

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2024

Sequence No.: 2024-019140				
Organization: Department of Foreign Affairs			Organization Category: National Government, Line Agency	
Organization Hierarchy: Department of Foreign Affairs				
Total Budget/GAA of Organization:	24,406,125,000.00			
Total GAD Budget	3,422,493,493.16	Primary Sources	3,422,493,493.16	
		Other Sources	0.00	
% of GAD Allocation:	14.02%			

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
CLIENT-FOCUSED ACTIVITIES									



THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN
REVIEWED AND ENDORSED THROUGH THE GMMS

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	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
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1	Proclamation No. 224 s. 1988, Declaring the First Week of March of Every Year as Womens Week and March 8, 1988; Proclamation No. 227 s. 1988, Providing for the observance of the Month of March as Womens Role in History Month; R.A. 6949 s. 1990, An Act to Declare March Eight of Every Year as a Working Special Holiday to be Known as National Womens Day	Limited awareness and involvement of members of the Filipino Community in the Women's Month Celebration and/or International Women's Day	Increased awareness and involvement of members of the Filipino Community in the Women's Month Celebration and/or International Women's Day	MFO: Diplomatic and Consular Services	Conduct of activities such as orientation, seminar, talks, film-showing, workshops on GAD-related topics for DFA clients and members of the Filipino Community as part of the Office's Women's Month and/or International Women's Day Celebration	Number of activities organized/ conducted in celebration of National Women's Month and/or International Women's Day - At least 1 activity per office	14,843,068.56	GAA	Foreign Service Posts, Consular Offices, Offices in the Home Office



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2	Section 2 of Republic Act 10398 states that Heads of government agencies and instrumentalities, government-owned and -controlled corporations, local government units and employers in the private sector shall, together with their employees, organize, engage or participate in activities designed to raise public awareness on the problem of violence, and the elimination of all forms of violence, against women and children	Limited awareness and participation of Filipinos in the observance of International Campaign/18-Day Campaign to End Violence Against Women and Children	Increased awareness and participation of Filipinos in the observance of International Campaign/18-Day Campaign to End Violence Against Women and Children	MFO: Diplomatic and Consular Services	Conduct advocacy and information/ education activities on GAD/EVAW on 18-Day Campaign to End VAW	Number of activities conducted in observance of the 18-day Campaign to End VAW - At least 1 activity per office	15,443,969.10	GAA	Foreign Service Posts, Consular Offices, Offices in the Home Office
3	Magna Carta of Women (Sections 2 and 5) ; UN Security Resolution no. 1325 (2000) and mainstreaming of GAD	Not all treaties and international agreements entered into the by the Philippines take into account women's rights or address gender issues	To consider gender issues / concerns when reviewing human rights treaties	MFO: Diplomatic and Consular Services Support to Operations (STO)	Review of political and security-related treaties (e.g. human rights instruments) and economic & socio-cultural treaties (e.g. development cooperation) and evaluate whether the treaty / international agreement recognizes and provides for mechanisms by which women and children's rights, and gender-related issues are addressed	Number of treaty review by which women and children's rights and gender-related issues are addressed - At least one (1) treaty review, when appropriate, will include recommendations or review of the provisions that will recognize, protect and uphold women and children's rights.	162,376.82	GAA	Office of Treaties and Legal Affairs (OTLA)



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4	Section 26 of RA 9710, Magna Carta of Women, Right to Information- Access to information regarding policies on women, including programs, projects, and funding outlays that affect them	Limited awareness on the sexual harassment and anti-sexual harassment initiatives	Increased awareness on sexual harassment and anti-sexual harassment initiatives among OFs particularly women	MFO: Support to Operations	Case study and case build-up, draft pleadings, attend case consultation meetings, and attend hearings (in relation to cases of survivors of sexual harassment and other forms of gender-based violence) and rendering of legal opinions with updated laws and jurisprudence on specific GAD-related issues (e.g. Women Applicants use of maiden name, surrogacy, same-sex marriage, divorce, reports of birth, paternity, and other similar cases)	Number of legal opinions rendered - At least ten (10) for the year by personnel rendering the opinions Number of survivors of sexual harassment represented by DFA-OTLA, with work rendered by three employees providing legal services rendering approximately 80 hours of work - At least 2	740,713.57	GAA	Office of Treaties and Legal Affairs (OTLA)
5	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 (SGBV) 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	Lack of 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	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	MFO: Diplomatic and Consular Services	Conduct of review of and/or coordinate women's participation, nomination and candidature in bilateral/multilateral meetings, negotiation of agreements, international conferences and/or related engagements in relation to foreign policy, including in the pursuit of national security	Number of activities conducted to review/coordinate women's participation in bilateral/multilateral meetings, negotiation of agreements, international conferences and/or related engagements in relation to foreign policy, including in the pursuit of national security - At least 1 per office	19,602,889.17	GAA	Foreign Service Posts, Offices in the Home Office



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6	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	Contingency plans from FSPs are not gender-responsive	Gender-responsive contingency plans from FSPs that take into account the particular needs of women OFs vis-a-vis male OFs in crisis or emergency situations	MFO: Diplomatic and Consular Services	Conduct consultation and/or survey on OFs views with regard to the needs of women OFs in times of crisis or emergency situation in Post's jurisdiction, particularly on how it affects them as women and as migrants for updating of the Office's contingency plan	Number of consultations/survey conducted - At least 1 per office	7,080,781.22	GAA	Foreign Service Posts, Offices in the Home Office
7	Lack of participatory and consultative processes/platforms on gender issues to inform and guide the crafting of Philippine positions for diplomatic and commercial agreements	Limited support on key Philippine positions on Filipino womens economic and commercial interests, generated from consultative processes, in pertinent international forums	Key Philippine positions on Filipino womens economic and commercial interests, generated from consultative processes, are proposed and supported in pertinent international forums.	MFO: Diplomatic and Consular Services	Conduct consultation with women OFs on how the Philippine government can assist their goal of economic independence and submit report with recommendations	Number of consultations conducted - At least 1 per office	3,445,914.87	GAA	Foreign Service Posts, Offices in the Home Office
8	Lack of economic opportunities for OFs, especially women	Limited access to information on gender responsive polices, programs, and benefits	Improved economic opportunities among overseas Filipino women	MFO: Diplomatic and Consular Services	Hold/participate in meetings with host or local government institutions, including the private sector, and regional/multilateral cooperation to advocate for more opportunities for Filipino workers, especially women	Number of engagement with host or local government institution/s advocating for employment of women Filipino professionals and skilled workers - At least 1 per office Number of outcome document - At least 1 per office	2,893,325.70	GAA	Foreign Service Posts, Offices in the Home Office



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9	Lack of economic opportunities for OFs, especially women	Limited access to information on gender responsive policies, programs, and benefits	Improved economic opportunities among overseas Filipino women	MFO: Diplomatic and Consular Services	Conduct seminars informing DFA clients, especially women OFs, on business, commercial and investment opportunities in Post and PH	Number of seminars conducted - At least 1 per office	6,952,017.84	GAA	Foreign Service Posts, Consular Offices, Offices in the Home Office
10	Lack of economic opportunities for OFs, especially women	Limited access to information on gender responsive policies, programs, and benefits	Improved economic opportunities among overseas Filipino women	MFO: Diplomatic and Consular Services	Facilitate participation in trade fairs/shows in industries that generate economic opportunities for women in PH	Number of trade fair/road show, in women-dominated industries in the Philippines, facilitated per FSP, if applicable - At least 1 per office Number of women-led MSME per FSP participate in trade fair and roadshows that promote products and services, if applicable - At least 5 per office	4,479,403.42	GAA	Foreign Service Posts
11	Lack of gender perspective in and limited capacity building/upskilling opportunities for OFs, especially women	Limited gender-responsiveness of capacity building/upskilling opportunities for OFs	Increased gender-responsiveness of capacity building/upskilling opportunities for OFs	MFO: Diplomatic and Consular Services	Conduct capacity building opportunities for DFA clients where gender-responsive core messages are integrated	Number of gender-responsive capacity building/upskilling opportunities for OFs, especially women - At least 1 per office	4,188,949.49	GAA	Foreign Service Posts, Consular Offices
12	Insufficient gender-sensitive facilities and services	Lack of gender-responsive facilities in most DFA units/offices in the Philippines and abroad	Gender-responsive facilities are present in most DFA units/offices in the Philippines and abroad	MFO: Diplomatic and Consular Services	Conduct a study/inventory of gender-responsive facilities and its establishment at the Office	Number of reports submitted to the Home Office - At least 1 per office	28,497,504.02	GAA	Foreign Service Posts, Consular Offices, Offices in the Home Office
13	Insufficient gender-sensitive facilities and services	Consular services lack gender lens perspective	DFA provides gender-responsive consular services	MFO: Diplomatic and Consular Services	Review and update client satisfaction survey form for gender-responsiveness and continue to request clients to respond to client satisfaction survey	Percentage of clients with satisfactory rating - At least 75% of clients per office with satisfactory rating on consular and ATN services	7,042,122.81	GAA	Foreign Service Posts, Consular Offices



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14	Limited awareness on OF rights and womens rights in the Philippines and host countries and information on human trafficking, VAW, illegal recruitment and other related issues	Limited awareness and knowledge of clients on their rights in the Philippines and host country, and on other gender-related issues they may encounter at host country, such as VAW, human trafficking, illegal recruitment, etc.	Clients have increased awareness and knowledge on their rights in the Philippines and host country, and on other gender-related issues they may encounter at host country, such as VAW, human trafficking, illegal recruitment, etc.	MFO: Diplomatic and Consular Services	Conduct of capacity building activities on OF rights and womens rights in the Philippines and host countries and information on human trafficking, VAW, illegal recruitment and other related issues and include post-activity evaluation in all activities	Number of participants in the capacity building activities - At least 20 per office Number of participants report an increase in knowledge as a result of activity conducted - At least 20 per office	6,229,962.40	GAA	Foreign Service Posts, Consular Offices, Offices in the Home Office
15	Limited awareness on OF rights and womens rights in the Philippines and host countries and information on human trafficking, VAW, illegal recruitment and other related issues	Limited awareness and knowledge of clients on their rights in the Philippines and host country, and on other gender-related issues they may encounter at host country, such as VAW, human trafficking, illegal recruitment, etc.	Clients have increased awareness and knowledge on their rights in the Philippines and host country, and on other gender-related issues they may encounter at host country such as VAW, human trafficking, illegal recruitment, etc.	MFO: Diplomatic and Consular Services	Organize events/workshops/orientations/dialogues/seminars (PDOS, PAOS) on migration policies and womens rights in PH and Posts/CO jurisdiction, and other gender-issues	Number of orientation/seminars/dialogues/workshops conducted - At least 1 per office	5,662,637.67	GAA	Foreign Service Posts, Consular Offices
16	Persistence of incidence/cases of human trafficking, VAW, and illegal recruitment cases	Limited assistance provided to OFs who are victims of human trafficking, VAW, and illegal recruitment	Reduced number of OFs who are victims of human trafficking, VAW, and illegal recruitment and improved outcomes resulting from assistance and intervention of the Department in Consular and ATN services	MFO: Diplomatic and Consular Services	Conduct consultations on gender issues with stakeholders to identify needs and generate policy and program recommendations	Number of consultations conducted - At least 1 per office	2,928,215.71	GAA	Foreign Service Posts, Consular Offices



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17	Limited capacity of women OFs as leaders and partners to advance the GAD agenda	Lack of capacity-building activities for women OFs/DFA women clients to become partners of FSP/CO for GAD activities and programs	Women OFs are capable leaders and organized partners in activities and programs to advance the GAD agenda	MFO: Diplomatic and Consular Services	Conduct capacity-building activities and services for women OFs/DFA women clients to become partners of FSP/CO for the GAD activities and programs	Number of capacity building activities conducted with women OFs/clients - At least 1 per office	39,093,977.65	GAA	Foreign Service Posts, Consular Offices, Offices in the Home Office
18	Limited capacity of women OFs as leaders and partners to advance the GAD agenda	Limited activities are conducted to strengthen Filipino Communities at Post	Women OFs are capable leaders and organized partners in activities and programs to advance the GAD agenda	MFO: Diplomatic and Consular Services	Conduct activities and services to strengthen Filipino Communities at Post and partner with them on the Office's programs to pursue GAD	Number of activities conducted - At least 1 per office	6,246,175.88	GAA	Foreign Service Posts
19	Insufficient orientation on the features of a VAW Desk in ATN Units at FSPs, resulting in limited or insufficient assistance provided to VAW cases	Lack of presence of an ATN unit that has the elements of a Barangay VAW Desk	VAWC cases are satisfactorily resolved through FSP intervention/collaboration	MFO: Assistance to Nationals Services	Establish/strengthen VAWC desk at Post	Presence of an ATN Unit that has the elements, as applicable in their respective host countries, of a Barangay VAW Desk	10,309,319.94	GAA	Foreign Service Posts
20	Absence of a gender database management system in the Department	Inadequate data on various lines of difference among OFs and availability of tools for generating such data to guide policy, planning, and decision-making and design of PAPs	Adequate data on various lines of difference among OFs and availability of tools for generating such data to guide policy, planning, and decision-making and design of PAPs	MFO: Diplomatic and Consular Services	Collection of Sex and/or Age Disaggregated Data in the consular and ATN services of FSP/CO and submission to the Home Office in-charge of policy/planning design of PAPs	Number of reports with the collected SADD submitted to the Home Office - At least 1 per office	22,060,298.20	GAA	Foreign Service Posts, Consular Offices, Offices in the Home Office



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21	Gender Equality, Violence against Women, Trafficking in Women and Girls; Magna Carta of Women and Expanded Anti-Trafficking in Persons Act	Systemic violence against women and girls, Trafficking in Women and Girls, and other issues affecting women and girls	Information campaign on best practices and challenges in combatting trafficking and violence against women and girls, including migrant workers	MFO: Diplomatic and Consular Services	Organization of a side event at the sidelines of the United Nations General Assembly High-Level Week (UNGA side-event) and Participation in the latest session of the Commission on the Status of Women and Organization of an event at the sidelines of the Commission on the Status of Women	Participation of at least 20 representatives from NYPM, UN Member States, UN organizations, civil society, and other interested participants At least One (1) press release/ information material to be published via the DFA official website, and NYPM official website, Facebook page and Twitter account	712,712.16	GAA	Philippines Permanent Mission to the United Nations in New York
22	Limited advancement of women in the international fora	Lack of information on violence against women migrant workers	Advance the cause of women in the international fora	MFO: Diplomatic and Consular Services	Organization or co-sponsorship of a side event or lecture on Inclusive Development of Women and Girls with Disabilities, related to women's issues (Anti-trafficking of women and girls event), co-sponsorship of the International Day of Women and Girls in Science and/or other CSocD events (IDWGS), and facilitation of the resolution Inclusive development for and with persons with disabilities (Disabilities resolution)	At least one press release/ information material to be published via the DFA official website, and NYPM official website, Facebook page and Twitter account.	594,479.68	GAA	Philippines Permanent Mission to the United Nations in New York
23	Limited advancement of women in the international fora	Lack of information on gender equality and gender based violence	Advancement of the cause of women at the international fora	MFO: Diplomatic and Consular Services	Delivery of a statement at the Third Committee of the United Nations on social, humanitarian and cultural issues particularly on issues affecting women, migrants, older persons, persons with disabilities and other persons in vulnerable situation (Third Committee statement), Delivery of a Statement before the Security Council on Women, Peace and Security (WPS)	At least one press release/ information material to be published via the DFA official website, and NYPM official website, Facebook page and Twitter account.	97,239.84	GAA	Philippine Permanent Mission to the United Nations in New York



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24	Limited gender related issues raised in human rights council and other multilateral platforms	Lack of awareness on gender related issues or advocacies in human rights council and other multilateral platforms	More gender related issues or advocacies raised relevant to 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	MFO: Diplomatic and Consular Services	Advancement of gender-related advocacies in the Human Rights Council and other multilateral platforms, such as on health, environment, migration, humanitarian, disaster risk reduction, trade, and development, among others.	Number of advance gender-related advocacies in the Human Rights Council and other multilateral platforms, such as on health, environment, migration, humanitarian, disaster risk reduction, trade, and development, among others - At least 1	788,185.00	GAA	Philippine Mission to the United Nations and Consulate General in Geneva
25	Philippine representation and participation in various multilateral fora that promote women empowerment and gender equality	Need to promote and advance gender equality and women empowerment in multilateral fora and global policy-making bodies	Philippines successful and productive participation and engagement in the Asia-Pacific Regional Consultation on priority theme of the 68th Session of the UN Commission of the Status of Women and Philippines successful and productive participation in other multilateral fora, symposia, and events that promote and advance gender equality and women empowerment"	MFO: Diplomatic Services	Facilitate and coordinate Philippine participation in the Asia-Pacific Regional Consultation on priority theme of the 68th Session of the UN Commission of the Status of Women, Philippine participation in the 68th Session of the United Nations Commission on the Status of Women, and Philippine Constructive Dialogue/Revalida to the Committee on the Elimination of Discrimination against Women (CEDAW) in Geneva	Number of CSW-related events participated in - At least 3	1,179,295.48	GAA	United Nations and Other International Organizations (UNIO)



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26	Membership and active participation in interagency bodies/committees and international forums to raise issues and address the plight of Filipino migrant workers, especially women and children, in order to reinforce the higher standard of protection and promotion of the welfare of migrant workers, their families and overseas Filipinos in distress, as mandated in R.A. 8042 (as amended by R.A. 10022)	Overseas Filipinos, especially women, often suffer abuses	Gender-responsive policies are promoted and implemented at the national and international levels	MFO: Assistance-to-Nationals (ATN) Services	Attendance in any meeting or ATN GAD-related event of the NEDA Sub-Committee on International Migration and Development (SC-IMD), Inter-Agency Committee on Migration Statistics (IACMS), International Migration Review Forum (IMRF) on GCM compliance / International Dialogue on Migration (IDM), including side-events, Bali Process, Colombo Process, ASEAN Committee on Migrant Workers, House of Representatives Committee on Overseas Workers Affairs (HOR-COWA), Senate Committee on Foreign Relations (CFR) or Committee on Migrant Workers (CMW), DMW, CFO, UN Women, ILO, Inter-Agency Council Against Trafficking (IACAT)	Number of attended meetings and activities - At least 4	305,972.74	GAA	Office of the Undersecretary for Migration Affairs (OUMA)
ORGANIZATION-FOCUSED ACTIVITIES									



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27	Section 3.5 of the PCW-NEDA-DBM Joint Circular 2012-01 - Agency GAD Focal Point System (GFPS) shall take the lead in mainstreaming gender in agency PAPs. As such they shall provide technical assistance to offices or units within their agency on gender mainstreaming. To enable them to perform their roles, it is important that GFPs members are provided with the required gender capacity, such as the application of gender analysis tools	Limited involvement of GFPS in gender mainstreaming and implementation of GAD PAPs	Increased involvement of GFPS in gender mainstreaming and implementation of GAD PAPs	MFO: General Administration and Support	Preparation of the GFPO and/or Alternate for the submission of 2025 GPB and 2023 GAD AR and spearhead the conduct and/or implementation of GAD PAPs of the Office	Number of GAD reports submitted to the GAD Secretariat - At least 2 per office	14,688,397.52	GAA	Foreign Service Posts, Offices in the Home Office
28	Section 11 (d) of the Magna Carta for Women - ensure the opportunity of women to represent their government at the international level and to participate in the work of international organization	Limited participation and representation of women in the top management of government service to fully realize their role as agents and beneficiaries of development	Increase participation and representation of women in the top management of government service to fully realize their role as agents and beneficiaries of development	MFO: General Administration and Support	Publication of Volume 2 the book "Women in Diplomacy: The Remarkable Ambassadors in the Philippine Foreign Service"	1 published book	400,000.00	GAA	Human Resources Management Office (HRMO)



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29	Section 11 (d) of the Magna Carta for Women - ensure the opportunity of women to represent their government at the international level and to participate in the work of international organization	Limited number and involvement of women in ASEAN and AICHR meetings, conferences and other related activities. Women's issues are still not in the mainstream of ASEAN and its agenda.	Increased women participation and representation in ASEAN and AICHR meetings, conferences and other related activities. Support mainstreaming of women's issues in ASEAN agenda in all three pillars.	MFO: Diplomatic and Consular Services	Attendance of women officers in ASEAN and AICHR meetings, conferences, and other related activities. Support activities that mainstream women and girls issues in ASEAN in all three pillars	Number of women officers participating in ASEAN meetings, conferences and other related activities- At least 3 women	100,000.00	GAA	Office of ASEAN Affairs (ASEAN)
30	Section 11 (d) of the Magna Carta for Women - ensure the opportunity of women to represent their government at the international level and to participate in the work of international organization	Limited engagement in ASEAN and AICHR meetings, conferences and other related activities on women and gender. Limited conscious inclusion of women's issues and perspectives in ASEAN and its agenda.	Increased Philippine participation in ASEAN and AICHR meetings, conferences, and other related activities on women and gender. Inclusion of women's perspectives and inputs on ASEAN agenda.	MFO: Diplomatic and Consular Services	Attend regular and special ASEAN and AICHR meetings, conferences and other related activities on women and gender and Inclusion of the womens perspectives in the appropriate ASEAN issues	Number of reports submitted by ASEAN and AICHR office, and number of meetings, conferences and other related activities on women and gender attended - At least 5	925,000.00	GAA	Office of ASEAN Affairs (ASEAN)
31	Proclamation No. 224 s. 1988, Declaring the First Week of March of Every Year as Womens Week and March 8, 1988; Proclamation No. 227 s. 1988, Providing for the observance of the Month of March as Womens Role in History Month; R.A. 6949 s. 1990, An Act to Declare March Eight of Every Year as a Working Special Holiday to be Known as National Womens Day	Limited awareness and involvement of DFA personnel in the Womens Month Celebration and/or International Womens Day	Increased awareness and involvement of DFA personnel in the Womens Month Celebration and/or International Womens Day	MFO: General Administration and Support	Conduct of activities such as orientation, seminar, talks, film-showing, workshops on GAD-related topics for DFA personnel as part of the Office Womens Month and/or International Womens Day Celebration	Number of activities organized/ conducted in celebration of National Womens Month and/or International Womens Day - At least 1 activity per office	2,412,423.27	GAA	Foreign Service Posts, Offices in the Home Office



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32	Section 2 of Republic Act 10398 states that Heads of government agencies and instrumentalities, government-owned and -controlled corporations, local government units and employers in the private sector shall, together with their employees, organize, engage or participate in activities designed to raise public awareness on the problem of violence, and the elimination of all forms of violence, against women and children	Limited awareness and participation of DFA personnel in the observance of International Campaign/18-Day Campaign to End Violence Against Women and Children	Increased awareness and participation of DFA personnel in the observance of International Campaign/18-Day Campaign to End Violence Against Women and Children	MFO: General Administration and Support	Conduct advocacy and information/ education activities for DFA personnel on GAD/EVAW on 18-Day Campaign to End VAW	Number of activities conducted in observance of the 18-day Campaign to End VAW - At least 1 activity per office	1,997,809.27	GAA	Foreign Service Posts, Offices in the Home Office



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33	Results of the 2018 DFA Participatory Gender Audit states the DFA personnel, especially those posted overseas, experience first-hand how living and working overseas can affect women and men differently. There is strong recognition that female employees often have to contend with multiple burdens, having to balance duties at work and in the home.	Most women employees fail to prioritize or give time to health concerns as they have to juggle work and family obligations	To address mental health concerns of women personnel such as multiple burden and help them achieve work-life balance	MFO: General Administration and Support	Conduct of workplace health promotion and well-being programs for Post/Office personnel to address the mental health issues of women personnel such as the feeling of burnout due to work demands in partnership with health organizations	Number of activities conducted - At least 1 per office	9,092,841.83	GAA	Foreign Service Posts, Offices in the Home Office
34	Insufficient breastfeeding and diaper-changing facilities	Lack of gender-responsive facilities installed in the Foreign Service Posts (FSPs) and Consular Offices	Gender-responsive facilities are installed in the Foreign Service Posts (FSPs) and Consular Offices	MFO: General Administration and Support	Establish and/or partner with host or local government on the installation of gender-responsive breastfeeding and diaper changing facilities at Post and CO	Number of breastfeeding and diaper changing facilities installed- At least 1 per office	12,417,595.31	GAA	Foreign Service Posts, Consular Offices, Offices in the Home Office
35	Insufficient childcare/daycare facilities for married and solo parents	Lack of gender-responsive facilities installed in the Foreign Service Posts (FSPs) and Consular Offices	Gender-responsive facilities are installed in the Foreign Service Posts (FSPs) and Consular Offices	MFO: General Administration and Support	Establish and/or partner with host or local government on the installation gender-responsive childcare/daycare facilities at Post and CO	Number of childcare/daycare facilities installed - At least 1 per office	4,218,007.48	GAA	Foreign Service Posts, Consular Offices, Offices in the Home Office



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
36	Persistence of sexual harassment incidents	Limited information/ awareness on activities regarding Sexual Harassment (SH) in the workplace, including Committee on Decorum and Investigation (CODI) tackling gender-related complaints/issues	Work environment is safe and free from bullying, discrimination, and other forms of harassment	MFO: General Administration and Support	Conduct and/or attend capacity building seminar for the members of Post/CO/HO CODI members on gender-sensitive handling and resolution of cases concerning sexual harassment and VAWC	Number of capacity building seminars conducted - At least 1 per office	7,545,874.50	GAA	Foreign Service Posts, Consular Offices, Offices in the Home Office
37	Limited awareness/knowledge on gender and development and gender issues in the workplace	Limited knowledge, skills, and attitudes (KSA) on GAD among office staff	Improved knowledge, skills, and attitudes (KSA) on GAD among office staff	MFO: General Administration and Support	Conduct of or participation in GAD- related training/ programs by office personnel and attendance of personnel, in any live or online basic seminars/trainings on GAD offered by the Department and various organizations	Number of GAD- related trainings/ programs conducted or participated in by personnel - At least 1 per office	24,168,255.59	GAA	Foreign Service Posts, Consular Offices, Offices in the Home Office
38	Gender-fair communication is not practiced at work and in the workplace	Limited knowledge on the use of gender-fair communication in the Office	Gender-fair communication is effectively practiced at the Office	MFO: General Administration and Support	Attendance and/or conduct of training on Gender-Fair communication among Office staff	Number of Gender Fair Communication Training conducted or participated in by office personnel - At least 1 per office	7,744,167.61	GAA	Foreign Service Posts, Consular Offices, Offices in the Home Office
39	GAD planning and budgeting is not mainstreamed into the DFA's regular planning process	Limited involvement and knowledge of GFPS in gender mainstreaming and implementation of GAD PAPs	GAD planning and budgeting is integrated in the Office planning process	MFO: General Administration and Support	Attendance of office personnel in the annual GPB workshop conducted by the Home Office	Number of office personnel who attended the GPB workshop - At least 1 per office	14,901,400.37	GAA	Foreign Service Posts, Consular Offices, Offices in the Home Office
40	GAD planning and budgeting is not mainstreamed into the DFA's regular planning process	Limited knowledge of GFPS in the proper GAD planning and budgeting process	GAD planning and budgeting is integrated in the Departments planning process	MFO: General Administration and Support	Conduct of annual GAD Planning and Budgeting Workshop for all Offices in the Home Office, Consular Offices, and Foreign Service Posts	Number of training sessions conducted- At least 5 Number of total participants - At least 121	7,800,000.00	GAA	Human Resources Management Office (HRMO)



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41	Lack of directory of local resources (shelter, NGOs, legal advocates) that can help raise awareness on domestic violence and gender inequality	Unavailability of an accessible/online database of resources on promoting awareness on domestic violence and gender-based discrimination	Availability of an accessible/online database of resources on promoting awareness on domestic violence and gender-based discrimination	MFO: General Administration and Support	Establish directory of GAD resources and partners at the host country or local government relevant to the mandate of the Office	Number of directory of local resources produced by the office - At least 1 per office	2,348,065.68	GAA	Foreign Service Posts, Consular Offices, Offices in the Home Office
42	Lack of internal GAD expertise and accredited resource pool to champion and consistently implement custom-fit gender-responsive policies	Not enough personnel with GAD expertise/background DFA usually contracts external GAD experts as consultants for GAD-related activities	Internal pool of GAD experts is established	MFO: General Administration and Support	Review and sign communications/Office Order regarding training of DFA personnel who can be certified as as National Gender Resource Pool (NGRP) members	Signed Office Order of at least 2 staff trained who can potentially be certified NGRP members	2,436.71	GAA	Office of the Undersecretary for Administration (OUA)
43	Strengthen the GAD Focal Point System pursuant to Section 36 (b) of the Magna Carta of Women	No home-based personnel for the GAD Secretariat that can help minimize issue on retention of knowledge and expertise	The GAD Secretariat provides technical, coordination and administrative support for the GAD Focal Point System in GAD planning, budgeting, monitoring and reporting	MFO: General Administration and Support	Conduct an executive meeting to discuss GAD matters/Conduct of regular GFPS Execom meetings Review and sign communications regarding DFAs request regarding creation of plantilla item for one (1) home-based personnel for the GAD Secretariat	Request for at least 1 home-based GAD staff Number of meetings conducted - At least 1 meeting	201,746.84	GAA	Office of the Undersecretary for Administration (OUA) and Human Resources Management Office (HRMO)
44	Current MOVs and reporting mechanisms do not include gender perspective or automatically lead to generation of SDD for use in gender-sensitive policy development and planning of PAPs	Lack of gender perspective and responsiveness in the language of OUMWAs MOVs and reporting mechanisms	OUMWAs MOVs and reporting mechanisms are gender sensitive and responsive	MFO: General Administration and Support	Updating of OUMWAs MOVs and reporting mechanisms to become gender sensitive or responsive (D.O.s on ATN Fund and LAF, gender disaggregation in ATN Fund/LAF utilization reports, types of data captured in Reports to Congress)	Number of MOVs and reporting mechanisms updated to become gender sensitive or responsive - At least 1	159,692.53	GAA	Office of the Undersecretary for Migration Affairs (OUMA)



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45	Existing Joint Manual of Operations among DFA-DOLE-DSWD (2015) does not include gender perspective or automatically lead to generation of SDD for use in gender-sensitive policy development and planning of PAPs	Lack of gender perspective and responsiveness in the language and regulations for the generation of reports in the Joint Manual of Operations	Updated Joint Manual of Operations between DFA-DMW incorporates gender perspectives and is gender responsive	MFO: General Administration and Support	Updating of Joint Manual of Operations with DMW to include gender perspectives and ensure gender sensitivity and responsiveness	Number of updated Joint Manual with gender perspectives and gender-responsive policies and SOPs - At least 1	295,068.92	GAA	Office of the Undersecretary for Migration Affairs (OUMA)


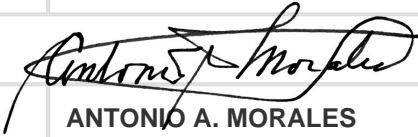


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46	Plan for incorporation of Elements of VAW Desks in ATN Units at FSPs Republic Act No. 9710 Section 12. Protection from Violence - The State shall ensure that all women shall be protected from all forms of violence as provided for in existing laws. Agencies of government shall give priority to the defense and protection of women against gender-based violence and help women attain justice and healing and Joint Memorandum Circular No. 2010-2 (JMC 2010-2): Guidelines in the Establishment of a Violence against Women (VAW) Desk in Every Barangay	Insufficient orientation on the features of a VAW Desk in ATN Units at FSPs, resulting in limited or insufficient assistance provided to VAW cases	All ATN Units at FSPs function effectively as VAW Desks for OFs in distress VAWC cases are satisfactorily resolved through FSP intervention/collaboration	MFO: General Administration and Support	Provide guidelines to FSPs on incorporating elements of the Barangay VAW Desk for the ATN Unit, including physical set-up and reporting mechanism, and how to identify other facilities run by the host government and its administrative units, and also by civil society organizations, that have features of Safe Spaces For Women and Children (SSWC) and Provide for FSPs template of referral pathways (host government agencies, religious establishments, CSOs abroad) for different types of ATN cases, including in times of disasters, calamities and other crisis situations	Number of templates of referral pathways issued- At least 1 Number of guidelines issued - At least 1	159,692.53	GAA	Office of the Undersecretary for Migration Affairs (OUMA)
47	Gender bias/imbalance in staffing/recruitment, movement of personnel, foreign assignments, and decision-making positions	There is an absence of gender database in the Department	Improved gender balance in staffing/recruitment, movement of personnel, foreign assignments, and decision-making positions	MFO: General Administration and Support	Continue to collect and analyze internal gender data on personnel	Number of gender data collected and analyzed - At least 2	93,789.37	GAA	Human Resources Management Office (HRMO)



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48	Gender bias/imbalance in staffing/recruitment, movement of personnel, foreign assignments, and decision-making positions	Lack of gender perspective in the guidelines for rationalized recruitment, movement of personnel and foreign assignments	Improved gender balance in staffing/recruitment, movement of personnel, foreign assignments, and decision-making positions	MFO: General Administration and Support	Baseline review of the guidelines for rationalized recruitment, movement of personnel and foreign assignments towards gender-balance	Number of guidelines reviewed - At least 1	155,588.61	GAA	Human Resources Management Office (HRMO)
49	Low participation of male personnel and non-GAD Focal Point System (GFPS) members in GAD-related projects and activities	Limited involvement of non-GFPS members in DFA GAD initiatives	Increased involvement of non-GFPS members in DFA GAD initiatives	MFO: General Administration and Support	Formulate guidelines for the conferment of GAD awards in the Department	Number of guidelines formulated - At least 1	70,250.00	GAA	Human Resources Management Office (HRMO)
50	Sec. 36 Rule VI RA 9710 or the Magna Carta of Women (2009) - Institutional Mechanisms Item No. 5 - Monitoring and Evaluation of the Implementation and Budget Utilization of GAD Plans and Programs	Audit of GAD Funds to determine the implementation of Programs, Activities, and Projects (PAPs) of Consular Offices (COs) and Foreign Service Posts (FSPs)	To evaluate the Department's compliance with existing laws and regulations on GAD	MFO: Support to Operations	Conduct of Internal Audits to evaluate COs' and FSPs' Gender and Development Programs	Number of offices audited - At least 20 Number of reports produced - At least 3 (audit findings and observations, audit recommendations, audit report)	319,904.56	GAA	Internal Audit Service (IAS)
ATTRIBUTED PROGRAM									
51					Consular: Passporting Services [Validated HGDG Generic Checklist Score: 12.51]		2,538,293,975.72	GAA	Office of Consular Affairs (OCA)
52					Assistance-to-Nationals (ATN) Program [Validated HGDG Generic Checklist Score: 9.3]		560,400,000.00	GAA	Office of the Undersecretary for Migration Affairs (OUMA)
SUB-TOTAL							3,422,493,493.16	GAA	
TOTAL GAD BUDGET							3,422,493,493.16		



Prepared By:	Approved By:	Date
		
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THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN
REVIEWED AND ENDORSED THROUGH THE GMMS

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