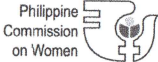


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ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2024

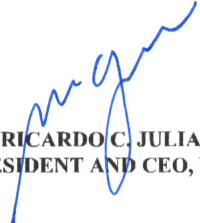
Sequence No.: 2024-017211			
Organization: LBP Resources and Development Corporation		Organization Category: National Government, Government-Owned and Controlled Corporation	
Organization Hierarchy: LBP Resources and Development Corporation			
Total Budget/GAA of Organization:	171,194,000.00		
Total GAD Budget	8,559,700.00	Primary Sources	8,559,700.00
		Other Sources	0.00
% of GAD Allocation:	5.00%		

	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									
1	RA 10028 "Expanded Exclusive Breastfeeding in the Workplace"/RA 10028 "Expanded Exclusive Breastfeeding in the Workplace"	The need for improvement of breastfeeding area and accessible breastmilk repository	Breastmilk Repository Offering	MFO: MFO: Available Breastmilk Repository at the Lactation Room	Procurement of additional fixtures for breast-feeding and breastmilk storage.	Breast-feeding and Milk-Storage and Repository Lactation Room with additional 4 fixtures - Breast-feeding and Milk-Storage and Repository Lactation Room with additional 4 fixtures	189,169.37	Corporate Funds	GAD-TWG CMD AGSD



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

GLEAM BILL BALAIS, THEA  
MAE ASIS, ELMA TUBANZA,  
MARIA JUVY ANNE BANAAG,  
FRANCE KIMBERLY  
CALILONG, MARION DENISSE  
VIEN DIZON, EDELYN  
MINDOG, ROSALIA  
ARBOLEDA, ANA CATHRINA  
GUTIERMO

  
RICARDO C. JULIANO  
PRESIDENT AND CEO, LBRDC



	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
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2	RA 6949 An act to declare March Eight of Every Year as Working Special Holiday to be Known as National Woman's Day/RA 6949 An act to declare March Eight of Every Year as Working Special Holiday to be Known as National Woman'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 IEC Development for reinforced knowledge and awareness on Women's Rights, Gender Equality and Gender Issues and role of Women.	MFO: General and Administrative Functions of Employee Relations and National Compliances	Conduct of Women's Month Celebration	2 Learning Sessions on National Gender Issues with 50 Attendees - 2 Learning Sessions on National Gender Issues with 50 Attendees  6 Advocacy and Visibility IECs selected from participating individuals - 6 Advocacy and Visibility IECs selected from participating individuals  100 employees participated on Social Media Activity Presence - 100 employees participated on Social Media Activity Presence  Advocacy and Visibility IECs provided for at least 200 participants - Advocacy and Visibility IECs provided for at least 200 participants  4 Learning sessions on laws related to Women's welfare and rights with 50 attendees - 4 Learning sessions on laws related to Women's welfare and rights with 50 attendees	950,982.67	Corporate Funds	AGSD  GAD-TWG
3	Gender-Sensitive and Gender Accessible Infrastructure/Gender-Sensitive and Gender Accessible Infrastructure	The need for a Gender-Accessible and GAD-Anchored comfort room design for construction clients	Gender Accessible and GAD-anchored comfort room design	MFO: Integration of GAD Concepts in organizational services and projects for clients	Integration of GAD-anchored comfort room design on construction projects for clients	7 projects with GAD-anchored comfort room design for construction clients - 7 projects with GAD-anchored comfort room design for construction clients	1,730,771.34	Corporate Funds	GAD-TWG  CMD  AGSD

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4	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 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	MFO: General and Administrative Functions of Employee Education, Employee Relations and National Compliances  MFO: Anti-VAW Prevention, Protection, Response with Anti-VAW Laws and Human Trafficking Learning Sessions	Conduct of 18-Day Campaign to End VAW	2 Response Skill Training on preventing Violence Against Women Conducted to 50 participants - 2 Response Skill Training on preventing Violence Against Women Conducted to 50 participants  1 seminar conducted for community support enabling mechanism to psychologically distressed women with 50 attendees - 1 seminar conducted for community support enabling mechanism to psychologically distressed women with 50 attendees  2 Campaign Visibility Activities with 100 attendees each - 2 Campaign Visibility Activities with 100 attendees each  3 Advocacy and Visibility IECs selected from participants - 3 Advocacy and Visibility IECs selected from participants  Advocacy and Visibility IEC provided to 200 employees and a quarter of active construction sites provided with IEC on RA 11313 and RA 7877 - Advocacy and Visibility IEC provided to 200 employees and a quarter of active construction sites provided with IEC on RA 11313 and RA 7877  5 Seminars on Laws protecting Women Against Gender-Directed Violence conducted with 50 attendees each - 5 Seminars on Laws protecting Women Against Gender-Directed Violence conducted with 50 attendees each	1,840,335.50	Corporate Funds	GAD-TWG  AGSD
ORGANIZATION-FOCUSED ACTIVITIES									
5	GFPS Capability Building Development and Enhancement Training/GFPS Capability Building Development and Enhancement Training	Need to strengthen and update GFPS Members Capacity and Knowledge	GFPS Members knowledgeable and able to integrate GAD concepts to projects and service offerings.	MFO: 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	GFPS or LBRDC Representative attending 3 GAD-related activities facilitated by PCW or United Nations - GFPS or LBRDC Representative attending 3 GAD-related activities facilitated by PCW or United Nations	144,658.93	Corporate Funds	AGSD  GAD-TWG





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	1	2	3	4	5	6	7	8	9
6	Improvement of Women's Desk/Improvement of Women's Desk	Lack of dedicated Women's Desk for complaints and VAWC/GBSH/SH debriefing related concerns	Private and Safe Space for debriefing of GBSH, SH, VAWC	MFO: General and Administrative function of Employee Relations through dedicated Area for Women's Desk and CODI debriefing area for Human Resources	Provision of Women's Desk and CODI debriefing area	Available Women's Desk and CODI debriefing area - Available Women's Desk and CODI debriefing area	157,498.48	Corporate Funds	GAD-TWG AGSD CMD
7	Gender Sensitive Policies/Gender Sensitive Policies	Deficiency of Initiative on Gender-Sensitive Policies	Gender-sensitive policies for Human Resource and Administrative Services	MFO: General and Administrative functions on Policy Development through adaptation of Gender-sensitive policies for Human Resource and Administrative Services	Conduct of training for revisit, review, and revision of Gender-Sensitive policies to Administrative and Human Resource Personnel	Conduct of training for revisit, review, and revision of policies for Gender-Sensitive adaptation to 5 Administrative and Human Resource Personnel - Conduct of training for revisit, review, and revision of policies for Gender-Sensitive adaptation to 5 Administrative and Human Resource Personnel	63,341.78	Corporate Funds	GAD-TWG AGSD
8	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	MFO: 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	2 GFPS Members trained for preparation on Inclusion to NGRP - 2 GFPS Members trained for preparation on Inclusion to NGRP	314,996.96	Corporate Funds	AGSD GAD-TWG
9	GAD-Oriented Onboarding Program/GAD-Oriented Onboarding Program	Need for GAD-oriented employee onboarding program	GAD-Oriented newly hired through GAD-oriented onboarding program with Safe Spaces and Anti-Sexual Harassment briefing	MFO: General and Administrative Function on Employee Education and Onboarding	Review, revision, preparation and implementation of GAD-oriented Onboarding program with IEC	1 GAD-oriented onboarding program for newly hired employees with IEC - 1 GAD-oriented onboarding program for newly hired employees with IEC	157,498.48	Corporate Funds	GAD-TWG AGSD
10	GAD Agenda and Strategic Framework Planning/GAD Agenda and Strategic Framework Planning	Absence of Long-Term GAD institutionalization Plan	Long-Term GAD Strategic Framework and Agenda for GAD institutionalization	MFO: GAD Agenda and Strategic Framework Plan for the Agency	Training for the Development of GAD Agenda and Strategic Framework Planning	Crafted GAD Agenda and Strategic Framework - Crafted GAD Agenda and Strategic Framework	314,996.96	Corporate Funds	GAD-TWG AGSD
11	GAD Knowledge Management (KM) system/GAD Knowledge Management (KM) system	Need for improvement on dissemination of GAD-related Human Rights, Policies and visibility of Gender Mainstreaming efforts and engagements	GAD-Information Repository for Employees and increased physical and virtual visibility of Gender Mainstreaming efforts and engagements	MFO: Administrative and General Function on Employee Education and Gender Mainstreaming efforts on GAD-Information, Knowledge and engagement-visibility repositories	Improvement of Social Media and Website Presence and provision of GAD-related IEC on Women's rights and Anti-VAW IEC	Development of photo-documentation section for GAD activities with Online IEC Access - Development of photo-documentation section for GAD activities with Online IEC Access  GAD Corner at LBRDC SEZ - GAD Corner at LBRDC SEZ  11 different types of IEC with 500 copies printed and available for distribution - 11 different types of IEC with 500 copies printed and available for distribution	346,667.85	Corporate Funds	CMD GAD-TWG AGSD



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12	Civil Service Commission (CSC) issued Memorandum Circular No. 12, series of 2005./Civil Service Commission (CSC) issued Memorandum Circular No. 12, series of 2005,	The need for the establishment of LBRDC guidelines for Gender-Sensitive Language in Official Documents, Publications and Issuances	Availability and Utilization of Localized Gender-Fair Communication and Correspondence Writing Guidelines	MFO: General and Administrative Function for Employee Education on Communication and Correspondence Writing Guidelines	Development of Gender-Fair Communication and Correspondence Writing Guidelines and protocols	1 published localized Guidelines and IEC on Gender-Fair Communication and Correspondence Writing Guidelines and protocols - 1 published localized Guidelines and IEC on Gender-Fair Communication and Correspondence Writing Guidelines and protocols	63,341.78	Corporate Funds	AGSD GAD-TWG
13	Policy on Solo Parent Act/Policy on Solo Parent Act	Request of Solo Parents for Specialized Working Arrangement	Flexible Working Arrangement Guidelines for Needs of Solo Parents	MFO: General and Administrative function on Employee Relations and Corporate Operations	Training on revisit, review and revision of policy on Working Arrangement and Mode of Operations to match Needs of Solo Parents	Revised policy for Working Arrangement of Solo Parents - Revised policy for Working Arrangement of Solo Parents	63,341.78	Corporate Funds	GAD-TWG AGSD
14	Women and Health/Women and 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	MFO: Administrative function on employee retention through health longevity and addressing Gender-Specific Health Concerns	Conduct of Gender-Related Health Awareness Seminar	1 seminar or training conducted for each topic with 50 attendees each - 1 seminar or training conducted for each topic with 50 attendees each	380,050.68	Corporate Funds	AGSD GAD-TWG
15	GAD-related Leaves/GAD-related Leaves	Required adherence on the implementation Gender-related provisions for employees from laws on leave and GAD Mandate	Implementation of Gender-related provisions from laws on leave and related GAD Mandate	MFO: Administrative Function on Implementation of Gender-related provisions from laws and related GAD Mandate	Processing and payment of leaves for Maternity, Paternity, Solo Parents, Victims of VAWC and other Gender-related leaves under the GAD Mandate	17 Availd leaves for Maternity, Paternity, Solo Parents and Victims of VAWC - 17 Availd leaves for Maternity, Paternity, Solo Parents and Victims of VAWC	944,134.91	Corporate Funds	GAD-TWG AGSD
16	Mechanism for Advancement of Women/Mechanism for Advancement of Women	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	MFO: Administrative Function on Employee Competency Training and Succession Planning	Facilitation of followership, supervisory and management and Continuing Professional Education Training to Qualified Female Employees	2 Leadership, followership, supervisory and management training conducted to qualified women employees - 2 Leadership, followership, supervisory and management training conducted to qualified women employees  10 Qualified Women employees availed of Continuing Professional Education Training - 10 Qualified Women employees availed of Continuing Professional Education Training	430,552.91	Corporate Funds	GAD-TWG AGSD
17	Protection of Workers from GBSSH, SH, and VAWC/Protection of Workers from GBSSH, SH, and VAWC	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	MFO: Employees confident to raise GBSSH, SH, and VAWC cases	Employee consultation sessions on GBSSH, SH, and VAWC concerns	12 monthly employee-employer sessions on GBSSH, SH, and VAW encounters - 12 monthly employee-employer sessions on GBSSH, SH, and VAW encounters	150,650.72	Corporate Funds	GAD-TWG AGSD





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18	Human Rights of Women in Armed Conflicts/Human Rights of Women in Armed Conflicts	The absence of awareness on Human Rights of Women during Armed Conflict	Awareness of Human Rights for Women in Armed Conflict	MFO: 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	1 seminar on Geneva Convention, International Human rights and Philippine Human Rights conducted to 30 employees - 1 seminar on Geneva Convention, International Human rights and Philippine Human Rights conducted to 30 employees	63,341.78	Corporate Funds	AGSD GAD-TWG
19	The Protection of the Girl Child/The Protection of the Girl Child	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	MFO: 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	1 seminar on Responsible Parenthood conducted with 50 attendees - 1 seminar on Responsible Parenthood conducted with 50 attendees	63,341.78	Corporate Funds	AGSD GAD-TWG
20	Violence Against Women and The Girl Child on Cyberspace/Violence Against Women and The Girl Child on Cyberspace	The Lack of Awareness on impact of Cyberspace on Women's Safety and Security	Increased Cyberspace, Social Media Security Safety, Protection and Consciousness	MFO: 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 GBSH, Rights Against Online Sexual Exploitation)	1 Seminar on Cybercrime Prevention and Protection of Women (Voyeurism, Online GBSH, Rights Against Online Sexual Exploitation) conducted with 50 attendees - 1 Seminar on Cybercrime Prevention and Protection of Women (Voyeurism, Online GBSH, Rights Against Online Sexual Exploitation) conducted with 50 attendees	63,341.78	Corporate Funds	GAD-TWG AGSD
21	Women's Health and Power in Family Decision Making/Women's Health and Power in Family Decision Making	The Need for Women Empowerment Program in Family Planning	Promoted Women's Right and Empowerment on Family Planning	MFO: Administrative function on promoting family-work-life balance	Conduct of Women's Choice in Pregnancy and Reproductive Health Seminar	1 seminar on Women's Choice in Pregnancy and Reproductive Health conducted with 50 attendees - 1 seminar on Women's Choice in Pregnancy and Reproductive Health conducted with 50 attendees	63,341.78	Corporate Funds	GAD-TWG AGSD
22	GAD Inclusivity/GAD Inclusivity	Lack of Knowledge about the SOGIESC of LGBTQIA and their issues	Knowledge and Awareness on SOGIESC and LGBTQIA issues	MFO: Administrative function on promoting All-Gender Inclusive Workplace	Conduct of PRIDE Month Awareness InformationSeminar with SOGIESC Seminar	1 PRIDE Month and SOGIESC Awareness Seminar attended with 30 attendees - 1 PRIDE Month and SOGIESC Awareness Seminar attended with 30 attendees	63,341.78	Corporate Funds	GAD-TWG AGSD
SUB-TOTAL							8,559,700.00	Corporate Funds	
TOTAL GAD BUDGET							8,559,700.00		





Prepared By:

Approved By:

Date

  
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02/23/2024

GAD TWG

President and CEO, LBRDC

