

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT  
FY 2023**

<b>Reference:</b> Endorsed GPB #2023-015611	<b>Date Endorsed:</b> May 19, 2023	
<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>	115,133,699.08	
<b>Actual GAD Expenditure</b>	2,929,707.34	<b>Original Budget</b> 5,756,684.95
		<b>% Utilization of Budget</b> 50.89
<b>% of GAD Expenditure:</b>	2.54%	

	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	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
<b>CLIENT-FOCUSED ACTIVITIES</b>											

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1	Republic Act (RA) 6949 s. 1990 declaring March 8 of every year as National Womens Day; Republic Act (RA) 10398 declaring November 25 as the National Consciousness Day for the Elimination of violence against women and children/Republic Act (RA) 6949 s. 1990 declaring March 8 of every year as National Womens Day; Republic Act (RA) 10398 declaring November 25 as the National Consciousness Day for the Elimination of violence against women and children	No programs have been enacted regarding the National Womens Day and National Consciousness Day for Elimination of VAWC	To perform and comply to the National Womens Day and National Consciousness Day for Elimination of VAWC	MFO: General and Administrative function of employee relations unit	Conduct of Womens Month and National Consciousness Day of VAWC activities:Uploading of IEC materials on FB Page and GroupsFun RunPoster Making ContestVideo Making ContestFree Awareness Webinar	Official FB Page harmonized with IEC regarding celebration - 25% LBRDC Employees Social Media Accounts Harmonized with Celebration  LBRDC Employees aware of the celebration - 70 participants in the Fun Run.  Additional IEC posted on Social Media - 20 entries for the Poster Making Contest  Video Production about the Celebration month - 10 video entries and 5 winners for the Video Making Contest  LBRDC employees aware of the celebration - 4 seminars with different topics attended by 50 employees per seminar	50% LBRDC Employees (36 female, 18 male) Social Media Accounts Harmonized with Celebration  87 participants (39 female,48 male) in the Fun Run for Anti VAWC Celebration  23 participants (8 Male, 15 Female)/entries for Poster Making Contest <a href="https://www.facebook.com/lbresourcesdevtcorp/posts/pfbid0Go3Jb4KC3evPpyA16ge65egqtccNNPTMNstoVVGtcWkMoicXkm5R5PMBmgq9Zakl">https://www.facebook.com/lbresourcesdevtcorp/posts/pfbid0Go3Jb4KC3evPpyA16ge65egqtccNNPTMNstoVVGtcWkMoicXkm5R5PMBmgq9Zakl</a>  10 video entries (8 female, 2 male) with 5 winners (1 male, 4 females) <a href="https://www.facebook.com/watch/322415268635770/646977907268644">https://www.facebook.com/watch/322415268635770/646977907268644</a>  1. Seminar for Laws for Women, March 20, 2023 - 50 employees (14 female, 36 male) 2. Orientation regarding the 18th-Day Campaign to End Violence Against Women, November 25, 2023 - 70 employees (35 female, 35 male)3. Seminar on Women's Protection, December 1, 2023 - 47 employees (32 female, 15 male)4. Psychological First Aid, December 1, 2023 - 40 employees (26 female, 14 male)5. Anti-VAWC Orientation, December 10, 2023 - 282 employees (female, male)	2,315,000.00 GAA	1,776,780.72 GAA	Personnel and Administrative Unit	Done.
2	Lactation Room for Lactating Mothers/Lactation Room for Lactating Mothers	No existing facility for the lactating mothers	To comply with RA 10028	MFO: General and Administrative function of employee relations unit	Allocation of Lactation Room	100% lactating mother utilizing the lactation room. - 100% lactating mother utilizing the lactation room.	None yet	300,000.00 GAA	180,547.33 GAA	Administrative and General Services Dept.	Partially Done. Construction still ongoing due to the focus of personnel is on main company operations.
3	Lack of information of men and women on Cervical Cancer and lack of access of women to Cervical Cancer Vaccine/Health and Wellness	Provision for comprehensive gender responsive health services	To provide health protection thru accessibility of medical services and protection from any illness	MFO: General and Administrative function of employee relations unit  MFO: Admin Unit and GAD TWG	Conduct Seminar on Risks on Cervical Cancer	Number of employees informed about with risks of Cervical Cancer- 30 employees/female dependent of male employees	30 employees (2 Male, 28 Females)	425,000.00 GAA	60,728.00 GAA	Human Resources	Done.

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4	Lack of Empowerment on Women when deciding with Pregnancy/Health and Wellness	Human Rights of Women	To provide health protection thru accessibility of medical services and protection from any illness	MFO: General and Administrative function of employee relations unit	Accessibility to Parenthood and Reproductive Health	Number of Employees with awareness seminar on Law about Marital Rape & Female Reproductive Health - 50 employees  Number of the interested recipients of the Birth Control provisions - At least 50 interested LBRDC employees	44 Employees (34 Female, 10 Male)  44 Employees (34 Female, 10 Male)	150,000.00 GAA	15,645.72 GAA	Human Resources	Done.
5	Safe Space for Females (Female Crisis Room)/Violence Against Women (Assistance)	No existing facility for the Psychological Intervention/Counseling	To support RA 8505, RA 8353, RA 9710, and RA 11313.	MFO: General and Administrative function of employee relations unit	Allocation of Female Crisis room for intervention/counseling or as a safe space for women.	100% of the female employees of LBRDC received the Psychological Intervention/Counseling - 100% of the female employees of LBRDC received the Psychological Intervention/Counseling	None	300,000.00 GAA	0.00 GAA	Administrative and General Services Dept.	Not Done. Currently, LBRDC is housed in Landbank Plaza with limited available space for the project. Ecozone is currently on the process of the Master Development Plan and will be suggested as follows.
6	Accessibility for Women with Sensitive Pregnancy (on wheelchair), Post Maternity Recovery (on wheelchair) and Female PWD (with osteoporosis- on wheelchair)./Health and Wellness	Lack of accessibility for Women with Sensitive Pregnancy (on wheelchair), Post Maternity Recovery (on wheelchair) and Female PWD (with osteoporosis- on wheelchair).	To provide accessible facilities for all employees and clients, regardless of gender and status	MFO: General and Administrative function of employee relations unit	Allocation of Permanent Ramp	Number of Allocated PWD Ramp - 2 PWD Ramp	None	256,684.95 GAA	0.00 GAA	Admin and General Services Dept.	Not Done. Currently, LBRDC is housed in Landbank Plaza which has existing PWD ramps. Ecozone is currently on the process of the Master Development Plan and will be suggested as follows.
7	Gender Awareness and Gender Sensitivity/Gender Awareness and Gender Sensitivity	Provision of Summit Week & Outreach Program	To develop healthy gender sensitive workplace relationship among employees and connect with external communities.	MFO: General and Administrative function of employee relations unit	Gender Identity Rediscovery and Exploration Summit	40 employees involved in the summit with post activity debriefing report - 40 employees attended the submit.	66 employees (32 Females and 24 Males) attended the summit	850,000.00 GAA	93,839.29 GAA	Administrative and General Services Dept.	Done.

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<b>ORGANIZATION-FOCUSED ACTIVITIES</b>											
8	Inadequate staffing support for GAD work/Inadequate staffing support for GAD work	Members from the LBRDC have limited time for GAD Activities	To provide support for implementation of GAD Plans and Programs	MFO: Personnel and Administrative Unit	Hiring of GAD Staff and Specialist for the enhancement of GAD work capability.	1 GAD Specialist, 1 GAD Staff - 1 GAD Specialist & 1 GAD Staff ready for GAD-related trainings and work	1 GAD Specialist focusing on GAD related trainings and work	660,000.00 GAA	701,906.62 GAA	Human Resources	Done.
9	Vulnerability of women employees and clients to sexual harassment/Vulnerability of women employees and clients to sexual harassment	Traditions and culture that discriminate against women, women employees, and clients are often in subordinate positions in organizations	To stop the sexual harassment and create safe workspace environment	MFO: General and Administrative function of employee relations unit	Conduct survey of sexual harassment in workspace, awareness-raising on against sexual harassment via Information, Education and Communication (IEC) materials such as infographics, pamphlets, journals, etc.	Little to no Sexual Harassment cases on 100% of LBRDC deployment areas with enhanced awareness of deployed employees regarding sexual harassment. - 100% of LBRDC deployment areas provided with preventive guidelines on IEC materials about sexual harassment.	None	100,000.00 GAA	0.00 GAA	Human Resources	Not Done. Lack of expertise in handling possible crisis due to absence of subject matter expert in handling crisis during interview.
10	GAD Focal Point System (GFPS) members have limited knowledge and skills on their roles as GFPS to monitor and implement Gender Mainstreaming in the agency/GAD Focal Point System (GFPS) members have limited knowledge and skills on their roles as GFPS to monitor and implement Gender Mainstreaming in the agency	Lack of trainings regarding subject matters and skills.	To broaden the knowledge and skills of the GFPS members of LBRDC To have a competent GFPS members	MFO: General and Administrative function of employee relations unit	Conduct of GAD Orientation Training for GFPS, CO and BO employees which include the following:1 Gender Sensitivity and Use of Gender Fair Language2 Anti-Sexual Harassment3 Anti-Violence Against Women and Children4 Magna Carta of Women	4 GAD Executive Committee Members provided with training for a establishment well knowledgeable GFPS Executive Committee - 4 GAD Executive Committee Members provided with training for a establishment well knowledgeable GFPS Executive Committee	14 (10 Female, 4 Male) GFPS Executive Committee and Technical Working Group attended trainings regarding GAD Basic Courses	400,000.00 GAA	100,259.66 GAA	Human Resources	Partially Done. Some GFPS members were unable to attend due to office function and the subject matter experts were unavailable due to their schedule. Retraining shall be scheduled accordingly.
<b>SUB-TOTAL</b>											
<b>TOTAL</b>											

Prepared By:	Approved By:	Date
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