

COMMENTS ON THE ANNUAL GAD ACCOMPLISHMENT REPORT  
FY 2022

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:	95,427,846.00		
Actual GAD Expenditure	7,359,773.42	Original Budget	8,173,459.74
		% Utilization of Budget	90.04
Actual GAA Expenditure	7,359,773.42	Original GAA Allocation	0.00
		% Utilization of Original	0.00
% of GAD Expenditure:	5.71%		

FINAL OBSERVATIONS AND REMARKS

Thank you for submitting your FY 2022 Gender and Development (GAD) Accomplishment Report [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 in addressing its commitments under national and international mandates on GAD.

As final instructions, please print this GAD AR together 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 2022 GAD AR to pdpmed.monitoring@pcw.gov.ph copy furnished the dd\_operations@pcw.gov.ph.

In downloading your 2022 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.

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Dear Ms. Anita,

Thank you for your continued support. We are unable to print the report with a QR code or have it reviewed by PCW at this time, as there are still PCW comments, remarks, and observations that we need to address. However, we have responded to these comments in the reply section. Please review the report and let us know if you have any questions.

Thank you again for your support.

Sincerely,  
TWG-GAD

	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 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.	Corporate Social Responsibility Program	Conduct Social Protection Orientation to LIBI Clients	No. of orientation conducted - 1 orientation	Conducted 3 orientations: Northern / Central Luzon Area Nueva Vizcaya LC, Nueva Ecija LC, Tarlac LC, and Pampanga LC August 31 (Wed) - September 02 (Fri) Visayas Area Leyte Lending Center (LLC), Southern Leyte Lending Center (SLLC), and Samar Lending Center (SLC) September 07 (Wed) - September 09 (Fri) Mindanao Area Cagayan de Oro Lending Center (CDOLC), Bukidnon Lending Center (BKLC), and CARAGA North Lending Center (CNLC) October 12 (Wed) - October 15 (Sat)	1,111,241.51	774,383.20	
COMMENTS:										

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Column 7: Renalyn P. Caneja	[Jul 12 2023 8:35:21 AM]:	<i>Number of Participants by Sex</i> <i>Northern / Central Luzon Area</i> <i>Male - 52</i> <i>Female - 96</i>  <i>Visayas Area</i> <i>Male - 36</i> <i>Female - 72</i>  <i>Mindanao Area</i> <i>Male - 45</i> <i>Female - 30</i>  <i>Total:</i> <i>Male - 133</i> <i>Female - 198</i>								
Column 7: Clehenia Aurora B. San Juan	[Jun 03 2023 7:32:58 PM]:	<i>Indicate the no. of participants by sex</i>								
ORGANIZATION-FOCUSED ACTIVITIES										
2	Compliance to National Women's Month Celebration per Proclamation No. 227 s. 1988 and Republic Act 6949 s. 1990	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.	Support to Operations	Conduct of advocacy activities in celebration of Annual Women's Month	No. of activities conducted - 1	Conducted 1 NWM Program attended by 63 employees (29m/34f)	87,400.00	209,154.50	
COMMENTS:										

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Column 7: Renalyn P. Caneja	[Jul 12 2023 8:36:32 AM]:	Conducted NWM Kick off and Culminating Programs.								
Column 7: Renalyn P. Caneja	[Jun 16 2023 11:57:38 AM]:	Conducted NWM Kick off and Culminating Programs								
Column 7: Clehenia Aurora B. San Juan	[Jun 03 2023 7:40:52 PM]:	Please indicate the title of the activity conducted.								
3	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.	Staff Development	Attends relevant training on GAD (GMEF, HGDG Guidelines)	No. of GFPS trained in GMEF/HGDG Guidelines - 10 GFPS members (TWG) 5 females and 5 males	Conducted Gender Sensitivity Orientation on October 3 and 7, 2022 participated by 7 TWG members (3m,4f)	93,940.80	92,596.90	
4	Compliance to PCW Memorandum Circular 2011-01 Strengthening the capacity of the GFPS.	Members of the Board have not been oriented on GAD.	To strengthen the capacity of GFPS to integrate gender in regular PAPs.	Board Members Training and Development	Conduct of GAD Orientation for LIBI BOD	No. of participants - No. of participants - 6 males 3 females	GAD Orientation conducted on October 28, 2022, attended by 7 BOD and Corporate Secretary (7m/4f)	417,075.26	389,308.18	

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5	Compliance to PCW Memorandum Circular 2018-04 Preparation of GAD Agenda	Absence of GAD Agenda/Strategic Framework	To integrate GAD in LIBI's Strategic Plan.	Support to Operations	Formulation of GAD Agenda	GAD Agenda/strategic framework - GAD Agenda/strategic framework	GFPS TWG members were oriented on the PCW-MC-2018-04 and formulated GAD Strategic Framework last November 18, 2022	449,405.78	229,479.30	
6	Non-compliance to PCW Memo Circular No. 2014-04	Non-submission of FY 2023 Gender and Development (GAD) Plans and Budgets	To comply with PCW Memo Circular No. 2014-04	Support to Operations	Preparation and Online Submission of FY 2023 Gender and Development (GAD) Plans and Budgets	FY 2023 Gender and Development (GAD) Plans and Budgets - FY 2023 Gender and Development (GAD) Plans and Budgets	FY 2023 Gender and Development (GAD) Plans and Budget formulated.	146,270.52	136,872.92	
7	Non-compliance to PCW Memorandum Circular 2011-01 or the Guidelines on the Creation/Strengthening of GAD Focal Point System	to maintain the GFPS of LIBI	To provide a venue for the GFPS to exercise their roles and functions.	Support to Operations	Conducting regular meeting of GFPS	No. of meetings - No. of meetings - 4, No. of participants - all GFPS Member	Eleven (11) GFPS meetings were conducted and attended by 8 GPFS TWG members (5f,3m)	429,143.12	232,943.06	
8	Compliance to Gender-related laws on provision of leave benefits for women and men.	Provision of leave benefits as mandated by law.	Improved access of women and men to benefits as guaranteed by gender-related laws such as Maternity, Paternity and Solo Parents.	Support to Operations	Availment of LIBI employees to gender-related leave benefits.	No. of Employees (m/f)	Five (5) LIBI employees (3f,2m) availed of the maternity and paternity leave)	0.00	205,895.76	

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9	GAD perspective not yet integrated in LIBI's Strategic Plan.	Gender Mainstreaming as a strategy to integrate gender perspectives have 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	2022 Strategic Plan - 2022 Strategic Plan	Conducted 2022 Strategic Planning with Board-approved Performance Evaluation Scorecard (PES) for CY2023	297,135.26	273,405.78	
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.	Staff Development	Conduct of Orientation on GAD Organizational Policies	No. of orientation conducted - "No. of orientations conduct - 2-day GAD Organizational Policy Orientation - 70 pax"	2 batches of GAD Orientation were conducted on November 4 and 11, 2022 participated by 100% of LIBI employees	336,453.76	197,556.50	
11	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 the 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, Cosplay, and Impersonation Contest)	Conducted 5 activities ( Kick off and culmination program for 18-day VAW Campaign, Production and distribution of VAW materials, Mental Health Awareness Seminar related to VAW and donation to Hospicio de San Jose)	1,369,232.25	1,280,946.05	
12	Lack of regular avenue to gather gender needs and issues of LIBI employees.	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 the survey report - No. of survey report - 1 survey (70 pax)	1 survey report completed	116,652.88	104,793.06	

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13	Lack of regular avenue to gather gender needs and issues of LIBI employees.	No established baseline on the level of awareness and knowledge on 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	1 TNA report completed	141,270.52	90,985.02	
14	LIBI's employees lack awareness regarding GAD-related policies and mandates that might benefit them.	Gender-related policies have not been adopted by LIBI.	To integrate gender-related policies in HR Policies and programs.	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	Code of Conduct was reviewed by GFPS TWG.	280,270.52	166,609.55	
15	No gender mainstreaming policy that provides overall guide for the organization	Gender Mainstreaming has not yet been adopted by the organization.	To formulate a road map on institutionalizing Gender and Development in LIBI.	Support to Operations	Formulation of LIBI Awards and Incentives System	No. of established policy - Presence of policy - Awards and Incentives System issued	1 Meeting conducted re: Awards and Incentives issuance.	76,567.56	25,075.12	
16	The sex-disaggregated database is not updated	The sex-disaggregated Database is not updated.	To collect, update and maintain the Sex-disaggregated Database	Support to Operations	Collection, and maintenance	Sex-disaggregated Database - Sex-disaggregated Database	Updated LIBI SDDatabase (Internal)	28,646.00	18,646.50	
<b>ATTRIBUTED PROGRAM</b>										
17					COVID- 9 Response Program			1,522,777.12	1,075,346.38	(HGDG PIMME Score of 11.24 or 56.20%). Actual expenditure is 1,913,427.73.



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18					Disaster Risk Reduction Project			66,947.00	61,187.67	HGDG PIMME score is 9.33 or 46.65. Actual expenditure is P131,163.29.
19					Information System Strategic Plan (ISSP)			1,203,029.88	1,794,587.97	HGDG Design Score is 4.33 or 21.65 x Php 5,556,720.00 = Php 1,203,029.88 (Attributable Program Budget) HGDG PIMME Score is 4.91 or 24.55%
SUB-TOTAL								8,173,459.74	7,359,773.42	Corporate Funds
TOTAL								8,173,459.74	7,359,773.42	

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