

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2025

Organization: Overseas Filipino Bank		Organization Category: National Government, Government-Owned and Controlled Corporation		
Organization Hierarchy: Overseas Filipino Bank				
Total Budget/GAA of Organization:	257,100,000.00			
Total GAD Budget	12,852,200.00	Primary Sources	12,852,200.00	
		Other Sources	0.00	
% of GAD Allocation:	5.00%			

	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
CLIENT-FOCUSED ACTIVITIES									

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1	Lack of convenient and clean facility for Lactating mothers/Mechanism of Advancement for Women	Lack of appreciation on providing the needs of OFW nursing mothers	Improved awareness on the needs of nursing OFW mothers	MFO: MFO: Nursing OFW mothers continue to fulfill their maternal responsibilities	Establishment of Lactating Rooms/Facilities for nursing OFW mothers at the Ground Floor, OFBank Center.	Lactation established at the Ground Floor, OFBank Center - 1 Lactation Room for OFW Lactating mothers.2. Renovation and furnishing of lactation room.3. Supplies and IEC materials.4. Regular maintenance.	150,000.00	Corporate Funds	ASU

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2	Data from the Survey on Overseas Filipino Workers for 2020 of the Philippine Statistics Authority (PSA) showed 59.6 percent of OFWs in 2020 were women/Data from the Survey on Overseas Filipino Workers for 2020 of the Philippine Statistics Authority (PSA) showed 59.6 percent of OFWs in 2020 were women.	According to the Philippine Statistics Authority (PSA), 59.6% of OFWs in 2020 were women. However, women are 7% less likely than men to participate in the formal economy, reducing their financial independence. This gender gap in access to economic opportunities contributes to the financial insecurity of women OFWs/Beneficiaries. (Philippine Commission on Women, 2024)	Greater awareness by women and girls of their economic rights, among others, and greater support for these rights by men and boys	MFO: MFO: Women as contributors to formal economy	Targeted financial literacy/educational training/seminar for women OFWs to increase their participation in economic activities. The program will prioritize securing more slots for women and include a large-scale awareness campaign specifically aimed at women OFWs	1. Training and materials and kits- 500,000.002. Resource speaker and trainers-700,000.003. Food and venue-400,000.00- Number of webinars, and other marketing activities conducted for OFWs - at least 600 and at least 30% are women.	1,600,000.00	Corporate Funds	Electronic Business Unit

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3	National Awareness on Anti-Violence Against Women Campaign/Mechanism of Advancement for Women	Lack of sector-specific IEC materials and knowledge products [on GAD]	Improved awareness of GAD and available financial and support services through OFBANK among prospective clients especially on the sector of unserved and underserved OFs/OFWs/ Beneficiaries	MFO: MFO: Women to be aware on GAD, digital products and services and protection on cybercrime	Establishment of a GAD Corner and publication of materials for campaign, engagement and awareness among OFBank's Clients.	1. Procurement of GAD Corner at the Ground Floor of OFBank Center2. Procurement of at least 5 related GAD article for the GAD corner and/or at least 5 posted articles/ materials in OFBank website and social media accounts.3.5 marketing campaign with GAD related laws and programs. - 1 GAD Corner in OFBank Office - 1,000,000.002. At least 5 related GAD article for the GAD corner and/or at least 5 posted articles/ materials in OFBank website and social media accounts. - 450,600.00 3.Launching of 5 marketing campaign with GAD related laws and program1,000,000.004. Monitoring and evaluation- 1,000,000.00	3,450,600.00	Corporate Funds	EBU, TMU, Administrative Services Unit (ASU), Central Point of Contact (CPC)

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4	Mechanism of Advancement for Women/Data from the Survey on Overseas Filipino Workers for 2020 of the Philippine Statistics Authority (PSA) showed 59.6 percent of OFWs in 2020 were women.	Data from the Survey on Overseas Filipino Workers for 2020 of the Philippine Statistics Authority (PSA) showed 59.6 percent of OFWs in 2020 were women	Enhanced financial literacy and economic empowerment of women OFWs through targeted capacity-building programs. These initiatives will focus on equipping women with the necessary skills and knowledge to manage finances effectively, thereby promoting gender-responsive financial inclusion	MFO: MFO: Women to have access to digital banking and investment facility	Development and launching of new digital products and services that would give all OFW women means to increase their income, improve financial resilience and access new economic and social opportunities	1. Deposit/ Invesment Product and Loan- 2.2M2. P0roduct Marketing- 1.4M3. Campaign for new product thru GAD materials- 400,000.00 - Number of women OFWs availed of investment facility and/or new facility via OFBank Mobile Application - at least 1000	4,000,000.00	Corporate Funds	Electronic Business Unit and Technology Management Unit
ORGANIZATION-FOCUSED ACTIVITIES									

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5	Unequal opportunity among women to participate in sports which is dominated by men/Discrimination on hiring new employees> Gender role - stereo typing in employment	Gender Mainstreaming Efforts	GAD Advocate deployable personnel and services	MFO: MFO: GAD Services offered to Clients	Participation on National Gender and Development Resource Program (NGRP).	at least 1 GFPS Members prepared for inclusion on NGRP - 1 GFPS Members attended NGRP	115,000.00	Corporate Funds	ASU
6	Celebration of Women's Month/Protection on Women under Anti-Violence Against Women and Their Children Act (RA 9262) and Republic Act 7877 Anti-Sexual Harassment Act of 1995	Insufficient GAD trainings	Increased GAD awareness of employees	MFO: MFO:Employees equipped with knowledge on gender-related issues	Implementation of activities in celebration/observance of National and International women's activities	Sex-disaggregated data of all participants joining the activity. - List of sex aggregated data of all (100%) employees who participated/attended the activity.	500,000.00	Corporate Funds	GAD Focal Point Person (and Alternate)
7	No gender data base/Promote gender awareness	Inconsistent compliance with gender-based laws and laws on women relative to OFBANK mandate	Fully functional GFPS has comprehensive knowledge of GAD and its operationalization in OFBANK	MFO: MFO:Improve the competency of GFPS Members	Number of approved GAD-related policies based on collected data.	At least 5 Board approved GAD-related internal policies of OFBank. - 5 Board approved GAD related policies.	400,000.00	Corporate Funds	ASU

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8	Monitoring mechanism on the implementation of special leave benefits for men and women/Promote gender awareness	No existing system or mechanism to measure the gendered impact of OFB digital products and projects on external clients	Officers and Staff are adept in the use of SDD and gender statistics in planning, programming and budgeting, implementation, monitoring and	MFO: MFO: Strengthened capacity of OFBANK to provide gender responsive programs and projects to external clients	Establishment and maintenance of a sex-disaggregated database for the systematic collection, generation, and use of gender statistics in analysis and planning cycles	Collection of both qualitative and quantitative sex-disaggregated data. - 1. Enhancement-800,000.002. Materials needed to procure the system 200,000.00	1,000,000.00	Corporate Funds	EBU, TMU
9	Strengthening of GAD Focal Point Person/Lack of awareness on gender-related issues	Republic Act 10398 "An Act declaring November 25 of every year as the National Consciousness Day for the Elimination of VAWC"	Capability Building on VAW Prevention and Response	MFO: Empowered Prevention and Response on VAW	1.) Conduct Anti-VAWC programs and training to empower OFBank employees 2.) To campaign/engage or do employees outreach programs/activities with OFBank's Partners/nearby Communities to disseminate Anti-VAWC.	1.) 1 VAWC-response skill training provided to OFBank Employees 2.) To conduct at least 1 Anti-VAWC seminar/activity/outreach with OFBank partners or nearby communities to promote Anti-VAWC. - 1.) 1 OFBank Employee trained for VAWC.2.)At least 1 Anti-VAWC seminar/activity/outreach with OFBank partners or nearby communities to promote Anti-VAWC.	250,000.00	Corporate Funds	ASU

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10	Strengthening of GAD Focal Point Person/Develop competency of GAD Focal Point Person	Institutionalizing GAD in OFBank	GAD advocate institution	MFO: GAD compliant	Conduct a Gender Audit to assess the bank's gender mainstreaming efforts, using the Enhanced Gender Mainstreaming Evaluation Framework: Handbook and Toolkit as a guide." This ensures clarity and alignment with the highlighted comments. Let me know if you need any modifications!	Positive review on GAD plan, implementation, activities and updated policies (internal and external auditors) - Reviewed GPB.	ASU / CPCU 300,000.00	Corporate Funds	ASU / CPCU
11	Improvement of Women's Desk/Monitoring mechanism on the implementation of special leave benefits for men and women	Availability of Women's Desk for complaints and VAWC/GBSH/SH debriefing related concerns	Private Space for debriefing of GBSH, SH, VAWC related concerns	MFO: Dedicated Women's Desk at HR	Provision of Women's Desk and CODI debriefing area	Available Women's Desk and CODI debriefing area. - 1 women's desk and debriefing are in OFBank Office	100,000.00	Corporate Funds	ASU

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12	Improvement of Women's Desk/Develop competency of GAD Focal Point Person	Dissemination of GAD-related Human Rights Policies	GAD-Informed Employees	MFO: GAD-information kit available	Conduct capacity-building sessions and training programs for individuals involved in the implementation of the internal NGRP to enhance gender mainstreaming efforts.	10 brochures/informative kit distributed to all employees of OFBank - 10 brochures/informative kit distributed to all employees of OFBank	160,000.00	Corporate Funds	ASU
13	GAD-Oriented Onboarding Program/Develop competency of GAD Focal Point Person	Involvement in Gender Mainstreaming Effort	GAD-informed new hires	MFO: MFO: GAD-Oriented onboarding systems	Conduct a GAD-Oriented Onboarding Program for all newly hired employees, including a review and revision of existing policies/documents to align with gender-responsive standards.	GAD-Oriented Onboarding Program for Newly Hired Employees - GAD-Oriented Onboarding Program for all Newly Hired Employees	100,000.00	Corporate Funds	ASU
14	GAD Agenda and Strategic Framework Planning/Develop competency of GAD Focal Point Person	Incompetency of the GAD Focal Person	Increase GAD-competency of the GAD Focal Person	MFO: To increase GAD Competency for the GAD Focal Person.	To educate and train the GAD Focal Person.	2 trainings/seminars for the GAD Focal Person - 2 trainings and seminars for the GAD Focal Person	100,000.00	Corporate Funds	ASU

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15	GAD Knowledge Management (KM) system	Need for employee and supervisory training	Increased competency on Advancement	MFO: Employee Training on Supervisory and Management Topics	Implementation of GAD-focused leadership and capacity-building training, ensuring gender-responsive activities. Identification of specific gender-related training components.	At least 1 Leadership, Management and Followership training provided for at least 3 organic employees. - 1 Leadership, Management and Followership trainingfor at least 3 organic employees.	300,000.00	Corporate Funds	ASU
16	GAD Knowledge Management (KM) system/Limited knowledge on GAD conventions and best practices for all employees except TWG and Focal Person	Strengthening of GFP	Scheduled Performance of GAD-related duties	MFO: Institutionalization of GAD functions	Conduct GAD-related training, outreach, and information drives in communities.	GFPS Members Salary Attributed to GAD - GFPS Members Salary Attributed to GAD	326,600.00	Corporate Funds	ASU / FMU
SUB-TOTAL							12,852,200.00	Corporate Funds	
TOTAL GAD BUDGET							12,852,200.00		

Prepared By:	Approved By:	Date