

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

<b>Sequence No.:</b> 2026-022537				
<b>Organization:</b> LBP Resources and Development Corporation			<b>Organization Category:</b> National Government, Government-Owned and Controlled Corporation	
<b>Organization Hierarchy:</b> LBP Resources and Development Corporation				
<b>Total Budget/GAA of Organization:</b>	182,820,250.03			
<b>Total GAD Budget</b>	14,625,620.00	<b>Primary Sources</b>	14,625,620.00	
		<b>Other Sources</b>	0.00	
<b>% of GAD Allocation:</b>	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
<b>CLIENT-FOCUSED ACTIVITIES</b>									
1	RA 10028 "Expanded Exclusive Breastfeeding in the Workplace"/RA 10028 "Expanded Exclusive Breastfeeding in the Workplace"	Absence of a designated and fully equipped lactation room in the new office and low utilization of existing breastfeeding facilities in the Special Economic Zone limit breastfeeding women employees ability to safely and comfortably express and store breast milk during work hours.	Lactation rooms are established, maintained, and operational, enabling a supportive and gender-responsive workplace for breastfeeding women employees.	MFO: MFO: Compliance on RA 10028 and Executive Order 340 s., 2004	Establishment, maintenance, and operation of lactation rooms in the Special Economic Zone and new office, including provision of appropriate furniture, privacy features, electrical outlets, refrigerator, and sanitary facilities	No. of functional and maintained lactation rooms- 1 lactation room in Special Economic Zone 1 lactation room in new office  No. of breastfeeding women employees provided access to lactation facilities- 100% of identified breastfeeding employees	230,000.00	Corporate Funds	CMD  SPECIAL ECONOMIC ZONE  GFPS TWG  AGSD



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

*Angelica Z. Ebron*  
**ANGELICA Z. EBON**  
GFPS TWG CHAIRPERSON  
3/4/2026

*Ricardo C. Juliano*  
**RICARDO C. JULIANO**  
PRESIDENT & CEO



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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 LGBTQA 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 - 3 project with GAD-anchored comfort room design for construction clients - 3 GAD-anchored comfort room  No. of GAD IEC materials (guides, infographics, design standards) developed and disseminated to clients- 2 IEC Material  No. of client briefings/orientations conducted on gender-accessible infrastructure standards- at least 3 client briefings	1,200,000.00	Corporate Funds	GFPS EXECOM CMD AGSD



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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 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  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	450,000.00	Corporate Funds	GFPS TWG GFPS EXECOM AGSD

**ORGANIZATION-FOCUSED ACTIVITIES**



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 PRESIDENT & CEO



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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	Inconsistent access to 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 - 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	1,000,000.00	Corporate Funds	AGSD GFPS TWG GFPS EXECOM FINANCE
5	RA 9710. Magna Cart 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	Limited GAD technical capacity and dedicated personnel	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	Monitoring of GPB implementation Preparation of GPB and GAD AR and Maintenance of GAD database	GPB Project Implementation, management and monitoring and Evaluation of GAD Plans and Budget Annual GPB and GAD Related Activities - 100% timely preparation and submission of the GPB and GAD Accomplishment Report (AR) at least 90% of GPB programs, activities, and projects (PAPs) monitored and tracked quarterly through an updated GAD database  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	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	Advocacy and Visibility Information Education and Communication (IEC) At least 5 types of IEC materials produced - 2600 Employee provided with Advocacy and Visibility Information Education and Communication (IEC)  3 GAD capacity-building sessions conducted - 100 Employee Trained, Complete documentation for AR submission  Employees participated on Social Media Visibility Presence - 100 Employee	2,000,000.00	Corporate Funds	AGSD GFPS TWG



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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, 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	<p>Conduct of film showing -At least 1 film showing - 50 Employee</p> <p>Kick-off ceremony andprogram conducted - 50 Employee</p> <p>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</p> <p>Response Skill Training on preventing Violence Against Women Conducted - 100 Employee</p> <p>Culminating activity conducted, Commitment statements or action pledges generated, Activity documentation completed and archived for AR - 300 Employee, with documentation submitted for GAD AR</p> <p>Advocacy and Visibility Information Education and Communication (IEC) provided - 400 employee provided with Advocacy and Visibility Information Education and Communication (IEC)</p>	2,500,000.00	Corporate Funds	<p>AGSD</p> <p>GFPS TWG</p> <p>GFPS EXECOM</p>



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8	Republic Act No. 9710(Magna Carta of Women[MCW] of 2009) and thePhilippine Commission onWomen MemorandumCircular No. 2016 03,which mandatesgovernment offices toadopt gender equality andpromote women's rights/RA 9710 (Magna Carta of Women) and PCW MC No. 2016 03 Mandates all government offices to adopt gender equality, promote womens rights, and institutionalize GAD mainstreaming.	Top management officials have not regularly monitored LBRDC GAD efforts	Concerned unit and department of LBRDC have not regularly monitored and reported LBRDC GAD efforts to top management for their notation and or proper disposition	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 EXECOM GFPS TWG MANCOM
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 are disproportionately exposed to gender-based stressors such as multiple roles, workplace discrimination, and vulnerability to sexual harassment and violence, affecting their mental health and productivity / RA 9710 (Magna Carta of Women), Sec. 9 (Protection from Violence), Sec. 17 (Comprehensive Health Services)	Improved awareness and coping capacity of women employees on gender-based stress, trauma, and mental health concerns	MFO: Employee Welfare under Support to Operations	Conduct of Gender-Responsive Mental Health and Psychosocial Support Seminar focusing on gender-based stress, workplace harassment, VAW-related trauma, and available referral mechanisms	No. of conducted gender-responsive mental health - 85 Employee trained  IEC materials on gendered mental health concerns developed and distributed - At least 80% of employees reached, Complete documentation for AR submission	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 Welfare and Gender-Responsive Advocacy	Conduct of Gender-Responsive Health Rights and Awareness Session focusing on gender-specific health risks (e.g., breast and cervical cancer awareness, prostate health, HIV and STIs from a gender perspective) and available public referral services	No. of seminar or training conducted- 75 Employee trained,  Gender-responsive IEC materials developed and distributed - At least 3 gender-responsive IEC materials developed and disseminated, 100% of participants provided with referral information	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.	<p>Personnel attended refresher GAD trainings: Gender Equality, Disability, and Social Inclusion (GEDSI) - Number of new and and percentage of existing personnel, including GFPS members</p> <p>Conduct of seminar on cybercrime prevention and protection of women (Voyeurism, Online GBSH, Rights Against Online Sexual Exploitation) - Number of new and and percentage of existing personnel, including GFPS members</p> <p>Basic GAD Orientation integrated in new employee orientation.- Number of new and and percentage of existing personnel, including GFPS members</p> <p>Personnel attended refresher GAD trainings: Sexual Orientation, Gender Identity, and Expression (SOGIE)- Number of new and and percentage of existing personnel, including GFPS members</p>	600,000.00	Corporate Funds	AGSD GFPS TWG



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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) must enhance their technical competence in gender analysis tools and concepts to refine intervention strategies. Furthermore, the irregular meeting schedule of the GFPS TWG and Secretariat impedes the streamlined planning of GAD programs and projects	Enhanced technical proficiency of GFPS members in gender analysis tools and the establishment of a regularized coordination mechanism for GAD planning	MFO: General Management and Supervision under Support to Operations	Hold a GPFS 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 TWG GFPS EXECOM
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 database are trained, and the system is established and maintained  Presence of a functional and updated Sex-Disaggregated Database (SDD) - 100% of GAD-related data is digitized and accessible by the GFPS.	100,000.00	Corporate Funds	GFPS EXECOM GFPS TWG AGSD



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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 womens rights	Lack of a regular meeting schedule and absence of a centralized SDD database	To establish a regularized GFPS coordination mechanism and a functional SDD database to improve the efficiency and compliance of LBRDC GAD planning	MFO: General Management and Supervision under Support to Operations	Conduct of quarterly GFPS meetings and Executive Committee GAD Briefings	Number of GFPS meetings and management briefings conducted - At least 4 GFPS TWG meetings and 2 Executive Committee GAD Briefings conducted within the year  Number of GFPS members demonstrating proficiency in gender analysis Advanced training on Gender Analysis tools (e.g., HGDG, GMEF) for the TWG and Secretariat - 100% of GFPS TWG and Secretariat members completed the Advanced Gender Analysis workshop	180,000.00	Corporate Funds	GFPS TWG GFPS EXECOM
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 genderresponsive 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 dedicated ICT equipment (e.g., laptops, printers) to support the technical operations of the GAD Secretariat and GFPS TWG	To institutionalize a digitalized GAD Knowledge Management System by providing the GFPS with the necessary ICT hardware for efficient program monitoring and reporting	MFO: General Management and Supervision under Support to Operations	Procurement of one (1) laptop, one (1) portable inkjet printer, necessary peripherals, and one (1) camera for the GAD Secretariat and GFPS use	Presence of dedicated ICT equipment for GAD operations Percentage of GAD reports (GPB/AR) and knowledge products prepared using the procured equipment - 100% of required ICT equipment procured and deployed 100% timely submission of GPB and GAD AR with digitized supporting documents	160,637.97	Corporate Funds	GFPS TWG AGSD
17	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	60,000.00	Corporate Funds	GFPS EXECOM GFPS TWG
18	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




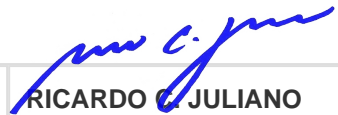
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19	Limited access to safe and reliable transportation affects women workers, making it difficult for them to report to work, especially during late hours or in remote areas./RA 9710: The Magna Carta of Women SEC 22: Right to Decent Work	Office relocation 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
20	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	Capacity Building on Gender Analysis and Monitoring: Conduct of a 3-day Advanced GAD Training Series (HGDG, GMEF, Gender-Fair Language and Data Management)	Number of GFPS ExeCom and TWG members trained Post-training evaluation results showing increased knowledge and commitment to apply GAD principles - 100% of designated GFPS ExeCom (5 members) and TWG (10 members) completed the training with an average post-test score of 85% or higher.	600,000.00	Corporate Funds	GFPS EXECOM GFPS TWG



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21	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	LBRDC GAD Strategic Planning and Budgeting Workshop: Programming of the FY 2027 GAD Plan and Budget	Percentage of GAD activities with corresponding and accurate cost estimates in the financial plan - 100% of GAD activities for 2027 provided with detailed budgetary breakdowns and aligned with DBM guidelines  Number of strategic planning workshops conducted Approved 2027 GPB that meets the 5% minimum budget requirement - One (1) 3-day Strategic Planning Workshop conducted with 100% participation from the GFPS TWG and ExeCom	600,000.00	Corporate Funds	GFPS TWG GFPS EXECOM
22	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 or experience workplace-related stress or trauma.	MFO: Employee Welfare under Support to Operations Employees provided with counseling and psychological assistance and referrals	Provision of Psychosocial Support Services.	Percentage of women employees who requested and received counseling, psychological support, and/or referrals. - 100% of women employees who requested assistance are provided with appropriate counseling or referred to partner institutions within 48 hours	60,000.00	Corporate Funds	AGSD GFPS TWG



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23	Limited institutional capacity to assess the level of gender mainstreaming and identify priority gender gaps due to the absence of a Gender Mainstreaming Evaluation Framework (GMEF) assessment/RA 9710 (Magna Carta of Women), Chapter VI, Section 36; PCW MC No. 2016-03	Absence of a systematic and evidence-based assessment of policies, systems, structures, and practices on gender mainstreaming within LBRDC	LBRDCs level of gender mainstreaming assessed and priority gender issues and gaps identified to guide the formulation of evidence-based GAD Plans and Budgets	MFO: General Management and Supervision under Support to Operations	Conduct of Gender Mainstreaming Evaluation Framework (GMEF) Assessment, including orientation on the GMEF tool, data gathering, scoring, validation, and formulation of recommendations	GMEF assessment conducted and completed GMEF scorecard accomplished and validated - One (1) Institutional GMEF Assessment completed and validated by the GFPS Executive Committee by the end of Q4  GMEF assessment report with priority gender issues and recommended GAD interventions prepared and approved - 100% of identified GMEF gaps translated into priority GAD interventions for the succeeding budget year (2028), duly approved by the Board	230,000.00	GAA	GFPS TWG GFPS EXECOM
<b>SUB-TOTAL</b>							230,000.00	GAA	
							14,395,620.00	Corporate Funds	
<b>TOTAL GAD BUDGET</b>							14,625,620.00		

Prepared By:	Approved By:	Date
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