

## COMMENTS ON THE ANNUAL GAD ACCOMPLISHMENT REPORT 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		
Actual GAD Expenditure	24,456,222.70	Original Budget	22,237,816.67
		% Utilization of Budget	109.98
Actual GAA Expenditure	24,456,222.70	Original GAA Allocation	22,237,816.67
		% Utilization of Original	109.98
% of GAD Expenditure:	15.63%		

### GENERAL COMMENTS

Philippine Commission on Women

April 15, 2024

Thank you for submitting your FY 2023 GAD Accomplishment Report (GAD AR).

Kindly note that this is already the first pass review. Pursuant to Section 2.2 of the PCW Memorandum Circular No. 2023-05, the set of comments in the first pass review should be considered/responded to in the second/final submission of the agency, which will be our basis for the final comments, observations and remarks.

Please submit the enhanced document, for our appropriate action on or before May 15, 2024.

Should you have queries and/or clarifications, you may contact your reviewer at [raesturas@pcw.gov.ph](mailto:raesturas@pcw.gov.ph) / 09171448172.



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FINAL OBSERVATIONS AND REMARKS

June 25, 2024

Thank you for submitting your enhanced FY 2023 Gender and Development (GAD) Accomplishment Report (AR).

The Philippine Commission on Women (PCW) notes that all of the comments and recommendations have been substantially addressed in the enhancement of this GAD AR.

As final instructions, please print this GAD AR together with PCW's final observations and remarks and submit the signed copies for reference to your resident COA Auditor. For the submission to PCW, kindly send the signed electronic copy of the FY 2023 GAD AR to [pdpmc.monitoring@pcw.gov.ph](mailto:pdpmc.monitoring@pcw.gov.ph) copy furnished the [dd\\_operations@pcw.gov.ph](mailto:dd_operations@pcw.gov.ph).

In downloading your FY 2023 GAD AR, kindly follow these steps:

- a. Click the "My GAD Profiles" menu;
- b. Select "List of GAD Plans and GAD ARs";
- c. Click the View icon under the Actions column;
- d. Click the Comment Reports icon on the upper left side portion of the window to view the reviewed GAD AR with PCW's comments, remarks or observations; and
- e. Finally, click the PDF icon to generate the report.

Again, thank you.

Gender Issue /Gad Mandate (1)	Cause of Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Organization MFO/PAP or PPA (4)	GAD Activity (5)	Performance Indicators / Targets (6)	Actual Result (Output/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost /Expenditure (9)	Remarks (10)
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CLIENT-FOCUSED ACTIVITIES



	Gender Issue /Gad Mandate (1)	Cause of Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Organization MFO/PAP or PPA (4)	GAD Activity (5)	Performance Indicators / Targets (6)	Actual Result (Output/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost /Expenditure (9)	Remarks (10)
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	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	Conducted 4 online webinars, and 19 actual CEP with a reach of 909,590 viewers and attendees. CEP - 12,388 Female / 12,343 Male / 24,731 Total Inter Marriage - 113 Female / 25 Male / 138 Total HHL Webinar - 641 (FB live viewers), 551 (Participants)	300,000.00	2,901,721.62	The variance of PhP 2,601,721.62 from the approved GAD budget was due to the implementation of 19 onsite Community Education Program / information campaign, compared to the initially targeted 4 CEPs. The 2023 GAD Planning and Budgeting was conducted during the COVID-19 pandemic, with the expectation that only 4 CEPs will be conducted either online or onsite. In addition, the IACAT budget was granted for the conduct of onsite information campaign.
COMMENTS:										



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<b>Column 9:</b> <b>Claire Ruzzel A. Esturas</b>	[Apr 15 2024 2:11:31 AM]:	Please provide reason for variance between the proposed budget and actual expenditure in column 12. Also, please attach breakdown of Actual Cost/Expenditure.								
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	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	33 nursing mothers/parents availed the facility Female 21 Male - 12	229,800.00	202,968.09	



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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	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	7,946 youth migrants were included in the PDOS sessions and were oriented on their regular concerns prior to departure for their respective countries of destination Peer total 7,946 Female 3,922 Male 4,003 Null 21	3,064,500.00	2,125,835.12	The variance of PhP938,664.88 from the approved GAD budget for the conduct of the Peer Counseling Program (PCP) was due to the delay in the planned office transfer of the Commission to a new location, initially scheduled in the 1st Quarter of 2023.

**COMMENTS:**

Column 9: Claire Ruzzel A. Esturas	[Apr 15 2024 2:11:53 AM]:	Please provide reason for variance between the proposed budget and actual expenditure in column 12.
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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	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	As the CFO no longer chairs the Philippine Schools Overseas (PSO) Conference, the CFO was limited in its capacity to implement a YouLeaD module for PSO student-participants. Hence, only 11 PSO students were oriented and immersed in gender-related issues and gender equality through the YouLeaD module with the following breakdown: Female:5 Male: 6	90,000.00	132,637.60	As the CFO no longer chairs the Philippine Schools Overseas (CFO) Conference, the CFO was limited in its capacity to implement a YouLeaD module for PSO student participants. Hence, only 11 PSO students were oriented and immersed in gender-related issues and gender equality through the YouLeaD module.

**COMMENTS:**

Column 7: Claire Ruzzel A. Esturas	[Apr 15 2024 2:25:15 AM]:	For alignment purposes, kindly identify the actual number of Filipino PSO student-participants.
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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	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.	EVP participants was 6,354. F 4,554 M 1,800 Au Pair was 1,949 F 1,909 M 40	1,967,000.00	1,886,371.29	
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	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	Printed and distributed 2,000 1343 T-shirts to 2,000 potential migrants during the conduct of CEP for the retention of information discussed during the activity	275,000.00	460,000.00	

**COMMENTS:**

<b>Column 7:</b> <b>Claire Ruzzel A. Esturas</b>	[Apr 15 2024 2:14:01 AM]:	<i>For alignment purposes, kindly identify the actual number of CFO Clientele who were provided with CFO IEC materials.</i>
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**ORGANIZATION-FOCUSED ACTIVITIES**



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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	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	"Registered 90,614 migrants F 53,840 M 36,774 Registered 14,596 youth migrants F 7,240 M 7,356 Registered 1,949 au pairs F 1,909 M 40 Registered 6,354 EVP participants F 4,554 M 1,800"	584,138.00	683,065.96	CFO registration forms are still undergoing revisions to also collect information on the clients' gender.

**COMMENTS:**

<b>Column 7:</b> <b>Claire Ruzzel A. Esturas</b>	[Apr 15 2024 2:18:43 AM]:	Since it is gender-disaggregated, what about the members of the LGBTQIA Community?								
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	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	71 personnel attended 4 trainings conducted for CFO personnel. 1. Executive Briefing and Orientation on Gender and Development (GAD) 2. GAD Planning and Budgeting (GPB) Workshop 3. GAD Year-end Assessment Workshop 4. Attendance of the CFO Personnel in the Series of Gender and Development Trainings The GAD Corner has been continuously maintained.	165,000.00	125,300.00	While the actual result of the number of personnel to be capacitated exceeded the target, the variance of -39,700 was due to the online implementation of one of the four training series.

**COMMENTS:**



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<b>Column 7:</b> <b>Claire Ruzzel A. Esturas</b>	[Apr 15 2024 2:22:10 AM]:	<i>For alignment purposes, kindly identify the actual number of CFO personnel who attended series of GAD orientation from basic GST to in-depth GAD orientation.</i>								
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	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	Conducted training for GPB and conducted a year-end assessment workshop about the approved 2024 GPB.	280,000.00	304,511.05	
<b>COMMENTS:</b>										
<b>Column 7:</b> <b>Claire Ruzzel A. Esturas</b>	[Apr 15 2024 2:20:10 AM]:	<i>For alignment purposes, kindly indicate if the GAD Plan and Budget was approved.</i>								



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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	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	114 CFO personnel participated in the National Women's Month Celebration of which 56 were female and 58 were male. The following were conducted in the CFO's main office and satellite offices: 1. Launched the 2023 NWMC during the Flag Ceremony in March. 2. #PurpleWednesdays - All CFO personnel were encouraged to wear anything purple on all Wednesdays of March. 3. Conducted Family Feud-like contest 4. #SerbisyoParaKayJuana2023 - Provided women's kits to women clients 5. Set up a photobooth during the International Women's Day on March 8-9, 2023 6. CFO male employees gave harana to CFO Juana employees and clients 7. Love letter and poetry contest for CFO employees 8. Provided free GAD-related short film showing to clients 9. Developed an AVP dedicated to CFO women"	200,000.00	193,552.35	


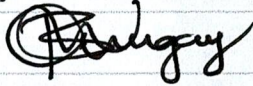
**COMMENTS:**

Column 7: Claire Ruzzel A. Esturas	[Apr 15 2024 2:21:29 AM]:	For alignment purposes, kindly identify the actual number of CFO personnel who joined internal and inter-agency activities during the Women's Month Celebration.
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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	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	The CFO-GFPS TWG conducted 7 meetings	6,469,012.00	7,257,561.28	
COMMENTS:										
Column 9: Claire Ruzzel A. Esturas	[Apr 15 2024 2:22:49 AM]:	Please provide reason for variance between the proposed budget and actual expenditure in column 12.								
ATTRIBUTED PROGRAM										
12					Guidance and Counseling Program for spouses/partners of foreign nationals			8,613,366.67	8,182,698.34	
COMMENTS:										
Column 11: Claire Ruzzel A. Esturas	[Apr 15 2024 2:23:34 AM]:	Please attach accomplished PIMME Checklist and supporting documents/MOVs for validation.								
SUB-TOTAL							22,237,816.67	24,456,222.70	GAA	
TOTAL							22,237,816.67	24,456,222.70		



Prepared By:	Approved By:	Date
		
CFO TWG-GFPS	SECRETARY ROMULO V. ARUGAY	
	Chairperson	