

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2026

Organization: Overseas Filipino Bank		Organization Category: National Government, Government-Owned and Controlled Corporation		
Organization Hierarchy: Overseas Filipino Bank				
Total Budget/GAA of Organization:	329,846,469.33			
Total GAD Budget	16,475,000.00	Primary Sources	16,475,000.00	
		Other Sources	0.00	
% of GAD Allocation:	4.99%			

	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	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.	Most OFWs are female breadwinners, impacting their relationship to families back home who are dependent on remittances generated by the OFWs	Digital financial services empower OFW women to earn more and build assets. This greater financial power fuels gender equality and economic growth	MFO: MFO: Women to have access to digital banking and investment facility	Develop and launch new digital products and services that would give OFW women and their households new tools to increase their incomes, improve financial resilience and access new economic and social opportunities	Number of women OFWs availed of investment facility and/or new facility via OFBank Mobile Application -- at least 1000 1 onboarded Investment Facility via OFBank Mobile Application- 300/500 1 onboarded Loan Facility via OFBank Mobile Application- 300/500	850,000.00 850,000.00 850,000.00	GAA GAA GAA	EBU, TMU
2	Program-or Project-based capacity building for external clients do not integrate GAD perspective/Program-or Project-based capacity building for external clients do not integrate GAD perspective	Women are 7% less likely to be involved in the formal economy than men, reducing their ability to control their own finances	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	Capacitate women and men OFWs/OFs/beneficiaries thru conduct of financial literacy	Number of webinars conducted for OFWs- at least 500 Number of women attended capacity building activities - at least 2,000 women	600,000.00 800,000.00	GAA GAA	EBU

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3	Sustained information dissemination on GAD and OFBANK financial and support services/Lack of Materials GAD Campaign	Lack of materials and program to sustain GAD campaign and continuing education	Partnership with women's organizations, currentand potential clients addressing other concerns that intersect with economic empowerment(e.g. prevailing culture in the community,religion, household power dynamics, financial and digital literacy)	MFO: MFO: Women as contributors to formal economy	Conduct of Kapehan with variouswomen s groups and other organizations inthe finance sector	At least 5 Kapehans and 1 Outreach Program with various womens groups/organizations - 100-200	500,000.00	GAA	EBU/ TMU/ASU/CPC
4	Limited understanding to no knowledge on GAD among clients/Lack knowledge on GAD among clients	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	Facilitation of procurement requirements procurement process delivery,	GAD Corner established at the Ground Floor, OFBank Center - at least 15-20 Clients GAD Corner established in OFBank website - 50- 100 Number of posted articles/ materials at OFB website and social media accounts- at least 15 Launch of marketing campaign - Marketing staff	300,000.00 850,000.00 850,000.00 900,000.00	GAA GAA GAA GAA	EBU/ TMU/ASU/CPC

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5	RA 10028, Expanded Breastfeeding Promotion Act of 2009 Ch III Sec 11. Establishment of Lactation Stations/Lack of convenient and clean facility for Lactating mothers	Lack of appreciation on providing the needs of OFW nursing mothers	Improved awareness on the needs of nursing OFW mothers		Facilitation of procurement requirements procurement process delivery	Lactation established at the Ground Floor, OFBank Center - All lactating mothers' client	150,000.00	GAA	ASU
ORGANIZATION-FOCUSED ACTIVITIES									
6	Mechanism of Advancement for Women/Mechanism of Advancement for Women	Need for employee and supervisory training	Increased competency on Advancement	MFO: Employee Training on Supervisory and Management Topics	'Conduct of Followership and Leadership Training	3 Leadership, Management and Followership training provided- for 11 organic employees	200,000.00	GAA	ASU

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7	RA 10398, proclamation no. 1172 (2006); 18 day campaign and vow/18-Day Campaign to end VAWC	RA no. 10398 declares November 25 of every year as the national consciousness dayfor the elimination ofvawc Proclamation no. 1872 mandates the observance of the 18 day campaignfrom November 25 to Dec 12 of every year	Capability Building on VAW Prevention and Response	MFO: Empowered Prevention and Response on VA	1. Conduct Anti VAWC Programs and Training/workshop to Empower OFBank Employees	1. At least 2 trainings/seminar/workshop for Anti-VAWC has been attended by at 95% OFBank Employees 2. 2 Anti-VAWC outreach program conducted with OFBank partners and nearby communities-95% OFBank Employees	600,000.00	GAA	ASU
8	Program- or Project do not integrate GAD perspective/No gender data base	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 evaluation	MFO: MFO: Strengthened capacity of OFBANK to provide gender responsive programs and projects to external clients	Continuing collection, generation, gender analysis, and use of SDD and gender statistics in the development planning cycle	Sex-disaggregated database (Phase 1) (Phase 2) - at least 50 to 100 clients	850,000.00 850,000.00	GAA GAA	EBU/TMU

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9	Gender equality and women's empowerment perspective institutionalized in OFBANK's policies, programs, activities, and projects/Unequal opportunity among women to participate in sports which is dominated by men	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	Intensified implementation of GAD Policy of OFBANK close monitoring of the crafting and development of unit policies	Number of approved GAD-related internal policies (at least 3) - ALL EMPLOYEES	250,000.00	GAA	ASU
10	Proclamation No. 227 (1988, RA 6949; National Womens month Celebration/Celebration of Women's Month	Proclamation No. 227 Declares the observance of the month of March as womens rule of history monthWhile Ra 6749 declares their every year of national women's month	NCREASED AWARENESS FOR ALL EMPLOYESS OF OFBANK	MFO: Awareness and dissemination of women's rights	1 CELEBRATE/OBSERVE WOMENS MONTH2. SEMINAR AND WORKSHOP FOR MAGNA CARTA of WOMEN RA#9710, implementation of activities in celebration/observance of National and International women's activities 3. Conducted program /talks/symposium in partnership with OFBank partners (DMW)	100% EMPLOYEES UNDERGO TRAININGS AND SEMINARS FOR RA#9710 and celebrated and disseminated women's rights with OFBank partners (DMW) - 100% EMPLOYEES CELEBRATED WOMENS MONTH	500,000.00	GAA	GAD Focal Point Person (and Alternate)

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11	Improvement of Women's Desk/Promote safety to all employees	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 - All OFB Employees	80,000.00	GAA	ASU
12	Enhancement of GAD Corner in OFBank Web Site/Promote gender awareness	Availability of OFBank online GAD Channels for policies, activities and latest GAD events and activities	Disclosure of OFBank GAD Advocacy via website/online	MFO: Dedicated GAD Corner in OFBank website	Provision of GAD Corner to disclose OFBank GAD activities, events and policies.	Availability of OFBank online GAD Corner- All OFB employees	750,000.00	GAA	ASU/TMU
13	Development of Internal National Gender and Development Resource Program (NGRP) Resource Pool Instructor/Promote gender awareness	Involvement in Gender Mainstreaming Effort	GAD Advocate deployable personnel and services	MFO: GAD Services offered to Clients	Participation on NGRP	GFPS Members prepared for inclusion on NGRP - GFPS Members	115,000.00	GAA	ASU
14	GAD-Oriented Onboarding Program/Lack of awareness on gender-related issues	Gender Mainstreaming Efforts	GAD-informed new hires	MFO: GAD-Oriented onboarding system	Review, Revision, Preparation and Implementation of GAD-Oriented Onboarding Program with IEC	GAD-Oriented Onboarding Program for Newly Hired Employees - Newly Hired Employees	120,000.00	GAA	ASU

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15	Staffing for the GAD Activities/GAD-related duties	Strengthening of GFP	Scheduled Performance of GAD-related duties	MFO: Institutionalization of GAD functions	Attribution of GFPS Member's Salary	GFPS Members Salary Attributed to GAD- (at least 2 contractual)	540,000.00	GAA	ASU/FMU
16	GAD Knowledge Management (KM) system/GAD Knowledge	Visibility of Gender Mainstreaming efforts and engagements	Visible and GAD-Persuasive Social Media Presence	MFO: Visible GAD-compliant activities	Improvement of Social Media Presence and Website	Development of photo documentation section for GAD Activities - OFB employees	850,000.00	GAA	ASU / Relationship Officer /LBP CAG
17	GAD Knowledge Management (KM) system/GAD Knowledge	Dissemination of GAD-related Human Rights Policies	GAD-Informed Employees	MFO: GAD-information kit available	Printing of related to Women's Rights (Leaves, Legal Laws, Pamphlets from PCW)	20 marketing brochures/pamphlets with related laws to womens - 20 marketing	650,000.00	GAA	ASU
18	GAD Agenda and Strategic Framework Planning/Strategic Framework Planning	Long-Term GAD Institutionalization	Agency Placement on National Gender Mainstreaming Efforts	MFO: GAD Agenda and Strategic Framework Planning Inclusive in Agency Services	GAD Agenda and Strategic Framework Planning	GAD Agenda and Strategic Framework	350,000.00	GAA	ASU

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19	GAD Knowledge Management (KM) system/GAD Knowledge	Lack of Involvement in Gender Issues	Foster understanding, support LGBTQIAemployees, and create a more accepting workplace	MFO: MFO: CONDUCT SEMINARS AND TRAINAINGS FOR ALL EMPLOYESS	CELEBRATE OBSERVE Pride MONTHSEMINAR AND WORKSHOP to support LGBTQ Employees	100% of employees celebrated pride month, 100% of employees attended seminar on LGBTQ releated laws/policies - 100% of employees celebrated pride month and 100% of employees	50,000.00	GAA	ASU
20	LACK OF CR FOR GENDER NEUTRAL Toilets of EMPLOYEES/Gender equality and women's empowerment perspective institutionalized in OFBANK's policies, programs, activities, and projects	DISCRIMINATION	INCREASE RESPECT AND AWARENESS FOR NEUTRAL GENDER PERSONNEL OF OFBANK	MFO: ESTABLISHMENT OF ADDITIONAL CR FOR GENDER NEUTRAL EMPLOYEES	PLANNING AND ORIENTATION FOR THE GENDER NEUTRAL CR	to established GENDER NEUTRAL CR- FOR ALL EMPLOYEES	650,000.00	GAA	ASU
21	Review and Audit of the Bank's GAD plans, implementation, activities and policies/Bank's GAD plans, implementation, activities and policies	Institutionalizing GAD in OFBank	GAD advocate institution	MFO: GAD compliant	Review and Audit of the Bank's plans, implementation, activities and policies	Positive review on GAD plan, implementation, activities and updated policies- (internal and external auditors)	350,000.00	GAA	ASU/CPCU

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22	Early detection of Breast Cancer, Ovarian Cancer and other Women's Health Issues/Health and wellness programs for OFBank employees	Additional Health awareness information and education	To give proper education and helath information toOFBank Employees	MFO: Breast Cancer, Ovarian Cancer and other Womens Health Awareness	Conduct symposium/seminar on breast cancer, ovarian cancer and other womens health problems	100% Acquired knowledge and information - All OFB Employees	150,000.00	GAA	ASU
23	Lack of informationon relevant laws andinitiatives on GAD inthe Philippines/relevant laws andinitiatives on GAD inthe Philippines	Not all employees update themselves on latest GAD-related legal developments/ Not all employees seek GAD-related legal updates.	Promote and proactively uphold GAD initiatives and practices in OFBank	MFO: Legal Services Program	Provision of updates	Monthly issuance of updates on gender-related laws, issuances and other legal developments- OFB employees	150,000.00	GAA	ASU
24	Limited engagement of top management on GAD-related concerns in OFBank plans and projects/GAD-related concerns in OFBank plans and projects	Top management tends to view GAD integration as less priority compared to other concerns in OFBank	Stronger and consistent management support for GAD integration in OFBank policies and operations	MFO: General Management and Supervisor	Year End assessment activity which includes the reporting of 2026 GAD Accomplishment	Year End assessment activity conducted, and 2026 GAD Accomplishment reported	350,000.00	GAA	ASU/OP

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25	Weak integration of GAD in OFBank Plans and Projects/GAD in OFBank Plans and Projects	Limited knowledge of implementing agencies in GAD integration in OFBank plans and project	Improve gender-responsiveness, inclusion, and social safeguards of OFBank plans and projects which will result in enhanced services and equitable distribution of benefits and opportunities for women, men, and individuals of all genders and circumstances.	MFO: OFBank Policy Development and Advocacy Program	Conduct of review on the inclusion of GAD component in project	Number of Project/Marketing Proposals/Concept, Feasibility Study, Approval forms, or Unsolicited Proposal Reviewed - 10 Reports released with findings on the GAD component	120,000.00	GAA	ASU, FMU, EBU, TMU, CPCU and Office of the President
26	Lack of Capacity to prepare Project Documents needed for the submission of GPB and GAR/prepare Project Documents needed for the submission of GPB and GAR	Poor and insufficient consultation with the affected OFBank Units during implementation, monitoring and evaluation	To conduct consultation meeting and/or focus group discussions with affected units during implementation, monitoring and evaluation	MFO: MFO: GAD trainings and various Activities	Conduct GAD consultation and meetings for the preparation of the GPB and GAD AR	All OFBank Unit Heads and Officers have attended HGDG seminars and workshops - All OFBank Unit Heads and Officers	300,000.00	GAA	ASU

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27	RA 7877 (Anti-sexual Harassment Act) Mandate Section 4, It shall be the duty of the employer or the head of the workrelated, educational or training environment or institution, to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement or prosecution of acts of sexual harassment/RA 7877 (Anti-sexual Harassment Act) Mandate Section 4.	Need to prevent, address and redress sexual harassment in the workplace	Improve workplace environment to prevent, address and redress sexual harassmemt	PAP: PAP: Strengthening of internal Organizational Capacity	1. Reconstitution of the Committee on Decorum and Investigation (CODAI) 2. Create CODAI guidelines/procedures 3. Conduct CODAI meetings 4. Conduct trainings and Seminars for CODAI members	1. Reconstituted Committee 2. Established CODAI Guidelines 3. Conducted quarterly meetings 4. Trained CODAI members - OFB Employees & MANCOM	150,000.00	GAA	ASU
SUB-TOTAL							16,475,000.00	GAA	
TOTAL GAD BUDGET							16,475,000.00		

Prepared By:	Approved By:	Date
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