

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT  
FY 2018**

**Reference:** Direct Encoding (No GPB in database)

**Organization:** Commission on Filipinos Overseas

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

**Organization Hierarchy:** Commission on Filipinos Overseas

**Total Budget/GAA of Organization:** 90,095,953.00

**Actual GAD Expenditure** 6,035,000.00 **Original Budget** 4,935,000.00  
**% Utilization of Budget** 122.29

**% of GAD Expenditure:** 6.70%

Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement GAD/Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Output Performance Indicators / Target	Actual Result (Outputs / Outcomes)	Total Agency Approved Budget	Actual Cost / Expenditure	Responsible Unit / Office	Variance/ Remarks	
<b>CLIENT-FOCUSED ACTIVITIES</b>											
1	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	Provide 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: Migrant Welfare Services	Maintenance of Nursery Room in the CFO main office	Number of mothers/parents who availed the facility - 40 nursing mothers/parent(s) monthly - Provide services to an average of 15 nursing mothers/parent(s) per month	Provided services to an average of 17 nursing mothers/parent(s) per month	15,000.00 0 GA A	15,000.00 0 GA A	MIED	Done. 2 per month



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2	Reported cases of gender-based violence such as domestic violence, mail order spouse, prostitution, and human trafficking among marriage migrants	Lack of awareness of marriage migrants about gender-based violence and their rights in the destination countries	Increased awareness of marriage migrants about gender-based violence and their rights in the destination countries	MFO: Migrant Welfare Services	Conduct country-specific guidance and counseling and follow-up counseling for marriage migrants	Number of counselled marriage migrants. - Counsel and orient 16,000 marriage migrants about gender-based violence such as domestic violence, mail order spouse, prostitution and their rights in the destination countries	Counselled and oriented 17,512 marriage migrants (90% of which were female marriage migrants) on gender-based violence, mail order spouse, prostitution and their rights in the destination countries. The actual result showed a 109% accomplishment of the target, thus indicating an attainment of the performance indicator	2,50 2,50 0,00 0,00 0.00 0.00 GAA GAA		Migrant Integration and Education Division	Done. 9%



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3	Reported cases of gender stereotyping and labeling and gender-based violence such as prostitution and trafficking among youth migrants	Lack of 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: Migrant Welfare Services	Conduct peer counseling for youth migrants	Number of counselled and oriented youth migrants - Counsel and orient 10,000 youth migrants	Counselled and oriented 10405 about gender-based violence and their rights in the destination countries. 48% were female youth migrants. The actual result showed a 104% achievement of the target, thus indicating an attainment of the performance indicator.	200,000.00 GAA	2,000,000.00 GAA	MIED	Done. 4%



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4	Reported cases of gender-based violence such as prostitution and trafficking among Au Pair Program participants and Exchange Visitor Program participants	Lack of awareness about gender-based violence and their rights in the destination countries	Increased awareness of Au Pair Program participants and Exchange Visitor Program participants on gender-based violence and their rights in the destination countries	MFO: Migrant Welfare Services	Conduct of 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 participants also known as J1 visa holders. - Orient 1,800 au pairs and 9,000 Exchange Visitor Program participants about gender-based violence and their rights in the destination countries	Oriented 1,914 au pairs (98% were women) and 9,271 Exchange Visitor Program participants (30% were women) about gender-based violence and their rights in the destination countries. The actual result showed more than 100% attainment of the performance indicator.	1,200,000.00 GAA	500,000.00 GAA	Migrant Integration Education Division Project Management Division	Done. 6% and 3% - it is only in the second half of CY 2018 that the CFO was granted with authority to hire contract of services personnel to replace Contract of Service personnel who resigned in the same year. Hence, the underspending on the budget for the Country Familiarization Seminar for au pairs and Exchange Visitor Program.
5	Reported cases of gender-related irregularities borne out of migration such as illegal recruitment, documentation fraud and trafficking among prospective migrants	Lack of awareness of prospective migrants in the countryside about gender-related irregularities borne out of migration	Increased awareness of prospective migrants in the countryside about gender-related irregularities borne out of migration	MFO: Migrant Welfare Services	Conduct information campaign indifferent areas in the Philippines, particularly in the countryside to raise public awareness about issues concerning migration inter-marriages and existing government policies and programs directed against illegal recruitment documentation fraud and trafficking among others.	Conduct information campaign in 30 areas	5610 participants from 33 areas that include provinces, cities, and municipalities were provided with the gender-responsive content of the Community Education Program	850,000.00 GAA	850,000.00 GAA	MIED	Done. 3 areas



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6	Inadequate number of GAD experts/resource person within CFO	Lack of GAD training for the GAD Experts/Resource person	Strengthen the gender mainstreaming capacity of the Gender Focal and Point System	MFO: Migrant Welfare Services	Conduct of GADrelated trainings forExperts ResourcePersons	50% or more of GFPS members attended GAD related trainings for GAD Experts/Resource Person	Trained 100% of the GFPS members, of which 41% were women personnel while 59% were men 100% of the FGPS members underwent the related trainings for GAD Experts/Resource Person.	100,000.00 GAA	100,000.00 GAA	All Divisions	Done.100% - this will fall under organization-focused activities
<b>ORGANIZATION-FOCUSED ACTIVITIES</b>											
7	Lack of awareness and sensitivity on gender-related issues among CFO employees	Insufficient GAD training for newly-hired CFO employees	Increased GAD Awareness and gender sensitivity among employees	MFO: CFO Support Function	Conduct basicGAD orientationand GST for allemployees of theCFO	100% of newly-hired CFO personnel attended basic GAD orientation or GST	54% (14 females) while the remaining 46% (12 males) of the newly-hired CFO personnel were oriented on GAD orientation.	50,000.00 GAA	50,000.00 GAA	Admin And Finance Division	Done.All newly-hired employees were covered



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8 Observance of Women's Month in accordance with Proclamation Nos. 224 and 227, series of 1988	Lack of awareness of CFO personnel about the Women's Month Celebration	Increased awareness of CFO personnel about the Women's Month Celebration	MFO: CFO Support Function	Conduct relevantGAD activitieswithin CFO tocelebrate NationalWomen's Month	At least 20% or more personnel participated in the gender-based activities within CFO during the Women's month celebration	25% of the CFO personnel, mainly from the frontline division greeted and welcomed the female clientele with flowers and ribbons	20,000.00 0.00 GAA	20,000.00 0.00 GAA	All Divisions	Done. 5%
<b>SUB-TOTAL</b>							4,935,000.00	6,035,000.00	GAA	
<b>TOTAL</b>							4,935,000.00	6,035,000.00		

Prepared By:	Approved By:	Date
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