

Part 2: GAD STRATEGIC PLAN (2020 - 2025)

Agency: PHILIPPINE DEPOSIT INSURANCE CORPORATION

GAD Goals

Goal 1: Equal access of women and men to PDIC services related to deposit insurance, liquidation and programs including financial literacy

Goal 2: Gender equality and women empowerment perspective institutionalized in PDIC policies, systems & processes, programs, activities and projects

Goal 3: Gender-responsive women and men of PDIC

| Gender Issue/ GAD Mandate | GAD Outcome/ Result Statement | Indicator | Baseline | Responsible Unit/ Office |
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A. CLIENT-FOCUSED

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| <p>Republic Act No. 9710 "Magna Carta of Women" Chapter VI. Institutional Mechanisms. The development of GAD programs shall proceed from the conduct of a gender audit of the agency ... and a gender analysis of its policies, programs, services and situation of its clientele; the generation and review of sex-disaggregated data; and consultation with gender/women's rights advocates and agency/women clientele.</p> | <p>Participation of women and men external clients in PDIC development planning cycle</p> <p>Improved appreciation of banking among marginalized and vulnerable women (poor and uneducated, unserved or underserved, non-earning and financially dependent)</p> | <p>Sex-disaggregated data on marginalized and vulnerable sectors reached through partnership with other institutions</p> | <p>Data on participants in Be a Wise Saver (PDIC financial literacy seminar) not sex-disaggregated</p> | <p>Corporate Affairs Group</p> |
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| Gender Issue/ GAD Mandate | GAD Outcome/ Result Statement | Indicator | Baseline | Responsible Unit/ Office |
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| <p>Republic Act No. 9710 "Magna Carta of Women" Chapter V. Rights and Empowerment of Marginalized Sectors. Sec. 27. Social Protection - The State shall institute policies and programs that seek to reduce the poverty and vulnerability to risks and enhance the social status and rights of the marginalized women by ... protecting against hazards and sudden loss of income, and improving people's capacity to manage risks.</p> | <p>Increased knowledgeability of women, especially the marginalized and vulnerable, in mitigating/coping with financial risks/hazards due to bank closing, bank run, etc.</p> | <p>Gender-based knowledge products (KPs) / IEC materials developed and disseminated</p> <p>Target groups, geographical coverage, platform of dissemination</p> | <p>Existing IEC materials do not have gender perspective; No gender-based knowledge product</p> | <p>CAG</p> |

| Gender Issue/ GAD Mandate | GAD Outcome/ Result Statement | Indicator | Baseline | Responsible Unit/ Office |
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| <p>Republic Act No. 9710 "Magna Carta of Women", IRR Rule V. Rights and Empowerment of Marginalized Sectors, Section 29. Right to Information - All government agencies, instrumentalities and LGUs shall develop and make available information, education and communication (IEC) materials on their specific programs, services and funding outlays on women's empowerment and gender equality.</p> | <p>Broad-based and multi-level support for GAD especially among external clients of PDIC</p> | <p>Established institutional mechanisms for promoting awareness on PDIC's GAD efforts for internal and external clients</p> <p>Number of viewers</p> | <p>0 GAD Mechanism</p> | <p>Human Resource Group / Corporate Affairs Group / Information Technology Group</p> |

B. ORGANIZATION-FOCUSED

1. POLICY

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| <p>Republic Act No. 9710 "Magna Carta of Women" IRR Rule VI Institutional Mechanisms, Sec. 37 Gender Mainstreaming as a Strategy for Implementing the MCW - Notwithstanding the review of gender mainstreaming, all government agencies, offices, bureaus, instrumentalities, SUCs, GOCCs, and LGUs shall pursue the adoption of gender mainstreaming as a strategy to promote and fulfill women's human rights and eliminate gender discrimination in their systems, structures, policies, programs, processes and procedures</p> <p>Republic Act No. 7192 "Women in Development and Nation Building Act" Sec. 2 Declaration of Policy, Paragraph 3 - All government departments and agencies shall review and revise all their regulations, circulars, issuances and procedures to remove gender bias therein.</p> | <p>Gender equality and women empowerment perspective institutionalized in PDIC policies, systems & processes, programs, activities and projects</p> | <p>Gender and Development general policy for PDIC formulated and implemented</p> | <p>0 general policy to mainstream GAD in the organization and in PDIC PAPs</p> <p>4 Policies incorporated with Equal Opportunity Principle and GAD perspective (Recruitment Selection and Placement, Strategic Performance Management System, Learning & Development, Rewards & Recognition)</p> | <p>Human Resource Group / Corporate Planning Group and other units concerned</p> |
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| Gender Issue/ GAD Mandate | GAD Outcome/ Result Statement | Indicator | Baseline | Responsible Unit/ Office |
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| 2. PEOPLE | | | | |
| <p>Republic Act No. 9710 "Magna Carta of Women" IRR Rule VI Institutional Mechanisms, Sec. 37.A.1.b - The agency or LGU is encouraged to consult with their employees and clients to ensure the relevance of their GAD Plans and Programs</p> | <p>Gender equality and women empowerment perspective institutionalized in PDIC policies, systems & processes, programs, activities and projects</p> <p>Gender-responsive women and men of PDIC</p> | <p>Sex-disaggregated data on internal clients participating in the planning, management, implementation, and monitoring of PDIC GAD Programs, Activities and Projects (PAPs)</p> | <p>Internal clients participate mostly in only 1 stage - implementation</p> | <p>HRG/CAG</p> |
| <p>Beijing Declaration and Platform for Action, Declaration No. 25 - Encourage men to participate fully in all actions towards equality</p> | <p>Gender-responsive women and men of PDIC</p> | <p>Percentage increase in male employee participation in GAD</p> <p>Role/responsibility taken on by male participants in GAD</p> | <p>87% or 167/192 male employees attended the Gender Sensitivity Training</p> | |

| Gender Issue/ GAD Mandate | GAD Outcome/ Result Statement | Indicator | Baseline | Responsible Unit/ Office |
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| 3. ENABLING MECHANISMS | | | | |
| <p>Republic Act No. 9710 "Magna Carta of Women" IRR Rule VI Institutional Mechanisms, Sec. 37.A.1.c - At least five percent (5%) of the total agency or LGU budget appropriations shall correspond to activities supporting GAD Plans and Programs.</p> | <p>Strengthened capacity of PDIC to plan and implement PAPs that promote and support gender equality and women empowerment</p> | <p>Regular reporting system established</p> <p>Percentage of budget utilization</p> | <p>0 PAP attributed to GAD budget</p> | <p>HRG</p> |
| <p>Republic Act No. 9710 "Magna Carta of Women" IRR Rule VI Institutional Mechanisms, Sec. 37.C - All government departments including their attached agencies, offices, bureaus, SUCs, GOCCs, LGUs, and other government instrumentalities shall establish or strengthen their GFP System or a similar GAD mechanism to catalyze and accelerate gender mainstreaming within the agency or LGU.</p> | <p>Gender equality and women empowerment perspective institutionalized in PDIC policies, systems & processes, programs, activities, and projects</p> <p>Gender-responsive women and men of PDIC</p> | <p>Tool/s developed to measure level of gender awareness and GAD-related competencies of PDIC employees</p> <p>Tool/s developed to address training needs and gaps in knowledge, skills, and attitude of personnel</p> <p>Sectoral GAD experts developed</p> | <p>0 metrics for gender awareness and GAD-related competencies</p> <p>0 sectoral GAD expert</p> | <p>HRG/CAG</p> |
| <p>Republic Act No. 9710 "Magna Carta of Women" IRR Rule VI Institutional Mechanisms, Sec. 37.D - All departments, including their attached agencies, offices, bureaus, SUCs, GOCCs, LGUs and other government instrumentalities shall develop and maintain a GAD database containing GAD information to include gender statistics and age and sex-disaggregated data (SDD) that have been systematically gathered, regularly updated to serve as inputs or bases for planning, programming and policy formulation</p> | <p>Employees capacitated on collection, generation, analysis and reporting of Sex-disaggregated /gender data</p> <p>Strengthened capacity of PDIC to plan and implement PAPs that promote and support gender equality and women empowerment</p> | <p>Availability and utilization of Sex-disaggregated/gender data</p> | <p>1 SDD (Human Resource data)</p> | <p>HRG</p> |

| Gender Issue/ GAD Mandate | GAD Outcome/ Result Statement | Indicator | Baseline | Responsible Unit/ Office |
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| <p>Republic Act No. 9710 "Magna Carta of Women" IRR Rule VI Institutional Mechanisms, Sec. 37.D - All departments, including their attached agencies, offices, bureaus, SUCs, GOCCs, LGUs and other government instrumentalities shall develop and maintain a GAD database containing GAD information to include gender statistics and age and sex-disaggregated data (SDD) that have been systematically gathered, regularly updated to serve as inputs or bases for planning, programming and policy formulation</p> | <p>Gender-responsive plans, programs and policies</p> | <p>Availability and utilization of Sex-disaggregated/gender data</p> | <p>0 SDD on clients</p> | <p>HRG/ITG/Insurance Group (IG)/ Loans Management Group (LMG)/CAG and other concerned units</p> |
| <p>Republic Act No. 9710 "Magna Carta of Women" IRR Rule VI Institutional Mechanisms, Sec. 37.A.5.c - At the end of the fiscal period, all government agencies shall submit to PCW their GAD Accomplishment Reports including the utilization of the GAD Budget.</p> <p>Sec. 41.B - As the law is a comprehensive compilation of the duties of the State to the women of the country, all agencies and LGUs shall conduct their own monitoring of the effectiveness of their programs.</p> | <p>Strengthened management and accountability for development results</p> | <p>Monitoring and Evaluation System established and operational</p> | <p>0 M&E system</p> | <p>HRG (Organization Development Department (ODD))</p> |

| Gender Issue/ GAD Mandate | GAD Outcome/ Result Statement | Indicator | Baseline | Responsible Unit/ Office |
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| 4. PROGRAMS / ACTIVITIES / PROJECTS (PAPs) | | | | |
| <p>Republic Act No. 9710 "Magna Carta of Women" IRR Rule V - Rights and Empowerment of Marginalized Sectors, Sec. 25 Rights to Decent Work, Paragraph 3.a - Employers both in the public and private sectors shall provide services in support to balancing family obligations and work responsibilities. These include family health services but not limited to: day care and child minding centers, breastfeeding or lactation stations with appropriate facilities and corresponding nursing/ lactation breaks, health education, counseling on breastfeeding, seminars on responsible parenthood and family planning, non-sexist child-rearing, shared parenting and family responsibility, annual family day, flexible work arrangements and anti-sexual harassment initiatives</p> | <p>Sufficient support mechanisms / additional facilities established to address the practical gender needs of the women and men of PDIC</p> | <p>Fully operational facilities / support mechanisms in place</p> <p>Promotional activities conducted vs. attendance by women employees</p> <p>Number of women employees availing the facilities</p> | <p>1 Lactation room with incomplete facilities</p> <p>(Please note that PCW and COA would require statistics of possible users to establish whether there is really a need to set this up using government funds)</p> | <p>HRG/Adminitrative Services Group (ASG)</p> |



| Year 1 2020 | | | Year 2 2021 | | |
|----------------|--------------------------------|------------------|----------------|--------------------------------|------------------|
| Target | Programs/ Projects/ Activities | Estimated Budget | Target | Programs/ Projects/ Activities | Estimated Budget |

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| Gender-responsive financial literacy campaign program design and materials developed | Conduct of financial literacy seminar/ orientation Conduct among participants post-evaluation of BAWs and consider feedbacks in improving responsiveness and effectiveness of the program, with particular emphasis on gender issues and concerns. | For Attribution | Broader coverage of financial literacy campaign inclusive of marginalized and vulnerable women Forged partnership with one or two agencies / institutions advocating for financial inclusion | Collaborate with selected agencies/institutions to broaden reach of financial literacy campaign to marginalized and vulnerable women and their families Develop customized financial literacy campaign program/s based on feedbacks from participants | For Attribution |
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| Year 1 2020 | | | Year 2 2021 | | |
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| Target | Programs/ Projects/ Activities | Estimated Budget | Target | Programs/ Projects/ Activities | Estimated Budget |
| 100% of IEC materials are gender sensitive | <p>Review and revision of existing IEC materials (printed, electronic and audio-visual materials) to incorporate gender perspective</p> <p>Collect and analyze feedback/comments from viewers (for audio-visual IECs) and consider for further improvement</p> | 30,000.00 | New gender-based KPs/IEC materials developed and disseminated/distributed | <p>Develop new gender-based KPs/IEC materials</p> <p>Disseminate/distribute new gender-based KPs/IEC materials</p> <p>Develop new platform/s to disseminate KPs/IECs</p> | 40,000.00 |

| Year 1 2020 | | | Year 2 2021 | | |
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| Target | Programs/ Projects/ Activities | Estimated Budget | Target | Programs/ Projects/ Activities | Estimated Budget |
| GAD corner in PDIC's official website with user interface to facilitate feedbacking from viewers | Establish GAD corner in PDIC website with user interface | 9,000.00 | GAD corner in PDIC's official website with user interface to facilitate feedbacking from viewers | Continue maintenance/updating of online GAD corners (intranet and website) considering comments/recommendations from viewers | 12,000.00 |

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| GAD policy formulated and issued | Formulate and issue general GAD policy | 9,000.00 | GAD policy implemented across organization and PDIC PAPs | <p>Conduct GAD Orientation Seminars and introduce new general GAD policy to PDIC employees</p> <p>Implement GAD policy through review/revision of at least two Standard Operating Guidelines and Instructions (SOGIs) identified as priority for the year</p> <p>Review/revision of survey/feedback forms, attendance sheets, and other reporting templates that may be integrated with GAD perspective</p> | 12,000.00 |
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| Year 1 2020 | | | Year 2 2021 | | |
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| Target | Programs/ Projects/ Activities | Estimated Budget | Target | Programs/ Projects/ Activities | Estimated Budget |
| Personnel participation in identifying GAD PAPs | <p>Conduct crowdsourcing to solicit creative ideas/ suggestions from PDIC employees and utilize valuable and relevant inputs in the annual GAD planning</p> <p>Conduct GAD planning by unit and use the inputs during the GFPS annual GAD planning and budgeting</p> <p>Design project proposal based on the results of crowdsourcing</p> | 9,000.00 | Personnel participation in management, implementation, and monitoring and evaluation of GAD PAPs | <p>Lodge project management and implementation in proponent units, ensuring broad participation in decision making by personnel</p> <p>Designate new set of GAD Sectoral Point Persons to monitor progress and performance of project</p> | 12,000.00 |
| 100% of male employees attended basic GAD trainings conducted during the year | <p>Require male employees' attendance in all basic GAD trainings conducted during the year</p> <p>Conduct evaluation of the trainings and elicit feedback from male employees</p> | 300,000.00 | 100% of male employees participated in all GAD PAPs | <p>Require male employees' attendance in all GAD PAPs targeted for the year</p> <p>Conduct evaluation of the activities and elicit feedback from male employees</p> | 375,000.00 |

| Year 1 2020 | | | Year 2 2021 | | |
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| Target | Programs/ Projects/ Activities | Estimated Budget | Target | Programs/ Projects/ Activities | Estimated Budget |

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| At least 5% of total agency budget utilized for GAD PAPs implementation | Conduct training/workshop on use of HGDG in GAD Planning and Budgeting among members of the GFPS/GAD TWG Subject selected major PDIC programs/projects to HGDG | 60,000.00 | At least 15% of total agency budget utilized for GAD PAPs implementation | Conduct training/workshop on use of HGDG in GAD Planning and Budgeting among officers and technical staff Subject selected major PDIC programs/projects to HGDG | 66,000.00 |
| Survey tool and methodology developed Baseline survey administered and completed; Baseline profile of PDIC personnel generated, reflecting level of gender awareness and GAD-related competencies | Develop survey tool and methodology Conduct of baseline survey | 9,000.00 | Results of baseline survey analyzed; GAD-related training needs identified | Analysis of results of baseline survey; Profile personnel according to trainings attended vis-a-vis gained competencies | 12,000.00 |
| Enhanced HR SDD and gender statistics | Analysis of existing HR SDD database to identify other elements essential to the development of gender-responsive PAPs Enhance internal forms (e.g., attendance to training, clinic services/medicine withdrawal monitoring sheet) to include column for sex | 9,000.00 | Gender issues/ concerns identified | Conduct comprehensive gender analysis to identify gender issues in the Corporation | 12,000.00 |

| Year 1 2020 | | | Year 2 2021 | | |
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| Target | Programs/ Projects/ Activities | Estimated Budget | Target | Programs/ Projects/ Activities | Estimated Budget |
| Generated/collected SDD on clients (e.g. PAC clients, participants in the Depositor Borrowers Forum (DBF) Be A Wise Saver (BAWS), financial literacy seminar/orientation) | Develop/ enhance forms used in the conduct of DBF, financial literacy seminar/orientation and other PDIC services; include demographics and data on intersectionality to establish gender issues | 9,000.00 | Gender issues among clients established and used as basis for planning affirmative actions and/or formulating positive policies | Analyze SDD to identify gender issues Develop gender-responsive programs/policies or enhance existing client-focused programs/policies using the results of SDD analysis Develop knowledge products such as fact sheets, situationer, etc, | 12,000.00 |
| M&E framework formulated for reviewing the extent of gender responsiveness of the organization and the results accomplished for its external and internal clients | Conduct training on how to set up the M&E system including formulation of framework, overall flow and processes, formulation of core sectoral indicators, gender analysis and gender-based planning | 60,000.00 | M&E system in place, baseline data collected and analyzed Concerned personnel capacitated in monitoring and evaluating gender equality results | Conduct capacity building for personnel in charge of monitoring and reporting PDIC's GAD PAPs | 75,000.00 |

| Year 1 2020 | | | Year 2 2021 | | |
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| Target | Programs/ Projects/ Activities | Estimated Budget | Target | Programs/ Projects/ Activities | Estimated Budget |

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| Fully operational lactation room available for use in PDIC office | Establish fully operational lactation room with equipment, facilities and supplies for expressing and storing breastmilk | For Attribution | Fully operational lactation room available for use in PDIC office | Regular maintenance of lactation room | 30,000.00 |
| Lactating mothers informed of their rights and obligations as stipulated in the law and the required support from the employer | Formulation and issuance of the Implementing Guidelines on the use and maintenance of the Lactation Room Maintain quality and monitor use of lactation room | | Lactating mothers informed of their rights and obligations as stipulated in the law and the required support from the employer | Based on need, conduct of promotional activities (e.g. orientation on related laws; counseling on maternal-child health) Maintain quality and monitor use of lactation room | |



| Year 3 2022 | | | Year 4 2023 | | |
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| Target | Programs/ Projects/ Activities | Estimated Budget | Target | Programs/ Projects/ Activities | Estimated Budget |

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| Gender-responsive financial literacy seminars conducted / materials disseminated | Conduct of gender-responsive financial literacy seminar/orientation, in coordination with partner institutions | For Attribution | Broader coverage of financial literacy campaign inclusive of marginalized and vulnerable women Forged partnership with three to four agencies / institutions advocating for financial inclusion | Conduct financial literacy seminars with partner institution using the customized program/materials | For Attribution |
| Broader coverage of financial literacy campaign inclusive of marginalized and vulnerable women | Conduct among participants post-evaluation of BAWS and consider feedbacks in improving responsiveness and effectiveness of the program | | | Conduct among participants post-evaluation of BAWS and continue improving responsiveness and effectiveness of the program based on feedbacks | |
| Forged partnership with two to three agencies / institutions advocating for financial inclusion | Develop customized financial literacy campaign program/s based on the results of the survey / feedback from participants | | | | |

| Year 3 2022 | | | Year 4 2023 | | |
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| Target | Programs/ Projects/ Activities | Estimated Budget | Target | Programs/ Projects/ Activities | Estimated Budget |
| New or enhanced gender-based KPs/IEC materials developed and disseminated/ distributed | Continuous build-up/enhancement of gender-based KPs/IEC materials Develop new gender-based KPs/IEC materials Disseminate/distribute new gender-based KPs/IEC materials | 50,000.00 | New or enhanced gender-based KPs/IEC materials developed and disseminated/ distributed | Continuous build-up/enhancement of gender-based KPs/IEC materials Develop new gender-based KPs/IEC materials Disseminate/distribute new gender-based KPs/IEC materials | 60,000.00 |

| Year 3 2022 | | | Year 4 2023 | | |
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| Target | Programs/ Projects/ Activities | Estimated Budget | Target | Programs/ Projects/ Activities | Estimated Budget |
| Interactive GAD Corners GAD corner in PDIC's official website with user interface to facilitate feedbacking from viewers | Continue maintenance/updating of online GAD corners considering comments/recommendations from viewers; Conduct of evaluation of its effectiveness in broadening support base for GAD | 15,000.00 | Enhanced GAD corners | Continue build-up of the GAD Corner incorporating the evaluation results | 18,000.00 |

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| GAD policy implemented across organization and PDIC PAPs | Review/revision of SOGIs targeted for the year Review/revision of Human Resource SOGIs especially those directly affecting the employees (work hours, rest day entitlement, PRAISE, deployment, etc) | 15,000.00 | GAD policy implemented across organization and PDIC PAPs | Review/revision of SOGIs targeted for the year | 18,000.00 |
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| Year 3 2022 | | | Year 4 2023 | | |
|---|--|------------------|--|---|------------------|
| Target | Programs/ Projects/ Activities | Estimated Budget | Target | Programs/ Projects/ Activities | Estimated Budget |
| Sustained participation of personnel in management, implementation, and monitoring and evaluation of GAD PAPs | Lodge project management and implementation in proponent units, ensuring broad participation in decision making by personnel | 15,000.00 | Continuous/ improved project implementation | Monitor progress and performance of project Conduct online survey with the employees to assess the impact of GAD projects/programs Revisit GAD projects/ programs for possible enhancement based on the results of the survey | 18,000.00 |
| Potential male leaders capacitated on GAD | Conduct of specialized GAD trainings for potential male leaders | 450,000.00 | Male leaders initiate and implement GAD PAPs | Implement GAD PAPs initiated by male leaders Conduct evaluation of the program. | 525,000.00 |

| Year 3 2022 | | | Year 4 2023 | | |
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| Target | Programs/ Projects/ Activities | Estimated Budget | Target | Programs/ Projects/ Activities | Estimated Budget |

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| At least 25% of total agency budget utilized for GAD PAPs | Continuing capacity building on use of HGDG tool for other officers and technical staff Subject selected major PDIC programs/projects to HGDG | 72,600.00 | At least 40% of total agency budget utilized for GAD PAPs | Subject other programs/projects of PDIC to HGDG | 50,000.00 |
| Comprehensive and progressive GAD training plan developed; Training needs and gaps in knowledge, skills, attitude addressed in the plan | Based on the results of survey conducted, develop a comprehensive and progressive training plan for the entire PDIC workforce | 15,000.00 | 25-50% of PDIC personnel undergone basic GAD courses (GST, Gender Fair Language, Gender Mainstreaming, GAD related laws and policies) Potential GAD experts identified | Conduct of basic GAD courses; Identify potential sectoral GAD experts | 60,000.00 |
| Continuing build-up/updating of HR SDD | Continue use and updating of HR SDD Generate statistics from the SDD database Analyze and recommend PAPs Develop knowledge product | 15,000.00 | Continue build-up/updating of HR SDD Knowledge product developed | Continue use and updating of HR SDD database Generate statistics from the SDD database Analyze and recommend PAPs Develop knowledge product | 18,000.00 |

| Year 3 2022 | | | Year 4 2023 | | |
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| Target | Programs/ Projects/ Activities | Estimated Budget | Target | Programs/ Projects/ Activities | Estimated Budget |
| Continued build-up/updating on clients' SDD | <p>Analyze SDD to generate identify gender statistics issues</p> <p>Develop gender-responsive programs/policies or enhance existing client-focused programs/policies using the results of SDD analysis</p> <p>Develop knowledge products such as fact sheets, situationer, etc.</p> | 15,000.00 | Continued build-up/updating on clients' SDD | <p>Analyze SDD to generate identify gender statistics issues</p> <p>Develop gender-responsive programs/policies or enhance existing client-focused programs/policies using the results of SDD analysis</p> <p>Develop knowledge products such as fact sheets, situationer, etc.</p> | 18,000.00 |
| M&E system in place and operational | Continuing data gathering and gender analysis of data collected to establish strengths and weaknesses of program or project and whether intended outputs are being achieved | 20,000.00 | M&E system in place and operational | Continuing data gathering and gender analysis of data collected to establish strengths and weaknesses of program or project and whether intended outputs are being achieved | 25,000.00 |

| Year 3 2022 | | | Year 4 2023 | | |
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| Target | Programs/ Projects/ Activities | Estimated Budget | Target | Programs/ Projects/ Activities | Estimated Budget |

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| Fully operational lactation room available for use in PDIC office | Maintain quality and monitor use of lactation room | 30,000.00 | Fully operational lactation room available for use in PDIC office | Based on need, conduct of promotional activities (e.g. orientation on related laws; counseling on maternal-child health) | 30,000.00 |
| Lactating mothers informed of their rights and obligations as stipulated in the law and the required support from the employer | | | Lactating mothers informed of their rights and obligations as stipulated in the law and the required support from the employer | Maintain quality and monitor use of lactation room | |



| Year 5 2024 | | | Year 6 2025 | | |
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| Target | Programs/ Projects/ Activities | Estimated Budget | Target | Programs/ Projects/ Activities | Estimated Budget |

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| Customized financial literacy programs conducted Broader coverage of financial literacy campaign inclusive of marginalized and vulnerable women Forged partnership with three to four agencies / institutions advocating for financial inclusion | Conduct financial literacy seminars with partner institution using the customized program/materials Conduct among participants post-evaluation of BAWs and continue improving responsiveness and effectiveness of the program based on feedbacks | For Attribution | Sector-based financial literacy campaign program in place and operational Broader coverage of financial literacy campaign inclusive of marginalized and vulnerable women Forged partnership with four to five agencies / institutions advocating for financial inclusion | Conduct sector-based financial literacy seminars with partner institutions Conduct impact study of PDIC's financial literacy programs together with the five partner agencies | For Attribution |
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| Year 5 2024 | | | Year 6 2025 | | |
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| Target | Programs/ Projects/ Activities | Estimated Budget | Target | Programs/ Projects/ Activities | Estimated Budget |
| New or enhanced gender-based KPs/IEC materials developed and disseminated/ distributed | Continuous build-up/enhancement of gender-based KPs/IEC materials Develop new gender-based KPs/IEC materials Disseminate/distribute new gender-based KPs/IEC materials | 70,000.00 | New or enhanced gender-based KPs/IEC materials developed and disseminated/ distributed | Continuous build-up/enhancement of gender-based KPs/IEC materials Develop new gender-based KPs/IEC materials Disseminate/distribute new gender-based KPs/IEC materials | 80,000.00 |

| Year 5 2024 | | | Year 6 2025 | | |
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| Target | Programs/ Projects/ Activities | Estimated Budget | Target | Programs/ Projects/ Activities | Estimated Budget |
| Enhanced GAD corners | Continue build-up of the GAD Corner | 21,000.00 | Enhanced GAD Corners | Continue build-up of the GAD Corners Conduct evaluation of GAD Corners | 24,000.00 |

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| GAD policy implemented across organization and PDIC PAPs | Review/revision of SOGIs targeted for the year | 21,000.00 | GAD policy implemented across organization and PDIC PAPs | Review/revision of SOGIs targeted for the year | 24,000.00 |
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| Year 5 2024 | | | Year 6 2025 | | |
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| Target | Programs/ Projects/ Activities | Estimated Budget | Target | Programs/ Projects/ Activities | Estimated Budget |
| Enhanced project/ program proposal | <p>Monitor progress and performance of project</p> <p>Conduct online survey with the employees to assess the impact of GAD projects/programs</p> <p>Revisit GAD projects/ programs for possible enhancement based on the results of the survey</p> | 21,000.00 | Project evaluation | Conduct 6-year project evaluation, gather impact on and learnings of project implementers/ beneficiaries and prepare a term report that can serve as basis for the next round of development interventions | 24,000.00 |
| Male leaders initiate and implement GAD PAPs | <p>Implement GAD PAPs initiated by male leaders incorporating evaluation results from previous year</p> <p>Conduct evaluation of the program.</p> | 600,000.00 | Organized male employees support GAD | Male employees form an all-male organization to forward the cause of GAD | 675,000.00 |

| Year 5 2024 | | | Year 6 2025 | | |
|---|---|------------------|--|---|------------------|
| Target | Programs/ Projects/ Activities | Estimated Budget | Target | Programs/ Projects/ Activities | Estimated Budget |
| At least 50% of total agency budget utilized for GAD PAPs | Continued use of HGDG to enhance mainstreaming of gender perspective in all programs and projects of PDIC | 50,000.00 | At least 75% of total agency budget utilized for GAD PAPs | Continued use of HGDG to enhance mainstreaming of gender perspective in all programs and projects of PDIC | 50,000.00 |
| 50-75% of PDIC personnel undergone basic GAD courses (GST, Gender Fair Language, Gender Mainstreaming, GAD related laws and policies) PDIC GAD Resource Pool initiated | Continued conduct of basic GAD courses Conduct of Training of Trainers for batch 1 | 150,000.00 | 75-100% of PDIC personnel undergone basic GAD courses (GST, Gender Fair Language, Gender Mainstreaming, GAD related laws and policies) PDIC GAD Resource Pool operational | Continued conduct of basic GAD courses with the assistance of PDIC-GR Pool | 150,000.00 |
| Continue build-up/updating of HR SDD Knowledge product developed | Continue use and updating of HR SDD Generate statistics from the SDD database Analyze and recommend PAPs Develop knowledge product | 21,000.00 | Continue build-up/updating of HR SDD Knowledge product developed | Continue use and updating of HR SDD Generate statistics from the SDD database Analyze and recommend PAPs Develop knowledge product | 24,000.00 |

| Year 5 2024 | | | Year 6 2025 | | |
|--|--|------------------|---|--|------------------|
| Target | Programs/ Projects/ Activities | Estimated Budget | Target | Programs/ Projects/ Activities | Estimated Budget |
| Continued build-up/updating on clients' SDD | <p>Continue the use and updating of SDD database on financial literacy seminar/orientation, PAC, DBF</p> <p>Generate statistics from the SDD database</p> <p>Analyze and recommend PAPs</p> <p>Develop knowledge product</p> <p>Analyze SDD to generate identify gender statistics issues</p> <p>Develop gender-responsive programs/policies or enhance existing client-focused programs/policies using the results of SDD analysis</p> <p>Develop knowledge products such as fact sheets, situationer, etc.</p> | 21,000.00 | Continuing build-up/updating of Clients' SDD (DBF, financial literacy seminar/orientation, PAC) | <p>Continue the use and updating of SDD database on financial literacy seminar/orientation, PAC, DBF</p> <p>Generate statistics from the SDD database</p> <p>Analyze and recommend PAPs</p> <p>Develop knowledge product</p> <p>Analyze SDD to generate identify gender statistics issues</p> <p>Develop gender-responsive programs/policies or enhance existing client-focused programs/policies using the results of SDD analysis</p> <p>Develop knowledge products such as fact sheets, situationer, etc.</p> | 24,000.00 |
| Continued use/enhancement of the monitoring and reporting system | Continuing data gathering and gender analysis of data collected to establish strengths and weaknesses of program or project and whether intended outputs are being achieved | 30,000.00 | <p>Continued use/enhancement of the monitoring and reporting database</p> <p>Project evaluated, results established, learnings chronicled for reference in other programs and future projects</p> | <p>Continuing documentation of project implementation with emphasis on outputs, process, and learnings of implementers</p> <p>End-of-project evaluation establishing achievement of intended outcomes</p> | 35,000.00 |

| Year 5 2024 | | | Year 6 2025 | | |
|---|---|------------------|---|--|------------------|
| Target | Programs/ Projects/ Activities | Estimated Budget | Target | Programs/ Projects/ Activities | Estimated Budget |
| Fully operational lactation room available for use in PDIC office Lactating mothers informed of their rights and obligations as stipulated in the law and the required support from the employer | Based on need, conduct of promotional activities (e.g. orientation on related laws; counseling on maternal-child health) Maintain quality and monitor use of lactation room Develop and disseminate promotional materials | 30,000.00 | Fully operational lactation room available for use in PDIC office Lactating mothers informed of their rights and obligations as stipulated in the law and the required support from the employer | Based on need, conduct of promotional activities (e.g. orientation on related laws; counseling on maternal-child health) Maintain quality and monitor use of lactation room | 30,000.00 |