

COMMENTS ON THE ANNUAL GAD ACCOMPLISHMENT REPORT  
FY 2024

Organization: LBP Insurance Brokerage, Inc.		Organization Category: National Government, Government-Owned and Controlled Corporation		
Organization Hierarchy: LBP Insurance Brokerage, Inc.				
Total Budget/GAA of Organization:	127,431,691.29			
Actual GAD Expenditure	6,854,665.92	Original Budget	8,748,980.71	
		% Utilization of Budget	78.35	
Actual GAA Expenditure	6,854,665.92	Original GAA Allocation	8,373,542.71	
		% Utilization of Original	81.86	
% of GAD Expenditure:	5.24%			

Dear LIBI,

Thank you for submitting your FY 2024 GAD Accomplishment Report.

The Philippine Commission on Women (PCW) notes the implementation of your GAD programs, projects and activities and other GAD-related accomplishments for the period. We appreciate the efforts of LIBI in responding to the gender issues of its clientele. We also took note the effort of LIBI in providing the attached narratives of the GAD PAPs conducted – it truly gave us insight on how LIBI mainstreams gender in your programs and processes.

As final instructions, please print this GAD AR together with PCW’s final observations and remarks and submit the signed copies for reference to your resident COA Auditor. For its submission to PCW, kindly send the signed electronic copy of the FY 2022 GAD AR to pdpmed@pcw.gov.ph copy furnished the dd\_operations@pcw.gov.ph.

In downloading your GAD AR, kindly follow these steps:

- a. Click the “My GAD Profiles” menu;
- b. Select “List of GAD Plans and GAD ARs”;
- c. Click the View icon under the Actions column;
- d. Click the Comment Reports icon on the upper left side portion of the window to view the reviewed GAD AR with PCW’s comments, remarks or observations; and
- e. Finally, click the PDF icon to generate the report.

Again, thank you.

Philippine Commission on Women

July 14, 2025

	Gender Issue /Gad Mandate (1)	Cause of Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Organization MFO/PAP or PPA (4)	GAD Activity (5)	Performance Indicators / Targets (6)	Actual Result (Output/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost /Expenditure (9)	Remarks (10)
CLIENT-FOCUSED ACTIVITIES										
1	Magna Carta of Women SECTION 30. Social Protection B. The State shall institute policies and programs that seek to reduce poverty and vulnerability to risks and enhance marginalized women's social status and rights by promoting and protecting livelihood and employment, protecting against hazards and sudden loss of income, and improving people's capacity to manage risks.	Vulnerable or marginalized groups of women assisted by Landbank lack the awareness and access to insurance products and services, that provide social protection to their livelihood and employment, protection against hazards and sudden loss of income, and capacity to manage risks.	To provide women farmers, fisherfolks, and cooperative members with information about social protection by means of the orientation of insurance products and services in partnership with accredited insurance companies.	Corporate Social Responsibility Program	Conduct Social Protection Orientation to Men and Women Clients of LIBI	(A) Number of women provided with microinsurance coverage (B) Number of orientations conducted - (A) 6,000 women are provided with microinsurance coverage (B) Atleast one (1) orientation 60% of the total attendees are FEMALE 40% of the total attendees are MALE	Four hundred fifty-five (455) women have received microinsurance coverage Conducted 22 Social Protection Orientations FEMALE Attendees 264/358 or 73.74% MALE Attendees 94/358 or 26.25%	See Annex A 3,326,163.33	2,336,581.92	LIBI recalibrated its Corporate Operating Budget for CY2025 within the year. Appropriate adjustments have been implemented. (See Annex A - GAD Plan and Budget for CY2024 Recalibrated.pdf)
ORGANIZATION-FOCUSED ACTIVITIES										

	Gender Issue /Gad Mandate (1)	Cause of Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Organization MFO/PAP or PPA (4)	GAD Activity (5)	Performance Indicators / Targets (6)	Actual Result (Output/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost /Expenditure (9)	Remarks (10)
2	1. Proclamation No. 227 s.1988 - Providing for the observance of the month of March as "WOMEN'S ROLE IN HISTORY MONTH" 2. Republic Act (RA) 6949 s. 1990 - declaring March 8 of every year as National Women's Day	Continuous need to increase awareness and participation of LIBI employees in National Gender and Development (GAD) celebrations.	1. To inform and engage women as pioneers and beneficiaries of LIBI programs and services 2. To create and facilitate platforms to discuss good practices, gaps, challenges, and commitments in pursuing gender and development (GAD) 3. To inspire and empower women and girls to be agents of change	Support to Operations	Conduct of activities in observance of women's day in accordance to the theme	Number of activities conducted - At least one (1) activity Female - 44 and Male - 36	Conducted three (3) NWM Activities participated by Female - 82 and Male - 26	See Annex B 1,116,892.69	602,808.80	LIBI recalibrated its Corporate Operating Budget for CY2025 within the year. Appropriate adjustments have been implemented. (See Annex B - GAD Plan and Budget for CY2024 Recalibrated.pdf)
3	MEMORANDUM CIRCULAR NO. 2011-01 October 21, 2011 GUIDELINES FOR THE CREATION, STRENGTHENING, AND INSTITUTIONALIZATION OF THE GENDER AND DEVELOPMENT (GAD) FOCAL POINT SYSTEM 4. GENERAL GUIDELINES 4.4. Agencies shall develop GAD capacity development programs that support continuing gender education, updating and enhancing skills customized according to the functions of the GFPS	Inadequate capacity building for the members of the GFPS and the Board of Directors in continuous support on gender mechanisms	To strengthen the capacity of GFPS to integrate gender in regular PAPs.	Board Members Training and Development	Conduct an advanced Capacity-development program for the members of GFPS and BODs	Number of trainings attended - Atleast one (1) training attended for each BOD Member 6 Males, and 4 Females	Capacity-development program conducted by Ms. Joenna P. Tabu - Tattao, NGRP member on February 12, 2024, was attended by the members of the BOD, and the Corporate Secretary. (6 Males, and 4 Females)	See Annex C 390,003.45	488,682.33	LIBI recalibrated its Corporate Operating Budget for CY2025 within the year. Appropriate adjustments have been implemented. (See Annex C - GAD Plan and Budget for CY2024 Recalibrated.pdf)

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4	Republic Act No. 9710 or the Magna Carta of Women (MCW) CHAPTER VI: Institutional Mechanisms SECTION 37 Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women SECTION 36 of the MCW-IRR provides that the GFPS shall spearhead the preparation of the agency's annual performance-based GAD Plans, Programs, and Budget in response to the women and gender issues of their employees/constituencies.	Need to formulate programs, projects, and activities to address gender issues and concerns of LIBI clients and employees.	To comply with Section 36 of Republic Act No. 9710 or the Magna Carta of Women (MCW)	Support to Operations	Preparation and Online Submission of FY 2025 Gender and Development (GAD) Plans and Budgets	Number of plans prepared - 1 FY 2025 Gender and Development (GAD) Plans and Budget	FY2025 Gender and Development (GAD) Plans and Budget was formulated.	See Annex D 330,425.01	328,730.74	LIBI recalibrated its Corporate Operating Budget for CY2025 within the year. Appropriate adjustments have been implemented. (See Annex D - GAD Plan and Budget for CY2024 Recalibrated.pdf)
5	Magna Carta of Women Section 37.C-2 (Creation and/or Strengthening of the GFPS) provides that "The GFP shall take the lead role in direction-setting, advocacy, planning, monitoring and evaluation, and technical advisory on mainstreaming GAD perspective in the agency programs, projects, activities, and processes."	Need to carry out the roles and functions set in the PCW MC No 2011-01 and LIBI GFPS Special Order	To provide a venue for the GFPS to efficiently and effectively carry out their roles and functions.	Support to Operations	Conducting regular meeting of GFPS	(A) Number of meetings (B) Number of participants - No. of meetings - 4 No. of participants - 100% GFPS Members	Twenty (20) meetings were conducted. All meetings were attended by the 7 GFPS TWG members (2m/5f) 100% GFPS Members	See Annex E 485,517.82	562,115.93	LIBI recalibrated its Corporate Operating Budget for CY2025 within the year. Appropriate adjustments have been implemented. (See Annex E - GAD Plan and Budget for CY2024 Recalibrated.pdf)

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6	Section 37.C-2 (Creation and/or Strengthening of the GFPS) provides that "The GFP shall take the lead role in direction-setting, advocacy, planning, monitoring and evaluation, and technical advisory on mainstreaming GAD perspective in the agency programs, projects, activities, and processes."	Need to ensure gender is adopted and implemented in the organizational strategic plan.	To institutionalize Gender and Development in the organization's PAPs.	Support to Operations	Conducts Strategic Planning that integrates GAD perspective	Number of plans reviewed and integrated with GAD - 2025 Strategic Objectives and Plans Integrated with GAD	Conducted 2024 Strategic Planning with Board-approved Performance Evaluation Scorecard (PES), and GAD perspective for CY2024 on January 5, 2024, and January 12, 2024	See Annex F 789,832.29	342,448.95	LIBI recalibrated its Corporate Operating Budget for CY2025 within the year. Appropriate adjustments have been implemented. (See Annex F - GAD Plan and Budget for CY2024 Recalibrated.pdf)
7	RA 10028, Expanded Breastfeeding Promotion Act 2009 Sec 9/12 Information dissemination and Educational Programs of Pregnant Women and Women of Reproductive Age	The current lactation station needs to update its design to comply with the prescribed requirements of DOLE.	To conduct orientation and forums on breastfeeding for all women employees of LIBI under reproductive age	Support to Operations	Maintenance of Lactation Station	Number of gender-friendly facilities improved - 1 Improved Lactation Station following Lactation Model 3	Maintained Lactation Station (Area renovated, installed Blinds & Shades, and purchased Electric Pump/ Changing Diaper Station /Signages, and other Supplies) 2 women availed of the lactation facilities services	See Annex G 89,881.05	55,015.77	LIBI recalibrated its Corporate Operating Budget for CY2025 within the year. Appropriate adjustments have been implemented. (See Annex G - GAD Plan and Budget for CY2024 Recalibrated.pdf)
8	Magna Carta of Women Section 37.C-2 (Creation and/or Strengthening of the GFPS) provides that "The GFP shall take the lead role in direction-setting, advocacy, planning, monitoring and evaluation, and technical advisory on mainstreaming GAD perspective in the agency programs, projects, activities, and processes."	No dedicated space for the GFPS and GAD records which sometimes contributes to delay in implementation of PAPs.	To establish a GAD Office/Area for the GFPS.	Support to Operations	Establishment of GAD Office/Area for GFPS	Presence of office - GAD Office/Area established	GAD Office/Area were established	See Annex H 186,944.57	67,726.36	LIBI recalibrated its Corporate Operating Budget for CY2025 within the year. Appropriate adjustments have been implemented. (See Annex H - GAD Plan and Budget for CY2024 Recalibrated.pdf)

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9	Republic Act 11215 or the National Integrated Control Act (NICA) IRR Sec. 18 Health Education and Promotion in the Workplace where employers are to promote and and facilitate integration of gender sensitive key messages on cancer risk factors, early warning signs and symptoms of adult cancer and childhood cancer, cancer prevention and control, adoption of healthy lifestyles and healthy diets, in their communication initiatives, health and wellness programs, and employee development programs;	55% percentage of LIBI employees are women who may be at risk of breast cancer	To conduct orientation and forum on breast cancer for all women employees of LIBI	Support to Operations	Conduct of seminar aligned with the Breast Cancer Awareness Month (October 1 - 31, 2024)	Number of Participants to Awareness - 44 female employees	Not Done	See Annex I 75,256.63	0.00	Not Done
10	Republic Act No. 9710 or the Magna Carta of Women (MCW) CHAPTER VI: Institutional Mechanisms SECTION 37a Planning, budgeting, monitoring, and evaluation for GAD, GAD programs addressing gender issues and concerns shall proceed from the conduct of gender audit, gender analysis of PAPs, review of SDD, and consultation with advocates and clients.	The existing GAD database of employees is not updated on their gender needs and concerns.	To institutionalize a consultative and participatory process in the planning of GAD PAPs.	Support to Operations	Conduct of survey to identify gender related needs and issues of LIBI employees	Number of survey reports prepared - 1 survey (with 80 respondents)	1 survey report completed	See Annex J 132,903.07	97,185.15	LIBI recalibrated its Corporate Operating Budget for CY2025 within the year. Appropriate adjustments have been implemented. (See Annex J - GAD Plan and Budget for CY2024 Recalibrated.pdf)

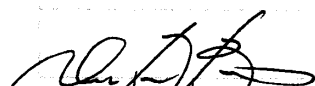
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11	Republic Act No. 9710 or the Magna Carta of Women (MCW) CHAPTER VI: Institutional Mechanisms SECTION 37a Planning, budgeting, monitoring and evaluation for GAD, GAD programs addressing gender issues and concerns shall proceed from the conduct of gender audit, gender analysis of PAPs, review of SDD and consultation with advocates and clients.	There is no established baseline on the level of awareness and knowledge of GAD.	To develop a Capacity-Development Program suited to the needs of employees.	Support to Operations	Conduct of Training Needs Analysis (TNA) on Gender and Development	Number of reports prepared - 1 Training Needs Analysis (TNA) on GAD report	1 TNA report completed	See Annex K 124,387.07	133,740.15	LIBI recalibrated its Corporate Operating Budget for CY2025 within the year. Appropriate adjustments have been implemented. (See Annex K - GAD Plan and Budget for CY2024 Recalibrated.pdf)
12	Republic Act No. 9710 or the Magna Carta of Women (MCW) CHAPTER VI: Institutional Mechanisms SEC. 36. Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women. (c) Generation and Maintenance of Gad Database. All departments, including their attached agencies, offices, bureaus-state universities and colleges, government-owned and controlled corporations, local government units, and other government instrumentalities shall develop and maintain a GAD database containing gender statistics and sex-disaggregated data that have been systematically gathered, regularly updated, and subjected to gender analysis for planning, programming, and policy formulation.	LIBI's Gender and Development (GAD) Database is not updated.	Enhanced GAD Database for LIBI Employees and Clients.	Support to Operations	Updating and Maintenance of the LIBI's manually-operated GAD database or Library	Number of database updated - One (1) Updated GAD Database	LIBI GAD database or library in the website has been maintained and updated	See Annex L 179,935.07	72,556.87	LIBI recalibrated its Corporate Operating Budget for CY2025 within the year. Appropriate adjustments have been implemented. (See Annex L - GAD Plan and Budget for CY2024 Recalibrated.pdf)

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13	Observance of Annual 18-day Campaign to End Violence Against Women (VAW) per Presidential Proclamation 1172 (18-Day Campaign to End Violence Against Women (VAW)) and Republic Act 10398 (National Consciousness Day for the Elimination of Violence Against Women and Children)	Insufficient involvement in advocacy and awareness on emerging issues related to gender-based violence.	To increase awareness and strengthen the advocacy of LIBI on violence against women and other gender-based violence.	Support to Operations	Conduct of advocacy activities to participate in the 18-day VAW Campaign	Number of activities conducted - Two (2) Online events organized by the PCW	Conducted 5 Activities: Kick-off and culmination ceremony program for 18-day VAW Campaign, production and distribution of advocacy materials, Self Defense Class and Orientation on Anti-sexual Harassment and other GBV related mechanism	See Annex M 981,563.98	1,252,847.68	LIBI recalibrated its Corporate Operating Budget for CY2025 within the year. Appropriate adjustments have been implemented. (See Annex M - GAD Plan and Budget for CY2024 Recalibrated.pdf)
14	MCW Sec. 29 Right to Information - develop and make available information, education and communication (IEC) materials on their specific programs, services and funding outlays on women's empowerment and gender equality. This information shall be translated in major Filipino dialects and disseminated to the public, especially in remote or rural areas.	Limited access employees and clients to information on GAD-related laws, policies, programs and other initiatives of LIBI.	Increased access of LIBI employees, clients and stakeholders on GAD IEC materials.	Support to Operations	Updating of the GAD website with GAD-related policies, programs, accomplishments, reports, and other related information	Frequency of Updating GAD Section on LIBI Website - GAD website is updated quarterly	LIBI website for the GAD Corner has been updated regularly	See Annex N 163,836.68	138,787.27	LIBI recalibrated its Corporate Operating Budget for CY2025 within the year. Appropriate adjustments have been implemented. (See Annex N - GAD Plan and Budget for CY2024 Recalibrated.pdf)



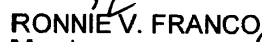
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15	Compliance to Section 18 of MCW RA 9710 Special Leave Benefits for Women, RA 8187: Paternity Leave Act of 1996, Section 8 of RA 8972 Solo Parents Welfare Act of 2000	Compliance to Section 18 of MCW RA 9710 Special Leave Benefits for Women, RA 8187: Paternity Leave Act of 1996, Section 8 of RA 8972 Solo Parents Welfare Act of 2000	Enhanced support services for employees in need of special leaves.	Support to Operations	Availment of GAD-related Leaves (Maternity, Special Leave, etc.)	% of Solo Parent, Maternity, and Magna Carta for Women Leave applications of female LIBI employees processed - 100% of Solo Parent, Maternity, and Magna Carta for Women Leave applications of female LIBI employees processed	100% of maternity benefit applications for female LIBI employees have been processed	Personnel Services 375,438.00	375,438.00	
<b>SUB-TOTAL</b>									8,748,980.71	6,854,665.92 Corporate Funds
<b>TOTAL</b>									8,748,980.71	6,854,665.92

Prepared By:

  
Melvin D. Barnes


Head, TWG-Gender and Development

  
DIVINE GRACE S. APO  
Member


  
RONNIE V. FRANCO  
Member


  
MERRIESAN B. PADOR  
Member

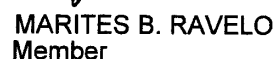
Approved By:

  
Eusebio A. Cortez  
President & CEO

Date July 14, 2025

  
RENALYN P. CANEJA  
Member

  
JOSIELYN S. MAALA  
Member

  
MARITES B. RAVELO  
Member