

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2019**

Reference: Direct Encoding (No GPB in database)			
Organization: Department of Foreign Affairs		Organization Category: National Government, Line Agency	
Organization Hierarchy: Department of Foreign Affairs			
Total Budget/GAA of Organization:	20,347,047,000.00		
Actual GAD Expenditure	1,181,754,545.61	Original Budget	1,032,456,764.70
		% Utilization of Budget	114.46
% of GAD Expenditure:	5.81%		

	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
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 of women Overseas Filipinos (OFs) to information on policies, programs, and projects of the Philippines and/or host country that promote womens rights/women migrant workers rights	Increase awareness and/or access of women OFs to information on policies, programs, and projects of the Philippines and/or host country that promote womens rights/women migrant workers rights	PAP: Diplomatic and Consular Services	Conduct of Post Arrival Orientation Seminars for Newly Arrived Overseas Filipinos	Number of seminars conducted- At least 2 per Foreign Service Post	Post Arrival Orientation Seminars for Newly Arrived Overseas Filipinos conducted by Singapore PE, Chicago PCG, Phnom Penh PE, Ottawa PE, Manama PE, Brunei PE, Oslo PE, Los Angeles PCG, Damascus PE, Calgary PCG	5,427,968.55 GAA	10,874,528.52 GAA	Foreign Service Posts	Done. Variance between approved budget and actual cost of GAD activity is due to inclusion of actual cost of GFPO/Alternate or personnel who conducted or participated in the GAD activity
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 awareness of the Filipino Community on the role of women in nation-building , Limited awareness and involvement in the Womens Month Celebration	To educate the household service worker population on their employment rights and the assistance that can be extended to them by the Embassy and its partner organizations	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Disrupting Singapore: Book launch of Disrupt 3.0, a collection of stories of Filipino women published by the Filipina Womens Network	Number of Overseas Filipinos attended the activity- Attendance of at least 30	Actual number of participants: 40	109,708.88 GAA	109,065.36 GAA	Philippine Embassy in Singapore	Done.

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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	Filipino -Americans limited access to information related to Philippine history and culture.	Increase awareness of Philippine history and culture for the migrant Filipino-Americans in the Pacific Islands.	MFO: Philippine Consulate General, Non-Government Organizations, Guam Community	Eskuwelahan Munt ng Guam (EMG) held 10 classes every Saturdays from 9:00AM 12:00 NN, for children 6-16 years old and adults. The EMG conducted classes by volunteer teachers from various schools in Guam teaching Filipino language, history, culture and arts at the Sentro Rizal Conference Hall, Philippine Consulate General, 6/F, ITC Bldg., Tamuning, Guam.	Number of participants - At least 15-20 students	1520 students attended the 19th Session from March 15, 2019 to September 2019. The participants are Filipino-American students of Guam. This is a yearly activity of Philippine Consulate General, Agana, and now on the 19th session for year 2019.	76,500.00 GAA	76,500.00 GAA	Philippine Consulate General in Agana	Done.
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, lack of knowledge/ awareness of gender sensitivity, women's rights and policies.	Strengthen family ties and empower women working in the diplomatic corps	MFO: DiplomaticServices	ASEAN Family Day	Number of activities conducted - At least 1	Hosted ASEAN Family Day	73,018.48 GAA	73,018.48 GAA	Philippine Embassy in Beijing	Done.
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 of women migrant workers to information, lack of knowledge/ awareness of womens rights and policies	Increase awareness of women migrant workers regarding their rights enshrined in the MCW, international laws as well as with the local laws at Post to be duly informed/ educated of activities that benefits them	MFO: Diplomatic and Consular Services	Orientations/initiatives through series of meetings, workshops, lectures or information caravans/film showing on the Local laws on women and relevant (labor or human trafficking) laws affecting migrant workers at Posts and Consular offices	Number of initiatives conducted to increase awareness of women migrant workers on their rights and local laws- At least 1 per year per office	Orientations/initiatives through series of meetings, workshops, lectures or information caravans/film showing on the Local laws on women and relevant (labor or human trafficking) laws affecting migrant workers at Posts and Consular offices conducted by Brunei PE, Brussels PE, Budapest PE, Geneva WTO PM, Guangzhou PCG, Jeddah PCG, Milan PCG, Prague PE, Sydney PCG, Vancouver PCG, Beirut PE, Santiago PE, Osaka PCG, Mexico PE, Pretoria PE, Moscow PE, Muscat PE, Calasiao CO, Honolulu PCG, Jakarta PE, Seoul PE, Cairo PE, Brasilia PE, Abu Dhabi PE, Paris PE, New Delhi PE, Rome PE, Puerto Princesa CO, Los Angeles PCG, New York PM, Osaka PCG, Moscow PE, Tehran PE, Berlin PE, Hongkong PCG, Paris PE	9,984,294.66 GAA	13,247,484.78 GAA	Foreign Service Posts, Consular Offices	Done. Variance between approved budget and actual cost of GAD activity is due to inclusion of actual cost of GFPO/Alternate or personnel who conducted or participated in the GAD activity

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6	Section 26 of RA 9710, Magna Carta of Women (MCW) Right to information regarding policies on women including programs, projects and funding outlays that affect them shall be ensured	Lack of awareness of women's rights and policies	Generate awareness on gender sensitivity and mainstreaming in both the PHL and in Brunei Darussalam'	MFO: Diplomatic and Consular Services	Visit of Saceda Youth Lead (SYL) a youth-serving institution under the auspices of the National Youth Commission, on 25 April 2019. One of the highlights of their visit is to gather information on Brunei culture including the rights, practices, traditions of women	Number of participants - At least 50	A total of 82 delegates, 57 of which were women, were briefed on Philippines-Brunei relations and commonalities of the culture and on the rights, practices, traditions of women in Brunei	15,250.00 GAA	17,102.48 GAA	Philippine Embassy in Brunei	Done.
7	Section 26 of RA 9710, Magna Carta of Women (MCW) Right to information regarding policies on women including programs, projects and funding outlays that affect them shall be ensured	Lack of awareness of impact of issues such as climate change on women and children especially as PH is frequently hit by natural disasters. Climate change is an priority issue of the EU. The EU has made it a point to support international action on SDG Goal 13to combat climate change and its impacts.	Raised awareness, especially in the EU and other important circles in Brussels, on the importance of the link between climate change and gender issues, especially in PH.	MFO: Diplomatic and Consular services, General Administration and Support to Operations (STO)	Forum to discuss climate change and its impact on health and welfare especially for the most vulnerable, i.e. women and children	Number of forums conducted - At least 1	Forum Philippines at the Heart of Planetary Health on 6 December 2019 at the European Institute of Asian Studies (EIAS). - Dr. Guinto described the impacts of climate change as the biggest global health threat in the 21st century	150,144.43 GAA	150,144.43 GAA	Philippine Embassy in Brussels	Done.
8	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	Inadequate information regarding important health issues affecting women and Absence of knowledge and appreciation on health and wellness	Increase awareness on breast cancer, basic first aid treatment and hiv/aids awareness and Emphasize the value of wellness and healthy lifestyle	MFO: Diplomatic and ATN Services	Lecture were conducted on the aforementioned subject, Physical, spiritual, social, emotional, psychological activities conducted regularly	Number of activities conducted - At least 1 with 100 participants	Conducted 3 seminar and lectures on the aforementioned subject with 97 female and 39 male participantsConducted 47 wellness and physical activities and Benefitted 386 female participants	200,920.80 GAA	12,226,099.43 GAA	Philippine Embassy in Damascus	Done. Variance is due to the inclusions of the Cost of activities conducted and Emoluments of GFPOs and personnel who attended and conducted the events
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	Inadequate information regarding important health issues affecting women	Increase awareness on women rolse in the community and women empowerment	MFO: Diplomatic and ATN Services	Lecture were conducted on the aforementioned subject	Number of activities organized - At least 1 with an estimated of 40-60 participants	Organized 3 programs: Team building, target shooting for self-defense of women, open house and appreciation day for OF's in Syria aat the Head of Post's residence and an Easter celebration with the FilcomAttended 4 events of Filcom in Syria: 1) Valentine's day fund raising 2) National Heritage Month 3)Filipino Community in Damascus gift giving to the wards of the Embassy's shelter and Christmas Party celebration	211,309,862.26 GAA	211,309,862.26 GAA	Philippine Embassy in Damascus	Done. Cost of activities conducted and Emoluments of GFPOs and 9 personnel who spent 4 hours per event to conduct the said activities

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10	Section 26 of RA 9710, Magna Carta of Women (MCW) Right to information regarding policies on women including programs, projects and funding outlays that affect them shall be ensured	Limited access of women Overseas Filipinos (OFs) to information on programs, and projects of the Philippines and/or host country that promoted women's rights and privileges	Increase awareness and/or access of women OFs to information on programs, and projects of the Philippines and/or host country that promote women's rights/women migrant workers' rights and privileges	MFO: Diplomatic and Consular Services	In partnership with the Modern Hospital in Guangzhou, invite speakers who can talk and discuss alternative Chinese medicine, that can address specific illnesses prevalent in the locality,	Number of women who are now aware of alternative medicine and preventive measures in addressing medical problems and other illness specific to the host location	Lecture on Traditional Chinese Medicine (TCM) with Professor Zhang Hua (academic Teacher of TCM Oncology & Chief Physician of Integrated Traditional Chinese and Western Medicine of Modern Hospital in Guangzhou	59,880.30 GAA	59,880.30 GAA	Philippine Consulate General in Guangzhou	Done.
11	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 and lack of information of women on budgeting, goal setting and financial planning	Increase awareness and empower women by building their financial awareness, knowledge, and skill to enable them to be financially self-reliant	MFO: Diplomatic and Consular Services	Orientations/initiatives through series of workshops, lectures or information caravans/film showing on enhancing Financial Literacy	Number of financial literacy initiatives conducted- At least 1 per year	Orientations/initiatives through series of workshops, lectures or information caravans/film showing on enhancing Financial Literacy conducted by Hongkong PCG, Rome PE, Tokyo PE, Brunei PE, Hanoi PE, Ankara PE, La Union CO, Jakarta PE, Singapore PE, Brussels PE, Paris PE, Guangzhou PCG, Singapore PE, Vientiane PE, Vatican PE, Santiago PE, Agana PCG, Phnom Penh PE, Chongqing PCG, Cairo PE, Doha PE, Geneva PM, Berlin PE, Kuwait PE, Vienna PE, New Delhi PE, Honolulu PCG, Mexico PE, San Francisco PCG	4,097,082.14 GAA	3,732,129.82 GAA	Foreign Service Posts, Consular Offices	Done. Variance between approved budget and actual cost of GAD activity is due to the difference in the projected participants and cost of the venue of the activities held. Also, some financial literacy seminars by Offices were not conducted due to time constraints or lack of funds
12	Section 26 of RA 9710, Magna Carta of Women (MCW) Right to information regarding policies on women including programs, projects and funding outlays that affect them shall be ensured	Limited access to information/lack of knowledge/awareness of womens rights and policies. Women migrant workers are more prone to abuse and maltreatment.	Increase awareness of women regarding their rights as enshrined in the MCW, international laws and local laws of Post. Enhance Assistance to Nationals (ATN) services especially to for women migrant workers.	GASS: GASS: General Administration and Support (GAAS) and Support to Operations (STO)MFO: Diplomatic and Consular Services	Launched social media campaign on the celebration of "World Day Against Trafficking"	Increased awareness of women migrant workers concerning relevant laws on womens rights. Improved ATN services to women migrant workers - To conduct at least one (1) activity	884 facebook users saw the campaign and 37 facebook users' engagements	29,300.90 GAA	29,300.90 GAA	Philippine Embassy in Prague	Done.
13	Section 26 of RA 9710, Magna Carta of Women (MCW) Right to information regarding policies on women including programs, projects and funding outlays that affect them shall be ensured	Limited access to information/lack of knowledge/awareness of womens rights and policies. Women migrant workers are more prone to abuse and maltreatment.	Increase awareness of women regarding their rights as enshrined in the MCW, international laws and local laws of Post. Enhance Assistance to Nationals (ATN) services especially to for women migrant workers.	GASS: GASS: General Administration and Support (GAAS) and Support to Operations (STO)MFO: Diplomatic and Consular Services	Shared "Save Loida" film on social media in celebration of "World Day Against Trafficking"	Increased awareness of women migrant workers concerning relevant laws on womens rights. Improved ATN services to women migrant workers - To conduct at least one (1) activity	333 facebook users saw the campaign and 7 facebook users' engagements	29,300.90 GAA	29,300.90 GAA	Philippine Embassy in Prague	Done.

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14	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 information and access to the health, safety programs and services of the Host country.	It would inspire Filipino women to be conscious about their health and well-being.	MFO: MFO: Diplomatic and Consular Services	Supported and participated in the various sports activities of the Filipino Community in the Czech Republic :a) Annual Sports Fest of Pinoy Czech Bayanihan on 15-16 June 2019 with 150 participants (65 females and 85 males) b) Annual Badminton Tournament on 05 October 2019 participated by 50 participants (20 females and 30 males) from the Filipino Community in the Czech Republic	Number of activities conducted - At least one activity for a more informed and conscious Filipino women/migrant workers regarding health and well-being that they can avail of. Beneficiaries of the seminar will be Filipino women	a) Annual Sports Fest of Pinoy Czech Bayanihan on 15-16 June 2019 with 150 participants (65 females and 85 males)b) Annual Badminton Tournament on 05 October 2019 participated by 50 participants (20 females and 30 males) from the Filipino Community in the Czech Republic	75,819.45 GAA	75,819.45 GAA	Philippine Embassy in Prague	Done.
15	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	Lack of awareness among the general public on the various programs of the government particularly on role of women in the promotion of the Filipino cultural heritage	Promote Filipino culture and values and identity and women's role in the heritage of the Philippines among Filipino community	MFO: Diplomatic and Consular Services	Activities to promote Filipino culture and heritage, values and identity with component on women participation and recognition	Number of activities conducted- At least 1 activity per year per office	Activities to promote Filipino culture and heritage, values and identity with component on women participation and recognition conducted by Sydney PCG, Tel Aviv PE, Vancouver PCG, Agana PCG, Calgary PCG, Vientiane PE, Office of Protocol, Ankara PE, Beirut PE, Hongkong PCG, Malolos CO, Berlin PE, Ankara PE, Geneva WTO PM, Rome PE, Chicago PCG, Ottawa PE, Brasilia PE, San Francisco PCG, Ottawa PE, Santiago PE, Yangon PE	3,955,223.52 GAA	8,417,547.83 GAA	Foreign Service Posts, Consular Offices, Offices in the Home Office	Done. Variance between approved budget and actual cost of GAD activity is due to inclusion of actual cost of GFPO/Alternate or personnel who conducted or participated in the GAD activity
16	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	Lack of awareness of the international community of the PH government on GAD issues	Increased awareness in Japan of PH achievements in GAD issues	MFO: Diplomatic and Consular Services	Act as Resource Person on forums organized by Japanese institutions	Number of forums attended - At least one forum in a year	Briefing for Global Peace Foundation Leaders, 14 November.40 participants (including 30 women) were briefed on PH, PH-Japan relations and Sustainable Development Goals, Briefing for JENESYS Participants, 29 and 31 October, Forum on SDGs, 15 November.The forum is part of the Global Peace Leadership Exchange organized by the Global Peace Foundation. Number of Participants:36 (including 22 women)	146,617.48 GAA	146,617.48 GAA	Philippine Embassy in Tokyo	Done.

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17	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	Unlimited access of women Overseas Filipinos (OFs) to information on policies, programs and projects of the Philippines and/or host country that promote womens rights/women migrant workers rights	Increase awareness and/or access of women OFs to information on policies, programs and projects of the Philippines and/or host country that promote womens rights/women migrant workers rights	MFO: Diplomatic and consular services	Information dissemination initiatives on policies, programs, and projects of the Philippines and/or host country that promote womens rights/women migrant workers rights	Number of information dissemination initiatives conducted/organized - At least one activity.	6 activities conducted to promote awareness of womens rights among the Filipino religious in Rome and Italy	492,929.00 GAA	492,929.00 GAA	Philippine Embassy in Vatican	Done.
18	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	Need to protect migrant workers	Need to provide accurate information on the status of the migrant workers	MFO: Consular and ATN Services	Maintenance of online registration system	Number of personnel updating the system - At least 2	The database of Filipinos in Posts jurisdiction is updated regularly, i.e. 1. whenever a new person arrives at the Embassy, 2.during Embassy mobile consular outreach missions, 3. during meet and greet with the Filcom at the sidelines of Presentations of Credentials	135,902.25 GAA	135,902.25 GAA	Philippine Embassy in Nairobi	Done. Cost includes the emoluments of 3 personnel who spent a total of 97 hours on enumerated activities
19	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	Need to foster camaraderie with other ASEAN Missions in Nairobi	To foster womens empowerment and gender equality.	MFO: Diplomatic Services	ASEAN Family Day	Number of activities conducted - At least 1	One (1) ASEAN Family Day activity at Village Bowl, Village Market on 8 November 2019, Total Number of Participants - 60 (participants from ASEAN Embassies and dependents), 10 hours for negotiations, 1 hour for drafting of press release	27,621.16 GAA	27,621.16 GAA	Philippine Embassy in Nairobi	Done.
20	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	Need to familiarize PH visitors on early GAD advocates in Kenya	Better understanding of early GAD advocates and activities in Kenya	MFO: Diplomatic Services	Tour of Karen Blixen Museum at the sidelines of the UNEP OEOWG attended by DFA and DENR in March 2019, Tour of Karen Blixen Museum at the sidelines of the ICPD25 attended by NEDA Secretary and Philippine Delegation in November 2019	Number of tours conducted - At least 2	Better understanding of the relevance of Karen Blixen in Kenyan society	16,748.40 GAA	16,748.40 GAA	Philippine Embassy in Nairobi	Done.

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21	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	Numerous/costly requirements before women workers can access social protection services and welfare programs, Women migrant workers given limited time to process their documents at the Embassy, Women migrant workers lack access to social services and welfare programs	Improved Consular and Assistance-to-Nationals services particularly for women migrant workers, Increased awareness on the grave effect of human trafficking and to reject all forms of slavery, forced labor and other forms of exploitation	MFO: Diplomatic and Consular Services	Purposive information dissemination on government services on social protection and welfare program civil registration women empowerment medical and psychological issues, local migration laws, gender dimensions on addressing social issues such as mental health, disabilities and human trafficking, Registration of Filipino nationals and issuance of ID, Registration of Filipino nationals for the 2019 Election	Number of Consular Services provided - At least 6 kinds of services	(1) ePassports processed, (2) Authentication, (3) Notarial, (4) Solemnization of Marriage, (5) Dual citizenship, (6) Visa services, (7) Travel document, (8) Extension of Validity of Official Passport, (10) Filipinos registered and issued Embassy ID, (11) Filipinos registered for overseas voting	47,163,611.53 GAA	47,163,611.53 GAA	Philippine Embassy in Beirut	Done.
22	Proclamation No. 224 s. 1988; Proclamation No. 227 s. 1988 providing for the observance of the Month of March as Women' Role in History Month and RA 6949 s. 1990	As required by law Limited awareness and involvement of members of the Filipino community in the Women's Month Celebration and/or International Women's Day	Increase awareness and involvement of members of the Filipino community in the Women's Month Celebration and/or International Women's Day	MFO: Diplomatic and Consular Services	Month-long activities celebrating Women's Month in support of the theme set by the Philippine Commission on Women (PCW) and 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 activities implemented in celebration of International Women's Day/National Women's Month - At least 1 activity/project per office	84 Foreign Service Posts, 35 Regional Consular Offices and Office in the 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	8,024,067.25 GAA	7,934,296.86 GAA	Foreign Service Posts, Consular Offices, Offices in the Home Office	Done. Variance between approved budget and actual cost is due to some activities conducted entailed no or low cost
23	Republic Act 10398 providing for the observance of the 18-Day campaign to End Violence against Women	Limited awareness and participation of Filipinos in the observance of International Campaign/18-Day Campaign to End Violence Against Women	Increased awareness and participation of Filipinos in the observance of International Campaign/18-Day Campaign to End Violence Against Women	MFO: Diplomatic and Consular Services	Participation in the International Campaign/18-Day Campaign to End Violence Against Women through orientations/initiatives through series of workshops, lectures or information caravans/film showing, photo exhibits	Number of activities conducted in observance of the National Consciousness Day/ 18-day Campaign to End VAW- At least 1 per office	84 Foreign Service Posts, 35 Regional Consular Offices and Office in the Home Office participated and conducted activities in observance of the International Campaign/18-Day Campaign to End Violence Against Women through orientations/initiatives through series of workshops, lectures or information caravans/film showing, photo exhibits	3,825,559.00 GAA	3,226,435.00 GAA	Foreign Service Posts, Consular Offices, Offices in the Home Office	Done. Variance between approved budget and actual cost is due to some activities conducted entailed no or low cost
24	Section 31 of RA 9710 MCW ' Women in Especially Difficult Circumstances, providing for services and interventions to WEDC	The PCG and POLO provide shelter to an average of 250-300 distressed Filipino women weekly.	The PH government provides shelter and assistance to Filipino distressed women who wishes to return back to the Philippines.	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) and General Administration and Support (GAAS) and Support to Operations (STO)	Provide fund to cover the weekly food expenses of the distressed Filipino women seeking shelter at the PCG/POLO Center.	Number of disbursement of food for women residing in the shelter - Monthly disbursement of food for the distressed women residing in the shelter	Provided fund to cover the weekly food expenses of the distressed Filipino women seeking shelter at the PCG/POLO Center.	14,109,654.65 GAA	14,109,654.65 GAA	Philippine Consulate General in Dubai	Done.

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25	Section 31 of RA 9710 MCW ' Women in Especially Difficult Circumstances, providing for services and interventions to WEDC	The DFA is mandated to promote the interest and protect the welfare of Filipinos overseas. The PCG and POLO provide shelter to an average of 250-300 distressed Filipino women weekly who need to be repatriated to the Philippines.	The DFA and the Consulate will continue to protect the rights and look after the welfare of distressed Filipino women workers who are victims of maltreatment in the UAE.	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) and General Administration and Support (GAAS) and Support to Operations (STO)	Facilitation of immigration outpass and provision of airfare.	Number of repatriation and assistance - As requested/demanded	Repatriation to the Philippines of distressed women OFWs There were 70 women beneficiaries of the legal assistance, and more than 500 female clients who availed of the weekly consultation with the legal retainer	60,692,416.13 GAA	60,692,416.13 GAA	Philippine Consulate General in Dubai	Done.
26	Section 31 of RA 9710 MCW ' Women in Especially Difficult Circumstances, providing for services and interventions to WEDC	The DFA is mandated to promote the interest and protect the welfare of Filipinos overseas. Part of the assistance extended to distressed Filipinos overseas is the provision of financial assistance to cover medical expenses or repatriation of remains to the Philippines.	The DFA and the Consulate will continue to extend legal assistance to Filipino women OFWs facing criminal charges before UAE courts. The DFA and the Consulate will continue to extend medical assistance to Filipino women overseas.	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) and General Administration and Support (GAAS) and Support to Operations (STO)	Partner and collaborate with medical institutions in providing medical assistance to distressed female OFWs	Number of OFs repatriated - As requested/demanded	Seventeen (17) females OFWs were repatriated to the Philippines for medical reasons, while 150 benefitted from provision of medical treatment and medicine in the UAE.	7,577,665.25 GAA	7,577,665.25 GAA	Philippine Consulate General in Dubai	Done.
27	Section 31 of RA 9710 MCW ' Women in Especially Difficult Circumstances, providing for services and interventions to WEDC	Limited knowledge of teachers on how to handle students with autism / mild autism. It is reported that 6 out of 1,000 students in every Philippine Overseas Schools have autism / mild autism. There are approximately undocumented Filipino overseas and children in Dubai and Northern Emirates. Under the UAE law, only those who have legal residency has the access to hospitalization, education and other basic necessities.	Increased awareness on how to properly manage students with autism / mild autism. The Consulate will continue to extend medical assistance and feeding programs for the undocumented Overseas Filipinos and children.	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) and General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of health awareness on autism to Filipino teachers.	Number of participants	Female teachers who attended : 20 Female parents who attended: 5 Female parent attendees: 12 Children attendees: 19	29,437.98 GAA	29,437.98 GAA	Philippine Consulate General in Dubai	Done.
28	Section 31 of RA 9710 MCW ' Women in Especially Difficult Circumstances, providing for services and interventions to WEDC	Limited knowledge on culture, laws, and native language of Cambodia	To improve the living and adaptability in Cambodia	MFO: Diplomatic and Consular Services, General Administration and Support (GAAS) and Support to Operations (STO)	Free Khmer Language Course for Filcom	Number of participants - 30 members of the Filipino Community will avail of the language course	Total of 105 members of Filcom (37 male and 68 women) availed of the 40- hour free Khmer language course at the Embassy	41,416.00 GAA	41,416.00 GAA	Philippine Embassy in Phnom Penh	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
29	Section 31 of RA 9710 MCW ' Women in Especially Difficult Circumstances, providing for services and interventions to WEDC	Challenge in protecting/promoting migrant workers rights due to lack of relevant training of Embassy personnel, Sensitive Consular and Assistance-to-Nationals cases brought to the Embassys attention, Limited access to information of women and GAD-related laws and policies., Low level of consciousness on the grave effects of human trafficking.	Enhanced effectiveness in assessing and reporting gender-related issues in Consular and Assistance-to-Nationals (ATN) cases. Created Organizational environment for implementing gender-sensitive policies, programs and projects. Increased awareness on the grave effect of human trafficking and to reject all forms of slavery, forced labor and other forms of exploitation.	MFO: Diplomatic and consular services	Purposive information dissemination on government services on social protection and welfare programs. Psycho-social Counselling and Medical Assistance.	Number of activities conducted - At least 2	(1) hospitals and jail visits (providing medical assistance, food and personal necessities), (2) Number of cases coordinated with the General Security, police, immigration and medical institution(Filipinosrepatriated610) (Shipment of human remains32)	17,158,240.31 GAA	17,158,240.31 GAA	Philippine Embassy in Beirut	Done. Assistance to Nationals
30	RA 9710 Chapter 5 Section 24a: Development of self defense skills for women empowerment and confidence building.	Lack of self-defense skills, which is beneficial in protecting female passport applicants aspiring to work as household service workers (HSW) during compromising situations where one has to defend oneself physically.	To develop skills in self-defense among female passport applicants aspiring to work as household service workers where they are prone to abuses and maltreatment.	MFO: Diplomatic and Consular Services, General Administration and Support System (GASS) and Support to Operations (STO)	Self-defense lecture for passport applicants who are applying as household service worker (HSW).	Trained female passport applicants aspiring to apply as household service worker (HSW) in basic combat and self-defense.- Atleast one training session/class	60% of the profiled and chosen passport applicants who were invited to attended the Aikido Specialized and Integrated Course	10,000.00 GAA	13,000.00 GAA	Consular Office in Dumaguete	Done.
31	RA 9710, Magna Carta of Women (MCW) (health and wellness)	Limited access to wellness and sports facilities	To provide freewellness training among women OFWs	MFO: Diplomatic and Consular Services, General Administration and Support (GAAS) and Support to Operations (STO)	Arnis/Self Defense Classes in the Embassy	Number of participants - 30 member of the Fimcom will complete the 20-hour Arnis Class	Post offered a free Arnis/Self-defense class for the Filipino Community for 20 hours completed by 31 members of the FimCom conducted by Coach Ronal Farol, sent by PEKAF to Cambodia.	31,062.00 GAA	31,062.00 GAA	Philippine Embassy in Phnom Penh	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
32	Section 25 of RA 9710 of the Magna Carta of Women (MCW), Right to Decent Work, D. Conduct professional and personal development among women migrant workers through livelihood and skills development trainings, seminars, and scholarship grants; and mainstream entrepreneurship and GAD in skills training, counseling and other support services for the families of the migrant workers	Lack of opportunities for migrant workers especially the female to involve themselves in activities and programs that will hone their skills/ hobbies.	Empower women by providing them with opportunities to enjoy their hobbies and improve their skills and at the same time uplift their sense of nationalism	MFO: Diplomatic and Consular Services	Conduct of entrepreneurial skills/livelihood orientations/initiatives through series of meetings, workshops, lectures or information caravans/film showing focused on women's interest and skills enhancement	Number of activities conducted- At least 1 activity per year per office	Entrepreneurial skills/livelihood orientations/initiatives through series of meetings, workshops, lectures or information caravans/film showing focused on women's interest and skills enhancement conducted by Beijing PE, Port Moresby PE, Jeddah PCG, Lisbon PE, Brunei PE, Damascus PE, Dubai PE, Vientiane PE, Brasilia PE, Hanoi PE, Vientiane PE, Brunei PE, Los Angeles PCG, Cairo PE, Seoul PE, Yangon PE, Manado PCG, San Francisco PCG, Office of the Undersecretary for International Economic Relations, Singapore PE, Abuja PE	7,145,235.46 GAA	10,815,681.46 GAA	Foreign Service Posts, Consular Offices, Offices in the Home Office	Done. Variance between approved budget and actual cost of GAD activity is due to inclusion of actual cost of GFPO/Alternate or personnel who conducted or participated/attended in the GAD activity
33	Section 25 of RA 9710 of the Magna Carta of Women (MCW), Right to Decent Work, D. Conduct professional and personal development among women migrant workers through livelihood and skills development trainings, seminars, and scholarship grants; and mainstream entrepreneurship and GAD in skills training, counseling and other support services for the families of the migrant workers	Proper assistance to mothers / fathers while availing of consular services via the walk-in facility	Gender mainstreaming in consular services	MFO: DFA	Courtesy Lane for parents, minors, single parents, OFWs	Number of lanes provided - Maintain / improve CL facility to better assist OFW, parents of minors	Improved CL facility, Putting up of a Breastfeeding Room in the CO purchase of furniture	11,460.00 GAA	11,460.00 GAA	Consular Office in Cebu	Done.
34	RA 10028 - create an environment where basic physical, emotional, and psychological needs of mothers and infants are fulfilled... taking into account their maternal functions	There is no facility available inside the office for working women taking into account their maternal functions and at the same time support and enhance men's participation in parenting and childcare	To encourage, protect and support the practice of breastfeeding to provide women clients with practical facilities	MFO: Diplomatic and Consular Services	Provision/Improvement of breastfeeding station for mothers and/or changing stations for small children	Number of improved and fully-operational breastfeeding room- At least one improved fully-operational breastfeeding room equipped with a baby changing table and mat	Provision/Improvement of breastfeeding station for mothers and/or changing stations for small children in Cebu CO, Angeles CO, La Union CO, Tacloban CO, Davao CO, Baghdad PE, Oslo PE, Wellington PE, Vancouver PCG	17,449,229.39 GAA	17,301,629.39 GAA	Foreign Service Posts, Consular Offices	Done. Cost includes continued upkeep and maintenance of the existing facilities that is accessible and suitable for the needs of clientele and 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
35	Sec. 5. of the MCW - The State, as the primary duty-bearer, shall: (a) Refrain from discriminating against women (c) Promote and fulfill the rights of women in all spheres, including their rights to substantive equality and non-discrimination	Long-standing and institutionalized discrimination and unequal treatment of Filipino women in economic, political, social and cultural aspects of life.	Relay to the Home Office good practices and positive developments in Posts jurisdiction on non-discrimination and equality of women in economic, political, social and cultural aspects of life.	MFO: Diplomatic and consular services	Reports on good practices/positive developments corporate diversity bill	Number of reports - as needed/as developments arise	Number of reports1 Illinois Governor J.B. Pritzker signed on 27 August 2019 a bill that requires Illinois publicly traded companies to annually report on the gender, racial and ethnic diversity on their corporate boards. Post also reported on developments in Michigan, and compared them to corporate diversity bills in California, Maryland, New Jersey and New York.	10,699.58 GAA	10,699.58 GAA	Philippine Consulate General in Chicago	Done.
36	Section 36 of RA 9710 MCW - Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women	Lack of importance of the role, involvement and participation of women in protection, security and peacekeeping operations.	To show the importance of the role, involvement and participation of women in protection, security and peacekeeping operations. To promote gender equality making sure that not only men but the voices, needs and priorities of women are included in all functions and components of peacekeeping	MFO: Diplomatic and Consular Services	film showing (Talkshow): Gender Equality and Symposium	Number of film showing conducted - At least 1	Conducted 1 film showing entitled Why gender equality is important and symposium on women and peacekeeping and security operations attended by 15 personnel at Makati Diamond Residences, dated 18 December 2019	60,000.00 GAA	45,000.00 GAA	Intelligence and Security Unit	Done.
37	Republic Act 10022: The Migrant Workers and Overseas Filipinos Act of 1995, as amended, on the promotion and protection of the right and welfare of Filipino migrant workers	Limited provision of assistance to distressed women Overseas Filipinos	Provision of assistance to distressed women Overseas Filipinos	MFO: Diplomatic and Consular Services	Provision of assistance to distressed women Overseas Filipinos at Post (ATN Services, repatriation, jail visits, hospitalization, medical assistance, violence against women, legal services)	Number of assistance to Filipino women migrants in distress provided - As requested/demanded	Assistance to distressed women Overseas Filipinos at Post (ATN Services, repatriation, jail visits, hospitalization, medical assistance, violence against women, legal services) provided by Ankara PE, Vientiane PE, Dubai PCG, Vancouver PCG, Islamabad PE, Osaka PCG, Damascus PE, Seoul PE, Canberra PE, Berlin PE, Phnom Penh PE, Tripoli PE, Athens PE, Port Moresby PE, Beijing PE, Brunei PE, Tehran PE, Washington DC PE, Calgary PCG, Chicago PCG, Guangzhou PCG, Los Angeles PCG, Oslo PE, Santiago PE, Kuwait PE, Paris PE, Muscat PE, Brasilia PE, Jeddah PCG, Wellington PE	50,732,451.93 GAA	54,836,156.41 GAA	Foreign Service Posts	Done. Variance between approved budget and actual cost of GAD activity is due to inclusion of actual cost of GFPO/Alternate or personnel who conducted or participated in the GAD activity

	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
38	Magna Carta of Women (RA 9710)Sec 30Women in Especially Difficult Circumstances Local government units are mandated to deliver the necessary services and interventions to WEDC under their respective jurisdictions.	There is a need to educate the community on the Gender Protection and rights of women.	To increase awareness on GAD, Womens Rights, programs of the government	MFO: Philippine Consulate General, Philippine Army, University of Guam (UOG), Non-Government Organizations, Guam Community	The Philippine Consulate General in coordination with the Philippine Studies Lecture Series of the University of Guam celebrated the years Araw ng Kagitingan by organizing a lecture held at the Lecture Hall of University of Guam on 08 April 2019. Lecture is about the events that led to the involvement of the Philippines in the Second World War.	Number of lectures conducted - At least 1	Dr. Jose Maria Edito K. Tirol, Assistant Professor of the Ateneo de Manila University, discussed the events that led to the involvement of the Philippines in the Second World War, He allotted significant time discussing the heroism and spirit of the Filipinos in dealing with the realities brought about the Japanese occupation.	16,320.00 GAA	16,320.00 GAA	Philippine Consulate General in Agana	Done.
39	Section 25 of RA 9710, Magna Carta of Women (MCW) Right to Decent WorkSection 30-31 of RA 9710 Magna Carta of Women (MCW) provides special interventions to Women in Especially Difficult CircumstancesSection 20 of RA 9710Magna Carta of Women provides Womens Right to Health	Need of the Filipino diaspora to know of the plight of their fellow Filipino migrant workers whose condition may not be as ideal, and in countries where the need of these migrant workers to secure their jobs are exploited	Increase awareness of the general plight of overseas Filipino workers	MFO: Diplomatic and Consular Services	Film screening of Hello, Love, Goodbye	Number of viewers - At least 30	There were 40 attendees to the event, Increased understanding on the condition of most of the PH migrant workers	90,441.30 GAA	90,441.30 GAA	Philippine Embassy in Vienna	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
40	MCW SEC. 2. Declaration of Policy. - Recognizing that the economic, political, and sociocultural realities affect womens current conditionSEC. 5. The State as the Primary Duty-Bearer. The State, as the primary duty-bearer, shall: (c) Promote and fulfill the rights of women in all spheres, includingtheir rights to substantive equality and non-discrimination.MCW SEC. 2. Declaration of Policy. - Recognizing that the economic, political, and sociocultural realities affect womens current conditionSEC. 5. The State as the Primary Duty-Bearer. The State, as the primary duty-bearer, shall: (c) Promote and fulfill the rights of women in all spheres, includingtheir rights to substantive equality and non-discrimination.	Limited access to social security, housing and retirement services and options for women	Provide enhanced access to social security, housing and retirement services and options for women	MFO: Diplomatic and consular services	1st Philippine Retirement Summit in the US Midwest (8-10 August 2019, Chicago)	Number of participants - 150	Number of participants200, Through booths/desks, officials from SSS, Pag-IBIG, PRA and Post provided social security, housing, retirement and consular (authentication/ notarials) services and options to participants, who were mostly women and otherwise with limited access to the services being provided/offered	331,968.00 GAA	331,968.00 GAA	Philippine Consulate General in Chicago	Done.
41	Section 38 of Implement Rules and Regulations of the MCW	Limited awareness participation among Filipinos in the Celebration of Gender-Sensitive approaches in Disaster Management and other advocacies on GAD	Increase Post's participation in Women's Month and advocacies promoting GAD	MFO: Diplomatic and Consular Services	Gender-Sensitive Approaches in Disaster Management Seminar	Number of activities organized - One (1) with 50 participants	Post conducted a GAD Seminar on Gender-Sensitive Approaches in Disaster Management on 19 October 2019 in commemoration of the International day for the disaster risk reduction.	51,000.00 GAA	51,117.16 GAA	Philippine Embassy in Dili	Done. Cost were charged against Posts MOOE, Only 50 of 70 Filcom members participated in the said activity

	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
42	Section 17 of the MCW states that all women shall be provided comprehensive, gender-responsive health services and programs.	PCG solemnizes marriages of 80-90 couples a month, providing Post opportunities to brief women and men on responsible, ethical, legal, safe and effective methods of family planning during Pre-Marriage Counselling.	Women and men gained relevant information on responsible, legal, safe and effective methods of family planning that will guide them as they build their own family in the UAE	MFO: Foreign Policy Services (MFO 1) Diplomatic and Consular Services (MFO 2) and General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of information campaign during Pre-Marriage Counselling (PMC).	No. of PMCs - 40 with 1000 attendees	Conduct of information campaign during Pre-Marriage Counselling (PMC).	132,270.28 GAA	132,270.28 GAA	Philippine Consulate General in Dubai	Done.
43	Section 17 of the MCW states that all women shall be provided comprehensive, gender-responsive health services and programs.	Lack of access of women to free health services and on the different therapeutic interventions towards healing, recovery and empowerment and other activities that encourage and promote for a healthy lifestyle as strategies in the prevention of diseases	Increase access of women to health services and on the different therapeutic interventions towards healing, recovery and empowerment and other activities that encourage and promote for a healthy lifestyle as strategies in the prevention of diseases	MFO: Diplomatic and Consular Services	Conduct of initiatives on the promotion of healthy lifestyle through programs and projects on the management, treatment and intervention of health problems of women	Number of activities conducted- At least 1 activity per year per office	Initiatives on the promotion of healthy lifestyle through programs and projects on the management, treatment and intervention of health problems of women like breast cancer awareness HIV/AIDS Nutrition, Hygiene, First Aid Mental Health Relaxation therapies/seminars/lectures conducted by Chicago PCG, Riyadh PE, Dubai PCG, Phnom Penh PE, Beirut PE, Hongkong PCG, Pretoria PE, Bangkok PE, Jakarta PM, Mexico PE, San Francisco PCG, Vientiane PE, Ankara PE, Manado PCG, Hongkong PCG, Baguio CO, Tehran PE, Berne PE, Brasilia PE, Brunei PE, Geneva PM, Paris PE, Jakarta PE, Vientiane PE, Chongqing PCG, The Hague PE, Kuwait PE	2,470,546.66 GAA	5,566,927.71 GAA	Foreign Service Posts, Consular Offices, Offices in the Home Office	Done. Variance between approved budget and actual cost of GAD activity is due to inclusion of actual cost of GFPO/Alternate or personnel who conducted or participated/attended in the GAD activity
44	Section 27 Social Protection (b) The State shall institute policies and programs that seek to reduce the poverty and vulnerability to risks and enhance the social status and rights of the marginalized women by promoting and protecting livelihood and employment, protecting against hazards and sudden loss of income, and improving peoples capacity to manage risks.	Most OFWs entered Cambodia as tourists and did not have their employment contracts did not go through the vetting process of POEA	To assist in the enrollment of women OFWs in social protection programs (SSS, OWWA, PhilHealth)	MFO: Diplomatic and Consular Services, General Administration and Support (GAAS) and Support to Operations (STO)	Multi-agency Service Mission (MASM), participated in, among others, by PhilHealth, OWWA, and POEA/OWWA/NBI/ PSA/LTO/ DBP/ Bureau of Immigration and CFO Mission	Number of OFs who availed the services - At least 100	761 OFWs availed of the services provided by the participating government agencies, About 60% are women	105,000.00 GAA	100,977.38 GAA	Philippine Embassy in Phnom Penh	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
45	Proclamation No. 361 (2000) and Administrative Order No. 35 (2002) on the observance of the National Disability Prevention and Rehabilitation (NPDR) Week 2019	Limited awareness among Filipinos of PWD issues	Mainstreaming PWD issues	MFO: Diplomatic and Consular Services	Activity in observance of NDPR Week 2019 with the theme Lokal na Pamahalaan: Kabalik sa Pagtupad ng Karapatan ng mga Taong May Kapansanan	Number of activities conducted in observance of NDPR Week 2019 -At least 1	Uploaded on the Embassy website the NPDR 2019 banner and conducted the recitation of the Loyalty Pledge of Advocates on the Rights of PWDs during the Embassys flag-raising ceremony. Partner agencies were also encouraged to participate.	2,226.94 GAA	2,226.94 GAA	Philippine Embassy in London	Done.
46	RA9710 mandates the State to advocate social protection of women by providing for policies and programs to reduce poverty and vulnerability to risks and enhance the labor and social status and rights of women. Ensure decent work status for women GAD Program of the DFA. Regional Seminar on GAD Analysis, Planning & Budgeting, Coaching & Mentoring	Limited access to Embassy due to limited or eight working hours. Improved skills among Embassy personnel on Gender Sensitivity and develop additional knowledge on dealing with issues concerning women, children and those with disabilities. Retooling of GAD focal persons and personnel	Provision of most direct and 24-hours communication access to the Embassy. Additional knowledge and skills in dealing with issues concerning women, children and those with disabilities. Renewed appreciation of the importance of GAD programs and technical know-how on implementation of GAD programs	MFO: Diplomatic Services	Launching of Project Lifeline: Direktang Linya sa Embahada. Seminar-workshop on GAD Issues & Concerns was held on 18 December 2019 during the team Building Activity of the Embassy. Seminar on GAD Budgeting, Coaching and Mentoring.	Number of participants and beneficiaries - At least 25	The project was launched on 07 April 2019 to provide Filipinos with easy, direct and continuous access to the Embassy. It was attended by 78 leaders representing 34 accredited Filipino community organizations all over Spain and Andorra. The project will benefit women and children who composes almost 80% of the OFW population in Spain and Andorra.	482,096.50 GAA	253,496.49 GAA	Philippine Embassy in Madrid	Done.
47	Pursuant to Art. 3 of the UN Convention on the Elimination of All Forms of Discrimination against Women, State Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedom on a basis of equality with men.	Limited awareness on advocacies on gender sensitive policies and measures that empower women as equal partners with men in technical, managerial, and entrepreneurial fields	Increased awareness on laws, advocacies on gender sensitive policies and measures that empower women in technical, managerial, and entrepreneurial fields	MFO: Diplomatic and Consular Services	Advocacies on PH gender sensitive policies and measures that empower women as equal partners with men in technical, managerial, and entrepreneurial fields	Number of activities conducted / participated on PH gender sensitive policies and measures- At least 2 activities conducted with 50 participants	Conducted a Free legal Aid Program Magtanong kay Attorney in relation to family, issues, womens rights, gender equality and property issues, held at the Consulate on 04-05 October 2019. Milan PCG co-organizes drug awareness seminar in Modena on 06 April 2019, participated by Consul General Natividad.	47,442.94 GAA	47,442.94 GAA	Philippine Consulate General in Milan	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
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48	Proclamation No. 744 dated 6 December 2004 declares the last Monday of March every year as Women with Disabilities Day.RA 9442 An Act Amending Republic Act No. 7277, Otherwise Known As The Magna Carta For Disabled Persons, And For Other Purposes	Limited awareness and participation of Filipinos in the celebration of Women with Disabilities Day and other advocacies on GAD.	Increase Posts participation in Women with Disabilities Day and in advocacies promoting gender and development.	MFO: Diplomatic and Consular Services	Activities conducted for members of the Filipino community as part of Posts celebration of Women with Disabilities Day. Provision of express lanes for persons with disability in all government establishments in the absence thereof, priority shall be given to them.	Number of activities conducted in celebration of Women with Disabilities Day - At least 2 activities conducted	PCG Milan hosted A Womans Passionate Journey, an exhibit by Ms. Mercedita Ditz Centeno De Jesus who is an OFW who pursue her passion for painting and sewing, from 21 to 25 October 2019.Created a Special lane for persons with disability, pregnant mothers & senior citizens at the Consular Area	35,441.71 GAA	35,441.71 GAA	Philippine Consulate General in Milan	Done.
49	Chapters 3 and 4 of Executive Order No. 209, The Family Code of the Philippines on rights of illegitimate children	Lack of awareness about the provision of the law that would benefit illegitimate children	To increase awareness among Filipino parents about the provisions of the Family Code that benefit illegitimate children	MFO: Diplomatic and Consular Services (MFO 2)	Streamlining of process for the registration of birth of illegitimate children	Number of applications received and approved - As received	Post was able to process 63 applications for the legitimation of children.Post also accepted and notarized 190 affidavits on acknowledgment of paternity and 165 affidavits to use the surname of the father, and 1,055 reports of birth applications.	610,686.00 GAA	148,498.48 GAA	Philippine Consulate General in Osaka	Done. Emoluments of 4 personnel who spent an average of 5 hours every day attending to said applications.
50	Section 36 of RA 9710, Magna Carta of Women (MCW) mandating the collection of sex and age disaggregated data	Lack of sex and age disaggregated data renders an analysis on improvement of services incomplete and lacking in gender perspective	Collect sex and age disaggregated data on consular services	MFO: Diplomatic and Consular Services	Monthly sex and age disaggregation of data on consular and ATN services	Number of reports containing sex and age disaggregated data on consular and ATN services submitted in a year- -At least 6 for this year beginning June 2019	Submission of 6 monthly reports on sex and age disaggregated data on consular services since June 2019	1,105,726.22 GAA	1,105,726.22 GAA	Philippine Embassy in Rome	Done.
51	Sec. 20.C of IRR of MCW Comprehensive Health Information and Education mandating govt agencies to provide necessary education and information	As required by law	To equip Embassy men and women personnel with knowledge on basic first-aid response	MFO: Diplomatic and Consular Services	Basic First Aid Training	Number of personnel who participated - 10 Embassy personnel and 6 local hires	All Embassy personnel with 8 men and 8 women attended the training.	82,832.00 GAA	64,609.00 GAA	Philippine Embassy in Yangon	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
52	Raise awareness of the multiple nature of discrimination experienced by marginalised women, and to mainstream an intersectional or more holistic approach to the question of racial and gender discrimination. It is both the intersectional and the simultaneous nature of multiple discrimination that needs to be understood at a theoretical level and addressed at a practical level.	Lack of awareness on the double discrimination on women: race and gender	Eradicate racism, racial discrimination, xenophobia and related intolerance and their specific effects on women and girls.	GASS: General Administration and Support (GAAS) and Support to Operations (STO)	Portraits of Africans and Afro-Pinoys in the Philippines: A Conversation	Target number of participants - 50	More than 50 persons from the Department, diplomatic corps, and the academe attended the event.	10,000.00 GAA	9,900.00 GAA	Office of Middle East and African Affairs	Done.
53	RA 7192 Women in Development and Nation Building Act	Limited awareness of employees on how to handle gender issues in everyday situation inside the office/workplace	Aims to increase the knowledge of every employee on how to manage gender issues encountered in everyday situation and how to adopt and facilitate gender mainstreaming in the office/workplace	MFO: DFA CO-Iloilo	Seminar on Gender and Development Mainstreaming	No. of activities - 1	CO-Iloilo organized and attended seminar on Gender and Development Mainstreaming conducted by Ms. Teresita Menguillo of the Civil Service Commission (CSC) Region VI on 30 November 2019	50,000.00 GAA	50,000.00 GAA	Consular Office in Iloilo	Done.
54	Proclamation No. 361 (2000) and Administrative Order No. 35 (2002)-Observance of National Disability Prevention and Rehabilitation (NDPR) Week	As required by law.	Promote the Rights of Women and Persons with Disabilities	GASS: General Administration and Support (GAAS) and Support to Operations (STO)	Activities celebrating the 41st National Disability Prevention and Rehabilitation Week.	Number of activities conducted in celebration of 41st NDPR week - At least one (1)	Procured/printed one (1) unit banner with the 41st NDPR theme Lokal na Pamahalaan: Kabalik sa Pagtupad ng Karapatan ng mga Taong May Kapansanan, and displayed	5,000.00 GAA	4,273.00 GAA	Consular Office in San Nicolas	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
55	Section 26 of RA 9710 or the Magna Carta of Women (Right to Information) Access to information regarding policies on women, including programs, projects, and funding outlays that affect them, shall be ensured	Need to provide quality and timely consular services to Filipinos that also take into consideration GAD issues and developments and lack of consular services for undocumented migrant workers/ limited access to consular services for Filipinas in remote and far-flung areas	Provision of quality and timely consular services to Filipinos that also take into consideration GAD issues and developments and provide consular services for undocumented migrant workers/ increase access to consular services for Filipinas in remote and far-flung areas	PAP: Diplomatic and Consular Services	Provision of consular services (consular outreach/missions, courtesy lane, overseas voting) to Filipinos located in the Embassy/Consular Office's jurisdiction	Number of consular services conducted - At least 1 per year per office	Consular services (consular outreach/missions, courtesy lane, overseas voting) to Filipinos located in the Embassy/Consular Office's jurisdiction provided and conducted by Budapest PE, Xiamen PCG, Rome PE, Chicago PCG, Chongqing PCG, Vientiane PE, Ankara PE, Port Moresby PE, Athens PE, Wellington PE, Legazpi CO, Tel Aviv PE, Brunei PE, Berlin PE, Brussels PE, Tokyo PE, Kuala Lumpur PE, Osaka PCG, Paris PE, Phnom Penh PE, Dubai PCG Ninety (90) Filipinos, 69 females and 21 males, attended the Consular Outreach. Several brought with them their Chinese spouses/partners and/or their children.	25,895,500.35 GAA	25,586,224.71 GAA	Foreign Service Posts, Consular Offices	Done. Actual cost includes emoluments of GFPO and Alternate or personnel who participated in the GAD activity
56	Section 26 of RA 9710 or the Magna Carta of Women (Right to Information) Access to information regarding policies on women, including programs, projects, and funding outlays that affect them, shall be ensured	To celebrate Christmas and promote the spirit of gift giving.	Highlighted the distinct Filipino value of bayanihan through the 2019 Paskong Pinoy sa Lebanon Pasko Regalo distribution of gifts to the Filipino Community instead of the annual program/celebration. To strengthen ties and improve camaraderie among its staff (including dependents) and FilCoord members by celebrating Christmas together	MFO: Beirut PE	Beirut PE organized a Mass with the Filipino Community, followed by a speech from HE Amb. Catalla before the distribution of Pasko Regalo gift packs last 01 December 2019 at the College du Sacre Coeur, Gymayze, Lebanon.	Number of gift packs provided - At least 1,000	Well-attended by Filipinos in Lebanon. More than 1,500 Pasko Regalo gift packs of dried goods, some collected from donations from FilCom groups and individuals, Program including presentation of Embassy personnel dinner feast featuring competition for best Filipino boodle fight presentation	353,769.00 GAA	353,769.00 GAA	Philippine Embassy in Beirut	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
57	Section 16 of RA 9710 MCW - Non-discriminatory and Non-derogatory portrayal of women in media and film. The State shall ensure allocation of space, airtime, and resources, strengthen programming, production, and image-making that appropriately present women's needs, issues, and concerns in all forms of media, communication, information dissemination, and advertising	Cliched/stereotyped portrayals of women in Philippine films Producers, filmmakers and other stakeholders stick to 'popular' themes for commercial considerations	Better and broader treatment of gender roles and issues in Philippine film	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Forum/panel discussion with Filipino attendees in Berlinale and Berlinale talents on the different gender roles and issues depicted in Philippine films	Number of guests attending per forum - At least 40 guests per forum	Unable to push through	50,000.00 GAA	0.00 GAA	Philippine Embassy in Berlin	Not Done. PH did not have an active participation at Berlinale this year. Also, Post was preoccupied with SFAs attendance in the Munich Security Conference and with the inauguration of the new chancery that took place at the same time as the Berlinale.
58	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 awareness and participation of Filipinos in the celebration of Women with Disabilities Day and other advocacies on GAD.	Activities conducted for members of the Filipino community as part of Posts celebration of Women with Disabilities Day. Increase of awareness of women migrant workers regarding their right as enshrined in the MCW and other relevant laws	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Activities conducted for members of the Filipino community as part of Posts celebration of Women with Disabilities Day.	Number of activities conducted in celebration of Women with Disabilities Day - At least 1 activity conducted in celebration of Women with Disabilities Day.	Posted in Abu Dhabi PEs website and Facebook page and website an eBanner with the theme, Sabay-sabay, Pantay-pantay sa Pag-unlad ng mga Kababaihang May Kapansanan #Walanglwanan	52,000.00 GAA	8,080.07 GAA	Philippine Embassy in Abu Dhabi	Done. Cost of Embassy personnel in-charge with the preparation and posting of the eBanner.
59	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	There is a need to increase awareness on the rights of women and girls, particularly those with special needs	To provide support and increase awareness on the rights of women and girls, especially those who have special needs	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Autism Hearts Art Exhibit	Number of activities conducted for the Filipino Community- at least One (1) activity	Held one (1) exhibit in April featuring the artworks of children with autism, majority of whom are girls.	26,000.00 GAA	12,750.00 GAA	Philippine Consulate General in San Francisco	Done.
60	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	Lack/limited training on GAD among frontline personnel	Increase knowledge and awareness of Consulate personnel, especially frontline personnel, on GAD	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Lecture on gender sensitivity and sexual harassment	Number of orientations and awareness-raising activities conducted - At least one orientation and awareness-raising activity was conducted	Information Session on Violence Against Women (VAW) held on 9 December 2019 and conducted by the Interpreter Services Toronto (IST), an employment purpose enterprise of the Barbra Schlifer Commemorative Clinic (BSCC).	24,467.02 GAA	24,467.02 GAA	Philippine Embassy in Toronto	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
61	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	Lack of awareness on GAD issues among the Filipino Community in Oman	Increase awareness on GAD and gender-related issues among the Filipino Community in Oman	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Conduct of Echo Seminar on GAD Training for Filipino Community in Oman	Number of Filipino community members participating in the seminar - At least 30 members of the Filipino Community attended the seminar	N/A	104,000.00 GAA	0.00 GAA	Philippine Embassy in Muscat	Not Done. Not implemented due to lack of time and sufficient personnel to organize the activity.
62	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	This is also in view of an earthquake predicted hit Tehran at any time. Lack of sufficient information on ways to handle situation in cases of fortuitous events, specifically earthquake preparedness.	It would also be a helpful tool for the Embassys contingency plan and initial management of the situation by Embassy personnel. It aspires to inform Filipinos in Iran and Embassy personnel on what to expect and on what to do in case of a formidable event	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Conduct of Lecture on disaster Management and Preparedness	Number of participants of the lecture from the Filipino Community - At least 100 participants attended the lecture.	N/A	109,200.00 GAA	0.00 GAA	Philippine Embassy in Tehran	Not Done. Not prioritized
63	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	Lack of empowerment of women in leading activities that benefit the community	Increased leadership role of women in activities that benefit the community	MFO: Foreign Relations Strengthened to promote national development and international cooperation	Participation in the Asia-Pacific Ladies Friendship Society (ALFS) Charity Bazaar attended by members of the Diplomatic Core and the Filipino Community	Number of Philippines booths that participated in the bazaar - At least two booths participated to support the ALFS bazaar	The Embassy participated with two booths and promoted Philippine products on 10 April. The event is organized by ALFS, patronized by spouses of Japanese parliamentarians and championed by Princess Hitachi of the Imperial Family. Role of women in the activity: Staff members from the embassy who are women, and who are led by a woman consul, were able to organize the Philippine participation	156,000.00 GAA	182,686.74 GAA	Philippine Embassy in Tokyo	Done.
64	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	Lack of awareness of the Filipino community on Gender issues	Increased awareness of the Filipino community on gender issues	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Conduct of community meetings/ briefings on gender-related issues affecting women Overseas Filipinos in Japan	Number of community briefings/ meetings conducted discussing gender-related issues affecting OFs - At least one community briefing/meeting was conducted	Meeting with Filipino Community in Sapporo, 27 January, The Hokkaido visit of Ambassador Jose C. Laurel V kicked off with a meeting with the Filipino community leaders in Sapporo. Samahang Pilipino ng Hokkaido. He listened as the community leaders explained how they and their association members are faring, what their concerns are, and how they have managed to lead productive lives in Hokkaido.	208,000.00 GAA	0.00 GAA	Philippine Embassy in Tokyo	Done. Cost included in another GAD PAP

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	1	2	3	4	5	6	7	8	9	11	12
65	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	Women have the right to be informed of activities that will benefit themselves, their families and organization. Likewise, they have the right to be heard in their suggestions and recommendations on how Embassy can further assist them	Empower women through knowledge and information and by listening to their suggestions	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Monthly Kapihan sa Embahada	Number of Kapihan sa Embahada conducted per month - At least one Kapihan sa Embahada was conducted per month	Held Kapihan 3 times, 50 participants per Kapihan of which 50% are women. Women leaders are kept up-to-date and abreast of new PHL and/or Brunei policies/regulations that may affect the migrant workers and of new programs or activities that the workers can benefit from	70,000.00 GAA	61,073.23 GAA	Philippine Embassy in Brunei	Done.
66	Republic Act 10022 amending RA 8042, Migrant Workers' Act, provision on the commemoration of Migrant Worker's Day	Limited awareness and participation of Filipinos in the commemoration of Migrant Workers' Day	Increase participation of Filipinos in the commemoration of Migrant Workers' Day	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Conduct of activities in commemoration of Migrant Workers' Day (Utawit, a singing competition for Migrant Workers)	Number of events conducted in commemoration of Migrant Workers' Day - At least one event on Migrant Workers Day	Increased appreciation of Filipino migrant workers. Highlighted the important role and contribution of Filipino Migrant Workers, Note: 71% of Filcom members are women	52,000.00 GAA	256,569.46 GAA	Philippine Embassy in Tokyo	Done.
67	Lack of understanding on sexual harassment, prevention from its occurrence and assurance of proper investigation, prosecution, and resolution of sexual harassment cases	Lack of coordination and appropriate training program to implement anti-sexual harassment initiatives	Strengthen anti-sexual harassment initiatives increase awareness and understanding for OFs particularly women	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Develop on anti-sexual harassment an education and training program for OFs in Russia, Armenia, Belarus, and Ukraine and organize orientation seminar, training programs or workshops for OFs	Number of seminar/training/workshops conducted - At least 1 seminar/ training/ program/ workshop per year	Lecture on Basic Gender Awareness and Sexual Harassment Prevention and Protection, 18 August Lecture on Prevention and Combating Violence Against Women, 1 December	67,693.67 GAA	67,693.67 GAA	Philippine Embassy in Moscow	Done.
68	Section 24 of the Magna Carta of Women provides women's right to education and training. The State shall ensure that women migrant workers have the opportunity to undergo skills training, if they so desire	Undocumented and irregular children in Sabah who do not have access to formal education.	Services and advocacies promoting gender and development for Filipino children in Sabah and their families, Participation of Filipino community in advocacies promoting gender and development	PAP: KLPE/Home Office	Financial and institutional support for Alternative Learning Centers in Sabah and Labuan	Number of Alternative Learning Centers in Sabah and Labuan supported by KLPE/CHED/CFO - At least 1 activity conducted per year	9 Alternative Learning Centers supported. Considerable number of learners per ALC	4,027,048.48 GAA	6,275,469.00 GAA	Philippine Embassy in Kuala Lumpur	Done. Cost includes personnel participation in conducting the GAD PAP
69	SEC. 5. Of the Magna Carta - The State, as the primary duty-bearer, shall: (a) Refrain from discriminating against women (c) Promote and fulfill the rights of women in all spheres, including their rights to substantive equality and non-discrimination	Limited participation of women in activities usually dominated by men	Increased participation of women in activities usually dominated by men	MFO: Foreign Relations Strengthened to promote national development and international cooperation	Participation of women members of the Filipino community in the 35th Brunei National Day Parade, an event dominated by male participants	Number of women participants from the Filipino Community - At least 30 women members of the Filipino community attended the event	127 women (more than half of the 230 participants to the National Day parade) were given attires and assistance in terms of their comfort as parade participants - food, water, etc	52,000.00 GAA	85,100.00 GAA	Philippine Embassy in Brunei	Done. Variance due to number of OFs who participated exceeded the projected number of participants

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70	Section 26 of RA 9710, Magna Carta of Women, Right to Information- Access to information regarding policies on women, including programs, projects, and funding outlays that affect them	Lack of information on and awareness of the significant role of women in the ASEAN region, on the part of the broader American public	To raise awareness of the importance of equal rights for all and the contributions of women to society	MFO: Foreign Relations Strengthened to promote national development and international cooperation	Participation in the activities of the ASEAN Women's Circle-Washington DC (AWC-DC)	Number of activities of the ASEAN Women's Circle-Washington DC (AWC-DC) participated - At least one activity of the ASEAN Women's Circle-Washington DC (AWC-DC) was participated	Post contributed three dishes to the launch event, exposing 150 guests to Philippine cuisine and to the community of strong Southeast Asian women leaders in Washington DC.	26,000.00 GAA	25,885.00 GAA	Philippine Embassy in Washington DC	Done.
71	Section 26 of RA 9710, Magna Carta of Women, Right to Information- Access to information regarding policies on women, including programs, projects, and funding outlays that affect them	Persistence of traditional perceptions of gender roles among the members of Filipino immigrant community in the US	To raise awareness of the importance of equal rights for all and the contributions of women to society through the celebration of National Women's Month	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	"Women in Science, Technology and Engineering (STEM)", March 2019	Number of talk/discussions organized/conducted - At least one talk/discussion on STEM was organized/conducted	GAD Activity was replaced by Filipinas in Business: Making Mindset Matter, 8 March 2019, Event was held in partnership with the Philippine-American Chamber of Commerce-Metro DC (PACC-DC)	20,800.00 GAA	23,296.50 GAA	Philippine Embassy in Washington DC	Done.
72	Section 26 of RA 9710, Magna Carta of Women, Right to Information- Access to information regarding policies on women, including programs, projects, and funding outlays that affect them	Limited information and appreciation of GAD/VAW realities and approaches	Higher sensitization and increased knowledge among men and women migrants on GAD and VAW issues	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Recognition of outstanding men and women GAD advocates who have long track records in upholding the rights and welfare of women migrants	Number of events organized that recognize outstanding men and women GAD advocates- At least one event was organized	Not implemented	78,000.00 GAA	0.00 GAA	Philippine Embassy in Brussels	Not Done.
73	Section 26 of RA 9710, Magna Carta of Women, Right to Information- Access to information regarding policies on women, including programs, projects, and funding outlays that affect them	Improved assistance to nationals particularly of women migrant workers Lack of knowledge on programs on services on the marginalized sector such as women, persons with disabilities and other campaigns conducted by national and international institutions	To promote the various campaigns by national and international institutions	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Participation to International and National Observances/Celebration that discuss pertinent issues affecting women	Number of celebrations/observances participated - At least one celebration/observance was participated	Not implemented	45,000.00 GAA	0.00 GAA	Philippine Embassy in Bangkok	Not 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
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74	Section 9 of the Magna Carta of Women ensures that all women shall be protected with all forms of violence	Systemic discrimination Lack of information violence against women migrant workers, Gender inequality, Gender-Based Violence, Lack of information on the awareness and significant role of women in the ASEAN region	Advance the cause of women in the international fora, Raise awareness on issues involving ageing women	MFO: DFA, NYPM	Facilitation of the resolution Violence against Women Migrant Workers, Delivery of a statement at the Third Committee of the UN on womens rights, Participation in the sixty-third session of the Commission on the Status of Women, Philippine-led side event during CSW63: Silver Linings Social protection and empowerment of ageing women, Philippine co-sponsored side events during CSW63, Gender-Responsive Social Protection in ASEAN: Regional action for equality, sustainability and inclusive growth Philippine co-sponsored side events during CSW63, Promotion of Universal Social Protection for Women and Girls, 2019 World Humanitarian Day	Number of side events conducted and attended - At least 2	Resolution adopted by the Third Committee and the General Assembly, Actual statement, Active participation and representation in all the activities ofthe CSW, The event was well participated by UN Member States, UN organizations, civil society, and other interested participants, Successfully joined the 2019 World Humanitarian Day with a focus on the contributions of women humanitarians.	1,360,941.00 GAA	1,360,941.00 GAA	Philippine Permanent Mission to United Nations in New York	Done.
75	Inadequate awareness and/or appreciation of GAD issues and approach among Filipinos in Germany	Limited access to information and learning opportunities about GAD concerns	Increased awareness and appreciation of GAD approach among Filipinos in Germany	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Talk and discussions on GAD-related issues and concerns targeting potential influencers and advocates within the Filipino community	Number of participants on talks and discussion on GAD-related issues and concerns - At least 25 participants on talks and discussion on GAD-related issues and concerns	Post launched the AklaTamBayan living library project where storytellers most of them representing minority voices, were invited to share their perspectives on issues such as migration and diversity. The series featured 2 talks relevant to the Gender Issue/GAD Mandate: 1) Roots and Routes: Perspectives on Migration and Integration 2) An Evening with Erin: Giving voice to migrant experiences through Young Adult fiction	60,000.00 GAA	243,628.20 GAA	Philippine Embassy in Berlin	Done. Variance is due to the emoluments of personnel who rendered their service in conducting the GAD PAP
76	Failure to maximize resources/efforts to address women's issues	Lack of opprtunities or those working on women's development issues in different countries to exchange ideas	Best practices on addressing women's issues shared	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Forum/networking with Diplomats from other developing countries and development workers on women issues	Number of participants on seminars- At least 25 participants per seminar	Post unable to organize the forum/networking but instead attended several such activities such as Women on the Move - Migrant Women in the Health Professions andWomen Startups in the Digitised World	60,000.00 GAA	29,077.86 GAA	Philippine Embassy in Berlin	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
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77	Disproportionate impact on women of natural disasters brought about/aggravated by climate change and environmental degradation	Neglect of GAD perspective/approach and participation in crafting of socio-political and economic policies that impact the environment	Increased awareness of GAD perspectives/approaches to addressing environmental issues	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Lecture/film-screening/panel discussion on environmental issue/s and its GAD perspectives	Number of participants per activity - At least 12 participants	The Philippines at the Heart of Planetary Health with Dr Renzo GuintoThe talk, which focused on the intersection between planetary health and human health, highlighted the role of women and girls in advocating for sustainability and societal transformation to combat Climate Change. Approximately 15 people from outside the embassy attended.	120,000.00 GAA	96,411.28 GAA	Philippine Embassy in Berlin	Done.
78	Risk of women failing to exercise their political franchise	Multiple demands on women, including work and/or family commitments, compounded by other issues (change of address etc.) could prevent some of them from exercising their right to vote	Disenfranchisement of women due to lack of information prevented/lessened	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Information event/outreach to encourage registered voters in Germany, majority of whom are women to vote	Number of major cities with Filipino communities briefed - At least 3 major cities with Filipino communities briefed	In lieu of trips to conduct briefings and the distribution of flyers, Post made wide use of social media to inform Filipino overseas voters in Germany, majority of whom are women, of the elections. It is believed that these social media posts had a broader reach than 500 flyers would have had. Post also spent significant amounts of time attempting to reach hundreds of voters whose COMELEC mailing packets were returned to the embassy	90,000.00 GAA	348,923.29 GAA	Philippine Embassy in Berlin	Done. There was no COMELEC budget provided to conduct briefings on elections, E-flyers posted on social media were deemed more effective than printed ones.
79	Section 39 of RA 8042, Migrant Workers and Overseas Filipino Act of 1995, mandates the commemoration of Migrant's Day	Lack of appreciation and recognition of women migrants who have contributed to women empowerment and the promotion and protection of Filipino migrant workers.	Recognize Filipino Women Migrants for their achievements and contribution in the promotion and protection of Filipino migrant workers	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Recognition Program of selected Filipino women migrants in Italy	Number of recognized Filipino women migrants in Italy in celebration of the International Migrant's Day- At least 4 recognized Filipino women migrants in Italy in celebration of the International Migrant's Day	Screening of Filipino film Signal Rock directed by Chito S. Roo on 01 August 2019 at the 25th Edition of LIsola del Cinema at Isola Tiberina, attended by 70 people (28 men and 42 women)	48,800.00 GAA	34,051.01 GAA	Philippine Embassy in Rome	Done. Project was changed from recognition of Filipino women migrants to film screening as justified by the following:1) The selection of women migrants for recognition is not a priority at this time, considering that the Department has launched a similar platform on its Facebook page where outstanding Filipino men and women migrants are featured and recognized.
80	RA 7277 "Magna Carta for Persons with Disability"	Lack of awareness on the provisions of the law empowering persons with disabilities	Increase awareness on laws that will help equip migrant workers with disabilities	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Conduct of a symposium on empowering women Filipino migrant workers with disabilities	Number of symposium conducted per year - At least one symposium conducted per year	N/A	78,000.00 GAA	0.00 GAA	Philippine Embassy in Kuwait	Not Done. Not realized.

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81	Celebrating the children of Filipino Migrant Workers (National Children's Month Celebration); RA 7610 "An Act Providing for Stronger Deterrence and Special Protection Against Child Abuse, Exploitation and Discrimination"	Lack of programs specifically for Filipino Children of Migrant Workers	Successful dialogue and participation from children of migrant workers	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Conduct Storytelling and workshops that will teach children to break traditional gender norms/gender stereotyping	Number of storytelling and workshops conducted per year - At least one for each storytelling and workshops conducted per year	N/A	104,000.00 GAA	0.00 GAA	Philippine Embassy in Kuwait	Not Done. Not realized.
82	Lack of awareness on rights both women and men as contained in family and property law, which often leads to conflicts among family members and married couples	Limited availability of expert advice on family and property law	Awareness of both men and women in the Filipino community in Austria their rights under Philippine family and property law	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Legal Clinic on Family and Property Law	Number of participants from the Filipino community aware of rights under Philippine family and property law - At least fifty (50) participants from the Filipino community aware of rights under Philippine family and property law	N/A	122,000.00 GAA	0.00 GAA	Philippine Embassy in Vienna	Not Done. Not prioritized
83	Sexual harassment experienced by Filipino women in Myanmar	Sexual harassment experienced by Filipino women in Myanmar	To empower women that they can defend themselves To increase knowledge of Filipino women on self-defense to equip them with basic skills to defend themselves when harassed	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Talk on Sexual Harassment and Training on Self-Defense entitled "Women Empowerment: learn to defend Yourself!",	Number of Filipinowomen participants in Mandalay - At least 20Filipino women participants in Madalay	29 Filipino and Myanmar women attended the event. The event was attended by 26 Filipino women and 2 Filipino men in Mandalay, The event was attended by 29 Filipino women in Andaman, 24 Filipino and Myanmar women and 1 Filipino man attended the event.	293,744.00 GAA	293,744.00 GAA	Philippine Embassy in Yangon	Done.
84	Section 12 of the Magna Carta of Women ensures that all women shall be protected with all forms of violence. Agencies of government shall give priority to the defense and protection of women against gender-based offenses and help women attain justice and healing	Lack of self-defense skills which is beneficial in protecting female OFWs during compromising situations where one has to defend herself physically	To develop skills in self-defense among female OFWs in Oman, especially those in the household service work where they are prone to abuses and maltreatment	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Self Defense Classes for overseas Filipinos	Number of organized self-defenses classes for Overseas Filipinos particularly women - At least four parts of training was conducted for the Overseas Filipinos	Seminar on Understanding and Implementing the Gender and Development (GAD) Program of the Philippine Government at the Philippine School in Oman	50,890.50 GAA	34,351.09 GAA	Philippine Embassy in Muscat	Done. Attended by PH School teachers, Board of Trustees and PTA Executive Committees.

	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
85	Section 12 of the Magna Carta of Women ensures that all women shall be protected with all forms of violence. Agencies of government shall give priority to the defense and protection of women against gender-based offenses and help women attain justice and healing	Women in Iran are treated unequally, resulting and arbitrary deprivation of their rights. There are some Filipino women married to Iranians who are physically, psychologically and sexually violated.	It aims to protect Filipino women from their abusive husbands by having knowledge of physically/ mentally protecting themselves.	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Conduct of Workshop on Basic Self-Defense and Tactics for Filipino women married to Iranians	Number of participants - At least 50 Participants attended	N/A	49,400.00 GAA	0.00 GAA	Philippine Embassy in Tehran	Not Done. Not prioritized
86	Section 12 of the Magna Carta of Women ensures that all women shall be protected with all forms of violence. Agencies of government shall give priority to the defense and protection of women against gender-based offenses and help women attain justice and healing	Lack of self-defense skills which could help female migrant workers in protecting themselves from compromising situations	Develop skills in basic self-defense among female OFWs in Vietnam	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Organize a basic self defense class for female Filipinomigrant workers	Number of seminars conducted on basic self-defense - At least 1 basic self defense class for 30 female migrant workers	Conducted a Basic Self-Defense class at Huong Sen Hotel on 15 December 2019 with 20 participants from the Filipino Community.	36,239.00 GAA	34,459.00 GAA	Philippine Embassy in Hanoi	Done.
87	Section 10 of RA 9710, Magna Carta of Women (MCW) Women Affected by Disasters, Calamities, and Other Crisis Situations especially in all phases of relief, recovery, rehabilitation, and construction efforts.	Lack of preparedness in cases of disaster (natural or man-made disasters)	Promote awareness and preparation during disasters (natural or man-made) for the protection of women and children	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Conduct of OFW mapping to determine statistical data of Filipinos under Post's jurisdictions and conduct meetings with Filcom leaders who will serve as point persons during disasters	Number of activity to conduct OFW mapping to determine statistical data of Filipinos under Post's jurisdictions per region/municipality - At least one activity to conduct OFW mapping to determine statistical data of Filipinos under Post's jurisdictions per region/municipality	Not realized	201,300.00 GAA	0.00 GAA	Philippine Embassy in Rome	Done. The conduct of OFW mapping is no longer feasible this year due to the month-long 2019 National Elections, unavailability of budget, and to save governments resources in view of the upcoming 2020 Census of Population to be conducted by PSA starting May next year.
88	Database for women OFs in Brunei Darussalam	No official available data on the number of women OFs and their dependents are in Brunei	Create a database of women OFs and their dependents in Brunei so the PH Embassy can readily assist them, protect their rights and promote their interests	MFO: Diplomatic and Consular Services	Issuance of Filipino Citizen Registration Cards (FCRC) to all OFs in Brunei	Number of FCRC issued - As requested	5674 FCRC IDs issued of which 3,348or 59% are women	289,374.00 GAA	289,374.00 GAA	Philippine Embassy in Brunei	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
89	Assistance to Nationals and Consular Outreach Mission	High volume of distressed Filipinos, mostly women, under the Embassys jurisdiction	Timely and sufficient assistance to distressed Filipinos, Generate sex-disaggregated data, Improved ATN services, Services and activities promoting gender and development	PAP: KLPE/Home Office	ATN MissionsATN services,	Number of consular missions- At least 1	9 regularconsular missions and 8 special missions, 20,221 passports processed, 3496 civil registration processed (including report of birth), 9242 Certificate of Live Birth processed114 Filipino women and 33 men assisted in anti-human trafficking services 10 women and 39 men assisted in death penalty cases 12 prison visits 3 hospital visits in Kuala Lumpur 9 Travel Document missions Considerable Number of distressed Filipinos assisted in deportation, repatriation, medical, legal, welfare and other services	208,000.00 GAA	130,491,428.00 GAA	Philippine Embassy in Kuala Lumpur	Done. Cost includes Emoluments of 44 Embassy personnel involved in outreach missions
90	Strengthen and enhance skills of Filipinos and impart knowledge/ information in programs of the governmentPresidential Proclamation No. 711 Declaring the third week of January as Autism Consciousness WeekProclamation No. 224 and 227 Providing for the observance of the Month of March as Womens Role in History Month.RA9710 mandates the State to advocate social protection of women by providing for policies and programs to reduce poverty and vulnerability to risks and enhance the labor and social status and rights of women. Ensure decent work status for women	Lack of skills & training program in their area	Additional knowledge & skills. Empowerment of Filipinos who are far from the Madrid.	MFO: Diplomatic and Consular Services	Promotion of the 23rd Autism Consciousness Week through social media, emails and others. Outreach Seminar on Financial Literacy, Outreach, Seminar on Workers Rights, Spanish law on Women and Children and information caravan.	Number of participants - Increase awareness on each activity	Seminars and trainings conducted to various cities in Spain with considerable number of participants to raise awareness on gender related matters	1,611,261.91 GAA	1,247,337.92 GAA	Philippine Embassy in Madrid	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
91	Lack of sex- and age-disaggregated data (SADD) in Posts operations to guide its GAD programs	A comprehensive review has not been made of current and proposed intake forms to determine effectiveness in providing Post with SADD to guide its operations	Generation of revised and additional operational intake forms at Post to gather SADD towards serving as basis for a responsive GAD program for Posts clients and personnel	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Day-long Write-shop/ Review by all Embassy personnel in their respective sections of current and proposed operational intake forms to determine effectiveness in providing SADD	Number of forms- All intake forms of each Embassy section will be responsive in gathering SADD	Instead of an organized write-shop, relevant personnel allocated work time to make the following 11 intake forms responsive in gathering SADD:1. Service request form2. Cert of Residency for Tax Exemption Purposes (2 versions)3. SPA (4 versions)4. Waiver of Exclusion Ground (2 versions)5. Affidavit (2 versions)6. Client Feedback Form7. Special Power of Attorney (2 version)	156,000.00 GAA	5,697.29 GAA	Philippine Embassy in Paris	Done. Embassy personnel were more cost-effective by undertaking the necessary changes without scheduling a write-shop
92	Lack of updated/ consolidated feedback from Filipina migrants in France on their major GAD concerns	Lack of organized and direct consultations with Filipina migrants in France on their GAD concerns	Consolidation of initial feedback from Filipina migrants in France on their major GAD concerns	MFO: Diplomatic and Consular Services	4-hour dialogue with Filipina migrants (first-come first serve basis) to gather the feedback of participants on their major GAD concerns	Number of list created - A consolidated list of GAD concerns that can be used as basis for formulating Posts GAD program	Instead of a face-to-face dialogue, the Embassy conducted a survey distributed in Nice and posted on Facebook that yielded 102 responses	248,496.00 GAA	13,032.79 GAA	Philippine Embassy in Paris	Done. There was a need to review the old version of the brochure as new policies were being introduced by the French government. Due to movement of files relating to the renovation, the inventory on the remaining of balance brochures was determined very late.
93	Lack at Post of a multi-year GAD plan for 2020-2022 and beyond	Lack of opportunity and adequate tools to draft the GAD multi-year plan	Draft a multi-year GAD plan for Post for 2020-2022	MFO: Diplomatic and Consular Services	GAD Planning Workshop (7 Nov 2019)	Number of plan created - At least 1	GAD Multi-Year Plan for 2020-2022, Officers (section heads) conducted a brainstorming session on how best to reach 5% of posts budget for its GAD program	791,252.68 GAA	96,304.60 GAA	Philippine Embassy in Paris	Done. Post had submitted already its GPB 2020 but it was agreed that a revised version would be submitted soon.
94	Womens human rights, Women empowerment, Magna Carta of Women	There is a need to enhance collaboration among multiple sectors to further promote the welfare of women	To establish and strengthen existing ties with international groups for future collaboration	MFO: GAD Focal Point Officer and Alternate GAD Focal Point Officer	Meeting with Womens Group agencies and organizations	Number of activities conducted - At least 1	Discussed possible areas of collaboration	125,266.68 GAA	125,266.68 GAA	Philippine Embassy in Wellington	Done.
95	Womens human rights, Women empowerment, Magna Carta of Women	Widespread prejudice against marginalized people	To provide support to people in need, especially those marginalized because of their gender, health and/or poverty	MFO: Wellington PE	ASEAN Ladies Circle Soup Kitchen Project	Number of activities conducted - At least 1	Provided food to be distributed to the Soup Kitchens patrons, Total of 70 clients were served during the ALC-hosted soup kitchen event	746,630.90 GAA	746,630.90 GAA	Philippine Embassy in Wellington	Done.

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96	Lack of knowledge about Gender issues in Myanmar of Diplomat women	There are very few events that raise awareness on the gender issues in Myanmar	To raise awareness on Gender and Development issues in Myanmar, and to identify how Diplomatic missions can be more involved and proactive in creating projects in coordinating with MOFA to address GAD concerns in the country	MFO: Diplomatic and Consular Services	Hosting by Philippine Embassy of Myanmar ASEAN Women Friendship Association (MAWFA) Meeting	Target audience- ASEAN Missions in Yangon women Diplomats/Ambassadors spouses	32 women and 5 men attended the meeting.	78,090.00 GAA	74,915.00 GAA	Philippine Embassy in Yangon	Done.
97	High vulnerability of women migrant workers to exploitation including trafficking	Feminization of migration which requires greater gender sensitivity in all policies and efforts related to international migration.	Increase awareness on women migrant workers rights as enshrined in MCW Improve ATN/consular service, particularly enhanced effectiveness in addressing gender-based problems for Filipino women migrants.	MFO:Diplomatic and Consular Services	Participation in the observance of World Day Against Trafficking in Person	Number of activities initiated/ participated in observance of world Day against trafficking in person - at least 2 activities observance of world Day against trafficking in person	1. Hanging of official streamer2. Wearing of world day against trafficking in person shirt with official design 3. Participation in motorcade-parade 4. Attendance to seminar on sex exploitation, Cybercrime and RA 10364	3,157.50 GAA	3,517.50 GAA	Consular Office in Zamboanga	Done.
98	Need to familiarize PH visitors on early GAD advocates in Kenya/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	Need to familiarize PH visitors on early GAD advocates in Kenya	Better understanding of early GAD advocates and activities in Kenya	MFO: Diplomatic Services	Tour of Karen Blixen Museum during the visit of former SFA Perfecto Yasay to Nairobi, Kenya on 24 January 2019	Number of activities conducted - At least 1	Educated the public on achievements of female entrepreneur and historical figure, Karen Blixen, and how she changed lives of Kenyans. Better understanding of the relevance of Karen Blixen in Kenyan society	8,380.32 GAA	8,380.32 GAA	Philippine Embassy in Nairobi	Done.
99	Sexual orientation and gender identity of the Lesbian- Gay- Bisexual- Transgender (LGBT) Community	Lack of protective legislation for the LGBT community	To increase awareness on the rights of the LGBT community and prevent discrimination	MFO: Diplomatic and Consular Services	Film Screening: Intersections	Number of activities conducted - One (1) activity and at least 50 participants	At least 50 participants attended the Film Screening of Intersections on 02 October 2019, which featured the stories of women and the LGBT community belonging to the millennial and younger generations	0.00 GAA	0.00 GAA	Philippine Consulate General in San Francisco	Done. No expenses incurred
100	41st National Disability Prevention and Rehabilitation (NDPR) Week.	To promote overall health and wellness, stimulate the awareness on the rights of PWDs and the participants role in uplifting their conditions.	Encouraged participants to have and maintain a healthier lifestyle	MFO: Beirut PE		Number of activities conducted - At least 1	Fifty (50) members of the Filipino community in Lebanon participated. For the said walk, participants accumulated almost 3,000 steps. Ninety-eight percent (98%)of participants were female.	52,652.60 GAA	52,652.60 GAA	Philippine Embassy in Beirut	Done.

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101	Distressed OFWs in Lebanon	To train and enhance counseling skills for Embassy personnel and FILCom leaders	Trained personnel on counseling skills for distressed OFW. Participants expressed confidence the life skill gained from the training session that will enable them to become better colleagues and service providers to distressed Filipinos.	MFO: Philippine Embassy in partnership with Afro-Asian Migrant Center in Lebanon	(4)-day Seminar Workshop on Gender Identity and Basic Helping Skills for Women was scheduled on 06-07 and 13-14 December 2019 but was pushed to a later date due to growing mass protests all over Lebanon.	Number of seminars conducted - At least 1	Improved counseling skills for the Embassy, POLO, OWWA and FilCom Coordinators and Leaders	282,146.50 GAA	282,146.50 GAA	Philippine Embassy in Beirut	Done.
102	RA 7157 (Foreign Service Act) and RA 9710 (Magna Carta of Women), which mandates non-discriminatory and pro-gender equality and equity measures to enable womens participation in the formulation, implementation and evaluation of policies and plan for national, regional and local development.	Limited access to justice and awareness of legal issues applicable to Filipinos, in relation to Gender and Development (GAD)related concerns	Increase access to justice and awareness of Filipinos who request for legal opinions from the Office of Treaties and Legal Affairs (OTLA)	MFO: Diplomatic and Consular Services (Legal ServicesLaw Division)	Rendering of legal opinions with updated laws and jurisprudence on specific GAD-related issues (e.g. Women Applicants use of maiden name, surrogacy, same-sex marriage, divorce, reports of birth, paternity, and other similar cases)	Number of legal opinions issued - at least five (5)	Twenty eight (28) legal opinions were issued	875,206.95 GAA	875,206.95 GAA	Office of Treaties and Legal Affairs	Done.
103	RA 7157 (Foreign Service Act) and RA 9710 (Magna Carta of Women), which mandates non-discriminatory and pro-gender equality and equity measures to enable womens participation in the formulation, implementation and evaluation of policies and plan for national, regional and local development.	Limited access to justice and awareness of survivors of sexual harassment and other forms of gender-based violence on the legal services available to them in the DFA	Increase access to justice and awareness of survivors of sexual harassment and other forms of gender-based violence by providing legal services through OTLA	MFO: Diplomatic and Consular Services (Legal ServicesLitigation Division)	Represented clients from the DFA by providing legal services during prosecution of Sexual Harassment cases against erring employees	Number of female survivors of sexual harassment represented by DFA-OTLA by providing legal services - at least one (1)	Four (4) Survivors represented through filing of legal pleadings and provision of legal services	33,041.74 GAA	33,041.74 GAA	Office of Treaties and Legal Affairs	Done.

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104	RA 7157 (Foreign Service Act) and RA 9710 (Magna Carta of Women), which mandates non-discriminatory and pro-gender equality and equity measures to enable womens participation in the formulation, implementation and evaluation of policies and plan for national, regional and local development.	Limited number of female lawyers who can provide legal services (legal advice and preparation of Judicial Affidavits for prosecuting cases) for WEDC / women migrant workers involved inlarge-scale sex-trafficking committed against Filipinas in Bahrain	Increase access to justice of the WEDC (Sex-Trafficking Survivors/women migrant workers from Bahrain) by providing legal services (through legal advice and preparation of Judicial Affidavits)	MFO: Diplomatic and Consular Services (Legal ServicesLitigation Division)	Provided legal services (legal advice and drafted Judicial Affidavits) for WEDC/women migrant workers and survivors of sex trafficking who were repatriated from Bahrain, as requested by the Office of the Undersecretary for Migrant Workers Affairs	Number of WEDC/ women migrant workers/ survivors of sex trafficking assisted by DFA-OTLA through legal services - at least one (1)	Two (2) WEDC repatriated from Bahrain	19,753.24 GAA	19,753.24 GAA	Office of Treaties and Legal Affairs	Done.
105	RA 7157 (Foreign Service Act) and RA 9710 (Magna Carta of Women), which mandates non-discriminatory and pro-gender equality and equity measures to enable womens participation in the formulation, implementation and evaluation of policies and plan for national, regional and local development.	Lack of a sex-disaggregated database of gender statistics for legal services provided to overseas Filipinos and Filipino litigants in the extraterritorial service of documents and depositions for recognition of foreign divorce judgments, child support, and paternity cases	Initiate the development and maintenance of a GAD database with gender statistics for legal services provided to overseas Filipinos and Filipino litigants in the extraterritorial service of documents and depositions for recognition of foreign divorce judgments, child support, and paternity cases	MFO: Diplomatic and Consular Services(Legal ServicesService of Legal Processes and Litigation Division)	Developed a sex-disaggregated database of gender statistics for legal services provided to overseas Filipinos and Filipino litigants in the extraterritorial service of documents and depositions for recognition of foreign divorce judgments, child support, and paternity cases	Number of GAD databases developed and maintained - At least one (1)	One (1) OTLA Div 4 Database for Sex-Disaggregated Data	787,896.91 GAA	787,896.91 GAA	Office of Treaties and Legal Affairs	Done.
ORGANIZATION-FOCUSED ACTIVITIES											
106	Proclamation No. 224 s. 1998; Proclamation No. 227 s. 1998 providing for the observance of the Month of March as Women's Role in History Month and RA 6949 s. 1990	As required by law Limited awareness and involvement of Personnel in the Women's Month Celebration and/or International Women's Day	Increase awareness and involvement of Embassy personnel in the Women's Month Celebration and/or International Women's Day	GASS: General Administration and Support (GAAS) and Support to Operations (STO)	Month-long activities celebrating Women's Month in support of the theme set by the Philippine Commission on Women (PCW) and 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 activities implemented in celebration of International Women's Day/National Women's Month- At least 1 activity/project per office	84 Foreign Service Posts, 35 Regional Consular Offices and Office in the 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	2,017,272.14 GAA	2,069,216.74 GAA	Foreign Service Posts, Consular Offices, Offices in the Home Office	Done.

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107	Republic Act 10398 providing for the observance of the 18-Day Campaign to End Violence against Women	Limited awareness and participation of DFA personnel in the Observance of the National Consciousness Day/ 18-day Campaign to End VAW	Increased awareness and participation of DFA personnel in the Observance of the National Consciousness Day/ 18-day Campaign to End VAW	GASS: General Administration and Support (GAAS) and Support to Operations (STO)	Participation in the International Campaign/18-Day Campaign to End Violence Against Women through orientations/initiatives through series of workshops, lectures or information caravans/film showing, photo exhibits	Number of activities conducted in observance of the National Consciousness Day/ 18-day Campaign to End VAW- At least 1 per office	84 Foreign Service Posts, 35 Regional Consular Offices and Office in the Home Office participated and conducted activities in observance of the International Campaign/18-Day Campaign to End Violence Against Women through orientations/initiatives through series of workshops, lectures or information caravans/film showing, photo exhibits	2,146,436.19 GAA	2,506,696.58 GAA	Foreign Service Posts, Consular Offices, Offices in the Home Office	Done. Variance between approved budget and actual cost of GAD activity is due to the difference in the projected participants and cost of the venue of the activities held.
108	Sec. 36 of the Magna Carta of Women on Gender mainstreaming as a Strategy for Implementing the Magna Carta of Women	Limited to non-involvement of personnel who are not designated GFPOs or alternates	Incorporate GAD in all aspects of the Offices operations, implementation of GAD PAPs and effective gender mainstreaming to all personnel	GASS: and STO	OMEAA Culminating Activity for 2019: Lecture on Gender Biases and Stereotyping Guest Speaker: Ms. Maria May-I L. Fabros, Principal Assistant in the Office of the United Nations and International Organizations, and PCW Certified GAD Resource Pool Member of the DFA.	Number of personnel attended the lecture - 24	OMEAAs actual number of personnel: 24	330,000.00 GAA	358,976.00 GAA	Office of Middle East and African Affairs	Done.
109	Sec. 36 of the Magna Carta of Women on Gender mainstreaming as a Strategy for Implementing the Magna Carta of Women	GAD Focal Point Officers may not be fully knowledgeable and equipped in GAD planning/ budgeting and gender mainstreaming. Due to gaps in knowledge and skills, GFPs may be unable to take the lead in gender mainstreaming efforts.	A trained GAD Focal Point System fully integrated/ embedded in the DFAs overall nexus of processes, with DFAs internal capacity to conduct GAD PPAs.	GASS: General Administration and Support (GAAS) and Support to Operations (STO)	Learning Session of GAD Planning and Budgeting, 29 July 2019	Number of seminars attended - At least 1	Conduct of the Learning Session of GAD Planning and Budgeting for GAD Focal Point Officers, OSEC GAD focal point officers understand GAD planning and budgeting concepts, are able to perform GAD-related functions and promote gender mainstreaming in the DFA.	7,137.60 GAA	7,137.60 GAA	Office of the Secretary	Done.
110	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	Lack of training of GFP on GAD essentials, updates and developments	Institutionalization and strengthening of GFPS	GASS: and STO	To compensate and acknowledge the job tasks and functions of focal person on GAD, ATN, economics, policy making at Post	Number of GFPO participating in GAD related events - At least 1	Salaries of GFPO and personnel who conducted/attended GAD-related events	43,516,599.19 GAA	43,516,599.19 GAA	Philippine Consulate General in Vancouver	Done.

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111	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	Limited access to capacity building initiatives for the Department's GFPOs	Increase access to capacity building initiatives for the Department's GFPOs	GASS: and STO	Training for GAD Focal Point Officers in the Home Office	Number of trainings attended - 4	Training at Miriam College for 3 GFPOs last June and July 2019 / GAD Orientation 01-03 July 2019 / Gender Academy for 6 GFFPOs last 11-22 November 2019	2,500,000.00 GAA	2,246,583.68 GAA	Human Resources Management Office	Done.
112	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	Limited access to funds for Meetings/Hearings of the GAD Focal Point System and the Committee on Decorum and Investigation	Increase access to funds for Meetings/Hearings of the GAD Focal Point System and the Committee on Decorum and Investigation	GASS: and STO	Provide Funding for Meetings/Hearings of the GAD Focal Point System and the Committee on Decorum and Investigation (CODI)	Number of meetings and hearings conducted -8	Learning Session on GAD Planning and Budgeting (29 July 2019) / Debrief with DDI on the Leadership Retreat (August 2019) / Conduct of 4 focus group discussions (September 2019) / Performance Coaching Workshop (October 2019) / Conduct of 1 CODI Hearing	200,000.00 GAA	39,861.79 GAA	Human Resources Management Office	Done.
113	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.	Lack of adequate knowledge and expertise of designated GAD Focal Point Officers that is integral for gender-responsive programs and policies	Enhance GAD knowledge and expertise of GFPO necessary for the formulation of gender-responsive policies and provisions of gender-responsive programs	GASS: General Administration and Support (GAAS) and Support to Operations (STO)	Attendance/Participation of GFPO and Alternate and Embassy Personnel in GAD-related activities and summits (seminars/lectures on retooling, sexual harassment, gender sensitivity, women empowerment)	Number of trainings/seminars attended by GAD Focal Point Officer per office - At least one gender-related training seminar attended	Attendance/Participation of GFPO and Alternate and personnel of 84 Foreign Service Posts, 35 Consular Offices and Offices in the Home Office in GAD-related activities and summits (seminars/lectures on retooling, sexual harassment, gender sensitivity, women empowerment)	7,101,410.85 GAA	3,505,208.87 GAA	Foreign Service Posts, Consular Offices, Offices in the Home Office	Done. Variance between approved budget and actual cost is due to non-implementation of GAD trainings for GFPO/Alternate indicated in the GAD Plan and Budget because of lack of time for preparation and low funding

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114	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.	Need to familiarize Nairobi PE personnel with GAD activities of other Embassies in Nairobi	Increase awareness of Nairobi PE personnel with GAD activities of other Embassies in Nairobi	MFO: Organizational Development & Institution-Building (ODIB) (Chapter VI: DFA Strategic Plan)	Participation in Japanese Cultural Day on 2 November 2019, Participation in art exhibit and auction at The Tribe Hotel on 2 November 2019	Number of events participated in - At least 1	Ikebana and origami (4 hours), One-hour long participation in art exhibit	18,338.58 GAA	18,338.58 GAA	Philippine Embassy in Nairobi	Done.
115	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.	Enhance GAD knowledge and awareness necessary for the formulation of gender responsive policies and provision of gender responsive programs, To enhance the Embassys knowledge of the Lebanons environmental issues, share and exchange of insights with Beirut-based Asian embassies to strengthen ties and improve camaraderie among its members/staff	Enhanced knowledge and insights regarding the environmental issues in Lebanon. Strengthened ties and improved camaraderie between and among Embassy personnel, attached agencies and participating Beirut-based Asian embassies	MFO: Beirut PE	Orientation on Jabal Moussa was discussed by the guide. A tour around the place as escorted by the reserves staff	Number of activities conducted - At least 1	Attended by 33 participants, including members of Beirut-based Asian embassies. The Philippine team was led by HE Amb. Catala. Also in attendance were the Ambassadors and officers of the embassies of Bangladesh, Republic of Korea, Malaysia and Pakistan.	39,699.41 GAA	39,699.41 GAA	Philippine Embassy in Beirut	Done.
116	Section 25, RA 9710 MCW ' Right to Decent Work, services in support of balancing family and work obligations	Need to have tools to deal with nationals who have undergone trauma	To equip Nairobi PE personnel with tools to deal with nationals who have undergone trauma	MFO: Organizational Development & Institution-Building (ODIB) (Chapter VI: DFA Strategic Plan)	UNITAR Course on Confronting Trauma	Number of courses taken - At least 1	Completed free online course by UNITAR on Confronting Trauma on 2 April 2019	6,283.71 GAA	6,283.71 GAA	Philippine Embassy in Nairobi	Done.

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117	Section 26 of RA 9710, Magna Carta of Women (MCW) Right to information regarding policies on women including programs, projects and funding outlays that affect them shall be ensured	Limited access to information, lack of knowledge/ awareness of gender sensitivity, women's rights and policies.	Increase and empowered women of the Embassy through social gathering	MFO: Embassy and partner agencies	Embassy's hosting of ASEAN Ladies Circle (ALC) Tea Gathering, Attendance to ALC tea Gatherings hosted by other ASEAN Embassy	Number of gathering hosted or participated in - At least 1 gathering with 9 participants	Embassy hosted one ALC Tea Gathering last September 24, 2019, Attended 9 ALC hosting of other ASEAN Ladies Circle State members	462,236.05 GAA	462,236.05 GAA	Philippine Embassy in Beijing	Done.
118	Section 26 of RA 9710, Magna Carta of Women (MCW) Right to information regarding policies on women including programs, projects and funding outlays that affect them shall be ensured	Limited access to information, lack of knowledge/ awareness of gender sensitivity, women's rights and policies	To spread awareness and encourage equal participation of boys and girls	MFO: Diplomatic and Consular Services	Ni Hao Philippines	Number of activities conducted - At least three (3) Ni Hao Philippine Program in a year	Post conducted 3 Ni Hao Philippines Programs this year. Program aimed at creating awareness of Philippine culture among children aged 6 to 15 years old, Children participating in the event are 70% girls and 30 percent boys.	70,771.93 GAA	70,771.93 GAA	Philippine Embassy in Beijing	Done.
119	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 and/or Lack of awareness on the policies and programs on women	Increase knowledge and awareness of Consulate personnel, especially frontline personnel, on GAD	MFO: Delivery of Consular, Legal and Assistance-to-Nationals Services	Philippine Martial Arts Kali Workshop	Number of activities conducted - At least 1	100 % attendance of Post personnel in a Philippine Martial Arts, otherwise known as Kali Workshop conducted by ma Guro Virgilio Jun C. de Leon, Jr., founder and chief instructor of KalideLeon Toronto, and his wife and fellow Kali instructor, Mrs. Teresita R. de Leon, on 23 August 2019. The PCG Toronto Team was taught the basic techniques of kali, using sticks rubber knives, which will be useful for self-defence.	27,086.82 GAA	27,086.82 GAA	Philippine Consulate General in Toronto	Done.
120	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 knowledge of personnel on anti-sexual harassment policies of the government	Increase knowledge of personnel on anti- sexual harassment policies of the government	GASS: and STO	Sexual Harassment Seminar	Number of seminars conducted - 1	Seminar on Positive Discipline and Sexual Harassment in the Workplace was conducted last 24 October 2019, at the Manila Diamond Hotel.	300,000.00 GAA	168,000.00 GAA	Human Resources Management Office	Done. The seminar was organized by HRMO's Administrative Compliance Section.

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121	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 Knowledge / awareness on gender-related issues, rights and policies	Increase in DLLU personnel participation in advocacies promoting gender and development	GASS: General Administration and Support (GAAS) and Support to Operations (STO)	GAD Seminar (Special Issues and Updates)	Number of seminars completed - At least 1	Seminar completed. 10 DLLU personnel attended	50,000.00 GAA	50,000.00 GAA	Department Legislative Liaison Unit	Done.
122	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 knowledge / awareness on gender-related issues, rights and policies	Increase in UA personnel participation in advocacies promoting gender and development	GASS: General Administration	GAD Seminar (Special Issues and Updates)	Number of seminars conducted - At least 1	Completion of the seminar number of UA personnel attending, Seminar completed 27 UA personnel attended	331,200.00 GAA	331,200.00 GAA	Undersecretary for Administration	Done.
123	Section 26 of RA 9710, Magna Carta of Women (MCW) Right to information regarding policies on women including programs, projects and funding outlays that affect them shall be ensured	Limited access to information, Lack of awareness campaign on policies governing womens rights and entitlements.	Ensuring the obser-vance of the provisions stated in RA 9710, Magna Carta of Women and other relevant laws and policies governing the rights of women, particularly on Section 26 on womens right to informa-tion on policies and programs that concern them	MFO: DFA	Conduct of GAD Seminar	Number of seminar conducted - At least 1	Conducted a GAD Seminar on 28 July 2019 entitled, Gender Sensitivity Awareness as Frameworkfor Efficient Customer Service Relations	20,000.00 GAA	9,538.75 GAA	Consular Office in Bacolod	Done.
124	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 awareness on the issue of women's health among RCO employees	Increased CO Legazpi's personnels' participation and awareness in the activities promoting gender and development	MFO: CO Legazpi	Activities promoting gender and development as enunciated under the Magna Carta of Women	Number of activities conducted - 1 type of activity but done on a regular basis	Conducted 13 sessions of Zumba Fitness from July to October 2019 which were participated mainly by CO's women personnel who are mothers of young kids	20,000.00 GAA	4,500.00 GAA	Consular Office in Legazpi	Done. This project is in partnership with RCOBEMPC, CO' Legazpi's employees' cooperative,thus part of the cost was covered by the Cooperative under its GAD project
125	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	Lack of empowerment of women in leading activities that benefit the community	Providing women with alternative earning opportunities that will not just empower women but benefit the community.	MFO: Consular Services	Livelihood program	Number of participants - At least 30	In collaboration with TESDA, CO conducted a one-day livelihood program on how to make fabric conditioner and dishwashing liquid participated in by the 32 CO personnel.	15,000.00 GAA	14,625.00 GAA	Consular Office in Pampange	Done.

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126	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	Lack of activities that will highlight the creativity of women personnel in the Embassy	Enhanced capacity building on gender and development and women empowerment	GASS: and STO	Cooking Demonstration	Number of activities conducted - At least 1	The activity served as an opportunity for female personnel and dependents of Embassy to cooperate and empower each other in the active promotion of PH cultural diplomacy program of the Embassy	25,500.00 GAA	25,500.00 GAA	Philippine Embassy in Ankara	Done.
127	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	Misappreciation of one's capacity to help change the prevailing political and social conditions in the Philippines	Self-determination at all levels and equal participation of women as agents of social and political change	MFO: ATN and Consular Services and GASS and STO	Post's participation on in the Overseas Voting Training for Election 2019	Number of activities participated in - At least 1	Post sent representatives to the said training to regulate smooth flow of overseas voting for the 2019 PH elections, increased provision to administer overseas voting even on Sundays	143,187.80 GAA	143,187.80 GAA	Philippine Embassy in Ankara	Done.
128	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	Lack of information on the Magna Carta of Women among personnel Lack of mechanisms for implementation of the magna Carta of Women.	To improve gender-responsive organizational environment greater awareness of the gender issues of employees in the workplace.	MFO: Diplomatic and Consular Services	Implementation of Special Leave Benefits for Women under Section 18 of the Magna Carta of Women	Number of personnel who availed benefit - At least one (1) personnel	One (1) personnel availed of the Special Leave Benefit in 2019	0.00 GAA	0.00 GAA	Philippine Consulate General San Francisco	Done.
129	Section 3.5 of the PCW-NEDA-DBM Joint Circular 2012-01 - Agency GAD Focal Point System (GFPS) shall take the lead in mainstreaming gender in agency PAPs. As such they shall provide technical assistance to offices or units within their agency on gender mainstreaming. To enable them to perform their roles, it is important that GFPs members are provided with the required gender capacity, such as the application of gender analysis tools	Limited involvement of GFPS in gender mainstreaming and implementation of GAD PAPs	Increase involvement of GFPS in gender mainstreaming and implementation of GAD PAPs	GASS: General Administration and Support (GAAS) and Support to Operations (STO).	Participation of GFPO and Alternate in the preparation of GPB and GAD AR and conduct/implementation of GAD PAPs/Planning Sessions for preparation on 2020 GPB and 2019 GAD AR	Number of GFPOs who participated in the preparation or conduct of GAD PAPs- At least 2 participated in the preparation and conduct of GAD PAPs	Emoluments of 84 Foreign Service Posts, 35 Regional Consular Offices and Office in the Home Office's respective GFPO and Alternate who participated in the preparation of GPB and GAD AR and conduct/implementation of GAD PAPs/Planning Sessions for preparation on 2020 GPB and 2019 GAD AR	24,891,821.86 GAA	26,024,448.18 GAA	Foreign Service Posts, Consular Offices, Offices in the Home Office	Done. Cost of work of GAD Focal Point Officers (GFPO) and Alternates in preparing the GAD Plan and Budget and AR and implementing GAD PAPs based on the percentage of GAD related tasks/functions in their Individual Performance Commitment and Review Form (IPCRF)

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130	Section 3.5 of the PCW-NEDA-DBM Joint Circular 2012-01 - Agency GAD Focal Point System (GFPS) shall take the lead in mainstreaming gender in agency PAPs. As such they shall provide technical assistance to offices or units within their agency on gender mainstreaming. To enable them to perform their roles, it is important that GFPS members are provided with the required gender capacity, such as the application of gender analysis tools	Limited involvement of GFPS in gender mainstreaming and implementation of GAD PAPs	Increase involvement of GFPS in gender mainstreaming and implementation of GAD PAPs	GASS: General Administration and Support (GAAS) and Support to Operations (STO).	Planning sessions on the preparation of 2020 GPB	Number of GFPOs who participated in the preparation or conduct of GAD PAPs: - At least 2	2020 GPB prepared by GFPO and /orAlternate	1,856,796.50 GAA	1,865,796.50 GAA	Philippine Embassy in The Hague	Done.
131	Section 3.5 of the PCW-NEDA-DBM Joint Circular 2012-01 - Agency GAD Focal Point System (GFPS) shall take the lead in mainstreaming gender in agency PAPs. As such they shall provide technical assistance to offices or units within their agency on gender mainstreaming. To enable them to perform their roles, it is important that GFPS members are provided with the required gender capacity, such as the application of gender analysis tools	Limited involvement of GFPS in gender mainstreaming and implementation of GAD PAPs	Increase involvement of GFPS in gender mainstreaming and implementation of GAD PAPs	MFO: Consular Office Clarin, Philippine Commission on Women, Provincial GAD Office of Misamis Occidental	Gender Concepts and Gender Sensitivity Seminar	Number of seminars conducted - At least 1	Conducted seminar on gender mainstreaming for the CO personnel	20,000.00 GAA	11,168.00 GAA	Consular Office in Clarin	Done.

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132	Joint Circular 2012-01 (Capability Building on Gender and Development)	Limited training of the Embassy women and men personnel on gender and development related issues/ concerns, Wellness and empowerment of Embassy personnel in gaining more knowledge and refining skills	Gaining skills in approaching clients in a more responsive environment. Improved well-being, personal and professional growth of KLPEs women and men personnel	MFO: KLPE	1 Mandatory Continuing Legal Education (MCLE), 2. Assistance to Nationals (ATN) retooling, 3. Administrative Officers retooling, 4. Oversees registration training, 5. 2019 Intensive Course on Statelessness	Number of trainings conducted - At least 1	Availment of said scholarships and training	4,854,308.00 GAA	4,854,308.00 GAA	Philippine Embassy in Kuala Lumpur	Done.
133	Joint Circular 2012-01 (Capability Building on Gender and Development)	Limited knowledge on womens sexual and reproductive health and rights	Enhance knowledge on sexual and reproductive health and rights that affects women	MFO: NYPM	Attendance in the Friendship Group Retreat organized by the International Planned Parenthood Federation and the International Womens Health Coalition	Number of personnel who participated - At least 1 of personnel	NYPM GAD Focal point participated in the said event	89,640.79 GAA	89,640.79 GAA	Philippine Permanent Mission to United Nations in New York	Done.
134	Republic Act 9710 / Magna Carta of Women Section 9: Protection from Violence; Anti Sexual Harassment Act of 1995 (7877); Threat to safety of Male and Female personnel	Limited number of GFPOs trained on Sexual Harassment	Increased knowledge of GFPOs on the laws and Department policies on Sexual Harassment	GASS: General Administration and Support Services	Learning session of GFPOs on Sexual Harassment	Number of session conducted - Conduct of 1 learning session on SH for GFPOs	OAMSS GFPS and CODI Vice-Chairperson conducted a learning session on the laws on Sexual Harassment and the Department policies to implement them	1,022.14 GAA	1,022.14 GAA	Office of Asset Management and Support Services	Done.
135	RA 9710, Magna Carta of Women (MCW) and other national laws and policies related to the mainstreaming of GAD	Variation on the level of awareness on MCW among personnel	To enhance awareness and information on important laws on women's human rights that seek to eliminate discrimination against women by recognizing, protecting, fulfilling and promoting the rights of Filipino women, especially those in marginalized sector.	MFO: Consular Services	Lecture/Seminar on Family Code and important laws on women's rights, Basic GST for frontline personnel, Continuous GAD training for the GAD Focal person and Alternate GAD Focal person	Number of personnel who attended - 50 personnel to attend seminar on Family Code and important laws on women's rights and welfare	Conducted within OCA-Aseana	65,000.00 GAA	133,034.00 GAA	Office of Consular Affairs	Done. Cost includes GFPO and Alternate's participation in conducting the GAD PAP
136	Section 38. Gender Focal Point Officer in Philippine Embassies and Consulates - All Philippine Embassies and Consulates shall have at least 1 duly appointed and trained Gender Focal Point Officer within 3 years	Lack of gender mainstreaming of gender work in Foreign Service Posts	More informed GAD Focal Points in Foreign Service Posts	MFO: Foreign Policy Services. Promotion of Gender Sensitivity and Empowerment of Womens Sector	Allowances of Posts GAD Focal Point Officer (Vice Consul) Allowances of Posts Alternate GAD Focal Point Officer (FSSE II) Allowances of Posts ATN Officer (FSSO) Allowances of Posts Administrative Officer (FSSO I)	Implementation and monitoring of Posts GAD and Assistance to Nationals (ATN) Programs - Implementation and monitoring of Posts GAD and Assistance to Nationals (ATN) Programs	24 GAD Programs implemented/ events attended, 4 ATN Programs with GAD component implement/ organized	345,900.00 GAA	345,900.00 GAA	Philippine Consulate General in Los Angeles	Done.

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137	Section 4.2 of the PCW-NEDA-DBM Joint Circular 2012-01 (Capability Building on Gender and Development) Agencies are required to regularly undertake orientations and capacity development on GAD including GAD-related laws and commitments for their employees. Trainings should include gender mainstreaming, gender analysis and gender responsive planning and budgeting.	The result of 2018 Participatory Gender Audit showed that small percentage of DFA personnel has received any gender-related seminars including the basic Gender Sensitivity Training.	Increase the number of the Posts personnel including locally hired employees to undergo Gender Sensitivity Training (GST) and for the members of the Filipino Community to increase awareness on GST.	MFO: Diplomatic and Consular Services	A learning session in Gender Sensitivity (GST) for the Posts personnel including its locally hired employees as well as GST for the members of the Filipino Community	Number of activities conducted- At least 1 activity/year with 20 participant	Conducted one (1) learning session in GST with 21 participants (11 female and 10 male attendees whose ages range from 29 to 64 years old) on 26 January 2019.	14,164.75 GAA	14,164.75 GAA	Philippine Consulate General in Chongqing	Done.
138	Section 4.2 of the PCW-NEDA-DBM Joint Circular 2012-01 (Capability Building on Gender and Development) Agencies are required to regularly undertake orientations and capacity development on GAD including GAD-related laws and commitments for their employees. Trainings should include gender mainstreaming, gender analysis and gender responsive planning and budgeting.	Multiple burden due to the demands of the work in the foreign serviceDFA employees who serve as primary income earners experience difficulty in balancing duties at work and in the home	Empowered overseas Filipino women who contribute to national development	MFO: Diplomatic and Consular Services	Time Is Money: A Financial Wellness Seminar for Embassy Personnel	Target number of Participants - 25	Actual number of participants: 30	50,287.05 GAA	50,287.05 GAA	Philippine Embassy in Singapore	Done.

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139	Section 4.2 of the PCW-NEDA-DBM Joint Circular 2012-01 (Capability Building on Gender and Development) Agencies are required to regularly undertake orientations and capacity development on GAD including GAD-related laws and commitments for their employees. Trainings should include gender mainstreaming, gender analysis and gender responsive planning and budgeting.	Limited GAD knowledge and awareness necessary for the formulation of gender responsive policies and provision of gender-responsive program	Enhance GAD knowledge and awareness necessary for the formulation of gender-responsive programs	MFO: General Administration and Support to Operations (STO)	Participation in GAD-related training, program for Post's personnel	Number of GAD-related trainings/programs - 3	3 trainings attended	129,030.00 GAA	129,030.00 GAA	Philippine Embassy in Tehran	Done.
140	Section 4.2 of the PCW-NEDA-DBM Joint Circular 2012-01 (Capability Building on Gender and Development) Agencies are required to regularly undertake orientations and capacity development on GAD including GAD-related laws and commitments for their employees. Trainings should include gender mainstreaming, gender analysis and gender responsive planning and budgeting.	Limited access to capacity building initiatives and lessons on gender mainstreaming for DFA personnel	Increase access to capacity building initiatives and lessons on gender mainstreaming for DFA personnel	GASS: and STO	Creation of Gender Sensitivity Training Online Course for DFA Personnel	Number of online courses created - 1	Procurement of a Learning Management System and Highly Technical Consultant for the creation of content and online course ongoing.	3,442,000.00 GAA	3,255,120.00 GAA	Human Resources Management Office	Partially Done. Target launch of GST Course for DFA Personnel on 2nd Half of 2020.

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141	Section 4.2 of the PCW-NEDA-DBM Joint Circular 2012-01 (Capability Building on Gender and Development) Agencies are required to regularly undertake orientations and capacity development on GAD including GAD-related laws and commitments for their employees. Trainings should include gender mainstreaming, gender analysis and gender responsive planning and budgeting.	As per the 2018 DFAs Participatory Gender Audit, all participants expressed feeling overburdened due to work demands, physically and psychologically	Enhance GAD knowledge and awareness in mental health issues for women and men for the formulation of gender-responsive policies and provision of gender-responsive programs and provide activities for personnel to be equipped with skills that will enable them to handle difficult situations.	GASS: General Administration and Support (GAAS) and Support to Operations (STO).	Workplace health promotion and well-being programs (Stress Management or Mental Health seminars, Physical Exercise, Team Building activities) for Post/Office's personnel to address the feeling of burnout due to work demands, physically and psychologically	Number of activities conducted to address the well-being of personnel- At least 1 activity per year per office	Workplace health promotion and well-being programs (Stress Management or Mental Health seminars, Physical Exercise, Team Building activities) for Post/Office's personnel to address the feeling of burnout due to work demands, physically and psychologically conducted by 84 Foreign Service Posts, 35 Consular Offices and Offices in the Home Office to address health issues of personnel	9,084,814.05 GAA	27,111,700.94 GAA	Foreign Service Posts, Consular Offices, Offices in the Home Office	Done. Variance between approved budget and actual cost of GAD activity is due to the difference in the projected participants and cost of the venue of the activities held and inclusion of actual cost of GFPO/Alternate or personnel who conducted or participated/attended in the GAD activity
142	Pursuant to Section 37 of Republic Act No. 9710 and Section 38 of its Implementing Rules and Regulations, all Foreign Service Posts shall have at least one duly appointed and trained Gender Focal Point Officer (GFPO)	Limited support for the GAD activities of Foreign Service Posts, Consular Offices, and Offices in the Home Office	Increase support for the GAD activities of Foreign Service Posts, Consular Offices, and Offices in the Home Office	GASS:and STO	Support for GAD Activities implemented by Foreign Service Posts, Consular Offices, and Offices in the Home Office	Number of GAD Activities by Foreign Service Posts, Consular Offices, and Offices in the Home Office supported - 132	Requests from Agana PCG (Php 125,286), Doha PE (Php 393,626.80), Rome PE (Php 26,600), Seoul PE (Php 105,868), Singapore PE (Php 37,240), Pretoria PE (Php 102,410), The Hague PE (Php 51,343.40), OSEC (Php 2,000,000), and additional USD 500 given to all FSPs and Php 5,000.00 to all COs for the 18-day Campaign to End Violence Against Women and Children	4,000,000.00 GAA	3,610,874.20 GAA	Human Resources Management Office	Done.
143	R.A. 9710 or Magna Carta of Women; Capacity Development on GAD	Adapting to a foreign environment, Empowerment and enhancement of communication skills	Be able to easily adapt and immerse in Hungary, Better perform of ones function as a diplomat, To promote women empowerment	MFO: Diplomatic and Consular Services	Hungarian language training for all Embassy personnel from the Home Office (Partner with Converzum or Berlitz), 2x a week for 3 months	Number of language training conducted - At least 2x a week for 3 months	Hungarian language training for all Embassy personnel from the Home Office	97,553.64 GAA	97,553.64 GAA	Philippine Embassy in Budapest	Done.
144	Section 24 of Republic Act 9710, Magna Carta of Women, on womens right to education and training.	Lack of gender-sensitive trainings and low level of awareness of gender and cultural nuances among Posts personnel between the Philippines and the host country.	Increase awareness, sensitivity and responsiveness among staff regarding the nuances in language and culture between the Philippine and the host country.	MFO: Diplomatic and Consular Services (MFO 2) and General Administration and Support (GAAS) and Support to Operations (STO)	Conduct language training for Posts staff and their dependents.	Number of activities conducted - At least 1	Conduct Nihongo language classes thrice a week for beginners, intermediate and advance levels of Nihongo. Conduct Japanese cooking class for Posts personnel. Conduct first-aid training for Posts personnel.	305,343.00 GAA	288,107.91 GAA	Philippine Consulate General in Osaka	Done.

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	1	2	3	4	5	6	7	8	9	11	12
145	Section 24 of Republic Act 9710, Magna Carta of Women, on womens right to education and training.	There is dearth in career training and development opportunities for Prague PEs personnel.	Equip Prague PEs personnel with continuous trainings	GASS: GASS: General Administration and Support (GAAS) and Support to Operations (STO)MFO: Diplomatic and Consular Services	Participation in the annual Festival of Embassies-Food and Culture on 08 June 2019.	Number of activities conducted - At least one activity on career training and development opportunities for Prague PEs personnel	Six Embassy Personnel (Four females, two males) together with ten FilCom members (six females, four males) showcased the Philippines national cuisine and products. Advertising and marketing skills of the personnel were enhanced during the activity.	78,964.02 GAA	78,964.02 GAA	Philippine Embassy in Prague	Done.
146	Section 24 of Republic Act 9710, Magna Carta of Women, on womens right to education and training.	DFA employees (specifically OAMSS personnel) lack of awareness and understanding of GAD issues, specifically those based on SOGIE concepts/Principles (SOGIE as a new concept to be formally cascaded to institutions such as the workplace/hiring of employees) No list of basic, intermediate, advance, and other suggested training seminars/work-shops and modules for DFA employees, specifically on health concerns, i.e., reproductive health, sexually transmitted diseases including HIV, AIDS	DFA employees (specifically OAMSS personnel) increased awareness and understanding of GAD issues and orientation on acomprehensive health information and education, including prevention and management of STDs like HIV and AIDS, and the rights under the law	GASS: General Administration and Support Services	Conduct of GAD Training:	Number of participant from OAMSS - At least 1	Attendance of OAMSS personnel in one (1) Seminar-Workshop on SOGIE and Briefing on HIV and AIDS last December 13, 2019 where they were briefed, oriented and capacitated on GAD issues and principles (SOGIE and the rights under the law on HIV, AIDS)	300,000.00 GAA	245,500.00 GAA	Office of Asset Management and Support Services	Done.
147	Section 24 of Republic Act 9710, Magna Carta of Women, on womens right to education and training.	Limited participation in gender sensitive training and seminars	Increased number of personnel participating in gender sensitive training and seminars	GASS: and STO	OEA GAD Activity on 23-24 November 2019	Number of gender related seminars conducted - At least 2	Conducted Women's Weaving Community of Mahabang Kahoy Cerca in Indang, Cavite and GAD Seminar facilitated by Atty. Eric Peralta	370,000.00 GAA	321,964.60 GAA	Office of European Affairs	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
148	Section 11 of the Magna Carta of Women. Participating and Representation The State shall undertake temporary special measures to accelerate the participation and equitable representation of women in all spheres of society particularly in the decision-making and policy-making processes in government and private entities to fully realize their role as agents and beneficiaries of development.	Limited participation and representation of women in the top management of government service to fully realize their role as agents and beneficiaries of development	Increase participation and representation of women in the top management of government service to fully realize their role as agents and beneficiaries of development	GASS: and STO	Launch of Ambassador Delia Albert's Book "Women in Diplomacy: The Remarkable Ambassadors in the Philippine Foreign Service"	Number of personnel who attended the launch - 100	Ambassador Delia Albert's Book "Women in Diplomacy: The Remarkable Ambassadors in the Philippine Foreign Service" was launched last 11 October 2019 at Carlos P. Romulo Library, Department of Foreign Affairs	300,000.00 GAA	97,090.00 GAA	Human Resources Management Office	Done. Variance in the approved budget and actual expenditure is due to the low cost of the procured catering services (Filipino merienda) for the launch.
149	Section 22 (b.2) of the Magna Carta of Women- The State shall ensure Support services that will enable women to balance their family obligations and work responsibilities including, but not limited to, the establishment of day care centers and breast-feeding stations at the workplace, and providing maternity leave pursuant to the Labor Code and other pertinent laws	Limited access to support services that allow women personnel to cope with multiple burden brought about by the myriad of duties at work and at home	Increase access to support services that allow women personnel to cope with multiple burden brought about by the myriad of duties at work and at home	GASS: and STO	Provision of salary for the additional Day Care Child Minder hired in 2019	Number of Day Care Child Minder hired - 1	Additional Day Care Child Minder hired last September 2019	300,000.00 GAA	63,427.20 GAA	Human Resources Management Office	Done. Actual cost/expenditure covers the monthly salary of child minder hired from September-December 2019. Cost was charged to HRMO's funds instead of GAD funds.
150	Pursuant to Section 4(i) of the Magna Carta of Women, Gender responsive foreign policy and measures to empower women and integrating such objectives of the Department of Foreign Affairs and its sub-units	Enhanced partnerships forged by the Department with gender transactions	Integrated gender in the objectives of the Departments and its sub-units, programming and implementation cycles through its strong participation and involvement in international and national discussions on gender and gender-related issues.	GASS: General Administration and Support (GAAS) and Support to Operations (STO)	Strong Philippine participation in international meetings and conferences attended/convened that may have gender related issues	Number of outcome documents benefitting women produced in bilateral, regional, and multilateral negotiations - At least 2	Participation in the following WEF meetings: Policy Partnership on Women and the Economy, Women in STEM Global Innovation Through Science and Technology Competition, Workshop: APEC Gifts A(Women in Smart Agriculture, PPDWE Public Private Dialogue on Women and the Economy, Healthy Women, Healthy Economies Research Prize Finalist Presentations, Competition: APEC Best Award	100,000.00 GAA	100,000.00 GAA	Office of the Undersecretary for International Economic Relations	Done.

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151	Pursuant to Section 22 (a and b) on the right to decent work and Section 24 on the right to education and training of the Magna Carta of Women	Lack of opportunities of women workers for better prospects for personal development and social integration, Multiple burden of mostly women personnel, as they perform their duties and responsibilities within their family and at work, which easily expose them to burn-out and the difficulty in managing stress	Address personal and practical development needs of employees that enhance work-life balance	GASS: General Administration and Support (GAAS) and Support to Operations (STO)	GAD Training	Number of female personnel who attended the seminar - At least 10	Diversity and Inclusion Session, Day 1 of the UNIO teambuilding 24 August 2019 UNIO Learning Session on Unboxing: Gender Stereotyping and the Unconscious Bias 17 December 2019	221,500.00 GAA	271,000.00 GAA	Office of the United Nations and International Organizations	Done.
152	National Council on Disability Affairs (NCDA) celebration of 41st National Disability Prevention and Rehabilitation (NDPR) Week	Inadequate knowledge of clients on the celebration of 41st National Disability prevention and Rehabilitation (NDPR) Week Limited DFA participation in 41st National Disability prevention and Rehabilitation (NDPR) Week	Institutionalize participation in the celebration National Disability Prevention and Rehabilitation (NDPR) Week	MFO: Delivery of Consular, ATN and other related services	Display of the official tarpaulin banner of the event themed Kabalikat sa Pagtupad ng Karapatan ng mga Taong May Kapansanan at the facade of DFA CO Angeles from 15 to 23 July 2019, Showing of Official Banner at the queuing monitors of Processing and Encoding Sections from 15 to 23 July 2019	Number of information dissemination conducted - Timely information dissemination among passport clients and display of the official streamer for the celebration, Timely information dissemination and commemoration of 41st National Disability prevention and Rehabilitation (NDPR) Week	Increased awareness of the public regarding the celebration of 41st National Disability Prevention and Rehabilitation (NDPR) Week , Increased awareness of DFA CO Angeles personnel regarding the celebration of 40th National Disability prevention and Rehabilitation	5,240.00 GAA	5,240.00 GAA	Consular Office in Angeles	Done.
153	EO NO. 45 Section 1, d: DFA Consular Offices to provide ATN services to Filipinos	EO NO. 45 Section 1, d: DFA Consular Offices to provide ATN services to Filipinos	Provide immediate assistance to the next-of-kin of the OFW and fast coordination with OUMWA	MFO: Delivery of Consular, ATN and other related services	Designation of ATN officer and alternate ATN officer in case the latter is not available to immediately assist the requesting NOK of the OFW	Efficiency of service - Fast and efficient assistance to Next Of Kin (NOK) of OFW	34 fax communications were sent to OUMWA cc Post as of December 2019, 34 ATN cases attended as of December 2019	279,195.00 GAA	279,195.00 GAA	Consular Office in Angeles	Done. 75% Attribution
154	Section 37 of the IRR of RA 9710 or the Magna Carta of Women - The agency shall ensure that all members of the GFP undergo capacity building programs on gender and development	To stay apprised of laws and mandates and gender-responsive institutional environment	Forge working relationship with relevant host country authorities and NGOs and request them to be resource persons to help teach au pairs and explain processes and why there are documents required	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Skills training for Consular personnel in handling ATN Cases-Consular Retooling to take stock and be apprised with new procedures in relation to gender sensitivities	Number of seminars or training attended/ conducted stated in the list - At least 1 seminar or training attended/ conducted stated in the list	N/A	30,000.00 GAA	0.00 GAA	Consular Office in Calasiao	Not Done. Not realized

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155	Section 37 of the IRR of RA 9710 or the Magna Carta of Women - The agency shall ensure that all members of the GFP undergo capacity building programs on gender and development	Lack of education and enabling environment	Educating OFMS employees to achieve financial independence	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Financial Literacy Course: Investing in Stocks (1 day) and	Number of participants from OFMS per seminar - At least 90% of participants from OFMS per seminar	Conducted KATROPA seminar with the Commission on Population and Development (POPCOM) on 14 September 2019.No. of participants: 93	200,000.00 GAA	509,977.21 GAA	Office of Financial Management Services	Done. This activity was not implemented due to time constraints. OFMS conducted another GAD activity instead: a lecture/briefing seminar on Kalalakhing Tapat sa Responsibilidad at Obligasyon sa Pamilya (KATROPA). This activity aimed to promote male involvement in maternal and child health care, as well as the promotion of responsible parenting with the goal of eliminating violence against women and children.
156	Section 4.2 of the PCW-NEDA-DBM Joint Circular 2012-01 and Section 37 of MCW-Gender Focal Point Officer duly trained on GAD shall be designated as the gender focal point in the consular section of Philippine Embassies or Consulates. Said officer shall be primarily responsible in handling gender concerns of migrant workers.	Need for systematic and effective approach on GAD program formulation, planning, budgeting, and implementation	Capacity building for personnel on GAD issues	GASS: Coordination, integration, planning and monitoring of foreign policy	GAD Planning and Budgeting Workshop, or GenderSensitivity Training for Personnel	Percentage of personnel attendants from Post - At least 90% of Post personnel (total of 15) attended the training	Conference on Ending Sexual and Gender-based Violence (SGBV) in Humanitarian Crises, 7th Annual Embassy Seminar on Assisted Voluntary Return and Reintegration, 21 Oct 2019, Workshop on Institutionalizing Inclusive Peace and Security: The Role of Legislators in Supporting the Women, Peace and Security Agenda, Activities and meetings of Ambassador Batoon-Garcia with Women Ambassadors Group in Oslo, Participation of Ambassador Batoon-Garcia as speaker in the launch of the Women in Diplomacy book	60,000.00 GAA	1,507,292.00 GAA	Philippine Embassy in Oslo	Done. Difference between approved budget and actual cost of GAD activity is due to inclusion of actual cost of personnels participation in GAD PAPs.

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	1	2	3	4	5	6	7	8	9	11	12
157	Section 4.2 of the PCW-NEDA-DBM Joint Circular 2012-01 and Section 37 of MCW-Gender Focal Point Officer duly trained on GAD shall be designated as the gender focal point in the consular section of Philippine Embassies or Consulates. Said officer shall be primarily responsible in handling gender concerns of migrant workers.	Lack of knowledge on personal security and defense	Capacity building in Gender and Development Upgrade personnel skills and knowledge on personal security and defense Heighten awareness of security and situational awareness	GASS: Coordination, integration, planning and monitoring of foreign policy	Conduct of personal security and self-defense training	Number of seminars conducted - One seminar conducted for Embassy personnel	Conduct of two personal security and self-defense seminars for Embassy personnel on 29 March and 5 April 2019	122,137.20 GAA	121,094.96 GAA	Philippine Embassy in Ottawa	Done.
158	Section 4.2 of the PCW-NEDA-DBM Joint Circular 2012-01 and Section 37 of MCW-Gender Focal Point Officer duly trained on GAD shall be designated as the gender focal point in the consular section of Philippine Embassies or Consulates. Said officer shall be primarily responsible in handling gender concerns of migrant workers.	Lack of awareness of womens health issues	Increase awareness of health issues unique to women and develop strategies to address them	GASS: Coordination, integration, planning and monitoring of foreign policy	Conduct of a Womens Health Seminar	Number of seminars conducted - One seminar conducted for Embassy personnel	Seminar conducted on 31 October 2019 by Dr. Rachel Deniega, in observance of Breast Cancer Awareness Month	43,256.93 GAA	41,044.71 GAA	Philippine Embassy in Ottawa	Done.
159	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.	Lack of knowledge, skills, and training among Embassy personnel on how to fully implement the Magna Carta of Women and other relevant laws	To provide Embassy personnel with knowledge and skills in in public diplomacy to deal with the challenges and issues facing women in the family and the work place.	GASS: Coordination, integration, planning and monitoring of foreign policy	Conduct of an Echo Seminar on GADPlanning and Budgeting, July 2019	Number of echo seminars conducted for Embassy personnel - At least one echo seminar was conducted for Embassy personnel	N/A	20,800.00 GAA	0.00 GAA	Philippine Embassy in Washington DC	Not Done. Not realized
160	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.	Gaps in training opportunities for women employees on maritime-related issues	More female staff are involved in career advancement opportunities on maritime-related issues	GASS: Coordination, integration, planning and monitoring of foreign policy	Conductlecture on "Women in the Maritime Sector"	Number of participants per lecture - At least 30 participants per lecture	Conducted Making Waves: A Forum on Women in the Maritime Sector during the commemoration of the Maritime and Archipelagic Nation Awareness Months, held on 25 September 2019. Attended by 70 participants composed of 57 females and 14 males.	38,500.00 GAA	38,500.00 GAA	Maritime and Ocean Affairs Office	Done.

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	1	2	3	4	5	6	7	8	9	11	12
161	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 knowledge and awareness that is integral for a gender-responsive programs and policies	Sustainability of GAD trainings Gender-responsive institutional environment Institutionalization of Gender and Development within the DFA	GASS: Coordination, integration, planning and monitoring of foreign policy	Regional Seminar on GAD Mainstreaming in rendering Consular Services at Foreign Service Posts	Number of seminars conducted for personnel in the Foreign Service Posts - At least 4 Regional Seminars conducted and attended by eighty-five (85) Foreign Service personnel	N/A	22,000,000.00 GAA	0.00 GAA	Undersecretary for Administration, Human Resources Management Office, Foreign Service Posts	Not Done. No regional retooling was held
162	UN Convention to Eliminate all forms of Discrimination Against Women (CEDAW)	Lack/limited knowledge and awareness by both the Filipino women migrant workers and the local government agencies of womens rights and international laws on human rights	Greater awareness on international agreements concerning women rights and GAD related issues	MFO: Diplomatic and Consular Services (MFO 2) General Administration and Support (GAAS) and Support to Operations (STO)	Participation in the DFAs Women in the Philippine Foreign Service Campaign/#WeMakeChangeWorkforWomen Campaign,	Number of reports prepared-at least one (1) GAD-related report every month	Participation of Consul Mary Jennifer Dingal, Finance Officer Clarissa Villamor and Legal Officer Chares Marie Torres-Elacion in the Women in the Philippine Foreign Service CampaignReports (2):-Saudi women reforms-Separation in Saudi municipal councils endPress Releases (7)	46,280.51 GAA	46,280.51 GAA	Philippine Consulate General in Jeddah	Done.
163	High vulnerability of women migrant workers to exploitation including vulnerability to trafficking, de-skilling of professionals, feminization of permanent migrants, return and reintegration concerns	Inadequate knowledge and training of front line Embassy personnel in handling and resolving critical cases involving women.	Knowledge and know-how of frontline Embassy personnel to handle and resolve critical cases involving women.	GASS: Coordination, integration, planning and monitoring of foreign policy	Conduct of CriticalCase Handling Training for Embassy Staff	Percentage of Embassy frontline personnel trained on handling critical cases - At least 90% of Embassy frontline personnel were trained on handling critical cases	N/A	26,000.00 GAA	0.00 GAA	Philippine Embassy in Pretoria	Not Done. Not implemented.
164	Difficulty in protecting/promoting migrant workers' rights especially in Middle East and North African Posts and other non-English speaking Posts.	Limited knowledge on the culture, laws and native language of the host country in non-English speaking Posts.	Enhanced effectiveness in addressing gender-based violence reported to Posts Ensure that services provided are gender-responsive, rights-based and culture sensitive	GASS: Coordination, integration, planning and monitoring of foreign policy	Foreignlanguage program for non-English speaking Posts	Number of Post's personnel attendants in Norwegian A1-1 and/or A1-2 (first and second levels) language class. - At least 90% of Post personnel (total of 15) attended the training	N/A	364,000.00 GAA	0.00 GAA	Philippine Embassy in Oslo	Not Done. Not implemented

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	1	2	3	4	5	6	7	8	9	11	12
165	Gender-responsive foreign policy and integrating such in the objectives of the Department of Foreign Affairs and its sub-units	Lack of systematic referral by Regional and Municipal Offices providing various and multiple services/ assistance to OFW women such as financial, psychosocial, legal, ESB, livelihood and reintegration	Establishment of a systematic referral system and flow observed and implemented by Regional and Municipal offices providing multiple assistance to OFWs, particularly women and their/ with children	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Review and Improve the current practice of individual regional and municipal offices providing assistance to OFW women to come up with a unified system for offices responsible to assist OFWs particularly women	Memorandum of Understanding (MOU) on the use of the duly revised/ improved OFWs assistance referral procedure and flow-Signed Memorandum of Understanding (MOU) among Regional and Municipal Offices on the use of the duly revised/ improved OFWs assistance referral procedure and flow	N/A	30,000.00 GAA	0.00 GAA	Consular Office in Tacloban	Not Done. Not prioritized
166	Section 4.4. of PCW-NEDA-DBM Joint Circular 2012-01 Institutionalizing GAD Database/Sex Disaggregated Data for an effective GAD Planning	No examination conducted on Post's level of gender mainstreaming or the extent of the gender-responsiveness of its policies, programs and projects, the level of gender awareness and competence of its personnel and the presence of enabling mechanisms that support gender mainstreaming	Guide/Basis in the implementation of capacity development programs and in enhancing the gender-responsiveness of Post's policies, programs, and services	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of Genderaudit of Post	Number of document produced as a result of the audit - At least one document was produced after the audit such as training plan for personnel and/or GAD plan and budget		100,000.00 GAA	0.00 GAA	Philippine Embassy in Moscow	
167	Section 31 of RA 9710 MCW - Women in Especially Difficult Circumstances, providing for services and interventions to WEDC	Difficulty in protecting the rights of migrant workers due to language	Continue to improve the language skills of Embassy Personnel that could help I communicating with local authorities in handling and processing documents for Filipinos in distress	GASS: Coordination, integration, planning and monitoring of foreign policy	Continued 6-month lecture on Vietnamese language for EmbassyPersonnel	Number of participants attending the lecture - At least 80% of Post's personnel attended the lecture	Non-Availability of Vietnamese language teacher who could teach after office hours. Conflict with the Embassy personnel's schedule was also one reason why this was not implemented.	130,000.00 GAA	0.00 GAA	Philippine Embassy in Hanoi	Not Done. Non-Availability of Vietnamese language teacher who could teach after office hours. Conflict with the Embassy personnel's schedule was also one reason why this was not implemented.

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	1	2	3	4	5	6	7	8	9	11	12
168	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	Lack of information / awareness / program on gender mainstreaming in the Department	Regular Increase DFA participation in advocacies promoting gender and development	GASS: Coordination, integration, planning and monitoring of foreign policy	RCO Cebu personnel meeting / office assessment on gender-mainstreaming activities and GAD-related concerns in the RCO	Number of staff meetings conducted to discuss gender mainstreaming activities/programs in the Consular office - At least one staff meeting was conducted discussing the gender mainstreaming activities/programs of the Consular Office	N/A	3,000.00 GAA	0.00 GAA	Consular Office in Cebu	Not Done. Not prioritized
169	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	Individual gender advocates in some work units have gender knowledge and expertise but institutional gender knowledge has yet the organizational fabric and translates into gender-responsive institutional policies	Enhanced gender sensitivity and strengthened gender competence based on training needs analysis of the Department's mandate, functions and personnel requirements	GASS: Coordination, integration, planning and monitoring of foreign policy	Implementation of identified programs and recommendations identified in gender audit: regular GST for all personnel and new hires	Number of Gender Sensitivity Trainings conducted for personnel and newly-hired personnel to improve consular and ATN services - At least two (2) Gender Sensitivity Trainings was conducted for personnel and newly-hired personnel to improve consular and ATN services	N/A	15,000.00 GAA	0.00 GAA	Consular Office in La Union	Not Done. Not prioritized.
170	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	Lack of knowledge, skills, and training among Embassy personnel on how to fully implement and mainstream the Magna Carta of Women and other laws in accordance with the Department's mandate	Sustainability of GAD trainings Institutionalization of Gender and Development (GAD) within the DFA Gender-responsive institutional environment	GASS: Coordination, integration, planning and monitoring of foreign policy	Echo Seminar on GAD Training for Embassy personnel	Percentage of Embassy personnel attended the echo seminar - At least 90% of the 13 Embassy personnel attended the echo seminar	N/A	52,000.00 GAA	0.00 GAA	Philippine Embassy in Muscat	Not Done. No GAD retooling was scheduled for 2019

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171	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	Lack of knowledge, skills, and training among Embassy personnel on how to fully implement and mainstream the Magna of Carta of Women and other laws in accordance with the Department's mandate	Gender-responsive institutional environment	GASS: Coordination, integration, planning and monitoring of foreign policy	Seminar on Laws that affect Women in Oman	Percentage of Embassy personnel participated in the seminar - At least 90% of the 13 Embassy personnel attended the seminar	Reports, and event organization	29,618.27 GAA	29,618.27 GAA	Philippine Embassy in Muscat	Done.
172	Inadequate knowledge and competence to mainstream GAD related concerns and lack of awareness of issues surrounding Filipina Marriage Immigrants in Korea.	Lack of appreciation of GAD issues/concerns and training on gender mainstreaming and other relevant GAD concepts	Continuous training of Embassy personnel to make them more gender-responsive in dealing with issues surrounding Filipina workers and marriage immigrants in South Korea	GASS: Coordination, integration, planning and monitoring of foreign policy	Conduct of GAD mainstreaming and planning seminar for Embassy personnel	Number of participants per workshop - At least 50 participants per workshop	The Embassy, in partnership with other offices, has organized forums and other activities that aim to educate Filipinas in South Korea to deal with gender issues as well as raise their awareness on their rights as women.	366,943.08 GAA	366,943.08 GAA	Philippine Embassy in Seoul	Done.
173	The WTO Agreements lack provisions on gender equality, particularly those which highlight the important role that international trade plays to empower women economically.	The WTO Agreements only focus on providing preferential treatment based on Members' level of development and not on any other factor	Text highlighting "gender equality" or "women's economic empowerment" is incorporated in negotiations for future binding WTO rules (without prejudice to PH positions in other important negotiating bodies).	MFO: Foreign Relations Strengthened to promote national development and international cooperation	Continued active engagement in discussions/negotiations in WTO committees to mainstream the concept of "Trade and Women's Economic Empowerment" at the WTO	Number of discussions/negotiations attended- At least one discussion/negotiation attended by Post's GAD Focal Point Officer on the operationalization of the Joint Declaration on trade and Women's Economic Empowerment at WTO committees (if adopted at the 11th WTO Ministerial Conference (MC11) on 10-13 Dec. 2017 at Buenos Aires, Argentina).	Geneva WTO-PMs GFPO and other Mission officers participated in workshops related to trade	80,000.00 GAA	40,037.84 GAA	Philippine Mission to World Trade Organization in Geneva	Done. This GAD activity is ongoing. The date of conclusion of negotiations on binding rules cannot be determined yet.

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174	Fulfill international obligations, i.e. International Convention on the Rights Migrant Workers and their Families, and SDGs.	Institutionalization of required net-working, linkage and cooperation mechanisms to address services gap	Institutionalize cooperation mechanisms with international organization partners and embassies in Cairo Policies and programs that incorporate a gender perspective, combat gender-based violence and establish appropriate measures for the protection of women migrant workers towards ensuring that services are gender-responsive, rights-based and culture-sensitive	MFO: Foreign Relations Strengthened to promote national development and international cooperation	Forum among Embassies of migrant-sending countries (ex. Indonesia, Bangladesh, Sri Lanka) and international organizations (ex. ILO, IOM) on migrant women's issues	Number of fora attended/organized among Embassies of migrant-sending countries and international organizations- At least one forum was attended/organized among Embassies of migrant-sending countries and international organizations	Not implemented	52,000.00 GAA	0.00 GAA	Philippine Embassy in Cairo, Egypt	Not Done. Not implemented
175	Limited knowledge on Gender and Development and its relevance on Philippine Foreign Policy	Lack of awareness of Post personnel on womenomics and business opportunities for women	Increase awareness of Post personnel on womenomics and business opportunities for women	GASS: Coordination, integration, planning and monitoring of foreign policy	Seminar on Womenomics and Business Opportunities for Women	Percentage of Embassy personnel attended the seminar - At least 90% of the 27 Embassy personnel have attended the seminar	N/A	364,000.00 GAA	0.00 GAA	Philippine Embassy in Singapore	Not Done. Not implemented
176	Limited knowledge on Gender and Development and its relevance on Philippine Foreign Policy	Inadequate training programs for Embassy personnel prioritization of consular services	To create more awareness on Gender issues among Embassy personnel	GASS: Coordination, integration, planning and monitoring of foreign policy	Training on Gender Analysis and Gender Mainstreaming	Percentage of Embassy personnel attended the training - At least 90% of the 27 Embassy personnel have attended the training	N/A	364,000.00 GAA	0.00 GAA	Philippine Embassy in Singapore	Not Done. Not implemented
177	Difficulty in protecting/promoting migrant workers' right at Post	Limited knowledge on the culture, laws and native language of the host country	Ensures that services provided are gender-responsive rights-based and culture-sensitive, Enhanced effectiveness in addressing gender-based violence	PAP: Protection of the rights and promotion of welfare of overseas Filipinos	Arabic Language Level 2 , Arabic Language Level 4 , Legal Forum on Bahrains Labor Laws Legal Consultation with Local Authorities on the Relevant Bahrain Laws affecting Overseas Filipinos	Number of legal consultations/meetings organized - At least one legal consultation/meeting was organized by Post with local authorities Number of language classes - At least 2	Improved Consular, ATN and Administrative Services to Embassy clients , Improved ATN/Consular services, particularly to women migrant workers Conducted 2 Arabic Language classes	470,644.20 GAA	470,644.20 GAA	Philippine Embassy in Manama, Bahrain	Done.
178	Difficulty in protecting/promoting migrant workers' right at Post	Inability to speak the local language	Improve understanding of the local language	GASS: Coordination, integration, planning and monitoring of foreign policy	Nihongo Classes (Novice and N5 Level Review Classes)	Number of Embassy personnel enrolled in Nihongo Classes- At least 10 participants attended	N/A	104,000.00 GAA	0.00 GAA	Philippine Embassy in Tokyo	Not Done. Not realized.

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	1	2	3	4	5	6	7	8	9	11	12
179	Significant knowledge gaps in climate change mitigation efforts and gender	GAD Focal Points lack training on climate change mitigation efforts and how gender is relevant in these efforts	Well-trained GAD Focal Points with understanding and knowledge of GAD issues in climate change mitigation	GASS: Coordination, integration, planning and monitoring of foreign policy	Develop or enroll in existing training programs for GAD Focal Points regarding gender and climate change	Number of intensive training program attended by GAD Focal Points - At least 1 intensive training program attended by GAD Focal Points	N/A	208,000.00 GAA	0.00 GAA	Philippine Consulate General in Los Angeles	Not Done.
180	Lack of training for PCG Personnel on gender and climate change	PCG personnel need training on GAD and climate change as Southern California is one of the areas with frequent natural disasters.	Well-trained PCG personnel with understanding and knowledge of GAD and enable them to adopt it in their work.	GASS: Coordination, integration, planning and monitoring of foreign policy	Conduct an echo training on GAD and climate change	Number of GAD training program for PCG personnel - At least one GAD training program for PCG personnel per year	N/A	52,000.00 GAA	0.00 GAA	Philippine Consulate General in Los Angeles	Done.
181	Difficulty in protecting/promoting migrant workers rights	Inability to speak the local language	Learn the local language	MFO: Foreign Policy Services	Basic Hebrew Language Course	Number of courses given - At least 1	5 DFA personnel, 1 pOLO, 2 OWWA, 1 DAFA attended the course	203,470.00 GAA	214,045.65 GAA	Philippine Embassy in Tel Aviv	Done.
182	Difficulty protecting/promoting migrant worker's rights in non-English speaking Posts	Limited knowledge of Embassy personnel on the laws and culture, i.e., language, of host country	Increase the efficiency and effectiveness of Embassy personnel in handling ATN and other consular cases/issues	GASS: Coordination, integration, planning and monitoring of foreign policy	Enrollment of Embassy personnel in Bahasa Indonesia language courses	Number of personnel enrolled in Bahasa Language course - At least eight Embassy personnel to undergo basic and/or advance Bahasa Indonesia language training	Ten (10) personnel successfully completed Bahasa Indonesia Language Programs (Beginner Levels 1 &2)	130,000.00 GAA	440,791.81 GAA	Philippine Embassy in Jakarta	Done. Funding for the course fee was sourced from the 2019 FSI Language Scholarship Program Participants: 10 Embassy personnel Duration of the course: 32 hours
183	Difficulty protecting/promoting migrant worker's rights in non-English speaking Posts	Limited knowledge on Bahasa language	Personal and professional growth of Post's men and women personnel	GASS: Coordination, integration, planning and monitoring of foreign policy	Language class/workshop	Number of workshops conducted per year - At least 2 workshops conducted per year		208,000.00 GAA	0.00 GAA	Philippine Embassy in Kuala Lumpur	
184	Difficulty protecting/promoting migrant worker's rights in non-English speaking Posts	Limited knowledge on the culture, laws, and native language of host country in non-English speaking Posts	Improved assistance to nationals, including in the provision of the necessary services and interventions for victims of gender-biased violence discrimination Enhanced effectiveness in addressing gender-based violence reported to Post	GASS: Coordination, integration, planning and monitoring of foreign policy	Khmer language training	Number of hours of language training - At least 100 hours of language training Number of participating personnel from Post - At least five participating personnel from Post	N/A N/A	104,000.00 GAA	0.00 GAA	Philippine Embassy in Phnom Penh	Not Done. Post conducted language course to FilCom

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185	Section 22 of RA9710 of Magna Carta of Women (MCW) on right to decent work particularly in ensuring support services to protect women from occupational and health hazards.	Limited washrooms available to the Embassy's women personnel	Improve health conditions and well-being of women personnel in Post	GASS: Coordination, integration, planning and monitoring of foreign policy	Additional Ladies' lavatory	Number of additional ladies' lavatory added - At least one additional ladies' lavatory added	Ladies washroom (proposed in 2017, to be implemented in 2020). Additional client washroom under construction in 2020	260,000.00 GAA	0.00 GAA	Philippine Embassy in Kuala Lumpur	Not Done.
186	Need for gender parity in the IAEA Secretariat	Internal issues within the organization secretariat and need for greater buy-in from Member States	Contribution by the Philippines ensuring achievement of gender parity within the IAEA Secretariat	MFO: Foreign Relations Strengthened to promote national development and international cooperation	Support for IAEA GC Resolution on Women	Resolution on Personnel for the G77 and China - Draft Resolution on Personnel for the G77 and China to introduce stronger language on achieving gender parity targets at the Committee of the Whole G77 and China	N/A	207,400.00 GAA	0.00 GAA	Philippine Embassy in Vienna	Not Done. Not implemented
187	Need for gender mainstreaming in UNIDO	Internal issues within the organization secretariat and need for greater buy-in from Member States	Contribution by the Philippines to ensuring that gender mainstreaming is applied further in UNIDO	MFO: Foreign Relations Strengthened to promote national development and international cooperation	Support for UNIDO GC Resolution on Gender	Co-sponsorship by Philippines of resolution on gender during the UNIDO General Conference - Actual co-sponsorship by Philippines of resolution on gender during the UNIDO General Conference	Not implemented but Post participated in United Nations Women's Guild International Charity Bazaar with 100 people attended	207,000.00 GAA	9,822.83 GAA	Philippine Embassy in Vienna	Done.
188	Basic Self Defense and Disaster Preparedness	Personnel at Post are not trained in the aspects of security and self defense	Awareness and importance on the security issues	MFO: Organization and family members	Lecture-Seminar on Security for Foreign Diplomats	Number of lectures conducted - At least 1	lecture conducted and video presentation on actual situations, various preparations to be done on the cases of emergencies and natural disasters	25,500.00 GAA	25,500.00 GAA	Philippine Consulate General in Houston	Done.
189	Need for the best suited GD intervention for clients	Lack of a proper gender audit to establish a sound GAD agenda and identify priority client-focused interventions	Increased client satisfaction of beneficiaries of the pilot intervention (post-gender-audit)	MFO: Foreign Relations Strengthened to promote national development and international cooperation	Implementing Phase 1 of the pre-identified top priority client-focused project based on the recommendations of 2018 gender audit report	Number of beneficiaries expressing their satisfaction of the initial pilot intervention - At least 80% of beneficiaries express their satisfaction of the initial pilot intervention	N/A	104,000.00 GAA	0.00 GAA	Philippine Embassy in Paris	Not Done. Not implemented, Upon the assessment of the sensitivities of female personnel/ family, Post decided that a GAD survey would be more beneficial and cost-effective.

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190	Need to strengthen initiatives on women's rights in ASEAN through the ASEAN Intergovernmental Commission on Human Rights (AICHR) and pursuant to its Terms of Reference, specifically on 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; item 4.4 on promoting capacity building for the effective implementation of international human rights treaty obligations undertaken by ASEAN Member States; and item 4.12 on preparing studies on thematic issues of human rights in ASEAN	In ASEAN, AICHR has succeeded in human rights promotion, but its protection mandate, especially on women's rights needs strengthening	To advance AICHR's protection mandate on strengthening women's rights protection in ASEAN	MFO: Foreign Policy Relations Strengthened to promote national development and international cooperation	Conduct of thematic studies on strengthening women's rights protection in ASEAN upon approval by the AICHR through its priority programmes for 2019	Number of reports and recommendations on ASEAN Intergovernmental Commission on Human Rights (AICHR) and implementation of appropriate ASEAN Sectoral Bodies - At least one report and recommendation on ASEAN Intergovernmental Commission on Human Rights (AICHR) and implementation of appropriate ASEAN Sectoral Bodies	Attendance in various ASEAN events/meetings/dialogues	977,500.00 GAA	1,074,987.31 GAA	Office of ASEAN Affairs	Done.

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192	DFA Strategic Plan 2017-2022. Protection and promotion of the rights of Overseas Filipinos, including Filipino Migrant Workers	Limited involvement of the ATN section in gender mainstreaming and implementation of GAD PAPs	Increase involvement of ATN section in gender mainstreaming and implementation of GAD PAPs	MFO: GASS: General Administration and Support (GAAS) and Support to Operations (STO).	Provision of ATN Services including but not limited to assisting in claims for financial support, whereabouts, jail visitation, counseling, providing food and shelter, upgrading of skills, repatriation, employment-related dispute resolution or mediation, and referral to appropriate institutions in the United Arab Emirates and in the Philippines	Number of Embassy personnel who provides ATN services to Filipinos in distress- At least 2 Embassy personnel	Two (2) Embassy personnel oversee the Migrant Workers and Other Overseas Filipinos Resource Center which shelters 200 awards on a monthly basis	6,206,664.01 GAA	6,206,664.01 GAA	Philippine Embassy in Abu Dhabi	Done. Emoluments of 2 Embassy personnel under ATN Section handling the MWOFRC
193	DFA Strategic Plan 2017-2022. Protection and promotion of the rights of Overseas Filipinos, including Filipino Migrant Workers	Limited involvement of the ATN section in gender mainstreaming and implementation of GAD PAPs	Increase involvement of ATN section in gender mainstreaming and implementation of GAD PAPs	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Provision of ATN Services including but not limited to assisting in claims for financial support, whereabouts, jail visitation, counseling, providing food and shelter, upgrading of skills, repatriation, employment-related dispute resolution or mediation, and referral to appropriate institutions in Milan, Italy and in the Philippines	Number of Consulate personnel who provides ATN services to Filipinos in distress- At least 2 Consulate personnel	Two (2) Consulate personnel oversee the Migrant Workers and Other Overseas Filipinos Resource Center. Assistance rendered (female): Repatriation - 24 Shipment of Remains - 30 Welfare assistance-100 Home/Jail/Hospital visits- 15	4,059,419.67 GAA	4,059,419.67 GAA	Philippine Consulate General in Milan	Done. Emoluments of 2 Consulate personnel under ATN Section

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194	Observations on level of morale and health of personnel due to work-related stress and the harsh cold environment, thereby affecting family life and relationships.	Work-related stress and the harsh cold environment, and how it affects work-life balance of personnel, which affects their respective households.	To improve the morale of personnel by promoting the importance of health and conducting morale-building activities to boost their mental and emotional balance, which would positively affect engagements with both clients and families.	MFO: Diplomatic and Consular Services	An organization-focused seminar discussion meant to further assist and equip Posts personnel with the necessary skills and right mindset in providing excellent customer service	Number of activities conducted - At least 2 activities with 17 participants each activity	GAD Seminar for 2019 titled Client-Centric Approach: A Reflexive Practice Using Filipino Psychology and Consumer Psychology, Transformative Leadership, Weekly Zumba Classes every Friday after Office Hours, As part of its wellness program, it organized a flu vaccination for interested personnel in cooperation with the Filipino-Canadian partners of a branch of The Medicine Shoppe, a pharmacy in Calgary.	337,281.79 GAA	337,281.79 GAA	Philippine Consulate General in Calgary	Done. Emoluments of personnel who worked on the PAP
195	Post has observed an increase in the number of clients, who are in their senior years, requiring notarization/legalization of documents relating to property matters (e.g., Deed of Donation, Last Will and Testament, settlement of properties, etc.). Similarly, there are also a number of applicants requiring legalization of documents pertaining to adoption (including adoption by same-sex couples), waiver of parental authority, civil registration of marriages after divorce in Canada, and other documents containing statements/declarations that are contrary to or even in violation of Philippine laws and regulations.	Developments in Canada that have policy conflicts with Philippine laws and regulations.	To ensure that the Posts personnel are aware of these issues and equip them with the necessary knowledge in handling/processing notarial applications from the above-cited clients, the undersigned discussed provisions of the Philippine Constitution, Civil Code, Family Code, as well as recent Supreme Court decisions that are relevant to the topic.	MFO: Diplomatic and Consular Services	An organization-focused seminar discussion meant to further assist and equip Posts personnel with the necessary skills and understanding of legal bases for the services that Post provides.	Number of activities conducted - At least 1 with 15 participants	Notarization/Legalization of Documents with Focus on Property Matters, Civil Registration, and other Private Transactions of Filipinos Abroad. Basic Gender Sensitivity Training, 9 March 2019 meant to improve awareness on movements in support of Women's rights and gender issues and create a gender-responsive Post organizational culture and work environment and equip personnel with gender tools to have their gender competencies improved.	189,776.64 GAA	189,776.64 GAA	Philippine Consulate General in Calgary	Done. Emoluments of personnel who worked on the PAP

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196	To effectively and efficiently deliver consular and assistance to nationals services	Chongqing is a city in the southwest part of China with a population speaking mostly Mandarin or Chongqing language. A need to regularly update the knowledge of Posts personnel to improve the frontline consular services	To empower Posts personnel by learning the Host countrys language while performing their duties at Post, To improve the capability of Posts consular personnel especially those who are on the frontline to effectively and efficiently attend the need of Posts clientele	MFO: Diplomatic and Consular Services	Language Training Courses for Posts personnel in 2019,	Number of participants - At least 90 percent of Posts personnel	Posts personnel empowered by attending the seminar/training and it improved their knowledge on frontline services, particularly visa	409,808.72 GAA	409,808.72 GAA	Philippine Consulate General in Chongqing	Done.
197	Cultural barrier on communication, hindrance to delivery of immediate services to Post's clientele, and coordination with local authorities	Communication barrier between the Staff and Post's foreign clientele, including the local authorities	Bridge the communication gap between the local host people and our own staff	MFO: Diplomatic and Consular Services	Enroll Mandarin Class for all Guangzhou Personnel	Number of personnel enrolled in the Mandarin Class - at least 16	All 16 organic personnel of the Consulate, together with their spouses have taken the Mandarin Class, and continue to learn for the next level. They can now converse in basic Mandarin with clients, and have improved significantly their relations towards the public.	96,046.87 GAA	96,046.87 GAA	Philippine Consulate General in Guangzhou	Done.
198	Duty of the State to ensure that Filipinos overseas are properly documented to enable them to legally continue their stay in the host country. Majority (roughly 80%) of Posts clients are women who avail of Posts services to renew their passports or register vital events in the Philippine civil registry system.	As women, they are expected to meet their obligations with their family in Japan and in the Philippines, while complying with the demands of their workplace.	To streamline the process and requirements of availing consular-related services by Posts clients. Increase awareness and sensitivity among staff regarding the special needs and considerations of Posts women clients.	MFO: Diplomatic and Consular Services (MFO 2) and General Administration and Support (GAAS) and Support to Operations (STO)	Year-end assessment and planning	Number of plannings conducted - Conduct of a year-end assessment and planning seminar with staff and attached agencies (i.e., PTIC and DOT) with the aim of streamlining the process of consular services and ensure accountability and transparency to Posts clients	Scheduled on 27 November 2019	101,781.00 GAA	131,336.68 GAA	Philippine Consulate General in Osaka	Done.
199	Womens human rights, Women empowerment, Magna Carta of Women	There is a need for increased avenue for exchange of views regarding womens issues and other gender related topics	To ensure that a healthy discourse is available to discuss various womens issues and other topics related to Gender and Development	MFO: Wellington PE	Meetings and Fora on Womens Issues, Participation in various meetings and fora discussing womens issues and other topics related to Gender and Development	Number of personnel who attended - At least 1	Posts GAD Focal Point Officer and Alternate Focal Point Officer attended various meetings and fora on women and GAD	208,777.80 GAA	208,777.80 GAA	Philippine Embassy in Wellington	Done.
200	Women empowerment, Magna Carta of Women	There is a need for increased avenue for de-stressing and interaction w/ other women	trenghen camaraderie between ASEAN women and share best practices w/ each other	MFO: Wellington PE	ASEAN Ladies Circle Meetings	Number of meetings attended - At least 1	Posts female personnel and spouses participated in the meetings	746,630.90 GAA	746,630.90 GAA	Philippine Embassy in Wellington	Done.

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201	Women empowerment, Magna Carta of Women	There is a need for increased avenue for de-stressing and interaction w/ other women	To strengthen camaraderie among women in the Diplomatic Corps assigned in New Zealand and share best practices w/ each other	MFO: Wellington PE	Womens Diplomatic Network, Build rapport with UN Women for possible collaboration	Number of discussions conducted - At least 1	Discussed possible areas of collaboration	167,022.24 GAA	167,022.24 GAA	Philippine Embassy in Wellington	Done.
202	Women empowerment, Magna Carta of Women	There is a need for increased avenue for de-stressing and interaction w/ other women	To strengthen camaraderie between Diplomatic Spouses and share best practices amongst each other	MFO: Wellington PE	Diplomatic Spouses Association Meeting	Number of meetings attended - At least 1	Posts female personnel and wives of other personnel participated in the meetings	36,215.30 GAA	36,215.30 GAA	Philippine Embassy in Wellington	Done.
203	Women empowerment, Magna Carta of Women	Highlighting the achievements and successes of women in various fields, especially in Diplomacy	To highlight the achievements of women in Diplomacy	MFO: Wellington PE	Women in Diplomacy	Number of inputs submitted - At least 1	Post submitted its inputs to requested information by the Home Office	68,212.84 GAA	68,212.84 GAA	Philippine Embassy in Wellington	Done.
204	2018 DFA Participatory Gender Audit results showed that DFA personnel have feelings of stress and burnout	Almost all participants of the audit expressed feelings of multiple burdened/overburdened due to the demands of their work (physically, psychologically)	Provide coaching opportunities for DFA personnel by developing a pool of Internal Coaches to address the feelings of stress and burnout of personnel	GASS: and STO	Training of Trainers on Transition Coaching and Transition Coaching Sessions for Personnel at Post	Number of trainings conducted - Number of events conducted - 2Number of personnel who availed transition coaching sessions - 10Number of personnel who attended the training of trainers on transition coaching - 11	Pilot Transition Coaching Sessions for 10 personnel at Post was conducted last 28-20 October 2019 / Training of Trainers on Transition Coaching with 11 participants was conducted last 18-20 November 2019 at Tagaytay City and Follow-through sessions were conducted last 17-19 December 2019	2,750,000.00 GAA	2,187,000.00 GAA	Human Resources Management Office	Done.
205	Enforcement and implementation of GAD policies	Inadequate knowledge on GAD basic concepts	Attendance of GFPOs and/or alternates in more technical courses using GAD concepts and tools	GASS: and STO	Gender Responsive Planning and Budgeting Training Course conducted by the Women and Gender Institute, Miriam College	Number of personnel who attended - At least 1	Offices GFPO participated in the training held on 1-4 July 2020 in Quezon City.	12,000.00 GAA	10,966.00 GAA	Office of Middle East and African Affairs	Done.
206	Implementation of Offices GAD programs, projects and activities	Interpersonal conflict, work-related stress, low motivation and job satisfaction, performance issues, and poor job fit.	Promote better communication, better relationships and ultimately increase productivity	GASS: and STO	Promoting Gender in Workplace, Culture and Practice	Frequency of the activity- at least once	Two (2) activities were implemented as follows: 27 July 2019 at Villa Escudero, Quezon Province and 17-18 November at Pico de Loro, Nasugbu, Batangas	750,000.00 GAA	910,172.00 GAA	Office of Middle East and African Affairs	Done.

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207	Gender and Development (GAD), Gender Equality and Women Empowerment (GEWE), and Gender Mainstreaming are not yet fully understood by 100% of DFA personnel	Top management and senior-level managers are extremely busy and unable to attend GAD-related training. Lack of awareness leads to gap in mentoring across the board and lack of buy-in for gender mainstreaming	Gender-responsive leadership / management will lead to a more gender-responsive organization, which is inclusive, collaborative, and transformative. Enhanced gender mainstreaming within the DFA will result to greater institutional gender equality and women empowerment as well as a more gender-responsive service delivery to external clients and execution of foreign policy.	GASS: General Administration and Support (GAAS) and Support to Operations (STO)	Gender responsive leadership training/ retreat for senior officials in the Home Office including Undersecretaries and Assistant Secretaries, 10-11 August 2019	Number of trainings conducted - At least 1	Attendance at the retreat of all senior officials in the Home Office, including the Undersecretaries and Assistant Secretaries	2,000,000.00 GAA	31,227.00 GAA	Office of the Secretary	Done. Cost were charged in HRMO's Funds (Support to Offices' GAD PAPs)
208	Lack of knowledge on GAD concepts and gender sensitive issues	Gender sensitive issues are not discussed within the office.	Have a better/deeper understanding on GAD concepts and gender sensitive issues	MFO: Maintenance and Other Operating Expenses (MOOE) (OVSSpecial provision: Protection of the rights, promotion of welfare of overseas Filipinos)	3-day Gender Sensitivity Training (GST) for OVS Staff which will be administered by highly trained GST trainers	Number of activities conducted - At least 1	Conducted a 3-day GST for the following OVS officers and staff on 06-08 September 2019 at Club Balai Isabel, Talisay, Batangas	200,000.00 GAA	245,393.80 GAA	Overseas Voting Secretariat	Done.
209	Member-Composition of OV Team during regional OV trainings / Increase of number of overseas voters, male and female including PWD and Senior Citizens	Gender imbalance among participants of regional OV trainings, ration of men vs. women participants higher or lower. Since there is about 1.8 Million registered overseas voters, male and female, and some are senior citizens and/or PWDs, there is a need for OV Focal persons to know how to deal with them.	To create a gender-balanced setting in regional OV trainings. To educate Overseas Voting Focal Persons (participants of the training) on how to deal with male and female overseas voters	MFO: Maintenance and Other Operating Expenses (MOOE) (OVSSpecial provision: Protection of the rights, promotion of welfare of overseas Filipinos)	To include a customized GST module in the regional OV trainings held abroad	Number of hours allotted - Allot an 8-hour GST in the 4-day regional OV trainings	OVS in coordination with COMELEC conducted four (4) On-Site Regional Trainings for the Resumption of Continuing Registration for Qualified Overseas Filipinos for purposes of the 2022 National and Local Elections that were charged to OVS funds	1,170,700.00 GAA	949,202.95 GAA	Overseas Voting Secretariat	Done.
210	DFAs mandate performance pledge DFA CARES; DFA Core Values: Service and Excellence	Slow service to priority lane applicants because of lack of designated windows for priority lane applicants	Improve and fast delivery of service to priority lane applicants to avoid discomfort and long waiting time	MFO: Delivery of Consular, ATN and other related services	1. Designation of 2 Windows for Priority Lane Clients (Senior Citizens, PWDs, Pregnant and one (1) window exclusive for children 7 years old and below	Efficiency of service provided - Fast and efficient delivery of service to priority lane applicants	No. of priority lane applicants served since January to December 2019	3,382.00 GAA	3,382.00 GAA	Consular Office in Angeles	Done.
211	Low awareness on GAD-related issues Handling victims of trafficking in persons and other distressed overseas Filipinos	Limited access to skills and information, in particular those that are gender-responsive	Capacity Building for officers and staff	GASS: General Administration and Support (GAAS) and Support to Operations (STO)	Gender Sensitive and Child Friendly Interview Skills (including a lecture and workshop on Trauma-Informed Interviewing)	Number of participants/officers and staff who attended - 56 officers and staff trained	56 officers and staff trained	700,000.00 GAA	520,752.00 GAA	Office of the Undersecretary of Migrant Workers Affairs	Done.

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212	Low awareness on GAD-related issues - Handling victims of abuse and other forms of exploitation in an interview, as part of the initiative to mainstream GAD in skills training, counseling and other support services for the families of the migrant workers	Limited access to skills and information, in particular those that are gender-responsive, victim friendly, and trauma-informed, to provide proper assistance to Women in Especially Difficult Circumstances (WEDC) - victims and survivors of sexual and physical abuse such as rape and incest, illegal recruitment, prostitution, trafficking, armed conflict, women in detention, and other related circumstances which have incapacitated them functionally	Capacity Building for officers and staff	GASS: Support to Operations (STO)	Gender Sensitive and Victim Friendly Interview Skills (including a lecture and workshop on Trauma-Informed Interviewing), conducted by the undersigned GAD Focal Point as the Resource Person	Number of participants/officers and staff who were provided with skills in conducting trauma-informed interviews with distressed overseas Filipinos and their next of kin as well as in managing themselves after conducting such interviews - At least 50 personnel	56 officers and staff of OUMWA trained by the undersigned GAD Focal Point	11,780.14 GAA	11,780.14 GAA	Office of Treaties and Legal Affairs	Done.
ATTRIBUTED PROGRAM											
213					Assistance-to-Nationals (ATN) services - Repatriation of OFW families, Jail visits with families of detained Filipinos, Civil Registry of Births, Marriages and Deaths			5,993,496.00 GAA	5,993,496.00 GAA	Philippine Embassy in Dili	
214					Recommendations to strengthen GAD-related policies and programs to the countries under review during sessions of the Universal Periodic Review (UPR) Working Groups: The Philippines, through Geneva PM, issued 103 GAD-related recommendations to 42 countries reviewed during the 32nd, 33rd, and 34th sessions from 21 January to 01 February 2019, 06 to 17 May 2019, and 04 to 15 November 2019, respectively			4,463,828.53 GAA	4,463,828.53 GAA	Philippine Mission to United Nations and Other International Organizations in Geneva	
215					Delivered/included in the Philippine and Joint Statements the importance of protection of women and girls: The Philippines, through Geneva PM, referred to GAD-related issues in 19 statements during the various sessions of the Human Rights Council Sessions from February to September 2019, the World Health Assembly held from 20 to 28 May 2019, and the 33rd International Conference of the Red Cross and Red Crescent held from 09 to 12 December 2019			2,025,073.00 GAA	2,025,073.00 GAA	Philippine Mission to United Nations and Other International Organizations in Geneva	

	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
216					Support/ Co-sponsor UN Human Rights Council resolutions with GAD aspect (eg. Trafficking in Persons, youth, women, among others): Geneva PM supported/ sponsored 37 UN Human Rights Council resolutions concerning the protection of women and girls, elimination of discrimination, among others.			3,898,901.29 GAA	3,898,901.29 GAA	Philippine Mission to United Nations and Other International Organizations in Geneva	
217					Side-events relevant on GAD issues during the Human Rights Council: Geneva PM will include side-event/s which has been organized/co-organized/participated in that is relevant on GAD issues: 1) Access to remedy for children victims of trafficking, 24 June 2019, 2) Human rights situation of Indigenous Peoples in PH, 16 September 2019, 3) Children and Youth empowerment through HR education, 25 September 2019, 4) Special Event on the Occasion of the 30th Anniversary of the Convention on the Rights of the Child on The Right to Education-Towards the Global Compact on Education, 19 November 2019			447,007.64 GAA	447,007.64 GAA	Philippine Missions to United Nations and Other International Organizations	
218					Delivery of a gender-sensitive/ responsive consular mobile services			2,873,383.00 GAA	2,873,383.00 GAA	Philippine Embassy in Hanoi	HGDG score: 14.5-gender sensitive 50% may be attributed to GADTotal of eight (8) Consular outreach in 2019:Six (6) in Ho Chi Minh City One (1) in DanangOne (1) in Phu Quoc
219					Successful implementation of GAD PAPs and delivery of ATN, civil registry and legal services			14,294,316.70 GAA	14,294,316.70 GAA	Philippine Consulate General in Hongkong	
220					Protection and promotion of the rights of overseas Filipinos, including Filipino Migrant Workers in the four-phases of the migration cycle (Pre-Deployment or Pre-Departure, Protection of Nationals Overseas, Engagement with the Filipino Diaspora, and Reintegration of Returning Nationals)			12,711,556.00 GAA	12,711,556.00 GAA	Philippine Consulate General in Hongkong	

	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
221					Successful articulation and advocacy of gender equality and women's empowerment principles in Ambassador-level meetings of the ASEAN Foundation , ASEAN Institute for Peace and Reconciliation and other ASEAN bodies, Relevant language on gender equality and women's empowerment included in outcome documents negotiated at the Ambassador-level in various ASEAN bodies, Successful inclusion of gender equality and women's empowerment issues in negotiated documents and advocacy articulated in Ambassador-level meetings			799,038.72 GAA	799,038.72 GAA	Philippine Mission in Jakarta	Expenses charged to Mission's PS. 192 hours (16 hours a week) at a rate of CM1.
222					Travel Attributable to GAD: Mainstreaming Peace and Reconciliation in ASEAN AN ASEAN Institute for Peace and Reconciliation Training Series on 17-22 February 2019, ASEAN Institute for Peace and Reconciliation (ASEAN-IPR) Study Visit on Peace Facilitation and Reconciliation on 12-14 June 2019, Retooling Seminar for Administrative Officers on 7-9 August 2019			89,358.28 GAA	89,358.28 GAA	Philippine Mission in Jakarta	
223					Delivery of a gender-sensitive/ responsive ATN services.			4,282,773.96 GAA	4,282,773.96 GAA	Philippine Embassy in Jakarta	Total emoluments of Posts ATN Section (Vice Consul, ATN Officer, and local staff for 2019 (PS), HGDG score: 17.0-gender-responsive 75% may be attributed to GAD
224					Delivery of a gender-sensitive/ responsive consular mobile services			1,075,881.37 GAA	1,075,881.37 GAA	Philippine Embassy in Jakarta	HGDG score: 15.5-gender-responsive 75% may be attributed to GAD, Post conducted thirteen (13) consular outreach missions this year
225					Provision of ATN Services including, but not limited to assisting in claims for financial support, whereabouts, jail visitation, legal assistance, counselling, providing food and shelter, upgrading of skills, repatriation, employment -related dispute resolution or mediation, and referral to appropriate institutions in Saudi Arabia and in the Philippines			34,606,241.90 GAA	34,606,241.90 GAA	Philippine Consulate General in Jeddah	Score of 16.33 in the HGDG Tool.

	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
226					Contact Center: On 12 August 2018, Jeddah PCG launched the first-ever Contact Center at the Philippine Consulate and in the entire Philippine Foreign Service. In 2019, the Contact Center has processed a total of 54,005 transactions.			2,102,284.80 GAA	2,102,284.80 GAA	Philippine Consulate General in Jeddah	Score of 16.33 in the HGDG Tool.
227					Civil Registry Services for Births, Marriages, Deaths and Fetal Deaths, Conduct of Consular Mobile Services (CMS) within its area of jurisdiction outside Jeddah, Conduct of ATN Mobile Missions (AMM) within its area of jurisdiction outside Jeddah, Dedicated Courtesy Lane for Passport Applicants which inclusion of pregnant women, minor children aged 7 years old and below and newborn babies, as well as Household Service Workers, among others.			25,295,449.36 GAA	25,295,449.36 GAA	Philippine Consulate General in Jeddah	Score of 16.33 in the HGDG Tool.
228					Provision of ATN services by Post as chargeable to Posts MOOE and PS			1,486,231.21 GAA	1,486,231.21 GAA	Philippine Embassy in Mexico	HGDG Tool Score of 13.74, (Gender-responsive, 50% may be attributed to GAD budget)
229					Civil Registry and Consular Outreach Missions			1,948,813.63 GAA	1,948,813.63 GAA	Philippine Embassy in Mexico	HGDG Tool Score of 13.33 (Gender responsive, 50% may be attributed to GAD budget)
230					Philippine Embassy participation in the Feria Internacional de las Culturas Amigas, Mexico,			72,083.54 GAA	72,083.54 GAA	Philippine Embassy in Mexico	HGDG TOOL Score of 7.91 (Promising GAD prospects 25% attributed to GAD budget)
231					Formulation of PH Response to OECD Development Centers Social Institutions and Gender Index 2019 Report			93,129.89 GAA	93,129.89 GAA	Philippine Embassy in Paris	
232					Renovation of the Consular Area of the Chancery:Majority female clients			468,084.72 GAA	468,084.72 GAA	Philippine Embassy in Paris	
233					Consular Services-ATN Services including but not limited to assisting in claims for unpaid salaries, counseling, upgrading of skills, reemployment-related dispute resolution or mediation, and referral to institutions in the Czech Republic and in the Philippines			5,065,838.07 GAA	5,065,838.07 GAA	Philippine Embassy in Prague	Score of 12.83 in the HGDG Tool. 50% can be attributed to GAD, Thirty-nine (39) members of the Filipino community in the Czech Republic were provided with ATN services by the Embassy (14 Females, 25 Males)

	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
234					Consular Services-Civil Registry of Births, Marriages and Deaths			5,044,920.32 GAA	5,044,920.32 GAA	Philippine Embassy in Prague	Score of 12.03 in the HGDG Tool. 50% can be attributed to GAD, Forty-nine (49) members of the Filipino community in the Czech Republic availed of the civil registration services of the Embassy.
235					Overseas Absentee Voting			806,548.33 GAA	806,548.33 GAA	Philippine Embassy in Prague	Score of 12.03 in the HGDG Tool. 50% can be attributed to GAD, A total of 319 filipinos in the Czech Republic (91 males and 228 females) cast their ballots in the Embassy.
236					Conducted 18 Consular Outreach Missions for the year 2019.			4,597,536.60 GAA	4,597,536.60 GAA	Philippine Embassy in Rome	HGDG Score 17.5 Project is gender-responsive (100% of budget)
237					Disaster Preparedness Seminar by ONEMI (Oficina Nacional de Emergencia del Ministerio del Interior) held at the Chancery on 16 September for 50 women OFs			49,522.59 GAA	49,522.59 GAA	Philippine Embassy in Santiago	Score of 13.34 in the HGDG Tool. 50% may be attributed to GAD
238					Overseas and Living Quarters Allowance and Salaries of GAD Focal Person, Alternate GAD Focal Person, ATN Officer and Legal Officer			15,387,789.55 GAA	15,387,789.55 GAA	Philippine Embassy in Singapore	
239					Assistance rendered to all cases involving female Overseas Filipinos that are brought to the attention of the Embassy.			6,926,823.23 GAA	6,926,823.23 GAA	Philippine Embassy in Singapore	
240					Attendance in the ATN Retooling Seminar from 17 to 19 December 2019			149,337.30 GAA	149,337.30 GAA	Philippine Embassy in Singapore	
241					Information dissemination on government services on social protection services and welfare programs for women OFWs and migrants, Providing assistance to nationals services to OFWs including women, Processing of consular documents e.g., passport, visa, civil registry, notarial, nbi, dual citizenship and ov registration, Providing Consular Outreach services within Posts jurisdiction			11,596,319.00 GAA	11,596,319.00 GAA	Philippine Consulate General in Sydney	

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	1	2	3	4	5	6	7	8	9	11	12
242					Attend talks on gender and development, gender issues organized by local government, Filipino community, universities and other institutions. Attend cultural events involving women groups and Filipino community organizations celebrating womens month and tackling womens issues			3,685,164.00 GAA	3,685,164.00 GAA	Philippine Consulate General in Sydney	
243					Participation of HOP in the Professional Course on Migration held in Manila, Wika, Kultura at Kasaysayan Program, Participation of Posts Admin Officer to the Admin Officers Retooling Seminar held in Manila from 7-9 August 2019, Participation of Posts personnel to the ATN Officers Retooling Seminar, Participation of Posts personnel to the Training on the Continuing Registration for Qualified Overseas Voters, ATN Fund disbursed to cover Welfare Assistance for OFWs in distress, Salaries, emoluments and benefits of GFPO and ATN Officers at Post, Expenses incurred for Posts Team Building Activity			57,136,933.17 GAA	57,136,933.17 GAA	Philippine Embassy in Manama	
244					Support and inclusion of language which supports Protection of Migrants in COP-UNTOC, Support and actual co-sponsorship by Philippines of resolution on women during the IAEA General Conference, Actual co-sponsorship by Philippines of resolution on gender during the UNIDO General Conference, Food for Thought Session: UN Security Council Resolution 1325, Vienna Discussion Forum 2019,			712,537.00 GAA	712,537.00 GAA	Philippine Embassy in Vienna	
245					Provision of ATN Services including but not limited to assisting in claims for financial support, whereabouts, jail visitation, counseling, providing food and shelter, upgrading of skills, repatriation, employment-related dispute resolution or mediation, and referral to appropriate institutions in Japan and in the Philippines			14,599,973.18 GAA	14,599,973.18 GAA	Philippine Embassy in Tokyo	Score of 16.01 in the HGDG Tool. 75% can be attributed to GAD
246					Client Management System - an ICT program of Post which generates a database on all consular services provided to clients.			1,126,689.90 GAA	1,126,689.90 GAA	Philippine Embassy in Tokyo	Score of 10.01 in the HGDG Tool. 50% may be attributed to GAD
247					Civil Registry of Births, Marriages and Deaths			8,693,564.07 GAA	8,693,564.07 GAA	Philippine Embassy in Tokyo	Score of 12.68 in the HGDG Tool. 50% may be attributed to GAD
248					Overseas Elections			2,795,813.16 GAA	2,795,813.16 GAA	Philippine Embassy in Tokyo	Score of 9.85 in the HGDG Tool. 50% may be attributed to GAD

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	1	2	3	4	5	6	7	8	9	11	12
249					Independence Day Activities (Flagraising Ceremony, Yangon Diplomatic Reception and Filipino Community Reception, Philippine Cultural Night)			1,117,468.00 GAA	1,117,468.00 GAA	Philippine Embassy in Yangon	Project is Gender sensitive (50% of PHP 2,234,882 is attributable to GAD).
250					3rd Philippine-Myanmar Joint Commission for Bilateral Cooperation Meeting			779,431.00 GAA	779,431.00 GAA	Philippine Embassy in Yangon	Project is Gender sensitive (50% of PHP 1,558,810 is attributable to GAD).
251					Himig Pasko Concert			636,875.00 GAA	636,875.00 GAA	Philippine Embassy in Yangon	Project is Gender sensitive (50% of PHP 1,273,750 is attributable to GAD).
252					OFW Labor Roundtable Seminar			311,086.00 GAA	311,086.00 GAA	Philippine Embassy in Yangon	Project is Gender sensitive (50% of PHP 622,121 is attributable to GAD).
253					Philippine Pavilion (Participation in Food and Hotel Myanmar Expo)			954,366.00 GAA	954,366.00 GAA	Philippine Embassy in Yangon	Project is Gender sensitive (50% of PHP 587,584 is attributable to GAD).
254					Philippine Culinary Workshop and Food Festival			251,171.00 GAA	251,171.00 GAA	Philippine Embassy in Yangon	Project is Gender sensitive (50% of PHP 502,342 is attributable to GAD).
255					ASEAN Food Festival			271,181.00 GAA	271,181.00 GAA	Philippine Embassy in Yangon	Project is Gender sensitive (50% of PHP 546,474 is attributable to GAD).
256					National Heritage Month Tanglaw ng Pamana Concert			377,830.00 GAA	377,830.00 GAA	Philippine Embassy in Yangon	Project is Gender sensitive (50% of PHP 755,660 is attributable to GAD).
257					Myanmar-ASEAN Womens Foundation (MAWFA) - Donation of ASEAN Blanket , Philippine Booth at MAWFA Charity Bazaar, and Donation of Proceeds from Bazaar to Charities			948,015.00 GAA	948,015.00 GAA	Philippine Embassy in Yangon	Project is fully GAD-responsive. (100% is attributable to GAD).
258					St. Marys Outreach			285,926.00 GAA	285,926.00 GAA	Philippine Embassy in Yangon	Project is fully GAD-responsive. (100% is attributable to GAD).

	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
259					Assistance to Nationals			604,904.00 GAA	604,904.00 GAA	Philippine Embassy in Yangon	Project is fully GAD-responsive. (100% is attributable to GAD.
260					Installation of Security Features in our Chanceries/Consulate Offices			3,797,176.86 GAA	3,797,176.86 GAA	Office of Asset Management and Support Services	GAD Score: 9.92 Gender-sensitive: (50% of the project budget may be attributed to the GAD budget)
261					Access to Internet, Email Services, and Local Newspaper			6,146,170.50 GAA	6,146,170.50 GAA	Office of Asset Management and Support Services	GAD Score: 14.58 Gender-sensitive: (50% of the project budget may be attributed to the GAD budget)
262					Support Services for Occupational Health and Safety (Janitorial Services, Pest Control Services, Purified Drinking Water Supply for DFA Main, OCA ASEANA and Satellite Offices)			17,640,471.88 GAA	17,640,471.88 GAA	Office of Asset Management and Support Services	GAD Score: 13.25 Gender-sensitive: (50% of the project budget may be attributed to the GAD budget)
263					Car-Refleeting 2019			46,805,500.00 GAA	46,805,500.00 GAA	Office of Asset Management and Support Services	GAD Score: 13.84 Gender-sensitive: (50% of the project budget may be attributed to the GAD budget)
264					Emergency Repair and Replacement of Parts of the Air Conditioning (AC) System (DFA Main Building) / Operations and Maintenance of the AC Systems (OCA ASEANA)			13,737,012.00 GAA	13,737,012.00 GAA	Office of Asset Management and Support Services	GAD Score: 16.67 Gender-responsive: (75% of the project budget may be attributed to the GAD budget)
265					Preventive Maintenance Services of elevators (DFA Main Building and OCA ASEANA) and escalators (ASEANA) to ensure accessibility and mobility			1,029,600.00 GAA	1,029,600.00 GAA	Office of Asset Management and Support Services	GAD Score: 15.59 Gender-responsive: (75% of the project budget may be attributed to the GAD budget)
266					2019 CL Production:			359,203.00 GAA	359,203.00 GAA	Office of Consular Affairs	
267					A total of 35 GAD-related Department programs and activities supported by OSCR through photo and video coverages			17,850.00 GAA	17,850.00 GAA	Office of Strategic Communications and Research	HGDG Score: 13.17
268					115 GAD-related PRs released on the DFA websites GAD Corner for 2019.			3,293.75 GAA	3,293.75 GAA	Office of Strategic Communications and Research	HGDG Score: 15.67
SUB-TOTAL								1,032,456,764.70	1,181,754,545.61	GAA	
TOTAL								1,032,456,764.70	1,181,754,545.61		

Prepared By:	Approved By:	Date
ANTONIO A. MORALES	J. EDUARDO MALAYA	
Assistant Secretary and Head, GAD Secretariat	Undersecretary, Office of the Undersecretary for Administration and Chairperson, GFPS Executive Committee	