

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2025

OFFICE OF THE AUDITOR
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Sequence No.: 2025-019468

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		
Total GAD Budget	12,060,386.92	Primary Sources	12,060,386.92
		Other Sources	0.00
% of GAD Allocation:	7.20%		

	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"	Operation and Maintenance of Lactation Room	Operation of Lactation Room	MFO: Operation of Lactation Room	Maintenance and Operation of Lactation Room	No. of Maintained Lactation Room - 1 Maintained Lactation Room	238,013.90	Corporate Funds	LBRDC SEZ-MD GFPS TWG AGSD
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	MFO: 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	903,447.13	Corporate Funds	AGSD CMD GFPS TWG



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

GLEAM BILL BALAIS
GFPS TWG CHAIRPERSON

RICARDO C. JULIANO
PRESIDENT & CEO



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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 ProtectionInclusive 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	MFO: Anti-VAW Prevention, Protection, Response with Anti-VAW Laws and Human Trafficking Learning Sessions MFO: 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	1,198,450.28	Corporate Funds	GFPS TWG AGSD



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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.	MFO: General and Administrative Functions of Employee Relations and National Compliances	Conduct of Women's Month Celebration	No. of Advocacy and Visibility Information Education and Communication (IEC)s selected from participating individuals - 6 Advocacy and Visibility Information Education and Communication (IEC)s selected from participating individuals No. of Activity for Social Media Visibility Presence - 1 activity for Social Media Visibility Presence with at least 100 employees participating No. of Advocacy and Visibility Information Education and Communication (IEC)s provided - 300 Advocacy and Visibility Information Education and Communication (IEC)s provided 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 No. of Learning Sessions on National Gender Issues - 2 Learning Sessions on National Gender Issues with 50 Attendees	3,914,626.61	Corporate Funds	GFPS TWG AGSD LBRDC SEZ-MD
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.	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	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	238,013.90	Corporate Funds	GFPS TWG GFPS EXECOM AGSD
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	MFO: 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	238,013.90	Corporate Funds	AGSD CMD LBRDC SEZ-MD GFPS TWG



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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	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	No. of GFPS Members trained for preparation on Inclusion to NGRP - 2 GFPS Members trained for preparation on Inclusion to NGRP	285,784.30	Corporate Funds	AGSD GFPS TWG GFPS EXECOM
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	MFO: Creation and and Maintenance of GAD Corner	Creation and Maintenance of GAD Corner	No. of GAD Corner Available - 1 GAD Corner Available	200,000.00	Corporate Funds	GFPS TWG AGSD LBRDC SEZ-MD
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	MFO: 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	142,473.11	Corporate Funds	LBRDC SEZ-MD GFPS TWG AGSD
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	MFO: 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	100,000.00	Corporate Funds	GFPS TWG AGSD
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	MFO: 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	332,716.62	Corporate Funds	GFPS EXECOM AGSD



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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	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	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	66,208.09	Corporate Funds	LBRDC SEZ-MD GFPS TWG AGSD
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	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	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	66,208.09	Corporate Funds	AGSD LBRDC SEZ-MD GFPS TWG
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	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)	No. of Seminar on Cybercrime Prevention and Protection of Women (Voyeurism, Online GBSH, Rights Against Online Sexual Exploitation) conducted - 1 Seminar on Cybercrime Prevention and Protection of Women (Voyeurism, Online GBSH, Rights Against Online Sexual Exploitation) conducted with 50 attendees	66,208.09	Corporate Funds	LBRDC SEZ-MD GFPS TWG AGSD
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	MFO: 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	66,208.09	Corporate Funds	LBRDC SEZ-MD GFPS TWG AGSD
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	MFO: Workplace without discrimination	Institutionalization of Gender-Sensitive Hiring Policies	No. of Gender-Sensitive Hiring Video for LBRDC - 1 Gender-Sensitive Hiring Video for LBRDC	100,000.00	Corporate Funds	GFPS TWG AGSD
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	MFO: 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	800,000.00	Corporate Funds	GFPS EXECOM AGSD GFPS TWG
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	MFO: 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	100,000.00	Corporate Funds	GFPS TWG AGSD



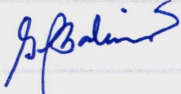
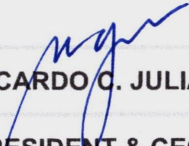
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19	Beijing Declaration: Violence Against Women and Girls/RA 9710: The Magna Carta of Women - SEC. 9: Protection from Violence	Vulnerability of Women on Sexual Harassment at the workplace	Counseling and Psychological Assistance to female who survived Sexual Harassment	MFO: 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	100,000.00	Corporate Funds	GFPS TWG AGSD
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	MFO: 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	500,000.00	Corporate Funds	GFPS TWG CMD AGSD
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	MFO: 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	50,000.00	Corporate Funds	GFPS TWG AGSD
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	MFO: 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	200,000.00	Corporate Funds	GFPS TWG AGSD
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	MFO: 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	197,500.00	Corporate Funds	LBRDC SEZ-MD GFPS TWG AGSD



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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	MFO: Maintenance of Online GAD Corner for LBRDC's Knowledge Management	GAD Knowledge Management Continuity of Website Presence for LBRDCs GAD-related activitiesMaintenance 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) 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	380,487.01	Corporate Funds	LBRDC SEZ-MD GFPS TWG AGSD
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	MFO: 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	476,027.80	Corporate Funds	GFPS TWG AGSD
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.	MFO: 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.	300,000.00	Corporate Funds	GFPS TWG AGSD
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	MFO: 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	100,000.00	Corporate Funds	GFPS TWG AGSD



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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.	MFO: 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	600,000.00	Corporate Funds	GFPS TWG AGSD
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	MFO: 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	100,000.00	Corporate Funds	GFPS TWG AGSD
SUB-TOTAL							12,060,386.92	Corporate Funds	
TOTAL GAD BUDGET							12,060,386.92		

Prepared By:	Approved By:	Date
 Glean Bill Balais GFPS TWG Chairperson	 RICARDO C. JULIANO PRESIDENT & CEO	02/11/2025

