

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2026**

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:	182,820,250.03									
Total GAD Budget	14,625,620.00	Primary Sources	14,625,620.00							
		Other Sources	0.00							
% of GAD Allocation:	8.00%									

	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"	Operation and Maintenance of Lactation Room at Special Economic Zone	Operation of Lactation Room	MFO: Compliance on RA 10028 and Executive Order 340 s., 2004	Maintenance and Operation of Lactation Room	No. of Maintained Lactation Room - 1 Maintained Lactation Room	30,000.00	Corporate Funds	GFPS TWG AGSD SPECIAL ECONOMIC ZONE
2	Gender-Sensitive and Gender Accessible Infrastructure/Gender Awareness and Gender Sensitivity	Lack of gender-sensitive and accessible comfort room facilities that ensure safety, privacy, and dignity for all genders, including women, PWDs, and LGBTQIA individuals, in public and workplace infrastructure.	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 - 1 project with GAD-anchored comfort room design for construction clients - 1 GAD-anchored comfort room	400,000.00	Corporate Funds	AGSD CMD GFPS EXECOM

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3	GAD Knowledge Management (KM) System/GAD Knowledge Management (KM) system	Visibility of GAD-related materials and Gender Mainstreaming efforts and engagements. Lack of sector-specific GAD IEC materials and limited dissemination of GAD information through accessible platforms	Increased awareness and understanding of GAD concepts among clients through the development and dissemination of sector-specific IEC materials and knowledge products	MFO: MFO: 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/ Develop, produce, and publish sector-specific GAD IEC materials and knowledge products (e.g., brochures, infographics, videos) and upload them to the LBRDC website and social media platforms	No. of GAD Corner Maintained with Printed Out Information Education and Communication (IEC) - 2 (Special Economic Zone and Head Office)GAD Corner Maintained with Printed Out Information Education and Communication (IEC), 1 TV for Display of GAD Activities and promotional videos to be installed at the reception area - 2 visible Knowledge corner available for employee and client located at Special Economic Zone at Tala Caloocan and at the Head Office at LBP Plaza 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 - 1 updated GAD Knowledge Management website	450,000.00	Corporate Funds	GFPS EXECOM GFPS TWG AGSD

ORGANIZATION-FOCUSED ACTIVITIES

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4	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 gender related laws	Ensure that GAD related leaves for female and male employees are properly provided and facilitated	Percentage of processed and approved GAD related leave applications (target: 100%) Number of employees availing of GAD-related leaves Employees informed of their rights and benefits under GAD-related laws - 100% of approved applications for maternity, paternity, solo parent, and VAWC related leaves processed and granted	600,000.00	Corporate Funds	GFPS EXECOM GFPS TWG AGSD FINANCE
5	RA 9710. Magna Carta of Women Implementing Rules and Regulations. Chapter VI, Section 36, Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women. All departments including their attached agencies, offices, bureaus, state universities and colleges, government-owned and -controlled corporations, local government units, and other government instrumentalities shall adopt gender mainstreaming as a strategy to promote women's human rights and eliminate gender discrimination in their systems, structures, policies, programs, processes, and procedures./RA 9710: The Magna Carta of Women, Women Empowerment	Inadequate mechanism to implement gender mainstreaming	Strengthened capacity of LBRDC to promote women's human rights and mainstream GAD in the organization.	MFO: General Management and Supervision under Support to Operations	Engagement of a Project-Based (1 GAD Sr. Specialist and 1 GAD Assistant) responsible for preparing and monitoring the implementation of the GPB, other compliance.	Hire 2 personnel full-time responsible for preparing and monitoring the implementation of the GPB, and other compliance under the law, and maintaining and updating the database - 1 GAD Senior Specialist, 1 GAD Admin Assistant	800,000.00	Corporate Funds	AGSD

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6	RA 6949 An act to declare March Eight of Every Year as Special Working Holiday to be Known as National Woman's Day/RA 6949 An act to declare March Eight of Every Year as Special Working Holiday to be Known as National Woman's Day/RA 6949 - National Womens Day; RA 9710 - Magna Carta of Women	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	2 Learning Sessions on National Gender Issues - 100 Employee Trained Employees participated on Social Media Visibility Presence - 100 Employee Advocacy and Visibility Information Education and Communication (IEC) - 2600 Employee provided with Advocacy and Visibility Information Education and Communication (IEC)	2,000,000.00	Corporate Funds	GFPS TWG AGSD

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7	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/Republic Act No. 10398 Declaring November 25 as the National Consciousness Day for the Elimination of Violence Against Women and Children (VAWC),in support of RA 9710 (Magna Carta of Women), Section 12 Protection from Violence, which ensures womens right to protection from all forms of violence.	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, Protection, 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	Conduct of 18-Day Campaign to End VAW	Response Skill Training on preventing Violence Against Women Conducted - 100 Employee Conduct of film showing -At least 1 film showing - 50 Employee Kick-off ceremony andprogram conducted - 50 Employee Advocacy and Visibility Information Education and Communication (IEC)s selected from participants- 2 Advocacy and Visibility Information Education and Communication (IEC)s selected from participants Advocacy and Visibility Information Education and Communication (IEC) provided - 400 employee provided with Advocacy and Visibility Information Education and Communication (IEC)	2,500,000.00	Corporate Funds	GFPS TWG GFPS EXECOM AGSD

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8	Republic Act No. 9710(Magna Carta of Women[MCW] of 2009) and the Philippine Commission on Women Memorandum Circular No. 2016 03, which mandates government offices to adopt gender equality and promote women's rights/RA 9710 (Magna Carta of Women) and PCW MC No. 2016 03 Mandates all government offices to adopt gender equality, promote women's rights, and institutionalize GAD mainstreaming.	Top management officials have not regularly monitored LBRDC GAD efforts	Top management to institutionalize the monitoring and reporting of GPB and GAD accomplishments of the agency	MFO: General Management and Supervision under Support to Operations	Conduct of meetings including the discussion and reviewing of GPB and GAD Accomplishment Report	No. of meetings including the discussion and reviewing of GPB and GAD Accomplishment Report- At least 1 Meeting per Quarter No. of conduct of meeting/orientation with each department for the accomplishment of GPB-related activities,- 100% of departments oriented and engaged in GPB accomplishment planning	203,982.03	Corporate Funds	GFPS TWG GFPS EXECOM
9	Women and Health/RA 9710: The Magna Carta of Women SEC 17 a:Comprehensive Health Services/Management, treatment, and intervention of mental health problems of women and girls.	Women employees experience work-related stress and lack access to workplace mental health support programs	Women employees mental health and well-being improved through the conduct of a stress and pressure management seminar.	MFO: Employee Welfare	Conduct of Stress and Pressure Management Seminar focusing on women's mental health and wellness	No. of conducted Mental Health Seminar on Stress and Pressure Management - 75 Employee trained	450,000.00	Corporate Funds	GFPS TWG AGSD
10	Women and Health/Beijing Declaration and Platform for Action 3: Women and Health, SDG Target 3.4: Noncommunicable diseases and mental health/Beijing Declaration, Chapter 3 Women and Health; SDG 3.4 Promote mental health and prevent NCDs	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- 75 Employee trained	165,000.00	Corporate Funds	GFPS TWG AGSD

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11	New and existing personnel lack adequate knowledge on implementing gender responsive programs and promoting gender equality; Insufficient orientation and capacity-building efforts on gender mainstreaming strategies; Under Section 36 of the Magna Carta of Women, all government agencies and instrumentalities are mandated to establish or strengthen their GAD Focal Point System (GFPS) to catalyze and accelerate gender mainstreaming. The GFPS must include leadership and technical working groups, with responsibilities integrated into performance evaluations./RA 9710, Sec. 36: Establishment/Strengthening of GAD Focal Point System (GFPS)	Inadequate training opportunities for new and existing personnel	New and existing personnel are adequately trained on the implementation of gender-responsive programs and promotion of gender equality.	MFO: General Management and Supervision under Support to Operations	Integration of Basic GAD Orientation to new employees.	Basic GAD Orientation integrated in new employee orientation.- 100% of new and and percentage of existing personnel, including GFPS members Personnel attended refresher GAD trainings: Sexual Orientation, Gender Identity, and Expression (SOGIE)- 100% of new and and percentage of existing personnel, including GFPS members Personnel attended refresher GAD trainings: Gender Equality, Disability, and Social Inclusion (GEDSI) - 100% of new and and percentage of existing personnel, including GFPS members	500,000.00	Corporate Funds	GFPS TWG AGSD
12	Magna Carta of Women (RA 9710) and Executive Order No. 273, which institutionalize gender mainstreaming across all government agencies, including local government units and government owned and controlled corporations./RA 9710 (Magna Carta of Women) and EO 273 Institutionalization of gender mainstreaming across government agencies, LGUs, and GOCCs	Members of the LBRDC GAD Focal Point System (GFPS) need to strengthen and enhance their knowledge and competence on the different gender analysis tools and GAD concepts to develop strategies that effectively address gender issues. Moreover, LBRDC GFPS TWG and Secretariat do not meet on a regular schedule that makes planning of GAD programs/projects quite burdensome.	New and existing personnel are adequately trained on the implementation of gender-responsive programs and promotion of gender equality.	MFO: General Management and Supervision under Support to Operations	Hold a GFPS TWG and Secretariat meeting to discuss on-going and plan upcoming GAD related activities.	GFPS TWG and Secretariat meeting activity - At least two (2) meetings per quarter are scheduled and held by the GFPS TWG and Secretariat for FY 2026.	60,000.00	Corporate Funds	GFPS EXECOM GFPS TWG

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13	Republic Act No. 9710, Chapter VI, Section 36 (c). Generation and Maintenance of GAD Database. All departments, including their attached agencies, offices, bureaus state universities and colleges, government owned and controlled corporations, local government units, and other government instrumentalities shall develop and maintain GAD database containing gender statistics and sex disaggregated data that have been systematically gathered, regularly updated, and subjected for planning, programming, and policy formulation./RA 9710, Sec. 36(c) Generation and Maintenance of GAD Database: Requires agencies to develop, update, and maintain sex disaggregated data for planning, programming, and policy formulation on gender and development.	Absence of a functional GAD database containing sex disaggregated data (SDD) and gender-related information of internal and external clients.	Increased capacity of LBRDC to develop evidence based and gender responsive policies, programs, and activities.	MFO: General Management and Supervision under Support to Operations	Conduct of training on Gender Statistics for policy writers, researchers, and members of the GAD Focal Point System (GFPS) of LBRDC.	GAD database developed and operational No. of personnel trained on GAD data collection and management Database regularly updated and utilized for planning and policy formulation - All concerned personnel handling GAD data database established and maintained	100,000.00	Corporate Funds	GFPS TWG GFPS EXECOM AGSD
14	Top management officials have not regularly monitored LBRDC GAD efforts/Republic Act No. 9710 (Magna Carta of Women [MCW] of 2009) and PCW Memorandum Circular No. 2016 03, which mandates government offices to adopt gender equality and promote women's rights	Top management officials have not regularly monitored LBRDC GAD efforts	Top management to institutionalize the monitoring and reporting of GPB and GAD accomplishments of the agency	MFO: General Management and Supervision under Support to Operations	Conduct of meetings including the discussion and reviewing of GPB and GAD Accomplishment Report	No. of meetings conducted GPB and GAD Accomplishment Reports reviewed and validated Monitoring and reporting system institutionalized - All top management officials and GFPS members	180,000.00	Corporate Funds	GFPS EXECOM GFPS TWG
15	New and existing personnel do not have adequate knowledge on gender responsive programs and promotion of gender equality/Section 36 of RA 9710: Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women	Inadequate training opportunities for new and existing personnel	New and existing personnel are adequately trained on the implementation of gender responsive programs and promotion of gender equality	MFO: General Management and Supervision under Support to Operations	Integration of Basic GAD Orientation to new employee orientation and conduct of refresher trainings for existing personnel and GFPS members (Gender Fair Language)	No. of new personnel trained on GAD orientation No. of GFPS members and existing personnel trained on refresher GAD trainings- 100% of new personnel attended Basic GAD Orientation 100% of GFPS members attended refresher GAD trainings 20% of existing personnel attended refresher GAD trainings	276,000.00	Corporate Funds	GFPS EXECOM GFPS TWG AGSD

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16	Limited access to ICT tools for documentation, monitoring, and reporting of GAD programs/RA 9710 (Magna Carta of Women) and PCW MC No. 2016-03 Mandates agencies to institutionalize GAD mainstreaming, monitoring, and reporting	Inadequate provision of ICT equipment (e.g., laptops) to support GAD Secretariat, TWG, and GFPS	Improved capacity of GFPS and GAD Secretariat to document, monitor, and evaluate GAD-related activities	MFO: General Management and Supervision under Support to Operations	Procurement of one (1) laptop for GAD Secretariat and GFPS members one (1) portable inkjet printer and peripherals	Number of laptops and printer procured and distributed to GAD focal persons - GAD Secretariat and GFPS members provided with ICT tools (1 laptop, 1 printer, and peripherals)	120,000.00	Corporate Funds	GFPS TWG AGSD
17	Limited access to ICT tools for documentation, monitoring, and reporting of GAD programs/RA 9710 (Magna Carta of Women) and PCW MC No. 2016-03 Mandates agencies to institutionalize GAD mainstreaming, monitoring, and reporting	Absence of adequate equipment for documentation and visibility (photo/video coverage)	Strengthened documentation and visibility of GAD trainings and events	MFO: Support to Operations	Procurement and use of photo and video equipment for documentation and visibility of GAD trainings and seminars assign personnel for coverage - 1 Camera	Number of trainings/seminars documented Photo/video materials produced and archived GAD trainings and events properly visible and reported - All GAD trainings and seminars conducted during the year documented with photo/video coverage	80,000.00	Corporate Funds	GFPS TWG AGSD
18	Lack of thorough planning and implementation of GAD programs/projects/RA 9710 (Magna Carta of Women) and PCW MC No. 2016-03 Mandates agencies to institutionalize GAD mainstreaming, monitoring, and reporting	GFPS members need to strengthen and enhance their knowledge on gender analysis tools and GAD concepts GFPS TWG and Secretariat do not meet regularly	GFPS members are equipped and updated with sufficient knowledge and competency to help LBRDC develop programs and strategies addressing gender issues	MFO: General Administrative and Support Services	Conduct GFPS TWG and Secretariat meetings to discuss ongoing and upcoming GAD-related activities	Number of GFPS TWG and Secretariat meetings conducted GFPS members updated on GAD concepts and gender analysis tools Planned GAD programs/projects reviewed and approved - At least two (2) meetings per quarter conducted by GFPS TWG and Secretariat for FY 2026	80,000.00	Corporate Funds	GFPS TWG GFPS EXECOM
19	Absence of a functional GAD database containing sex-disaggregated data (SDD) and gender-related information/RA 9710, Chapter VI, Section 36(c) Generation and Maintenance of GAD Database	Absence of a functional GAD database containing sex disaggregated data (SDD) and gender related information	Increased capacity of LBRDC to develop policies and PAPs that are evidence and need based	MFO: General Management and Supervision	Conduct training on Gender Statistics for policy writers, researchers, and members of the GFPS	Number of GFPS and concerned personnel trained in Gender Statistics improved knowledge and skills of participants - All GFPS members and concerned personnel involved in policy development and research	200,000.00	Corporate Funds	GFPS TWG GFPS EXECOM AGSD

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20	Women needing to leave work for maternity checkup and Gynecological leave/RA 9710: The Magna Carta of Women SEC 22: Right to Decent Work	Women needing to leave work for maternity checkup and gynecological leave	Application for leave due to surgery and Check up Schedule paid for pregnant women	MFO: Women and pregnant women undergoing medical treatment and check-up	Provide flexible work schedule and approve paid leave for pregnant women and those undergoing gynecological check-ups or treatments	Percentage of approved applied paid leave for check up of pregnant women and women undergoing treatment for any Gynecological related sickness as guided by policy - 100% of applied additional paid leave for check up of pregnant women as guided by policy approved	400,000.00	Corporate Funds	GFPS EXECOM GFPS TWG AGSD FINANCE
21	Limited access to safe and reliable transportation affects women workers, making it difficult for them to report to work, especially during late hours or in remote areas./RA 9710: The Magna Carta of Women SEC 22: Right to Decent Work	Office relocation to a more distant site without available transport service.	Provision of transportation and logistical support for women workers	MFO: Administrative and General Services under Support to Operations (Provision of Transport and Logistical Services)	Provision of transportation and logistical support to ensure the safety and mobility of women workers, especially in distant or late-hour assignments	Number of transport/logistics vehicles procured (target: 1) Availability and utilization of van for women employees Increased access to safe and reliable transportation for women workers - One (1) service van procured and utilized for transport of women workers	2,500,000.00	Corporate Funds	GFPS EXECOM AGSD
22	RA 9710 (Magna Carta of Women), Section 36 Institutional Mechanisms; PCW-NEDA-DBM JMC 2024-01 and PCW MC No. 2016-03, which mandate strengthening of the GFPS and institutionalization of GAD mainstreaming/Limited knowledge and capacity of the GFPS Executive Committee (ExeCom) members in formulating and implementing GAD-related policies and ensuring gender mainstreaming in the agency.	Lack of orientation and capacity development activities on updated GAD-related policies, guidelines, and gender mainstreaming tools (HGDG, GMEF, etc.) for the GFPS ExeCom members.	Conduct of ExeCom and GFPS training on GAD-related policies and gender mainstreaming tools (e.g., Magna Carta of Women, JMC 2024-01, HGDG, GMEF, GPB preparation).	MFO: Institutional Capacity Development under Support to Operations	GFPS ExeCom and TWG members oriented and capacitated on GAD-related laws, policies, and gender mainstreaming tools	Number of GFPS ExeCom and TWG members trained Post-training evaluation results showing increased knowledge and commitment to apply GAD principles. - All GFPS ExeCom and TWG members oriented and capacitated on GAD-related laws, policies, and gender mainstreaming tools	600,000.00	Corporate Funds	GFPS EXECOM GFPS TWG

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23	Compliance for the preparation of GAD Plans and Budget/RA 9710: Magna Carta of Women, RA 7192: Women in Development and Nation Building Act	Need to ensure systematic integration of gender perspectives and alignment of programs, activities, and projects (PAPs) with organizational strategic directions through participatory and gender-responsive strategic planning processes. Preparation, Submission and Implementation of GAD Plans Activities and Projects	Enhanced institutional compliance and capacity in preparing, implementing, and monitoring gender-responsive GAD Plans and Budgets 2027 aligned with organizational strategic priorities.	MFO: Submission of GAD Plans and Budget (GPB) 2027	Conduct of a Strategic Planning and GAD Mainstreaming Workshop for the crafting of the GAD Plan and Budget (GPB) 2027, ensuring alignment with the agencys Strategic Plan and Gender Equality and Womens Empowerment (GEWE) goals.	GAD Plan and Budget (GPB) 2027 submitted to PCW Number of planning participants capacitated on gender-responsive planning - GAD Plan and Budget (GPB) 2027 prepared and submitted to PCW for review and endorsement	800,000.00	Corporate Funds	GFPS EXECOM GFPS TWG
24	Lack of a lactation room in the new office negatively affects the health, comfort, and productivity of breastfeeding women employees./RA 10028: Expanded Breastfeeding Promotion Act of 2009 mandates the establishment of lactation stations in the workplace to support breastfeeding mothers; RA 9710: Magna Carta of Women ensures womens health and protection from discrimination in employment	New office design did not include a gender-responsive space for lactating employees, limiting their ability to express milk during work hours.	Improved workplace environment that supports the health, comfort, and productivity of breastfeeding women employees, ensuring compliance with gender-sensitive infrastructure standards.	MFO: General Administrative and Support Services	Establishment of a Lactation Room in the new office, including proper furniture, privacy partitions, electrical outlets, refrigerator, and sanitary facilities.	Number of women employees using the lactation room Employee satisfaction survey on lactation support Compliance with DOLE and RA 10028 (Expanded Breastfeeding Promotion Act of 2009) - A fully functional and accessible lactation room established and maintained in the new office for breastfeeding employees	200,000.00	Corporate Funds	GFPS EXECOM GFPS TWG AGSD CMD
25	Women employees experience workplace-related stress, trauma, or mental health issues affecting their well-being and productivity;/Beijing Declaration and Platform for Action Area C: Women and Health (mental health as part of women's health); RA 9710: Magna Carta of Women, Sec. 9 (Protection from Violence) and Sec. 17 (Comprehensive Health Services); SDG 3.4: Promote mental health and well-being	Women employees experience workplace-related stress, trauma, or mental health issues affecting their well-being and productivity Vulnerability of Women on Sexual Harassment at the workplace	Improved psychological well-being, emotional resilience, and workplace productivity of women employees through access to responsive and confidential mental health support services Counseling and Psychological Assistance to female who survived Sexual Harassment	MFO: Employee Welfare under Support to Operations Employees provided with counseling and psychological assistance	100% of requesting women employees provided with access to psychological counseling and support	Percentage of women employees who requested and received counseling and psychological support - 100% provided	60,000.00	Corporate Funds	GFPS TWG AGSD

ATTRIBUTED PROGRAM

	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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26					Number of attendees in company-wide and administrative-related trainings with equal opportunities for both women and men employees 100% of departments covered by at least one GAD-related training.		250,000.00	Corporate Funds	AGSD GFPS TWG GFPS EXECOM
27					No. of Leadership, followership, supervisory and management training conducted to qualified men and women employees - 1		400,000.00	Corporate Funds	GFPS EXECOM GFPS TWG AGSD
28					No. of Qualified Men and Women employees availed of Continuing Professional Education Training or Competency Enhancement		220,637.97	Corporate Funds	AGSD GFPS TWG GFPS EXECOM
SUB-TOTAL							14,625,620.00	Corporate Funds	
TOTAL GAD BUDGET							14,625,620.00		

Prepared By:	Approved By:	Date
ANGELICA Z. EBRON GFPS TWG Chairperson	RICARDO C. JULIANO PRESIDENT & CEO	