming of GAD perspectives in LRTA's plans, programs and projects.	To develop and implement gender responsive policies addressing issues and concerns of LRTA.	MFO: GAD perspectives incorporated in customized policies, guidelines, and procedures of LRTA	Formulate customized policies, guidelines, and procedures incorporating GAD perspectives.	Approval of GAD responsive customized policies, guidelines and procedures - TARGET: All formulated policies, guidelines and procedures approved by 4th quarter.	66,500.00	Corporate Funds	Admin. Dept., HRMD, GADFPS-TWG
24	Inadequate knowledge or awareness of frontliners on gender-sensitive issues and support services available at the LRT Stations	LRT2 Frontliners are not yet trained on how to handle situations re: Complaints on Sexual Harassment, VAWC and related cases because of conflict in shift schedules.	To provide immediate assistance to passengers on matters concerning complaints on Sexual Harassment, VAWC and related cases.	MFO: Passengers with complaints regarding sexual harassment, VAWC and related cases are immediately provided assistance by trained frontliners manning activated Help Desks.	Conduct seminars on the following: (1) R.A. 7877 - Anti-Sexual Harassment (2) R.A. 9262 - Violence Against Women and their Children (3) GST	% of LRT2 frontliners trained - TARGET: 100% of the LRT2 frontliners trained/attended seminar/trainings on any of the 3 topics by the end of 2018	250,000.00	Corporate Funds	GFPS -TWG, Finance Dept., Admin. Dept.-HRMD, L2 Operations Dept.

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25	Gender bias stereotyping and unequal relation of women and men and adopting the socio-cultural strategies under E.O. No. 273 series of 1995 and PPGD 1995-2025 Philippine Plan for Gender Responsive Development	Lack of promotion as to activities conducted to highlight the importance of the role of women in our society.	To strengthen, catalyze and accelerate gender mainstreaming at LRTA	MFO: Attended and actively participated in the campaign for the enrichment and strengthening of character and the family.	Conduct trainings related to women's empowerment and proper parenting	No. of Participants - TARGET: at least 50% of employees attended seminar on Women's Empowerment and proper parenting by 2nd semester of 2018	260,000.00	Corporate Funds	Admin. Dept., HRMD - Training, and Finance Dept.
SUB-TOTAL						0.00	GAA		
TOTAL GAD BUDGET						4,047,400.00	Corporate Funds		

Prepared By:

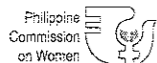
Elfanore T. Domingo
ELFANORE T. DOMINGO
 Chairperson, GAD Committee

Approved By:

Gen. Reynaldo I. Berroya
Gen. REYNALDO I. BERROYA
 Administrator

Date

03/01/2018



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

Eleanore T. Domingo
ELEANORE T. DOMINGO
 CHAIRPERSON, GAD COMMITTEE

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



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