

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET

FY 2021

Agency Name: Land Bank of the Philippines

Agency Category: GOCC with Budgetary Support

Total Budget:	444,156,000,000.00	Total GAD Budget:	41,454,896,505.54	% of GAD Allocation:	9.33%
CF:	444,156,000,000.00	CF:	41,454,896,505.54	CF:	9.33%

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											
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	NOT APPLICABLE	CONTINUOS IMPLEMENTATION OF THE PROGRAM TO TARGET AT LEAST 50% OF THE WOMEN OFW'S	N/A	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

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	
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	NOT APPLICABLE	TO PROVIDE ASSISTANCE TO AT LEAST 50% WOMEN BOND HOLDERS (ORIGINAL BOND HOLDERS) IN THE SALE OF THEIR BONDS	N/A	N/A	Sale of agrarian reform bonds	5,000,000.00	0.00	5,000,000.00	Corporate Funds	AGRARIAN SERVICES GROUP
	Number of women and men with special needs served	NOT APPLICABLE	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	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
Sub-Total A									1,005,050,000.00		
B. Organization-Focused											
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	NOT APPLICABLE	TO RE-EDUCATE LANDBANK EMPLOYEES ON THE BANK'S ANTI-SEXUAL HARASSMENT POLICY DURING THE ANNUAL CODE OF CONDUCT RE-ORIENTATION SESSIONS IN JANUARY	N/A	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	NOT APPLICABLE	TO RESOLVE 100% OF SEXUAL HARASSMENT COMPLAINT FILED BEFORE THE COMMITTEE	N/A	N/A	Maintenance of a functional CODI	20,000.00	0.00	20,000.00	Corporate Funds	EMPLOYEE RELATIONS DEPARTMENT



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	
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	NOT APPLICABLE	TO CONDUCT TWO (2) FORUMS ON BREASTFEEDING WITH 50 SLOTS ALLOTTED TO WOMEN EMPLOYEES OF THE BANK	N/A	N/A	Dissemination of information and enhancement of relevant skills through forums and education and communication (IEC) materials such as posters, emails and advisories	113,000.00	0.00	113,000.00	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	NOT APPLICABLE	TO CONTINUE EFFICIENT OPERATION OF THE LANDBANK LACTATION STATION IN THE SERVICE OF 100% OF ITS REGISTERED LACTATING WOMEN-EMPLOYEES	N/A	N/A	Efficient operation of the LANDBANK Lactation station	6,700.00	0.00	6,700.00	Corporate Funds	EMPLOYEE RELATIONS DEPARTMENT
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	NOT APPLICABLE	TO CONDUCT AT LEAST ONE (1) FORUM ON PARENTING WITH EQUAL SLOTS (50% WOMEN AND 50% MEN) FOR LANDBANK EMPLOYEES	N/A	N/A	Conduct of forums on responsible parenthood	5,000.00	0.00	5,000.00	Corporate Funds	EMPLOYEE RELATIONS DEPARTMENT

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 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	NOT APPLICABLE	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	N/A	N/A	Efficient operation of the LANDBANK Day Care Center/Early Childhood Development Center	572,000.00	0.00	572,000.00	Corporate Funds	EMPLOYEE RELATIONS DEPARTMENT
	Number of parents/carers who have availed of the slots for the Summer Workshop	NOT APPLICABLE	TO FACILITATE THE CONDUCT OF AN ART AND PERSONALITY DEVELOPMENT SUMMER WORKSHOP FOR 120 CHILDREN/DEPENDENTS OF BANKS EMPLOYEES (NUMBER OF PARENT-BENEFICIARIES WILL BE DETERMINED ONCE REGISTRATION IS COMPLETED)	N/A	N/A	Conduct of Summer Workshop for children/dependents of LANDBANK Employees and other workers	200,000.00	0.00	200,000.00	Corporate Funds	EMPLOYEE RELATIONS DEPARTMENT

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 attendees to the different capability-building programs conducted for the GAD Focal Points under the Finance Sector	N/A	TO CONTINUE 100% PARTICIPATION IN VARIOUS CAPACITY BUILDING PROGRAMS ORGANIZED BY THE DEPARTMENT OF FINANCE (DOF)	N/A	N/A	Active participation in the various capacity building programs organized by the DOF	1.00	0.00	1.00	Corporat e Funds	ORGANIZATION DEVELOPMENT DEPARTMENT/EMPL OYEE 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	CONDUCTED 2 BATCHES OF GAD ANALYSIS AND GAD BUDGET ATTRIBUTION TO THE 49 LANDBANK EMPLOYEES (ACCOUNT OFFICERS AND PROGRAM OFFICERS)	CONDUCT OF CAPACITY BUILDING TRAINING PROGRAMS FOR THE YEAR 2021 TO CAPACITATE THEM IN DEVELOPING , IMPLEMENTATION, MONITORING AND EVALUATION OF GAD PROGRAMS, PLANS AND BUDGET	N/A	N/A	Conduct of relevant capacity building programs on Gender Sensitivity, Gender Analysis, and GAD Planning and Budgeting	1,388,000.00	0.00	1,388,000.00	Corporat e Funds	EMPLOYEE RELATIONS DEPARTMENT
	Number of policies or documents issued on the strengthening of the GAD-FPS	N/A	TO ISSUE SPECIAL ORDER DESIGNATING SPECIFIC AND PERMANENT MEMBERS OF THE LBP REGIONAL GFPS	N/A	N/A	Strengthening of the existing LBP Regional FPS through reconstitution	1.00	0.00	1.00	Corporat e 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	N/A	CONTINUED AMINISTRATION OF THE LEAVE PRIVILEGES, WHICH WILL BE BASED ON THE ACTUAL AVAILMENT DURING THE YEAR OF IMPLEMENTATION	N/A	N/A	Compliance with relevant laws, rules and regulations on various leave privileges	40,471,802.54	0.00	40,471,802.54	Corporat e Funds	PERSONNEL ADMINISTRATION DEPARTMENT
Sub-Total B									42,776,505.54		
C. GAD-Attributed Programs or Projects											



GENDER ISSUE OR GAD MANDATE	RESULTS INDICATOR	RESULTS		PREXC		TITLE OF MAJOR PROGRAM/ PROJECT	HGDG DESIGN/ FUNDING FACILITY/ GENERIC CHECKLIST SCORE	TOTAL ANNUAL BUDGET OF MAJOR PROGRAM/PROJECT	GAD-ATTRIBUTED BUDGET				RESPONSIBLE UNIT/ OFFICE
		Previous Year Accomplishment	Target	PAP Description	PAP ID				Tier 1	Tier 2	Amount	Source	
RA 7192. Women in Development and Nation Building Act, Section 2. Declaration of Policy. (1) A substantial portion of official development assistance funds received from foreign governments and multilateral agencies and organizations shall be set aside and utilized by the agencies concerned to support programs and activities for women; (2) All government departments shall ensure that women benefit equally and participate directly in the development programs and projects of said department, specifically those funded under official foreign development assistance to ensure the full participation and involvement of women in the development process	- Gender issues surfaced from the gender analysis of project/program using WACPC and HGDG. Mitigated project/program design AND feedback from intended beneficiaries	N/A	INCREASED PARTICIPATION OF WOMEN BENEFICIARIES IN THE PLANNING, PROGRAMMING AND BUDGETING, IMPLEMENTATION, AND MONITORING EVALUATION OF ODA PROJECTS AND PROGRAMS OF LANDBANK	N/A	N/A	EXPANDED ASSISTANCE TO RESTORE AND INSTALL SUSTAINABLE ENTERPRISES FOR AGRARIAN REFORM BENEFICIARIES AND SMALL FARMERS HOLDERS	8.68	80000000.00	34,720,000.00	0.00	34,720,000.00	Corporate Funds	LENDING PROGRAM MANAGEMENT GROUP
RA 7192. Women in Development and Nation Building Act, Section 2. Declaration of Policy. (1) A substantial portion of official development assistance funds received from foreign governments and multilateral agencies and organizations shall be set aside and utilized by the agencies concerned to support programs and activities for women; (2) All government departments shall ensure that women benefit equally and participate directly in the development programs and projects of said department, specifically those funded under official foreign development assistance to ensure the full participation and involvement of women in the development process	- Gender issues surfaced from the gender analysis of project/program using WACPC and HGDG. Mitigated project/program design AND feedback from intended beneficiaries	N/A	INCREASED PARTICIPATION OF WOMEN BENEFICIARIES IN THE PLANNING, PROGRAMMING AND BUDGETING, IMPLEMENTATION, AND MONITORING EVALUATION OF ODA PROJECTS AND PROGRAMS OF LANDBANK	N/A	N/A	RESTORATION AND INVIGORATION PACKAGE FOR A SELF-SUFFICIENT ECONOMY TOWARDS UPGROWTH FOR LGUS LENDING PROGRAM	6.16	80000000000.00	24,640,000,000.00	0.00	24,640,000,000.00	Corporate Funds	LENDING PROGRAM MANAGEMENT GROUP
RA 7192. Women in Development and Nation Building Act, Section 2. Declaration of Policy. (1) A substantial portion of official development assistance funds received from foreign governments and multilateral agencies and organizations shall be set aside and utilized by the agencies concerned to support programs and activities for women; (2) All government departments shall ensure that women benefit equally and participate directly in the development programs and projects of said department, specifically those funded under official foreign development assistance to ensure the full participation and involvement of women in the development process	- Gender issues surfaced from the gender analysis of project/program using WACPC and HGDG. Mitigated project/program design AND feedback from intended beneficiaries	N/A	INCREASED PARTICIPATION OF WOMEN BENEFICIARIES IN THE PLANNING, PROGRAMMING AND BUDGETING, IMPLEMENTATION, AND MONITORING EVALUATION OF ODA PROJECTS AND PROGRAMS OF LANDBANK	N/A	N/A	INTERIM REHABILITATION SUPPORT TO CUSHION UNFAVORABLY AFFECTED ENTERPRISES BY COVID -19	5.50	10000000000.00	2,750,000,000.00	0.00	2,750,000,000.00	Corporate Funds	LENDING PROGRAM MANAGEMENT GROUP



GENDER ISSUE OR GAD MANDATE	RESULTS INDICATOR	RESULTS		PREXC		TITLE OF MAJOR PROGRAM/ PROJECT	HGDG DESIGN/ FUNDING FACILITY/ GENERIC CHECKLIST SCORE	TOTAL ANNUAL BUDGET OF MAJOR PROGRAM/PROJECT	GAD-ATTRIBUTED BUDGET				RESPONSIBLE UNIT/ OFFICE
		Previous Year Accomplishment	Target	PAP Description	PAP ID				Tier 1	Tier 2	Amount	Source	
RA 7192. Women in Development and Nation Building Act, Section 2. Declaration of Policy. (1) A substantial portion of official development assistance funds received from foreign governments and multilateral agencies and organizations shall be set aside and utilized by the agencies concerned to support programs and activities for women; (2) All government departments shall ensure that women benefit equally and participate directly in the development programs and projects of said department, specifically those funded under official foreign development assistance to ensure the full participation and involvement of women in the development process	- Gender issues surfaced from the gender analysis of project/program using WACPC and HGDG. Mitigated project/program design AND feedback from intended beneficiaries	N/A	INCREASED PARTICIPATION OF WOMEN BENEFICIARIES IN THE PLANNING, PROGRAMMING AND BUDGETING, IMPLEMENTATION, AND MONITORING EVALUATION OF ODA PROJECTS AND PROGRAMS OF LANDBANK	N/A	N/A	ENHANCED PARTNERSHIP AGAINST HUNGER AND POVERTY LENDING PROGRAM	7.18	2000000000.00	718,000,000.00	0.00	718,000,000.00	Corporate Funds	LENDING PROGRAM MANAGEMENT GROUP
RA 7192. Women in Development and Nation Building Act, Section 2. Declaration of Policy. (1) A substantial portion of official development assistance funds received from foreign governments and multilateral agencies and organizations shall be set aside and utilized by the agencies concerned to support programs and activities for women; (2) All government departments shall ensure that women benefit equally and participate directly in the development programs and projects of said department, specifically those funded under official foreign development assistance to ensure the full participation and involvement of women in the development process	- Gender issues surfaced from the gender analysis of project/program using WACPC and HGDG. Mitigated project/program design AND feedback from intended beneficiaries	N/A	INCREASED PARTICIPATION OF WOMEN BENEFICIARIES IN THE PLANNING, PROGRAMMING AND BUDGETING, IMPLEMENTATION, AND MONITORING EVALUATION OF ODA PROJECTS AND PROGRAMS OF LANDBANK	N/A	N/A	HARNESSING AGRIBUSINESS OPPORTUNITIES THROUGH ROBUST AND VIBRANT ENTREPRENEURSHIP SUPPORTIVE OF PEACEFUL TRANSFORMATION LENDING PROGRAM	6.50	1208000000.00	392,600,000.00	0.00	392,600,000.00	Corporate Funds	LENDING PROGRAM MANAGEMENT GROUP
RA 7192. Women in Development and Nation Building Act, Section 2. Declaration of Policy. (1) A substantial portion of official development assistance funds received from foreign governments and multilateral agencies and organizations shall be set aside and utilized by the agencies concerned to support programs and activities for women; (2) All government departments shall ensure that women benefit equally and participate directly in the development programs and projects of said department, specifically those funded under official foreign development assistance to ensure the full participation and involvement of women in the development process	- Gender issues surfaced from the gender analysis of project/program using WACPC and HGDG. Mitigated project/program design AND feedback from intended beneficiaries	N/A	INCREASED PARTICIPATION OF WOMEN BENEFICIARIES IN THE PLANNING, PROGRAMMING AND BUDGETING, IMPLEMENTATION, AND MONITORING EVALUATION OF ODA PROJECTS AND PROGRAMS OF LANDBANK	N/A	N/A	I-RESCUE BUS TRANSPORTATION LENDING PROGRAM	15.52	3000000000.00	2,328,000,000.00	0.00	2,328,000,000.00	Corporate Funds	LENDING PROGRAM MANAGEMENT GROUP



GENDER ISSUE OR GAD MANDATE	RESULTS INDICATOR	RESULTS		PREXC		TITLE OF MAJOR PROGRAM/ PROJECT	HGDG DESIGN/ FUNDING FACILITY/ GENERIC CHECKLIST SCORE	TOTAL ANNUAL BUDGET OF MAJOR PROGRAM/PROJECT	GAD-ATTRIBUTED BUDGET				RESPONSIBLE UNIT/ OFFICE
		Previous Year Accomplishment	Target	PAP Description	PAP ID				Tier 1	Tier 2	Amount	Source	
RA 7192. Women in Development and Nation Building Act, Section 2. Declaration of Policy. (1) A substantial portion of official development assistance funds received from foreign governments and multilateral agencies and organizations shall be set aside and utilized by the agencies concerned to support programs and activities for women; (2) All government departments shall ensure that women benefit equally and participate directly in the development programs and projects of said department, specifically those funded under official foreign development assistance to ensure the full participation and involvement of women in the development process	- Gender issues surfaced from the gender analysis of project/program using WACPC and HGDG. Mitigated project/program design AND feedback from intended beneficiaries	N/A	INCREASED PARTICIPATION OF WOMEN BENEFICIARIES IN THE PLANNING, PROGRAMMING AND BUDGETING, IMPLEMENTATION, AND MONITORING EVALUATION OF ODA PROJECTS AND PROGRAMS OF LANDBANK	N/A	N/A	ACCELERATING ADOPTION OF CLIMATE-RESILIENT AGRICULTURAL PRODUCTION SYSTEMS THROUGH INTEGRATIVE LANDSCAPE APPROACHES TO MANAGE CLIMATIC RISKS	13.35	11000000000.00	7,342,500,000.00	0.00	7,342,500,000.00	Corporate Funds	LENDING PROGRAM MANAGEMENT GROUP
RA 7192. Women in Development and Nation Building Act, Section 2. Declaration of Policy. (1) A substantial portion of official development assistance funds received from foreign governments and multilateral agencies and organizations shall be set aside and utilized by the agencies concerned to support programs and activities for women; (2) All government departments shall ensure that women benefit equally and participate directly in the development programs and projects of said department, specifically those funded under official foreign development assistance to ensure the full participation and involvement of women in the development process	- Gender issues surfaced from the gender analysis of project/program using WACPC and HGDG. Mitigated project/program design AND feedback from intended beneficiaries	N/A	INCREASED PARTICIPATION OF WOMEN BENEFICIARIES IN THE PLANNING, PROGRAMMING AND BUDGETING, IMPLEMENTATION, AND MONITORING EVALUATION OF ODA PROJECTS AND PROGRAMS OF LANDBANK	N/A	N/A	INTERIM STUDENT'S LOAN FOR TUITIONS TOWARDS UPLIFTMENT OF EDUCATION FOR THE DEVELOPMENT OF THE YOUTH LENDING PROGRAM	12.01	15000000000.00	900,750,000.00	0.00	900,750,000.00	Corporate Funds	LENDING PROGRAM MANAGEMENT GROUP
RA 7192. Women in Development and Nation Building Act, Section 2. Declaration of Policy. (1) A substantial portion of official development assistance funds received from foreign governments and multilateral agencies and organizations shall be set aside and utilized by the agencies concerned to support programs and activities for women; (2) All government departments shall ensure that women benefit equally and participate directly in the development programs and projects of said department, specifically those funded under official foreign development assistance to ensure the full participation and involvement of women in the development process	- Gender issues surfaced from the gender analysis of project/program using WACPC and HGDG. Mitigated project/program design AND feedback from intended beneficiaries	N/A	INCREASED PARTICIPATION OF WOMEN BENEFICIARIES IN THE PLANNING, PROGRAMMING AND BUDGETING, IMPLEMENTATION, AND MONITORING EVALUATION OF ODA PROJECTS AND PROGRAMS OF LANDBANK	N/A	N/A	ACCESS TO ACADEMIC DEVELOPMENT TO EMPOWER THE MASSES TOWARDS ENDLESS OPPORTUNITIES LENDING PROGRAM	8.67	30000000000.00	1,300,500,000.00	0.00	1,300,500,000.00	Corporate Funds	LENDING PROGRAM MANAGEMENT GROUP
Sub-Total C											40,407,070,000.00		
Grand Total (A + B + C)											41,454,896,505.54		



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ASSISTANCE VICE PRESIDENT

Date: December 18, 2020

Approved By:

CECILIA C. BORROMEO
PRESIDENT & CEO

Date: December 18, 2020



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