

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



GENDER ISSUE/ GAD MANDATE	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	BASELINE	RESPONSIBLE UNIT/OFFICE	TARGET	YEAR 1 PROGRAM/	ESTIMATED	TARGET	YEAR 2 PROGRAM/	ESTIMATED	TARGET	YEAR 3 PROGRAM/	ESTIMATED	TARGET	YEAR 4 PROGRAM/	ESTIMATED	TARGET	YEAR 5 PROGRAM/	ESTIMATED	TARGET	YEAR 6 PROGRAM/	ESTIMATED	Remarks
ficient gender-responsive (GR) facilities/resources*	Gender-responsive facilities are installed in the Home Office (HO), Foreign Service Posts (FSPs), and Consular Offices (COs)			UA HRMO GAD Secretariat OAMSS OFMS All FSPs and COs	Inventory of GR facilities in HO, FSPs, and COs completed** Workplan to install GR facilities developed	the facilities in HO,	BUDGET Staff time		PROJECT/ ACTIVITY	BUDGET		PROJECT/ ACTIVITY	BUDGET	Assessment of GR facilities in H0, FSPs, and COs completed		BUDGET Staff time		PROJECT/ ACTIVITY	BUDGET		PROJECT/ ACTIVITY	BUDGET	*See similar intervention in Goal 5 **This Report, which will be included in the gender database, covers th following, among others: (i) inventory of GR Facilities in the HO, COs, if 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		All FSPs and COs	5% of FSPs and COs with breastfeeding and diaper changing facilities	gender-responsive		10% of FSPs and COs have breastfeeding and diaper changing	Establish gender-responsive breastfeeding and diaper changing		15% of FSPs and COs have breastfeeding and diaper changing	Establish gender-responsive breastfeeding and diaper changing		20% of FSPs and COs have breastfeeding and diaper changing	Establish gender-responsive breastfeeding and diaper changing		25% of FSPs and COs have breastfeeding and diaper changing	Establish gender-responsive breastfeeding and diaper changing		30% of FSPs and COs have breastfeeding and diaper changing	Establish gender-responsive breastfeeding and diaper changing		
Insufficient childcare/daycare facilities for married and solo parents		Percentage of FSPs and COs with childcare/daycare	I TBD	All FSPs and COs	5% of FSPs and COs with childcare/daycare	facilities		facilities 10% of FSPs and COs have childcare/daycare	facilities Establish gender-responsive childcare/daycare		facilities 15% of FSPs and COs have childcare/daycare	facilities Establish gender-responsive childcare/daycare		facilities 20% of FSPs and COs have childcare/daycare	facilities Establish gender-responsive childcare/daycare		facilities 25% of FSPs and COs have childcare/daycare	facilities Establish gender-responsive childcare/daycare		facilities 30% of FSPs and COs wihaveth childcare/daycare	facilities Establish gender-responsive childcare/daycare		
Absence of prayer room for Muslim women in HO		facilities Prayer room for Muslim women in HO	Muslim women	UA (as oversight office of HRMO, OAMSS, and OFMS)	facilities Prayer room for Muslim women established	facilities Establish prayer room for Muslim women in HO		facilities	facilities		facilities	facilities		facilities	facilities		facilities	facilities		facilities	facilities		
Lack of gender perspective in the Department's health insurance plan for onnel	The Department's health insurance plan for personnel is gender-responsive	Percentage of personne covered by the Department's gender-responsive health insurance plan	190	UA HRMO	Proposal to make the Department's health insurance plan gender-responsive prepared	Conduct consultations on health insurance profiles and needs among personnel Prepare a proposal to make the Department's health insurance plan gender-responsive Assess the Department's health insurance plan using the Harmonized Gender and Development Guirélieuse (HCIGG)	Staff time	90% of personnal re- covered by the Department's gender-responsive health insurance plan	recommendations to make the Department's health	HGIDC rating X total budget for health insurance plan for personnel	90% of personnel an covered by the Department's gender-responsive health insurance pla	Implement the recommendations to make the Department's health insurance plan for personnel gender-responsive	HODG rating X total budget for health insurance plan for personnel	90% of personnel are covered by the Department's gender-responsive health insurance plan	recommendations to make the Department's health	HGDG rating X total budget for health insurance plan for personnel	90% of personnel are covered by the Department's gende-responsive health insurance plan	recommendations to make the Department's health	HGDG rating X total budget for health insurance plan for personnel	90% of personnel are covered by the Department's gender-responsive health insurance plan	recommendations to make the Department's health	HGDG rating X total budget for health insurance plan for personnel	
nder bias/imbalance in staffing/recruitment, movement of personnel, ign 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	percentage as of 31	HRMO GAD Secretariat Decision makers		Continue to collect and analyze internal	Staff time		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 Gender balance of male and female Heads of Offices/Posts		Staff time		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			Guidelines for rationalized recruitment, movement of personnel and foreign assignments towards gender-balance updated		Staff time	United Fusion	Implement, monitor and evaluate guidelines for rationalized recruitment, movement of personnel and foreign assignments towards gender-balance		Unidearrusis	Monitor and evaluate guidelines for rationalized recruitment, movement of personnel and foreign assignments towards gender-balance	Staff time	University	Update/reiterate, implement, and monitor and evaluate guidelines for rationalized recruitment, movement of personnel and foreign assignments towards gender-balance	Staff time	Unices rusis	Implement, 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	
participation of male personnel and non-GAD Focal Point System 'S) 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 Percentage of DFA GAD initiatives participated in by non-GFPS members Percentage of male GAD Focal Point Officers (GFPOs)/Alternates		GAD Secretariat All HO, FSPs, and COs GAD Secretariat All HO, FSPs, and COs GAD Secretariat All HO, FSPs, and COs	At least 25% of male participants in GAD-related projects and activities 10% of DFA GAD initiatives participated in by non-GFPS members At least 40% of the GFPO/Alternates are male*	Conduct baselining activity Confer GAD awards*		At least 30% of male participants in GAD-related projects and activities 20% of DFA GAD initiatives participated in by non-GFPS members At least 40% of the GFPO/Alternates are male."			At least 35% of male participants in GAD-related projects and activities 25% of DFA GAD initiatives participate in by non-GFPS members At least 40% of the GFPO/Alternates are male*	d d		At least 40% of male participants in GAD-related projects and activities 30% of DFA GAD initiatives participated in by non-GFPS members At least 40% of the GFPO/Alternates are male*	3		At least 45% of male participants in GAD-related projects and activities 35% of DFA GAD in the project of DFA GAD in the participant of DFA GAD in	Confer GAD awards* **		At least 50% of male participants in GAD-related projects and activities 40% of DFA GAD initiatives participated in by non-GFPS members At least 40% of the GFPO/Alternates are male*	Confer GAD awards*		* May be done on Women's Day/month ** Include award for serving in the CODI with active and resolved cases the year * Targetting for gender balance may be within the range of 40-60%
istence of sexual harassment incidents Limited information/ awareness on activities regarding Sexual Harassment in the workplace, including Committee on Decorum and Investigation D) tackling pender-related complaints issues	Sexual harassment incidence is reduced All reported cases, if any, are resolved The guilty party, if any, is penalized	Percentage of reported cases Timely resolution of cases	TBD	CODI OTLA UA BFSA HRMO		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)**		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 the statistics of SH cases in the DFA (reported and resolved)**		Annual report prepared	Prepare and share with staff the annual report on the statistics of SH cases in the DFA (reported and resolved)**	Staff time	*To be included in Gender Database Management System, with definitively of accessibility if necessary **May be one of the activities during the 18-day EVAW campaign
-Absence of CODI in some FSPs and COs					Reviewed CODI policy/rules of procedure for the expedited resolution of SH cases	consultations for the review of the CODI	Staff time	Updated policy/rules of procedure for the CODI investigation and timely resolution of SH cases	policies/rules on the CODI process for	Staff time	Monitored CODI proceedings for the timely resolution of SH cases	Implementation and monitoring of CODI proceedings and timely resolution of cases	Staff time	100% of CODI cases are timely resolved	Implementation and monitoring of CODI proceedings and timely resolution of cases	Staff time	100% of CODI cases are timely resolved	Implementation of policies and continued monitoring of CODI proceedings and timely resolution of cases			Implementation of policies and continued monitoring of CODI proceedings and timely resolution of cases	Staff time	* Result of consultation meetings will serve as input in the review the pri for resolving SH cases
					FSPs, and COs		Staff time		Continue disseminating IEC materials on DFA's zero-tolerance policy against sexual harassment	Staff time		Continue e disseminating IEC materials on DFA's zero-tolerance policy against sexual harassment	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	
					CODI in HO established and functional 20% of FSPs and COs with existing and	Prepare an inventory of existing and functional CODI in HO, FSPs, and COs Issue office order updating the CODI composition in HO,	Staff time	CODI in HO established and functional 30% of FSPs and COs with existing and functional CODI	Issue office order updating the CODI composition in HO, FSPs, and COs	Staff time	CODI in HO established and functional 40% of FSPs and COs with existing an functional CODI	Issue office order updating the CODI composition in HO, FSPs, and COs	Staff time	CODI in HO established and functional 50% of FSPs and COs with existing and functional CODI	Issue office order updating the CODI composition in HO, FSPs, and COs	Staff time	CODI in HO established and functional 60% of FSPs and COs with existing and functional CODI	Issue office order updating the CODI composition in HO, FSPs, and COs	Staff time	CODI in HO established and functional 70% of FSPs and COs with existing and functional CODI	Issue office order updating the CODI composition in HO, FSPs, and COs	Staff time	
					All CODI Members and its Secretariat trained on gender-sensitivity, gender-based violence and other	FSPs, and COs Conduct capacity building seminar for the members of CODI and the CODI Secretariat on gender-sensitive handling and resolution of administrative cases		All CODI Members and its Secretariat trained on	building seminar for the members of CODI and the CODI Secretariat on		All CODI Members and its Secretariat trained on gender-sensitivity, gender-based violence and other GAD-related topics.	building seminar for the members of CODI and the CODI Secretariat on gender-sensitive		All CODI Members and its Secretariat trained on	Conduct capacity building seminar for the members of CODI and the CODI Secretariat on gender-sensitive handling and resolution of administrative cases		All CODI Members and its Secretariat trained on gender-sensitivity, gender-based violence and other GAD-related topics.	Conduct capacity building seminar for the members of CODI and the CODI Secretariat on gender-sensitive handling and resolution of administrative cases		All CODI Members and its Secretariat trained on gender-sensitivity, gender-based violence and other GAD-related topics.	Conduct capacity building seminar for the members of CODI and the CODI Secretariat on gender-sensitive handling and resolution of administrative cases		*To be included in the Knowledge and Skills Building Program on GAL ** Gender-sensitive, trauma-informed, rights-based approach to handle



villalize																			
				oriented on sexual	Conduct orientation session on SH and	oriented on sexual	Conduct orientation session on SH and			Conduct orientation session on SH and	oriented on sexual	session on SH and	100% of newly-hired personnel oriented or	session on SH and		100% of newly-hired personnel oriented on			* To be included in the Knowledge and Skills Building Program on GAD (Goal 2)
				CODI process	the CODI process* **	CODI process	the CODI process* **		harassment and the CODI process	·	CODI process	the CODI process* **	and the CODI process	the CODI process* **		sexual harassment and the CODI process	·		** 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	100% of reported cases investigated and resolved within the prescribed period		Staff time	100% of reported cases investigated and resolved within the prescribed period	Investigate and resolve SH cases	100% of reported cases investigated and resolved within the prescribed period	Investigate and resolve SH cases	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	
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	of the GFPS and oversignt office of HRMO)	discrimination, and other forms of harassment	Sustain the dissemination of the circular reiterating the prohibition against bullying, discrimination, and other forms of harassment in the workplace	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		reported incidences of bullying, discrimination, and other forms of harassment (based	Monitor the circular reiterating the prohibition against bullying, discrimination, and other forms of harassment in the workplace	reported incidences of bullying, discrimination, and other forms of harassment (based	Monitor the circular reiterating the prohibition against bullying, discrimination, and other forms of harassment in the workplace		Monitor the circular releterating the prohibition against bullying, discrimination, and other forms of harassment in the workplace		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		

GAD Goal 2: To establish and strengthen institutional capacities	s to sustain gender mainstreaming	in DFA																					
				RESPONSIBLE		YEAR 1			YEAR 2			YEAR 3			Year 4			YEAR 5			YEAR 6		Remarks
GENDER ISSUE/ GAD MANDATE	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	BASELINE	UNIT/OFFICE	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	
Limited awareness/knowledge on gender and development and gender issues in the workplace, including: - Staff's limited knowledge of the DFA's GAD initiatives - Limited information and info dissemination on GAD policies such as Magne Carta of Women, Sexual Orientation, Gender Identify and Expression (SOGIE),		Average level of KSA among personnel (from result of training needs assessment [TNA] and post-training evaluation)		HRMO GAD Secretariat	Baseline TNA/KSA survey established*	Conduct TNA/KSA survey**		TBD after baseline TNA/KSA survey	Monitoring of Knowledge and Skills Building Program on GAD		TBD after baseline TNA/KSA survey	Monitoring of Knowledge and Skills Building Program on GAD		TBD after baseline TNA/KSA survey	Monitoring of Knowledge and Skills Building Program on GAD		TBD after baseline TNA/KSA survey	Monitoring of Knowledge and Skills Building Program on GAD		TBD after baseline TNA/KSA survey	Monitoring of Knowledge and Skills Building Program on GAD TNA/KSA survey		*What is the average level of KSA among personnel; what GAD materials are needed and are availablelor 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 peneral staff on any GAD topic of interest; may be organized by any until (COTSPHO); resource person maybe
Safe Spaces Act, etc Limited information on host countries' laws and regulations/policies affecting the rights of women workers	Department	Percentage of personnel plantilla, Contract of Service (COS),	TRD	All HO, FSPs and	Knowledge and Skille	Develop a Knowledge		25% of	Implement knowledge		30% of	Implement knowledge		35% of	Implement the		40% of	Implement knowledge		45% of	(post-training evaluation) Implement knowledge		internal or external; possibly conducted at least quarterly; may be hybrid delivery (face-to-face and/or virutal)
	managed	outsourced who	100	COs	Building program	and Skills Building		plantilla/COS/outsour	and Skills Building		plantilla/COS/outsou	ur and Skills Building		plantilla/COS/outsour	Knowledge and Skills		plantilla/COS/outsour	and Skills Building		plantilla/COS/outsour	and Skills Building		
Lack of skills to pursue gender mainstreaming - Lack of expertise in the application of GAD related concepts		completed GAD-related capacity development course per topic			developed	Program on GAD2** Conduct brown bag		ced personnel have undergone GAD training	Program on GAD		undergone GAD training	Program on GAD		ced personnel have undergone GAD training	GAD Program on		ced personnel have undergone GAD training	Program on GAD		ced personnel have undergone GAD training	Program on GAD		
						GAD discussions***		activity conducted per	Conduct brown bag GAD discussions on		activity conducted pr	Conduct brown bag er GAD discussions on		activity conducted per				Conduct brown bag GAD discussions on		activity conducted per	Conduct brown bag GAD discussions on		
					100% HO, FSPs, and	Conduct advocacy		subject/topic 100% HO, FSPs, and	crowd-sourced topics Conduct advocacy		subject/topic 100% HO, FSPs, an	crowd-sourced topics d Conduct advocacy		subject/topic> 100% HO, FSPs, and	crowd-sourced topics Conduct advocacy		subject/topic 100% HO, FSPs, and	crowd-sourced topics Conduct advocacy		subject/topic 100% HO, FSPs, and	crowd-sourced topics Conduct advocacy		
					COs conduct relevan and appropriate	and information/ education activities on		COs conduct relevant and appropriate	and information/ education activities on		COs conduct relevar	nt and information/ education activities on		COs conduct relevant			COs conduct relevant			COs conduct relevant			
					activities on Women's	GAD/EVAW on		activities on Women's	GAD/EVAW on		activities on Women	's GAD/EVAW on		activities on Women's			activities on Women's	GAD/EVAW on		activities on Women's	GAD/EVAW on		
					Month and 18-Day Campaign to End	Women's Month and 18-Day Campaign to		Month and 18-Day Campaign to End	Women's Month and 18-Day Campaign to		Month and 18-Day Campaign to End	Women's Month and 18-Day Campaign to		Month and 18-Day Campaign to End	Women's Month and 18-Day Campaign to		Month and 18-Day Campaign to End	Women's Month and 18-Day Campaign to		Month and 18-Day Campaign to End	Women's Month and 18-Day Campaign to		
					Violence Against Women (VAW)	End VÁW		Violence Against Women (VAW)	End VÁW		Violence Against Women (VAW)	End VÁW		Violence Against Women (VAW)	End VÁW		Violence Against Women (VAW)	End VÁW		Violence Against Women (VAW)	End VAW		
		GAD Knowledge	None	HRMO	Guidelines in	Development of		GAD KMS created	Create a GAD KMS		Updated GAD KMS			Updated GAD KMS			Updated GAD KMS			Updated GAD KMS	Monitoring and		
		Management System (KMS) established		GAD Secretariat OAMSS All HO, FSPs, and COs	establishment of GAL KMS	guidelines in the establishment of GAD KMS			that organizes and makes accessible GAD-related resources			updating of resources in the GAD KMS			updating of resources in the GAD KMS			updating of resources in the GAD KMS			updating of resources in the GAD KMS		
		Customized GAD Training Module developed	TBD	GAD Secretariat	1 customized GAD training module developed	Develop customized and ladderized GAD training modules for		1 customized GAD training module developed	Develop customized and ladderized GAD training modules for		1 customized GAD training module developed	Continue developing GAD modules custom-fit for DFA		1 customized GAD training module developed	Continue developing GAD modules custom-fit for DFA		1 customized GAD training module developed	Continue developing GAD modules custom-fit for DFA		1 customized GAD training module developed	Continue developing GAD modules custom-fit for DFA		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
						HO, FSPs, and COs* ** Develop GAD modules custom-fit for			HO, FSPs, and COs* ** Develop GAD modules custom-fit for			staff and clients, as needed			staff and clients, as needed			staff and clients, as needed			staff and clients, as needed		mainstreaming challenges and experiences, gender-fair communications, DFA GAD mandatel 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
			1 700		4804 6 11	DFA clients* **		000/ /	DFA clients* **		4807 7 11									2004			
Gender-fair communication is not practiced at work and in the workplace	Gender-fair communication is effectively practiced in the the Department	Percentage of personnel trained in Gender-Fair Communication	I TBD	UA (as Chairperson of the GFPS and oversignt office of HRMO)	15% of personnel in HO, FSPs, and COs trained in Gender-Far Communication	training on		30% of personnel in HO, FSPs, and COs trained in Gender-Far Communication	training on		45% of personnel in HO, FSPs, and COs trained in Gender-Fa Communication	training on		60% of personnel in HO, FSPs, and COs trained in Gender-Far Communication	training on		75% of personnel in HO, FSPs, and COs trained in Gender-Far Communication	training on		90% of personnel in HO, FSPs, and COs trained in Gender-Far Communication	training on		* To be included in the Knowledge and Skills Building Program on GAD
			TRD	UA (as Chairperson	100% of OPCD	personnel* Conduct face-to-face			personnel			personnel Conduct face-to-face			personnel			personnel Conduct face-to-face			personnel		
			IBU	of the GFPS and oversignt office of HRMO)	personnel trained	training/workshop on Gender-Fair Communication for					personnel trained	training/workshop on Gender-Fair Communication for					personnel trained	training/workshop on Gender-Fair Communication for					
		Percentage of key	TBD	HRMO	100% of documents	OPCD employees* Identify key	Staff time	100% of documents	Identify key	Staff time	100% of documents	new OPCD employees Identify key	Staff time	100% of documents	Identify key	Staff time	100% of documents	new OPCD employees Identify key	Staff time	100% of documents	Identify key	Staff time	
		documents/communicati on adhering to	i	GAD Secretariat OPCD	identified adhere to Gender-Fair	documents/communic ation, including forms,		identified adhere to Gender-Fair	documents/communic ation, including forms,		identified adhere to Gender-Fair	documents/communic ation, including forms,		identified adhere to Gender-Fair	documents/communic ation, including forms,		identified adhere to Gender-Fair	documents/communic ation, including forms,		identified adhere to Gender-Fair	documents/communic ation, including forms,		
		Gender-Fair		OFGD	Communication	to be reviewed;		Communication	to be reviewed;		Communication	to be reviewed;		Communication	to be reviewed;		Communication	to be reviewed;		Communication	to be reviewed;		
		Communication standards			Standards	conduct of review and revision		Standards	conduct of review and revision		Standards	conduct of review and revision		Standards	conduct of review and revision		Standards	conduct of review and revision		Standards	conduct of review and revision		
											Gender-Fair	Develop a											
											Communication	Gender-Fair											
											Manual developed	Communication Manual or integrate											
												the standards of gender-fair											
												communication in the											
												existing Manual of Style											
GAD planning and budgeting is not mainstreamed into the DFA's regular planning process	GAD planning and budgeting is integrated in the Department's planning process	TBD	100% timely submission of GAD	GAD Secretariat	All baseline figures for GAD agenda	Determine baseline figures for GAD	Staff time																
			Plan and Budget (GPB)		Agency-wide GPB guidelines formulated	agenda Prepare the DFA GPB guidelines	Staff time	guidelines formulated	Prepare the DFA GPB guidelines	Staff time	Agency-wide GPB guidelines formulate		Staff time	guidelines formulated	Prepare the DFA GPB guidelines	Staff time	guidelines formulated	Prepare the DFA GPE guidelines	Staff time	Agency-wide GPB guidelines formulated	Prepare the DFA GPB guidelines	Staff time	
					and disseminated One GPB workshop conducted	Conduct the annual GPB workshop		and disseminated One GPB workshop conducted	Conduct the annual GPB workshop		and disseminated One GPB workshop conducted	Conduct the annual GPB workshop		and disseminated One GPB workshop conducted	Conduct the annual GPB workshop		and disseminated One GPB workshop conducted	Conduct the annual GPB workshop		and disseminated One GPB workshop conducted	Conduct the annual GPB workshop		
					100% of GFPOs/	Gr & Workshop		100% of GFPOs/	or a workshop		100% of GFPOs/	Oi b Workshop		100% of GFPOs/	Oi D Workshop		100% of GFPOs/	GI D WORKSTOP		100% of GFPOs/	GI D WORSHOP		
					alternates participated			alternates participated			alternates participated			alternates participated			alternates participated			alternates participated			
	DFA programs are gender-responsive	GPB as percentage of DFA's budget	TBD	GAD Secretariat Implementing Unit	GAD budget is at least 5% of total	Assess selected major program/s		GAD budget is at	Assess selected major program/s		GAD budget is at least 5% of total	Assess selected major program/s		GAD budget is at	Assess selected major program/s		GAD budget is at	Assess selected major program/s		GAD budget is at	Assess selected major program/s		
		-		piomonting unit	agency budget	using the Harmonized		agency budget	using the HGDG and		agency budget	using the HGDG and		agency budget	major program/s using the HGDG and		agency budget	using the HGDG and		agency budget	using the HGDG and		
		Percentage of GAD budget actually spent			GAD expenditure is			GAD expenditure is			GAD expenditure is	implement proposed activities to make		GAD expenditure is	activities to make		GAD expenditure is	implement proposed activities to make		GAD expenditure is			
						Guidelines (HGDG) and implement		100% of GAD budget			100% of GAD budge	them gender-responsive		100% of GAD budget	them nender-responsive		100% of GAD budget	them gender-responsive		100% of GAD budget			
						proposed activities to make them			3 Shoot Toaponand			gondo: rosponano			- Sinou responsive			gariou reaponant			o sinco i coponaro		
						gender-responsive																	



			None		Policy/legislative agenda and strategies for gender-responsivene ss of the sector identified	stakeholders to determine policiy directions and solidify strategies for sectoral		At least 1 DFA-led program/policy action implemented by the sector	program/policy action		At least 1 DFA-led program/policy action implemented by the sector	program/policy action		program/policy action	Implement DFA-led program/policy action in the sector		program/policy action	Implement DFA-led program/policy action in the sector		At least 1 DFA-led program/policy action implemented			
			N	_	212	collaboration		Notation	Implement M&E on			Implement M&E on		strategies for gender-responsivene ss of the sector identified	actions and programs for the sector		Notation						
			None		GAD monitoring and evaluation (M&E) system on Foreign Affairs concerns established	system for the sector*		New/updated recommendations identified	GAD for the sector		New/updated recommendations identified	GAD for the sector		sector updated	Conduct a mid-term assessment and an updating of the GAD agenda and conduct of a GAD Assembly		New/updated recommendations identified	Implement M&E on GAD for the sector		GAD Agenda for the sector updated	Participatory Gender Audit with an assessment and updating of the GAD Agenda and conduct of a GAD Assembly		*SADD in Goal 4 to be linked with this
Lack of internal GAD expertise and accredited resource pool to champion and consistently implement custom-fit gender-responsive policies	Internal pool of GAD experts is established	No. of DFA experts accredited by the Philippine Commission on Women (PCW) every year	At least 2	of the GFPS and	At least 2 staff trained who can potentiallly be certified as National Gender Resource Pool (NGRP) members			certification, contingent on PCW's NGRP process	Issue the OO for DFA's candidates to the NGRP Participate in PCW NGRP accreditation	Staff time	1 staff for NGRP certification, contingent on PCW's NGRP process	DFA's candidates to	Staff time	certification, contingent on PCW's NGRP process	DFA's candidates to	Staff time	1 staff for NGRP certification, contingent on PCW's NGRP process	DFA's candidates to	Staff time	1 staff for NGRP certification, contingent on PCW's NGRP process	DFA's candidates to	Staff time	Linked with capacity building program in Goal 2
Lack of directory of local resources (shelter, NGOs, legal advocates) that can help raise awareness on domestic violence and gender inequality	resources for victims of gender inequality or	COs with physical/virtual access to DFA's, Philippine government's and host countries' GAD-related information, education	accessible information on the		At least 50% of all FSPs and COs contribute to the database	Update online database of GAD resources and partners on the ground*		At least 60% of all FSPs and COs contribute to the database	Updating of the online database of GAD resources and partners on the ground		At least 70% of all FSPs and COs contribute to the database	Updating of the online database of GAD resources and partners on the ground		At least 80% of all FSPs and COs contribute to the database	Updating of the online database of GAD resources and partners on the ground		At least 90% of all FSPs and COs contribute to the database	Updating of the online database of GAD resources and partners on the ground		At least 95% of all FSPs and COs contribute to the database	Updating of the online database of GAD resources and partners on the ground		Include contact information of Regional GAD Committees, Regional Committees on Anti-Trafficking Link with Gender Database Management System in Goal 5
Strengthen the GAD Focal Point System pursuant to Section 36 (b) of the Magna Carta of Women	coordination and administrative support for the GAD Focal Point System in GAD planning, budgeting, monitoring and reporting.	designated in the GAD Secretariat Number of home-based GAD staff hired		UA HRMO	item for one (1) home-based personnel for the GAD Secretariat	Process requirements for the creation of plantilla item for one (1) home-based personnel for the GAD Secretariat		the GAD Secretariat	home-based personnel for the GAD Secretariat		item for one (1) additional home-based personnel for the GAD Secretariat	Process requirements for the creation of plantilla item for one (1) additional home-based personnel for the GAD Secretariat		home-based personnel hired for the GAD Secretariat	GAD Secretariat								
	GAD Focal Point Officer and Alternate	FSPs, and COs with GFPOs and alternates	All HO, FSPs, and COs have its designated GFPO and Alternate	COs, HRMO All HO, FSPs, and COs,	100% of newly designated GFPOs and Alternates	designating GFPOs and Alternates Conduct on-boarding activity for new GFPOs and Alternates*	Staff time	100% of newly designated GFPOs and Alternates	designating GFPOs and Alternates Conduct on-boarding activity for new GFPOs and Alternates*	Staff time	and Alternates	designating GFPOs and Alternates Conduct on-boarding activity for new GFPOs and Alternates*	Staff time	100% of newly designated GFPOs and Alternates	designating GFPOs and Alternates Conduct on-boarding activity for new GFPOs and Alternates*	Staff time	100% of HO, FSPs, and COs with GFPOs and Alternates 100% of newly designated GFPOs and Alternates	designating GFPOs and Alternates Conduct on-boarding activity for new GFPOs and Alternates*	Staff time	100% of newly designated GFPOs and Alternates	designating GFPOs and Alternates Conduct on-boarding activity for new GFPOs and Alternates*	Staff time	Use the PCW Guidelines on GFPS as reference
	GFPS provides direction and leadership on GAD	Internal and client-focused GAD issues/accomplishments are discussed/repolved and reported	TBD	GFPS Executive Committee (Execom) with support from GAD Secretariat GFPS Technical Working Group (TWG) with support from GAD Secretariat	1 meeting held and	GFPS Execom meetings		1 meeting held and reports prepared 1 meeting held and reports prepared	Conduct regular GFPS Execom meetings Conduct mid-year GFPS meeting		reports prepared 1 meeting held and	Conduct regular GFPS Execom meetings Conduct mid-year GFPS meeting		reports prepared 1 meeting held and	Conduct regular GFPS Execom meetings Conduct mid-year GFPS meeting		1 meeting held and	Conduct regular GFPS Execom meetings Conduct mid-year GFPS meeting		1 meeting held and	GFPS Execom meetings		

GAD Goal 3: To strengthen women's participation in the formula	lation and implementation of foreign	policy in the pursuit	of national securit	ty																			
			1	T T		YEAR 1		I	YEAR 2			YEAR 3			YEAR 4			YEAR 5			YEAR 6		
GENDER ISSUE/ GAD MANDATE	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	BASELINE	RESPONSIBLE UNIT/OFFICE	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	Remarks
Limited women participation in international committees and inter-state initiatives (e.g. UN Peacekeeping, ASEANAPOL, INTERPOL etc.) related to gender, conflict-related sexual and gender-based violence (SGSW) and human trafficking, and Women, Peace, and Security pursuant to Section 29 of the Magna Carta of Women and Action Point 7 of the National Action Plan on Women, Peace, and Security	More women diplomats/officers in the DFA participate in the shaping of national and international policies aimed at ensuring that women and children are safe and secured and their needs are addressed, whether in times of peace and war	participating in international committees and inter-state initiatives	TBD	UCSCA UNIO ASEAN All geographic offices UBRAA OSEC All FSPs	To be determined after baseline audit	Formulate and issue a policy on increasing women's participation, nomination and candidature in bilateral/multilateral meetings, negotiation of agreements, intradional conferences and/or related engagements in relation to foreign policy, including in the pursuit of national security".	DODOL.	To be determined after baseline audit		Staff time	To be determined after baseline audit	Implement and monitor the policy on increasing women's participation, nomination and candidature in bilateral/multilateral meetings, negotiation of agreements, intrinational conferences and/or related engagements in relation to foreign policy, including in the pursuit of national security.	Staff time	To be determined after baseline audit		Staff time	To be determined after baseline audit		Staff time	To be determined after baseline audit	Implement and monitor the policy on increasing women's participation, nomination and candidature in bilateral/multiateral meetings, negotiation of agreements, intrnational conferences and/or related engagements in relation to foreign policy, including in the pursuit of national security.	Staff time	*Mentoring could be included in this policy **Refer to MCW, incremental increase up to 50-50; Section 11(d)
Lack of gender lens perspective in contingency planning to provide appropriate assistance to women Overseas Filipinos (OFs) in cases of conflict, natural or anthropogenic disasters, and other crisis situations where their safety and security are at risk	Gender-responsive contigency plans from FSPs that take into account the particular needs of women OFs vis-a-vis male OFs in crisis or emergency situations	and COs with updated contingency plans where women's needs in cases of conflict, natural or anthropogenic disasters, and other contingencies are taken into consideration and	where women's needs in cases of conflict, natural or	with UMWA* as lead		I Issue and disseminate a circular to all FSPs and COs regarding policy inputs on gender-responsive contigency plans in crisis or emergency situations			Disseminate		regarding gender-responsive contigency plans in crisis or emergency situations 70% of FSPs and COs have updated	Disseminate		100% of all FSPs and COs are informed of policy inputs regarding gender-responsive contigency plans in crisis or emergency situations 70% of FSPs and COs have updated contingency plans	Socurity		policy inputs regarding gender-responsive contigency plans in crisis or emergency situations	coccing		regarding gender-responsive contigency plans in crisis or emergency situations 90% of FSPs and COs have updated	Disseminate		*UMWA subject to change in view of suspension of the Department Order on the creation of OMA
			uesailetu III SUCII PIBRS	UMWA UCSCA UMWA UCSCA UMWA All FSPs	Template for contingency plan prepared Survey tool and template prepared 10% of FSPs conducted consultation with women OFs on their perception of how host government's political situation affects them as women and as migrants	Prepare a contingency plan template template Prepare the survey tool and template Gather data (through consultation or survey of at least 100 women) on OFs' wiews with regard to the political stuation in Post's jurisdiction, particularly on how it affects them as women and as migrants'		20% of FSPs conducted consultation with women OFs on their perception of how host government's political situation affects them as women and as migrants	Gather data (through consultation or survey of at least 100 women) on OFs' views with regard to the political situation in Post's jurisdiction, particularly on how it affects them as women and as migrants		perception of how host government's political situation affects them as women and as	Gather data (through consultation or survey of at least 100 women) on OFs' views with regard to the political situation in Post's jurisdiction, particularly on how affects them as women and as migrants		Contingency plan template updated Survey tool and template updated 40% of FSPs conducted consultation with women OFs on their perception of how host government's political situation affects them as women and as migrants	SS Review and update the contingency plan template Update the survey tool and template Gather data (through onsultation or survey of at least 100 women) on OFs' views with regard to the political situation in Post's jurisdiction, particularly on how at affects them as women and as migrants		50% of FSPs conducted consultation with women OFs on their perception of how host government's political situation affects them as women and as migrants	Gather data (through consultation or survey of at least 100 women) on OFs' views with regard to the political situation in Post's jurisdiction, particularly on how it affects them as women and as migrants		perception of how host government's political situation affects them as women and as	Gather data (through consultation or survey of at least 100 women) on OFs' views with regard to the political situation in Post's jurisdiction, particularly on how it affects them as women and as migrants		Link with FSPs' conduct of awareness survey in Goal 5 Results of survey to be included in the Gender Database Management System in Goal 5



			60% of FSPs and	Review and update Posts' and COs'	Staff time	60% of FSPs and	Review and update	Staff time	70% of FSPs and	Review and update	Staff time	80% of FSPs and COs have updated	Review and update			Staff time	Yearly update on status of implementation of recommendations to be include
			COs have updated	Posts' and COs'		COs have updated	Posts' and COs'		COs have updated	Posts' and COs'		COs have updated	Posts' and COs'	COs have updated	Posts' and COs'		in regular reporting
			contingency plans for	contingency plan		contingency plans for	contingency plan		contingency plans for	contingency plan		contingency plans for	contingency plan	contingency plans for	contingency plan		<u> </u>
			gender-responsivene	which details		gender-responsivene	which details		gender-responsivene	which details		gender-responsivene		gender-responsivene			<u> </u>
			ss based on	appropriate and			appropriate and		ss based on	appropriate and		ss based on	appropriate and	ss based on	appropriate and		1
			consultations	gender-responsive		consultations	gender-responsive		consultations	gender-responsive		consultations	gender-responsive	consultations	gender-responsive		<u> </u>
				assistance to women			assistance to women			assistance to women			assistance to women		assistance to women		1
				OFs in cases of conflict, natural or			OFs in cases of			OFs in cases of			OFs in cases of		OFs in cases of conflict, natural or		1
				conflict, natural or			conflict, natural or			conflict, natural or			conflict, natural or				<u> </u>
				anthropogenic			anthropogenic			anthropogenic			anthropogenic		anthropogenic disasters, and other		1
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				crisis situations			crisis situations			crisis situations			crisis situations		crisis situations		<u> </u>

				RESPONSIBLE		YEAR 1			YEAR 2			YEAR 3			YEAR 4			YEAR 5			YEAR 6		
GENDER ISSUE/ GAD MANDATE	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	BASELINE	UNIT/OFFICE	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	Remarks
f participatory and consultative processes/platforms on gender	Key Philippine positions on Filipino women's	Number of key	None	UMAIER	Guidelines		Staff time	Guidelines	Issue guidelines	Staff time	Guidelines	Issue guidelines	Staff time	Guidelines	Issue guidelines	Staff time	Guidelines	Issue guidelines	Staff time	Guidelines	Issue guidelines	Staff time	
o inform and guide the crafting of Philippine positions for	economic and commercial interests,	Philippine positions on		UBRAA	issued/theme	(theme or		issued/theme	(theme or		issued/theme	(theme or		issued/theme	(theme or		issued/theme	(theme or		issued/theme	(theme or		
tic and commercial agreements	generated from consultative processes, are				identified	sub-sectoral focus) on		identified	sub-sectoral focus) on		identified	sub-sectoral focus) on		identified	sub-sectoral focus) on		identified	sub-sectoral focus) on		identified	sub-sectoral focus) on		
	proposed and supported in pertinent	commercial interests				consultations with			consultations with			consultations with			consultations with			consultations with			consultations with		
	international forums.	determined from multisectoral		UMAIFR	V DL'T'	women OFs	O1 - # 1'	Marin Diameter	women OFs	01-611	V. Director	women OFs	01-1111	Key Philippine	women OFs	Ota ff Care	March Distriction	women OFs	01-111	March Distriction	women OFs	Staff time	
		consultations,		UMAIER	Key Philippine positions that pursue	Identify key Philippine positions that pursue	Start time	Key Philippine positions in pursuing	Review and evaluate the list of key	Starr time	Key Philippine	Identify key Philippine positions that pursue	Starr time	positions in pursuing	Review and evaluate the list of key	Starr time	Key Philippine positions in pursuing		Staff time	Key Philippine positions that pursue		Starr time	
		particularly with Filipino			gender equality and			gender equality and	Philippine positions		gender equality and			gender equality and				Philippine positions		gender equality and			
		women			women's	women's		women's	that pursue gender		women's	women's		women's	that pursue gender		women's	that pursue gender		women's	that pursue gender		
					empowerment on	empowerment from		empowerment on	equality and women's		empowerment on	empowerment from		empowerment on	equality and women's		empowerment on	equality and women's		empowerment on	equality and women's		
					economic and	consultations		economic and	empowerment		economic and	consultations		economic and	empowerment		economic and	empowerment		economic and	empowerment from		
					commercial interests	conducted by FSPs, if		commercial interests	1			conducted by FSPs, if		commercial interests			commercial interests			commercial interests			
					available	applicable		evaluated for			determined	applicable		evaluated for			evaluated for				conducted by FSPs, if		
								effectiveness						effectiveness			effectiveness			and scope	applicable		
				UMAIER				Report prepared	Review and report on Philippine positions		Report prepared	Review and report on Philippine positions		Report prepared	Review and report on Philippine positions		Report prepared	Review and report on Philippine positions		Report prepared	Review and report on Philippine positions		
									that were pushed and			that were pushed and			that were pushed and			that were pushed and			that were pushed and		
									adopted			adonted			adonted			adonted			adopted		
		Number of reports on	TBD	All FSPs	5% of FSPs	Conduct consultation		5% of FSPs	Conduct consultation		10% of FSPs	Conduct consultation		10% of FSPs	Conduct consultation		15% of FSPs	Conduct consultation		15% of FSPs	Conduct consultation		
		the intersection of		UMAIER	conducted	with women OFs on		conducted	with women OFs on		conducted	with women OFs on		conducted	with women OFs on		conducted	with women OFs on		conducted	with women OFs on		
		gender and economic		UBRAA	consultations	how the Philippine		consultations	how the Philippine		consultations	how the Philippine		consultations	how the Philippine		consultations	how the Philippine		consultations	how the Philippine		
		diplomacy produced				government can			government can			government can			government can			government can			government can		
		from consultation			5% of FSPs	assist their goal of		5% of FSPs	assist their goal of			assist their goal of		10% of FSPs	assist their goal of		15% of FSPs	assist their goal of		15% of FSPs	assist their goal of		
		meetings and			submitted a report on			submitted a report on			submitted a report on the intersection of	independence, submit		submitted a report or the intersection of			submitted a report on the intersection of			submitted a report of the intersection of			
		engagements			the intersection of gender and economic	independence, submit		the intersection of gender and economic	independence, submit		gender and economic			gender and economic	independence, submit		gender and economic	independence, submit		gender and economi			
					diplomacy, in the	recommendations		diplomacy, in the	recommendations		diplomacy, in the	recommendations		diplomacy, in the	recommendations		diplomacy, in the	recommendations		diplomacy, in the	recommendations		
					context of Post's	Todominondadono		context of Post's	1000111110110000110		context of Post's	rocommondationo		context of Post's	TOO THE TOTAL OF T		context of Post's	TOGOTIATIONGGEOTIC		context of Post's	TOODITITIONGGGOTO		
					women OFs			women OFs			women OFs			women OFs			women OFs			women OFs			
economic opportunities for OFs, especially women	Improved economic opportunities among	Number of	TBD	UMAIER	5% of FSPs with	Hold/participate in		5% of FSPs with	Hold/participate in		10% of FSPs with	Hold/participate in		10% of FSPs with	Hold/participate in		15% of FSPs with	Hold/participate in		15% of FSPs with	Hold/participate in		
	overseas Filipino women	engagements with host		All FSPs		t meetings with host		engagement with host			engagement with host				st meetings with host		engagement with hos	t meetings with host			st meetings with host		
ed access to information on gender-responsive polices, programs and		government on the		All geographic offies	government	government		government	government		government	government		government	government		government	government		government	government		
	Improved women's economic empowerment				institution/s	institutions, including		institution/s	institutions, including		institution/s	institutions, including		institution/s	institutions, including		institution/s	institutions, including		institution/s	institutions, including		
	among Filipinos at home and abroad	Filipino professionals and skilled workers, in			advocating for employment of	the private sector, and regional/multilateral		advocating for employment of	the private sector, and regional/multilateral		advocating for employment of	the private sector, and regional/multilateral		advocating for employment of	the private sector, and regional/multilateral		advocating for employment of	the private sector, and regional/multilateral		advocating for employment of	the private sector, and regional/multilateral		
		accordance with			women Filipino	cooperation to		women Filipino	cooperation to		women Filipino	cooperation to		women Filipino	cooperation to		women Filipino	cooperation to		women Filipino	cooperation to		
		national policy			professionals and	advocate for more		professionals and	advocate for more		professionals and	advocate for more		professionals and	advocate for more		professionals and	advocate for more		professionals and	advocate for more		
		,			skilled workers	opportunities for		skilled workers	opportunities for		skilled workers	opportunities for		skilled workers	opportunities for		skilled workers	opportunities for		skilled workers	opportunities for		
		Number of outcome				Filipino workers,			Filipino workers,			Filipino workers,			Filipino workers,			Filipino workers,			Filipino workers,		
		documents prioritizing			1 engagement with	especially women		1 engagement with	especially women			especially women		1 engagement with	especially women		1 engagement with	especially women		1 engagement with	especially women		
		women economic			host government on			host government on			host government on			host government on			host government on			host government on			
		integration in bilateral,			the hiring/integration			the hiring/integration			the hiring/integration			the hiring/integration			the hiring/integration			the hiring/integration			
		regional, and multilateral engagements			of Filipino professionals and			of Filipino professionals and			of Filipino professionals and			of Filipino professionals and			of Filipino professionals and			of Filipino professionals and			
		Grigageriionia			skilled workers			skilled workers			skilled workers			skilled workers			skilled workers			skilled workers			
	l																						
	l				1 outcome document			1 outcome document			1 outcome document			1 outcome document	t		1 outcome document			1 outcome documen	t		
	l	Number of women-led	TBD	UMAIER	1 women-led MSME	Conduct seminars		1 women-led MSME			1 women-led MSME				Conduct seminars		1 women-led MSME				Conduct seminars		
	l	micro, small and		All FSPs		informing women OFs			informing women OFs			informing women OFs			n informing women OFs			informing women OFs			in informing women OFs		
	l	medium entrprises (MSMEs) participate in		All geographic offices	trade fair and roadshows that	on business, commercial and		trade fair and roadshows that	on business,			on business, commercial and		trade fair and roadshows that	on business, commercial and		trade fair and roadshows that	on business, commercial and		trade fair and roadshows that	on business,		
	l	trade fair and			promote products and			promote products and	commercial and		promote products and			promote products an			promote products and			promote products ar	commercial and		
	l	roadshows that promote				opportunities in Post		services, if applicable			services, if applicable				opportunities in Post			opportunities in Post			e opportunities in Post		
		products and services			,	and PH			and PH			and PH			and PH			and PH			and PH		
	l	No. of too do			A book follows	For What a confidence		A books followed	For What a section of		A books followed	For Whater and the of		A book foldows	Facilitate and design		A book foldered	Facilitate and description		A book folders	English and the		
	l	Niumber of trade fairs/road shows, in			1 trade fair/road show in	Facilitate participation in trade fairs/shows in		1 trade fair/road show, in	Facilitate participation		1 trade fair/road show, in	Facilitate participation in trade fairs/shows in		1 trade fair/road show in	Facilitate participation in trade fairs/shows in		1 trade fair/road show in	Facilitate participation in trade fairs/shows in		1 trade fair/road show in	Facilitate participation in trade fairs/shows in		
	l	women-dominated			snow, in women-dominated	in trade fairs/snows in industries that		women-dominated	in trade fairs/shows in industries that		snow, in women-dominated	in trade fairs/snows in		snow, in women-dominated	in trade fairs/snows in industries that		women-dominated	in trade fairs/snows in industries that		women-dominated	industries that		
	l	industries in the			industries in the	generate economic		industries in the	generate economic			generate economic		industries in the	generate economic		industries in the	generate economic		industries in the	generate economic		
	l	Philippines, facilitated			Philippines, facilitated			Philippines, facilitated			Philippines, facilitated			Philippines, facilitate			Philippines, facilitated				d opportunities for		
	<u>l</u>	., .,			per FSP, if applicable			per FSP, if applicable			per FSP, if applicable	women in PH		per FSP, if applicable			per FSP, if applicable			per FSP, if applicable			<u> </u>
f gender perspective in and limited capacity building/upskilling	Increased gender-responsiveness of	Number of	TBD	All FSPs			Staff time			Staff time			Staff time			Staff time			Staff time			Staff time	Refer to Goal 5 on developing gender-responsive
ies for OFs, especially women	capacity building/upskilling opportunities for			All geographic offices		Integrate		10% of capacity	Integrate		15% of capacity	Integrate		20% of capacity	Integrate		25% of capacity	Integrate		30% of capacity	Integrate		modules
	OFs	capacity		1		gender-responsive		building opportunities			building opportunities			building opportunities			building opportunities				s gender-responsive		I
	l	building/upskilling			integrate	core messages in		integrate	core messages in		integrate	core messages in		integrate	core messages in		integrate	core messages in		integrate	core messages in		
	l	opportunities for OFs,			gender-responsive	capacity building		gender-responsive	capacity building		gender-responsive	capacity building opportunities		gender-responsive	capacity building		gender-responsive	capacity building opportunities		gender-responsive	capacity building		
		especially women	I	1	core messages	opportunities		core messages	opportunities		core messages	I ODDOLULIIUS		core messages	I ODDOLITIIII		core messages	TODOUT WITHUES		core messages	opportunities		

GAD Goal 5: To promote and protect the welfare, human right	s, and interest of external clients thro	ugh gender-respons	sive services and f	facilities																			
				DESDONSIDI E		YEAR 1			YEAR 2			YEAR 3			YEAR 4			YEAR 5			YEAR 6		
GENDER ISSUE/ GAD MANDATE	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	BASELINE	RESPONSIBLE UNIT/OFFICE	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	Remarks
Insufficient gender-sensitive facilities and services	Gender-responsive facilities are present in most DFA units/offices in the Philippines and abroad		TBD	UMWA HRMO GAD Secretariat OCA		Study/inventory of gender-responsive facilities in FSPs and COs	Staff time								Inventory of gender-responsive facilities in FSPs and COs	Staff time							
				OAMSS All HO, FSPs and COs		Issue and disseminate guidelines on gender-responsive facilities (toilets, diaper changing facilities, breastfeeding area, area for Musiim women clients)	Staff time																
					5% of FSPs and COs have gender-responsive toilets*	s 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*	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**		* 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 Goel 1
					5% of FSPs and COs have diaper-changing areas	Provide g diaper-changing area		10% of FSPs and COs have diaper-changing areas	Provision of diaper-changing area		15% of FSPs and COs have diaper-changing areas	Provision of diaper-changing area		20% of FSPs and COs have diaper-changing areas	Provision of diaper-changing area		25% of FSPs and COs have diaper-changing areas	Provision of diaper-changing area		30% of FSPs and COs have diaper-changing areas	Provision of diaper-changing area		



THE STATE OF THE S																							
					5% of FSPs and COs have	breastfeeding area /		10% of FSPs and COs have	Provision of breastfeeding area /		15% of FSPs and COs have	Provision of breastfeeding area /		20% of FSPs and COs have	Provision of breastfeeding area /		25% of FSPs and COs	Provision of breastfeeding area /		COs have	Provision of breastfeeding area /		
					breastfeeding/parent- child friendly areas	parent-child friendly area		breastfeeding/parent- child friendly areas	parent-child friendly area		breastfeeding/parent- child friendly areas			breastfeeding/parent- child friendly areas	parent-child friendly area		breastfeeding/parent- child friendly areas	parent-child friendly area		breastfeeding/parent- child friendly areas	parent-child friendly area		
					5% of FSPs and COs that cater to a	Provision of area for some Muslim women		10% of FSPs and COs that cater to a	Provision of area for some Muslim women		15% of FSPs and COs that cater to a	Provision of area for some Muslim women		20% of FSPs and COs that cater to a	Provision of area for some Muslim women		25% of FSPs and COs that cater to a	Provision of area for some Muslim women		30% of FSPs and COs that cater to a	Provision of area for some Muslim women		
					sizeable Muslim clientele have	passport applicants		sizeable Muslim clientele have	passport applicants		sizeable Muslim clientele have	passport applicants		sizeable Muslim clientele have	passport applicants		sizeable Muslim clientele have	passport applicants		sizeable Muslim clientele have	passport applicants		
					booths/arrangements for Muslim women			booths/arrangements for Muslim women			booths/arrangements for Muslim women			booths/arrangements for Muslim women			booths/arrangements for Muslim women			booths/arrangements for Muslim women			
	254				passport applicants	510		passport applicants			passport applicants			passport applicants			passport applicants			passport applicants			
	DFA provides gender-responsive Assistant to Nationals (ATN) services	ce Tools for providing gender-responsive ATN	None	GAD Secretariat	Gender-sensitive Frequently Asked	Prepare FAQs to provide								Frequently Asked	Update the FAQs to provide								* May be included as an activity on gender-fair communications in Goal 2
		services are available			Questions (FAQs) for ATN clients prepared	gender-sensitive quidance to clients								Questions (FAQs) for ATN clients updated	gender-sensitive guidance to clients								** Include inputs from the client feedback collected in the past years
					Guidelines for the	who avail of ATN services									who avail of ATN								
					gender-responsive									Cuidelines for the	I ladete the evidelines								
					ATN cases prepared	Prepare guidelines for the								gender-responsive	Update the guidelines for the								
						gender-responsive handling of various								handling various ATN cases updated	gender-responsive handling various ATN								
				LIMWA		ATN cases		20% of FSPs and	Make available the	Staff time	30% of FSPs and	Make available the	Staff time	40% of FSPs and	cases** Make available the	Staff time	50% of FSPs and	Make available the	Staff time	60% of FSPs and	Make available the	Staff time	
				UCSCA				COs make available	FAQs providing gender-sensitive		COs make available the FAQs			COs make available	FAQs providing gender-sensitive		COs make available the FAQs			COs make available the FAQs	FAQs providing gender-sensitive		
								IAQS	guidance to clients		ule l'Alus	guidance to clients			guidance to clients		ule l'AQS	guidance to clients		lie rAQS	guidance to clients		
									who avail of ATN services			who avail of ATN services			who avail of ATN services			who avail of ATN services			who avail of ATN services		
								10% of FSPs and	Disseminate and use		20% of FSPs and	Disseminate and use		30% of FSPs and	Disseminate and use		40% of FSPs and	Disseminate and use		50% of FSPs and	Disseminate and use		
								COs use the guidelines for the	guidelines for the gender-responsive		COs use the guidelines for the	guidelines for the gender-responsive		COs use the guidelines for the	guidelines for the gender-responsive		COs use the guidelines for the	guidelines for the gender-responsive		COs use the guidelines for the	guidelines for the gender-responsive		
								gender-responsive handling of various	handling of various ATN cases			handling ofvarious			handling of various		gender-responsive	handling of various ATN cases		gender-responsive	handling of various ATN cases		
			1		0			ATN cases	ATIN Cases		ATN cases	ATTV Cases		cases	ATTN Cases		ATN cases	ATTY COSES		ATN cases	ATTV Cases		
		Client satisfaction rating	g None	UMWA UCSCA	Client satisfaction survey reviewed and	client satisfaction																	
					updated for gender-responsivene	survey form for gender-responsivene																	
			Satisfaction rating in	UMWA	ss* At least 75% of	SS	Staff time	At least 75% of	Continue to request	Staff time	At least 75% of	Continue to request	Staff time	At least 75% of	Continue to request	Staff time	At least 75% of	Continue to request	Staff time	At least 75% of	Continue to request	Staff time	* To be included in the M&E system; reports have to be sex-disaggregated
			client surveys of consular and ATN	UCSCA	clients who received	clients to respond to	otan amo			Julii Ullio		clients to respond to	Can uno	clients who received	clients to respond to	otali allo	clients who received		otali tillo	clients who received consular and ATN	clients to respond to	Otali aliio	to be included in the male bycom, reporter have to be sex disaggregated
			assistance in 2022		services with	survey		services with	survey		services with	survey		services with	survey		services with	survey		services with	survey		
imited awareness on OF rights and women's rights in the Philippines a	and Clients have increased awareness and	Percentage of	TBD	UMWA	satisfactory rating* 10% of FSPs report	Develop a template	Staff time	satisfactory rating* 15% of FSPs report	Develop a template	Staff time	satisfactory rating* 20% of FSPs report	Regularly conduct	Staff time	satisfactory rating* 25% of FSPs report	Regularly conduct	Staff time	satisfactory rating* 30% of FSPs report	Regularly conduct	Staff time	satisfactory rating* 35% of FSPs report	Regularly conduct	Staff time	Link with preparation of survey tool and template on Goal 3
ost countries and information on human trafficking, VAW, illegal ecruitment and other related issues	knowledge on their rights in the Philippines and host country, and on other			HRMO GAD Secretariat		for clients' evaluation of activities conducted		an increase of clients' knowledge on	for clients' evaluation of activities conducted		an increase of clients'			an increase of clients'			an increase of clients' knowledge on	post-activity evaluation survey		an increase of clients'			
ectaminent and other related issues	gender-related issues they may encounter at host country, such as VAW, human			All FSPs, COs, and	gender-related issues			gender-related issues			gender-related issues			gender-related issues	evaluation survey		gender-related issues	evaluation survey		gender-related issues			
	trafficking, illegal recruitment, etc.			lio lio	At least 80% of	Include post-activity		At least 80% of	Include post-activity		At least 80% of			At least 80% of			At least 80% of			At least 80% of			
		Percentage of FSPs reporting an increase of	f		participants report an increase in	capacity building		participants report an increase in			participants report an increase in			participants report an increase in			participants report an increase in			participants report an increase in			
		clients' knowledge on gender-related issues			knowledge as a result of activity conducted			knowledge as a result of activity conducted			knowledge as a result of activity conducted			knowledge as a result of activity conducted			knowledge as a result of activity conducted			knowledge as a result of activity conducted			
		9		All FSPs	75% of FSPs,	Organize events/workshops/ori		75% of FSPs,	Organize events/workshops/ori		75% of FSPs, excluding Permanent	Organize		75% of FSPs,	Organize events/workshops/ori			Organize events/workshops/ori		75% of FSPs, excluding Permanent	Organize		
					Missions, have	entations/dialogues/s		Missions, have	entations/dialogues/s		Missions, have conducted	entations/dialogues/s			entations/dialogues/s		Missions, have	entations/dialogues/s		Missions, have	entations/dialogues/s		
					conducted orientation/seminars/				eminars (PDOS, PAOS) on migration		orientation/seminars/			orientation/seminars/	eminars (PDOS, PAOS) on migration		conducted orientation/seminars/				eminars (PDOS, PAOS) on migration		
						policies and women's rights in PH and			policies and women's rights in PH and			policies and women's rights in PH and			policies and women's rights in PH and		dialogues/workshops	rights in PH and			policies and women's rights in PH and		
					80% of participants received a 70%	post's jurisdiction, and other gender-issues		80% of participants received a 70%	post's jurisdiction, and other gender-issues		80% of participants received a 70%	post's jurisdiction, and other gender-issues		80% of participants received a 70%	post's jurisdiction, and other gender-issues		80% of participants received a 70%	post's jurisdiction, and other gender-issues		80% of participants received a 70%	post's jurisdiction, and other gender-issues		
					post-assessment score	such as VAWC, human trafficking,		post-assessment score	such as VAWC, human trafficking,			such as VAWC, human trafficking,			such as VAWC, human trafficking,			such as VAWC, human trafficking.			such as VAWC, human trafficking,		
						illegal recruitment,			illegal recruitment,			illegal recruitment,			illegal recruitment,			illegal recruitment,			illegal recruitment,		
				UA	Gender-responsive	Develop a handbook			Disseminate to FSPs			Update, if neded, and			Update, if neded, and			Update, if neded, and			Update, if neded, and		
				GAD Secretariat	core messages for capacity building	on gender-responsive core messages and			and COs the handbook on			disseminating to			disseminating to			disseminating to			continue disseminating to		
					activities developed	modules to be integrated in capacity			gender-responsive core messages and			FSPs and COs the handbook on			FSPs and COs the handbook on			FSPs and COs the handbook on			FSPs and COs the handbook on		
						building activities for dissemination to			modules to be integrated in capacity			gender-responsive core messages and			gender-responsive core messages and			gender-responsive core messages and			gender-responsive core messages and		
						FSPs and COs			building activities			modules to be integrated in capacity			modules to be integrated in capacity			modules to be integrated in capacity			modules to be integrated in capacity		
		D	TOD	040.0	A111400/5	0	Ota William		Mariataia dha i ann a	N - # 1'	In contract of the Contract of	building activities	Oleff Para	la contra contrata de la contrata del la contrata de la contrata d	building activities	Ota # t'		building activities	Ota # than	I	building activities	Otall Para	
		Percentage of offices with relevant IEC	IBD	GAD Secretariat OPCD	offices have relevant		Starr time	inventory maintained	Maintain the inventory of available IEC	Starr time		Maintain the inventory of available IEC	Starr time		Maintain the inventory of available IEC	Starr time		Maintain the inventory of available IEC	Starr time		Maintain the inventory of available IEC	Starr time	
		materials			New materials from at			New materials from a	materials on GAD t Collect relevant IEC		New materials from at	materials on GAD Collect relevant IEC		New materials from at	materials on GAD Collect relevant IEC		New materials from at			New materials from at	materials on GAD Collect relevant IEC		
					least 2 government/ non-government	materials on GAD from various sources		least 2 government/ non-government	materials on GAD from various sources		least 2 government/ non-government	materials on GAD from various sources		least 2 government/ non-government	materials on GAD from various sources		least 2 government/ non-government			least 2 government/ non-government	materials on GAD from various sources		
					sources collected At least 1 new GAD			sources collected At least 1 new GAD			sources collected At least 1 new GAD			sources collected At least 1 new GAD			sources collected At least 1 new GAD			sources collected At least 1 new GAD			
					IEC material/s	materials on GAD		IEC material/s	materials on GAD		IEC material/s	materials on GAD		IEC material/s	materials on GAD		IEC material/s	materials on GAD		IEC material/s	materials on GAD		
					developed 5% of FSPs and COs			developed 10% of FSPs and	Disseminate/publish			Disseminate/publish			Disseminate/ publish			Disseminate/ publish			Disseminate/ publish		
					disseminated	IEC materials on GAD on social media and		and disseminated	IEC materials on GAD on social media and		and disseminated			and disseminated	IEC materials on GAD on social media and			on social media and			on social media and		
					available IEC materials on GAD	official website; disseminate		available IEC materials on GAD	official website; disseminate		available IEC materials on GAD	official website; disseminate		available IEC materials on GAD	official website; disseminate			official website; disseminate		available IEC materials on GAD	official website; disseminate		
						information in Filcom meetings			information in Filcom meetings			disseminate information in Filcom meetings			disseminate information in Filcom meetings			information in Filcom meetings			information in Filcom meetings		
Persistence of incidence/cases of human trafficking, VAW, and illegal			Number of reported			Render effective		100% of reported	Render effective		100% of reported	Render effective		100% of reported	Render effective		100% of reported	Render effective			Render effective		* To be included in the M&E system; reports have to be sex-disaggregated
ecruitment cases	Reduced number of OFs who are victims of				incidents of human	assistance to women		trafficking, VAW, and	OFs in distress who		incidents of human trafficking, VAW, and	OFs in distress who		trafficking, VAW, and	OFs in distress who		incidents of human trafficking, VAW, and	OFs in distress who		trafficking, VAW, and			
	human trafficking, VAW, and illegal recruitment and improved outcomes	incidents of human trafficking, VAW, and	incidents of human trafficking, VAW, and	Partner Agencies	trafficking, VAW, and							seek Posts'		illegal recruitment			illegal recruitment	seek Posts'					
	human trafficking, VAW, and illegal recruitment and improved outcomes resulting from assistance and intervention	incidents of human trafficking, VAW, and of illegal recruitment	incidents of human trafficking, VAW, and illegal recruitment involving women	Partner Agencies (DMW, BI, IACAT, DOLE, DSWD,	trafficking, VAW, and illegal recruitment involving women OFs	seek Posts'		illegal recruitment involving women OFs	seek Posts'		involving women OFs			involving women OFs	dodictarios		involving women OFs			illegal recruitment involving women OFs			
	human trafficking, VAW, and illegal recruitment and improved outcomes resulting from assistance and intervention	incidents of human trafficking, VAW, and of illegal recruitment	incidents of human trafficking, VAW, and illegal recruitment	Partner Agencies (DMW, BI, IACAT, DOLE, DSWD, POEA, etc.)	illegal recruitment involving women OFs addressed*	seek Posts' assistance		involving women OFs addressed*	seek Posts' assistance		involving women OFs addressed*	assistance		addressed* 40% of FSPs	Conduct consultations		addressed*	assistance		involving women OFs addressed*	assistance		
	human trafficking, VAW, and illegal recruitment and improved outcomes resulting from assistance and intervention the Department in Consular and ATN	incidents of human trafficking, VAW, and of illegal recruitment	incidents of human trafficking, VAW, and illegal recruitment involving women	Partner Agencies (DMW, BI, IACAT, DOLE, DSWD,	illegal recruitment involving women OFs addressed* 10% of FSPs conducted	seek Posts' assistance Conduct consultations on gender issues with		involving women OFs addressed* 20% of FSPs conducted	seek Posts' assistance Conduct consultations on gender issues with		involving women OFs addressed* 30% of FSPs conducted	assistance Conduct consultations on gender issues with		addressed* 40% of FSPs conducted	Conduct consultations on gender issues with		addressed* 50% of FSPs conducted	assistance Conduct consultations on gender issues with		involving women OFs addressed* 60% of FSPs conducted	assistance Conduct consultations on gender issues with		
	human trafficking, VAW, and illegal recruitment and improved outcomes resulting from assistance and intervention the Department in Consular and ATN	incidents of human trafficking, VAW, and of illegal recruitment	incidents of human trafficking, VAW, and illegal recruitment involving women	Partner Agencies (DMW, BI, IACAT, DOLE, DSWD, POEA, etc.)	illegal recruitment involving women OFs addressed* 10% of FSPs	seek Posts' assistance Conduct consultations on gender issues with stakeholders to identify needs and		involving women OFs addressed* 20% of FSPs	seek Posts' assistance Conduct consultations on gender issues with stakeholders to identify needs and		involving women OFs addressed* 30% of FSPs	assistance Conduct consultations on gender issues with stakeholders to identify needs and		addressed* 40% of FSPs conducted consultations	Conduct consultations on gender issues with stakeholders to identify needs and		addressed* 50% of FSPs conducted consultations	assistance Conduct consultations on gender issues with stakeholders to identify needs and		involving women OFs addressed* 60% of FSPs	assistance Conduct consultations on gender issues with stakeholders to identify needs and		
	human trafficking, VAW, and illegal recruitment and improved outcomes resulting from assistance and intervention the Department in Consular and ATN	incidents of human trafficking, VAW, and of illegal recruitment	incidents of human trafficking, VAW, and illegal recruitment involving women	Partner Agencies (DMW, BI, IACAT, DOLE, DSWD, POEA, etc.)	illegal recruitment involving women OFs addressed* 10% of FSPs conducted	seek Posts' assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program		involving women OFs addressed* 20% of FSPs conducted	seek Posts' assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program		involving women OFs addressed* 30% of FSPs conducted	assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program		addressed* 40% of FSPs conducted consultations	Conduct consultations on gender issues with stakeholders to		addressed* 50% of FSPs conducted consultations	Conduct consultations on gender issues with stakeholders to		involving women OFs addressed* 60% of FSPs conducted	assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program		
imited capacity of women OFs as leaders and nathers to advance the	human trafficking, VMW, and illegal recruitment and improved outcomes resulting from assistance and intervention the Department in Consular and ATN services	incidents of human trafficking, VAW, and of illegal recruitment involving women OFs	incidents of human trafficking, VAW, and illegal recruitment involving women OFs*	Partner Agencies (DMW, BI, IACAT, DOLE, DSWD, POEA, etc.) All FSPs	illegal recruitment involving women OFs addressed* 10% of FSPs conducted consultations	seek Posts' assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations		involving women OFs addressed* 20% of FSPs conducted consultations	seek Posts' assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations		involving women OFs addressed* 30% of FSPs conducted consultations	assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations		addressed* 40% of FSPs conducted consultations	Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations		addressed* 50% of FSPs conducted consultations	assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations		involving women OFs addressed* 60% of FSPs conducted consultations	assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations		
imited capacity of women OFs as leaders and partners to advance the AD agenda	human trafficking, VMW, and illegal recruitment and improved outcomes resulting from assistance and intervention. the Department in Consular and ATN services Women OFs are capable leaders and organized partners in activities and	incidents of human trafficking. VAW, and of illegal recruitment involving women OFs Percentage of FSPs working with women	incidents of human trafficking, VAW, and illegal recruitment involving women OFs* None Number of women OFs who are aware of the original involves the ori	Partner Agencies (DMW, BI, IACAT, DOLE, DSWD, POEA, etc.) All FSPs All FSPs and Partner of Agencies	illegal recruitment involving women OFs addressed* 10% of FSPs conducted consultations 5% of FSPs working with women leaders	seek Posts' assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations Conduct conduct capacity-building		involving women OFs addressed* 20% of FSPs conducted consultations 5% of FSPs working with women leaders	seek Posts' assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations Conduct capacity-building		involving women OFs addressed* 30% of FSPs conducted consultations	assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations Conduct capacity-building		addressed* 40% of FSPs conducted consultations 10% of FSPs working with women leaders	Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations Conduct capacity-building		addressed* 50% of FSPs conducted consultations 15% of FSPs working with women leaders	assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations Conduct capacity-building		involving women OFs addressed* 60% of FSPs conducted consultations 15% of FSPs working with women leaders	assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations Conduct capacity-building		
	human trafficking, VAW, and illegal recruitment and improved outcomes resulting from assistance and intervention the Department in Consular and ATN services Women OFs are capable leaders and	incidents of human trafficking, V&W, and of illegal recruitment involving women OFs Percentage of FSPs working with women leaders among OFs	incidents of human trafficking, VAW, and illegal recruitment involving women OFs* None Number of women OFs who are aware the GAD agenda	Partner Agencies (DMW, BI, IACAT, DOLE, DSWD, POEA, etc.) All FSPs All FSPs and Partner of Agencies	illegal recruitment involving women OFs addressed* 10% of FSPs conducted consultations 5% of FSPs working with women leaders	seek Posts' assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations Conduct capacity-building activities for women OFs to become		involving women OFs addressed* 20% of FSPs conducted consultations	seek Posts' assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations Conduct capacity-building activities for women OFs to become		involving women OFs addressed* 30% of FSPs conducted consultations 10% of FSPs working with women leaders among OFs	assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations Conduct capacity-building activities for women OFs to become		addressed* 40% of FSPs conducted consultations 10% of FSPs working with women leaders among OFs	Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations Conduct capacity-building activities for women OFs to become		addressed* 50% of FSPs conducted consultations 15% of FSPs working with women leaders among OFs	assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations Conduct capacity-building activities for women OFs to become		involving women OFs addressed* 60% of FSPs conducted consultations 15% of FSPs working with women leaders among OFs	assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations Conduct capacity-building activities for women OFs to become		
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	human trafficking, VMW, and illegal recruitment and improved outcomes resulting from assistance and intervention. the Department in Consular and ATN services Women OFs are capable leaders and organized partners in activities and	incidents of human trafficking. VMW, and of illegal recruitment involving women OFs Percentage of FSPs working with women leaders among OFs Percentage of FSPs with Filipino community partners in activities an programs to advance	indents of human trafficking, VMV, and illegal recruitment involving women OFs* None Number of women OFs who are aware the GAD apendad Number of GAD-related activities of organized by women OFS who are aware the GAD apendad Number of GAD-related activities.	Partner Agencies (DMW, Bl. McAT, DOLE, DSWD, POEA, etc.) All FSPs and Partner of Agencies (POLO-OWWA) PCW	illegal recruitment involving women OFs addressed* 10% of FSPs conducted consultations 5% of FSPs working with women leaders among OFs	seek Posts' assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations Conduct capacity-building activities for women OFs to become partners of FSP for		involving women OFs addressed* 20% of FSPs conducted consultations 5% of FSPs working with women leaders	seek Posts' assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations Conduct capacity-building activities for women OFs to become partners of FSP for		involving women OFs addressed* 30% of FSPs conducted consultations 10% of FSPs working with women leaders among OFs	assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations Conduct capacity-building activities for women OFs to become partners of FSP for		addressed* 40% of FSPs conducted consultations 10% of FSPs working with women leaders among OFs	Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations Conduct capacity-building activities for women OFs to become partners of FSP for		addressed* 50% of FSPs conducted consultations 15% of FSPs working with women leaders among OFs	assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations Conduct capacity-building activities for women OFs to become partners of FSP for		involving women OFs addressed* 60% of FSPs conducted consultations 15% of FSPs working with women leaders among OFs	assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations Conduct capacity-building activities for women OFs to become partners of FSP for		
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	human trafficking, VMW, and illegal recruitment and improved outcomes resulting from assistance and intervention. the Department in Consular and ATN services Women OFs are capable leaders and organized partners in activities and	incidents of human trafficking. VMW, and of illegal recruitment involving women OFs Percentage of FSPs working with women leaders among OFs Percentage of FSPs with Filipino community partners in activities an programs to advance	indents of human trafficking, VMV, and illegal recruitment involving women OFs* None Number of women OFs who are aware the GAD apendad Number of GAD-related activities of organized by women OFS who are aware the GAD apendad Number of GAD-related activities.	Partner Agencies (DMW, Bl. McAT, DOLE, DSWD, POEA, etc.) All FSPs and Partner of Agencies (POLO-OWWA) PCW	illegal recruitment involving women OFs addressed* 10% of FSPs conducted consultations 5% of FSPs working with women leaders among OFs 5% of FSPs with Filcom partners in activities and programs to advance	seek Posts' assistance assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations conduct capacity-building activities for women OFs to become partners of FSP for the GAD activities and programs Conduct activities for conduct activities for conduct activities to strengthen Fillcoms		involving women OFs addressed* 20% of FSPs conducted consultations 5% of FSPs working with women leaders among OFs 5% of FSPs with Filcom partners in activities and	seek Posts' assistance assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations Conduct capacity-building activities for women OFs to become partners of FSP for the CAD activities and programs Conduct activities for Conduct activities to Strengthen Fillooms		involving women OFs addressed* 30% of FSPs conducted consultations 10% of FSPs working with women leaders among OFs 10% of FSPs with Filcom partners in activities and programs to advance	assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations Conduct recommendations Conduct of Conduct of State of Sta		addressed* 40% of FSPs conducted consultations 10% of FSPs working with women leaders among OFs 10% of FSPs with Filcom partners in activities and programs to advance	Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations. Conduct capacity-building activities or women OFs to become partners of FSP for the CAD activities and programs. Conduct activities to strengthen Filcoms and the partnerships in Filcoms and the primerships in the CAD activities and programs.		addressed* 50% of FSPs conducted consultations 15% of FSPs working with women leaders among OFs 15% of FSPs with Filcom partners in activities and programs to advance	assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations Conduct capacity-building activities for women O's to become partners of FSP for the GAD activities and programs Conduct activities for women O's to become partners of FSP for the GAD activities for women Conduct activities for strengthen Filcoms Conduct activities to strengthen Filcoms and the partnership		involving women OFs addressed* of FSPs conducted consultations 15% of FSPs working with women leaders among OFs 15% of FSPs with Filcom partners in activities and programs to advance	assistance Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations Conduct capacity-building activities for women OFs to become partners of FSP for the GAD activities and programs Conduct activities to strengthen Filcoms and programs Conduct activities to strengthen Filcoms and the partnership		



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

Insufficient orientation on the features of a VAW Desk in ATN Units at	All ATN Units at FSPs function effectively as	s Number of guidelines	Current number of	UMWA	VAWC desk	Formulate and issue	30% of FSPs	Monitor the	35% of FSPs	Monitor the	40% of FSPs	Monitor the	45% of FSPs	Monitor the	50% of FSPs	Monitor the	
FSPs, resulting in limited or insufficient assistance provided to VAW cases		issued	FSPs with ATN Units		guidelines formulated	guidelines to FSPs on		implementation of the	received the updated		received the updated	implementation of the	received the updated	implementation of the	received the updated	implementation of the	
			that have almost the			incorporating	guidelines and	guidelines	guidelines and	guidelines	guidelines and	guidelines	guidelines and	guidelines	guidelines and	guidelines	
	VAWC cases are satisfactorily resolved	Number of templates of			Template for VAWC	elements of the	template	-	template		template		template	-	template		
	through FSP intervention/collaboration	referral pathways issued	Barangay VAW Desk,		referral pathway	Barangay VAW Desk											
			per element		developed	for the ATN Unit,											
		Percentage of FSPs				including physical											
		reporting on			25% of FSPs	set-up and reporting											
		incorporation of			received the	mechanism, and how											
		elements of VAW Desks	:		guidelines and	to identify other											
		at their chanceries			template	facilities run by the											
						host government and											
		Percentage of FSPs				its administrative											
		submitting complete				units, and also by civil											
		referral pathways for VAW cases in their host				society organizations,											
						that have features of Safe Spaces For											
		countries and countries under their jurisdictions				Women and Children											
	I	unuer men jurisdictions				(SSWC)											
		Percentage of VAWc				(33440)											
		cases satisfactorily				Provide for FSPs											
		assisted/ resolved				template of referral											
		dadiated readived				pathways (host											
		Number of VAWC cases	:			government agencies,											
		gathered by FSPs				religious											
		through various formal				establishments,											
		means				CSOs abroad) for											
						different types of ATN											
						cases, including in											
						times of disasters,											
						calamities and other											
						crisis situations											
				All FSPs			15% increase in	Establish/strengthen	30% increase, from		45% increase, from		60% increase, from			Establish/strengthen	
							FSPs whose ATN	VAWC desk		VAWC desk	baseline, in FSPs	VAWC desk		VAWC desk	baseline, in FSPs	VAWC desk	
							Units have the		whose ATN Units		whose ATN Units		whose ATN Units		whose ATN Units		
							complete elements,		have the complete		have the complete elements, as		have the complete		have the complete		
							as applicable in their respective host		elements, as applicable in their		applicable in their		elements, as applicable in their		elements, as applicable in their		
							countries, of a		respective host		respective host		respective host		respective host		
							Barangay VAW Desk		countries, of a		countries, of a		countries, of a		countries, of a		
	l						Coloringay Will Desk		Barangay VAW Desk		Barangay VAW Desk		Barangay VAW Desk		Barangay VAW Desk		
Absence of a gender database management system in the Department	Adequate data on various lines of difference	Gender database	None	All FSPs	Guidelines on the	Prepare the	Service provider for	Progurement of	10% of gender data	Collect nender data	20% of gender data	Collect gender data		Collect gender data	40% of gender data	Collect gender data	
. 200 o. a gender database management system in the Department	among OFs and availability of tools for	management system	1.00.70	UMWA	establishment of a	guidelines on the		service provider for	collected	on OFs; report on	collected	on OFs; report on	collected	on OFs; report on		on OFs; report on	
	generating such data to guide policy,	established			gender database	establishment of a		the establishment of a		findings and generate		findings and generate		findings and generate		findings and generate	
	planning, and decision-making and design				prepared	gender database	procured	gender database		recommendations		recommendations		recommendations		recommendations	
	of PAPs				r	3		32222.0000						Jacono		- Carlotto	
	I																
	Evidence-based policies, PAPs and																
	decision-making, firmly founded on gender																
	data																

APPROVALS	SIGNATURES	DATE
Prepared By		
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