

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2025

Organization: LANDBANK Countryside Development Foundation Inc.
Organization Hierarchy: LANDBANK Countryside Development Foundation Inc.

Organization Category: National Government, Government-Owned and Controlled Corporation

Total Budget/GAA of Organization:	57,333,240.00	Primary Sources	3,659,000.00
Total GAD Budget	3,659,000.00	Other Sources	0.0
% of GAD Allocation:	6.38		

Gender Issue /GAD Mandate (1)	Cause of Gender Issue (2)	GAD Result Statement /GAD Objective (3)	Relevant Organization MFO/PAP or PPA (4)	GAD Activity (5)	Performance Indicators /Targets (6)	ACTUAL RESULT (Outputs) (7)	Total Agency Approved Budget (8)	ACTUAL COST /Expenditure (9)	Variance/ Remarks (10)	
CLIENT-FOCUSED ACTIVITIES										
1	Lack of Comprehensive Sex Disaggregated Data of LCDFI beneficiaries/ Magna Carta of Women (Republic Act 9710), which promotes gender mainstreaming across government functions.	Absence of processed/consolidated Gender disaggregated data tool for data segregation	Segregated data of LCDFI beneficiaries	PAP: Capacity Building Program	Conduct gender disaggregation data of LCDFI beneficiaries segregated by gender	Number of reports generated regarding the list of LCDFI beneficiaries segregated by sex: <u>At least one (1) report was generated regarding the list of LCDFI beneficiaries segregated by sex</u>	96 GAD Attendance and Call Reports Generated for the Sex Disaggregated Data report generated by the Capacity Building Program for LCDFI-trained Borrowing Cooperatives for CY 2025 Sex Disaggregated Data report generated by the Enterprise Development Unit under the ASCEND Program, providing Digital Financial Literacy Training to small farmers and fishers (SFFs), Agrarian Reform Beneficiaries (ARBs), and members of their households (Spouse and Children) Sex Disaggregated Data report generated by the Iskolar ng LANDBANK Program, providing collegiate scholarships to 60 scholars from the poorest provinces.	100,000.00	36,678.49 572,537.14 3,614.52	Fully implemented
2	Inadequate response to the special needs of clients who are SC, PWD, pregnant women, women with children and toddlers, and marginalized people.	Lack of awareness and accomodation for the diverse needs of these groups.	Ensure the comfort of SCs, PWDs, pregnant women, and women with children and toddlers	PAP: Capacity Building Program	To continuously improve the training facilities; Ensure gender neutral comfort rooms; Provision of facilities/amenities friendly to SCs, PWDs, pregnant women, and women with children and toddlers	Percentage of inclusion of facilities/amenities friendly to SCs, PWDs, pregnant women, and women with children & toddlers in the procurement of training venues: <u>100% inclusion of facilities/amenities friendly to SCs, PWDs, pregnant women, and women with children & toddlers in the procurement of training venues</u>	90% inclusion of facilities/amenities friendly to SCs, PWDs. Pregnant women with children & toddlers in the procurement of training venues. ASCEND Project (DxFinLit) Proposal with indicative statements on providing facilities/amenities friendly to attendees/participants who are SCs, PWDs, pregnant women, and women with children & toddlers. Terms of Reference in the	832,500.00	1,628,494.40 54,003.42	Fully implemented

3	Use of Gender-Fair Language in all training and training materials	Lack of gender-fair language and etiquette in training materials and actual training, respectively.	To be able to reduce, if not eliminate, the use of sexist language in all LCDFI-initiated trainings	PAP: Capacity Building Program, Financial Literacy Program	Use of gender-fair language and etiquette by resource persons and facilitators of LCDFI-initiated training.	Distribution of gender-fair training materials: <u>Distribution of gender-fair training materials.</u>	Promoted gender sensitivity through AV presentations using official PCW collaterals during the 96 training batches of the Capacity Building Program. Promoted gender sensitivity through AV presentations using official PCW collaterals during the 96 training batches of the Capacity Building Program.	2,000,000.00	958,889.87	Partially implemented
ORGANIZATION-FOCUSED ACTIVITIES										
4	Lack of awareness and sensitivity on gender-related issues among LCDFI employees	Insufficient GAD training for LCDFI employees	Enhance employees' awareness and sensitivity to Gender and Development (GAD) to strengthen their skills and knowledge, leading to improved service delivery for clients.	PAP: Training Expense	Conduct basic GAD orientation in gender sensitivity training/orientation/activities/ for all LCDFI employees.	Number of training/orientation conducted: <u>At least one (1) training/orientation conducted</u> Number of participants in the activity: <u>At least ten (10) participants in the activity</u> Maintenance of GAD Corner: <u>Maintenance of GAD Corner (physical & virtual)</u> Number of filled-plantilla attended the basic GAD orientation/training/activity on gender sensitivity: <u>At least 80% of the filled-plantilla attended the basic GAD orientation/training/activity on gender sensitivity</u>	Conducted Gender Analysis and Harmonized Gender and Development Guidelines (HGDDG) Training on 28-29 October 2025 at the 10F LBP Plaza. Special Order No. 025 s.2025 dated 15 October 2025	200,000.00	141,570.88	Fully implemented
5	Inadequate number of GAD experts/resource persons in LCDFI	Lack of GAD training for GAD experts, GFPS and GPBC	Strengthening the gender mainstreaming capacity of the GFPS by participating in the gender-sensitivity training, gender analysis, orientation on laws protecting the rights of women	PAP: Training Expense	Conduct GAD-related training or capacity-building activities for GFPS	Number of training/orientation conducted: <u>At least one (1) training/orientation conducted</u> Percentage of Secretariat and Committee members attended/participated in the capacity-building activities: <u>At least 80% of the Secretariat and Committee attended/participated in the capacity-building activities</u>	Attended and Participated in the 5th National GFPS Convention on 01-02 September 2025 at the Crown Plaza Hotel, Pasig City by the ff employees: 1. Phebelyn Andres (GFPS TWG) 2. Marilyn Guiral (GFPS TWG) 3. Vergel Jungco (GFPS Secretariat) 4. Benjamin Magsino (GFPS TWG) 5. Alfred Mapilian (ExCom) 1/2 Secretariat attended: Ms. Cadayona was on Maternity Leave. 1/3 ExCom attended: Ms. Basa was no longer advised to travel due to her delicate pregnancy.	100,000.00	71,631.27	Partially implemented
6	Observance of Women's Month following Proc.Nos. 224 and 227 S.1998	Lack of awareness of LCDFI employees on Womens' Month Celebration	Increased awareness of Womens' contribution to nation-building and development	GASS: HRD Program	Participation of LCDFI employees in internal and inter-agency activities during the NWMC.	Number of LCDFI employees who joined the internal and inter-agency activities during the National Women's Month celebration: <u>At least ten (10) LCDFI employees</u>	Conducted NWMC Kick-off activities at LCDFI Office	126,500.00	5,355.00	Partially implemented

					joined the internal and inter-agency activities during the NWMC.	<p>Attended the LANDBANK NWMC activity at the 10F by the ff employees:</p> <ol style="list-style-type: none"> 1. Pheb Andres 2. Malyn Guiral 3. Benjamin Magsino 4. Alfred Mapilisan <p>Conducted Wellness Activity on 10 March 2025 at ACE Water Spa, Pasig City</p> <p>Conducted Closing Ceremonies for the NWMC at the LCDFI Office</p>	2,928.35			
							52,578.32			
							20,522.49			
7	Observance of the 18-day Campaign to End Violence Against Women and their Children (VAWC) per RA 10398	Insufficient knowledge of the issues, causes, and concerns related to VAWC including laws that address the issue	Increase knowledge of personnel on RA 9262 and other VAW-related issues and concerns	GASS: HRD Program	Participation in the promotion of 18-day Campaign	<p>Number of training/orientation conducted:</p> <p><u>At least one (1) training/orientation conducted.</u></p> <p>Number of filled-plantilla attended/participated in the promotion of 18-day campaign:</p> <p><u>At least 80% of the filled-plantilla attended/participated in the promotion of 18-day campaign</u></p>	<p>Webinar on Violence Against Women & their Children and Gender Sensitivity Training on 17 December 2025 9am-12nn, entitled "Work Without Fear: Tackling Gender-Based Violence in Professional Spaces" by Dr. Vincent S. Balilla.</p> <p>83% of filled-plantilla attended the online activity.</p> <p>Attended the public webinar entitled "Understanding How Early Experiences Shape Filipino Children's Development" organized by the Philippine Institute for Development Studies held on 27 November 2025 9AM-12NN</p>	100,000.00	72,827.79	Fully implemented
							17,943.34			
8	Establishment of a CODI under RA 7877 or the Anti-Sexual Harassment Act of 1995	Absence of a formal mechanism for addressing and resolving cases of gender-based discrimination and harassment in accordance with RA 7877	To address gender disparities and promote gender equality by establishing an effective and gender-sensitive CODI that ensures fair and just resolution of cases related to gender-based discrimination	GAS: HRD Program	<p>Develop and implement guidelines and procedures for the establishment and functioning of CODI;</p> <p>Conduct training programs for CODI members on gender sensitivity, investigation techniques, and legal aspects.</p>	<p>Number of training conducted for CODI members:</p> <p><u>At least one (1) training conducted for CODI members</u></p> <p>Creation of CODI:</p> <p><u>Creation of CODI within the calendar year</u></p> <p>Develop and implement guidelines and procedures for the establishment and functioning of CODI:</p> <p><u>Board-approved Guidelines of CODI</u></p>	<p>The Committee on Decorum and Investigation was created by virtue of ManCom Resolution No. 2025-034 on 13 June 2025.</p> <p>The employees nominated the Committee Members (except the Committee Head and Management Representative) on 04 July 2025.</p> <p>The Special Order No. 032 on the CODI composition was published on 17 November 2025.</p> <p>The training for CODI members will commence in 2026.</p>	100,000.00	2,737.84	Partially Implemented
9	There is a pressing need for more women and child-friendly spaces to protect these vulnerable populations, especially when disasters strike.	The gap in emergency preparedness on gender-specific needs is due to a lack of adequate response mechanisms in disaster management	To address the need for gender-responsive facilities in times of disaster	GAS: HRD Program	<p>Conduct of Disaster Risk training and seminar for all employees;</p> <p>Conduct of Gender & Development Advocacy Seminar to address the lack of gender-responsive facilities in times of disasters</p>	<p>Conduct a BLS Training for all employees:</p> <p><u>At least one (1) BLS Training conducted</u></p>	<p>Attended and participated in the ff training</p> <ol style="list-style-type: none"> 1. Emergency Preparedness & Response Procedures 26 June 2025 8am-5pm 2. Basic Rescue Training organized by LANDBANK on 27 June 2025 8am-5pm by the ff employees: <ol style="list-style-type: none"> 1. Benjamin Magsino 2. Alfred Mapilisan 3. Christian Roperez 	100,000.00	15,621.45	Partially Implemented

TOTAL 3,659,000.00 4,572,477.08

Prepared By:

SGD
VERGEL A. JUNGCO
Program Officer

Reviewed by:

SGD
ALFRED LINDSEY C. MAPILISAN
Deputy Executive Director

Approved by:

SGD
ROY C. OSCILLADA
Officer-in-Charge/Executive Director