

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET**

**FY 2020**

**Agency Name:** Land Bank of the Philippines

**Agency Category:** GOCC with Budgetary Support

<b>Total Budget:</b>	386,796,818,000.00	<b>Total GAD Budget:</b>	1,057,881,356.29	<b>% of GAD Allocation:</b>	0.27%
<b>GAA:</b>	36,488,000,000.00	<b>GAA:</b>	0.00	<b>GAA:</b>	0.00%
<b>CF:</b>	350,308,818,000.00	<b>CF:</b>	1,057,881,356.29	<b>CF:</b>	0.30%

GENDER ISSUE OR GAD MANDATE	RESULTS INDICATOR	RESULTS		PREXC		GAD ACTIVITIES	GAD BUDGET				RESPONSIBLE UNIT/OFFICE	
		Previous Year Accomplishment	Target	PAP Description	PAP ID		Tier 1	Tier 2	Total Amount	Source		
A. Client-Focused												
Women rights and privileges are oftentimes neglected and violated in the workplace (RA 7877. Anti-Sexual Harassment)	Number of new hired employees capacitated in gender-based sexual harassment	Conduct 5 learning sessions on the enhanced Administrative Disciplinary Rules on Sexual Harassment Cases to incorporate pertinent provisions of RA 11313 (Safe Spaces Act), with 30 participants per session, to be equally distributed to men and women.	73.55% of newly hired LANDBANK employees were educated on the Bank's Anti-Sexual Harassment Policy during the conduct of LANDBANK in Perspective, the Bank's employee orientation program	Maintenance and Other Operating Expenses (MOOE)	N/A	Conduct of capability-building initiatives on Anti-Sexual Harassment and Safe Spaces Act (Bawal Bastos Law)	1.00		0.00	1.00	Corporate Funds	Organization Development Department



**For Review**  
as of 18 May 2020

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GENDER ISSUE OR GAD MANDATE	RESULTS INDICATOR	RESULTS		PREXC		GAD ACTIVITIES	GAD BUDGET				RESPONSIBLE UNIT/ OFFICE
		Previous Year Accomplishment	Target	PAP Description	PAP ID		Tier 1	Tier 2	Total Amount	Source	
MCW Ch VI. Institutional Mechanisms. Creation and Strengthening of the GAD Focal Point.	Number of policies or documents issued on the strengthening of the GAD-FPS	To issue one (1) Special Order designating specific and permanent members of the LBP Regional GFPS within the 1st semester of 2020	N/A	Operating Expenses	N/A	Strengthening of the existing LBP Regional FPS through reconstitution	1.00	0.00	1.00	Corporate Funds	Employee Relations Department
Lack of opportunity to avail credit loans and other banks products and services especially among women OFWs	Number of women and men Overseas Filipino Workers (OFWs) availed of the Bank's financial products and services	Continuous implementation of the program to target at least 50% of the women-OFWs in 2020	A total of 887 OFWs (466 or 52.53 % women; 419 or 47.3 % men and 2 or 0.22 % with no identification of gender) from different areas in the Philippines availed of the Bank's credit facilities	Banking Operations	N/A	Provision of credit loans to women and men OFWs	1,000,000,000.00	0.00	1,000,000,000.00	Corporate Funds	Program Management Department 2
Lack of access to credit and capital based on needs of women in the marginalized sector	Number of availers of the Bank's financial products and services	To conduct eight (8) Financial Inclusion Caravans to provide formal banking services to unbanked, unserved and underserved provinces in the country, with target of at least the 50% women population in these areas will be served	a total of 6,903 Filipinos (4,417 or 63.98 % are women; 1,978 or 28.65 % are men; and 508 or 7.35 % have no identification of gender) availed of the Bank's products and services.	Banking Operations	N/A	Provision of formal banking services to unbanked, unserved and underserved population of selected provinces in the country through Financial Inclusion Caravans	2,100,000.00	0.00	2,100,000.00	Corporate Funds	Enterprise Data Management Department/Corporate Affairs Department

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		Previous Year Accomplishment	Target	PAP Description	PAP ID		Tier 1	Tier 2	Total Amount	Source	
All qualified women members of the agricultural labor force must be guaranteed and assured of equal rights and ownership of land, shares of produce and representation in advisory decision-making body/bodies. To pursue the essence of CARP and ensure that women and men have equal access to the benefits of CARP and other agrarian laws. ' (Chapter X Section 5 of R.A. No. 6657)	Number of women and men bondholders served	To provide assistance to at least 50% women-bond holders (original bondholders) in the sale of their bonds	N/A	Personnel Services (PS)	N/A	Sale of agrarian reform bonds	9,000,000.00	0.00	9,000,000.00	Corporate Funds	Agrarian Services Group
	Number of women and men served	To ensure that Bank collectors prioritizes at least 50% of the women-agrarian reform beneficiaries by personally going to their houses or localities for collection and remittance purposes	N/A	Banking Operations	N/A	Agrarian Reform Collection System	3,812,508.39	0.00	3,812,508.39	Corporate Funds	Agrarian Services Group
	Number of women and men with special needs served	To give priority to 100% of the pregnant women, elderly and Persons with Disabilities (PWD) clients of the Bank when servicing agrarian-related transactions	N/A	Capital Expenditures	N/A	Provision of fixtures for Special Window in the Agrarian Operation Centers for the customers especially pregnant women, the elderly and PWDs	50,000.00	0.00	50,000.00	Corporate Funds	Agrarian Services Group
<b>Sub-Total A</b>									<b>1,014,962,510.39</b>		
B. Organization-Focused											

GENDER ISSUE OR GAD MANDATE	RESULTS INDICATOR	RESULTS		PREXC		GAD ACTIVITIES	GAD BUDGET				RESPONSIBLE UNIT/ OFFICE
		Previous Year Accomplishment	Target	PAP Description	PAP ID		Tier 1	Tier 2	Total Amount	Source	
Women rights and privileges are oftentimes neglected and violated in the workplace (RA 7877. Anti-Sexual Harassment)	Number of Bank employees capacitated on Gender-Based Sexual Harassment	Conduct 5 learning sessions on the enhanced Administrative Disciplinary Rules on Sexual Harassment Cases to incorporate pertinent provisions of RA 11313 (Safe Spaces Act), with 30 participants per session, to be equally distributed to men and women.	100% of LANDBANK employees were re-educated on the Bank's Anti-Sexual Harassment Policy during the annual Code of Conduct Reorientation Sessions in January	Maintenance and Other Operating Expenses (MOOE)	N/A	Conduct of capability-building initiatives on Anti-Sexual Harassment and Safe Spaces Act (Bawal Bastos Law)	1.00	0.00	1.00	Corporate Funds	Organization Development Department/Employee Relations Department
	Presence of a functional Committee Decorum and Investigation (CODI) that will completely resolve all filed sexual harassment complaints	To resolve 100% of sexual harassment complaints filed before the Committee	Reconstituted the LBP CODI, i.e., Committee is now chaired by a woman executive and composition is 5 women and 4 men (75% women) - Resolved one (1) sexual harassment complaint	Operating Expenses	N/A	Maintenance of a functional CODI	20,000.00	0.00	20,000.00	Corporate Funds	Employee Relations Department
RA 10028. Expanded Breastfeeding Promotion Act of 2009 Sec 9/12 Information Dissemination and Educational Programs of Pregnant Women and Women of Reproductive Age	Number of women-employees who attend the forums	To conduct of two (2) forums on breastfeeding with 50 slots allotted to women-employees of the Bank	A total of 56 women-employees attended the various seminar/forums about Breastfeeding: Breastfeeding Forum, Milk Letting Activity: "Share your Breastmilk", Empower Parents "Enable Breastfeeding"	Maintenance and Other Operating Expenses (MOOE)	N/A	Dissemination of information and enhancement of relevant skills through forums and education and communication (IEC) materials such as posters, emails and advisories	110,000.00	0.00	110,000.00	Corporate Funds	Employee Relations Department
RA 10028. Expanded Breastfeeding Promotion Act of 2009 Ch III Sec 11. Establishment of Lactation Stations	Number of women-employees who avail of the services of the LBP Lactation Station	To continue efficient operation of the LANDBANK Lactation Station in the service of 100% of its registered lactating women-employees	A total of 46 women-employees were able to avail of the services of the LBP Lactation Station, enabling them to balance their domestic and work obligations	Maintenance and Other Operating Expenses (MOOE)	N/A	Efficient operation of the LANDBANK Lactation station	6,556.36	0.00	6,556.36	Corporate Funds	Employee Relations Department

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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.	Number of employees who participate in the forum on parenting	To conduct of at least one (1) forum on parenting with equal slots (50% women and 50% men) for LANDBANK employees	A total of 30 employees (21 women and 9 men) attended the forum on the autism spectrum during the Autism Awareness Week in April	Maintenance and Other Operating Expenses (MOOE)	N/A	Conduct of forums on responsible parenthood	5,000.00	0.00	5,000.00	Corporate Funds	Employee Relations Department
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	Number of employees who avail of the services of the LANDBANK Day Care Center	Continuous operation of the LANDBANK Day Care Center to accommodate 25 regular children-pupils and 5-walk-ins of the employees of the Bank to assure that they are able to fulfill their work obligations.	109 LANDBANK employees (22 parents [employee-spouses], 54 mothers and 11 fathers) under the walk-in program and Twenty-two (22) LANDBANK employees (3 parents [employee-spouses], 13 mothers and 6 fathers) under the regular program of the LBDCC	Maintenance and Other Operating Expenses (MOOE)	N/A	Efficient operation of the LANDBANK Day Care Center/Early Childhood Development Center	555,000.00	0.00	555,000.00	Corporate Funds	Employee Relations Department
	Number of parents/carers who have availed of the slots for the Summer Workshop	To facilitate the conduct of an art and personality development summer workshop for 120 children/dependents of Bank employees (number of parent-beneficiaries will be determined once registration is completed)	Facilitated conduct of Summer Workshop for 93 children-participants, enabling 67 parent/carer-employees (50 females and 17 males) to fulfill work obligations while assured that their children are properly and safely attended to during the summer break	Maintenance and Other Operating Expenses (MOOE)	N/A	Conduct of Summer Workshop for children/dependents of LANDBANK Employees and other workers	477,405.00	0.00	477,405.00	Corporate Funds	Employee Relations Department

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		Previous Year Accomplishment	Target	PAP Description	PAP ID		Tier 1	Tier 2	Total Amount	Source	
MCW Ch VI. Institutional Mechanisms. Creation and Strengthening of the GAD Focal Point.	Number of attendees to the different capability-building programs conducted for the GAD Focal Points under the Finance Sector	To continue 100% participation in various capacity building programs organized by the Department of Finance (DOF)	A total of three (3) LANDBANK employees from strategic units participated in the GAD Focal Point System Assembly, Women Inspiring Women Forum and Women's Economic Forum	Operating Expenses	N/A	Active participation in the various capacity building programs organized by the DOF	1.00	0.00	1.00	Corporate Funds	Organization Development Department/Employee Relations Department
	Number of capacitated members of LANDBANK GAD Focal Point System (GFPS)-Technical Working Group (TWG) and Regional GAD Focal Point Sub-systems (GFPSs) through various GAD and related capability-building initiatives	Conduct of (3) capacity building training programs for the year 2020 to capacitate them in developing, implementation, monitoring and evaluation of GAD programs, plans and budget	N/A	Operating Expenses	N/A	Conduct of relevant capacity building programs on Gender Sensitivity, Gender Analysis, and GAD Planning and Budgeting	1,273,080.00	0.00	1,273,080.00	Corporate Funds	Employee Relations Department
Magna Carta of Women, Solo Parents Welfare Act, Anti Violence Against Women and their Children Act, etc.	Number of beneficiaries of the different leave privileges	Continued administration of the leave privileges, which will be based on actual availment during the year of implementation	Maternity Leave (313), Paternity Leave (94), Leave for Solo Parents, Special Leave Privileges, Special Leave for Women who underwent Gynecological Operations/Surgery (54), 10-days Leave for Women and their Children who are Victims of Violence (2)	Personnel Services (PS)	N/A	Compliance with relevant laws, rules and regulations on various leave privileges	40,471,802.54	0.00	40,471,802.54	Corporate Funds	Personnel Administration Department
<b>Sub-Total B</b>									<b>42,918,845.90</b>		
C. GAD-Attributed Programs or Projects											

GENDER ISSUE OR GAD MANDATE	RESULTS INDICATOR	RESULTS		PREXC		TITLE OF MAJOR PROGRAM/ PROJECT	HGDC DESIGN/ FUNDING FACILITY/ GENERIC CHECKLIST SCORE	TOTAL ANNUAL BUDGET OF MAJOR PROGRAM/PROJ ECT	GAD-ATTRIBUTED BUDGET				RESPONSIBLE UNIT/ OFFICE		
		Previous Year Accomplishment	Target	PAP Description	PAP ID				Tier 1	Tier 2	Amount	Source			
Sub-Total C												0.00			
Grand Total (A + B + C)													1,057,881,356.29		

Approved By:

CECILIA C. BORROMEO  
PRESIDENT AND CEO

Date: February 28, 2020

Prepared By:

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ASSISTANT VICE PRESIDENT

Date: February 28, 2020



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