



GAD PLAN

| AGENCY | OVERSEAS FILIPINO BANK |
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| GAD VISION | Women and men equally participating in and benefiting from the development process |
| GAD MISSION | To provide timely and gender responsive digital banking products and other support services to our clients especially the most disadvantaged sectors of society. |
| GAD GOALS | 1. Equal access to credit, savings, remittances and other innovative digital financial and support services to unserved and underserved low-income and marginalized women in all sectors in provinces, cities and municipalities in the Philippines and overseas. |
| | 2. Digital financial services can provide overseas filipinos and beneficiaries with access to affordable and convenient tools that can help increase their economic opportunities. For OF and OFW families, combining digital financial services with livelihood promotion, safety nets, and financial literacy mentoring boosts long-term standard of living. |
| | 3. Gender equality and women's empowerment perspective institutionalized in OFBANK's policies, programs, activities, and projects |

| AGENCY | | OVERSEAS FILIPINO BANK | | |
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| GAD GOAL #1 | | Equal access to credit, savings, remittances and other digital financial and support services to global filipino women- overseas filipinos/overseas filipino workers/beneficiaries (OF/OFWs/Benes). | | |
| Gender Issue/GAD Mandate | GAD Outcome | Indicator | Baseline | Responsible Unit/Office |
| CLIENT-FOCUSED | | | | |
| 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. However, women are 7% less likely to be involved in the formal economy than men, reducing their ability to control their own finances. Most OFWs are female breadwinners, impacting their relationship to families back home who are dependent on remittances generated by the OFW. | Digital financial services empower OFW women to earn more and build assets. This greater financial power fuels gender equality and economic growth. | %/Number of digital banking services availed of by women OFs/OFWs/Beneficiaries. %/Total amount of deposits in women OFs/OFWs accounts maintained with OFBANK vs total retail deposit portfolio | OFBank digital financial services help OF and OFW families save money, earn more from investments, cope with shocks, and protect assets against risk • A bank account without opening deposit and without maintaining balance requirement. • Real time fund transfer without charges from an OFBank account to another OFBank account or LANDBANK account and vice versa • Access to safe and secure fixed-income government security • Premyo BondOFWs • Retail Treasury Bond • Retail Dollar Bond • Low interest electronic salary loan • Potential higher returns on Unit Investment Trust Fund (UITF) • Affordable micro-insurance products | E-Business Unit, Technology Management Unit in coordination with LBP Digital Banking Sector |
| 2. Client-focused programs, activities, and projects are not subjected to gender analysis at any point from inception to end-of-project evaluation | PAPs increasingly address gender issues, needs and concerns and consider power relations between women and men clients | Total number and title of programs and projects subjected to HGDD and other gender analysis tools; gender issues and mitigation measures identified from gender analysis of programs and projects | OFBank programs, projects, and services are either in partnership with parent bank or with other agencies working for the welfare of OFs/OFWs/Beneficiaries and do not take off from stakeholders' consultation nor are based on gender statistics. These programs, products and services (lending, financial inclusion caravans, electronic banking facilities, etc). are intended to reach out to the unserved and underserved OFs/OFWs/Beneficiary women and men but are not necessarily grounded on gender issues identified through gender-based analytics. | E-Business Unit, Technology Management Unit in coordination with LBP Digital Banking Sector |
| 3. Limited understanding to no knowledge on GAD among clients owing to lack of sector-specific IEC materials and knowledge products [on GAD] | 1. 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 2. Broader participation of women in programs and projects | Sector-specific IEC social media materials and knowledge disseminated among clients via financial literacy trainings/webinars which OFBank facilitates in collaboration with LANDBANK and other partners, such as the Philippine Embassies and Consulates, Department of Trade and Industry, the POEA, OWWA, OFW groups, and Filipino community. Feedbacks received through FB Pages, website and Customer Care Center # women & women's groups engaged in continuing dialogue with LANDBANK; gender issues identified | GAD corner established at the ground floor, OFBANK Center GAD corner in OFBANK website | OFBANK E-Business Unit in coordination with LBP Digital Banking Sector and Corporate Affairs Group. |
| ORGANIZATION-FOCUSED | | | | |
| 1. No existing system or mechanism to measure the gendered impact of OFB digital products and projects on external clients | Strengthened capacity of OFBANK to provide gender responsive programs and projects to external clients | Gender Database (with SDD and gender-related information) and M&E system in place in OFBANK and able to measure program impact on women and men/girls and boys | System in place - Data Warehouse consisting of SYMBOLS Loan System, CASA Systematics Deposit System, Customer Information and Central Liability System Limited data for juridical entities (mostly corporate level) | OFBANK TMU, OFBANK AMU, OFBANK OP, LANDBANK Enterprise and Data Management Department |
| 2. Development planning cycle (planning, programming and budgeting, management and implementation, monitoring and evaluation) is not based on SDD or gender statistics | | OFBANK policy to subject all programs and projects to gender analysis from planning stage to M&E; mechanisms in place to warrant gender analysis such as the HGDD LANDBANK Core Team | No expressed policy particular to the use of gender statistics as basis for development planning cycle in OFBANK; mostly operating on the basis of MCW provisions and other PCW policies relative to the use of SDD or gender statistics | AMU |
| 3. Existing policies do not clearly address gender gaps among external and internal clients in terms of visibility, access to and benefit from, and contribution to OFBANK programs, projects and services | Strengthened capacity of OFBANK to formulate and enforce policies that address gender gaps in OFBANK programs, projects and services | # and gender responsive policies in place | Policies in place and *in the works are mostly for internal clients: Guidelines on Lactation Station, Administrative Rules in Handling Sexual Harassment Cases in the Civil Service, *Omnibus Policy on Leaves | OFBANK AMU, EBU, TMU |

| Year 1 | | |
|---|--|-------------------------|
| Target | Program/Project/Activity | Estimated Budget |
| Enhance Account Opening facility with a "Gender" field for automated identification of women OFs/OFWs/Beneficiaries (applicable to OFBank and LANDBANK) | Q1 Project development Q2 Project Sign-Off Q3 Pilot Implementation - Identification of possible areas for pilot implementation | |
| % existing digital products/programs subjected to gender analysis using HGDG and other gender analysis tools and mitigated on the basis of findings | Q4 Conduct of gender analysis using HGDG and other gender analysis tools on various OFBANK programs and projects (number to be decided upon consultation with LBP) | |
| GAD corner established in OFBANK Head Office | Q1 Facilitation of procurement requirements including design specification Q2 Procurement process Q3 Delivery | |
| GAD corner established in OFBANK website by Q1 | Coordination work with concerned bank units on OFBANK and LANDBANK; Collection of materials for posting | |
| CLIENT-FOCUSED TOTAL | | - |
| ORGANIZATION-FOCUSED | | |
| Data available on loan exposure, deposits, and client demographics | Q3 Establish areas of impact; Identify necessary information; Report generation and analysis; Impact assessment | |
| Data gaps established in SYMBOLS by EOY1 | Q1-Q4 Data gap analysis | |
| Policy formulated and issued by end of June | Q1-Q2 Crafting, approval, issuance of Policy | |
| Better appreciation and increased support for GAD across the organization | Q1 Issuance of a GAD policy statement for the whole bank | |
| At least one policy to be reviewed / developed per unit of the bank where applicable; | Q3-Q4 Unit policy review/development | |
| Policies address the gender gaps among external and internal clients | Review/revisit/revision of existing policies as needed | |
| ORGANIZATION-FOCUSED TOTAL | | - |
| TOTAL BUDGET | | - |

| Year 2 | | |
|--|--|-------------------------|
| Target | Program/Project/Activity | Estimated Budget |
| 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 | Q1 Compliance with legal, documentary, and other requirements of regulatory bodies concerned Q1-Q3 Development phase and pilot implementation of new digital banking product. | |
| % existing OFBANK programs subjected to gender analysis using HGDG and other gender analysis tools and mitigated on the basis of findings | Conduct of gender analysis using HGDG and other gender analysis tools on various OFBANK programs and projects (number to be decided upon consultation with LBP) | |
| GAD corner established in all Overseas Remittance Officers FB pages | Digital GAD corner Inclusion in webinars of GAD topics and points of interests for women OFWs | |
| Sustained information dissemination on GAD and OFBANK financial and support services | Online GAD corner Q1-Q4 Maintenance and updating of GAD corner in OFBANK website | |
| | | |
| CLIENT-FOCUSED TOTAL | | - |
| ORGANIZATION-FOCUSED | | |
| Data available on loan exposure, deposits, and client demographics | Q1-Q4 Establish areas of impact; Identify necessary information; Report generation and analysis; Impact assessment | |
| Data gaps addressed | Q1-Q4 Systems enhancement | |
| Program Officers, Planners and other concerned personnel are knowledgeable in the use of SDD and gender statistics in planning, programming and budgeting, implementation, monitoring and evaluation | Continuing capacity building in SDD and gender statistics | |
| At least one unit policy reviewed/developed by EOY 2 where applicable | Q3-Q4 Unit policy review/development | |
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| ORGANIZATION-FOCUSED TOTAL | | - |
| TOTAL BUDGET | | - |

| Year 3 | | |
|--|---|-------------------------|
| Target | Program/Project/Activity | Estimated Budget |
| 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 | Q1 Compliance with legal, documentary, and other requirements of regulatory bodies concerned | |
| % existing OFBANK programs subjected to gender analysis using HGDG and other gender analysis tools and mitigated on the basis of findings | Conduct of gender analysis using HGDG and other gender analysis tools on various OFBANK programs and projects (number to be decided upon consultation with LBP) | |
| Sustained information dissemination on GAD and OFBANK financial and support services | Q1-Q4 Maintenance and updating of GAD corner in OFBANK website | |
| | | |
| CLIENT-FOCUSED TOTAL | | - |
| ORGANIZATION-FOCUSED | | |
| Data available on loan exposure, deposits, and client demographics | Q1-Q4 Establish areas of impact; Identify necessary information; Report generation and analysis; Impact assessment | |
| | Q1-Q4 Generation/creation of knowledge products reflecting progress (could be in collaboration with statistical agencies) | |
| Officers and Staff are knowledgeable in the use of SDD and gender statistics in planning, programming and budgeting, implementation, monitoring and evaluation | Continuing capacity building in SDD and gender statistics | |
| At least one unit policy reviewed/ developed by EOY3 where applicable | Q3-Q4 Unit policy review/development | |
| | Review/revisit/revision of existing policies as needed | |
| | | |
| ORGANIZATION-FOCUSED TOTAL | | - |
| TOTAL BUDGET | | - |

| Year 4 | | |
|--|--|-------------------------|
| Target | Program/Project/Activity | Estimated Budget |
| 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 | Q1 Compliance with legal, documentary, and other requirements of regulatory bodies concerned | |
| % existing OFBANK programs subjected to gender analysis using HGDG and other gender analysis tools and mitigated on the basis of findings | Conduct of gender analysis using HGDG and other gender analysis tools on various OFBANK programs and projects (number to be decided upon consultation with LBP) | |
| Sustained information dissemination on GAD and OFBANK financial and support services | Q1-Q4 Maintenance and updating of GAD corner in OFBANK website | |
| Partnership with women's organizations, current and 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) | Q2-Q3 Preparatory work (coordination with government agencies, NGOs, and women's organizations, etc.) Q4 Conduct of Kapehan with various women's groups and other organizations in the finance sector | |
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| CLIENT-FOCUSED TOTAL | | - |
| ORGANIZATION-FOCUSED | | |
| Data available on loan exposure, deposits, and client demographics | Q1-Q4 Establish areas of impact; Identify necessary information; Report generation and analysis; Impact assessment Q1 Publication of knowledge products based on previous year's data | |
| Officers and Staff are adept in the use of SDD and gender statistics in planning, programming and budgeting, implementation, monitoring and evaluation | Continuing collection, generation, gender analysis, and use of SDD and gender statistics in the development planning cycle | |
| At least one Unit policy reviewed/ developed by EOY4 where applicable | Q3-Q4 Unit policy review/development | |
| | | |
| ORGANIZATION-FOCUSED TOTAL | | - |
| TOTAL BUDGET | | - |

| Year 5 | | |
|--|---|-------------------------|
| Target | Program/Project/Activity | Estimated Budget |
| 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 | Q1 Compliance with legal, documentary, and other requirements of regulatory bodies concerned | |
| % existing OFBANK programs subjected to gender analysis using HGDG and other gender analysis tools and mitigated on the basis of findings | Conduct of gender analysis using HGDG and other gender analysis tools on various OFBANK programs and projects (number to be decided upon consultation with LBP) | |
| Sustained information dissemination on GAD and OFBANK financial and support services | Q1-Q4 Maintenance and updating of GAD corner in OFBANK website | |
| Partnership with women's organizations, current and 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) | Q2-Q3 Preparatory work (coordination with government agencies, NGOs, and women's organizations, etc.) | |
| | Q4 Conduct of Kapehan with various women's groups and other organizations in the finance sector | |
| CLIENT-FOCUSED TOTAL | | - |
| ORGANIZATION-FOCUSED | | |
| Data available on loan exposure, deposits, and client demographics | Q1-Q4 Establish areas of impact; Identify necessary information; Report generation and analysis; Impact assessment | |
| | Q1 Publication of knowledge products based on previous year's data | |
| Officers and Staff are adept in the use of SDD and gender statistics in planning, programming and budgeting, implementation, monitoring and evaluation | Continuing collection, generation, gender analysis, and use of SDD and gender statistics in the development planning cycle | |
| At least one Unit policy reviewed/ developed by EOY5 where applicable | Q3-Q4 Unit policy review/development | |
| | Review/revisit/revision of existing policies as needed | |
| ORGANIZATION-FOCUSED TOTAL | | - |
| TOTAL BUDGET | | - |

| <i>Year 6</i> | | |
|--|--|------------------|
| Target | Program/Project/Activity | Estimated Budget |
| 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 | Q1 Compliance with legal, documentary, and other requirements of regulatory bodies concerned Q2-Q4 Construction of lactation facility and pilot implementation in selected area/s | |
| % existing OFBANK programs subjected to gender analysis using HGDG and other gender analysis tools and mitigated on the basis of findings | Conduct of gender analysis using HGDG and other gender analysis tools on various OFBANK programs and projects (number to be decided upon consultation with LBP) | |
| Sustained information dissemination on GAD and OFBANK financial and support services | Q1-Q4 Maintenance and updating of GAD corner in LANDBANK website | |
| Partnership with women's organizations, current and 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) | Q1 & Q4 Conduct of Kapehan Q4 Summative/ Impact evaluation of Kapehan | |
| | | |
| CLIENT-FOCUSED TOTAL | | - |
| ORGANIZATION-FOCUSED | | |
| Data available on loan exposure, deposits, and client demographics | Q1-Q4 Establish areas of impact; Identify necessary information; Report generation and analysis; Impact assessment Q1 Publication of knowledge products based on previous year's data | |
| Officers and Staff are adept in the use of SDD and gender statistics in planning, programming and budgeting, implementation, monitoring and evaluation | Continuing collection, generation, gender analysis, and use of SDD and gender statistics in the development planning cycle | |
| At least one Unit policy reviewed/ developed by EOY6 where applicable | Q3-Q4 Unit policy review/development | |
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| ORGANIZATION-FOCUSED TOTAL | | - |
| TOTAL BUDGET | | - |

| AGENCY | Overseas Filipino Bank | | | |
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| GAD GOAL#2 | Meaningful and broad participation in the development planning system (planning, programming and budgeting, implementation, monitoring and evaluation) by: a) low-income and marginalized women for Bank products and services b) women OFBANK employees for internal GAD programs, activities, and projects | | | |
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| Gender Issue/GAD Mandate | GAD Outcome | Indicator | Baseline | Responsible Unit/Office |
| CLIENT-FOCUSED | | | | |
| 1. Program- or Project-based capacity building for external clients do not integrate GAD perspective | Greater awareness by women and girls of their economic rights, among others, and greater support for these rights by men and boys | # women and men attended capacity building activities; demonstrated improvement or shift in knowledge, skills, and attitude of clients who have undergone gender-based capacity building | Capacity building on financial literacy do not integrate gender perspective or principle Financial Inclusion (FI) caravans include short orientation on financial literacy and various digital banking available | EBU, TMU in coordination with LANDBANK DBS |
| 2. Limited appreciation of GAD among external clients | | | | |
| 3. Limited participation of external clients in GAD activities beginning with identification of gender issues and program design up to monitoring and evaluation of impacts | Broader and deeper involvement in identifying and addressing gender issues in development | GAD activities (planning, programming and budgeting, implementation, M&E) and # women and men involved | Limited stakeholders' consultation in the development of new digital products and services | EBU, TMU in coordination with LANDBANK DBS |
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| ORGANIZATION-FOCUSED | | | | |
| 1. Development planning cycle (planning, programming and budgeting, management and implementation, monitoring and evaluation) is not based on SDD or gender statistics | Strengthened capacity of OFBANK to promote, design and implement policies, programs and projects that reflect the needs and priorities and interests of both women and men and support gender equality | Planning, programming and budgeting, management and implementation, monitoring and evaluation of policies and PAPs based on SDD and gender indicators | Data and information collected but not disaggregated by sex | EBU, TMU in coordination with LANDBANK DBS |
| 2. M&E system unable to track impacts of GAD PAPs on internal clients | | M&E System incorporates GAD perspective and indicators including on impacts of GAD PAPs | Functioning M&E System with available information on beneficiaries | AMU in coordination with LBP Human Resource Management Group (Personnel Administration Dept., ERD, ODD) |
| 3. No sustained implementation and monitoring of international, national, and local GAD mandates in organizational PAPs | Broader participation of OFBANK in global movements for gender equality and women empowerment; Enhanced capacity to advocate and respond to global gender issues | International and national GAD mandates adopted and implemented by OFBANK; internal communication enjoining participation of OFBANK employees in approved activities; SDD on participating personnel | Celebration/ Observance of National Women's Month, Women with Disabilities Day, International Women's Day, 18-day campaign to End VAW | GAD CPC and all Units of the Bank |
| | Increased capacity of OFBANK to implement gender-based laws and laws on women | Laws complied and # beneficiaries | Compliance with MCW and maternity leave benefits, Anti-Sexual Harassment Act, Solo Parent Act | AMU, Central Point of Contact (CPC) |
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| Year 1 | | |
|--|---|-------------------------|
| Target | Program/Project/Activity | Estimated Budget |
| Tools developed to aid awareness-raising on sector-specific rights | Q1-Q2 Development and testing of a basic module on Gender and Finance Q3-Q4 Pilot-testing of the module in the FI Roadshow/webinars Q1-Q3 Development of a kit containing supplementary information materials on gender and finance Q4 Evaluation of the effectiveness of the information kit and enhancement where necessary | |
| Enhanced digital banking products and services that integrate inputs from target beneficiaries | Q1-Q3 Conduct of desktop assessment based on available information and feedback from the LBP RMMD to identify gender issues | |
| Enhanced digital banking products and services that address gender needs of target beneficiaries | Q4 Conduct of supplementary survey to gather feedback from current/existing and prospective partners on webinars/financial literacy Q1-Q2 Inventory of bank products and services to establish which ones can be subjected to gender analysis Q3-Q4 Identification of appropriate products and services for proper GAD evaluation | |
| CLIENT-FOCUSED TOTAL | | - |
| ORGANIZATION-FOCUSED | | |
| Report on OFBANK programs and services utilizing SDD and gender statistics that can serve as basis for the succeeding development planning cycle | Q1-Q4 Data gap analysis; Design and development of the report; Report generation (new data gaps maybe generated as needed or on demand) | |
| Prerequisites of gender-based M&E System completed and in place | Q1-Q2 Inventory of internal PAPs; Participatory identification of impact assessment parameters and methodology Q3-Q4 Conduct of participatory impact assessment of existing internal PAPs | |
| Monitored and recorded participation of OFBANK personnel in international, national, and local GAD mandates | Implementation of activities in celebration/observance of National and International women's activities | |
| Inventory completed by end of Q4 | Q1-Q4 Inventory of gender-based laws and laws on women and corresponding compliance by OFBANK | |
| 1 orientation session per quarter | Q1-Q4 Orientation on Laws on Women relative to OFBANK mandate | |
| ORGANIZATION-FOCUSED TOTAL | | - |
| TOTAL BUDGET | | - |

| <i>Year 2</i> | | |
|--|---|------------------|
| Target | Program/Project/Activity | Estimated Budget |
| Increased awareness on sector-specific rights especially among low-income and marginalized OFW women and men | <p>Q1-Q2 Feedback gathering and evaluation of module on Gender & Finance; updating and/or enhancing of module based on evaluation results</p> <p>Q3-Q4 Roll out of enhanced module during the conduct of Financial Inclusion Roadshows/Webinars</p> <p>Q1-Q2 Continuing enhancement of information kit</p> <p>Q3-Q4 Distribution of information kits during FI caravans</p> | |
| Enhanced digital banking products and services that integrate inputs from target beneficiaries | <p>Q1-Q4 Conduct of continuing supplementary survey as part of renewal requirement (can be geographic, seasonal, or issue-based)</p> <p>Q3-Q4 Pilot-run of 1 FGD (to involve EBU/RMMD/DBS, OF/OFWs/beneficiaries, CAG for documentation assistance, external facilitators)</p> | |
| Enhanced banking products and services that address gender needs of target beneficiaries | Evaluation of identified digital banking products and services for gender analysis | |
| CLIENT-FOCUSED TOTAL | | - |
| ORGANIZATION-FOCUSED | | |
| Report on OFBANK programs and services utilizing SDD and gender statistics that can serve as basis for the succeeding development planning cycle | Q1-Q4 Data gap analysis; Design and development of the report; Report generation (new data gaps maybe generated as needed or on demand) | |
| Operational gender-based M&E System able to track impact of GAD PAPs on internal clients | Q1-Q4 Participatory gender analysis of impact assessment results and mitigation of PAPs where possible | |
| Monitored and recorded participation of OFBANK personnel in international, national, and local GAD mandates | Monitored and recorded participation of OFBANK personnel in international, national, and local GAD mandates | |
| 1 orientation session per quarter | Q1-Q4 Orientation on/Implementation of Laws on Women relative to OFBANK mandate | |
| Sustained compliance with gender-based laws and laws on women relative to OFBANK mandate | | |
| ORGANIZATION-FOCUSED TOTAL | | - |
| TOTAL BUDGET | | - |

| <i>Year 3</i> | | |
|--|---|------------------|
| Target | Program/Project/Activity | Estimated Budget |
| Increased awareness on sector-specific rights especially among low-income and marginalized OFW women and men | Continuing roll-out of enhanced module along with the FI roadshows/webinars Continuing distribution of information kits during FI roadshows/webinars | |
| Enhanced digital banking products and services that integrate inputs from target beneficiaries | Continuing gender analysis of selected digital banking products and services Conduct of FGD on selected banking products | |
| Enhanced banking products and services that address gender needs of target beneficiaries | Continuing gender analysis of banking products and services | |
| CLIENT-FOCUSED TOTAL | | - |
| ORGANIZATION-FOCUSED | | |
| Report on OFBANK programs and services utilizing SDD and gender statistics that can serve as basis for the succeeding development planning cycle | Q1-Q4 Data gap analysis; Design and development of the report; Report generation (new data gaps maybe generated as needed or on demand) | |
| Operational gender-based M&E System able to track impact of GAD PAPs on internal clients | Q1 Inventory of previous year's internal PAPs, participatory gender analysis of data and mitigation where possible | |
| Monitored and recorded participation of OFBANK personnel in international, national, and local GAD mandates | Monitored and recorded participation of OFBANK personnel in international, national, and local GAD mandates | |
| 1 orientation session per quarter | Q1-Q4 Orientation on/Implementation of Laws on Women relative to OFBANK mandate | |
| Sustained compliance with gender-based laws and laws on women relative to OFBANK mandate | | |
| ORGANIZATION-FOCUSED TOTAL | | - |
| TOTAL BUDGET | | - |

| <i>Year 4</i> | | |
|--|---|------------------|
| Target | Program/Project/Activity | Estimated Budget |
| Increased awareness on sector-specific rights especially among low-income and marginalized OFW women and men | Continuing roll-out of enhanced module along with the FI roadshow/webinars Continuing distribution of information kits during FI roadshow/webinars | |
| Enhanced digital banking products and services that integrate inputs from target beneficiaries | Continuing gender analysis of selected digital banking products and services | |
| Enhanced banking products and services that address gender needs of target beneficiaries | Conduct of FGD on selected digital banking products and services Continuing gender analysis of banking products and services | |
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| CLIENT-FOCUSED TOTAL | | - |
| ORGANIZATION-FOCUSED | | |
| Report on OFBANK programs and services utilizing SDD and gender statistics that can serve as basis for the succeeding development planning cycle | Q1-Q4 Data gap analysis; Design and development of the report; Report generation (new data gaps maybe generated as needed or on demand) | |
| Operational gender-based M&E System able to track impact of GAD PAPs on internal clients | Q1 Inventory of previous year's internal PAPs, participatory gender analysis of data and mitigation where possible | |
| Monitored and recorded participation of OFBANK personnel in international, national, and local GAD mandates | Monitored and recorded participation of OFBANK personnel in international, national, and local GAD mandates | |
| 1 orientation session per quarter | Q1-Q4 Orientation on/Implementation of Laws on Women relative to OFBANK mandate | |
| Sustained compliance with gender-based laws and laws on women relative to OFBANK mandate | | |
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| ORGANIZATION-FOCUSED TOTAL | | - |
| TOTAL BUDGET | | - |

| <i>Year 5</i> | | |
|--|---|------------------|
| Target | Program/Project/Activity | Estimated Budget |
| Increased awareness on sector-specific rights especially among low-income and marginalized OFW women and men | Continuing roll-out of enhanced module along with the FI caravans Continuing distribution of information kits during FI caravans | |
| Enhanced digital banking products and services that integrate inputs from target beneficiaries | Continuing gender analysis of selected digital banking products and services | |
| Enhanced banking products and services that address gender needs of target beneficiaries | Conduct of FGD on selected dital banking products and services Continuing gender analysis of banking products and services | |
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| | | |
| CLIENT-FOCUSED TOTAL | | - |
| ORGANIZATION-FOCUSED | | |
| Report on OFBANK programs and services utilizing SDD and gender statistics that can serve as basis for the succeeding development planning cycle | Q1-Q4 Data gap analysis; Design and development of the report; Report generation (new data gaps maybe generated as needed or on demand) | |
| Operational gender-based M&E System able to track impact of GAD PAPs on internal clients | Q1 Inventory of previous year's internal PAPs, participatory gender analysis of data and mitigation where possible | |
| Monitored and recorded participation of OFBANK personnel in international, national, and local GAD mandates | Monitored and recorded participation of OFBANK personnel in international, national, and local GAD mandates | |
| 1 orientation session per quarter | Q1-Q4 Orientation on/Implementation of Laws on Women relative to OFBANK mandate | |
| Sustained compliance with gender-based laws and laws on women relative to OFBANK mandate | | |
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| | | |
| ORGANIZATION-FOCUSED TOTAL | | - |
| TOTAL BUDGET | | - |

| <i>Year 6</i> | | |
|--|--|------------------|
| Target | Program/Project/Activity | Estimated Budget |
| Increased awareness on sector-specific rights especially among low-income and marginalized OFW women and men | Continuing roll-out of enhanced module along with the FI roadshows/webinars Continuing distribution of information kits during FI roadshows/webinars Summative evaluation of FI roadshows/webinars viz intended GAD outcomes | |
| Enhanced digital banking products and services that integrate inputs from target beneficiaries | Continuing gender analysis of selected digital banking products and services | |
| Enhanced banking products and services that address gender needs of target beneficiaries | Conduct of FGD on selected digital banking products and services Continuing gender analysis of banking products and services | |
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| CLIENT-FOCUSED TOTAL | | - |
| ORGANIZATION-FOCUSED | | |
| Report on OFBANK programs and services utilizing SDD and gender statistics that can serve as basis for the succeeding development planning cycle | Q2-Q4 Conduct of impact assessment of existing internal PAPs, gender analysis and mitigation where possible | |
| Operational gender-based M&E System able to track impact of GAD PAPs on internal clients | Q1 Inventory of previous year's internal PAPs, participatory gender analysis of data and mitigation where possible | |
| Monitored and recorded participation of OFBANK personnel in international, national, and local GAD mandates | Monitored and recorded participation of OFBANK personnel in international, national, and local GAD mandates | |
| 1 orientation session per quarter | Q1-Q4 Orientation on/Implementation of Laws on Women relative to OFBANK mandate | |
| Sustained compliance with gender-based laws and laws on women relative to OFBANK mandate | | |
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| | | |
| ORGANIZATION-FOCUSED TOTAL | | - |
| TOTAL BUDGET | | - |

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|-------------------|---|
| AGENCY | Overseas Filipino Bank |
| GAD GOAL#3 | Gender equality and women's empowerment perspective institutionalized in OFBANK's policies, programs, activities, and projects |

| Gender Issue/GAD Mandate | GAD Outcome | Indicator | Baseline | Responsible Unit/Office |
|--|---|---|--|---|
| ORGANIZATION-FOCUSED | | | | |
| 1. Lack of policies that clearly articulate support to GAD mandates including gender responsive planning and budgeting | Strengthened capacity of OFBANK to mainstream GAD in the organization and in its PAPs | # and policies that support GAD in place | OFBANK S.O. No. Alignment of OFBANK GAD Framework and reconstitution of the GAD Focal Point System | ASU, CPC |
| 2. Lack of gender perspective in existing organizational and unit policies and plans | | Gender responsive organizational and Unit policies and plans formulated | No gender perspective in existing policies and plans | ASU, CPC |
| 3. Absence of an institutional GAD Agenda consisting of GAD Strategic Framework (GAD Vision, Mission, Goals) and six-year GAD Strategic Plan | | GAD Agenda completed, approved, and circulated among OFBANK units | GAD Strategic Framework completed; GAD Strategic Plan for validation, approval and implementation | GAD CPC, Units of the bank in coordination with the parent bank Focal Point System (Chair, Executive Committee, TWG, GFP Sub-system, Secretariat) |
| 4. A significant number of policy issuances do not use gender fair language and images | | Policy on the use of gender fair language issued; # trainings on GFL conducted | Policies in place use gender-neutral language; no internal policy explicitly requiring the use of GFL; current sporadic efforts to gender sensitize the language (please mention specific departments) | GAD CPC/AMU in coordination with GFPS-TWG (collaborative effort for the policy), ODD |
| 5. CPC and AMU Head have limited knowledge on GAD and performing limited functions based on provisions of the guidelines | | # of OFBANK officers and staff who attended basic GAD trainings including orientation on the GAD Focal Point System's functions and responsibilities based on PCW-MC 2011-01 or the GFPS Guidelines | GAD Orientation for the GFPS Chair and Exec. Committee; GST for the TWG and Chairs of GFP Regional Sub-system | CPC/AMU in coordination with parent bank GFPS Secretariat, ODD |
| 6. Lack of internal GAD resource person | | Organic GAD Resource Pool of OFBANK in place and functional, # members trained and available as RP | One member of the LANDBANK GAD Secretariat serves as RP for OFBANK participants | CPC/AMU in coordination with parent bank GFPS Secretariat, ODD |
| 7. Low level of gender awareness among OFBANK personnel | Strengthened support for GAD among OFBANK personnel | # male and female staff who have undergone basic GAD trainings; changes in knowledge, attitude, skills of participants; reported cases of SH and other gender-based offenses (severity, frequency); access and passing rate of employees in the LANDBANK E-Learning Access Portal (LEAP) GAD Module | # trainings conducted and sex-disaggregated attendance; | ASU, CPC |
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| Year 1 | | |
|--|---|------------------|
| Target | Program/Project/Activity | Estimated Budget |
| Overall GAD Policy formulated and implemented across OFBANK by EOY | Q1-Q2 Issuance of OFBANK Policy Statement on GAD Q3-Q4 Cascading of approved OFBANK Policy Statement on GAD to the Bank Sectors; Formulation of Sectoral Policy on GAD | |
| Structures and mechanisms in place to facilitate mainstreaming GAD in OFBANK policies and plans | Q1-Q2 Creation of a TEAM in charge of crafting the Unit policy Q3-Q4 Capacity building of Team to come up with Unit policies; Validation of draft Unit policies Q3 Preparation of Annual GAD Plan & Budget; Submission of Sectoral inputs | |
| Broad, systematic gender mainstreaming in the organization and PAPs of OFBANK | Q1-Q4 Implementation of GAD Strategic Plan | |
| Institutionalized use of GFL warranted by internal policy and guidelines and knowledgeable staff | Q1-Q4 Training on GFL for personnel involved in policy formulation, program design, and corporate affairs; Adoption of CSC Memorandum Circular on the Use of Non-sexist Language; Issuance of internal policy and guidelines on the use of GFL | |
| Conceptual clarity on GAD and its operationalization in OFBANK among GFPS members by EOY | Q1 Conduct a TNA; Develop a training plan for the GFPS members Q2-Q4 Conduct of GAD trainings (GST in the Context of Covid-19 Pandemic, Gender Mainstreaming, Introduction to Gender Analysis, GAD Planning and Budgeting, Gender-related Laws) | |
| TOT program design and participants selected based on eligibility requirements | Q1-Q2 Identification of potential GAD Resource Persons; Conduct of TNA Q3-Q4 Series of consultations with prospective consultant to come up with a comprehensive TOT design based on TNA and organizational needs | |
| Structures and mechanisms in place and assisting in gender-awareness raising of OFBANK personnel | Q1 Develop behavior-level assessment tool for trainings conducted; Crafting and implementation of LEAP GAD Module Q3 Conduct of GST (at least 2 batches) | |
| ORGANIZATION-FOCUSED TOTAL | | - |
| TOTAL BUDGET | | - |

| <i>Year 2</i> | | |
|---|--|------------------|
| Target | Program/Project/Activity | Estimated Budget |
| ORGANIZATION-FOCUSED TOTAL | | |
| Sustained operationalization of overall GAD Policy across OFBANK | Q1-Q4 Intensified implementation of GAD Policy of OFBANK (close monitoring of the crafting and development of unit policies, conduct of unit capacity building initiatives, etc.) | |
| Structures and mechanisms in place to facilitate mainstreaming GAD in Sectoral policies and plans | Q1 Issuance and approval of unit policies Q2-Q4 Unit capacity building for gender mainstreaming in areas of operation | |
| Broad, systematic gender mainstreaming in the organization and PAPs of OFBANK | Q1-Q4 Implementation of GAD Strategic Plan | |
| Institutionalized use of GFL warranted by internal policy and guidelines and knowledgeable staff | Q1-Q4 Cascading of Policy and Guidelines; Roll-out of GFL training in other units; Review of existing policies and IEC materials; revision/updating where possible; Crafting of IEC materials using GFL; M&E of GFL operationalization | |
| Fully functional GFPS has comprehensive knowledge of GAD and its operationalization in OFBANK | Q1-Q4 Conduct of GAD trainings/updated trainings for new/additional members as applicable | |
| TOT completed by EOY; sector-based GST and GAD Orientation module crafted by participants | Q1-Q4 Roll out of TOT | |
| Structures and mechanisms in place and assisting in gender-awareness raising of OFBANK personnel | Q1 Post-GST assessment (FGD/survey using new behavior-level assessment tool developed); LEAP GAD module crafted and in use Q2-Q3 Conduct GST (at least 3 batches); post-GST assessment for 1st batch) | |
| ORGANIZATION-FOCUSED TOTAL | | |
| TOTAL BUDGET | | - |

| Year 3 | | |
|--|---|------------------|
| Target | Program/Project/Activity | Estimated Budget |
| ORGANIZATION-FOCUSED TOTAL | | |
| Sustained operationalization of overall GAD Policy across OFBANK | Q1-Q4 Intensified implementation of GAD Policy of LANDBANK (close monitoring of the crafting and development of Sectoral policies, conduct of sectoral capacity building initiatives, etc.) | |
| Sustained gender mainstreaming in operations | Q1-Q4 Intensified implementation of sectoral gender mainstreaming in identified areas of operation | |
| Broad, systematic gender mainstreaming in the organization and PAPs of OFBANK | Q1-Q4 Implementation of GAD Strategic Plan | |
| Institutionalized use of GFL warranted by internal policy and guidelines and knowledgeable staff | Q1-Q4 Conduct of GFL Training; M&E of GFL operationalization | |
| Fully functional GFPS has comprehensive knowledge of GAD and its operationalization in LANDBANK | Q1-Q4 Conduct of GAD trainings/updated trainings for new/additional members as applicable | |
| LANDBANK GAD Trainers Pool formed; GST and GAD module pilot-tested and enhanced by EOY | Q1-Q2 Conduct pilot run of GAD Orientation and GST Q3 Post assessment of pilot run and enhancement of the program design | |
| Structures and mechanisms in place and assisting in gender-awareness raising of LANDBANK personnel | Q1 Post-GST assessment for 2nd batch | |
| ORGANIZATION-FOCUSED TOTAL | | - |
| TOTAL BUDGET | | - |

| Year 4 | | |
|--|---|------------------|
| Target | Program/Project/Activity | Estimated Budget |
| ORGANIZATION-FOCUSED TOTAL | | |
| Sustained operationalization of overall GAD Policy across OFBANK | Q1-Q4 Intensified implementation of GAD Policy of LANDBANK (close monitoring of the crafting and development of Sectoral policies, conduct of sectoral capacity building initiatives, etc.) | |
| Sustained gender mainstreaming in operations | Q1-Q4 Intensified implementation of sectoral gender mainstreaming in identified areas of operation | |
| Broad, systematic gender mainstreaming in the organization and PAPs of OFBANK | Q3-Q4 Mid-term evaluation | |
| Institutionalized use of GFL warranted by internal policy and guidelines and knowledgeable staff | Q1-Q4 Conduct of GFL Training; M&E of GFL operationalization | |
| Fully functional GFPS has comprehensive knowledge of GAD and its operationalization in OFBANK | Q1-Q4 Conduct of GAD trainings/updated trainings for new/additional members as applicable | |
| OFBANK GAD Trainers Pool in place and functional | Q1-Q4 Roll out of GST and GAD Orientation by new RPs | |
| Structures and mechanisms in place and assisting in gender-awareness raising of OFBANK personnel | Refer to entry #6 | |
| | | |
| ORGANIZATION-FOCUSED TOTAL | | - |
| TOTAL BUDGET | | - |

| Year 5 | | |
|--|---|------------------|
| Target | Program/Project/Activity | Estimated Budget |
| ORGANIZATION-FOCUSED TOTAL | | |
| Sustained operationalization of overall GAD Policy across OFBANK | Q1-Q4 Intensified implementation of GAD Policy of LANDBANK (close monitoring of the crafting and development of Sectoral policies, conduct of sectoral capacity building initiatives, etc.) | |
| Sustained gender mainstreaming in operations | Q3 Summative evaluation and integration of findings for the next cycle of GAD Agenda | |
| Broad, systematic gender mainstreaming in the organization and PAPs of OFBANK | Q1-Q4 Mitigation | |
| Institutionalized use of GFL warranted by internal policy and guidelines and knowledgeable staff | Q1-Q4 M&E of GFL operationalization | |
| Fully functional GFPS has comprehensive knowledge of GAD and its operationalization in OFBANK | Q1-Q4 Conduct of GAD trainings/updated trainings for new/additional members as applicable | |
| OFBANK GAD Trainers Pool in place and functional | Q1-Q4 Roll out of GST and GAD Orientation by new RPs | |
| Structures and mechanisms in place and assisting in gender-awareness raising of OFBANK personnel | Refer to entry #6 | |
| ORGANIZATION-FOCUSED TOTAL | | - |
| TOTAL BUDGET | | - |

| Year 6 | | |
|--|---|------------------|
| Target | Program/Project/Activity | Estimated Budget |
| ORGANIZATION-FOCUSED TOTAL | | |
| Sustained operationalization of overall GAD Policy across OFBANK | Q1-Q4 Intensified implementation of GAD Policy of LANDBANK (close monitoring of the crafting and development of Sectoral policies, conduct of sectoral capacity building initiatives, etc.) | |
| Sustained gender mainstreaming in operations | Q3 Summative evaluation and integration of findings for the next cycle of GAD Agenda | |
| Broad, systematic gender mainstreaming in the organization and PAPs of OFBANK | Q1-Q4 Mitigation | |
| Strategic plan completed, validated and approved by EOY | Q2-Q4 Strategic Planning, Approval | |
| Institutionalized use of GFL warranted by internal policy and guidelines and knowledgeable staff | Q1-Q4 M&E of GFL operationalization | |
| Fully functional GFPS has comprehensive knowledge of GAD and its operationalization in OFBANK | Q1-Q4 Conduct of GAD trainings/updated trainings for new/additional members as applicable | |
| OFBANK GAD Trainers Pool in place and functional | Q1-Q4 Roll out of GST and GAD Orientation by new RPs | |
| Structures and mechanisms in place and assisting in gender-awareness raising of OFBANK personnel | Refer to entry #6 | |
| | | |
| ORGANIZATION-FOCUSED TOTAL | | - |
| TOTAL BUDGET | | - |