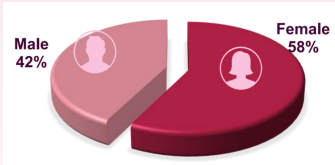




DEPARTMENT OF FOREIGN AFFAIRS GENDER STATISTICS

SEX-AGE PROFILE

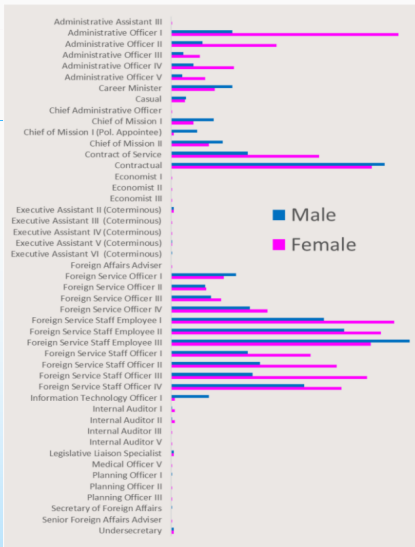


As of 30 September 2021, the DFA Personnel Database indicates that the majority of the workforce is female.

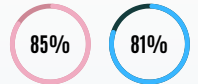
72% of the total number of personnel are in their reproductive age of 20s, 30s and 40s.

SEX/AGE GROUP	COUNT PER AGE GROUP
Female	1995
20s	558
30s	540
40s	433
50s	334
60s	127
70s	2
80s	1
Male	1468
20s	172
30s	424
40s	375
50s	334
60s	145
70s	17
80s	1
Grand Total	3463

EMPLOYMENT AND POSITION



6% of the female personnel are under Contract of Service (COS) as compared to only 4.2% of the male personnel.



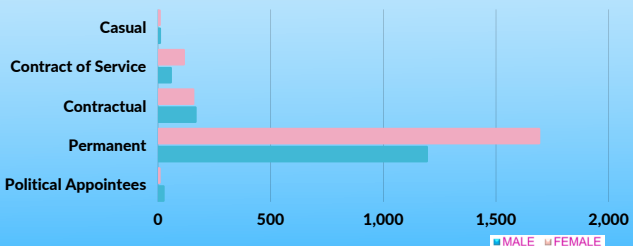
The percentage of females with permanent positions is higher compared to the percentage of males of their population.



The number and percentage of male personnel with contractual positions is higher compared to the number and percentage of female personnel in the same position.

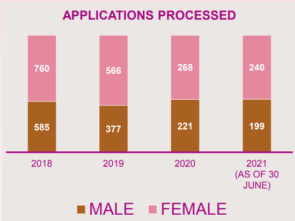


The number of male political appointees is more than double the number of female political appointees.



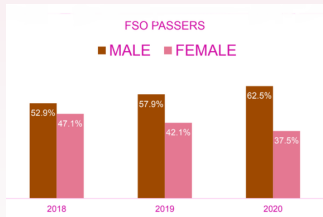


HIRING AND RECRUITMENT

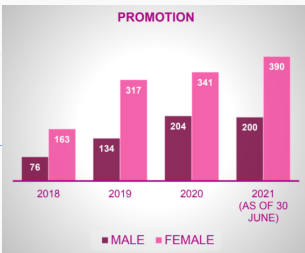


Data from January 2018 to June 2021 indicate that a higher number of applications were filed by female applicants and processed by the Recruitment Section.

Foreign Service Officer (FSO) Examinations conducted from 2018 to 2020 consistently recorded a higher percentage of male passers.

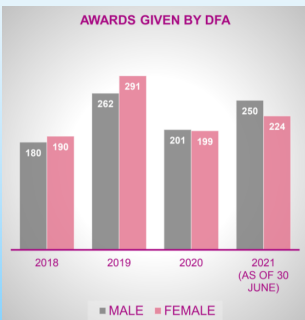


PROMOTIONS, SCHOLARSHIPS AND AWARDS



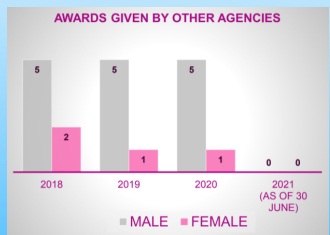
Given that they comprise majority of the DFA personnel, females consistently gathered the higher number of promotions from 2018 to 2021.

Scholarships accessed by personnel have been continuously dominated by females from 2018 to 2020. However, in 2021, males were granted more scholarships.



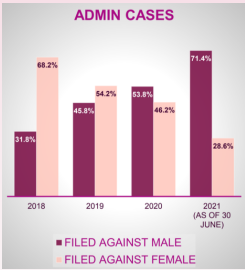
For awards given by DFA, majority of the awardees from 2018 to 2019 were females. For 2020 to 2021, more male personnel were recipients of awards.

For awards given by other agencies, the awardees were consistently more males.





ADMINISTRATIVE CASES

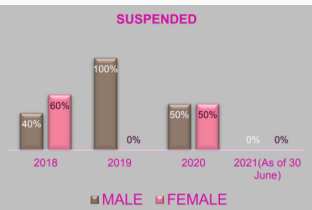
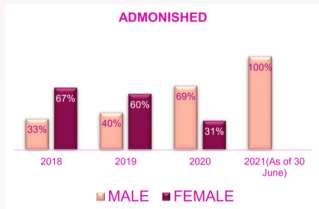


Data gathered from January 2018 to December 2019 show that more administrative cases were filed against female personnel. However, from January 2020 to 30 June 2021, more administrative cases were filed against male personnel.

The age range of female personnel complained of are in their 30s and 40s, while male personnel complained of are in their 50s and 60s.

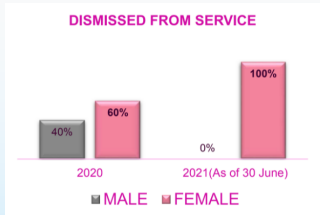
PENALTIES

In 2018 and 2019, there were higher percentages of female personnel who were admonished due to administrative cases.

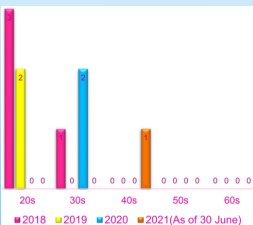


In 2018, 60% of personnel with administrative cases and meted the penalty of suspension were females. In 2019, 100% of the suspended personnel were males. However, in 2020, an equal number of female and male personnel were suspended.

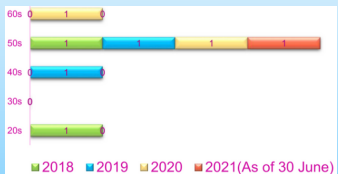
Available data showed that most of the personnel dismissed from service due to administrative cases were female.



SEXUAL HARASSMENT CASES



All sexual harassment complaints were filed by female personnel. The highest number of complaints filed was in 2018 with a total of 4.

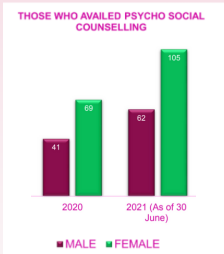


From January 2018 to 30 June 2021, records show that all cases of sexual harassment were filed against male personnel.

Most of the cases on sexual harassment were filed against male personnel under the age group of 50s.



BENEFITS AND WELFARE

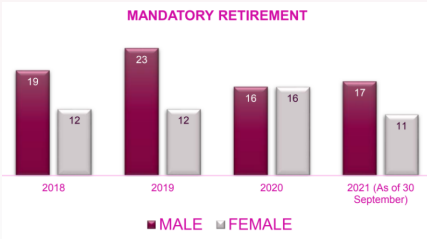


A total of 277 personnel availed of psycho-social counselling from January 2020 to 30 June 2021.

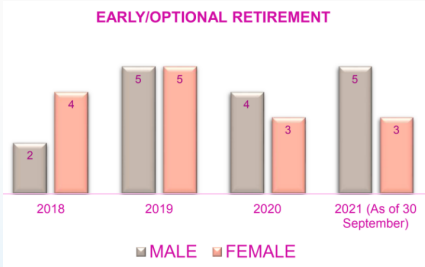
More female personnel accessed the psycho-social counselling.

Females in the age group of 30s and males in the age group of 40s comprise the highest number of personnel who availed of psycho-social counselling. However, based on records, there was an increase in the number of female personnel in their 20s who availed of counselling in the first half of 2021.

RETIREMENT BENEFITS

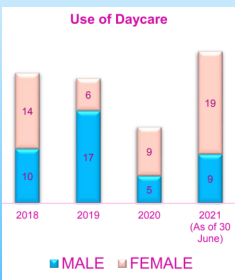


In the past 3 years, more male personnel reached the mandatory retirement age. This is expected, given that there are more male personnel in the 60s age range.



In 2018, more female personnel applied for early/optional retirement. Data for the following years show an increasing number of male personnel availing early/optional retirement.

DAYCARE & OTHER FACILITIES



Records show that both female and male personnel accessed the DFA's daycare facility.



Available data showed that in 2019, 7 breastfeeding mothers used the lactation rooms located in the DFA premises. However, in 2019, due to the Alternative Working Arrangements during the COVID-19 pandemic, only 2 personnel used the lactation rooms.



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