

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2019**

Reference: Endorsed GPB #2019-007520

Date Endorsed: Jun 15, 2020

Organization: Land Bank of the Philippines

Organization Category: National Government, GOCC with Budgetary Support

Organization Hierarchy: Department of Finance, Land Bank of the Philippines

Total Budget/GAA of Organization: 2,400,000.00

Actual GAD Expenditure 1,672,446,336,558.85 **Original Budget** 1,672,452,336,558.85

% Utilization of Budget 100.00

% of GAD Expenditure: 69,685,264.02%

Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement GAD/Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Output Performance Indicators / Target	Actual Result (Outputs / Outcomes)	Total Agency Approved Budget	Actual Cost / Expenditure	Responsible Unit / Office	Remarks
CLIENT-FOCUSED ACTIVITIES										
1	Lack of access to credit and the capital based on needs of women in the marginalized sector	Lack of complete data on eventual beneficiaries of LBP Programs/products/services	To increase gender responsiveness of the BAnk's credit and other banking programs	MFO: Operations - Central MIS	Reconfiguration of existing database to facilitate sex-disaggregation of data on the Bank's clients	enhanced, sex disaggregated database completed by end of 2019	1,000,000.00 Corporate Funds	0.00 Corporate Funds	Central MIS	



THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN REVIEWED AND SUBMITTED THROUGH THE GMMS

MIRA LEAH B. PATIO
ASSISTANT VICE PRESIDENT

CECILIA C. BORROMELO
PRESIDENT AND CEO



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	Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement GAD/Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Output Performance Indicators / Target	Actual Result (Outputs / Outcomes)	Total Agency Approved Budget	Actual Cost / Expenditure	Responsible Unit / Office	Remarks
2	Lack of opportunity to avail of formal financial services among marginalized women	Lack of awareness especially among marginalized women on bank services available to address their financial needs	Increased opportunities for Financial Inclusion among Marginalized Women	MFO: General and Administrative Functions under Central MIS Department/Branch Banking Sector	Conduct if financial Inclusion Caravans in selected remote areas	Number of Financial Inclusion Caravans conducted and number of availers of Landbank products and services / Formal banking services for unbanked and underserved	Total of 6,903 Filipinos (4,417 or 63.98 % women and 1,978 or 28.65 % men and 508 or 7.35 % individuals with sex unidentified).	1,872,094.69 Corporate Funds	1,872,094.69 Corporate Funds	Central MIS Department/Branch Banking Sector/Corporate Affairs Department	Done.Done. Program Accomplishments as of December 31, 2019
3	Lack of opportunity to avail of formal financial services among marginalized women	Women are not aware of the availability of services to help in addressing their financial needs	To provide marginalized women with opportunities for financial inclusion	MFO: General and Administrative Functions under Central MIS Department/Branch Banking Sector	Provision of formal banking services to unbanked , unserved and underserved population of selected provinces in the country	Number of availers of the Banks Products and Services	A total of 5,916,629 filipino (3,186,617 or 53.85 % being women and 2,498,603 or 42.23 % and 231,401 or 3.91 %) depositors availed different types of Bank products through different branches.	1,667,943,033,140.00 Corporate Funds	1,667,943,033,140.00 Corporate Funds	Central MIS Department/Branch Banking Sector	Done.Done. Program Accomplishment as of December 31, 2019



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4	Lack of opportunity to avail credit loans and other bank products and services especially among women OFWs	Lack of awareness especially among women OFWs on bank services available to address their financial needs	Increased opportunities for financial inclusion among OFWs especially women	MFO: Lending Support Department	Provision of credit loans to women and men OFWs	Number of men and women OFWs availed the Banks Products and Services	Through conduct of Credit loans to Overseas Filipino Worker, a total Total of 887 Filipinos (419 or 47.3 % men and 466 or 52.53 % women and 2 or 0.22 % have not identified Gender) from different areas in the Philippines availed the Bank's Products and Services.	537,133,867.16 Corporate Funds	537,133,867.16 Corporate Funds	Lending Support Department	Done.Done. Program Accomplishment as of December 31, 2019
5	Women lack opportunity to avail credit loans.	Women are not aware of the availability of services to help in addressing their financial needs	To provide marginalized women with opportunities for credit loans and other Banks Product and Services	MFO: Lending Support Department	Provision of loans to LGU's	Number of households benefited the loans availed by LGU's the Banks Product and Services	Through the conduct of loans to LGU's to provide water districts to connect water connection to 37,125 households or 74,250 women benefited the program. Note assumption : 2 females per household	85,518,580.20 Corporate Funds	85,518,580.20 Corporate Funds	Lending Support Department	Done.Done. Program Accomplishment as of December 31, 2019



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6	CEDAW Article 10. States Parties shall take all appropriate measures to eliminate discrimination against women in order to ensure equal rights with men in the field of education.	Unequal access to education between girls and boys due to scarcity and location of public schools	Increased access to education especially among poor girls with the increased availability of public schools	MFO: Lending Support Department	Provision of loans to LGU's	Number of school buildings and classrooms benefited the loans availed by LGU's	Through the conduct of loans to LGU's. a total of 33 school buildings and 311 classrooms to men and women benefited the program.	2,282,034,663.53 Corporate Funds	2,282,034,663.53 Corporate Funds	Lending Support Department	Done.Done. Program Accomplishment as of December 31, 2019
7	CEDAW Article 12. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health care services	Unequal access to health care between women and men due to scarcity and cost of public health care services	Increased access to health care especially among poor women with the increased availability of public hospitals	MFO: Lending Support Department	Provision of loans to LGU's	Number of health care facilities benefited from LBP loans to LGUs	Through the provision of loans to LGU's to provide hospital buildings and hospital beds to be benefited by men and women to provide health services a total of 14 hospital buildings or a total of 1169 hospital beds were provided through loans to various LGU's	1,556,516,584.76 Corporate Funds	1,556,516,584.76 Corporate Funds	Lending Support Department	Done.Done. Program Accomplishment as of December 31, 2019
ORGANIZATION-FOCUSED ACTIVITIES											



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8	Low level of awareness and skills among LBP Field/Regional personnel on GAD and related programs, activities and policies/-	GFPS-TWG for Field/Regional Offices (Branch/Lending Groups) are yet to be organized and trained GFPS-TWG for Field/Regional Offices (Branch/Lending Groups) are yet to be organized and trained	To strengthen the capability of field/regional employees, particularly field GFPS-TWG members, to formulate, implement, monitor and evaluate GAD policies, plans and budget in their respective units. To strengthen the capability of field/regional employees, particularly field GFPS-TWG members, to formulate, implement, monitor and evaluate GAD policies, plans and budget in their respective units.	MFO: General Administration and Support Services	1. Conduct of orientation sessions and other relevant training programs for members of the field/regional GFPS-TWGs specifically on the development , implementation, monitoring and evaluation of GAD programs, plans and budget	At least two (2) batches each of GAD Orientation and other relevant training programs to capacitate field/regional GFPS-TWG members and other Bank personnel concerned on GAD and related concerns At least two (2) batches each of GAD Orientation and other relevant training programs to capacitate field/regional GFPS-TWG members and other Bank personnel concerned on GAD and related concerns		2,400,000.00 Corporate Funds 200,000.00 Corporate Funds	0.00 Corporate Funds 0.00 Corporate Funds	Organizational Development Department Employee Relations Department	



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9	There are no GAD Focal Point System-Technical Working Groups (GFPS-TWGs) among the LBP Field/Regional Offices	GFPS-TWG for Field/Regional Offices (Branch/Lending Groups) are yet to be organized	To increase the participation of LANDBANK field units (Branches, Lending Centers, Accounting Centers, etc.) in the mainstreaming of GAD in Banl's programs, policies and activities	MFO: General Administration and Support Services	Reconfiguration of the existing LBP GFPS to facilitate the creation	Special Order on the revised LBP GFPS issued and specific LBP Regional GFPS-TWG members named by within 1st semester 2019		2,400,00 0.00 Corporate Funds	0.00 Corporate Funds	Employee Relations Department	
10	MCW Sec 22. Right to Decent Work. The State shall further ensure support services that will enable women to balance their family obligations and work responsibilities including the establishment of day centers and breast-feeding stations at the work place	Multiple burden of women employees which entails balancing parenting role with work responsibilities	Improved work-life balance and increased productivity especially for women employees of LBP	MFO: General and Administrative Functions under Employee Relations Department	Operations of the LANDBANK Day Care Center (LBDCC)/Early Childhood Development Center	Number of Employees who avail of the Day Care Services	273 employees were able to fulfill their work obligations while assured that their children are attended at the LBDCC	2,142,837.94 Corporate Funds	2,142,837.94 Corporate Funds	Employee Relations Department	Done.Done. Continuing operations of the Day Care facility



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11	MCW Sec 22. Right to Decent Work. The State shall further ensure support services that will enable women to balance their family obligations and work responsibilities including the establishment of day centers and breast-feeding stations at the work place	Multiple burden of women employees which entails balancing parenting role with work responsibilities	Improved work-life balance and increased productivity especially for women employees of LBP	MFO: General and Administrative Functions under Employee Relations Department	Conduct of Summer Workshop for children/dependents of LANDBANK Employees and other workers	Number of parents/carers who have availed of the slots for the Summer Workshop	Facilitated conduct of Summer Workshop for 93 children and enabling parents /carers to fulfill work obligations while assured that their children are attended to during summer break	304,198.51 Corporate Funds	304,198.51 Corporate Funds	Employee Relations Department	Done.Done. Summer Workshop was successfully completed
12	RA 10028. Expanded Breastfeeding Promotion Act of 2009 Sec 9/12 Information Dissemination and Educational Programs of Pregnant Women and Women of Reproductive Age	Lack of information on the benefits of exclusive breastfeeding among women employees of LBP	Increased recognition and support for women's practical and strategic needs	MFO: General and Administrative Functions under Employee Relations Department	Dissemination of information and enhancement of relevant skills through forums and education and communication (IEC) materials such as posters, emails and advisories	Number of Women Employees who attended the forums	A total of 56 employees attended the various seminar/forums about Breastfeeding: Breastfeeding Forum, Milk Letting Activity: "Share your Breastmilk", Empower Parents "Enable Breastfeeding".	12,462.00 Corporate Funds	12,462.00 Corporate Funds	Employee Relations Department	Done.Done. Information dissemination and for a conducted for the year



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13	RA 10028. Expanded Breastfeeding Promotion Act of 2009 Ch III Sec 11. Establishment of Lactation Stations	Lack of support for women's practical gender needs particularly those that interfere with strategic needs.	Increased recognition and support for women's practical and strategic needs	MFO: General and Administrative Functions under Employee Relations Department	Operations of the LANDBANK Lactation station	Number of Employees who were able to avail the services of the Lactation Station	A total of 46 employees were able to fulfill their work obligations by availing the services of the Lactation Station for their children.	5,355.00 Corporate Funds	5,355.00 Corporate Funds	Employee Relations Department	Done.Done. Continuing operations of the Lactation Station
14	MCW Sec 25. Right to Decent Work. Employers both in the public and private sectors shall provide services in support to balancing family obligations and work responsibilities. These include seminars on responsible parenthood.	Lack of knowledge on how to handle children with autism among concerned parents	Increased recognition and support for women's practical and strategic needs	MFO: General Administrative Functions under Employee Relations Department	Conduct of forums for LANDBANK Employees in raising awareness and information children with autism	Number and feedback of Employees who participated in the Forum	A total of 25 employees attended the forum on Autism awareness month " It's ok to be different"	6,680.00 Corporate Funds	6,680.00 Corporate Funds	Employee Relations Department	Done.Done. Conducted seminar.



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15	Magna Carta of Women, Solo Parents Welfare Act, Anti Violence Against Women and their Children Act, etc.	Vulnerability of women to gender-based violence	Increased support for women's practical and strategic needs	MFO: General and Administrative Functions under Employee Relations Department and Personnel Administration Department	Grant of leave privileges to concerned women	Number of beneficiaries of the different Leave Privileges	A total of 463 employees availed of the following Leave privileges: Maternity Leave, Paternity Leave, Leave for Solo Parents, Special Leave Privileges, Special Leave for Women who underwent Gynecological Operations/Surgery, 10-days Leave for Women and their Children who are Victims of Violence, Rehabilitation Leave, Special Emergency Leave due to Calamities	36,792,547.76 Corporate Funds	36,792,547.76 Corporate Funds	Personnel Administration Department /Employee Relations Department	Done.Done. Different Leave Privileges were granted during the year



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16	RA 10398. National Consciousness Day for the Elimination of Violence Against Women and Children	Women lack awareness of their rights and privileges	Strengthened capacity of women to assert their rights and entitlements with increased knowledge of the laws on women	MFO: General and Administrative Functions under Employee Relations Department	Celebration of the Campaign to End Violence against Women and their Children (VAWC)	Number of participants in activities lined-up for the celebration of the National Womens Month and Campaign to end VAWC	Supported the National Womens Month Celebration through conduct of a Pampering Week entitled: "All about steve and her Steve - Year 3" mostly for women-employees, other workers in partnership with third party providers. A total of 292 employees have attended the event Issued various Anti-VAWC IEC materials including streamers and internal/external advisories	2,504.00 Corporate Funds	2,504.00 Corporate Funds	Employee Relations Department	Done.Done. Supported National Womens Month Celebration in March and VAWC in November 2019



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17	Women rights and privileges are oftentimes neglected and violated in the workplace (RA 7877. Anti-Sexual Harassment)	Lack of information dissemination on GAD/CODI Policy	To inform all Bank employees of GAD and CODI Policy to ensure that employees are protected from sexual harassment. To conduct awareness seminars/learning sessions on GAD/CODI	MFO: General Administrative Functions under Employee Relations Department	Continued existence of the LBP CODI	Number of attendees presence of functional CODI	Include the Banks Anti-Sexual Harassment Policy in the Annual Reorientation Sessions of the LBP Code of Conduct conducted in all Bank unit. 100% of LBP Employees attended the reorientation sessions. Including GAD/CODI in LBPs new employee orientation program (LANDBANK in Perspective or LIP). 73.55 % of new hires attended the LIP.	484,091.32 Corporate Funds	484,091.32 Corporate Funds	Employee Relations Department	Done.Done. Reorientation session conducted for the year.
18	MCW Ch VI. Institutional Mechanisms. Creation and Strengthening of the GAD Focal Point.	GFPS-TWG for Field/Regional Offices (Branch/Lending Groups are yet to be organized/created) Absence of GAD Focal Point System - Technical Working Group among the LBP Field/Regional Offices (Branch/Lending Groups)	Strengthened capacity of LBP to mainstream GAD in the organization	MFO: Organization Development Department/Employee Relations Department	Conduct of GST	Number of attendees to the seminar conducted	A total of 16 Employees from the GAD-TWG members and Chairperson of the Regional GAD-TWG participated in the Gender Sensitivity Training on October 14-16, 2019.	385,508.18 Corporate Funds	385,508.18 Corporate Funds	Organizational Development Department/Employee Relations Department	Done.Done. Seminar conducted



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19	MCW Ch VI. Institutional Mechanisms. Creation and Strengthening of the GAD Focal Point.	Absence of GAD Focal Point System - Technical Working Group among the LBP Field/Regional Offices (Branch/Lending Groups)	Strengthened capacity of LBP to mainstream GAD in the organization	MFO: Organization Development Department/Employee Relations Department	Conduct of GAD Orientation	Number of attendees to the seminar conducted	Conducted a GAD Orientation to the Members of the Management Committee including the President of LBP strengthened support of Management for GAD	6,307.25 Corporate Funds	6,307.25 Corporate Funds	Employee Relations Department	Done.Done. Conducted seminar.



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20	MCW Ch VI. Institutional Mechanisms. Creation and Strengthening of the GAD Focal Point.	Absence of GAD Focal Point System - Technical Working Group among the LBP Field/Regional Offices (Branch/Lending Groups)	Strengthened capacity of LBP to mainstream GAD in the organization	MFO: Organization Development Department/Employee Relations Department	Active participation in the various capacity building trainings/seminars organized by DOF.	Number of Attendees to the different Seminars conducted	A total of 3 employees from the Banks strategic units participated in the GAD Focal Point System Assembly, Women Inspiring Women Forum and Women's Economic Empowerment, GAD Planning & Budgeting Workshop for 2020, Seminar on Gender Statistics, Sectoral Gender Analysis Using Harmonized Gender and Development Guidelines (HGDG), GAD Year-End Assessment and Pre-Planning 2020, Seminar on Gender Fair Language	85,136.55 Corporate Funds	85,136.55 Corporate Funds	Organizational Development Department/Employee Relations Department	Done.Done. Seminar conducted on various dates
SUB-TOTAL								1,672,452,336,558.85	1,672,446,336,558.85	Corporate Funds	
TOTAL								1,672,452,336,558.85	1,672,446,336,558.85		

Prepared By:	Approved By:	Date
MIRA LEAH B. PATIO	CECILIA C. BORROMEEO	04/03/2020

