

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2023**

Reference: Endorsed GPB #2023-016342		Date Endorsed: Oct 06, 2023			
Organization: Department of Foreign Affairs		Organization Category: National Government, Line Agency			
Organization Hierarchy: Department of Foreign Affairs					
Total Budget/GAA of Organization:	20,175,159,000.00				
Actual GAD Expenditure	3,734,234,370.34	Original Budget	1,928,219,340.92		
		% Utilization of Budget	193.66		
% of GAD Expenditure:	18.51%				

	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 awareness among women OFs on their legal rights and jurisprudence on specific GAD-related issues	Increased awareness among women OFs on their legal rights and jurisprudence on specific GAD-related issues	MFO: Diplomatic and Consular Services and Support to Operations (STO)	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)	No. of legal opinions rendered - At least ten (10) for the year by personnel rendering the opinions	31 legal opinions, contract review, legal assistance and meetings attended on GAD-related matters	501,127.20 GAA	1,513,985.65 GAA	Office of Treaties and Legal Affairs	Done. Actual cost includes the attributed cost of time spent of personnel who worked on the GAD PAP
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 Overseas Filipinos 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 Overseas Filipinos 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 Overseas Filipinos	Number of information dissemination initiatives conducted/ organized - At least 1 activity per office	Information dissemination through seminars, lectures, meetings were conducted by 95 offices to make women OFs informed on programs, projects, policies, and laws that are intended and relevant to them	17,545,581.76 GAA	30,304,720.56 GAA	Consular Offices, Foreign Service Posts, Offices in the Home Office	Done. Variance in the actual cost is due to inclusion of the cost of time spent of personnel who worked on the GAD PAPs. Kindly see attached file for the activities conducted and their respective cost/expenditure.

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3	Section 26 of RA 9710, Magna Carta of Women (MCW) Right to information regarding policies on women including programs, projects and funding outlays that affect them shall be ensured	Limited access of women Overseas Filipinos to information on local employment and other economic opportunities and lack of information on budgeting, goal setting and financial planning	Increase access of women Overseas Filipinos 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 financial literacy activities to empower women Overseas Filipinos by building their financial awareness, knowledge, and skill and enable them to be financially self-reliant	Number of activities conducted - At least 1 activity per office	Financial literacy activities were conducted by 47 offices to empower women Overseas Filipinos to build their financial awareness, knowledge, and skill and enable them to be financially self-reliant	7,335,390.57 GAA	5,786,892.28 GAA	Consular Offices, Foreign Service Posts, Offices in the Home Office	Done. Kindly see attached file for the activities conducted and their respective cost/expenditure.
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 awareness on the sexual harassment and anti-sexual harassment initiatives	Increased awareness on sexual harassment and anti-sexual harassment initiatives among OFs particularly women	MFO: Diplomatic and Consular Services	Conduct of anti-sexual harassment initiatives through information dissemination initiatives (orientations, lectures, seminars, etc)	Number of activities conducted/organized - At least 1 activity per office	Anti-sexual harassment initiatives were conducted by 17 offices through information dissemination activities. Offices also established their respective Committee on Decorum and Investigation as a measure to address sexual harassment cases.	3,141,424.37 GAA	5,773,080.06 GAA	Consular Offices, Foreign Service Posts, Offices in the Home Office	Done. Variance in the actual cost is due to inclusion of the cost of time spent of personnel who worked on the GAD PAPs. Kindly see attached file for the activities conducted and their respective cost/expenditure.
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 awareness of women Overseas Filipinos to information on 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 awareness of women Overseas Filipinos to information on 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	MFO: Diplomatic and Consular Services	Conduct of information dissemination 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 in partnership with a medical institution in the Philippines or host country	Number of activities conducted - At least 1 activity per office	Information dissemination initiatives on the promotion of healthy lifestyle were conducted by 28 offices through programs and projects on the management, treatment and intervention of health problems affecting women in partnership with medical institutions	4,881,274.74 GAA	3,190,695.39 GAA	Consular Offices, Foreign Service Posts	Done. Kindly see attached file for the activities conducted and its corresponding costs.
6	Section 25 of RA 9710 or the Magna Carta of Women, Right to Decent Work, D. Conduct professional and personal development among women migrants through livelihood and skills development trainings, seminars, and scholarship grants; and mainstream entrepreneurship and GAD in skills training, counseling and other support services for the families of the migrants	Lack of opportunities for women Overseas Filipinos 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 for women Overseas Filipinos 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	Activities on livelihood and entrepreneurial skills were conducted by 47 offices for women Overseas Filipinos through series of workshops and lectures focused on women's skills enhancement	9,457,618.70 GAA	6,596,225.44 GAA	Consular Offices, Foreign Service Posts, Offices in the Home Office	Done. Kindly see attached file for the activities conducted and their respective cost/expenditure.

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7	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	Need to promote and advance gender equality and women empowerment in multilateral fora and global policy-making bodies	Philippines' successful and productive participation and engagement in the 67th Session of the United Nations Commission on the Status of Women including its side events and other related meetings and Philippines' successful and productive participation in other multilateral fora, symposia, and events that promote and advance gender equality and women empowerment	MFO: Diplomatic services	Facilitate and coordinate Philippine participation in the 67th Session of the United Nations Commission on the Status of Women and the Committee on the Elimination of Discrimination against Women (CEDAW) in Geneva	Number of reports and press releases covering the Philippine participation in the 67th Session of UNCSW and CEDAW - At least 7	Participation of PH Delegation in the 67th Session of the United Nations Commission on the Status of Women (UN CSW67) in New York, USA, Participation of PH Delegation in the Constructive Dialogue/Revalida to the Committee on the Elimination of Discrimination against Women (CEDAW) in Geneva, Switzerland, Provided and submitted inputs/position papers on various issues relating to women empowerment, women's rights, gender equality and other women-related issues, Provided and submitted inputs/position papers on various issues relating to CEDAW	1,130,558.68 GAA	1,669,954.59 GAA	Office of the United Nations and Other International Organizations	Done.
8	Proclamation No. 224 s. 1988 (Declaring the First Week of March of Every Year as Womens Week and March 8, 1988 and Every Year thereafter as Womens Rights and International Peace Day); Proclamation No. 227 s. 1988 (Providing for the Observance of the Month of March as Womens 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 Womens Day)	Limited awareness and involvement of members of the Filipino Community in the Women's Month Celebration and/or International Women's Day	Increase awareness and involvement of members of the Filipino Community in the Women's Month Celebration and/or International Women's Day	MFO: Diplomatic and Consular Services	Conduct of activities such as orientation, seminar, talks, film-showing, workshops on GAD-related topics 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 one activity per office with at least 20 participants	Various activities were conducted by 135 offices to celebrate the 2023 National Women's Month Celebration. Activities such as display of women's month collaterals, conduct of seminar to women clients on the importance of the celebration and provision of special lane to women consular applicants.	17,917,392.88 GAA	21,101,346.75 GAA	Consular Offices, Foreign Service Posts, Offices in the Home Office	Done. Variance in actual cost is due to the inclusion of the cost of time spent of personnel who worked on the GAD PAPs. Kindly see attached file for the activities conducted and their respective cost/expenditure.
9	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 caravans/film showing, photo exhibits	Number of activities conducted in observance of the National Consciousness Day/ 18-day Campaign to End VAW - At least 1 activity per office with at least 20 participants	Activities in observance of the 18 Day Campaign to End Violence Against women were conducted by 114 offices such as display of campaign collaterals and conduct of seminars and lectures regarding the said campaign.	12,551,460.26 GAA	17,269,910.37 GAA	Consular Offices, Foreign Service Posts, Offices in the Home Office	Done. Variance in actual cost is due to the inclusion of the cost of time spent of personnel who worked on the GAD PAPs. Kindly see attached file for the activities conducted and their respective cost/expenditure.

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10	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	Lack of an established mechanism in countries of jurisdiction which facilitate hiring of Filipino professionals and workers	Improved relations and policies with the host government regarding the hiring of Filipino professionals and skilled workers overseas	MFO: Diplomatic and Consular Services	Close coordination 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 to protect OFs, especially women migrant workers	Number of meetings with bilateral counterparts to facilitate the conclusion of a MOU on Labor Cooperation with countries under jurisdictions to ensure the safety and well-being of overseas Filipinos - At least 3 meetings	Assisted in the completion of documentary requirements of Filipino female technical experts from various PH government agencies -DOST, PNRI, among others, Participated in the United Nations Women's Guild Charity Bazaar, and the United Nations Women's Guild Charity Luncheon championing women's initiatives by showcasing and promoting exceptional Philippine local products.	541,003.60 GAA	355,946.86 GAA	Philippine Embassy in Vienna	Done.
11	Section 31 of RA 9710 or Magna Carta of Women on Services and Interventions for Women in Especially Difficult Circumstances - WEDC shall be provided with services and interventions as necessary such as, but not limited to, the following: (a) Temporary and protective custody; (b) Medical and dental services; (c) Psychological evaluation; (d) Counseling; (e) Psychiatric evaluation; (f) Legal services; (g) Productivity skills capability building; (h) Livelihood assistance; (i) Job placement; (j) Financial assistance; and (k) Transportation assistance.	Women end up in service jobs that are extensions of their domestic work and, thus, find themselves in individualized, isolated and highly vulnerable positions.Filipino nurses and other Filipino workers in Germany experience psycho-social stress, owing to many factors such as adjustment to a new living and working environment, exacerbated by factors such as the COVID-19 pandemic and the recession in Europe	Provide pre- and post-deployment welfare support mechanisms for Filipino workers bound for or in Germany, through coordination with DMW and German stakeholders	MFO: Diplomatic and Consular Services	Participation in meetings on the Triple Win Program, the 2022 MOU on the deployment of Filipino healthcare professionals, most of whom are women nurses, and the new MOU on the deployment of Filipino skilled workers to Germany	Number of meetings attended - At least 3	Post's representatives attended 3 meetings on the TWP, deployment of healthcare professionals, and MOU on deployment of skilled workers in Germany and Post's representative coordinated with agencies on the ausbildung program	606,000.00 GAA	1,004,726.70 GAA	Philippine Embassy in Berlin	Done. Actual cost includes the attributed cost of time spent of personnel who prepared for and participated in the meetings
12	UN Security Council Resolution no. 1325 calls on all parties to conflict to take special measures to protect women and girls from gender-based violence, particularly rape and other forms of sexual abuse, in situations of armed conflict	Not all treaties and international agreements entered into the by the Philippines take into account women's rights or address gender issues	To consider gender issues / concerns when reviewing human rights treaties.	MFO: Diplomatic and Consular Services and Support to Operations (STO)	Review of political and security-related treaties (e.g. human rights instruments) 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	At least one (1) treaty review, when appropriate, will include recommendations or review of the provisions that will recognize, protect and uphold women and children's rights. Alternatively, when appropriate for the subject matter of the treaty and subject to the discretion of the appropriate geographic office - the treaty will include proposed text that promotes and ensures gender equality and development.	No relevant treaty/international agreement was referred to OTLA for this Office's review	162,376.82 GAA	0.00 GAA	Office of Treaties and Legal Affairs	Not Done. No relevant treaty/international agreement was referred for review

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13	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	Increase assistance given to victims of violence against women and children due to the spread of COVID-19	MFO: Diplomatic and Consular Services	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	Number of women/children OFs given assistance - At least 10 per office	Assistance provided by 20 offices for women OFs who are victims of violence against women and children. Provided legal and repatriation assistance, as needed.	8,126,171.36 GAA	7,861,861.21 GAA	Consular Offices, Foreign Service Posts	Done. Kindly see attached file for the activities conducted and their respective cost/expenditure.
14	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 womens empowerment	Contribute to strengthening international norms and facilitating States fulfillment of international commitments and obligations with respect to GAD-related issues, thus reinforcing PH role as a global champion and leader	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	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.	Number of national statements delivered - At least 20 national statements	Mission facilitated the Philippines participation in three (3) major human rights treaty body reporting which all have GAD components, Supported / sponsored / co-sponsored 33 GAD-related UN resolutions in multilateral fora.	1,064,275.14 GAA	1,574,177.09 GAA	Philippine Mission to the United Nations and Other International Organizations in Geneva	Done.
15	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 womens empowerment	Contribute to strengthening international norms and facilitating States fulfillment of international commitments and obligations with respect to GAD-related issues, thus reinforcing PH role as a global champion and leader	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Side-events of multilateral meetings: Geneva PM will participate and/or co-sponsor relevant side events on GAD issues and Universal Periodic Review of the Human Rights Council: Geneva PM will provide GAD-related human rights recommendations to all countries under review during the Universal Periodic Review	Number of side events supported - At least 3 side events Number of GAD-related recommendations - At least 42 recommendations	Co-sponsored three (3) GAD-related side-events Issued 51 recommendations and statements to 31 countries which mentioned empowerment, protection and promotion of gender equality, and rights of girl child/women	733,373.65 GAA	763,031.90 GAA	Philippine Mission to the United Nations and Other International Organizations in Geneva	Done.
16	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 womens empowerment	Contribute to strengthening international norms and facilitating States fulfillment of international commitments and obligations with respect to GAD-related issues, thus reinforcing PH role as a global champion and leader	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	UN Council resolutions: Geneva PM will participate in the negotiations process to support resolutions that have GAD aspect such as on Trafficking in Persons, youth, women, among others and Geneva PM will facilitate 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, CRPD, ICERD, ICESAW and CAT.	Number of thematic UN resolutions supported - At least 10 resolutions Number of reporting - At least 1 reporting/ dialogue for 2023	Delivered 38 national/ joint statements at the 52nd to 54th Session of the Human Rights Council, as well as in other multilateral meetings on health, migration, humanitarian/disaster risk reduction, disarmament and cultural concerning gender responsiveness/rights of women and girls Six (6) talking points/guide notes, two (2) remarks 11 reports and other documents made	1,289,684.83 GAA	1,228,648.93 GAA	Philippine Mission to the United Nations and Other International Organizations in Geneva	Done.

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17	Promoting gender equality and women's empowerment principles in various ASEAN fora	Limited articulation and advocacy of gender equality and women's empowerment principles in various ASEAN fora	Improve articulation and advocacy of gender equality and women's empowerment principles in various ASEAN fora	MFO: Diplomatic and Consular Services	Attendance to various ASEAN fora and include gender equality and women's empowerment issues in negotiated documents and ASEAN projects initiated by the Philippines	Number of outcome documents - At least 3	Mission successfully championed the inclusion of gender equality and women empowerment issues in the following or 10 negotiated documents and ASEAN projects as well as participated actively in ASEAN events concerning gender equality and women's empowerment: ASEAN Institute for Peace and Reconciliation (ASEAN-IPR), Women Peace and Security (WPS) Learning Series - Session 1 Globalizing WPS Agenda, ASEAN-IPR WPS Learning Series - Session 2 "Emerging Issues and Trends in Women, Peace and Security", Meetings of the ASEAN Women Peace Registry (AWPR) of the ASEAN Institute for Peace and Reconciliation (ASEAN-IPR), Diplomatic Briefing: Strengthening Indonesia's Leadership for the Promotion and Protection of Women and Children in ASEAN, ASEAN Women CEO Forum"The Power of HER: Women Transforming Leadership Paradigms", Meetings of the Committee of Permanent Representatives, ASEAN Foundation and other ASEAN related meetings during the 2023 ASEAN Chairmanship of Indonesia	3,025,000.00 GAA	3,605,327.26 GAA	Philippine Mission to the ASEAN in Jakarta	Done.
18	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	Continuous promotion of gender equality in UNESCO activities and highlighting Philippine policies and good practices	MFO: Diplomacy and Consular Services	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 3	Presence and active participation in the Executive Board (EB), Working Group on Governance, ICH Committee, WHC, and in other sectors of UNESCO to promote gender equality. As a result, PH Permanent Delegation to UNESCO was able to delivered national statements and interventions, as appropriate, in the UNESCO General Conference, 216th and 217 Executive Board, and other statutory meetings. PH, through Permanent Delegation to UNESCO, was able to submit amendments to relevant decisions, which were adopted during EB and other statutory meetings in UNESCO. PH is recognized as a leader on GAD and is also a member of the Group of Friends for Gender equality in UNESCO.	5,337,551.56 GAA	3,285,075.14 GAA	Philippine Embassy in Paris	Done.

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19	Section 31 of RA 9710 or Magna Carta of Women on Services and Interventions for Women in Especially Difficult Circumstances WEDC shall be provided with services and interventions as necessary such as, but not limited to, the following: (a) Temporary and protective custody; (b) Medical and dental services; (c) Psychological evaluation; (d) Counseling; (e) Psychiatric evaluation; (f) Legal services; (g) Productivity skills capability building; (h) Livelihood assistance; (i) Job placement; (j) Financial assistance; and (k) Transportation assistance	Limited participation to various technical working group and sub-committee meetings to promote and address issues on migration of overseas Filipinos, especially women	Increase participation to various technical working group and sub-committee meetings on migration to advance the interests of overseas Filipinos, especially women	MFO: Assistance to Nationals (ATN) Services	Attendance/participation in any meeting or event of the NEDA Sub-Committee on International Migration and Development (SC-IMD), Inter-Agency Committee on Migration Statistics (IACMS), Forums/seminars/conferences organized on migration issues (international, e.g. side events of international conferences), House of Representatives Committee on Overseas Workers Affairs (HOR-COWA), Senate Committee on Foreign Relations (CFR) or Committee on Migrant Workers (CMW), UN Women-led meetings	Number of meetings attended - At least 5	Attended four (4) SC-IMD meetings, with two (2) related meetings under the Planning Committee on International Migration and Development (PC-IMD) for the formulation of the Philippine Development Plan, Attended three (3) IACMS meetings, with one (1) related consultative meeting with stakeholders for the development of Philippine Development Indicators, Attended two (2) sessions of the International Dialogue on Migration, including side events, Attended 12 meetings hosted by the Regional Support Office (RSO) Bali Process, Attended at least 8 meetings hosted by the House of Representatives, Attended at least 8 meetings hosted by the Senate of the Philippines	1,490,628.59 GAA	451,661.90 GAA	Office of the Undersecretary for Migrant Workers' Affairs	Done.
20	Section 31 of RA 9710 or Magna Carta of Women on Services and Interventions for Women in Especially Difficult Circumstances WEDC shall be provided with services and interventions as necessary such as, but not limited to, the following: (a) Temporary and protective custody; (b) Medical and dental services; (c) Psychological evaluation; (d) Counseling; (e) Psychiatric evaluation; (f) Legal services; (g) Productivity skills capability building; (h) Livelihood assistance; (i) Job placement; (j) Financial assistance; and (k) Transportation assistance	Overseas Filipinos, especially women, often suffer abuses	Overseas Filipinos in distress, most of whom are women, are provided appropriate assistance	MFO: Assistance to Nationals (ATN) Services	Conduct of overseas Filipinos (OF) Mapping to yield SADD and verify/supplement country reports of FSPs on conditions of OFs abroad, ATN Audit of FSPs and Town Hall Meeting with OFs to provide appropriate assistance especially to women OFs	Number of OF Mapping conducted - At least 5	Accomplishment included under HGDG of ATN Fund and LAF	8,625,000.00 GAA	0.00 GAA	Office of the Undersecretary for Migrant Workers' Affairs	Done.

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21	The Philippine Mission to the United Nations and Other International Organizations in New York 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	Limited information campaign on best practices and challenges in combatting trafficking and violence against women and girls, including migrant workers	Increase information campaign on best practices and challenges in combatting trafficking and violence against women and girls, including migrant workers	MFO: Diplomatic and Consular Services	Organization of a side event at the sidelines of the United Nations General Assembly High-Level Week (UNGA side-event) and Participation in the latest session of the Commission on the Status of Women and Organization of an event at the sidelines of the Commission on the Status of Women to highlight best practices and challenges in combatting trafficking and violence against women and girls, including migrant workers	Number of press releases - At least One (1) press release/ information material to be published via the DFA official website, and NYPM official website, Facebook page and Twitter account Number of participants - Participation of at least 20 representatives from NYPM, UN Member States, UN organizations, civil society, and other interested participants	Six (6) social media campaigns released. PH organized an event at the sidelines of UNGA 78 titled "Regional Ministerial Roundtable on Migration, Environment and Climate Change in the Asia Pacific Region (21 September 2023)". The event was participated by at least 100 representatives from the Philippine Mission and Consulate, UN Member States, UN organizations, CSOs and other stakeholders and Four (4) NYPM Third Committee representatives participated in-person in the activities of the CSW. Representatives from the PH government agencies participated also participated in-person. As a member of the Commission, Mission actively participated in the negotiations of the Agreed Conclusions to support strong language on migration, including young women, women migrants, women with disabilities, older women and indigenous women. PH co-sponsored three (3) side events in line with the CSW67 priority theme, namely i) Empowering Women Microentrepreneurs in the Digital Economy, ii) Cybersafe: Ensuring Women and Girls' safe Online Access against Fake News, iii) Survivor-Centered Justice for Gender-based Violence in Complex situations. Each side events were participated by at least 100 representatives from UN Member States, UN organizations, CSOs and other invited participants.	362,735.67 GAA	398,465.57 GAA	Philippines Permanent Mission to the United Nations in New York	Done.

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22	The Philippine Mission to the United Nations and Other International Organizations in New York 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	Systemic discrimination and lack of information on violence against women overseas	Advance the cause of women in the international fora	MFO: Diplomatic and Consular Services	Delivery of a statement at the Third Committee of the United Nations on social, humanitarian and cultural issues particularly on issues affecting women, migrants, older persons, persons with disabilities and other persons in vulnerable situation, Co-sponsorship of a side event on older women and development, women with disabilities, and victims of violence against women	Number of press release - At least one press release/ information material to be published via the DFA official website, and NYPM official website, Facebook page and Twitter account.	Delivered one (1) statement during the Third Committee General Discussion on Advancement of Women. Three (3) information materials shared via NYPM's official social media accounts. Delivered two (1) statements during the Security Council Open Debate on Women, Peace and Security (WPS). Six (6) information materials shared via NYPM's official social media accounts. "Misson co-organized one (1) side event in connection to PFII22 Side-event titled: Now More Important Than Ever: Achieving Representation of Indigenous Peoples and Knowledge in Disaster Risk Reduction Policy Making. The event was participated by at least 100 representatives from UN Member States, UN organizations, CSOs and other stakeholders. Two (2) information materials shared via NYPM's official social media accounts.	360,846.47 GAA	219,848.69 GAA	Philippines Permanent Mission to the United Nations in New York	Done.
ORGANIZATION-FOCUSED ACTIVITIES											
23	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 Alternate for the submission of 2024 GPB and 2022 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	Respective offices submitted their 2024 GAD Plan and Budget and 2022 GAD Accomplishment Report to the GAD Secretariat for consolidation and spearheaded the implementation of GAD PAPs in their office.	61,600,787.04 GAA	42,974,792.96 GAA	Consular Offices, Foreign Service Posts, Offices in the Home Office	Done. Actual cost is the attributed cost of time spent of personnel who prepared GAD reports and spearheaded the implementation of GAD PAPs in their respective office. Kindly see attached file for the activities conducted and their respective cost/expenditure.


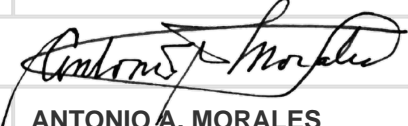
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24	Section 3.5 of the PCW-NEDA-DBM Joint Circular 2012-01 - Agency GAD Focal Point System (GFPS) shall take the lead in mainstreaming gender in agency PAPs. As such they shall provide technical assistance to offices or units within their agency on gender mainstreaming. To enable them to perform their roles, it is important that GFPs members are provided with the required gender capacity, such as the application of gender analysis tools	Limited involvement of the GAD Secretariat in coordinating with the GFPS on the effective gender mainstreaming and implementation of GAD PAPs in the Department	Increase involvement of the GAD Secretariat in coordinating with the GFPS on the effective gender mainstreaming and implementation of GAD PAPs in the Department	MFO: General Administration and Support to Operations (STO)	Emoluments of personnel of the GAD Secretariat responsible for the implementation of GAD PAPs in the Department and with 100 percentage GAD Work	Number of personnel of GAD Secretariat with 100% GAD in the preparation or conduct of GAD PAPs - At least 4	Salaries of 4 full-time personnel assigned to the GAD Secretariat and 2 officers supervising the GAD Secretariat, who are all responsible for the implementation and monitoring of GAD PAPs in the Department and coordination with the GAD Focal Point System	1,435,604.80 GAA	1,883,756.80 GAA	Human Resources Management Office	Done.
25	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 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 one activity per office	GAD-related trainings such as GST, Sexual Harassment Awareness, GAD Planning and Budgeting, Gender Fair Language etc. were conducted by and/or participated in by 135 offices.	44,464,429.12 GAA	48,232,263.19 GAA	Consular Offices, Foreign Service Posts, Offices in the Home Office	Done. Kindly see attached file for the activities conducted and their respective cost/expenditure.
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	There is a need to ensure equal opportunity for women to represent their government in international fora	Increased women participation in bilateral, regional, multilateral meetings, conferences, and other related activities	MFO: Diplomatic and Consular Services	Attendance of women personnel from Post in meetings, conferences, and other related activities and coordination with Philippine government agencies that will address the use of the traineeship/ausbildung program for the unregulated deployment of workers to Germany	Number of meetings attended - At least 3 Number of women personnel who attended meetings- At least 2	Post's representatives attended 5 meetings, conferences, and other related activities and these were duly monitored At least 3 of Post's women personnel attended the meetings	366,000.00 GAA	2,868,663.00 GAA	Philippine Embassy in Berlin	Done. Actual cost includes of personnel who monitored and drafted reports, and prepared for and attended the meetings, conferences, and other related activities

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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	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 of women in conferences, meetings in the Vienna-based UN agencies (IAEA, UNODC, COPUOS, UNCITRAL, UNIDO and CTBTO). Negotiation of IAEA GC resolution on women sponsored by Mission biennially (negotiation in 2023)	Number of PH statements delivered by women participants to strengthen multilateral relations and enhance PH presence in Vienna-based UN agencies - At least 5 statements	10 country statements were delivered before Vienna-based international organizations by Filipino women government representatives. Actively participated in UNIDO meetings, which supported program on Women Empowerment as part of IDB Agenda, Actively participated in the negotiations during UNCAC which seek to highlight the link between gender inequality and corruption, Post served as Penholder in the IAEA General Conference: Women in the Secretariat	2,272,303.00 GAA	1,746,249.15 GAA	Philippine Embassy in Vienna	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 and involvement of women in ASEAN and AICHR meetings, conferences and other related activities. Women's issues are still not in the mainstream of ASEAN and its agenda.	Increased women participation and representation in ASEAN and AICHR meetings, conferences and other related activities. Support mainstreaming of women's issues in ASEAN agenda in all three pillars.	MFO: Diplomatic and Consular Services	Attendance of women officers in regular and special ASEAN and AICHR meetings, conferences and other related activities on women and gender with the inclusion of the women's perspectives in the appropriate ASEAN issues	Number of women officers participating in ASEAN meetings, conferences and other related activities- At least 5 women	Monitored over 80 meetings in 2023, with women as heads of delegation for over 34 meetings, and participated as members of the PH delegation in over 26 meetings. At least 5 women personnel attended AICHR and ASEAN meetings in 2023 that discuss women and gender.	650,000.00 GAA	651,895.56 GAA	Office of ASEAN Affairs	Done.
29	Sec. 36 Rule VI RA 9710 or the Magna Carta of Women (2009) - 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 Post's (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: Support to Operations (STO)	Conduct of Internal Audits to evaluate COs and FSPs' Gender and Development Programs	Number of offices audited - At least 20 Number of reports produced - At least 3 (a. Audit findings and observations b. Audit recommendations and c. Audit report)	Conducted Compliance and Management Audits, which GAD programs of twenty five (25) Consular Offices. 3 reports were produced	460,629.14 GAA	220,099.59 GAA	Internal Audit Service	Done.
30	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	39 offices established and/or improved their respective breastfeeding rooms and child minding stations with appropriate facilities to support clients who are mothers	6,920,570.98 GAA	10,268,454.70 GAA	Consular Offices, Foreign Service Posts, Offices in the Home Office	Done. Variance in actual cost is due to the inclusion of the cost of time spent of personnel who worked on the GAD PAPs. Kindly see attached file for the activities conducted and their respective cost/expenditure.

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31	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 overseas Filipinos availing consular services and assistance-to-nationals services in addressing gender sensitive issues	Improve the planning of projects and programmes and to improve consular services and assistance-to-nationals services and provide improved said 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 consular services and assistance-to-nationals services for policy planning and improvement of services	Number of database established and maintained - At least 1 per office	SADD database among clients availing consular services and ATN services were established and/or maintained by 20 offices.	25,007,621.16 GAA	4,930,302.24 GAA	Foreign Service Posts, Offices in the Home Office	Done. Variance in actual cost is due to offices who were not able to implement the GAD PAP. Kindly see attached file for the activities conducted and their respective cost/expenditure.
32	Disproportionate risk of infection that women face as they take up majority of the service workforce at the frontlines	Limited support to protect women frontliners of the Department to lessen the risk of contracting the virus and prevent its spread	Provision of support to protect women frontliners of the Department to lessen the risk of contracting the virus and prevent its spread	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Provision of support/assistance to protect women frontliners of the Department to lessen the risk of contracting the virus and prevent its spread as a health precautionary measure to combat COVID-19 (w/ arrangement, flexi-time)	Number of women personnel given support - At least 5	12 offices provided support/assistance to women personnel to lessen the risk of contracting virus/diseases	6,636,315.76 GAA	862,833.73 GAA	Consular Offices, Foreign Service Posts, Offices in the Home Office	Done. Variance in actual cost is due to the lifting of restrictions regarding COVID. Kindly see attached file for the activities conducted and their respective cost/expenditure.
33	Results of the 2018 DFA Participatory Gender Audit states the DFA personnel, especially those posted overseas, experience first-hand how living and working overseas can affect women and men differently. There is strong recognition that female employees often have to contend with multiple burdens, having to balance duties at work and in the home.	Most women employees fail to prioritize or give time to health concerns as they have to juggle work and family obligations	To address health concerns of women 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	Workplace health promotion and well-being programs/activities were conducted by 72 offices, to address the feeling of burnout of DFA personnel, most of whom are women in partnership with health organizations.	24,309,271.07 GAA	22,200,624.39 GAA	Consular Offices, Foreign Service Posts, Offices in the Home Office	Done. Kindly see attached file for the activities conducted and their respective cost/expenditure.
34	Results of the 2018 DFA Participatory Gender Audit states the DFA personnel, especially those posted overseas, experience first-hand how living and working overseas can affect women and men differently. There is strong recognition that female employees often have to contend with multiple burdens, having to balance duties at work and in the home.	Most women employees fail to prioritize or give time to health concerns as they have to juggle work and family obligations	Provide coaching opportunities for DFA personnel by developing a pool of Internal Coaches to address the feelings of stress and burnout of personnel	MFO: General Administration and Support (GAAS) and Support to Operations (STO)	Capacity Building/Skills Training for DFA's Certified Transformative Coaches to monitor and ensure effectiveness of provision of coaching sessions to DFA personnel	Number of trainings conducted - At least 1 training Number of certified internal coaches who attended the training- At least 7	Not prioritized. Budget for the said activity was realigned for the conduct of the Regional Training on GAD for GFPOs in the Department. Nonetheless, HRMO continues to offer coaching sessions to interested personnel. Not prioritized.	2,600,000.00 GAA	0.00 GAA	Human Resources Management Office	Not Done. Budget for the said activity was realigned for the conduct of the Regional Training on GAD for GFPOs in the Department.

ATTRIBUTED PROGRAM

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35					Assistance-to-Nationals (ATN) Program (R.A. 8042 as amended by R.A. 10022, R.A. 9710 regarding Women in Especially Difficult Circumstances (WEDC), R.A. 11862) - Disbursements of the ATN Fund and Legal Assistance Fund (LAF) [HGDC Generic Checklist Validated Score: 7.2]			430,200,000.00 GAA	924,606,720.69 GAA	Office of the Undersecretary for Migrant Workers' Affairs	Refer to the attached HGDC PIMME Checklist for ATN Program
36					Consular Services: Passporting [HGDC Generic Checklist Score: 6.3]			1,215,109,332.00 GAA	2,558,832,132.00 GAA	Office of Consular Affairs	Refer to the attached HGDC PIMME checklist for Passporting Services
SUB-TOTAL								1,928,219,340.92	3,734,234,370.34	GAA	
TOTAL								1,928,219,340.92	3,734,234,370.34		

Prepared By:	Approved By:	Date
		27 FEBRUARY 2024
CHRISTOPHER B. MONTERO	ANTONIO A. MORALES	
Assistant Secretary, Human Resources Management Office and Head, GAD Secretariat	Undersecretary, Office of the Undersecretary for Administration and Chairperson, GFPS Executive Committee	