

PARTIAL ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2026

Office: Philippine Embassy, Tokyo

Department: Department of Foreign Affairs

Total GAA of the Office: Php 80,207,000.00 (based on NEP FY 2026)

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) <i>*In PHP</i>	Actual Cost/Expenditure (9)	Variance/Remarks (10)
CLIENT-FOCUSED									
Proclamation No. 224 s. 1988, Declaring the First Week of March of Every Year as Women's Week and March 8, 1988; Proclamation No. 227 s. 1988, Providing for the observance of the Month of March as 'Women's Role in History Month'; R.A. 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	Increased 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	Conduct of activities such as orientation, seminar, talks, film-showing, workshops on GAD-related topics for members of the Filipino Community as part of the Office's Women's Month and/or International Women's Day Celebration	Number of activities organized/ conducted in celebration of National Women's Month and/or International Women's Day- At least one (1) activity	(1) Commemoration of the National Women's Month by Embassy Personnel - 16 March 2026 (2) National Women's Month Hanami celebration - 22 March 2026	250,000.00	196,579.56	(1) Breakdown Php Personnel x Workhours 22 pax x 1 hour: 62,905.16 x 1 = 62,905.16 (2) Breakdown 29 pax x 2 hours: 66,837.20 x 2 = 133,674.40
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 advocacy and information/ education activities on GAD/EVAW on 18-Day Campaign to End VAW	Number of activities conducted in observance of the 18-day Campaign to End VAW - At least one (1) activity		250,000.00		
Lack of economic opportunities for OFs, especially women	Limited access to information on gender-responsive policies, programs and benefits	Improved economic opportunities among overseas Filipino women	Diplomatic and Consular Services	Hold/participate in meetings with host government institutions, including the private sector, and regional/multilateral cooperation to advocate for more opportunities for Filipino workers, especially women	Number of engagement(s) with host government institution/s advocating for employment of women Filipino professionals and skilled workers - At least 1		72,500.00		
Lack of economic opportunities for OFs, especially women	Limited access to information on gender-responsive policies, programs and benefits	Improved economic opportunities among overseas Filipino women	Diplomatic and Consular Services	Conduct seminars informing women OFs on business, commercial and investment opportunities in Post and PH	Number of seminars conducted - At least 1		235,000.00		

Lack of gender perspective in and limited capacity building/upskilling opportunities for OFs, especially women	Capacity building/upskilling opportunities for OFs offered thus far require more gender-responsive elements	Increased gender-responsiveness of capacity building/upskilling opportunities for OFs	Diplomatic and Consular Services	Conduct capacity building opportunities at Post where gender-responsive core messages are integrated	Number of gender-responsive capacity building/upskilling opportunities for OFs, especially women - At least 1	(1) Courtesy Call of Miriam College Grade School - 02 June 2026	235,000.00	89,398.50	(1) Breakdown: Personnel x Workhours = 89,398.5 1 pax x 1 hour; 7338.98 x 1 = 7338.98 4 pax x 8 hours: 10257.44 x 8 = 82,059.52
Persistence of incidence/cases of human trafficking, VAW, and illegal recruitment cases	Lack of access to effective consular and assistance-to-nationals (ATN) services	Reduced number of OFs who are victims of human trafficking, VAW, and illegal recruitment and improved outcomes resulting from assistance and intervention of the Department in Consular and ATN services	Diplomatic and Consular Services	Render effective assistance to women OFs in distress who seek Post's assistance	100% of reported incidents of human trafficking, VAW, and illegal recruitment involving women OFs addressed	(1) Provision of effective and efficient consular and assistance-to-nationals services - ONGOING	7,391,347.47	5,539,200.00	(1) Provision of effective and efficient consular and assistance-to-nationals services: Total emoluments of four (4) full-time ATN Personnel: Php 5,539,200 1 pax x 8 hrs x 120 days = 2618.76 x 8 x 120 1 pax x 8 hrs x 120 days = 2011.24 x 8 x 120 2 pax x 8 hrs x 120 days = 570.00 x 8 x 120
Limited capacity of women OFs as leaders and partners to advance the GAD agenda	Women leaders among OFs lack the knowledge and training on GAD and GAD-related initiatives that could benefit the Filipino Community within Post's jurisdiction	Women OFs are capable leaders and organized partners in activities and programs to advance the GAD agenda	Diplomatic and Consular Services	Conduct capacity-building activities for women OFs to become partners of FSP for the GAD activities and programs	Number of capacity building activities conducted with women leaders among OFs - At least 1	(1) Participation in the Asia Pacific Ladies Friendship Society New Year's Gathering - 10 February 2026 (2) Participation in the Women in Law Japan 10th Anniversary Gala - 02 March 2026	217,000.00	150,156.24	(1) Breakdown: Personnel x Workhours = 86,852.08 6 pax x 4 hours: 21,713.02 x 4 = 86,852.08 (2) Breakdown Php 63,304.16 Personnel x Workhours 1 pax x 4 hours: 7,338.98 x 4 = 29,355.92; 1 pax x 4 hours: 4360.77 x 4 = 17,443.08; 1 pax x 8 hours: 2750.86 x 8 = 16,505.16;
Absence of a gender database management system in the Department	Lack of more gender-based consular services database	Adequate data on various lines of difference among OFs and availability of tools for generating such data to guide policy, planning, and decision-making and design of PAPs	Diplomatic and Consular Services	Client management system - an ICT program which generates a database on all consular services provided to clients - Collection of Sex and/or Age Disaggregated Data in the consular services of Post	Maintenance of database to generate sex-disaggregated data - Number of reports with the collected SADD submitted to the Home Office - At least 1	(1) Client Management System regularly maintained and updated - ONGOING (2) Sex-disaggregated data updated in the Embassy website - ONGOING	199,200.00	103,682.48	(1) & (2) Breakdown: - Emoluments of Post's IT specialist maintaining Client Management System: Php 103,682.48 (as of 30 June 2026)
Sub-total A:							7,698,847.47	6,079,016.78	
ORGANIZATION-FOCUSED									
Limited awareness/knowledge on gender and development and gender issues in the workplace	The lack of awareness/knowledge on GAD and gender issues in the workplace causes issues that could lead to workplace harassment and compromise workplace safety	Improved knowledge, skills, and attitudes (KSA) on GAD among Post's staff	General Administration and Support	Conduct of or participation in GAD- related training/ programs by office's personnel and attendance of personnel, in any live or online basic seminars/trainings on GAD offered by the Department and various organizations	Number of GAD- related trainings/ programs conducted or participated in by Post's personnel- At least 1	(1) Refresher Program on Sexual Harassment for Personnel - 15 June 2026	410,800.00	237644.56	(1) Breakdown: Php 237,644.56 Personnel x workhours 1 pax x 8 hours = 2750.86 x 8 1 pax x 8 hours = 2200.21 x 8 40 pax x 2 hours = 99018.08 x 2
Gender-fair communication is not practiced at work and in the workplace	Not all of Post's personnel may be using gender-fair communication which affect client services and interpersonal communication among personnel	Gender-fair communication is effectively practiced at Post	General Administration and Support	Attendance and/or conduct of training on Gender-Fair Communication among Post's staff	Number of Gender Fair Communication Training conducted or participated in by Post's personnel- At least 1		410,800.00		

Sub-total B:			821,600.00	237,644.56	
ATTRIBUTED PROGRAMS					
Title of Program or Project (11)		HGDG Design/Funding Facility/Generic Checklist Score (12)	Total Annual Program/Project Budget (13)	GAD Attributed Program/Project Budget (14)	Lead or Responsible Office (15)
Reminder: Entries under this section shall be regular or flagship programs or projects only of the Department and not activities. The program or project that to be attributed for GAD shall be assessed using the HGDG tool and the result of assessment of the program/project should be properly attached. Also, supporting documents shall also be made available as attachments e.g., program/ project design					
TOTAL: PHP 68,661,304.52 (24.72%)					
Prepared by: IHNA ALYSSA MARIE O. SANTOS GAD FOCAL POINT OFFICER		Approved by:  CHRISTIAN L. DE JESUS CHARGÉ D'AFFAIRES, A.I.		Date 23 July 2026	