

**COMMENTS ON THE ANNUAL GAD ACCOMPLISHMENT REPORT
FY 2025**

Organization: LBP Resources and Development Corporation

Organization Category: National Government, Government-Owned and Controlled Corporation

Organization Hierarchy: LBP Resources and Development Corporation

Total Budget/GAA of Organization: 167,615,423.89

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| Actual GAD Expenditure | 5,117,608.83 | Original Budget | 12,060,386.92 |
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| % Utilization of Budget | 42.43 |
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| Actual GAA Expenditure | 5,117,608.83 | Original GAA Allocation | 12,060,386.92 |
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| % Utilization of Original | 42.43 |
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% of GAD Expenditure: 3.05%

| | Gender Issue /Gad Mandate (1) | Cause of Gender Issue (2) | GAD Result Statement/GAD Objective (3) | Relevant Organization MFO/PAP or PPA (4) | GAD Activity (5) | Performance Indicators / Targets (6) | Actual Result (Output/Outcomes) (7) | Total Agency Approved Budget (8) | Actual Cost /Expenditure (9) | Remarks (10) |
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| CLIENT-FOCUSED ACTIVITIES | | | | | | | | | | |
| 1 | RA 10028 "Expanded Exclusive Breastfeeding in the Workplace"/RA 10028 "Expanded Exclusive Breastfeeding in the Workplace" | Operation and Maintenance of Lactation Room | Operation of Lactation Room | Operation of Lactation Room | Maintenance and Operation of Lactation Room | No. of Maintained Lactation Room - 1 Maintained Lactation Room | purchased of curtain for cubicles | 238,013.90 | 1,800.00 | |
| COMMENTS: | | | | | | | | | | |
| Column 12: Marven A. Mosquida | [Apr 23 2026 10:29:35 AM]: | <i>What was the reason/s that this activity was only partially done?</i> | | | | | | | | |
| 2 | Gender-Sensitive and Gender Accessible Infrastructure/RA 9710: The Magna Carta of Women - Access to Sanitation | The need for a Gender-Accessible and GAD-Anchored comfort room design for construction clients | Gender Accessible and GAD-anchored comfort room design | Integration of GAD Concepts in organizational services and projects for clients | Integration of GAD-anchored comfort room design on construction projects for clients | No. of projects with GAD-anchored comfort room design for construction clients - 3 projects with GAD-anchored comfort room design for construction clients | 1 GAD Comfort room constructed at Luis Palad Integrated High School, Tayabas City Quezon | 903,447.13 | 353,845.27 | |

| | Gender Issue /Gad Mandate (1) | Cause of Gender Issue (2) | GAD Result Statement/GAD Objective (3) | Relevant Organization MFO/PAP or PPA (4) | GAD Activity (5) | Performance Indicators / Targets (6) | Actual Result (Output/Outcomes) (7) | Total Agency Approved Budget (8) | Actual Cost /Expenditure (9) | Remarks (10) |
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| 3 | Republic Act 10398 declaring November 25 of every year as the National Consciousness Day of the Elimination of VAW/Republic Act 10398 declaring November 25 of every year as the National Consciousness Day of the Elimination of VAW | The need for implementation of activities for the elimination of VAW through Participation on the National Anti-VAW Campaign and Anti-VAW education, prevention and response. | Reinforced knowledge and capability on VAW Prevention, Response and Legal Protection Inclusive Information Education and Communication (IEC) development and increased Anti-VAW Campaign Visibility Male-participative community network support system for women with psychological distress from abusive relationship and victim of VAW | Anti-VAW Prevention, Protection, Response with Anti-VAW Laws and Human Trafficking Learning Sessions General and Administrative Functions of Employee Education, Employee Relations and National Compliances | Conduct of 18-Day Campaign to End VAW | No. of seminar conducted for community support enabling mechanism for psychologically distressed women - 1 seminar conducted for community support enabling mechanism to psychologically distressed women with 50 attendees No. of Advocacy and Visibility Information Education and Communication (IEC)s selected from participants - 3 Advocacy and Visibility Information Education and Communication (IEC)s selected from participants No. of provided of Advocacy and Visibility Information Education and Communication (IEC) - 300 sets Advocacy and Visibility Information Education and Communication (IEC) provided No. of Response Skill Training on preventing Violence Against Women Conducted - 2 Response Skill Training on preventing Violence Against Women Conducted to 50 participants No. of Campaign Visibility Activities - 2 Campaign Visibility Activities with 100 attendees each No. of Seminars on Laws protecting Women Against Gender-Directed Violence conducted - 5 Seminars on Laws protecting Women Against Gender-Directed Violence conducted with 50 attendees each | RA 8353 Anti-Rape Law of 1997 and Seminar on Community Support - November 25, 2026 400pcs Tote Bag, 400pcs Emergency Kit, 120pcs Fun Run T-Shirt VAWC Materials (120pcs Fun Run T-Shirt), Tarpaulin, No Response Skill Training Conducted Visibility Fun-Run Seminar on Gender-Based Violence Awareness and Related Laws as part of the 18-day Campaign to End VAW held on December 2, 2025 | 1,198,450.28 | 528,458.17 | |

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| 4 | Proclamation No. 227, s. 1988 providing for the Observance of the Month of March as Women's Role in History Month and R.A. No. 6949 - Declaring March 8 of every year as National Women's Day/Proclamation No. 227, s. 1988 providing for the Observance of the Month of March as Women's Role in History Month and R.A. No. 6949 - Declaring March 8 of every year as National Women's Day | The need for implementation of activities in promoting the appreciation of Women's Rights and Roles through participation on National Women's Month Celebration | Participation on National Women's Month Celebration with inclusive Information Education and Communication (IEC) Development for reinforced knowledge and awareness on Women's Rights, Gender Equality and Gender Issues and role of Women. | General and Administrative Functions of Employee Relations and National Compliances | Conduct of Women's Month Celebration | <p>No. of Advocacy and Visibility Information Education and Communication (IEC)s selected from participating individuals - 6</p> <p>Advocacy and Visibility Information Education and Communication (IEC)s selected from participating individuals</p> <p>No. of Activity for Social Media Visibility Presence - 1 activity for Social Media Visibility Presence with at least 100 employees participating</p> <p>No. of Advocacy and Visibility Information Education and Communication (IEC)s provided - 300 Advocacy and Visibility Information Education and Communication (IEC)s provided</p> <p>No. of Learning sessions on laws related to Women's welfare and rights - 4 Learning sessions on laws related to Women's welfare and rights with 50 attendees</p> <p>No. of Learning Sessions on National Gender Issues - 2 Learning Sessions on National Gender Issues with 50 Attendees</p> | <p>Produced and displayed various advocacy materials including tarpaulins (PO 43339) and uniform designs.</p> <p>Visibility campaign posted in our https://www.facebook.com/photo/?fbid=692256263333055</p> <p>Procured and distributed a total of 2600 pieces of Polo Shirts with collars as advocacy uniforms.</p> <p>Conducted seminars on: 1. Womens Health/Cervical Cancer (May 24) 2. Leadership & Ethics/RA 9710 (July 30)</p> <p>1 Conducted: "Seminar for Men on VAW" and guest speaker sessions during the National Women's Month Celebration.</p> | 3,914,626.61 | 2,057,602.86 | |
| ORGANIZATION-FOCUSED ACTIVITIES | | | | | | | | | | |
| 5 | GFPS Capability Building Development and Enhancement Training/RA 9710: The Magna Carta of Women - SEC 36. Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women | Need to strengthen and update GFPS Members Capacity and Knowledge | GFPS Members knowledgeable and able to integrate GAD concepts to projects and service offerings. | Enhancement of GFPS Members knowledge and ability to harmonize GAD Concepts with agency projects and service offerings. | Representation/attendance/ to PCW or United Nations-facilitated Activities/Seminars/Conferences/Trainings/National Activities | No. of GAD-related activities facilitated by PCW or United Nations attended by GFPS or LBRDC Representative - 2 GAD-related activities facilitated by PCW or United Nations attended by GFPS or LBRDC Representative | No participation | 238,013.90 | 0.00 | Unutilized funds due to non-participation. The event organizer did not allow the deduction of mandatory withholding taxes, precluding LBRDC from processing the payment in accordance with government financial rules |

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|----|---|--|--|---|---|--|---|----------------------------------|------------------------------|---|
| 6 | Improvement of Women's Desk/RA 9710: The Magna Carta of Women SEC. 9: Protection from Violence, RA 11313: Safe Spaces Act SEC. 17b | Lack of dedicated Women's Desk for complaints and Violence Against Women and Children, Gender-Based Sexual Harassment and Sexual Harassment (VAWC/GBSH/SH) debriefing related concerns | Private and Safe Space for debriefing of GBSH, SH, VAWC | General and Administrative function of Employee Relations through dedicated Area for Women's Desk and (Committee on Decorum and Investigation) CODI debriefing area for Human Resources | Provision of Women's Desk and CODI debriefing area | No. of Available Women's Desk and CODI debriefing area - 1 available Women's Desk and CODI debriefing area | Women's Desk/CODI area identified and designated CODI member training pending implementation | 238,013.90 | 0.00 | The Women's Desk and CODI debriefing area have been successfully identified and designated within the existing office layout. No expenses were incurred as the current facility required no additional partitions or furniture. The planned CODI member training was deferred to the next semester/year, resulting in zero utilization of the allocated training budget |
| 7 | Development of Internal NGRP Resource Pool Member/Development of Internal NGRP Resource Pool Member | Need for knowledgeable in-house GAD Advocate and Subject Matter Expert ready for National GAD Resource pool membership | In-House GAD Advocate and Subject Matter Expert ready for National GAD Resource pool membership | Gender Mainstreaming efforts of the Organization and Employee Education through establishing GAD Advocate and Subject Matter Expert capable of offering GAD-related trainings | Training and Development of in-house GAD Advocate and Subject Matter Expert ready for National GAD Resource pool membership | No. of GFPS Members trained for preparation on Inclusion to NGRP - 2 GFPS Members trained for preparation on Inclusion to NGRP | Gender-Fair Seminar, Harmonized Gender and Development Guidelines (HGDG) and Gender Analysis, Capacity Building on GEDSI and SOGIESC | 285,784.30 | 145,165.00 | |
| 8 | GAD Knowledge Management (KM) system/RA 9710: The Magna Carta of Women - SEC 26. Right to Information | Visibility of GAD-related materials and Gender Mainstreaming efforts and engagements | GAD-Information Repository for Employees and increased physical and virtual visibility of Gender Mainstreaming efforts and engagements | Creation and Maintenance of GAD Corner | Creation and Maintenance of GAD Corner | No. of GAD Corner Available - 1 GAD Corner Available | One (1) functional GAD Corner established and maintained at Special Economic Zone, featuring updated GAD-related laws, agency GFPS profiles, and VAW-C referral mechanisms. Purchased of One (1) piece Interactive White Board with Built in Camera 75" with Heavy Duty Stand | 200,000.00 | 174,500.00 | |
| 9 | Women and Health/Beijing Declaration and Platform for Action 3: Women and Health, SDG Target 3.4: Noncommunicable diseases and mental health | The need for awareness on Gender-Related Health Concerns (AIDS, HIV and Sexually Transmissible Disease, Cervical Cancer Awareness, Breast Cancer Awareness, Ovarian and Prostate Cancer Awareness, PCOS Awareness) | Employees provided with updated awareness on prevalence, prevention, intervention and care for Gender-Related Health Concerns | Administrative function on employee retention through health longevity and addressing Gender-Specific Health Concerns | Conduct of Gender-Related Health Awareness Seminar | No. of seminar or training conducted - 1 seminar or training conducted for each topic with 50 attendees | Seminar on Gender Related Health Concerns - Cervical Cancer Prevention Awareness (Honorarium and Snack) | 142,473.11 | 121,130.00 | |
| 10 | Women and Health/RA 9710: The Magna Carta of Women SEC 17 a: Comprehensive Health Services - (11) Management, treatment, and intervention of mental health problems of women and girls. | Workplace wellness of Women's Mental Health | Women provided with Mental Health Help | Employee Welfare | Conduct of Stress and Pressure Management Seminar | No. of conducted Mental Health Seminar on Stress and Pressure Management - 1 Mental Health Seminar on Stress and Pressure Management conducted | 1 Conduct of Stress and Pressure Management seminar last May 8, 2025 at Special Economic Zone | 100,000.00 | 91,055.00 | |

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|----|--|---|---|---|--|---|--|----------------------------------|------------------------------|---|
| 11 | Mechanism for Advancement of Women/RA 9710: The Magna Carta of Women, Women Empowerment | Need for enhancement of career advancement competency of qualified Female employees | Qualified female employees with improved career advancement competency through training on followership supervisory and management with support on Continuing Professional Education and Competency Enhancement | Administrative Function on Employee Competency Training and Succession Planning | Facilitation of followership, supervisory and management and Continuing Professional Education Training and Competency Enhancement to Qualified Female Employees | No. of Leadership, followership, supervisory and management training conducted to qualified women employees - 1 Leadership, followership, supervisory and management training conducted to qualified women employees No. of Qualified Women employees availed of Continuing Professional Education Training or Competency Enhancement - 10 Qualified Women employees availed of Continuing Professional Education Training or Competency Enhancement | No Charging Convention Seminar "Futurescaping Psychology: Our role in Attaining the Sustainable Development Goals" to be attended by LBRDC Employees (Ms. Queen Glad Festin, Ms. Joyce Ashley Agarin & Ms. Julia Rose Geronimo) on September 25-27, 2025 at IEC Convention, Cebu City | 332,716.62 | 22,500.00 | Target achieved for the Leadership/fellowship. While the activity was implemented as planned, the utilization of the GPB budget appears as 0% because the expenses were absorbed by the regular Training budget of the Organization |
| 12 | Human Rights of Women in Armed Conflicts/Laws on Geneva Convention, International Human rights and Philippine Human Rights | The absence of awareness on Human Rights of Women during Armed Conflict | Awareness of Human Rights for Women in Armed Conflict | General and Administrative Function on Employee Education through awareness in Human Rights for Women in Armed Conflict | Conduct of Seminar regarding Geneva Convention, International Human rights and Philippine Human Rights | No. of seminar on Geneva Convention, International Human rights and Philippine Human Rights conducted - 1 seminar on Geneva Convention, International Human rights and Philippine Human Rights conducted with 50 attendees | Not Conducted | 66,208.09 | 0.00 | Conflict of schedule with RPs and participants venue fully booked during target dates. |
| 13 | The Protection of the Girl Child/RA 11908: The Parent Effectiveness Service Program Act | Lack of Knowledge in Responsible Parenthood for protection of the Girl-Child | Protection and Prevention from Abuse of the Girl-Child from abuse through Proper Parenthood knowledge | General and Administrative Function on Employee Education through proper parenthood knowledge for protection of the Girl-Child | Conduct of Responsible Parenthood for the Girl-Child Seminar | No. of seminar on Family-System Approach Gender Sensitivity Activity with Responsible Parenthood - 1 seminar on Family-System Approach Gender Sensitivity Activity with Responsible Parenthood | Not conducted | 66,208.09 | 0.00 | The planned seminar on Responsible Parenthood for the Girl-Child was not conducted during the 2026 cycle. The primary reason for non-implementation was inability to secure the specialized resource persons from the Department of Health (DOH) or the Commission on Population (PopCom) during the target month |
| 14 | Violence Against Women and The Girl Child on Cyberspace/RA 10175: Cybercrime Prevention Act of 2012 | The Lack of Awareness on impact of Cyberspace on Women's Safety and Security | Increased Cyberspace, Social Media Security Safety, Protection and Consciousness | Organizational Information Security Education through awareness on Laws for Cybercrime protection and Cybersecurity Information Awareness | Conduct of Seminar on Cybercrime Prevention and Protection of Women (Voyeurism, Online GBSSH, Rights Against Online Sexual Exploitation) | No. of Seminar on Cybercrime Prevention and Protection of Women (Voyeurism, Online GBSSH, Rights Against Online Sexual Exploitation) conducted - 1 Seminar on Cybercrime Prevention and Protection of Women (Voyeurism, Online GBSSH, Rights Against Online Sexual Exploitation) conducted with 50 attendees | Not conducted | 66,208.09 | 0.00 | Availability of technical experts from law enforcement agencies |

| | Gender Issue /Gad Mandate (1) | Cause of Gender Issue (2) | GAD Result Statement/GAD Objective (3) | Relevant Organization MFO/PAP or PPA (4) | GAD Activity (5) | Performance Indicators / Targets (6) | Actual Result (Output/Outcomes) (7) | Total Agency Approved Budget (8) | Actual Cost /Expenditure (9) | Remarks (10) |
|----|--|---|--|---|--|---|--|----------------------------------|------------------------------|--|
| 15 | Women's Health and Power in Family Decision Making/RA 10354. The Responsible Parenthood and Reproductive Health Act of 2012 | The Need for Women Empowerment Program in Family Planning | Promoted Women's Right and Empowerment on Family Planning | Administrative function on promoting family-work-life balance | Conduct of Women's Choice in Pregnancy and Reproductive Health Seminar | No. of seminar on Women's Choice in Pregnancy and Reproductive Health conducted - 1 seminar on Women's Choice in Pregnancy and Reproductive Health conducted with 50 attendees | not conducted | 66,208.09 | 0.00 | Redirected to prioritize cancer prevention seminar conducted last May 2026 as a critical RH issue. |
| 16 | Compliance for the preparation of GAD Plans and Budget/RA 9710: Magna Carta of Women, RA 7192: Women in Development and Nation Building Act | Implementation of RA 9710 | Gender Inclusive Workplace | Workplace without discrimination | Institutionalization of Gender-Sensitive Hiring Policies | No. of Gender-Sensitive Hiring Video for LBRDC - 1 Gender-Sensitive Hiring Video for LBRDC | On hold/Pending | 100,000.00 | 0.00 | Target not fully met. The allocated budget proved insufficient based on the prevailing market rates for high-quality, professional video production services required to meet agency standards. A budget augmentation or realignment is proposed for the next cycle. |
| 17 | Compliance for the preparation of GAD Plans and Budget/RA 9710: Magna Carta of Women, RA 7192: Women in Development and Nation Building Act | Preparation, Submission and Implementation of GAD Plans Activities and Projects | Prepared GPB 2026 | Submission of GAD Plans and Budget (GPB) 2026 | Crafting of GAD Plans and Budget (GPB) 2026 | GAD Plans and Budget 2026 submitted for review of PCW - GAD Plans and Budget 2026 submitted for review of PCW | Completed 3 phases of GAD planning consultations (Nov, Dec, Jan). Draft GPB 2026 finalized for submission | 800,000.00 | 480,000.00 | |
| 18 | Beijing Declaration: Violence Against Women and Girls/RA 9710: The Magna Carta of Women - SEC. 9: Protection from Violence | Other means of teaching men on avoiding Violence Against Women and Children | Men with idea how to treat women | Workplace free from Violence Against Women and Children | Seminar for Men about Violence against Women and Men | No. of Seminar Conducted for Men about violence against women and men - 1 Seminar conducted for Men about violence against women and men with at least 50 participants | 1 Seminar Conducted in relation to Beijing Declaration: Violence Against Women and Children | 100,000.00 | 70,000.00 | |
| 19 | Beijing Declaration: Violence Against Women and Girls/RA 9710: The Magna Carta of Women - SEC. 9: Protection from Violence | Vulnerability of Women on Sexual Harassment at the workplace | Counseling and Psychological Assistance to female who survived Sexual Harassment | Employees provided with counseling and psychological assistance | Provision of counseling and psychological support for women | Percentage of requested counseling and psychological support for requesting women who survived sexual harassment provided - 100% of requested counseling and psychological support for requesting women who survived sexual harassment provided | no request received | 100,000.00 | 0.00 | |
| 20 | RA 10028 (Expanded Breastfeeding Act) and EO 340 (Daycare Services)/RA 10028 (Expanded Breastfeeding Act) and EO 340 (Daycare Services) | Required by law to provide Lactation Station and Daycare Center | Existing Lactation Room and Day care Center | Compliance on RA 10028 and EO 340 | Construction of Lactation Station and Day care Center | Opening and Operation of Lactation Station and Day care Center - 1 Open and Operational of Lactation Station and Day care Center | One (1) Lactation Station fully opened and operational, equipped with comfortable seating, a refrigerator for breastmilk storage, and a sink, as per RA 10028 (Expanded Breastfeeding Promotion Act) Day Care Center. Activity deferred/not implemented due to structural non-compliance of the proposed building. | 500,000.00 | 0.00 | Target output fully achieved at no additional cost to the GAD Budget by utilizing existing agency assets (e.g., surplus monitors, existing furniture like chairs, and refrigerator). This resulted in 100% savings for this line item. |
| 21 | GAD Focal Point System (GFPS) Capability Building/RA 9710: The Magna Carta of Women - SEC 36. Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women | GAD Focal Point System (GFPS) Capability Building | LBRDC GFPS Policy on Focal Point System | GFPS Capability Building | Crafting of Issuance on GFPS Policy on Focal Point System | No. of GFPS Policy issuance on GAD Focal Point System - 1 GFPS Policy issued on GAD Focal Point System | 1 Draft GFPS Policy presented Minutes of Meeting recorded | 50,000.00 | 4,807.58 | On Track. Pending final signature of the Head of Agency for full implementation. |

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|----|---|---|--|---|---|--|---|----------------------------------|------------------------------|---|
| 22 | Women in Decision Making/Women in Decision Making | Empowerment of Women in achieving and pursuing career. | Women Empowerment through learning from other Women Achievers | Imparting women with knowledge on how to succeed in career | Women Empowerment Speaking Engagement | No. of speaking engagement with Women Achiever Conducted - 1 speaking engagement with Women Achiever Conducted | Not Conducted | 200,000.00 | 0.00 | The activity was postponed due to staff turnover (resignation of the GAD Focal Person) and subsequent scheduling conflicts. The vacancy resulted in a temporary gap in coordination and technical leadership for the event. |
| 23 | Gender Sensitivity Training in Families/RA 11908: The Parent Effectiveness Service Program Act | Lack of program for Gender Sensitivity Training in Families | Gender Sensitivity in Families | Employee Welfare and Gender Sensitivity at Home | Gender Sensitive Family Interaction | No. of Family-System Approach Gender Sensitivity Activity (Family Day) conducted - 1 Family-System Approach Gender Sensitivity Activity (Family Day) conducted | Not Implemented | 197,500.00 | 0.00 | Not implemented due to scheduling conflicts with the agency's peak operational season. The activity is proposed for inclusion in the succeeding year's GAD plan with a revised implementation timeline |
| 24 | GAD Knowledge Management (KM) system and GAD Corner/GAD Knowledge Management (KM) system and GAD Corner | Visibility of GAD-related materials and Gender Mainstreaming efforts and engagements | GAD-Information Repository for Employees and increased physical and virtual visibility of Gender Mainstreaming efforts and engagements | Maintenance of Online GAD Corner for LBRDC's Knowledge Management | GAD Knowledge Management Continuity of Website Presence for LBRDCs GAD-related activities Maintenance of GAD Corner | No. of GAD Corner Maintained with Printed Out Information Education and Communication (IEC) - 1 GAD Corner Maintained with Printed Out Information Education and Communication (IEC) | 1 GAD Corner Maintained at 24F LBRDC Office at Malate and 1 at Special Economic Zone at Tala, Caloocan 1 maintained website, with a dedicated GAD Knowledge Corner | 380,487.01 | 239,400.00 | |
| | | | | | | No. of maintained online GAD Corner with Photo documentation of Activities, GAD-related Information Education and Communication (Information Education and Communication (IEC) and Knowledge Management - 1 maintained online GAD Corner with Photo documentation of Activities, GAD-related Information Education and Communication (Information Education and Communication (IEC) and Knowledge Management | | | | |
| 25 | Protection of Workers from GBSH, SH, and VAWC/Protection of Workers from GBSH, SH, and VAWC/RA 11313: Safe Spaces Act, RA 9262: Anti-Violence Against Women and Their Children Act of 2004, RA 7877: Anti-Sexual Harassment Act of 1995 | The need to increase the confidence of employees in reporting cases on Gender-Based Sexual Harassment, Sexual Harassment, and Violence Against Women. | Proactive and Receptive Agency against Gender-Based Sexual Harassment, Sexual Harassment, and Violence Against Women and Children | Employees confident to raise GBSH, SH, and VAWC cases | Employee consultation sessions on GBSH, SH, and VAWC concerns | No. of Quarterly GBSH, SH, VAWC and CODI-Related Reorientation Seminar conducted - 4 GBSH, SH, VAWC and CODI-Related Reorientation Seminar conducted to employees and deployed employees | 0% Accomplished | 476,027.80 | 0.00 | Delayed due to the pending approval of the GFPS/CODI policy framework. |

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|------------------|---|--|---|--|--|---|--|----------------------------------|------------------------------|-----------------|
| 26 | RA 11210: 105-Day Expanded Maternity Leave Law, RA 9710: Magna Carta of Women, RA 8187: Paternity Leave Act, RA 11861: Expanded Solo Parents Welfare Act and provisions of RA 9262: Anti-Violence Against Women and Their Children Act/RA 11210: 105-Day Expanded Maternity Leave Law, RA 9710: Magna Carta of Women, RA 8187: Paternity Leave Act, RA 11861: Expanded Solo Parents Welfare Act and provisions of RA 9262: Anti-Violence Against Women and Their Children Act | The state mandates the provision of GAD-related leaves. | Ensure that GAD-related leaves for females and males are provided. | Compliance to provisions of RA 11210: 105-Day Expanded Maternity Leave Law, RA 9710: Magna Carta of Women, RA 8187: Paternity Leave Act, RA 11861: Expanded Solo Parents Welfare Act and provisions of RA 9262: Anti-Violence Against Women and Their Children Act | Provision of GAD-related leaves | Percentage of processed application for GAD-related leaves - 100% of applications received for maternity leave processed/granted. | 11 leave applications processed and approved for FY 2025 | 300,000.00 | 271,213.32 | |
| 27 | Pregnant women needing to leave work for maternity checkup/RA 9710: The Magna Carta of Women SEC 22: Right to Decent Work | Flexible schedule for pregnant women | Check up Schedule paid for pregnant women | Pregnant women provided with flexible schedule for medical check up | Provided flexible schedule on pregnancy check up with pay | Percentage of approved applied paid leave for check up of pregnant women as guided by policy - 100% of applied additional paid leave for check up of pregnant women as guided by policy approved | no request received | 100,000.00 | 0.00 | |
| 28 | Capacity Building on GFPS People, People, Activities and Projects/RA 9710: Magna Carta of Women, RA 7192: Women in Development and Nation Building Act | Lack of organizational capacity for gender mainstreaming | Enhance capacity of GFPS to formulate, implement and monitor GAD Plan and Budget, laws and initiatives. | GFPS Capability and Functionality Increased | GAD Plans and Budget Project Implementation, Management, and Monitoring and Evaluation of GAD Plans and Budget | No. of project-based personnel dedicated to GAD functions and GAD-related activities - 2 project-based personnel dedicated to GAD functions and GAD-related activities GPB Project Implementation, Management, and Monitoring and Evaluation of GAD Plans and Budget - Annual GPB and GAD-related activities Project Implementation, Management, and Monitoring and Evaluation of GAD Plans and Budget | 1 Project-Based dedicated for the Monitoring and Evaluation of GPB 2025 Capacity Building on GAD Plan and Budget (GPB) and GAD Accomplishment Report (GAD AR) | 600,000.00 | 490,076.63 | |
| 29 | Minimal use of Gender-Fair Language/Civil Service Commission (CSC) issued Memorandum Circular No. 12, series of 2005 | Need for cascaded Gender-Fair Language Guidelines | Employees knowledgeable of Gender-Fair Language | Compliance to CSC MC | Conduct of Gender-Fair Language Training | No. of Gender-Fair Language Learning Sessions conducted - 1 Gender-Fair Language Learning Session conducted | Conducted: Gender-Fair Seminar, September 12, 2025 | 100,000.00 | 66,055.00 | |
| SUB-TOTAL | | | | | | | | 12,060,386.92 | 5,117,608.83 | Corporate Funds |
| TOTAL | | | | | | | | 12,060,386.92 | 5,117,608.83 | |

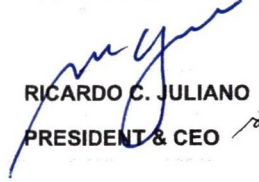
Prepared By:



ANGELICA Z. EBON

GFPS TWG Chairperson

Approved By:



RICARDO C. JULIANO

PRESIDENT & CEO

Date