

# ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT FY 2016

Reference: Endorsed GPB #2016-001220				Date Endorsed: Jun 14, 2018	
Organization: Department of Foreign Affairs				Organization Category: National Government, Line Agency	
Organization Hierarchy: Department of Foreign Affairs					
Total Budget/GAA of Organization:		20,599,627,000.00			
Actual GAD Expenditure		233,421,420.28		Original Budget	120,023,000.00
				% Utilization of Budget	194.48
% of GAD Expenditure:		1.13%			

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
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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	- Printing and distribution of pamphlets on vital social services provided by France and services by the Philippine Embassy	600,000.00 GAA	30,920.74 GAA	DFA GFPS OUMWA OPAS-GAD Secretariat, 84 Foreign Service Posts (FSPs), 19 Regional Consular Offices (RCOs), and 5 Satellite Offices	Partially Done. The project with OUMWA did not push through. However, the Philippine Embassy in Paris implemented a similar program resulting to a variance in the budget and actual expenditures



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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)	- Berlin PE organized a networking reception and forum for Filipino spouses of German nationals and gave them the opportunity to connect with each other, share common experiences on the challenges of being wives and mothers in Germany and offer each other advice and support. A visiting psychologist Ms. Mari Teodora Dizon gave a presentation on "Pagnananay: The value of the Filipina Mother's Role in Today's World" - Conducted Kapihan sessions on Labor Laws related to Women, Trafficking in Persons, Illegal Recruitment, Echo of GAD Seminar, Pulse Asia Survey & State of Politics in the Philippines, Talk on Attention Deficit and Hyperactivity Disorder and family management - Informal Forum on Women Empowerment with Col. Maria P. Eoff, Commander of the US Army Garrison in Yongsan and Ms. Heekyung Jo Min, Excutive VP of CJ Corporation - GAD talks for Filipinos in Mandalay with focus on the Magna Carta of Women and Health particularly on Cervical cancer - Disaste Preparedness and Risk Reduction Seminars in cooperation with the AFP Liaison Office of the Pacific Command - Workshop on Gender Sensitivity for the Mayantocquenians Association with around 60 members of the association participated the workshop - Forum on gender equality and assistance to nationals services - Forum on gender sensitivity - Screening of "Talent Untapped", a documentary on persons with disabilities by Filipina filmmaker Anna Karina Tabunar - Roundtable Discussion on the challenges encountered by women in the workplace attended by sixty-eight (68) Filipino nationals in Brunei - Talk over tea: Women and culture in development  0	9,902,000.00 GAA	249,571.98 GAA	Berlin PE, Canberra PE, Seoul PE, Yangon PE, Honolulu PCG, Madrid PE, Warsaw PE, Ottawa PE, Brunei PE, Dhaka PE, Yangon PE  DFA GFPS OUMWA OPAS-GAD Secretariat, 84 Foreign Service Posts (FSPs), 19 Regional Consular Offices (RCOs), and 5 Satellite Offices	Partially Done. The approved budget is intended for one project - orientation/lectures on any GAD-related topics - with a lumpsum budget allocation. The budget allocation shall be applied to the projects in rows 2-10. The variance resulted to non-submission of actual utilization of FSPs and RCOs on the activities conducted. The Department is undertaking measures to increase competencies of our GFPOs GAD Planning and Budgeting.



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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  Improved services for women migrant workers such as assistance-to-nationals (ATN)	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)	Not conducted  Not conducted	0.00 GAA	0.00 GAA	DFA GFPS OUMWA OPAS-GAD Secretariat, 84 Foreign Service Posts (FSPs), 19 Regional Consular Offices (RCOs), and 5 Satellite Offices	Not Done. This used to be part of one project with a lump sum budget allocation. However, per advice by the reviewer when we are preparing the GAD Plan, programs should be encoded in the system on a per topic basis. Hence, there are several items to be treated as part of the activity in Item No. 2 Orientation/initiatives through series of workshops, lectures or information caravans/film showing on the following: 1) R.A. 9710, Magna Carta of Women with the total agency approved budget of Php 9,902,000.00.
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  Improved services for women migrant workers such as assistance-to-nationals (ATN)	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)	- Forum on Combatting Human Trafficking - Workshop on Gender Sensitivity and Anti-Trafficking in Persons with around 60 members of the Filipino Community as participants - Attend IOM's Training Seminar o Counter Trafficking in Human Beings (THB) together with Private Sector - Information dissemination to raise awareness on human trafficking and commemorate World Day against trafficking  - Strengthened the partnership between the Embassy and the Filipino community to address the problem of trafficking in persons	0.00 GAA	72,600.36 GAA	DFA GFPS OUMWA OPAS-GAD Secretariat, 84 Foreign Service Posts (FSPs), 19 Regional Consular Offices (RCOs), and 5 Satellite Offices  Madrid PE, Rome PE, Oslo PE, Vientiane PE, Baghdad PE	Partially Done. The approved budget is intended for one project - orientation/lectures on any GAD-related topics - with a lumpsum budget allocation. The budget allocation shall be applied to the projects in rows 2-10. The variance resulted to non-submission of actual utilization of FSPs and RCOs on the activities conducted. The Department is undertaking measures to increase competencies of our GFPOs GAD Planning and Budgeting.



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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)	- Seminar on Gender and Development (GAD) and Violence Against Women (VAW) in Naples, Italy The seminar was conducted in cooperation with Philippine Consulate in Naples and the Filipino Women's Council (FWC) - Seminar on Basic Self-Defense Techniques for Women - Seminar on RA 9262: Anti-Violence against women and their children Act of 2004  0	0.00 GAA	45,488.94 GAA	DFA GFPS OUMWA OPAS-GAD Secretariat, 84 Foreign Service Posts (FSPs), 19 Regional Consular Offices (RCOs), and 5 Satellite Offices  Philippine Embassy in Rome, Philippine Embassy in Brasilia, Philippine Embassy in Pretoria	Partially Done. The approved budget is intended for one project - orientation/lectures on any GAD-related topics - with a lumpsum budget allocation. The budget allocation shall be applied to the projects in rows 2-10. The variance resulted to non-submission of actual utilization of FSPs and RCOs on the activities conducted. The Department is undertaking measures to increase competencies of our GFPOs GAD Planning and Budgeting.
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)	- Conduct of a Three-part "Wais sa Krisis" Financial Literacy Campaign. The women participants were made aware that they have an option to have a sustainable livelihood in the Philippines Around 50 Filipinas have received financial literacy training from the Embassy. - Conduct of Livelihood training/Demonstration on Parol Making Techniques organized by the Filipinos in Istanbul and Ankara with 160 participants - Organized a Parol (lantern) making workshop - Financial Literacy for Overseas Filipinos conducted by MEANFID - Mag-ipon at Magkabahay Forum: A Basic Financial Literacy Seminar by Pag-Ibig Fund - Conduct a forum on women's entrepreneurship featuring successful Filipino women entrepreneurs and speakers from the City who have expertise on loan access and other resources - Support for the Leadership and Social Entrepreneurship Seminar through participation in the Business Plan presentation of participants - Franchise Investment Opportunities Seminar (Milan, Italy) - Participation in SMDC's Financial Literacy Seminar on Investments with thirty three (33) attendees from the members of the Filipino community  Financial literacy which leads to self-determination, and women's empowerment	0.00 GAA	390,919.94 GAA	DFA GFPS OUMWA OPAS-GAD Secretariat, 84 Foreign Service Posts (FSPs), 19 Regional Consular Offices (RCOs), and 5 Satellite Offices  Ankara PE, Damascus PE, Jakarta PM, Amman PE, Honolulu PCG, Madrid PE, Milan PCG, Vientiane PE, Guangzhou PCG, Seoul PE, Rome PE	Partially Done. The approved budget is intended for one project - orientation/lectures on any GAD-related topics - with a lumpsum budget allocation. The budget allocation shall be applied to the projects in rows 2-10. The variance resulted to non-submission of actual utilization of FSPs and RCOs on the activities conducted. The Department is undertaking measures to increase competencies of our GFPOs GAD Planning and Budgeting.



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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)	Not conducted  Not conducted	0.00 GAA	0.00 GAA	DFA GFPS OUMWA OPAS-GAD Secretariat, 84 Foreign Service Posts (FSPs), 19 Regional Consular Offices (RCOs), and 5 Satellite Offices	Not Done. This used to be part of one project with a lump sum budget allocation. However, per advice by the reviewer when we are preparing the GAD Plan, programs should be encoded in the system on a per topic basis. Hence, there are several items to be treated as part of the activity in Item No. 2 Orientation/initiatives through series of workshops, lectures or information caravans/film showing on the following: 1) R.A. 9710, Magna Carta of Women with the total agency approved budget of PhP 9,902,000.00.



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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	84 Foreign Service Posts, 21 Regional Consular Offices and Home Office conducted activities in celebration of Women's Month, Activities include conduct of film showing, lectures/seminars for the members of the Filipino community, particularly women, giving of tokens, participation to activities sponsored by the Host country and/or local government (for Regional Consular Offices)	5,675,000.00 GAA	5,201,232.00 GAA	GAD Focal Point System, 84 Foreign Service Posts (FSPs) and 19 Regional Consular Offices (RCOs)/ 4 Satellite Offices	Partially Done.
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	- Seminar entitled "Opening Doors and Minds: The Challenge of Integration of Young Filipino Migrants" - Financial Literacy Course	2,675,000.00 GAA	6,666.67 GAA	GAD Focal Point System, 84 Foreign Service Posts (FSPs) and 19 Regional Consular Offices (RCOs)/ 4 Satellite Offices  Philippine Embassy in Rome	Partially Done. This is one of the issues and challenges of our Department, not all offices and Foreign Service Posts are able to furnish the Department with utilization report for every GAD PAPs. Please be informed that the Department is undertaking measures to increase competencies of our GFPOs which include training on Gender Analysis, Planning and Budgeting, and also an improved monitoring system of our GAD PAPs in the Home Office, Foreign Service Posts and RCOs to reflect all utilizations on GAD PAPs including programs that may be attributed to GAD.





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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.	- Conduct of two (2) information seminar: RA 9262 and the Philippine Family Code with over 200 members of the Filipino community from various provinces from South Africa and neighboring countries of Lesotho, Mozambique and Botswana. - Conduct of awareness campaign on RA 9262 with 80 members of the Filipino Community participated the event - Participated and attended International Day for the Elimination of Violence Against Women and purchased 15 white ribbons (Canberra PE) - Babae Natatangi 2: A One-day interactive workshop and free medical consultation for women OFWs various shelters in Hong Kong with almost 60 participants from seven shelters in Hong Kong - Tweeted and posted on Facebook Washington DC PE's solidarity with and support for the 18-day campaign to end violence against women and children - Workshop on Counseling for Embassy personnel and members of the Filipino Community - Mini Marathon on Prevention of Violence Against Women - Attendance to the seminar meeting on prevention and eradication of violence against women and children for sustainable development organized by the Lao Women's Union and the United Nations Population Fund - Display of streamer showing the theme for the observation - Video showing on films relating to the campaign to end VAW - Participation to VAW forums	5,065,000.00 GAA	622,852.84 GAA	GAD Focal Point System, 84 Foreign Service Posts (FSPs) and 19 Regional Consular Offices (RCOs)/ 4 Satellite Offices  Ankara PE, Pretoria PE, Canberra PE, Hong Kong SAR PCG, Washington DC PE, Yangon PE, Pretoria PE, Vientiane PE, Regional Consular Offices	Partially Done. The variance resulted to non-submission of actual utilization of FSPs and RCOs on the activities conducted. The Department is undertaking measures to increase competencies of our GFPOs GAD Planning and Budgeting.
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	- The works of 2 Filipina photographers, Anita Nowack and Citadel Cruz, were featured for 2 months at Berlin PE. The self-taught photographers discussed women's empowerment, women's portrayal in art and media, women artists and learning and coping skills while living abroad and raising children - The Philippine Ambassador in Berlin made representation on the Philippines and Filipina women to about 140 Germanwomen. Participants were German humanitarian and social workers, donors who needed to know the Philippines in the context of their work - Conduct of gender-responsive public diplomacy strategic information dissemination through the film showing of K'na the Dreamweaver and was attended by over 100 Filipinos in Madrid  0	150,000.00 GAA	109,360.86 GAA	PISU (in consultation/collaboration with FSI, OUMWA, OPAS, GFPS and other relevant agencies)  Philippine Embassy in Berlin, Philippine Embassy in Madrid	Partially Done.





	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
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	- Assisted distressed Filipinos, particularly women migrant workers, on issues relating to unpaid salaries which include legal assistance, counseling services and medical check-ups are given to Filipinas due for repatriation, regular provision of basic hygienic kits and winter necessities to Filipina OFWs who are detained Prison Centers  Met and attended discussions with Australian Catholic Religious Against Trafficking in Humans for collaboration on GAD projects, meeting and coordination with local shelter Homes on Gender Sensitive issues including domestic violence, meeting with the Armed Forces of Oman to establish linkages with the Filipino community coordinators, strong coordination with the wardens in New York to inform the available resources for women, children and families in crisis, distribution of resource directory identifying government and non-government agencies that can be approached in case of Filipino individuals, women, children and families in crisis situations, ongoing agreement with the US Federal Equal Employment Opportunity Commission (EEOC), whereby the EEOC sends representatives once a month to the Consulate to outreach with the Filipino Community, attended a briefing for the Consular Corps on various topics including domestic violence at the Sydney Police Centre.  Around 60 capacity-building trainings have been held for Filipinas in the Halfway Quarters	5,904,000.00 GAA	185,949,842.82 GAA	GAD Focal Point System, 84 Foreign Service Posts (FSPs) and 19 Regional Consular Offices (RCOs)/ 4 Satellite Offices  Foreign Service Posts	Partially Done. The budget estimate is based on a few submissions from Foreign Service Posts. However, by the end of 2016 many Posts have submitted utilization for this program.
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	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)	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	Not conducted	200,000.00 GAA	0.00 GAA	PISU (in consultation/collaboration with FSI, OUMWA, OPAS, GFPS and other relevant agencies)	Not Done. Not prioritized



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
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	Conduct of eight (8) mobile passport services (Local) Mapping of Filipinos  Three thousand six hundred eight (3,608) applicants issued with passports	1,000,000.00 GAA	4,342,875.48 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  Office of Consular Affairs, OUMWA, Pretoria PE, Tokyo PE, Rome PE, Chicago PCG	Partially Done. The budget is based on the estimates of the Consular Office's mobile passport services. However, by the end of 2016 some Posts have submitted utilization for this program.
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	Not conducted	2,000,000.00 GAA	0.00 GAA	UN and Other International Organizations (UNIO), Foreign Service Posts, GAD Focal System	Not Done. Not prioritized
ORGANIZATION-FOCUSED ACTIVITIES											
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	- Arabic Language Classes (Level 1 and 3) for Amman PE personnel	5,852,000.00 GAA	402,804.50 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) in the Middle East and North Africa  Philippine Embassy in Amman, Philippine Embassy in Manama	Partially Done. Not all Posts from Arab speaking countries have submitted/reported utilization of the language classes and/or have not implemented this program within the Embassy personnel.



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
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	- Attendance to regular meetings of the Regional Advocates for Gender Equality (RAGE), Regional Inter-Agency Committee Against Trafficking and Violence Against Women and Children (RIACAT-VAWC)	10,000,000.00 GAA	0.00 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)	Partially Done. The proposed GAD Assembly for GAD Focal Point Officers of Foreign Service Posts and Consular Offices did not push through in 2016 and was recommended for implementation in 2017.
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	- Posting of DFA GAD Focal Point Officers in the Home Office, Regional Consular Offices and Foreign Service Posts in the Department's website  Not conducted	100,000.00 GAA	0.00 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)	Partially Done. The proposed publication of GAD Directory did not push through. For the inclusion of GAD in the website, no cost equivalent as a link on GAD was only created.
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	- Attendance of GAD Alternate Focal Officer to Women Summit 2016: "Leaders in the Spotlight" - Attendance to the Summer Course on Migration offered by Miriam College Women and Gender Institute - Attendance to the seminar/lecture on "Women of Oman: Then and Now" by the Ministry of Social Development - Participation to Gender Sensitivity Training conducted by the Civil Service Commission for RCO Calisiao personnel - Participation to the Gender Mainstreaming in Human Resource conducted by the Civil Service Commission - Participation in the Trauma Informed Care Training for Service Providers handling trafficked victims conducted by DSWD - Gender Excellent in the Workplace - Seminar on Gender Equality at the Harmony Institute in Nairobi, Kenya Workshop on Empowering Women to Influence and Negotiate with over twenty (20) participants from the Embassy and attached agencies attended the seminar	5,000,000.00 GAA	78,194.75 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)	Partially Done. Very few courses available in 2016 for the GAD Focal Point Officers. Mostly of the trainings attended were at minimal cost only.



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
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	- Conduct of a workshop on Trafficking in Persons for Ottawa PE to enhance its understanding of trafficking in persons and its impact on Filipino migrant workers - One-Day lecture seminar on Health Issues the Filipino Migrant Workers Face Today: Getting to Know its Effects and Countermeasures - Conduct of seminar on RA 7610 Anti Child Abuse Law and RA 9262 Anti Violenc Against Women and Children Act for RCO Zamboanga personnel  - At least 95% of Ottawa PE's personnel attended the workshop - Participated by nineteen (19) RCO General Santos personnel - Participated by twenty (20) RCO Zamboanga personnel	10,000,000.00 GAA	92,139.11 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)  Ottawa PE, Washington DC PE, Brasilia PE	Partially Done. The customized gender sensitivity training were conducted in partnership with the Foreign Service Institute and entails minimal cost.
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	- Conduct of workshop that identified gender related issues and cases of violence in the workplace and determined the legal and psychosocial interventions and support for similar cases. - Inclusion of the module on Psychological First Aid in the Regional Seminars on Gender Sensitivity, Assistance-To-Nationals and Psychological First Aid for Foreign Service Posts	5,000,000.00 GAA	1,625,353.00 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)	Partially Done. The seminar was intended for at least 500 personnel, however, due to budget constraints, Post were only able to send maximum of 2 ATN officers to attend seminar on Psychological First Aid
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	- Participation to Gender Manitreaming in Human Resource conducted by the Civil Service Commission - Participation to Miriam College Women and Gender Institute's Summer Classes on Gender and Development	3,000,000.00 GAA	36,000.00 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)	Partially Done. Very limited course offerings available for participation of GFPOs.



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
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.	- Conduct of nine (9) Customized Gender Sensitivity Training for Regional Consular Offices, two (2) for Home Office personnel, and four (4) Regional Seminars on Gender Sensitivityin the Foreign Service Posts - Seminar on "Filipino Global Experiences as Aesthetic representations: Gender Issues and Perspectives" - Orientation on Gender and Development Issues by Executive Director Emmeline L. Verzosa - Echo seminar of integrated GAD-Psychological First Aid Training - Seminar on Ethics and Decorum: Gender-Sensitive Behavior for Foreign Service Personnel  - Trained three hundred eight (308) DFA personnel particularly in the Regional Consular Offices on the customized gender sensitivity teraining for DFA personnel - Seventeen (17) personnel of the Philippine Embassy in Berlin - Seventeen (17) personnel of the Philippine Embassy in Muscat	10,000,000.00 GAA	26,605,027.45 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)	Partially Done. In the initial budget computation, travel expenses of all participants was based on a 4-day training/workshop. However, during the training design assessment with FSI and OUMWA, it was agreed to run the seminar for six-days, thus entails additional travel expenses.
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.	- Inclusion of ATN Module in the Regional Seminars on Gender Sensitivity, Assistance-To-Nationals, and Psychological First Aid for Foreign Service Posts - Conduct of Family and Gender Law Seminar  - Trained three hundred DFA personnel the Foreign Service Posts and Regional Consular Offices - Trained thirty-two (32) personnel from the Home Office	0.00 GAA	358,666.40 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)	Partially Done. This used to be part of one project with a lump sum budget allocation. However, per advice by the reviewer when we are preparing the GAD Plan, programs should be encoded in the system on a per topic basis. Hence, there are several items to be treated as part of the activity in Item No. 26 with the total agency approved budget of PhP 10,000,000.00.
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.	- Inclusion of the module on Psychological First Aid in the Regional Seminars on Gender Sensitivity, Assistance-To-Nationals, and Psychological First Aid for Foreign Service Posts  - Trained One hundred thirty-one (131) personnel from Foreign Service Posts	0.00 GAA	0.00 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)	Partially Done. Budget and actual cost is part of item in row 26





	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
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.	Not conducted  Not conducted	0.00 GAA	0.00 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)	Not Done. This is part of the activity in row 26
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.	Not conducted  Not conducted	0.00 GAA	0.00 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)	Not Done. Part of the activity and budget in row 26
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.	Not conducted  Not conducted	0.00 GAA	0.00 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)	Not Done. Part of the activity and budget in row 26
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	Not conducted	200,000.00 GAA	0.00 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	Not Done. Not prioritized





	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
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	Not conducted  Not conducted	250,000.00 GAA	0.00 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	Not Done. Not prioritized
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	Not conducted	1,500,000.00 GAA	0.00 GAA	Office of the Undersecretary for Policy (OUP) Office of ASEAN Affairs AICHR Philippines DFA GFPS	Not Done. Not prioritized
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	Not conducted	1,000,000.00 GAA	0.00 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/DFA Library Unit	Not Done. Not prioritized
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	Created a link in the Department's website which features the directory of GAD Focal Point Officers in the Department	1,000,000.00 GAA	28,517.51 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/DFA Library Unit	Partially Done. This was not prioritized. What was implemented was an additional feature in the current website of the Department.



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
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	Not conducted	1,000,000.00 GAA	0.00 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/DFA Library Unit	Not Done. Although a data gathering tool did not materialize, ATN and mapping mission was conducted to address concerns affecting Filipinos in Botswana, Kenya, Madagascar, Mozambique, Rwanda, South Africa, and Tanzania. The mission mapped out the locations of OFs in Africa, collected information on their demographic and employment profiles, as well as assessed their working and living conditions in their countries
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	Created a GAD corner in the Department's website with the list of GAD Focal Point Officers in the Home Office, Foreign Service Posts and Consular Offices  Not conducted	500,000.00 GAA	0.00 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/DFA Library Unit	Partially Done. Not prioritized
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	Not conducted  Not conducted	500,000.00 GAA	0.00 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/DFA Library Unit	Not Done. Not prioritized



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
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	Not conducted  Not conducted	500,000.00 GAA	0.00 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/DFA Library Unit	Not Done. Not prioritized
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	Provision of nursing station at Post's premises  Provision of nursing station at Post's premises	3,500,000.00 GAA	773,471.86 GAA	GAD Focal Point System, OPAS Family and Retirees Services Unit, OCA, Daycare and Counseling providers  Vancouver PCG	Partially Done. Not all FSPs prioritized the program
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	- Inclusion of the topic on Anti-Sexual Harassment and Relevant Laws, and Committee on Decorum and Investigation (CODI) in the Regional Seminars on Gender Sensitivity, Assistance-To-Nationals and Psychological First Aid for Foreign Service Posts, and the Customized GST for DFA personnel in the Regional Consular Offices and Home Office	2,000,000.00 GAA	0.00 GAA	FSI, DFA Committee on Decorum and Investigation (CODI), GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)	Partially Done. Not prioritized
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	Not conducted	500,000.00 GAA	0.00 GAA	FSI, DFA Committee on Decorum and Investigation (CODI), GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)	Not Done. Not prioritized



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
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	- Gender Sensitivity Training for Amman PE personnel - Inclusion of GAD module in the Pre-Departure Orientation Seminar (PDOS) for DFA personnel and attached agencies  - Trained ninety two (92) personnel (PDOS) participants, and three hundred eight (308) participants of the regional seminars	3,000,000.00 GAA	0.00 GAA	OPAS, OSPPC, OFM, DFA GFPS, FSPs and RCOs	Partially Done. Not prioritized. Expenses for the trainings conducted was charged to FSI's budget
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	Not conducted	2,000,000.00 GAA	0.00 GAA	OPAS, OSPPC, OFM, DFA GFPS, FSPs and RCOs	Not Done. Not prioritized
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	Not conducted	2,500,000.00 GAA	0.00 GAA	OSPCC, OUP, all offices in the Home Office, FSPs and RCOs/SOs	Not Done. Not prioritized



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
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	Not conducted  Not conducted	1,000,000.00 GAA	0.00 GAA	OPAS, OSPPC, OFM, DFA GFPS, FSPs and RCOs	Not Done. Not prioritized



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
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	<p>Participation of GFPS representative/s in national/international meetings/conferences - At least 1-2 participants per conference/meetings from DFA GFPS</p> <p>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</p> <p>Number of negotiations made/meetings convened/policy papers/reports submitted - At least 1 negotiation/meeting convened/policy paper/report submitted</p>	<p>- Participated in Women in Leadership in the Foreign Service organised by DFAT and Network of Women Diplomats in Australia - Attended lunch-discussion with guest speaker Ms. Penny Wensley on Women in the Diplomacy - Attended informal gathering with Minister for Foreign Affairs HE. Julie Bishop by the Slovenian Embassy (NOWDA) - Attended afternoon tea hosted by Ambassador of Colombia for the Female Heads of Missions - Attended DFAT 2016 Annual Ball to raise funds for the domestic violence crisis service - Attendance of GAD Alternate Officer to Women Summit 2016: Leaders in the Spotlight - Attendance of GAD Focal Point Officer and GAD Team Member to the conference on LGBTI Rights and Freedom of Religion in HK and EU - Participation to 8 events by the Filipino Community where the Consul General and GFPO spoke about the importance of the role of women in today's society - Attended seminars on gender assessment and gender equality in the workplace - Attendance in risk exploitation and trafficking in Jordan workshop - Participation to the launching of the friendly center for domestic migrant workers and proposed modified anti-human trafficking law - Participation to the national framework for human trafficking - Participation to the roundtable conference of the Jordanian Combating modern day slavery and trafficking and future pioneers for empowering communities - Hosting of three (3) side events by the Philippine delegation during the 60th Commission on the Status of Women in New York, USA - Participation to the Annual Conference on Voluntary Assisted Return Program of International Organization for Migration (IOM) and Norwegian Immigration Directorate (UDI). - Hosted a luncheon for the Women Ambassadors in Ottawa with the spouse of the Foreign Minister as Guest of Honor, a networking activity with women ambassadors and highlighting the role of women in international relations</p> <p>0</p> <p>- As part of the study tour of the delegation from AFP Command and General Staff College, Philippine Embassy in Berlin organized a forum and discussion with Philippine delegations on international missions and their local German partners on gender issues in their field of expertise - Consultations were held for Overseas Filipinos in Russia to improve skills and increase awareness on welfare and security of Overseas Filipinos in Russia</p>	7,000,000.00 GAA	2,175,849.84 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)  Berlin PE, Canberra PE, Hong Kong SAR PCG, Honolulu PCG, Moscow PE, Oslo PE, Ottawa PE, New York PM, Tokyo PE, Buenos Aires PE, UNIO	Partially Done. The budget estimates is not only limited to the participation in the Commission on the Status of Women but to other conferences as well in the succeeding rows





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	1	2	3	4	5	6	7	8	9	11	12
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	- Hosting of the Second International Meeting of the Global Action Against Mass Atrocity Crimes on 02 February 2016 - Participation in activities spearheaded by the Lao government in observance of the 29th International Day against Drug Abuse and Illicit Trafficking (IDADAIT)  Not conducted  Not conducted	0.00 GAA	288,071.99 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)	Partially Done. Part of over all agency budget in row 48
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	Organized a Command Conference on the Regional Contingency Plan attended by Philippine Ambassadors and Consuls General in the Middle East and North Africa  Not conducted  Updated respective contingency plans for the evacuation and repatriation of OFs. The outcome document of the conference was a regional contingency plan	0.00 GAA	0.00 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)	Done. Part of over all agency budget in row 48



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
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	Conducted a Security Assessment Mission to Libya to assess the political and security situation in the country. The Security Assessment team met with high-level Libyan government officials and the Filipino community  Not conducted  SAT recommended the lowering of Libya's Alert Level from 4 to 2 in view of the improving security situation in the country. The lowering of the alert level addresses the concerns of 2,843 OFs who opted to remain in Libya for fear of losing their jobs in view of the absolute deployment ban. The downgrade also sought to curb the practice of Filipinos re-entering Libya through alternative entry points	0.00 GAA	0.00 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)	Done. Part of overall agency budget in row 48
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	Not conducted  Not conducted  Not conducted	0.00 GAA	0.00 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)	Not Done. Part of row 48



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
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	Not conducted  Not conducted  Not conducted	0.00 GAA	0.00 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)	Not Done. Part of row 48
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	Not conducted  Not conducted  Not conducted	0.00 GAA	0.00 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)	Not Done. Part of row 48



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
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	The Department led the delegation to the 71st United Nations General Assembly (UNGA) held in new York in September  Not conducted  Not conducted	0.00 GAA	0.00 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)	Partially Done. Part of row 48
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	Not conducted  Not conducted  Not conducted	0.00 GAA	0.00 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) and Regional Consular Offices (RCOs)/Satellite Offices (SOs)	Not Done. Part of row 48



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
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.	34 new Foreign Service Officers attended the module on NAP WPS as part of the FSO Cadetship Course	250,000.00 GAA	0.00 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  Human Resource Management Office, Foreign Service Institute (FSI)	Done. Expenses were charged to FSI's budget
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	- Inclusion of the module on Women, Peace and Security during the Pre-Departure Orientation Seminar (PDOS) for DFA personnel and attached agencies. A total of 92 personnel were trained on Women, Peace and Security	200,000.00 GAA	0.00 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	Partially Done. Expenses were charged to FSI's budget
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	- Canberra PE hosted Lady Ambassadors in Canberra for lunch with Ms. Marina Tsirbas as guest speaker on Women and Security	250,000.00 GAA	25,000.00 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  Philippine Embassy in Canberra	Partially Done. Not prioritized
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	Not conducted	2,000,000.00 GAA	0.00 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	Not Done. Not prioritized



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
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	Not conducted	500,000.00 GAA	0.00 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	Not Done. Not prioritized
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	Not conducted	500,000.00 GAA	0.00 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	Not Done. Not prioritized
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.	- Conduct offour (4) Seminars on Psychological First Aid for DFA personnel. A total of one hundred thirty-one (131) attended the seminar - Referred one (1) personnel to a clinical psychologist - Forty-six (46) DFA personnel availed of the counseling services by the Department  - Conducted five (5) Wellness and Debriefing seminars for recalltees/DFA personnel	3,750,000.00 GAA	2,800,000.00 GAA	GAD Focal Point System, OPAS Family and Retirees Services Unit, OCA, Daycare and Counseling providers	Partially Done. Very few DFA personnel availed of the counseling services.





	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
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	Not conducted	500,000.00 GAA	0.00 GAA	GAD Focal Point System, Foreign Service Posts (FSPs) in the Middle East and North Africa	Not Done. Not prioritized
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/initaited with other partner agencies - At least 1 convention organized and developeda workplan/initial PH inputs/recommendations on the ASEAN code on CEDAW	Participation to meetings/conferences/conventions/summit on: - 15th ASEAN Committee on Women (ACW) Meeting and Related meetings and discussed sectoral projects and initiatives - 4th Higher Education Summit on Gender Issues - Deliberation/Short Listing of Nominees for the PHL representative for Women to the ASEAN Committee on the Protection and Promotion of the Rights of Women and Children - Interview of the nominees for the PHL representative for Women to ACWC - Forum on Talking ASEAN - Preparatory Meeting for the Hosting Conference of Senior Officials on GAD Mainstreaming in the ASCC Sectoral Bodies	2,000,000.00 GAA	203,306.90 GAA	Office of the Undersecretary for Policy (OUP) Office of ASEAN Affairs AICHR Philippines DFA GFPS  Offic of ASEAN Affairs	Partially Done. Some of the expenses were charged to ASEAN's budget.
SUB-TOTAL								120,023,000.00	233,421,420.28	GAA	
TOTAL								120,023,000.00	233,421,420.28		

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