

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

Organization: Commission on Filipinos Overseas		Organization Category: National Government, Other Executive Offices	
Organization Hierarchy: Commission on Filipinos Overseas			
Total Budget/GAA of Organization:	162,711,000.00		
Total GAD Budget	42,733,535.11	Primary Sources	42,733,535.11
		Other Sources	0.00
% of GAD Allocation:	26.26%		

	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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SECRETARY ROMULO V.
ARUGAY
CHAIRPERSON



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1	Reported cases of irregular migration such as illegal recruitment and trafficking among migrants and prospective migrants	Insufficient awareness of migrants and prospective migrants about the risks of irregular migration	Increased awareness of migrants and prospective migrants about the risks of irregular migration	MFO: Filipino migrants are productive and well-integrated in their host countries, and prospective migrants have informed decisions about migration	Conduct an online and onsite Community Education Program in various areas in the country to raise public awareness about issues concerning migration, inter-marriage, and existing government programs and services and incorporate topics on irregular migration in the CFO pre-departure seminar modules	Number of information campaigns and pre-departure seminars conducted - Conduct 12 information campaigns	3,000,000.00	GAA	Migrant Integration and Education Division
2	Need to address the special needs of clients with nursing children and toddlers while undergoing the pre-departure services	Some clients with nursing children and toddlers have less attention while attending the pre-departure seminar	Provided a play area for toddlers and privacy for clients/mothers/parents. Thus, increasing the information they gain from the pre-departure seminars	MFO: Filipino migrants are productive and well-integrated in their host countries	Maintenance of nursery room in the CFO main office and hiring of a dedicated personnel with background in early childhood or pre-school education	Number of clients/mothers/parents who availed the facility - 40 clients/nursing mothers/parents	438,232.00	GAA	Migrant Integration and Education Division Administrative and Finance Division



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3	Lack of orientation or awareness on gender-related issues and gender equality among Filipino youth based overseas	Difference in gender-related norms, traditions, and practices of Filipino youth based abroad	Increased awareness of Filipino youth overseas about the concepts of gender equality and gender-related issues	MFO: Filipinos overseas are productive, well-integrated, and active in local development initiatives	Incorporate the concepts of Gender Equality and Women Empowerment (GEWE) in the module/s through visits and immersion programs in women centers, women shelters, and accredited adoption centers	Number of Filipino youth participants - 15 in the YouLead (YLD) program. Conduct 1 YLD Program	150,000.00	GAA	Project Management Division
4	Reported cases of gender stereotyping and labeling among youth emigrants	Insufficient awareness of youth emigrants about gender stereotyping and labeling, and their rights in their host countries	Increased awareness of youth emigrants about gender stereotyping and labeling, and their rights in their host countries	MFO: Filipinos youth overseas are productive and well-integrated in their host countries	Conduct of peer counseling emphasizing on topics such as bullying, racial discrimination, among others for youth migrants	Number of counselled and oriented youth migrants - Counselled and oriented 5,000 youth migrants	2,445,000.00	GAA	Migrant Integration and Education Division Administrative and Finance Division



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5	Reported cases of violence such as physical or emotional abuse and trafficking, violation of contracts, etc. among Au Pair Program and Exchange Visitor Program participants	Insufficient information on the rights of cultural exchange program participants in their host countries	Increased awareness of cultural exchange program participants about gender-based violence and their rights in the destination countries	MFO: Filipinos overseas are productive and well-integrated in their host countries	Conduct Country Familiarization Seminar (CFS) for Au Pairs and Pre-departure Orientation Seminar (PDOS) for Exchange Visitor Program participants	Number of oriented Au Pair Program participants and Exchange Visitor Program (EVP)Participants - Orient 1000 Au Pair Program participants and 4500 Exchange Visitor Program participants.	2,029,800.00	GAA	Migrant Integration and Education Division Administrative and Finance Division Project Management Division
6	Lack of retention of CFO clientele about information on gender-based violence such as prostitution, trafficking, domestic violence among others	Lack or insufficient information, education and communication (IEC) materials	Increased awareness and retention of CFO clientele about gender-based violence and their rights in their host countries	MFO: Filipinos overseas are productive and well-integrated in their host countries	Production of information, education and communication materials (IEC) and distribution to CFO clientele and placement of GAD corner in conspicuous areas to the clients (e.g. waiting area, registration area)	Number of CFO Clientele who were provided with CFO IEC materials - 3,000 migrants	275,000.00	GAA	Migrant Integration and Education Division Administrative and Finance Division Project Management Division



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7	Non-speaking or non-hearing clients are not able to fully comprehend the pre-departure services	Absence of trained personnel in American or Filipino sign language	Non-speaking or hearing clients can comprehend the pre-departure seminars	MFO: Migrant Welfare Services	Conduct pre-departure services for non-speaking and non-hearing clients by sign language-trained PDOS/GCP officers	Number of non-speaking or non-hearing clients are provided with pre-departure services - Demand-driven approach for this sector of clientele who will avail the PDOS/GCP programs	25,000.00	GAA	Migrant Integration and Education Division Administrative and Finance Division
8	Non-accessibility of clients to gender-neutral toilet	Absence of a gender-neutral toilet that fosters an inclusive environment	Established a safe space for members of the LGBTQIA community	MFO: Migrant Welfare Services	Establishment of a gender-neutral toilet	Number of Gender-neutral toilet installed - 1 gender-neutral toilet installed	5,000.00	GAA	Administrative and Finance Division
9	Lack of diaper-changing stations available for all CFO clients and employees	Diaper changing stations are only placed in female's toilet	Provision of diaper-changing stations in all toilets	MFO: Migrant Welfare Services	Installation of diaper-changing stations in all toilets	Number of diaper-changing stations installed- 6 diaper changing stations	72,000.00	GAA	Inter-division collaboration (Migrant Integration and Education Division and Administrative and Finance Division)




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10	Lack of awareness of CFO clientele on the GAD mainstreaming efforts of the CFO	GAD Agenda is not articulated in the CFO's Vision and Mission	Strengthened CFO's thrust in achieving a gender-equal, inclusive, and sustainable society based on its mandate	MFO: Migrant Welfare Services	Integrate GAD agenda in the CFO Mission and Vision and develop a CFO GAD Agenda	Inclusion of GAD perspective in the CFO's Mission and Vision and development of a CFO GAD Agenda	25,000.00	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

ORGANIZATION-FOCUSED ACTIVITIES



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11	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 in the CFO website and inclusion of the GDD in the reports and policy advocacies/inputs to various stakeholders. - Inclusion of the GDD in 4 agency reports and policy advocacies/inputs concerning overseas Filipinos	618,983.06	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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12	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, including health concerns and benefits as mandated by GAD-related laws, among others and maintain the CFO Online GAD Corner containing the compendium of materials	Number of CFO personnel who attended a series of GAD-related trainings/seminars- 100 CFO personnel	430,000.00	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 OED and OSEC



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13	Programs, projects, and activities of the CFO are not collegially 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	300,000.00	GAA	Inter-division collaboration (Migrant Integration and Education Project Management Division Policy, Planning, and Research Division Administrative and Finance Division Management Information and Systems Division OED and OSEC



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14	Limited participation of CFO Personnel in the Women's Month Celebration in accordance with Proclamation Nos. 224 and 227, series of 1988	The nature of the tasks of other personnel limits their full participation in the activities of the Women's Month Celebration	Increased participation of CFO personnel assigned in the gender mainstreaming efforts of the agency	MFO: CFO Support Function	Participation of CFO personnel in both CFO-approved internal and inter-agency activities, specifically introduced by the PCW during the Women's Month Celebration	Percentage of CFO personnel who joined internal and inter-agency activities during the Women's Month Celebration - 100% of CFO personnel joined internal and inter-agency activities	150,000.00	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 OED and OSEC



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15	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	14,463,602.20	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 OED and OSEC



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16	Limited monitoring of GAD mainstreaming efforts	Absence of a dedicated GAD personnel and specialist exclusively tasked to monitor the progress of implementation of GAD mainstreaming efforts	Closely monitored the GAD mainstreaming efforts	MFO: CFO Support Function	Hiring of a dedicated GAD Specialist	Hired a dedicated GAD Specialist tasked to monitor the progress of implementation of GAD mainstreaming efforts and ensure the Commission's continuous and strengthened GAD mainstreaming efforts - Hired 1 dedicated GAD Specialist	527,314.00	GAA	Policy, Planning, and Research Division, Administrative and Finance Division



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17	Lack of awareness of CFO Personnel to the 18-Day Campaign to End Violence Against Women in accordance to Proclamation No. 1172, Declaring November 25 to December 12 of Every Year as the "18-Day Campaign to End Violence Against Women" and Republic Act 10398: An Act Declaring November 25 of Every Year as the "National Consciousness Day for the Elimination of Violence Against Women and Children	Non-implementation of activities related to the 18-Day Campaign to End Violence Against Women	Increased awareness of CFO Personnel to the 18-Day Campaign to End Violence Against Women in accordance to Proclamation No. 1172 and Republic Act 10398	MFO: CFO Support Function	Printing of Information, Education and Communication Materials (IEC) and distribution to CFO employees to raise awareness of Violence Against Women and Children.	Percentage of CFO Employees who were provided with CFO IEC materials- 100% of personnel were provided with CFO IEC materials	32,500.00	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 OED and OSEC



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18	Lack of mainstreaming the policy regarding gender-fair language	Lack of awareness on Office Order 062 s.2018 which indicates the guidelines for the use of gender-fair language	All CFO internal and external communications adopt prescribed guidelines on use of gender-fair/non-sexist language	MFO: CFO Support Function	Conduct of Policy Assessment Workshop on the Gender Fair Communication Policy of the CFO and review of the Office Order on the Use of Gender-Fair Language in the CFO	Number of developed IEC materials and signed communications adopting the policy based on the CFO's Gender-Fair Language Policy - Developed 25 IEC materials and signed communications	32,000.00	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 OED and OSEC
19	Limited knowledge of officers in raising awareness about gender-based issues	No capacity training for GCP and Peer counselors, and Au Pair officers on gender-based issues	Capacitated GCP/Peer /AU pair/EVP officers in educating the clients on gender-based issues that they may encounter in their country of destination	MFO: Migrant Welfare Services	Conduct of semestral GAD Training for GCP, Peer counselors/facilitators, Au Pair and EVP orientation officers	Number of capacitated GCP/Peer /AU pair officers on gender-based issues- 28 officers	35,000 35,000.00	GAA	Migrant Integration and Education Division and Project Management Division
ATTRIBUTED PROGRAM									



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20					Guidance and Counseling Program		17,679,103.85	GAA	Migrant Integration and Education Division
SUB-TOTAL							42,733,535.11	GAA	
TOTAL GAD BUDGET							42,733,535.11		

Prepared By:	Approved By:	Date
CFO GFPS	Secretary Romulo V. Arugay	04/04/2024
Technical Working Group	Chairperson	



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