



# President's Message

Roberto B. Tan, President and CEO

**Welcome to the PDIC's Gender and Development (GAD) Corner.** Consider this section a safe zone where equality and empowerment of both women and men is the primordial concern.

PDIC is a staunch supporter of gender equality and a firm believer in the role of women in nation-building. What better manifestation of this than the PDIC workforce itself, with service-oriented and hardworking women comprising 64% of the whole organization and highly competent, highly driven, and self-made women comprising 68% of our Management Committee members. I am also proud to underscore that we have a gender-sensitive organization that treats persons of all genders with utmost respect.

We are on a journey to becoming a truly gender-responsive organization. In January 2019, the PDIC GAD Focal Point System (GFPS), guided by a GAD Consultant, conducted an analysis of the extent of our gender mainstreaming efforts to determine the areas for improvement to get to our goal. The analysis resulted in a Level 2 assessment which pertains to Installation of Strategic Mechanisms. This means that PDIC is at the level of transitioning from capability building and compliance to actually putting key people, necessary policies, support structures, systems and mechanisms in place to facilitate and sustain gender mainstreaming and address gender issues of clients, both internal and external.

To strengthen our gender mainstreaming efforts, the GFPS spearheaded the crafting of PDIC's GAD Agenda, consisting of the GAD Strategic Framework, outlining PDIC's GAD Vision, Mission and Goals, anchored on our institutional mandates, and 6-year GAD Strategic Plan (2020-2025) defining PDIC's strategic interventions and targets to serve as guide in the formulation of our annual GAD Plan and Budget. The active supervision and involvement of the GFPS have propelled the efforts towards major GAD accomplishments. These include the approval of the GAD Agenda, Guidelines on the Use of Gender Fair Language in all Official Documents, Communications and Issuances, and incorporation of GAD Attribution using the Harmonized GAD Guidelines (HG DG) Checklist in the revised SOGI on Corporate Operating Budget (COB). Moreover, the application of the HG DG checklist resulted in the attribution of two (2) of PDIC's flagship programs. For the first time, PDIC's GAD Budget for 2020 stood at 11% of its COB, substantially exceeding the minimum 5% requirement. This merited the endorsement by the Philippine Commission on Women (PCW) of PDIC's 2020 GAD Plan and Budget and 2019 GAD Accomplishment Report. The latest feather on its cap is the creation of this GAD Corner.

Committed to the goal of gender equality and the empowerment of women and men, PDIC continues to strengthen its GFPS and workforce by providing relevant and timely GAD capability building programs. These will continue to be an integral part of PDIC's Learning and Development Plan until all of our human resource have been fully capacitated. Other initiatives in the pipeline are the formulation of Guidelines on Mainstreaming GAD in PDIC, conduct of baseline survey to measure the level of gender awareness and GAD-related competencies of our employees, and establishment of sex/gender databases. The aforementioned enabling mechanisms are envisioned to transform PDIC from a gender-sensitive to a gender-responsive organization, with application of GAD principles demonstrated by all employees, regardless of gender.

I encourage everyone to actively take part in our GAD activities and to share ideas on other initiatives that PDIC can undertake to sustain our gender mainstreaming efforts. We have various programs in store for all PDIC personnel under our GAD Agenda and I hope you will avail of and learn from them.

Please visit this GAD Corner from time to time and check out the calendar of activities to keep yourselves updated on the activities of PDIC, including our participation in the activities of our DOF family and other government agencies.

Finally, let me emphasize that PDIC's GAD journey shall be guided by its mandate to protect the depositing public through institution of a productive, supportive and empowering work environment where women and men, employees and stakeholders alike, all contribute to and benefit from financial inclusion through financial literacy and depositor protection.

