

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT**  
FY 2025

Office: Wellington PE  
Total GAA of Office (FY 2025): 20,014,000.00

Department: Department of Foreign Affairs

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
<b>A. CLIENT-FOCUSED</b>									
Proclamation No. 227 s. 1988 - Providing for the Observance of the Month of March as Women's Role in History Month; and, RA 6949 s. 1990 - An Act to Declare March Eight of Every Year as a Working Special Holiday to be known as National Women's Day	Limited awareness and involvement of members of the Filipino Community in the Women's Month Celebration and/or International Women's Day	Increase awareness and involvement of members of the Filipino Community in the Women's Month Celebration and/or International Women's Day	Diplomatic and Consular Services	Activities conducted for members of the Filipino Community as part of Post's Women's Month Celebration and/or International Women's Day	Total Social Media Reach/Insights organized/ conducted in celebration of National Women's Month and/or International Women's Day	Carried out a social media campaign to promote International Women's Day at Post Total Social Media Reach/Insights	Php 123,674.53	Php 59,282.42	Post opted to maximize the use of social media in its National Women's month celebration
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	Diplomatic and Consular Services	Conduct of information dissemination Campaign to End Violence against Women/EVAW on 18-Day Campaign to End VAW through social media postings	Number of information dissemination Campaign to End Violence against Women/EVAW on 18-Day Campaign to End VAW through social media postings - Atleast (2) postings	Carried out a social media campaign to End Violence against Women/EVAW on 18-Day Campaign to End VAW through social media postings Total Social Media Reach/Insights	Php 135,674.53	Php 59,282.42	Post opted to maximize the use of social media in its VAWC Campaign
Insufficient gender-sensitive facilities and services	Limited access of women migrant workers to consular services	DFA provides gender-responsive consular services; Increased access of women migrant workers to consular services	Diplomatic and Consular Services	Conduct of consular outreach missions within the Embassy/Consular Office's jurisdiction to give access for women OFs to the consular services of the Embassy	At least 2 consular outreach programs in New Zealand	Conduct of Mobile Consular Mission in the following areas: Queenstown, Auckland (2x), Tuaranga, Nelson, Christchurch		Php 1,946,182.66	Not included in the GPB 2025 prepared by Post Breakdown of Attribution per location: Queenstown: Php 273,627.97 Tauranga: Php 304,858.09 Auckland: Php 363,827.22 Nelson: Php 311,617.06 Christchurch: Php 302,562.57 Auckland: Php 389,689.75
Republic Act 10028, the Expanded Breastfeeding Promotion Act of 2009	Insufficient breastfeeding and diaper-changing facilities at the Embassy	Provide a safe, clean, and private space for mothers to breastfeed or pump	Diplomatic and Consular Services	Provide a breastfeeding area at the Embassy - atleast 1 (one)	Creation of a breastfeeding area in the Embassy - atleast 1 (one)	The Embassy created a "Mother's room" as a breastfeeding and changing at the Consular section of the Chancery	Php 183,674.53	Php 91,092.38	Breakdown of expenses and attribution: Physical cost : Php 13,000.00 Salary attribution: Php 78,082.38
Limited awareness on OF rights and women's rights in the Philippines and host countries and information on human trafficking, VAW, illegal recruitment and other related issues	OFWs or their dependents are not in the right frame of mind when undergoing Pre-Departure Orientation Seminar (PDOS)	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.	Diplomatic and Consular Services	Conduct of capacity building activities on OF rights and women's 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	To expand its Post Arrival Orientation Seminar (PAOS) to include the spouses and the small children of the newly-arrived workers, particularly those in the skilled profession and located in the remote areas in New Zealand, in partnership with MWO/OWWA, NZ Ministry for Women and Manaaki Tangata	--	Php 48,357.91	--	
<b>Sub-total A:</b>								<b>Php 2,105,839.88</b>	
<b>B. ORGANIZATION-FOCUSED</b>									
GAD planning and budgeting is not mainstreamed into the DFA's regular planning process	Limited GAD planning and budget knowledge and awareness	GAD planning and budgeting is integrated in Post's planning process	General Administration and Support	Attendance of Post's personnel in the annual GPB workshop conducted by the Home Office	One (1) Post's personnel to attend the GPB workshop and Two (2) GAD reports submitted to the Home Office (GPB and GAD AR)	Post's GFPO and AGFPO attended the online GAD Planning and Budgeting on 09 July 2025	---	Php 15,784.33	
Limited awareness/knowledge on gender and development (GAD) issues in the workplace	Lack of knowledge, skills, and attitudes (KSA) on GAD among Department's personnel	Improved knowledge, skills, and attitudes (KSA) on GAD among Department's staff	General Administration and Support	Number of GAD workshops/trainings/Seminars attended by Post's GFPO/AGFPO - atleast 1 (one)	Attendance/participation to atleast 1 (one) GAD workshops/trainings/Seminars by Post's GFPO/AGFPO	Post's AGFPO attended the 2025 Regional Training on GAD from 22 to 26 September 2025 in Osaka, Japan	Php 158,674.53	Php 89,344.29	
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	Sexual harassment incidence is reduced	General Administration and Support	Seminar/Training/Workshop on Sexual Harassment Awareness and Prevention	Conduct/Attendance/participation to atleast 1 (one) Sexual Harassment workshops/trainings/Seminars by Post's personnel	8 (eight) Embassy personnel successfully completed the Online Course on Sexual Harassment Awareness and Prevention on 03-28 November 2025  Conducted 1 (one) GAD Planning Session and Echo Training Seminar for the Embassy personnel	---	Php 141,115.72	Breakdown: Activity 1 - Php 88,275.92 Activity 2 - Php 52,839.8
<b>Sub-total B:</b>								<b>Php 246,244.34</b>	
<b>C. ATTRIBUTED PROGRAMS</b>									

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Gender Issue or GAD Mandate (1)	Cause of the Gender Issue (2)	GAD Result Statement/ GAD Objective (3)	Relevant Agency MFO/ PAP (4)	GAD Activity (5)	Output Performance Indicators and Target (6)	Actual Result (Output/Outcomes) (7)	Total Approved Budget (8)	Actual Cost/Expenditure (9)	Variance/Remarks (10)
<b>Title of Program or Project (11)</b>				<b>HGDG Design/Funding Facility/Generic Checklist Score (12)</b>	<b>Total Annual Program/Project Budget (13)</b>	<b>GAD Attributed Program/Project Budget (14)</b>		<b>Lead or Responsible Office (15)</b>	
<small>Note: FSPs with attributed programs must attach proper HGDD tool</small>									
<b>Total: (A+B+C) Php 2,352,084.22</b>									

Prepared by:   <b>MARK ANTHONY ARTICULO</b> GAD FOCAL POINT OFFICER	Approved by:   <b>CHRISTOPHER PATRICK T. ARO</b> ACTING HEAD OF OFFICE	Date:  17/01/2025  Day/Mo/Year
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1,000,700.00