

COMMENTS ON THE ANNUAL GAD ACCOMPLISHMENT REPORT
FY 2020

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:	70,769,328.00			
Actual GAD Expenditure	290,171.54	Original Budget	2,185,357.68	
		% Utilization of Budget	13.28	
Actual GAA Expenditure	290,171.54	Original GAA Allocation	2,185,357.68	
		% Utilization of Original	13.28	
% of GAD Expenditure:	0.41%			

Final Observations and Remarks:

Thank you for submitting your FY 2020 Gender and Development (GAD) Accomplishment Report [GAD AR].

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 and/or in addressing its commitments under national and international mandates on GAD.

In this regard, may we request you to print this GAD AR 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 2020 GAD AR to pdpmed.monitoring@pcw.gov.ph copy furnished the dd_operations@pcw.gov.ph.

In downloading your 2020 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.

For signatures and distribution of signed copy to the PCW and resident COA Auditor.

	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 SEC. 27. Social Protection - 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.	Marginalized women lack of awareness and access to information and programs providing social protection.	To provide access to marginalized women in the informal sector by establishing and strenghtening partnership with private sector. sector.		Conduct of Social Protection Orientation with insurance Company	No. of partnership established and no. of participants - 1 Memorandum of Agreement and 200 participants	The Social Protection Orientation with Insurance Company does not materials due to effects of the pandemic.	69,534.92	0.00	
ORGANIZATION-FOCUSED ACTIVITIES										
2	Non-compliance to PCW Memorandum Circular 2011-01 or the Guidelines on the Creation/Strenthening of GAD Focal Point System	LIBI was assumed to be under the LBP GFPS, it does not have its own system. LIBI GFPS not yet fully functional.	To establish an enabling mechanism to lead gender mainstreaming in the organization To provide venue for the GFPS to exercise their roles and functions.		Creation of LIBI GFPS to be approved by LIBI BODConducting regular meeting of GFPS	Presence of Resolution - Board Resolution issued No. of meetings and no. of participants - 4 meetings and all GFPS	LIBI has no proposal yet to the Board regarding the GAD Focal Point System. LIBI has not yet conducted any meetings to discussed the GFPS due to the effect of the pandemic.	120,122.02	0.00	

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3	Compliance to RA 7877 or the Anti-Sexual Harassment Act of 1995 and RA 9262 or Anti-Violence Against Women and their Children Act of 2004.	Gender-related policies have not been adopted by LIBI.	To integrated gender-related policies in HR Policies and Program.		Formulation of GBV policies (sexual harassment policy and its CODI and VAWC)	No. of GBV policies issued - VAWC Policy and VAW referral system	LIBI has not yet been formulated any GBV policies.	58,534.92	0.00	
4	Compliance to PCW Memorandum Circular 2011-01 Strengthening the capacity of the GFPS.	GFPS has insufficient knowledge and capacity to perform its duties and responsibilities defined per PCW MC 2011-01 Members of the Executive Committee have not been oriented on GAD.	To strengthen capacity of GFPS to integrate gender in regular PAPs. To strengthen capacity of GFPS to integrate gender in regular PAPs.		Attends relevant training on GAD Conduct of basic GAD orientation for top management	No. of GFPS members - 8 GFPS members No. of participants - 8 participants	LIBI has not yet been conducted orientation for top management LIBI has not yet been conducted orientation for GAD-TWG	443,872.00 40,500.00	0.00 0.00	
5	Compliance to PCW Memorandum Circular 2011-01 Strengthening the capacity of the GFPS.	Lack of awareness and participation of LIBI employees in national GAD celebrations.	To increase awareness and appreciation of LIBI employees by highlighting the empowerment of women as active contributors to and claimholders of development.		Conduct of advocacy activities in celebration of Women's month (advocacy shirts, tumblers, fan, tarpaulins, block screening of approved movies issued by PCW) poster making contest	No. of activities conducted - 2 activities (block screening and poster making contest)	LIBI celebrate the 2020 National Women's Month with limitation to those activities that are allowed during the quarantine season.	339,784.92	110,079.96	

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6	Lack of participation in the 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)	No active involvement in advocacy related to gender-based violence.	To increase awareness and strengthen advocacy of LIBI on violence against women and other gender-based violence.		Conduct of advocacy activities to participate in the 18-day VAW campaign	No. of activities conducted - 2 activities (block screening of approved movies issued by PCW and poster making contest	LIBI celebrate the 18-day VAW Campaign with limitation in its planned activities.	707,629.36	99,898.96	
7	Non-compliance to PCW Memo Circular No. 2014-04	Non-submission of FY 2021 Gender and Development (GAD) Plans and Budgets	To complied with PCW Memo Circular No. 2014-04		Preparation and Online submission of FY 2021 Gender and Development (GAD) Plans and Budget	FY 2021 Gender and Development (GAD) Plans and Budget - Prepared 2021 GAD Plans and Budget	LIBI conducted with the PCW Consultant in crafting the GAD Plan and Budget for the CY 2021.	58,534.92	77,534.92	
8	No gender mainstreaming policy that provides over-all guide for the organization	Gender Mainstreaming have not yet been adopted by the organization.	To formulate a road map on institutionalizing Gender and Development in LIBI.		Formulation of LIBI Gender Mainstreaming policy	Presence of Policy - Gender Mainstreaming policy issued	The TWG-GAD has not yet formulated a Gender Mainstreaming Policy due to the effect of pandemic.	58,534.92	0.00	

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9	GAD perspective not yet integrated in LIBI's Strategic Plan.	<p>Absence of GAD Agenda/Strategic Framework</p> <p>Gender Mainstreaming as a strategy to integrate gender perspectives have not yet been adopted by LIBI</p>	<p>To integrated GAD in LIBI's Strategic Plan</p> <p>To institutionalize Gender and Development in the organization's PAPs</p>		Formulation of GAD Strategic FrameworkConducts Strategic Planning that includes GAD perspective	GAD strategic Framework - GAD aligned in strategic plan	LIBI has not yet conducted a strategic plan due to the effect of the pandemic.	25,267.46	0.00	
10	Lack of awareness regarding GAD-related policies and mandates of LIBI's employees	No purposive awareness raising activities conducted to inform internal and external clients on GAD	To increase the knowledge and awareness of gender-related policies that impact welfare of women and men employees.		Conduct orientation on GAD organizational policies	No. of orientations to be conducted and no. of participants - 1 GAD organizational policy orientation and 55 participants	LIBI has not yet conducted an orientation on GAD organizational policies.	40,800.20	0.00	

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11	Lack of awareness regarding GAD-related policies and mandates of LIBI's internal and external clients	No purposive awareness raising activities conducted to inform internal and external clients on GAD	<p>To increase the knowledge and awareness of gender-related policies that impact welfare of women and men stakeholders.</p> <p>To increase the knowledge and awareness of gender-related policies that impact welfare of women and men employees.</p>		<p>Establish and Development of GAD section in LIBI's office and official website</p> <p>Conduct of review/revised existing IEC materials using gender fair language and reproduction of IEC materials on GAD</p>	<p>No. of updates - 1 GAD corner (website and Bulletin Board)</p> <p>No. of IEC materials for reproduction - 400 flyers for all Gender related laws (4 sets of brochure)</p>	<p>LIBI established a GAD Corner to its website.</p> <p>LIBI produced a set of brochures of Gender-Related Laws and it is placed at the Office Lobby.</p>	14,657.70	2,657.70	
12	No sex-disaggregated database	No establish an Sex-disaggregated Database	To establish an Sex-disaggregated Database		Collection, establishing and maintenance of sex-disaggregated database	Sex-disaggregated database - Maintain sex-disaggregated database	LIBI has an existing sex-disaggregated database however, it is for the data of the LIBI employees.	29,267.46	0.00	
13	Lack of regular avenue to gather gender needs and issues of LIBI employees.	<p>No established mechanism for employees to express their gender needs and concerns.</p> <p>No established baseline on level of awareness and knowledge on GAD.</p>	<p>To institutionalize a consultative and participatory process in the planning of GAD PAPs.</p> <p>To develop a capacity building plan suited to the needs of employees.</p>		<p>Conduct of survey to identify gender related needs and issues (internal)</p> <p>Conduct of training needs analysis (TNA)</p>	<p>No. of survey report - 1 survey for 55 employees</p> <p>No. of report - 1 report</p>	<p>LIBI has not yet conducted a survey due to the effect of the pandemic.</p> <p>LIBI has not yet conducted a survey due to the effect of the pandemic.</p>	4,225.42	0.00	

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14	Continues upgrading of facilities to address gender needs and concerns of women and men employees	Need to ensure facilities are gender-sensitive.	To stengthen organization's commitment to responding to gender needs of internal clients.		Upgrading of lactation room and rehabilitation of comfort room	No. of facilities repaired/upgraded - 1 lactation room and 1 male comfort room	No procurement has been made for the upgrading of the lactation room and rehabilitation of the comfort room.	9,100.00	0.00	
15	LIBI's employees lack of awareness regarding GAD-related policies and mandates that might benefit them.	Gender-related policies have not been adopted by LIBI.	To integrated gender-related policies in HR Policies and Program.		Review and revision of existing Code of Conduct (integrate gender-related policies)	No. of policies revised - 1 policy (Code of Conduct)	LIBI has not yet been conducted a review and revision on the existing Code of Conduct pertaining to the integration of gender-related policies.	25,267.46	0.00	
16	LIBI employees lack necessary skills and knowledge on Emergency/Disaster Preparedness.	Office location increases risks and vulnerability of women and men employees to disaster-related accidents.	Increased knowledge and skills necessary to identify and respond to gender needs and concerns during disasters or emergencies.		Conduct orientation on disaster preparedness	No. of orientation and no. of participants - 1 day orientation and 55 participants	LIBI has not yet been scheduled or conducted an orientation on disaster preparedness.	139,724.00	0.00	
SUB-TOTAL								2,185,357.68	290,171.54	Corporate Funds
TOTAL								2,185,357.68	290,171.54	

Prepared By:	Approved By:	Date
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