



LBP INSURANCE BROKERAGE, INC.

(A SUBSIDIARY OF THE LAND BANK OF THE PHILIPPINES)

12/F SyCip Law Centre Bldg., 105 Paseo De Roxas, Legaspi Village, Makati City 1229



GAD STRATEGIC FRAMEWORK

AGENCY:

LBP (Land Bank of the Phil.) Insurance Brokerage, Inc.

MANDATE:

To act as an insurance broker for life, health, accident, motor car, casualty, surety and fidelity, marine cargo and hull, comprehensive liability insurance, and other insurance coverage allied with the incident to the above-mentioned lines, and

To engage in management and consultancy work on insurance and in these connections, to hold, own, purchase, acquire, underwrite, obtain participation in and manage the business of any corporation, partnership or equity.

GAD VISION:

LIBI VISION:

To be recognized as one of the most trusted and respected brokerage firms that provides unparalleled services with the highest level of integrity by the end of 2023.

GAD VISION:

By 2029, LIBI shall be one of the leading and most trusted and *responsive* insurance brokerage firms in providing reliable insurance services accessible through digital platforms by *all* LBP Units and direct clients.

GAD MISSION:

LIBI MISSION:

To provide accessible, competitively-priced and responsive insurance services to all LBP borrowers and clients.

To efficiently facilitate processing of insurance requirements of LBP.

GAD MISSION:

To efficiently provide insurance services that are accessible, affordable, acceptable, and reasonable to LBP and direct accounts including the marginalized sectors.

GAD GOALS:

1. Increased capacity of LIBI to develop and integrate gender in policies, plans, programs/projects and activities.
2. Strengthened GAD mechanisms (GFPS, CODI, GAD database, GAD Corner/Website, facilities and other enabling mechanisms).
3. Increased access and participation of women and men clients particularly vulnerable/marginalized groups to insurance products, processes and services.

Goal 1: Increased capacity of LIBI to develop and integrate gender in policies, plans, programs/projects and activities.

GENDER ISSUE/GAD MANDATES	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	Baseline	Responsible Unit
Republic Act No. 9710 (The Magna Carta of Women), Chapter VI - Institutional Mechanisms, Section 36 - adopting Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women	Strengthened and streamlined compliance by ensuring that LIBI GAD-related policies are aligned with the Gender Mainstreaming Policy and regularly updated in accordance with latest issuance of PCW and regulatory bodies	No. of issued policies and related guidelines	Existing GAD-related policies are limited to GFPS establishment and conduct of capacity development on GAD	Top Management and Board of Directors

LANDBANK INSURANCE AND BROKERAGE INCORPORATED

Gender and Development Strategic Plan FY 2024-2029

Goal 1: Increased capacity of LIBI to develop and integrate gender in policies, plans, programs/projects and activities.

GENDER ISSUE/GAD MANDATES	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	Baseline	Responsible Unit
Republic Act No. 9710 (The Magna Carta of Women), Chapter VI - Institutional Mechanisms, <u>Section 36 (a) Planning, Budgeting, Monitoring and Evaluation for GAD.</u>	Strengthen compliance with GAD Planning and Budgeting Policies	Number of Submitted and Endorsed GAD Plan and Budget and Accomplishment Report	Approved GAD Plan and Budget and Accomplishment Report for CY2023	Technical Working Group - GAD and Accounting Unit

LANDBANK INSURANCE AND BROKERAGE INCORPORATED*Gender and Development Strategic Plan FY 2024-2029*

Goal 1: Increased capacity of LIBI to develop and integrate gender in policies, plans, programs/projects and activities.

GENDER ISSUE/GAD MANDATES	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	Baseline	Responsible Unit
Republic Act No. 9710 (The Magna Carta of Women), Chapter VI - Institutional Mechanisms, <u>Section 36 (I) - Creation and/or Strengthening of the GAD Focal Point System (GFPS).</u>	Compliance with the composition of GFPS pursuant to PCW M.C. No. 2011-01 and increased capacity of GFPS to carry out its roles and responsibilities outlined in the Special Order	No. of Special Order for GFPS issued	Existing Special Order on the reconstitution of the GFPS	Top Management and Administrative Unit
Republic Act No. 9710 (The Magna Carta of Women), Chapter VI - Institutional Mechanisms, <u>Section 36 (I) - Creation and/or Strengthening of the GAD Focal Point System (GFPS).</u>	Compliance with the composition of GFPS pursuant to PCW M.C. No. 2011-01 and increased capacity of GFPS to carry out its roles and responsibilities outlined in the Special Order	No. of Special Order for GFPS issued Level of GFPS functionality	Existing Special Order on the reconstitution of the GFPS	Top Management and Administrative Unit

LANDBANK INSURANCE AND BROKERAGE INCORPORATED

Gender and Development Strategic Plan FY 2024-2029

Goal 1: Increased capacity of LIBI to develop and integrate gender in policies, plans, programs/projects and activities.

GENDER ISSUE/GAD MANDATES	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	Baseline	Responsible Unit
Section 10 - Provision of Facilities for Breastmilk Collection and Storage of Republic Act No. 7600 or The Rooming-In and Breastfeeding Act of 1992, as amended by RA 10028 or "The Expanded Breastfeeding Promotion Act of 2009" providing incentives to all government and private health institutions with rooming-in and breastfeeding practices and for other purposes.	Strengthened capacity to address gender needs of LIBI employees.	No. of policies issued and monitored	Existing Lactation Room but no policy issued.	Administrative Unit

LANDBANK INSURANCE AND BROKERAGE INCORPORATED*Gender and Development Strategic Plan FY 2024-2029*

Goal 1: Increased capacity of LIBI to develop and integrate gender in policies, plans, programs/projects and activities.

GENDER ISSUE/GAD MANDATES	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	Baseline	Responsible Unit
Proclamation 1172, Series of 2006 - Declaring November 25 to December 12 of Every Year as the “18-Day Campaign to End Violence Against Women (VAW)” Republic Act No. 10398 - Declaring November 25 of Every Year as the “National Consciousness Day for the Elimination of Violence Against Women and Children”	Increased awareness, participation, and strengthen the advocacy of LIBI on National Women’s Month, and violence against women and other gender-based violence	Number of activities conducted in line with the 18-day VAW Campaign theme Number of LIBI employees with increased awareness on GBV	One (1) activity conducted every year	Technical Working Group - GAD and Administrative Unit
Proclamation No. 227 s.1988 - Providing for the observance of the month of March as "Women's Role in History Month" Republic Act (RA) 6949 s. 1990 – declaring March 8 of every year as National Women’s Day	Increased information and engagement of women as pioneers and beneficiaries of LIBI programs and services	Number of activities conducted in line with the National Women's Month Theme	One (1) activity conducted every year	Technical Working Group

Year 1			Year 2	
Target	Program/Project/Activity	Budget	Target	Program/Project/Activity
Board-approved Gender Mainstreaming Policy (i.e., statement of policy, institutionalization of GAD-related policies, plans, programs/projects and activities, updating of GAD-related policies and procedures, etc.)	Formulation of Gender Mainstreaming Policy integrating gender perspective in all aspect of the organization	150,000.00	-	-
Revised Quality Policy, Code of Conduct, Manual of Corporate Governance, QMS Operations Manual and Annual Report	Inclusion/Integration of provisions/statements in support for Gender Mainstreaming on the following: Quality Policy, Code of Conduct, Manual of Corporate Governance, Operations Manual and Annual Report	120,000.00	Review, Monitoring and Evaluation Report	Inclusion/Integration of provisions/statements in support for Gender Mainstreaming on the following: Quality Policy, Code of Conduct, Manual of Corporate Governance, Operations Manual and Annual Report

Year 1			Year 2	
Target	Program/Project/Activity	Budget	Target	Program/Project/Activity
Updated Anti-Sexual Harassment Policies and Procedures pursuant to RA 11313 of "Safe Spaces Act"	Amendment of Anti-Sexual Harassment Policy to include and comply with the requirements and provision/s on R.A. 11313 or The Safe Spaces Act	120,000.00	Formulation of Business Continuity Management (BCM) Framework and enhancement of Business Continuity Plan (BCP) in accordance with gender related issuances	Enhancement of Business Continuity Management (BCM) Framework and Business Continuity Plan (BCP) by formulating sections aligned with gender and development provisions
Updated Policy on Gender-Fair Language based on Gender Media Guide	Policy on Gender-Fair Language based on Gender Media Guide	150,000.00	Training Programs	Orientation on GFL Policy
Revision of Accounting Manual to include Responsibility Center for GAD-related Accounts	Assignment of Responsibility Center for the GFPS to account, monitor and report GAD Expenses and other GAD-Related Financial Transactions pursuant to COA Circular No. 2021-008 dated September 6, 2021	150,000.00	Integration of the RCs in the existing Brokerage System	System Integration of Responsibility Center for the GFPS to account, monitor and report GAD Expenses and other GAD-Related Financial Transactions pursuant to COA Circular No. 2021-008 dated September 6, 2021
Board-approved and PCW-endorsed GAD Plan and Budget, and Accomplishment Report	Preparation GAD Plan and Budget and Accomplishment Report	280,441.10	Board-approved and PCW-endorsed GAD Plan and Budget, and Accomplishment Report	Preparation GAD Plan and Budget and Accomplishment Report

Year 1			Year 2	
Target	Program/Project/Activity	Budget	Target	Program/Project/Activity
-	-	-	-	-
Approval of GAD-related Training Roadmap and preparation of Annual Training Plan (for all employees)	Implementation of GAD Trainings pursuant to Training Roadmap and Annual Training Plan/Calendar	120,000.00	Training Programs	Implementation of GAD Trainings pursuant to Training Roadmap and Annual Training Plan/Calendar
Reconstitution of GFPS	Reconstitution of GFPS in accordance with PCW M.C. No. 2011-01 whereas the TWG-GAD consists of Division/Unit Heads and appointment of TWG Alternates	120,000.00	-	-

Year 1			Year 2	
Target	Program/Project/Activity	Budget	Target	Program/Project/Activity
Policy on the Use of Lactation Room	Formulation of policy on the Use of Lactation Room	50,000.00	-	-

Year 1			Year 2	
Target	Program/Project/Activity	Budget	Target	Program/Project/Activity
At least one (1) activity that was completed in line with the theme.	Carry out at least one (1) project that is aligned with the year's campaign theme.	1,202,771.01	At least one (1) activity that was completed in line with the theme.	Carry out at least one (1) project that is aligned with the year's campaign theme.
At least One (1) Conducted Activity in line with the theme.	Conduct NWM activity aligned with the campaign theme	1,145,496.20	At least One (1) Conducted Activity in line with the theme.	Conduct NWM activity aligned with the campaign theme
		3,608,708.31		

	Year 3			
Budget	Target	Program/Project/Activity	Budget	Target
-	-	-	-	Review, Monitoring and Evaluation Report
20,000.00	-	-	-	Board-approved Annual Strategy Map, Performance Evaluation Scorecard (PES) and Annual Report

Year 3				
Budget	Target	Program/Project/Activity	Budget	Target
50,000.00	-	-	-	Amendment of Policy
50,000.00	-	-	-	Training Programs
500,000.00	Review, Monitoring and Evaluation Report	Generate all reports pertaining to GAD-related expenses and other GAD related financial transactions, and check if properly accounted for by the Brokerage System	100,000.00	Review, Monitoring and Evaluation Report
280,441.10	Board-approved and PCW-endorsed GAD Plan and Budget, and Accomplishment Report	Preparation GAD Plan and Budget and Accomplishment Report	280,441.10	Board-approved and PCW-endorsed GAD Plan and Budget, and Accomplishment Report

	Year 3			
Budget	Target	Program/Project/Activity	Budget	Target
-	Revisit GAD Agenda	Monitoring of accomplishment/progress and revision of targets	280,441.10	-
100,000.00	Training Programs	Implementation of GAD Trainings pursuant to Training Roadmap and Annual Training Plan/Calendar	100,000.00	Training Programs
-	Reconstitution of GFPS	Revisit the composition of GFPS	20,000.00	-

	Year 3			
Budget	Target	Program/Project/Activity	Budget	Target
-	-	-	-	-

	Year 3			
Budget	Target	Program/Project/Activity	Budget	Target
1,262,909.56	At least one (1) activity that was completed in line with the theme.	Carry out at least one (1) project that is aligned with the year's campaign theme.	1,326,055.04	At least one (1) activity that was completed in line with the theme.
1,145,496.20	At least One (1) Conducted Activity in line with the theme.	Conduct NWM activity aligned with the campaign theme	1,145,496.20	At least One (1) Conducted Activity in line with the theme.
3,408,846.86			3,252,433.44	

Year 4		Year 5		
Program/Project/Activity	Budget	Target	Program/Project/Activity	Budget
Annual Review, Monitoring and Evaluation of Gender Mainstreaming Policy	20,000.00	-	-	-
Inclusion of statement and section for Gender Mainstreaming in the Annual Report as well as one of the Performance Measures/Objectives in the Performance Evaluation Scorecard	20,000.00	Board-approved Annual Strategy Map, Performance Evaluation Scorecard (PES) and Annual Report	Inclusion of statement and section for Gender Mainstreaming in the Annual Report as well as one of the Performance Measures/Objectives in the Performance Evaluation Scorecard	20,000.00

Year 4		Year 5		
Program/Project/Activity	Budget	Target	Program/Project/Activity	Budget
Amendment on Anti-Sexual Harassment Manual	20,000.00	-	-	-
Reorientation on GFL Policy	50,000.00	-	-	-
Generate all reports pertaining to GAD-related expenses and other GAD related financial transactions, and check if properly accounted for by the Brokerage System	20,000.00	Review, Monitoring and Evaluation Report	Generate all reports pertaining to GAD-related expenses and other GAD related financial transactions, and check if properly accounted for by the Brokerage System	20,000.00
Preparation GAD Plan and Budget and Accomplishment Report	280,441.10	Board-approved and PCW-endorsed GAD Plan and Budget, and Accomplishment Report	Preparation GAD Plan and Budget and Accomplishment Report	280,441.10

Year 4		Year 5		
Program/Project/Activity	Budget	Target	Program/Project/Activity	Budget
-	-	-	-	-
Implementation of GAD Trainings pursuant to Training Roadmap and Annual Training Plan/Calendar	100,000.00	Training Programs	Implementation of GAD Trainings pursuant to Training Roadmap and Annual Training Plan/Calendar	100,000.00
-	-	-	-	-

Year 4		Year 5		
Program/Project/Activity	Budget	Target	Program/Project/Activity	Budget
-	-	-	-	-

Year 4		Year 5		
Program/Project/Activity	Budget	Target	Program/Project/Activity	Budget
Carry out at least one (1) project that is aligned with the year's campaign theme.	1,392,357.79	At least one (1) activity that was completed in line with the theme.	Carry out at least one (1) project that is aligned with the year's campaign theme.	1,461,975.68
Conduct NWM activity aligned with the campaign theme	1,145,496.20	At least One (1) Conducted Activity in line with the theme.	Conduct NWM activity aligned with the campaign theme	1,145,496.20
	3,048,295.09			3,027,912.98

Year 6		
Target	Program/Project/Activity	Budget
-	-	-
Board-approved Annual Strategy Map, Performance Evaluation Scorecard (PES) and Annual Report	Inclusion of statement and section for Gender Mainstreaming in the Annual Report as well as one of the Performance Measures/Objectives in the Performance Evaluation Scorecard	20,000.00

Year 6		
Target	Program/Project/Activity	Budget
-	-	-
-	-	-
Review, Monitoring and Evaluation Report	Generate all reports pertaining to GAD-related expenses and other GAD related financial transactions, and check if properly accounted for by the Brokerage System	20,000.00
Board-approved and PCW-endorsed GAD Plan and Budget, and Accomplishment Report	Preparation GAD Plan and Budget and Accomplishment Report	280,441.10

Year 6		
Target	Program/Project/Activity	Budget
Revisit GAD Agenda	Monitoring of accomplishment/progress and revision of targets	280,441.10
Training Programs	Implementation of GAD Trainings pursuant to Training Roadmap and Annual Training Plan/Calendar	100,000.00
Reconstitution of GFPS	Revisit the composition of GFPS	20,000.00

Year 6		
Target	Program/Project/Activity	Budget
-	-	-

Year 6		
Target	Program/Project/Activity	Budget
At least one (1) activity that was completed in line with the theme.	Carry out at least one (1) project that is aligned with the year's campaign theme.	1,535,074.46
At least One (1) Conducted Activity in line with the theme.	Conduct NWM activity aligned with the campaign theme	1,145,496.20
		3,401,452.86

ANNEX B

**Goal 2: Strengthened GAD Mechanisms
(GFPS, CODI, GAD database, GAD
Corner/Website, facilities and other enabling
mechanism)**

GENDER ISSUE/ GAD MANDATES	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	Baseline
Magna Carta of Women SECTION 37d - Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women D. GAD Database	Enhanced GAD Database for LIBI Employees and Clients.	Number of Reports Generated	GAD Database as of December 31, 2022
		Number of systems enhanced	We have existing KYC but no indication of sex and status
REPUBLIC ACT No. 11313 An Act Defining Gender-Based Sexual Harassment in Streets, Public Spaces, Online, Workplaces, and Educational or Training Institutions, Providing Protective Measures and Prescribing Penalties Therefor	Functional Committee on Decorum and Investigation (CODI) and other GBV related mechanism	Number of Reports prepared	Committee on Decorum and Investigation (CODI) and other GBV related mechanism
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.	Increased access of LIBI clients and stakeholders on GAD IEC materials.	Frequency of Updating GAD Section in LIBI Website	LIBI Website GAD Corner
		Number of visits the GAD Corner	
		Number of Distributed IEC Materials	4 Set of IEC Materials, 100 PER MATERIALS(RA 11313, RA 9262- ANTI-VIOLENCE AGAINST WOMEN AND CHILDREN, RA 9208- ANTI- TRAFFICKING IN PERSON ACT, RA-8353- ANTI-RAPE LAW)

**Goal 2: Strengthened GAD Mechanisms
(GFPS, CODI, GAD database, GAD
Corner/Website, facilities and other enabling
mechanism)**

GENDER ISSUE/ GAD MANDATES	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	Baseline
<p>CSC-DOH-DOLE JOINT MEMORANDUM CIRCULAR NO. 1, s. 2020 OCCUPATIONAL SAFETY AND HEALTH (OSH) STANDARDS FOR THE PUBLIC SECTOR</p> <p>(4) Support Facilities</p> <p>(a) Facilities which may be used for the promotion of health and wellness in the workplace, such as but not limited to the following shall be provided:</p> <p>a.1 Recreation areas</p> <p>a.2 Seminar/Training rooms</p> <p>a.3 Day care facilities</p> <p>a.4 Drop-in centers</p> <p>(b) Work assignments and good working atmosphere for improved productivity shall be provided to the following employees with special needs²⁰</p> <p>b.1 Pregnant women</p> <p>b.2 Older employees with special needs</p> <p>b.3 Differently abled employees</p> <p>b.4 With limited working abilities</p> <p>(c) Policy and provision for lactation stations for lactating mothers shall be established, as provided by Republic Act No. 1002821</p>	<p>Establish child minding centers to accommodate their employees' children and external clients who are aged seven (7) years and below.</p>	<p>Number of LIBI Employees availed the Child minding facility</p>	<p>No existing facilities within LIBI workplace</p> <p>Statistics of employees with Kid's 3-7 years old</p>

**Goal 2: Strengthened GAD Mechanisms
(GFPS, CODI, GAD database, GAD
Corner/Website, facilities and other enabling
mechanism)**

GENDER ISSUE/ GAD MANDATES	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	Baseline
RA 10028, Expanded Breastfeeding Promotion Act 2009 Sec 9/12 Information dissemination and Educational Programs of Pregnant Women and Women of Reproductive Age	Upgraded and Maintained Lactation Facility	Number of women availed of the facility services	With Existing Lactation Station however not in compliance with the standard lactation station models / prototypes *DOLE-BWSC
<p>MEMORANDUM CIRCULAR NO. 2011-01 GUIDELINES FOR THE CREATION, STRENGTHENING, AND INSTITUTIONALIZATION OF THE GENDER AND DEVELOPMENT (GAD) FOCAL POINT SYSTEM</p> <p>5.2 Functions of the GAD Focal Point System f) Lead in monitoring the effective implementation of GAD-related policies and the annual GAD Plans, Programs and Budget;</p> <p>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.</p>	Enhanced incentives for gender mainstreaming work	Awards and incentives System established	0

**Goal 2: Strengthened GAD Mechanisms
(GFPS, CODI, GAD database, GAD
Corner/Website, facilities and other enabling
mechanism)**

GENDER ISSUE/ GAD MANDATES	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	Baseline
<p>MEMORANDUM CIRCULAR NO. 2011-01 October 21, 2011 GUIDELINES FOR THE CREATION, STRENGTHENING, AND INSTITUTIONALIZATION OF THE GENDER AND DEVELOPMENT (GAD) FOCAL POINT SYSTEM</p> <p>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</p>	<p>Enhanced the LIBI Leadership and management and support gender mainstreaming efforts of GFPS.</p> <p>Integrate gender mainstreaming in the standard LIBI capacity-development for managers, key personnel and staff</p> <p>Functional GFPS</p>	<p>Number of trainings/seminars conducted</p> <p>Number of GFPS members completed basic GAD Trainings</p> <p>GFPS Level of Functionality</p>	Established GFPS
<p>Absence of Internal Assessment for LIBI employees in the Customer Satisfaction Survey (CSAT)</p>	<p>Impact Assessment on the conducted Gender and Development Program</p>	<p>Client Level of Satisfaction</p>	0
<p>Absence of a Monitoring and Evaluation System for Social Protection Program for Marginalized and Vulnerable groups of women - Existing Application Forms Lack of client's</p>	<p>Improved Service Delivery to Marginalized and Vulnerable groups of women.</p>	<p>Percentage of Satisfied Individuals Customers</p>	0

**Goal 2: Strengthened GAD Mechanisms
(GFPS, CODI, GAD database, GAD
Corner/Website, facilities and other enabling
mechanism)**

GENDER ISSUE/ GAD MANDATES	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	Baseline
vulnerability information - Absence of Post Evaluation/Profiling Form (answerable by Yes/No) e.g Senior, PWD, Indigenous People, Sector and Post Evaluation/Profiling Form (answerable by Yes/No) e.g Senior, PWD, Indigenous People, Sector			

Responsible Unit	Year 1			
	Target	Program/Project/Activity	Budget	Target
TWG and IT	-	-	-	Revised Survey Tool Survey Report
Marketing and IT	-	-	-	Improved system with the ability to generate at least one report.
Committee on Decorum and Investigation (CODI)	Conducted Orientation on CODI CODI Monitoring Report	Capacity Development of CODI	100,000.00	CODI Monitoring Report
TWG and IT	GAD website updated quarterly	Updating and Uploading of the GAD website with GAD- related policies, accomplishments, reports, and other related documentations	163,836.68	GAD website updated quarterly
TWG, Administrative Unit	Provide IEC Materials	Printing of Materials to be distributed to Clients	10,000.00	100copies/law

Responsible Unit	Year 1			
	Target	Program/Project/Activity	Budget	Target
TWG, Administrative Unit	Child Care Facility established	Conduct of survey on child care needs and Preparation of Proposal	50,000.00	Child Minding Facility

Responsible Unit	Year 1			Target
	Target	Program/Project/Activity	Budget	
TWG, Administrative Unit	Improved Lactation Station following Lactation Model 3	Maintenance of Lactation Station - Provision of Monitoring Logbook, Feedback Box, Window Blinds and other requirements indicated in the prototype model 3	50,000.00	Maintained Lactation Station following Lactation Model 3
TWG	Established policy for Gender Incentives and Awards GAD Incentives and Awards conducted	Approval and Implementation of GAD Incentives and Awards Policy	163,836.68	Award GAD Incentives and Awards

Responsible Unit	Year 1			
	Target	Program/Project/Activity	Budget	Target
	Conducted atleast one (1) Executive Briefing for Board of Directors, GFPS, and TWG	Capacity-Development of Board of Directors and GFPS	163,836.68	Conducted atleast one (1) Capacity-development of TWG
Administrative Department	-	-	-	-
Marketing Department	6000 CSM survey questionnaires accomplished	On-site administration of the CSM survey (during the issuance of the microinsurance policy)	PS	6000 CSM survey questionnaires accomplished

Responsible Unit	Year 1			
	Target	Program/Project/Activity	Budget	Target
Administrative Department	CSM report for microinsurance beneficiaries	Drafting of Client Satisfaction Measurement Report	600,000.00	CSM report for microinsurance beneficiaries

Year 2		Year 3		
Program/Project/Activity	Budget	Target	Program/Project/Activity	Budget
Conduct of GAD Survey -Analyze the result of the Conducted Revised Survey	Meals- 20,000.00, Consultancy fee-40,000.00 with PS	-	-	-
Integration of GAD indicators in the KYC database	100,000.00	SDD KYC report	Updating of the KYC database	100,000.00
Preparation of CODI Monitoring Report	20,000.00	CODI Monitoring Report	Preparation of CODI Monitoring Report	20,000.00
Updating and Uploading of the GAD website with GAD- related policies, accomplishments, reports, and other related documentations	163,836.68	GAD website/GAD corner updated quarterly	Updating and Uploading of the GAD website with GAD- related policies, accomplishments, reports, and other related documentations	163,836.68
Printing of additonal or revised IEC Materials (RA 9262- ANTI-VIOLENCE AGAINST WOMEN AND CHILDREN, RA 9208- ANTI- TRAFFICKING IN PERSON ACT, RA-8353- ANTI-RAPE LAW, RA 11313- SAFE SPACES ACT)	10,000.00	100copies/law	Printing of additonal or revised IEC Materials (RA 9262- ANTI-VIOLENCE AGAINST WOMEN AND CHILDREN, RA 9208- ANTI- TRAFFICKING IN PERSON ACT, RA-8353- ANTI-RAPE LAW, RA 11313- SAFE SPACES ACT)	10,000.00

Year 2		Year 3		
Program/Project/Activity	Budget	Target	Program/Project/Activity	Budget
Maintenance of Lactation Station	50,000.00	Maintained Lactation Station following Lactation Model 3	Maintenance of Lactations Station	50,000.00
Implementation of GAD Incentives and Awards -Nomination and Selection - Awarding Ceremony Number of annual awardees, and their SDD	100,000.00	Award GAD Incentives and Awards	Implementation of GAD Incentives and Awards Number of annual awardees, and their SDD	100,000.00

Year 2		Year 3		
Program/Project/Activity	Budget	Target	Program/Project/Activity	Budget
Capacity-development of TWG	163,836.68	Conducted atleast one (1) Capacity-development of TWG	Capacity-development of TWG	163,836.68
-	-	GIA report	Conduct of Gender Impact Assessment of GAD policies, programs, activities and services.	500,000.00
On-site administration of the CSM survey (during the issuance of the microinsurance policy)	PS	6000 CSM survey questionnaires accomplished	On-site administration of the CSM survey (during the issuance of the microinsurance policy)	PS

Year 2		Year 3		
Program/Project/Activity	Budget	Target	Program/Project/Activity	Budget
Drafting of Client Satisfaction Measurement Report	600,000.00	CSM report for microinsurance beneficiaries	Drafting of Client Satisfaction Measurement Report	600,000.00

Year 4			Year 5	
Target	Program/Project/Activity	Budget	Target	Program/Project/Activity
Updated GAD Database	Report the Result of the GAD Survey	Meals- 70,000.00, Consultancy fee-50,000.00 with PS	-	-
SDD KYC report	Updating of the KYC database	100,000.00	SDD KYC report	Updating of the KYC database
CODI Monitoring Report	Preparation of CODI Monitoring Report	20,000.00	CODI Monitoring Report	Preparation of CODI Monitoring Report
GAD website updated quarterly	Updating and Uploading of the GAD website with GAD-related policies, accomplishments, reports, and other related documentations	163,836.68	GAD website updated quarterly	Updating and Uploading of the GAD website with GAD-related policies, accomplishments, reports, and other related documentations
100copies/law	Printing of additonal or revised IEC Materials (RA 9262- ANTI-VIOLENCE AGAINST WOMEN AND CHILDREN, RA 9208- ANTI-TRAFFICKING IN PERSON ACT, RA-8353- ANTI-RAPE LAW, RA 11313- SAFE SPACES ACT)	10,000.00	100copies/law	Printing of additonal or revised IEC Materials (RA 9262- ANTI-VIOLENCE AGAINST WOMEN AND CHILDREN, RA 9208- ANTI-TRAFFICKING IN PERSON ACT, RA-8353- ANTI-RAPE LAW, RA 11313- SAFE SPACES ACT)

Year 4			Year 5	
Target	Program/Project/Activity	Budget	Target	Program/Project/Activity
Employees availed of Child Care Facility	Maintenance of Child care or Child minding facilities - Hiring of Child care teachers	50,000.00	Employees availed of Child Care Facility	Maintenance of Child care or Child minding facilities - Hiring of Child care teachers

Year 4			Year 5	
Target	Program/Project/Activity	Budget	Target	Program/Project/Activity
Maintained Lactation Station following Lactation Model 3	Maintenance of Lactations Station	50,000.00	Maintained Lactation Station following Lactation Model 3	Maintenance of Lactations Station
Award GAD Incentives and Awards	Implementation of GAD Incentives and Awards Number of annual awardees, and their SDD	100,000.00	Award GAD Incentives and Awards	Implementation of GAD Incentives and Awards Number of annual awardees, and their SDD

Year 4			Year 5	
Target	Program/Project/Activity	Budget	Target	Program/Project/Activity
Conducted atleast one (1) Executive Briefing for Board of Directors, GFPS, and TWG	Capacity-Development of Board of Directors and GFPS	163,836.68	Conducted atleast one (1) Capacity-development of TWG	Capacity-development of TWG
-	-	-	-	-
6000 CSM survey questionnaires accomplished	On-site administration of the CSM survey (during the issuance of the microinsurance policy)	PS	6000 CSM survey questionnaires accomplished	On-site administration of the CSM survey (during the issuance of the microinsurance policy)

Year 4			Year 5	
Target	Program/Project/Activity	Budget	Target	Program/Project/Activity
CSM report for microinsurance beneficiaries	Drafting of Client Satisfaction Measurement Report	600,000.00	CSM report for microinsurance beneficiaries	Drafting of Client Satisfaction Measurement Report

	Year 6			
Budget	Target	Program/Project/Activity	Budget	
	- Updated GAD Database	Report the Result of the GAD Survey	Meals- 70,000.00, Consultancy fee- 50,000.00 with PS	
100,000.00	SDD KYC report	Updating of the KYC database	100,000.00	
20,000.00	CODI Monitoring Report	Preparation of CODI Monitoring Report	20,000.00	
163,836.68	GAD website updated quarterly	Updating and Uploading of the GAD website with GAD-related policies, accomplishments, reports, and other related documentations	163,836.68	
10,000.00	100copies/law	Printing of additonal or revised IEC Materials (RA 9262- ANTI-VIOLENCE AGAINST WOMEN AND CHILDREN, RA 9208- ANTI-TRAFFICKING IN PERSON ACT, RA-8353- ANTI-RAPE LAW, RA 11313- SAFE SPACES ACT)	10,000.00	

Year 6				
Budget	Target	Program/Project/Activity	Budget	
50,000.00	Employees availed of Child Care Facility	Maintenance of Child care or Child minding facilities - Hiring of Child care teachers	50,000.00	Maintenance of Child care or Child minding facilities

		Year 6		
Budget	Target	Program/Project/Activity	Budget	
50,000.00	Maintained Lactation Station following Lactation Model 3	Maintenance of Lactations Station	50,000.00	
100,000.00	Award GAD Incentives and Awards	Implementation of GAD Incentives and Awards Number of annual awardees, and their SDD	100,000.00	

Year 6				
Budget	Target	Program/Project/Activity	Budget	
163,836.68	Conducted atleast one (1) Capacity-development of TWG	Capacity-development of TWG	163,836.68	
-	-	-	-	
PS	6000 CSM survey questionnaires accomplished	On-site administration of the CSM survey (during the issuance of the microinsurance policy)	PS	

Year 6				
Budget	Target	Program/Project/Activity	Budget	
600,000.00	CSM report for microinsurance beneficiaries	Drafting of Client Satisfaction Measurement Report	600,000.00	

ANNEX C

Goal 3: Increased access and participation of women and men clients particularly vulnerable/marginalized groups to insurance products, processes, and services.

GENDER ISSUE/ GAD MANDATES	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	Baseline (2022)
R.A 9710 "Magna Carta of Women" Sec. 27c Social Protection - 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.	Increased access of vulnerable/marginalized women who provided to LIBI's insurance products, process and services.	Number of vulnerable/marginalized women provided with micro insurance (Workers of Informal Economy, Rural Workers like farmers and fisherfolks, Micro Entrepreneurs, Indigenous)	Provision of micro insurance is implemented in 2023.
R.A. 9710 "Magna Carta of Women" Chapter V Section 26 Right to Information. — Access to information regarding policies on women, including programs, projects, and funding outlays that affect them, shall be ensured.	Increased access of vulnerable/marginalized women and men to IEC materials on GAD-related laws and insurance products and services	Number of vulnerable/marginalized women and men provided with IEC materials on GAD and insurance products and services (Workers of Informal Economy, Rural Workers like farmers and fisherfolks, Micro Entrepreneurs, Indigenous)	750 vulnerable/marginalized women and men

Goal 3: Increased access and participation of women and men clients particularly vulnerable/marginalized groups to insurance products, processes, and services.

GENDER ISSUE/ GAD MANDATES	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	Baseline (2022)
R.A 9710 "Magna Carta of Women" Sec. 27c Social Protection - 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.	Increased awareness of LIBI's client's information to other insurance products and services offered through the Conduct of Social Protection Orientation/Seminar	Number of vulnerable/marginalized women attended/participated on Social Protection Orientation/Seminar through Lending Centers	500 vulnerable/marginalized men and women oriented
	Increased participation of various of women and men from vulnerable/marginalized sectors in the consultation processes of insurance products and services	Number of vulnerable/marginalized men and women by sectors through Lending Centers (Workers of Informal Economy, Rural Workers like farmers and fisherfolks, Micro Entrepreneurs, Indigenous)	0

Responsible Unit	Year 1		
	Target	Program/Project/Activity	Budget
Marketing Department	At least 6,000 vulnerable/marginalized women (70% women; 30% men)	Provision of Micro Insurance to vulnerable/marginalized women	300,000.00
Marketing Department	At least 6,000 vulnerable/marginalized women provided	Reproduction and Distribution of IEC Materials (Micro Insurance Products and Services and GAD Related Campaign) to Vulnerable/Marginalized Women and Men	50,000.00

Responsible Unit	Year 1		
	Target	Program/Project/Activity	Budget
Marketing and Claims Department	Number of Social Protection Orientation/Seminar Conducted: once a month at least 550 vulnerable/marginalized women attended/oriented (70% women and 30% men)	Conduct of Orientation/Seminar on LIBI's products and services to different Lending Centers and Clientele	3,006,256.58
Marketing Department	Number of Consultation conducted: once a month	Conduct of Consultation re: other Micro Insurance Products and Services through Lending Centers	0.00

Year 2			
Target	Program/Project/Activity	Budget	Target
At least 6,000 vulnerable/marginalized women (70% women; 30% men)	Provision of Micro Insurance to vulnerable/marginalized women (Workers of Informal Economy, Farmers, Rural Workers, WEDC, VAWC Victims, Micro Enterprises)	330,000.00	At least 6,000 vulnerable/marginalized women (70% women; 30% men)
At least 6,000 vulnerable/marginalized women provided	Reproduction and Distribution of IEC Materials (Micro Insurance Products and Services and GAD Related Campaign) to Vulnerable/Marginalized Women and Men	55,000.00	At least 6,000 vulnerable/marginalized women provided

Year 2			
Target	Program/Project/Activity	Budget	Target
Number of Social Protection Orientation/Seminar Conducted: once a month at least 605 vulnerable/marginalized women attended/oriented (70% women and 30% men)	Conduct of Orientation/Seminar on LIBI's products and services to different Lending Centers and Clientele	3,306,882.24	Number of Social Protection Orientation/Seminar Conducted: once a month at least 665 vulnerable/marginalized women attended/oriented (70% women and 30% men)
Number of Consultation conducted: once a month	Conduct of Consultation of Various Insurance Products and Services through Lending Centers <i>In line with Social Protection Orientation/Seminar</i>	0.00	Number of Consultation conducted: once a month

Year 3		Year 4		
Program/Project/Activity	Budget	Target	Program/Project/Activity	Budget
Provision of Micro Insurance to vulnerable/marginalized women (Workers of Informal Economy, Farmers, Rural Workers, WEDC, VAWC Victims, Micro Enterprises)	363,000.00	At least 6,000 vulnerable/marginalized women (70% women; 30% men)	Provision of Micro Insurance to vulnerable/marginalized women (Workers of Informal Economy, Farmers, Rural Workers, WEDC, VAWC Victims, Micro Enterprises)	399,300.00
Reproduction and Distribution of IEC Materials (Micro Insurance Products and Services and GAD Related Campaign) to Vulnerable/Marginalized Women and Men	60,500.00	At least 6,000 vulnerable/marginalized women provided	Reproduction and Distribution of IEC Materials (Micro Insurance Products and Services and GAD Related Campaign) to Vulnerable/Marginalized Women and Men	66,550.00

Year 3		Year 4		
Program/Project/Activity	Budget	Target	Program/Project/Activity	Budget
Conduct of Orientation/Seminar on LIBI's products and services to different Lending Centers and Clientele	3,637,570.46	Number of Social Protection Orientation/Seminar Conducted: once a month at least 732 vulnerable/marginalized women attended/oriented (70% women and 30% men)	Conduct of Orientation/Seminar on LIBI's products and services to different Lending Centers and Clientele	4,001,327.51
Conduct of Consultation of Various Insurance Products and Services through Lending Centers <i>In line with Social Protection Orientation/Seminar</i>	0.00	Number of Consultation conducted: once a month	Conduct of Consultation of Various Insurance Products and Services through Lending Centers <i>In line with Social Protection Orientation/Seminar</i>	0.00

Year 5			Year 6	
Target	Program/Project/Activity	Budget	Target	Program/Project/Activity
At least 6,000 vulnerable/marginalized women (70% women; 30% men)	Provision of Micro Insurance to vulnerable/marginalized women (Workers of Informal Economy, Farmers, Rural Workers, WEDC, VAWC Victims, Micro Enterprises)	439,230.00	At least 6,000 vulnerable/marginalized women (70% women; 30% men)	Provision of Micro Insurance to vulnerable/marginalized women (Workers of Informal Economy, Farmers, Rural Workers, WEDC, VAWC Victims, Micro Enterprises)
At least 6,000 vulnerable/marginalized women provided	Reproduction and Distribution of IEC Materials (Micro Insurance Products and Services and GAD Related Campaign) to Vulnerable/Marginalized Women and Men	73,205.00	At least 6,000 vulnerable/marginalized women provided	Reproduction and Distribution of IEC Materials (Micro Insurance Products and Services and GAD Related Campaign) to Vulnerable/Marginalized Women and Men

Year 5			Year 6	
Target	Program/Project/Activity	Budget	Target	Program/Project/Activity
Number of Social Protection Orientation/Seminar Conducted: once a month at least 805 vulnerable/marginalized women attended/oriented (70% women and 30% men)	Conduct of Orientation/Seminar on LIBI's products and services to different Lending Centers and Clientele	4,401,460.26	Number of Social Protection Orientation/Seminar Conducted: once a month at least 885 vulnerable/marginalized women attended/oriented (70% women and 30% men)	Conduct of Orientation/Seminar on LIBI's products and services to different Lending Centers and Clientele
Number of Consultation conducted: once a month	Conduct of Consultation of Various Insurance Products and Services through Lending Centers <i>In line with Social Protection Orientation/Seminar</i>	0.00	Number of Consultation conducted: once a month	Conduct of Consultation of Various Insurance Products and Services through Lending Centers <i>In line with Social Protection Orientation/Seminar</i>

Budget
483,153.00
80,525.00

Budget
4,841,606.29
0.00