

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2020**

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| Organization: Department of Foreign Affairs | | Organization Category: National Government, Line Agency | |
| Organization Hierarchy: Department of Foreign Affairs | | | |
| Total Budget/GAA of Organization: | 11,004,563,691.00 | | |
| Total GAD Budget | 551,455,056.10 | Primary Sources | 551,455,056.10 |
| | | Other Sources | 0.00 |
| % of GAD Allocation: | 5.01% | | |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| CLIENT-FOCUSED ACTIVITIES | | | | | | | | | |
| 1 | Section 26 of RA 9710, Magna Carta of Women (MCW) Right to information regarding policies on women including programs, projects and funding outlays that affect them shall be ensured | Limited information and appreciation among men and women migrants on GAD | Higher sensitization and increased knowledge among men and women migrants on GAD | MFO: Diplomatic and Consular Services GASS: and STO | Recognition of outstanding men and women GAD advocates who have long track records in upholding the rights and welfare of women migrants | Number of recognition/awarding ceremonies- At least 1 Number of participants - At least 30 participants | 335,266.66 | GAA | Brussels PE |

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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 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 | Lack of empowerment of women in leading activities that benefit the community | Increased leadership role of women in activities that benefit the community | MFO: Diplomatic and Consular Services | Asia-Pacific Ladies Friendship Society (ALFS) Charity Bazaar | Number of participants - At least 100 | 150,000.00 | GAA | Tokyo PE |
| 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 have limited access to information related to the role of women in Philippine history and culture | Increase awareness of the role of women in the Philippine history and culture for the migrant Filipino-Americans in the Pacific Islands. | MFO: Diplomatic and Consular Services | Conduct of OBRA VIII Art Show in Guam, an art show exhibit featuring artworks of Guam Filipino women artists in partnership with the Philippine Consulate General to be held at the Agana Shopping Center | Number of participants- At least 10 | 128,920.00 | GAA | Agana PCG |
| 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 of women migrant workers to consular services | Increased access of women migrant workers to consular services | MFO: Diplomatic and Consular Services | Conduct of consular outreach/missions within the Embassy/Consular Office's jurisdiction | Number of consular services conducted- At least 1 per year per office | 8,557,001.94 | GAA | Ankara PE,Rome PE,Honolulu PCG, Chongqing PCG, Lipa CO, Oslo PE,New York PCG, Lisbon PE, Athens PE, Dubai PCG, Vienna PE, Stockholm PE, Madrid PE, Beirut PE, Tel Aviv PE, Baghdad PE, Budapest PE,Port Moresby PE, Wellington PE |

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| 5 | Section 26 of RA 9710, Magna Carta of Women (MCW) Right to information regarding policies on women including programs, projects and funding outlays that affect them shall be ensured | Limited access of women OFWs in Post and other territories under its jurisdiction to information regarding policies on women, including programs and projects in thePhilippines or host country that promote women migrant workers rights | Increased awareness on womens rightsImproved access of women OFWs to information on policies, programs and projects of the Philippines or host country promoting women migrant workers rights | MFO: Diplomatic and Consular Services | Conduct of information dissemination initiatives (orientations, lectures, seminars, etc.) on programs, projects, policies, and laws that are intended and relevant to women migrant workers | Number of information dissemination initiatives conducted - At least 1 per office per year | 1,590,642.50 | GAA | Ankara PE, Tokyo PE, Cebu CO, Brunei PE, Vientiane PE, Frankfurt PCG, Oslo PE, Moscow PE, Nairobi PE, Rome PE |
| 6 | Section 26 of RA 9710, Magna Carta of Women (MCW) Right to information regarding policies on women including programs, projects and funding outlays that affect them shall be ensured | Limited access of women OFWs in Post and other territories under its jurisdiction to information regarding policies on women, including programs and projects in thePhilippines or host country that promote women migrant workers rights | Increased awareness on womens rightsImproved access of women OFWs to information on policies, programs and projects of the Philippines or host country promoting women migrant workers rights | MFO: Diplomatic and Consular Services | Conduct of information dissemination initiatives (orientations, lectures, seminars, etc.) on programs, projects, policies, and laws that are intended and relevant to women migrant workers | Number of information dissemination initiatives conducted - At least 1 per office per year | 213,814.29 | GAA | Mexico PE, Honolulu PCG, Jakarta PE, Hanoi PE, La Union CO, Butuan CO, Kuala Lumpur PE, Singapore PE, Chongqing PCG, Seoul PE |

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| 7 | Section 26 of RA 9710, Magna Carta of Women (MCW) Right to information regarding policies on women including programs, projects and funding outlays that affect them shall be ensured | Limited access of women OFWs in Post and other territories under its jurisdiction to information regarding policies on women, including programs and projects in thePhilippines or host country that promote women migrant workers rights | Increased awareness on womens rightsImproved access of women OFWs to information on policies, programs and projects of the Philippines or host country promoting women migrant workers rights | MFO: Diplomatic and Consular Services | Conduct of information dissemination initiatives (orientations, lectures, seminars, etc.) on programs, projects, policies, and laws that are intended and relevant to women migrant workers | Number of information dissemination initiatives conducted - At least 1 per office per year | 967,047.60 | GAA | Zamboanga CO, Tuguegarao CO,Puerto Princesa CO, Ottawa PE, Santiago PE, Cairo PE, Toronto PCG, New York PCG, Phnom Penh PE, Bangkok PE |
| 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 | Limited access of women OFWs in Post and other territories under its jurisdiction to information regarding policies on women, including programs and projects in thePhilippines or host country that promote women migrant workers rights | Increased awareness on womens rightsImproved access of women OFWs to information on policies, programs and projects of the Philippines or host country promoting women migrant workers rights | MFO: Diplomatic and Consular Services | Conduct of information dissemination initiatives (orientations, lectures, seminars, etc.) on programs, projects, policies, and laws that are intended and relevant to women migrant workers | Number of information dissemination initiatives conducted - At least 1 per office per year | 1,584,951.69 | GAA | Lisbon PE, Los Angeles PCG, Vancouver PCG, NCR-Central CO, Chicago PCG, Dubai PCG, Calgary PCG, Tripoli PE, Geneva WTO-PM, Paris PE |
| 9 | Section 26 of RA 9710, Magna Carta of Women (MCW) Right to information regarding policies on women including programs, projects and funding outlays that affect them shall be ensured | Limited access 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 | 578,436.60 | GAA | Brasilia PE, Brunei PE, Tehran PE, Frankfurt PCG, Copenhagen PE, Canberra PE, Moscow PE, Milan PCG,Mexico PE, Honolulu PCG |

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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 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 | 331,233.59 | GAA | Hanoi PE, Chongqing PCG, Tel Aviv PE, Puerto Princesa CO, Angeles CO, Ottawa PE, Santiago PE, Toronto PCG, Jeddah PCG, Washington DC PE |
| 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 | 733,593.22 | GAA | Lucena CO, Athens PE, Manama PE, Pretoria PE, Tripoli PE, Buenos Aires PE, Agana PCG, Brussels PE, Doha PE, Xiamen PCG |
| 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 of women OFWs in Post and other territories under its jurisdiction to information regarding policies on women, including programs and projects in the Philippines or host country that promote women migrant workers' rights | Increased awareness on womens rightsImproved access of women OFWs to information on policies, programs and projects of the Philippines or host country promoting women migrant workers rights | MFO: Diplomatic and Consular Services | Conduct of information dissemination initiatives (orientations, lectures, seminars, etc.) on programs, projects, policies, and laws that are intended and relevant to women migrant workers | Number of information dissemination initiatives conducted - At least 1 per office per year | 1,200,238.32 | GAA | Tagum CO, Guangzhou PCG, Stockholm PE, Brussels PE, Riyadh PE, Prague PE, Beirut PE, Copenhagen PE, Abuja PE |

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| 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 of women OFWs in Post and other territories under its jurisdiction to information regarding policies on women, including programs and projects in thePhilippines or host country that promote women migrant workers' rights | Increased awareness on womens rightsImproved access of women OFWs to information on policies, programs and projects of the Philippines or host country promoting women migrant workers rights | MFO: Diplomatic and Consular Services | Conduct of information dissemination initiatives (orientations, lectures, seminars, etc.) on programs, projects, policies, and laws that are intended and relevant to women migrant workers | Number of information dissemination initiatives conducted - At least 1 per office per year | 562,015.56 | GAA | Dhaka PE, Kuwait PE,Port Moresby PE, San Francisco PCG,Wellington PE,Vienna PE/PMDepartment Legislative Liaison Unit,Vatican PE, Office of Strategic Communications and Research |
| 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 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 | 973,870.24 | GAA | Manado PCG, Yangon PE, Prague PE, Beirut PE, Riyadh PE, Abuja PE, The Hague PE, Port Moresby PE, Baghdad PE, Kuwait PE, Vatican PE, Vienna PE/PM |
| 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 | Limited access of women OFWs in Post and other territories under its jurisdiction to information regarding policies on women, including programs and projects in thePhilippines or host country that promote women migrant workers' rights | Increased awareness on womens rightsImproved access of women OFWs to information on policies, programs and projects of the Philippines or host country promoting women migrant workers rights | MFO: Diplomatic and Consular Services | Conduct of information dissemination initiatives (orientations, lectures, seminars, etc.) on programs, projects, policies, and laws that are intended and relevant to women migrant workers | Number of information dissemination initiatives conducted - At least 1 per office per year | 904,360.00 | GAA | Overseas Voting Secretariat, Dumaguete CO, Abuja PE,Dili PE, Ottawa PE, Office of Strategic Communications and Research |

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| 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 | Limited access to information, lack of knowledge/ awareness of gender sensitivity, women's rights and policies | Promote Philippine arts featuring Female Filipino artist | MFO: Embassy and partner agencies | Conduct of photo/Art Exhibit featuring works of Filipino women artists | Number of exhibits conducted - At least 1 photo/ art exhibit featuring works of Filipino women in the art industry | 5,551,624.62 | GAA | Beijing PE |
| 17 | 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 | 302,531.18 | GAA | Hong Kong PCG, Davao CO, Shanghai PCG, Tehran PE, Tacloban CO, Pampanga CO, Calasiao CO, San Pablo CO, Canberra PE, Jakarta PE |
| 18 | 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 | 84,614.29 | GAA | Jakarta PM, Legazpi CO, La Union CO, Antipolo CO, Chongqing PCG, Lipa CO, Seoul PE, Iloilo CO, Clarin CO, Angeles CO |

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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 19 | 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 | 262,421.00 | GAA | San Nicolas CO, Ottawa PE, Santiago PE, New York PCG, Washington DC PE, Phnom Penh PE, Warsaw PE, Lucena CO, Bangkok PE, Lisbon PE |
| 20 | 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 | 419,247.00 | GAA | NCR-Central CO, Athens PE, Manama PE, Calgary PCG, Office of Strategic Communications and Research, Houston PCG, Tagum CO, Stockholm PE, Office of Asia and Pacific, Brussels PE |
| 21 | 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 | 549,275.35 | GAA | Doha PE, Bacolod CO, Xiamen PCG, Abuja PE, Macau SAR PCG, San Francisco PCG, Wellington PE, Department Legislative Liaison Unit, Office of Consular Affairs |

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| 22 | 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 | Limited opportunities for women migrant workers to join activities that are usually dominated by men | Increased opportunities for women migrant workers to join activities usually dominated by men | MFO: Diplomatic and Consular Services | Participation of women filipino migrant workers in the 36th Brunei National Day Parade | Number of women participants- At least 60 | 51,000.00 | GAA | Brunei PE |
| 23 | Section 22 of RA 9710 MCW - Right to decent work, services in support of balancing family and work obligations | Lack of area to cater womens needs at Post | Sensitivity to womens needs and provision of appropriate space at Post | MFO: Diplomatic and Consular Services | Establishment of Casa Filipina or Philippine Center as a space to cater the needs of Filipino women in Madrid to gather and share experiences in their life overseas as a way to cope with the emotional, physcial, and pscyhological burden that they experience while living abroad | Number of centers established- At least 1 | 2,108,430.00 | GAA | Madrid PE |

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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 24 | Section 34: Services and interventions for WEDC - DSWD, DOLE, TESDA, DOH, DOJ, LGUs, and all other concerned agencies shall ensure that gender-responsive, rights-based, and culture-sensitive services and interventions for WEDC and their families shall be provided.WEDCs are women in especially difficult circumstances, such as victims and survivors of sexual and physical abuse, such as rape and incest, illegal recruitment, prostitution, trafficking and armed conflict; including women in detention, and other related circumstances which have incapacitated them. | WEDCs and their families, because of their especially difficult circumstances, have limited access to gender-responsive, rights-based, and culture-sensitive services and interventions. | WEDCs and their families are able to access gender-responsive, rights-based, and culture-sensitive services and interventions. | GASS: and STO | Provision of legal counseling and other legal services to women migrant workers who are victims of abuse/discrimination | Number of gender-responsive, rights-based, and culture sensitive ATN services and interventions provided - At least 1 | 250,000.00 | GAA | Office of the Undersecretary of Migrant Workers Affairs |

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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 25 | Section 34: Services and interventions for WEDC - DSWD, DOLE, TESDA, DOH, DOJ, LGUs, and all other concerned agencies shall ensure that gender-responsive, rights-based, and culture-sensitive services and interventions for WEDC and their families shall be provided.WEDCs are women in especially difficult circumstances, such as victims and survivors of sexual and physical abuse, such as rape and incest, illegal recruitment, prostitution, trafficking and armed conflict; including women in detention, and other related circumstances which have incapacitated them. | WEDCs and their families, because of their especially difficult circumstances, have limited access to gender-responsive, rights-based, and culture-sensitive services and interventions. | WEDCs and their families are able to access gender-responsive, rights-based, and culture-sensitive services and interventions. | GASS: and STO | Provision of transportation assistance to women migrant workers who are victims of abuse/discrimination | Number of gender-responsive, rights-based, and culture sensitive ATN services and interventions provided - At least 1 | 250,000.00 | GAA | Office of the Undersecretary of Migrant Workers Affairs |

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| 26 | Section 30 of RA 9710, Magna Carta of Women (Women in Especially Difficult Circumstances- WEDC)- WEDC shall be provided with services and interventions as necessary | Approximately 94% of Filipinos in Hong Kong are women (Source: Hong Kong Census and Statistics Department) which leads to high incidence of VAW work conditions exposing women workers to various forms of abuse and exploitation due to their low levels of skills and education | Women OFWs and other territories under Post's jurisdiction, who have been abused, exploited or became victims of violence and trafficking, were given appropriate assistance | MFO: Diplomatic and Consular Services | Provision of appropriate assistance to women migrant workers who have been abused, exploited or became victims of violence and trafficking | Number of women OFs given assistance - At least 100 women OFs | 3,694,337.43 | GAA | Hongkong PCG |
| 27 | Section 30 of RA 9710, Magna Carta of Women (Women in Especially Difficult Circumstances- WEDC)- WEDC shall be provided with services and interventions as necessary | Incidence of VAW work conditions exposing women workers to various forms of abuse and exploitation due to their low levels of skills and education | Women OFWs and other territories under jurisdiction, who have been abused, exploited or became victims of violence and trafficking, were given appropriate assistance. | MFO: Diplomatic and Consular Services | Provision of financial support to women OFWs at Post who became victims of violence and trafficking on the employment-related dispute resolution or mediation, and referral to appropriate institutions | Number of women OFs given assistance - At least 50 women OFs | 5,125,000.00 | GAA | Tokyo PE |
| 28 | Section 30 of RA 9710, Magna Carta of Women (Women in Especially Difficult Circumstances- WEDC)- WEDC shall be provided with services and interventions as necessary | Incidence of VAW work conditions exposing women workers to various forms of abuse and exploitation due to their low levels of skills and education | Women OFWs and other territories under jurisdiction, who have been abused, exploited or became victims of violence and trafficking, were given appropriate assistance. | MFO: Diplomatic and Consular Services | Provision of legal assistance and counselling to women OFWs at Post who became victims of violence and trafficking | Number of women OFs given assistance - At least 50 women OFs | 5,125,000.00 | GAA | Tokyo PE |

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| 29 | Section 30 of RA 9710, Magna Carta of Women (Women in Especially Difficult Circumstances- WEDC)- WEDC shall be provided with services and interventions as necessary | Incidence of VAW work conditions exposing women workers to various forms of abuse and exploitation due to their low levels of skills and education | Women OFWs and other territories under jurisdiction, who have been abused, exploited or became victims of violence and trafficking, were given appropriate assistance. | MFO: Diplomatic and Consular Services | Provision of medical/ welfare assistance/ compassionate visits to women OFWs at Post who became victims of violence and trafficking | Number of women OFs given assistance - At least 50 women OFs | 5,125,000.00 | GAA | Tokyo PE |
| 30 | Section 30 of RA 9710, Magna Carta of Women (Women in Especially Difficult Circumstances- WEDC)- WEDC shall be provided with services and interventions as necessary | Incidence of VAW work conditions exposing women workers to various forms of abuse and exploitation due to their low levels of skills and education | Women OFWs and other territories under jurisdiction, who have been abused, exploited or became victims of violence and trafficking, were given appropriate assistance. | MFO: Diplomatic and Consular Services | Provision of immigration and repatriation assistance to women OFWs at Post who became victims of violence and trafficking | Number of women OFs given assistance - At least 50 women OFs | 5,125,000.00 | GAA | Tokyo PE |

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| 31 | Sec. 5, Chapter 1 RA 7277 (An Act Providing For The Rehabilitation, Self-Development And Self-Reliance Of Disabled Person And Their Integration Into The Mainstream Of Society And For Other Purposes) states that Equal Opportunity for Employment of disabled persons shall be denied access to opportunities for suitable employment. A qualified disabled employee shall be subject to the same terms and conditions of employment and the same compensation, privileges, benefits, fringe benefits, incentives or allowances as a qualified able-bodied person." | Persons with disability, most especially women, are usually deprived of employment opportunities. | The Embassys employment of a qualified woman with disability serves to facilitate the integration of persons with disability into the mainstream of society through providing employment opportunities. | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Employment of a female personnel with disability | Number of female personnel with disability hired-At least 1 | 1,640,760.00 | GAA | Rome PE |
| 32 | Section 31 of the MCW states that women in especially difficult circumstances (WEDC)[1] shall be provided with services and interventions as necessary such as temporary and protective custody, legal services, financial assistance, etc. | Limited assistance to distressed women migrant workers facing civil and criminal charges before UAE courts | Increase assistance to distressed women migrant workers facing civil and criminal charges before UAE courts | MFO: Diplomatic and Consular Services | Conduct of weekly legal consultation with UAE officials, the legal retainer, and concerned Filipino women OFW facing civil and criminal charges before UAE courts | Number of beneficiaries - Average of 350 clients | 3,217,223.14 | GAA | Dubai PCG |

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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 33 | Section 31 of the MCW states that women in especially difficult circumstances (WEDC)[1] shall be provided with services and interventions as necessary such as temporary and protective custody, legal services, financial assistance, etc. | Limited assistance to distressed Filipino women overseas to cover medical expenses or repatriation of remains to the Philippines | Extend assistance to cover medical expenses or repatriation of remains to the Philippines of Filipino women overseas | MFO: Diplomatic and Consular Services | Provision of medical and repatriation assistance to distressed Filipino women overseas by partnering and collaborating with medical institutions in the host country | Number of medical assistance provided - At least 240 Number of shipment of remains assistance provided - At least 60 | 27,090,205.49 | GAA | Dubai PCG |
| 34 | Section 31 of the MCW states that women in especially difficult circumstances (WEDC)[1] shall be provided with services and interventions as necessary such as temporary and protective custody, legal services, financial assistance, etc. | Limited assistance to an average of 100 distressed Filipino women seeking shelter in the consulate general and POLO center | Increase assistance to an average of 100 distressed Filipino women seeking shelter in the consulate general and POLO center | MFO: Diplomatic and Consular Services | Provision and/or distribution of food to distressed Filipino women seeking shelter at the PCG/POLO Center | Number of distressed Filipino women provided with food - At least 100 women | 5,661,795.71 | GAA | Dubai PCG |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
|----|--|--|---|---------------------------------------|---|--|---------------|------------------|--------------------------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 35 | Section 31 of the MCW states that women in especially difficult circumstances (WEDC)[1] shall be provided with services and interventions as necessary such as temporary and protective custody, legal services, financial assistance, etc. [1] WEDC-victims and survivors of sexual and physical abuse, illegal recruitment, prostitution, trafficking, armed conflict, women in detention, victims and survivors of rape | Limited assistance to a weekly average of 100-200 distressed Filipino women seeking shelter in the consulate and POLO center who need to be repatriated to the Philippines | Provide repatriation assistance to a weekly average of 100 distressed Filipino women seeking shelter in the consulate and POLO center who need to be repatriated to the Philippines | MFO: Diplomatic and Consular Services | Facilitation of immigration outpass assistance to distressed filipino women migrant workers who need to be repatriated to the Philippines | Number of distressed women OFs assisted - At least 100 women | 69,500,000.00 | GAA | Dubai PCG |
| 36 | Section 31 of the MCW states that women in especially difficult circumstances (WEDC)[1] shall be provided with services and interventions as necessary such as temporary and protective custody, legal services, financial assistance, etc. [1] WEDC-victims and survivors of sexual and physical abuse, illegal recruitment, prostitution, trafficking, armed conflict, women in detention, victims and survivors of rape | Limited assistance to a weekly average of 100 distressed Filipino women seeking shelter in the consulate and POLO center who need to be repatriated to the Philippines | Provide repatriation assistance to a weekly average of 100 distressed Filipino women seeking shelter in the consulate and POLO center who need to be repatriated to the Philippines | MFO: Diplomatic and Consular Services | Provision of airfare and chartered flight assistance to distressed filipino women migrant workers who need to be repatriated to the Philippines | Number of women OFs repatriated- At least 100 women | 91,546,175.23 | GAA | Dubai PCG |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
|----|--|--|--|---------------------------------------|--|--|---------------|------------------|--|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 37 | Section 30 of RA 9710, Magna Carta of Women (Women in Especially Difficult Circumstances- WEDC)- WEDC shall be provided with services and interventions as necessary | Limited assistance to women migrant workers from heavily COVID-19 affected countries | Repatriation of women migrant workers from heavily COVID-19 affected countries | MFO: Diplomatic and Consular Services | Repatriation of women migrant workers from heavily COVID-19 affected countries | Number of women OFs given repatriation assistance - At least 100 women OFs | 13,000,000.00 | GAA | Doha PE |
| 38 | Section 30 of RA 9710, Magna Carta of Women (Women in Especially Difficult Circumstances- WEDC)- WEDC shall be provided with services and interventions as necessary | Limited assistance to women migrant workers from heavily COVID-19 affected countries | Repatriation of women migrant workers from heavily COVID-19 affected countries | MFO: Diplomatic and Consular Services | Repatriation of women migrant workers from heavily COVID-19 affected countries | Number of women OFs given repatriation assistance - At least 100 women OFs | 9,305,242.67 | GAA | Tokyo PE, Tehran PE, Damascus PE, Frankfurt PCG, Rome PE Milan PCG, Mexico PE, Washington DC PE, Kuala Lumpur PE, Vienna PE, Chicago PCG |
| 39 | Section 30 of RA 9710, Magna Carta of Women (Women in Especially Difficult Circumstances- WEDC)- WEDC shall be provided with services and interventions as necessary | Limited assistance to women migrant workers from heavily COVID-19 affected countries | Repatriation of women migrant workers from heavily COVID-19 affected countries | MFO: Diplomatic and Consular Services | Repatriation of women migrant workers from heavily COVID-19 affected countries | Number of women OFs given repatriation assistance - At least 100 women OFs | 9,315,900.71 | GAA | Moscow PE, Chongqing PCG, Angeles CO, Santiago PE, Riyadh PE, Toronto PCG, Jeddah PCG, New York PCG, Lisbon PE, Pretoria PE |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
|----|--|--|--|---------------------------------------|--|---|---------------|------------------|--|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 40 | Section 30 of RA 9710, Magna Carta of Women (Women in Especially Difficult Circumstances- WEDC)- WEDC shall be provided with services and interventions as necessary | Limited assistance to women migrant workers from heavily COVID-19 affected countries | Repatriation of women migrant workers from heavily COVID-19 affected countries | MFO: Diplomatic and Consular Services | Repatriation of women migrant workers from heavily COVID-19 affected countries | Number of women OFs given repatriation assistance - At least 100 women OFs | 10,775,757.50 | GAA | Tripoli PE, Vientiane PE, Prague PE, Beirut PE, Guangzhou PCG, Xiamen PCG, Paris PE, Santiago PE, Abu Dhabi PE, Jakarta PE, Dhaka PE |
| 41 | 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 area for womens needs, Absence of public toilet which caters to persons with disabilities and senior citizens at the Embassy/Consular Section. | Sensitivity to womens needs and provision of appropriate space in the Embassy, Accessibility to public toilets designed for persons with disabilities and senior citizens. | MFO: Diplomatic and Consular Services | Provision/construction of nurturing room to allow privacy for mothers and children and Provision of public toilets for senior citizens and persons with disabilities | Number of beneficiaries-At least 20 mothers and 15 senior citizens, 3 PWDs, and 70 people transacting per month | 4,893,640.00 | GAA | Madrid PE |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
|----|---|--|---|--|---|--|------------|------------------|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 42 | Proclamation No. 224 s. 1998 (Declaring the First Week of March of every year as Women's Week and March 8, 1988 and every year thereafter as Women's Rights and International Peace Day); Proclamation No. 227 s. 1988 (Providing for the Observance of the Month of March as Women's Role in History Month); and, RA 6949 s. 1990 (An Act to Declare March 8 of every year as a Working Special Holiday to be known as National Women's Day) | Limited awareness and involvement of members of the Filipino community in the Womens Month Celebration and/or International Womens Day | Increase awareness and involvement of members of the Filipino community in the Womens Month Celebration and/or International Womens 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, etc. | Number of activities implemented in celebration of International Women's Day/National Women's Month - At least 1 activity/project per office | 622,262.64 | GAA | Ankara PE, Hong Kong PCG, Sydney PCG, Tokyo PE, Davao CO, Brunei PE, Abu Dhabi PE, Tehran PE, Vientiane PE, Frankfurt PCG |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
|----|---|--|---|---------------------------------------|---|--|------------|------------------|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 43 | Proclamation No. 224 s. 1998 (Declaring the First Week of March of every year as Women's Week and March 8, 1988 and every year thereafter as Women's Rights and International Peace Day); Proclamation No. 227 s. 1988 (Providing for the Observance of the Month of March as Women's Role in History Month); and, RA 6949 s. 1990 (An Act to Declare March 8 of every year as a Working Special Holiday to be known as National Women's Day) | 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, etc. | Number of activities implemented in celebration of International Women's Day/National Women's Month - At least 1 activity/project per office | 641,522.48 | GAA | Tacloban CO, Pampanga CO, Calasiao CO, San Pablo CO, Oslo PE, Canberra PE, Moscow PE, Nairobi PE, Rome PE, Milan PCG, |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
|----|---|--|---|---------------------------------------|---|--|------------|------------------|--|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 44 | Proclamation No. 224 s. 1998 (Declaring the First Week of March of every year as Women's Week and March 8, 1988 and every year thereafter as Women's Rights and International Peace Day); Proclamation No. 227 s. 1988 (Providing for the Observance of the Month of March as Women's Role in History Month); and, RA 6949 s. 1990 (An Act to Declare March 8 of every year as a Working Special Holiday to be known as National Women's Day) | 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, etc. | Number of activities implemented in celebration of International Women's Day/National Women's Month - At least 1 activity/project per office | 112,478.43 | GAA | Mexico PE, Honolulu PCG, Jakarta PE, Legazpi CO, Malolos CO, Santiago CO, La Union CO, Kuala Lumpur PE, Antipolo CO, Chongqing PCG |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
|----|---|--|---|---------------------------------------|---|--|------------|------------------|--|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 45 | Proclamation No. 224 s. 1998 (Declaring the First Week of March of every year as Women's Week and March 8, 1988 and every year thereafter as Women's Rights and International Peace Day); Proclamation No. 227 s. 1988 (Providing for the Observance of the Month of March as Women's Role in History Month); and, RA 6949 s. 1990 (An Act to Declare March 8 of every year as a Working Special Holiday to be known as National Women's Day) | 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, etc. | Number of activities implemented in celebration of International Women's Day/National Women's Month - At least 1 activity/project per office | 173,287.23 | GAA | Lipa CO, Tuguegarao CO, Iloilo CO, Puerto Princesa CO, Clarin CO, Angeles CO, San Nicolas CO, Ottawa PE, Santiago PE, Cairo PE |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
|----|---|--|---|---------------------------------------|---|--|------------|------------------|--|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 46 | Proclamation No. 224 s. 1998 (Declaring the First Week of March of every year as Women's Week and March 8, 1988 and every year thereafter as Women's Rights and International Peace Day); Proclamation No. 227 s. 1988 (Providing for the Observance of the Month of March as Women's Role in History Month); and, RA 6949 s. 1990 (An Act to Declare March 8 of every year as a Working Special Holiday to be known as National Women's Day) | 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, etc. | Number of activities implemented in celebration of International Women's Day/National Women's Month - At least 1 activity/project per office | 392,128.36 | GAA | Toronto PCG, Damascus PE, Jeddah PCG, Washington DC PE, Phnom Penh PE, Lucena CO, Bangkok PE, Lisbon PE, Vancouver PCG, NCR-Central CO |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
|----|---|--|---|---------------------------------------|---|--|------------|------------------|--|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 47 | Proclamation No. 224 s. 1998 (Declaring the First Week of March of every year as Women's Week and March 8, 1988 and every year thereafter as Women's Rights and International Peace Day); Proclamation No. 227 s. 1988 (Providing for the Observance of the Month of March as Women's Role in History Month); and, RA 6949 s. 1990 (An Act to Declare March 8 of every year as a Working Special Holiday to be known as National Women's Day) | 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, etc. | Number of activities implemented in celebration of International Women's Day/National Women's Month - At least 1 activity/project per office | 576,055.93 | GAA | Athens PE, Chicago PCG, Dubai PCG, Manama PE, New York PM, Dasmariñas CO, Tripoli PE, Geneva WTO-PM, Agaña PCG, Tagum CO |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
|----|---|--|---|--|---|---|------------|------------------|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 48 | Proclamation No. 224 s. 1998 (Declaring the First Week of March of every year as Women's Week and March 8, 1988 and every year thereafter as Women's Rights and International Peace Day); Proclamation No. 227 s. 1988 (Providing for the Observance of the Month of March as Women's Role in History Month); and, RA 6949 s. 1990 (An Act to Declare March 8 of every year as a Working Special Holiday to be known as National Women's Day) | Limited awareness and involvement of members of the Filipino community in the Womens Month Celebration and/or International Womens Day | Increase awareness and involvement of members of the Filipino community in the Womens Month Celebration and/or International Womens 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, etc. | Number of activities implemented in celebration of International Women's Day/National Women's Month- At least 1 activity/project per office | 601,625.63 | GAA | Guangzhou PCG, Brussels PE, Madrid PE, Doha PE, Bacolod CO, Office of Asia and Pacific, Riyadh PE, Manado PCG, Prague PE, Macau PCG, Beirut PE, |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
|----|---|--|---|--|---|---|------------|------------------|--|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 49 | Proclamation No. 224 s. 1998 (Declaring the First Week of March of every year as Women's Week and March 8, 1988 and every year thereafter as Women's Rights and International Peace Day); Proclamation No. 227 s. 1988 (Providing for the Observance of the Month of March as Women's Role in History Month); and, RA 6949 s. 1990 (An Act to Declare March 8 of every year as a Working Special Holiday to be known as National Women's Day) | 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, etc. | Number of activities implemented in celebration of International Women's Day/National Women's Month- At least 1 activity/project per office | 618,025.02 | GAA | Xiamen PCG, Beijing PE, Kuwait PE, Port Moresby PE, San Francisco PCG, The Hague PE, Vatican PE, Wellington PE, Vienna PE/PM |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
|----|--|---|--|---------------------------------------|---|---|--------------|------------------|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 50 | Section 25 of RA 9710 or the Magna Carta of Women, 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 financial status and 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 and activities on cultural heritage | Number of activities conducted- At least 1 activity per year per office | 1,118,235.11 | GAA | Brasilia PE, Kuala Lumpur PE, Singapore PE, Tel Aviv PE, Santiago PE, Cairo PE, Berlin PE, New York PCG, Phnom Penh PE, Los Angeles PCG |
| 51 | Section 25 of RA 9710 or the Magna Carta of Women, 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 financial status and 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 and activities on cultural heritage | Number of activities conducted- At least 1 activity per year per office | 1,492,738.19 | GAA | Agana PCG, Houston PCG, Damascus PE, Guangzhou PCG, Prague PE, Vientiane PE, Beijing PE, Port Moresby PE, San Francisco PCG |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
|----|--|---|--|---------------------------------------|---|---|------------|------------------|-----------------------------------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 52 | Section 25 of RA 9710 or the Magna Carta of Women, 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 financial status and 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 and activities on cultural heritage | Number of activities conducted- At least 1 activity per year per office | 585,828.12 | GAA | Wellington PE, Dili PE, Madrid PE |
| 53 | Section 24a of the RA 9710 or the Magna Carta of Women, Development of self defense skills for women empowerment and confidence building | Self-defense, especially for women, is of utmost importance in the world we live in today because women are usually referred to as weaker sex and thereby considered easier targets | To develop more confidence among women migrant workers on physical resistance skills which will help them feel more capable when confronted with a potentially dangerous situation and provide hands-on self-defense training among women migrant workers such as the basics on how to protect themselves and overcome or quickly disable anattacker | MFO: Diplomatic and Consular Services | Orientations/initiatives through series of workshops, lectures or information caravans/film showing on Self-defense for women | Number of activities conducted -At least 1 activity per year per office | 105,090.00 | GAA | Brasilia PE, Madrid PE |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
|----|---|--|--|---------------------------------------|--|--|------------|------------------|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 54 | Section 17 of the RA 9710 or the Magna Carta of Women 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 affecting women especially on reproductive health and COVID-19, prevention, treatment, and expectations in partnership with various health organizations | Number of activities conducted-At least 1 activity per year per office | 967,436.76 | GAA | Hong Kong PCG, Brunei PE, Shanghai PCG, Seoul PE, Cairo PE, Damascus PE, New York PCG, Geneva PM, Dubai PCG, Berlin PE, Copenhagen PE |
| 55 | Section 17 of the RA 9710 or the Magna Carta of Women 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 affecting women especially on reproductive health and COVID-19, prevention, treatment, and expectations in partnership with various health organizations | Number of activities conducted-At least 1 activity per year per office | 572,045.95 | GAA | Yangon PE, Beirut PE, Abuja PE, Kuwait PE, Macau SAR PCG, San Francisco PCG, Vienna PE |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 56 | 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 and significant role of women in the international fora | Advance the cause of women in the international fora | MFO: Diplomatic and Consular Services | Inclusion of Philippine recommendations on the protection of women and girls and support/adopt UN Council resolutions with GAD aspect | Number of events participated to advance the interests of women- At least 1 | 31,281.54 | GAA | Geneva PM |
| 57 | Section 31 of the MCW states that women in especially difficult circumstances (WEDC) shall be provided with services and interventions as necessary such as temporary and protective custody, legal services, financial assistance, etc. | Limited assistance for women OFs with immigration penalties | Provide appropriate assistance to distressed women OFs with immigration penalties | GASS: Diplomatic and Consular Services | Provision of appropriate assistance to distressed women OFs with immigration penalties | Number of women OFs given assistance - At least 100 women OFs | 4,810,740.00 | GAA | Hanoi PE, Rome PE, Milan PCG, Paris PE, Jakarta PE, Abu Dhabi PE, Phnom Penh PE |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
|----|--|--|--|---|--|---|--------------|------------------|--|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 58 | Section 31 of the MCW states that women in especially difficult circumstances (WEDC) shall be provided with services and interventions as necessary such as temporary and protective custody, legal services, financial assistance, etc. | Limited assistance to distressed women OFs seeking shelter at Post | Increase assistance to distressed women OFs seeking shelter at Post | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Provision and/or distribution of food to distressed Filipino women seeking shelter at Post | Number of women OFs given food packs - At least 100 women OFs | 4,286,419.50 | GAA | Hanoi PE, Rome PE, Milan PCG, Paris PE, Jakarta PE, Abu Dhabi PE, Phnom Penh PE |
| 59 | Section 31 of the MCW states that women in especially difficult circumstances (WEDC) shall be provided with services and interventions as necessary such as temporary and protective custody, legal services, financial assistance, etc. | Limited assistance for women OFs in jail | Conduct jail visit and/or facilitate compassionate visit of next-of-kin | MFO: Diplomatic and Consular Services | Conduct of jail visit and/or facilitate compassionate visit of next-of-kin to distressed women OFs | Number of women OFs given assistance - At least 100 women OFs | 4,286,419.50 | GAA | Hanoi PE, Rome PE, Milan PCG, Paris PE, Jakarta PE, Abu Dhabi PE, Phnom Penh PE |
| 60 | Section 31 of the MCW states that women in especially difficult circumstances (WEDC) shall be provided with services and interventions as necessary such as temporary and protective custody, legal services, financial assistance, etc. | Incidence of VAW work conditions exposing women workers to various forms of abuse and exploitation due to their low levels of skills and education | Women OFWs and other territories under jurisdiction, who have been abused, exploited or became victims of violence and trafficking, were given appropriate assistance. | MFO: Diplomatic and Consular Services | Provision of medical and welfare assistance to victims of VAWC/WEDC at Post | Number of women OFs given assistance - At least 100 women OFs | 3,536,546.00 | GAA | Ankara PE, Hong Kong PCG, Seoul PE, Tokyo PE, Muscat PE, Brunei PE, Tehran PE, Frankfurt PCG, Calasiao CO, Oslo PE |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 61 | Section 31 of the MCW states that women in especially difficult circumstances (WEDC) shall be provided with services and interventions as necessary such as temporary and protective custody, legal services, financial assistance, etc. | Incidence of VAW work conditions exposing women workers to various forms of abuse and exploitation due to their low levels of skills and education | Women OFWs and other territories under jurisdiction, who have been abused, exploited or became victims of violence and trafficking, were given appropriate assistance. | MFO: Diplomatic and Consular Services. | Provision of medical and welfare assistance to victims of VAWC/WEDC at Post | Number of women OFs given assistance - At least 100 women OFs | 3,007,336.20 | GAA | Canberra PE, Milan PCG, Sydney PCG, Mexico PE, Puerto Princesa CO, San Nicolas CO, Santiago PE, Toronto PCG, Jeddah PCG, Amman PE, Washington DC PE |
| 62 | Section 31 of the MCW states that women in especially difficult circumstances (WEDC) shall be provided with services and interventions as necessary such as temporary and protective custody, legal services, financial assistance, etc. | Incidence of VAW work conditions exposing women workers to various forms of abuse and exploitation due to their low levels of skills and education | Women OFWs and other territories under jurisdiction, who have been abused, exploited or became victims of violence and trafficking, were given appropriate assistance. | MFO: Diplomatic and Consular Services. | Provision of assistance to distressed women OFs by referral and endorsement of their cases to relevant authorities at Post and given financial assistance | Number of women OFs given assistance - At least 100 women OFs | 9,814,164.04 | GAA | Abuja PE, The Hague PE, Moscow PE, New York PCG, Kuala Lumpur PE, Xiamen PCG, Port Moresby PE, Budapest PE |
| 63 | Section 31 of the MCW states that women in especially difficult circumstances (WEDC) shall be provided with services and interventions as necessary such as temporary and protective custody, legal services, financial assistance, etc. | Incidence of VAW work conditions exposing women workers to various forms of abuse and exploitation due to their low levels of skills and education | Women OFWs and other territories under jurisdiction, who have been abused, exploited or became victims of violence and trafficking, were given appropriate assistance. | MFO: Diplomatic and Consular Services. | Provision of legal assistance to distressed women OFs with immigration penalties | Number of women OFs given assistance - At least 100 women OFs | 3,656,219.00 | GAA | Warsaw PE, Lisbon PE, Los Angeles PCG, Pretoria PE, Osaka PCG, Tripoli PE |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
|----|--|--|--|--|---|--|--------------|------------------|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 64 | Section 31 of the MCW states that women in especially difficult circumstances (WEDC) shall be provided with services and interventions as necessary such as temporary and protective custody, legal services, financial assistance, etc. | Incidence of VAW work conditions exposing women workers to various forms of abuse and exploitation due to their low levels of skills and education | Women OFWs and other territories under jurisdiction, who have been abused, exploited or became victims of violence and trafficking, were given appropriate assistance. | MFO: Diplomatic and Consular Services. | Provision of airfare and repatriation assistance to distressed filipino women migrant workers who need to be repatriated to the Philippines | Number of women OFs given assistance - At least 100 women OFs | 6,735,416.00 | GAA | Stockholm PE, Riyadh PE, Prague PE, Damascus PE, Beirut PE |
| 65 | Section 31 of the MCW states that women in especially difficult circumstances (WEDC) shall be provided with services and interventions as necessary such as temporary and protective custody, legal services, financial assistance, etc. | Limited assistance to women OFs at Post who became victims of violence and trafficking | Provide financial assistance to women OFs at Post who became victims of violence and trafficking | GASS: Diplomatic and Consular Services | Provision of financial support to women OFWs at Post who became victims of violence and trafficking on the employment-related dispute resolution or mediation, and referral to appropriate institutions | Number of women OFs given assistance - At least 100 women OFs | 4,810,740.00 | GAA | Hanoi PE, Rome PE, Milan PCG, Paris PE, Jakarta PE, Abu Dhabi PE, Phnom Penh PE |
| 66 | Section 31 of the MCW states that women in especially difficult circumstances (WEDC) shall be provided with services and interventions as necessary such as temporary and protective custody, legal services, financial assistance, etc. | Limited assistance to women OFs seeking shelter at Post who need to be repatriated to the Philippines | Provide repatriation assistance to women OFs seeking shelter at Post who need to be repatriated to the Philippines | GASS: Diplomatic and Consular Services | Repatriation to the Philippines of distressed women OFs seeking shelter at Post | Number of women OFs given repatriation assistance - At least 100 women OFs | 7,943,305.52 | GAA | Hanoi PE, Rome PE, Milan PCG, Paris PE, Jakarta PE, Abu Dhabi PE, Phnom Penh PE |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 67 | Section 2 of RA 10028 or the Expanded Breastfeeding Promotion Act of 2009 states that The State adopts rooming-in as a national policy to encourage, protect and support the practice of breastfeeding. It shall create an environment where basic physical, emotional, and psychological needs of mothers and infants are fulfilled through the practice of rooming-in and breastfeeding. | Lack of breastfeeding awareness among the members of the Filipino community and limited breastfeeding spaces for women and absence of facilities within office premises to cater to the needs of young children | Increase breastfeeding awareness among the members of the Filipino community and provide breastfeeding spaces for women facilities within office premises to cater to the needs of young children | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Provision of breastfeeding area/rooms for lactating mothers and kiddie corners or day care center for young children that is available for the clients and personnel in the Embassy/Consular Office | Number of spaces provided to cater to needs of women and children - At least 1 | 3,237,002.36 | GAA | Baghdad PE, Kuwait PE, Rome PE, San Francisco PCG, Doha PE, Milan PCG, Athens PE, Port Moresby, Office of Asset Management and Support Services, Vancouver PCG, San Francisco PCG |
| 68 | 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 private area for interview and consultation, particularly for female applicants and limited access to legal assistance in the Philippines due to distance and legal assistance in Spain due to language barrier | Provision of appropriate space in the Embassy for privacy during sensitive consultation and interviews and increase access to legal information | MFO: Diplomatic and Consular Services | Provision/construction of private interview area to allow privacy during interview of consultation of sensitive matters and continuing Free Legal consultation in the Philippines (Philippine laws) and in Spain (Spanish Laws) in cooperation with Philippine- based law office and Spain-based law office. | Number of beneficiaries - At least 50 | 834,261.50 | GAA | Madrid PE |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 69 | Need to strengthen initiatives on women's rights in ASEAN through the ASEAN Intergovernmental Commission on Human Rights (AICHR) | In ASEAN, AICHR has succeeded in human rights promotion, but its protection mandate, especially on womens rights, needs strengthening | To advance AICHRs protection mandate on strengthening womens rights protection in ASEAN | MFO: Foreign Policy Services (MFO 1) | Attendance to workshop/s on strengthening womens rights protection in ASEAN or gender sensitive approach to human rights through its priority programs for 2020 (i.e. AICHR Consultation on Human Rights-based, Gender Sensitive and Child-Friendly Approach to prevent and counter extreme violence in ASEAN, etc.), Regular or Special Meeting of the ASEAN Intergovernmental Commission on Human Rights (AICHR) and workshops/seminars on human rights and Meetings under the ASEAN Socio-Cultural Community (ASCC) Pillar. | Number of discussions, outcome documents, reports, and recommendations from the meeting - At least 3 | 745,000.00 | GAA | Office of ASEAN Affairs |
| 70 | Reported case of women OFs who needs to be repatriated | Limited assistance for distressed women OFs who are victims of abuse and discrimination or loss of employment that needs to be repatriated | Provide repatriation assistance to distressed women OFs who are victims abuse and discrimination or loss of employment | MFO: Diplomatic and Consular Services | Provision of repatriation assistance to distressed women OFs who are victims of abuse and discrimination or lost employment and needs to be repatriated | Number of women OFs given assistance - At least 100 women OFs | 6,125,883.24 | GAA | London PE, Rome PE, Honolulu PCG, Islamabad PE, Athens PE, Chicago PCG, Osaka PCG, Chicago PCG, Paris PE, Yangon PE, Vienna PE, Copenhagen PE |
| 71 | Reported cases of women distressed OFs needing medical/welfare assistance/compassionate visit of next-of-kin | Limited assistance for women OFs needing medical/ welfare assistance/ compassionate visit of next-of-kin | Provide assistance for women OFs needing medical/ welfare assistance/ compassionate visit of next-of-kin | MFO: Diplomatic and Consular Services | Provision of medical/ welfare assistance/ compassionate visits to distressed women OFs | Number of women OFs given assistance - At least 100 women OFs | 5,597,502.00 | GAA | Beijing PE, Kuwait PE, Port Moresby PE, Wellington PE, Guangzhou PCG, |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 72 | Observed low political representation in locality of OFs, in an area that has untapped potential in terms of participation in decision-making on issues that concern them | Lack of encouragements or information on this potential for the community | Empower women Filipino leaders and communities to actively participate politically, which could translate to greater political voice on issues that are beneficial to them, including but not limited to labor and employment | MFO: Diplomatic and Consular Services | Conduct of activities/functions to encourage women OF leaders to explore and consider opportunities for political participation | Number of activities conducted - At least 5 | 234,997.00 | GAA | Calgary PCG |
| 73 | Reported cases of women OFs facing legal charges | Limited assistance for women OFs facing charges and in jail | Conduct jail visit and/or facilitate compassionate visit of next-of-kin and in jail | MFO: Diplomatic and Consular Services | Conduct of jail visit and/or facilitate compassionate visit of next-of-kin to distressed women OFs facing legal charges and in jail | Number of women OFs given assistance - At least 100 women OFs | 5,597,502.38 | GAA | Beijing PE, Kuwait PE, Port Moresby PE, Wellington PE, Guangzhou PCG, |
| 74 | Reported cases of women OFs facing legal charges | Limited assistance for women OFs facing charges | Conduct jail visit and/or facilitate compassionate visit of next-of-kin | MFO: Diplomatic and Consular Services | Provision of legal counseling and other legal services to women migrant workers who are victims of abuse/discrimination | Number of women OFs given assistance - At least 100 women OFs | 5,597,502.00 | GAA | Beijing PE, Kuwait PE, Port Moresby PE, Wellington PE, Guangzhou PCG, |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
|----|--|--|---|---------------------------------------|---|--|--------------|------------------|--------------------------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 75 | Reported cases of undocumented women migrant workers | Lack of consular service for undocumented women migrant workers | Increase Beijing PE's awareness of the current status of OFs especially women OFs, under its jurisdiction | MFO: Diplomatic and Consular Services | Conduct of Mapping and Management Audit Mission, Outreach program under Post jurisdiction to ensure that women OFs are given proper assistance at Post | Number of mapping operations conducted - At least 3 mapping operations and Outreach Program of OFs through detailed interviews, to determine their location, and to validate demographic and employment profile and status in Post jurisdictions | 4,396,341.77 | GAA | Beijing PE |
| 76 | Reported cases of undocumented women migrant workers | Lack of consular services for undocumented women migrant workers | Provide consular services for undocumented women migrant workers | MFO: Diplomatic and Consular Services | Regular consular service and missions at the Embassy taking into consideration the special needs of women thru the 1) Monthly 2nd Sunday Service and 2) Monthly Consular Missions to Cyprus and 3) Yearly Consular Missions to selected cities in Greece. | No. of assistance provided - At least 5 per month at the Embassy, At least 100 per outreach mission to Cyprus, At least 5 per outreach mission to Greek Islands | 4,942,500.00 | GAA | Athens PE |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 77 | 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 of Post's clients are women who avail of Posts services to renew their passports or register vital events in the Philippine civil registry system. | Lack of streamlining in the process and requirements of availing consular-related services by Posts clients and lack of awareness and sensitivity among staff regarding the special needs and considerations of Posts women clients. | To streamline the process and requirements of availing consular-related services by Posts clients and increase awareness and sensitivity among staff regarding the special needs and considerations of Posts women clients. | MFO: Diplomatic and Consular Services | Establishment of Client Management System - an ICT program of Post which generates a database on all consular services provided to clients such as civil registry of births, marriages and deaths taking into consideration of the special needs of Posts women clients | Number of assistance provided- As requested/demanded | 12,528,768.00 | GAA | Tokyo PE, Prague PE |
| 78 | Gender Equality, Violence against Women, Trafficking in Women and Girls; Magna Carta of Women and Expanded Anti-Trafficking in Persons Act and empowerment of women for migrant women; Proclamation No. 277 of 1988 | Prostitution of Women, systemic violence against women and girls, Systemic discrimination Lack of information violence against women migrant workers | Information campaign on best practices and challenges in combatting trafficking of women, Promote the Philippine priorities and programs for women Information campaign. | MFO: Diplomatic and Consular Services | Organization of a side event at the sidelines of the UNGA, Side event at the sidelines of the Commission on the Status of Women | Number of participants - Participation of at least 70 representatives from NYPM, UN Member States, UN organizations, civil society, and other interested participants. At least One (1) press release/ information material to be published via the DFA official website, and NYPM official website, Facebook page and Twitter account. | 150,000.00 | GAA | New York PM |

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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 79 | Women and girls with disabilities suffer intersecting forms of discrimination; Addressing the Rights and Needs of Adolescent Girls in Crisis, Exclusion of older women in political and social affairs | Systemic discrimination lack of access lack of information on human rights of women and girls with disabilities, Gender Inequality, Gender-Based Violence, Trafficking of Young Women | Promote information on rights of women with disabilities, Share best practices on addressing the rights and needs of adolescent girls in crisis situations and other issues affecting women | MFO: Diplomatic and Consular Services | Conduct of a side event or lecture on Inclusive Development of Women and Girls with Disabilities Information campaign, Organization/ co-sponsorship of relevant event related to women's issues | Number of participants - At least 70 women representatives from NYPM, UN Member States, UN organizations, civil society, and other interested participants Number of press releases/information material - At least One (1) press release/ information material | 300,000.00 | GAA | New York PM |
| 80 | Gender- responsive foreign policy and integrating such in the objectives of DFA and its sub-units | Limited knowledge on PH women's rights laws and advocacies in the international fora | Increase awareness and knowledge of Gender equality and women empowerment in all fields of UNESCO's competence | MFO: Diplomatic and Consular Services | Promotion of gender equality and women empowerment highlighting efforts of the Philippines in advancing women's interests in the Executive Board, Working Group on Governance, Intangible Cultural Heritage Committee, World Heritage Committee and in other sectors of UNESCO | Number of outcome documents drafted incorporating gender equality and women empowerment in sectors of UNESCO - At least 1 | 1,366,642.89 | GAA | Paris PE |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 81 | Delivery of Philippine consular services to overseas Filipinas in France and Monaco | As overseas Filipinas make up majority (70%) of those requiring consular assistance from the Philippine Embassy in Paris, there is a need to ensure that they are able to access consular services without delay and following the prescribed Philippine government standards of efficiency and effectiveness. | Improved access by majority of Filipina consular clients of efficient and effective services provided by the Philippine Embassy in Paris | MFO: Diplomatic and Consular Services | Provision of correct and timely processing of consular applications by women consular clients. | Number of applications received - At least 50 applications processed filed by women clients | 28,201,169.39 | GAA | Paris PE |
| 82 | The COVID-19 pandemic has had unprecedented effects on all sectors of society, especially on women, children, the elderly, persons with disabilities and those in rural and remote areas. | Women form the majority of healthcare and service workers at the frontlines many have lost their livelihoods in the informal economy, as migrant workers, and in MSMEs many carry the bulk of unpaid care work, and face an increased risk of domestic violence due to stay-at-home measures. | ASEAN, as the Philippines' National Secretariat, should raise awareness among people on the unprecedented effects of the pandemic on vulnerable sectors of society, especially women. | MFO: Foreign Policy Services (MFO 1) | Conduct of virtual contest on artistic expression of challenges that women face amidst the COVID-19 pandemic as part of the ASEAN Day celebration in the Philippines | Number of participants and impressions on social media to gauge audience reach - At least 50 | 100,000.00 | GAA | Office of ASEAN Affairs |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 83 | Empowerment of women in the Society by providing them with equal opportunities and highlighting their achievements and accomplishments | Limited opportunity for Filipino women to showcase their talents in Spain | Showcase talents of Filipino women in Spain and improved interest in the skills and talents of Filipino women in Spain | MFO: Diplomatic and Consular Services | Online Concert and Short interview of Ms. Alexandra Masangkay, Filipino talent based in Spain. Star of Netflix Spains El Hoyo , Flashdance, the Musical, Online Concert and sing- along with kudyapi childrens choir, 3rd Annual Gawad Ambassador Philippe J. Lhuillier Para sa Pinakamatagal na Manggagawang Pilipino sa Spain at Andorra. | Number of beneficiaries- At least 100 | 208,240.00 | GAA | Madrid PE |
| 84 | Limited information on Filipino women professionals working abroad | No adequate information available on Filipino women professionals working abroad. | Increased employment of Philippine professionals in different industries abroad | MFO: OUIER-EDD | Creation of a Report on SME's fairs and roadshows promoting Philippine products made by Filipino women | Number of drafted report on SME fairs and roadshows promoting Philippine products made by Filipino women - At least 1 | 100,000.00 | GAA | Office of the Undersecretary for International and Economic Affairs |
| 85 | Limited awareness among overseas Filipinas in Post and other territories under its jurisdiction on COVID-19 and measures put in place by Philippine and Host country's governments to curb COVID-19 outbreak | Limited access to information of women especially in a time of a pandemic | Informed overseas Filipinas in Post and other territories under its jurisdiction about COVID-19 and measures undertaken by Philippine and Host country's governments to curb COVID-19 outbreak | MFO: Diplomatic and Consular Services | Issuance of pertinent advisories and relevant information through social media pages of the Embassy about COVID-19 and conduct of seminars on measures put in place by Philippine and Host country's governments to curb the COVID-19 pandemic | Number of advisories issued and information shared or disseminated through social media about COVID-19 and measures put in place by Philippine and Host country's governments to curb the COVID-19 pandemic- At least 1 per office per year | 824,410.38 | GAA | Ankara PE, Milan PCG, Malolos CO, General Santos CO, Santiago PE, Cairo PE, Warsaw PE, Los Angeles PCG, Berlin PE, Guangzhou PCG, Manado PCG, Vientiane PE, Abuja PE, Office of Middle East and African Affairs |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 86 | Lack of information and fund for anti-sexual harassment initiatives and prevention of sexual exploitation and abuse/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 and fund for anti-sexual harassment initiatives and prevention of sexual exploitation and abuse | To increase awareness among women migrant workers about sexual harassment, inform them of existing laws regarding sexual harassment, and help them promote and maintain a comfortable, productive work environment | MFO: Diplomatic and Consular Services | Conduct of orientations/initiatives through series of workshops, lectures or information caravans/film showing on Sexual Harassment | Number of activities conducted- At least 1 activity per year per office | 122,277.00 | GAA | Brasilia PE, Lipa CO, New York PCG, Tagum CO, San Nicolas CO, Yangon PE |
| 87 | Women migrant workers working in the front lines abroad and who were stranded or unemployed or temporarily unemployed due to the COVID-19 pandemic | Lack of assistance to Overseas women migrant workers who are in distress due to working in the front lines and who were stranded or unemployed or temporarily unemployed due to the lockdown in cities amid the growing threat of COVID-19 pandemic | Provision of assistance to Overseas women migrant workers who are in distress due to working in the front lines and who were stranded or unemployed or temporarily unemployed due to the COVID-19 pandemic | MFO: Diplomatic and Consular Services | Provision of assistance to women migrant workers in the form of personal protective gears, hygiene kits/medicines and food supplies | Number of women OFs given assistance - At least 100 women OFs | 2,299,925.23 | GAA | Tokyo PE, Brunei PE, Abu Dhabi PE, Tehran PE, Vientiane PE, Frankfurt PCG, Oslo PE, Moscow PE, Milan PCG, Mexico PE |

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|----|--|---|--|---------------------------------------|---|---|--------------|------------------|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 88 | Women migrant workers working in the front lines abroad and who were stranded or unemployed or temporarily unemployed due to the COVID-19 pandemic | Lack of assistance to Overseas women migrant workers who are in distress due to working in the front lines and who were stranded or unemployed or temporarily unemployed due to the lockdown in cities amid the growing threat of COVID-19 pandemic | Provision of assistance to Overseas women migrant workers who are in distress due to working in the front lines and who were stranded or unemployed or temporarily unemployed due to the COVID-19 pandemic | MFO: Diplomatic and Consular Services | Provision of assistance to women migrant workers in the form of personal protective gears, hygiene kits/medicines and food supplies | Number of women OFs given assistance - At least 100 women OFs | 813,357.89 | GAA | Jakarta PE, Malolos CO, La Union CO, Butuan CO, Kuala Lumpur PE, Chongqing PCG, Angeles CO, Santiago PE, Toronto PCG, Damascus PE |
| 89 | Women migrant workers working in the front lines abroad and who were stranded or unemployed or temporarily unemployed due to the COVID-19 pandemic | Lack of assistance to Overseas women migrant workers who are in distress due to working in the front lines and who were stranded or unemployed or temporarily unemployed due to the lockdown in cities amid the growing threat of COVID-19 pandemic | Provision of assistance to Overseas women migrant workers who are in distress due to working in the front lines and who were stranded or unemployed or temporarily unemployed due to the COVID-19 pandemic | MFO: Diplomatic and Consular Services | Provision of assistance to women migrant workers in the form of personal protective gears, hygiene kits/medicines and food supplies | Number of women OFs given assistance - At least 100 women OFs | 3,614,085.11 | GAA | Jeddah PCG, New York PCG, Washington DC PE, Warsaw PE, Bangkok PE, Lisbon PE, Dasmariñas CO, Tripoli PE, Paris PE, Stockholm PE |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 90 | Women migrant workers working in the front lines abroad and who were stranded or unemployed or temporarily unemployed due to the COVID-19 pandemic | Lack of assistance to Overseas women migrant workers who are in distress due to working in the front lines and who were stranded or unemployed or temporarily unemployed due to the lockdown in cities amid the growing threat of COVID-19 pandemic | Provision of assistance to Overseas women migrant workers who are in distress due to working in the front lines and who were stranded or unemployed or temporarily unemployed due to the COVID-19 pandemic | MFO: Diplomatic and Consular Services | Provision of assistance to women migrant workers in the form of personal protective gears, hygiene kits/medicines and food supplies | Number of women OFs given assistance - At least 100 women OFs | 2,000,319.71 | GAA | Doha PE, Riyadh PE, Yangon PE, Prague PE, Beirut PE, The Hague PE, Vienna PE, Amman PE, Xiamen PCG |
| 91 | Need for women empowerment in IAEA Secretariat and UNIDOC; Need for gender mainstreaming in UNIDO | Internal issues within the organization secretariat and need for greater buy-in from the Member States | Contribution by the Philippines to ensuring achievement of gender parity within the IAEA Secretariat, UNIDOC, and UNIDO | MFO: Foreign Policy Services | Support for implementation of IAEA GC Resolution on Women, for UNIDO program on Women Empowerment as part of IDB Agenda, for resolutions on Against Trafficking in Persons, especially women and children, and support the International Gender Champions to break down gender barriers and make gender equality a working reality in their spheres of influence. | Number of support by the Philippines provided- At least 3 | 1,438,325.50 | GAA | Vienna PE/PM |
| 92 | 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 of Post's clients are women who avail of Posts services to renew their passports or register vital events in the Philippine civil registry system | Inadequate streamlining in the process and requirements of availing consular-related services by Posts clients and lack of awareness and sensitivity among staff regarding the special needs and considerations of Posts women clients. | Increased efforts in streamlining 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 | Provision of services to women overseas Filipinos such as civil registrations, passport, visa, dual citizenship and notarial documents at the Consulate | Number of female applicants provided with efficient and effective consular services- At least 100 female applicants | 5,100,000.00 | GAA | Sydney PCG |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 93 | Women with disabilities continue to experience barriers in accessing services, commodities, and information due to their intersecting vulnerabilities as women, persons with disabilities, and as members of other marginalized sectors | Lack of PWD-friendly ramp for women OFs who are with disabilities (PWDs) at the new chancery for ease of access to the Embassy premises | Provide ramp for women OFs who are with disabilities (PWDs) at the new chancery for ease of access to the Embassy premises | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Provision of ramp for women OFs who are with disabilities (PWDs) at the new chancery to increase ease of access in availing Embassy/consular services | Number of PWD ramp provided - At least 1 Number of beneficiaries - At least 12 PWD women OFs | 6,538,013.90 | GAA | Rome PE |
| ORGANIZATION-FOCUSED ACTIVITIES | | | | | | | | | |
| 94 | 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 GAD Secretariat | Increase access to capacity building initiatives for GAD Secretariat | GASS: and STO | Conduct of training for GAD Secretariat and GAD Focal Point Officers and Alternates | Number of trainings attended by members of the GAD Secretariat - At least 1 training Number of trainings conducted for GFPOs and Alternates - At least 1 training | 3,620,000.00 | GAA | Human Resources Management Office |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 95 | 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 | Number of meetings/ hearings provided with funding - At least 1 meeting/ hearing | 5,000.00 | GAA | Human Resources Management Office |
| 96 | 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. | 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 | Provision of funding support for GAD Activities implemented by Foreign Service Posts, Consular Offices, and Offices in the Home Office | Number of personnel who participated in the preparation or conduct of GAD PAPs- At least 3 | 2,604,856.50 | GAA | Human Resources Management Office |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 97 | 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. | Aims to develop awareness of Embassy personnel on Philippine culture. | MFO: Diplomatic and Consular Services | Participation in a Cultural Training to rekindle knowledge on Philippine history and the recognition of contribution of women in the Philippines and host country | Number of trainings attended - At least 1 Cultural training hosted by the host country and in the Philippines | 1,133,569.22 | GAA | Beijing PE |
| 98 | 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 GAD knowledge and awareness necessary for the formulation of gender- responsive policies and provision of gender- responsive programs | Enhance GAD knowledge and awareness necessary for the formulation of gender- responsive policies and provision of gender- responsive programs | MFO: General Administration and Support (GAAS) and Support to Operations (STO) | Conduct of activities focused on promoting Gender in Workplace, Culture and Practice (live or online sessions) | Number of activities conducted - At least one | 100,000.00 | GAA | Office of Middle East and African Affairs |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 99 | 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 | The GAD Secretariat's computers purchased five years ago are functioning below the acceptable level of performance, hampering the productivity of personnel in implementing GAD PAPs for the Department | Lease of new laptops to decrease the risk of errors and breakdowns in order to efficiently work on the implementation of GAD-related activities for DFA personnel | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Rent of ICT machinery/equipment (Lease of laptops) | Number of laptops procured- At least 3 | 250,000.00 | GAA | Human Resources Management Office |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 100 | 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: General Administration and Support (GAAS) and Support to Operations (STO) | Attribution of allowances of GAD Focal Point Officer (20%), Alternate Focal Point Officer/ATN (100%), ATN Supervising Officer (25%), Four (4) ATN Officers (100%), Four (4) GAD Team Members (15%), Administrative Officer (15%) who conducted/participated in GAD PAPs of Post | Number of personnel who participated in the preparation or conduct of GAD PAPs - At least 2 participated in the preparation and conduct of GAD PAPs per office | 17,956,492.23 | GAA | Hong Kong PCG |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 101 | 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 understanding of the GAD concept and program due to lack of access to GAD-related information. | Increase understanding of GAD concept and program by providing ready access to GAD-related information through the Knowledge Management System (KMS). | MFO: General Administration and Support (GAAS) and Support to Operations (STO) | Inclusion of a section for GAD in the Knowledge Management System (KMS) of the DFA. | Number of GAD knowledge products uploaded in the KMS- At least 1 | 7,882.50 | GAA | Office of Policy Planning and Coordination |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 102 | 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) | Provision of proper guidance to Section Heads to achieve GAD-mainstreamed inputs. | Number of personnel who participated in the preparation or conduct of GAD PAPs - At least 2 | 2,475,247.57 | GAA | Paris PE |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 103 | 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) | Emoluments of FSPs, COs, and offices in HO'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 2021 GPB and 2020 GAD AR | Number of personnel who participated in the preparation or conduct of GAD PAPs -At least 2 participated in the preparation and conduct of GAD PAPs per office | 4,448,993.87 | GAA | Sydney PCG, Tokyo PE, Abu Dhabi PE, London PE, Vientiane PE, Oslo PE, Canberra PE, Rome PE, Honolulu PCG, Wellington PE, Office of Middle East and African Affairs |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 104 | 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) | Emoluments of FSPs, COs, and offices in HO'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 2021 GPB and 2020 GAD AR | Number of personnel who participated in the preparation or conduct of GAD PAPs -At least 2 participated in the preparation and conduct of GAD PAPs per office | 2,625,772.79 | GAA | Jakarta PE, Office of American Affairs, Santiago PE, Los Angeles PCG, Athens PE, Chicago PCG, Manama PE, Geneva WTO-PM, Stockholm PE, Yangon PE, Prague PE, Office of Undersecretary for Policy |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
|-----|--|---|---|--------------------------------------|---|---|--------------|------------------|--|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 105 | 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 the GAD Secretariat in coordinating with the GFPS on the effective gender mainstreaming and implementation of GAD PAPs in the Department | Increased involvement of the GAD Secretariat in coordinating with the GFPS on the effective gender mainstreaming and implementation of GAD PAPs in the Department | MFO: GAAS and STO | Attribution of emoluments of the GAD Secretariat responsible for the implementation of GAD PAPs in the Department and with 100 percentage GAD Work | Number of personnel of GAD Secretariat with 100% GAD work in the preparation or conduct of GAD PAPs- At least 3 | 1,218,067.20 | GAA | Human Resources Management Office |
| 106 | Section 36 of RA 9710, Magna Carta of Women (MCW) mandating the collection of sex and age disaggregated data | Lack of training regarding GAD-related database of overseas Filipinos availing of passport, civil registry and notarials | Provision of training to FSP personnel to establish a systematic and uniform database of overseas Filipinos availing of passport, civil registry and notarials | MFO: OUCSCC, GAD Secretariat | Conduct training on GAD database management regarding sex and age disaggregation of data for Overseas Filipinos availing passport, civil registry and notarial services at FSPs | Number of personnel trained on GAD-related database - At least 100 | 50,000.00 | GAA | Office of the Undersecretary for Civilian Security and Consular Concerns |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
|-----|--|--|---|--|---|---|------------|------------------|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 107 | 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 the improvement of services incomplete and lacking in gender perspective | Collection of sex and age disaggregated data on consular and ATN services | MFO: GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Continuation of the monthly sex and age disaggregation of data on consular and ATN services and on overseas Filipino and Filipina professionals and entrepreneurs | Number of data gathered - 100% of FSPs to submit monthly report on sex and age disaggregated data | 717,047.58 | GAA | Office of the Undersecretary for Civilian Security and Consular Concerns, Office of the Undersecretary for International and Economic Affairs, Rome PE, Osaka PCG |
| 108 | Section 11 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 | Production and publication of Volume 2 of Ambassador Delia Albert's book "Women in Diplomacy: The Remarkable Ambassadors in the Philippine Foreign Service" in partnership with the Foreign Service Institute | Number of copies printed and distributed - 300 copies | 300,000.00 | GAA | Human Resources Management Office |
| 109 | Sec. 9 (Protection from Violence), Sec. 13 (Equal Access and Elimination of Discrimination in Education, Scholarships, and Training), Sec. 24 (Right to Education and Training), IRR of RA 9710 (Magna Carta of Women) | Limited knowledge / lack of skills on basic personal safety techniques | Increase in knowledge and skills of UA personnel on basic personal safety techniques | GASS: and STO | Seminar on Self-Defense and Protection Against Violence | No. of personnel who attend seminar on Self-Defense and Protection Against Violence - At least 30 | 100,000.00 | GAA | Office of the Undersecretary for Administration |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 110 | Section 12 of RA 9710 Magna Carta for Women. Protection from Violence | Lack of knowledge and understanding on gender-based violence and harrasment, especially within the workplace and in public spaces | Equip OUP personnel with the necessary information on gender-based violence and harrasment and how to prevent and/or address these kinds of situations | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Conduct seminar on gender-based violence, practical safety measures and self-defense (virtual/online programs included due to present circumstances arising from COVID-19 pandemic) | Number of OUP personnel who attend seminar- at least 70% of OUP personnel. | 25,000.00 | GAA | Office of the Undersecretary for Policy |
| 111 | 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 | Need to introduce gender-sensitivity concepts and GAD-related laws and regulations, Work-related stress and how it affects work-life balance of personnel, which affects their respective households. | Introduce GAD concepts, laws and regulations to personnel and to improve the morale of personnel by conducting morale-building activities to boost their mental and emotional balance, which would positively affect engagements with both clients and families. | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Focus Group Discussion on Conduct of Ethics, a presentation on the Anti-Sexual Harassment Act and the Committee on Decorum and Investigation and a focus Group Discussion on GAD policies of the DFA and incorporating GAD issues/concerns. | Number of activities conducted - At least 2 | 939,988.00 | GAA | Calgary PCG |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
|-----|--|---|---|---|---|---|--------------|------------------|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 112 | 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 programs | Enhance GAD knowledge and awareness necessary for the formulation of gender-responsive policies and provision of gender-responsive programs | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Conduct of or participation in GAD- related training/ programs by office's personnel and Attendance of Post's personnel, not limited to GAD Focal Point and Alternate, in any live or onlinebasic seminars/trainings on GAD offered by various organizations and the Department | Number of GAD- related training/ programs conducted or participated in by Post's personnel - At least one activity per office | 1,897,268.40 | GAA | Ankara PE, Hong Kong PCG,Sydney PCG,Tokyo PE, Davao CO, Brunei PE, London PE, Tehran PE, Frankfurt PCG, Office of Undersecretary for Policy |
| 113 | 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 programs | Enhance GAD knowledge and awareness necessary for the formulation of gender-responsive policies and provision of gender-responsive programs | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Conduct of or participation in GAD- related training/ programs by office's personnel and Attendance of Post's personnel, not limited to GAD Focal Point and Alternate, in any live or onlinebasic seminars/trainings on GAD offered by various organizations and the Department | Number of GAD- related training/ programs conducted or participated in by Post's personnel - At least one activity per office | 1,493,500.00 | GAA | Tacloban CO, San Pablo CO, Oslo PE, Moscow PE, Rome PE, Milan PCG, Mexico PE, Honolulu PCG, Office of Middle East and African Affairs, Jakarta PE |

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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 114 | 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 programs | Enhance GAD knowledge and awareness necessary for the formulation of gender-responsive policies and provision of gender-responsive programs | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Conduct of or participation in GAD- related training/ programs by office's personnel and Attendance of Post's personnel, not limited to GAD Focal Point and Alternate, in any live or onlinebasic seminars/trainings on GAD offered by various organizations and the Department | Number of GAD- related training/ programs conducted or participated in by Post's personnel - At least one activity per office | 878,062.79 | GAA | DFA Mindanao, Hanoi PE, Malolos CO, Santiago CO, La Union CO, Butuan CO,Kuala Lumpur PE, Dumaguete CO, Overseas Voting Secretariat,Antipolo CO |
| 115 | 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 programs | Enhance GAD knowledge and awareness necessary for the formulation of gender-responsive policies and provision of gender-responsive programs | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Conduct of or participation in GAD- related training/ programs by office's personnel and Attendance of Post's personnel, not limited to GAD Focal Point and Alternate, in any live or onlinebasic seminars/trainings on GAD offered by various organizations and the Department | Number of GAD- related training/ programs conducted or participated in by Post's personnel - At least one activity per office | 174,000.00 | GAA | Office of American Affairs, Singapore PE, Chongqing PCG, Lipa CO, NCR-Northeast CO, Tel Aviv PE, General Santos CO,Zamboanga CO, Tuguegarao CO, Puerto Princesa |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 116 | 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 programs | Enhance GAD knowledge and awareness necessary for the formulation of gender-responsive policies and provision of gender-responsive programs | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Conduct of or participation in GAD- related training/ programs by office's personnel and Attendance of Post's personnel, not limited to GAD Focal Point and Alternate, in any live or onlinebasic seminars/trainings on GAD offered by various organizations and the Department | Number of GAD- related training/ programs conducted or participated in by Post's personnel - At least one activity per office | 882,226.30 | GAA | Clarín CO, Angeles CO, San Nicolas CO, Office of the Undersecretary for Civilian Security and Consular Concerns, Ottawa PE, Santiago PE, Toronto PCG, Damascus PE, Jeddah PCG, New York PCG |
| 117 | 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 programs | Enhance GAD knowledge and awareness necessary for the formulation of gender-responsive policies and provision of gender-responsive programs | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Conduct of or participation in GAD- related training/ programs by office's personnel and Attendance of Post's personnel, not limited to GAD Focal Point and Alternate, in any live or onlinebasic seminars/trainings on GAD offered by various organizations and the Department | Number of GAD- related training/ programs conducted or participated in by Post's personnel - At least one activity per office | 271,023.09 | GAA | Washington DC PE, Phnom Penh PE, Warsaw PE, Lucena CO, Bangkok PE, Lisbon PE, Los Angeles PCG, Vancouver PCG, Maritime and Ocean Affairs Office, NCR-Central CO |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 118 | 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 programs | Enhance GAD knowledge and awareness necessary for the formulation of gender-responsive policies and provision of gender-responsive programs | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Conduct of or participation in GAD- related training/ programs by office's personnel and Attendance of Post's personnel, not limited to GAD Focal Point and Alternate, in any live or onlinebasic seminars/trainings on GAD offered by various organizations and the Department | Number of GAD-related training/ programs conducted or participated in by Post's personnel - At least one activity per office | 447,020.00 | GAA | Manama PE, New York PM, Pretoria PE, Dasmarias CO, Tripoli PE, Buenos Aires PE, Office of Strategic Communications and Research,Geneva WTO-PM, Tagum CO, Berlin PE |
| 119 | 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 programs | Enhance GAD knowledge and awareness necessary for the formulation of gender-responsive policies and provision of gender-responsive programs | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Conduct of or participation in GAD- related training/ programs by office's personnel and Attendance of Post's personnel, not limited to GAD Focal Point and Alternate, in any live or onlinebasic seminars/trainings on GAD offered by various organizations and the Department | Number of GAD-related training/ programs conducted or participated in by Post's personnel - At least one activity per office | 1,664,992.79 | GAA | Guangzhou PCG,Stockholm PE, Office of European Affairs, Internal Audit Service, Vienna PE, Office of the Undersecretary for International and Economic Affairs, Madrid PE,Bacolod CO, Office of Asia and Pacific,Riyadh PE, Manado PCG |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
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| 120 | 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 programs | Enhance GAD knowledge and awareness necessary for the formulation of gender-responsive policies and provision of gender-responsive programs | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Conduct of or participation in GAD- related training/ programs by office's personnel and Attendance of Post's personnel, not limited to GAD Focal Point and Alternate, in any live or onlinebasic seminars/trainings on GAD offered by various organizations and the Department | Number of GAD-related training/ programs conducted or participated in by Post's personnel - At least one activity per office | 1,832,084.34 | GAA | Prague PE, Amman PE, Beirut PE, Xiamen PCG, Beijing PE, Budapest PE, Kuwait PE, Macau SAR PCG, Port Moresby PE |
| 121 | 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 programs | Enhance GAD knowledge and awareness necessary for the formulation of gender-responsive policies and provision of gender-responsive programs | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Conduct of or participation in GAD- related training/ programs by office's personnel and Attendance of Post's personnel, not limited to GAD Focal Point and Alternate, in any live or onlinebasic seminars/trainings on GAD offered by various organizations and the Department | Number of GAD-related training/ programs conducted or participated in by Post's personnel - At least one activity per office | 1,935,570.60 | GAA | San Francisco PCG, Vatican PE, Wellington PE, Department Legislative Liaison Unit, Office of Consular Affairs, Office of Financial Management Services |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
|-----|--|---|--|---|---|--|------------|------------------|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 122 | Proclamation Nos. 922 and 929 declaring a State of Public Health Emergency and, consequently, a State of Calamity throughout the Philippines. Section 2 of Proclamation No. 922 and Section 3 of Proclamation No. 929 enjoin all government agencies to render full assistance to and cooperation with each other and mobilize the necessary resources to undertake critical, urgent, and appropriate disaster response aid and measures in a timely manner to curtail and eliminate the threat of COVID-19. | The adverse economic effects on men and women from loss of livelihood | To provide economic response and recovery, institute measures to avoid reversing gains in terms of women's participation in the labor force, and ensure that financial support and access to credit are equally available to women and men | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Renewal of two (2) COS for six (6) months with one of them as OSCR's Alternate GAD Focal Person | Number of COS renewed - At least 2 | 252,000.00 | GAA | Office of Strategic Communications and Research |
| 123 | Section 25 RA 9710 MCW - Right to decent work, services in support of balancing family and work obligations | Most women employees fail to prioritize or give time to health concerns as they have to juggle work and family obligations and as per the 2018 DFAs Participatory Gender Audit, all participants expressed feeling overburdened due to work demands, physically and psychologically | To address the health and burnout concerns of women personnel and achieve work-life balance | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Conduct of workplace health promotion and well-being programs (Stress Management or Mental Health seminars, Physical Exercise) for Post/Office's personnel to address the feeling of burnout due to work demands, physically and psychologically via videos/social media platforms addressing health concerns of women in partnership with various health organizations | Number of activities conducted- At least 1 per year per office | 465,300.00 | GAA | Brunei PE, Vientiane PE, Office of Undersecretary for Policy, Canberra PE, Jakarta PE, Jakarta PM, DFA Mindanao, La Union CO, Butuan CO, Office of American Affairs |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
|-----|---|---|---|---|---|--|--------------|------------------|--|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 124 | Section 25 RA 9710 MCW - Right to decent work, services in support of balancing family and work obligations | Most women employees fail to prioritize or give time to health concerns as they have to juggle work and family obligations and as per the 2018 DFAs Participatory Gender Audit, all participants expressed feeling overburdened due to work demands, physically and psychologically | To address the health and burnout concerns of women personnel and achieve work-life balance | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Conduct of workplace health promotion and well-being programs (Stress Management or Mental Health seminars, Physical Exercise) for Post/Office's personnel to address the feeling of burnout due to work demands, physically and psychologically via videos/social media platforms addressing health concerns of women in partnership with various health organizations | Number of activities conducted- At least 1 per year per office | 1,402,766.50 | GAA | Chongqing PCG, NCR-Northeast CO, Tel Aviv PE, Cairo PE, New York PCG, Calgary PCG, Office of Strategic Communications and Research, Agana PCG, Guangzhou PCG,Brussels PE |
| 125 | Section 25 RA 9710 MCW - Right to decent work, services in support of balancing family and work obligations | Most women employees fail to prioritize or give time to health concerns as they have to juggle work and family obligations and as per the 2018 DFAs Participatory Gender Audit, all participants expressed feeling overburdened due to work demands, physically and psychologically | To address the health and burnout concerns of women personnel and achieve work-life balance | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Conduct of workplace health promotion and well-being programs (Stress Management or Mental Health seminars, Physical Exercise) for Post/Office's personnel to address the feeling of burnout due to work demands, physically and psychologically via videos/social media platforms addressing health concerns of women in partnership with various health organizations | Number of activities conducted- At least 1 per year per office | 334,438.34 | GAA | Internal Audit Service, Office of Asia and Pacific, Yangon PE, San Pablo CO, Dhaka PE |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 126 | 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 | Conduct of trainings of coaches for transition coaching and certification of internal coaches | Number of trainings conducted - At least 2 trainings Number of certified internal coaches - At least 2 | 1,751,000.00 | GAA | Human Resources Management Office |
| 127 | Disproportionate risk of infection that women face as they take up majority of the service workforce at the frontlines | Limited support to protect women frontliners of the Department to lessen the risk of contracting the virus and prevent its spread | Provision of support to protect women frontliners of the Department to lessen the risk of contracting the virus and prevent its spread | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Provision of PPEs and medical assistance particularly to Local-hired female personnel who assist wards in the FWRC and allowance of female ATN Officer, AO, Housemother, Alternate Housemother, ATN Translator | Number of support given to women personnel - At least 1 Number of women personnel given support - At least 10 | 10,568,619.30 | GAA | Damascus PE |
| 128 | Disproportionate risk of infection that women face as they take up majority of the service workforce at the frontlines | Limited support to protect women frontliners of the Department to lessen the risk of contracting the virus and prevent its spread | Provision of support to protect women frontliners of the Department to lessen the risk of contracting the virus and prevent its spread | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Provision of support in the form of hygiene and sanitation items and personal protective equipment to protect women frontliners of the Post to lessen the risk of contracting the virus and prevent its spread to Post's clients, most of whom are women. | Number of support given to women personnel- At least 1 Number of women personnel given support - At least 10 | 1,041,200.00 | GAA | Chicago PCG |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
|-----|--|---|--|---|---|---|--------------|------------------|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 129 | Disproportionate risk of infection that women face as they take up majority of the service workforce at the frontlines | Limited support to protect women frontliners of the Department to lessen the risk of contracting the virus and prevent its spread | Provision of support to protect women frontliners of the Department to lessen the risk of contracting the virus and prevent its spread | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Provision of support/assistance to protect women frontliners of the Department to lessen the risk of contracting the virus and prevent its spread in the form of personal protective gears (face masks, face shields, gloves), hygiene kits/medicines and semestral office disinfections as a health precautionary measure to combat COVID-19 | Number of support given to women personnel- At least 1 Number of women personnel given support - At least 60 | 1,357,764.90 | GAA | Ankara PE, Tokyo PE, Davao CO, Brunei PE, Tehran PE, Vientiane PE, Frankfurt PCG, Calasiao CO, Oslo PE, Canberra PE |
| 130 | Disproportionate risk of infection that women face as they take up majority of the service workforce at the frontlines | Limited support to protect women frontliners of the Department to lessen the risk of contracting the virus and prevent its spread | Provision of support to protect women frontliners of the Department to lessen the risk of contracting the virus and prevent its spread | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Provision of support/assistance to protect women frontliners of the Department to lessen the risk of contracting the virus and prevent its spread in the form of personal protective gears (face masks, face shields, gloves), hygiene kits/medicines and semestral office disinfections as a health precautionary measure to combat COVID-19 | Number of support given to women personnel- At least 1 Number of women personnel given support - At least 60 | 880,505.00 | GAA | Moscow PE, Rome PE, Milan PCG, Mexico PE, Office of Middle East and African Affairs, Jakarta PE, DFA Mindanao, Legazpi CO, Santiago CO, La Union CO |
| 131 | Disproportionate risk of infection that women face as they take up majority of the service workforce at the frontlines | Limited support to protect women frontliners of the Department to lessen the risk of contracting the virus and prevent its spread | Provision of support to protect women frontliners of the Department to lessen the risk of contracting the virus and prevent its spread | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Provision of support/assistance to protect women frontliners of the Department to lessen the risk of contracting the virus and prevent its spread in the form of personal protective gears (face masks, face shields, gloves), hygiene kits/medicines | Number of support given to women personnel- At least 1 Number of women personnel given support - At least 60 | 172,049.33 | GAA | Butuan CO, Kuala Lumpur PE, Office of Asset Management and Support Serivces, Lipa CO, Seoul PE, General Santos CO, Zamboanga CO, Tuguegarao CO, Puerto Princesa CO, Clarin CO |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
|-----|--|---|--|---|---|---|--------------|------------------|--|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 132 | Disproportionate risk of infection that women face as they take up majority of the service workforce at the frontlines | Limited support to protect women frontliners of the Department to lessen the risk of contracting the virus and prevent its spread | Provision of support to protect women frontliners of the Department to lessen the risk of contracting the virus and prevent its spread | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Provision of support/assistance to protect women frontliners of the Department to lessen the risk of contracting the virus and prevent its spread in the form of personal protective gears (face masks, face shields, gloves), hygiene kits/medicines | Number of support given to women personnel- At least 1 Number of women personnel given support - At least 60 | 793,222.78 | GAA | Angeles CO, San Nicolas CO, Office of the Undersecretary for Civiian Security and Consular Concerns, Office of Protocol, Ottawa PE, Santiago PE, Cairo PE, Toronto PCG, Jeddah PCG, New York PCG |
| 133 | Disproportionate risk of infection that women face as they take up majority of the service workforce at the frontlines | Limited support to protect women frontliners of the Department to lessen the risk of contracting the virus and prevent its spread | Provision of support to protect women frontliners of the Department to lessen the risk of contracting the virus and prevent its spread | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Provision of support/assistance to protect women frontliners of the Department to lessen the risk of contracting the virus and prevent its spread in the form of personal protective gears (face masks, face shields, gloves), hygiene kits/medicines | Number of support given to women personnel- At least 1 Number of women personnel given support - At least 60 | 1,182,359.53 | GAA | Washington DC PE, Phnom Penh PE, Warsaw PE, Lucena CO, Lisbon PE, Vancouver PCG, Intelligence and Security Unit, New York PM, Pretoria PE, Office of ASEAN Affairs |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
|-----|--|---|--|---|---|---|--------------|------------------|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 134 | Disproportionate risk of infection that women face as they take up majority of the service workforce at the frontlines | Limited support to protect women frontliners of the Department to lessen the risk of contracting the virus and prevent its spread | Provision of support to protect women frontliners of the Department to lessen the risk of contracting the virus and prevent its spread | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Provision of support/assistance to protect women frontliners of the Department to lessen the risk of contracting the virus and prevent its spread in the form of personal protective gears (face masks, face shields, gloves), hygiene kits/medicines | Number of support given to women personnel- At least 1 Number of women personnel given support - At least 60 | 1,629,552.66 | GAA | Tripoli PE, Office of Strategic Communications and Research, Tagum CO, Guangzhou PCG, Stockholm PE, Office of the Undersecretary for International and Economic Affairs,Doha PE, Bacolod CO, Office of Asia and Pacific,Riyadh PE |
| 135 | Disproportionate risk of infection that women face as they take up majority of the service workforce at the frontlines | Limited support to protect women frontliners of the Department to lessen the risk of contracting the virus and prevent its spread | Provision of support to protect women frontliners of the Department to lessen the risk of contracting the virus and prevent its spread | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Provision of support/assistance to protect women frontliners of the Department to lessen the risk of contracting the virus and prevent its spread in the form of personal protective gears (face masks, face shields, gloves), hygiene kits/medicines | Number of support given to women personnel- At least 1 Number of women personnel given support - At least 30 | 138,656.66 | GAA | Prague PE, Beirut PE, Office of the Undersecretary for Administration, San Pablo CO, Vienna PE |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
|-----|--|--|--|---|--|---|------------|------------------|--------------------------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 136 | Gender and Development (GAD), Gender Equality and Women Empowerment (GEWE), and Gender Mainstreaming are more challenging during the new normal or the pandemic. | The unprecedented and sudden shift from the normal 8-to- 5 office work to alternative work arrangement such as work-from-home has posed challenges for Department personnel. The merged work-home scenario impacts on a person's physical and mental health and household dynamics, among others. A work arrangement that does not take into account the varied personal and domestic circumstance of each person (e.g. with newborn/young children, living with senior parents, living with household members with special needs, living alone with families in different countries, mental health issues and lack of access to support system) may aggravate the ill effects of these forced situations. | A gender-responsive work environment will take into account the challenges of sustaining work-home integration during the pandemic. Enhanced gender mainstreaming within OSEC and the DFA will result in 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 virtual trainings/ seminars for OSEC personnel on key areas: - Sustaining work- life balance during pandemic - Maintaining individual and family health during pandemic and - Coping with the new normal (Homeschooling basics Financial literacy in the new normal etc). | Number of trainings/seminars attended - At least 3, OSEC personnel will have access to regular virtual trainings/ seminars to enable them to cope with the challenges brought about by the pandemic Number of participants - At least 10 | 500,000.00 | GAA | Office of the Secretary |

| | Gender Issue /GAD Mandate | Cause of Gender Issue | GAD Result Statement /GAD Objective | Relevant Organization MFO/PAP or PPA | GAD Activity | Performance Indicators /Targets | GAD Budget | Source of Budget | Responsible Unit /Office |
|-------------------------|--|---|--|---|--|---|----------------|------------------|--------------------------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 137 | Difficulty in protecting/ promoting women migrant workers rights due to lack of language training at Post | Inability to speak the local language | Improve understanding of the local language | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Conduct of language training for Personnel at Post to improve understanding of the local language | Number of participants- At least 10 | 422,930.00 | GAA | Tel Aviv PE, Tokyo PE |
| 138 | Disproportionate risk of infection that women face as they take up majority of the service workforce at the frontlines | Posts personnel, majority of whom, are women, face the risk of infection while rendering services to the public during the COVID-19 pandemic. Post also has several women staff, who are beyond the age of 50 with some having co-morbidities, who are considered frontliners | Provision of support to protect Posts personnel, majority of whom, are women, to lessen the risk of contracting the virus and prevent its spread | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Provision of hygiene and sanitation items such as 70% alcohol disinfectant, surface disinfectant, hand soap, cleaning wipes, and PPE to women frontline personnel of Post to safely render services to its clients amid the growing threat of COVID-19 pandemic | Number of support given to women personnel- At least 1 Number of women personnel given support - At least 10 | 7,608,038.70 | GAA | The Hague PE |
| 139 | Disproportionate risk of infection that women face as they take up majority of the service workforce at the frontlines | Posts personnel, majority of whom, are women, face the risk of infection while rendering services to the public during the COVID-19 pandemic. Post also has several women staff, who are beyond the age of 50 with some having co-morbidities, who are considered frontliners | Provision of support to protect Posts personnel, majority of whom, are women, to lessen the risk of contracting the virus and prevent its spread | GASS: General Administration and Support (GAAS) and Support to Operations (STO) | Provision of support to protect women frontliners of the Department to lessen the risk of contracting the virus by installation of flexiglass barrier at the counter/processing area of the Consular Section to protect the women frontliners as well as the clients from the highly infectious virus. | Number of support given to women personnel- At least 1 Number of women personnel given support - At least 10 | 7,608,038.70 | GAA | The Hague PE |
| SUB-TOTAL | | | | | | | 551,455,056.10 | GAA | |
| TOTAL GAD BUDGET | | | | | | | 551,455,056.10 | | |

| Prepared By: | Approved By: | Date |
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