

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT**

Reference: For Review

**FY 2021**

**Agency Name:** Land Bank of the Philippines

**Agency Category:** GOCC with Budgetary Support

**Total Budget:**  
369,584,125,000.00

**Approved GAD Budget:**  
102,770,952,388.98

**Actual GAD Budget:**  
25,773,351,645.25

**% of Utilization of Approved GAD Budget:**  
25.08%

**% of GAD Expenditure:**  
6.97%

**CF:**  
369,584,125,000.00

**CF:**  
102,770,952,388.98

**CF:**  
25,773,351,645.25

**CF:**  
25.08%

**CF:**  
6.97%

| GENDER ISSUE/ GAD MANDATE                                                                                   | GAD OUTCOME/ RESULTS INDICATOR                                                                                 | OUTCOME/ RESULT PERFORMANCE                                                       |                                                                                                                       | ACTIVITY/ PROJECT |        | ACTUAL GAD ACTIVITIES CONDUCTED                 | GAD BUDGET       |                 | GAD EXPENDITURE  |                 | RESPONSIBLE UNIT/OFFICE         | VARIANCE/ REMARKS |
|-------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|-------------------|--------|-------------------------------------------------|------------------|-----------------|------------------|-----------------|---------------------------------|-------------------|
|                                                                                                             |                                                                                                                | Target                                                                            | Actual                                                                                                                | Description       | PAP ID |                                                 | Amount           | Source          | Amount           | Source          |                                 |                   |
| A. Client-Focused                                                                                           |                                                                                                                |                                                                                   |                                                                                                                       |                   |        |                                                 |                  |                 |                  |                 |                                 |                   |
| Lack of opportunity to avail credit loans and other banks products and services especially among women OFWs | Number of women and men Overseas Filipino Workers (OFWs) availed of the Bank's financial products and services | CONTINUOS IMPLEMENTATION OF THE PROGRAM TO TARGET AT LEAST 50% OF THE WOMEN OFW'S | A total of 1,226 borrowers benefitted from different areas in the Philippines availed of the Bank's credit facilities | N/A               | N/A    | Provision of credit loans to women and men OFWs | 1,000,000,000.00 | Corporate Funds | 2,321,000,000.00 | Corporate Funds | PROGRAM MANAGEMENT DEPARTMENT 2 | -                 |



**For Review**  
as of 13 April 2022

PCW Document Code: PDPMED-GAD-AR-T-001

Control ID: GAD\_AR-2021-LBP\_793

Effectivity Date: 07 May 2018

Date submitted: 13 April 2022

Revision number: 00

Page 1 of 1

| GENDER ISSUE/ GAD MANDATE                                                                                                                                                                                                                                                                                                                                                             | GAD OUTCOME/ RESULTS INDICATOR                    | OUTCOME/ RESULT PERFORMANCE                                                                                                                                  |                                                                                                                                                         | ACTIVITY/ PROJECT |        | ACTUAL GAD ACTIVITIES CONDUCTED                                                                                                              | GAD BUDGET              |                 | GAD EXPENDITURE         |                 | RESPONSIBLE UNIT/OFFICE | VARIANCE/ REMARKS |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|--------|----------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|-----------------|-------------------------|-----------------|-------------------------|-------------------|
|                                                                                                                                                                                                                                                                                                                                                                                       |                                                   | Target                                                                                                                                                       | Actual                                                                                                                                                  | Description       | PAP ID |                                                                                                                                              | Amount                  | Source          | Amount                  | Source          |                         |                   |
| All qualified women members of the agricultural labor force must be guaranteed and assured of equal rights and ownership of land, shares of produce and representation in advisory decision-making body/bodies. To pursue the essence of CARP and ensure that women and men have equal access to the benefits of CARP and other agrarian laws. (Chapter X Section 5 of R.A. No. 6657) | Number of women and men bondholders served        | NOT APPLICABLE                                                                                                                                               | TO PROVIDE ASSISTANCE TO AT LEAST 50% WOMEN BOND HOLDERS (ORIGINAL BOND HOLDERS) IN THE SALE OF THEIR BONDS                                             | N/A               | N/A    | Sale of agrarian reform bonds                                                                                                                | 5,000,000.00            | Corporate Funds | 0.00                    | Corporate Funds | AGRARIAN SERVICES GROUP |                   |
|                                                                                                                                                                                                                                                                                                                                                                                       | Number of women and men with special needs served | TO GIVE PRIORITY TO 100% OF THE PREGNANT WOMEN, ELDERLY AND PERSONS WITH DISABILITIES (PWD) CLIENTS OF THE BANK WHEN SERVICING AGRARIAN-RELATED TRANSACTIONS | Most of the AOCs have already provided special window for the customers especially pregnant women, the elderly and PWD located at their receiving lobby | N/A               | N/A    | Provision of fixtures for Special Window in the Agrarian Operation Centers for the customers especially pregnant women, the elderly and PWDs | 50,000.00               | Corporate Funds | 0.00                    | Corporate Funds | AGRARIAN SERVICES GROUP |                   |
| <b>Sub-Total A</b>                                                                                                                                                                                                                                                                                                                                                                    |                                                   |                                                                                                                                                              |                                                                                                                                                         |                   |        |                                                                                                                                              | <b>1,005,050,000.00</b> |                 | <b>2,321,000,000.00</b> |                 |                         |                   |
| B. Organization-Focused                                                                                                                                                                                                                                                                                                                                                               |                                                   |                                                                                                                                                              |                                                                                                                                                         |                   |        |                                                                                                                                              |                         |                 |                         |                 |                         |                   |

| GENDER ISSUE/ GAD MANDATE                                                                                            | GAD OUTCOME/ RESULTS INDICATOR                                                                                                          | OUTCOME/ RESULT PERFORMANCE                                                                                                                       |                                                                                                                                                                                           | ACTIVITY/ PROJECT |        | ACTUAL GAD ACTIVITIES CONDUCTED                                                                             | GAD BUDGET |                 | GAD EXPENDITURE |                 | RESPONSIBLE UNIT/OFFICE                                           | VARIANCE/ REMARKS |
|----------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|--------|-------------------------------------------------------------------------------------------------------------|------------|-----------------|-----------------|-----------------|-------------------------------------------------------------------|-------------------|
|                                                                                                                      |                                                                                                                                         | Target                                                                                                                                            | Actual                                                                                                                                                                                    | Description       | PAP ID |                                                                                                             | Amount     | Source          | Amount          | Source          |                                                                   |                   |
| Women rights and privileges are oftentimes neglected and violated in the workplace (RA 7877. Anti-Sexual Harassment) | Number of Bank employees capacitated on Gender-Based Sexual Harassment                                                                  | TO RE-EDUCATE LANDBANK EMPLOYEES ON THE BANK'S ANTI-SEXUAL HARASSMENT POLICY DURING THE ANNUAL CODE OF CONDUCT RE-ORIENTATION SESSIONS IN JANUARY | "100% of LANDBANK employees were reeducated on the Bank's Anti-Sexual Harassment Policy during the annual Code of Conduct Reorientation Sessions in January"                              | N/A               | N/A    | Conduct of capability-building initiatives on Anti-Sexual Harassment and Safe Spaces Act (Bawal Bastos Law) | 1.00       | Corporate Funds | 0.00            | Corporate Funds | ORGANIZATION DEVELOPMENT DEPARTMENT/EMPLOYEE RELATIONS DEPARTMENT |                   |
|                                                                                                                      | Presence of a functional Committee Decorum and Investigation (CODI) that will completely resolve all filed sexual harassment complaints | TO RESOLVE 100% OF SEXUAL HARASSMENT COMPLAINT FILED BEFORE THE COMMITTEE                                                                         | "100% of newly hired LANDBANK employees were educated on the Bank's Anti-Sexual Harassment Policy during the conduct of LANDBANK in Perspective, the Bank's employee orientation program" | N/A               | N/A    | Maintenance of a functional CODI                                                                            | 20,000.00  | Corporate Funds | 0.00            | Corporate Funds | EMPLOYEE RELATIONS DEPARTMENT                                     |                   |

| GENDER ISSUE/ GAD MANDATE                                                                                                                                          | GAD OUTCOME/ RESULTS INDICATOR                                                   | OUTCOME/ RESULT PERFORMANCE                                                                                                          |                                                                                                                                                                                                                                                                 | ACTIVITY/ PROJECT |        | ACTUAL GAD ACTIVITIES CONDUCTED                                                                                                                                       | GAD BUDGET |                 | GAD EXPENDITURE |                 | RESPONSIBLE UNIT/OFFICE       | VARIANCE/ REMARKS |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|--------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-----------------|-----------------|-----------------|-------------------------------|-------------------|
|                                                                                                                                                                    |                                                                                  | Target                                                                                                                               | Actual                                                                                                                                                                                                                                                          | Description       | PAP ID |                                                                                                                                                                       | Amount     | Source          | Amount          | Source          |                               |                   |
| RA 10028. Expanded Breastfeeding Promotion Act of 2009 Sec 9/12 Information Dissemination and Educational Programs of Pregnant Women and Women of Reproductive Age | Number of women-employees who attend the forums                                  | TO CONDUCT TWO (2) FORUMS ON BREASTFEEDING WITH 50 SLOTS ALLOTTED TO WOMEN EMPLOYEES OF THE BANK                                     | Conducted Dissemination of information and enhancement of relevant skills education and communication (IEC) materials such as posters and advisories through LBP Workplace by Facebook.                                                                         | N/A               | N/A    | Dissemination of information and enhancement of relevant skills through forums and education and communication (IEC) materials such as posters, emails and advisories | 113,000.00 | Corporate Funds | 0.00            | Corporate Funds | EMPLOYEE RELATIONS DEPARTMENT |                   |
| RA 10028. Expanded Breastfeeding Promotion Act of 2009 Ch III Sec 11. Establishment of Lactation Stations                                                          | Number of women-employees who avail of the services of the LBP Lactation Station | TO CONTINUE EFFICIENT OPERATION OF THE LANDBANK LACTATION STATION IN THE SERVICE OF 100% OF ITS REGISTERED LACTATING WOMEN-EMPLOYEES | A total of 7 women-employees were able to avail of the services of the LBP Lactation Station that are reporting on-site workforce during the limited allowed workforce due to Covid-19 Pandemic, enabling them to balance their domestic and work obligations." | N/A               | N/A    | Efficient operation of the LANDBANK Lactation station                                                                                                                 | 6,700.00   | Corporate Funds | 0.00            | Corporate Funds | EMPLOYEE RELATIONS DEPARTMENT |                   |

| GENDER ISSUE/ GAD MANDATE                                                                                  | GAD OUTCOME/ RESULTS INDICATOR                                                                                                               | OUTCOME/ RESULT PERFORMANCE                                                                                 |                                                                                                                                                                                                                                                                          | ACTIVITY/ PROJECT |        | ACTUAL GAD ACTIVITIES CONDUCTED                                            | GAD BUDGET |                 | GAD EXPENDITURE |                 | RESPONSIBLE UNIT/OFFICE       | VARIANCE/ REMARKS |
|------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|--------|----------------------------------------------------------------------------|------------|-----------------|-----------------|-----------------|-------------------------------|-------------------|
|                                                                                                            |                                                                                                                                              | Target                                                                                                      | Actual                                                                                                                                                                                                                                                                   | Description       | PAP ID |                                                                            | Amount     | Source          | Amount          | Source          |                               |                   |
| Proclamation No. 227: Providing for the Observance of the Month of March as "Women's Role in History Month | Continuous Participation of LANDBANK to strengthen the awareness and importance of celebrating the National Women's Month Celebration (NWMC) | Continuous Participation of LANDBANK in the annual Celebration of National Women's Month Celebration (NWMC) | Unveiling of LANDBANK GAD Corner at the LANDBANK Plaza. The establishment of the LANDBANK GAD Corner is part of our compliance to the MCW, Anti-Sexual Harassment Law and the Safe Spaces Act. Participated in the DOF initiated activities and PCW initiated activities | N/A               | N/A    | Participation in the Celebration National Women's Month Celebration (NWMC) | 34,003.20  | Corporate Funds | 34,003.20       | Corporate Funds | EMPLOYEE RELATIONS DEPARTMENT | -                 |

| GENDER ISSUE/ GAD MANDATE                                                                                                                                                                                                                                                                         | GAD OUTCOME/ RESULTS INDICATOR                                                               | OUTCOME/ RESULT PERFORMANCE                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | ACTIVITY/ PROJECT |        | ACTUAL GAD ACTIVITIES CONDUCTED                                       | GAD BUDGET |                 | GAD EXPENDITURE |                 | RESPONSIBLE UNIT/OFFICE       | VARIANCE/ REMARKS |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|--------|-----------------------------------------------------------------------|------------|-----------------|-----------------|-----------------|-------------------------------|-------------------|
|                                                                                                                                                                                                                                                                                                   |                                                                                              | Target                                                                                                  | Actual                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Description       | PAP ID |                                                                       | Amount     | Source          | Amount          | Source          |                               |                   |
| Proclamation No. 1172 Declaring November 25 To December 12 of Every Year As The "18-Day Campaign To End Violence Against Women" Republic Act 10398: An Act Declaring November Twenty-Five Of Every Year As "National Consciousness Day For The Elimination Of Violence Against Women And Children | Participation of LANDBANK in observance of the 18-Day Campaign To End Violence Against Women | Continuous Participation of LANDBANK in observance of the 18-Day Campaign To End Violence Against Women | Conducted the following LANDBANK's activities: 1. 1.5-hour learning session on how to help end VAW and RA 11313 or the Safe Spaces Act (SSA) on November 25, 2021, to be facilitated by a human rights lawyer, as kick-off activity of the 18-day campaign 2. "Orange Your Icon Advocacy," an annual activity among government offices and private organizations to color their major landmarks or icons with orange for the duration of the campaign and show their support to the anti-VAW advocacy | N/A               | N/A    | "Participation in the 18-Day Campaign To End Violence Against Women " | 15,000.00  | Corporate Funds | 13,902.50       | Corporate Funds | EMPLOYEE RELATIONS DEPARTMENT | -                 |

| GENDER ISSUE/ GAD MANDATE                                                                                                                                                                                                         | GAD OUTCOME/ RESULTS INDICATOR                                | OUTCOME/ RESULT PERFORMANCE                                                                                    |                                                                  | ACTIVITY/ PROJECT |        | ACTUAL GAD ACTIVITIES CONDUCTED             | GAD BUDGET |                 | GAD EXPENDITURE |                 | RESPONSIBLE UNIT/OFFICE       | VARIANCE/ REMARKS |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|-------------------|--------|---------------------------------------------|------------|-----------------|-----------------|-----------------|-------------------------------|-------------------|
|                                                                                                                                                                                                                                   |                                                               | Target                                                                                                         | Actual                                                           | Description       | PAP ID |                                             | Amount     | Source          | Amount          | Source          |                               |                   |
| MCW Sec 25. Right to Decent Work. Employers both in the public and private sectors shall provide services in support to balancing family obligations and work responsibilities. These include seminars on responsible parenthood. | Number of employees who participate in the forum on parenting | TO CONDUCT AT LEAST ONE (1) FORUM ON PARENTING WITH EQUAL SLOTS (50% WOMEN AND 50% MEN) FOR LANDBANK EMPLOYEES | Conducted Forum on Children's Growth attended by 29 participants | N/A               | N/A    | Conduct of forums on responsible parenthood | 5,000.00   | Corporate Funds | 0.00            | Corporate Funds | EMPLOYEE RELATIONS DEPARTMENT |                   |

| GENDER ISSUE/ GAD MANDATE                                                                                                                                                                                                                                       | GAD OUTCOME/ RESULTS INDICATOR                                                 | OUTCOME/ RESULT PERFORMANCE                                                                                                                                                                                       |                                                                                                                                   | ACTIVITY/ PROJECT |        | ACTUAL GAD ACTIVITIES CONDUCTED                                                            | GAD BUDGET |                 | GAD EXPENDITURE |                 | RESPONSIBLE UNIT/OFFICE       | VARIANCE/ REMARKS |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|-------------------|--------|--------------------------------------------------------------------------------------------|------------|-----------------|-----------------|-----------------|-------------------------------|-------------------|
|                                                                                                                                                                                                                                                                 |                                                                                | Target                                                                                                                                                                                                            | Actual                                                                                                                            | Description       | PAP ID |                                                                                            | Amount     | Source          | Amount          | Source          |                               |                   |
| MCW Sec 22. Right to Decent Work. The State shall further ensure support services that will enable women to balance their family obligations and work responsibilities including the establishment of day centers and breast-feeding stations at the work place | Number of employees who avail of the services of the LANDBANK Day Care Center  | CONTINUOUS OPERATION OF THE LANDBANK DAY CARE CENTER TO ACCOMMODATE 25 REGULAR CHILDREN PUPILS AND 5 WALK-INS OF THE EMPLOYEES OF THE BANK TO ASSURE THAT THEY ARE ABLE TO FULFILL THEIR WORK OBLIGATIONS         | LANDBANK Day Care Center to accommodate 28 regular children of the LBP Employees of the Bank from Sept. 13, 2021 - July 15, 2022. | N/A               | N/A    | Efficient operation of the LANDBANK Day Care Center/Early Childhood Development Center     | 572,000.00 | Corporate Funds | 0.00            | Corporate Funds | EMPLOYEE RELATIONS DEPARTMENT |                   |
|                                                                                                                                                                                                                                                                 | Number of parents/carers who have availed of the slots for the Summer Workshop | TO FACILITATE THE CONDUCT OF AN ART AND PERSONALITY DEVELOPMENT SUMMER WORKSHOP FOR 120 CHILDREN/DEPENDENTS OF BANKS EMPLOYEES (NUMBER OF PARENT-BENEFICIARIES WILL BE DETERMINED ONCE REGISTRATION IS COMPLETED) | Conducted Summerific Learn at Home Program for LBP employees children with a total of 30 pupils Commenced on July 30, 2021        | N/A               | N/A    | Conduct of Summer Workshop for children/dependents of LANDBANK Employees and other workers | 200,000.00 | Corporate Funds | 0.00            | Corporate Funds | EMPLOYEE RELATIONS DEPARTMENT |                   |



| GENDER ISSUE/ GAD MANDATE                                                                                                                                                                                                                                                                                                                                                              | GAD OUTCOME/ RESULTS INDICATOR                                                  | OUTCOME/ RESULT PERFORMANCE                                                                                                        |                                                                                                                               | ACTIVITY/ PROJECT |        | ACTUAL GAD ACTIVITIES CONDUCTED                                                                                                         | GAD BUDGET    |                 | GAD EXPENDITURE |                 | RESPONSIBLE UNIT/OFFICE             | VARIANCE/ REMARKS |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|-------------------|--------|-----------------------------------------------------------------------------------------------------------------------------------------|---------------|-----------------|-----------------|-----------------|-------------------------------------|-------------------|
|                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                 | Target                                                                                                                             | Actual                                                                                                                        | Description       | PAP ID |                                                                                                                                         | Amount        | Source          | Amount          | Source          |                                     |                   |
| MCW CH. V .Sec. 22. Right to Decent Work. – The State shall progressively realize and ensure decent work standards for women that involve the creation of jobs of acceptable quality in conditions of freedom, equity, security, and human dignity. (1) Support services and gears to protect them from occupational and health hazards taking into account women's maternal functions | Number of beneficiaries of the use of leave credits for absence due to COVID-19 | "CONTINUED AMINISTRATI ON OF THE LEAVE PRIVILEGES, WHICH WILL BE BASED ON THE ACTUAL AVAILMENT DURING THE YEAR OF IMPLEMENT ATION" | A total of 2329 (729 - Males and 1600 - Females) employees availed of the following leave credits for absence due to COVID-19 | N/A               | N/A    | In compliance to CSC No. 08, s.2020, the use of leave credits for absence due to quarantine and /or treatment relative to the COVID-19. | 85,494,880.24 | Corporate Funds | 85,494,880.24   | Corporate Funds | PERSONNEL ADMINISTRATION DEPARTMENT | -                 |

| GENDER ISSUE/ GAD MANDATE                                                               | GAD OUTCOME/ RESULTS INDICATOR                                                                                                                                                                                          | OUTCOME/ RESULT PERFORMANCE                                                                                                                                                    |                                                                                                                                                                                                       | ACTIVITY/ PROJECT |        | ACTUAL GAD ACTIVITIES CONDUCTED                                                                                       | GAD BUDGET   |                 | GAD EXPENDITURE |                 | RESPONSIBLE UNIT/OFFICE                                           | VARIANCE/ REMARKS |
|-----------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|--------|-----------------------------------------------------------------------------------------------------------------------|--------------|-----------------|-----------------|-----------------|-------------------------------------------------------------------|-------------------|
|                                                                                         |                                                                                                                                                                                                                         | Target                                                                                                                                                                         | Actual                                                                                                                                                                                                | Description       | PAP ID |                                                                                                                       | Amount       | Source          | Amount          | Source          |                                                                   |                   |
| MCW Ch VI. Institutional Mechanisms. Creation and Strengthening of the GAD Focal Point. | Number of attendees to the different capability-building programs conducted for the GAD Focal Points under the Finance Sector                                                                                           | TO CONTINUE 100% PARTICIPATION IN VARIOUS CAPACITY BUILDING PROGRAMS ORGANIZED BY THE DEPARTMENT OF FINANCE (DOF)                                                              | Attended by the GFPS Representatives the following assembly conducted by the Department of Finance 1. GFPS Assembly held on January 27, 2021. 2. 2nd Sectoral Assembly to be held on 22 November 2021 | N/A               | N/A    | Active participation in the various capacity building programs organized by the DOF                                   | 1.00         | Corporate Funds | 0.00            | Corporate Funds | ORGANIZATION DEVELOPMENT DEPARTMENT/EMPLOYEE RELATIONS DEPARTMENT | -                 |
|                                                                                         | Number of capacitated members of LANDBANK GAD Focal Point System (GFPS)- Technical Working Group (TWG) and Regional GAD Focal Point Sub-systems (GFPSs) through various GAD and related capability-building initiatives | CONDUCT OF CAPACITY BUILDING TRAINING PROGRAMS FOR THE YEAR 2021 TO CAPACITATE THEM IN DEVELOPING, IMPLEMENTATION, MONITORING AND EVALUATION OF GAD PROGRAMS, PLANS AND BUDGET | Conducted the GAD Capacity Building Training with a total of 175 participants                                                                                                                         | N/A               | N/A    | Conduct of relevant capacity building programs on Gender Sensitivity, Gender Analysis, and GAD Planning and Budgeting | 1,388,000.00 | Corporate Funds | 7,573,636.58    | Corporate Funds | EMPLOYEE RELATIONS DEPARTMENT                                     | -                 |
|                                                                                         | Number of policies or documents issued on the strengthening of the GAD-FPS                                                                                                                                              | TO ISSUE SPECIAL ORDER DESIGNATING SPECIFIC AND PERMANENT MEMBERS OF THE LBP REGIONAL GFPS                                                                                     | TO ISSUE SPECIAL ORDER DESIGNATING SPECIFIC AND PERMANENT MEMBERS OF THE LBP REGIONAL GFPS                                                                                                            | N/A               | N/A    | Strengthening of the existing LBP Regional FPS through reconstitution                                                 | 1.00         | Corporate Funds | 0.00            | Corporate Funds | EMPLOYEE RELATIONS DEPARTMENT                                     | -                 |

| GENDER ISSUE/ GAD MANDATE                                                                                                                                                                                                                                                                                                                                                                                                                                  | GAD OUTCOME/ RESULTS INDICATOR                                                                          | OUTCOME/ RESULT PERFORMANCE                                                                                                      |                                                                                                                                                                                     | ACTIVITY/ PROJECT |        | ACTUAL GAD ACTIVITIES CONDUCTED                                                                                                                                                     | GAD BUDGET            |                 | GAD EXPENDITURE       |                 | RESPONSIBLE UNIT/OFFICE             | VARIANCE/ REMARKS |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|--------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-----------------|-----------------------|-----------------|-------------------------------------|-------------------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                         | Target                                                                                                                           | Actual                                                                                                                                                                              | Description       | PAP ID |                                                                                                                                                                                     | Amount                | Source          | Amount                | Source          |                                     |                   |
| Malacañang Executive Order (EO) No. 100, Institutionalizing the Diversity and Inclusion Program, Creating an Inter-Agency Committee on Diversity and Inclusion, and for other Purposes. - State shall endeavor to advance and protect the rights of all Filipinos and shall cultivate a supportive, collaborative, and inclusive environment to maintain equal opportunities, and to recognize the diverse and empowered thoughts and perspectives of all. | Continuous Participation of LANDBANK to Celebrate the Pride Month for members of the LGBTQIA Community. | Continuous Participation of LANDBANK to Celebrate the Pride Month for members of the LGBTQIA Community.                          | Conducted a virtual learning session entitled "Diversity Backlash in the Workplace" dated June 30, 2021 that aims to uphold LANDBANK mission to support diversity in the workplace. | N/A               | N/A    | Conducted a virtual learning session entitled "Diversity Backlash in the Workplace" dated June 30, 2021 that aims to uphold LANDBANK mission to support diversity in the workplace. | 10,000.00             | Corporate Funds | 10,000.00             | Corporate Funds | EMPLOYEE RELATIONS DEPARTMENT       | -                 |
| Magna Carta of Women, Solo Parents Welfare Act, Anti Violence Against Women and their Children Act, etc.                                                                                                                                                                                                                                                                                                                                                   | Number of beneficiaries of the different leave privileges                                               | CONTINUED AMINISTRATI ON OF THE LEAVE PRIVILEGES, WHICH WILL BE BASED ON THE ACTUAL AVAILMENT DURING THE YEAR OF IMPLEMENT ATION | "A total of 413 (64 - Males and 349 - Females) employees availed of the following different Leave privileges under the Magna Carta of Women"                                        | N/A               | N/A    | Compliance with relevant laws, rules and regulations on various leave privileges                                                                                                    | 40,471,802.54         | Corporate Funds | 35,505,846.23         | Corporate Funds | PERSONNEL ADMINISTRATION DEPARTMENT | -                 |
| <b>Sub-Total B</b>                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                         |                                                                                                                                  |                                                                                                                                                                                     |                   |        |                                                                                                                                                                                     | <b>128,330,388.98</b> |                 | <b>128,632,268.75</b> |                 |                                     |                   |

C. GAD-Attributed Programs or Projects

| ISSUES<br>RISKS/GAD<br>MANDATE | GAD<br>OUTCOME/<br>RESULTS<br>INDICATOR | OUTCOME/ RESULT<br>PERFORMANCE |        | ACTIVITY/ PROJECT |        | TITLE OF<br>MAJOR<br>PROGRAM/<br>PROJECT | HIGGS<br>DESIGN<br>FUNDING<br>FACILITY/<br>AGENCY/<br>CIRCULAR/<br>CODE | TOTAL PROGRAM/PROJECT<br>EXPENDITURE |        | GAD-ATTRIBUTED<br>EXPENDITURE |        | RESPONSIBLE<br>UNIT/OFFICE | VARIANCE/<br>REMARKS |
|--------------------------------|-----------------------------------------|--------------------------------|--------|-------------------|--------|------------------------------------------|-------------------------------------------------------------------------|--------------------------------------|--------|-------------------------------|--------|----------------------------|----------------------|
|                                |                                         | Target                         | Actual | Description       | PAP ID |                                          |                                                                         | Amount                               | Source | Amount                        | Source |                            |                      |



**For Review**  
as of 13 April 2022

PCW Document Code: PDPMED-GAD-AR-T-001

Control ID: GAD\_AR-2021-LBP\_793

Effectivity Date: 07 May 2018

Date submitted: 13 April 2022

Revision number: 00

Page 1 of 1





Prepared By:

MIRA LEAH B. PATIO  
ASSISTANCE VICE PRESIDENT

Date: March 18, 2021

Approved By:

CECILIA C. BORROMEO  
PRESIDENT & CEO

Date: December 18, 2020



**For Review**  
as of 13 April 2022

PCW Document Code: PDPMED-GAD-AR-T-001

Control ID: GAD\_AR-2021-LBP\_793

Effectivity Date: 07 May 2018

Date submitted: 13 April 2022

Revision number: 00

Page 1 of 1