

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

Reference: For Review

**FY 2022**

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

**Agency Category:** Government-Owned and Controlled Corporation

**Total Budget:**  
531,447,853,000.00

**Approved GAD Budget:**  
45,244,068,986.82

**Actual GAD Budget:**  
13,686,895,692.28

**% of Utilization of Approved GAD Budget:**  
30.25%

**% of GAD Expenditure:**  
2.58%

**CF:**  
531,447,853,000.00

**CF:**  
45,244,068,986.82

**CF:**  
13,686,895,692.28

**CF:**  
30.25%

**CF:**  
2.58%

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

**Sub-Total A**

**0.00**

**0.00**

B. Organization-Focused



**For Review**  
as of 16 May 2023

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

Control ID: GAD\_AR-2022-LBP\_793

Effectivity Date: 07 May 2018

Date submitted: 17 March 2023

Revision number: 00

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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	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	TO RESOLVE 100% OF SEXUAL HARASSMENT COMPLAINT FILED BEFORE THE COMMITTEE	N/A	N/A	Code of Conduct Reorientation Sessions in January	0.00	Corporate Funds	0.00	Corporate Funds	EMPLOYEE RELATIONS DEPARTMENT	DONE
	Presence of a functional Committee Decorum and Investigation (CODI) that will completely resolve all filed sexual harassment complaints	100% of LANDBANK employees were reeducated on the Bank's Anti-Sexual Harassment Policy during the annual Code of Conduct Reorientation Sessions in January.	TO RE-EDUCATE LANDBANK EMPLOYEES ON THE BANK'S ANTI-SEXUAL HARASSMENT POLICY DURING THE ANNUAL CODE OF CONDUCT RE-ORIENTATION SESSIONS IN JANUARY	N/A	N/A	Maintenance of a functional CODI	21,950.00	Corporate Funds	21,748.25	Corporate Funds	EMPLOYEE RELATIONS DEPARTMENT	DONE
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	Suspended due to the nationwide COVID-19 public health crisis.	TO CONDUCT TWO (2) FORUMS ON BREASTFEEDING WITH 50 SLOTS ALLOTTED TO WOMEN EMPLOYEES OF THE BANK	N/A	N/A	Forum on Breastfeeding entitled "Breast feeding basics: whys and hows" June 22, 2022; 3:00 to 5:00 pm via Zoom with 33 attendees	117,000.00	Corporate Funds	10,000.00	Corporate Funds	EMPLOYEE RELATIONS DEPARTMENT	DONE

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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	A total of 53 women-employees were able to avail of the services of the LBP Lactation Station, enabling them to balance their domestic and work obligations	TO CONTINUE EFFICIENT OPERATION OF THE LANDBANK LACTATION STATION IN THE SERVICE OF 100% OF ITS REGISTERED LACTATING WOMEN-EMPLOYEES	N/A	N/A	A total of 23 Lactation Station Active users and efficient operation of the LANDBANK Lactation Station in service of 100% of it's registered lactating women employees	6,900.00	Corporate Funds	3,240.00	Corporate Funds	EMPLOYEE RELATIONS DEPARTMENT	DONE
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)	Participated in the Kick-off Activity of the National Women's Month Celebration 2020 (NWMC) March 7, 2020 (Sat), 6:00 a.m., at the Lapu-Lapu Monument Area, Luneta Park, Manila Organizer: Depatment of Finance	Continuous Participation of LANDBANK in the annual Celebration of National Women's Month Celebration (NWMC)	N/A	N/A	Holding of a one-time Special Recognition Ceremony during the March 7, 2022 flag ceremony for the Employees from the GAD Core Group Invitation of a strong GAD advocate, e.g., the Chair of the Philippine Commission on Women (PCW), to be the Guest Speaker during the March 7, 2022 flag ceremony	99,726.50	Corporate Funds	99,726.50	Corporate Funds	Employee Relations Department	DONE

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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	Provision of Infographics materials to raise awareness of Violence Against Women and Children.	1. Changing the outside lights to orange of the LBP Head Office, sharing and posting infographics to raise awareness about VAWC. 2. The VAWC Puppet Web Series "Shared and Posted on LBP Workplace by Facebook.	Continuous Participation of LANDBANK in the annual Celebration of Violence Against Women and Children Campaign	N/A	N/A	Conducted the following activities: Learning Session on Laws of Women Learning Session on November 29, 2022 and learning session entitled, "MOVE" Men Opposed to Violence Against Women Everywhere via Zoom, on December 9, 2022 and also "Orange Your Icon Advocacy"	20,544.50	Corporate Funds	20,544.50	Corporate Funds	EMPLOYEE RELATIONS DEPARTMENT	DONE
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 the Day Care Services	LANDBANK Day Care Center to accommodate 23 regular childrenpupils and 25-walkins of the employees of the Bank 2. Learn From Home Program May "July 2020 (8 weeks) for 18 pupils ages 3-4 yrs. old	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	N/A	N/A	Continuous operation of the LANDBANK Day Care Center with a total of 21 students for online classes.	1,398,128.29	Corporate Funds	1,398,128.29	Corporate Funds	EMPLOYEE RELATIONS DEPARTMENT	DONE

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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	N/A	CONTINUE D AMINISTRATION OF THE LEAVE PRIVILEGE S, WHICH WILL BE BASED ON THE ACTUAL AVAILMENT DURING THE YEAR OF IMPLEMEN TATION	N/A	N/A	A total of 1,465 employees benefitted in the use of emergency leave credits for absence due to Covid-19	40,595,336.39	Corporate Funds	40,595,336.39	Corporate Funds	PERSONNEL ADMINISTRATION DEPARTMENT	DONE

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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	No capacity building programs were conducted/participated	TO CONTINUE 100% PARTICIPATION IN VARIOUS CAPACITY BUILDING PROGRAMS ORGANIZED BY THE DEPARTMENT OF FINANCE (DOF)	N/A	N/A	"Active participation in the various capacity building programs organized by the DOF 1. 2022 1st Sectoral Assembly February 24, 2022 2. Women Inspiring Women Forum on 31 March 2022 via Zoom resource speaker : President and CEO Cecilia Cayosa Borromeo"	0.00	Corporate Funds	0.00	Corporate Funds	EMPLOYEE RELATIONS DEPARTMENT	DONE
	Number of capacitated members of LANDBANK GAD Focal Point System (GFPS)- Technical Working Group (TWG) and Regional GAD Focal Point Sub-systems (GFPS) through various GAD and related capability-building initiatives	Conduct of the 1st and 2nd Batch of GAD Analysis and GAD Budget Attribution from October 19-23, 2020 and November 20, 23-25, 2020 as part of the capability-building program. 49 LANDBANK personnel	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	N/A	N/A	Conducted the following capacity building training: DETAILED WORK PLANNING WORKSHOP for 2022 Gad Plan and Budget, 7 batch of Gender Sensitivity Training Series in the Context of the CoVid-19, Training of Trainers for Gender Sensitivity Training, BASIC GENDER ANALYSIS AND GAD BUDGET ATTRIBUTION WEBINAR, SIMULATION OF GENDER SENSITIVITY TRAINING	1,513,000.00	Corporate Funds	1,419,750.00	Corporate Funds	EMPLOYEE RELATIONS DEPARTMENT	DONE
	Number of policies or documents issued on the strengthening of the GAD-FPS	Still in process to issue a Special Order to designate 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	0.00	Corporate Funds	0.00	Corporate Funds	EMPLOYEE RELATIONS DEPARTMENT	NOT DONE

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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.	Participation of LANDBANK to Celebrate the Pride Month for members of the LGBTQIA Community.	N/A	N/A	Conducted a virtual learning session entitled "Pride and Prejudice" dated June 29, 2022 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	DONE
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	A total of 408 (78 - Males and 330 - Females) employees availed of the following different Leave privileges under the Magna Carta of Women	CONTINUE D AMINISTRATION OF THE LEAVE PRIVILEGES, WHICH WILL BE BASED ON THE ACTUAL AVAILMENT DURING THE YEAR OF IMPLEMENTATION	N/A	N/A	A total of 610 employees benefitted: Maternity leave - 453, Paternity Leave - 105, Women's Special Leave - 51 and 10 - Day Leave RA 9262 - 1	67,921,287.81	Corporate Funds	67,921,287.81	Corporate Funds	PERSONNEL ADMINISTRATION DEPARTMENT	DONE
<b>Sub-Total B</b>							<b>111,703,873.49</b>		<b>111,499,761.74</b>			

C. GAD-Attributed Programs or Projects



**For Review**  
as of 16 May 2023

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RA 7192. Women in Development and Nation Building Act, Section 2. Declaration of Policy. (1) A substantial portion of official development assistance funds received from foreign governments and multilateral agencies and organizations shall be set aside and utilized by the agencies concerned to support programs and activities for women; (2) All government departments shall ensure that women benefit equally and participate directly in the development programs and projects of said department, specifically those funded under official foreign development assistance to ensure the full participation and involvement of women in the development process	- Gender issues surfaced from the gender analysis of project/program using WACPC and HGDG. Mitigated project/program design AND feedback from intended beneficiaries	INCREASED PARTICIPATION OF WOMEN BENEFICIARIES IN THE PLANNING, PROGRAMMING AND BUDGETING, IMPLEMENTATION, AND MONITORING EVALUATION OF ODA PROJECTS AND PROGRAMS OF LANDBANK	N/A	N/A	N/A	Expanded Rice Credit Assistance-Rice Competitiveness Enhancement Fund (ERCA- RCEF)	5.83	432,385,113.33	Corporate Funds	126,040,260.54	Corporate Funds	LENDING PROGRAM MANAGEMENT GROUP	DONE



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<b>Sub-Total C</b>								<b>45,132,365,113.33</b>		<b>13,575,395,930.54</b>				
<b>Grand Total (A + B + C)</b>								<b>45,244,068,986.82</b>		<b>13,686,895,692.28</b>				

Prepared By:

MIRA LEAH B. PATIO  
Assistant Vice President

Date: November 30, 2021

Approved By:

CECILIA CAYOSA BORROMERO  
President and CEO

Date: November 30, 2021



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