

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2022**

Reference: Direct Encoding (No GPB in database)

Organization: Department of Foreign Affairs

Organization Category: National Government, Line Agency

Organization Hierarchy: Department of Foreign Affairs

Total Budget/GAA of Organization: 20,905,687,000.00

Actual GAD Expenditure 734,358,148.79 **Original Budget** 853,206,800.94

% Utilization of Budget 86.07

% of GAD Expenditure: 3.51%

Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks	
1	2	3	4	5	6	7	8	9	11	12	
CLIENT-FOCUSED ACTIVITIES											
1	Section 26 of RA 9710, Magna Carta of Women (MCW) Right to information regarding policies on women including programs, projects and funding outlays that affect them shall be ensured	Limited access of women OFs 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	Increase awareness of women on their rights and improved access of women OFs 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 woman migrant workers	Number of information dissemination initiatives conducted/ organized - At least 1 per office	Frankfurt PCG: Production and distribution of information materials on women's issues online campaign with infographic video materials on Magna Carta of Women and Common Diversity book presentation which included discussion on issues facing second-generation women Filipino-Germans Santiago CO: Distribution of Brochures on RA 11313 or the Safe Spaces Act to women passport applicants, Clarin CO: Distributed informative materials on the government's available programs and projects for woman migrant workers. Guangzhou PCG meetings with Filipino community leaders on immigration regulations, labor laws and other important legislations affecting OFWs. Post provided information on women workers welfare and rights during the overseas voting period from April to May 2022. At least 30 women were reached. Dubai PCG: Conducted pre-marriage counseling for the year. 12 No. of PMCs attendees. 141, Berlin PE: Post-Arrival Orientation Seminar in cooperation with POLO-Berlin on 16 July 2022, 60 Participants. Butuan CO: Made communication and filed reports to be sent to OMA and Foreign Service Posts to cater the needs of the families and overseas Filipinos through repatriation, rescue from Bequl recruitment or human trafficking, maltreatment or overworked, claim of benefits, shipment of OFW's remains, and OFW's whereabouts, catered 76 clients	1,544,825.81 GAA	501,777.66 GAA	Frankfurt PCG, La Union CO, Moscow PE, Berna PE, Santiago CO, Qarin CO, Guangzhou PCG, Dubai PCG, Berlin PE, Butuan CO	Done. La Union CO, Moscow PE, Berna PE were not able to conduct GAD PAP. 7 offices were able to conduct information dissemination initiatives (1 per office) on programs, projects, policies, and laws that are intended and relevant to woman migrant workers.

Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks	
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2	Section 26 of RA 9710, Magna Carta of Women (MCW) Right to information regarding policies on women including programs, projects and funding outlays that affect them shall be ensured	Limited access of women OFs 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	Increase awareness of women on their rights and improved access of women OFs 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/ organized - At least 1 per office	Oro PE: Promotion of Filipino Women Artists (Trea Marias Exhibit featuring Ruby Añon, Hope Baylon, Mayeth Coday) in June and Au Pairs Dinner in December. Tokyo PE implemented 177 information dissemination activities via website and FB posts, media interviews, and email circulation to the Filipino community to provide updates including response to COVID-19. General Santos CO: CO-Gensan commemorated the National Attention Deficit/Hyperactivity Disorder (AD/HD) Awareness Week by wearing of orange ribbons, display of AD/HD E-streamer, Gagayan De Oro CO: The CO imparted basic knowledge of the law protecting women's rights to consular clients through the distribution of IEC Materials on RA 9710, Lipa CO: Total of 3,179 sanlar citizens, 390 PWDs, 131 pregnant women, 140 solo parents, 2,952 minors (7yrs and below) accommodated for passport applications, Puerto Princesa CO: Handa Ka Na Bang Mag-Abroad? seminars for the past year 2022 garnered a total of fifty nine (59) aspiring OFWs from different municipalities of Palawan, Tardoban CO: CO Tacloban distributed IEC materials on Trafficking in Persons Act of 2003 (RA 9208) as amended by the Expanded Anti-Trafficking in Persons Act of 2012 (RA 10364) and round fans with human trafficking action line number	1,012,947.92 GAA	1,128,268.07 GAA	Oro PE, Tokyo PE, General Santos CO, Angeles CO, Gagayan De Oro CO, Calasiao CO, Lipa CO, Puerto Princesa CO, San Francisco CO, Tardoban CO	Done, Angeles CO, Calasiao CO San Pablo CO were not able to conduct GAD PAP. 7 offices were able to conduct information dissemination initiatives (1 per office) on programs, projects, policies, and laws that are intended and relevant to women migrant workers.
3	Section 26 of RA 9710, Magna Carta of Women (MCW) Right to information regarding policies on women including programs, projects and funding outlays that affect them shall be ensured	Limited access of women OFs 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	Increase awareness of women on their rights and improved access of women OFs 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/ organized - At least 1 per office	Brunei PE: Webinar titled Babae Ako I am Healthy, Lively and Empowered! Total participants, 36 and Kapahang event for the year attended by an average of 38 pax per Kapahang, Brussels PE: Post's GFPO opens the co-owners on the Embassy's GAD programs and on the Women Helping Women Network - a group of volunteers from both Filipino and Belgian/Luxembourgish communities who committed themselves to serve as the Embassy's partners in reaching out to Filipinos in crisis, particularly to women victims of domestic violence, Calgary PCG: Officers of the Filipino-Canadian Women Multi-Purpose Cooperative (FCWC) called on the Consul General on 4 February 2022 to introduce their organization and discuss potential partnership with Post, Posts engagement with FCWC is meant to assist the group in identifying potential businesses with PH exporters, Canberra PE: Administering oath at the launch event of Australian Filipino Support Group Inc. Chicago PCG: 1st conducted Webinar on Disability Awareness and Etiquette Training on 12 May 2022, Chongqing PCG: Made a Social Media Post from its Facebook account for information dissemination	2,874,085.82 GAA	1,005,160.55 GAA	Braşila PE, Brunei PE, Brussels PE, Budapest PE, Buenos Aires PE, Cairo PE, Calgary PCG, Canberra PE, Chicago PCG, Chongqing PCG	Done, Budapest PE, Buenos Aires PE, Cairo PE were not able to conduct GAD PAP. 7 offices were able to conduct information dissemination initiatives (1 per office) on programs, projects, policies, and laws that are intended and relevant to women migrant workers.
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 OFs 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	Increase awareness of women on their rights and improved access of women OFs 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/ organized - At least 1 per office	Copenhagen PE: Batch 1 of Orientation held on April 2022 with almost 50 participants Batch 2 was held on November 2022 with 30 participants, Damascus PE: Provision of repatriation assistance to distressed women migrant workers or those who were victims of human trafficking, Total no. of distressed Overseas Filipinos - 58, Honolulu PCG: Engagement with Filipino Club of Brigham Young University, Lae on 24 October, Barcelona PCG: 2 exhibits held featuring Filipino women artists, 1 exhibit highlighting contribution of Filipino women, 3 skills development opportunities events organized, Istanbul PCG: Conducted A Webinar on Social Security and Insurance in the Philippines and Turkiye, Jakarta PE: Consultation meeting of OFW Partylist Representative Marissa Magsino with Embassy officials and Filcom leaders in Indonesia, Jakarta PM: Successful preparation and participation in meetings and events of the ASEAN/PR on GAD and WPS issues, Jeddah PCG: Financial Literacy Webinar: Leading Women Towards Self-Sufficiency 28 March 2022, Lisbon PE: Female Filipino entrepreneurs were encouraged to set-up booths for food, products, and services from the Philippines	4,087,993.21 GAA	8,091,660.71 GAA	Copenhagen PE, Damascus PE, Honolulu PCG, Barcelona PCG, Istanbul PCG, Jakarta PE, Jakarta PM, Jeddah PCG, Lisbon PE, Los Angeles PCG	Done, Los Angeles PCG was not able to conduct GAD PAP. Variance in costing due to inclusion of cost of time spent of personnel who worked on the conduct of GAD PAP. 9 offices were able to conduct information dissemination initiatives (1 per office) on programs, projects, policies, and laws that are intended and relevant to women migrant workers.
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 OFs 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	Increase awareness of women on their rights and improved access of women OFs 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/ organized - At least 1 per office	Madrid PE: Organized a one-stop-shop featuring the services of the Land Transportation Office (LTO), Social Security System (SSS) and POLO Madrid to cater to the needs of OFWs across Spain and The Embassy crafted a course (for 4 Saturdays) on Association-Building offered to the Filipino Community, Manado PCG: Assisted seven (7) Filipino women in distress who were victims of human trafficking, Manama PE: Organized a forum on Bahrain's laws promoting the rights of women, Melbourne PCG: Better working relations with groups on women issues confronting Filipino women in Victoria, Convergence of objectives on issues confronting Filipino women, Milan PCG: Printing and dissemination of the information materials provided by ASCS- 50 copies distributed to Consular Clients, 05-09 Dec 2022, New Delhi PE: Goal 8: Decent Work and Economic Growth Goal 10: Reduced Inequalities, and Goal 17: Partnership, New York PCG: conducted a number of seminar via Zoom or in person to apprise women of their labor rights, immigration rights, etc. and conducted a webinar on Gender Issues in Aging and Migration on 8-10 Aug 2022 and Webinar on Worker Rights in the Home Care Industry in the State of Pennsylvania (25 January 2023 via Microsoft Teams)	1,285,556.47 GAA	657,054.00 GAA	Madrid PE, Manado PCG, Manama PE, Melbourne PCG, Mexico PE, Milan PCG, Muscat PE, Nagoya PCG, New Delhi PE, New York PCG	Done, Mexico PE, Nagoya PCG, Muscat PE were not able to conduct GAD PAP. 7 offices were able to conduct information dissemination initiatives (1 per office) on programs, projects, policies, and laws that are intended and relevant to women migrant workers.

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6	Section 26 of RA 9710, Magna Carta of Women (MCW) Right to information regarding policies on women including programs, projects and funding outlays that affect them shall be ensured	Limited access of women OFs 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	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/ organized - At least 1 per office	Osaka PCG: Inclusion of the reading of the Violence Against Women (VAW) prayer during the First Action Task (FAT) Tuesday meeting on November and December 2022 respectively. New York PM: Posted/ shared fifteen (15) information materials in NYPM's social media accounts that promote women's rights. Prague PE: Launched social media campaign on 18 day campaign to end VAW. Beirut PE: Conducted seminar on 01 December 2022 regarding the Lebanese immigration law (including civil registration in Lebanon) and deployment ban imposed by the Philippine Government attended by 65 OFWs. Pretoria PE: Conducted a Seminar on Local Laws in the Southern African Region on 3 December 2023 and was attended by members of the Filipino community and the Diplomatic Corps with a total number of 46 participants (27 females and 19 males) on-site and about 20 more online. Rabat PE: Posted group photo of attendees and speakers at EVAW-C event held 4 Dec (Forum with a Moroccan Jurist). Santiago PE: Meetings with women FilCom leaders and volunteers on matters of security, safety and other migrant concerns amid Chile's transition to a new constitution as well as the ongoing COVID-19 pandemic. Seoul PE: Family Matters: An Introduction to Philippine Family Law for Overseas Filipinos led by Ambassador Ma. Theresa B. Ozon-De Vega, as the seminars first resource speaker. A presentation on some basic concepts under Philippine Family Law and discussed common legal concerns faced by Filipinos overseas pertaining to marriage, legal separation, rights and obligations of spouses, annulment, and recognition of foreign-obtained divorce.	1,899,505.59 GAA	835,091.00 GAA	Osaka PCG, New York PM, Ottawa PE, Prague PE, Beirut PE, Pretoria PE, Rabat PE, San Francisco PCG, Santiago PE, Seoul PE	Done. Ottawa PE, San Francisco PCG were not able to conduct GAD PAP. 9 offices were able to conduct information dissemination initiatives (1 per office) on programs, projects, policies, and laws that are intended and relevant to women migrant workers.	
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 OFs 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	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/ organized - At least 1 per office	Shanghai PCG: PCG organized and hosted a hybrid Forum on Chinese Law relating to VAW, Singapore PE: 4 PAOS held with speaker of the ATN Section highlighting the policies and programs of Singapore and the Philippines on promoting women's welfare. Training on Singapore's Family Justice System. Tel Aviv PE: Post hosted and an online event on Reproductive Health Awareness, available for the Filipinos in Israel. The Hague PE: Co-sponsorship of the premiere night of the documentary film Tulipa held at the Eye Film Museum in Amsterdam on 14 Oct. Toronto PCG: Promoted and attended Pag-big Fund Webinar in January 2022. Promoted and attended the Financial Literacy webinar of the Philippine Bureau of Treasury. Tripoli PE: Used the 18-Day Campaign to End VAW cover on Post official Facebook page. Vancouver PCG: Post hosted the Nurses Convention in March 2022. Out of the ten (10) speakers, seven (7) were women. Many Filipina nurses attended the event. Vatican PE: Viewing by Embassy personnel of the video Violence Against Women in the Philippines as a reminder of basic principles on the issue. Vienna PE: PM, participated in the Webinar on Programs and Services Explained to OFs in Croatia and The Quarterly Dispatch Volume 1 Issue 1 -The official e-newsletter of the Philippine Embassy in Vienna, Warsaw PE: Utilized Post Webex and internet subscriptions to conduct/participate in online seminars, and disseminate information through advisories, announcements, and social media campaigns	1,891,523.83 GAA	1,660,109.92 GAA	Shanghai PCG, Singapore PE, Tel Aviv PE, The Hague PE, Toronto PCG, Tripoli PE, Vancouver PCG, Vatican PE, Vienna PE/PM, Warsaw PE	Done. 10 offices were able to conduct information dissemination initiatives (1 per office) on programs, projects, policies, and laws that are intended and relevant to women migrant workers.	
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 OFs 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	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/ organized - At least 1 per office	Washington DC PE: Included in the panel discussion on domestic violence, Xiamen PCG: Conducted counselling sessions to two (2) couples prior to issuance of LCCM, Yangon PE: The new event is designed to be an informal discussion on the reality and existence of gender-based violence in Myanmar and how ordinary people can help prevent and eliminate it, 24 Filipino women and 7 Filipino men attended the seminar, Hong Kong PCG: Conduct of the Online Mini-Lecture Series on Anti-VAWC Law, Kuala Lumpur PE: Conducted-29 PAOSParticipants-3,995 (3,072 female). Rome PE: Five lectures were conducted and attended on 04, 11, 18, 25, and 26 October 2022 by a total of 99 participants (34 male and 65 female), Paris PE: Conduct of La Petite Couture Philippine and Majority women attendees. OCA: Accomplishment included in another GAD PAP. Abuja PE: ASEAN Ladies Circle event for Womens Month in March 2022 and Womens International Film Festival Nigeria 2022 (WIFFEN) Awards on 05 March, where two (2) Filipino women filmmakers were nominated, Riyadh PE: One (1) post on Embassy official Facebook page with caption and infographics, Mascal PCG: Project was deferred pending the Departments replies to legal questions relating to cases, Wellington PE: Consultation Meeting with some representatives of the New Zealand Nurses Organization on the issue of Competency Assessment Programme on February 4, Meeting with White Ribbon NZ, National Council of Women of New Zealand (NCWNZ) and Wellington Womens Refuge on preparations for the March 8 IWD seminar on domestic violence on February 21, Forum for newly arrived OFWs on immigration, labor and consular services and regulations organized by the Waikato Filipino Association in Hamilton on October 8, Forum with employers, service providers and community leaders co-organized with The Good Heart NZ-IPH Foundation Charitable Trust in the morning of November 12	2,507,747.73 GAA	568,881.07 GAA	Washington DC PE, Wellington PE, Xiamen PCG, Yangon PE, Hong Kong PCG, Kuala Lumpur PE, Rome PE, Paris PE, OCA, Abuja PE, Riyadh PE, Macau PCG	Done. Variance in the actual cost vs. budget was due to lower costs incurred in the conduct of the activities. 12 offices were able to conduct information dissemination initiatives (1 per office) on programs, projects, policies, and laws that are intended and relevant to women migrant workers.	

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9	Section 26 of RA 9710, Magna Carta of Women (MCW) Right to information regarding policies on women including programs, projects and funding outlays that affect them shall be ensured	Limited access of women migrant workers to information on local employment and other economic opportunities and lack of information on budgeting, goal setting and financial planning	MFO: Diplomatic and Consular Services	Conduct of activities on Financial Literacy (live or online financial literacy, savings for capital build-up and retirement seminars, workshop) for Women's Economic Empowerment and to enable them to be financially self-reliant	Number of activities conducted - At least 1 activity per office	Guangzhou PCG: Post provided social media info materials on financial literacy and investment opportunities to OF migrant workers. At least 30 women were reached. Dubai PCG: No. of Activity for the year: 6. No. of Participants: 40-50 per module. Berlin PE: Retail Treasury Bonds - Financial Literacy 27 August 2022, 28 participants. Tokyo PE: 2 Joint Meetings and 1 General Meeting. Production of material and Participation in the Know My Country Series of ALFS. Angides CO conducted 2 Financial Wellness Seminars. Landbank Angides Branch Manager oriented all employees and staff on the Digital Banking Services which can aid on daily living and saving money. Pampanga CO conducted a total of 6 briefings to applicants while waiting for their turn for the processing of their passports. Approximately, the briefings reached 250 to 300 applicants. Ankara PE: Disseminated information on Istanbul PCGs Webinar on Social Security and Insurance in the Philippines and Turkey on 16 October 2022. Athens PE: Disseminated information on Istanbul PCG's Webinar on Social Security and Insurance in the Philippines and Turkey on 16 October 2022. OJMAIER: Organized preliminary meetings on the feasibility of hosting a financial literacy workshop for women and potential resource speakers. Instead of the proposed participation in microfinancing activities for women entrepreneurs, the GAD Team participated at the High Level Policy Dialogue on Women and the Economy Forum in Bangkok, Thailand	2,171,973.01 GAA	2,247,031.78 GAA	Moscow PE, Santiago CO, Guangzhou PCG, Dubai PCG, Berlin PE, Butuan CO, Tokyo PE, Angeles CO, Pampanga CO, DLLU OJMAIER, Agana PCG, Amman PE, Ankara PE, Athens PE	Done. Moscow PE, Santiago CO, Butuan CO, DLLU, Agana PCG, Amman PE were not able to conduct GAD PAP. 9 offices were able to conduct at least 1 activity on Financial Literacy to promote women economic empowerment.
10	Section 26 of RA 9710, Magna Carta of Women (MCW) Right to information regarding policies on women including programs, projects and funding outlays that affect them shall be ensured	Limited access of women migrant workers to information on local employment and other economic opportunities and lack of information on budgeting, goal setting and financial planning	MFO: Diplomatic and Consular Services	Conduct of activities on Financial Literacy (live or online financial literacy, savings for capital build-up and retirement seminars, workshop) for Women's Economic Empowerment and to enable them to be financially self-reliant	Number of activities conducted - At least 1 activity per office	Brasilia PE: Post also distributed souvenir items such as masks, t-shirts, and masks to Filipinos who participated during the event. Budapest PE: Integration Programs for OFWs in Hungary on 30 May 2022 (with POLO and OWWA). Usapang Trabaho organized by POLO Milan wherein FIComs under Poets jurisdiction participated on 16 October 2022. Buenos Aires PE: One (1) financial literacy session was conducted. Calgary PCG: Conducted 1 webinar on Financial Literacy for Filipino women in Alberta and Saskatchewan. The event was attended by members of the Filipino community with a total of 31 women. Canberra PE: Promotion of PTIC-Sydney webinar with AU-PH Business Council Western Australia on franchising investment opportunities in PH. Chicago PCG: Post conducted the Webinar on Identity Theft and Credit Report on 07 October 2022. Chongqing PCG: Filipino Community Fellowship and Public Security Bureau Forum, which involves consultation on the process of documentation of Filipino migrant workers in Chongqing, most of them are women and their dependent children. Copenhagen PE: OFW Welfare & Services and SSS Seminar with on-site services on 24 September 2022 (2 in 1 activity)	1,157,828.77 GAA	705,534.34 GAA	Bangkok PE, Brasilia PE, Budapest PE, Buenos Aires PE, Cairo PE, Calgary PCG, Canberra PE, Chicago PCG, Chongqing PCG, Copenhagen PE	Done. Bangkok PE, Cairo PE were not able to conduct GAD PAP. 8 offices were able to conduct at least 1 activity on Financial Literacy to promote women economic empowerment.
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 of women migrant workers to information on local employment and other economic opportunities and lack of information on budgeting, goal setting and financial planning	MFO: Diplomatic and Consular Services	Conduct of activities on Financial Literacy (live or online financial literacy, savings for capital build-up and retirement seminars, workshop) for Women's Economic Empowerment and to enable them to be financially self-reliant	Number of activities conducted - At least 1 activity per office	Damasus PE: Volleyball tournament - 05 Jun 2022. Amis Online Workshop - 22, Honolulu PCG: Conducted/ participated in 1 activity- Goodwill visit to Filipino Longline Fishermen in Hawaii on 18 October. Jakarta PE: Information dissemination on the Bureau of Treasury's Retail Treasury Bonds (RTB) Online Session. Jeddah PCG: Financial Literacy Webinar: Leading Women Towards Self-Sufficiency 28 March 2022. London PE: Two (2) webinars on financial literacy conducted in February and August 2022. Manama PE: organized a Financial Literacy Webinar on 25 March 2022, entitled Investment Opportunities in the Philippines - Secure with Modest Returns with Resource Speaker, Mr. Vince Rapsura	805,497.98 GAA	451,066.11 GAA	Damasus PE, Dhaka PE, Dii PE, Honolulu PCG, Dii PE, Honolulu PCG, Jakarta PE, Jeddah PCG, Lisbon PE, London PE, Los Angeles PCG, Manama PE	Done. Dhaka PE, Dii PE, Lisbon PE, Los Angeles PCG were not able to conduct GAD PAP. 6 offices were able to conduct at least 1 activity on Financial Literacy to promote women economic empowerment.
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 migrant workers to information on local employment and other economic opportunities and lack of information on budgeting, goal setting and financial planning	MFO: Diplomatic and Consular Services	Conduct of activities on Financial Literacy (live or online financial literacy, savings for capital build-up and retirement seminars, workshop) for Women's Economic Empowerment and to enable them to be financially self-reliant	Number of activities conducted - At least 1 activity per office	Mian PCG: participated in the Basic Sewing Workshop, as part of their drive to empower women and provide an alternative means of livelihood. Nairobi PE: Post conducted six consular outreach missions in 2022 during which its personnel took the opportunity to share with clients information on GAD. New York PCG: conducted the forum in partnership with the International Society of Filipinos in Finance and Accounting, Phnom Penh PE: 12th MASM, a total of 809 clients were served, 53.65% of which are women. The MASM was conducted to bring other government services not available in Cambodia closer to OFWs. Prague PE: Participation in the webinar series (6, 20 and 27 August 2022) organized by Consular Section - Labor Unit and Landbank of the Philippines. Beirut PE: Promoted and attended OWWA-Lebanon's online webinar on Investment Opportunities in the Philippines on 25 March 2022. Muscat PE: An online financial literacy series was held for Embassy and POLO personnel and Filipino community on 18 and 25 November, 02 and 09 December 2022	3,211,960.76 GAA	2,575,201.70 GAA	Mexico PE, Mian PCG, Muscat PE, Nairobi PE, New Delhi PE, New York PCG, Phnom Penh PE, Port Moresby PE, Prague PE, Beirut PE	Done. Mexico PE, New Delhi PE, Port Moresby PE were not able to conduct GAD PAP. 8 offices were able to conduct at least 1 activity on Financial Literacy to promote women economic empowerment.

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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 migrant workers to information on local employment and other economic opportunities and lack of information on budgeting, goal setting and financial planning	Increase access of women migrant workers to information on local employment and other economic opportunities and empower women by building their financial awareness, knowledge, and skill to enable them to be financially self-reliant	MFO: Diplomatic and Consular Services	Conduct of activities on Financial Literacy (live or online financial literacy, savings for capital build-up and retirement seminars, workshop) for Women's Economic Empowerment and to enable them to be financially self-reliant	Number of activities conducted - At least 1 activity per office	San Francisco PCG: Post co-organized the webinar Investment and Tax Briefing: Investment Opportunities, Ease of Doing Business, and Comprehensive Tax Reform Program on 12 January 2022. Sanlago PE Preparation, relaying and regular posting of financial, business and investment opportunities promoted by PHIL agencies. Singapore PE: Post supported the Safe and Fair Programme of Singapore-based NGO Foreign Domestic Worker Association for Social Support and Training (FAST) which empowers HSBs through financial literacy course. Tehran PE: providing training and improving skill for lower arrangement as possible source of income for Filipino women and girls in Iran. Tel Aviv PE: provided an essential platform for the participants to be aware that they had a source of support in the form of the Embassy. The Hague PE: co-sponsorship of the Joint Statement on Gender at the Organization for the Prohibition of Chemical Weapons during the 27th Conference of States Parties in November. Toronto PCG: Promoted and attended Pag-Ibig Fund Webinar in January 2022. Promoted and attended the Financial Literacy webinar of the Philippine Bureau of Treasury. Vancouver PCG: Post also launched the book entitled Weaving Our Dreams written by FI-Can author Sandra Giles and illustrated by another FI-Can artist Francis Herradura. Vienna PE/PM: Participated in and streamed online the POLO Mian webinars Mag-Impok, Mag-Invest, at Matito, Washington DC PE Financial Literacy and Business Investment Options. Yangon PE: The three-part series was attended virtually by the FICorn, Team Philippines along with the ODAFA supported the event. Advocacy giveaways were given away to participants. Kuala Lumpur PE: Financial Wellness Webinar on Retail Treasury Bonds, Information Session on Investment Opportunities in the Philippines for Overseas Filipinos, Rome PE: One entrepreneurship and financial literacy conducted on 29 February 2022 (RTB roadshow)	1,168,745.26 GAA	1,424,485.49 GAA	Pretoria PE, San Francisco PCG, Sanlago PE, Singapore PE, Tehran PE, Tel Aviv PE, The Hague PE, Toronto PCG, Tripoli PE, Vancouver PCG, Vienna PE/PM, Washington DC PE, Yangon PE, Kuala Lumpur PE, Rome PE, Abuja PE	Done. Pretoria PE, Tripoli PE, Abuja PE were not able to conduct GAD PAP. 13 offices were able to conduct at least 1 activity on Financial Literacy to promote women economic empowerment.
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 of women OFs 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	Increase awareness of women on their rights and improved access of women OFs 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/organized - At least 1 per office	OPCD: Released at least 56 press releases on the DFA's repatriation efforts of OFW/OF, OVS; Distributed e-posters and promotional videos on Overseas Voting to Posts. Ankara PE: Co-organized with Istanbul PCG a legal webinar on 06 March 2022 regarding legal rights in Turkey. Bangkok PE: Hosted two young Ambassadors assigned to the Embassy for the Ambassador for a Day project. Participating embassies and UN agencies were assigned to host the winners of the project. Selected young Ambassadors were invited/ presented during the UN Conference Centre on 08 March 2022. Beijing PE: Attended and participated in ALC Tea Gathering hosted by other ASEAN Embassy empowering women, Baghdad PE: One (1) Design and production of video material promoting women's rights and migrant workers rights	3,325,481.00 GAA	3,429,813.63 GAA	Zamboanga CO, Cotabato CO, OPCD, OVS, Amman PE, Ankara PE, Baghdad PE, Bangkok PE, Beijing PE	Done. Zamboanga CO, Cotabato CO (now Kidapawan CO), Amman PE, were not able to conduct GAD PAP. Variance in costing due to inclusion of cost of time spent of personnel who worked on the conduct of GAD PAPs; 8 offices were able to conduct information dissemination initiatives (1 per office) on programs, projects, policies, and laws that are intended and relevant to women migrant workers
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 awareness on the sexual harassment and anti-sexual harassment initiatives	Increase awareness and strengthen anti-sexual harassment initiatives and understanding for OFs particularly women	MFO: Diplomatic and Consular Services	Activities and interventions/support services (seminar/workshops, counseling, legal assistance etc.) to victims of Sexual Harassment	Number of activities conducted/organized - At least 1 activity per office	San Nicolas CO: Included in observance of 18 day campaign to end VAW activities. Clain CO: Produced information materials promoting awareness on the sexual harassment and anti-sexual harassment initiatives Played on loop an audio-visual facing sexual harassment and its prevention in the workplace. Guangzhou PCG: Interventions and support services were provided to OFs. 2 women OFs were provided with legal assistance 170 women OFs were provided assistance on unfair labor practice/legal working conditions. Lipa CO: The public were advised that DFA does not tolerate sexual harassment. If they feel aggrieved, they can bring it to the attention of the OFAs Committee on Decorum and Investigation. Brasilia PE: Post conducted an online End VAW Campaign to raise awareness on the rights of women and children.	1,018,411.39 GAA	648,920.05 GAA	San Nicolas CO, Moscow PE, Clain CO, Guangzhou PCG, Angeles CO, Lipa CO, San Pablo CO, Amman PE, Brasilia PE, Budapest PE	Done. Moscow PE, Angeles CO, San Pablo CO, Amman PE, Budapest PE were not able to conduct GAD PAP. 5 offices were able to conduct at least 1 activity to support to victims of Sexual Harassment
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 awareness on the sexual harassment and anti-sexual harassment initiatives	Increase awareness and strengthen anti-sexual harassment initiatives and understanding for OFs particularly women	MFO: Diplomatic and Consular Services	Activities and interventions/support services (seminar/workshops, counseling, legal assistance etc.) to victims of Sexual Harassment	Number of activities conducted/organized - At least 1 activity per office	Chicago PCG: Post also conducted the webinar on Women Taking Up Space in a Man's World on 31 March 2022 and Post conducted Basic Self-Defense Training for PCG Personnel on 29 July 2022. Damascus PE: Awarded Certificates to 33 recipients on 23 November 2022 in relation to the ATN award. Honolulu PCG: Conducted/ participated in 1 activity. Hawaii Hotel Visitor Industry Security Association: Sex and Labor Trafficking Presentation on 19 December. Jeddah PCG: Conversations with Women Survivors, Trailblazers, and Entrepreneurs of Jeddah 31 March 2022. Manama PE: Provided medical assistance to 23 distressed women Filipinos who are in need of medical attention. Milan PCG: Printing, distribution and launching of book entitled: Ho Una Vagina - Ako ay may Kiki, a trilingual book, with the purpose of educating the readers particularly women and children, on the importance of health and well-being and raises awareness on gender-based violence. Muscat PE: Legal assistance provided to four (4) female OFs who are victims of sexual abuse	2,225,054.92 GAA	2,093,291.60 GAA	Chicago PCG, Damascus PE, Honolulu PCG, Jeddah PCG, Los Angeles PCG, Manama PE, Milan PCG, Muscat PE, Port Moresby PE, San Francisco PCG	Done. Port Moresby PE, San Francisco PCG, Los Angeles PCG were not able to conduct GAD PAP. 7 offices were able to conduct at least 1 activity to support to victims of Sexual Harassment

Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
1	2	3	4	5	6	7	8	9	11	12
17	Section 26 of RA 9710, Magna Carta of Women (MCW) Right to information regarding policies on women including programs, projects and funding outlays that affect them shall be ensured	Limited awareness on the sexual harassment and anti-sexual harassment initiatives	MFO: Diplomatic and Consular Services	Activities and interventions/support services (seminar/workshops, counseling, legal assistance etc.) to victims of Sexual Harassment	Number of activities conducted/organized - At least: 1 activity per office	Santiago PE: Seminar on Combating Sexual Harassment consultation with the FICOM was held at the Chancery for FICOM members. Singapore PE: Publication of digital collaterals on Singapore's Magna Carta of Women and other statutes that protect women against gender-based violence. 4 PAGES with a module on anti-sexual harassment. Paris PE: total of 158 advices, release and shared in Post's website and social media accounts. Riyadh PE: Displayed a banner and a poster of PCW and DFAs End VAW campaign	939,592.11 GAA	84,729.37 GAA	Santiago PE, Singapore PE, Tel Aviv PE, Toronto PCG, Paris PE, Riyadh PE	Done. Tel Aviv PE was not able to conduct GAD PAP. Variance in the actual cost vs. budget was due to lower costs incurred in the conduct of the activities. 5 offices were able to conduct at least 1 activity to support to victims of Sexual Harassment
18	Section 26 of RA 9710, Magna Carta of Women (MCW) Right to information regarding policies on women including programs, projects and funding outlays that affect them shall be ensured	Limited access of women migrant workers to consular services especially those living far from Embassies/ Posts	MFO: Diplomatic and Consular Services	Conduct of consular outreach/missions within the Embassy/Consular Office's jurisdiction to give access for women OFs to the consular services of the Embassy such as passport and civil registry services	Number of consular outreach/missions services conducted - At least 1 per year	Frankfurt PCG: Conducted mobile passport services for three (3) handicapped Filipino women in North Rhine-Westphalia on 8-9 June 2022. Conducted 3-day ATN caravan in Bavaria on 8-10 August 2022 to provide mobile passport services to five (5) handicapped women. Dubai PCG: Average female applicants for the overall consular operations for the year 71,324. Berlin PE: Consular Outreach Hamburg - 23-24 April 2022 129 Consular Services rendered 18 Consultations, Consular Outreach Hannover - 08 October 2022 26 Consular Services rendered 5 Consultations, Sydney PCG: 5,095 passport services were provided to women 643 dual citizenship 317 civil registry 88 visas and 3,660 notarial services, Oslo PE: Consular outreach missions in Reykjavik, Iceland and Norway (Troms, Stavanger, Bergen), Tokyo PE 3 Females were assisted with domestic violence cases. NCR North CO: A total number of 71 women OFWs accommodated as walk-in for consular services (passport issuance), OEA: Requests for exemptions submitted as necessary. Such requests were no longer necessary due to the lifting of restrictions this year. OVS: No mobile voting activities or mobile registration activities funded by the OVS were conducted	9,091,785.86 GAA	9,851,424.53 GAA	Frankfurt PCG, Dubai PCG, Berlin PE, Sydney PCG, Oslo PE, Tokyo PE, NCR North CO, Angeles CO, OEA, OVS	Done. Angeles CO was not able to conduct GAD PAP. Amount includes cost of time spent of personnel who worked on the conduct of GAD PAP. 9 offices were able to conduct at least 1 consular outreach/mission for the year to give access for women OFs to consular services
19	Section 26 of RA 9710, Magna Carta of Women (MCW) Right to information regarding policies on women including programs, projects and funding outlays that affect them shall be ensured	Limited access of women migrant workers to consular services especially those living far from Embassies/ Posts	MFO: Diplomatic and Consular Services	Conduct of consular outreach/missions within the Embassy/Consular Office's jurisdiction to give access for women OFs to the consular services of the Embassy such as passport and civil registry services	Number of consular outreach/missions services conducted - At least 1 per year	Agana PCG: 8 Consular Outreach Missions. No. of female applicants attended (Passports) - 2207. Ankara PE: Post successfully rendered consular services outside Ankara in 9 consular missions in 2022. Athens PE: At least five (5) per month at the Embassy. At least 100 per outreach mission to Cyprus. At least five (5) per outreach mission to Greek islands. Brunei PE: 278 civil registration services were provided to women specifically report of births of their children, report of their marriage and report of deaths. Brussels PE: Mobile Consular Services in Luxembourg: 3-5 March 2022 30 April-1 May 2022 and 9-11 September 2022. Budapest PE: The Consular mobile missions provided assistance to over 411 Filipino nationals who applied for passporting and other consular services and consultations. Calgary PCG: 5 Consular Services were conducted: Saskatoon, Grande Prairie, Edmonton, Fort McMurray, Regina	16,983,203.56 GAA	21,054,504.89 GAA	Agana PCG, Amman PE, Ankara PE, Athens PE, Baghdad PE, Beijing PE, Bnei PE, Brussels PE, Budapest PE, Calgary PCG	Done. Amman PE, Beijing PE, Baghdad PE were not able to conduct GAD PAP. Variance in costing due to inclusion of the cost of time spent of personnel who worked on the conduct of GAD PAPs. 7 offices were able to conduct of at least 1 consular outreach/mission for the year to give access for women OFs to consular services
20	Section 26 of RA 9710, Magna Carta of Women (MCW) Right to information regarding policies on women including programs, projects and funding outlays that affect them shall be ensured	Limited access of women migrant workers to consular services especially those living far from Embassies/ Posts	MFO: Diplomatic and Consular Services	Conduct of consular outreach/missions within the Embassy/Consular Office's jurisdiction to give access for women OFs to the consular services of the Embassy such as passport and civil registry services	Number of consular outreach/missions services conducted - At least 1 per year	Canberra PE: Four (4) Mobile Consular Missions. Chicago PCG: Post conducted 7 consular outreach services to the following states: Kansas, Ohio, Michigan, South Dakota, Nebraska, Missouri and Minnesota. Chongqing PCG: Accomplishment found in another GAD PAP. Damascus PE: Consular / ATN Mission on 06-08 May 2022. Consular / ATN Mission on 23-25 Dec 2022. Hanoi PE: Hanoi PE successfully rendered 5 Consular Missions in HCMC, Islamabad PE: 8 consular outreach missions conducted. Lisbon PE: Consular Outreach and OAV Registration in Luanda, Angola, 16-18 December 2022, providing a special lane for women OFs, esp pregnant, senior, PAVs, to the consular services of the Embassy. London PE: Undocumented OFs were among the clients during the Eight (8) consular outreach missions to Ireland, Isle of Man, Edinburgh (Scotland), Aberdeen (Scotland), Belfast (Northern Ireland), Manchester (UK) from April to December 2022. Also some cases of reported missing OFs/hanaway cases for household staffs of employers from the Middle Eastern countries	12,474,312.52 GAA	10,717,936.95 GAA	Canberra PE, Chicago PCG, Chongqing PCG, Damascus PE, Dili PE, Hanoi PE, Islamabad PE, Lisbon PE, London PE, Los Angeles PCG	Done. Dili PE, Los Angeles PCG were not able to conduct GAD PAP. Amount includes the cost of time spent of personnel who worked on the conduct of GAD PAPs. 8 offices were able to conduct of at least 1 consular outreach/mission for the year to give access for women OFs to consular services
21	Section 26 of RA 9710, Magna Carta of Women (MCW) Right to information regarding policies on women including programs, projects and funding outlays that affect them shall be ensured	Limited access of women migrant workers to consular services especially those living far from Embassies/ Posts	MFO: Diplomatic and Consular Services	Conduct of consular outreach/missions within the Embassy/Consular Office's jurisdiction to give access for women OFs to the consular services of the Embassy such as passport and civil registry services	Number of consular outreach/missions services conducted - At least 1 per year	Madrid PE: Conducted a consular outreach in Malaga, Spain on 16 July 2022. Total Number of participants 219 (Male 59, Female 160). Conducted a consular outreach in Sevilla, Spain in 03 Sept 2022. Total Number of participants 50 (Male 18, Female 41). New York PCG: Reports of Birth - Processed 848 applications, Report of Marriage - Processed 378 applications, Report of Death - Processed 182 applications, Held nine (9) Serbisyo Sabado sa Konsulado for 2022, Osaka PCG: Post was able to process 86 applications for the legitimation of children and also accepted and notarized 57 affidavits on acknowledgment of paternity and 44 affidavits to use the surname of the father. Ottawa PE: Conducted 16 consular outreach missions for 2022. Phnom Penh PE: Approximately 141 consular clients were served. Of this number, fifty five percent (55%) are women. Prague PE: Provision of consular services to 1,050 clients. Muscat PE: Conducted five (5) Consular Outreach Missions for the Year 2022	16,621,292.81 GAA	13,922,669.35 GAA	Madrid PE, Mexico PE, Muscat PE, New York PCG, Osaka PCG, Ottawa PE, Phnom Penh PE, Port Moresby PE, Prague PE	Done. Mexico PE, Port Moresby PE were not able to conduct GAD PAP. Amount includes the cost of time spent of personnel who worked on the GAD PAPs. 8 offices were able to conduct of at least 1 consular outreach/mission for the year to give access for women OFs to consular services

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	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
22	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 especially those living far from Embassies/ Posts	Increased access of women migrant workers to consular services especially those living far from Embassies/ Posts	MFO: Diplomatic and Consular Services	Conduct of consular outreach/missions within the Embassy/Consular Office's jurisdiction to give access for women OFs to the consular services of the Embassy such as passport and civil registry services	Number of consular outreach/missions services conducted - At least 1 per year	Rabat PE: Post organized three (3) consular outreach missions and three (3) field overseas voting, San Francisco PCG: post conducted a total of eight consular outreaches in 2022, as follows: University Place, Washington (26-30 March 2022) Juneau, Alaska (21-21 May 2022) Colorado Springs, Colorado (18-20 June 2022) Salt Lake City, Utah (16-18 July 2022) Tigard, Oregon (19-23 August 2022) Anchorage, Alaska (2-5 September 2022) Mill Creek, Washington (7-11 October 2022) and Reno, Nevada (11-13 November 2022); Santiago PE: First-Ever Consular, ATN and Mapping Mission in the Falkland Islands. Consular and ATN Outreach Mission in Peru, Singapore PE: 12 Sunday consular services conducted, Tripoli PE: Conducted 65 consular outreach/missions, including ATN mapping and issuance of consular IDs, in Libya (57), Tunisia (6), and Algeria (2). Vancouver PCG: The following are the Consular Outreach missions conducted in 2022:1. Victoria, BC, 20-23 May 2022 2. Dawson Creek, 09-11 July 20223. Whitehorse, Yukon, 09-08 August 2022 4. Kelowna, 26-29 August 20225. Prince George, 09-12 September 2022 6. Fort St. John, BC 14-17 October 2022 7. Victoria, BC 28-31 October 2022. Seoul PE: Conduct of Consular Outreach in Busan, Daegu and Jeju	10 682,160.64 GAA	15,040,527.06 GAA	Rabat PE, San Francisco PCG, Santiago PE, Seoul PE, Singapore PE, Tehran PE, Tel Aviv PE, The Hague PE, Tripoli PE, Vancouver PCG	Done. Tehran PE, Tel Aviv PE, The Hague PE were not able to conduct GAD PAP. Variance in costing due to the inclusion of the cost of time spent of personnel who worked on the GAD PAPs. 7 offices were able to conduct of at least 1 consular outreach/mission for the year to give access for women OFs to consular services
23	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 especially those living far from Embassies/ Posts	Increased access of women migrant workers to consular services especially those living far from Embassies/ Posts	MFO: Diplomatic and Consular Services	Conduct of consular outreach/missions within the Embassy/Consular Office's jurisdiction to give access for women OFs to the consular services of the Embassy such as passport and civil registry services	Number of consular outreach/missions services conducted - At least 1 per year	Vienna PE/PM: Provided 225 consular services (passport, notaries, civil registry, and NBI) to Filipino nationals residing in Croatia through two consular mobile outreach, Warsaw PE: A total of five (5) consular outreach missions conducted in 2022. Szczecin, Odians, Wroclaw, Krakow (Poland) and Riga, (Lithuania), Washington DC PE: 13 consular outreach missions conducted, Rome PE: Twelve consular outreach missions were conducted and Four women overseas voters were registered, Paris PE: conducted 1 mobile consular outreach in Marseille, Barcelona PCG: 6 consular outreach events held, improved sex-disaggregated data for Post's OFs database, and provided easier access to Consular and OV services to working mothers and women unable to leave work on weekdays, Wellington PE: Post managed to run eight (8) consular services outreach missions, including in its Pacific Island Country jurisdiction	20 256 574.90 GAA	23,636,169.14 GAA	Vienna PE/PM, Warsaw PE, Washington DC PE, Wellington PE, Kuala Lumpur PE, Rome PE, Paris PE	Done. Kuala Lumpur PE was not able to conduct GAD PAP. Amount includes the cost of time spent of personnel who worked on the conduct of GAD PAP. 7 offices were able to conduct of at least 1 consular outreach/mission for the year to give access for women OFs to consular services
24	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 justice and awareness of legal issues applicable to Filipinos, in relation to Gender and Development (GAD) related concerns	To raise awareness of and provide relevant information on legal rights of women on specific GAD-related issues involving areas of law such as family law	MFO: Diplomatic and Consular Services	Rendering of legal opinions with updated laws and jurisprudence on specific GAD-related issues (e.g. Women Applicants use of maiden name, surrogacy, same-sex marriage, divorce, reports of birth, paternity, and other similar cases)	Number of legal opinions rendered- At least ten (10) for the year by personnel rendering the opinions	92 legal opinions, contract review, legal assistance and meetings attended on GAD-related matters	744,506.73 GAA	1,513,985.65 GAA	Office of Treaties and Legal Affairs	Done.
25	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 especially those living far from Embassies/ Posts	Increased access of women migrant workers to consular services especially those living far from Embassies/ Posts	MFO: Diplomatic and Consular Services	Delivery of Philippine consular services to overseas Filipinos in France and Monaco and ensuring the correct and timely processing of consular applications of Filipina and other women consular clients for majority of the year	Number of women OFs provided consular services - At least 500	7265 women OFs provided consular services and 0% complaints in total of 7265 consular applications processed/effed by female clients and 3853 male applicants in 2022	59 841,105.77 GAA	25,334,980.37 GAA	Paris PE	Done. Actual cost/expenditure is lower since Post was not provided the numerical replacements of those who ended their tour of duty and were recalled to the home office
26	Section 11 (d) of the Magna Carta for Women - ensure the opportunity of women to represent their government at the international level and to participate in the work of international organization	Limited representation of gender issues in speeches/ interventions/ outcome documents/bilateral, regional and multilateral meetings	Increased number of outcome documents/speeches/interventions/inputs in meetings that reflect/represent GAD Issues	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Drafting of outcome documents/interventions/speeches/inputs to bilateral, regional and multilateral meetings in relation to gender. Meetings with counterparts. Consultations with FSPs and concerned PH agencies. Meetings/events participated by OEA female personnel and/or organized by OEA	Number of outcome documents/interventions/speeches/inputs to bilateral, regional and multilateral meetings- At least 1	During the 2nd PH-EU Sub-Committee on Good Governance, Rule of Law, and Human Rights held on 6 October 2023 in Manila, an agenda item discussed during the meeting is about the "Rights of women, children/youth and minorities, such as LGBTQI+, IPs and PWDs. The outcome documents are a joint press statement and a joint minutes of the meeting. The latter is still being finalized by both sides.	65,000.00 GAA	6,434.80 GAA	Office of European Affairs	Done. 1 outcome document still being finalized. Actual cost is the 5% of October Salary of the Officer than handled the outcome document.
27	Section 11 (d) of the Magna Carta for Women - ensure the opportunity of women to represent their government at the international level and to participate in the work of international organization	There is a need to enhance the role of the Philippines as a gender champion in a bilateral, regional, or multilateral level	Increase awareness of and support for issues concerning women and gender in a bilateral, regional, or multilateral level	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Participation in meetings, conferences and negotiations in a bilateral, regional, or multilateral level to support women empowerment in various aspects and Overseas policy offices' implementation of advocacies on gender and development or women peace and security	Number of bilateral, regional, and multilateral meetings attended and/or interventions made in support of advancing the interests of women - At least 4	16 meetings overseas attended by the Undersecretary and other female officials. Participation of women in high-level meetings encourages and promotes the advancement of women in the political and diplomacy arena, showcasing the vital role women play in politics and nation-building, and empowering women in various aspects.	553,568.34 GAA	682,705.00 GAA	Office of the Undersecretary for Bilateral Relations and ASEAN Affairs	Done.
28	Section 11 (d) of the Magna Carta for Women - ensure the opportunity of women to represent their government at the international level and to participate in the work of international organization	Limited number of women participating in political/national security-related meetings, conferences, and other related activities	Increased number of women participating in political/national security-related meetings, conferences, and other related activities	MFO: Diplomatic and Consular Services	Continuous attendance/participation in conferences, meetings in the Vienna-based UN agencies (IAEA, UNODC, COPUJOS, UNCITRAL, UNIDO and CIBTO), Continuous participation in the Friends of Women in Nuclear which aims to also increase the representation of women in the IAEA Secretariat, Assume chairmanship of the Group of Friends in Nuclear and other Committees which encourage women participation in UN meetings/conferences	Number of female representatives who participated in various international meetings - At least 3	Active participation in the negotiations and ensured delivery of statements during UNODC (UNTOC) which seek to combat transnational organized crime including trafficking in persons especially women and children. Participated in the United Nations Women's Guild Charity Bazaar, and promoted Philippine local products	2,353,106.94 GAA	1,128,894.94 GAA	Vienna PE/PM	Done. Cost includes product of hourly rate of Vienna PE/PM personnel who carried out the activity attributed to GAD. 3 women personnel from Post attended various international meetings.

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Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
29	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.	The Philippine Consulate General and POLO provide shelter to an average of 20-30 distressed Filipino women weekly	MFO: Diplomatic and Consular Services	Provide fund to cover the weekly food expenses of the distressed Filipino women seeking shelter at the PCG/POLO Center.	Number of women residing in shelter given monthly disbursement of food - At least 20	Disbursed food for 200 distressed women and extended assistance to 50 distressed women OFs	13,115,438.65 GAA	14,984,883.42 GAA	Dubai PCG	Done. Actual cost includes emoluments of 4 PCG staff members who spent an accumulated 9 hours of work on the GAD PAP
30	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.	The DFA is mandated to promote the interest and protect the welfare of Filipinos overseas. The PCG and POLO provide shelter to an average of 30-50 distressed Filipino women weekly who need to be repatriated to the Philippines	MFO: Diplomatic and Consular Services	Facilitation of immigration out pass and provision of airfare. Constant coordination with UAE officials and female repatriates.	Number of distressed women repatriated to the Philippines - At least 30 per month	Assisted 33 clients per month and provided cost of airfare, outpass for repatriation	23,237,386.45 GAA	29,105,734.71 GAA	Dubai PCG	Done. Actual cost includes the emoluments of 1 PCG staff member who spent an accumulated time of 3 hours daily working on the GAD PAP
31	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.	The DFA is mandated to promote the welfare of Filipinos overseas. Part of the assistance extended to distressed Filipinos overseas is the provision of financial assistance to cover medical expenses or repatriation of remains to the Philippines	MFO: Diplomatic and Consular Services	Partner and collaborate with medical institutions in providing medical assistance to distressed female OFWs.	Number of distressed woman OFs assisted - At least 200	Repatriation of females OFWs were repatriated to the Philippines for medical reasons, while and provision of medical treatment and medicine in the UAE. Medical repatriation assistance - 32 women OFs. Shipment of remains assistance - 124 women OFs. Medical treatment and Medicine - 124 women OFs	53,228,238.24 GAA	60,857,445.30 GAA	Dubai PCG	Done. Actual cost includes the emoluments of 1 PCG staff member who spent an accumulated 5 hours daily working on the GAD PAP
32	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.	Prevalence of violence against women such as increased reports on cases of maltreatment, abuse and rape, human trafficking in the form of mail to order brides or illegal recruitment of mostly household service workers recruited through tourist visas or deployed to countries with deployment ban, stranded undocumented children born out of wedlock	MFO: Diplomatic and Consular Services	Provision of gender-sensitive legal assistance to distressed women and children OFs who are imprisoned, survivors of abuse, exploitation and/or human trafficking	Number of beneficiaries of assistance - At least 30 OFs	OUMWA assisted 3,415 Female walk-in clients who are or has a OF relative who are imprisoned, survivors of abuse, exploitation and/or human trafficking	6,000,000.00 GAA	1,020,716.07 GAA	Office of the Undersecretary for Migrant Workers Affairs	Done. Variance in the actual cost vs. budget was due to lower number of actual female walk-in clients who were assisted.
33	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.	Prevalence of violence against women such as increased reports on cases of maltreatment, abuse and rape, human trafficking in the form of mail to order brides or illegal recruitment of mostly household service workers recruited through tourist visas or deployed to countries with deployment ban, stranded undocumented children born out of wedlock	MFO: Diplomatic and Consular Services	Provision and maintenance of shelters to distressed women and children OFs who are imprisoned, survivors of abuse, exploitation and/or human trafficking	Number of shelters provided - At least 10	Accomplishment c/o Foreign Service Posts	24,000,000.00 GAA	0.00 GAA	Office of the Undersecretary for Migrant Workers Affairs	Done. Costs incurred c/o Foreign Service Posts
34	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 provision of medical assistance to women and children OFs needing medical attention or medical repatriation	MFO: Diplomatic and Consular Services	Provide medical assistance to women and children OFs needing medical attention or medical repatriation	Number of beneficiaries of medical/medical repatriation assistance - At least 300	Accomplishment c/o Foreign Service Posts	17,000,000.00 GAA	0.00 GAA	Office of the Undersecretary for Migrant Workers Affairs	Done. Costs incurred c/o Foreign Service Posts
35	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.	Lack of access to free women's health services and limited access to information, lack of knowledge/awareness of women's rights and policies - approximately 94% of Filipinos in Hong Kong are women (Source: Hong Kong Census and Statistics Department)	MFO: Diplomatic and Consular Services	Protection and promotion of the rights of overseas Filipinos, including Filipino Migrant Workers, most especially the women migrant workers who make up most of OFWs. In the four-phases of the migration cycle (Pre-Deployment or Pre-Departure, Protection of Nationals Overseas, Engagement with the Filipino Diaspora, and Reintegration of Returning Nationals)	Number of women OFs assisted by Post- At least 200	Successful implementation of GAD PAPs and delivery of ATN, civil registry and legal services. (Note: Figure is based on Post's MOOE Budget for Consular Services based on the 2022 National Expenditure Program approved by DBM) Approximately 94% of Filipinos in Hong Kong are women (Source: Hong Kong Census and Statistics Department)	15,454,000.00 GAA	15,454,000.00 GAA	Hong Kong PCG	Done. Actual cost is the cost of time spent of personnel who worked on the GAD PAP

Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
1	2	3	4	5	6	7	8	9	11	12
36	Section 2 of Republic Act 10398 states that Heads of government agencies and instrumentalities, government-owned and -controlled corporations, local government units and employers in the private sector shall, together with their employees organize, engage or participate in activities designed to raise public awareness on the problem of violence, and the elimination of all forms of violence, against women and children	Limited awareness and participation of Filipinos in the observance of International Campaign/18-Day Campaign to End Violence Against Women and Children	MFO: Diplomatic and Consular Services	Participation in the 18-Day Campaign to End Violence Against Women and Children through conduct of live or online orientations/initiatives through series of workshops, lectures or information dissemination on applicable laws in destination country on VAWC/film showing, photo exhibits	Number of activities conducted in observance of the National Consciousness Day/ 18-day Campaign to End VAW - At least 1 activity per office	San Nicolas CO: Conducted 1 information dissemination activity and distributed a total of 300 IEC Materials on RA 9208, 300 IEC Materials on 9262, and 87 round foldable fan. La Union CO: Distributed information materials on RA 9208 or the Anti-Trafficking in Persons Act of 2003 and established a colorful GAD corner in this office's waiting area, Moscow PE Organized a lecture on "End VAW" for the Embassy personnel, Borneo PE Information dissemination online and Digital and printed collaterals were used and displayed at the Consular premises from 26 Nov to 12 Dec 2022. Houston PCG: VAW Program attended by 56 passport applicants during the Consular Outreach in New Mexico, Santiago CO: promoted awareness of the general public for the 18-day period VAW campaign, NCR Northeast CO: Display in the Bulletin Board and distribution of advocacy materials on Anti-VAWC Act of 2004 (RA 9262) to CO personnel and clients, NCR South CO Distribute Anti-VAW foldable fans to personnel and applicants to spread the campaign to the public, Clarin CO: Created and disseminated infographics on women's rights and VAWC hostiles, Guangzhou PCG: Post uploaded one (1) social campaign observance of the 18-Day campaign to end VAW, with more than 100 women target participants/audience reached	674,693.29 GAA	166,530.49 GAA	San Nicolas CO, La Union CO, Moscow PE, Borneo PE, Houston PCG, Santiago CO, NCR Northeast CO, Clarin CO, Guangzhou PCG	Done. Variance in the actual cost vs. budget was due to lower costs incurred in the conduct of activities. 10 offices conducted at least 1 activity in observance of the 18 day campaign to end VAW
37	Section 2 of Republic Act 10398 states that Heads of government agencies and instrumentalities, government-owned and -controlled corporations, local government units and employers in the private sector shall, together with their employees organize, engage or participate in activities designed to raise public awareness on the problem of violence, and the elimination of all forms of violence, against women and children	Limited awareness and participation of Filipinos in the observance of International Campaign/18-Day Campaign to End Violence Against Women and Children	MFO: Diplomatic and Consular Services	Participation in the 18-Day Campaign to End Violence Against Women and Children through conduct of live or online orientations/initiatives through series of workshops, lectures or information dissemination on applicable laws in destination country on VAWC/film showing, photo exhibits	Number of activities conducted in observance of the National Consciousness Day/ 18-day Campaign to End VAW - At least 1 activity per office	Dubai PCG: Information dissemination online of VAWC campaign materials, Berlin PE: Film Screening of Verdict - a film about violence against a woman and her pursuit for justice - and distrelling at Bayemilleke, Butuan CO: Playing and showing of PCW-produced video clips on VAW, anti-VAW laws and services for survivors in Processing and Enclosing areas, NCR Central CO: AV dips from the PCW website are displayed in CO's monitors to raise the passport applicant's awareness, Dasmarnas CO: producing and distributing advocacy materials such as layards, facemasks, and brochures to the consular clients, Davao CO: At least 38 personnel participated in the campaign (19 female and 19 male), General Santos CO: CO-Gensan launched its Gender and Development (GAD) Corner, CO-Gensan distributed VAW-C Kits to its clients which contains brochures about Anti-harassment, Women's Rights and Safe Spaces Act, Women and Children's Protection Desk Directory, alcohol, face mask and snacks, NCR West CO: brochures and flyers were also given to applicants to better understand the Anti-VAW and GAD campaigns, Angeles CO: conducted orientation regarding anti-VAW laws on Republic Act 9262 also known as the Anti-Violence Against Women and their Children Act	484,247.69 GAA	1,108,195.41 GAA	Dubai PCG, Berlin PE, Sydney PCG, Butuan CO, NCR Central CO, Dasmarnas CO, Davao CO, General Santos CO, NCR West CO, Angeles CO	Done. Sydney PCG activity was not implemented due to COVID-19 restrictions. Variance in costing due to the inclusion of cost of time spent of personnel who worked on the conduct of the GAD PAPs. 9 offices conducted at least 1 activity in observance of the 18 day campaign to end VAW
38	Section 2 of Republic Act 10398 states that Heads of government agencies and instrumentalities, government-owned and -controlled corporations, local government units and employers in the private sector shall, together with their employees organize, engage or participate in activities designed to raise public awareness on the problem of violence, and the elimination of all forms of violence, against women and children	Limited awareness and participation of Filipinos in the observance of International Campaign/18-Day Campaign to End Violence Against Women and Children	MFO: Diplomatic and Consular Services	Participation in the 18-Day Campaign to End Violence Against Women and Children through conduct of live or online orientations/initiatives through series of workshops, lectures or information dissemination on applicable laws in destination country on VAWC/film showing, photo exhibits	Number of activities conducted in observance of the National Consciousness Day/ 18-day Campaign to End VAW - At least 1 activity per office	Antipolo CO: distribution of printed materials on RA 9262, Bacolod CO: Advocacy materials in the form of information packets were produced and distributed to applicants during the campaign, Baguio CO: the campaign poster was displayed in the monitor located in the CO's waiting/holding area where at least 1000 applicants were able to see the poster and related materials, Films related to the campaign were also distributed to clients (500 pieces), Cagayan De Oro CO distributed IEC Materials on anti-VAW laws, which increased consular clients understanding of the laws protecting women from sexual harassment and gender-based violence, Calatiao CO: prepared a simple orange booth place inside the Processing Area with IEC materials to increase the public awareness on the different republic Acts, Cebu CO: Participated in three (3) GAD-related activities, Dumaguete CO: distributed IEC materials to all applicants, Iloilo CO: Display of poster and orange balloons to commemorate the campaign, Legazpi CO: Posted the official streamer in front of office and distributed tote bags containing VAWC IEC materials for women applicants, Lucena CO: distribution of foldable fans with VAWC logo to passport applicants, Malolos CO: Distribution of Self-Defense Kits during the 2022 18-Day Campaign to End VAW, Pampanga CO: Kicked off an 18-day campaign to End Violence on Women and Children with free blood pressure check to consular applicants to highlight the importance of health prevention among women and children conducted a series of briefings to applicants while waiting for their turn for passport service, on issues concerning women's rights, anti-sexual harassment and anti-child trafficking, Puerto Princesa CO: Conducted "Handa Ka Na Bang Mag-Abroad?" seminar on 26 November 2022 in conjunction with the campaign and Disseminated IEC materials for VAW awareness, San Pablo CO: Total of 1,910 applicants read and seen COs tarpaulin during the 18-day campaign to End VAW	204,125.77 GAA	578,536.17 GAA	Antipolo CO, Bacolod CO, Baguio CO, Cagayan De Oro, Calatiao CO, Cebu CO, Dumaguete CO, Iloilo CO, Legazpi CO, Lucena CO, Malolos CO, Pampanga CO, Paniqui CO, Puerto Princesa, San Pablo CO	Done. Paniqui CO was not able to conduct GAD PAP. Variance in costing due to inclusion of cost of time spent of personnel who worked on the conduct of the GAD PAP. 9 offices conducted at least 1 activity in observance of the 18 day campaign to end VAW

	1	2	3	4	5	6	7	8	9	11	12
	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
39	Section 2 of Republic Act 10398 states that Heads of government agencies and instrumentalities, government-owned and -controlled corporations, local government units and employers in the private sector shall, together with their employees, organize, engage or participate in activities designed to raise public awareness on the problem of violence, and the elimination of all forms of violence, against women and children	Limited awareness and participation of Filipinos in the observance of International Campaign/18-Day Campaign to End Violence Against Women and Children	Increased awareness and participation of Filipinos in the observance of International Campaign/18-Day Campaign to End Violence Against Women and Children	MFO, Diplomatic and Consular Services	Participation in the 18-Day Campaign to End Violence Against Women and Children through conduct of live or online orientations/initiatives through series of workshops, lectures or information dissemination on applicable laws in destination country on VAWC/film showing, photo exhibits	Number of activities conducted in observance of the National Consciousness Day/ 18-day Campaign to End VAW - At least 1 activity per office	Tadoban CO: Conducted a short introduction on the significance of the celebration, its legal bases and discussed salient features of the Safe Spaces Act. Prepared a mini-campaign desk where VAW-related videos are played on loop and IEC materials were readily available for the clients. Tagum CO: Special accommodation of women clients under considerable circumstances. Brief pep talk/orientation on potential domestic household OFW applicants re rights, privileges and recommended safe-zones once abroad. Tuguegarao CO involve in the public in creating social awareness about VAW and CO was able to extend assistance to the next of kins of OFWs who are in distressed, Zamboanga CO: Held a photo booth to raise awareness and support to end the global violence against women. Distributed tote bags as a token to passport applicants. ASPAC: GAD activity on 07-08 December 2022 incorporated IEC materials on Safe Spaces Act. OPCD: OPCD has released a total of 35 press releases of FSPs, COs, and Hos activities of the 2022 18-day End of VAW on the GAD Corner of the DFA website, OUMWA: Incorporation of the data on VAWC cases into the Report to Congress	491,952.18 GAA	311,837.55 GAA	Tadoban CO, Tagum CO, Tuguegarao CO, Zamboanga CO, Catobato CO, ASPAC, DLLU, OSECC, OUCSSCA, OUMWAER, OPCD, OUMWA	Done. Cotabato CO (now Kidapawan CO) was not able to conduct GAD PAP due to transfer of office from Cotabato City to Kidapawan City. DLLU, OSECC, OUCSSCA, OUMWAER were not able to conduct GAD PAP due to budget and logistical issues. 7 offices conducted at least 1 activity in observance of the 18 day campaign to end VAW
40	Section 2 of Republic Act 10398 states that Heads of government agencies and instrumentalities, government-owned and -controlled corporations, local government units and employers in the private sector shall, together with their employees, organize, engage or participate in activities designed to raise public awareness on the problem of violence, and the elimination of all forms of violence, against women and children	Limited awareness and participation of Filipinos in the observance of International Campaign/18-Day Campaign to End Violence Against Women and Children	Increased awareness and participation of Filipinos in the observance of International Campaign/18-Day Campaign to End Violence Against Women and Children	MFO, Diplomatic and Consular Services	Participation in the 18-Day Campaign to End Violence Against Women and Children through conduct of live or online orientations/initiatives through series of workshops, lectures or information dissemination on applicable laws in destination country on VAWC/film showing, photo exhibits	Number of activities conducted in observance of the National Consciousness Day/ 18-day Campaign to End VAW - At least 1 activity per office	Agana PCG: Post-Arrival Orientation Seminar (PAOS) and campaign on Anti-Violence Against Women and Children, No. of Participants 130. Amman PE: Implemented the social media campaign utilizing the prescribed materials through Post's Facebook page. Displayed the official banner on the TV screen at the Consular area. Ankara PE: Conduct of Embassy activity to commemorate the 18-Day End VAW Campaign (poster-making activity and displayed at consular section). Athens PE: Distribution of masks with VAWC logo to consular applicants for the entire campaign period. Virtual lecture by Mr. Alvin Dakis on Promoting Safer Spaces to UNITE a VAW-free Philippines. Bangkok PE: Clients participated in the campaign by participating in photo opportunities at the Embassy. Brunei PE: Post held a dialog titled Stand up for Women's Rights: Learning to Safeguard the Rights of Women in the Classroom. It was aimed to raise awareness on promoting and protecting women's rights and to impart knowledge on the prevention and reporting of the occurrence of any form of physical and emotional abuse or violence against women. Brussels PE: published 200 copies of the brochure entitled Break Your Silence Before it Breaks You. Budapest PE: conducted a legal webinar on December 4 on laws on VAW and women empowerment and caring for mental health. At least 30 people attended the webinar. Buenos Aires PE: Conducted 1 seminar entitled Session on the Safe Spaces Act and Self-Defense for the Filipino Community. The seminar was attended by 18 participants (11 female and 7 male). Cairo PE: Social Media Campaign. Lecture on VAWC to 50 FICOM members. Baghdad PE: During Consular Outreach two Post Personnel conducted lectures and includes film showing followed by extensive discussion on the Human Trafficking situation in Iraq which facilitated by 2 Post Personnel Vice Consul Jomar Sadie and ATN Officer Richard Bledso	1,043,164.50 GAA	562,493.24 GAA	Abu Dhabi PE, Agana PCG, Amman PE, Ankara PE, Athens PE, Baghdad PE, Bangkok PE, Brunei PE, Brussels PE, Budapest PE, Buenos Aires PE, Cairo PE	Done. Abu Dhabi PE was not able to conduct GAD PAP. 12 offices conducted at least 1 activity in observance of the 18 day campaign to end VAW
41	Section 2 of Republic Act 10398 states that Heads of government agencies and instrumentalities, government-owned and -controlled corporations, local government units and employers in the private sector shall, together with their employees, organize, engage or participate in activities designed to raise public awareness on the problem of violence, and the elimination of all forms of violence, against women and children	Limited awareness and participation of Filipinos in the observance of International Campaign/18-Day Campaign to End Violence Against Women and Children	Increased awareness and participation of Filipinos in the observance of International Campaign/18-Day Campaign to End Violence Against Women and Children	MFO, Diplomatic and Consular Services	Participation in the 18-Day Campaign to End Violence Against Women and Children through conduct of live or online orientations/initiatives through series of workshops, lectures or information dissemination on applicable laws in destination country on VAWC/film showing, photo exhibits	Number of activities conducted in observance of the National Consciousness Day/ 18-day Campaign to End VAW - At least 1 activity per office	Calgary PCG: Conducted 1 webinar on Personal Safety and Domestic Violence attended by members of the Filipino community with a total of 45 participants (32 female and 13 male). Canberra PE: Embassy awareness program on ending VAW (Client-focused brochures and paraphernalia). Chicago PCG: Post displayed the roll-up banner and statement at the Consular area for the viewing of the consular applicants. Chongqing PCG: Courtesy Call on Ms. Yang Mu, Director General of the Yunnan Provincial Foreign Affairs Office, which involved discussion of the welfare of Filipinos in Yunnan Province - most of them are women and teachers. Being both females, the two also raised the possibility of holding women advocacy projects in the future. Copenhagen PE: Publication of custom VAW brochure for Filipinos in Denmark entitled Stay Strong: End Violence Against Women. Damascus PE: Distributed 120 shirts to Filipinos in Syria for the 18-Day Campaign to End Violence Against Women - 27 November 2022. Conducted a Roundtable Discussion on Philippine, Syrian and International Laws on Women, Dhaka PE: Of the 125 runners who participated, 62 are females, majority of which are members of the Filipino community. Hanoi PE: Conducted an 18-day Campaign to End Violence Against Women (VAW) on 25 November - 12 December 2022	1,309,055.00 GAA	1,111,554.08 GAA	Calgary PCG, Canberra PE, Chicago PCG, Chongqing PCG, Copenhagen PE, Damascus PE, Dhaka PE, Dili PE, Doha PE, Hanoi PE	Done. Dili PE, Doha PE were not able to conduct GAD PAP. 8 offices conducted at least 1 activity in observance of the 18 day campaign to end VAW

Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
1	2	3	4	5	6	7	8	9	11	12
42	Section 2 of Republic Act 10398 states that Heads of government agencies and instrumentalities, government-owned and -controlled corporations, local government units and employers in the private sector shall, together with their employees organize, engage or participate in activities designed to raise public awareness on the problem of violence, and the elimination of all forms of violence, against women and children	Limited awareness and participation of Filipinos in the observance of International Campaign/18-Day Campaign to End Violence Against Women and Children	MFO: Diplomatic and Consular Services	Participation in the 18-Day Campaign to End Violence Against Women and Children through conduct of live or online orientations/initiatives through series of workshops, lectures or information dissemination on applicable laws in destination country on VAWC/film showing, photo exhibits	Number of activities conducted in observance of the National Consciousness Day/ 18-day Campaign to End VAW - At least 1 activity per office	Honolulu PCG: AW banner was displayed and VAW videos were played on the Consulates wide-screen television located at the Consular public waiting area Meeting with the Domestic Violence Action Center (DVAC) CEO and VP of Survivor Advocacy Services to discuss various approaches on issues of domestic violence on 09 December. Barcelona PCG: 1 event conducted to inform the community of VAW, and resources and institutions that assist VAW victims. Jakarta PE: Monthly submission of Report on Violence Against Women and Children Cases by Posts ATN Section. Procurement of advocacy banner for display at the Consular Section. Procurement of advocacy kits (flyer, whistle, flashlight, pamphlets) for distribution to Consular clients during the 18-day campaign. Jakarta PM: Successful posting of the relevant information in relation to the campaign. Jordan PCG: Flag-raising program. Advocacy activity- personnel in orange colored shirt. Kuwait PE: United for a VAW-Free Philippines - a seminar was hosted on 11 Dec 2022 in adaptation to the principle of the current theme. Lisbon PE: Poster for the Filipino Community enjoining Filipinos in Portugal to submit a video on how they can contribute to support the campaign to end VAW. Distribution of end VAW caps in Luanda, Angola, London PE: Printing and distribution of the PCWs brochure on Republic Act 9262. Madrid PE: distribution of flyers (Anti-Violence Against Women and Their Children Act of 2004) and RA 11313 (Safe Spaces Act/Bawal Bastos Law) to consular applicants. Los Angeles PCG: Distribution of doh face masks to the Consular Section's applicants with the campaign's theme. Film Showing of The Sait for Post's personnel and dependants. Self-Defense Class for Post's personnel and B-Well: Self Care Edition, a forum showcasing Filipina entrepreneurs that promote self-care and beauty.	1,295,822.43 GAA	1,038,896.44 GAA	Honolulu PCG. Barcelona PCG. Jakarta PE. Jakarta PM. Jeddah PCG. Kuwait PE. Lisbon PE. London PE. Los Angeles PCG. Madrid PE	Done. 11 offices conducted at least 1 activity in observance of the 18 day campaign to end VAW
43	Section 2 of Republic Act 10398 states that Heads of government agencies and instrumentalities, government-owned and -controlled corporations, local government units and employers in the private sector shall, together with their employees organize, engage or participate in activities designed to raise public awareness on the problem of violence, and the elimination of all forms of violence, against women and children	Limited awareness and participation of Filipinos in the observance of International Campaign/18-Day Campaign to End Violence Against Women and Children	MFO: Diplomatic and Consular Services	Participation in the 18-Day Campaign to End Violence Against Women and Children through conduct of live or online orientations/initiatives through series of workshops, lectures or information dissemination on applicable laws in destination country on VAWC/film showing, photo exhibits	Number of activities conducted in observance of the National Consciousness Day/ 18-day Campaign to End VAW - At least 1 activity per office	Manama PE: Organized a forum on Bahrain's laws promoting the rights of women and played PCW-produced video materials at the waiting area of Embassy clients. Melbourne PCG: Institutional support for RA 10398. Commitment to ending VAW within and outside Filcom. Mexico PE: Video watching of a short film regarding violence against women followed by an open forum. Milan PCG: Distribution of 50 t-shirts and 40 facemasks with VAWC logo to Filipino Women and Children. 28 Nov 2022. Nagoya PCG: The public who visited the Philippine Consulate, its website and Facebook page was made aware of the 18-Day Campaign to End VAW. Nairobi PE: Post, in coordination with Sr. Folly Covacha of the Carmelite Missionaries-Nairobi, donated 100 feminine hygiene kits to students of Our Lady Queen of Mercy Academy in Kitengela, New Delhi PE: Members of the Filipino Community with their Indian spouses and families actively participated in the Anti-VAW Pledge activity held on 11 December 2022 at the Philippine Embassy Grounds. New York PCG: Post arranged an Anti-VAW Campaign marker at the lobby of the Philippine Center to attract the public's curiosity. New York PM: posting/sharing throughout the 18-day campaign in NYPD's social media accounts of information materials relevant to the international campaign to end VAW. Muscat PE: Kick-off of the campaign by wearing End-VAW shirts during the First-Sunday Flag-raising at the Philippine Embassy display of tarpaulin for awareness at the Chancery Embassy photo including POLO-OWWA and photo release on FB	759,094.40 GAA	520,157.84 GAA	Manama PE. Melbourne PCG. Mexico PE. Milan PCG. Muscat PE. Nagoya PCG. Nairobi PE. New Delhi PE. New York PCG, New York PM	Done. 10 offices conducted at least 1 activity in observance of the 18 day campaign to end VAW
44	Section 2 of Republic Act 10398 states that Heads of government agencies and instrumentalities, government-owned and -controlled corporations, local government units and employers in the private sector shall, together with their employees organize, engage or participate in activities designed to raise public awareness on the problem of violence, and the elimination of all forms of violence, against women and children	Limited awareness and participation of Filipinos in the observance of International Campaign/18-Day Campaign to End Violence Against Women and Children	MFO: Diplomatic and Consular Services	Participation in the 18-Day Campaign to End Violence Against Women and Children through conduct of live or online orientations/initiatives through series of workshops, lectures or information dissemination on applicable laws in destination country on VAWC/film showing, photo exhibits	Number of activities conducted in observance of the National Consciousness Day/ 18-day Campaign to End VAW - At least 1 activity per office	Ottawa PE: VAWC Free campaign through use of orange hoodie shirts during Consular Services and Conduct of one Personnel Safety/Security webinar for women OFs. Phnom Penh PE: A special Sunday Consular Service was held on November 20 and December 5, where Posts consular personnel distributed gift packs to consular clients in order to raise awareness of the campaign among Filipino men and locals. Port Moresby PE: Distributed PCW materials on anti-VAW to Consular Section clients. Attended various activities hosted by Embassies, organizations, Beirut PE: Conducted a seminar on labor rights and mental health awareness for Filipino nationals in Lebanon on 1 December 2022. San Francisco PCG: Post conducted a Responding to Mass Killing Seminar for its personnel on 7 December 2022, in partnership with the Bay Area Chapter of the Filipino American Law Enforcement Officers (FALEO) Association. Santiago PE: Online Information Campaign on Combating Violence Against Women. Singapore PE: Publication of digital collaterals on RA 9262 and Singapore's Magna Carta of Women. Tehran PE: Launched social media campaign 18-Day Campaign to End VAW and other social media posts promoting rights of women/children. Seoul PE: Faces to Faces Know Your Rights and Responsibilities Seminar for Filipino Women and Children in South Korea dated 19 November 2022	1,623,224.92 GAA	3,903,449.82 GAA	Ottawa PE. Phnom Penh PE. Port Moresby PE. Beirut PE. Prateria PE. San Francisco PCG. Santiago PE. Seoul PE. Singapore PE, Tehran PE	Done. Pretoria PE was not able to conduct GAD PAP. Variance in costing due to inclusion of cost of time spent of personnel who worked on the conduct of the GAD PAP. 10 offices conducted at least 1 activity in observance of the 18 day campaign to end VAW

1	2	3	4	5	6	7	8	9	10	11
Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
45	Section 2 of Republic Act 10398 states that Heads of government agencies and instrumentalities government-owned and -controlled corporations, local government units and employers in the private sector shall, together with their employees organize, engage or participate in activities designed to raise public awareness on the problem of violence, and the elimination of all forms of violence, against women and children	Limited awareness and participation of Filipinos in the observance of International Campaign/18-Day Campaign to End Violence Against Women and Children	MFO: Diplomatic and Consular Services	Participation in the 18-Day Campaign to End Violence Against Women and Children through conduct of live or online orientations/initiatives through series of workshops, lectures or information dissemination on applicable laws in destination country on VAWC/film showing, photo exhibits	Number of activities conducted in observance of the National Consciousness Day/ 18-day Campaign to End VAW - At least 1 activity per office	Tai Aviv PE: A total of at least two such activities on the 18-Day Campaign to End VAW have been conducted. The Hague PE: Talk on the Forms of Domestic Violence and Various Approaches to Empower and Protect Women on 12 December. Toronto PCG: Women diets led the recitation of the VAW Prayer and Consul General Castro gave a brief background on the 18-day campaign and the important role of women in society during the ceremony. Vancouver PCG: an con corner with orange-themed items, balloons and info flyer on VAW was set up at the Consular area. Post also organized another self-defense session with Guru Jesse Incaalla for FilCom. Vienna PE/PM: Posted online content on VAWC, which help educate women on their rights and the various programs the PH government offers. Provided appropriate and immediate assistance to Filipino nationals who are victims of gender-based violence. Vientiane PE: Conduct of PAOS for Filipinos in the Lao PDR on 15 October 2022 at the Thailuang D'or Hotel which was attended by 52 participants. Warsaw PE: Conducted a video presentation seminar for Embassy personnel in observance of the campaign to end VAW. Washington DC PE: Increased awareness of the Filipino community on gender-based violence and the Safe Spaces Act. Xiamen PCG: Women's Ministry Meeting of the Xiamen International Christian Fellowship (XICF), led by GFPO. Hong Kong PCG: In: Lecture Series on the Anti-VAWC Law Parts 6 and 7. Post streamed the 6th and 7th parts of its self-produced mini lecture series on the Anti-VAWC Law in its official Facebook page which garnered a total of 2.6k views. Kuala Lumpur PE: Distributed Brochures during the 18 days campaign against VAW for info dissemination. Stockholm PE: had a movie screening of the film TULIPA. The movie is about Filipino LGBT migrants who sought life outside the Philippines to assert their rights to gender equality. OCA: A video on Anti-gender based violence videos/info graphics displayed every hour during office hours at OCA Assana from November to end of December 2023. Macau PCG: one social media photo release on talk held at the Consulate. 100 spray bottles were distributed to the female members of the staff and the public visiting the Consulate General, Wellington PE: Continued active campaign against domestic violence as White Ribbon Ambassador and remarks presentation delivered at the Say No to Domestic Violence seminar – a joint initiative of the ASEAN Committee in Wellington/ASEAN Ladies Circle in Wellington (ACN/ALCW)	1,671,564.32 GAA	2,363,108.85 GAA	Tel Aviv PE, The Hague PE, Toronto PCG, Vancouver PCG, Vienna PE/PM, Vientiane PE, Warsaw PE, Washington DC PE, Wellington PE, Xiamen PCG, Hong Kong PCG, Kuala Lumpur PE, Stockholm PE, OCA, Macau PCG	Done. Actual cost includes cost of time spent of personnel who worked on the conduct of GAD PAPs. 15 offices conducted at least 1 activity in observance of the 18 day campaign to end VAW
46	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	Lack of opportunities for women migrant workers to involve themselves in activities and programs that will hone their skills for their professional and personal development	MFO: Diplomatic and Consular Services	Conduct of livelihood or entrepreneurial skills orientations/initiatives through series of meetings workshops, lectures or information caravans/film showing focused on women's interest and skills enhancement	Number of activities conducted - At least 1 activity per office	Frankfurt PCG: Partnered with the Ateneo School of Government for the launch of the six-month online course of the ALSE Overseas Filipino Leadership, Innovation, Financial Literacy and Social Entrepreneurship Program on 15 May 2022. Guangzhou PCG: Post conducted an art exhibition which featured selected paintings of Filipino artists based in Guangdong for the month of August 2022 at Guangzhou Library and At least 50 women target-participants were reached. Angeles CO: conducted Livelihood Training on Home Gardening in partnership with Hannas Garden, Pampanga, Brazilia PE: Conducted one (1) cooking demonstration to Filipinos in Sao Paulo with a total of 25 participants. Participants were able to make their own kutsinta with the ingredient kit provided by Post.	1,692,941.96 GAA	328,882.81 GAA	Frankfurt PCG, Moscow PE, Santiago CO, Guangzhou PCG, Angeles CO, Lucena CO, DLLU, Amman PE, Beijing PE, Brasilia PE	Done. Moscow PE, Santiago CO, Lucena CO, DLLU, Amman PE, Beijing PE were not able to conduct GAD PAP. 4 offices were able to conduct at least 1 livelihood or entrepreneurial skills orientations/initiatives to enhance skills of women OFs.
47	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	Lack of opportunities for women migrant workers to involve themselves in activities and programs that will hone their skills for their professional and personal development	MFO: Diplomatic and Consular Services	Conduct of livelihood or entrepreneurial skills orientations/initiatives through series of meetings workshops, lectures or information caravans/film showing focused on women's interest and skills enhancement	Number of activities conducted - At least 1 activity per office	Brunei PE: High tea for young Filipino-Brunians. The attendees were students and professionals who manage their own businesses or work in the fields of food, entertainment and healthcare. Brussels PE: Post was able to hold three (3) Zoom Meetings and two (2) Face to face Meeting with Volunteers of the Women Helping Women Network (WHW Network) for updating and planning on activities. Canberra PE: Book launch The Shadowed Garden by Lutfat Alvero Kendrick, Pacific Business Mission, ASEAN-Australia Business Forum, Chicago PCG: Post also conducted the webinar on Women Taking Up Space in a Man's World on 31 March 2022. Damascus PE: Online Vocal Coaching - 01, 08, 15, 22 & 29 May 2022. Dance Workshop - 15, 22, 28 & 29 May 2022. Honolulu PCG: 39th Anniversary of the Filipino Business Women's Association and FBWA Foundation and Annual Kinema Ball on 22 October	1,278,839.00 GAA	843,882.85 GAA	Brunei PE, Brussels PE, Budapest PE, Cairo PE, Canberra PE, Chicago PCG, Damascus PE, Dhaka PE, Honolulu PCG	Done. Budapest PE, Cairo PE, Dhaka PE were not able to conduct GAD PAP. 7 offices were able to conduct at least 1 livelihood or entrepreneurial skills orientations/initiatives to enhance skills of women OFs.
48	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	Lack of opportunities for women migrant workers to involve themselves in activities and programs that will hone their skills for their professional and personal development	MFO: Diplomatic and Consular Services	Conduct of livelihood or entrepreneurial skills orientations/initiatives through series of meetings workshops, lectures or information caravans/film showing focused on women's interest and skills enhancement	Number of activities conducted - At least 1 activity per office	Istanbul PCG: Organized As the Dust Settled Art after War and Decolonization: Philippine Modern and Contemporary Art from 1945 to the present, a lecture on contemporary Philippine art and history by multi-awarded Filipino artist, Wani Navarona, at the Ataturk Kultur Merkezi on 17 May 2022. Jeddah PCG: Conversations with Women Survivors, Trailitazars, and Entrepreneurs of Jeddah 31 March 2022. Lisbon PE: Participation and support to the Filipina Women's Network held in Lisbon, Portugal, Madrid PE: OFW Congress in Spain. Attended by over 700 leaders and members of the Filipino community majority of which were women. This was followed by a free legal briefing by a Spain-based lawyer, for Filipinos who wanted to obtain regular/document status. Manama PE: organized training for Overseas Filipino women in Bahrain. Milan PCG: Post held an online webinar on facebook, entitled: May Kita sa Agrikultura -Usapang Micro-Agri Kabahayan, Poultry Raising at Iba pa, Para sa OFWs sa Italya, in partnership with PDOLO and DAR on Nov 20, 2022	1,923,108.85 GAA	899,559.57 GAA	Istanbul PCG, Jeddah PCG, Lisbon PE, London PE, Los Angeles PCG, Madrid PE, Manama PE, Milan PCG, Muscat PE, New Delhi PE	Done. London PE, New Delhi PE, Los Angeles PCG, Muscat PE were not able to conduct GAD PAP. 6 offices were able to conduct at least 1 livelihood or entrepreneurial skills orientations/initiatives to enhance skills of women OFs.

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsibility/Unit/Office	Variance/ Remarks
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49	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	Lack of opportunities for women migrant workers to involve themselves in activities and programs that will hone their skills for their professional and personal development	Empower women by providing them with opportunities to improve their skills for their professional and personal development	MFO: Diplomatic and Consular Services	Conduct of livelihood or entrepreneurial skills orientations/initiatives through series of meetings workshops, lectures or information caravans/film showing focused on women's interest and skills enhancement	Number of activities conducted - At least 1 activity per office	New York PCG: The Consulate conveyed its well-wishes and support to the Filipino athletes as they compete in the 2023 FISU Winter World University Games in Lake Placid, New York. Port Moresby PE: Four Embassy personnel attended 4 meetings with host government's officials for 2 hours each. Drafted 4 reports to Home Office on the host government's GAD-related programs/issues. Santiago PE: Entrepreneurial Seminar / Skills-Making Demonstration to aid in the livelihood of women OFs in Chile as well as when the return to the PHIL (20 women OFs). Singapore PE: organized the hybrid forum BaLmkBayan which discussed investment and business opportunities, philanthropic initiatives, and government services for Overseas Filipinos. The Hague PE: Kalyayan in Full Colors: An Art Exhibit featuring Filipino Artists in the Netherlands (3 out of 4 artists featured are women) from 1630 September 2022. Co-sponsored by FI-Dutch Community, Toronto PCG Holding of the Bata to Bataprenour Kickstart at the Consulate on 28 October 2022. Vienna PE/PM: Participated in the Red Lotus Asian Film Festival featuring the film Leonor will Never Die by Filipino Female Director Marika Ramirez Escobar. Seoul PE: Visit of National Assembly Representative Kim Chun Sook to the Philippines. April 2022 Dialogue between Philippine and Korea Officials on Gender and Development, health, and multicultural initiatives in Korea. Wellington PE: Trabaho, Negosyo, Kabuhayan (TNK) Webinar on Franchise Investment Opportunities on Feb 19. Online financial literacy session on OFs offer, through the BIT, of the 28th Tranche of Retail Treasury Bonds (RTB 28) held on August 27. TNK Webinar Series: Alternative Path for OFWs: Start your Entrepreneurial Journey on December 28	1,397,078.01 GAA	2,011,736.58 GAA	New York PCG, Port Moresby PE, Santiago PE, Seoul PE, Singapore PE, Tel Aviv PE, The Hague PE, Toronto PCG, Vienna PE/PM, Washington DC PE, Wellington PE, Abuja PE	Done. Tel Aviv PE, Washington DC PE, Abuja PE were not able to conduct GAD PAP. Variance in costing due to inclusion of cost of time spent of personnel who worked on the conduct of GAD PAPs. 9 offices were able to conduct at least 1 livelihood or entrepreneurial skills orientations/initiatives to enhance skills of women OFs.
50	Section 31 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 Filipino women migrant workers who are in distress and were stranded/ unemployed/ temporarily unemployed due to the COVID-19 pandemic	Provide repatriation assistance to Filipino women migrant workers who are in distress and were stranded/ unemployed/ temporarily unemployed due to the COVID-19 pandemic	MFO: Diplomatic and Consular Services	Provision of repatriation assistance to women migrant workers who are in distress or those who were stranded/ unemployed/ temporarily unemployed due to the COVID-19 pandemic	Number of women OFs repatriated - At least 20 women OFs	Guangzhou PCG: Post repatriated a total of 209 OFs for the year 2022. 99 or 47% are women. Of the 173 repatriated women OFs, 170 are irregular/ undocumented OFs and 3 repatriated after serving sentence. Doha PE: On a daily basis, Post receives around 15 queries via Facebook, 10 via email, 15 calls each on the Embassy's duty phone and ATN phone, and 20 calls on the Embassy's landline numbers. Ankara PE: Accomplishment included in another GAD PAP. Athens PE: Accomplishment included in another GAD PAP. Brunei PE: Repatriated 11 women OFs for the year. Budapest PE: The Embassy and Chasnau PHC also assisted in the repatriation of 297 OFs and OFWs from Ukraine, including a few mothers with minors. Cairo PE: 344 total ATN cases handled. Calgary PCG: Established a CODI at Post, sent a memorandum and conducted a briefing for Post's personnel on Guidelines on anti-sexual harassment	11,374,655.19 GAA	6,914,202.23 GAA	Moscow PE, Guangzhou PCG, Doha PE, Amman PE, Ankara PE, Athens DC, Brunei PE, Budapest PE, Cairo PE, Calgary PCG	Done. Moscow PE, Amman PE were not able to conduct GAD PAP.
51	Section 31 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 Filipino women migrant workers who are in distress and were stranded/ unemployed/ temporarily unemployed due to the COVID-19 pandemic	Provide repatriation assistance to Filipino women migrant workers who are in distress and were stranded/ unemployed/ temporarily unemployed due to the COVID-19 pandemic	MFO: Diplomatic and Consular Services	Provision of repatriation assistance to women migrant workers who are in distress or those who were stranded/ unemployed/ temporarily unemployed due to the COVID-19 pandemic	Number of women OFs repatriated - At least 20 women OFs	Chongqing PCG: Monthly Calls of ATN Cases in Chongqing, China. Repatriation of nine (9) undocumented female Filipino nationals. Repatriation of 1 woman OF on 16 November 2023. Damascus PE: Number of woman OFs repatriated- 1 shipment of Human Remains. Doha PE: A total of 199 undocumented OFs were given repatriation tickets. Hanoi PE: 95 women OFs were repatriated and given assistance by ATN section. Islamabad PE: 7 OFs repatriated (2 female adults, 2 female children, 3 male children). Jakarta PE: Conduct of consular outreach to provinces. Jeddah PCG: Repatriated around 100 women distressed women OFs. Manama PE: Provided care packages to 114 distressed Filipino while waiting for their repatriation	5,217,417.98 GAA	19,853,932.58 GAA	Chongqing PCG, Damascus PE, Doha PE, Hanoi PE, Honkulu PCG, Islamabad PE, Jakarta PE, Jeddah PCG, Kuwait PE, Manama PE	Done. Honolulu PCG, Kuwait PE were not able to conduct GAD PAP. Variance in costing due to inclusion of cost of time spent of personnel who worked on the conduct of GAD PAPs.
52	Section 31 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 Filipino women migrant workers who are in distress and were stranded/ unemployed/ temporarily unemployed due to the COVID-19 pandemic	Provide repatriation assistance to Filipino women migrant workers who are in distress and were stranded/ unemployed/ temporarily unemployed due to the COVID-19 pandemic	MFO: Diplomatic and Consular Services	Provision of repatriation assistance to women migrant workers who are in distress or those who were stranded/ unemployed/ temporarily unemployed due to the COVID-19 pandemic	Number of women OFs repatriated - At least 20 women OFs	Mjan PCG: Repatriated: 1 Male, 1 Female, Travel Document issued: 14 Male, 16 Female. Nairobi PE: Post did not handle ATN case for female OFWs related to COVID-19 in 2022. New York PCG: Assisted in the repatriation of the cremated remains of two (2) Filipinos. Prague PE: No female migrant worker sought for repatriation assistance. Santiago PE: No report on VAW committed against women and children owing to COVID-19 quarantine/stay-at-home orders received during this period. Singapore PE: 21 women OFs admitted at the MVOFRC or given medical and welfare assistance	5,682,264.97 GAA	2,097,401.56 GAA	Mexico PE, Mjan PCG, Muscat PE, Nairobi PE, New York PCG, Port Moresby PE, Prague PE, Santiago PE, Singapore PE, Tehran PE	Done. Mexico PE, Port Moresby PE, Tehran PE, Muscat PE were not able to conduct GAD PAP.
53	Section 31 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 Filipino women migrant workers who are in distress and were stranded/ unemployed/ temporarily unemployed due to the COVID-19 pandemic	Provide repatriation assistance to Filipino women migrant workers who are in distress and were stranded/ unemployed/ temporarily unemployed due to the COVID-19 pandemic	MFO: Diplomatic and Consular Services	Provision of repatriation assistance to women migrant workers who are in distress or those who were stranded/ unemployed/ temporarily unemployed due to the COVID-19 pandemic	Number of women OFs repatriated - At least 20 women OFs	Tel Aviv PE: More than 900 OFWs have been assisted, which includes at least 931 repatriations. Toronto PCG: No request for assistance. Tripoli PE: Seven (7) women migrant workers and their dependants who are in distress or were stranded/ unemployed/ temporarily unemployed were repatriated. Vienna PE/PM: Post acted upon 4 repatriation requests made by overseas Filipinos who were displaced. Washington DC PE: 9 women migrant workers repatriated and 1 shipment of remains. Kuala Lumpur PE: Accomplishment included in another GAD PAP. Stockholm PE: Information dissemination through social media drive. Information dissemination through posters at the Chancery. Abuja PE: Post had constantly addressed concerns of female migrant workers who seek assistance from Post's ATN officer regarding their cases. Post assisted and repatriated women OFs. Barcelona PCG: Repatriation of 72 distressed Filipinos from Colombo to Manila 53 of which are females. Of this number, 23 are minors. A total of 41 minors were repatriated	13,039,639.92 GAA	13,741,819.13 GAA	Tel Aviv PE, Toronto PCG, Tripoli PE, Vienna PE/PM, Washington DC PE, Kuala Lumpur PE, Stockholm PE, Abuja PE, Dhaka PE	Done. Variance in costing due to the inclusion of the cost of time spent of personnel who worked on the conduct of the GAD PAP.

	1 Gender Issue /GAD Mandate	2 Cause of Gender Issue	3 GAD Result Statement /GAD Objective	4 Relevant Organization MFO/PAP or PPA	5 GAD Activity	6 Performance Indicators /Targets	7 Actual Result (Outputs/Outcomes)	8 Total Agency Approved Budget	9 Actual Cost /Expenditure	11 Responsible Unit/Office	12 Variance/ Remarks
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 OFs 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 OFs 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 on the prevention, treatment, and expectations in partnership with local medical/health institutions	Number of activities conducted - At least 1 activity per office	Moscow PE: Organized a webinar on Reproductive Health Care via zoom with 52 attendees and Organized a webinar on Ovarian and Uterine Cancer: Know the Signs via zoom with 50 attendees. Guangzhou PCG 9 July 2022 - Post conducted a lecture and consultation session on traditional Chinese medicine in coordination with Shangyi Medical Center. TCM doctors did diagnosis through tongue and pulse-taking. 25 women target-participants were reached. Sydney PCG: The activity was not implemented due to COVID-19 restrictions. Brasilia PE: Post conducted a wellness activity for its personnel to minimize stress-related concerns brought by the pandemic	470,455.10 GAA	304,657.44 GAA	Moscow PE, Santiago CO, Guangzhou PCG, Dubai PCG, Sydney PCG, Butuan CO, Angeles CO, San Pablo CO, Baghdad PE, Brasilia PE	Done. Santiago CO, Dubai PCG, Butuan CO, Angeles CO, San Pablo CO, Baghdad PE were not able to conduct GAD PAP. 4 offices conducted at least 1 activity in partnership with local medical/health institutions
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 OFs 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 OFs 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 on the prevention, treatment, and expectations in partnership with medical and health institutions.	Number of activities conducted - At least 1 activity per office	Brunei PE: The Health Corner 4 All turned mobile as part of Post's consular outreach mission. Representatives from the Philippine Nurses Association Brunei Chapter conducted health checks on Embassy clients during consular missions. 3 mobile Health Corner 4 All conducted. Total clients who availed the service - 87 of the 131 clients were female. Doha PE: 35 lactating mothers availed of the facility (Lactation Room) and Maintenance of fixtures and other materials at the Embassy Lactation Room. Hanoi PE: Hanoi PE organized two (2) health and wellness activities: (1) on 04 September 2022 through a webinar in cooperation with POLO-O/WWA on stress management and (2) a self-defense workshop on 30 December 2022 with members of the Filipino Community and family members of HNPE staff. Istanbul PCG: The two Filipino women entrepreneurs who own the Mama Jen and Chow Queen restaurants in Sisi, Istanbul, were able to prepare various Filipino dishes and beverages assisted by students from BAU Gastronomy and Culinary Arts Center in Istanbul on 14 June 2022	982,025.50 GAA	650,661.44 GAA	Brunei PE, Brussels PE, Buenos Aires PE, Cairo PE, Damascus PE, Dhaka PE, Doha PE, Hanoi PE, Hanoi PCG, Istanbul PCG	Done. Brussels PE, Buenos Aires PE, Cairo PE, Dhaka PE, Hanoi PCG were not able to conduct GAD PAP. 5 offices conducted at least 1 activity in partnership with local medical/health institutions
56	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 OFs 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 OFs 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 on the prevention, treatment, and expectations in partnership with local medical and health institutions	Number of activities conducted - At least 1 activity per office	Jeddah PCG: Conducted Zumba training programs for the female residents of the Bahay Malaga, Lisbon PE: International Bazaar of the Diplomatic Corps, 11-12 November 2022 -with participation of Filipina entrepreneurs in Lisbon -featuring PH products made by Women in rural communities, Manama PE: Organized a Healthy Life Check-Up for Filipinos in Bahrain, in coordination with the Al Hail Medical Center, which aimed to promote health and wellness of the OFWs through free medical assistance. Milan PCG: Painting Exhibit entitled: "Tre Donne Tre Stille (Tatlong Babae, Tatlong Blatin)" at the Korika Gallery in Milan from 02 - 08 September 2022. The exhibition features the works of Filipino women, Phnom Penh PE: 96 Overseas Filipinos from Phnom Penh and the different provinces in Cambodia availed the Basic Khmer Language Class for Filipinos in Cambodia. 66% of this number are women. San Francisco PCG: set partnered with Hep B Free San Francisco Bay Area (SF Hep B Free), North East Medical Services (NEMS), and On Lok in offering free Hepatitis B and Tuberculosis education and screenings to Filipinos on 18 May 2022, mainly catering to Posts consular applicants. Santiago PE: Meeting and health reminders to FICOM (i.e. continuous prevention of COVID-19 infection and other health protocols), Preparation and regular posting of health and safety advisories on the COVID-19 pandemic and other health-related matters. Shanghai PCG: Meeting with Yingke Law Firm	1,325,000.30 GAA	1,185,306.11 GAA	Jakarta PM, Jeddah PCG, Lisbon PE, Manama PE, Milan PCG, Muscat PE, Phnom Penh PE, Port Moresby PE, Port Moresby PCG, Santiago PE, Shanghai PCG	Done. Jakarta PM, Port Moresby PE were not able to conduct GAD PAP. 9 offices conducted at least 1 activity in partnership with local medical/health institutions
57	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 OFs 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 OFs 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 on the prevention, treatment, and expectations in partnership with local medical and health institutions	Number of activities conducted - At least 1 activity per office	Singapore PE: Post participated in the 7th Education and Health Fair (EdiFair), an annual program of Singapore-based NGO Foreign Domestic Worker Association for Social Support and Training (FAST) which focused on the health and mental well-being of HS/Ws, Toronto PCG: Post weekly and special meetings include COVID-19 health and safety check-ins and updates to ensure personnel have access to updated information. Yangon PE: The two-session webinar was conducted by a licensed physician, Dr. Hnin Hnin Aye. The first session was attended by 34 Filipino women and 2 Filipino men while the second session was attended by 21 Myanmar women. Hong Kong PCG: Conduct of Mental Health Awareness Webinar for Overseas Filipinos in Hong Kong to address mental health issues and provide guidance to OFs in Hong Kong in managing their stress and anxiety. Paris PE: Conduct of Juana BE-Well, basic parenting workshop and GAD-responsive wellness programme for the Embassy personnel who are mostly women. Abuja PE: First family day of Filipino Community Association in Abuja in Abuja Horse Country Club with a special guest, Soso Care endorsing their health insurance services in which people can exchange their waste for an health insurance. Riyadh PE: Distribution of hygiene kits to shelter wards. Hygiene kits shall include (but not limited to) face masks, alcohol, soap	1,231,805.31 GAA	901,388.93 GAA	Singapore PE, Tel Aviv PE, Toronto PCG, Washington DC PE, Yangon PE, Hong Kong PCG, Paris PE, Abuja PE, Riyadh PE	Done. Tel Aviv PE, Washington DC PE were not able to conduct GAD PAP. 7 offices conducted at least 1 activity in partnership with local medical/health institutions

Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks	
1	2	3	4	5	6	7	8	9	11	12	
58	Section 22 of RA 9710, Magna Carta of Women (a. 2) Right to Decent Work - Support services that will enable women to balance their family obligations and work responsibilities including, but not limited to, the establishment of day care centers and breast-feeding stations at the workplace, and providing maternity leave pursuant to the Labor Code and other pertinent laws	Lack of space in the office fully equipped with necessary amenities that allow women to perform maternal functions and enhance men's participation in parenting and childcare.	Establishment of fully functional breastfeeding room equipped with necessary amenities	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Setting up and maintenance of breastfeeding/ lactation stations, day care, child minding center, diaper changing station, private interview area with appropriate facilities to support mothers/parents	Number of fully functional breastfeeding room / area equipped with necessary amenities - At least 1 per office	Dubai PCG: Purchased necessary materials and equipment and accommodated 15-20 mothers and children clients daily, Cebu CO: Displayed at least 60-100 copies of printed GAD-related IECs Procurement of items for the improvement of COs GAD Corner and Breastfeeding Room, Athens PE: Maintenance of nursing station, Upgrading of all restrooms (provision of bidet), Bangkok PE: Maintain a report on the number of women who have availed of the service/facilities, Barcelona PCG: 1 breastfeeding station designated, OUMAJER: Conducted initial research on agency that the GAD Team and Office can partner with and Draft concept note on the partnership with another agency	2,242,462.62 GAA	139,854.69 GAA	Dubai PCG, Butuan CO, Cebu CO, OUMAJER, Athens PE, Baghdad PE, Bangkok PE, Barcelona PCG, Madrid PE	Done, Butuan CO, Madrid PE, Baghdad PE were not able to conduct GAD PAP, 6 offices set up at least 1 fully functional breastfeeding room / area equipped with necessary amenities.
59	Section 22 of RA 9710, Magna Carta of Women (a. 2) Right to Decent Work - Support services that will enable women to balance their family obligations and work responsibilities including, but not limited to, the establishment of day care centers and breast-feeding stations at the workplace, and providing maternity leave pursuant to the Labor Code and other pertinent laws	Lack of space in the office fully equipped with necessary amenities that allow women to perform maternal functions and enhance men's participation in parenting and childcare.	Establishment of fully functional breastfeeding room equipped with necessary amenities	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Setting up and maintenance of breastfeeding/ lactation stations, day care, child minding center, diaper changing station, private interview area with appropriate facilities to support mothers/parents	Number of fully functional breastfeeding room / area equipped with necessary amenities - At least 1 per office	Pretoria PE: A lactating baby station at the consular section was installed on 11 August 2022. The station is equipped with a nappy changer, a chair, a small cabinet, and a small refrigerator. The Hague PE: Installation of baby's changing areas for infants and children which included baby's changing table and trash bin. Vancouver PCG: Continued upkeep and maintenance of the existing nursing station and diaper and Following the relaxing of COVID protocols, the kiddie corner at the consular area reopened on 12 December 2022. Xiamen PCG: There is, however, an existing diaper changing table and a breastfeeding corner at the current Chancery, provided by Pea's landlady. In addition, in the current plans for the new Chancery, the said facilities have already been included. Rome PE: One public lactation room was maintained. NCR East CO: Each section has its own breastfeeding station for the use of lactating mothers. Wellington PE: Breast feeding station at the Chancery has not been installed as this would have to be requested from the Building Fund. Wall-mounted baby diaper changing station has been installed.	2,947,198.09 GAA	2,248,012.08 GAA	Melbourne PCG, Nagoya PCG, Beirut PE, Pretoria PE, The Hague PE, Vancouver PCG, Wellington PE, Xiamen PCG, Rome PE, OCA	Done, Melbourne PCG, Nagoya PCG, Beirut PE, OCA were not able to conduct GAD PAP, 6 offices set up at least 1 fully functional breastfeeding room / area equipped with necessary amenities.
60	Section 2 of RA 9710, Magna Carta of Women (MCW) The State shall provide the necessary mechanisms to enforce women's rights and adopt and undertake all legal measures necessary to foster and promote the equal opportunity for women to participate in and contribute to the development of the political, economic and cultural realms. MCW also defines Gender Mainstreaming as the strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring, and evaluation of policies and programs in all political, economic, and societal spheres so that women and men benefit equally and inequality is not perpetuated	Lack of access of women OFs under Post's jurisdiction to consular and assistance-to-nationals services	Improve access to consular services to enable men and women to legally conduct their activities abroad. Passports - provides men and women legal identification to apply for visas, bank accounts, scholarships and other activities. Notarial services - provides men and women recognition of their legal instruments in the Philippines they no longer have to travel to the Philippines to have their papers notarized. Civil services - allows men and women abroad to have their births, marriages and deaths recognized in the Philippines, which provide the legal basis for insurance processing, change of name, application for passport, and the like. Improve access to ATN services for Filipinos in distress such as immigration concerns, domestic violence, incarceration, etc.	MFO: Diplomatic and Consular Services	Provision of consular and assistance-to-nationals services to give access for women OFs to the consular and ATN services of the Embassy	Number of women and men given assistance - At least 10,000	Provision of consular and assistance-to-nationals services to 10,000 women and men OFs to give access for women OFs to the consular and ATN services of the Embassy	50,925,038.00 GAA	45,790,500.00 GAA	Tokyo PE	Done, Actual cost includes the cost of time spent of personnel working on the GAD PAP
61	Magna Carta of Women (Sections 2 and 5); UN Security Resolution no. 1325 (2000) and mainstreaming of GAD	Gender perspective is not yet applied to the review of treaties and international agreements entered into by the Philippines take into account women's rights or address gender issues	To consider gender-related issues (concerns when reviewing development cooperation agreements, and socio-cultural and economic treaties	MFO: Diplomatic and Consular Services	Review of political and security, economic and cultural-related treaties (e.g. human rights instruments, development cooperation) and evaluate whether the treaty / international agreement recognizes and provides for mechanisms by which women and children's rights, and gender-related issues are addressed	Number of treaties reviewed- At least 2	1 bilateral agreement with agreed GAD-related text, 17 bilateral and 3 multilateral instruments reviewed/negotiated/ submitted for ratification that are related to GAD, 1 GAD-related conference organized (HCCH Asia Pacific Week)	360,579.19 GAA	430,607.04 GAA	Office of Treaties and Legal Affairs	Done.

1	2	3	4	5	6	7	8	9	11	12
Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
62	Section 23 (a) of the R.A. 8042 or the Migrant Workers and Filipinos Overseas Act of 1995, as amended by R.A. 10022, states that Department of Foreign Affairs, through its home office or foreign posts, shall take priority action its home office or foreign posts, shall take priority action or make representation with the foreign authority concerned to protect the rights of migrant workers and other overseas Filipinos and extend immediate assistance including the repatriation of distressed or beleaguered migrant workers and other overseas Filipinos	Distressed women migrants needing immediate repatriation due to loss of jobs brought about by the economic impact of the COVID-19 pandemic, or stranded mothers and children who cannot go home to the Philippines due to cancellation of flights and government lockdowns	MFO: Diplomatic and Consular Services	Provide assistance to distressed women migrants who lost their jobs due to the COVID-19 pandemic, or mothers and children stranded due to cancellation of flights and government lockdowns	Number of beneficiaries - At least 350	OUMWA attended three (3) meetings involving protection of migrant workers specifically women and children, OUMWA attended four (4) meetings and/or conference involving protection of migrant workers, specifically women and children	28,000,000.00 GAA	101,779.03 GAA	Office of the Undersecretary for Migrant Workers Affairs	Done. Provision of assistance c/o Foreign Service Posts. Support done by OUMWA through attendance in meetings involving protection of women OFs and their children
63	Section 23 (a) of the R.A. 8042 or the Migrant Workers and Filipinos Overseas Act of 1995, as amended by R.A. 10022, states that Department of Foreign Affairs, through its home office or foreign posts, shall take priority action its home office or foreign posts, shall take priority action or make representation with the foreign authority concerned to protect the rights of migrant workers and other overseas Filipinos and extend immediate assistance including the repatriation of distressed or beleaguered migrant workers and other overseas Filipinos	Distressed women migrants needing immediate repatriation due to loss of jobs brought about by the economic impact of the COVID-19 pandemic, or stranded mothers and children who cannot go home to the Philippines due to cancellation of flights and government lockdowns	MFO: Diplomatic and Consular Services	Provide assistance to distressed women migrants who lost their jobs due to the COVID-19 pandemic, or mothers and children stranded due to cancellation of flights and government lockdowns	Number of beneficiaries - At least 350	OUMWA attended three (3) meetings involving protection of migrant workers specifically women and children, OUMWA attended four (4) meetings and/or conference involving protection of migrant workers, specifically women and children	3,500,000.00 GAA	0.00 GAA	Office of the Undersecretary for Migrant Workers Affairs	Done. Cost included in another GAD PAP. Support done by OUMWA through attendance in meetings involving protection of women OFs and their children
64	RA 9710, the State affirms the role of women in nation-building and shall promote empowerment of women and ensure equal access to resources and to development results and outcome. The State shall also endeavor to develop plans, policies, programs, measures and mechanisms to address discrimination and inequality in the economic, social, and cultural life of women and men. The State in ensuring the full integration of women's concerns in the mainstream of development shall provide ample opportunities to enhance and develop their skills, acquire productive employment and contribute to their families and communities to the fullest of their capabilities.	Rural women's limited access to resources, information, opportunities and trainings that promote women economic empowerment.	MFO: Diplomatic and Consular Services	Share best practices, information and views with women-led MSMEs and women entrepreneurs in the PH on healthy lifestyle and sustainable agriculture, including through organic and eco-friendly farming practices and increasing the participation of women in global trade through building their capacity in complying	Number of activities conducted- At least 1	Discussion was participated by Geneva WTO and UN Mission's personnel, Attended 3 meetings on Trade and Gender Informal Working Groups, Participation of PH in World Trade Congress	750,000.00 GAA	23,582.29 GAA	Geneva WTO PM	Done. Most meetings were held online hence the variance in costing
65	Section 2 of the MCV states that The State shall provide the necessary mechanisms to enforce women's rights and adopt and undertake all legal measures necessary to foster and promote the equal opportunity for women to participate in and contribute to the development of the political, economic, social, and cultural realms	Lack of information of woman OFs on how to access consular services of the Embassy	MFO: Diplomatic and Consular Services	Responding to all public inquiries received through all channels (email, phone calls, social media etc.) by distressed women OFs. OFs needing assistance (consular/ATN)	Number of inquiries/requests for assistance addressed - At least 10,000	At least 14,929 inquiries/requests for assistance responded to by 7 personnel designated to answer inquiries from all channels (emails, telephone calls, Facebook messenger, WhatsApp, in-person)	16,961,442.34 GAA	16,949,190.10 GAA	Rome PE	Done. Actual cost pertains to 63.25% of salaries and allowances of 7 personnel involved in the process of conducting the GAD PAP.

Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
1	2	3	4	5	6	7	8	9	11	12
66	Section 17 of RA 9710, Magna Carta of Women (MCW) states that the State shall, at all times, provide for a comprehensive, culture-sensitive, and gender-responsive health services and programs covering all stages of a woman's life cycle: xxx Access to the following services shall be ensured: xxx Care of the elderly women beyond their child-bearing years.	Lack of mechanisms to prioritize the health and safety of pregnant women, senior citizens, PWDs and women in vulnerable situations (such as those with minor and those who have children with special needs) while availing of consular services	MFO: Diplomatic and Consular Services	Provision of courtesy lane for senior citizens, minors, pregnant women, and persons with disabilities	Number of clients assisted -At least 500	At least 1 320 senior citizens, minors, pregnant women and persons with disabilities were assisted through the courtesy lane.	7,138,883.64 GAA	6,328,994.79 GAA	Rome PE	Done. Actual cost pertains to 50% of the salaries and allowances of 4 personnel involved in the process.
67	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 Eight 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	MFO: Diplomatic and Consular Services	Conduct of activities such as orientation, seminar, talks, film-showing, workshops (topics may include basic GST, gender sensitive language, SOGIE, changing harmful gender stereotypes and social norms, workplace health and safety, sexual and reproductive health and rights) for members of the Filipino Community as part of the Office's Women's Month and/or International Women's Day Celebration	Number of activities organized/ conducted in celebration of National Women's Month and/or International Women's Day - At least 1 activity per office	Frankfurt PCG: Provided courtesy lane for women clients and set-up of photo booth on NWM at the consular section. La Union CO: Distributed IEC materials on Magna Carta of women to applicants. Moscow PE: Organized a webinar on "Food and Mood: How Do Diet and Nutrition Affect Mental Well-Being" via zoom with 42 attendees. Bern PE: Conducted "Serbisyo para kay Juana" during the month of March 2022 and A Recognition of the Presidential and Commission of Filipino Overseas awardees who are mostly women was held on 11 March 2022 at the Embassy reception area. Houston PCG: 1,289 persons visited the Consulate in March of 2022 to avail of various consular services (based on Post's record) viewed the video and were informed about the 2022 WMC. Santiago CO: CO Personnel distributed brochures on RA 9710 or the Magna Carta for Women for women passport applicants. NCR Northeast CO: Display and distribution of advocacy materials on Magna Carta to CO personnel and clients. NCR South CO: allotted Special Lane for Women. Provided AVP about Magna Carta of Women infographic. DFA Mindanao: Display of streamer at DFA Mindanao premises and participation of the Purple Day in participation of month long WMC	1,584,659.58 GAA	584,139.98 GAA	Frankfurt PCG, San Nicolas CO, La Union CO, Moscow PE, Bern PE, Houston PCG, Santiago CO, NCR Northeast CO, NCR South CO, DFA Mindanao	Done. San Nicolas CO was not able to conduct GAD PAP due to logistics issues. 9 offices conducted at least 1 activity in celebration of Womens Month and Womens Day
68	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 Eight 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	MFO: Diplomatic and Consular Services	Conduct of activities such as orientation, seminar, talks, film-showing, workshops (topics may include basic GST, gender sensitive language, SOGIE, changing harmful gender stereotypes and social norms, workplace health and safety, sexual and reproductive health and rights) for members of the Filipino Community as part of the Office's Women's Month and/or International Women's Day Celebration	Number of activities organized/ conducted in celebration of National Women's Month and/or International Women's Day - At least 1 activity per office	Clarin CO: Provided information materials on gender mainstreaming. Guangzhou PCG 9-17 March 2022 - Ten (10) online campaign were uploaded in Posts social media sites featuring the artworks of Filcom women and children from Guangdong. These posts reached more than 50 women target-audience from the Filipino, International and local communities. Dubai PCG: Participated in WMC activities such as hanging of streamer and purple Friday. Berlin PE: Information nachmittag (afternoon) with Ban Ying e.v. for Filipinos and Former Filipinos in Germany, especially marriage migrants on the German laws that govern marriage and family life focus on the rights of spouses of German citizens. Pag-usapan Natin Family Life in Germany on 11 September 2022 with 45 Participants. Sydney PCG offered a Special Lane for women applicants called Serbisyo para kay Juana. Butuan CO: conducted #SerbisyoParaKayJuana Activity last March 2022 and offered hygiene kits to the first 20 clients of the office. Ogo PE: Consular Saturday for Women in March and #PurpleFridays in March. Tokyo PE: A Special Womens Month Webinar For Stress Management, 13 March 2022, more than 3,700 views. Financial Literacy for Women OFs -25 February 2022, NCR Central CO provided information to the public via display of audio-visual clips on Womens Rights and Female applicants were also given priority in all consular sections	1,189,960.73 GAA	872,671.48 GAA	Clarin CO, Guangzhou PCG, Dubai PCG, Berlin PE, Sydney PCG, Butuan CO, Ogo PE, Tokyo PE, NCR Central CO	Done. 9 offices conducted at least 1 activity in celebration of Womens Month and Womens Day

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Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
69	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. 1980 - An Act to Declare March Eight 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	MFO: Diplomatic and Consular Services	Conduct of activities such as orientation, seminar, talks, film-showing, workshops (topics may include basic GST, gender sensitive language, SOGIE, changing harmful gender stereotypes and social norms, workplace health and safety, sexual and reproductive health and rights) for members of the Filipino Community as part of the Office's Women's Month and/or International Women's Day Celebration	Number of activities organized/ conducted in celebration of National Women's Month and/or International Women's Day - At least 1 activity per office	Dasmariñas CO: Serbisyo para kay Juana - CO reproduced and distributed alcohol spray bottles and drawing pouches to women passport applicants to bring NWMC to every woman and make them feel appreciated. Davao CO CO Davao offered WMC goodies to applicants in the processing area and adorned with purple balloons. General Santos CO: Conducted five (5) activities for WMC. NCR West CO: some PCW videos were played in between Consular Reminders in the available TV monitors in the CO. Angeles CO: CO Angeles showcased its activities online and joined the online thread using #We make CHANGE Work for Women*. Free Eye Checkup vouchers were distributed to Female Employees and Applicants. Antipolo CO: Provided dedicated women's lane in the Processing and Encoding Areas for woman passport applicants. Bacolod CO: Sintraboard on women empowerment are displayed permanently in the premises. Disseminated sanitary pads for every female employee in the CO. Baguio CO: Thirteen (13) remaining CO personnel wore purple colored shirts/advocacy shirts on 08 March 2022. Cagayan De Oro CO: Conducted a Mental Health Seminar entitled, "Mind Full or Mindful?" on 26 March 2022 and imparted basic knowledge of the law protecting women's rights to consular clients through the distribution of IEC Materials on RA 9710. Calasiao CO: Information dissemination and distribution of Magna Carta of Women brochures. Dumaguete CO: Official streamer was displayed in the queuing monitor of the office, and alternately stayed together with other advocacy photos and videos different IEC materials were distributed. Iloilo CO: Display of GAD audio-visual presentations at CO information monitor. Attended UGSAD-hosted GAD Trainings. Legazpi CO: Posted the official streamer in front of office and CO employees. Lipa CO: Placards designed and released by the PCW were posted on CO premises to create clients awareness of the celebration the winning songs of the MusikJuana Songwriting Contest 2021 were played and flashed at the TV screen	129,865.06 GAA	94,478.09 GAA	Dasmariñas CO, Davao CO, General Santos CO, NCR West CO, Angeles CO, Antipolo CO, Bacolod CO, Baguio CO, Cagayan De Oro, Calasiao CO, Dumaguete CO, Iloilo CO, Legazpi CO, Lipa CO	Done. 14 offices conducted at least 1 activity in celebration of Womens Month and Womens Day
70	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. 1980 - An Act to Declare March Eight 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	MFO: Diplomatic and Consular Services	Conduct of activities such as orientation, seminar, talks, film-showing, workshops (topics may include basic GST, gender sensitive language, SOGIE, changing harmful gender stereotypes and social norms, workplace health and safety, sexual and reproductive health and rights) for members of the Filipino Community as part of the Office's Women's Month and/or International Women's Day Celebration	Number of activities organized/ conducted in celebration of National Women's Month and/or International Women's Day - At least 1 activity per office	Lucena CO: Display of steamer and other materials at the Consular area and Distribution of snacks to CO female applicants. Malolos CO: Distribution of rectangular alcohol spray bottles with 2022 WMC stickers. Pampanga CO: The special women's lane accommodated 73 women (9 elderly women) and 12 children. Paniqui CO: CO was able to accommodate nearly 300 applicants and process 223 approved special lane for women applications over three Saturdays. Puerto Princesa CO: Handed out IEC materials on WMC. San Pablo CO: Total of 111 female applicants were able to avail of the special lane. Picture taken. Tacloban CO: O distributed IEC materials and snacks to clients throughout the month. CO also displayed photos of Outstanding Filipina Leaders at the releasing area. Tagum CO: CO had served a total of 502 clients for the entire month of March 2022, under special accommodation belonging to the category of women who have special needs. Tuguegarao CO: distribution of 100 Covid19 health kits (Alcohol and Mask) to passport applicants. Zamboanga CO: Opened a special lane (walk-in) for women applicants at a maximum of fifty (50) per day. ASPAC: Report on ASPAC Women Month Commemoration 2022. OSEC: OSEC distributed a Womens Month Care Package to all its personnel. OUMAER: Tuesdays of March, the GAD Team lead the Office in signifying support for Womens Month by wearing anything purple. Purple themed snacks were also served. Curated a special compendium of health self-care protective and comfort items which was distributed to the women of OUMAER and OIER. For the gentlemen employees, they received a care package for the women in their family	989,432.30 GAA	894,402.19 GAA	Lucena CO, Malolos CO, Pampanga CO, Paniqui CO, Puerto Princesa CO, San Pablo CO, Tacloban CO, Tagum CO, Tuguegarao CO, Zamboanga CO, Cotabato CO, ASPAC, OSEC, OUCSCA, OUMAER	Done. Cotabato CO (now Kidapawan CO) was not able to conduct GAD PAP due to transfer of office operations in Kidapawan then OUCSCA GAD activity did not materialize. 14 offices conducted at least 1 activity in celebration of Womens Month and Womens Day

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Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
71	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 Eight 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	MFO: Diplomatic and Consular Services	Conduct of activities such as orientation seminar talks, film-showing, workshops (topics may include basic GST, gender sensitive language, SOGIE, changing harmful gender stereotypes and social norms, workplace health and safety, sexual and reproductive health and rights) for members of the Filipino Community as part of the Office's Women's Month and/or International Women's Day Celebration	Number of activities organized/ conducted in celebration of National Women's Month and/or International Women's Day - At least 1 activity per office	OUBRAA implemented a series of commemoration activities, particularly geared towards the well-being of its personnel. Abu Dhabi PE: honored Filipino nurses for their heroism, highly commendable service, and sacrifices as healthcare professionals. Agana PCG: Observed purple Tuesday. Amman PE: Implemented the #FilipinasInJordan and #FilipinasInPalestine social media campaign featuring the stories of ten (10) Filipinas to highlight their strengths in the face of various struggles and inspire the same from the rest of the female migrant Filipino workers in Jordan. Distributed advocacy materials of 100 t-shirts and 100 face masks to overseas Filipinos in Amman and the West Bank. Athens PE: Town Hall Meeting (in hybrid format) in Nicosia, Cyprus on 07 March 2022, to celebrate National Women's Month. In-person participants 30 online 5. Bangkok PE: Posted a digital campaign banner on the Embassy website and Facebook page. Beijing PE: participated and executed the Women Diplomats: Mental Health / Wellness Check-up (PH-CA). Brunei PE: A total of 260 women received tokens and the Magna Carta of Women's Rights flyers and other IEC materials. Brussels PE: Post showed two (2) PCW prescribed Educare films online, namely, Ang Kababaihan ng Malakw- 18, 19, 20 March 2022 and Snandomeng - 25, 26, 27 March 2022. Budapest PE: organized a legal Usapang Karapatan at Batas para sa Kababaihan on 20 March 2022. Buenos Aires PE: Conducted seminar on Health Benefits Tai Chi and Yoga and was attended by members of the Filipino community with a total of 14 participants (9 Female and 6 Male). Ankara PE: Organized cooking demonstrations for Embassy personnel and family on 16 March 2022 and for Filipino community leaders on 29 March 2022 and Hosted a cultural immersion activity in collaboration with the ASEAN Ladies Circle (ALC), Baghdad PE: The highlights of the activities includes the recognitions of outstanding Iraqis who are key to the empowerment of women in Baghdad and various places in Iraq. It also includes lectures on government services for women, testimonials from groups & individuals who assisted trafficking victims, and the journey towards the Balik Mangagawa Program	1,028,570.67 GAA	1,103,085.15 GAA	OUBRAA, Abu Dhabi PE, Agana PCG, Amman PE, Ankara PE, Athens PE, Baghdad PE, Bangkok PE, Beijing PE, Brunei PE, Brussels PE, Budapest PE, Buenos Aires PE	Done. 13 offices conducted at least 1 activity in celebration of Women's Month and Women's Day
72	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 Eight 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	MFO: Diplomatic and Consular Services	Conduct of activities such as orientation seminar talks, film-showing, workshops (topics may include basic GST, gender sensitive language, SOGIE, changing harmful gender stereotypes and social norms, workplace health and safety, sexual and reproductive health and rights) for members of the Filipino Community as part of the Office's Women's Month and/or International Women's Day Celebration	Number of activities organized/ conducted in celebration of National Women's Month and/or International Women's Day - At least 1 activity per office	Cairo PE: Social Media Campaign and WMC poster/photobooth, Calgary PCG: Conducted 1 webinar and event was attended by members of the Filipino community with a total of 39 participants (25 female and 14 male), Canberra PE: Launch of Today's Filipino Australian Women e-Book, Chicago PCG: Conducted webinar on "LGBTQ and Philippine Realities" on 25 March 2022 2pm - 3pm, in celebration of Women's Month. The seminar was attended by 35 participants (including 10 women), with 150 view count on Post's fb page. Chongqing PCG: Conducted Discussion of Philippine Lives Empowering Women, 27 March 2022, Copenhagen PE: Freedom wall on how #womenmake change, Damascus PE: International Women Film Festival (Damascus Opera House) - 23-26 Mar 2022. Online Legal Consultant via Facebook Live - 20 Mar 2022. Fun Run to Raise Awareness About Women with Disability - 30 Mar 2022	1,702,426.13 GAA	1,989,758.94 GAA	Cairo PE, Calgary PCG, Canberra PE, Chicago PCG, Chongqing PCG, Copenhagen PE, Damascus PE, Dhaka PE, Dili PE, Doha PE	Done. Dhaka PE, Dili PE, Doha PE were not able to conduct GAD PAP due to schedule/logistics issues. Variance in costing due to inclusion of cost of time spent of personnel who worked on the GAD PAPs conducted. 7 offices conducted at least 1 activity in celebration of Women's Month and Women's Day
73	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 Eight 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	MFO: Diplomatic and Consular Services	Conduct of activities such as orientation seminar talks, film-showing, workshops (topics may include basic GST, gender sensitive language, SOGIE, changing harmful gender stereotypes and social norms, workplace health and safety, sexual and reproductive health and rights) for members of the Filipino Community as part of the Office's Women's Month and/or International Women's Day Celebration	Number of activities organized/ conducted in celebration of National Women's Month and/or International Women's Day - At least 1 activity per office	Geneva WTO PM: Organized one (1) seminar entitled "Revised Disciplinary Rules of the CGC on Sexual Harassment. The seminar was attended Mission's employees and spouses with a total of 20 participants (12 Males and 8 females). Hanoi PE: Launch of the Philippine Embassy's digital GAD corner at the Consulate Saction's Reception on 08 March 2022. Honolulu PCG: Women's Month's (death) on 31 March 19-21. Support to Women-Owned Businesses on 31 March. Barcelona PCG: 1 film festival co-organized. Islamabad PE: Photo release of Embassy personnel and Filcom representatives celebrating the WWC at the Embassy. Istanbul PCG: Conducted an Online Legal Seminar by Atty. Nuzli Kaye, STNL Legal Office in Istanbul for OFs with expired papers and those women OFs married to Turkish nationals and access to counseling from Turkish authorities and available services. A total of 36 participants, majority of whom were women, Jakarta PE: Posting of 3 inspirational videos on women empowerment in collaboration with Jakarta PM and Manado PCG, Jakarta PM: Conducted 1 talk show in partnership with the ASEAN Women's Circle (AWC) regarding women's pressing issues in ASEAN with 60 participants. Jeddah PCG: Financial Literacy Webinar: Leading Women Towards Self-Sufficiency 28 March 2022. Kuwait PE: showcase Filipino women in Cultural Entertainment Event of the Diplomatic Community	1,307,285.00 GAA	465,134.66 GAA	Geneva WTO PM, Hanoi PE, Honolulu PCG, Barcelona PCG, Islamabad PE, Istanbul PCG, Jakarta PE, Jakarta PM, Jeddah PCG, Kuwait PE	Done. Variance in the actual cost vs. budget was due to lower costs incurred during the conduct of activities. 10 offices conducted at least 1 activity in celebration of Women's Month and Women's Day

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Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
74	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 Eight 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	MFO: Diplomatic and Consular Services	Conduct of activities such as orientation, seminar, talks, film-showing, workshops (topics may include basic GST, gender sensitive language, SOGIE, changing harmful gender stereotypes and social norms, workplace health and safety, sexual and reproductive health and rights) for members of the Filipino Community as part of the Office's Women's Month and/or International Women's Day Celebration	Number of activities organized/ conducted in celebration of National Women's Month and/or International Women's Day - At least 1 activity per office	Lisbon PE: Cine Filipina Lisbon - 5 women-centered Filipino movies online and Toxic Relationships - Signs, Help, and How to Heal, Zoom Webinar with Dr. Therese Mascardo, London PE One (1) Legal Clinic organized with a total of 30 clients serviced, Madrid PE, Videoconferencing hearing of one female filinational in connection for with her filing of a petition for Declaration of Nullity of Marriage in a Philippine court held at the Philippine Embassy premises, Manila PE: One (1) N/WMC collateral posted on social media displayed one (1) N/WMC streamer at the Consulate, Manila PE Held its annual conduct of Serbisyo para kay Juana campaign by dedicating priority lanes for women clients at the consular section, providing snacks (bread and water), and distributing Magna Carta brochures to its women clients, Melbourne PCG: Better understanding of RA 9710, Confidence-building among women-participants, Mexico PE: Distributed pins (empowering women) to women visitors of the embassy for the whole month of March 2022, Milan PCG: Photobooth for Filipino community members and giving of tokens - purple face masks, keychains and eco bags for first 50 clients particularly women and children, 08 Nov 2022, Los Angeles PCG: Post conducted Purple Tuesday, Post screened a two-part film entitled CNN The Story of the Filipina: Women in Action and Webinar on Domestic Violence -Post, in coordination with the Philippine American Bar Association (PABA) conducted a webinar entitled Empowermonth: Empowering Women by Emphasizing Domestic Rights, Muscat PE: One-day event on 8 March 2022 with 50 recipients of packs of candies and chocolates, Distributed Safe Space Act Posters by the Philippine Commission on Women	1,453,427.54 GAA	739,051.48 GAA	Lisbon PE, London PE, Los Angeles PCG, Madrid PE, Manila PE, Melbourne PCG, Mexico PE, Milan PCG, Muscat PE	Done, Variance in the actual cost vs. budget was due to lower costs incurred during the conduct of activities, 10 offices conducted at least 1 activity in celebration of Womens Month and Womens Day
75	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 Eight 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	MFO: Diplomatic and Consular Services	Conduct of activities such as orientation, seminar, talks, film-showing, workshops (topics may include basic GST, gender sensitive language, SOGIE, changing harmful gender stereotypes and social norms, workplace health and safety, sexual and reproductive health and rights) for members of the Filipino Community as part of the Office's Women's Month and/or International Women's Day Celebration	Number of activities organized/ conducted in celebration of National Women's Month and/or International Women's Day - At least 1 activity per office	Nagoya PCG: Raised awareness of clients at Nagoya PCG as they viewed the streamers through monitors in the public areas of the Consulate while they transacted their concerns, Nairobi PE: Posting of three (3) video interviews with the following female leaders and Posts Consul gave a briefing on 08 March 2022, as part of the observance of International Women's Day, The briefing provided practical tips on how both women and men can reduce their risk of being victimized by petty crimes while living in a foreign country, New Delhi PE: The GAD Unit of the Embassy in-charge placed the 2022 N/WMC Banner/Tarpaulin at the Embassy's Consular Section for clients to see, New York PCG: Post held an Evening with Distinguished Filipina Woman on 30 March at the Kalayaan Hall of the Philippine Center, New York PM: Screening of "Heads at Work: Do Symbols of Professionalism Imbued with Femininity offer Women a Leg Up or Create an Unequal Footing for Them in the Workplace" a program on negotiation of the Harvard School, Phnom Penh PE: 45 applicants were served. Of this number, almost sixty five percent (64.44%) are women, Prague PE: Conducted a Webinar on "Babaeng Biyanhero Safe & Fair: Realizing Women Migrant Workers' Rights and Opportunities," The webinar which was broadcasted live via the official Facebook page of the Embassy had been viewed by more than 1,000 Facebook users, Beirut PE: Online seminar on 6 March 2022 regarding Reproductive Health, Post invited 30 Filipino community leaders to watch the seminar at the Embassy while it was streamed live via facebook, The seminar reached 3,800 views online	1,608,601.28 GAA	530,225.75 GAA	Nagoya PCG, Nairobi PE, New Delhi PE, New York PCG, New York PM, Ottawa PE, Phnom Penh PE, Port Moresby PE, Prague PE, Beirut PE	Done, Port Moresby was not able to conduct GAD PAP, 9 offices conducted at least 1 activity in celebration of Womens Month and Womens Day
76	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 Eight 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	MFO: Diplomatic and Consular Services	Conduct of activities such as orientation, seminar, talks, film-showing, workshops (topics may include basic GST, gender sensitive language, SOGIE, changing harmful gender stereotypes and social norms, workplace health and safety, sexual and reproductive health and rights) for members of the Filipino Community as part of the Office's Women's Month and/or International Women's Day Celebration	Number of activities organized/ conducted in celebration of National Women's Month and/or International Women's Day - At least 1 activity per office	Rabat PE: PE posted in its FB account the official banner of W/MC, San Francisco PCG: Post organized a webinar on 23 March 2022 titled "Women in Health: Leading our Communities Out of the Pandemic and on the Road to Equity", Through the event, Post helped put a spotlight on the role and contributions of Filipino American women leaders in the public health, Santiago PE: Conducted celebration for W/MC and event was attended by 20 women leaders from the FICOM, Shanghai PCG: held a hybrid, online/in-person Financial Literacy Seminar for the benefit of the Filipino diaspora within its jurisdiction in Eastern China, Singapore PE: 1 additional Sunday consular and labor services for the month of March, Online forum on "Karapatan ng mga Kababaihan sa Singapore", Talk featuring female OFWs who made their mark in Singapore, Tehran PE: Printing and display of advocacy streamer at the Embassy facade, The Hague PE: held a forum Raising Awareness Against Bias for the International Womens Day celebration on 12 March, Toronto PCG: gave a brief talk to the Consulate's clients on the significance of the celebration of National Women's Month and the forthcoming International Women's Day on 8 March 2022, Seoul PE: Organized a film viewing in celebration of N/WMC through the film entitled Shindomeng in support of women stories and creatives in the Philippine Movie Industry and organized a Purple Tuesdays Health, Safety and Wellness event, gave away health care kits comprised of sanitary wipes, pocket sanitizers to aid in the fight against COVID-19	1,280,376.96 GAA	1,321,652.97 GAA	Rabat PE, San Francisco PCG, Santiago PE, Seoul PE, Shanghai PCG, Singapore PE, Tehran PE, Tel Aviv PE, The Hague PE, Toronto PCG	Done, Tel Aviv PE was not able to conduct GAD PAP due to the high incidence of COVID19 cases in Israel, 10 offices conducted at least 1 activity in celebration of Womens Month and Womens Day

Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
1	2	3	4	5	6	7	8	9	11	12
77	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 Eight of Every Year as a Working Special Holiday to be known as National 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	Conduct of activities such as orientation, seminar, talks, film-showing, workshops (topics may include basic GST, gender sensitive language, SOGIE, changing harmful gender stereotypes and social norms, workplace health and safety, sexual and reproductive health and rights) for members of the Filipino Community as part of the Office's Women's Month and/or International Women's Day Celebration	Number of activities organized/ conducted in celebration of National Women's Month and/or International Women's Day - At least 1 activity per office	Tripoli PE: conducted Filipino Community Gathering entitled "Saronata: Celebrating Women Empowerment," co-organized with Middle East and African Network for Filipino Diaspora in Libya (MEANFJD-Libya), on 25 March 2022. Vancouver PCG: Post launched Artist Lenore Lim Solo Art Exhibit entitled "Callado" on 07 March 2022. Art Exhibit lasted until 13 May 2022. She also conducted an Artist Talk on 12 May 2022 before the conclusion of her Art Exhibit. The launch was attended by 35 participants. Vatican PE: Outreach to the Filipino nuns in the religious community of Vatican and Rome. The outreach allowed Post to determine and affirm the vital role of women clergy in the community/society in enriching religious faith and tradition as well as fulfilling humanitarian endeavors among parish communities' schools. Vienna PE/PM: Post gave away 20 fridge magnets to consular clients on Women's day. Vienna PE/PM produced a video production entitled Heritage Tales: Revisiting our Filipino Roots Costumes of the Philippines - Minnie Langer. Viennane PE: Participation of nine (9) Lao women entrepreneurs in a discussion where the Ambassador shared the Philippines leadership role in women and gender as demonstrated by the country's consistently high rankings in the annual Gender Gap Index. Washington DC PE: Printed promotional materials. Xiamen PCG: Culminating Activity, Ladies' Night at the Consulate on 29 March 2022. Hong Kong PCG: Distribution of NWM kits containing two (2) pieces of reusable face masks, a box of Lianhua Qingwen Keli - a traditional Chinese medicine used for the treatment of cold and flu, and PCW brochures about woman's rights at the PCG's public area. Kuala Lumpur PE: Distributed commemorative ribbons and advocacy bags (eco bags) to clients. Rome PE: revision of a special lane for all consular services in the morning of 01 March 2022 (30 women served). Stockholm PE: hosted a forum entitled "Towards Achieving Sustainable Development Goals (SDGs): Leaving No Girl or Woman Behind, ASEAN's Gender Outlook and Sweden's Feminist Foreign Policy" on 15 March 2022. Riyadh PE: Distributed 100 brochures on the Magna Carta of Women, the Expanded Anti-Trafficking in Persons Act of 2012, the Anti-Violence Against Women and their Children Act of 2004, the Anti-Rape Law of 1997, and the Anti-Sexual Harassment Act of 1995. Macau PCG: 1 Press Release uploaded on Macau SAR PCG Facebook page, 200 button pins were distributed to the clients. Wellington PE: Providing a special lane for women in special circumstances, i.e., elderly or pregnant month-long campaign, including uploading PCW materials on Posts FB page and website, printing and putting up PCW posters and information materials, printing and distributing brochures on PH's pertinent laws, and playing videos on PA system at the consular reception. Spearheaded preparations for ACWAI/CW seminar to mark International Womens Day on March 8, 2022, for the ASEAN community and diplomatic corps in Wellington.	2,058,177.40 GAA	1,131,971.13 GAA	Tripoli PE, Vancouver PCG, Vatican PE, Vienna PE/PM, Viennane PE, Washington DC PE, Wellington PE, Xiamen PCG, Hong Kong PCG, Kuala Lumpur PE, Rome PE, Stockholm PE, OCA, Riyadh PE, Macau PCG	Done. OCA was not able to conduct GAD PAP, 14 offices conducted at least 1 activity in celebration of Womens Month and Womens Day
78	Section 28 of MCW, Right to Representation and Participation (3) International Bodies. The State shall take all appropriate measures to ensure the opportunity of women, on equal terms with men and without any discrimination to represent their government at the international level and to participate in the work of international organizations	To increase participation of women/ women's groups in international meetings, events, etc where they may participate	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Coordinate participation/ representation of women/ women's groups in international meetings, events, etc, where appropriate, such as the UN Commission on the Status of Women	Number of meeting where a woman is one of the representatives in international meetings, events, etc, where appropriate - At least 1	N/A	1,400,000.00 GAA	0.00 GAA	Beijing PE	Not Done.
79	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.	Improved relations and policies with the host government regarding the hiring of Filipino professionals and skilled workers overseas	MFO: Diplomatic and Consular Services	Closely coordinate with host government and partner PH agencies to facilitate hiring of Filipino professionals and skilled workers overseas Work towards the conclusion of MOU on Labor Cooperation with the countries under jurisdiction	Number of coordination meetings conducted - At least 1	Met with bilateral counterparts to facilitate the Labor Cooperation arrangements with Austria and other countries under Post's jurisdictions to ensure the safety and well-being of overseas Filipino workers	274,972.50 GAA	85,846.19 GAA	Vienna PE/PM	Done. Cost includes product of hourly rate of Vienna PE/PM personnel who carried out the activity attributed to GAD

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Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/DIPAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsibility Unit/Office	Variance/ Remarks	
80	Large number of 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 women OFs 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 women OFs 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, food supplies	Number of women OFs given assistance - At least 20 women OFs per office	Guangzhou PCG: Post provided welfare assistance including temporary accommodation, food and basic supplies to 156 women migrant workers or 57% of the total migrant worker beneficiaries. Post also provided assistance to 30 OFs affected by COVID-19 (1 woman OF was affected or 3% of the total migrant worker beneficiaries, Berlin PE: Caring for the Carers of 01 May 2022 - In Partnership with POL-G-Berlin, Legazpi CO: Provided basic hygiene kits at the Good Shepherd Home - Legazpi which shelters victims of violence against women and children, Brunei PE: Number of assistance provided to women OFs 17 for the year, Chongqing PCG: Beneficiaries reached: Adult Female 50, Baghdad PE: Post ATN Team and Consular Missions of RRT Team from OUNWA conducted the Cash Assistance and ATN Repatriation Program to at least 364 undocumented OFs-women migrant workers	1,524,729.70 GAA	3,393,622.88 GAA	Moscow PE, Guangzhou PCG, Berlin PE, Bacolod CO, Legazpi CO, Amman PE, Baghdad CO, Brunei PE, Budapest PE, Chongqing PCG	Done, Moscow PE, Bacolod CO, Amman PE were not able to conduct GAD PAP. Variance in costing due to increase in assistance given and inclusion of the cost of time spent of personnel who worked on the conduct of GAD PAPs.
81	Large number of 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 women OFs 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 women OFs 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, food supplies, and psychosocial services	Number of women OFs given assistance - At least 20 women OFs per office	Copenhagen PE: Provided assistance to distressed women OFs, especially to those who faced charges and/or deportation - by phone, emails, and in-person with the availment of consular services, Damascus PE: Repatriated 53 adult women OFs and 5 minor children and refurbished and bought new equipment for the FWRK shelter for the decent living condition of distressed OFs, Jeddah PCG: 100 women provided with hygiene kits and health supplies, Lisbon PE: Assisted in the repatriation of other OFWs from Portugal and Angola One (1) jail visit in Sintra and One (1) hospital visit in Lisbon, Portugal, Melbourne PCG: requested assistance such as food, shelter or other forms of assistance. Post coordinated with various community organizations that provide assistance, Milan PCG: Monthly disinfection of Consular Area and procurement of protective gears in the form of face masks, gloves and hand sanitizers given to various Overseas Filipino diests before entering the Consular Bldg premises as Post measurement to combat the spread of COVID virus to various clients received daily, Nairobi PE: Post did not handle ATN case for female OFWs related to COVID-19 in 2022	1,446,747.80 GAA	3,650,326.22 GAA	Copenhagen PE, Damascus PE, Honolulu PCG, Istanbul PCG, Muscat PE, Jordan PCG, Lisbon PE, Melbourne PCG, Milan PE, Muscat PE, Nairobi PE	Done, Honolulu PCG, Istanbul PCG, Muscat PE were not able to conduct GAD PAP. Variance in costing due to increase in assistance given and inclusion of the cost of time spent of personnel who worked on the conduct of GAD PAPs.
82	Large number of 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 women OFs 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 women OFs 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, food supplies, and psychosocial services	Number of women OFs given assistance - At least 20 women OFs per office	Ottawa PE: Distribution of personal protective gears, hygiene kits/medicines and food supplies to consular clients, Phnom Penh PE: Approximately 30 women distressed OFWs were repatriated and/or given financial and medical assistance, Prague PE: No female migrant worker sought for assistance in the form of medicines, food supplies and temporary accommodation, Santiago PE: o request/demand for personal protective gears, hygiene kits, etc. were received for the year, Shanghai PCG: Provided emergency food lockdown food assistance, Singapore PE: 114 women OFWs infected with COVID-19 assisted by Post in claiming welfare assistance through the Ph government's Nagang Kabayan Program, Tel Aviv PE: Protective gear, hygiene kits and other supplies, and monetary aid have been provided via the budget of POLO/OWWA. This provided protection and minimized their vulnerabilities and risks arising from the pandemic, Tripoli PE: 10 women migrant workers and their dependents given assistance, Vienna PE/PM: Post has provided immediate assistance to distressed Filipinos in countries under its jurisdiction, Xiamen PCG: Constant monitoring of situation at Post, especially during the latter part of the year when COVID restrictions were lifted. Posting of guidelines and other important information re COVID management on official wechat and weibo	2,267,046.86 GAA	473,801.67 GAA	New York PCG, Ottawa PE, Phnom Penh PE, Port Moresby PE, Prague PE, Santiago PE, Shanghai PCG, Singapore PE, Tel Aviv PE, Tripoli PE, Vienna PE/PM, Xiamen PCG, Kuala Lumpur PE	Done, New York PCG, Port Moresby PE, Kuala Lumpur PE were not able to conduct GAD PAP.
83	Reported cases of distressed women OFs who are victims of abuse, exploitation and/or human trafficking facing legal charges and/or in jail	Limited assistance for distressed women OFs who are victims of abuse, exploitation and/or human trafficking facing legal charges and/or in jail	Provide legal/ compassionate visit of next-of-kin assistance to distressed women OFs facing charges	MFO: Diplomatic and Consular Services	Provide legal/ compassionate visit of next-of-kin assistance to distressed women OFs facing charges and/or in jail	Number of women OFs provided legal and compassionate visit assistance - At least 10 women OFs per office	Dubai PCG: Assisted 331 clients, Athens PE: 4 persons in Cyprus assisted and 11 persons given assistance, Beijing PE: Repatriated 4 OFs. Provide financial assistance to 79 OFs, Provide food and temporary shelter to 2 OFs, Shipment of remains of 2 undocumented OFs, Attended the court hearing of 1 accused Filipino, Calgary PCG: Assisted 4 women OF, Damasco PE: Provided legal/ compassionate assistance to 62 OFs. Provided interventions/support services (counseling, legal assistance etc.) to victims Islamabad PE: No jail visits as there are no OFs who were imprisoned, Jeddah PCG: Provision of legal assistance and visits by next of kin and Consulate personnel to female OF detainees	14,193,132.19 GAA	10,149,938.42 GAA	Dubai PCG, Abu Dhabi PE, Amman PE, Athens PE, Beijing PE, Budapest PE, Calgary PCG, Damascus PE, Islamabad PE, Jeddah PCG	Done, Abu Dhabi PE, Amman PE, Budapest PE were not able to conduct GAD PAP. Amount includes cost of time spent of personnel who worked on the conduct of GAD PAPs.

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Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks	
84	Reported cases of distressed women OFs who are victims of abuse, exploitation and/or human trafficking facing legal charges and/or in jail	Limited assistance for distressed women OFs who are victims of abuse, exploitation and/or human trafficking facing legal charges and/or in jail	Provide legal/ compassionate visit of next-of-kin assistance to distressed women OFs facing charges	MFO: Diplomatic and Consular Services	Provide legal/ compassionate visit of next-of-kin assistance to distressed women OFs facing charges and/or in jail	Number of women OFs provided legal and compassionate visit assistance - At least 10 women OFs per office	London PE: Provided assistance to 6 women distressed OFs. Manama PE: Referred 66 distressed Filipino women to the Embassy's legal retainer, Melbourne PCG. Rendered assistance to Overseas Filipinos on welfare/financial assistance and repatriation, majority of whom were female, in collaboration with FICOM groups. Monitoring the wellbeing of OFs and extended consular and welfare assistance. Milan PCG: Assistance rendered: Jail Visit: 1 Male, 2 Female. Hospital Visit: 6 Male, 1 Female. Home Visit: 3 Male, 3 Female. New York PCG: Post referred to the US State Department one (1) case of Filipino trafficked household help worker of diplomat from the Embassy of Kuwait. Post, in coordination with Brookline Police Department and POLJOYAWA in Washington DC, rescued and repatriated on Filipina from her Emirati employer on 16 March 2022. Osaka PCG: Post provided ATN Assistance during consular outreach missions. Singapore PE: 18 women OFs visited in prison for a welfare check. 78 transportation arrangements made for MWOFRC wards	3,802,134.73 GAA	3,428,278.27 GAA	London PE, Manama PE, Melbourne PCG, Mexico PE, Milan PCG, Muscat PE, New York PCG, Osaka PCG, Port Moresby PE, Singapore PE	Done. Mexico PE, Port Moresby PE, Muscat PE were not able to conduct GAD PAP. Amount includes cost of time spent of personnel who worked on the conduct of GAD PAPs.
85	Reported cases of distressed women OFs who are victims of abuse, exploitation and/or human trafficking facing legal charges and/or in jail	Limited assistance for distressed women OFs who are victims of abuse, exploitation and/or human trafficking facing legal charges and/or in jail	Provide legal/ compassionate visit of next-of-kin assistance to distressed women OFs facing charges	MFO: Diplomatic and Consular Services	Provide legal/ compassionate visit of next-of-kin assistance to distressed women OFs facing charges and/or in jail	Number of women OFs provided legal and compassionate visit assistance - At least 10 women OFs per office	Tehran PE: Assisted one woman OF. Tel Aviv PE: a total of some 20 OFWs have been provided legal assistance. 147 OFWs have been assisted on immigration-related concerns as well as other forms of support provided to other persons and groups. Vientiane PE: Visit to and provision of subsidy to three (3) Filipino detainees at the Phnomhng International Jail in Vientiane. Xiamen PCG: Held phone interviews with the eight (8) incarcerated Filipino women per quarter. Assisted in the repatriation of 28 Filipino women (most of whom are overstaying and/or illegally employed as household service workers). Other assistance provided to Filipino women (complaints of marital/family discord, mediation, calls, provision of shelter, etc.). Yangon PE: Two Filipino inmates have become the recipient of care packages from the Embassy. Jail visit is not allowed at this time. Rome PE: One female OF detainee was assisted and was able to avail of free legal service. One videoconference hearing was conducted to ascertain the welfare of one woman detainee	1,239,912.00 GAA	4,217,872.42 GAA	Tehran PE, Tel Aviv PE, Vientiane PE, Xiamen PCG, Yangon PE, Rome PE	Done. Amount includes cost of time spent of personnel who worked on the conduct of GAD PAPs.
86	Reported cases of distressed women OFs who are victims of abuse, exploitation and/or human trafficking facing legal charges and/or in jail	Limited assistance for distressed women OFs who are victims of abuse, exploitation and/or human trafficking facing legal charges and/or in jail	Provide legal/ compassionate visit of next-of-kin assistance to distressed women OFs facing charges	MFO: Diplomatic and Consular Services	Provide legal/ compassionate visit of next-of-kin assistance to distressed women OFs facing charges and/or in jail	Number of distressed women OFs assisted by Post - At least 50	Assisted 3,164 (female- 571 and 2,593 male) distressed Filipinos and 7 transfers of Filipinos from Sabah Immigration depots to Zamboanga. ATN Reports submitted to the Home Office. Advisories to Filipinos issued.	21,821,250.00 GAA	6,019,300.54 GAA	Kuala Lumpur PE	Done. Actual cost refers to Missions/repatriations/prison visits conducted
87	Reported cases of women distressed OFs who are victims of abuse, exploitation and/or human trafficking needing medical/ welfare assistance/ compassionate visit of next-of-kin	Limited assistance for distressed women OFs who are victims of abuse, exploitation and/or human trafficking needing medical/ welfare assistance/ compassionate visit of next-of-kin	Provide medical and welfare assistance/ compassionate visit of next-of-kin to distressed women OFs who are victims of abuse, exploitation and/or human trafficking	MFO: Diplomatic and Consular Services	Provision of medical and welfare assistance/ compassionate visits to distressed women OFs who are victims of abuse, exploitation and/or human trafficking	Number of women OFs given medical/ welfare assistance/ compassionate visit - At least 10 women OFs per office	Guangzhou PCG: Post provided assistance to 79 distressed women OFs, which represents more than 80% of total detained OFs. Sydney PCG: 52 distressed Filipinos, including 27 females, were assisted in a timely and efficient manner. Oslo PE: Number of assistance provided: On a daily basis. Post receives around 15 queries via Facebook, 10 via email, 15 calls each on the Embassy's duty phone and ATN phone, and 20 calls on the Embassy's landline numbers. Athens PE: 74 assisted and 31 cases. Brunei PE: Number of assistance provided to women OFs for the year. Calgary PCG: Assisted 6 women OFs. Damascus PE: Distributed Welfare (Financial) Assistance to Latakia, Tartous, Aleppo and Damascus to 86 distressed OFs, 23-25 December 2022. Istanbul PCG: assisted the dependent children of one (1) female OFW, who had a medical condition, secure travel documents, handled ATN cases including an OFW who complained of threats on her children in the Philippines by her spouses' relative. Attended to 4 cases of stranded OFs at the New Istanbul Airport and two cases of overstaying women OFs who were given advice to consult with Turkish Immigration authorities	5,099,444.93 GAA	3,464,212.61 GAA	Guangzhou PCG, Sydney PCG, Oslo PE, Amman PE, Athens PE, Brunei PE, Calgary PCG, Damascus PE, Doha PE, Istanbul PCG	Done. Amman PE, Doha PE were not able to conduct GAD PAP. Amount includes cost of time spent of personnel who worked on the conduct of GAD PAPs.
88	Reported cases of women distressed OFs who are victims of abuse, exploitation and/or human trafficking needing medical/ welfare assistance/ compassionate visit of next-of-kin	Limited assistance for distressed women OFs who are victims of abuse, exploitation and/or human trafficking needing medical/ welfare assistance/ compassionate visit of next-of-kin	Provide medical and welfare assistance/ compassionate visit of next-of-kin to distressed women OFs who are victims of abuse, exploitation and/or human trafficking	MFO: Diplomatic and Consular Services	Provision of medical and welfare assistance/ compassionate visits to distressed women OFs who are victims of abuse, exploitation and/or human trafficking	Number of women OFs given medical/ welfare assistance/ compassionate visit - At least 10 women OFs per office	Jeddah PCG: Provision of legal assistance and visits by next of kin and Consulate personnel to female OF detainees. Kuwait PE: Legal assistance 2,481 cases are handled by two retainer law firms wherein female or children are involved and Shelter 2,392 female and children were admitted at the Migrant Workers and Other Overseas Filipinos Resource Center (MWORFC). London PE: Provided assistance to 3 women and children distressed OFs. Manama PE: Provided medical assistance to one distressed Filipino victim of abuse and Provided repatriation assistance to 201 distressed Filipinos. Nairobi PE: Post was able to assist distressed women OFs, including three (3) female employees who complained of sexual harassment in their workplace in Kigwezi, DRC and requested repatriation to the Philippines (January 2022), and three (3) women OFs in Kenya who were threatened by their employer of being sent to jail due to alleged robbery (January 2022). Phnom Penh PE: Approximately 2,000 Filipinos were served.	9,640,746.81 GAA	9,338,026.42 GAA	Jeddah PCG, Kuwait PE, London PE, Manama PE, Mexico PE, Muscat PE, Nairobi PE, Ottawa PE, Phnom Penh PE, Port Moresby PE	Done. Mexico PE, Ottawa PE, Port Moresby PE were not able to conduct GAD PAP. Amount includes cost of time spent of personnel who worked on the conduct of GAD PAPs.

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Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
89	Reported cases of women distressed OFs who are victims of abuse, exploitation and/or human trafficking needing medical/ welfare assistance/ compassionate visit of next-of-kin	Limited assistance for distressed women OFs who are victims of abuse, exploitation and/or human trafficking needing medical/ welfare assistance/ compassionate visit of next-of-kin	MFO: Diplomatic and Consular Services	Provision of medical and welfare assistance/ compassionate visits to distressed women OFs who are victims of abuse, exploitation and/or human trafficking	Number of women OFs given medical/ welfare assistance/ compassionate visit - At least 10 women OFs per office	Santiago PE: No cases of abuse, exploitation (in the hands of spouse) or human trafficking were brought to the attention of the Consular and ATN Section during this period. Singapore PE: 21 women OFs admitted at the MWOFRC or given medical and welfare assistance. Tel Aviv PE: A total of more than 1,000 OFs have been assisted, which includes some 1,183 repatriations. Welfare and covid/19 assistance rendered in FY 2021, were extended to at least some 4,503 OFs. Other forms of assistance, which was aided by ATN officer includes 17 shipment of remains, 20 cases of legal assistance, 147 immigration cases, Toronto PCG: No request for assistance, Tripoli PE: No request for assistance, Vancouver PCG: Assisted seven (7) women in various consular services such as: passport renewals/ travel Document/visa facilitation, rebooking with PAL, Issuance of Mortuary Certificate and Report of Death (CMC and ROD), Vientiane PE: ATN services provided to 166 female clients (out of a total of 328), representing 51%, Washington DC PE: No FNational needed ATN assistance, Yangon PE: The succeeding GPPO focused on PAPs that are currently relevant to the needs of women under the following projects: Visit to St. Mary's Home - an orphanage of abandoned and orphaned girls under the care of Salesian Sisters, Support to Cover the Expenses of Ms. Roselyn Vargas - an illegally Trafficked Filipina abandoned by her employer, More than 100 girls and young women were recipients of the Embassy's giveaway treats. Stockholm PE: No FNational needed ATN assistance, Wellington PE: Among cases handled are as follows: Criminal Cases: 18 Immigration cases: 4, Labor related cases: 42, Civil/family cases: 75, Repatriated Filipinos: 89, Shipment of remains: 26	10,282,852.89 GAA	11,552,417.72 GAA	Santiago PE, Singapore PE, Tehran PE, Tel Aviv PE, Toronto PCG, Tripoli PE, Vancouver PCG, Vientiane PE, Washington DC PE, Yangon PE, Stockholm PE	Done, Tehran PE was not able to conduct GAD PAP. Amount includes cost of time spent of personnel who worked on the conduct of the GAD PAPs.
90	Reported cases of distressed women OFs who are victims of abuse, exploitation and/or human trafficking with immigration penalties	Limited assistance for distressed women OFs who are victims of abuse, exploitation and/or human trafficking with immigration penalties	MFO: Diplomatic and Consular Services	Provision of financial and legal assistance to distressed women OFs who are victims of abuse, exploitation and/or human trafficking with immigration penalties	Number of women OFs given assistance - At least 20 women OFs	Berne PE: Provision of consular, assistance-to-nationals and Overseas Voting services to at least 2000 migrant Filipino women. Guangzhou PCG: Post provided assistance to 11 women OFs who are victims of human trafficking (forced labor), which represents 97% of total trafficked OFs, Abu Dhabi PE: Post repatriated a total of two hundred thirty-seven (237), Ankara PE: Repatriation: 15, Welfare Assistance: 4, VAW: 2, Trafficking/Illegal recruitment: 9, Deportation/Criminal cases: 9, Labor-related cases: 10, Shipment of remains: 1, Others: 36, Athens PE: Assisted 9 cases, Brunei PE: Assisted 7 cases, Cairo PE: Meeting with the Ministry of Social Solidarity (Welfare) to bring up some of the situations encountered by OFs victims of violence and to be informed of facilities available to them. Calgary PCG: Assisted 1 woman OF	12,520,155.52 GAA	24,292,317.83 GAA	Moscow PE, Berne PE, Guangzhou PCG, Abu Dhabi PE, Amman PE, Ankara PE, Athens PE, Brunei PE, Cairo PE, Calgary PCG	Done, Moscow PE, Amman PE were not able to conduct GAD PAP. Variance in costing due to the inclusion of the cost of time spent of personnel who worked on the conduct of the GAD PAPs.
91	Reported cases of distressed women OFs who are victims of abuse, exploitation and/or human trafficking with immigration penalties	Limited assistance for distressed women OFs who are victims of abuse, exploitation and/or human trafficking with immigration penalties	MFO: Diplomatic and Consular Services	Provision of financial and legal assistance to distressed women OFs who are victims of abuse, exploitation and/or human trafficking with immigration penalties	Number of women OFs given assistance - At least 20 women OFs	Canberra PE: Total of 12 reports on violence against women and children and 12 reports on cases of trafficking and abuse, ATN Fund - Jail Visitation and Welfare Assistance, Damascus PE: Total no. of jail visits - 4, Total no. of women OF in jail - 1, Dili PE: 100 women and children beneficiaries were served. The beneficiaries also participated in gender-sensitive recreational exercises organized by Post and Filipino community volunteers that became the source of both entertainment and temporary relief, Doha PE: A total of 350 OFs were accommodated at the MWOFRC in 2022 and Provision of a total of 125 welfare assistance (food and hygiene kits) and other basic necessities, to OFs in dire MWOFRC, Islamabad PE: 7 OFs (2 female adults, 2 female children, 3 male children - Abagar and Bartolome Families) 24 Amnesty availed all Filipinas, Jakarta PE: repaired reports and coordinated with employers/local authorities in connection with repatriation and other forms of assistance requested by 66 female OFs in distress. Coordination with employers/local authorities on the repatriation and other requested assistance by female OFs in distress, Jeddah PCG: Provision of legal assistance and visits by next of kin and Consulate personnel to female OF detainees	16,671,159.42 GAA	3,969,695.02 GAA	Canberra PE, Damascus PE, Dili PE, Doha PE, Honolulu PCG, Islamabad PE, Jakarta PE, Jeddah PCG, London PE, Los Angeles PCG	Done, Honolulu PCG, London PE, Los Angeles PCG were not able to conduct GAD PAP.
92	Reported cases of distressed women OFs who are victims of abuse, exploitation and/or human trafficking with immigration penalties	Limited assistance for distressed women OFs who are victims of abuse, exploitation and/or human trafficking with immigration penalties	MFO: Diplomatic and Consular Services	Provision of financial and legal assistance to distressed women OFs who are victims of abuse, exploitation and/or human trafficking with immigration penalties	Number of women OFs given assistance - At least 20 women OFs	Manama PE: Provided assistance in securing exit permit to 206 distressed Filipinos, Osaka PCG: Post provided ATN Assistance during consular outreach missions, Santiago PE: No cases of abuse, exploitation or human trafficking requiring immigration penalties were brought to the attention of the Consular and ATN Section during this period, Singapore PE: 42 women OFs who are victims of abuse and with immigration-related offenses/concerns given appropriate assistance, Washington DC PE: 131 overseas Filipino women assisted (provided advice, information, issued travel documents, and assisted in Videoconference hearing), Yangon PE: This year, the Embassy has supported the legal expenses of Ms. Ligaya Sanchez amounting to US\$1,500, Paris PE: At least 234 OFs/OFFs served and/or assisted until 31 December 2022, Barcelona PCG: 59 Filipinos in distress were assisted, with 24 male and 17 female, 1 pre-departure briefing was conducted to ensure OFs were aware of what to expect upon arrival in the PH, as well as on anti-human trafficking-related matters, 4 prison visits held, improved sex and age-disaggregated data for Post's OFs database	10,208,110.87 GAA	6,337,362.46 GAA	Manama PE, Mexico PE, Muscat PE, Osaka PCG, Port Moresby PE, Santiago PE, Singapore PE, Tehran PE, Tel Aviv PE, Washington DC PE, Yangon PE, Kuala Lumpur PE, Paris PE, Barcelona PCG	Done, Mexico PE, Port Moresby, Tehran PE, Tel Aviv PE, Kuala Lumpur PE, Muscat PE were not able to conduct GAD PAP.

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Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks	
93	Increased prevalence of violence against women and children due to quarantine/stay-at-home orders due to the spread of COVID-19	Limited provision of assistance to victims of violence against women and children due to quarantine/stay-at-home orders due to the spread of COVID-19	MFO: Diplomatic and Consular Services	Provide assistance to victims of violence against women and children due to quarantine/stay-at-home orders due to the spread of COVID-19	Number of women/children OFs given assistance - At least 10 per office	Frankfurt PCG: Provided counseling, advice and assistance to distressed and undocumented Filipino women at ATN desk during consular outreach mission. Ciarin CO Disinformed VAWC hotline for case of access. Oslo PE Accomplishment included in another GAD PAP. OTLA. 2 female survivors represented. Cairo PE: Post no longer has a shelter but provides temporary housing facilities to OFs in need of assistance. Damascus PE: Accomplishment found in another GAD PAP	4,511,848.51 GAA	2,294,178.69 GAA	Frankfurt PCG, San Nicolas CO, La Union CO, Moscow PE, Cagayan De Oro CO, OTLA, Cairo PE, Damascus PE	Done. San Nicolas CO, La Union CO, Moscow PE, Cagayan De Oro CO,	
94	Increased prevalence of violence against women and children due to quarantine/stay-at-home orders due to the spread of COVID-19	Limited provision of assistance to victims of violence against women and children due to quarantine/stay-at-home orders due to the spread of COVID-19	MFO: Diplomatic and Consular Services	Provide assistance to victims of violence against women and children due to quarantine/stay-at-home orders due to the spread of COVID-19	Number of women/children OFs given assistance - At least 10 per office	Jeddah PCG: Provision of shelter at the Bahay Kalangas Post, Milan PCG Shipment of Remains/Cremation/Burial 80 Male, 62 Female, Welfare assistance 63 Male, 83 Female. Financial assistance 9 Male, 6 Female. Victims of sexual harassment 1 Female, Victims of VAWC 2 Male, 5 Female Nairobi PE: Post did not handle VAW cases in 2022. New York PCG: At the height of the Asian hate incidents, the Consulate organized three (3) self-defense workshops in person and two virtual – and purchased 500 pepper sprays and personal alarms combo for the safety and well-being of those who are seen as vulnerable targets. Post also conducted a Webinar on Bystander Intervention in January 2022	5,215,884.08 GAA	1,919,001.53 GAA	DII PE, Honolulu PCG, Istanbul PCG, Jeddah PCG, Kuwait PE, Melbourne PCG, Milan PCG, Muscat PE, Nairobi PE, New York PCG	Done. DII PE, Honolulu PCG, Istanbul PCG, Kuwait PE, Melbourne PCG, Muscat PE, Nairobi PE, New York PCG	
95	Increased prevalence of violence against women and children due to quarantine/stay-at-home orders due to the spread of COVID-19	Limited provision of assistance to victims of violence against women and children due to quarantine/stay-at-home orders due to the spread of COVID-19	MFO: Diplomatic and Consular Services	Provide assistance to victims of violence against women and children due to quarantine/stay-at-home orders due to the spread of COVID-19	Number of women/children OFs given assistance - At least 10 per office	Prague PE: No female migrant worker sought for assistance in the form of medicines, food supplies and temporary accommodation. Beirut PE: Repatriated 186 undocumented Filipino nationals/4 medical cases/Average of 20 MWOFRC intake Average of 5 legal cases and police investigations Jail visitations twice a month/ Provided cash welfare assistance quarterly for Filipino nationals detained in prisons Assisted 11 shipment of remains, Santiago PE: Repatriation assistance for women OFs in Chile, Peru, Ecuador as well as the Falland Islands—including safety, repatriation and immigration advice. Singapore PE: 4 women OFs who are reportedly victims of sexual offenses given appropriate assistance. Toronto PCG: Provided advice via email to two cases involving VAW on how to report to the concerned authorities in the Philippines and in Ontario. Facilitated passport renewal of one distressed woman OF referred by a settlement group. Warsaw PE Repatriated a total of 51 Filipino nationals (23 women, 10 children), and provided welfare assistance to 44 Filipino nationals (32 women) who were affected by the war in Ukraine/Facilitated their crossing of the Ukraine-Poland borders. Washington DC PE: 4 victims of VAW referred to appropriate PCGs and provided advice. Rome PE: Two female distressed OFs were repatriated one female OF was assisted for medical repatriation	12,274,772.13 GAA	2,922,485.73 GAA	Osaka PCG, Ottawa PE, Port Moresby PE, Prague PE, Beirut PE, Santiago PE, Singapore PE, Taiwan PE, Tel Aviv PE, Toronto PCG, Vienna PE, PM, Warsaw PE, Washington DC PE, Rome PE, Riyadh PE	Done. Osaka PCG, Ottawa PE, Port Moresby PE, Tehran PE, Tel Aviv PE, Vienna PE, PM, Riyadh PE were not able to conduct GAD PAP.	
96	Gender Equality, Violence against Women, Trafficking in Women and Girls, Magna Carta of Women and Expanded Anti-Trafficking in Persons Act	Prostitution of Women, systemic violence against women and girls and gender inequality	MFO: Diplomatic and Consular Services	Information campaign on best practices and challenges in combating trafficking of women and advancement of the cause of women in the international fora	Organization/ co-sponsorship of relevant event related to women's issues. Organization of a side event at the sidelines of the UNGA, Side event at the sidelines of the Commission on the Status of Women and Lecture on Inclusive Development of Women and Girls with Disabilities and information campaign	Number of representatives from NYPM, UN Member States, UN organizations, civil society, and other interested participants in the side events - At least 50 Number of press release/ information material to be published via the DFA official website and social media accounts -At least 3	PH organized a side event this year focusing on the protection of migrant workers titled: Strengthening Migrant Protection: Addressing Wage Theft Against Migrant Workers During The Covid-19 Pandemic (15 November 2022). The event was participated by at least 100 representatives from UN Member States, UN organizations, CSOs and other stakeholders. Four (4) NYPM Third Committee representatives participated in-person in the activities of the CSW. PH co-sponsored four (4) side events in line with the CSW66 priority theme. PH co-organized one (1) side event at the sidelines of the Commission for Social Development (CSocD): 7th International Day of Women and Girls in Science Assembly. Mission co-organized the event Older Women Rock the World: The right to participation and those who make it happen (12 April 2022). Mission co-organized two (2) anti-trafficking related side events this year. i) Gender dimensions of TIP in the Context of Climate Change (18 October 2022) ii) The Social and Legal Challenges that Fuel the Trafficking in Women and Children (07 December 2022). Each side events were participated by at least 100 representatives from UN Member States, UN organizations, CSOs and other stakeholders. Press releases were published every after event in the DFA website and official social media accounts	520,927.78 GAA	94,708.04 GAA	New York PM	Done.
97	Reported cases of distressed women OFs who are victims of abuse, exploitation and/or human trafficking	Limited assistance for distressed women OFs who are victims of abuse, exploitation and/or human trafficking	MFO: Diplomatic and Consular Services	Provide assistance to distressed women OFs who are victims of abuse, exploitation and/or human trafficking	Number of distressed women OFs assisted by Post- At least 200	Assisted 37 female 5 male and 1 female minor in human trafficking cases Assisted 11 female 13 male and 3 female minors in cases of violence against women and children	41,055,000.00 GAA	16,303,425.60 GAA	Kuala Lumpur PE	Done. Actual cost includes the cost of time spent of 7 Embassy personnel who worked on the GAD PAP	
98	Gender responsive foreign policy and integrating such in the objectives of the DFA and its sub-units	Continued need to promote gender equality and empowerment at global and national levels	MFO: Diplomatic and Consular Services	Promoting gender equality in UNESCO activities and highlighting Philippine policies and good practices	Promote gender equality and development in the Executive Board and in sectors of UNESCO, such as education, culture, and science. Consultations and representations with other Member States and Secretariat in this regard	Number of statements and interventions in UNESCO Executive Board, General Conference and other statutory meetings- At least 2	5,337,551.56 GAA	5,337,551.56 GAA	Paris PE	Done. Computation is based on two (2) crosscutting themes, specifically Africa and Gender Equality. Head of Post participation is based on the 25% of attendance to UNESCO activities.	

Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks	
1	2	3	4	5	6	7	8	9	11	12	
ORGANIZATION-FOCUSED ACTIVITIES											
99	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	No physical GAD corner established in the DFA Home Office	Established GAD corner with updated GAD IEC materials and knowledge products	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Establishment of Physical GAD Corner in the DFA Home Office with updated GAD IEC materials and knowledge products	Number of GAD IEC materials and KPs in the GAD corner - At least 5	Two (2) Physical GAD Corners established in the Human Resources Management Office with more than 10 GAD IEC materials and 5 books on Gender Analysis Tools		Human Resources Management Office	Done. Activity did not require costing as the cabinet for the GAD corner was built by the carpentry division of the DFA and the GAD IEC materials and KPs were sourced from the existing materials of the GAD Secretariat, Philippine Commission on Women, and Bureau of Communications Services.	
100	Section 3.5 of the PCW-NEDA-DSM 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)	Preparation of the GFPO and/or Alternates for the submission of 2023 GPB and 2021 GAD AR and spearhead the conduct and/or implementation of GAD PAPs of the Office	Number of GAD reports submitted to the GAD Secretariat - At least 2	2021 GAD Accomplishment Report and 2023 GAD Plan and Budget prepared and submitted by GFPO and Alternate and implemented various GAD-related PAPs in the office	2,433,162.04 GAA	11,161,457.19 GAA	Moscow PE, Bernie PE, Houston PCG, Santiago CO, NCR Northeast CO, NCR South CO, Clarin CO, Guangzhou PCG, Dubai PCG, Berlin PE	Done. Budget breakdown attached. (includes rows 96-108 budget breakdown)
101	Section 3.5 of the PCW-NEDA-DSM 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)	Preparation of the GFPO and/or Alternates for the submission of 2023 GPB and 2021 GAD AR and spearhead the conduct and/or implementation of GAD PAPs of the Office	Number of GAD reports submitted to the GAD Secretariat - At least 2	2021 GAD Accomplishment Report and 2023 GAD Plan and Budget prepared and submitted by GFPO and Alternate and implemented various GAD-related PAPs in the office	1,311,235.35 GAA	12,368,095.82 GAA	Sydney PCG, Onlo PE, Tokyo PE, ASEAN, NCR Central CO, Dasmariñas CO, Davao CO, General Santos CO, NCR East CO, NCR North CO	Done. Budget breakdown attached.
102	Section 3.5 of the PCW-NEDA-DSM 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)	Preparation of the GFPO and/or Alternates for the submission of 2023 GPB and 2021 GAD AR and spearhead the conduct and/or implementation of GAD PAPs of the Office	Number of GAD reports submitted to the GAD Secretariat - At least 2	2021 GAD Accomplishment Report and 2023 GAD Plan and Budget prepared and submitted by GFPO and Alternate and implemented various GAD-related PAPs in the office	450,546.23 GAA	916,626.16 GAA	NCR West CO, Angeles CO, Anipolo CO, Bacolod CO, Baguio CO, Cagayan De Oro CO, Calsiao CO, Cebu CO, Iloilo CO, Legazpi CO	Done. Budget breakdown attached.
103	Section 3.5 of the PCW-NEDA-DSM 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)	Preparation of the GFPO and/or Alternates for the submission of 2023 GPB and 2021 GAD AR and spearhead the conduct and/or implementation of GAD PAPs of the Office	Number of GAD reports submitted to the GAD Secretariat - At least 2	2021 GAD Accomplishment Report and 2023 GAD Plan and Budget prepared and submitted by GFPO and Alternate and implemented various GAD-related PAPs in the office	3,942,231.04 GAA	4,161,930.01 GAA	Lipa CO, Lucena CO, Malolos CO, Pampanga CO, Paraiso CO, Puerto Princesa CO, San Pablo CO, Tadoban CO, Tagum CO, Tuguegarao CO, Zamboanga CO, Cotabato CO, ASPAC, IAS, HRMO	Done. Budget breakdown attached.

	Gender Issue /GAD Mandate	Cause of Gender/Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
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	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Preparation of the GFPO and/or Alternata for the submission of 2023 GPB and 2021 GAD AR and spearhead the conduct and/or implementation of GAD PAPs of the Office	Number of GAD reports submitted to the GAD Secretariat - At least 2	2021 GAD Accomplishment Report and 2023 GAD Plan and Budget prepared and submitted by GFPO and Alternata and implemented various GAD-related PAPs in the office	1,057,294.73 GAA	1,447,698.29 GAA	MOAO, OAA, OEA, OFMS, OMEAA, OP, OPDC, OSEC, OTLA, OJA	Done. Budget breakdown attached.
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 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)	Preparation of the GFPO and/or Alternata for the submission of 2023 GPB and 2021 GAD AR and spearhead the conduct and/or implementation of GAD PAPs of the Office	Number of GAD reports submitted to the GAD Secretariat - At least 2	2021 GAD Accomplishment Report and 2023 GAD Plan and Budget prepared and submitted by GFPO and Alternata and implemented various GAD-related PAPs in the office	2,125,825.38 GAA	10,375,135.37 GAA	OUCSCA, OUMAJER, OUBRAA, OVS, UNIO, OLIMWA, OAMSS, Abu Dhabi PE, Agana PCG, Amman PE	Done. Budget breakdown attached.
106	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)	Preparation of the GFPO and/or Alternata for the submission of 2023 GPB and 2021 GAD AR and spearhead the conduct and/or implementation of GAD PAPs of the Office	Number of GAD reports submitted to the GAD Secretariat - At least 2	2021 GAD Accomplishment Report and 2023 GAD Plan and Budget prepared and submitted by GFPO and Alternata and implemented various GAD-related PAPs in the office	4,363,352.83 GAA	5,244,161.47 GAA	Ankara PE, Athens PE, Baghdad PE, Bangkok PE, Brasilia PE, Brunei PE, Brussels PE, Budapest PE, Buenos Aires PE, Cairo PE	Done. Budget breakdown attached.
107	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)	Preparation of the GFPO and/or Alternata for the submission of 2023 GPB and 2021 GAD AR and spearhead the conduct and/or implementation of GAD PAPs of the Office	Number of GAD reports submitted to the GAD Secretariat - At least 2	2021 GAD Accomplishment Report and 2023 GAD Plan and Budget prepared and submitted by GFPO and Alternata and implemented various GAD-related PAPs in the office	5,190,381.78 GAA	7,292,384.24 GAA	Calgary PCG, Canberra PE, Chicago PCG, Copenhagen PE, Damascus PE, Dhaka PE, Dli PE, Doha PE, Geneva PM, Geneva WTO PM	Done. Budget breakdown attached.

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Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks	
108	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 GFPA members are provided with the required gender capacity, such as the application of gender analysts 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 Operators (STO)	Preparation of the GFPO and/or Alternate for the submission of 2023 GPB and 2021 GAD AR and spearhead the conduct and/or implementation of GAD PAPs of the Office	Number of GAD reports submitted to the GAD Secretariat - At least 2	2021 GAD Accomplishment Report and 2023 GAD Plan and Budget prepared and submitted by GFPO and Alternate and implemented various GAD-related PAPs in the office	4,451,350.11 GAA	7,941,659.56 GAA	Hanoi PE, Honkulu PCG, Islamabad PE, Istanbul PCG, Jakarta PE, Jakarta PM, Jeddah PCG, Kuwait PE, Lisbon PE, London PE	Done. Budget breakdown attached.
109	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 GFPA members are provided with the required gender capacity, such as the application of gender analysts 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 Operators (STO)	Preparation of the GFPO and/or Alternate for the submission of 2023 GPB and 2021 GAD AR and spearhead the conduct and/or implementation of GAD PAPs of the Office	Number of GAD reports submitted to the GAD Secretariat - At least 2	2021 GAD Accomplishment Report and 2023 GAD Plan and Budget prepared and submitted by GFPO and Alternate and implemented various GAD-related PAPs in the office	7,771,161.56 GAA	12,049,468.59 GAA	Los Angeles PCG, Madrid PE, Manila PCG, Manama PE, Melbourne PCG, Mexico PE, Milan PCG, Muscat PE, Nagoya PCG, Nairobi PE	Done. Budget breakdown attached.
110	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 GFPA members are provided with the required gender capacity, such as the application of gender analysts 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 Operators (STO)	Preparation of the GFPO and/or Alternate for the submission of 2023 GPB and 2021 GAD AR and spearhead the conduct and/or implementation of GAD PAPs of the Office	Number of GAD reports submitted to the GAD Secretariat - At least 2	2021 GAD Accomplishment Report and 2023 GAD Plan and Budget prepared and submitted by GFPO and Alternate and implemented various GAD-related PAPs in the office	7,108,028.84 GAA	5,577,275.99 GAA	New York PCG, Osaka PCG, New York PM, Ottawa PE, Phnom Penh PE, Port Moresby PE, Prague PE, Beirut PE, Pretoria PE, Rabat PE	Done. Budget breakdown attached.
111	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 GFPA members are provided with the required gender capacity, such as the application of gender analysts 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 Operators (STO)	Preparation of the GFPO and/or Alternate for the submission of 2023 GPB and 2021 GAD AR and spearhead the conduct and/or implementation of GAD PAPs of the Office	Number of GAD reports submitted to the GAD Secretariat - At least 2	2021 GAD Accomplishment Report and 2023 GAD Plan and Budget prepared and submitted by GFPO and Alternate, and implemented various GAD-related PAPs in the office	10,105,592.61 GAA	9,096,396.19 GAA	San Francisco PCG, Santiago PE, Seoul PE, Shanghai PCG, Singapore PE, Tehran PE, Tel Aviv PE, The Hague PE, Toronto PCG, Tripoli PE	Done. Budget breakdown attached.

1	2	3	4	5	6	7	8	9	10	11	12
Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks	
112	Section 3.5 of the PCW-NEDA-DSM Joint Circular 2012-01 - Agency GAD Focal Point System (GFPS) shall take the lead in mainstreaming gender in agency PAs. 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 PAs	Increase involvement of GFPS in gender mainstreaming and implementation of GAD PAs	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Preparation of the GFPO and/or Alternate for the submission of 2023 GPB and 2021 GAD AR and spearhead the conduct and/or implementation of GAD PAs of the Office	Number of GAD reports submitted to the GAD Secretariat - At least 2	2021 GAD Accomplishment Report and 2023 GAD Plan and Budget prepared and submitted by GFPO and Alternate and implemented various GAD-related PAs in the office	9,740,075.16 GAA	15,777,909.39 GAA	Vancouver PCG, Vienna PE/PM, Vientiane PE, Warsaw PE, Washington DC PE, Wellington PE, Xiamen PCG, Yangon PE, Hong Kong PCG, Kuala Lumpur PE, Rome PE, Paris PE, ISU, Stockholm PE, OCA, Riyadh PE, Barcelona PCG, Abuja PE, Macau PCG	Done. Budget breakdown attached.
113	Section 3.5 of the PCW-NEDA-DSM Joint Circular 2012-01 - Agency GAD Focal Point System (GFPS) shall take the lead in mainstreaming gender in agency PAs. 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 PAs	Increase involvement of GFPS in gender mainstreaming and implementation of GAD PAs	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Preparation of the GFPO and/or Alternate for the submission of 2023 GPB and 2021 GAD AR and spearhead the conduct and/or implementation of GAD PAs of the Office and participation of Post's personnel in GAD-related activities and gender sensitive services of the office	Number of GAD Activities implemented at Post- At least 4	Preparation of the GFPO and/or Alternate for the submission of 2023 GPB and 2021 GAD AR and spearhead the conduct and/or implementation of GAD PAs of the Office and participation of Post's personnel in GAD-related activities and gender sensitive services of the office	23,203,808.71 GAA	27,038,486.90 GAA	Hong Kong PCG	Done. Actual cost is the cost of time spent of personnel who worked on GAD PAs of Post
114	Section 4.2 of the PCW-NEDA-DSM 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	MFO: 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 personnel in any live or online basic seminars/trainings on GAD offered by various organizations and the Department	Number of GAD-related trainings/ programs conducted or participated in by Post's personnel - At least 1 activity per office	Frankfurt PCG: Produced an explainer video re VAW and Microaggression. Attended Webinar on the LAW & IRR of Safe Spaces organized by the DFA (2 personnel) and Attended Gender-Fair Language Online Training organized by the DFA/FSI (2 personnel). San Nicolas CO: GO GFPO/Alternate participated in GAD trainings offered by HRMO and the Participatory Gender Audit (PGA) activities initiated by the GAD Secretariat. La Union CO: The GFPO attended the 3rd Participatory Gender Audit (PGA) Gender and Development (GAD) Assembly, Moscow PE: Conducted 18-day campaign to end VAW activities, Berne PE: Participation of Post's personnel at Gender Fair Language Program (GFL) Batch 4-2022 and Online Webinar on GPB and HGDG. NCR South CO: PGA CO Focus Group Discussion, Online Course on Gender-Fair Language, Introductory Course on Gender Equality, Disability, and Social Inclusion (GEDSI), Clarin CO: GFPO and Alternate and implemented various GAD-related PAs in the office. Guangzhou PCG: GFPO Allan Tangayan conducted an echo seminar on Gender and Development to all 17 Post's personnel including the Head of Post, Vice Consul Aprilaur S. Galima-Mojla completed a three-month certificate program entitled Women in Leadership conducted by Cornell University, Berlin PE: GAD Retooling 23 - 25 November 2022 Manila, Philippines, ATN Workshop 14-16 September 2022 Manila, Philippines, Online Capacity Building Session on GAD Planning and Budgeting 17 October 2022, Transformational Coaching Coach Master's Academy co HRMO: GAD and Gender Fair Language Training under FSI, Crisis Management and Assistance to Nationals Training Course, Short Course on Queering Identities: LGBTQ+Sexuality and Gender Identity from University of Colorado	2,308,100.71 GAA	1,912,835.75 GAA	Frankfurt PCG, San Nicolas CO, La Union CO, Moscow PE, Berne PE, NCR South CO, Clarin CO, Guangzhou PCG, Dubai PCG, Berlin PE	Done. Dubai PCG was not able to conduct GAD PAP. 9 offices conducted and/or participated in at least 1 GAD-related trainings/programs for its personnel.

Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
1	2	3	4	5	6	7	8	9	11	12
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	MFO: 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 personnel in any live or online basic seminars/trainings on GAD offered by various organizations and the Department	Number of GAD-related trainings/ programs conducted or participated in by Post's personnel - At least 1 activity per office	Sydney PCG: Ten (10) events attended by Post's officers are related to GAD and women issues. Butuan CO: All CO Employees watched the film showing entitled On the Basis of Sex. All CO Employees attended the Lecture about Anti-Sexual Harassment Act of 1995 and attendance to RDC RGADC meetings. Otao PE: GAD and ATN training workshops in Manila in November and December. Tokyo PE: Gender Sensitivity Course - Planning Session was conducted in Manila (November 2022) - 1 participant, 5 seminars attended. Designing Migration for Women: A design thinking workshop for migration governance agencies, February 2022. Webinar on CEDAW, March 2022. Ethical and Gender-Responsive Migration Data Governance, ASEAN. Conducted an office-wide awareness activity for the observance of NVMCM, NCR Central CO: 6 personnel attended the following GAD Programs (can be accomplished in 8 hours each): Gender Sensitivity Training from FSI, Gender Fair Language Training from FSI, Davao CO: Conducted a webinar entitled Empowering Community through Financial Literacy via Zoom. General Santos CO: CO-German conducted an orientation on Safe Spaces Act (RA11313) on 29 November 2022 and GAD-Basic Self-Defense Training on 10 December 2022, NCR North CO: Implemented various GAD-related PAPs in the consular office in order to develop gender awareness and equality. NCR West CO: There is an updated GAD Corner where CO personnel can view and check the latest GAD information. The CO also showed videos on Anti-JAW and GAD campaigns. Posters and other GAD briefers were also shared in the communication chat group of the CO	3,797,391.08 GAA	4,453,504.56 GAA	Sydney PCG, Butuan CO, Otao PE, Tokyo PE, ASEAN, NCR Central CO, Davao CO, General Santos CO, NCR North CO, NCR West CO	Done. Variance in costing due to inclusion of the cost of time spent of personnel who participated in/conducted the GAD PAP. 10 offices conducted and/or participated in at least 1 GAD-related trainings/programs for its personnel.
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	MFO: 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 personnel in any live or online basic seminars/trainings on GAD offered by various organizations and the Department	Number of GAD-related trainings/ programs conducted or participated in by Post's personnel - At least 1 activity per office	Angeles CO: Attended the GAD Agents Development Workshop and participated in the Online Capacity Building of GPP and GDC. GFPO also completed the Online Course on Gender Fair Language. Anilpilo CO: Participated in various Department-organized GAD-related trainings and trainings offered by PCW. Bacolod CO: All CO personnel passed and complete the online Gender Sensitivity Training (GST) Course. Cebu CO: Engaged in three (3) GAD-related training / seminar / activities. GFPO and/or Alternate attended four (4) online courses, webinars, consultations, and symposia. Dumaguete CO: Breast Cancer Awareness Fun Run and Lecture on Mental Health Resilience and Wellbeing. Iloilo CO: GFPO and Alternate GFPO participated in the webinar on GAD virtual trainings. GFPO participated in the GAD Assembly on 23-25 November 2022, Lipa CO: Webinar on Awareness on Gender and Development Issues in the Workplace held on 10 March 2022, 1:30-4:30 PM via Zoom. IAS GAD Audit-Document Review and Interview on 14 March 2022, 2:00-5:00 PM via Google Meet, Lucena CO: Attended the following: Mabini Dialogue on Commanding the Wind: Women as Central Figures in the Fight Against Climate Change, Participatory Gender Audit (PGA) Focus Group Discussion (FGD), Online Capacity Building Session on GAD Planning and Budgeting. Makolas CO: Conduct of SOGIESC 101: Introduction to SOGIESC and Human Rights on 28 April 2022 at the CO premises	152,344.89 GAA	286,636.31 GAA	Angeles CO, Anisodo CO, Bacolod CO, Cagayan De Oro CO, Cebu CO, Dumaguete CO, Iloilo CO, Lipa CO, Lucena CO, Makolas CO	Done. Cagayan De Oro CO was not able to conduct GAD PAP. Variance in costing due to inclusion of the cost of time spent of personnel who participated in/conducted the GAD PAP. 9 offices conducted and/or participated in at least 1 GAD-related trainings/programs for its personnel.
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	MFO: 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 personnel in any live or online basic seminars/trainings on GAD offered by various organizations and the Department	Number of GAD-related trainings/ programs conducted or participated in by Post's personnel - At least 1 activity per office	Paniqui CO: CO Paniqui personnel were able to participate in a variety of Department-sponsored trainings, including Online Gender Sensitivity Training, Online Course on Gender-Fair Language, and Webinar on Women, Peace, and Security and the ASEAN Perspective, Puerto Princesa CO: GFPO attended 5 online GAD-related trainings, San Pablo CO: GFPO attended GAD Assembly 2022, Tadoban CO: Personnel attended Transformative Coaching 3rd Participatory Gender Audit, GAD Assembly, Developing Migration for Women, Tagum CO: Personnel attended Developing Migration for Women Moving Towards Gender-Responsive Migration Governance Under a PH Department of Migrant Workers - 29 July 2022, Tuguegarao CO: 2 CO personnel participated in the Ceremonial Signing of the Terms of Reference of the Cagayan Valley Regional Inter-Agency Council on Violence Against Women and their Children (CV-RACVAWC), 1 CO personnel participated in the quarterly meeting of IACAT, 1 CO Personnel participated in the Regional Child Protection Working Group (RCPWG) Planning Session, Zamboanga CO: Participation of 1 personnel in the online Gender Fair Language Course, (11 Feb 2022, 8 training hrs.), Participation of 2 personnel in Pre-training Briefing - Introductory Course on Gender, Equality, Disability and Social Inclusion (GEDSI) (7 Mar 2022, 1 hr.), ASPAC: Infographic on the International Day of the Girl Child (October 11) shared with ASPAC personnel, Participation of ASPAC personnel in (1) Online Course on Gender Fair Language (2) Basic First Aid Training (3) Observance of 18-Day Campaign to End Violence Against Women and All ASPAC personnel received Certificates of Participation in the Seminar on FEMA-Powered: Stories of ASPAC's Female Executives on 25 March 2022, DLLU: Conducted one (1) seminar entitled Seminar on Pushing the Priority Legislative Agenda in the 19th Congress	417,189.00 GAA	526,894.63 GAA	Paniqui CO, Puerto Princesa CO, San Pablo CO, Taddoban CO, Tagum CO, Tuguegarao CO, Zamboanga CO, Cotabato CO, ASPAC, DLLU	Done. Cotabato CO (now Kidapawan CO) was not able to conduct GAD PAP due to transfer of office from Cotabato City to Kidapawan City. Variance in costing due to inclusion of the cost of time spent of personnel who participated in/conducted the GAD PAP. 9 offices conducted and/or participated in at least 1 GAD-related trainings/programs for its personnel.

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
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	MFO: 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 personnel in any live or online basic seminars/trainings on GAD offered by various organizations and the Department	Number of GAD-related trainings/programs conducted or participated in by Post's personnel - At least 1 activity per office	HRMO: COD/GAD meetings held and funded in FY 2022 and GAD trainings conducted and funded in FY 2022. MOAO: MOAO prepared a statement and delivered by the Secretary for Foreign Affairs on International Day for Women in Maritime and Conduct of Training on the Safe Spaces Act (RA 11313) for MOAO Personnel, including outsourced personnel, 07 March 2022. OAA: OAA personnel had an appreciation of artworks depicting gender sensitivity. Zaro reported case of bullying, harassment and discrimination in the office for 2022. Participants were made to prepare heartfelt messages to each colleague in appreciation of their efforts in making OAA a gender-fair office. OEA: Conduct of two GAD events in 2022 (During the Team Building and a GAD Activity at the National Museum of Fine Arts) Participants (at least 17 personnel). OFMS: fund utilized to cover the production expenses of the book entitled Women of Laguna: Continuing Old Traditions. OVEEA: Increased awareness of OMEAA personnel on Human Trafficking cases being handled by FSPs under OMEAA's jurisdiction. OP: Conducted a lecture on the Double Bind Dilemma attended by Protocol personnel. OPCC: Conduct of a Special Bazaar Celebrating Filipino Women Entrepreneurs from 29 to 30 March 2022. Conduct of Brown Bag Forum on Weaving Stories: Filipino Heritage in Textiles on 27 May 2022. Participants: 12 Males / 84 Females. OSEC: Distribution of wellness packages to 36 personnel. OTLA: 1 (Seminar on the Safe Spaces Act and Administrative Sexual Harassment) participated in by OTLA officers and staff	6,792,233.74 GAA	6,221,891.40 GAA	HRMO, MOAO, OAA, OEA, OFMS, OMEAA, OP, OPCC, OSEC, OTLA.	Done. 10 offices conducted and/or participated in at least 1 GAD-related trainings/programs for its personnel.
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	MFO: 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 personnel in any live or online basic seminars/trainings on GAD offered by various organizations and the Department	Number of GAD-related trainings/programs conducted or participated in by Post's personnel - At least 1 activity per office	OUCSGA: Conducted Babae at Batas: A Presentation on Women and Gender Laws for UCSGA and OCS personnel (3 hours). Organized GAD Trivia Activity: A Game of Honoring Women's History. OUBRAA: Male UBRAA personnel attended and actively participate in the Course on Gender-Fair Language and Seminar on R.A. No. 11313 Safe Spaces Act and Orientation on the Rules on Administrative Sexual Harassment Cases in the DFA. OPCD: Conducted a Gender and Development (GAD) Team-Building and Workshop for OPCD personnel on 22 - 23 July 2022 in San Fernando, La Union with 28 participants. Inclusion of gender-balanced and gender-responsive action plans and use of gender-disaggregated data as indicators for the Public and Cultural Diplomacy chapters of the DFA Strategic Plan 2023-2028. OVS: Conducted OVS Gender Analysis Training and Wellness Activity from 02-03 September 2022. UNO: Virtual participation in the 66th Session of the Commission on the Status of Women, 14-21 March Feminist Climate Action and the Rule of Law on 10 March Gender Stereotypes and their Impacts on Women's Entrepreneurship and Economic Empowerment on 16 March. Abu Dhabi PE and Amman PE: Attended GAD Assembly 2022. Athens PE: Women in Diplomacy talk. Mar Talks on Counseling/Listening skills. and Use of Gender-Fair Language during Team-Building Activity. Sept., Online Session on GAD Planning and Budget, Baghdad PE: Post Alternate GAD Focal Point Mr. Alexander Nelson Mastriato attended the 3rd Participatory Gender Audit (PGA)-Gender and Development (GAD) Assembly which was held in Hilton-Manila on 23 to 25 November 2022. OUMAJER: Attendance to GST training of new OUMAJER-OIER employees. Attendance to additional trainings offered by PCW and Created a physical GAD corner where GAD information is posted for general consumption, and where people can stop by and relax with the option of keeping themselves abreast with the latest GAD announcements	1,557,564.12 GAA	6,670,984.78 GAA	OUCSGA, OUMAJER, OUBRAA, OPCD, OVS, UNO, Abu Dhabi PE, Amman PE, Athens PE, Baghdad PE	Done. Variance in costing due to inclusion of the cost of time spent of personnel who participated in/conducted the GAD PAP. 10 offices conducted and/or participated in at least 1 GAD-related trainings/programs for its personnel.
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	MFO: 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 personnel in any live or online basic seminars/trainings on GAD offered by various organizations and the Department	Number of GAD-related trainings/programs conducted or participated in by Post's personnel - At least 1 activity per office	Bangkok PE: GFPO attended and participated in the PGA GAD Assembly in Manila on 23-25 November 2022. Collaborated and participated in the Online Introductory Course on Gender Equality, Disability, and Social Inclusion (GEDSI) for DFA Personnel spearheaded by the Foreign Service Institute (FSI). Beijing PE: Attendance of GAD Officer and Alternate GAD to Online Capacity Building Session on GAD Planning and Budgeting (GPB) and Implementation Plan of the Harmonized Gender and Development Guidelines (HGDD). Brasilia PE: Post GFPO attended the GAD General Assembly on 23-25 November 2022. Brunei PE: Attended GAD-related seminars organized by Project Women particularly the National Consultation Meeting with Children in Brunei Darussalam on the Development of the Guidance Note of the UN Secretary-General on Child Rights Mainstreaming. Budapest PE: Attendance of GFPO to GAD Assembly in PH, November 2022. Stress management for Embassy personnel. October 2022. Buenos Aires PE: The GFPO and GPP Alternate participated in 2 GAD training programs organized by the GAD secretariat. Calgary PCG: 2 Activities: GAD Assembly Echo Training, Video Content Creation and Social Media Planning Echo Training. Canberra PE: Attendance in four (4) webinars / trainings conducted by the GAD Secretariat and two (2) webinars conducted by organizations at Post. Chicago PCG: GFPO participated in GAD General Assembly held in Manila on 23-25 November 2022. Online Capacity Building on GPB and HGDD. Introduction to GEDSI 2022, 11 March 2022	4,822,686.60 GAA	1,579,711.33 GAA	Bangkok PE, Beijing PE, Brasilia PE, Brunei PE, Budapest PE, Buenos Aires PE, Cairo PE, Calgary PCG, Canberra PE, Chicago PCG	Done. 10 offices conducted and/or participated in at least 1 GAD-related trainings/programs for its personnel.

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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	MFO: 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 personnel in any live or online basic seminars/trainings on GAD offered by various organizations and the Department	Number of GAD-related trainings/ programs conducted or participated in by Post's personnel - At least 1 activity per office	Chongqing PCG: Accomplishment found in another GAD PAP, Copenhagen PE: Participation to the GAD Assembly in Manila on Nov 2022. Participation/attendance of both GFPO and Alternate to 3 online GAD-related activities (PGA FSP Focus Discussion Group in Aug Online GPB and Budgeting in Oct GAD Agenda Development Workshop), Damascus PE: Attended GAD Assembly. Drafting of the DFA GAD Agenda on 23-25 November 2022, Doha PE: GFPO attended GAD Assembly, Geneva PM Mission issued 13 social media campaigns as well as four (4) press releases on activities held in celebration of the National Women's Month 2022 and other activities on women empowerment and gender equality, Geneva WTO PM: Attended GAD Assembly, Harari PE: GFPO attended the Online Gender-Fair Language, Webinar on GPB and HGDD, GAD Assembly, PGA Activities, Honolulu PCG: 7 Personnel completed the the PCG GAD Training Needs-Assessment Survey in September (1 hr each) 4 personnel completed the DFA-wide GAD Survey in October (1 hr each) GAD Alternate FPO completed the Online Course on Gender-Fair Language, Batch 03-2022, 05-12 August (20 hrs) GAD Alternate FPO participated the Online GAD Agenda Development Workshop on 09 November (2 hrs) and GAD Alternate FPO participated the 3rd Participatory Gender Audit (PGA) and GAD Assembly, 23-25 November in Manila (24 hrs)	4,647,316.15 GAA	1,862,382.75 GAA	Chongqing PCG Copenhagen PE Damascus PE Dhaka PE, Doha PE, Geneva PM, Geneva WTO PM, Harari PE, Honolulu PCG, Barcelona PCG	Done, Dhaka PE, Barcelona PCG were not able to conduct/participate in GAD PAP. 8 offices conducted and/or participated in at least 1 GAD-related trainings/programs for its personnel.
122	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	MFO: 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 personnel in any live or online basic seminars/trainings on GAD offered by various organizations and the Department	Number of GAD-related trainings/ programs conducted or participated in by Post's personnel - At least 1 activity per office	Islamabad PE: Attendance to the Launch of Climate Change Gender Action Plan (ccGAP) of Pakistan (GFPO and At GFPO), International Conference on Pakistan Export Potential- Women led Businesses, Istanbul PCG: 1 personnel joined the Online Capacity Building on GPB and HGDD, 17 October 2022 (3 hours), 1 Personnel participated in the Participatory Gender Audit, Gender and Development Assembly, 23 to 25 November 2022 (17 hours), 10 Personnel participated in the seminar on Psychological First Aid, Crisis Intervention and Self-Care, Jakarta PE: Attendance and participation of Embassy personnel to 7 GAD-related webinars, trainings and events, Jeddah PCG: Financial Literacy Webinar: Leading Women Towards Self-Sufficiency 28 March 2022, Kuwait PE: Accomplishment found in another GAD PAP, Lisbon PE: International Bazaar of the Diplomatic Corps, 11-12 November 2022 featuring PH products made by Women in rural communities, London PE: Regular information dissemination on GAD issues and concepts, including relevant legislation, to Embassy personnel, Conduct of one (1) personal safety seminar and one (1) basic first aid seminar for Embassy personnel, ISU Conducted 1 seminar, with a total of 12 participants from ISU. The VAWC lecture explained what constitutes acts of VAWC, the penalties prescribed therein, and how protection orders work, Madrid PE: Four (4) female Embassy personnel who participated in the 2022 GAD Language Program in Spanish and GFPO online GAD Agenda Development Workshop and GAD Assembly Los Angeles PCG: LA PCG organized a film screening for Posts personnel and dependents entitled "The Woman King"	2,700,373.82 GAA	2,067,352.36 GAA	Islamabad PE, Istanbul PCG, Jakarta PE, Jeddah PCG, Kuwait PE, Lisbon PE, London PE, Los Angeles PCG, ISU, Madrid PE	Done, 10 offices conducted and/or participated in at least 1 GAD-related trainings/programs for its personnel.
123	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	MFO: 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 personnel in any live or online basic seminars/trainings on GAD offered by various organizations and the Department	Number of GAD-related trainings/ programs conducted or participated in by Post's personnel - At least 1 activity per office	Manado PCG: GFPO / AGFPO attended three (3) training sessions of HRMO-GAD, which aided in Post's timely and accurate submission of its GPB and GAD AR, Manama PE: Participation of GAD Focal Person and GAD Alternate on Gender and Development trainings, Melbourne PCG: The personnel of the Consulate participated in 6 capacity-training and activities during the year, Milan PCG: Participated in Online Focus Group Discussions for the 3rd Participatory Gender Audit on 22 Aug 2022, Nairobi PE: Webinar on Women's Empowerment in the World of Work in Fragile Settings on 22 March 2022, organized by DFA, Oslam, and Canadian Embassy, New York PCG: Attendance to the 2022 GAD Workshop and Seminar held in Manila on 23-25 November 2022. The discussions were echoed to Consulate personnel, Osaka PCG: Echo briefing to some of its Osaka PCG personnel, in one of its regular meetings at the Consulate, regarding the Senate Hearing on Sexual Trafficking Issues by the Committee on Women, Children, Family Relations, and Gender Equality, New York PM: GFPO attended GAD Assembly, Muscat PE: GFPO participation in the 3rd Participatory Gender Audit (PGA) - Gender and Development (GAD) Assembly	2,416,231.74 GAA	937,665.51 GAA	Manado PCG, Manama PE, Melbourne PCG Mexico PE, Milan PCG, Muscat PE, Nairobi PE, New York PCG, Osaka PCG, New York PM	Done, Mexico PE was not able to conduct/participate in GAD PAP, 9 offices conducted and/or participated in at least 1 GAD-related trainings/programs for its personnel.

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124	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	MFO: 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 personnel in any live or online basic seminars/trainings on GAD offered by various organizations and the Department	Number of GAD-related trainings/ programs conducted or participated in by Post's personnel - At least 1 activity per office	Ottawa PE: Attended GAD Assembly. Phnom Penh PE: Attended GAD Assembly, Port Moresby PE: 7 personnel attended GAD-related seminars for a total of 26 hours. 4 Embassy personnel worked on GAD-related PAPs at Post. GFPO attended GAD Assembly in Manila, Prague PE: GFPO and Alternate GFPO of the Embassy attended in the webinars headed by GAD (GAD Planning and Budgeting, Participatory Gender Audit (PGA) Focus Group Discussion and GAD Assembly). Beirut PE: Participated in GAD Assembly from 23 to 25 November 2022. Participated in GAD Agenda Development Workshop on 9 November 2022. Participated in Participatory Gender Audit 28 October 2022, Pretoria PE: Art and Wellness Workshop Basic Painting Skills Program, Rabat PE: Attended GAD Assembly, San Francisco PCG: Post attended various GAD seminars and forum and participated in I/II for PGA, Santiago PE: Participation in GAD trainings/online seminars organized by the Home Office (actual, online or modular), Singapore PE: 4 GAD-related activities participated in by GFPO, Alternate GFPO and Embassy personnel	1,802,689.43 GAA	1,954,664.15 GAA	Ottawa PE, Phnom Penh PE, Port Moresby PE, Prague PE, Beirut PE, Pretoria PE, Rabat PE, San Francisco PCG, Santiago PE, Singapore PE	Done, 11 offices conducted and/or participated in at least 1 GAD-related trainings/programs for its personnel.
125	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	MFO: 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 personnel in any live or online basic seminars/trainings on GAD offered by various organizations and the Department	Number of GAD-related trainings/ programs conducted or participated in by Post's personnel - At least 1 activity per office	Tehran PE: 7 online trainings and 2 face-to-face seminars on GAD attended, Tel Aviv PE: The workshops are crucial in providing knowledge to the personnel regarding GAD issues and concerns. The Hague PE: GAD Agenda Development Workshop on 9 Nov, Participatory Gender Audit and GAD Assembly in Manila from 23-25 Nov, ATN Workshop and Consultation from 28 Nov-2 Dec in Manila with one-full day dedicated on gender-related issues and concerns of migrant workers (i.e. trafficking of women, Active engagements in two Asia Group meetings organized by the Canadian Embassy in The Hague to discuss gender equality issues at the OPCW, Toronto PCG: Attendance of GAD Alternate Focal Person in the GAD training held in Manila, Vatican PE: GAD Trainings conducted by HQ attended, Vienna PE/PM: Post delivered 25 country statements before Vienna-based international organizations, Currently 2 female officers and 3 Staff officers/employees attend and actively participate in multilateral meetings/conferences, Vientiane PE: personnel registered for the Run for Children Campaign and walked for 3 miles in support of the Lao Friends Hospital for Children a pediatric hospital in Luang Prabang, Laos, where all proceeds of the charity run went to, Warsaw PE: Planning session on GAD with personnel, Washington DC PE: Participated in various GAD trainings conducted by the Department, Participation of 1 officer in the Women in Leadership program of Cornell University	2,415,838.28 GAA	4,521,680.98 GAA	Tehran PE, Tel Aviv PE, The Hague PE, Toronto PCG, Vancouver PCG, Vatican PE, Vienna PE/PM, Vientiane PE, Warsaw PE, Washington DC PE	Done, Variance in costing due to the inclusion of the cost of time spent of personnel who participated in/conducted the GAD PAP. 10 offices conducted and/or participated in at least 1 GAD-related trainings/programs for its personnel.
126	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	MFO: 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 personnel in any live or online basic seminars/trainings on GAD offered by various organizations and the Department	Number of GAD-related trainings/ programs conducted or participated in by Post's personnel - At least 1 activity per office	Xiamen PCG: Webinar on Developing Migration for Women: Moving Towards Gender-Responsive Migration Governance under a Philippine Department of Migrant Workers, organized by United Nations Institute for Training and Research and University of the Philippines, 31 March 2022, Yangon PE: Accomplishment found in another GAD PAP, Hong Kong PCG: Attended GAD trainings organized by the Home Office, Rome PE: One seminar on anti-sexual harassment was conducted on 21 October 2022 attended by 25 personnel (8 male and 17 female), Paris PE: Participation of 2 female participants to DFA webinar, Participation of GFP in the online GAD Agenda Development Workshop, participation of GFP in GAD Assembly, Stockholm PE: Participation of GAD Focal Person and GAD Alternate Focal Person at GAD Assembly from 23 to 25 November 2022, OCA, OCA GAD Self-Defense Training was held at the Bulwagang Apolinario Mabini, DFA Main Office on 10 December 2022, Macau PCG: One (1) GAD-related training participated in by Post's personnel, Wellington PE: 2021 Gender Attitudes Survey Launch by the National Council for Women in New Zealand on Mar 1, Online session on Womens Empowerment in the World of Work in Fragile Settings held on March 23 (ILO side-event at the 66th session of the Commission on the Status of Woman), Virtual session on UN DGC Youth-led Civil Society Chat Series - Equal Work, Equal Pay: Reducing the Gender Pay Gap w/c featured speakers from civil society organizations, youth-led groups and UN entities held on Mar 24	1,704,814.82 GAA	1,529,360.75 GAA	Wellington PE, Xiamen PCG, Yangon PE, Hong Kong PCG, Rome PE, Paris PE, Stockholm PE, OCA, Macau PCG	Done, 9 offices conducted and/or participated in at least 1 GAD-related trainings/programs for its personnel.
127	Section 26 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 DFA Participatory Gender Audit, personnel, mostly women, expressed feeling overburdened due to work demands, physically and psychologically	To address health concerns of women personnel and achieve work-life balance	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of workplace health promotion and well-being programs for Post/Office's personnel to address the feeling of burnout due to work demands to mitigate the effect of COVID-19 on the mental health of women personnel, in partnership with local health organizations	Number of activities conducted - At least 1 per office	Frankfurt PCG: Provided support for one (1) pregnant employee to reduce stress throughout pregnancy, accommodating time-off for doctor's appointments, offering flexible work options and creating an inclusive organizational climate. Provided information and guidance on educational benefits/opportunities to two (2) women employees with school-age dependents, Berna PE: Safe Spaces Act Seminar held on 17 December 2022, Capacity Building Seminar held back to back with Safe Spaces Act Seminar on 17 December 2022, Houston PCG: Women personnel are ensured of their welfare and security. It also lessened their work burden which assisted them function effectively in their duties and obligation at home, Santiago CO: Attended Mabini Dialogue- Commanding the Wind: Women as central figures in the fight of climate change, NCR South CO: CO participated in Project DFA Resilience: Cultivating Mindfulness, Self-Awareness, Empathy and Engagement through Meditation, Clarin CO: Conducted activity addressing health concerns of women by providing hygiene kits	1,619,665.46 GAA	1,144,303.77 GAA	Frankfurt PCG, San Nicolas CO, La Union CO, Moscow PE, Berna PE, Houston PCG, Santiago CO, NCR South CO, DFA Mindanao, Clarin CO	Done, San Nicolas CO, La Union CO, Moscow PE, DFA Mindanao were not able to conduct GAD PAP. 6 offices were able to conduct at least 1 workplace health promotion and well-being programs to address the multiple burden of its personnel, especially women.

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128	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 DFA Participatory Gender Audit, personnel, mostly women, expressed feeling overburdened due to work demands, physically and psychologically	To address health concerns of women personnel and achieve work-life balance	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of workplace health promotion and well-being programs for Post-Office's personnel to address the feeling of burnout due to work demands to mitigate the effect of COVID-19 on the mental health of women personnel, in partnership with local health organizations	Number of activities conducted - At least 1 per office	Guangzhou PCG Post conducted an activity for all its personnel including local hires to enhance work camaraderie, Berlin PE Setup and furnishing of children's room in the Embassy, Sydney PCG Post held a face-to-face stress management training with Ms Pia Anna Ramos for its personnel at the premises of the Consulate. This activity addressed stress and anxiety, as women are more likely to be stressed than men, ASEAN Conducted a GAD Workshop during the annual ASEAN Teambuilding and Wellness Activity, NCR Central CO Mandatory Leave is fully consumed by all personnel, Angeles CO All Female employees/ Applicants received a Token in celebration of Womens Month and Valentines Day	1,800,531.69 GAA	1,157,969.71 GAA	Guangzhou PCG, Dubai PCG, Berlin PE, Sydney PCG, Butuan CO, ASEAN NCR Central CO, Davao CO, General Santos CO, Angeles CO	Done, Dubai PCG, Butuan CO, Davao CO, General Santos CO were not able to conduct GAD PAP, 7 offices were able to conduct at least 1 workplace health promotion and well-being programs to address the multiple burden of its personnel, especially women.
129	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 DFA Participatory Gender Audit, personnel, mostly women, expressed feeling overburdened due to work demands, physically and psychologically	To address health concerns of women personnel and achieve work-life balance	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of workplace health promotion and well-being programs for Post-Office's personnel to address the feeling of burnout due to work demands to mitigate the effect of COVID-19 on the mental health of women personnel, in partnership with local health organizations	Number of activities conducted - At least 1 per office	Bacolod CO: Only 4 out of COs 15 personnel have availed of their APE for 2021, with 3 out of 4 being women, Dumaguete CO: all 16 CO Dumaguete organic personnel were able to attend the seminar on Mental Stress, Resilience and Well-being, conducted by Dr. Angelo Jesus Vicente V. Arias, Psychiatrist, San Pablo CO: Processor, Mr. Lester R. Ledesma attended the Regional MOVE Conversion 2022 conducted by OSVD on 29 November 2022, Mer Opposed to Violence Everywhere, Tacloban CO: activities pumped up the heart rate, shoot up the endorphins and improved the teamwork and harmonious relationship among CO staff, Tuguegarao CO: 2 CO Personnel participated in the celebration of the Breast Cancer Awareness Month conducted by the Local Government of Tuguegarao City, Zamboanga CO: Participation of 4 personnel in the Webinar on Mental Health and Resilience amidst the Pandemic, ASPAC: One (1) personnel was granted Magna Carta leave for a reproductive health-related procedure	667,877.13 GAA	382,089.90 GAA	Bacolod CO, Baguio CO, Cagayan De Oro CO, Calasiao CO, Legazpi CO, Paniqui CO, Cotabato CO (now Kidapawan CO) were not able to participate in/conduct a GAD PAP, 7 offices were able to conduct at least 1 workplace health promotion and well-being programs to address the multiple burden of its personnel, especially women.	
130	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 DFA Participatory Gender Audit, personnel, mostly women, expressed feeling overburdened due to work demands, physically and psychologically	To address health concerns of women personnel and achieve work-life balance	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of workplace health promotion and well-being programs for Post-Office's personnel to address the feeling of burnout due to work demands to mitigate the effect of COVID-19 on the mental health of women personnel, in partnership with local health organizations	Number of activities conducted - At least 1 per office	DLLU Conducted one (1) training entitled Self-Defense Training for DFA Personnel and the training was attended by DFA officials and employees with a total of 26 attendees, IAS Attended twelve (12), and conducted three (3) seminars and workshop on mental health and well-being, HRMO: 146 female participants for Project DFA Resilience and 106 women personnel availed counseling session for year 2022, OEA: Participation of OEA officers in Art for Mental Health activity during the Team Building Activity in June 2022, OMEAA/OMEAA conducted the Teambuilding and GAD Activity on 26-27 November 2022, 100% of OMEAA's women personnel participated in various sport activities where they developed good teamwork, camaraderie and awareness to be more gender-responsive in attending these kind of activities, OUA: Conducted a two-day seminar on Wellness practices and lecture on leading a work-life balance and Tanghalan at Kapitan Para sa Kababaihan, Celebrating and Supporting the Filipina (and Filipino) Entrepreneurs.	3,135,312.40 GAA	2,117,182.25 GAA	DLLU, IAS, HRMO, MOAO, OEA, OFMS, OMEAA, OP, OUA, OUCSCA	Done, MOAO, OFMS, OUCSCA were not able to conduct GAD PAP, 7 offices were able to conduct at least 1 workplace health promotion and well-being programs to address the multiple burden of its personnel, especially women.
131	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 DFA Participatory Gender Audit, personnel, mostly women, expressed feeling overburdened due to work demands, physically and psychologically	To address health concerns of women personnel and achieve work-life balance	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of workplace health promotion and well-being programs for Post-Office's personnel to address the feeling of burnout due to work demands to mitigate the effect of COVID-19 on the mental health of women personnel, in partnership with local health organizations	Number of activities conducted - At least 1 per office	OUBRAA UBRAA Team Building Activity - 10 personnel, OPDC GAD activity included in the Team Building Activity, OVS, Conducted Wellness Activity - Mixed Fit exercises on 03 September 2022, UNIO Accomplishment included in another GAD PAP, OAMSS: Participation of Property Officers in the Foreign Service Posts and Consular Offices and video production of instructional guidelines of ERPC/PE and The 2022 NVMC streamer was posted in the DFA lobby TV, and two (2) 2022 NVMC streamers were printed and each was placed in front of the DFA Main Gate and at the round-about the whole month of March in celebration of NVMC, Agana PCG: Workplace health promotion activity, Amman PE conducted workplace health promotion activity to personnel, Ankara PE: GAD Focus Group Discussions for the 3rd Participatory Gender Audit on 22 August 2022, Athens PE: Virtual GAD trainings attended by personnel, OUMAER: Instead of a Health Care Support, the GAD Team organized a Team Building Activity which included an onsite entrepreneurial immersion at a woman-owned, -founded and -managed business, Sonya's Garden	1,777,418.74 GAA	1,759,454.16 GAA	OUMAER, OUBRAA, OPDC, OVS, UNIO, OAMSS, Agana PCG, Amman PE, Ankara PE, Athens PE	Done, 10 offices were able to conduct at least 1 workplace health promotion and well-being programs to address the multiple burden of its personnel, especially women.
132	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 DFA Participatory Gender Audit, personnel, mostly women, expressed feeling overburdened due to work demands, physically and psychologically	To address health concerns of women personnel and achieve work-life balance	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of workplace health promotion and well-being programs for Post-Office's personnel to address the feeling of burnout due to work demands to mitigate the effect of COVID-19 on the mental health of women personnel, in partnership with local health organizations	Number of activities conducted - At least 1 per office	Brno PE: After-office badminton games as workplace health promotion activity for personnel, Brussels PE: Post held a one-day team building activity in Luxembourg on 8 October 2022, Buenos Aires PE: Conducted Gender Sensitivity Fitness Program (Tai Chi sessions), Cairo PE: Cultural immersion involving all of Post's personnel enabling all to form bonds to improve office relations, Caserta PE: Accreditation of additional two Embassy personnel as Mental Health First Aid providers bringing total to six (6) personnel, Accreditation of eleven (11) personnel in essential skills, training and knowledge during emergency situations (1) Cardio-Pulmonary Resuscitation (CPR), (2) Basic Emergency Life Support and (3) First Aid, Chicago PCG: The Consulate held a bowling tournament on 14 October 2022 as part of the well-being program for its personnel (9 female and 11 male), Baghdad PE: PPE and medical support for three (3) Baghdad PE's Local Hires	1,594,809.00 GAA	996,552.73 GAA	Baghdad PE, Bangkok PE, Beijing PE, Brno PE, Brussels PE, Budapest PE, Buenos Aires PE, Cairo PE, Casbera PE, Chicago PCG	Done, Bangkok PE, Beijing PE, Budapest PE were not able to conduct GAD PAP, 7 offices were able to conduct at least 1 workplace health promotion and well-being programs to address the multiple burden of its personnel, especially women.

1	2	3	4	5	6	7	8	9	11	12
Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
133	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 DFA Participatory Gender Audit, personnel mostly women, expressed feeling overburdened due to work demands, physically and psychologically	To address health concerns of women personnel and achieve work-life balance	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of workplace health promotion and well-being programs for Post/Office's personnel to address the feeling of burnout due to work demands to mitigate the effect of COVID-19 on the mental health of women personnel, in partnership with local health organizations	Number of activities conducted - At least 1 per office	2,186,087.50 GAA	2,474,169.80 GAA	Chongqing PCG, Damascus PE, Dhaka PE, Doha PE, Geneva WTO PM, Honolulu PCG, Barcelona PCG, Jakarta PE, Jakarta PM, Jeddah PCG	Done, Dhaka PE was not able to conduct GAD PAP. Variance in costing due to the inclusion of the cost of time spent of personnel who participated in/conducted GAD PAPs. 9 offices were able to conduct at least 1 workplace health promotion and well-being programs to address the multiple burden of its personnel, especially women.
134	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 DFA Participatory Gender Audit, personnel mostly women, expressed feeling overburdened due to work demands, physically and psychologically	To address health concerns of women personnel and achieve work-life balance	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of workplace health promotion and well-being programs for Post/Office's personnel to address the feeling of burnout due to work demands to mitigate the effect of COVID-19 on the mental health of women personnel, in partnership with local health organizations	Number of activities conducted - At least 1 per office	1,747,506.49 GAA	1,233,091.75 GAA	Lisbon PE, London PE, ISU, Madrid PE, Manado PCG, Manama PE, Melbourne PCG, Mexico PE, Milan PCG, Muscat PE	Done, Lisbon PE, London PE, ISU, Mexico PE were not able to conduct GAD PAP. 6 offices were able to conduct at least 1 workplace health promotion and well-being programs to address the multiple burden of its personnel, especially women.
135	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 DFA Participatory Gender Audit, personnel mostly women, expressed feeling overburdened due to work demands, physically and psychologically	To address health concerns of women personnel and achieve work-life balance	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of workplace health promotion and well-being programs for Post/Office's personnel to address the feeling of burnout due to work demands to mitigate the effect of COVID-19 on the mental health of women personnel, in partnership with local health organizations	Number of activities conducted - At least 1 per office	1,636,003.11 GAA	963,656.49 GAA	Nairobi PE, New York PM, Ottawa PE, Phnom Penh PE, Port Moresby PE, Prague PE, Beirut PE, San Francisco PCG, Santiago PE, Seoul PE	Done, New York PM, Port Moresby PE, Beirut PE, San Francisco PCG were not able to conduct GAD PAP. 7 offices were able to conduct at least 1 workplace health promotion and well-being programs to address the multiple burden of its personnel, especially women.
136	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 DFA Participatory Gender Audit, personnel mostly women, expressed feeling overburdened due to work demands, physically and psychologically	To address health concerns of women personnel and achieve work-life balance	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of workplace health promotion and well-being programs for Post/Office's personnel to address the feeling of burnout due to work demands to mitigate the effect of COVID-19 on the mental health of women personnel, in partnership with local health organizations	Number of activities conducted - At least 1 per office	1,253,429.21 GAA	1,959,448.04 GAA	Shanghai PCG, Singapore PE, Tehran PE, Tel Aviv PE, The Hague, Toronto PCG, Tripoli PE, Vancouver PCG, Vienna PE/PM, Vientiane PE	Done, Tel Aviv PE was not able to conduct GAD PAP. 9 offices were able to conduct at least 1 workplace health promotion and well-being programs to address the multiple burden of its personnel, especially women.
137	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 DFA Participatory Gender Audit, personnel mostly women, expressed feeling overburdened due to work demands, physically and psychologically	To address health concerns of women personnel and achieve work-life balance	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of workplace health promotion and well-being programs for Post/Office's personnel to address the feeling of burnout due to work demands to mitigate the effect of COVID-19 on the mental health of women personnel, in partnership with local health organizations	Number of activities conducted - At least 1 per office	2,230,972.86 GAA	5,821,239.30 GAA	Warsaw PE, Washington DC PE, Yangon PE, Hong Kong PCG, Kuala Lumpur PE, Rome PE, OCA, Riyadh PE	Done, Variance in costing due to the inclusion of the cost of time spent of personnel who participated in/conducted the GAD PAP. 7 offices were able to conduct at least 1 workplace health promotion and well-being programs to address the multiple burden of its personnel, especially women.

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138	Sec. 38 Rule VI RA 9710 or the Magna Carta of Women - (Institutional Mechanisms Item No. 5 - Monitoring and Evaluation of the Implementation and Budget Utilization of GAD Plans and Programs	Audit of GAD Funds to determine Consular Offices (COs) and Foreign Service Posts (FSP) Programs, Activities, and Projects (PAPs) or attributions relating to gender and development	To evaluate the Department's compliance with existing laws and regulations on GAD	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of Compliance and Management Audits to evaluate COs and FSPs' Gender and Development Programs.	Number of audit reports and/or observations produced- At least 20	Conduct of Compliance and Management Audits (including GAD programs) of eleven (11) Consular Offices and Drafted nine (9) GAD-related reports and Spearheaded participation in eight (8) GAD-related training/ seminars.	200,000.00 GAA	1,106,033.05 GAA	Internal Audit Service	Done. Cost of team leader and auditors participation in GAD audits based on Salary Attribution and cost of GFPS involvement in gender mainstreaming and implementation of GAD PAPs based on Salary Attribution
139	Section 4.2 of the PCW-NEDA-DBM Joint Circular 2012-01 (Capacity 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	Limited access to capacity building initiatives and lessons on gender mainstreaming for DFA personnel	Increase access to capacity building initiatives and lessons on gender mainstreaming for DFA personnel	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Improvement and development of online GAD courses in the Department's Learning Management System (LMS)	Number of GAD courses reviewed and developed in the Department's LMS- At least 1	Online Gender Sensitivity Training (GST) Course was reviewed and updated based on the feedback of learners who took the course from FY 2020-2021. Meanwhile, an Online Course on Sexual Harassment Awareness and Prevention was developed as part of the Department's Anti-Sexual Harassment Campaign which aims to build and maintain a safe workplace for all.	1,000,000.00 GAA	978,000.00 GAA	Human Resources Management Office	Done. The online courses mentioned will be deployed in the first quarter of FY 2023 to DFA personnel.
140	Section 22 of the Magna Carta of Women- Right to Decent Work: The State shall ensure support services that will enable women to balance their family obligations and work responsibilities including, but not limited to, the establishment of day care centers and breastfeeding stations at the workplace, and providing maternity leave pursuant to the Labor Code and other pertinent laws	Limited equipment/amenities and support for DFA personnel whose children are enrolled in the Daycare and personnel who are first time mothers	Increase in number of equipment and support in the Daycare services in the Department and to personnel who are first time mothers	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Purchase of Daycare Materials/Equipment and Maternity kits for first time mothers	Number of daycare materials/equipment procured- At least 50 Number of maternity kits procured- At least 50	Conducted 12 various art workshop with materials for daycare enrollees and parents Actively for maternity kits did not push through due to failed bidding/procurement	1,200,000.00 GAA	404,998.00 GAA	Human Resources Management Office	Done. Purchase of maternity kits did not push through due to failed bidding/procurement.
141	Section 11 (g) of the Magna Carta for Women - ensure the opportunity of women to represent their government at the international level and to participate in the work of international organization	Limited number and involvement of women in ASEAN and AICHR meetings, conferences and other related activities	Increased women participation and representation in ASEAN and AICHR meetings, conferences and other related activities	MFO: Diplomatic and Consular Services	Monitor the number of women participating in ASEAN and AICHR meetings, conferences, and other related activities	Number of meetings attended with participation of women - At least 20 - At least 1	Attended/organized over 60 meetings in 2022, with women as heads of delegation for over 24 meetings, and participated as members of the PH delegation in over 36 meetings.	100,000.00 GAA	0.00 GAA	Office of ASEAN Affairs	Done. Due to the change in formats of most meetings/workshops, from face to face to virtual, no costs were incurred.
142	Section 36 of RA 9710, Magna Carta of Women (c) Generation and Maintenance of GAD Database. All departments, including their attached agencies, offices, bureaus, state universities and colleges, government-owned and -controlled corporations, local government units, and other government instrumentalities shall develop and maintain a GAD database containing gender statistics and sex-disaggregated data that have been systematically gathered, regularly updated, and subjected to gender analysis for planning, programming, and policy formulation.	Lack of appreciation in using sex and age disaggregated data on migrant workers availing passport, civil registry and assistance to nationals in addressing gender sensitive issues	Improve the planning of projects and programs and to improve consular services and provide improved consular services to exceptional sectors such as pregnant women, single parent, minors and senior citizens	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Collection and establishment of Database for Sex and Age Disaggregated Data (SADD) among clients availing passport especially migrant workers, civil registry, assistance to nationals including the exceptional sectors	Number of SADD database established and maintained - At least 1 per office	Tokyo PE: Client Management System -an ICT program of Post which generates a database on all consular services provided to clients. OTLA: 1 sex-disaggregated database maintained, OUCSCA: Continuous submission by Posts of Sex- and Age-Disaggregated data of Overseas Filipinos availing of Consular Services at FSPs. Vienna PE:PM. Timely submission of the semi-annual report to Congress bearing accurate information collected from official sources. Rome PE: One personnel handles Post's VAW Desk An alternate VAW Desk officer was also designated, along with a supervisor and One database established covering all jurisdictions: Italy, Malta, Albania, and San Marino. Frankfurt PCG: Submitted Reports to Congress from January to October 2022. Sex disaggregated data for consular services are collected and submitted on an annual basis. Updated the Contingency Plan with additional inputs on the ongoing coronavirus pandemic and health measures for PCG personnel, Jakarta PE: An updated and regularly maintained SADD database of Overseas Filipinos availing consular services at Post	3,126,905.04 GAA	534,934.01 GAA	Tokyo PE, Butuan CO, OPCC, OTLA, OUCSCA, Damascus PE, Vienna PE/PM, Rome PE, Frankfurt PCG	Done. Butuan CO, OPCC, Damascus PE were not able to conduct GAD PAP. 6 offices were able to establish its respective SADD database.
143	The DFA GAD-Agenda 2019-2022 states that another Participatory Gender Audit shall be conducted on 2022 to feed into the next DFA strategic Plan and succeeding GAD Agenda of the Department	Limited strategies for the Department in the integration of GAD PAPs in the GAD Agenda and in DFA's over-all nexus of processes	GAD PAPs in the GAD Agenda fully integrated in DFA's over-all nexus of processes	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Conduct of the 3rd Participatory Gender Audit in the Foreign Service Posts, Consular Offices, and Offices in the Home Office	Number of gender audit conducted- At least 1	Procured Highly Technical Consultant for the conduct of the 3rd PGA and conducted data gathering activities such as Key Informant Interviews, Focus Group Discussions, and Participatory Workshops to DFA personnel as part of the Third Participatory Gender Audit from August to December 2022. As of Q4 of 2022, a GAD Assembly was conducted last 23-26 November 2022, which was participated by all GFPOs from HO, CO, and FSPs and the GAD Agenda 2023-2028 was drafted	3,000,000.00 GAA	6,163,623.00 GAA	Human Resources Management Office	Done. Variance in costing was due to the realignment of funds from other GAD PAPs to fund the conduct of activities for the PGA.

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144	The DFA 2018 Participatory Gender Audit results showed that DFA personnel have feelings of stress and burnout	Almost all participants of the audit expressed feelings of multiple burden/overburdened due to the demands of work (physically psychologically)	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Training of Coaches for Transition Coaching and Certification of Internal Coaches	Number of trainings conducted- At least 1 training Number of certified internal coaches- At least 5	Participation 6 DFA personnel in the online Transformative Coaching Program provided by Coach Masters Academy (CMA) 5 personnel certified as Transformative Coach (May to September 2022)	2,500,000.00 GAA	448,800.00 GAA	Human Resources Management Office	Done. Actual Cost refers to the registration fee of the participants to CMA's Transformative Coaching Program. Variance in the actual cost from the approved budget was due to the non-conduct of the Training for Internal Coaches. The remaining budget was transferred to the Conduct of 3rd PGA instead.
145	Gender and Development (GAD), Gender Equality and Women Empowerment (GEWE), and Gender Mainstreaming are not yet fully understood by 100% of DFA personnel	Senior-level managers are unable to attend GAD-related training due to the many demands on their time and lack of awareness leads to gaps in mentoring across the board and lack of buy-in for gender mainstreaming and prioritizing GAD-related programs, projects, and activities.	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Gender responsive leadership training retreat for deputies in the Home Office, including executive Directors and Senior Special Assistants/Special Assistants	Number of participants- At least 40 Top Management Officials	Not conducted	2,000,000.00 GAA	0.00 GAA	Office of the Secretary	Not Done.
146	PH commitment to participate in international meetings/ events related to gender equality and women's empowerment	Limited engagement in ASEAN and AICHR meetings, conferences and other related activities on women and gender	MFO: Diplomatic and Consular Services	Attend ASEAN and AICHR meetings, conferences and other related activities on women and gender; ASEAN Dialogue on the UN Convention on the Rights of the Child Concluding Observations; AICHR Workshop on Best Practices in Promoting Indigenous and Traditional Knowledge in Responding and Adapting to the Impact of Climate Change; Regular or Special Meeting of the AICHR and workshops/seminars on human rights; Meetings under the ASEAN Socio-Cultural Community (ASCC) Pillar; ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW); ASEAN Senior Officials' Meeting on Health Development (SOMHD) Senior Officials Committee on ASCC (SOCA) and ASEAN Socio-Cultural Community (ASCC) Council Meeting and Related Meetings and Coordinating Conference on the ASEAN Socio-Cultural Community and ASEAN Health Ministers' Meeting	Number of number of meetings, conferences and other related activities on women and gender attended- At least 4	Attended/organized over 30 AICHR meetings in 2022. Attended ASCC pillar meetings in 2022 that discuss women and gender.	1,175,000.00 GAA	400,000.00 GAA	Office of ASEAN Affairs	Done. Due to the change in formats of most meetings/workshops, from face to face to virtual, costs differed greatly from the total budget.
147	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 engagement in regional/bilateral meetings, conferences and other related activities on women and gender	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Strengthen Philippine participation in regional and international meetings and conferences for the promotion of trade, investment, tourism, and services that lead to the country's economic development with components on women participation. (Participation in the Roundtable Meeting/ Negotiations on the Philippines-UAE Agreement on Promotion and Reciprocal Protection of Investments to be held in the United Arab Emirates.)	Number of outcome documents benefiting women produced in bilateral, regional and multilateral negotiations - At least 2	Not done	350,000.00 GAA	0.00 GAA	Office of Middle East and African Affairs	Not Done. Not included in Office's FY 2022 GAD AR submission

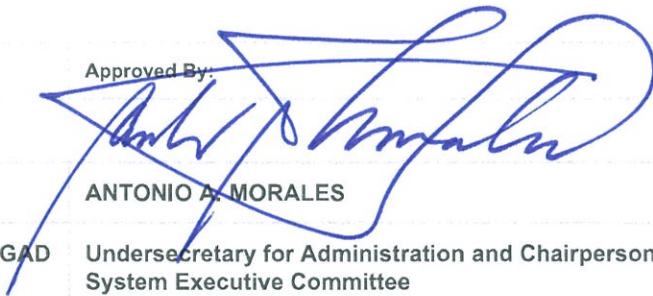
1	2	3	4	5	6	7	8	9	10	11	12
Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks	
148	The Philippine Mission to the United Nations and Other International Organizations in Geneva has the mandate to advance and mainstream PH core advocacies including on GAD in the Human Rights Council and other multilateral platforms such as on health migration, disaster risk reduction, trade and development, among others	The adoption of the 2030 Agenda for Sustainable Development highlighted the greater work needed at all levels to foster and accelerate multilateral action and partnerships on advancing gender equality and women empowerment.	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Provide GAD-related human rights recommendations to all countries under review during the Universal Periodic Review Participation in the negotiations process to support resolutions that have GAD aspect such as on Trafficking in Persons, youth, women, among others Facilitate in PH reporting dialogue on the status of implementation of relevant international human rights treaties/conventions which all have GAD components such as the CEDAW, ICRMW, CRC, CRPD, ICERD, ICESR, ICCPR, and CAT Debates and discussions in the multilateral fora Geneva PM will articulate PH good practices and experiences on GAD-related matters in the Human Rights Council sessions, World Health Assembly, etc Participate and/or co-sponsor relevant side events on GAD issues.	Number of GAD-related recommendations - At least 42 recommendations	The Philippines, through Geneva PGC, assisted two Filipino nationals with human trafficking cases, among others. The Philippines through Geneva PGC, conducted consular outreach to Filipinos including 13 women with passport related concerns in Lausanne and Vaud on 23 October 2022. Mission facilitated the Philippines participation in two (2) major human rights treaty body reporting. Mission facilitated the Philippines 4th Cycle Universal Periodic review of UN Human Rights Council on 14 November 2022. The Philippines highlighted progress made in advancing gender-equality as well as women and children empowerment and accepted 56 recommendations from member states aimed at further strengthening domestic frameworks for the promotion and protection of women and children's rights. Mission facilitated the 1-day Country Visit of the Special Rapporteur on the Sale and Exploitation of Children, Mme. Maria Fatma Singhateh, on 23 to 8 December 2022. Geneva PM supported / sponsored / co-sponsored 17 UN resolutions and other resolutions, declarations and other working papers in multilateral fora, among others. Issued GAD-related 46 recommendations and statements to 22 countries reviewed during the 40th UPR sessions held from 24 January to 11 February 2022, and 49th Human Rights Council (adoption of UPR Reports) held from 23 to 24 March 2022, and 41st Universal Periodic Review (UPR) sessions on 07-16 November 2022. Delivered 49 national/joint statements at the 49th, 50th, 51st Session of the Human Rights Council and the 35th Special Session of the HRC, as well as in other major multilateral meetings on health, migration, humanitarian/disaster risk reduction, disarmament, trade and development. PH co-sponsored/participated in eight (8) GAD-related side-events / meetings	196,077.06 GAA	2,468,520.07 GAA	Geneva PM	Done. Variance due to increase in staff time - inclusion of cost of time spent of personnel in the negotiations	
149	World Trade Organization Agreements lack provisions on gender equality, particularly those which highlight the important role that international trade plays to empower women economically especially rural women, women-led MSMEs, youth leaders and agripreneurs	The WTO Agreements only focus on providing preferential treatment based on Members' level of development, and not on any other factor (i.e. gender, etc.). Text highlighting "gender equality" or "women's economic empowerment" is incorporated in negotiations for future binding WTO rules (without prejudice to PH positions in other important negotiating bodies) support for activities of grassroots level groups in the Philippines which espouse free trade for women and the internationalization and trainings for women-led MSMEs and the agriculture sector.	MFO: Diplomatic and Consular Services	Continued active engagement in discussions/ negotiations in WTO committee to mainstream the concept of "trade and women's economic empowerment" at the WTO and to help identify potential content for a concrete MC13 deliverable or recommendations on key actions that will be implemented by the WTO - in any form that recognizes the importance of WTO's role in removing barriers to women's participation in trade. Support for NGOs and lobby groups promoting gender and development and gender and trade initiatives. Co-sponsoring projects and initiatives in the PH that promote women's economic empowerment	Number of meetings/workshops/ activities attended by WTO-PM personnel- At least 3	N/A	600,000.00 GAA	0.00 GAA	Geneva WTO PM	Not Done. Not Included in Post's FY 2022 GAD AR submission	
SUB-TOTAL							853,206,800.94	734,358,148.79	GAA		
TOTAL							853,206,800.94	734,358,148.79			

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Date

10/06/23