

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2023**

Organization: Land Bank Countryside Development Foundation, Inc.		Organization Category: National Government, Government-Owned and Controlled Corporation		
Organization Hierarchy: Land Bank Countryside Development Foundation, Inc.				
Total Budget/GAA of Organization:	58,136,583.00			
Total GAD Budget	7,265,429.73	Primary Sources	7,265,429.73	
		Other Sources	0.00	
% of GAD Allocation:	12.50%			



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**JULIE ANN D.R. OCAMPO
GFPS CHAIRPERSON**

**ROY C. OSCILLADA
OFFICER-IN-CHARGE/EXECUTIVE
DIRECTOR**



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	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
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CLIENT-FOCUSED ACTIVITIES



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1	Proclamation No. 1172 Declaring November 25 to December 12 of every year as the "18-day campaign to end violence against Women"; Republic Act No. 10398: An Act Declaring November 25 of every year as "National Consciousness Day for the Elimination of Violence Against Women and Children"	Lack of public awareness on the problem of violence, and the elimination of all forms of violence against women and children	Increased awareness on the problem of violence and elimination of all forms of violence against women and children	PAP: Capacity Building Program and Financial Literacy Program	Conduct of advocacy activities on Violence Against Women and Their Children	Conduct of information campaign to LCDFI mandated sector on Violence against Women and Their Children - Conducted information campaign to LCDFI mandated sector on Violence against Women and Their Children	300,000.00	Corporate Funds	Capacity Building Unit, Enterprise Development Unit



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2	Proclamation No. 227: Observance of the Month of March as "Women's Role in History Month	Lack of avenue to recognize the contribution of Filipino women in the society and to discuss common gender issues encountered by women	Provide venue to recognize the contribution of Filipino women in the society and to discuss common gender issues encountered by women	PAP: Capacity Building Program and Financial Literacy Program	Participation in National Women's Month through conduct of GAD Forum with LCDFI Clients	No. of GAD Forum conducted with stakeholders to discuss the contribution of Filipino women in the society and common gender issues encountered - Conduct 2 GAD Forum with stakeholders to discuss the contribution of Filipino women in the society and common gender issues encountered	200,000.00	Corporate Funds	Capacity Building Unit, Enterprise Development Unit



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3	Low level of knowledge on Gender and Development	Lack of venue for awareness raising	To raise awareness on LCDFI clients (farmers, fishers, etc.) on Gender and Development	PAP: Financial Literacy Program and Capacity Building Program	Include Gender and Development in the training activities to be conducted by LCDFI	Inclusion of GAD promotional materials in LCDFI training kits - Included GAD promotional materials in LCDFI training kits distributed to participants	1,275,000.00	Corporate Funds	Capacity Building Unit, Enterprise Development Unit



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4	No existing mechanism to measure gendered impact of LCDFI programs on clients and/or beneficiaries	Agency did not take into account the gendered impact of LCDFI programs in the conduct of impact assessment.	To measure the gendered impact of LCDFI programs	PAP: Financial Literacy Program and Capacity Building Program	Conduct of an impact assessment on LCDFI main programs (Capacity Building Program and Financial Literacy Program)	Conduct of an impact assessment on LCDFI Programs - Conducted an impact assessment on LCDFI Programs	4,000,000.00	Corporate Funds	Capacity Building Unit, Enterprise Development Unit



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5	Unavailability of Gender and Development materials for LCDFI mandated sector	Lack of awareness on Gender and Development	Develop GAD materials specific for LCDFI mandated sector	PAP: Financial Literacy Program and Capacity Building Program	Develop materials for Gender and Development	Develop materials for Gender and Development - Developed materials for Gender and Development specific to the mandated sectors of LCDFI (Individual Farmers and Fishers, Cooperatives, MSMEs, etc.) Translate developed materials into local dialects - Translated developed GAD materials into local dialects	200,000.00	Corporate Funds	Capacity Building Unit, Enterprise Development Unit



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ORGANIZATION-FOCUSED ACTIVITIES



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6	Proclamation No. 227: Observance of the Month of March as "Women's Role in History Month	Lack of recognition to the contribution of Filipino women in the society	To recognize the contribution of Filipino women in the society	PAP: Institution Building and Development Program	Participation of LCDFI in the annual National Women's Month Celebration (NWMC)	<p>Participation in the National Women's Month Celebration (NWMC) - Participated in the annual National Women's Month Celebration (NWMC) spearheaded by the Philippine Commission on Women</p> <p>Conduct of awareness campaign on the roles and contribution of women in the society - Conducted session on awareness campaign on the roles and contribution of women in the society</p> <p>Conduct of GAD Forum to discuss women's contribution to the society and common gender issues encountered by women in the workplace - Conduct of GAD Forum to discuss women's contribution to the society and common gender issues encountered by women in the workplace</p> <p>No. of Gender Sensitivity Training provided to employees - Conduct Gender Sensitivity Training to employees</p>	200,000.00	Corporate Funds	Office of the President & CEO



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7	Proclamation No. 1172 Declaring November 25 to December 12 of every year as the "18-day campaign to end violence against Women"; Republic Act No. 10398: An Act Declaring November 25 of every year as "National Consciousness Day for the Elimination of Violence Against Women and Children"	Lack of public awareness on the problem of violence, and the elimination of all forms of violence against women and children	Increased awareness on the problem of violence and the elimination of violence against women and children	PAP: Institution Building and Development Program	Participation in the annual campaign on Violence Against Women and Children (VAWC) Provision of Information, Education, and Communication (IEC) Materials on VAWC to raise public awareness, Conduct of outreach program to victims of VAWC	Participation in the annual campaign on Violence Against Women and Children - Participated in the annual campaign on Violence Against Women and Children Conduct of outreach program to victims of VAWC - Conducted outreach program to victims of VAWC	150,000.00	Corporate Funds	Office of the President & CEO



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8	MCW Chapter VI. Institutional Mechanisms Creation and Strengthening of GAD Focal Point System	Absence of a focal point system in a government organization to address gender-based issues and to strengthen gender mainstreaming	To contribute to the promotion of gender mainstreaming in government agencies	PAP: Institution Building and Development Program	Designation of GAD Focal Point System (GFPS) and Capacity Building to the members of the GFPS	Number of trainings on Gender and Development attended by GFPS Members - Each member of the GFPS must attend atleast one (1) training on Gender and Development	100,000.00	Corporate Funds	Office of the President & CEO



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9	Limited exposure to learning and continuing education on gender and development	Lack of exposure and training programs on Gender and Development	To equip employees in the organization with the necessary knowledge on gender and development	PAP: Institution Building and Development Program	To provide/organize institutional capacity building program on GAD To conduct a quarterly event on Gender and Development "GAD Talks" among the employees	Number of institutional trainings provided to employees on Gender and Development - To organize atleast one (1) institutional training on GAD Number of GAD Talk conducted - To conduct four (4) quarterly GAD Talks for employees	150,000.00	Corporate Funds	Office of the President & CEO



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10	Violation of women's rights and privileges in the workplace (RA 7877, Anti Sexual Harassment & RA 11313, Safe Spaces Act)	Lack of knowledge on women's rights and privileges in the workplace.	To contribute to the promotion and fulfillment of the rights of women in all spheres.	PAP: Institution Building and Development Program	Conduct of capacity building initiatives on Anti-Sexual Harassment and Safe Spaces Act Dissemination of information, education and communication (IEC) materials such as posters, emails and advisories.	Number of Trainings/Seminars on Gender-Based Sexual Harassment and Safe Spaces Act - To conduct two batches of trainings/seminars on RA 7877 and RA 11313	100,000.00	Corporate Funds	Office of the President & CEO



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11	Magna Carta of Women, Solo Parents Welfare Act, Anti Violence Against WOMen and their Children Act, etc.	Availment of Leave Privileges	To protect and promote the rights and welfare of working women, taking into account their maternal functions, and to provide an enabling environment in which their full potential can be achieved.	PAP: Personnel Services	Availment of leave benefit of employees in compliance with relevant laws, rules and regulations	Number of employees to avail maternity leave benefit - Number of employees to be determined	266,070.00	Corporate Funds	Office of the President & CEO



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12	Lack of policies and activities that articulate support to GAD Mandate	GAD is not considered in planning and drafting of policies and activities	Increased support in promotion of Gender and Development	PAP: Institution Building and Development Program	Establishment of GAD Corner on LCDFI website and Office Issuance of LCDFI Policy Statement on GAD and cascading to employees	Establishment of GAD Corner on LCDFI Website - To have a GAD Corner on LCDFI Website Issuance of Policy Statement on GAD - Issued Policy Statement on GAD	114,030.00	Corporate Funds	Office of the President & CEO
13	Inconsistent GAD Agenda, GAD Strategic Framework (GAD Vision, Mission, Goals) and six-year GAD Strategic Plan	Lack of meetings by the GFPS	To align institution's GAD Agenda to its activities	PAP: Institution Building and Development Program	Review and revision of GAD Agenda, GAD Strategic Framework and Plan	Revise GAD Agenda and GAD Strategic Framework and Plan - Revised GAD Agenda and GAD Strategic Framework and Plan No. of meetings conducted by the GFPS - Conduct of 12 meetings by the GFPS	210,329.73	Corporate Funds	GAD Focal Point System
SUB-TOTAL								7,265,429.73	Corporate Funds
TOTAL GAD BUDGET								7,265,429.73	

Prepared By:	Approved By:	Date
Julie Ann D.R. Ocampo	Roy C. Oscillada	02/06/2023
GFPS Chairperson	Officer-in-Charge/Executive Director	



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