

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT

FY 2017

Department: Department of Trade and Industry

Agency: SMALL BUSINESS GUARANTEE AND FINANCE CORP. Valero St., Makati City

(1) GAD Mandate/Gender Issue	(2) Rationale of the Mandate/Cause of Gender Issue	(3) GAD Result Statement/GAD Objective	(4) Relevant Agency MFO/PPA	(5) GAD Activity	(6) Output Performance Indicators and Target	(7) Actual Result (Outputs and Outcomes)	(8) DBM Approved GAD Budget	(9) Actual Cost/ Expenditure	(10) Variance/ Remarks
<i>Client- Focused</i>									
Non categorization of sex of registered SME borrowers either as cooperative, corporation or partnership	SME borrowers that are registered either as cooperative, corporation or partnership are categorized as no gender	Categorize the SME borrowers that are registered either as cooperative, corporation or partnership either male or female. The gender of the head of the company (Pres/CEO, General Manager) shall be the basis thereof.	MFO: Policy/Guidelines/Enhanced Oracle System for Sex Disaggregated Data for SME Financing	Conduct a half day consultation meeting with concerned groups on the determination of sex of SME borrowers registered either as corporation, cooperative, or partnership and propose a policy and implementing guidelines on the same for approval by ManCom;	- One (1) consultation meeting with lending group heads, Process Technology Group (PTG), and GFPS-TWG - ManCom Resolution approving the policy and implementing guidelines	in the early part of 2017, only a meeting with PTG was held to discuss the development of the sex disaggregated data system. The Mancom Resolution on the policy and implementing guidelines was no longer pursued since the system cannot be developed within 2017 based on the priorities of PTG.	20,000.00	0.00	20,000.00
Lack of consistency of sex disaggregated data on SME financing vis-à-vis total number of borrowers **	SME borrowers that are registered either as cooperative, corporation or partnership are categorized as no gender	Categorize the SME borrowers that are registered either as cooperative, corporation or partnership either male or female. The gender of the head of the company (Pres/CEO, General Manager) shall be the basis thereof.	Policy/Guidelines/Enhanced Oracle System for Sex Disaggregated Data for SME Financing	Enhance the oracle system for sex disaggregated data on SME financing report removing the "no gender" column.	Enhanced Sex disaggregated data on SME financing report	The PTG has already drawn up its priority development projects for 2017. As such, the enhanced sex disaggregated data system could no longer be accommodated for the year. The enhanced sex disaggregated data system has been reprogrammed for development in 2018 (3rd Qtr).	5,000.00	0.00	5,000.00


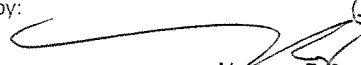
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Organization-Focused

1. Limited capacities of GFPS members to advance gender mainstreaming in SB Corp	The SB Corp GFPS-TWG is not fully represented. The same has only three members while there are about 8 major units that should be represented.	Expand the membership of SB Corp GFPS -TWG	Special Order expanding the membership of SB Corp GFPS-TWG	1. 1 Present proposal for the expansion of membership of SB Corp GFSME-TWG to include operations and support units	- One (1) set of fully represented GFPS-TWG with expanded membership from 3 to 8 members	Recommendation to ExCom was made in May 2017 and eventually implemented in 2018 (See Annex A)	5,000.00	5,000.00	0.00
1. Limited capacities of GFPS members to advance gender mainstreaming in SB Corp	The SB Corp GFPS-TWG is not fully represented. The same has only three members while there are about 8 major units that should be represented.	Identify gender issues and concerns affecting SB Corp's target mSME-clients and employees	Project proposal/s that shall address identified gender issues and concerns which can possibly be included in the succeeding years' GAD Plan and Budget (GPB)	1.2. Conduct regular GFPS-TWG meeting, on a monthly basis to identify and discuss genders issues and projects	- 12 meetings to be conducted with the necessary minutes of the meeting - At least the majority of the members shall attend the monthly meeting, i.e. more than 50% which is 5 members	Meetings were conducted on various dates to discuss 2017 GAD events/activities, 2016 GAD Accomplishment Report, status of implementation of 2017 GPB and the preparation of the 2018 GPB (See Annex B)	24,000.00	24,000.00	0.00
1. Limited capacities of GFPS members to advance gender mainstreaming in SB Corp	The SB Corp GFPS-TWG is not fully represented. The same has only three members while there are about 8 major units that should be represented.	Build capacity of the members of GFPS-TWG and senior technical project officers about gender sensitivity and gender analysis	Certificate of Participation	1.3. Conduct Gender Sensitivity and Analysis Training for GFPS-TWG members and for program and project officers and other employees by PCW or any PCW accredited resource person	One (1) training to be conducted in the Head Office for 25 participants	No capacity building/training was conducted as a result of the complete change in the composition and membership of the GFPS-TWG.	22,500.00	0.00	0.00
1. Limited capacities of GFPS members to advance gender mainstreaming in SB Corp	The SB Corp GFPS-TWG is not fully represented. The same has only three members while there are about 8 major units that should be represented.	Provide adequate support to improve the level of awareness of employees about gender and development and its related activities, programs, and laws	Certificate of Participation	1.4. Conduct Training on Harmonized Gender and Development Guidelines for GFPS-TWG members and for key officers handling lending, guarantee, equity venture and capacity building programs and other programs and to GFPS-TWG members by PCW	One (1) training to be conducted in the Head Office for 10 participants	No capacity building/training was conducted as a result of the complete change in the composition and membership of the GFPS-TWG.	18,750.00	0.00	22,500.00 18,750.00

<p>2. Low concentration of employees who brought their children at work due to uncontrollable circumstance in doing their work/ high frequency of absences of lactating employees</p>	<p>Inadequate support services for employees with young children and breastfeeding mothers (non-implementation of RA 10028)</p>	<p>Provide a space to be used as day care room for young children brought by employees/breastfeeding area for lactating employees</p>	<p>Memo Circular informing the Availability of the Daycare/Breast Feed Facility</p>	<p>Construction of a day care room / breastfeeding area</p>	<p>- One (1) Day Care Room/ Breast Feeding Area</p>	<p>- A Breastfeeding cum Daycare room was made available for lactating women employees and for those employees who have to bring their child/children in the absence of nanny/relatives to look after their child/ren at home (See Annex C)</p>	<p>25,000</p>	<p>49,000.00</p>	<p>(24,000.00)</p>
<p>4 Low level of awareness/support in GAD related programs/activities/ laws</p>	<p>Inadequate support in creating activities that shall improve the level of awareness of the employees about gender and development and its related laws</p>	<p>Provide adequate support to improve the level of awareness of employees about gender and development and its related activities, programs, and laws</p>	<p>Memo Circular informing the employees on the GAD related activities/programs to be conducted in time with the 2017 Women's Month Celebration</p>	<p>Conduct briefing on Magnacarta on Women to female employees in the head office; hold a flag raising ceremony in the head and in regional offices highlighting the Women's Month Celebration; hang Women's Month Celebration banners at the entrance of the Head Office and of the regional offices</p>	<p>- one (1) Briefing on MagnaCarta on Women to be participated by 80% of the total number of female employees - Four (4) Flag raisings conducted with highlights on the Women's Month Celebration to be participated by at least 80% of the employees in the Head Office, Visayas, Mindanao, North Luzon, and in South Luzon) - Four (4) Women's Celebration banners hanged (two in the head office and one each in the area offices)</p>	<p>- One (1) briefing conducted was during the flag raising/assembly held in June 2017 which was attended by 90 employees. The whole activity lasted for about an hour (See Annex D).</p>	<p>50,000.00</p>	<p>11,912.00</p>	<p>38,088.00</p>
<p>Sub-total</p>							<p>145,250.00</p>	<p>89,912.00</p>	<p>55,338.00</p>

Attributed Programs

ISB Corp is mandated to assist MSMEs in all areas including but not limited to finance and information services, training and marketing		Microfinance Wholesale Program - a financing facility for micro enterprises belonging to informal business sector as beneficiaries and using people's organizations (e.g. cooperatives, women's group, etc.) and lending - HGDC Score: 8.3 or Gender Sensitive - Attribution to GAD: 25% of the microwholesale program budget (loan portfolio) of 1,265.00 Million = 316.25 Million			Loan Portfolio = P952,700,000.00; Attribution to GAD = 25% of P952,700,000.00 = P238,175,000.00 (See Annex E)	316,250,000.00	238,175,000.00	78,075,000.00
					Sub-total	316,250,000.00	238,175,000.00	78,075,000.00
					Total	316,420,250.00	238,264,912.00	78,155,338.00
Submitted by:  Heidi Vega CHAIR, GFPS-TWG	Approved by:  Mr. Luna E. Cacanando Office of the President/CEO	Date:						
		<i>AD Performance indicators and targets will be fully accomplished in 2018</i>						