

IACAT Fourth Strategic Plan Overall Theory of Change (2023 – 2027)

<b>Goals of SP4</b> <i>Sphere of interest</i>	Communities in the Philippines are knowledgeable, economically empowered and aware of risks and consequences of TIP	More equitable / transformative gender relations and survivor-centered services prevent and protect vulnerable adults and children from TIP	Exploiters and complicit officials are effectively deterred or identified and prosecuted	Technology is part of the solution rather than the problem
<b>End of Strategy Outcomes</b> <i>Sphere of influence (5 Years)</i>	<b>KRA 1:</b> Prevention and advocacy activities are effective, inclusive and appropriate	<b>KRA 2:</b> TIP victims and survivors benefit from high quality protection, reintegration and support appropriate to their needs	<b>KRA 3:</b> More victims of TIP are identified, rescued and empowered, including at local levels, and prosecutions are enhanced	<b>KRA 4:</b> Networks and partnerships, including at local levels, improve the response to TIP
<b>Intermediate Outcomes</b> <i>Sphere of influence</i>	<b>1.1</b> Awareness and Advocacy Plan is in place that is responsive, tailored to all current and emerging forms of trafficking and all types of victims and includes reporting mechanisms	<b>2.1</b> Relevant agencies (govt and non-govt) at local and national level refer, support, engage and empower TIP victims and survivors	<b>3.1</b> Victims/survivors are not arrested, punished or detained against their will	<b>4.1</b> National and local networks and partnerships that improve prevention, protection and prosecution are established and effective
<b>1.2</b> Increased safe, regular and inclusive migration / labor policies and practices	<b>2.2</b> Justice processes employ mechanisms that enhance victims' rights and minimize re-traumatization	<b>3.2</b> Victim/survivors are afforded legal remedies and compensated regardless of whether they participate in legal proceedings	<b>4.2</b> International networks and collaboration on counter – TIP demonstrate results	
<b>1.3</b> ATIP messaging is rights-based, Victim-sensitive, Gender-responsive and all inclusive, relevant and accessible	<b>2.3</b> Appropriate shelter, trauma informed care and psychosocial treatment and legal advice is available to victim/survivors	<b>3.3</b> Victim-Witnesses are supported in terms of legal and other assistance throughout the justice process from rescue to reintegration	<b>4.3</b> Priorities, strategies, budgets are discussed and agreed between relevant whole of society agencies and cascaded to grassroots level	
<b>1.4</b> Awareness programs are evidence based and targeted and adopted in schools and at LGU level and migrant working communities	<b>2.4</b> There are sufficient numbers of capable staff in the right positions and places to deliver high quality holistic services for victim/survivors	<b>3.4</b> Criminal justice agencies have the knowledge, skills, resources and tools to effectively prosecute all forms of trafficking and are knowledgeable about formal and informal cross border cooperation	<b>4.4</b> The private sector is pro-actively involved in anti-trafficking efforts and compliance is strictly adhered to	
<b>1.5</b> Good practices, lessons learned and success stories in prevention are included in strategy, training and curriculum and shared widely	<b>2.5</b> Victim support includes meaningful income generation opportunities including for families	<b>3.5</b> Systems and procedures that enhance interagency cooperation on prosecutions are established and effective	<b>4.5</b> Monitoring, evaluation and learning provides all stakeholders with the information they need to make evidence-based decisions	
<b>Activity Types</b> <i>Sphere of control</i>	Policy development, Collaboration Workshops, training, curriculum, awareness raising	System/service / policy development, staffing, capacity building, monitoring	Law/policy/procedure development, capacity building, VWC program expansion, cooperation arrangements	MEL system, cooperation protocols and systems, reporting systems
<b>Ways of working</b> <i>Sphere of control</i>	<p>Recognition of root causes such as poverty, lack of awareness and socio-cultural factors such as gender inequality</p> <p>Ensure that all forms of trafficking are addressed including organ trafficking, labor trafficking, use of children in armed conflict, trafficking in the fishing industry , among others</p> <p>All KRA activities and outcomes involve victim – survivors in planning, design, monitoring and evaluation</p> <p>All activities and outcomes must adhere to human rights, labor rights, victim-centered standards and approaches and in accordance with best interests of the child</p> <p>Continue to enhance, expand, and implement existing effective anti-trafficking interventions and good practices and success stories on collaboration</p>			

**SAMPLE GAD PLAN AND BUDGET**

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

FY \_\_\_\_\_

**Organization:**

**Organization Category:**

**Organization Hierarchy:**

**Total Budget/GAA of Organization:**

**Total GAD Budget:**

**Primary Sources:**

**Other Sources:**

**% of GAD Allocation:**

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)
<b>CLIENT-FOCUSED ACTIVITIES</b>								
<b>IACAT STRAT PLAN 4</b>								
Limited understanding among clients on the vulnerabilities of women and children to trafficking in persons (TIP)	Limited information, education and communication (IEC) materials that give focus on women and children	Vulnerabilities of women and children given focus in the sustained information dissemination on TIP of the agency	MFO: General Investigation Service: Public Information Program	Development of ATIP IEC materials focusing on women and children	Number of ATIP IEC materials developed – 2 ATIP IEC materials	XXX,XXX.XX	GAA	Information Division, GAD Focal Point System
<b>ORGANIZATION-FOCUSED ACTIVITIES</b>								
<b>IACAT STRAT PLAN 4</b>								
Re-traumatization of trafficked victims happen during victim identification and assistance process	Varied levels of appreciation of frontline responders to TIP on the Do No Harm (DNH) approach and principles	DNH approach and principles integrated/mainstreamed in the mandatory trainings of frontline responders to TIP	MFO: General Investigation Service: Organizational Development	Review and enhancement of training modules for frontline responders to TIP	Number of meetings/writeshops conducted – 6 meetings/writeshops  Number of ATIP training modules integrated with DNH approach and principles – 2 training modules	XXX,XXX.XX	GAA	NBI Academy, Personnel Division, Training Division, GAD Focal Point System

**SAMPLE GAD ACCOMPLISHMENT REPORT**

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

FY \_\_\_\_\_

**Organization:**

**Organization Category:**

**Organization Hierarchy:**

**Total Budget/GAA of Organization:**

**Actual GAD Expenditure:**

**Original Budget:**

**% Utilization of Budget:**

**Actual GAA Expenditure**

**Original GAA Allocation:**

**% Utilization of Original:**

**% of GAD Expenditure:**

Gender Issue/ GAD Mandate	Cause of Gender Issue	GAD Result Statement/GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators/ Targets	Actual Result (Output/Outcomes)	Total Agency Approved Budget	Actual Cost/ Expenditure	Responsible Unit Office
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
<b>CLIENT-FOCUSED ACTIVITIES</b>									
<b>IACAT STRAT PLAN 4</b>  Limited understanding among clients on the vulnerabilities of women and children to trafficking in persons (TIP)	Limited information, education and communication (IEC) materials that give focus on women and children	Vulnerabilities of women and children given focus in the sustained information dissemination on TIP of the agency	MFO: General Investigation Service: Public Information Program	Development of ATIP IEC materials	Number of ATIP IEC materials developed – 2 IEC materials	2 ATIP IEC materials (videos) developed <ul style="list-style-type: none"> <li>▪ 1 on Women – Title of the IEC Material</li> <li>▪ 1 on Children – Title of the IEC Material</li> </ul>	XXX,XXX,XX	XXX,XXX,XX	Information Division, GAD Focal Point System
<b>ORGANIZATION-FOCUSED ACTIVITIES</b>									
<b>IACAT STRAT PLAN 4</b>  Re-traumatization of trafficked victims happen during victim identification and assistance process	Varied levels of appreciation of frontline responders to trafficking in persons (TIP) on the Do No Harm (DNH) approach and principles	DNH approach and principles integrated/ mainstreamed in the mandatory trainings of frontline responders to TIP	MFO: General Investigation Service: Organizational Development	Review and enhancement of training modules for frontline responders to TIP	Number of meetings/ writeshops conducted – 6 meetings/writeshops  Number of training modules integrated with DNH approach and principles – 2 training modules	4 meetings, 2 writeshops, 1 validation workshop conducted  2 training modules integrated with DNH approach and principles <ul style="list-style-type: none"> <li>▪ Title of Module 1</li> <li>▪ Title of Module 2</li> </ul>	XXX,XXX,XX	XXX,XXX,XX	NBI Academy. Training Division, GAD Focal Point System