

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2021**

<b>Sequence No.:</b> 2021-011524				
<b>Organization:</b> DBP Leasing Corporation			<b>Organization Category:</b> National Government, Government-Owned and Controlled Corporation	
<b>Organization Hierarchy:</b> DBP Leasing Corporation				
<b>Total Budget/GAA of Organization:</b>	45,518,000.00			
<b>Total GAD Budget</b>	3,390,000.00	<b>Primary Sources</b>	3,390,000.00	
		<b>Other Sources</b>	0.00	
<b>% of GAD Allocation:</b>	7.45%			

	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>									



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1	Low level of gender sensitivity among clients	Lack of integration of gender perspective in clients programs / processes	Broader and strengthened support for gender equality principles among clients	MFO: Diversify Industry Exposure with Expanded Market Coverage and Product Offerings	Introduction of GAD to new clients through IEC campaign	Preparation of IEC campaign materials (Marketing Brochures, DBP-LC GAD Brochure) for distribution to increase gender awareness among Clients.- Distribution of IEC materials to clients, website and GAD Corner posting, inclusion in the multi-media (LCD) audio-visual display for viewing of clients and other guests.	5,000.00	Corporate Funds	GFP and TWG Operations Group Credit Evaluation Group Account Management Group Finance Group
2	Low level of gender sensitivity among clients	Lack of integration of gender perspective in clients programs / processes	Gender mainstreamed in DBP-LCs Know Your Client(KYC) Process	MFO: Streamline Processes Based on Industry Best Practices	Conduct of Client Calls (physical and online via video call) as part of DBP-LC KYC Process, Department and Group Meetings.	Conduct Client Calls(physical and online) and submission of Client Call Reports,Department and Group Meetings. - Indicating the GAD Activity performed and recorded observations on GAD-related issues the clients have.	70,000.00	Corporate Funds	Accounts Management Group Credit Review and Evaluation Group



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3	Low level of gender sensitivity among clients	Lack of integration of gender perspective in clients programs / processes	Gender mainstreamed in DBP-LCs Know Your Client(KYC) Process	MFO: Streamline Processes Based on Industry Best Practices	Inspection (physical and online) of clients facilities and assets using DBP-LC GAD Checklist.	Operations Group to conduct annual asset and facilities inspection (physical and online) on all active clients and newly-generated accounts- Submit inspection reports highlighting the number of inspections made using the DBP-LC GAD Checklist. Observe and identify GAD-related issues encountered by clients.	100,000.00	Corporate Funds	Operations Group



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4	Low level of gender sensitivity among clients	Lack of integration of gender perspective in clients programs / processes	Expand awareness to potential clients in other regions	MFO:Diversify Industry Exposure with Expanded Market Coverage and Product Offerings	Sales Caravan (Roadshow) GAD Awareness/Introduction to Clients(continuing activity to include new clients and expand geographical coverage).	Number of responsive potential clients solicited through Roadshow in the Regions. Distribution of IEC materials to introduce/mainstream gender equality and awareness amongst the tapped clients. - Generate actual feedback reflecting improvement in gender-related knowledge, skills, attitude among clients	20,000.00	Corporate Funds	Accounts Management Group  GFP and TWG
<b>ORGANIZATION-FOCUSED ACTIVITIES</b>									
5	PCW Memo Circular No. 2017-04 1172 s. 2006 Declaring 25 November to 12 December as the 18-Day Campaign to End Violence Against Women (VAW)	Limited knowledge / understanding of womens rights against VAW	Establish a broad base of support to womens rights	MFO: Streamline Processes Based on Industry Best Practices	Observance of the 18-day Campaign to End Violence Against Women through the conduct of outreach, health and safety orientations and activities at Safeway Houses and Marginalized women.	Participation of DBP-LC GAD Focal and TWG in the EVAW Campaign (Distribution of brochures and hanging of streamers) and conduct of Outreach Activity -100% participation of GFPs and TWG in the EVAW	50,000.00	Corporate Funds	Human Resources  GFP and TWG



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6	Lack of knowledge on disaster preparedness especially among women during calamities / disasters	Lack of training in disaster preparedness	Increased preparedness among women during calamities/disasters	MFO: Streamline Processes Based on Industry Best Practices	Conduct of gender-sensitive disaster risk reduction seminar BCP and Risk Compliance Activities.	Heightened awareness of all employees attending the seminar on gender-sensitive disaster risk reduction - 100% attendance of DBP-LC Employees broken down as follows 13 males/20 females	100,000.00	Corporate Funds	Human Resources  Risk and Compliance



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7	RA 7192 Section 5. Guidelines on Implementation. (b) concerned government officials/staffs of the various agencies, who have undergone gender sensitizing and skills training programs, shall immediately undertake specific measures to implement the Act. Insufficient capacity of the GAD TWG to implement GAD plans and programs	Gender mainstreaming is not yet institutionalized in DBP-LC's processes and procedures	To ensure that gender is mainstreamed in the organizations processes and procedures	MFO: Ensure Personnel Complement Best Fit to Achieve Organizational Objectives	Gender Sensitivity Training for all employees.	All DBP-LC employees to undergo GST Training. Participants understand and apply learned GAD concepts in their respective work develop the ability to identify gender issues expand their self-concept and exhibit sensitivity towards opposite sex - 100% attendance of employees for 2021. Develop the ability to identify gender issues and expand their self-concept and exhibit sensitivity towards opposite sex. 13 males/20 females	100,000.00	Corporate Funds	Human Resources  GFP and TWG



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8	PCW MC 2011-01 or Guidelines for the Creation, Strengthening and Institutionalization of the Gender and Development (GAD) Focal Point System particularly GFPS function of spearheading the preparation of annual performance-based GAD Plans, Programs and Budget	Gender mainstreaming is not yet institutionalized in DBP-LCs processes and procedures	Strengthened capacity of the agency to mainstream gender in the organization and its PAPs	MFO: Streamline Processes Based on Industry Best Practices	Conduct of Regular GAD TWG meetings/Town Hall Meeting/General Assembly.	Discuss operational issues on the implementation of the GPB. Ensure that processes are aligned with DBP-LC GAD Mandate. - Complete attendance of GAD TWG during the bi-monthly meetings and 100% attendance and participation of all employees during Townhall Meeting to address operational issues in GAD Implementation.	100,000.00	Corporate Funds	GFP and TWG Management Committee  Human Resources



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11	Implementation of Proclamation No. 227 s. 1988 providing for the observance of the Month of March as Womens Role in History Month; and Republic Act (RA) 6949 s. 1990 declaring March 8 of every year as National Womens Day.	Limited exposure to GAD programs of other agencies	Establish a broad base of support for GAD across and outside the agency.	MFO: Streamline Processes Based on Industry Best Practices	Participation in Women s Month celebration led by PCW and DBP-initiated activities	Number of participants on the PCW and DBP-initiated activities in Celebration of the Women s Month on March 2021 - 100% attendance and participation of DBP-LC employees in the Women s Month Celebration on March 2021. 13 males/20 females	50,000.00	Corporate Funds	GFP and TWG All Employees



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12	Implementation of Proclamation No. 227 s. 1988 providing for the observance of the Month of March as Womens Role in History Month; and Republic Act (RA) 6949 s. 1990 declaring March 8 of every year as National Womens Day.	Limited understanding and support for GAD among DBP-LC Personnel	Establish a broad base of support to womens rights	MFO: Streamline Processes Based on Industry Best Practices	Knowledge Harvesting from GAD Local Learning Hubs (GAD LLHs).	GAD TWG participants to experience solidarity with other participating agencies - GAD focal and TWG members to conduct knowledge harvesting and learn from GAD local Learning Hubs (LLHs)	20,000.00	Corporate Funds	GFP and TWG
<b>ATTRIBUTED PROGRAM</b>									
13					Pandemic Response Program. Continuous Procurement of PPEs, vaccines, health supplements, safety equipment, provision of gender sensitive BCP facility for employees and conduct of information drive through available mediums.		165,000.00	Corporate Funds	GAD TWG PRT Management Committee



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14					Transfer Fit-Out Project. Continuous monitoring/assessment of transfer of office space and fit-out activities. Provide an enabling environment for the employees and to ensure the active participation of women in planning, design, implementation, management and monitoring activities during the Fit-Out. The office space allocation for the protection of women workers must be compliant with the standard (space allocation policy)		2,480,000.00	Corporate Funds	GAD TWG TF-LOST ManCom BAC
<b>SUB-TOTAL</b>							3,390,000.00	Corporate Funds	
<b>TOTAL GAD BUDGET</b>							3,390,000.00		

<b>Prepared By:</b>	<b>Approved By:</b>	<b>Date</b>
<b>GAD TWG</b>	<b>DANILO T. REYES</b>	07/30/2021



**THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN REVIEWED AND ENDORSED THROUGH THE GMMS**

GAD TWG

*Daniilo T. Reyes*  
**DANILO T. REYES**  
 PRESIDENT AND CEO



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