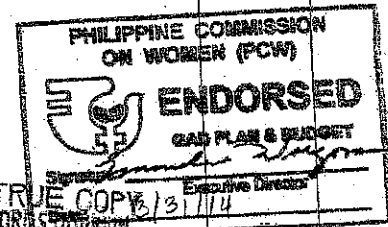


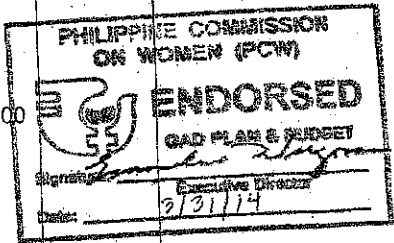
**ANNUAL GENDER AND DEVELOPMENT PLAN AND BUDGET  
FY 2015**

Agency/Bureau/Office: Department of Foreign Affairs  
Total GAA of Agency:

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
<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	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	Delivery of Consular, Legal, Assistance to Nationals (ATN) and other related services (MFO 3)	Orientations/initiatives through series of workshops, lectures or information caravans/film showing on the following: 1.) R.A. 9710, Magna Carta of Women 2.) Convention for the Elimination of Discrimination Against Women (CEDAW) Beijing Declaration and Platform for Action, UN Millennium Development Goals and other international laws/frameworks 3.) Human Trafficking 4.) Violence Against Women 5.) Financial Literacy/Entrepreneurial Skills Training/Livelihood Trainings 6.) Local laws on women and relevant laws affecting migrant workers at Posts 7.) Women's Health 8.) ILO Convention 189 on Decent Work for Domestic Workers 9.) Women Migration 10.) Drug Trafficking	Increased awareness of women migrant workers and families and home office personnel and ATN clientele concerning relevant laws and rights.  Improved services to women migrant workers  Target: At least 1 seminar per year on any of the listed topics at Posts/RCOs/Home Office	Php 12,500,000.00	GAA	DFA GFPS; OUMWA; OPAS; 84 Foreign Service Posts (FSPs); 19 Regional Consular Offices (RCOs) and 4 Satellite offices



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ACTING DIRECTOR

				Publication of Handbooks/Guidebooks/Manual on Gender and Development which includes, but not limited to, the Rights of Migrant Workers		Php 570,000.00		OUMWA; OPAS; GAD Secretariat
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 Republic Act 6949 s. 1990; Republic Act 10398 providing for the observance of the 18-Day Campaign to End Violence against Women	Lack of DFA participation in Women's Month and advocacies on different gender issues	Institutionalize participation in Women's Month and advocacies in promoting gender and development	Deliver of Consular, Legal, ATN and other related services (MFO 3)	Participation in International Women's Day  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 to the International Campaign to End Violence against Women/ 18-Day Campaign to End Violence Against Women	Target: At least 1 activity/project per Post/RCO/Home Office  Target: At least 1 activity for Women's Month in the Home Office, Posts/RCOs  Target: At least 1 activity for the 18-day campaign to end violence against women in the Home Office	Php 4, 676.000.00  500, 000.00  4, 676,000.00	GAA  GAA	GAD Focal Point System, 84 Foreign Service Posts (FSPs) and 19 Regional Consular Offices (RCOs)/ 4 Satellite Offices
		<p style="text-align: center;"> <b>CERTIFIED TRUE COPY</b>  <b>CENTRAL RECORDS DIVISION</b>  <b>DEPARTMENT OF FOREIGN AFFAIRS</b>    07 APR 2014    <i>Lorraine M. Espiritu</i>  <b>LORRAINE M. ESPIRITU</b>  <b>ACTING DIRECTOR</b> </p>						
Section 31 of RA 9710 MCW - Women in Especially Difficult Circumstances, providing for services and interventions to WEDC	Lack of funds for the provision of the necessary services and interventions for the victims and survivors of gender-based violence and other clients in distress	Institutionalize fund source from GAD budget	Delivery of Consular, Legal, ATN and other related services (MFO 3); Support to Operations (STO); General Administrati	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 Referrals 3.) Legal Services 4.) Psychological and/or Psychiatric Evaluation	Provision of gender-responsive, rights-based and culture sensitive services and interventions to WEDC  Strengthen network with women's shelters, professional and service providers and provide	Php 2,640,000.00  1, 000, 000.00	GAA	GAD Focal Point System, Foreign Service Posts (FSPs)

			on and Support Services (GASS)	5.) Reintegration Programs through regular briefings	directories for OFW clients  Strong involvement in Reintegration Programs for OFWs/ATN clients through regular briefings at Posts/shelters	1,848,000.00		
Section 9 of MCW - The state shall ensure that all women shall be protected from all forms of violence and help women attain justice and healing; Implementation of the National Action Plan on Women, Peace and Security	Limited information on National Action Plan on Women, Peace and Security  Limited capacity on gender conflict and peace promoting planning and programming	Strengthen the agency's commitment in the advancement of women in areas under armed conflict	Foreign Policy Formulation and Recommendation (MFO 1); Foreign Policy Coordination and Implementation (MFO 2)	Implementation of the DFA Agency Plan for Women, Peace and Security (WPS) and updated DFA Agency Plan for WPS which includes Mobile passporting services to at least 1-2 conflict areas  <b>CERTIFIED TRUE COPY</b> <b>CENTRAL RECORDS DIVISION</b> <b>DEPARTMENT OF FOREIGN AFFAIRS</b>  07 APR 2014 <i>Lorraine M. Espiritu</i> <b>LORRAINE M. ESPIRITU</b> ACTING DIRECTOR	Improved access to consular ATN services through mobile passport services in conflict-affected areas  Target: At least 1-2 conflict areas-priority area should be consulted with OPAPP and DND/AFP/DILG/PNP	Php 1,000,000.00	GAA	UN and Other International Organizations (UNIO) Office of Consular Affairs (OCA); Office of Strategic Planning and Policy Coordination (OSPPC); Foreign Service Institute; GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)
<b>ORGANIZATION-FOCUSED</b>								
Sec. 36 of the Magna Carta of Women on Gender mainstreaming as a Strategy for Implementing the Magna Carta of Women	Lack of holistic GAD mainstreaming in the Department	Implementation of results of gender audit conducted in 2014	General Administration and Support Services (GASS)	Initial implementation of identified programs and recommendations identified in gender audit	Immediate response to gender audit and evaluation of the DFA by initiating action on key recommendations  Targets: Evaluation of processes of Home Office/FSPs/RCOs	Php 2,000,000.00		OPAS, OSPPC, OFM; DFA GFPS, FSPs and RCOs

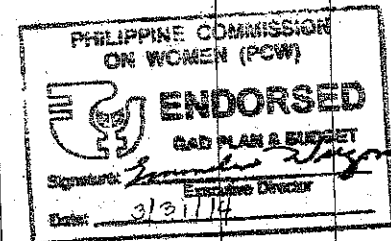
<p>Sec. 36 of the Magna Carta of Women on Gender mainstreaming as a Strategy for implementing the Magna Carta of Women and Section 38 of the Implementing Rules and Regulations of the MCW</p>	<p>Lack of qualified Gender Focal Point Officers (GFPO)</p> <p>Lack of holistic GAD mainstreaming framework</p>	<p>Institutionalizing and Strengthening of GAD Focal Point System (GFPS)</p>	<p>Delivery of Consular, Legal, ATN and other related services (MFO 3); Support to Operations (STO); General Administration and Support Services (GASS)</p>	<p>Meetings/Online conferences with GAD ExeCom, GFPS Technical Working Group (TWG) and partners</p> <div data-bbox="952 423 1299 650" style="border: 1px solid black; padding: 5px; text-align: center;"> <p>CERTIFIED TRUE COPY CENTRAL RECORDS DIVISION DEPARTMENT OF FOREIGN AFFAIRS 07 APR 2014 <i>R. M. Espiritu</i> LORRAINE M. ESPIRITU ACTING DIRECTOR</p> </div> <div data-bbox="974 940 1344 1168" style="border: 1px solid black; padding: 5px; text-align: center;"> <p>PHILIPPINE COMMISSION ON WOMEN (PCW)</p> <p><b>ENDORSED</b></p> <p>GAD PLAN &amp; BUDGET</p> <p>Signature: <i>[Signature]</i> Executive Director Date: 3/31/14</p> </div>	<p>and implementation of at least 50% of the gender audit recommendations</p> <p>Department Order/Memo Circular/Office Order implementing results/recommendations of gender audit</p> <p>Conduct of Strategic Planning Review for 2017-2022 with the view of mainstreaming gender in Department policies and programs</p> <p>GAD Meetings/Travels</p> <p>Annual GAD Focal Point Assembly</p> <p>Constant update of GAD Directory</p> <p>Information dissemination/publication of GAD Directory to pertinent partner agencies and the public</p>	<p>Php 2, 500, 000.00</p> <p>Php 1, 500, 000.00</p> <p>7, 750, 000.00</p> <p>150, 000.00</p>	<p>GAA</p>	<p>OSPPC, OUP, all offices in the Home Office, FSPs and RCOs/SOs</p> <p>GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/SOs</p>
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<p>Section 4.2 of the PCW-NEDA-DBM Joint Circular 2012-01 and Sec. 37 of MCW-Gender Focal Point Officer in Philippine Embassies and Consulates</p> <p>Qualifications</p> <ul style="list-style-type: none"> <li>- 5 years' experience in working with GAD matters;</li> <li>- Intensive training on GAD and GAD related areas;</li> <li>- Preferably with graduate course in women studies; and</li> <li>- Preferably a woman esp. In areas with large population of women migrant workers</li> </ul>	<p>Necessity of deepening the knowledge and upgrading of skills on gender-related issues by the GAD Focal Point Officers/ATN Officers</p> <p>Institutionalization of knowledge and procedures on GAD to address issue on personnel rotation in the Department</p>	<p>Continued intensive training of DFA GFPOs as identified in the Office Order signed by the Secretary of Foreign Affairs</p> <p>Capacity building on Gender and Development</p> <p>Further strengthen qualifications of GFPOs in the Department since qualifications are described in MCW, as determined by FSI, OPAS/OUA and PCW</p>		<p>Conduct of seminars/workshops/inter-agency initiatives but not limited to the following:</p> <ol style="list-style-type: none"> <li>1.) Training Course on GAD Planning and Budgeting</li> <li>2.) 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</li> <li>3.) Trainers' Training on Gender and Development</li> <li>4.) Skills Training in Handling ATN Cases</li> <li>5.) Seminar on Mediation and Conciliation and Basic Counseling</li> <li>6.) Gender Mainstreaming, Gender Analysis and Gender Audit</li> <li>7.) Intensive Gender Analysis/Gender Budgeting/Strategic Planning for GFPOs</li> </ol>	<p>More equipped GFPOs in the DFA, both in the Home Office and at Posts/RCOs</p> <p>Targets: At least 1 seminar per year on the listed topics depending on levels of training identified for GFPOs in the Home Office</p> <p>At least 1 GAD related Training seminar for at least 1 GFPOs per Posts/RCOs</p> <p><i>Note: Per Office Order signed by the Secretary of Foreign Affairs dated 24 January 2014, there are 223 GFPOs in the Department</i></p>	<p>Php 5,000,000.00</p> <p>10,000,000.00</p>		<p>GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/SOs</p>
<p>Compliance with international agreements and UN Millennium Development Goals specifically Goal 3- to promote gender equality and Goal 5- Improve Maternal</p>	<p>Lack of coordination and awareness of GAD Focal Point System (GFPS) concerning international commitments on GAD</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</p>	<p>Foreign Policy Formulation and Recommendation (MFO 1); Foreign Policy Coordinatio</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>1.) 59th session of the Commission on the Status of Women in New York (February-March 2015)</li> </ol>	<p>Participation of GFPS representative/s in national /international meetings/conferences</p> <p>Re-echo of discussions and update on progress of international laws,</p>	<p>Php 5,000,000.00</p>	<p>GAA</p>	<p>GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)</p>

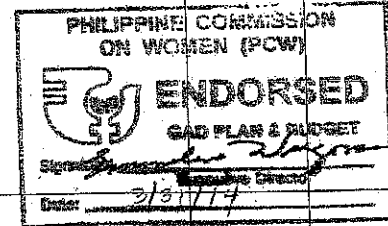
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07 APR 2014

LORRAINE M. ESPIRITU  
ACTING DIRECTOR



Health and other International Commitments		international agreements, negotiations, and frameworks concerning GAD issues  Develop policies and programs for women's empowerment and their full participation on the basis of equality in all spheres of society, including participation in the decision-making processes and access to opportunities and resources	n and Implementation (MFO 2)	2.) Conference of Parties to United Nations Convention against Transnational Organized Crime and its Protocols 3.) National Steering Committee (NSC) and National Action Plan Technical working Group (NAP TWG) meetings 4.) APEC Women and the Economy Summit 5.) UNCTAD Meetings on Economic Empowerment 6.) Session of the Working Group on trafficking in Persons 7.) Panel Discussion on the challenges affecting the implementation of Beijing Declaration and Platform for Action Beijing +20) 8.) UNODC's Smuggling of Migrants Bill 9.) United Nations General Assembly 10.) Child Labor Conference	agreements and commitments to DFA GFPS  Target: At least 1-2 participants per conference/meetings from DFA GFPS  At least 1 meeting with GFPS after participation in national/international conferences/meetings  Number of negotiations made/meetings convened/policy papers/reports submitted	<p style="text-align: center;"><b>CERTIFIED TRUE COPY</b> CENTRAL RECORDS DIVISION DEPARTMENT OF FOREIGN AFFAIRS</p> <p style="text-align: center;">07 APR 2014</p> <p style="text-align: center;"><i>Lorraine M. Espiritu</i> <b>LORRAINE M. ESPIRITU</b> ACTING DIRECTOR</p>	
Section 9 of MCW - The state shall ensure that all women shall be protected from all forms of violence and help women attain justice and healing; Implementation of the National Action Plan on Women, Peace and Security	Limited information on National Action Plan on Women, Peace and Security  Limited capacity on gender conflict and peace promoting planning and programming	Strengthen the agency's commitment in the advancement of women in areas under armed conflict	Foreign Policy Formulation and Recommendation (MFO 1); Foreign Policy Coordination and Implementation (MFO 2)	Implementation of the DFA Agency Plan for Women, Peace and Security (WPS) and updated DFA Agency Plan for WPS which includes:  1. Integration of NAP/Women, Peace and Security in FSO Cadetship course; 2. Integration of NAP/ Gender Conflict Analysis in PDOS;	Number of FSO and DFA personnel who attended training on WPS/NAP  Number of personnel attending NAP training in PDOS; sex-	<p>Php 50,000.00</p> <p>50,000.00</p>	GAA  UN and Other International Organizations (UNIO) Office of Consular Affairs (OCA); Office of Strategic Planning and Policy Coordination

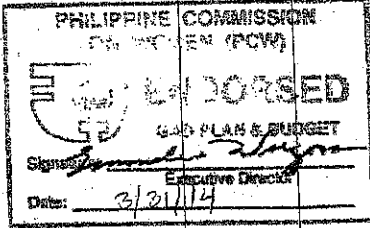


Feminization of migration which requires greater gender	Policies and programs that address women and girls' vulnerability and specific needs in		<p>3. Women, Peace and Security Forum;</p> <p>4. Training on gender conflict analysis at selected Posts with OPAPP as partner agency;</p> <p>5. Consultation/Regional Review of Contingency Plans of Foreign Service Posts;</p> <p>6. Participation in national review/consultation on commitments and accomplishments relative to the Global Report on UNSCR 1325</p> <p><b>CERTIFIED TRUE COPY CENTRAL RECORDS DIVISION DEPARTMENT OF FOREIGN AFFAIRS</b></p> <p>07 APR 2014</p> <p><i>Lorraine M. Espiritu</i> <b>LORRAINE M. ESPIRITU ACTING DIRECTOR</b></p>	<p>disaggregated data – both in 2015-2016</p> <p>Gender Conflict Analysis Training – At least one regional training in selected FSPs or one training focused in a conflict-stricken Post; Priority participants should be Officers, ATN Officers/GAD Focal Points</p> <p>For Contingency Planning Review – At least 1 consultation/conference in 2015; priority FSPs should be conflict-stricken areas in 2015 or areas in 2014 with ongoing conflict</p> <p>For Global Report on UNSCR 1325: At least one preparatory consultation/conference with pertinent government agencies/NGOs/civil society organization in 2014;</p> <p>Target: At least one inter-agency meeting; at least 1-2 reports with recommendations</p>	<p>250,000.00</p> <p>2,000,000.00</p> <p>500,000.00</p> <p>500,000.00</p> <p>200,000.00</p>	<p>(OSPPC); Foreign Service Institute: GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)</p> <div data-bbox="1635 697 2016 932" style="border: 1px solid black; padding: 5px; margin: 10px auto; width: fit-content;"> <p style="text-align: center;"><b>PHILIPPINE COMMISSION ON WOMEN (PCW)</b></p> <p style="text-align: center;"><b>ENDORSED</b></p> <p style="text-align: center;"><b>GAD PLAN &amp; BUDGET</b></p> <p>Signature: <i>[Signature]</i> Executive Director</p> <p>Date: <u>3/31/14</u></p> </div>
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	<p>sensitivity in all policies and efforts related to the international migration.</p> <p>Vulnerability of migrant women and girls at all stages of the migration process and the protection of their human rights and fundamental freedoms regardless of migration status.</p>	<p>conflict situations and allow them to participate in all efforts to create and maintain peace and security</p> <p>Policies and programs that incorporate a gender perspective, combat gender-based violence and establish appropriate measures for the protection of women migrant workers.</p>		<p>Study the establishment of Violence against Women and Children Desk in Foreign Service Posts</p> <p style="text-align: center;"><b>CERTIFIED TRUE COPY</b> CENTRAL RECORDS DIVISION DEPARTMENT OF FOREIGN AFFAIRS</p> <p style="text-align: center;">07 APR 2014</p> <p style="text-align: center;"><i>Lorraine M. Espiritu</i> <b>LORRAINE M. ESPIRITU</b> ACTING DIRECTOR</p>	<p>Target: At least 1 study proposal/concept paper/Department Order; coordination with FSPs; meetings with GFPS TWG</p>	<p style="text-align: right;">250,000.00</p>		<p>Paris PE as the lead Embassy; DFA GFPS; OUA; OPAS; OUMWA</p>
<p>Under Beijing Platform of Action and RA 10022 revising RA 8042, Migrant Workers Act, provision of well-funded shelters for women OFWs</p> <p>Sec. 19 of the IRR of RA 10022 on Personnel – <i>Each Migrant Workers and Other Overseas Filipinos Resource Center shall be staffed by Foreign Service Personnel, a Labor Attaché and</i></p>	<p>Sex for flight allegations against Embassy personnel</p> <p>Recommendations made by Management Review Team sent to Kuwait and other Middle East Posts</p> <p>DFA as one of the lead</p>	<p>Provide better services for ATN wards in shelters and/or resource centers</p>	<p>Deliver of Consular, Legal, ATN and other related services (MFO 3)</p>	<p>Provision of adequate and trained personnel and other needs in the Migrant Worker's Resource Center in Kuwait and other Middle East Posts in response to the recommendations of the Management Review Teams sent to the Middle East and in compliance with Sec. 19 of the IRR of RA 10022</p> <p>Customized training of ATN personnel in Kuwait and other ATN-heavy Middle East Posts</p> <p>Strong coordination with other agencies such as Department of</p>	<p>Adequate foreign service personnel trained on counseling/debriefing/ ATN and other pertinent courses, as categorized by the DFA and DOLE; other services mandated by RA 10022.</p> <p>Training of at least 1-2 ATN personnel per Post</p>	<p style="text-align: right;">12, 000, 000.00</p> <p style="text-align: right;">3, 000, 000, 00</p> <p style="text-align: right;">3, 000, 000.00</p>		<p>Office of the Undersecretary for Migrant Workers Affairs (OUMWA), Office of the Middle East and African Affairs (OMEAA), OPAS, Kuwait PE</p> <p>GAD Focal Point System (GFPS), Foreign Service Posts (FSPs) in the Middle East, OPAS, OUMWA</p>



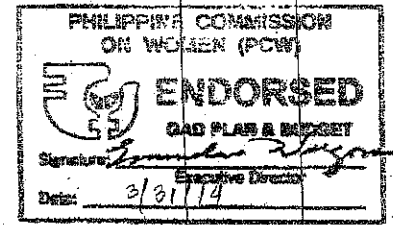
<p>other service attachés or officers who represent Philippine government agencies abroad</p>	<p>agencies in APEC Summit and one of the key agencies in APEC Women in the Economy Summit/ meetings</p>	<p>Provide funds for the pursuit of programs and projects in the APEC Women in the Economy Summit/ meetings due to PCW's proposal to use the GAD Budget in this initiative</p>	<p>Foreign Policy Coordination and Implementation (MFO 2)</p>	<p>Finance and the Philippine Commission on Women in the Department's participation in identified projects in APEC Women in the Economy Summit/ meetings</p>	<p>Involvement and participation in APEC Women's Summit  Strong coordination with initiatives/projects of the APEC Women in the Economy Summit/ meetings</p>	<p>1, 000, 000.00  2, 000, 000.00</p>	<p>Office of the Undersecretary for International Economic Relations (OUIER); Office of Personnel and Administrative Services (OPAS); GAD Focal Point System  Office of the Undersecretary for Policy (OUP); Office of ASEAN Affairs; AICHR Philippines; DFA GFPS</p>	
<p>Under Beijing Platform of Action and UN Millennium Development Goals, strengthen women's economic capacity and access to resources, employment, markets and trade</p>	<p>Limited participation in regional initiatives on women's rights in AICHR due to funding limitations</p>	<p>Increase awareness of regional initiatives in pursuit of women's rights such as maternal health, VAW and others in ASEAN  Development of a regional Code on the Convention to Eliminate Discrimination Against Women (CEDAW)</p>	<p>Foreign Policy Formulation and Recommendation (MFO 1); Foreign Policy Coordination and Implementation (MFO 2)</p>	<p>Department's participation in AICHR Regional Workshop on identified women's issues such as maternal/reproductive health, VAW, economic access, leadership; and others  Department's major involvement in a National Workshop on the development of an ASEAN Code on CEDAW</p>	<p>Increased regional awareness of ASEAN initiatives on women's rights  Convening of pertinent national agencies/players in developing an ASEAN Code; at least 1 workplan/ initial PH inputs/ recommendations</p>	<p>PHILIPPINE COMMISSION ON WOMEN (PCW) <b>ENDORSED</b> GAD PLAN &amp; BUDGET Signature: <i>[Signature]</i> Executive Director Date: 3/31/14</p>		
<p>Pursuit of ASEAN Community in 2015 and strengthen initiatives on women's rights in ASEAN Intergovernmental Commission on Human Rights (AICHR)</p>				<p>CERTIFIED TRUE COPY CENTRAL RECORDS DIVISION DEPARTMENT OF FOREIGN AFFAIRS 07 APR 2014 <i>[Signature]</i> LORRAINE M. ESPIRITU ACTING DIRECTOR</p>				
<p>Section 4.4 of PCW-NEDA-DBM Joint Circular 2012-01 Institutionalizing GAD Database/Sex</p>	<p>Lack of available GAD data for an effective planning, programming</p>	<p>Strengthen GAD Database since it is considered as an essential element in</p>	<p>MFO 3; STO and GASS</p>	<p>Develop/Strengthen GAD Management Information System: 1.) GAD Database</p>	<p>Establishment of GAD Website/ Management Information System</p>	<p>Php 1, 000, 00.00</p>	<p>GAA</p>	<p>GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices</p>

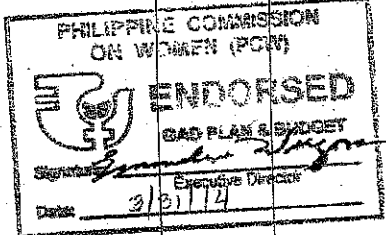
<p>Disaggregated Data - Lack of effective GAD Planning;</p> <p>Sec. 38 of the IRR of the MCW states that the GAD Secretariat shall establish communication and IT linkages among the focal point officer network in the Foreign Service</p>	<p>and policy formulation</p>	<p>GAD Planning and Budgeting</p> <p>Development of GAD Resource Center</p>		<p>2.) DFA GAD Website as a source of information materials on GAD related issues</p> <p>3.) Gender-based Data Gathering Tool on Migrant Workers</p> <p>Establishment of GAD Resource Center</p> <p><b>CERTIFIED TRUE COPY</b>  <b>CENTRAL RECORDS DIVISION</b>  <b>DEPARTMENT OF FOREIGN AFFAIRS</b>  <b>07 APR 2014</b></p> <p><i>Lorraine M. Espiritu</i>  <b>LORRAINE M. ESPIRITU</b>  <b>ACTING DIRECTOR</b></p>	<p>Target: GAD Website developed with updated GAD information materials accessible for the public particularly migrant workers</p> <p>Purchase of at least 10-20 information materials/books/publications on GAD and GAD-related materials/ year for Resource Center; at least 1 GAD IEC/publication for distribution to all offices/Posts/RCOs/SOs</p>	<p>250,000.00</p>		<p>(RCOs)/ DFA Library Unit</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>No daycare facilities for OCA personnel</p> <p>Results of GFPS Consultations – No lactation room at Home Office</p> <p>Lack of support programs for personnel who are directly</p>	<p>Institutionalize fund source from GAD budget</p> <p>Enable the Department to identify, screen, intervene and provide professional</p>	<p>STO and GASS</p>	<p>Expand scope of daycare services to include child minding of 0-3 and afterschool services for children of DFA personnel</p> <p>Assess need to provide daycare services to OCA personnel</p> <p>Study need to provide daycare facilities/child minding services within Embassy premises</p> <p>Provide fund support for Department personnel, particularly those identified by the GAD Secretariat as having</p>	<p>Provision of additional rooms, equipment and personnel for expanded daycare services</p> <p>Study/Report from OCA and selected FSPs</p> <p>Provide lactation room and equipment/furniture</p> <p>Proposed contract with psychologist/ counseling provider (Proposed amount is</p>	<p>Php 3, 500,000.00</p> <p>Php 250,000.00</p> <p>Php 500,000.00</p> <p>Php 2,000,000.00</p>	<p>GAA</p>	<p>GAD Focal Point System, OPAS Family and Retirees Services Unit, OCA; Daycare and counseling providers</p>

<p>involved in domestic violence cases abroad involving spouses and domestic workers as well as victims of domestic/gender-based violence for DFA women personnel.  <i>(Note: For 2013, 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 growing number of women personnel who assume the role as heads of the family and are victims of gender-based violence i.e. economic abuse)</i></p>	<p>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.</p> <p>Provide support programs for Department personnel who are deployed in conflict areas with no support system or have been victims of gender-based violence</p>		<p>issues/ problems on gender-based violence/domestic violence:          1.) Psychosocial/Counseling Program          2.) Wellness Program</p> <p style="text-align: center;"> <b>CERTIFIED TRUE COPY</b>  <b>CENTRAL RECORDS DIVISION</b>  <b>DEPARTMENT OF FOREIGN AFFAIRS</b>  <b>07 APR 2014</b>  <i>Lorraine M. Espiritu</i>  <b>LORRAINE M. ESPIRITU</b>  <b>ACTING DIRECTOR</b> </p>	<p>based on a yearly contract with provider as culled from previous contract of the Department)</p> <div data-bbox="1451 435 1823 661" style="border: 1px solid black; padding: 5px; text-align: center;"> <p>PHILIPPINE COMMISSION ON WOMEN (PCW)</p> <p><b>ENDORSED</b></p> <p>GAD PLAN &amp; BUDGET</p> <p>Signature: <i>[Signature]</i>          Executing Director          Date: 3/21/14</p> </div>			
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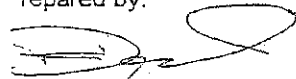
<p>Section 60 of CSC Resolution 01-0940 which provides that all agencies of the government shall develop an education and training program for their officials and employees and the members of their Committees on Decorum and Investigation to increase understanding about sexual harassment, prevent its 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 and prevention of sexual exploitation and abuse</p> <p>Incidences of domestic violence among foreign service personnel</p>	<p>Institutionalize fund source from GAD budget</p> <p>Strengthen initiatives in this area</p> <p>Provide training/briefing to spouses and private staff/household helpers of DFA officers/employees</p>	<p>Delivery of Consular, Legal, ATN and other related services (MFO 3); Support to Operations (STO); General Administration and Support Services (GASS).</p>	<p>Regular education and training program for Department personnel led by the members of the Committee on Decorum and Investigation:</p> <p>1.) Course on the Prevention of Sexual Exploitation and Abuse (PSEA)</p> <p>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</p> <p>Include a customized training program for spouses and private staff of DFA officers/employees for foreign assignment</p>	<p>Target: At least 1 activity/training program/initiative per year in the Home Office and selected Foreign Service Posts</p>	<p>Php 2, 000,000.00</p> <p>Php 500,000.00</p>	<p>GAA</p>	<p>FSI; DFA Committee on Decorum and Investigation (CODI); GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)</p>
<p>Section 31 of RA 9710 MCW - Women in Especially Difficult Circumstances,</p>	<p>Difficulty in protecting/promoting migrant workers' rights</p>	<p>Enhanced effectiveness in addressing gender-based violence</p>	<p>Delivery of Consular, Legal, ATN and other</p>	<p>Enrollment in Intensive Foreign Language Training in Arabic of Embassy Personnel</p>	<p>Improved Assistance to Nationals (ATN) services to all OFWs,</p>	<p>Php 5,852, 000.00</p>	<p>GAA</p>	<p>GAD Focal Point System, Foreign Service Posts (FSPs)</p>

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 07 APR 2014  
*Lorraine M. Espiritu*  
**LORRAINE M. ESPIRITU**  
**ACTING DIRECTOR**



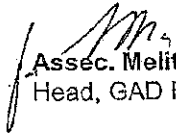
providing for services and interventions to WEDC	due to limited skill in host country's native language especially in Middle East and North African (MENA) Posts which were identified in sex-for-flight issue	Ensure that services provided are gender-responsive, rights-based and culture-sensitive  Capacity building to strengthen advocacy for the rights of vulnerable women migrant workers	related services (MFO 3); Support to Operations (STO); General Administration and Support Services (GASS)		particularly women migrant workers  Target: Level 1 Proficiency per year; At least 5 personnel per MENA Post with Level 1 foreign language proficiency (at least 90 hours according to FSI assessment)		in the Middle East and North Africa
<b>TOTAL</b>							<b>Php 103, 962, 000.00</b>

Prepared by:



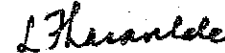
**Dyan Kristine B. Miranda-Pastrana**  
Head, GAD Secretariat

Reviewed and noted by:



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

Approved by:



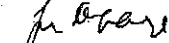
**Usec. Linglingay F. Lacanale**  
Chairperson, DFA GAD Executive Committee

Date:

24 March 2014

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07 APR 2014

**LORRAINE M. ESPIRITU**  
ACTING DIRECTOR