



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



Gender and Development (GAD) Accomplishment for FY 2024 Narrative Report

Prepared by:

GAD Focal Point System Committee - TWG



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INTRODUCTION

LBP Insurance Brokerage, Inc. (LIBI) remains committed to fostering gender equality and inclusive development by implementing its Gender and Development (GAD) programs in accordance with the Magna Carta of Women, various Republic Acts, and government mandates. This report outlines the GAD-related initiatives, their impact, and financial performance for the calendar year 2024.

TOTAL GAD BUDGET AND ACCOMPLISHMENT

The total budget of LIBI for the year was **PHP 130,846,644.65**, with **5% allocated for GAD initiatives**, amounting to **PHP 6,542,332.23**. At the end of the fiscal year, the GAD accomplishments exceeded the planned budget, achieving a **103.69% utilization rate**, with an actual expenditure of **PHP 6,783,584.37** or **5.18%** of the Corporate Operating Budget.

CONCLUSION

In 2024, LIBI successfully implemented a range of GAD initiatives, exceeding financial and participation targets in many areas. The organization remains steadfast in its commitment to gender mainstreaming and will continue to enhance its programs to ensure meaningful impact for employees and clients alike.



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CLIENT-FOCUSED ACTIVITIES

1. CONDUCT SOCIAL PROTECTION ORIENTATION TO MEN AND WOMEN CLIENTS OF LIBI

- **Gender Issue / GAD Mandate:** Magna Carta of Women SECTION 30. Social Protection B. 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.
- **Cause of Gender Issue:** 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.
- **GAD Result Statement / GAD Objective:** To provide women farmers, fisherfolks and cooperative members of the information about social protection by means of orientation of insurance products and services in partnership with accredited insurance companies.
- **Performance Indicators / Targets:**
 - 1. No. of women provided with microinsurance coverage - 6,000
 - 2. Number of orientations conducted - At least one (1) orientation
 - Target:
 - 1. 60% of the total attendees are FEMALE
 - 2. 40% of the total attendees are MALE
- **Budget Allocation:** PHP 3,006,888.83
- **Actual Accomplishment:** PHP 2,277,229.55 (75.73%)

RATIONALE:

Magna Carta of Women Section 30. Social Protection B. - *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.*

The LBP (LAND BANK OF THE PHIL.) Insurance Brokerage (LIBI) is pleased to present a comprehensive accomplishment on the successful execution of the Social Protection Orientation and Customer Satisfaction Program. This initiative aimed to educate, engage, and strengthen our relationship with both our internal stakeholders and valued clientele.

SOCIAL PROTECTION ORIENTATION:

In line with the mandate set forth by Republic Act No. 9710, known as "The Magna Carta of Women," a robust orientation on Social Protection was conducted. This program was designed to cascade essential information to our management, directors, and the Gender and Development Technical Working Group (GAD-TWG). It underscored the significance of supporting the Philippine Commission on Women's (PCW) campaign and included an orientation on Microinsurance. The Microinsurance product was spotlighted, emphasizing its role in providing accessible risk protection for the marginalized sector.



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MICROINSURANCE FOR THE MARGINALIZED:

Microinsurance, a financial product tailored for the marginalized sector, was highlighted during the orientation. The program ensured that contributions, premiums, fees, or charges did not exceed the current daily minimum wage rate. For a reasonable amount (P50.00), individuals with limited financial capacity could access the protective benefits of insurance.

CUSTOMER SATISFACTION PROGRAM:

Simultaneously, LIBI conducted a Customer Satisfaction Program during its visit to LBP Branches across the country. The program aimed to strengthen relationships, establish customer satisfaction, and promptly address any pending or present concerns raised by our valued clientele. The program's segments included the reorientation of products and services, an overview of the organization, detailed insights into the Microinsurance Package, and guidance on proper claim filing.

ACTUAL PARTICIPANTS AND ATTENDEES:

LBP BRANCH BANKING SECTOR FIELD	MALE Participants	FEMALE Participants
NORTHERN WEST LUZON BRANCH GROUP	10	27
SOUTH MINDANAO BRANCHES GROUP	19	31
SOUTHWEST LUZON BRANCHES GROUP	10	29
CENTRAL VISAYAS BRANCHES GROUP	12	29
CENTRAL NATIONAL CAPITAL REGION BRANCHES GROUP	11	29
NORTH NATIONAL CAPITAL REGION BRANCHES GROUP	6	46
BICOL BRANCHES GROUP	5	21
CENTRAL LUZON BRANCHES GROUP	13	25
WEST VISAYAS BRANCHES GROUP	8	27
TOTAL	94	264

GOALS / OBJECTIVES:

1. To recognize the role and rights of women in nation-building and promote gender-equality to eradicate discrimination for both men and women.
2. To conduct a social protection orientation to Landbank Branches Groups of the
3. features and importance of the Microinsurance Product.
4. To give awareness and knowledge to the Landbank Branches Group of the details of LIBI's products and services.
5. To conduct Customer Satisfaction Program which strengthens our relationship amongst our clientele, to establish customer satisfaction and to ensure that all pending and present issues being raised will be addressed and acted upon.



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Davao

CORPORATE SOCIAL RESPONSIBILITY

MARCH 4, 2024





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DAVAO SALES BLITZ

March 5, 2024





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TAGAYTAY BLITZ

SOUTH WEST LUZON BRANCHES GROUP

MARCH 14-15, 2024





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CENTRAL VISAYAS BRANCHES GROUP BLITZ

April 21-22, 2024





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BAGONG PILIPINAS



NORTH NCR BRANCHES GROUP

MAY 11, 2024





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Bicol

BRANCHES GROUP BLITZ

MAY 17, 2024





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CENTRAL LUZON BRANCHES GROUP BLITZ MAY 27, 2024





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CENTRAL & NORTH LUZON LENDING GROUP

June 21, 2024





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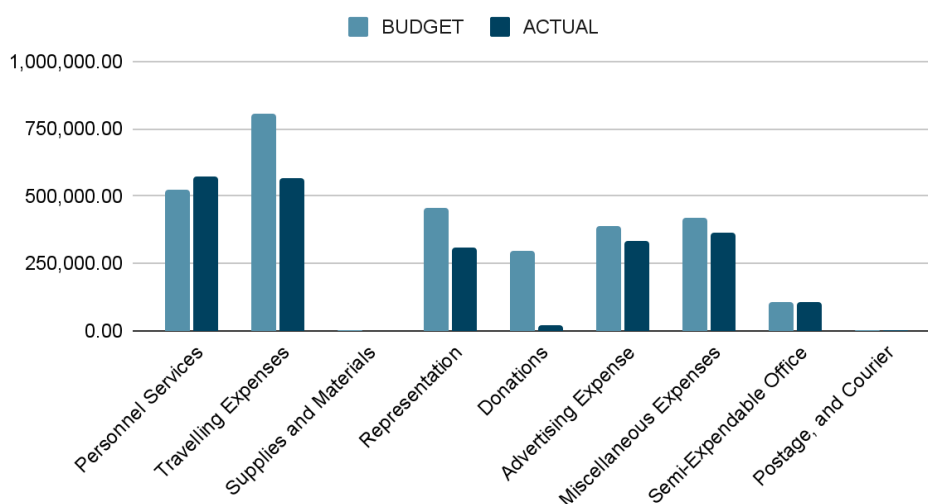
STRATEGIC MEASURES:

Strengthening Gender Awareness and Social Protection Advocacy by utilizing digital platforms (webinars, e-learning modules, and social media campaigns) to reach a wider audience and Implement community engagement programs focusing on gender equality and financial literacy.

1. Enhancing Microinsurance Accessibility and Awareness by conducting on-site and virtual orientations for lending centers, clients, and potential beneficiaries.
2. Strengthening Customer Relationship Management by assigning dedicated customer service representatives for each LBP branch group to handle inquiries and claims efficiently.
3. Expanding the Reach and Impact of the Program by conducting focus group discussions with marginalized women's groups to tailor insurance products to their specific needs.

BUDGETARY EXPENDITURE BREAKDOWN:

SOCIAL PROTECTION ORIENTATION



	BUDGET	ACTUAL
Personnel Services	524,706.51	571,814.94
Travelling Expenses	807,271.05	565,324.08
Supplies and Materials Expenses	1,338.00	0.00
Representation	458,540.22	309,422.57
Donations	300,000.00	22,750.00
Advertising Expense	386,490.60	336,490.60
Miscellaneous Expenses	418,928.45	363,134.36
Semi-Expendable Office Equipment Expenses	107,114.00	107,114.00
Postage, and Courier Services	2,500.00	1,179.00
TOTAL BUDGET	3,006,888.83	
TOTAL ACTUAL		2,277,229.55



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MONITORING AND EVALUATION:

In adherence to the mandates outlined in the Magna Carta of Women and in line with LIBI's commitment to gender mainstreaming, the Technical Working Group on Gender and Development (TWG-GAD) has been actively conducting regular monthly meetings. The purpose of these meetings is to oversee the implementation of GAD-related programs, projects, and activities across LIBI's offices.

INCORPORATION INTO MANCOM AGENDA:

As part of the monthly meeting agenda for the Management Committee (ManCom), the TWG-GAD ensures the inclusion of monitoring and evaluating the status of accomplishments of the GAD Plan and Budget for CY2024. This strategic alignment ensures that gender mainstreaming efforts are integral to LIBI's overall management considerations.

DATA CONSOLIDATION AND HANDLING OF CONCERNS:

The TWG-GAD, through its secretariat, diligently consolidates data and information from participants for proper documentation and analysis. During the question-and-answer portion, concerns raised by Landbank Branch Heads were addressed comprehensively by LIBI Officers and Staff. This proactive approach ensures that concerns are handled promptly and efficiently.



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ORGANIZATION-FOCUSED ACTIVITIES

2. CONDUCT OF ACTIVITIES IN OBSERVANCE OF WOMEN'S DAY/NATIONAL WOMEN'S MONTH

- **Gender Issue / GAD Mandate:**
 - 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
- **Cause of Gender Issue:** Continuous need to increase awareness and participation of LIBI employees in National Gender and Development (GAD) celebrations.
- **GAD Result Statement / GAD Objective:**
 - 1. To inform and engage women as pioneers and beneficiaries of LIBI programs and services
 - 2. 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"
- **Budget Allocation:** PHP 602,808.80
- **Actual Accomplishment:** PHP 602,808.80 (100%)

RATIONALE:

The passage of the following laws serves as the legal basis for the celebration of National Women's Month:

Proclamation No. 224 s. 1988, "Declaring the First Week of March of Every Year as Women's Week and March 8, 1988, and Every Year Thereafter as Women's Rights and International Peace Day." Signed by former President Corazon C. Aquino on March 1, 1988, it affirmed our solidarity with the United Nations and recognized Filipino women's contribution to the struggle for national independence, civil liberties, equality, and human rights.

Proclamation No, 227 s. 1988, "Providing for the observance of the Month of March as 'Women's Role in History Month'" Signed by President Aquino on March 17, 1988, reinforced the earlier proclamation by emphasizing the role of Filipino women in the social, cultural, economic and political development throughout our history. It provided for a month-long nationwide observance with appropriate ceremonies and activities to be spearheaded by the Commission.

R.A. 6949 s. 1990, "An Act to Declare March Eight of Every Year as a Working Special Holiday to be Known as National Women's Day" was signed by President Aquino on April 10, 1990. The law further strengthened the impetus for the celebration by declaring every March 8 as a special working holiday and enjoining employees from the government and private sector to participate in activities conducted by their offices.



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GOALS / OBJECTIVES:

The National Women's Month Celebration 2024 aims to:

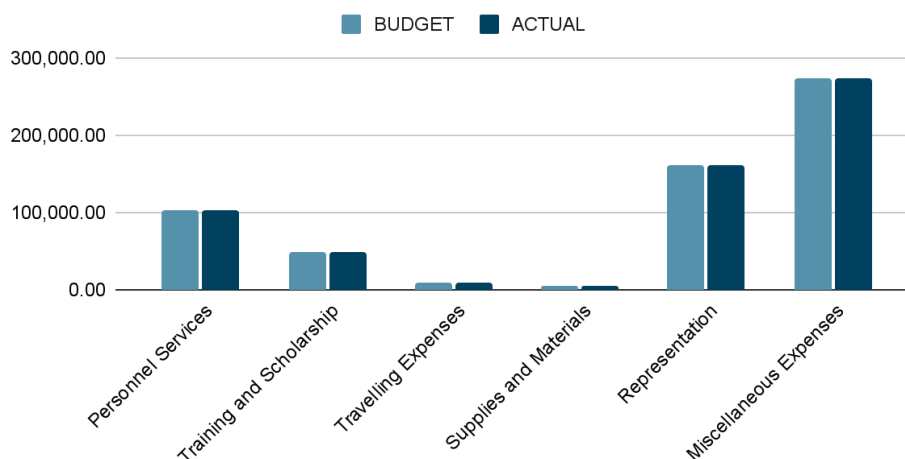
- Inform and engage women and everyone in pushing for the transformation of gender norms and culture towards an inclusive society;
- Highlight the collaborative efforts of government agencies and the private sector in addressing poverty and strengthening financial institutions to bridge gender gaps, advocating for social protection systems, and enhancing access to public services and sustainable infrastructure for women and girls;
- Provide platforms to share good practices and address gaps, challenges, and commitments in pursuing gender and development (GAD), further strengthening the implementation of the Magna Carta of Women toward its milestone 15th year this 2024;
- Inspire women and girls to empower themselves and take on leadership roles, opportunities, and benefits toward maximizing their full potential and enabling them to reap the fruits of gender equality;
- Promote a society that ensures inclusion, protection of fundamental freedoms, diversity, and social justice, in which every individual, each with rights and responsibilities, is capacitated and encouraged to take an active role in playing.

STRATEGIC MEASURES

1. Establishing clear and measurable objectives. These objectives included raising awareness about gender equality issues, promoting women's empowerment and leadership, and fostering a supportive environment for all employees. By defining these objectives from the outset, we were able to align our activities and initiatives accordingly.
2. Collaborate with the PCW(Philippine Council of Women) for the design of a wide range of activities and initiatives that address different aspects of gender equality and women's empowerment. From awareness-raising campaigns and advocacy activities to leadership workshops and wellness programs, we ensured a comprehensive approach to celebrating Women's Month.

BUDGETARY EXPENDITURE BREAKDOWN:

WOMEN'S DAY





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	BUDGET	ACTUAL
Personnel Services	102,132.84	102,132.84
Training and Scholarship Expenses	48,824.72	48,824.72
Travelling Expenses	9,803.00	9,803.00
Supplies and Materials Expenses	5,850.00	5,850.00
Representation	161,768.72	161,768.72
Miscellaneous Expenses	274,429.52	274,429.52
TOTAL BUDGET	602,808.80	
TOTAL ACTUAL		602,808.80

ACTUAL PARTICIPANTS AND ATTENDEES:

The celebration of Women's Month was an opportunity for our organization to honor the invaluable contributions of women in our workforce and society. Throughout the month, we organized various activities to raise awareness, promote advocacy, and foster a culture of inclusivity and empowerment.

1. Kick-Off Ceremony of Women's Month Celebration:

The **Kick-Off Ceremony for Women's Month Celebration** was successfully conducted on **March 01, 2024**, with the participation of **80 employees** (44 female and 36 male). The event marked the beginning of a month-long initiative dedicated to recognizing women's contributions, promoting gender equality, and encouraging employee engagement in discussions on development and inclusivity.





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2. Celebration of International Women's Day on March 8 of every year



3. Production and Distribution of Advocacy Materials:

To amplify our advocacy messages, we produced and distributed advocacy materials to all employees. These materials, including informational pamphlets, posters, and digital resources, were well-received, with 68 employees acknowledging receipt. Among them, 40 were female employees, and 28 were male employees, indicating widespread engagement and support for our advocacy efforts.



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4. Provision of Micro-Insurance for At least 50 Women Aetas (Remote Area of Iba, Zambales)

As part of our commitment to women's empowerment and social protection, we successfully facilitated the provision of micro-insurance for 50 Women Aetas residing in the remote area of Iba, Zambales. This initiative aims to provide protection against unforeseen risks, and to educate beneficiaries on the benefits and coverage of micro-insurance..





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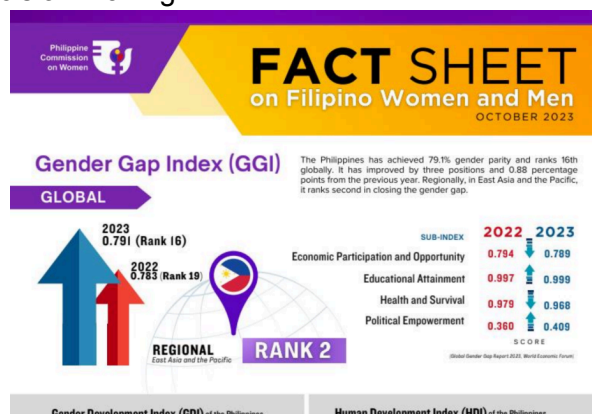


3. CONDUCT AN ADVANCED CAPACITY-DEVELOPMENT PROGRAM OF GAD FOCAL POINT SYSTEM (GFPS)

- **Gender Issue / GAD Mandate:**
"MEMORANDUM CIRCULAR NO. 2011-01, October 21, 2011
GUIDELINES 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
- **Cause of Gender Issue:** Inadequate capacity building for the members of the GFPS and the Board of Directors in continuous support on gender mechanisms
- **GAD Result Statement / GAD Objective:** To strengthen the capacity of GFPS to integrate gender in regular PAPs.
- **Performance Indicators / Targets:**
 - o Number of Trainings Attended - Atleast one (1) training attended for each BOD Member
 - o Target: 6 Males, and 4 Females
- **Budget Allocation:** PHP 266,953.15
- **Actual Accomplishment:** PHP 476,953.15 (178.67%)

RATIONALE:

The key points of the Capacity Building on Gender and Development through Executive Briefing Session. The session aims to enhance participants', the LIBI Board of Directors, of understanding of gender issues within development contexts. It addresses topics such as gender mainstreaming, women's empowerment, and the role of women in sustainable development. The program offers specialized training, workshops, and resources to equip participants with the knowledge and skills needed to integrate gender-sensitive approaches into their development initiatives. Through interactive sessions and case studies, participants will gain insights into creating inclusive policies and projects that promote gender equality. The Capacity Building on Gender and Development through Executive Briefing Session serves as a valuable opportunity for the Board of Directors to deepen their expertise and contribute to more equitable and effective development practices and applies the same as guide to their future decision making.





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ACTUAL PARTICIPANTS AND ATTENDEES:

	Female	Male
Board of Directors	4	6
Corporate Secretariat	0	1

GOALS / OBJECTIVES:

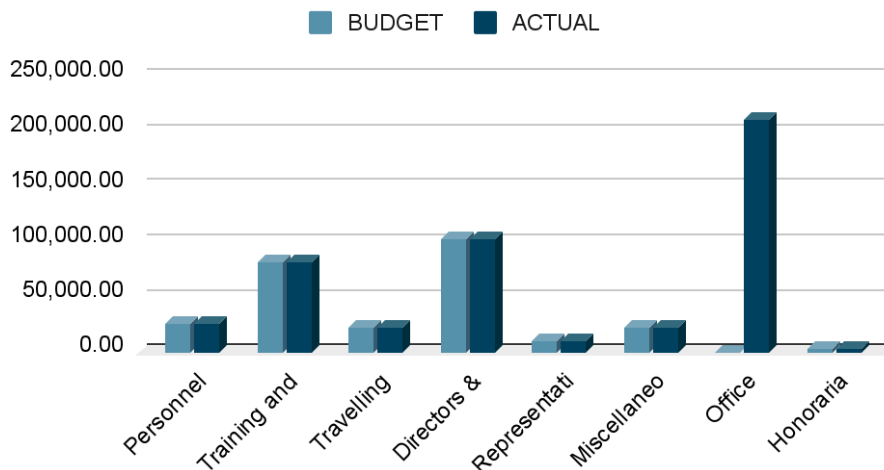
1. Level off understanding of the Salient Features of various GAD policy imperatives
2. Appreciate the importance of Gender Mainstreaming (GM) to amplify advocacy for gender equality, women's empowerment, and social inclusion in the sector
3. Identify action points on and generate support

STRATEGIC MEASURES:

1. Gender-Sensitive Board Onboarding & Orientation by developing a structured onboarding program for new board members.
2. Gender-Responsive Education & Training
3. Gender-Inclusive Strategic Planning & Engagement
4. Strengthening ethical & inclusive governance by adopting transparent gender-responsive budgeting to allocate resources equitably.

BUDGETARY EXPENDITURE BREAKDOWN:

CAPACITY-DEVELOPMENT PROGRAM



	BUDGET	ACTUAL
Personnel Services	25,225.64	25,225.64
Training and Scholarship Expenses	82,342.64	82,342.64
Travelling Expenses	22,027.00	22,027.00
Directors & Com. Members' Fees	101,800.00	101,800.00
Representation	10,056.16	10,056.16
Miscellaneous Expenses	21,901.71	21,901.71
Office Equipment	0.00	210,000.00
Honoraria	3,600.00	3,600.00
TOTAL BUDGET	266,953.15	



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TOTAL ACTUAL	476,953.15
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Note: Attribution of Interactive Display Monitor serves as Capacity Building Tool/Platform on gender sensitivity and safe spaces compliance and other gender related discussions. Supports virtual training and webinars on gender mainstreaming, gender-based violence prevention, and anti-harassment policies.

MONITORING AND EVALUATION:

1. Assess the effectiveness of the training sessions in strengthening the capacity of the Gender and Development Focal Point System (GFPS).
2. Measure the level of understanding and application of gender-sensitive approaches post-training.
3. Ensure efficient and transparent budget utilization.
4. Identify gaps and areas for improvement in future capacity-building initiatives.
5. Evaluate the sustainability of gender integration in decision-making and policies of the Board of Directors.





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4. REPARATION AND ONLINE SUBMISSION OF FY 2025 GENDER AND DEVELOPMENT (GAD) PLANS AND BUDGETS

- **Gender Issue / GAD Mandate:**

Republic Act No. 9710 or the Magna Carta of Women (MCW)

CHAPTER VI: Institutional Mechanisms

SECTION 37 Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women

SECTION 36 of the MCW-IRR which provides that the GFPS shall spearhead the preparation of the agency annual performance-based GAD Plans, Programs and Budget in response to the women and gender issues of their employees/constituencies.

- **Cause of Gender Issue:** Need to formulate programs, projects and activities to address gender issues and concerns of LIBI clients and employees.
- **GAD Result Statement / GAD Objective:** To comply with Section 36 of Republic Act No. 9710 or the Magna Carta of Women (MCW)
- **Performance Indicators / Targets:** No. of plans prepared - 1 FY 2025 Gender and Development (GAD) Plans and Budget
- **Budget Allocation:** PHP 288,225.01
- **Actual Accomplishment:** PHP 328,730.74 (114.05%)

RATIONALE:

The Philippine Commission on Women (PCW) issued a Memorandum Circular No. 2023-02 to all heads of executive departments, national government agencies, bureaus, offices, state universities and colleges (SUCs), government-owned and/or -controlled corporations (GOCCs), legislative and judiciary branches, constitutional bodies, other government instrumentalities regarding the preparation and online submission of fiscal year (FY) 2025 Gender and Development (GAD) Plans and Budgets.

In accordance with Section 36 of Republic Act No. 9710 or the Magna Carta of Women (MCW), the Philippine Commission on Women (PCW) calls on all national government agencies and instrumentalities to prepare and submit their FY 2025 GPB to the PCW.

LIBI as government-owned and/or -controlled corporations (GOCCs) shall submit the agency-consolidated GPB directly to PCW for review and endorsement.

As provided under Section 36(a) of the MCW, the GAD budget, which is the cost of implementing GAD PAPs, shall be at least five percent (5%) of the agency's total budget appropriations. PCW shall endorse the FY 2024 GPB if: (1) the minimum five percent (5%) GAD Budget requirement is met, and (2) the entries in the GPB are compliant with the comments and/or recommendations of PCW following the provisions of the MCW and relevant guidelines on GAD Planning and Budgeting.

The submission, review, and endorsement of GPBs shall be coursed through the GMMS Version 2 (<https://gmms.pcw.gov.ph>), PCW's online system for managing GPBs and GAD ARs, as well as for generating GAD-related reports.



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While the initial deadline for submitting FY 2025 Gender and Development Plans and Budgets (GPBs) for Government-Owned and Controlled Corporations (GOCCs) through the PCW's GMMS Version 2 was December 2, 2024, LIBI received an extension granted on their request letter dated the same day. This extension allowed LIBI to access and submit their FY 2024 GPB through the GMMS platform December 18, 2024.

Actual Participants and Attendees:

The program was conducted and participated by the Gender and Development Focal Point System (GFPS):

- Agency Head / President & CEO: (1 Female / 0 Male)
 - o Mr. Eusebio Cortez
- Executive Committee (ExeCom); and
- Technical Working Group (TWG): (5 Female / 2 Male)
 - o Melvin Barnes (TWG-Head)
 - o Ronnie Franco (Member)
 - o Marites Ravelo (Member)
 - o Divine Grace Apo (Member)
 - o Josielyn Maala (Member)
 - o Merriesan Pador (Member)
 - o Renalyn Caneja (TWG-Secretariat)

GOALS / OBJECTIVES:

To comply with Section 36 of Republic Act No. 9710 or the Magna Carta of Women (MCW):

CHAPTER VI: Institutional Mechanisms

SECTION 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.

STRATEGIC MEASURES:

1. The TWG-GAD reported monthly in Management Committee meetings to discuss the status of the GAD Plan, Budget, and its Accomplishment.
2. PCW Memorandum Circular issuance on the preparation and online submission of fiscal year (FY) 2024 Gender and Development (GAD) Plans and Budgets where the LANDBANK Regulatory Compliance Department monitored the same.
3. LIBI respectfully requests the assistance of a PCW-endorsed Resource Person to review our Gender and Development Plan and Budget (GPB) before submission to the Commission.

BUDGETARY EXPENDITURE BREAKDOWN:

The total budget for the GAD Activity under preparation and Online Submission of FY 2024 Gender and Development (GAD) Plans and Budgets is PhP330,425.01, breakdown as follows:



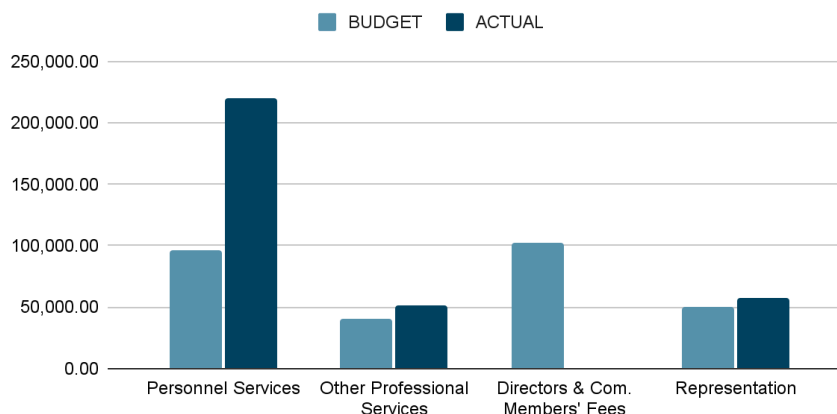
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PREPARATION AND ONLINE SUBMISSION OF FY 2025 GENDER AND DEVELOPMENT PLANS AND BUDGETS



	BUDGET	ACTUAL
Personnel Services	96,425.01	219,597.84
Other Professional Services	40,000.00	51,334.00
Directors & Com. Members' Fees	101,800.00	0.00
Representation	50,000.00	57,798.90
TOTAL BUDGET	288,225.01	
TOTAL ACTUAL		328,730.74

Note: The attribution of three (3) days of personnel services for the preparation of Means of Verifications (MOVs) and the consultation fee for the Gender Mainstreaming Evaluation Framework (GMEF) session is essential in strengthening gender mainstreaming efforts within the agency. This includes the systematic compilation, validation, and organization of MOVs to ensure compliance with GAD reporting requirements and the effective assessment of gender-related initiatives. The consultation covers expert facilitation of the GMEF session, which evaluates the LIBI's progress in gender mainstreaming, identifies gaps, and formulate strategies for improvement.

Monitoring and Evaluation:

LIBI's key performance indicator for this program is the preparation of the FY 2025 Gender and Development (GAD) Plans and Budgets. LIBI respectfully requests the expertise of a PCW-endorsed Resource Person, Ms. Jemelle Z. Milanes, to review LIBI's Gender and Development (GAD) Plan and Budget before its submission to the Commission.



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ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET FY 2025

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:	126,570,905.81		
Total GAD Budget	6,360,545.29	Primary Sources	6,360,545.29
		Other Sources	0.00
% of GAD Allocation:	5.03%		

	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									

GMMS DOCUMENT STATUS: **DRAFT**

REPORT GENERATED: 18-12-2024
PAGE 1 OF 10



5. CONDUCTING REGULAR MEETING OF GFPS-TWG

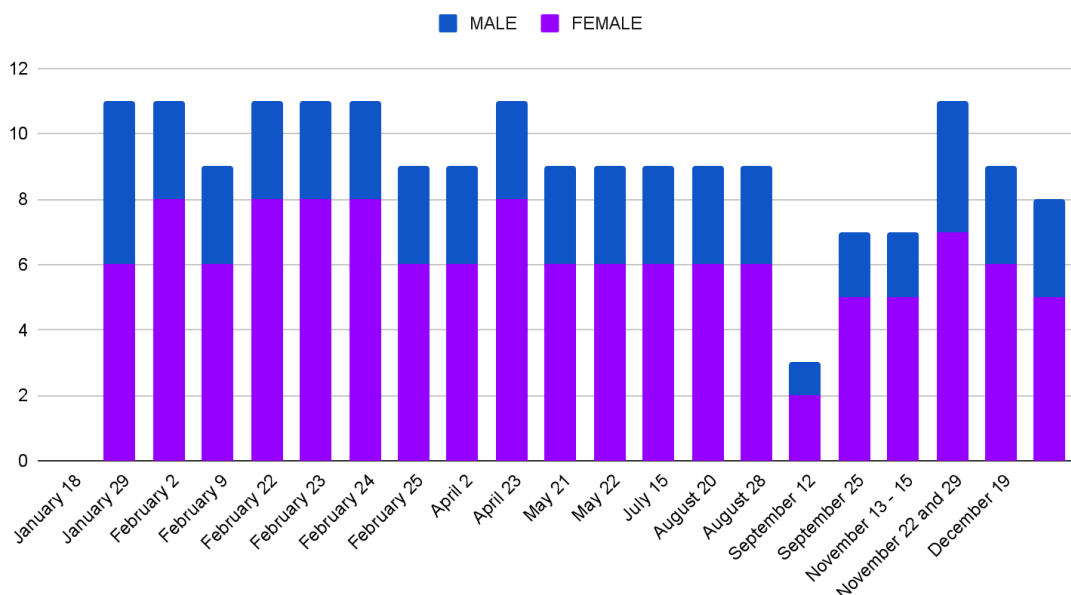
- **Gender Issue / GAD Mandate:**
"Magna Carta of Women
Section 37.C-2 (Creation and/or Strengthening of the GFPS)
provides that "The GFP shall take the lead role in direction-setting, advocacy, planning, monitoring and evaluation, and technical advisory on mainstreaming GAD perspective in the agency programs, projects, activities, and processes.""
- **Cause of Gender Issue:** Need to carry out the roles and functions set in the PCW MC No 2011-01 and LIBI GFPS Special Order
- **GAD Result Statement / GAD Objective:** To provide a venue for the GFPS to efficiently and effectively carry out their roles and functions.
- **Performance Indicators / Targets:** No. of meetings - No. of meetings - 4, No. of participants - 100% GFPS Members
- **Budget Allocation:** PHP 500,517.82
- **Actual Accomplishment:** PHP 562,115.93 (112.31%)

RATIONALE

Provide a brief background on the Magna Carta of Women (Section 37.C-2) and the PCW MC No. 2011-01 mandating the creation and strengthening of GFPS. Mention the LIBI GFPS Special Order and its relevance in your agency's Gender and Development (GAD) initiatives. State the purpose of conducting regular GFPS meetings—to set directions, advocate, plan, monitor, evaluate, and provide technical advisory on GAD mainstreaming in agency programs, projects, and activities.

ACTUAL PARTICIPANTS AND ATTENDEES

GFPS MEETING





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GOALS / OBJECTIVES

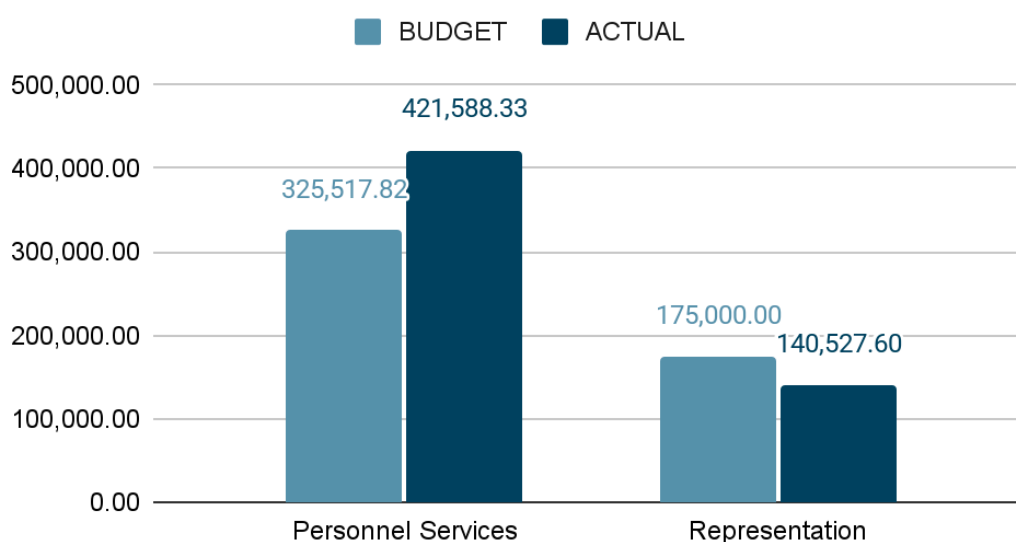
- To provide a venue for GFPS to efficiently and effectively perform their roles and functions.
- To discuss and assess the implementation of GAD-related programs and activities.
- To ensure compliance with PCW guidelines and government regulations on GAD.
- To identify challenges and formulate recommendations for improvement.

STRATEGIC MEASURES

- Improvements in GAD planning and implementation.
- Strengthened compliance with GAD-related laws and policies.
- Enhanced awareness and capacity-building activities for GFPS members.
- Implementation of gender-sensitive policies and programs.

BUDGETARY EXPENDITURE BREAKDOWN

CONDUCTING REGULAR MEETING OF GFPS



	BUDGET	ACTUAL
Personnel Services	325,517.82	421,588.33
Representation	175,000.00	140,527.60
TOTAL BUDGET	500,517.82	
TOTAL ACTUAL		562,115.93

MONITORING AND EVALUATION

- Quarterly Reports: Summarizing meeting outputs, challenges, and action points.
- Annual Evaluation Report: Measuring overall effectiveness and proposing improvements.
- Recommendations:
 - Strengthen follow-up mechanisms on action plans.
 - Enhance engagement of all GFPS members.
 - Integrate capacity-building sessions to improve decision-making.



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6. CONDUCTS STRATEGIC PLANNING THAT INTEGRATES GAD PERSPECTIVE

- **Gender Issue / GAD Mandate:**
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.
- **Cause of Gender Issue:** Need to ensure gender is adopted and implemented in the organizational strategic plan.
- **GAD Result Statement / GAD Objective:** To institutionalize Gender and Development in the organization's PAPs.
- **Performance Indicators / Targets:** No. of plans reviewed and integrated with GAD - 2025 Strategic Objectives and Plans integrated with GAD
- **Budget Allocation:** PHP 757,632.29
- **Actual Accomplishment:** PHP 342,448.95 (45.20%)

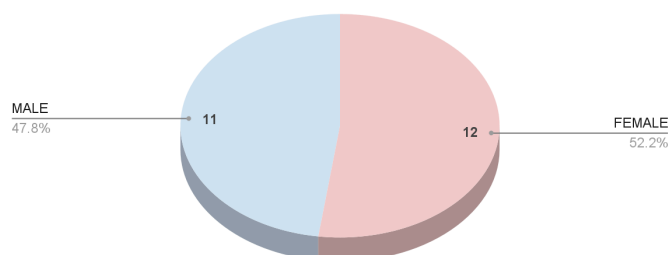
RATIONALE:

The Republic Act 9710 or the Magna Carta of Women of 2009 mandates all government agencies to formulate programs, projects and activities (PPAs) to address the gender issues, concerns, and needs of both women and men employees as well as clients and stakeholders. The formulated PPAs should be allocated funds of at least 5% of the agency's budget from the GAD Plan and Budget.

The PCW-NEDA-DBM Joint Circular 2011-01 prescribes the development of the Gender and Development (GAD) Agenda as an essential step in the preparation of the annual GAD Plan and Budget. This is reiterated in the PCW's Memo 2018-04 prescribing the Revised Guidelines for the Preparation of the Gender and Development (GAD) Agenda. This GAD Agenda provides the agency with a road map for achieving its GAD goals and objectives. It consists of two parts: the GAD Strategic Framework (GADSF) and the GAD Strategic Plan (GADSP). There is a need to review assessment results to surface the gender needs and gaps as well as the draft vision mission and goal statements before developing the GAD Strategic Plan which will operationalize the VMG. The last 2 steps involve the operationalization of the GAD Strategic Framework.

ACTUAL PARTICIPANTS AND ATTENDEES:

STRATEGIC PLANNING THAT INTEGRATES GAD PERSPECTIVE





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GOALS / OBJECTIVES:

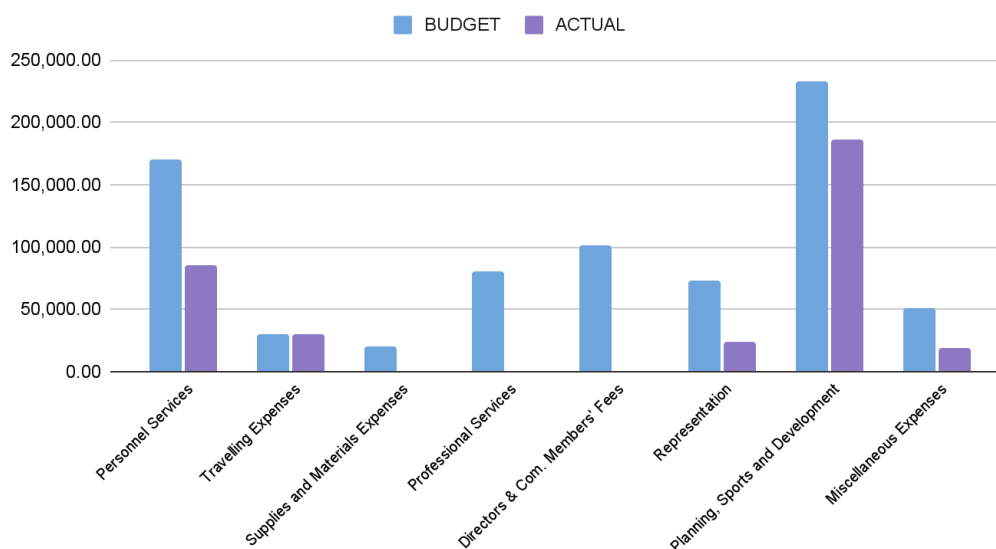
To institutionalize Gender and Development (GAD) in the agency's Programs, Activities, and Projects (PAPs) by mainstreaming gender perspectives into the organizational strategic planning process. This will be achieved by reviewing and integrating gender-responsive measures into the 2024 Strategic Objectives and Plans, in full compliance with Republic Act 9710 (Magna Carta of Women) and the relevant PCW guidelines.

STRATEGIC MEASURES:

To institutionalize GAD in the organization's PAPs, ensuring compliance with Republic Act 9710 and the relevant PCW guidelines, and effectively mainstreaming gender considerations in the agency's strategic planning process.

BUDGETARY EXPENDITURE BREAKDOWN:

STRATEGIC PLANNING THAT INTEGRATES GAD PERSPECTIVE



	BUDGET	ACTUAL
Personnel Services	170,168.26	85,084.13
Travelling Expenses	29,428.00	29,428.00
Supplies and Materials Expenses	20,000.00	0.00
Professional Services	80,000.00	0.00
Directors & Com. Members' Fees	101,800.00	0.00
Representation	73,253.00	23,253.00
Planning, Sports and Development	232,327.26	186,268.82
Miscellaneous Expenses	50,655.77	18,415.00
TOTAL BUDGET	757,632.29	
TOTAL ACTUAL		342,448.95



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MONITORING AND EVALUATION:

- Alignment with the agency's GAD Strategic Framework (GADSF) and GAD Strategic Plan (GADSP)
- Budget utilization & efficiency on the percentage of allocated GAD budget utilized
- Level of awareness and understanding of GAD principles among key personnel and stakeholders
- Development of GAD-responsive Key Performance Indicators (KPIs) and identified challenges and recommendations for improvement



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7. MAINTENANCE OF LACTATION STATION

- **Gender Issue / GAD Mandate:**
RA 10028, Expanded Breastfeeding Promotion Act 2009 Sec 9/12
Information dissemination and Educational Programs of Pregnant Women and Women of Reproductive Age
- **Cause of Gender Issue:** Current lactation station needs to update its design to comply with the prescribed requirements of DOLE.
- **GAD Result Statement / GAD Objective:** To conduct orientation and forums on breast feeding for all women employees of LIBI under reproductive age
- **Performance Indicators / Targets:** No. of gender-friendly facilities improved - 1 and Improved Lactation Station following Lactation Model 3
- **Budget Allocation:** PHP 25,008.91
- **Actual Accomplishment:** PHP 55,015.77 (219.98%)

RATIONALE:

The management remains committed to promoting the health and well-being of both our employees and their children through the continuous provision of a lactation station as part of our workplace benefits.

The lactation room has been successfully upgraded to **Model No. 3**, ensuring a more comfortable and accommodating space for nursing mothers. This upgrade includes enhanced privacy features, improved ventilation, ergonomic seating, and additional amenities to support the well-being of employees who require lactation facilities.

The improvements align with our commitment to fostering a supportive workplace environment and complying with best practices for maternal care. We encourage employees to make use of the upgraded facility and provide feedback for any further enhancements.

ACTUAL PARTICIPANTS: 2 participants

GOALS / OBJECTIVES:

To improve the breastfeeding facilities for LIBI employees.

STRATEGIC MEASURES:

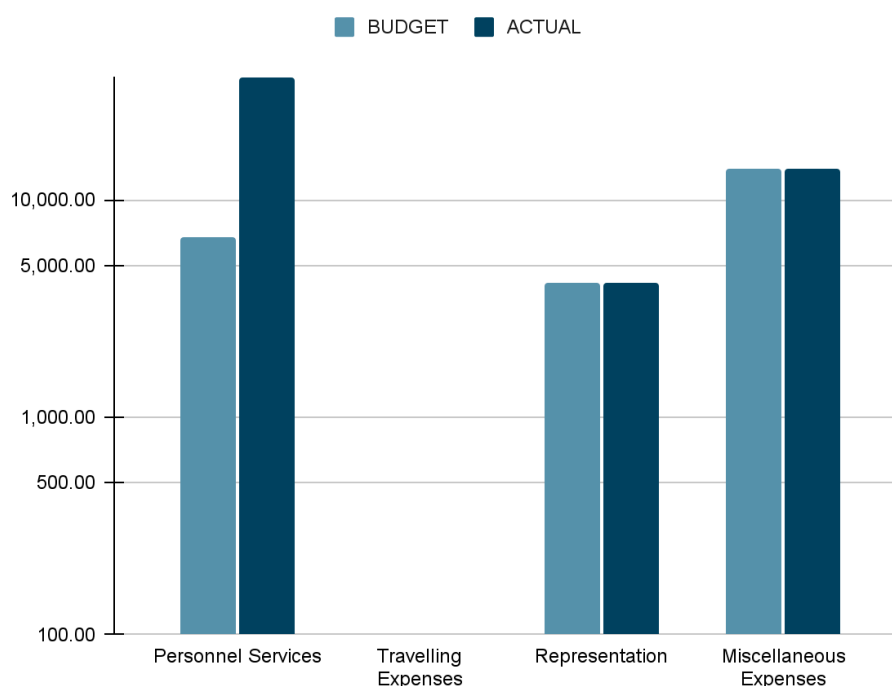
As part of our strategic initiative to achieve the Model 3 Lactation Room, we have taken proactive steps to address user feedback by providing essential facilities such as cabinets and other necessary amenities. These improvements ensure a more comfortable and functional space, aligning with the needs and expectations of lactation room users. By incorporating these enhancements, we aim to create a supportive and accommodating environment that promotes the well-being of nursing mothers.

Budgetary Expenditure Breakdown:

The total budget for the GAD Activity under upgrading and maintenance of the Lactation Room under Gender and Development (GAD) Plans and Budgets is Php25,008.91, breakdown as follows;



MAINTENANCE OF LACTATION STATION



	BUDGET	ACTUAL
Personnel Services	6,694.71	36,701.57
Travelling Expenses	100.00	100.00
Representation	4,180.00	4,180.00
Miscellaneous Expenses	14,034.20	14,034.20
TOTAL BUDGET	25,008.91	
TOTAL ACTUAL		55,015.77

Note: PS attribution of the Administrative Service Staff for the maintenance cost of the Lactation Station.

Monitoring and Evaluation:

As part of our commitment to providing a comfortable and supportive environment for nursing mothers, we have conducted a **monitoring and evaluation** of the lactation room to assess its functionality, accessibility, and overall effectiveness in meeting the needs of users. The evaluation focused on key aspects such as cleanliness, privacy, availability of essential amenities, and user satisfaction. Based on feedback and observations, we have identified areas for improvement, including ventilation, seating arrangements, and availability of supplies.

We will take the necessary steps to address these concerns and ensure that the lactation room remains well-maintained and fully equipped. Regular monitoring will continue to uphold quality standards and improve the experience for nursing employees.



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8. ESTABLISHMENT OF GAD OFFICE/AREA FOR GFPS

- **Gender Issue / GAD Mandate:**
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.
- **Cause of Gender Issue:** No dedicated space for the GFPS and GAD records which sometimes contributes to delay in implementation of PAPs.
- **GAD Result Statement / GAD Objective:** To establish GAD Office/Area for the GFPS.
- **Performance Indicators / Targets:** Presence of office - GAD Office/Area established
- **Budget Allocation:** PHP 74,500.00
- **Actual Accomplishment:** PHP 67,726.36 (90.91%)

RATIONALE:

The Gender and Development (GAD) Focal Point System (GFPS) plays a critical role in ensuring the effective mainstreaming of gender perspectives in agency programs, projects, activities, and processes. As mandated by Section 37.C-2 of the Magna Carta of Women, the GFP is responsible for direction-setting, advocacy, planning, monitoring and evaluation, and providing technical advisory services related to GAD initiatives.

One of the primary gender-related concerns identified within the agency was the lack of a dedicated space for the GFPS and GAD records. The absence of an established office or area contributed to inefficiencies in the implementation of GAD-related Programs, Activities, and Projects (PAPs), leading to delays in documentation, coordination, and overall program execution.

GOALS / OBJECTIVES:

In response to this issue, the agency set an objective to establish a dedicated GAD Office/Area. This initiative aimed to provide a centralized space for GAD-related activities, ensuring proper record-keeping, efficient coordination, and improved program implementation.

STRATEGIC MEASURES:

To measure the success of this initiative, the following performance indicators and targets were established:

- Performance Indicator: Presence of a dedicated GAD Office/Area
- Target: Establishment of the GAD Office/Area within the reporting period

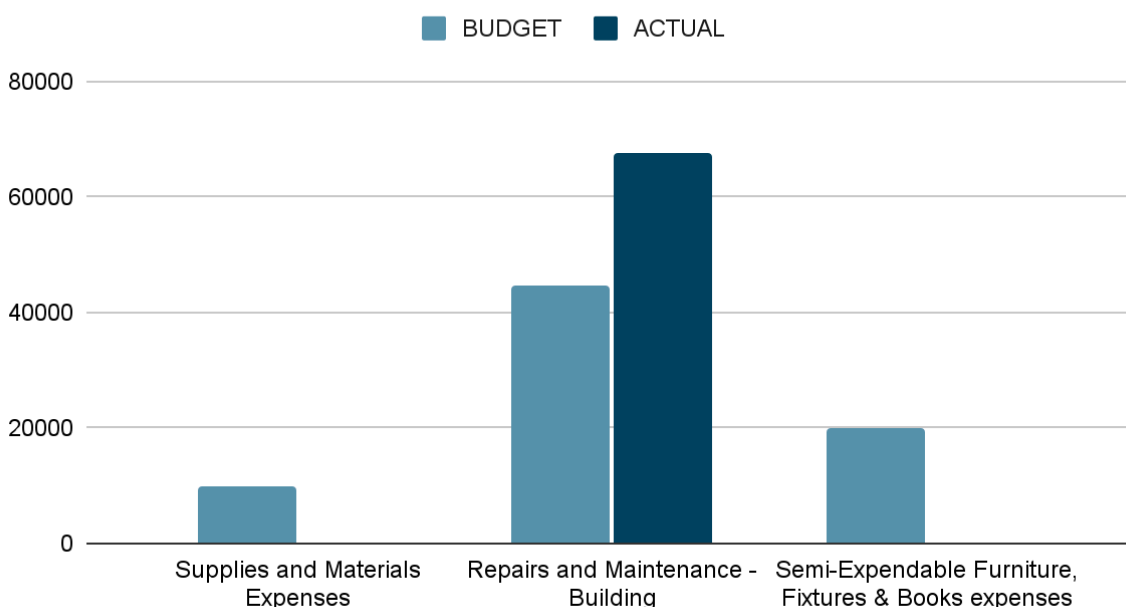


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BUDGETARY EXPENDITURE BREAKDOWN:

ESTABLISHMENT OF GAD OFFICE/AREA FOR GFPS



	BUDGET	ACTUAL
Supplies and Materials Expenses	10,000.00	0.00
Repairs and Maintenance - Building	44,500.00	67,726.36
Semi-Expendable Furniture, Fixtures & Books expenses	20,000.00	0.00
TOTAL BUDGET	74,500.00	
TOTAL ACTUAL		67,726.36
Renovation Total Contract	11,698,922.00	
Total Area	725.50	sqm
Lactation Area	4.20	sqm
	0.5789%	
PHP	67,726.36	Renovation portion for Lactation Room

MONITORING AND EVALUATION:

The successful establishment of the GAD Office/Area has significantly contributed to the efficient implementation of GAD initiatives within the agency. The presence of a dedicated space has:

- Facilitated better organization and accessibility of GAD records.
- Improved coordination among GFPS members.
- Enhanced the efficiency of GAD-related planning, monitoring, and evaluation activities.
- Provided a designated venue for GAD advocacy and capacity-building efforts.



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9. CONDUCT OF SEMINAR ALIGNED WITH THE BREAST CANCER AWARENESS MONTH (OCTOBER 1 - 31, 2024)

- **Gender Issue / GAD Mandate:**

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 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;

- **Cause of Gender Issue:** 55% percentage of LIBI employees are women who maybe at risk of breast cancer
- **GAD Result Statement / GAD Objective:** To conduct orientation and forum on breast cancer for all women employees of LIBI
- **Performance Indicators / Targets:** No. of participants to Awareness - 44 female employees
- **Budget Allocation:** PHP 75,256.63
- **Actual Accomplishment:** PHP 0.00 (0%)

In line with Republic Act 11215, also known as the National Integrated Cancer Control Act (NICA), and its Implementing Rules and Regulations (IRR) Section 18, the LIBI administration planned to conduct an awareness orientation and forum on breast cancer for all female employees. This initiative aimed to integrate gender-sensitive key messages on cancer risk factors, early detection, prevention, and healthy lifestyle adoption into the company's health and wellness programs.

Recognizing that 55% of LIBI's workforce comprises women who may be at risk of breast cancer, the proposed activity was designed to educate and empower female employees with vital knowledge about the disease. The target was to engage 44 female employees in this awareness session, with an allocated budget of PHP 75,256.63.

However, as of the reporting period, the project has not been materialized, and no funds have been utilized (0% accomplishment). Several factors contributed to this, including unforeseen scheduling conflicts, logistical challenges, and prioritization of other workplace initiatives. The administration acknowledges the importance of this program and is committed to rescheduling and implementing the initiative in the next fiscal period to ensure the welfare and well-being of LIBI's female workforce.

To address this, the management will take proactive steps to revisit planning, secure necessary partnerships, and enhance coordination to facilitate the successful implementation of this critical awareness program in the future.



10. CONDUCT OF SURVEY TO IDENTIFY GENDER RELATED NEEDS AND ISSUES OF LIBI EMPLOYEES

- **Gender Issue / GAD Mandate:**

Republic Act No. 9710 or the Magna Carta of Women (MCW)
CHAPTER VI: Institutional Mechanisms
SECTION 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.

- **Cause of Gender Issue:** Existing GAD database of employees not updated on their gender needs and concerns.
- **GAD Result Statement / GAD Objective:** To institutionalize a consultative and participatory process in the planning of GAD PAPs.
- **Performance Indicators / Targets:** No. of the survey report prepared - 1 survey (with 80 respondents)
- **Budget Allocation:** PHP 92,903.07
- **Actual Accomplishment:** PHP 97,185.15 (104.61%)

EXECUTIVE SUMMARY OR RATIONALE:

Republic Act No. 9710 or the Magna Carta of Women (MCW) 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.

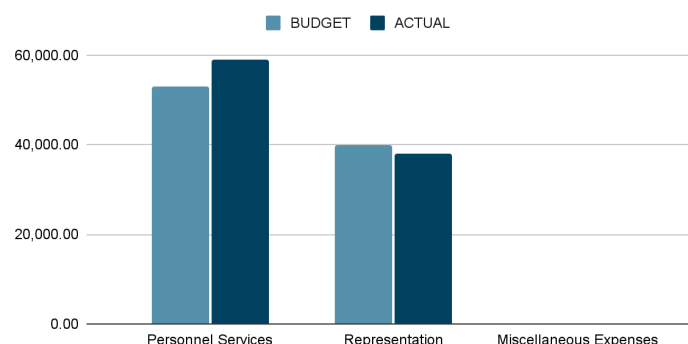
ACTUAL PARTICIPANTS AND ATTENDEES: 80 respondents

GOALS / OBJECTIVES: To institutionalize a consultative and participatory process in the planning of GAD PAPs.

STRATEGIC MEASURES: All employees are requested to access and accomplish the survey through the provided link.

BUDGETARY EXPENDITURE BREAKDOWN:

CONDUCT OF SURVEY TO IDENTIFY GENDER RELATED NEEDS AND ISSUES





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	BUDGET	ACTUAL
Personnel Services	52,903.07	59,109.65
Representation	40,000.00	37,875.00
Miscellaneous Expenses	0.00	129.00
TOTAL BUDGET	92,903.07	
TOTAL ACTUAL		97,185.15

Note: The attribution of personnel services for the Technical Working Group-Gender and Development Focal Point System (TWG-GFPS) and employees during the conduct of the survey and its assessment is crucial in ensuring a systematic and comprehensive evaluation of gender mainstreaming efforts. This includes survey administration, data collection, validation, and analysis to identify gender gaps, capacity-building needs, and areas for improvement in GAD programs. The assessment results serve as a basis for evidence-based planning and policy recommendations to enhance gender-responsive initiatives within the agency.

MONITORING AND EVALUATION:

To ensure continuous improvement and effectiveness, we actively monitor our evaluation process by conducting a **survey to identify gender-related needs and issues** and performing a **yearly assessment**. This approach allows us to identify gaps, address evolving needs, and implement necessary enhancements. By maintaining this systematic evaluation, we ensure that no critical areas are overlooked, supporting the overall development and success of our initiatives.



11. CONDUCT OF TRAINING NEEDS ANALYSIS (TNA) ON GENDER AND DEVELOPMENT

- **Gender Issue / GAD Mandate:**
Republic Act No. 9710 or the Magna Carta of Women (MCW)
CHAPTER VI: Institutional Mechanisms
SECTION 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.
- **Cause of Gender Issue:** No established baseline on the level of awareness and knowledge on GAD.
- **GAD Result Statement / GAD Objective:** To develop a Capacity-Development Program suited to the needs of employees.
- **Performance Indicators / Targets:** No. of report prepared - 1 TNA on GAD report
- **Budget Allocation:** PHP 74,387.07
- **Actual Accomplishment:** PHP 133,740.15 (179.79%)

RATIONALE:

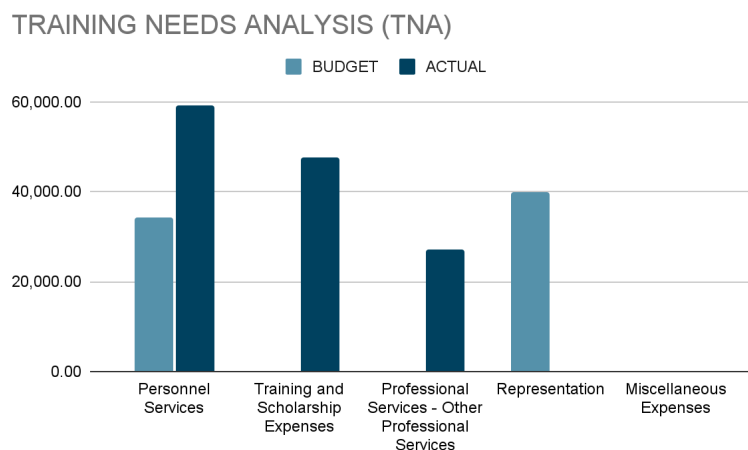
Pursuant to Section 36(A) of Republic Act (RA) No. 9710, also known as the Magna Carta of Women (MCW), which mandates gender sensitivity training and capacity building for government officials and employees, this initiative aims to enhance the effective implementation of GAD programs and activities. Similarly, the Philippine Plan for Gender-Responsive Development (PPGD), 1995-2025, highlights capacity building as a key strategy in strengthening stakeholders' ability to implement gender mainstreaming.

ACTUAL PARTICIPANTS AND ATTENDEES: 88 respondents

GOALS / OBJECTIVES: To develop a Capacity-Development Program suited to the needs of employees.

STRATEGIC MEASURES: All employees are requested to access and accomplish the survey through the provided link.

BUDGETARY EXPENDITURE BREAKDOWN:





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	BUDGET	ACTUAL
Personnel Services	34,387.07	59,109.65
Training and Scholarship Expenses	0.00	47,580.50
Professional Services - Other Professional Services	0.00	27,000.00
Representation	40,000.00	0.00
Miscellaneous Expenses	0.00	50.00
TOTAL BUDGET	74,387.07	
TOTAL ACTUAL		133,740.15

Note: Conducted a training on Committee On Decorum and Investigation (CODI) in compliance with Republic Act No. 11313 (Safe Spaces Act) and other related laws, responsible for handling cases of sexual harassment, gender-based violence, and other violations related to workplace decorum.

MONITORING AND EVALUATION:

In compliance with these mandates, the LIBI GAD Focal Point System (GFPS), through its Technical Working Group, is conducting a Training Needs Analysis (TNA) Survey. This survey aims to systematically assess and identify specific gaps, skills, and knowledge among employees and stakeholders to effectively implement gender mainstreaming strategies and achieve GAD-related goals. The results will ensure that training initiatives are relevant, targeted, and impactful.



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12. UPDATING AND MAINTENANCE OF THE LIBI'S MANUALLY-OPERATED GAD DATABASE OR LIBRARY

- **Gender Issue / GAD Mandate:**

Republic Act No. 9710 or the Magna Carta of Women (MCW)

CHAPTER VI: Institutional Mechanisms

SEC. 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.

- **Cause of Gender Issue:** LIBI's Gender and Development (GAD) Database is not updated.
- **GAD Result Statement / GAD Objective:** Enhanced GAD Database for LIBI Employees and Clients.
- **Performance Indicators / Targets:** No. of database updated - 1 Updated GAD Database
- **Budget Allocation:** PHP 129,935.07
- **Actual Accomplishment:** PHP 72,556.87 (55.84%)

RATIONALE:

The Gender and Development (GAD) Focal Point System (GFPS) plays a critical role in ensuring the effective mainstreaming of gender perspectives in agency programs, projects, activities, and processes. As mandated by Republic Act No. 9710, also known as the Magna Carta of Women (MCW), Section 36 (c) underscores the importance of generating and maintaining a GAD database containing gender statistics and sex-disaggregated data. This database should be systematically gathered, regularly updated, and subjected to gender analysis to support planning, programming, and policy formulation.

One of the key gender-related concerns identified was the lack of an updated GAD database within the LIBI. The absence of a systematically maintained and regularly updated database posed challenges in accessing accurate gender statistics, thereby affecting gender-responsive planning and policy development.

ACTUAL PARTICIPANTS AND ATTENDEES: 4 Male and 6 Female

GOALS / OBJECTIVES:

To address this issue, the agency aimed to enhance and update the GAD database for LIBI employees and clients. This initiative was designed to improve data accuracy, ensure efficient gender analysis, and enhance decision-making processes related to GAD programs.



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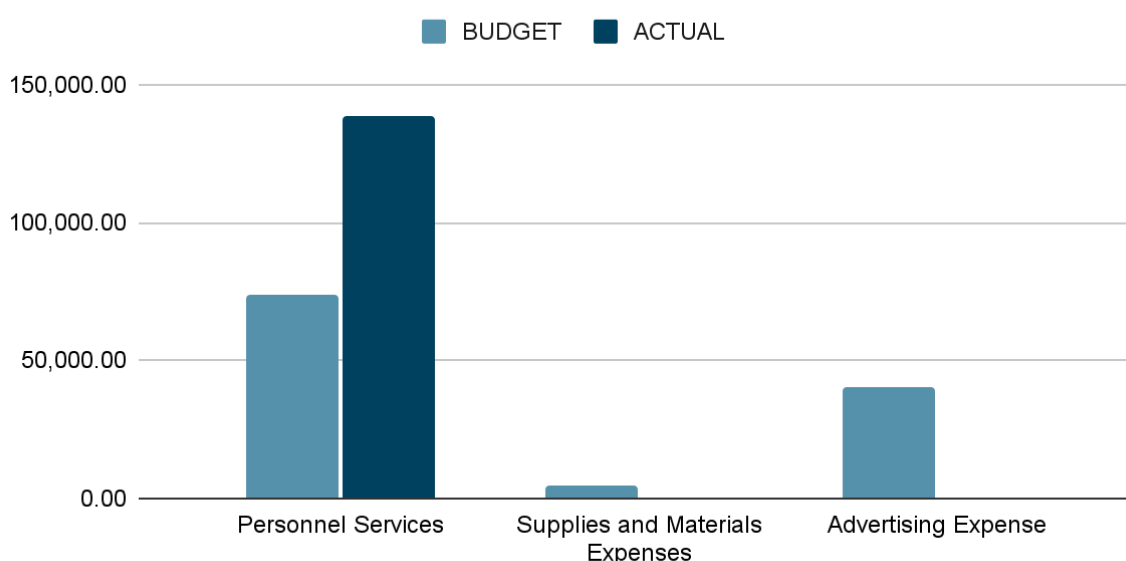
STRATEGIC MEASURES:

To measure the success of this initiative, the following performance indicators and targets were established:

- Performance Indicator: Number of databases updated
- Target: 1 updated GAD database

BUDGETARY EXPENDITURE BREAKDOWN:

UPDATING AND MAINTENANCE OF THE LIBI'S MANUALLY-OPERATED GAD DATABASE OR LIBRARY



	BUDGET	ACTUAL
Personnel Services	74,064.00	138,787.27
Supplies and Materials Expenses	5,000.00	0.00
Advertising Expense	40,000.00	0.00
TOTAL BUDGET	119,064.00	
TOTAL ACTUAL		138,787.27

Note: The attribution of personnel services for IT personnel and the Gender and Development Focal Point System-Technical Working Group (GFPS-TWG) is essential in supporting the implementation of GAD-related initiatives through technology-driven solutions and administrative coordination. IT personnel play a key role in developing, managing, and maintaining digital platforms for GAD data collection, reporting, and monitoring, ensuring efficient and accurate documentation of gender mainstreaming efforts. Meanwhile, the GFPS-TWG is responsible for coordinating, assessing, and facilitating gender-responsive programs and activities, including compliance with GAD mandates.

MONITORING AND EVALUATION:

The updating the GAD database has resulted in:

- The initial enhancement of data collection and classification of gender statistics.



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- Improved accessibility of gender-related information for planning and policy-making.
- Strengthened gender analysis for GAD-related activities.

Despite these advancements, challenges remain in achieving full database updates, necessitating further efforts and resource allocation.

The initiative to update the GAD database marks a significant step toward strengthening gender mainstreaming within LIBI. However, continuous improvements are necessary to achieve full compliance with the MCW mandate. It is recommended that:

- Additional efforts will be made to complete the database update and ensure its regular maintenance.
- Training programs are conducted to enhance the capacity of personnel in handling and updating the GAD database.
- Adequate resources and funding be allocated to sustain the database's efficiency and relevance.

Overall, enhancing the GAD database aligns with the agency's commitment to gender equality and ensures the effective implementation of GAD-related programs and policies.



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13. CONDUCT OF ADVOCACY ACTIVITIES TO PARTICIPATE IN THE 18-DAY VAW CAMPAIGN

- **Gender Issue / GAD Mandate:**
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)
- **Cause of Gender Issue:** Insufficient involvement in advocacy and awareness on emerging issues related to gender-based violence.
- **GAD Result Statement / GAD Objective:** To increase awareness and strengthen the advocacy of LIBI on violence against women and other gender-based violence.
- **Performance Indicators / Targets:** No. of activities conducted - 2(online events organized by the PCW)
- **Budget Allocation:** PHP 528,251.58
- **Actual Accomplishment:** PHP 1,252,847.68 (237.17%)
- **Duration:** November 25, 2024 - December 12, 2024

RATIONALE:

The 18-Day Campaign to End Violence Against Women (VAW) is an annual advocacy campaign mandated by Presidential Proclamation 1172 and Republic Act 10398, which declares November 25 as the National Consciousness Day for the Elimination of Violence Against Women and Children. This campaign aims to increase awareness and mobilize support in combating gender-based violence in various sectors.

For the year 2024, the LIBI actively participated in the observance of this campaign by organizing advocacy activities that align with its Gender and Development (GAD) mandate. The focus was on increasing awareness and strengthening advocacy efforts on violence against women (VAW) and other forms of gender-based violence (GBV).

One of the identified gender issues was the insufficient involvement in advocacy and awareness on emerging issues related to gender-based violence. Addressing this issue is crucial in ensuring a gender-sensitive and violence-free environment for all individuals, particularly women and children.

GOALS / OBJECTIVES: The primary objective of LIBI's participation in the campaign was to increase awareness and strengthen advocacy on violence against women and gender-based violence. This objective was pursued through targeted activities that engaged stakeholders and promoted knowledge-sharing on VAW-related issues.

STRATEGIC MEASURES: To achieve this objective, LIBI set the following performance indicators and targets: Number of activities conducted: 2 online events organized by the Philippine Commission on Women (PCW) and Budget Allocation: PHP 528,251.58



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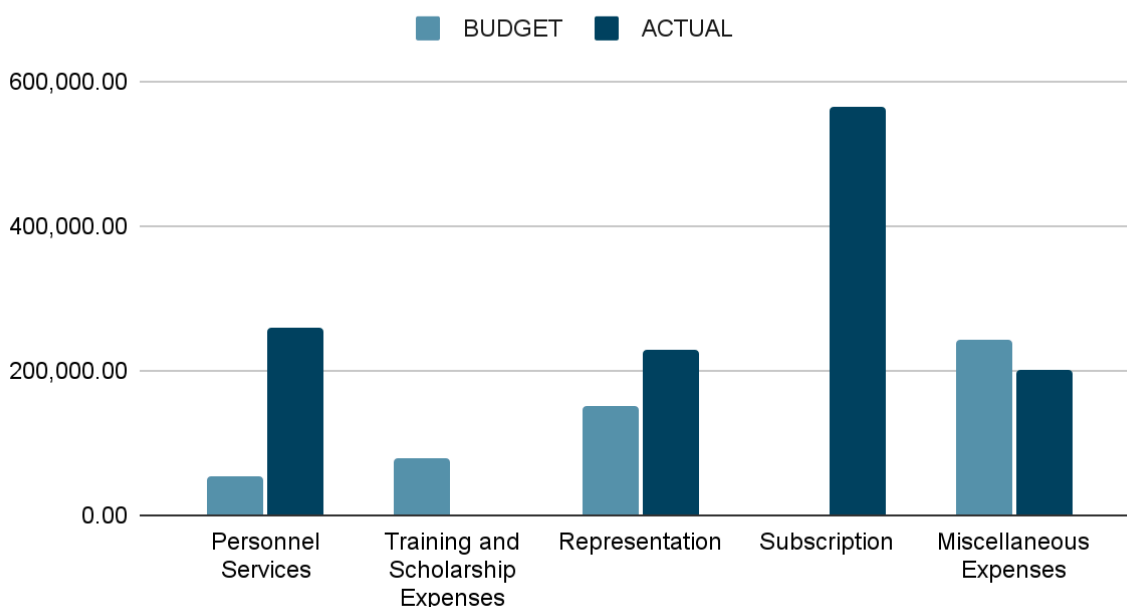
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BUDGETARY EXPENDITURE BREAKDOWN:

18-DAY VAW CAMPAIGN



	BUDGET	ACTUAL
Personnel Services	54,632.18	258,958.60
Training and Scholarship Expenses	80,000.00	0.00
Representation	151,619.40	228,896.08
Subscription	0.00	564,965.00
Miscellaneous Expenses	242,000.00	200,028.00
TOTAL BUDGET	528,251.58	
TOTAL ACTUAL		1,252,847.68

Note: The attribution of Virtual Machine (VM) Database and Web Application Servers under the GAD Plan and Budget is essential to enhancing gender-responsive governance and ensuring compliance with Republic Act No. 11313 (Safe Spaces Act). These IT resources support the development, deployment, and maintenance of digital platforms aimed at preventing gender-based violence, promoting safe spaces, and facilitating gender mainstreaming efforts within the agency.

MONITORING AND EVALUATION:

NUMBER OF ACTIVITIES CONDUCTED: LIBI successfully participated in and supported two online events organized by PCW, along with additional advocacy initiatives, which contributed to the campaign's success.

ACTUAL BUDGET UTILIZED: PHP 1,252,847.68, which is 237.17% of the allocated budget. The increased expenditure reflects the expansion of efforts to maximize outreach and impact, demonstrating LIBI's commitment to advocacy.



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Duration of Activities: November 25, 2024 - December 12, 2024

KEY HIGHLIGHTS OF ACTIVITIES

- **Online Advocacy Campaigns:** Engaging discussions and awareness-building activities were conducted through virtual platforms to reach a broader audience.
- **Participation in PCW-organized Events:** LIBI ensured active engagement in the official events facilitated by the Philippine Commission on Women (PCW), further reinforcing its support for the national initiative.
- **Information Dissemination:** Materials such as infographics, brochures, and social media posts were developed and shared to educate employees and the public on VAW issues.

The observance of the 18-Day Campaign to End VAW was a significant success for LIBI, as evidenced by the accomplishment of its objectives and the substantial increase in budget utilization. The heightened advocacy efforts contributed to greater awareness and engagement within the organization and the community.

To sustain and further improve these efforts, it is recommended that:

- More localized initiatives are developed to directly engage community members in VAW awareness activities.
- Continuous training and capacity-building programs are conducted for employees and stakeholders.
- Strengthened partnerships with advocacy groups and government agencies be pursued to amplify the impact of future campaigns.

LIBI remains committed to the fight against violence against women and gender-based violence, ensuring that awareness, education, and advocacy remain at the forefront of its gender and development initiatives.

1. KICK-OFF CEREMONY FOR 18-DAY VAW CAMPAIGN

We commenced the 18-Day VAW Campaign with a poignant Kick-Off Ceremony, which served as a rallying point for our employees to come together and show their support for this important cause. A total of 68 employees participated in the ceremony, with 39 females and 29 males in attendance. The ceremony featured speeches, performances, and interactive activities aimed at raising awareness about the prevalence and impact of violence against women and highlighting the importance of collective action to address this issue.





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2. PRODUCTION AND DISTRIBUTION OF ADVOCACY MATERIALS

As part of our advocacy efforts, we produced and distributed advocacy materials to all employees, including informational pamphlets, posters, and digital resources. These materials served as valuable tools for raising awareness, educating employees about the various forms of violence against women, and providing information on available support services. A total of 68 employees, comprising 39 females and 29 males, received these advocacy materials, ensuring widespread dissemination of key messages and information.



3. CULMINATION PROGRAM FOR 18-DAY VAW CAMPAIGN

The culmination of the 18-Day VAW Campaign was marked by a meaningful Culmination Program, where we reflected on the significance of the campaign and celebrated the achievements of our collective efforts. A total of 68 employees, including 39 females and 29 males, participated in the program, which featured testimonials, presentations, and discussions on the impact of violence against women and the importance of ongoing advocacy and support. The program served as a powerful reminder of the urgency and importance of working together to end violence against women and create a more equitable and just society for all.



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14. UPDATING OF THE GAD WEBSITE WITH GAD-RELATED POLICIES, PROGRAMS, ACCOMPLISHMENTS, REPORTS, AND OTHER RELATED INFORMATION

- **Gender Issue / GAD Mandate:**

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.

- **Cause of Gender Issue:** Limited access of employees and clients to information on GAD-related laws, policies, programs and other initiatives of LIBI.
- **GAD Result Statement / GAD Objective:** Increased access of LIBI employees, clients and stakeholders on GAD IEC materials.
- **Performance Indicators / Targets:** Frequency of Updating GAD Section in LIBI Website - GAD website updated quarterly
- **Budget Allocation:** PHP 119,064.00
- **Actual Accomplishment:** PHP 138,787.27 (116.57%)

RATIONALE:

The Magna Carta of Women (MCW) Section 29 mandates the development and dissemination of information, education, and communication (IEC) materials on gender-related programs, services, and funding outlays to promote women's empowerment and gender equality. This directive ensures that relevant information reaches the public, particularly in rural and remote areas, to foster awareness and inclusivity. In line with this, the LIBI has committed to enhancing accessibility to GAD-related materials for employees, clients, and stakeholders through regular updates to its website and other communication channels.

One of the primary gender issues identified within LIBI was the limited access of employees and clients to information regarding GAD-related laws, policies, programs, and initiatives. The lack of readily available and up-to-date materials posed a challenge in fostering awareness and engagement in gender-responsive activities.

ACTUAL PARTICIPANTS AND ATTENDEES: 4 Male and 6 Female

GOALS / OBJECTIVES:

To address this issue, LIBI aimed to increase access to GAD IEC materials for employees, clients, and stakeholders by ensuring the regular updating of the GAD section on the LIBI website. This initiative sought to provide timely and relevant information to support gender mainstreaming efforts within the organization.



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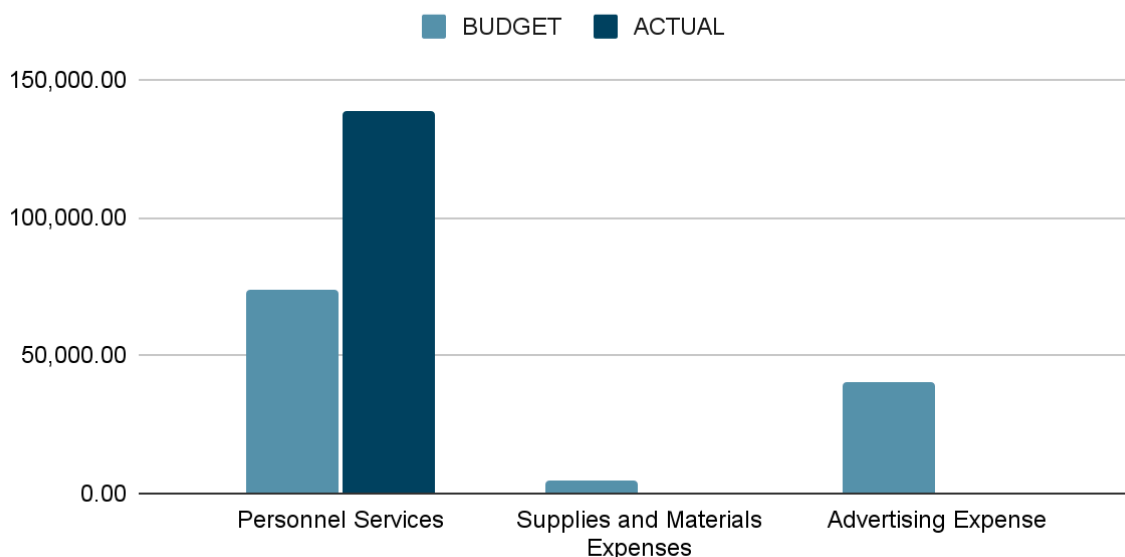
STRATEGIC MEASURES:

To achieve the stated objective, the following strategies were undertaken:

- Regular updating of the GAD section on the LIBI website every quarter.
- Development and dissemination of IEC materials in major Filipino dialects to enhance comprehension and inclusivity.
- Enhancement of digital platforms to ensure user-friendly access to GAD-related information.
- Engagement with stakeholders to identify and address specific information needs.
- Monitoring and evaluation of the effectiveness of dissemination efforts.

BUDGETARY EXPENDITURE BREAKDOWN:

UPDATING OF THE GAD WEBSITE WITH GAD-RELATED POLICIES, PROGRAMS, ACCOMPLISHMENTS, REPORTS,



	BUDGET	ACTUAL
Personnel Services	74,064.00	138,787.27
Supplies and Materials Expenses	5,000.00	0.00
Advertising Expense	40,000.00	0.00
TOTAL BUDGET	119,064.00	
TOTAL ACTUAL		138,787.27

Note: The attribution of personnel services for IT Officers and the Gender and Development Focal Point System-Technical Working Group (GFPS-TWG) in maintaining and updating the GAD Website is essential to ensuring efficient, timely, and accurate dissemination of gender-related information. As part of the agency's commitment to gender mainstreaming and compliance with national mandates, the GAD Website serves as a digital platform for advocacy, education, and transparency in implementing gender-responsive programs. Ensuring compliance with National GAD Policies and Transparency, the Magna



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Carta of Women (RA 9710) and PCW Memorandum Circulars require agencies to document and publish GAD initiatives, programs, and reports.

MONITORING AND EVALUATION:

LIBI successfully met and exceeded its target for updating the GAD website, ensuring that relevant materials were made available quarterly. Key accomplishments included:

- Regular content updates with new GAD-related policies, programs, and services.
- Translation of materials into major Filipino dialects for wider reach.
- Improved website accessibility and usability for employees and clients.
- Positive stakeholder feedback on the availability and usefulness of IEC materials.

Despite the successful implementation of the initiative, several challenges were encountered:

- Ensuring consistent engagement from stakeholders in utilizing the materials.
- Addressing technical issues related to website accessibility and functionality.
- Managing budget constraints while expanding the reach and quality of materials.

To further improve the initiative, the following recommendations are proposed:

- Conduct regular consultations with employees and clients to assess their information needs.
- Invest in additional digital tools such as interactive GAD chatbots and multimedia resources.
- Strengthen partnerships with local communities and organizations to enhance dissemination efforts.

The successful implementation of the GAD IEC initiative at LIBI has significantly improved access to gender-related information for employees, clients, and stakeholders. By exceeding its target and budget allocation, LIBI demonstrated a strong commitment to gender equality and empowerment. Moving forward, sustained efforts in information dissemination and stakeholder engagement will be key in furthering GAD initiatives and ensuring inclusive development within the organization.



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Gender and Development

Gender and Development

The Gender and Development - Technical Working Group (GAD-TWG) of LBP Insurance Brokerage, Inc. (LBI) takes the lead and committed in promoting gender awareness, responsiveness, and equality for both men and women in the society.

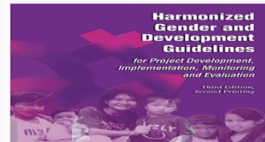
Plans and Budget



Programs and Projects



Constitutional Issuances



2024 - GAD Plans and Budget



2023 - GAD Plans and Budget

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15. AVAILMENT OF GAD-RELATED LEAVES (MATERNITY, SPECIAL LEAVE, ETC.)

- **Gender Issue / GAD Mandate:**
Compliance to Section 18 of MCW RA 9710 Special Leave Benefits for Women, RA 8187: Paternity Leave Act of 1996, Section 8 of RA 8972 Solo Parents Welfare Act of 2000
- **Cause of Gender Issue:** Employees may require special leaves due to parental obligations, health concerns and other circumstances that may require the need thereof
- **GAD Result Statement / GAD Objective:** Enhanced support services for employees in need of special leaves.
- **Performance Indicators / Targets:** % of Solo Parent, Maternity, and Magna Carta for Women Leave applications of female LIBI employees processed - 100% of Solo Parent, Maternity, and Magna Carta for Women Leave applications of female LIBI employees processed
- **Budget Allocation:** PHP 375,438.00
- **Actual Accomplishment:** PHP 375,438.00 (100%)

EXECUTIVE SUMMARY OR RATIONALE:

The 105-Day Expanded Maternity Leave Law (RA 11210 or EML) provides the updated policy on maternity leave that covers females who are workers in the private and public sectors, workers in the informal economy, voluntary contributors to the Social Security System (SSS), and national athletes. It likewise grants a woman the option to allocate up to seven days of paid maternity leave to her child's father or an alternate caregiver.

ACTUAL PARTICIPANTS AND ATTENDEES: 4 Female Employees Availled the Maternity Benefits

GOALS / OBJECTIVES: Enhanced support services for employees in need of special leaves.

STRATEGIC MEASURES:

- Awareness and Information Dissemination – Conduct orientations, distribute informational materials, and ensure HR personnel are well-trained on GAD-related leaves.
- Strengthening Policy Implementation – Standardize guidelines, establish monitoring systems, and ensure compliance with legal mandates.
- Streamlining the Leave Application Process – Implement an online leave system, assign dedicated HR support, and fast-track approvals for urgent cases.
- Financial and Logistical Support – Ensure sufficient budget allocation, offer flexible work arrangements, and provide return-to-work programs.
- Monitoring and Evaluation – Track applications, gather employee feedback, and refine policies based on data-driven insights.



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BUDGETARY EXPENDITURE BREAKDOWN:

Maternity Availers:			Benefit Claim
SALUDES, DESIREE T.	May 22, 2024	Live Childbirth	73,951.50
EUNICE E. LIM	June 1, 2024	Live Childbirth	73,951.50
SOÑAS, SHERYL A.	November 14, 2024	Live Childbirth	133,035.00
CALINOG, JESSA	December 1, 2024	Live Childbirth	94,500.00
			<u>375,438.00</u>

MONITORING AND EVALUATION:

- Establish regular reporting on the number of leave applications, approvals, and challenges faced.
- Conduct employee feedback surveys to assess satisfaction with the leave availment process.
- Use data to propose policy enhancements or recommend additional support mechanisms.

Special Leave Benefits for Women

