

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2025**

Reference: Direct Encoding (No GPB in database)				
Organization: LBP Insurance Brokerage, Inc.			Organization Category: National Government, Government-Owned and Controlled Corporation	
Organization Hierarchy: LBP Insurance Brokerage, Inc.				
Total Budget/GAA of Organization:	134,889,085.52			
Actual GAD Expenditure	13,208,513.67	Original Budget	18,847,732.37	
		% Utilization of Budget	70.08	
% Utilization of Original	0.00			
% of GAD Expenditure:	9.79%			

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	10	11
CLIENT-FOCUSED ACTIVITIES											

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	10	11
1	Magna Carta of Women SECTION 30. Social Protection B. The State shall institute policies and programs that seek to reduce the poverty and vulnerability to risks and enhance the social status and rights of the marginalized women by promoting and protecting livelihood and employment, protecting against hazards and sudden loss of income, and improving people's capacity to manage risks.	Vulnerable or marginalized groups of women assisted by Landbank lack the awareness and access to insurance products and services, that provide social protection to their livelihood and employment, protection against hazards and sudden loss of income, and capacity to manage risks.	To provide women farmers, fisherfolk, and cooperative members with information about social protection through orientations on insurance products and services, in partnership with accredited insurance companies.	MFO: Corporate Social Responsibility Program	Conduct Social Protection Orientation to Men and Women Clients of LIBI	Number of women provided with microinsurance coverage Number of orientations conducted - Number of women provided with microinsurance coverage - 6,000 Number of orientations conducted - Atleast one (1) orientation Target 60% of the total attendees are FEMALE 40% of the total attendees are MALE	One thousand seventy-four (1074) women have received microinsurance coverage Conducted 20 Social Protection Orientations FEMALE Attendees 1,029/1,226 or 83.93% MALE Attendees 197/1,226 or 16.07%	See Annex A 2,540,693.85 Corporate Funds	2,650,418.61 Corporate Funds	Marketing Unit with coordination of TWG-GAD Committee	Done.

ORGANIZATION-FOCUSED ACTIVITIES

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	10	11
2	1. Proclamation No. 227 s.1988 - Providing for the observance of the month of March as "WOMEN'S ROLE IN HISTORY MONTH" 2. Republic Act (RA) 6949 s. 1990 - declaring March 8 of every year as National Women's Day	Continuous need to increase awareness and participation of LIBI employees in National Gender and Development (GAD) celebrations.	1. To inform and engage women as pioneers and beneficiaries of LIBI programs and services 2. To create and facilitate platforms to discuss good practices, gaps, challenges, and commitments in pursuing gender and development (GAD) 3. To inspire and empower women and girls to be agents of change	MFO: Support to Operations	Conduct of activities in observance of Women's Day, in accordance with the theme	Number of activities conducted - Number of activities conducted - at least one (1) activity Target: Female - 44 and Male - 36	Conducted Seven (7) NWM Activities participated by Female 42 and Male - 37	See Annex B 890,493.97 Corporate Funds	890,493.97 Corporate Funds	TWG-GAD Committee	Done.

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	10	11
3	MEMORANDUM CIRCULAR NO. 2011-01 October 21, 2011 GUIDELINES FOR THE CREATION, STRENGTHENING, AND INSTITUTIONALIZATION OF THE GENDER AND DEVELOPMENT (GAD) FOCAL POINT SYSTEM 4. GENERAL GUIDELINES 4.4. Agencies shall develop GAD capacity development programs that support continuing gender education, updating and enhancing skills customized according to the functions of the GFPS	Inadequate capacity building for the members of the GFPS in continuous support on gender mechanisms	To strengthen the capacity of GFPS to integrate gender in regular PAPs.	MFO: Board Members Training and Development	Capacity-development of Technical Working Group (TWG)	Number of Trainings Attended - Number of Trainings Attended: At least one (1) training attended by each TWG Member Target: 6 Males, and 4 Females	Capacity-development program facilitated by PCW the GFPS Convention (4 Female, and 1 Male) on September 1-3, 2025, conducted the GAD Focal Point System Functionality Assessment Tool (GFAST) and Gender Mainstreaming Evaluation Framework (GMEF) Assessment Workshop (6 Female, and 2 Male) by Ms. Jemelle Z. Milanes, NGRP member on September 23-24, 2025 and conducted the Executive Briefing by Ms. Jemelle Z. Milanes, NGRP member on December 23, 2025, was attended by the members of the BOD, and the Corporate Secretary. (6 Male, and 3 Female)	See Annex C 488,188.42 Corporate Funds	345,225.40 Corporate Funds	TWG-GAD Committee	Done.

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	10	11
4	Republic Act No. 9710 or the Magna Carta of Women (MCW) CHAPTER VI: Institutional Mechanisms SECTION 37 Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women SECTION 36 of the MCW-IRR which provides that the GFPS shall spearhead the preparation of the agency annual performance-based GAD Plans, Programs and Budget in response to the women and gender issues of their employees/constituencies.	Develop programs, projects, and activities to address gender issues and concerns among LIBI clients and employees.	To comply with Section 36 of Republic Act No. 9710, or the Magna Carta of Women (MCW)	MFO: Support to Operations	Conduct of GAD Planning and Budgeting Exercises to Prepare the 2025 Accomplishment Report and the 2026 GAD Plan and Budget	Number of plans prepared - Number of Plans Prepared: One (1) FY 2025 Gender and Development (GAD) Plan and Budget	FY2026 Gender and Development (GAD) Plans and Budget and FY2024 Accomplishment Report was formulated and BOARD-approved.	See Annex D 388,376.84 Corporate Funds	254,491.17 Corporate Funds	TWG-GAD Committee	Done.
5	Magna Carta of Women Section 37.C-2 (Creation and/or Strengthening of the GFPS) provides that The GFP shall take the lead role in direction-setting, advocacy, planning, monitoring and evaluation, and technical advisory on mainstreaming GAD perspective in the agency programs, projects, activities, and processes.	Need to carry out the roles and functions set in the PCW MC No 2011-01 and LIBI GFPS Special Order	To provide a venue for the GFPS to efficiently and effectively carry out their roles and functions.	MFO: Support to Operations	Conducting regular meetings of GFPS	Number of Meetings: Number of Participants: - Number of Meetings: Four (4) Number of Participants: One Hundred Percent (100%) of GFPS Members	Twenty (25) meetings were conducted. All meetings were attended by the 7 GFPS TWG members (6 Females, and 2 Males) 100% GFPS Members	See Annex E 664,226.32 Corporate Funds	886,804.35 Corporate Funds	TWG-GAD Committee	Done.
6	Section 37.C-2 (Creation and/or Strengthening of the GFPS) provides that "The GFP shall take the lead role in direction-setting, advocacy, planning, monitoring and evaluation, and technical advisory on mainstreaming GAD perspective in the agency programs, projects, activities, and processes.	Need to ensure gender is adopted and implemented in the organizational strategic plan.	To institutionalize Gender and Development in the organization's PAPs.	MFO: Support to Operations	Conducting Strategic Planning that Integrates a GAD Perspective	Number of Plans Reviewed and Integrated with GAD: - Number of Plans Reviewed and Integrated with GAD: 2025 Strategic Objectives and Plans Integrated with GAD	Conducted 2025 Strategic Planning with Board-approved Performance Evaluation Scorecard (PES), and GAD perspective for CY2025 on January 30, 2025, November 20, 2025 and December 5, 2025	See Annex F 509,426.65 Corporate Funds	435,039.24 Corporate Funds	TWG-GAD Committee	Done.

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	10	11
7	RA 10028, Expanded Breastfeeding Promotion Act 2009 Sec 9/12 Information dissemination and Educational Programs of Pregnant Women and Women of Reproductive Age	The current lactation station needs to update its design to comply with the prescribed requirements of DOLE.	To conduct orientations and forums on breastfeeding for all women employees of LIBI of reproductive age	MFO: Support to Operations	Maintenance of Lactation Station - (1) Installation of Diaper Changing Station (2) Provision of Monitoring Logbook, Feedback Box, Window Blinds, and other requirements indicated in Prototype Model 3	Number of Gender-Friendly Facilities Improved: - Number of Gender-Friendly Facilities Improved: One (1) Improved Lactation Station Following Lactation Model 3	Maintained Lactation Station (Area renovated, installed Blinds & Shades, and Signages, and other Supplies) 3 women availed of the lactation facilities services	See Annex G 83,932.33 Corporate Funds	39,728.75 Corporate Funds	TWG-GAD Committee	Done.
8	Magna Carta of Women Section 37.C-2 (Creation and/or Strengthening of the GFPS) provides that The GFP shall take the lead role in direction-setting, advocacy, planning, monitoring and evaluation, and technical advisory on mainstreaming GAD perspective in the agency programs, projects, activities, and processes.	There is no dedicated space for GFPS and GAD records, which sometimes contributes to delays in the implementation of PAPs.	To establish GAD Office/Area for the GFPS.	MFO: Support to Operations	Establishment of GAD Office/Area for GFPS	Presence of office: - Presence of office: GAD Office/Area established	GAD Office/Area were established and maintained	See Annex H 159,892.33 Corporate Funds	136,796.79 Corporate Funds	TWG-GAD Committee	Done.

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	10	11
9	Republic Act 11215 or the National Integrated Control Act (NICA) IRR Sec. 18 Health Education and Promotion in the Workplace where employers are to promote and and facilitate integration of gender sensitive key messages on cancer risk factors, early warning signs and symptoms of adult cancer and childhood cancer, cancer prevention and control, adoption of healthy lifestyles and healthy diets, in their communication initiatives, health and wellness programs, and employee development programs;	55% percentage of LIBI employees are women who maybe at risk of breast cancer	To conduct orientation and forum on breast cancer for all women employees of LIBI	MFO: Support to Operations	Conduct of seminar aligned with the Breast Cancer Awareness Month (October 1 - 31, 2025)	Number of Participants in Awareness Activities: - Number of Participants in Awareness Activities: 44 Female Employee	Removed from GAD Plan and Budget for FY2025	0.00 Corporate Funds	0.00 Corporate Funds	TWG-GAD Committee	Not Done. This has been removed as part of the PCW Recommendation cited as "Upon review of your submission, we find most of the entries acceptable except for row 9 which cited the RA 11215 as GAD mandate in column 1. The said law, although has a provision on the formulation of gender sensitive key messages on cancer, is a general health concern (cancer) and does not address issues or concerns related to gender. Thus, we recommend exploring other GAD-related mandates such as the Safe Spaces Act or the Responsible Parenthood and Reproductive Health Act. Also, it is recommended that LIBI also identify other client-focused GAD PAPs as you have only identified one GAD activity."

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	10	11
10	Republic Act No. 9710 or the Magna Carta of Women (MCW) CHAPTER VI: Institutional Mechanisms SEC. 36. Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women. (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 a GAD database containing gender statistics and sex-disaggregated data that have been systematically gathered, regularly updated, and subjected to gender analysis for planning, programming, and policy formulation.	LIBI's Gender and Development (GAD) Database is not updated.	Enhanced GAD Database for LIBI Employees and Clients.	MFO: Support to Operations	Updating and Maintenance of the LIBI's manually-operated GAD database or Library	Number of Databases Updated: - Number of Databases Updated: 1 Updated GAD Database	LIBI GAD database or library in the website has been maintained and updated	See Annex I 132,078.36 Corporate Funds	308,844.40 Corporate Funds	TWG-GAD Committee	Done.
11	Observance of Annual 18-day Campaign to End Violence Against Women (VAW) per Presidential Proclamation 1172 (18-Day Campaign to End Violence Against Women (VAW)) and Republic Act 10398 (National Consciousness Day for the Elimination of Violence Against Women and Children)	Insufficient involvement in advocacy and awareness on emerging issues related to gender-based violence.	To increase awareness and strengthen the advocacy of LIBI on violence against women and other gender-based violence.	MFO: Support to Operations	Conduct of advocacy activities to participate in the 18-day VAW Campaign	Number of Activities Conducted: - Number of Activities Conducted: 2 (Online Events Organized by the PCW)	Conducted Six (6) Activities: Kick-off and culmination ceremony program for 18-day VAW Campaign, production and distribution of advocacy materials, Self Defense Class, VAWC Awareness for Marginalized Women and Orange Exhibit	See Annex J 801,106.05 Corporate Funds	973,210.45 Corporate Funds	TWG-GAD Committee	Done.

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	10	11
12	MCW Sec. 29 Right to Information – develop and make available information, education and communication (IEC) materials on their specific programs, services and funding outlays on women's empowerment and gender equality. This information shall be translated in major Filipino dialects and disseminated to the public, especially in remote or rural areas.	Limited access employees and clients to information on GAD-related laws, policies, programs and other initiatives of LIBI.	Increased access of LIBI employees, clients and stakeholders on GAD IEC materials.	MFO: Support to Operations	Updating of the GAD website with GAD-related policies, programs, accomplishments, reports, and other related information	Frequency of Updating the GAD Section in the LIBI Website: - Frequency of Updating the GAD Section in the LIBI Website: Quarterly	LIBI website for the GAD Corner has been updated regularly	See Annex K 86,039.16 Corporate Funds	113,456.88 Corporate Funds	TWG-GAD Committee	Done.
13	Compliance to Section 18 of MCW RA 9710 Special Leave Benefits for Women, RA 8187: Paternity Leave Act of 1996, Section 8 of RA 8972 Solo Parents Welfare Act of 2000	Compliance to Section 18 of MCW RA 9710 Special Leave Benefits for Women, RA 8187: Paternity Leave Act of 1996, Section 8 of RA 8972 Solo Parents Welfare Act of 2000	Enhanced support services for employees in need of special leaves.	MFO: Support to Operations	Availment of GAD-related Leaves (Maternity, Special Leave, etc.)	Number of Availers of GAD-related Leaves - 100% of maternity benefit applications for female LIBI employees processed.	100% of maternity benefit applications for female LIBI employees have been processed	See Annex L 0.00 Corporate Funds	73,951.50 Corporate Funds	Administrative Unit	Done.
ATTRIBUTED PROGRAM											
14					INFORMATION SYSTEM STRATEGIC PLAN (ISSP)			PIMME Score 10.08/20 = 50.40% 12,103,278.09 Corporate Funds	6,100,052.16 Corporate Funds	IT Personnel and TWG-Gender and Development	
SUB-TOTAL								18,847,732.37	13,208,513.67	Corporate Funds	
TOTAL								18,847,732.37	13,208,513.67		

Prepared By:	Approved By:	Date
Melvin D. Barnes	Eusebio A. Cortez	
TWG-GAD, Head	Acting President & CEO	

Technical Working Group (TWG-GAD)

DIVINE GRACE S. APO
Member

RENALYN P. CANEJA
Member

RONNIE V. FRANCO
Member

JOSIELYN S. MAALA
Member

MERRIESAN B. PADOR
Member

MARITES B. RAVELO
Member

Prepared By:

Approved By:

Date


Melvin D. Barnes



Eusebio A. Cortez

TWG-GAD, Head


Acting President & CEO

Technical Working Group (TWG-GAD)



DIVINE GRACE S. APO
Member


RENALYN P. CANEJA
Member


RONNIE V. FRANCO
Member


JOSIELYN S. MAALA
Member


MERRIESAN B. PADOR
Member


MARITES B. RAVELO
Member