

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2014**

Agency/Bureau/Office: DEPARTMENT OF FOREIGN AFFAIRS  
Total GAA of Agency:

CERTIFIED TRUE COPY  
 CENTRAL RECORDS DIVISION  
 DEPARTMENT OF FOREIGN AFFAIRS  
 42 APR 2013  
 LORRAINE M. ESPIRITO  
 ACTING DIRECTOR

Gender Issue and/or GAD Mandate 1	Cause of the Gender Issue 2	GAD Result Statement/ GAD Objective 3	Relevant Agency MFO/PAP 4	GAD Activity 5	Output Performance Indicators and Target 6	GAD Budget 7	Source of Budget 8	Responsible Unit/Office 9
<b>CLIENT FOCUSED</b>								
Section 26 of RA 9710, Magna Carta of Women (MCW) Right to information regarding policies on women including programs, projects and funding outlays that affect them shall be ensured.	Limited access to information; lack of knowledge/ awareness of women's rights and policies	<p>Increase awareness of women migrant workers regarding their rights enshrined in the MCW, international laws as well as with the local laws of Posts</p> <p>Improve Assistance to Nationals (ATN) services particularly for women migrant workers</p>	Delivery of Consular, Legal, Assistance to Nationals (ATN) & other related services (MFO 3)	<p>Orientations/initiatives through series of workshops, lectures or information caravans on the following:</p> <ol style="list-style-type: none"> <li>1. R.A. 9710, Magna Carta of Women</li> <li>2. Convention for Elimination of Discrimination Against Women (CEDAW) Beijing Declaration and Platform for Action, UN Millennium Development Goals &amp; other international laws/frameworks</li> <li>3. Human Trafficking</li> <li>4. Violence against women</li> <li>5. Financial Literacy</li> <li>6. Local laws on women and relevant laws affecting migrant workers at Posts</li> <li>7. Women's Health</li> <li>8. ILO Convention 189 on Decent Work for Domestic Workers</li> </ol>	<p>Increased awareness of women migrant workers &amp; families and home office personnel and ATN clientele concerning relevant laws and rights.</p> <p>Improved services to women migrant workers</p> <p><u>Target:</u> At least 1 seminar per year on any of the listed topics at Posts/RCOs/Home Office</p> <p>At least 5 GAD initiatives improving ATN services at Posts/RCOs/Home Office</p>	P25, 000, 000	GAA	GAD ExeCom; OPAS; FSI; OLA; Posts/RCOs with 2014 GAD Workplans

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<b>CLIENT FOCUSED</b>								
<p>Proclamation No. 224 s. 1988; Proclamation No. 227 s. 1988 providing for the observance of the Month of March as Women's Role in History Month; and Republic Act (RA) 6949 s. 1990</p> <p>Compliance with international agreements &amp; UN Millennium Development Goals specifically Goal 3- to promote gender equality and Goal 5- Improve Maternal Health and other international commitments</p>	<p>Lack of DFA participation in Women's Month</p> <p>Lack of coordination &amp; awareness of GAD Focal Point System (GFPS) concerning international commitments on GAD</p>	<p>Institutionalize participation in Women's Month</p> <p>Strong coordination and participation of GFPS on international conferences and meetings on GAD and women concerns</p> <p>Greater awareness of GFPS on national and international agreements, negotiations, and frameworks concerning GAD issues</p>	<p>Delivery of Consular, Legal, ATN &amp; other related services (MFO 3)</p> <p>Foreign Policy Formulation and Recommendation (MFO 1); Foreign Policy Coordination &amp; Implementation (MFO2)</p>	<p>Month-long activities celebrating Women's Month in support of the theme set by the Philippine Commission on Women (PCW) and the Civil Service Commission (CSC)</p> <p>Strong Philippine participation in the national, international meetings and conferences, including but not limited to the following:</p> <ol style="list-style-type: none"> <li>58<sup>th</sup> session of the Commission on the Status of Women in New York (February-March 2014);</li> <li>World Conference on Indigenous People's, (September 2014);</li> <li>7<sup>th</sup> Conference of Parties to the United Nations Convention against Transnational Organized Crime &amp; its Protocols</li> <li>National Steering Committee (NSC) and National Action Plan Technical Working Group (NAP TWG) meetings</li> <li>APEC Women &amp; the Economy Summit;</li> <li>UNCTAD Meetings on Economic Empowerment</li> </ol>	<p><b>Target:</b> At least 1 activity for Women's Month in the Home Office, Posts/RCOs</p> <p>Participation of GFPS representative/s in national/international meetings/conferences.</p> <p>Re-echo of discussions and update on progress of international laws, agreements &amp; commitments to DFA GFPS</p> <p><b>Target:</b> At least 1-2 participants per conference/meetings from DFA GFPS</p> <p>At least 1 Meeting with GFPS after participation in national/ international meetings/conferences</p> <p>Number of negotiations made/meetings convened/policy papers /reports submitted.</p>	<p>P10, 000, 000</p> <p>5, 000, 000</p> <p>2, 000, 000</p>	<p>GAA</p> <p>GAA</p>	<p>GAD ExeCom; OPAS; FSI; Posts/RCOs, GAD Focal Point System GFPS TWG</p> <p>GAD ExeCom; GAD Focal Point System (GFPS); UNIO; OPAS; Philippine missions to the UN and relevant Posts</p>


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APR 22 2013

LARRAINE M. ESPERITO  
 ACTING DIRECTOR

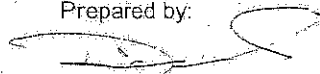
Gender Issue and/or GAD Mandate	Cause of the Gender Issue	GAD Result Statement/ GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Output Performance Indicators and Target	GAD Budget	Source of Budget	Responsible Unit/Office
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<b>ORGANIZATION FOCUSED</b>								
Section 4.2 of the PCW-NEDA-DBM Joint Circular 2012-01 and Sec. 38 of MCW-Gender Focal Point Officer in-Phil. Embassies & Consulates Qualifications - 5 years experience in working with GAD matters; - Intensive training on GAD and GAD related areas; - Preferably with graduate course in women studies; & - Preferably a woman esp. in areas with large population of women migrant workers	Lack of qualified Gender Focal Point Officers (GFPO)  Lack of holistic GAD mainstreaming framework	Intensive Training of DFA GFPOs  Capacity building on Gender and Development  Strengthen qualifications of GFPOs in the Department since qualifications are described in MCW, as determined by FSI, OPAS/OUA and PCW.	Delivery of Consular, Legal, ATN & other related services (MFO 3); Support to operations (STO); General Administration and Support Services (GASS)	Conduct of the following seminars:  1. Strategic Planning course for GFPOs & GAD Planning & Budget 2. Gender Mainstreaming, Gender Analysis and Gender Audit 3. Customized Gender Sensitivity Training for foreign service personnel which may include training on GAD related matters such as International instruments, Philippine GAD laws, Violence against Women, Sexual Harassment, Women in Migration and others 4. Trainer's Training on Gender and Development	More equipped GFPOs in the DFA, both in the Home Office and at Posts/RCOs  <u>Targets:</u> Training of at least 50 personnel in the Home Office on any of the listed seminars; At least 1 seminar per year on the listed topics;  1 GAD related Training seminar for at least 50 GFPOs at Posts/RCOs	P7, 000, 000  20, 000, 000	GAA	GAD ExeCom; OPAS; FSI; OLA; Posts/RCOs with 2014 GAD Workplans
Section 4.4 of PCW-NEDA-DBM Joint Circular 2012-01 Institutionalizing GAD Database/Sex-disaggregated data - Lack of effective GAD planning		Build/strengthen GAD Database since it is considered as an essential element in GAD Planning and Budgeting  Development of GAD Resource Center	MFO 3; STO and GASS	Coordinate with different offices and agencies concerning the establishment of DFA GAD Database and Resource Center	Establishment of DFA GAD Database and Resource Center  <u>Targets:</u> Database and Center established before end of 2014; Number of books/materials purchased/acquired	5, 000, 000	GAA	GAD ExeCom; CAD Secretariat; GFPS TWG; CMISD; Library; FSI

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<p>Sec. 37, C of Magna Carta of Women (MCW); Sec. 4.1 &amp; 4.3 of PCW-NEDA-DBM Joint Circular No. 2012-01</p> <p>- Lack of permanence &amp; stability of GFPS - Failure to submit GAD Workplan for 2013 - Gap in coordination of GFPS &amp; GAD Secretariat - Lack of data on DFA's gender-responsiveness</p>	<p>Rotation of work in foreign service</p> <p>Transition of GAD Secretariat from one office to another</p> <p>Lack of gender audit of the DFA</p> <p>Lack of holistic GAD mainstreaming framework</p>	<p>Institutionalization &amp; Strengthening of GAD Focal Point System (GFPS)</p> <p>Institutionalize GAD Secretariat in organizational set up</p>	<p>MFO 3; STO and GASS</p>	<p>Conduct study in coordination with FSI, GAD ExeCom, RCOs and FSPs to resolve the issue of stability of GFPS/GAD Secretariat and GFPS designations at Posts &amp; how to strengthen GFPS coordination with GAD Secretariat</p> <p>Meetings with GAD Execom; GFPS Technical Working Group (TWG) and partners</p> <p>Conduct gender audit of DFA. A Gender Audit is a participatory process aimed at measuring the level of gender input/incorporation, language, sensitivity, and awareness in an organization</p>	<p>Study Report on how to strengthen the DFA GAD Focal Point System including GAD Execom &amp; Secretariat</p> <p>Results of DFA Gender Audit/Surveys/Review of Processes</p> <p>Department Order/Memo Circular/Office Order implementing results/recommendations of study and gender audit</p> <p>GAD Meetings/Travels</p> <p><u>Targets:</u> 1 study report, 1 Gender Audit; at least 6 Meetings in a year; 1 D.O. or MC or Office Order</p>	<p>P2, 500, 000</p> <p>P2, 500, 000</p> <p>None</p> <p>P5, 000, 000</p>	<p>GAA</p>	<p>GAD ExeCom; GFPS TWG; FSI, RCOs and FSPs, GAD Secretariat</p> <p style="text-align: center;">   <b>LORRAINE M. ESPIRITU</b>            ACTING DIRECTOR         </p>
<p>Section 25, RA 9710 MCW - Right to Decent Work, services in support of balancing family and work obligations</p>	<p>Lack of funds for daycare, lactation room, counseling</p>	<p>Institutionalize fund source from GAD budget</p>	<p>STO and GASS</p>	<p>Provide funds for daycare, lactation room, and counseling to provide support for women personnel in the Department, particularly those who are heads of families, single parents.</p>	<p><u>Targets:</u> 1 Department/Office order; at least 1 activity or program per year</p>	<p>P3, 000, 000</p>		<p>GFPS TWG OPAS-Family Services Unit</p>

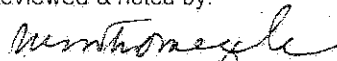
<p>Sec. 60 of CSC Resolution 01-0940 which provides that all agencies of the government shall develop an education and training program for their officials and employees and the members of their Committee on Decorum and Investigation to increase understanding about sexual harassment, prevent its occurrence, and ensure proper investigation, prosecution and resolution of sexual harassment cases. (This provision is enunciated in Department Order No. 05-02 which provides that GAD in coordination with other offices will develop the program in compliance with the CSC Resolution)</p>	<p>Lack of funds for anti-sexual harassment initiatives</p>	<p>Institutionalize fund source from GAD budget  Strengthen initiatives in this area</p>		<p>Funds for anti-sexual harassment initiatives will be used to develop an education and training program for officials and employees of the Department as well as the members of the Committee on Decorum and Investigation (CODI)</p>	<p>Targets: At least 1 activity/ training program/ initiative per year</p>	<p>P2, 000, 000</p>		<p>CERTIFIED TRUE COPY CENTRAL RECORDS DIVISION DEPARTMENT OF FOREIGN AFFAIRS  APR 2 2013 <i>Lorraine M. Espiritu</i> LORRAINE M. ESPIRITU ACTING DIRECTOR</p>
<p><b>TOTAL</b></p>						<p><b>PHP 89, 000, 000</b></p>		

Prepared by:



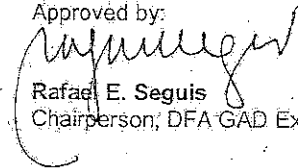
Dyan Kristine B. Miranda-Pastrana  
DFA GAD Secretariat

Reviewed & noted by:



Melita S. Sta Maria-Thomeczek  
Head, GAD Focal Point System TWG

Approved by:



Rafael E. Seguis  
Chairperson, DFA GAD Executive Committee

Date:

03 April 2013