



**GENDER AND DEVELOPMENT (GAD) AGENDA CYs 2023-2028**



## DEPARTMENT OF FOREIGN AFFAIRS GENDER AND DEVELOPMENT (GAD) AGENDA 2023-2028

**Agency** Department of Foreign Affairs

**GAD Vision** A resilient, responsive and inclusive foreign service for a strong Philippines, where women and men equally benefit from development and fully enjoy their human rights.

**GAD Mission** To promote and protect the Philippine interest in the global community through inclusive and gender-responsive foreign policies and programs

**GAD Goals** **Organization-Focused**

- 1 To create a workplace that pursues and promotes gender equality
- 2 To establish and strengthen institutional capacities to sustain gender mainstreaming in DFA

**Client-Focused**

- 3 To strengthen women's participation in the formulation and implementation of foreign policy in the pursuit of national security
- 4 To advance gender-responsive economic empowerment policies towards promoting and attaining economic security for Filipinos at home and abroad
- 5 To promote and protect the welfare, human rights, and interest of Filipinos overseas through gender-responsive services and facilities

**Strategies**

Intensify internal information, education, and communication campaign on GAD

Involve non-GFPS members in GAD initiatives

Adopt a GAD reward system to improve interest and increase participation in GAD initiatives

This is to address the low participation of male personnel in GAD-related projects and activities

Institutionalize consultative and participatory processes

Build and optimize multi-sectoral partnerships



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GAD Goal 1: To create a workplace that pursues and promotes gender equality																																																	
GENDER ISSUE/ GAD MANDATE	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	BASELINE	RESPONSIBLE UNIT/OFFICE	YEAR 1			YEAR 2			YEAR 3			YEAR 4			YEAR 5			YEAR 6			Remarks																										
					TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET																											
Insufficient gender-responsive (GR) facilities/resources*	Gender-responsive facilities are installed in the Home Office (HO), Foreign Service Posts (FSPs), and Consular Offices (COs)	Inventory of GR facilities in HO, FSPs, and COs completed**	Workplan to install GR facilities developed	UA HRMO GAD Secretariat OAMSS OFMS All FSPs and COs	Conduct a study on the facilities in HO, FSPs, and COs	Staff time	Conduct a study on the facilities in HO, FSPs, and COs	Staff time	Conduct a study on the facilities in HO, FSPs, and COs	Staff time	Conduct a study on the facilities in HO, FSPs, and COs	Staff time	Conduct a study on the facilities in HO, FSPs, and COs	Staff time	Conduct a study on the facilities in HO, FSPs, and COs	Staff time	Conduct a study on the facilities in HO, FSPs, and COs	Staff time	Conduct a study on the facilities in HO, FSPs, and COs	Staff time	Conduct a study on the facilities in HO, FSPs, and COs	Staff time	*See similar intervention in Goal 5  **This Report, which will be included in the gender database, covers the following, among others: (i) Inventory of GR Facilities in the HO, COs, FSPs; and (ii) GR-facilities installation plan for the next five (5) years, including standard set-up of each facility to be set up in the HO, FSPs, and COs																										
																								- Insufficient breastfeeding and diaper-changing facilities	Percentage of FSPs and COs with breastfeeding and diaper changing facilities	To be determined (TBD)	All FSPs and COs	5% of FSPs and COs with breastfeeding and diaper changing facilities	Establish gender-responsive breastfeeding and diaper changing facilities	Staff time	10% of FSPs and COs have breastfeeding and diaper changing facilities	Establish gender-responsive breastfeeding and diaper changing facilities	Staff time	15% of FSPs and COs have breastfeeding and diaper changing facilities	Establish gender-responsive breastfeeding and diaper changing facilities	Staff time	20% of FSPs and COs have breastfeeding and diaper changing facilities	Establish gender-responsive breastfeeding and diaper changing facilities	Staff time	25% of FSPs and COs have breastfeeding and diaper changing facilities	Establish gender-responsive breastfeeding and diaper changing facilities	Staff time	30% of FSPs and COs have breastfeeding and diaper changing facilities	Establish gender-responsive breastfeeding and diaper changing facilities	Staff time				
																								- Insufficient childcare/daycare facilities for married and solo parents	Percentage of FSPs and COs with childcare/daycare facilities	TBD	All FSPs and COs	5% of FSPs and COs with childcare/daycare facilities	Establish gender-responsive childcare/daycare facilities	Staff time	10% of FSPs and COs have childcare/daycare facilities	Establish gender-responsive childcare/daycare facilities	Staff time	15% of FSPs and COs have childcare/daycare facilities	Establish gender-responsive childcare/daycare facilities	Staff time	20% of FSPs and COs have childcare/daycare facilities	Establish gender-responsive childcare/daycare facilities	Staff time	25% of FSPs and COs have childcare/daycare facilities	Establish gender-responsive childcare/daycare facilities	Staff time	30% of FSPs and COs have childcare/daycare facilities	Establish gender-responsive childcare/daycare facilities	Staff time				
																								- Absence of prayer room for Muslim women in HO	Prayer room for Muslim women in HO	No prayer room for Muslim women	UA (as oversight office of HRMO, OAMSS, and OFMS)	Prayer room for Muslim women established	Establish prayer room for Muslim women in HO	Staff time	Prayer room for Muslim women established	Establish prayer room for Muslim women in HO	Staff time	Prayer room for Muslim women established	Establish prayer room for Muslim women in HO	Staff time	Prayer room for Muslim women established	Establish prayer room for Muslim women in HO	Staff time	Prayer room for Muslim women established	Establish prayer room for Muslim women in HO	Staff time	Prayer room for Muslim women established	Establish prayer room for Muslim women in HO	Staff time				
- Lack of gender perspective in the Department's health insurance plan for personnel	The Department's health insurance plan for personnel is gender-responsive	Percentage of personnel covered by the Department's health insurance plan	TBD	UA HRMO	30% of personnel covered by the Department's health insurance plan	Staff time	Conduct consultations on health insurance profiles and needs among personnel	Staff time	90% of personnel are covered by the Department's health insurance plan	Implement the recommendations to make the Department's health insurance plan for personnel gender-responsive	Staff time	90% of personnel are covered by the Department's health insurance plan	Implement the recommendations to make the Department's health insurance plan for personnel gender-responsive	Staff time	90% of personnel are covered by the Department's health insurance plan	Implement the recommendations to make the Department's health insurance plan for personnel gender-responsive	Staff time	90% of personnel are covered by the Department's health insurance plan	Implement the recommendations to make the Department's health insurance plan for personnel gender-responsive	Staff time	90% of personnel are covered by the Department's health insurance plan	Implement the recommendations to make the Department's health insurance plan for personnel gender-responsive	Staff time	HGDD rating X total budget for health insurance plan for personnel																									
Gender bias/imbalance in staffing/recruitment, movement of personnel, foreign assignments, and decision-making positions	Improved gender balance in staffing/recruitment, movement of personnel, foreign assignments, and decision-making positions	Percentage of male and female in HO, FSPs, and COs	Male-female percentage as of 31 December 2022: [HO] 44% - 56% [FSPs] 43% - 57% [COs] 29% - 71%	HRMO GAD Secretariat Decision makers	Gender balance of male and female in HO, FSPs, and COs	Continue to collect and analyze internal gender data*	Staff time	Continue to collect and analyze internal gender data*	Staff time	Gender balance of male and female in HO, FSPs, and COs	Continue to collect and analyze internal gender data*	Staff time	Gender balance of male and female in HO, FSPs, and COs	Continue to collect and analyze internal gender data*	Staff time	Gender balance of male and female in HO, FSPs, and COs	Continue to collect and analyze internal gender data*	Staff time	Gender balance of male and female in HO, FSPs, and COs	Continue to collect and analyze internal gender data*	Staff time	Equal opportunity in recruitment, movement, and foreign assignments of personnel	Continue to collect and analyze internal gender data*	Staff time	Link with the Gender Database Management System in Goal 5																								
																										Percentage of male and female Heads of Offices/Posts	Update/iterate, and monitor and evaluate guidelines for rationalized recruitment, movement of personnel and foreign assignments towards gender-balance updated	Staff time	Implement, monitor and evaluate guidelines for rationalized recruitment, movement of personnel and foreign assignments towards gender-balance	Staff time	Monitor and evaluate guidelines for rationalized recruitment, movement of personnel and foreign assignments towards gender-balance	Staff time	Update/iterate, implement, and monitor and evaluate guidelines for rationalized recruitment, movement of personnel and foreign assignments towards gender-balance	Staff time	Implement, monitor and evaluate guidelines for rationalized recruitment, movement of personnel and foreign assignments towards gender-balance	Staff time													
Low participation of male personnel and non-GAD Focal Point System (GFPS) members in GAD-related projects and activities	Increased participation of male personnel in GAD-related projects and activities  Increased involvement of non-GFPS members in DFA GAD initiatives	Percentage of male participants in GAD-related projects and activities	TBD	GAD Secretariat All HO, FSPs, and COs	At least 25% of male participants in GAD-related projects and activities	Confer GAD awards**	Staff time	At least 30% of male participants in GAD-related projects and activities	Confer GAD awards**	Staff time	At least 35% of male participants in GAD-related projects and activities	Confer GAD awards**	Staff time	At least 40% of male participants in GAD-related projects and activities	Confer GAD awards**	Staff time	At least 45% of male participants in GAD-related projects and activities	Confer GAD awards**	Staff time	At least 50% of male participants in GAD-related projects and activities	Confer GAD awards**	Staff time	At least 55% of male participants in GAD-related projects and activities	Confer GAD awards**	Staff time	At least 60% of male participants in GAD-related projects and activities	Confer GAD awards**	Staff time																					
																													Percentage of DFA GAD initiatives participated in by non-GFPS members	10% of DFA GAD initiatives participated in by non-GFPS members	20% of DFA GAD initiatives participated in by non-GFPS members	30% of DFA GAD initiatives participated in by non-GFPS members	40% of DFA GAD initiatives participated in by non-GFPS members	50% of DFA GAD initiatives participated in by non-GFPS members	60% of DFA GAD initiatives participated in by non-GFPS members	70% of DFA GAD initiatives participated in by non-GFPS members	80% of DFA GAD initiatives participated in by non-GFPS members	90% of DFA GAD initiatives participated in by non-GFPS members											
																													Percentage of male GAD Focal Point Officers (GFPOs)/Alternates	At least 40% of the GFPO/Alternates are male*	At least 40% of the GFPO/Alternates are male*	At least 40% of the GFPO/Alternates are male*	At least 40% of the GFPO/Alternates are male*	At least 40% of the GFPO/Alternates are male*	At least 40% of the GFPO/Alternates are male*	At least 40% of the GFPO/Alternates are male*	At least 40% of the GFPO/Alternates are male*	At least 40% of the GFPO/Alternates are male*											
Persistence of sexual harassment incidents	Sexual harassment incidence is reduced  - Limited information/ awareness on activities regarding Sexual Harassment (SH) in the workplace, including Committee on Decorum and Investigation (CODI) tackling gender-related complaints/issues  - Lack of awareness of personnel on the CODI process  - Absence of CODI in some FSPs and COs	Percentage of reported cases	TBD	CODI OTLA UA BFS HRMO	Inventory prepared	Prepare an inventory of all sexual harassment cases*	Staff time	Annual report prepared	Prepare and share with staff the annual report on statistics of SH cases in the DFA (reported and resolved)**	Staff time	Annual report prepared	Prepare and share with staff the annual report on statistics of SH cases in the DFA (reported and resolved)**	Staff time	Annual report prepared	Prepare and share with staff the annual report on statistics of SH cases in the DFA (reported and resolved)**	Staff time	Annual report prepared	Prepare and share with staff the annual report on statistics of SH cases in the DFA (reported and resolved)**	Staff time	Annual report prepared	Prepare and share with staff the annual report on statistics of SH cases in the DFA (reported and resolved)**	Staff time	Annual report prepared	Prepare and share with staff the annual report on statistics of SH cases in the DFA (reported and resolved)**	Staff time	Annual report prepared	Prepare and share with staff the annual report on statistics of SH cases in the DFA (reported and resolved)**	Staff time																					
																													Timely resolution of cases	Reviewed CODI policy/rules of procedure for the expedited resolution of SH cases	Staff time	Updated policy/rules of procedure for the CODI investigation and timely resolution of SH cases	Staff time	Monitored CODI proceedings for the timely resolution of SH cases	Staff time	100% of CODI cases are timely resolved	Staff time	100% of CODI cases are timely resolved	Staff time	100% of CODI cases are timely resolved	Staff time	100% of CODI cases are timely resolved	Staff time	100% of CODI cases are timely resolved	Staff time				
																														1 IEC material produced and disseminated in HO, FSPs, and COs	Staff time	40% of HO, FSPs, and COs disseminate anti-SH materials	Staff time	60% of HO, FSPs, and COs disseminate anti-SH materials	Staff time	80% of HO, FSPs, and COs disseminate anti-SH materials	Staff time	100% of HO, FSPs, and COs disseminate anti-SH materials	Staff time	100% of HO, FSPs, and COs disseminate anti-SH materials	Staff time	100% of HO, FSPs, and COs disseminate anti-SH materials	Staff time	100% of HO, FSPs, and COs disseminate anti-SH materials	Staff time	100% of HO, FSPs, and COs disseminate anti-SH materials	Staff time		
																														CODI in HO established and functional	Staff time	CODI in HO established and functional	Staff time	CODI in HO established and functional	Staff time	CODI in HO established and functional	Staff time	CODI in HO established and functional	Staff time	CODI in HO established and functional	Staff time	CODI in HO established and functional	Staff time	CODI in HO established and functional	Staff time	CODI in HO established and functional	Staff time	CODI in HO established and functional	Staff time
																														20% of FSPs and COs with existing and functional CODI	Staff time	30% of FSPs and COs with existing and functional CODI	Staff time	40% of FSPs and COs with existing and functional CODI	Staff time	50% of FSPs and COs with existing and functional CODI	Staff time	60% of FSPs and COs with existing and functional CODI	Staff time	70% of FSPs and COs with existing and functional CODI	Staff time	80% of FSPs and COs with existing and functional CODI	Staff time	90% of FSPs and COs with existing and functional CODI	Staff time	100% of FSPs and COs with existing and functional CODI	Staff time		
	All CODI Members and its Secretariat trained on gender-sensitivity, gender-based violence and other GAD-related topics	Staff time	All CODI Members and its Secretariat trained on gender-sensitivity, gender-based violence and other GAD-related topics	Staff time	All CODI Members and its Secretariat trained on gender-sensitivity, gender-based violence and other GAD-related topics	Staff time	All CODI Members and its Secretariat trained on gender-sensitivity, gender-based violence and other GAD-related topics	Staff time	All CODI Members and its Secretariat trained on gender-sensitivity, gender-based violence and other GAD-related topics	Staff time	All CODI Members and its Secretariat trained on gender-sensitivity, gender-based violence and other GAD-related topics	Staff time	All CODI Members and its Secretariat trained on gender-sensitivity, gender-based violence and other GAD-related topics	Staff time	All CODI Members and its Secretariat trained on gender-sensitivity, gender-based violence and other GAD-related topics	Staff time	All CODI Members and its Secretariat trained on gender-sensitivity, gender-based violence and other GAD-related topics	Staff time	All CODI Members and its Secretariat trained on gender-sensitivity, gender-based violence and other GAD-related topics	Staff time	All CODI Members and its Secretariat trained on gender-sensitivity, gender-based violence and other GAD-related topics	Staff time	All CODI Members and its Secretariat trained on gender-sensitivity, gender-based violence and other GAD-related topics	Staff time	* To be included in the Knowledge and Skills Building Program on GAD (Goal 2) ** Gender-sensitive, trauma-informed, rights-based approach to handling SH cases																								



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					25% of personnel oriented on sexual harassment and the CODI process	Conduct orientation session on SH and the CODI process**	Staff time	50% of personnel oriented on sexual harassment and the CODI process	Conduct orientation session on SH and the CODI process**	Staff time	75% of personnel oriented on sexual harassment and the CODI process	Conduct orientation session on SH and the CODI process**	Staff time	100% of personnel oriented on sexual harassment and the CODI process	Conduct orientation session on SH and the CODI process**	Staff time	100% of newly-hired personnel oriented on sexual harassment and the CODI process	Conduct orientation session on SH and the CODI process**	Staff time	100% of newly-hired personnel oriented on sexual harassment and the CODI process	Conduct orientation session on SH and the CODI process**	Staff time	* To be included in the Knowledge and Skills Building Program on GAD (Goal 2) ** To include DFA's zero-tolerance policy against SH
					100% of reported cases investigated and resolved within the prescribed period	Investigate and resolve SH cases	Staff time	100% of reported cases investigated and resolved within the prescribed period	Investigate and resolve SH cases	Staff time	100% of reported cases investigated and resolved within the prescribed period	Investigate and resolve SH cases	Staff time	100% of reported cases investigated and resolved within the prescribed period	Investigate and resolve SH cases	Staff time	100% of reported cases investigated and resolved within the prescribed period	Investigate and resolve SH cases	Staff time	100% of reported cases investigated and resolved within the prescribed period	Investigate and resolve SH cases	Staff time	
Expressed lack of a working environment that is safe and free from gender-based bullying, discrimination, and other forms of harassment	Work environment is safe and free from bullying, discrimination, and other forms of harassment	Employee perception of DFA as a safe space Number of reported cases Percentage of cases resolved Speed of resolution of cases	TBD	UA (as Chairperson of the GFPS and oversight office of HRMO)	50% reduction in reported incidences of bullying, discrimination, and other forms of harassment	Sustain the circular reiterating the prohibition against bullying, discrimination, and other forms of harassment in the workplace	Staff time	50% reduction in reported incidences of bullying, discrimination, and other forms of harassment (based on Year 1)	Monitor the circular reiterating the prohibition against bullying, discrimination, and other forms of harassment in the workplace	Staff time	50% reduction in reported incidences of bullying, discrimination, and other forms of harassment (based on Year 2)	Monitor the circular reiterating the prohibition against bullying, discrimination, and other forms of harassment in the workplace	Staff time	50% reduction in reported incidences of bullying, discrimination, and other forms of harassment (based on Year 3)	Monitor the circular reiterating the prohibition against bullying, discrimination, and other forms of harassment in the workplace	Staff time	50% reduction in reported incidences of bullying, discrimination, and other forms of harassment (based on Year 4)	Monitor the circular reiterating the prohibition against bullying, discrimination, and other forms of harassment in the workplace	Staff time	50% reduction in reported incidences of bullying, discrimination, and other forms of harassment (based on Year 5)	Monitor the circular reiterating the prohibition against bullying, discrimination, and other forms of harassment in the workplace	Staff time	

GAD Goal 2: To establish and strengthen institutional capacities to sustain gender mainstreaming in DFA

GENDER ISSUE/ GAD MANDATE	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	BASELINE	RESPONSIBLE UNIT/OFFICE	YEAR 1			YEAR 2			YEAR 3			YEAR 4			YEAR 5			YEAR 6			Remarks			
					TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET				
<b>Limited awareness/knowledge on gender and development and gender issues in the workplace, including:</b> - Staff's limited knowledge of the DFA's GAD initiatives - Limited information and dissemination on GAD policies such as Magna Carta of Women, Sexual Orientation, Gender Identity and Expression (SOGIE), Safe Spaces Act, etc. - Limited information on host countries' laws and regulations/policies affecting the rights of women workers  <b>Lack of skills to pursue gender mainstreaming</b> - Lack of expertise in the application of GAD related concepts	Improved knowledge, skills, and attitudes (KSA) on GAD among DFA staff  Increased awareness by personnel of their rights and responsibilities in relation to the GAD agenda of the country and the Department  GAD knowledge products developed and managed	Average level of KSA among personnel (from result of training needs assessment (TNA) and post-training evaluation)	TBD through Baseline TNA/KSA survey	HRMO GAD Secretariat	Baseline TNA/KSA survey established*	Conduct TNA/KSA survey**	Staff time	TBD after baseline TNA/KSA survey	Monitoring of Knowledge and Skills Building Program on GAD	Staff time	TBD after baseline TNA/KSA survey	Monitoring of Knowledge and Skills Building Program on GAD	Staff time	TBD after baseline TNA/KSA survey	Monitoring of Knowledge and Skills Building Program on GAD	Staff time	TBD after baseline TNA/KSA survey	Monitoring of Knowledge and Skills Building Program on GAD	Staff time	TBD after baseline TNA/KSA survey	Monitoring of Knowledge and Skills Building Program on GAD	Staff time	* What is the average level of KSA among personnel; what GAD materials are needed and are available/not ** May be online, may include an inventory of accessible GAD-related resource materials; include targets for the succeeding years *** At least 2 hours of discussion among general staff on any GAD topic of interest; may be organized by any unit (CO/FS/PHO); resource person may be internal or external; possibly conducted at least quarterly; may be hybrid delivery (face-to-face and/or virtual)			
		Percentage of personnel plantilla, Contract of Service (COS), outsourced who completed GAD-related capacity development course per topic	TBD	All HO, FSPs and COs	Knowledge and Skills Building program developed	Develop a Knowledge and Skills Building Program on GAD2*	Staff time	25% of plantilla/COS/outsourced personnel have undergone GAD training	Implement knowledge and Skills Building Program on GAD	Staff time	30% of plantilla/COS/outsourced personnel have undergone GAD training	Implement knowledge and Skills Building Program on GAD	Staff time	35% of plantilla/COS/outsourced personnel have undergone GAD training	Implement the Knowledge and Skills Building Program on GAD	Staff time	40% of plantilla/COS/outsourced personnel have undergone GAD training	Implement knowledge and Skills Building Program on GAD	Staff time	45% of plantilla/COS/outsourced personnel have undergone GAD training	Implement knowledge and Skills Building Program on GAD	Staff time				
		1 capacity building activity conducted per subject/topic	TBD	HRMO GAD Secretariat OAMSS All HO, FSPs, and COs	Develop customized and ladderized GAD training modules for HO, FSPs, and COs**	Staff time	1 customized GAD training module developed	Develop customized and ladderized GAD training modules for HO, FSPs, and COs**	Staff time	1 customized GAD training module developed	Continue developing GAD modules custom-fit for DFA staff and clients, as needed	Staff time	1 customized GAD training module developed	Continue developing GAD modules custom-fit for DFA staff and clients, as needed	Staff time	1 customized GAD training module developed	Continue developing GAD modules custom-fit for DFA staff and clients, as needed	Staff time	1 customized GAD training module developed	Continue developing GAD modules custom-fit for DFA staff and clients, as needed	Staff time	1 customized GAD training module developed	Continue developing GAD modules custom-fit for DFA staff and clients, as needed	Staff time	* To be included in the GAD Knowledge Management System * Including GAD concepts, SOGIE, identification of gender issues in workplace, gender analysis especially for HO staff, sharing of gender mainstreaming challenges and experiences, gender-fair communications, DFA GAD mandate/ strategic plan, host countries', GPH and DFA's laws/policies/ rules and regulations relating to GAD; rights and responsibilities as citizens and employees, among others	
		100% HO, FSPs, and COs conduct relevant and appropriate activities on Women's Month and 18-Day Campaign to End Violence Against Women (VAW)	TBD	HRMO GAD Secretariat OAMSS All HO, FSPs, and COs	Guidelines in establishment of GAD KMS	Staff time	GAD KMS created	Create a GAD KMS that organizes and makes accessible GAD-related resources	Staff time	100% HO, FSPs, and COs conduct relevant and appropriate activities on Women's Month and 18-Day Campaign to End Violence Against Women (VAW)	Monitoring and updating of resources in the GAD KMS	Staff time	100% HO, FSPs, and COs conduct relevant and appropriate activities on Women's Month and 18-Day Campaign to End Violence Against Women (VAW)	Updated GAD KMS	Staff time	100% HO, FSPs, and COs conduct relevant and appropriate activities on Women's Month and 18-Day Campaign to End Violence Against Women (VAW)	Monitoring and updating of resources in the GAD KMS	Staff time	100% HO, FSPs, and COs conduct relevant and appropriate activities on Women's Month and 18-Day Campaign to End Violence Against Women (VAW)	Updated GAD KMS	Staff time	100% HO, FSPs, and COs conduct relevant and appropriate activities on Women's Month and 18-Day Campaign to End Violence Against Women (VAW)	Monitoring and updating of resources in the GAD KMS	Staff time		
<b>Gender-fair communication is not practiced at work and in the workplace</b>	Gender-fair communication is effectively practiced in the Department	Percentage of personnel trained in Gender-Fair Communication	TBD	UA (as Chairperson of the GFPS and oversight office of HRMO)	15% of personnel in HO, FSPs, and COs trained in Gender-Fair Communication	Conduct online training on Gender-Fair Communication of all personnel*	Staff time	30% of personnel in HO, FSPs, and COs trained in Gender-Fair Communication	Conduct online training on Gender-Fair Communication of all personnel	Staff time	45% of personnel in HO, FSPs, and COs trained in Gender-Fair Communication	Conduct online training on Gender-Fair Communication of all personnel	Staff time	60% of personnel in HO, FSPs, and COs trained in Gender-Fair Communication	Conduct online training on Gender-Fair Communication of all personnel	Staff time	75% of personnel in HO, FSPs, and COs trained in Gender-Fair Communication	Conduct online training on Gender-Fair Communication of all personnel	Staff time	90% of personnel in HO, FSPs, and COs trained in Gender-Fair Communication	Conduct online training on Gender-Fair Communication of all personnel	Staff time	* To be included in the Knowledge and Skills Building Program on GAD			
		100% of OPCD personnel trained	TBD	UA (as Chairperson of the GFPS and oversight office of HRMO)	100% of OPCD personnel trained	Conduct face-to-face training/workshop on Gender-Fair Communication for OPCD employees*	Staff time	100% of OPCD personnel trained	Conduct face-to-face training/workshop on Gender-Fair Communication for new OPCD employees	Staff time	100% of OPCD personnel trained	Conduct face-to-face training/workshop on Gender-Fair Communication for new OPCD employees	Staff time	100% of OPCD personnel trained	Conduct face-to-face training/workshop on Gender-Fair Communication for new OPCD employees	Staff time	100% of OPCD personnel trained	Conduct face-to-face training/workshop on Gender-Fair Communication for new OPCD employees	Staff time	100% of OPCD personnel trained	Conduct face-to-face training/workshop on Gender-Fair Communication for new OPCD employees	Staff time				
		Percentage of key documents/communication adhering to Gender-Fair Communication standards	TBD	HRMO GAD Secretariat OPCD	100% of documents identified adhere to Gender-Fair Communication Standards	Identify key documents/communication, including forms, to be reviewed; conduct of review and revision	Staff time	100% of documents identified adhere to Gender-Fair Communication Standards	Identify key documents/communication, including forms, to be reviewed; conduct of review and revision	Staff time	100% of documents identified adhere to Gender-Fair Communication Standards	Identify key documents/communication, including forms, to be reviewed; conduct of review and revision	Staff time	100% of documents identified adhere to Gender-Fair Communication Standards	Identify key documents/communication, including forms, to be reviewed; conduct of review and revision	Staff time	100% of documents identified adhere to Gender-Fair Communication Standards	Identify key documents/communication, including forms, to be reviewed; conduct of review and revision	Staff time	100% of documents identified adhere to Gender-Fair Communication Standards	Identify key documents/communication, including forms, to be reviewed; conduct of review and revision	Staff time	100% of documents identified adhere to Gender-Fair Communication Standards	Identify key documents/communication, including forms, to be reviewed; conduct of review and revision	Staff time	
<b>GAD planning and budgeting is not mainstreamed into the DFA's regular planning process</b>	GAD planning and budgeting is integrated in the Department's planning process	100% timely submission of GAD Plan and Budget (GPB)	TBD	GAD Secretariat	All baseline figures for GAD agenda determined	Determine baseline figures for GAD agenda	Staff time	Agency-wide GPB guidelines formulated and disseminated	Prepare the DFA GPB guidelines	Staff time	Agency-wide GPB guidelines formulated and disseminated	Prepare the DFA GPB guidelines	Staff time	Agency-wide GPB guidelines formulated and disseminated	Prepare the DFA GPB guidelines	Staff time	Agency-wide GPB guidelines formulated and disseminated	Prepare the DFA GPB guidelines	Staff time	Agency-wide GPB guidelines formulated and disseminated	Prepare the DFA GPB guidelines	Staff time	Agency-wide GPB guidelines formulated and disseminated	Prepare the DFA GPB guidelines	Staff time	
		One GPB workshop conducted	TBD	GAD Secretariat	100% of GFPOs/ alternates participated	Conduct the annual GPB workshop	Staff time	One GPB workshop conducted	Conduct the annual GPB workshop	Staff time	One GPB workshop conducted	Conduct the annual GPB workshop	Staff time	One GPB workshop conducted	Conduct the annual GPB workshop	Staff time	One GPB workshop conducted	Conduct the annual GPB workshop	Staff time	One GPB workshop conducted	Conduct the annual GPB workshop	Staff time	One GPB workshop conducted	Conduct the annual GPB workshop	Staff time	
		GAD budget is at least 5% of total agency budget	TBD	GAD Secretariat Implementing Unit	GAD budget is at least 5% of total agency budget	Assess selected major program's using the HGDG and implement proposed activities to make them gender-responsive	Staff time	GAD budget is at least 5% of total agency budget	Assess selected major program's using the HGDG and implement proposed activities to make them gender-responsive	Staff time	GAD budget is at least 5% of total agency budget	Assess selected major program's using the HGDG and implement proposed activities to make them gender-responsive	Staff time	GAD budget is at least 5% of total agency budget	Assess selected major program's using the HGDG and implement proposed activities to make them gender-responsive	Staff time	GAD budget is at least 5% of total agency budget	Assess selected major program's using the HGDG and implement proposed activities to make them gender-responsive	Staff time	GAD budget is at least 5% of total agency budget	Assess selected major program's using the HGDG and implement proposed activities to make them gender-responsive	Staff time	GAD budget is at least 5% of total agency budget	Assess selected major program's using the HGDG and implement proposed activities to make them gender-responsive	Staff time	



DEPARTMENT OF FOREIGN AFFAIRS GENDER AND DEVELOPMENT (GAD) AGENDA 2023-2028

Table with 21 columns and 3 rows detailing GAD agenda items such as 'Lack of internal GAD expertise', 'Lack of directory of local resources', and 'Strengthen the GAD Focal Point System'. Each row includes a description, current status, and planned actions.

GAD Goal 3: To strengthen women's participation in the formulation and implementation of foreign policy in the pursuit of national security

Table with 20 columns and 3 rows detailing GAD Goal 3. Columns include GENDER ISSUE, GAD OUTCOME, INDICATOR, BASELINE, RESPONSIBLE UNIT/OFFICE, and years 1-6 with Target, Program/Project/Activity, and Estimated Budget. Includes remarks like 'Mentoring could be included in this policy'.



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								60% of FSPs and COs have updated contingency plans for gender-responsiveness based on consultations	Review and update Posts' and COs' contingency plan which details appropriate and gender-responsive assistance to women OFs in cases of conflict, natural or anthropogenic disasters, and other crisis situations	Staff time	60% of FSPs and COs have updated contingency plans for gender-responsiveness based on consultations	Review and update Posts' and COs' contingency plan which details appropriate and gender-responsive assistance to women OFs in cases of conflict, natural or anthropogenic disasters, and other crisis situations	Staff time	70% of FSPs and COs have updated contingency plans for gender-responsiveness based on consultations	Review and update Posts' and COs' contingency plan which details appropriate and gender-responsive assistance to women OFs in cases of conflict, natural or anthropogenic disasters, and other crisis situations	Staff time	80% of FSPs and COs have updated contingency plans for gender-responsiveness based on consultations	Review and update Posts' and COs' contingency plan which details appropriate and gender-responsive assistance to women OFs in cases of conflict, natural or anthropogenic disasters, and other crisis situations	Staff time	90% of FSPs and COs have updated contingency plans for gender-responsiveness based on consultations	Review and update Posts' and COs' contingency plan which details appropriate and gender-responsive assistance to women OFs in cases of conflict, natural or anthropogenic disasters, and other crisis situations	Staff time	Yearly update on status of implementation of recommendations to be included in regular reporting
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**GAD Goal 4: To advance gender-responsive economic empowerment policies towards promoting and attaining economic security for Filipinos at home and abroad**

GENDER ISSUE/ GAD MANDATE	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	BASELINE	RESPONSIBLE UNIT/OFFICE	YEAR 1			YEAR 2			YEAR 3			YEAR 4			YEAR 5			YEAR 6			Remarks					
					TARGET	PROGRAM/ PROJECT ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ PROJECT ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ PROJECT ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ PROJECT ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ PROJECT ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ PROJECT ACTIVITY	ESTIMATED BUDGET						
Lack of participatory and consultative processes/platforms on gender issues to inform and guide the crafting of Philippine positions for diplomatic and commercial agreements	Key Philippine positions on Filipino women's economic and commercial interests, generated from consultative processes, are proposed and supported in pertinent international forums.	Number of key Philippine positions on economic and commercial interests determined from multilateral consultations, particularly with Filipino women	None	UMAIER UBRAA	Guidelines issued/theme identified	Issue guidelines (theme or sub-sectoral focus) on consultations with women OFs	Staff time	Guidelines issued/theme identified	Issue guidelines (theme or sub-sectoral focus) on consultations with women OFs	Staff time	Guidelines issued/theme identified	Issue guidelines (theme or sub-sectoral focus) on consultations with women OFs	Staff time	Guidelines issued/theme identified	Issue guidelines (theme or sub-sectoral focus) on consultations with women OFs	Staff time	Guidelines issued/theme identified	Issue guidelines (theme or sub-sectoral focus) on consultations with women OFs	Staff time	Guidelines issued/theme identified	Issue guidelines (theme or sub-sectoral focus) on consultations with women OFs	Staff time						
					UMAIER	Key Philippine positions that pursue gender equality and women's empowerment on economic and commercial interests available	Identify key Philippine positions that pursue gender equality and women's empowerment on economic and commercial interests conducted by FSPs, if applicable	Staff time	Key Philippine positions that pursue gender equality and women's empowerment on economic and commercial interests evaluated for effectiveness	Review and evaluate the list of key Philippine positions that pursue gender equality and women's empowerment	Staff time	Key Philippine positions that pursue gender equality and women's empowerment on economic and commercial interests determined	Review and report on Philippine positions that were pushed and adopted	Staff time	Key Philippine positions that pursue gender equality and women's empowerment on economic and commercial interests determined	Review and report on Philippine positions that were pushed and adopted	Staff time	Key Philippine positions that pursue gender equality and women's empowerment on economic and commercial interests evaluated for effectiveness	Review and report on Philippine positions that were pushed and adopted	Staff time	Key Philippine positions that pursue gender equality and women's empowerment on economic and commercial interests evaluated for effectiveness	Review and report on Philippine positions that were pushed and adopted		Staff time	Key Philippine positions that pursue gender equality and women's empowerment on economic and commercial interests expanded in number and scope	Expand in number and scope key Philippine positions that pursue gender equality and women's empowerment from consultations conducted by FSPs, if applicable	Staff time	
		Number of reports on the intersection of gender and economic diplomacy produced from consultation meetings and engagements	TBD	All FSPs UMAIER UBRAA	5% of FSPs conducted consultations	Conduct consultation with women OFs on how the Philippine government can assist their goal of economic independence, submit report with recommendations		5% of FSPs conducted consultations	Conduct consultation with women OFs on how the Philippine government can assist their goal of economic independence, submit report with recommendations		10% of FSPs conducted consultations	Conduct consultation with women OFs on how the Philippine government can assist their goal of economic independence, submit report with recommendations		10% of FSPs conducted consultations	Conduct consultation with women OFs on how the Philippine government can assist their goal of economic independence, submit report with recommendations		15% of FSPs conducted consultations	Conduct consultation with women OFs on how the Philippine government can assist their goal of economic independence, submit report with recommendations		15% of FSPs conducted consultations	Conduct consultation with women OFs on how the Philippine government can assist their goal of economic independence, submit report with recommendations		15% of FSPs conducted consultations	Conduct consultation with women OFs on how the Philippine government can assist their goal of economic independence, submit report with recommendations				
Lack of economic opportunities for OFs, especially women  - Limited access to information on gender-responsive policies, programs and benefits  Improved women's economic empowerment among Filipinos at home and abroad	Improved economic opportunities among overseas Filipino women  Improved women's economic empowerment among Filipinos at home and abroad	Number of engagements with host government on the hiring/integration of Filipino professionals and skilled workers, in accordance with national policy  Number of outcome documents prioritizing women economic integration in bilateral, regional, and multilateral engagements	TBD	UMAIER All FSPs All geographic offices	5% of FSPs with engagement with host government institutions, including the private sector, and regional/multilateral cooperation to advocate for more opportunities for Filipino workers, especially women	Hold/participate in meetings with host government institutions, including the private sector, and regional/multilateral cooperation to advocate for more opportunities for Filipino workers, especially women		5% of FSPs with engagement with host government institutions, including the private sector, and regional/multilateral cooperation to advocate for more opportunities for Filipino workers, especially women	Hold/participate in meetings with host government institutions, including the private sector, and regional/multilateral cooperation to advocate for more opportunities for Filipino workers, especially women		10% of FSPs with engagement with host government institutions, including the private sector, and regional/multilateral cooperation to advocate for more opportunities for Filipino workers, especially women	Hold/participate in meetings with host government institutions, including the private sector, and regional/multilateral cooperation to advocate for more opportunities for Filipino workers, especially women		10% of FSPs with engagement with host government institutions, including the private sector, and regional/multilateral cooperation to advocate for more opportunities for Filipino workers, especially women	Hold/participate in meetings with host government institutions, including the private sector, and regional/multilateral cooperation to advocate for more opportunities for Filipino workers, especially women		15% of FSPs with engagement with host government institutions, including the private sector, and regional/multilateral cooperation to advocate for more opportunities for Filipino workers, especially women	Hold/participate in meetings with host government institutions, including the private sector, and regional/multilateral cooperation to advocate for more opportunities for Filipino workers, especially women		15% of FSPs with engagement with host government institutions, including the private sector, and regional/multilateral cooperation to advocate for more opportunities for Filipino workers, especially women	Hold/participate in meetings with host government institutions, including the private sector, and regional/multilateral cooperation to advocate for more opportunities for Filipino workers, especially women		15% of FSPs with engagement with host government institutions, including the private sector, and regional/multilateral cooperation to advocate for more opportunities for Filipino workers, especially women	Hold/participate in meetings with host government institutions, including the private sector, and regional/multilateral cooperation to advocate for more opportunities for Filipino workers, especially women				
					1 engagement with host government on the hiring/integration of Filipino professionals and skilled workers	1 engagement with host government on the hiring/integration of Filipino professionals and skilled workers		1 engagement with host government on the hiring/integration of Filipino professionals and skilled workers	1 engagement with host government on the hiring/integration of Filipino professionals and skilled workers		1 engagement with host government on the hiring/integration of Filipino professionals and skilled workers	1 engagement with host government on the hiring/integration of Filipino professionals and skilled workers		1 engagement with host government on the hiring/integration of Filipino professionals and skilled workers	1 engagement with host government on the hiring/integration of Filipino professionals and skilled workers		1 engagement with host government on the hiring/integration of Filipino professionals and skilled workers	1 engagement with host government on the hiring/integration of Filipino professionals and skilled workers		1 engagement with host government on the hiring/integration of Filipino professionals and skilled workers	1 engagement with host government on the hiring/integration of Filipino professionals and skilled workers		1 engagement with host government on the hiring/integration of Filipino professionals and skilled workers	1 engagement with host government on the hiring/integration of Filipino professionals and skilled workers		1 engagement with host government on the hiring/integration of Filipino professionals and skilled workers	1 engagement with host government on the hiring/integration of Filipino professionals and skilled workers	
					1 outcome document	1 outcome document		1 outcome document	1 outcome document		1 outcome document	1 outcome document		1 outcome document	1 outcome document		1 outcome document	1 outcome document		1 outcome document	1 outcome document		1 outcome document	1 outcome document		1 outcome document	1 outcome document	
- Lack of gender perspective in and limited capacity building/upskilling opportunities for OFs, especially women	Increased gender-responsiveness of capacity building/upskilling opportunities for OFs	Number of gender-responsive capacity building/upskilling opportunities for OFs, especially women	TBD	All FSPs All geographic offices	5% of capacity building opportunities integrate gender-responsive core messages	Integrate gender-responsive core messages in capacity building opportunities	Staff time	10% of capacity building opportunities integrate gender-responsive core messages	Integrate gender-responsive core messages in capacity building opportunities	Staff time	15% of capacity building opportunities integrate gender-responsive core messages	Integrate gender-responsive core messages in capacity building opportunities	Staff time	20% of capacity building opportunities integrate gender-responsive core messages	Integrate gender-responsive core messages in capacity building opportunities	Staff time	25% of capacity building opportunities integrate gender-responsive core messages	Integrate gender-responsive core messages in capacity building opportunities	Staff time	30% of capacity building opportunities integrate gender-responsive core messages	Integrate gender-responsive core messages in capacity building opportunities	Staff time	Refer to Goal 5 on developing gender-responsive core messages and modules					
					1 women-led MSME per FSP participate in trade fair and roadshows that promote products and services, if applicable	Conduct seminars informing women OFs on business, commercial and investment opportunities in Post and PH		1 women-led MSME per FSP participate in trade fair and roadshows that promote products and services, if applicable	Conduct seminars informing women OFs on business, commercial and investment opportunities in Post and PH		1 women-led MSME per FSP participate in trade fair and roadshows that promote products and services, if applicable	Conduct seminars informing women OFs on business, commercial and investment opportunities in Post and PH		1 women-led MSME per FSP participate in trade fair and roadshows that promote products and services, if applicable	Conduct seminars informing women OFs on business, commercial and investment opportunities in Post and PH		1 women-led MSME per FSP participate in trade fair and roadshows that promote products and services, if applicable	Conduct seminars informing women OFs on business, commercial and investment opportunities in Post and PH		1 women-led MSME per FSP participate in trade fair and roadshows that promote products and services, if applicable	Conduct seminars informing women OFs on business, commercial and investment opportunities in Post and PH		1 women-led MSME per FSP participate in trade fair and roadshows that promote products and services, if applicable	Conduct seminars informing women OFs on business, commercial and investment opportunities in Post and PH				
		Number of trade fairs/road shows in women-dominated industries in the Philippines, facilitated per FSP, if applicable	TBD	All FSPs	1 trade fair/road show, in women-dominated industries in the Philippines, facilitated per FSP, if applicable	Facilitate participation in trade fairs/shows in industries that generate economic opportunities for women in PH		1 trade fair/road show, in women-dominated industries in the Philippines, facilitated per FSP, if applicable	Facilitate participation in trade fairs/shows in industries that generate economic opportunities for women in PH		1 trade fair/road show, in women-dominated industries in the Philippines, facilitated per FSP, if applicable	Facilitate participation in trade fairs/shows in industries that generate economic opportunities for women in PH		1 trade fair/road show, in women-dominated industries in the Philippines, facilitated per FSP, if applicable	Facilitate participation in trade fairs/shows in industries that generate economic opportunities for women in PH		1 trade fair/road show, in women-dominated industries in the Philippines, facilitated per FSP, if applicable	Facilitate participation in trade fairs/shows in industries that generate economic opportunities for women in PH		1 trade fair/road show, in women-dominated industries in the Philippines, facilitated per FSP, if applicable	Facilitate participation in trade fairs/shows in industries that generate economic opportunities for women in PH							

**GAD Goal 5: To promote and protect the welfare, human rights, and interest of external clients through gender-responsive services and facilities**

GENDER ISSUE/ GAD MANDATE	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	BASELINE	RESPONSIBLE UNIT/OFFICE	YEAR 1			YEAR 2			YEAR 3			YEAR 4			YEAR 5			YEAR 6			Remarks		
					TARGET	PROGRAM/ PROJECT ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ PROJECT ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ PROJECT ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ PROJECT ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ PROJECT ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/ PROJECT ACTIVITY	ESTIMATED BUDGET			
Insufficient gender-sensitive facilities and services	Gender-responsive facilities are present in most DFA units/offices in the Philippines and abroad	Percentage of DFA units/offices with gender-responsive facilities	TBD	UMNA HRMO GAD Secretariat OCA OAMSS All HO, FSPs and COs	Study/inventory of gender-responsive facilities in FSPs and COs	Issue and disseminate guidelines on gender-responsive facilities (toilets, diaper changing facilities, breastfeeding area, area for Muslim women clients)	Staff time																		
					5% of FSPs and COs have gender-responsive toilets*	Provide gender-responsive toilet facilities**		10% of FSPs and COs have gender-responsive toilets*	Provision of gender-responsive toilet facilities**		15% of FSPs and COs have gender-responsive toilets*	Provision of gender-responsive toilet facilities**		20% of FSPs and COs have gender-responsive toilets*	Provision of gender-responsive toilet facilities**		25% of FSPs and COs have gender-responsive toilets*	Provision of gender-responsive toilet facilities**		30% of FSPs and COs have gender-responsive toilets*	Provision of gender-responsive toilet facilities**		30% of FSPs and COs have gender-responsive toilets*	Provision of gender-responsive toilet facilities**	
					5% of FSPs and COs have diaper-changing areas	Provide diaper-changing areas		10% of FSPs and COs have diaper-changing areas	Provision of diaper-changing areas		15% of FSPs and COs have diaper-changing areas	Provision of diaper-changing areas		20% of FSPs and COs have diaper-changing areas	Provision of diaper-changing areas		25% of FSPs and COs have diaper-changing areas	Provision of diaper-changing areas		30% of FSPs and COs have diaper-changing areas	Provision of diaper-changing areas		30% of FSPs and COs have diaper-changing areas	Provision of diaper-changing areas	
																							* Study/inventory of gender-responsive facilities will indicate what each FSP, CO, etc. means by "gender-responsive toilets", for which they will provide yearly targets in their GAD plan ** Link with similar intervention in Goal 1		



DEPARTMENT OF FOREIGN AFFAIRS GENDER AND DEVELOPMENT (GAD) AGENDA 2023-2028

Table with multiple columns containing project details, objectives, activities, and monitoring indicators. The table is organized into several rows, each representing a different project or initiative. Key sections include: 'DFA provides gender-responsive Assistance to Nationals (ATN) services', 'Limited awareness on OF rights and women's rights in the Philippines and host countries...', 'Persistence of incidence/cases of human trafficking, VAW, and illegal recruitment cases', and 'Limited capacity of women OFs as leaders and partners to advance the GAD agenda'.



DEPARTMENT OF FOREIGN AFFAIRS GENDER AND DEVELOPMENT (GAD) AGENDA 2023-2028

Insufficient orientation on the features of a VAW Desk in ATN Units at FSPs, resulting in limited or insufficient assistance provided to VAW cases	All ATN Units at FSPs function effectively as VAW Desks for OFs in distress  VAWC cases are satisfactorily resolved through FSP intervention/collaboration	Number of guidelines issued  Number of templates of referral pathways issued  Percentage of FSPs reporting on incorporation of elements of VAW Desks at their chanceries  Percentage of FSPs submitting complete referral pathways for VAW cases in their host countries and countries under their jurisdictions  Percentage of VAWC cases satisfactorily assisted/ resolved  Number of VAWC cases gathered by FSPs through various formal means	Current number of FSPs with ATN Units that have almost the elements of a Barangay VAW Desk, per element	UMWA	VAWC desk guidelines formulated  Template for VAWC referral pathway developed  25% of FSPs received the guidelines and template	Formulate and issue guidelines to FSPs on incorporating elements of the Barangay VAW Desk for the ATN Unit, including physical set-up and reporting mechanism, and how to identify other facilities run by the host government and its administrative units, and also by civil society organizations, that have features of Safe Spaces For Women and Children (SSWC)  Provide for FSPs template of referral pathways (host government agencies, religious establishments, CSOs abroad) for different types of ATN cases, including in times of disasters, calamities and other crisis situations	30% of FSPs received the updated guidelines and template	Monitor the implementation of the guidelines	35% of FSPs received the updated guidelines and template	Monitor the implementation of the guidelines	40% of FSPs received the updated guidelines and template	Monitor the implementation of the guidelines	45% of FSPs received the updated guidelines and template	Monitor the implementation of the guidelines	50% of FSPs received the updated guidelines and template	Monitor the implementation of the guidelines	
							All FSPs	15% increase in FSPs whose ATN Units have the complete elements, as applicable in their respective host countries, of a Barangay VAW Desk	Establish/strengthen VAWC desk	30% increase, from baseline, in FSPs whose ATN Units have the complete elements, as applicable in their respective host countries, of a Barangay VAW Desk	Establish/strengthen VAWC desk	45% increase, from baseline, in FSPs whose ATN Units have the complete elements, as applicable in their respective host countries, of a Barangay VAW Desk	Establish/strengthen VAWC desk	60% increase, from baseline, in FSPs whose ATN Units have the complete elements, as applicable in their respective host countries, of a Barangay VAW Desk	Establish/strengthen VAWC desk	75% increase, from baseline, in FSPs whose ATN Units have the complete elements, as applicable in their respective host countries, of a Barangay VAW Desk	Establish/strengthen VAWC desk
Absence of a gender database management system in the Department	Adequate data on various lines of difference among OFs and availability of tools for generating such data to guide policy, planning, and decision-making and design of PAPs  Evidence-based policies, PAPs and decision-making, firmly founded on gender data	Gender database management system established	None	All FSPs UMWA UMAER OAMSS	Guidelines on the establishment of a gender database prepared	Prepare the guidelines on the establishment of a gender database	Service provider for the establishment of a gender database procured	Procurement of service provider for the establishment of a gender database	10% of gender data collected	Collect gender data on OFs; report on findings and generate recommendations	20% of gender data collected	Collect gender data on OFs; report on findings and generate recommendations	30% of gender data collected	Collect gender data on OFs; report on findings and generate recommendations	40% of gender data collected	Collect gender data on OFs; report on findings and generate recommendations	

APPROVALS	SIGNATURES	DATE
<b>Prepared By</b> Christopher B. Montero Assistant Secretary, Human Resources Management Office Head, GAD Secretariat		08 Mar '23
<b>Reviewed By</b> Antonio A. Morales Undersecretary for Administration Chairperson, GAD Focal Point System Executive Committee		08 Mar '23
<b>Approved By</b> Enrique A. Manalo Secretary for Foreign Affairs Head, GAD Focal Point System		08 March '23