

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2023

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:	136,414,131.00			
Total GAD Budget	10,892,088.05	Primary Sources	10,892,088.05	
		Other Sources	0.00	
% of GAD Allocation:	7.98%			

	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
CLIENT-FOCUSED ACTIVITIES									

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1	Magna Carta of Women SECTION 30. Social Protection B. The State shall institute policies and programs that seek to reduce the poverty and vulnerability to risks and enhance the social status and rights of the marginalized women 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 assisted by Landbank lack the awareness, exposure, and access to insurance products and services, that provides social protection to their livelihood and employment, protection against hazards and sudden loss of income, and improve people's capacity to manage risks.	To provide women farmers, fisherfolks and cooperative members with information and insurance products and services in partnership with accredited insurance companies.	MFO: Corporate Social Responsibility Program	Conduct Social Protection Orientation to Men and Women Clients of LIBI	No. of women provided with microinsurance coverage - 6,000  Number of orientations conducted - Atleast one (1) orientation Target 60% of the total attendees are FEMALE 40% of the total attendees are MALE	See Annex A 2,853,701.68	Corporate Funds	Marketing Unit with coordination of TWG-GAD Committee
ORGANIZATION-FOCUSED ACTIVITIES									
2	Lack of regular avenue to gather gender needs and issues of LIBI employees to serve as basis for programming.	No established baseline on the level of awareness and knowledge on GAD.	To develop a capacity-building plan on GAD based on the needs of employees.	MFO: Support to Operations	Conduct of Training Needs Analysis (TNA) on Gender and Development	No. of report - 1 TNA report	See Annex L 163,836.68	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)

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3	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	Insufficientawareness of LIBI employees on women's role and contribution to nation building and gender-related issues and challenges.	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	MFO: Support to Operations	Conduct of activities in observance of women's month celebration in accordance to the theme	Number of activities conducted - Atleast one (1) activity	See Annex B 472,540.21	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)

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4	Republic Act No. 9710 or the Magna Carta of Women (MCW) 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 prepare FY 2024 Gender and Development (GAD) Plans and Budget as required by law.	To develop a gender-responsive FY 2024 GAD Plan and budget compliant to the GAD Planning and Budgeting Guidelines.	MFO: Support to Operations	Preparation and Online Submission of FY 2024 Gender and Development (GAD) Plans and Budget	No. of plan prepared - FY 2024 Gender and Development (GAD) Plans and Budgets	See Annex D 280,441.10	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)
5	Magna Carta of Women Section 37.C-2 (Creation and/or Strengthening of the GFPS) provides that The GFP shall lead in direction-setting, advocacy, planning, monitoring and evaluation, and technical advisory on mainstreaming GAD perspective, in general, the agency programs, projects, activities, and processes.	Members of the Board of Directors have insufficient knowledge on Gender and Development-related policies and process to be able to carry out functions as members of GFPS.	To strengthen the capacity of GFPS to integrate gender in regular PAPs.	MFO: Board Members Training and Development	Conduct of GAD Orientation for LIBI BOD	Number of Training Attended - Atleast one (1) training attended for each BOD Member Target: 6 Males and 4 Females	See Annex C 525,390.52	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)

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6	Magna Carta of Women Section 37.C-2 (Creation and/or Strengthening of the GFPS) provides that The GFP shall lead in direction-setting, advocacy, planning, monitoring and evaluation, and technical advisory on mainstreaming GAD perspective, in general, the agency programs, projects, activities, and processes.	GFPS has insufficient knowledge and capacity to perform its duties and responsibilities defined per PCW MC 2011-01	To strengthen the capacity of TWG to integrate gender in regular PAPs.	MFO: Staff Development	Conduct of relevant training on GAD for GFPS (HGDG)	No. of GFPS trained in GMEF/HGDG Guidelines - 10 GFPS members (TWG), 5 females and 5 males includes BOD and newly created sub-unit	See Annex E 258,221.39	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)
7	Magna Carta of Women Section 37.C-2 (Creation and/or Strengthening of the GFPS) provides that The GFP shall lead in direction-setting, advocacy, planning, monitoring and evaluation, and technical advisory on mainstreaming GAD perspective, in general, the agency programs, projects, activities, and processes.	Regular monitoring of GAD PAPs not yet established.	To strengthen the GFPS' roles and functions, especially in monitoring and evaluation of GAD PAPS.	MFO: Support to Operations	Conducting regular meeting of GFPS	No. of meetings-4 meetings  No. of participants - 100% GPFS TWG members	See Annex F 597,787.92	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)

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8	Magna Carta of Women Section 37.C-2 (Creation and/or Strengthening of the GFPS) provides that The GFP shall lead in direction-setting, advocacy, planning, monitoring and evaluation, and technical advisory on mainstreaming GAD perspective, in general, the agency programs, projects, activities, and processes.	The LIBI has not yet integrated gender perspectives in its organizational strategic plan.	To institutionalize Gender and Development in the organization's PAPs.	MFO: Support to Operations	Conduct of Strategic Planning with GAD session	No. of workshop conducted -2023 Strategic Planning Workshop	See Annex I 929,798.41	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)
9	PCW Memorandum Circular 2018-04 Preparation of GAD Agenda	Absence of GAD Agenda/Strategic Framework	To establish GAD Agenda and integrate GAD Agenda into LIBI's Strategic Plan	MFO: Support to Operations	Formulation of LIBI GAD Agenda	No. of plan prepared - GAD Agenda/strategic framework	See Annex H 1,529,917.20	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)
10	RA 10028, Expanded Breastfeeding Promotion Act 2009 Sec 9/12 Information dissemination and Educational Programs of Pregnant Women and Women of Reproductive Age	Seventy percent (70%) of the LIBI females is of reproductive age (14-49) who are potential users of the facility. Currently, there is one user and part of her feedback was the need to secure the privacy windows.	To conduct orientation and forums on breast feeding for all women employees of LIBI under reproductive age	MFO: Support to Operations	Upgrading and Maintenance of Lactation Facility	no. of lactation facility maintained - 1  no. of women availed of the lactation facility's services - 100%	See Annex J 67,000.00	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)

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11	RA 10028, Expanded Breastfeeding Promotion Act 2009 Sec 9/12 Information dissemination and Educational Programs of Pregnant Women and Women of Reproductive Age	Seventy percent (70%) of the LIBI female employees are of reproductive age (14-49) and are in need of necessary information.	To increase knowledge of existing and would-be mothers on the importance and proper breastfeeding.	MFO: Support to Operations	Seminar on Proper Breastfeeding	No. of Employees trained - 100% female employees  No. of conducted Seminar - At least one (1) Seminar	See Annex J-A 67,823.98	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)
12	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 knowledge on gender-based violence and its impact to the lives of women and girls.	To increase awareness and strengthen the advocacy of LIBI on violence against women and other gender-based violence.	MFO: Support to Operations	Conduct of advocacy activities to participate in the 18-day VAW Campaign	No. of activities conducted - At least 2 activities (online events organized by the PCW)	See Annex M 1,145,496.20	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)

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13	RA 10354: An Act Providing for a National Policy on Responsible Parenthood and Reproductive Health - RULE 10 – Public Awareness, Health Promotion, and Communication	Fifty-six percent (56%) of LIBI employees are women and seventy percent (70%) of them are of reproductive age (14-49) and are most likely at risk of reproductive-related issues such as breast cancer and are therefore in need of necessary access to information.	To increase awareness of all women employees of LIBI to reproductive health issues and concerns.	MFO: Support to Operations	Conduct of orientation and forums on breast cancer for all women employees of LIBI during the Breast Cancer Awareness Month (October 1 - 31, 2023)	No of Conducted Awareness Seminar - at least One (1) participated by 39 female employees	See Annex J-B 141,411.99	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)
14	Lack of opportunity and regular avenue to gather gender needs and issues of LIBI employees (GMEF Assessment gap in People 2.6)	No established mechanism for employees to express their gender needs and concerns. (GMEF People 2.6)	To institutionalize a consultative and participatory process in the planning of GAD PAPs.	MFO: Support to Operations	Conduct of survey to identify gender related needs and issues (internal) as basis for GAD programming.	No. of the survey conducted -1 survey(80 Pax)	See Annex K 163,836.68	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)
15	Insufficient awareness of LIBI employees on other gender-related violence laws covering women, men and LGBTQ.	Most orientations have been focused on the VAWC laws and new employees lack the knowledge on GBV laws.	To raise awareness of GBV laws within the organization in support of the awareness program of PCW	MFO:Support to Operations	Seminar Orientation refresher on GBV Laws and its application to the workplace	No. of orientation conducted - 1 Orientation (Female - 39, Male - 29)	See Annex G 132,823.98	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)



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ATTRIBUTED PROGRAM									
16					Business Continuity Plan (% Attribution: HGDG Score 10.17/20 = 50.85%)		1,562,060.11	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)
SUB-TOTAL							10,892,088.05	Corporate Funds	
TOTAL GAD BUDGET							10,892,088.05		

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