


**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2020**

<b>Organization:</b> Philippine Deposit Insurance Corporation		<b>Organization Category:</b> National Government, Government-Owned and Controlled Corporation	
<b>Organization Hierarchy:</b> Department of Finance, Philippine Deposit Insurance Corporation			
<b>Total Budget/GAA of Organization:</b>	11,747,246,235.00		
<b>Total GAD Budget</b>	1,346,675,410.50	<b>Primary Sources</b>	1,346,675,410.50
		<b>Other Sources</b>	0.00
<b>% of GAD Allocation:</b>	11.46%		

	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>									
1	Republic Act No. 9710 or the 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.	Absence of gender perspective in PDIC's Information, Education, Communication (IEC) materials	Increased knowledgeability of women, especially the marginalized and vulnerable, in mitigating/coping with financial risks/hazards due to bank closing, bank run, etc.	PAP: Financial Literacy / Public Awareness	Review and revision of existing IEC materials to incorporate gender perspective. Collect and analyze feedback/ comments from viewers (for audio-visual IECs) and consider for further improvement.	Gender-based IEC materials developed and disseminated. Target groups, geographical coverage, platform of dissemination	Corporate BPDEE 30,000.00	Corporate Funds	Corporate Affairs Group / Human Resource Group



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2	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	Limited institutional mechanisms on promoting awareness on PDIC's GAD efforts for external clients	Broad-based and multi-level support for GAD especially among external clients of PDIC	PAP: Implementation of GAD Plan	Establishment of GAD corner in PDIC website with user interface to facilitate feedbacking from viewers	Established institutional mechanisms for promoting awareness on PDIC's GAD efforts for external clients Number of viewers	Corporate BPDEE 9,000.00	Corporate Funds	Corporate Affairs Group / Human Resource Group / Information Technology Group

**ORGANIZATION-FOCUSED ACTIVITIES**



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3	Republic Act No. 9710 or the 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; 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.	Gender mainstreaming not yet institutionalized in PDIC	Gender equality and women empowerment perspective institutionalized in PDIC policies, systems & processes, programs, activities and projects	PAP: Implementation of GAD Plan	Formulation and issuance of general GAD Policy	Gender and Development general policy for PDIC formulated and implemented	Corporate BPDEE 9,000.00	Corporate Funds	Human Resource Group / Corporate Planning Group
4	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	Limited participation of internal clients in PDIC development planning cycle	Gender equality and women empowerment perspective institutionalized in PDIC policies, systems & processes, programs, activities and projects Gender-responsive women and men of PDIC	PAP: Implementation of GAD Plan	Conduct of crowdsourcing to solicit creative ideas/ suggestions from PDIC employees and utilize valuable and relevant inputs in the annual GAD planning.	Sex-disaggregated data on internal clients participating in the planning, management, implementation, and monitoring of PDIC GAD Programs, Activities and Projects (PAPs)	Corporate BPDEE 9,000.00	Corporate Funds	Corporate Affairs Group / Human Resource Group and other concerned units



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5	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.	Mainstreaming gender concerns in PAPs is often overlooked in the development, implementation, monitoring and evaluation due to lack of capacity of GAD implementers to use the HGDG tool	Strengthened capacity of PDIC to plan and implement PAPs that promote and support gender equality and women empowerment	PAP: Implementation of GAD Plan	Conduct of 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.	GFPS Members, Project implementers and other technical staff trained on the use of HGDG tool Regular reporting system established Percentage of budget utilization increased.	Training Budget 60,000.00	Corporate Funds	Organization Development Department / Training Institute / other concerned units
6	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.	Limited institutional mechanisms on promoting awareness on PDIC's GAD efforts for internal clients	Gender equality and women empowerment perspective institutionalized in PDIC policies, systems & processes, programs, activities, and projects Gender-responsive women and men of PDIC	PAP: Implementation of GAD Plan	Development of survey tool and methodology. Conduct of baseline survey.	Tool/s developed to measure level of gender awareness and GAD-related competencies of PDIC employees Tool/s developed to address training needs and gaps in knowledge, skills, and attitude of personnel Sectoral GAD experts developed.	Corporate BPDEE 9,000.00	Corporate Funds	Corporate Affairs Group / Human Resource Group



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7	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	Lack of capacity training / limited awareness on the collection and analysis of SDD.	Employees capacitated on collection, generation, analysis and reporting of Sex-disaggregated /gender data Strengthened capacity of PDIC to plan and implement PAPs that promote and support gender equality and women empowerment Gender-responsive plans, programs and policies.	PAP: Implementation of GAD Plan	Analysis of existing Human Resource SDD.Enhancement of internal forms to include column for sex.Develop/enhance forms used in client-focused PDIC services such as financial literacy seminar, depositor-borrowers forum, etc.	Availability and utilization of Sex-disaggregated / gender data of employees and external clients	Corporate BPDEE 18,000.00	Corporate Funds	Human Resource Group/ Corporate Affairs Group/ Public Assistance Department and other concerned units
8	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 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	Lack of established monitoring and evaluation system/ procedures for timely monitoring of the implementation of GAD PAPs	Strengthened management and accountability for development results	PAP: Implementation of GAD Plan	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.	Monitoring and Evaluation System established and operational	Corporate BPDEE 60,000.00	Corporate Funds	Human Resource Group



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9	Republic Act No. 9710 "Magna Carta of Women" Rule VI Institutional Mechanisms Sec. 37.C Creation and/or Strengthening of the GAD Focal Points – all government departments including their attached agencies, offices, bureaus, SUCs, GOCCs, LGUs, and other government instrumentalities shall establish or strengthen their GFPS or a similar GAD mechanism to catalyze and accelerate gender mainstreaming within the agency or LGU.	There is a need to ensure the gender-responsiveness of the agency's policies, strategies, programs, activities and projects	Strengthened capacity of the GFPS to ensure sustainability of gender mainstreaming initiatives in the Corporation	PAP: Implementation of GAD Plan	Conduct of regular GFPS meetings.	1 meeting per quarter to identify/ address gender issues/concerns	Corporate BPDEE 36,000.00	Corporate Funds	PDIC GAD Focal Point System (GFPS)
10	Republic Act No. 9710 or the Magna Carta of Women Rule VI Institutional Mechanisms Sec. 37.A.1. Development of and Budgeting for GAD Plans and Programs - All agencies, offices, bureaus, SUCs, GOCCs, LGUs and other government instrumentalities shall formulate their annual GAD Plans, Programs and Budgets within the context of their mandates	Limited capacity of PDIC employees to mainstream gender concerns in the development, implementation, monitoring and evaluation of PAPs.	Strengthened capacity of PDIC employees to plan and implement PAPs that promote and support gender equality and women empowerment.	PAP: Implementation of GAD Plan	Participation in DOF Cluster's GAD Planning and Budgeting Workshops and other GAD-related initiatives.	Technical staff participated in DOF Cluster's planning and budgeting workshop/s	External Training Budget 12,000.00	Corporate Funds	Organization Development Department / Training Institute
11	Proclamation No. 224, s. 1988 / Proclamation No. 227, s. 1988 - Observance of the National Women's Month with appropriate ceremonies and activities	There is a need of continuous participation and support to the national advocacies on women's rights and empowerment and promote equality in our society.	Sustained participation in the National Women's Month activities that promote gender equality and women empowerment Gender-responsive men and women of PDIC.	PAP: Implementation of GAD Plan	Hanging of advocacy streamer/poster.	2 advocacy streamers displayed	Corporate BPDEE 4,000.00	Corporate Funds	Organization Development Department / Procurement and Property Department / General Services Department



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12	Proclamation No. 224, s. 1988 / Proclamation No. 227, s. 1988 - Observance of the National Women's Month with appropriate ceremonies and activities	There is a need of continuous participation and support to the national advocacies on women's rights and empowerment and promote equality in our society.	Sustained participation in the National Women's Month activities that promote gender equality and women empowerment Gender-responsive men and women of PDIC.	PAP: Implementation of GAD Plan	Participation in the DOF/PCW-coordinated activities.	No. of employees who participated in DOF/PCW-coordinated activities.	Corporate BPDEE 15,000.00	Corporate Funds	Organization Development Department / Training Institute / other concerned units
13	Proclamation No. 224, s. 1988 / Proclamation No. 227, s. 1988 - Observance of the National Women's Month with appropriate ceremonies and activities	There is a need of continuous participation and support to the national advocacies on women's rights and empowerment and promote equality in our society.	Sustained participation in the National Women's Month activities that promote gender equality and women empowerment Gender-responsive men and women of PDIC.	PAP: Implementation of GAD Plan	Conduct of seminar/training that promote women's right to protection or will strengthen capacity of women to protect their human rights (e.g., training on self-defense, training on gender and human rights).	1 seminar/training conducted	Training Budget 60,000.00	Corporate Funds	Organization Development Department / Training Institute
14	Proclamation No. 224, s. 1988 / Proclamation No. 227, s. 1988 - Observance of the National Women's Month with appropriate ceremonies and activities	There is a need of continuous participation and support to the national advocacies on women's rights and empowerment and promote equality in our society.	Sustained participation in the National Women's Month activities that promote gender equality and women empowerment Gender-responsive men and women of PDIC.	PAP: Implementation of GAD Plan	Conduct of learning sessions on subject that are attuned/aligned to the theme of Women's Month Celebration or promote women empowerment	1-2 learning session/s conducted Number of women and men employees who attended the learning session/s.	Corporate BPDEE 60,000.00	Corporate Funds	Organization Development Department / Training Institute
15	Proclamation No. 224, s. 1988 / Proclamation No. 227, s. 1988 - Observance of the National Women's Month with appropriate ceremonies and activities	There is a need of continuous participation and support to the national advocacies on women's rights and empowerment and promote equality in our society.	Sustained participation in the National Women's Month activities that promote gender equality and women empowerment Gender-responsive men and women of PDIC.	PAP: Implementation of GAD Plan	Conduct of seminar on Gender-Fair Language.	1 seminar conducted Number of women and men employees capacitated on use of GFL.	Training Budget 60,000.00	Corporate Funds	Organization Development Department / Training Institute



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16	Proclamation No. 224, s. 1988 / Proclamation No. 227, s. 1988 - Observance of the National Women's Month with appropriate ceremonies and activities	There is a need of continuous participation and support to the national advocacies on women's rights and empowerment and promote equality in our society.	Sustained participation in the National Women's Month activities that promote gender equality and women empowerment Gender-responsive men and women of PDIC.	PAP: Implementation of GAD Plan	Screening of PCW-recommended film relevant to the celebration of National Women's Month or promote women empowerment.	1 film screening conducted Number of women and men employees who participated.	Corporate BPDEE 79,500.00	Corporate Funds	Organization Development Department / Training Institute
17	Proclamation No. 1172, s. 2006 - All departments and agencies of the national government, including state colleges and universities, LGUs and all other sectors of society are enjoined to actively support and participate in the protection of human rights of women against violence and all forms of discrimination	There is a need to raise awareness among all employees that VAW is a public issue of national concern.	Deepened awareness and heightened interest and participation to PAPs that support the Philippine Government's goal to protect the human rights of women and its commitment to address all forms of gender-based violence.	PAP: Implementation of GAD Plan	Hanging of advocacy streamer/poster.	2 advocacy streamers displayed	Corporate BPDEE 4,000.00	Corporate Funds	Organization Development Department / Procurement and Property Department/ General Services Department
18	Proclamation No. 1172, s. 2006 - All departments and agencies of the national government, including state colleges and universities, LGUs and all other sectors of society are enjoined to actively support and participate in the protection of human rights of women against violence and all forms of discrimination	There is a need to raise awareness among all employees that VAW is a public issue of national concern.	Deepened awareness and heightened interest and participation to PAPs that support the Philippine Government's goal to protect the human rights of women and its commitment to address all forms of gender-based violence.	PAP: Implementation of GAD Plan	Conduct of Seminar promoting protection and defense of women against gender-based violence:A. Seminar on Preventing and Addressing Sexual Harassment	1 seminar conducted	Training Budget 60,000.00	Corporate Funds	Organization Development Department / Training Institute



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19	Proclamation No. 1172, s. 2006 - All departments and agencies of the national government, including state colleges and universities, LGUs and all other sectors of society are enjoined to actively support and participate in the protection of human rights of women against violence and all forms of discrimination	There is a need to raise awareness among all employees that VAW is a public issue of national concern.	Deepened awareness and heightened interest and participation to PAPs that support the Philippine Government's goal to protect the human rights of women and its commitment to address all forms of gender-based violence.	PAP: Implementation of GAD Plan	Conduct of Seminar promoting protection and defense of women against gender-based violence: B. Seminar on Preventing Violence Against Women and Children	1 seminar conducted	Training Budget 60,000.00	Corporate Funds	Organization Development Department / Training Institute
20	Proclamation No. 1172, s. 2006 - All departments and agencies of the national government, including state colleges and universities, LGUs and all other sectors of society are enjoined to actively support and participate in the protection of human rights of women against violence and all forms of discrimination	There is a need to raise awareness among all employees that VAW is a public issue of national concern.	Deepened awareness and heightened interest and participation to PAPs that support the Philippine Government's goal to protect the human rights of women and its commitment to address all forms of gender-based violence.	PAP: Implementation of GAD Plan	Screening of PCW-recommended film relevant to the celebration of CEVAW.	1 film screening conducted Number of women and men employees who participated	Corporate BPDEE 79,500.00	Corporate Funds	Organization Development Department / Training Institute
21	Proclamation No. 1172, s. 2006 - All departments and agencies of the national government, including state colleges and universities, LGUs and all other sectors of society are enjoined to actively support and participate in the protection of human rights of women against violence and all forms of discrimination	There is a need to raise awareness among all employees that VAW is a public issue of national concern.	Deepened awareness and heightened interest and participation to PAPs that support the Philippine Government's goal to protect the human rights of women and its commitment to address all forms of gender-based violence.	PAP: Implementation of GAD Plan	Participation in the DOF/PCW-coordinated activities.	No. of employees who participated in DOF/PCW-coordinated activities	Corporate BPDEE 15,000.00	Corporate Funds	Organization Development Department / Training Institute / other concerned units

**ATTRIBUTED PROGRAM**



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22					Project Management Team (PMT) Approach to Bank Takeover Approved Budget for 2020 = P4,793,857,000.00 HGDG Score = 28% GAD Attribution = 4,793,857,000.00 * 28% = 1,342,279,960.00		1,342,279,960.00	Corporate Funds	Deposit Insurance Sector / Receivership and Liquidation Sector
23					Financial Literacy Campaign Approved 2020 Budget = P8,682,025.00 HGDG Score = 42% GAD Attribution = 8,682,025.00 * 42% = 3,646,450.50		3,646,450.50	Corporate Funds	Corporate Affairs Group
<b>SUB-TOTAL</b>							1,346,675,410.50	Corporate Funds	
<b>TOTAL GAD BUDGET</b>							1,346,675,410.50		

<b>Prepared By:</b>	<b>Approved By:</b>	<b>Date</b>
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VP-Human Resource Group/Chairperson-GFPS TWG	Head of Agency	



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