



Selected Major GAD Accomplishments and Experiences of SEC (2001-present)

The SEC GAD Focal Point worked through four (4) entry points to track and assess the progress and status of its gender mainstreaming initiatives, namely: People, Policy, Enabling mechanisms, and Programs/Projects.

On People

- Capability building interventions such as Gender Sensitivity Training, GAD mainstreaming, Gender Analysis
- Continuous upgrading of GAD Focal Point capabilities to ensure sustainability of GAD mainstreaming i.e. round-table discussion with Philippine Commission on Women (PCW) or Civil Service Commission (CSC) GAD Focal point as resource persons
- Advocacy for GAD such as orientation on gender and development (GAD) to key officials
- Conduct of focus group discussions to identify gender issues in the Commission
- Reconstitution of GAD Focal Point members
- Reconstitution of CODI members
- Recognition of women achievers in SEC
- Identification of the need for a daycare center in SEC (2004)
- Sponsor seminars on livelihood opportunities for women employees
- Sponsor forum on issues on “women’s rights and violence against women”
- Sponsor lecture series on smart parenting
- Sponsor lecture series on special leave privileges for women employees under the “Magna Carta of Women”
- Sponsor seminar on “ Self-defense Training for Women Lawyers”
- Sponsor seminar on “ Supervisory Development Course for SEC women”
- Sponsor health lecture series to address the reproductive rights of both male and female employees
- Conduct of free clinics such as Digital rectal exam (prostate cancer), Bone screening (osteoporosis), Body age testing, Fat analysis
- Conduct of vaccination i.e. anti-HPV (cervical cancer)
- Conduct of Organic Food bazaar (women employees as booth exhibitors)

On Policy

- Generation of sex-disaggregated data of SEC employees to determine if there is disparity between male and female employees in terms of position, highest educational attainment, eligibility, availment of internal and external training programs, etc.(ongoing)
- Review of existing internal policies and programs on selection and recruitment, promotion, trainings and other personnel actions based on the generated sex-disaggregated data for SEC employees (ongoing)
- Adoption of Implementing Rules and Regulations on SEC Anti-sexual Harassment Law
- Drafting of the revised SEC Anti Sexual Harassment Law (2010)
- Formulation of Annual GAD Plan and Budget (GPB) and GAD accomplishment report to incorporate GAD concerns in SEC's PAP's

On Enabling Mechanisms

- Establishment of SEC GAD Focal Point System i.e. GAD coordinator/s for every department in the main and seven (7) extension offices
- Establishment and maintenance of linkages with other GAD Focal Point persons from Department of Finance (DOF) and its attached agencies i.e. hosting of at least 1 (one) GAD forum/meeting to be sponsored by SEC in a year
- Allocation of GAD budget
- Creation of **SEC GAD corner** linked in SEC website
- Creation of the **SEC GAD Resource Corner** equipped with GAD-related information, education and communication materials
- Creation of a **Lactation Area** within SEC clinic

On Programs and Projects

- Development of a gender specific sex-disaggregated data for external clients attending the Investor's Education Program (ongoing)