

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2015**

Reference: Direct Encoding (No GPB in database)			
Organization: Department of Foreign Affairs		Organization Category: National Government, Line Agency	
Organization Hierarchy: Department of Foreign Affairs			
Total Budget/GAA of Organization:	12,885,580,000.00		
Actual GAD Expenditure	55,095,225.91	Original Budget	77,594,000.00
		% Utilization of Budget	71.00
% of GAD Expenditure:	0.43%		

	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
CLIENT-FOCUSED ACTIVITIES											
1	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 on women and GAD-related laws and policies	Increase awareness of women migrant workers regarding their rights enshrined in the MCW, international laws as well as with the local laws of Posts Improve Assistance to Nationals (ATN) services particularly for women migrant workers	MFO: Diplomatic and Consular Services (MFO 2) GASS: General Administration and Support (GAAS) and Support to Operations (STO)	Orientations/initiatives through series of workshops, lectures or information caravans/film showing on the following:1.) R.A. 9710, Magna Carta of Women2.) Convention for the Elimination of Discrimination Against Women (CEDAW) Beijing Declaration and Platform for Action, UN Millennium Development Goals and other international laws/frameworks3.) Human Trafficking4.) Violence Against Women5.) Financial Literacy/Entrepreneurial Skills Training/Livelihood Trainings6.) Local laws on women and relevant laws affecting migrant workers at Posts7.) Women's Health8.) ILO Convention 189 on Decent Work for Domestic Workers9.) Women Migration and Migration Laws10.) Drug Trafficking	Increased awareness of women migrant workers and families and home office personnel and ATN clientele concerning relevant laws and rights. - At least 1 seminar per year on any of the listed topics at Posts/RCOs/Home Office	One hundred twenty four (124) orientations/initiatives conducted in the form of lecture, seminars, film showing, fora in the Foreign Service Posts and Regional Consular Offices	12,500,000.00 GAA	12,782,000.00 GAA	DFA GFPS 84 Foreign Service Posts (FSPs) 22 Regional Consular Offices (RCOs) and/or 5 Satellite Offices	

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2	Proclamation No. 224 s. 1998; Proclamation No. 227 s. 1998 providing for the observance of the Month of March as Women's Role in History Month and RA 6949 s. 1990	As required by law.	Increase DFA participation in Women's Month and in advocacies promoting gender and development	MFO: Foreign Policy Services (MFO 1) MFO: Diplomatic and Consular Services (MFO 2) GASS: General Administration and Support (GAAS) and Support to Operations (STO)	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), Participation in International Women's Day such as but not limited to: trainings/orientations/seminars/symposia/fora in support of the theme for the celebration, sponsoring photo exhibits or contests, walk/run for a cause.	Number of activity/ies implemented in celebration of International Women's Day/National Women's Month - At least 1 activity/project per Post/RCO/Home Office for Women's Month	Forty-seven activities were implemented in celebration of the International Women's Day/National Women's Month	5,176,000.00 GAA	4,144,040.00 GAA	DFA GFPSHRMO-GAD Secretariat 84 Foreign Service Posts (FSPs) 22 Regional Consular Offices (RCOs) and/or 5 Satellite Offices	
3	Republic Act 10398 providing for the observance of the 18-Day campaign to end violence against women	As required by law	Increase DFA participation in advocacies promoting gender and development	MFO: Foreign Policy Services (MFO 1) MFO: Diplomatic and Consular Services (MFO 2) GASS: General Administration and Support (GAAS) and Support to Operations (STO)	Participation to the International Campaign to End Violence against Women/18-Day Campaign to End Violence against Women	Number of activity/ies initiated for the International campaign to end violence against women/18-day campaign to end violence against women in the Home Office/Foreign Service Posts/Regional Consular Offices - At least 1 activity for the International campaign to end violence against women/18-day campaign to end violence against women in the Home Office/Foreign Service Posts/Regional Consular Offices	Thirty (30) activities conducted for the International campaign to end violence against women/18-day campaign to end violence against women in the Home Office/Foreign Service Posts/Regional Consular Offices	4,676,000.00 GAA	4,244,000.00 GAA	GAD Focal Point System, 84 Foreign Service Posts (FSPs) and 22 Regional Consular Offices (RCOs)/ 5 Satellite Offices	
4	Section 31 of RA 9710 MCW - Women in Especially Difficult Circumstances, providing for services and interventions to WEDC	As required by law	Improve assistance to nationals particularly in the provision of the necessary services and interventions for the victims and survivors of gender-based violence and other clients in distress	MFO: Diplomatic and Consular Services (MFO 2) GASS: General Administration and Support (GAAS) and Support to Operations (STO)	Provision of psychosocial interventions/reintegration programs to victims of violence and abuse/ATN clients such as but not limited to:1.) Counseling and Critical Incident Stress Debriefing 2.) Medical and Medico-Legal Referrals3.) Legal Services4.) Psychological and/or Psychiatric Evaluation5.) Reintegration Programs through regular briefings	Provision of gender responsive, rights-based and culture sensitive services and interventions to WEDC - At least 1,200 clients provided with gender responsive, rights based and culture sensitive services and interventions to WEDC	1,068 clients provided with gender responsive, rights based and culture sensitive services and interventions to WEDC	3,640,000.00 GAA	5,078,400.00 GAA	GAD Focal Point System, 84 Foreign Service Posts (FSPs) and 22 Regional Consular Offices (RCOs)/ 5 Satellite Offices	

ORGANIZATION-FOCUSED ACTIVITIES

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5	Section 4.2 of the PCW-NEDA-DBM Joint Circular 2012-01 and Section 37 of MCW-Gender Focal Point Officer duly trained on GAD shall be designated as the gender focal point in the consular section of Philippine Embassies or Consulates. Said officer shall be primarily responsible in handling gender concerns of migrant workers.	Necessity of deepening the knowledge and upgrading of skills on gender-related issues by the GAD Focal Point Officers/ATN Officers Institutionalization of knowledge and procedures on GAD to address issue on personnel rotation in the Department	Continued intensive training of DFA GFPO as identified in the Office Order signed by the Secretary of Foreign Affairs Capacity building on Gender and Development Further strengthen qualifications of GFPOs in the Department since qualifications are described in MCW, as determined by FSI, OPAS/OUA and PCW	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of/Attendance to seminars/workshops/courses/inter-agency initiatives but not limited to the following:1.) Training Course on GAD Planning and Budgeting2.) 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 others3.) Trainers' Training on Gender and Development4.) Skills Training in Handling ATN Cases5.) Seminar on Mediation and Conciliation and Basic Counseling6.) Gender Mainstreaming, Gender Analysis and Gender Audit7.) Intensive Gender Analysis/Gender Budgeting/Strategic Planning for GFPOs	More equipped GFPOs in the DFA, both in the Home Office and at Posts/RCOs - At least 1 seminar per year on the listed topics No. of GFPOs trained/attended trainings/seminar/course - At least 1 GAD related training seminar for at least 1 GFPOs per Posts/RCOs	Regional Seminar on Gender Sensitivity and Human Resources Management for DFA personnel in Chicago, 14-18 September 2015 2 GFPOs from Ottawa PE attended the seminar	15,000,000.00 GAA	5,979,106.95 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)	

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6	Section 4.2 of the PCW-NEDA-DBM Joint Circular 2012-01 and Section 37 of MCW-Gender Focal Point Officer duly trained on GAD shall be designated as the gender focal point in the consular section of Philippine Embassies or Consulates. Said officer shall be primarily responsible in handling gender concerns of migrant workers.	As required by law	Continued intensive training of DFA GFPOs as identified in the Office Order signed by the Secretary of Foreign Affairs Capacity building on Gender and Development Further strengthen qualifications of GFPOs in the Department since qualifications are described in MCW, as determined by FSI, HRMO/OUA and PCW	MFO: Foreign Policy Services (MFO 1) MFO: Diplomatic and Consular Services (MFO 2) GASS: General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of Regional Seminar on Gender Sensitivity and Human Resource Management	Initial implementation of the Gender and Development Course (Level I and II) - At least four regional seminars conducted with 90% of Foreign Service Posts as participants	Four Regional Seminars conducted in the Americas, Asia and the Pacific, Middle East and North Africa, and Europe Region	10,000,000.00 GAA	8,826,970.14 GAA	GAD Focal Point System, Foreign Service Posts (FSPs), HRMO-GAD Secretariat, Foreign Service Institute	

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7	Section 4.2 of the PCW-NEDA-DBM Joint Circular 2012-01 and Section 37 of MCW-Gender Focal Point Officer duly trained on GAD shall be designated as the gender focal point in the consular section of Philippine Embassies or Consulates. Said officer shall be primarily responsible in handling gender concerns of migrant workers.	As required by law	Continued intensive training of DFA GFPOs as identified in the Office Order signed by the Secretary of Foreign Affairs Capacity building on Gender and Development Further strengthen qualifications of GFPOs in the Department since qualifications are described in MCW, as determined by FSI, OPAS/OUA and PCW	MFO: Foreign Policy Services (MFO 1) MFO: Diplomatic and Consular Services (MFO 2) GASS: General Administration and Support (GAAS) and Support to Operations (STO)	DFA Regional Workshop on Anti-Trafficking in Persons (TIP) for Posts in Europe	More equipped GFPOs and/or personnel in the DFA, both in the Home Office and at Posts/RCOs - At least 1 seminar/course per year on the listed topics depending on levels of training identified for GFPOs and/or personnel in the Home Office/FSPS and/or RCOs	1 seminar/workshop for European Posts on Anti-Trafficking in Persons	0.00 GAA	4,379,853.99 GAA	GAD Focal Point System, OUMWA, OUA, HRMO-GAD Secretariat, Foreign Service Posts	
8	The Department of Foreign Affairs does not have enough number and level of GAD expertise that is appropriate to the gender competency required of their institutional mandate.	Based on the results of the ILO-Participatory Gender Audit, the DFA lacks adequate GAD knowledge and awareness that is integral for a gender-responsive programs and policies	Institutionalization of Gender and Development within the DFA Sustainability of GAD trainings Gender-responsive institutional environment	MFO: Foreign Policy Services (MFO 1) MFO: Diplomatic and Consular Services (MFO 2) GASS: General Administration and Support (GAAS) and Support to Operations (STO)	Development of a Customized Gender Sensitivity Training for DFA personnel module	A developed training module on gender sensitivity for DFA personnel - At least one training design/module on gender sensitivity for DFA personnel	3-day Customized Gender Sensitivity Training for DFA personnel	2,000,000.00 GAA	2,136,890.00 GAA	GAD Focal Point System, HRMO-GAD Secretariat	

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9	The Department of Foreign Affairs does not have enough number and level of GAD expertise that is appropriate to the gender competency required of their institutional mandate.	Based on the results of the ILO-Participatory Gender Audit, the DFA lacks adequate GAD knowledge and awareness that is integral for a gender-responsive programs and policies	Institutionalization of Gender and Development within the DFA Sustainability of GAD trainings Gender-responsive institutional environment	MFO: Foreign Policy Services (MFO 1) GASS: General Administration and Support (GAAS) and Support to Operations (STO) MFO: Diplomatic and Consular Services (MFO 2)	Conduct of Customized Gender Sensitivity Training for DFA personnel	Initial implementation of the Gender and Development Course (Level I) - At least 10 RCOs trained on GAD Course Level I Initial implementation of the Gender and Development Course (Level I and II) for Home Office personnel - At least 3 customized gender sensitivity training in the Home Office	14 Regional Consular Offices were trained on the Customized Gender Sensitivity Training (Level I) 3 batches of Customized Gender Sensitivity Training (level I and II) in the Home Office	5,000,000.00 GAA	1,553,897.44 GAA	GAD Focal Point System, HRMO-GAD Secretariat, Office of Consular Affairs, Foreign Service Institute	
10	Gender responsive foreign policy and integrating such in the objectives of the Department of Foreign Affairs and its sub-units	There are few partnerships forged by the Department with gender transactions	Integrated gender and development in the objectives of the Department and its sub-units, programming and implementing cycles through its strong participation and involvement in international and national conferences on gender and gender-related issues	MFO: Foreign Policy Services (MFO 1) MFO: Diplomatic and Consular Services (MFO 2) GASS: General Administration and Support (GAAS) and Support to Operations (STO)	Strong Philippine participation in the national, international meetings and conferences	Participation of GFPS representative/s in national/international meetings/conferences - At least 1-2 participants per conference/meetings from DFA GFPS	Participation to the 59th Session of the Commission on the Status of Women, New York on 09-20 March 2015	5,000,000.00 GAA	515,778.65 GAA	GAD Focal Point System, UNIO, OUA, HRMO-GAD Secretariat	

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11	CSC Resolution 01-0940-all government agencies shall develop an education and training program for personnel to increase understanding on sexual harassment, prevent occurrence, and ensure proper investigation, prosecution and resolution of cases	Lack of funds for anti-sexual harassment initiatives and prevention of sexual exploitation and abuse	Institutionalize fund source from GAD budget Strengthen initiatives in this area	MFO: Foreign Policy Services (MFO 1) MFO:Diplomatic and Consular Services (MFO 2) GASS: General Administration and Support (GAAS) and Support to Operations (STO)	Regular education and training program for Department personnel led by the members of the Committee on Decorum and Investigation:1.) Course on the Prevention of Sexual Exploitation and Abuse (PSEA)2.) Inclusion of an in-depth discussion of Gender Sensitivity and Sexual Harassment Guidelines in the conduct of Pre-Departure Orientation Seminar (PDOS) for officers and personnel and Cadetship Course for new Foreign Service officers	Number of activity/training program/initiative per year in the Home Office and selected Foreign Service Posts - At least 1 activity/training program/initiative per year in the Home Office and selected Foreign Service Posts	Inclusion of an in-depth discussion of Gender Sensitivity and Sexual Harassment Guidelines in the conduct of Pre-Departure Orientation Seminar (PDOS) for officers and personnel and Cadetship Course for new Foreign Service officers	2,000,000.00 GAA	149,650.00 GAA	GAD Focal Point System, OUA, HRMO-GAD Secretariat, Foreign Service Institute	
12	There has been a noted increase in number of personnel with cases of domestic violence in Posts in North America. In meetings with GAD Focal Points, it was discovered that there is a number of women personnel who assume the roles as heads of the family and are victims of gender-based violence i.e. economic abuse	Lack of support programs for personnel who are directly involved in domestic violence cases abroad involving spouses and domestic workers as well as victims of domestic/gender-based violence for DFA women personnel	Enable the Department to identify, screen, intervene and provide professional help in cases needing counseling or psychosocial interventions for personnel involved in domestic violence or personnel who have been victims of domestic/gender-based violence Provide support programs for Department personnel who are deployed in conflict areas with no support system or have been victims of gender-based violence	GASS: General Administration and Support (GAAS) and Support to Operations (STO)	Provide fund support for Department personnel, particularly those identified by the GAD Secretariat as having issues/problems on gender-based violence/domestic violence:1.) Psychosocial/Counseling Program2.) Wellness Program 3.) Self Defense Program	Contract with psychologists/counseling provider- At least 400 DFA personnel provided with psychosocial/counseling/wellness services	5 Wellness Seminars for DFA personnel including Helping Dialogues for recalled personnel and those assigned in ATN heavy Posts like Saudi Arabia and Italy	3,750,000.00 GAA	2,156,355.04 GAA	GAD Focal Point System, OUA, HRMO-GAD Secretariat, HRMO-Wellness Section	

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13	Section 31 of RA 9710 MCW - Women in Especially Difficult Circumstances, providing for services and interventions to WEDC	Difficulty in promoting/protecting migrant worker's rights due to limited skills in host country's native language especially in Middle East and North African Posts which were identified in the sex-for-flight issue	Enhanced effectiveness in addressing gender-based violence Ensure that services provided are gender-responsive, rights-based and culture sensitive Capacity building to strengthen advocacy for the rights of vulnerable women migrant workers	MFO: Foreign Policy Services (MFO 1) MFO:Diplomatic and Consular Services (MFO 2) GASS:General Administration and Support (GAAS) and Support to Operations (STO)	Enrollment in Intensive Foreign Language Training in Arabic of Embassy Personnel	Improved Assistance to Nationals (ATN) services to all OFWs, particularly women migrant workers - Level I proficiency per year At least 5 personnel for MENA Posts with Level I foreign language proficiency (at least 90 hours according to FSI assessment)	Enrollment of Embassy personnel to Arabic and Farsi language Class in Amman and Tehran	5,852,000.00 GAA	131,762.90 GAA	GAD Focal Point System, 84 Foreign Service Posts (FSPs) and 22 Regional Consular Offices (RCOs)/ 5 Satellite Offices	
14	Under Beijing Platform of Action and UN Millennium Development Goals, strengthen women's economic capacity and access to resources, employment, markets and trade	Limited participation in regional initiatives on women's rights in AICHR due to funding limitations	Increase awareness of regional initiatives in pursuit of women's rights such as maternal health, VAW and others in ASEAN	MFO: Foreign Policy Services (MFO 1) MFO: Diplomatic and Consular Services (MFO 2) GASS: General Administration and Support (GAAS) and Support to Operations (STO)	Department's participation in AICHR Regional Workshop on identified women's issues such as maternal/reproductive health, VAW, economic access, leadership and others	Increased regional awareness of ASEAN initiatives on women's rights - At least one Regional Workshop on strengthening AICHR's protection mandate	Organized a Regional Workshop on Strengthening AICHR's Protection Mandate by Exploring Strategies to Protect Women and Girls from Violence in ASEAN held in Marriott Hotel, manila, 27-29 march 2015	1,000,000.00 GAA	637,391.00 GAA	Office of the Undersecretary for Policy, ASEAN	
15	Pursuit of ASEAN Community in 2015 and strengthen initiatives on women's rights in ASEAN Intergovernmental Commission on Human Rights (AICHR)	In ASEAN, AICHR has succeeded in human rights promotion, but its protection mandate, especially on women's rights, needs strengthening	Development of a regional code on the Convention to Eliminate Discrimination Against Women (CEDAW)	MFO: Foreign Policy Services (MFO 1) MFO: Diplomatic and Consular Services (MFO 2) GASS: General Administration and Support (GAAS) and Support to Operations (STO)	Development of a regional code on the Convention to Eliminate Discrimination Against Women (CEDAW)	Convening of pertinent national agencies/players in developing an ASEAN Code- at least 1 workplan/initial PH inputs/recommendations	Conduct of a regional study on the economic participation of women in ASEAN. Output: Inception report prepared by AIM ongoing data gathering of AIM from focal points and respondents from ASEAN member states	2,000,000.00 GAA	2,379,129.80 GAA	Office of the Undersecretary for Policy, ASEAN	
SUB-TOTAL								77,594,000.00	55,095,225.91	GAA	
TOTAL								77,594,000.00	55,095,225.91		

Prepared By:	Approved By:	Date
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