

COMMENTS ON THE ANNUAL GAD ACCOMPLISHMENT REPORT
FY 2021

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:	93,802,500.00				
Actual GAD Expenditure	2,196,068.32	Original Budget	4,586,129.64		
		% Utilization of Budget	47.89		
Actual GAA Expenditure	2,196,068.32	Original GAA Allocation	0.00		
		% Utilization of Original	0.00		
% of GAD Expenditure:	2.55%				

GENERAL COMMENTS

Philippine Commission on Women

May 02, 2022

Thank you for submitting your FY 2021 GAD Accomplishment Report (GAD AR). Please find below our comments for its enhancement as follows:

* We have noted that your GAD Budget expenditure is below the 5% required by law.

* Kindly check rows 6 and 7 as these looks similar. Please merge.

* When attributing in the GAD AR, please administer the Harmonized Gender and Development Guidelines (HGDG) Project Implementation, Management, Monitoring and Evaluation (PIMME) Checklist (Box 16 and 17). The attributed cost should be computed against the actual expenditure

Please note that this is already the first pass review. As per PCW-MC-2021-06 “2.2. Once received, the PCW will review the GAD AR, provide comments, observations and remarks, and return to the agency. A maximum of two passes of review will be undertaken by the PCW on the submitted GAD AR. This means that the first set of comments in the first pass, if any, should be considered/responded to in the second/final submission of the agency. The second/final GAD AR submission will be the basis for the final comments, observations and remarks.”

Kindly incorporate the requested changes in the GAD AR and send the enhanced document to PCW which will be the basis in determining our final observations and remarks for the second and final pass review.

	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										

	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)
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 awareness and access to information and programs providing social protection.	To provide access to marginalized women in the informal sector by establishing and strengthening partnerships with the private sector.		Social Protection Orientation to LIBI Clients.	Number of orientations conducted. - Number of orientations conducted.	The Marketing Unit with coordination of TWG-GAD Committee can not implement/conduct the social protection orientation with Insurance Company due to the restrictions imposed by the National Government caused by the threat of COVID19 Pandemic. This GAD Activity is carried over for the GPB for CY2022. This GAD Activity is carried over for the GPB for CY2022.	Php68,937.09 Resource Person = 40,000.00 Mobilization Expense = 2 Days - Salaries of TWG-GAD Members Meeting and Meals 68,937.09	0.00	The Marketing Unit with coordination of the TWG-GAD Committee can not implement/conduct the social protection orientation with the Insurance Company due to the restrictions imposed by the National Government caused by the threat of the COVID19 Pandemic. This GAD Activity is carried over for the GPB for CY2022.
ORGANIZATION-FOCUSED ACTIVITIES										
2	Compliance to PCW Memorandum Circular 2011-01 or the Guidelines on the Creation/Strengthening of GAD Focal Point System	LIBI GFPS not yet fully functional.	To provide a venue for the GFPS to exercise their roles and functions.	Support to Functions	Conducting regular meeting of GFPS.	No. of meetings and participants - No. of meetings - 4, No. of participants - all GFPS Member	No regular meeting of the TWG-GAD Committee has been conducted. This GAD Activity is carry-forward to the GPB for CY2022.	Php111,748.36 Quarterly Meeting Salaries and Wages of GFPS Member, Meeting and Meals 111,748.36	0.00	No regular meeting of the TWG-GAD Committee has been conducted. This GAD Activity is carry-forward to the GPB for CY2022.

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3	Absence of a gender mainstreaming policy that provides over-all guide for the organization.	Gender Mainstreaming has not yet been institutionalized by the organization.	To formulate a road map for institutionalizing Gender and Development in LIBI.	Support to Operations	Formulation of LIBI gender mainstreaming policy	Presence of policy - Presence of policy - Gender mainstreaming policy issued	On-going preparation/finalization of the draft of the GMMS Policies. The same is for scheduled presentations and approval. This GAD Activity is carry-forward to the GPB for CY2022.	Php161,748.36 Quarterly Meeting Salaries and Wages of TWG-GAD Committee per meeting, & Meals Php50,000.00 Consultancy Fee 161,748.36	0.00	On-going preparation/finalization of the draft of the GMMS Policies. The same is for scheduled presentations and approval. This GAD Activity is carry-forward to the GPB for CY2022.
4	Compliance to PCW Memo Circular 2018-04 and 2018-05 on the development of GAD Agenda	Absence of GAD Agenda/Strategic Framework.	To integrate GAD into LIBI's Strategic Plan.	Support to Operations	Formulation of GAD Strategic Framework	GAD strategic framework - Developed GAD strategic framework	This GAD Activity is carry-forward to the GPB for CY2022.	Php139,685.45 Salaries and Wages of TWG-GAD Committee and Meals (5 days) 139,685.45	0.00	This GAD Activity is carry-forward to the GPB for CY2022.
5	GAD perspective not yet integrated in LIBI's Strategic Plan.	Gender Mainstreaming as a strategy to integrate gender perspectives has not yet been adopted by the LIBI.	To institutionalize Gender and Development in the organization's PAPs.	Support to Operations	Conducts Strategic Planning that includes GAD perspective.	2021 Strategic Plan - 2021 Strategic Plan	This GAD Activity is carry-forward to the GPB for CY2022.	*To be included, discussed and integrated during annual strategic planning 0.00	0.00	This GAD Activity is carry-forward to the GPB for CY2022.
6	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.	To strengthen the capacity of GFPS to integrate gender in regular PAPs.	Support to Operations.	Attends relevant training on GAD (4 days)	Attends relevant training on GAD (4 days) (GMEF, HGDG Guidelines, Emergency Preparedness Seminar) - 8 GFPS members (TWG) 3 females 5 males	PCW Resource person conducted an orientation to the new management members on Gender and Development, concepts, principles, and processes.	Php271,748.36 Online Training Agency Salaries of GFPS Members, Training and Meal 271,748.36	43,267.46	PCW Resource person conducted an orientation to the new management members on Gender and Development, concepts, principles, and processes.

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7	Compliance to PCW Memorandum Circular 2011-01 Strengthening the capacity of the GFPS.	Members of the Executive Committee have not been oriented on GAD.	To strengthen capacity of GFPS to integrate gender in regular PAPs.	Support to Operations.	Conduct of GAD Orientation for Top Management.	Number of participants attended - No. of participants - 4 males 4 females	PCW Resource person conducted an orientation to the new management members on Gender and Development, concepts, principles, and processes.	Php119,000.00 Board Member Per Diem Php40,000.00 Consultant Professional Fee Meeting Meals 119,000.00	43,267.46	PCW Resource person conducted an orientation to the new management members on Gender and Development, concepts, principles, and processes.
COMMENTS:										
Column 1: Clehenia Aurora B. San Juan	[May 02 2022 1:16:29 PM]:	<i>This seems to be a duplicate of row 6. Please delete.</i>								
8	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.	Support to Operations	Conduct of Orientation on GAD Organizational Policies.	Number of orientations conducted GAD organizational policy orientation - No. of orientations conduct - 2-day GAD Organizational Policy Orientation - 70 pax	Not yet implemented. TWG-GAD Committee can not implement/conduct the social protection orientation with Insurance Company due to the restrictions imposed by the National Government caused by the threat of COVID19 Pandemic. This GAD Activity is carry-forward to the GPB for CY2022.	Php80,374.18 Salaries of GFPS Members Meeting and Meals Staff Meetings Meals 80,374.18	0.00	Not yet implemented. TWG-GAD Committee can not implement/conduct the social protection orientation with the Insurance Company due to the restrictions imposed by the National Government caused by the threat of the COVID19 Pandemic. This GAD Activity is carry-forward to the GPB for CY2022.

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9	Compliance to MCW IRR Sec. 37D development and maintenance of a GAD Database	No established Sex-disaggregated Database.	To establish an Sex-disaggregated Database.	Support to Operations	Collection, establishing and maintenance	Sex-disaggregated Database - Sex-disaggregated Database	Updated LIBI's sex-disaggregated database. This GAD Activity is carry-forward to the GPB for CY2022.	Php27,937.09 1 day of activity Salaries and Wages of TWG-GAD Committee per day Meeting and Meals 27,937.09	0.00	Updated LIBI's sex-disaggregated database. This GAD Activity is carry-forward to the GPB for CY2022. LIBI's sex-disaggregated database as of February 28, 2022.
10	Lack of regular avenue to gather gender needs and issues of LIBI employees to serve as basis for programming.	No established mechanism for employees to express 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 (internal).	No. of survey report - No. of survey report - 1 survey (70 pax)	On going implementation of survey to identify gender related needs and issues. This GAD Activity is carry-forward to the GPB for CY2022.	Php27,937.09 Salaries and Wages of TWG-GAD Member Meeting and Meals 27,937.09	0.00	On-going implementation of a survey to identify gender-related needs and issues. This GAD Activity is carry-forward to the GPB for CY2022.
11	Celebration of National Women's Month per Proclamation No. 227 s. 1988 and Republic Act 6949 s. 1990	Need to recognize the contribution of women to national development.	To increase awareness and appreciation of LIBI employees by highlighting the empowerment of women as active contributors to and claimholders of development.	Support to Operations	Conduct of advocacy activities in celebration of Annual Women's Month.	No. of activities conducted - No. of activities conducted - 1	See Annex A for the details of the accomplishments.	Php122,437.09 See Annex A 122,437.09	99,573.09	See Annex A for the details of the accomplishments.

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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)	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.	Support to Operations	Conduct of advocacy activities to participate in the 18-day VAW Campaign.	No. of activities conducted - No. of activities conducted - 2 (online events organized by the PCW), Spoken Poetry Contest)	See Annex B for the details of the accomplishments	Php349,937.09 See Annex B 349,937.09	170,874.59	See Annex B for the details of the accomplishments.
13	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.	Support to Operations	Review and revision of existing Code of Conduct (integrate gender-related policies).	No. of policies revised - No. of policies revised - Code of Conduct	On-going review of existing Code of Conduct (integration of gender-related policies). This GAD Activity is carry-forward to the GPB for CY2022.	Php27,937.09 Salaries and Wages of TWG-GAD Committee Meeting and Meal 27,937.09	0.00	On-going review of existing Code of Conduct (integration of gender-related policies). This GAD Activity is carry-forward to the GPB for CY2022.
14	Compliance to MCW IRR Sec. 37A and PCW Memo Circular No. 2011-01 on the Preparation of GAD Plans and Budget	Need to address organizational and client gender issues, needs, and concerns.	To ensure LIBI is gender-responsive to internal and external clients.	Support to Operations.	Preparation and Online Submission of FY 2022 Gender and Development (GAD) Plans and Budgets.	FY 2022 Gender and Development (GAD) Plans and Budgets - FY 2022 Gender and Development (GAD) Plans and Budgets	Board-approved 2022 Gender and Development Plan and Budget (GPB) (Board Resolution No. 2021-019-093)	Php90,874.18 Php35,000.00 Consultation Fee 2 Meetings - Salaries and Wages of TWG-GAD Committee Meeting and Meals 90,874.18	58,534.92	Board-approved 2022 Gender and Development Plan and Budget (GPB) GAD Orientation and GPB Workshop Schedule of Activity Board Resolution No. 2021-019-093

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15	Insufficient knowledge of LIBI employees on GAD-related concepts, principles and laws.	No established baseline on the level of awareness and knowledge of GAD.	To develop a capacity building plan suited to the needs of employees.	Support to Operations	Conduct of Training Needs Analysis (TNA)	No of report - No of report - 1 TNA report	Not yet implemented. This GAD Activity is post requirements of the conduct of a survey to identify gender-related needs and issues. This GAD Activity is carry-forward to the GPB for CY2022.	Php27,937.09 Salaries and Wages of TWG-GAD Member Meeting and Meals 27,937.09	0.00	Not yet implemented. This GAD Activity is post requirements of the conduct of a survey to identify gender-related needs and issues. This GAD Activity is carry-forward to the GPB for CY2022.
16	Continues upgrading of facilities to address gender needs and concerns of women and men employees	Need to ensure facilities are gender-sensitive.	To strengthen organization's commitment to responding to gender needs of internal clients.	Support to Operations	Upgrading of lactation room	No. of equipment upgraded - No. of equipment upgraded	See Annex C for the details of the accomplishments	Php5,600.00 See Annex C 5,600.00	8,860.00	See Annex C for the details of the accomplishments
17	LIBI employees lack necessary skills and knowledge on the gender concerns and risks of vulnerable groups during Emergency/Disaster.	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.	Support to Operations	Conduct orientation on disaster and emergency preparedness.	No of orientation and attendance - 1-day orientation for 70 participants	This GAD Activity is carry-forward to the GPB for CY2022 as an attributed program.	Php203,548.00 See Annex D 203,548.00	0.00	This GAD Activity is carry-forward to the GPB for CY2022 as an attributed program.
18	Non-compliance to PCW Memorandum Circular 2011-01 or the Guidelines on the Creation/Strengthening of GAD Focal Point System	LIBI was assumed to be under the LBP GFPS, it does not have its own system.	To establish an enabling mechanism to lead gender mainstreaming in the organization	Support to Operations	Creation of LIBI GFPS to be approved by LIBI BOD	No. of issued resolution - Presence of resolution - Board Resolution issued. 1-day TWG-GAD Meeting	Memorandum Reconstitution of GFPS, Technical Working Group - GAD	Php27,937.09 Salaries and Wages of TWG-GAD Committee Meals 27,937.09	0.00	Memorandum Reconstitution of GFPS, Technical Working Group - GAD
ATTRIBUTED PROGRAM										

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19					Micro-insurance Project for LLDA Fisherfolks (HGDG Score 14.17 or 70.85% of 463,125)			0.00	0.00	
20					COVID-response Project for LIBI (HGDG Score 15 or 75% of 2,237,600.00)			COVID-response Project for LIBI (HGDG Score 15 or 75% of 3,439,208.04) Provide PPEs, vitamins, testing (rapid test or RT-PCR) to LIBI employees. Php2,579,406.03 See Annex E 2,579,406.03	1,771,690.80	COVID-response Project for LIBI (HGDG Score 15 or 75% of 3,439,208.04) Provide PPEs, vitamins, testing (rapid test or RT-PCR) to LIBI employees Number of participants = 60 employees

COMMENTS:

<div>Column 5:</div> <div>Clehenia Aurora B. San Juan</div>	<div>[May 02 2022 2:28:35 PM]:</div>	<div>Comments/recommendations:</div> <div> 1. Please administer the Harmonized Gender and Development Guidelines (HGDG) Project Implementation, Management, Monitoring and Evaluation (PIMME) Checklist (Box 16 and 17) when attributing in the GAD AR, 2. Please attach the project implementation report and other relevant supporting documents/means of verification (MOVs) that will support your yes and partly yes answers 3. Kindly check the figures reflected and be mindful of the computation. The equivalent percent of the HGDG PIMME score should be computed against the actual expenditure, which is 1,719, 190.80 - as reflected in your attached document (Annex E) 4. Column 8 should reflect the attributed budget computed using the HGDG checklist and Column 9 should reflect the actual attributed cost computed against the actual expenditure of the project. </div> <div>Please revise as recommended.</div>
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21					IT Infrastructure Plan (HGDG Score 8.15 or 40.75% of 5,300,000.00)			0.00	0.00	
22					Establish a Community Pantry within LIBI.			Number of provided goods = 70 employees 141,400.00	0.00	See Annex F for the full details of the accomplishments
SUB-TOTAL								4,586,129.64	2,196,068.32	Corporate Funds
TOTAL								4,586,129.64	2,196,068.32	

Prepared By:	Approved By:	Date
RENALYN P. CANEJA	ALVIN G. DANS	
TWG-GAD, Head	Acting President & CEO	