

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2023**

**Organization:** Commission on Filipinos Overseas

**Organization Category:** National Government, Other Executive Offices

**Organization Hierarchy:** Commission on Filipinos Overseas

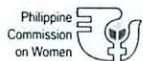
**Total Budget/GAA of Organization:** 156,466,000.00

<b>Total GAD Budget</b>	22,237,816.67	<b>Primary Sources</b>	22,237,816.67
		<b>Other Sources</b>	0.00

**% of GAD Allocation:** 14.21%

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**



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CFO GFPS**

  
**UNDERSECRETARY  
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OIC-CHAIRPERSON**



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1	Reported cases of gender-related irregularities borne out of migration such as illegal recruitment, documentation fraud and trafficking among prospective migrants	Insufficient awareness of prospective migrants in the countryside about gender-based irregularities borne out of migration	Increased awareness of prospective migrants in the countryside about gender-related irregularities borne out of migration	MFO: Filipinos overseas are productive, well-integrated and active in local development initiatives	Conduct either an actual or online Community Education Program in different areas in the countryside to raise public awareness about issues concerning migration, inter-marriage, and existing government programs and services	Number of information campaign - Conduct 4 information campaigns	300,000.00	GAA	Inter-division collaboration (Migrant Integration and Education Division Project Management Division Policy, Planning, and Research Division Administrative and Finance Division Management Information and Systems Division Office of the Undersecretary
2	Special needs of the parents who avail CFO pre-departure services and programs with nursing children and toddlers should be addressed.	Some parents bring their nursery and young children while availing CFO programs and services, thereby lessening their attention to the necessary orientation seminar	Provided a play area for toddlers and privacy for mothers while breastfeeding their children thus, increasing the information they gain from the pre-departure seminars	MFO: Filipinos Overseas are productive, well-integrated and active in local development initiatives	Maintenance of nursery room in the CFO main office	Number of mothers/parents who availed the facility - 20 nursing mothers/parents	229,800.00	GAA	Migrant Integration and Education Division Administrative and Finance Division



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3	Reported cases of gender stereotyping and labeling and gender-based violence such as prostitution and trafficking among youth migrants and insufficient awareness of youth migrants about gender-based violence and their rights in the destination countries.	Insufficient awareness of youth migrants about gender-based violence and their rights in the destination countries	Increased awareness of youth migrants about gender-based violence and their rights in the destination countries	MFO: Filipinos overseas are productive, well-integrated and active in local development initiatives	Conduct peer counseling for youth migrants	Number of counselled and oriented youth migrants - Counsel and orient 2,802 youth migrants	3,064,500.00	GAA	Migrant Integration and Education Division



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4	Lack of orientation or awareness on gender-related issues and gender equality among Filipino students of the Philippine Schools Overseas (PSO) who are studying in the Middle East renders them unequipped to face gender related issues upon their return and reintegration to the Philippines	Difference in gender-related norms, traditions, and practices observed by citizens of the host countries of Filipino PSO students in the Middle East	Increased awareness of Filipino PSO students in the Middle East about the concepts of gender equality and gender-related issues upon their return and reintegration to the Philippines	MFO: Filipinos overseas are productive, well-integrated, and active in local development initiatives	Conduct of YouLeaD (YLD) Program for Filipino PSO students in the Middle East incorporating the concepts and lens of Gender Equality in the module/s of YouLeaD Program	Number of Filipino PSO student-participants - 20 in the YouLeaD (YLD) program. Conduct 1 YLD Program	90,000.00	GAA	Project Management Division
5	Reported cases of gender-based violence such as prostitution and trafficking among Au Pair Program participants and Exchange Visitor Program participants	Insufficient information on the rights of cultural exchange program participants in the destination countries	Increased awareness of Au Pair Program participants and Exchange Visitor Program participants about gender-based violence and their rights in the destination countries	MFO: Migrant Welfare Services (Pre-Departure Orientation and Registration Services)	Conduct Country Familiarization Seminar for au pairs and Pre-departure Orientation Seminar for Exchange Visitor Program participants	Number of oriented Au Pair Program participants and Exchange Visitor Program (EVP)Participants - Orient 462 Au Pair Program participants and 1,500 Exchange Visitor Program participants.	1,967,000.00	GAA	Migrant Integration and Education Division Project and Management Division



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6	Lack of retention about information on gender-based violence such as prostitution, trafficking, domestic violence among others by the CFO clientele	Absence of printed Information, Education and Communication Materials	Increased awareness and retention of CFO clientele about gender-based violence and their rights and settlement concerns in the destination countries	MFO:Migrant Welfare Services	Printing of Information, Education and Communication Materials (IEC) and distribution to CFO clientele	Number of CFO Clientele who were provided with CFO IEC materials- 3,000 migrants were provided with CFO IEC materials	275,000.00	GAA	Migrant Integration and Education Division Project and Management Division
<b>ORGANIZATION-FOCUSED ACTIVITIES</b>									
7	Lack of comprehensive Gender Disaggregated Data (GDD) of CFO Clientele and beneficiaries of other programs of CFO.	Absence of Gender Dis-aggregated Data tool for the Comprehensive GDD	Strengthened GAD mechanisms in CFO	MFO: CFO Support Function	Conduct Gender dis-aggregation of data of CFO clients	Availability of GDD of CFO clients such as emigrants, marriage migrants, youth migrants, Au Pair program participants, and Exchange Visitor Program participants	584,138.00	GAA	Inter-division collaboration (Migrant Integration and Education Division Project Management Division Policy, Planning, and Research Division Administrative and Finance Division Management Information and Systems Division Office of the Undersecretary



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8	Lack of awareness and sensitivity on gender-related issues among CFO employees	Insufficient GAD training for CFO employees	Increased GAD Awareness and gender sensitivity among employees	MFO: CFO Support Function	Conduct series of GAD trainings from basic GST to in-depth orientation for CFO employees and maintain the CFO Online GAD Corner containing the compendium of materials	Number of CFO personnel who attended series of GAD orientation from basic GST to in-depth GAD orientation - 50 CFO personnel attended basic GAD orientation on GST	165,000.00	GAA	Inter-division collaboration (Migrant Integration and Education Division Project Management Division Policy, Planning, and Research Division Administrative and Finance Division Management Information and Systems Division Office of the Undersecretary



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9 Programs, projects and activities of CFO are not reviewed to become gender-responsive	Improper identification and attribution of the necessary GAD related activities in the GAD Plan and Budget	Gender-responsive GAD Plan and Budget	MFO: CFO Support Function	Conduct GAD Planning and Budgeting and year-end assessment of accomplishments	Approved GAD Plan and Budget and year-end assessment of accomplishments	280,000.00	GAA	Inter-division collaboration (Migrant Integration and Education Division Project Management Division Policy, Planning, and Research Division Administrative and Finance Division Management Information and Systems Division Office of the Undersecretary



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10	Limited participation of CFO Personnel to the Women's Month Celebration in accordance with Proclamation Nos. 224 and 227, series of 1988	The nature of tasks of other personnel limits their full participation in the activities of the Women's Month Celebration	Increased participation of CFO personnel to the activities of the Women's Month Celebration	MFO: CFO Support Function	Participation of CFO personnel to both CFO-approved internal and inter-agency activities, specifically introduced by the PCW during the Women's Month Celebration	Number of CFO personnel who joined internal and inter-agency activities during the Women's Month Celebration - 25 CFO personnel joined internal and inter-agency	200,000.00	GAA	Inter-division collaboration (Migrant Integration and Education Division Project Management Division Policy, Planning, and Research Division Administrative and Finance Division Management Information and Systems Division Office of the Undersecretary



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11	Limited involvement and participation of CFO personnel in the continuous gender mainstreaming efforts of the agency	The nature of tasks of assigned personnel in the gender mainstreaming efforts of the agency is ad-hoc in nature	Increased participation of CFO personnel assigned in the gender mainstreaming efforts of the agency	MFO: CFO Support Function	Continuous institutionalization of the CFO-GAD GFPS	Number of meetings/brainstorming activities to be attended by the TWG of the CFO-GFPS - 5 Meetings conducted	6,469,012.00	GAA	Inter-division collaboration (Policy, Planning and Research Division Migrant Integration and Education Division Management Division Administrative and Finance Division Management Information and Systems Division Office of the Undersecretary
<b>ATTRIBUTED PROGRAM</b>									
12					Guidance and Counseling Program for spouses/partners of foreign nationals		8,613,366.67	GAA	Migrant Integration and Education Division
						<b>SUB-TOTAL</b>	22,237,816.67	GAA	
						<b>TOTAL GAD BUDGET</b>	22,237,816.67		



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