

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2024

Sequence No.: 2024-016740				
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			
Total GAD Budget	8,373,542.71	Primary Sources	8,373,542.71	
		Other Sources	0.00	
% of GAD Allocation:	6.57%			

	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									



	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
1	Magna Carta of WomenSECTION 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.	MFO: 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 FEMALE40% of the total attendees are MALE	See Annex A 3,326,163.33	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)
ORGANIZATION-FOCUSED ACTIVITIES									



	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
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 services2. 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 day in accordance to the theme	Number of activities conducted - At least one (1) activityFemale - 44 and Male - 36	See Annex B 1,116,892.69	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)



	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
3	MEMORANDUM CIRCULAR NO. 2011-01October 21, 2011GUIDELINES 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.	MFO: 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 Member6 Males, and 4 Females	See Annex C 390,003.45	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)



	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
4	Republic Act No. 9710 or the Magna Carta of Women (MCW)CHAPTER VI: Institutional MechanismsSECTION 37 Gender Mainstreaming as a Strategy for Implementing the Magna Carta of WomenSECTION 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)	MFO: 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	See Annex D 330,425.01	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)



	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
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.	MFO: Support to Operations	Conducting regular meeting of GFPS	(A) Number of meetings(B) Number of participants - No. of meetings - 4No. of participants - 100% GFPS Members	See Annex E 485,517.82	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)
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.	MFO: 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	See Annex F 789,832.29	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)



	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
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	MFO: Support to Operations	Maintenance of Lactation Station	Number of gender-friendly facilities improved - 1 Improved Lactation Station following Lactation Model 3	See Annex G 89,881.05	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)
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.	MFO: Support to Operations	Establishment of GAD Office/Area for GFPS	Presence of office - GAD Office/Area established	See Annex H 186,944.57	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)



	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
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	MFO: 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	See Annex I 75,256.63	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)



	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
10	Republic Act No. 9710 or the Magna Carta of Women (MCW)CHAPTER VI: Institutional MechanismsSECTION 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.	MFO: 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)	See Annex J 132,903.07	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)



	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
11	Republic Act No. 9710 or the Magna Carta of Women (MCW)CHAPTER VI: Institutional MechanismsSECTION 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.	MFO: Support to Operations	Conduct of Training Needs Analysis (TNA) on Gender and Development	Number of reports prepared - 1 Traning Needs Analysis (TNA) on GAD report	See Annex K 124,387.07	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)



	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
12	Republic Act No. 9710 or the Magna Carta of Women (MCW)CHAPTER VI: Institutional MechanismsSEC. 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.	MFO: 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	See Annex L 179,935.07	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)



	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
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.	MFO: 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	See Annex M 981,563.98	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)
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.	MFO: 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	See Annex N 163,836.68	Corporate Funds	Technical Working Group - Gender and Development (TWG-GAD)
SUB-TOTAL							8,373,542.71	Corporate Funds	
TOTAL GAD BUDGET							8,373,542.71		



Prepared By:	Approved By:	Date
Melvin D. Barnes	Cherry May T. Frederick	01/11/2024
TWG-GAD, Head	Acting President & CEO	

Technical Working Group (TWG-GAD):

- DIVINE GRACE S. APO
Member

RENALYN P. CANEJA
Member
- RONNIE V. FRANCO
Member

JOSIELYN S. MAALA
Member
- MERRIESAN B. PADOR
Member

MARITES B. RAVELO
Member

GFPS Members:

- MARIO T. CANLAS
OIC, General Manager
- JAYLORD P. DELA CRUZ
Administrative Head
- SHIRLEY A. PALAPAL
Accounting Head

Received by:

COA Auditors

