

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2016**

Sequence No.: 2016-001220			
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		
Total GAD Budget	120,023,000.00	Primary Sources	120,023,000.00
		Other Sources	0.00
% of GAD Allocation:	0.93%		

	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	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) General Administration and Support (GAAS) and Support to Operations (STO)	Publication of Handbooks/Guidebooks/Manual on the Rights of Migrant Workers	No. of handbooks/guidebooks/manuals on the rights of migrant workers published/printed - At least 3 handbooks/guidebooks/manuals on the rights of migrant workers published/printed	600,000.00	GAA	DFA GFPS OUMWA OPAS-GAD Secretariat, 84 Foreign Service Posts (FSPs), 19 Regional Consular Offices (RCOs), and 5 Satellite Offices



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2	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, and related international and local laws of Posts Improve Assistance to Nationals (ATN) services particularly for women migrant workers	MFO: Diplomatic and Consular Services (MFO 2) 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 Women	Increased awareness of women migrant workers and their families and home office personnel and ATN clientele concerning relevant laws and rights. - At least 104 one-day seminar/training year on any of the listed topics at Posts/RCOs/Home Office with at least 50 participants per training/seminar conducted Improved services for women migrant workers such as assistance-to-nationals (ATN)	9,902,000.00	GAA	DFA GFPS OUMWA OPAS-GAD Secretariat, 84 Foreign Service Posts (FSPs), 19 Regional Consular Offices (RCOs), and 5 Satellite Offices
3	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, and related international and local laws of Posts Improve Assistance to Nationals (ATN) services particularly for women migrant workers	MFO: Diplomatic and Consular Services (MFO 2) 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: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	Increased awareness of women migrant workers and their families and home office personnel and ATN clientele concerning relevant laws and rights. - At least 104 one-day seminar/training year on any of the listed topics at Posts/RCOs/Home Office with at least 50 participants per training/seminar conducted Improved services for women migrant workers such as assistance-to-nationals (ATN)	0.00	GAA	DFA GFPS OUMWA OPAS-GAD Secretariat, 84 Foreign Service Posts (FSPs), 19 Regional Consular Offices (RCOs), and 5 Satellite Offices



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4	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, and related international and local laws of Posts Improve Assistance to Nationals (ATN) services particularly for women migrant workers	MFO: Diplomatic and Consular Services (MFO 2) 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:3.) Human Trafficking	Increased awareness of women migrant workers and their families and home office personnel and ATN clientele concerning relevant laws and rights. - At least 104 one-day seminar/training year on any of the listed topics at Posts/RCOs/Home Office with at least 50 participants per training/seminar conducted Improved services for women migrant workers such as assistance-to-nationals (ATN)	0.00	GAA	DFA GFPS OUMWA OPAS-GAD Secretariat, 84 Foreign Service Posts (FSPs), 19 Regional Consular Offices (RCOs), and 5 Satellite Offices
5	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, and related international and local laws of Posts Improve Assistance to Nationals (ATN) services particularly for women migrant workers	MFO: Diplomatic and Consular Services (MFO 2) 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:4.) Violence Against Women	Increased awareness of women migrant workers and their families and home office personnel and ATN clientele concerning relevant laws and rights. - At least 104 one-day seminar/training year on any of the listed topics at Posts/RCOs/Home Office with at least 50 participants per training/seminar conducted Improved services for women migrant workers such as assistance-to-nationals (ATN)	0.00	GAA	DFA GFPS OUMWA OPAS-GAD Secretariat, 84 Foreign Service Posts (FSPs), 19 Regional Consular Offices (RCOs), and 5 Satellite Offices



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6	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, and related international and local laws of Posts Improve Assistance to Nationals (ATN) services particularly for women migrant workers	MFO: Diplomatic and Consular Services (MFO 2) 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:5.) Financial Literacy/Entrepreneurial Skills Training/Livelihood Trainings	Increased awareness of women migrant workers and their families and home office personnel and ATN clientele concerning relevant laws and rights. - At least 104 one-day seminar/training year on any of the listed topics at Posts/RCOs/Home Office with at least 50 participants per training/seminar conducted Improved services for women migrant workers such as assistance-to-nationals (ATN)	0.00	GAA	DFA GFPS OUMWA OPAS-GAD Secretariat, 84 Foreign Service Posts (FSPs), 19 Regional Consular Offices (RCOs), and 5 Satellite Offices
7	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, and related international and local laws of Posts Improve Assistance to Nationals (ATN) services particularly for women migrant workers	MFO: Diplomatic and Consular Services (MFO 2) 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: 6.) Local laws on women and relevant laws affecting migrant workers at Posts	Increased awareness of women migrant workers and their families and home office personnel and ATN clientele concerning relevant laws and rights. - At least 104 one-day seminar/training year on any of the listed topics at Posts/RCOs/Home Office with at least 50 participants per training/seminar conducted Improved services for women migrant workers such as assistance-to-nationals (ATN)	0.00	GAA	DFA GFPS OUMWA OPAS-GAD Secretariat, 84 Foreign Service Posts (FSPs), 19 Regional Consular Offices (RCOs), and 5 Satellite Offices



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9	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, and related international and local laws of Posts Improve Assistance to Nationals (ATN) services particularly for women migrant workers	MFO: Diplomatic and Consular Services (MFO 2) 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:9.) Women Migration and Migration Laws	Increased awareness of women migrant workers and their families and home office personnel and ATN clientele concerning relevant laws and rights. - At least 104 one-day seminar/training year on any of the listed topics at Posts/RCOs/Home Office with at least 50 participants per training/seminar conducted Improved services for women migrant workers such as assistance-to-nationals (ATN)	0.00	GAA	DFA GFPS OUMWA OPAS-GAD Secretariat, 84 Foreign Service Posts (FSPs), 19 Regional Consular Offices (RCOs), and 5 Satellite Offices



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10	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, and related international and local laws of Posts Improve Assistance to Nationals (ATN) services particularly for women migrant workers	MFO: Diplomatic and Consular Services (MFO 2) 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:10.) Drug Trafficking	Increased awareness of women migrant workers and their families and home office personnel and ATN clientele concerning relevant laws and rights. - At least 104 one-day seminar/training year on any of the listed topics at Posts/RCOs/Home Office with at least 50 participants per training/seminar conducted Improved services for women migrant workers such as assistance-to-nationals (ATN)	0.00	GAA	DFA GFPS OUMWA OPAS-GAD Secretariat, 84 Foreign Service Posts (FSPs), 19 Regional Consular Offices (RCOs), and 5 Satellite Offices
11	Proclamation No. 224 s. 1998; Proclamation No. 227 s. 1998 providing for the observance of the Month of March as Women' 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) Diplomatic and Consular Services (MFO 2) 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	5,675,000.00	GAA	GAD Focal Point System, 84 Foreign Service Posts (FSPs) and 19 Regional Consular Offices (RCOs)/ 4 Satellite Offices
12	Republic Act 10022 amending RA 8042, Migrant Workers' Act, provision on the commemoration of Migrant Workers' Day	As required by law	Increase DFA participation in advocacies promoting gender and development.	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Commemoration of Migrant Workers' Day	No. of activities for Migrant Workers' Day in the Foreign Service Posts - At least 1 activity for Migrant Workers Day in the Foreign Service Posts i.e. film showing, walk/run for a cause, symposia/fora/trainings/seminars	2,675,000.00	GAA	GAD Focal Point System, 84 Foreign Service Posts (FSPs) and 19 Regional Consular Offices (RCOs)/ 4 Satellite Offices



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13	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 and campaign to end violence against women.	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Participation in the International Campaign to End Violence against Women/18-Day Campaign to End Violence against Women	Number of activities 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 and other National/International observances - 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 and other National/International observances ie. seminars, workshops, symposia, and fora.	5,065,000.00	GAA	GAD Focal Point System, 84 Foreign Service Posts (FSPs) and 19 Regional Consular Offices (RCOs)/ 4 Satellite Offices



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14	Section 16 of RA 9710 MCW ' Non-discriminatory and Non-derogatory portrayal of women in media and film	As required by law.	To accurately identify gender issues in the conduct of public relations and public diplomacy To devise appropriate and effective public relations and public diplomacy strategies that will address outstanding gender issues To raise public awareness on the positive role/contribution of overseas Filipinas through the use of traditional and new media	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Seminar/Forum with the Media on their Perspective in Developing Gender-Responsive Communication Strategies which includes module on gender-neutral language.	Gender-responsive Public Diplomacy Strategy Information dissemination Strategic communication - At least one (1) one-day seminar/forum with the media for a gender-responsive Public Diplomacy Strategy Information dissemination Target Participants: At least 30 participants. Report on standard media protocols on Filipinos overseas	150,000.00	GAA	PISU (in consultation/collaboration with FSI, OUMWA, OPAS, GFPS and other relevant agencies)



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15	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) 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 Strengthened the network with women's shelters, professional and service providers and provide directories for OFW clients Strong involvement in Reintegration Programs for OFWs/ATN clients through regular briefings at Posts/shelters - Quarterly briefings at Posts/shelters on the Reintegration Programs for OFWs/ATN clients	5,904,000.00	GAA	GAD Focal Point System, 84 Foreign Service Posts (FSPs) and 19 Regional Consular Offices (RCOs)/ 4 Satellite Offices



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16	Pursuant to CSC MC No. 12 s. 2005, government officials are encouraged to use non-sexist language in all official documents, communications and issuances .	As required by law	<p>To accurately identify gender issues in the conduct of public relations and public diplomacy</p> <p>To devise appropriate and effective public relations and public diplomacy strategies that will address outstanding gender issues</p> <p>To raise public awareness on the positive role/contribution of overseas Filipinas through the use of traditional and new media</p>	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Develop/Review of IEC Materials to ensure use of gender fair language and images	Number of IEC materials developed/reviewed - At least three (3) kinds of IEC materials developed/reviewed	200,000.00	GAA	PISU (in consultation/collaboration with FSI, OUMWA, OPAS, GFPS and other relevant agencies)



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17	Implementation of NAP-WPS Pillar 1 on the Protection and Prevention - ensure the protection of women's human rights and prevention of violation of these rights in armed conflict and post-conflict situations through gender-responsive and conflict-sensitive policies, programs and services.	As required by law	Improved access to consular and ATN services in areas under armed conflict.	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Implementation of the DFA Agency Plan for Women, Peace and Security (WPS) and updated DFA Agency Plan on WPS which includes Mobile passporting services to at least 1-2 conflict areas in coordination with OPAPP and DND/AFP/DILG/PNP	Improved access to consular ATN services through mobile passport services in conflict-affected areas - At least 1-2 conflict areas-priority area should be consulted with OPAPP and DND/AFP/DILG/PNP Sex-disaggregated data on the number of clients served during Mobile Passporting	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
18	High vulnerability of women migrant workers to exploitation including vulnerability to trafficking, de-skilling of professionals, feminization of permanent migrants, return and reintegration concerns.	Limited number of countries reviewing and advocating for bilateral agreements that ensure safe migration and promote better work conditions especially for women migrant workers.	Decrease in vulnerabilities and incidence of exploitation among migrant workers	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Lobby for the ratification of ILO Convention 189 by Host/receiving countries	No. of bilateral agreements advocated, reviewed and forged to ensure safe migration and promote better work conditions that will curb violence against women migrant workers - At least one (1) bilateral agreement advocated, reviewed and forged at Posts to ensure safe migration and promote better work conditions that will curb violence against women migrant workers	2,000,000.00	GAA	UN and Other International Organizations (UNIO), Foreign Service Posts, GAD Focal System

ORGANIZATION-FOCUSED ACTIVITIES



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19	Section 31 of RA 9710 MCW ' Women in Especially Difficult Circumstances, providing for services and interventions to WEDC	Difficulty in protecting/promoting migrant workers' rights 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	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 vulnerable women migrant workers	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) 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 - At least 1 Embassy personnel in at least 3 Posts in the Middle East enrolled in Intensive Foreign Language Training in Arabic	5,852,000.00	GAA	GAD Focal Point System, Foreign Service Posts (FSPs) in the Middle East and North Africa
20	Section 36 (b) of MCW on Gender Mainstreaming as a Strategy for Implementing Magna Carta of Women - All Departments including attached agencies shall establish or strengthen their GAD Focal Point System or similar GAD mechanism to catalyze and accelerate gender mainstreaming within the agency	As required by law	Institutionalization and Strengthening of GAD Focal Point System (GFPS)	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Meetings/Online conferences with GAD ExeCom, GFPS Technical Working Group (TWG) and partners	GAD Meetings/conferences with GAD ExeCom, GFPS Technical Working Group (TWG) and partners - At least four (4) GAD meetings/conferences with GAD ExeCom, GFPS Technical Working Group (TWG) and partners	10,000,000.00	GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)



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21	Section 36 (b) of MCW on Gender Mainstreaming as a Strategy for Implementing Magna Carta of Women - All Departments including attached agencies shall establish or strengthen their GAD Focal Point System or similar GAD mechanism to catalyze and accelerate gender mainstreaming within the agency	As required by law.	Institutionalization and Strengthening of GAD Focal Point System (GFPS)	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Information Dissemination/publication of GAD Directory to pertinent partner agencies and the public	Constant Update of GAD Directory in the Department's website - Quarterly updating of GAD Directory in the Department's website Published GAD Directory of the Department - At least 100 published GAD Directory of the Department	100,000.00	GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)



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22	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 - An 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) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of/Attendance to seminars/courses/workshops such as Trainers' Training on Gender and Development.	No. of GFPOs trained/attended trainings/seminar/course - At least 1 GAD related Training/seminar/course for at least 103 GFPOs from Post/RCO	5,000,000.00	GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)



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23	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 - An 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) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of 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	More equipped GFPOs in the DFA, both in the Home Office and at Posts/RCOs - At least 500 DFA personnel trained in the Home Office, RCOs and FSPs No. of GFPOs trained/attended trainings/seminar/course - At least 1 GAD related Training/seminar/course for at least 1 GFPOs per Post/RCO	10,000,000.00	GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)



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24	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 - An 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) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of Skills Training on Handling ATN Cases which includes mediation and conciliation and basic counseling techniques.	More equipped GFPOs in the DFA, both in the Home Office and at Posts/RCOs - At least 500 DFA personnel, including GFPOs, trained in the Home Office, RCOs and FSPs	5,000,000.00	GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)



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25	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 - An 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) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of/Attendance to Gender Mainstreaming, Gender Analysis, Gender Audit, GAD Planning and Budgeting seminars/trainings/workshops/courses.	More equipped GFPOs in the DFA, both in the Home Office and at Posts/RCOs - At least 100 DFA GFPOs trained in the Home Office, RCOs and FSPs	3,000,000.00	GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)



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26	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 (GAD) within the DFA Sustainability of GAD trainings Gender-responsive institutional environment	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of seminars/workshops/orientations but not limited to the following:1.) 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	Initial implementation of the Gender and Development Course (Level I)- Developed GAD Course Level I for Foreign Service personnel No. of personnel trained/participated in seminars/workshops/orientations on gender and development - At least 300 of Foreign Service personnel attended at least one of the trainings on gender and development.	10,000,000.00	GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)
27	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 (GAD) within the DFA Sustainability of GAD trainings Gender-responsive institutional environment	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of seminars/workshops/orientations but not limited to the following:2.) Skills Training in Handling ATN Cases	Initial implementation of the Gender and Development Course (Level I)- Developed GAD Course Level I for Foreign Service personnel No. of personnel trained/participated in seminars/workshops/orientations on gender and development - At least 300 of Foreign Service personnel attended at least one of the trainings on gender and development.			GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)



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28	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 (GAD) within the DFA Sustainability of GAD trainings Gender-responsive institutional environment	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of seminars/workshops/orientations but not limited to the following:3.) Seminar on Mediation and Conciliation and Basic Counseling	Initial implementation of the Gender and Development Course (Level I)- Developed GAD Course Level I for Foreign Service personnel No. of personnel trained/participated in seminars/workshops/orientations on gender and development - At least 300 of Foreign Service personnel attended at least one of the trainings on gender and development.			GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)
29	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 (GAD) within the DFA Sustainability of GAD trainings Gender-responsive institutional environment	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of seminars/workshops/orientations but not limited to the following:4.) R.A. 9710, Magna Carta of Women	Initial implementation of the Gender and Development Course (Level I)- Developed GAD Course Level I for Foreign Service personnel No. of personnel trained/participated in seminars/workshops/orientations on gender and development - At least 300 of Foreign Service personnel attended at least one of the trainings on gender and development.			GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)



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30	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 (GAD) within the DFA Sustainability of GAD trainings Gender-responsive institutional environment	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of seminars/workshops/orientations but not limited to the following:5.) Convention for the Elimination of Discrimination Against Women (CEDAW) Beijing Declaration and Platform for Action, UN Millennium Development Goals and other international laws/frameworks	Initial implementation of the Gender and Development Course (Level I)- Developed GAD Course Level I for Foreign Service personnel No. of personnel trained/participated in seminars/workshops/orientations on gender and development - At least 300 of Foreign Service personnel attended at least one of the trainings on gender and development.			GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)
31	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 (GAD) within the DFA Sustainability of GAD trainings Gender-responsive institutional environment	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of seminars/workshops/orientations but not limited to the following:6.) ILO Convention 189 on Decent Work for Domestic Workers	Initial implementation of the Gender and Development Course (Level I)- Developed GAD Course Level I for Foreign Service personnel No. of personnel trained/participated in seminars/workshops/orientations on gender and development - At least 300 of Foreign Service personnel attended at least one of the trainings on gender and development.			GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)



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32	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	Feminization of migration which requires greater gender sensitivity in all policies and efforts related to the international migration.	Policies and programs that address women and girls' vulnerability and specific needs in conflict situations and allow them to participate in all efforts to create and maintain peace and security	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of a study, through inter-agency coordination, on initiatives/programs on violence against women migrant workers	Number of study proposal/concept paper/Department Order coordination with FSPs meetings with GFPS TWG - At least 1 study proposal/concept paper/Department Order coordination with FSPs meetings with GFPS TWG	200,000.00	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
33	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	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	Policies and programs that incorporate a gender perspective, combat gender-based violence and establish appropriate measures for the protection of women migrant workers	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Study the establishment of Violence against Women and Children Desk in Foreign Service Posts	Number of documents integrated with GAD perspective - At least 1 study proposal/concept paper/Department Order coordination with FSPs Number of activities participated in where GAD-related concerns were discussed - At least 1 activity attended discussing GAD-related concerns	250,000.00	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
34	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) Diplomatic and Consular Services (MFO 2) 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	1,500,000.00	GAA	Office of the Undersecretary for Policy (OUP) Office of ASEAN Affairs AICHR Philippines DFA GFPS



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35	Section 4.4. of PCW-NEDA-DBM Joint Circular 2012-01 Institutionalizing GAD Database/Sex Disaggregated DATA ' Lack of effective GAD Planning	Lack of available GAD data for n effective planning, programming and policy formulation	Strengthen GAD Database since it is considered as an essential element in GAD Planning and Budgeting Development of GAD Resource Center	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Strengthen GAD Management Information System and GAD corner:1.) GAD Database accessible to external clients and partner organizations	Establishment of GAD Website/Management Information System - GAD Website developed with updated GAD information materials accessible for the public particularly migrant workers	1,000,000.00	GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/DFA Library Unit
36	Section 4.4. of PCW-NEDA-DBM Joint Circular 2012-01 Institutionalizing GAD Database/Sex Disaggregated DATA ' Lack of effective GAD Planning	Lack of available GAD data for n effective planning, programming and policy formulation	Strengthen GAD Database since it is considered as an essential element in GAD Planning and Budgeting Development of GAD Resource Center	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Strengthen GAD Management Information System and GAD corner:2.) DFA Website as a source of information materials on GAD related issues	Establishment of GAD Website/Management Information System - GAD Website developed with updated GAD information materials accessible for the public particularly migrant workers	1,000,000.00	GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/DFA Library Unit
37	Section 4.4. of PCW-NEDA-DBM Joint Circular 2012-01 Institutionalizing GAD Database/Sex Disaggregated DATA ' Lack of effective GAD Planning	Lack of available GAD data for n effective planning, programming and policy formulation	Strengthen GAD Database since it is considered as an essential element in GAD Planning and Budgeting Development of GAD Resource Center	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Strengthen GAD Management Information System and GAD corner:3.) Gender-based Data Gathering Tool on Migrant Workers	Establishment of GAD Website/Management Information System - GAD Website developed with updated GAD information materials accessible for the public particularly migrant workers	1,000,000.00	GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/DFA Library Unit



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38	Section 4.4. of PCW-NEDA-DBM Joint Circular 2012-01 Institutionalizing GAD Database/Sex Disaggregated DATA ' Lack of effective GAD Planning	Lack of available GAD data for n effective planning, programming and policy formulation	Strengthen GAD Database since it is considered as an essential element in GAD Planning and Budgeting Development of GAD Resource Center	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Strengthen GAD Management Information System and GAD corner:4.) Develop IEC Materials on sexual harassment, VAW, trafficking, CEDAW and other laws for information dissemination	Establishment of GAD Website/Management Information System - GAD Website developed with updated GAD information materials accessible for the public particularly migrant workers Establishment of GAD Resource Center/GAD Corner - Purchase of at least 10-20 information materials/books/publication for distribution to all offices/Posts/RCOs/SOs	500,000.00	GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/DFA Library Unit
39	Section 4.4. of PCW-NEDA-DBM Joint Circular 2012-01 Institutionalizing GAD Database/Sex Disaggregated DATA ' Lack of effective GAD Planning	Lack of available GAD data for n effective planning, programming and policy formulation	Strengthen GAD Database since it is considered as an essential element in GAD Planning and Budgeting Development of GAD Resource Center	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Strengthen GAD Management Information System and GAD corner:6.) Partner with DFA Library in strengthening GAD Corner	Establishment of GAD Website/Management Information System - GAD Website developed with updated GAD information materials accessible for the public particularly migrant workers Establishment of GAD Resource Center/GAD Corner - Purchase of at least 10-20 information materials/books/publication for distribution to all offices/Posts/RCOs/SOs	500,000.00	GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/DFA Library Unit



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40	Section 4.4. of PCW-NEDA-DBM Joint Circular 2012-01 Institutionalizing GAD Database/Sex Disaggregated DATA ' Lack of effective GAD Planning	Lack of available GAD data for n effective planning, programming and policy formulation	Strengthen GAD Database since it is considered as an essential element in GAD Planning and Budgeting Development of GAD Resource Center	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Strengthen GAD Management Information System and GAD corner:5.) Generate sector-specific knowledge products on women and men (i.e. briefer/factsheets)	Establishment of GAD Website/Management Information System - GAD Website developed with updated GAD information materials accessible for the public particularly migrant workers Establishment of GAD Resource Center/GAD Corner - Purchase of at least 10-20 information materials/books/publication for distribution to all offices/Posts/RCOs/SOs	500,000.00	GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/DFA Library Unit
41	Section 25, RA 9710 MCW ' Right to Decent Work, services in support of balancing family and work obligations	As required by law	Sustained and improved day care facilities for children of DFA personnel Addressed practical and gender needs of employees that enhance work-life balance.	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Expand scope of daycare services to include child minding of 0-3 and afterschool services for children of DFA personnel including OCA and selected Foreign Service Posts	Provision of additional rooms, equipment and personnel for expanded daycare services Provide lactation room and equipment/furniture	3,500,000.00	GAA	GAD Focal Point System, OPAS Family and Retirees Services Unit, OCA, Daycare and Counseling providers



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42	CSC Resolution 01-0940 - all government agencies shall develop an education and training program for 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) Diplomatic and Consular Services (MFO 2) 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 15 FSPs and RCOs	2,000,000.00	GAA	FSI, DFA Committee on Decorum and Investigation (CODI), GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)
43	CSC Resolution 01-0940 - all government agencies shall develop an education and training program for to increase understanding on sexual harassment, prevent occurrence, and ensure proper investigation, prosecution and resolution of cases.	Incidents of domestic violence among foreign service personnel	Provide training/briefing to spouses and private staff/household helpers of DFA officers/employees	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Include a customized training program on sexual harassment for spouses and private staff of DFA officers/employees for foreign assignment	Number of activity/training program/initiative per year in the Home Office- At least quarterly conduct of a one-day training program per year in the Home Office	500,000.00	GAA	FSI, DFA Committee on Decorum and Investigation (CODI), GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)



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44	Lack of programmatic approach to gender capacity building for all DFA personnel.	Individual gender advocates in some work units have gender knowledge and expertise but institutional gender knowledge has yet to permeate the organizational fabric and translates into gender-responsive institutional practices.	Enhanced gender sensitivity and strengthened gender competence based on a training needs analysis of the Department's mandate, functions and personnel requirements.	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Implementation of identified programs and recommendations identified in gender audit: Regular GST for all personnel and new hires including spouses and household members of outgoing personnel	No. of Gender Sensitivity Trainings for personnel and new hires including spouses and household members of outgoing personnel - At least four (4) 3-day Gender Sensitivity Trainings for personnel and new hires including spouses and household members of outgoing personnel No. of trained personnel on gender sensitivity including spouses and household members- At least 200 trained personnel on gender sensitivity including spouses and household members	3,000,000.00	GAA	OPAS, OSPPC, OFM, DFA GFPS, FSPs and RCOs
45	Gender-responsive foreign policy and integrating such in the objectives of the Department of Foreign Affairs and its sub-units	Gender issues and strategies are not included in the Department's medium-term planning and periodic review of needs and corresponding strategies. The DFA strategic plan does not include gender perspectives of economic and national security issues in foreign policy.	Integrating gender in the objectives of DFA and its sub-units, programming and implementation cycles and choice of partner organizations. Improved monitoring and reporting on gender equality progress at both output and outcome levels.	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Conduct Impact Evaluation of GAD Mainstreaming efforts:1. Training on Gender Analysis of Major Final Outputs (MFOs)2. Training on Rights and Results-Based Management approach and tools	Improved coherence of goals and strategies vertically and across sub-units. - Evaluation of processes of Home Office/FSPs/RCOs and implementation of at least 50% of the gender audit recommendations Target: At least one (1) 2-day Training on Gender Analysis of MFOs and Results-Based Management Approach	2,000,000.00	GAA	OPAS, OSPPC, OFM, DFA GFPS, FSPs and RCOs



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46	Gender-responsive foreign policy and integrating such in the objectives of the Department of Foreign Affairs and its sub-units	Gender issues and strategies are not included in the Department's medium-term planning and periodic review of needs and corresponding strategies. The DFA strategic plan does not include gender perspectives of economic and national security issues in foreign policy.	Integrating gender in the objectives of DFA and its sub-units, programming and implementation cycles and choice of partner organizations. Improved monitoring and reporting on gender equality progress at both output and outcome levels.	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of Strategic Planning Review for 2017-2022 with the view of mainstreaming gender in Department policies and programs	No. of Strategic Planning Review conducted with the view of mainstreaming gender in Department policies and programs - At least one (1) Strategic Planning Review for 2017-2022 conducted with the view of mainstreaming gender in Department policies and programs	2,500,000.00	GAA	OSPPC, OUP, all offices in the Home Office, FSPs and RCOs/SOs
47	Gender-responsive foreign policy and integrating such in the objectives of the Department of Foreign Affairs and its sub-units	Lack of systematic way of identifying, capturing, distributing and effective use of knowledge within the organization given the tracks of each offices such as policy and Geographic Offices, Administrative, Economic Relations, Migrant Workers and Consular Affairs.	Established information and knowledge management within the DFA, and gender equality policy as reflected in the Department's products and public image. Improved monitoring and reporting on gender equality progress at both output and outcome levels.	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Implementation of identified programs and recommendations identified in gender audit: Strengthen the Knowledge Management System for knowledge transfer on GAD	Immediate response to gender audit and evaluation of the DFA by initiating action on key recommendations - Evaluation of processes of Home Office/FSPs/RCOs and implementation of at least 50% of the gender audit recommendations Department Order/Memo Circular/Office Order Implementing results/recommendations of gender audit - At least one (1) Department Order/Memo Circular/Office Order Implementing results/recommendations of gender audit	1,000,000.00	GAA	OPAS, OSPPC, OFM, DFA GFPS, FSPs and RCOs



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48	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 in the objectives of the Department and its sub-units, programming and implementation cycles through its strong participation and involvement in international and national conferences on gender and gender-related issues.	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Strong Philippine participation in the national, international meetings and conferences, including but not limited to the following:1.) Commission on the Status of Women in New York	Participation of GFPS representative/s in national/international meetings/conferences - At least 1-2 participants per conference/meetings from DFA GFPS Re-echo of discussions and update on progress of international laws, agreements and commitments to 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 - At least 1 negotiation/meeting convened/policy paper/report submitted	7,000,000.00	GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)



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49	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 in the objectives of the Department and its sub-units, programming and implementation cycles through its strong participation and involvement in international and national conferences on gender and gender-related issues.	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Strong Philippine participation in the national, international meetings and conferences, including but not limited to the following:2.) Conference of parties to United Nations Convention against Transnational organized Crime and its protocols	Participation of GFPS representative/s in national/international meetings/conferences - At least 1-2 participants per conference/meetings from DFA GFPS Re-echo of discussions and update on progress of international laws, agreements and commitments to 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 - At least 1 negotiation/meeting convened/policy paper/report submitted	0.00	GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)



	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
50	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 in the objectives of the Department and its sub-units, programming and implementation cycles through its strong participation and involvement in international and national conferences on gender and gender-related issues.	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Strong Philippine participation in the national, international meetings and conferences, including but not limited to the following:3.) National Steering Committee (NSC) and National Action Plan Technical Working Group (NAP) meetings	Participation of GFPS representative/s in national/international meetings/conferences - At least 1-2 participants per conference/meetings from DFA GFPS Re-echo of discussions and update on progress of international laws, agreements and commitments to 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 - At least 1 negotiation/meeting convened/policy paper/report submitted	0.00	GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)



	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
51	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 in the objectives of the Department and its sub-units, programming and implementation cycles through its strong participation and involvement in international and national conferences on gender and gender-related issues.	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Strong Philippine participation in the national, international meetings and conferences, including but not limited to the following:4.) Session of the Working Group on Trafficking in Persons	Participation of GFPS representative/s in national/international meetings/conferences - At least 1-2 participants per conference/meetings from DFA GFPS Re-echo of discussions and update on progress of international laws, agreements and commitments to 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 - At least 1 negotiation/meeting convened/policy paper/report submitted	0.00	GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)



	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
52	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 in the objectives of the Department and its sub-units, programming and implementation cycles through its strong participation and involvement in international and national conferences on gender and gender-related issues.	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Strong Philippine participation in the national, international meetings and conferences, including but not limited to the following:5.) Panel Discussion on the challenges affecting the implementation of Beijing Declaration and Platform for Action (Beijing 20)	Participation of GFPS representative/s in national/international meetings/conferences - At least 1-2 participants per conference/meetings from DFA GFPS Re-echo of discussions and update on progress of international laws, agreements and commitments to 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			GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)



	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
53	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 in the objectives of the Department and its sub-units, programming and implementation cycles through its strong participation and involvement in international and national conferences on gender and gender-related issues.	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Strong Philippine participation in the national, international meetings and conferences, including but not limited to the following:6.) UNCTAD Meetings on Economic Empowerment	Participation of GFPS representative/s in national/international meetings/conferences - At least 1-2 participants per conference/meetings from DFA GFPS Re-echo of discussions and update on progress of international laws, agreements and commitments to 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 - At least 1 negotiation/meeting convened/policy paper/report submitted	0.00	GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)



	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
54	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 in the objectives of the Department and its sub-units, programming and implementation cycles through its strong participation and involvement in international and national conferences on gender and gender-related issues.	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Strong Philippine participation in the national, international meetings and conferences, including but not limited to the following:7.) UNODC's Smuggling of Migrant's Bill	Participation of GFPS representative/s in national/international meetings/conferences - At least 1-2 participants per conference/meetings from DFA GFPS Re-echo of discussions and update on progress of international laws, agreements and commitments to 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 - At least 1 negotiation/meeting convened/policy paper/report submitted	0.00	GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)



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	1	2	3	4	5	6	7	8	9
55	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 in the objectives of the Department and its sub-units, programming and implementation cycles through its strong participation and involvement in international and national conferences on gender and gender-related issues.	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Strong Philippine participation in the national, international meetings and conferences, including but not limited to the following:8.) United Nations General Assembly	Participation of GFPS representative/s in national/international meetings/conferences - At least 1-2 participants per conference/meetings from DFA GFPS Re-echo of discussions and update on progress of international laws, agreements and commitments to 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 - At least 1 negotiation made/meeting convened/policy paper/report submitted	0.00	GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)



	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
56	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 in the objectives of the Department and its sub-units, programming and implementation cycles through its strong participation and involvement in international and national conferences on gender and gender-related issues.	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Strong Philippine participation in the national, international meetings and conferences, including but not limited to the following:9.) Child Labor Conference	Participation of GFPS representative/s in national/international meetings/conferences - At least 1-2 participants per conference/meetings from DFA GFPS Re-echo of discussions and update on progress of international laws, agreements and commitments to 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 - At least 1 negotiation made/meeting convened/policy paper/report submitted	0.00	GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)



	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
57	Implementation of the National Action Plan on Women, Peace and Security Outcome/Pillar 3: Promotion and Mainstreaming - To promote and mainstream the gender perspective in all aspects of conflict-prevention, conflict resolution, and peacebuilding.	As required by law	Strengthen the agency's commitment in the advancement of women in areas under armed conflict	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	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	Number of FSO who attended training on WPS/NAP - At least 95% of new Foreign Service Officers attended the module on NAP WPS in FSO Cadetship Course.	250,000.00	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
58	Implementation of the National Action Plan on Women, Peace and Security Outcome/Pillar 3: Promotion and Mainstreaming - To promote and mainstream the gender perspective in all aspects of conflict-prevention, conflict resolution, and peacebuilding.	As required by law	Strengthen the agency's commitment in the advancement of women in areas under armed conflict	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Implementation of the DFA Agency Plan for Women, Peace and Security (WPS) and updated DFA Agency Plan for WPS which includes:2.) Integration of NAP/Gender Conflict Analysis in PDOS	Number of personnel attending NAP training in PDOS sex-disaggregated data - At least 20 personnel per quarter attended NAP training in PDOS	200,000.00	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



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59	Implementation of the National Action Plan on Women, Peace and Security Outcome/Pillar 3: Promotion and Mainstreaming - To promote and mainstream the gender perspective in all aspects of conflict-prevention, conflict resolution, and peacebuilding.	As required by law	Strengthen the agency's commitment in the advancement of women in areas under armed conflict	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Implementation of the DFA Agency Plan for Women, Peace and Security (WPS) and updated DFA Agency Plan for WPS which includes:3.) Women, Peace and Security Forum	Number of personnel attending Women, Peace and Security Forum - At least 50 personnel with sex-disaggregated data attended the forum on Women, Peace and Security	250,000.00	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
60	Implementation of the National Action Plan on Women, Peace and Security Outcome/Pillar 3: Promotion and Mainstreaming - To promote and mainstream the gender perspective in all aspects of conflict-prevention, conflict resolution, and peacebuilding.	As required by law	Strengthen the agency's commitment in the advancement of women in areas under armed conflict	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Implementation of the DFA Agency Plan for Women, Peace and Security (WPS) and updated DFA Agency Plan for WPS which includes:4.) Training on gender conflict analysis at selected Posts with OPAPP as partner agency	Gender Conflict Analysis Training 'Number of regional training in selected FSPs or one training focused in a conflict-stricken Post Priority participants should be Officers, ATN Officers/GAD Focal Points - Atleast one (1) regional training in selected FSPs or one training focused in a conflict-stricken Post Priority participants should be Officers, ATN Officers/GAD Focal Points	2,000,000.00	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



	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
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61	Implementation of the National Action Plan on Women, Peace and Security Outcome/Pillar 3: Promotion and Mainstreaming - To promote and mainstream the gender perspective in all aspects of conflict-prevention, conflict resolution, and peacebuilding.	As required by law	Strengthen the agency's commitment in the advancement of women in areas under armed conflict	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Implementation of the DFA Agency Plan for Women, Peace and Security (WPS) and updated DFA Agency Plan for WPS which includes:5.) Consultation/Regional Review of Contingency Plans of Foreign Service Posts	For Contingency Planning Review 'Number of consultation/conference priority FSPs should be conflict-stricken areas in 2016 or areas in 2015 with ongoing conflict - At least one (1) consultation/conference priority FSPs should be conflict-stricken areas in 2016 or areas in 2015 with ongoing conflict	500,000.00	GAA	UN and Other International Organizations (UNIO), Office of Consular Affairs (OCA), Office of Strategic Planning and Policy Coordination (OSPCC) Foreign Service Institute, GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices
62	Implementation of the National Action Plan on Women, Peace and Security Outcome/Pillar 3: Promotion and Mainstreaming - To promote and mainstream the gender perspective in all aspects of conflict-prevention, conflict resolution, and peacebuilding.	As required by law	Strengthen the agency's commitment in the advancement of women in areas under armed conflict	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Implementation of the DFA Agency Plan for Women, Peace and Security (WPS) and updated DFA Agency Plan for WPS which includes:6.) Participation in national review/consultation on commitments and accomplishments relative to the Global Report on UNSCR 1325	For Global Report on UNSCR 1325: Number of preparatory consultation/conference with pertinent government agencies/NGOs/civil society organization- At least one (1) preparatory consultation/conference with pertinent government agencies/NGOs/civil society organization	500,000.00	GAA	UN and Other International Organizations (UNIO), Office of Consular Affairs (OCA), Office of Strategic Planning and Policy Coordination (OSPCC) Foreign Service Institute, GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices



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63	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	MFO: 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 Program 2.) Debriefing and Wellness Program 3.) Self Defense Program	Proposed contract with psychologists/counseling provider (Proposed amount is based on a yearly contract with provider as culled from previous contract of the Department- At least 400 DFA personnel were provided with psychosocial/counseling services. Number of Debriefing and Wellness Program conducted - At least 1 debriefing for all recalled personnel per quarter with 20 participants per session.	3,750,000.00	GAA	GAD Focal Point System, OPAS Family and Retirees Services Unit, OCA, Daycare and Counseling providers



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64	Difficulty in protecting/promoting migrant workers' rights especially in Middle East and North African Posts.	Limited knowledge on the culture, laws and native language of the Middle East and North African countries.	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 vulnerable women migrant workers	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Organize lectures/seminars on:1.) Shariah Law focusing on its gender and human rights perspectives and 2.) Understanding Arab history and culture	Improved Assistance to Nationals (ATN) services to all OFWs, particularly women migrant workers - At least one lecture/seminar per year on the identified topics At least 50 personnel were trained on the gender component of Shariah Law	500,000.00	GAA	GAD Focal Point System, Foreign Service Posts (FSPs) in the Middle East and North Africa



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65	Strengthen initiatives on women's rights in ASEAN Intergovernmental Commission on Human Rights (AICHR)/Pursuant to the Terms of Reference of the AICHR item 4.1 on developing strategies for the promotion and protection of human rights and fundamental freedoms to complement the building of the ASEAN community and 4.12 on preparing studies on thematic issues of human rights in ASEAN.	As required by law	Development of a regional code on the Convention to Eliminate Discrimination Against Women (CEDAW)	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Organize/Initiate a National Workshop on the development of an ASEAN Code on CEDAW	Number of meetings/conventions organized/initiated with other partner agencies - At least 1 convention organized and developed a workplan/initial PH inputs/recommendations on the ASEAN code on CEDAW	2,000,000.00	GAA	Office of the Undersecretary for Policy (OUP) Office of ASEAN Affairs AICHR Philippines DFA GFPS
SUB-TOTAL							120,023,000.00	GAA	
TOTAL GAD BUDGET							120,023,000.00		

Prepared By:	Approved By:	Date
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Head, GAD Secretariat	Chairperson, GFPS Executive Committee	



