

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2026**

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:	102,860,000.00			
Total GAD Budget	5,726,500.00	Primary Sources	5,726,500.00	
		Other Sources	0.00	
% of GAD Allocation:	5.57%			

	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
	1	2	3	4	5	6	7	8	9
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	GAD Budget	Source of Budget	Responsible Unit /Office
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1	Many women have limited access to financial services (savings, credit, insurance) due to low financial literacy, lack of information, and minimal linkage to financial institutions.	Limited financial information & mobility to banks	Increased financial inclusion among rural women	MFO: PAP: Enterprise Development Unit	Conduct Digital financial literacy sessions & on-site bank onboarding for women	Ensure that at least 50% of the participants in the Digital Financial Literacy Training are women, and assist at least 5% of women participants in accessing savings.- Aleast 50% of the participants in the Digital Financial Literacy Training are women, and assist at least 5% of women participants in accessing savings.	200,000.00	Corporate Funds	Enterprise Development Unit
2	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 a processed/consolidated sex disaggregated data tool for data segregation	Segregated data of LCDFI beneficiaries	PAP: PAP: All Units	Conduct gender disaggregation data of LCDFI beneficiaries segregated by gender	No. of reports generated regarding the list of LCDFI beneficiaries segregated by sex - At least one (1) report generated regarding the list of LCDFI beneficiaries segregated by sex - At least one (1) report generated regarding the list of LCDFI beneficiaries segregated by sex	100,000.00	Corporate Funds	All Units

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3	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 accommodation 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 & toddlers	Percentage of inclusion of facilities/amenities friendly to SCs, PWDs, pregnant women, and women with children & toddlers in the procurement of training venues - 100% Inclusion of facilities /amenities friendly to SCs, PWDs, pregnant women, and women with children & toddlers in the procurement of training venues	1,500,000.00	Corporate Funds	Capacity Building Unit

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4	Lack of awareness and sensitivity on gender-related issues among LCDFI employees	Insufficient GAD training for LCDFI employees Lack of internal GAD experts.	Enhance employees' awareness and sensitivity to Gender and Development (GAD) to strengthen their skills and knowledge, leading to improved service delivery for clients. Developed GAD internal experts	PAP: Capacity Building Program, Financial Literacy Program	Conduct basic GAD orientation in gender sensitivity training/orientation/activities for all employees of LCDFI	No. of training/orientation conducted - At least one (1) training/orientation conducted No. of participants in the activity - At least ten (10) participants in the Activity Maintenance of GAD corner (physical & virtual) - Maintenance of GAD corner (physical & virtual) No. of filled-plantilla attended the basic GAD orientation/training/activity in gender sensitivity - At least 80% of the filled-plantilla attended the basic GAD orientation/training/activity in gender sensitivity	400,000.00	Corporate Funds	Office of the PCEO

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5	Inadequate number of GAD experts/resource persons in LCDFI	Lack of GAD training for GAD experts, GFPS & GPBC	Strengthening the gender mainstreaming capacity of the GFPS by participating in the gender-sensitivity training, gender analysis, and orientation on laws protecting the rights of women	PAP: Capacity Building Program, Financial Literacy Program	Conduct GAD-related training or capacity-building activities for GFPS	No. of training/orientation conducted - At least one (1) training/orientation conducted Percentage of Secretariat and Committee attended/participated in the capacity-building activities - At least 80% of the Secretariat and Committee attended/participated in the capacity-building activities - At least 80% of the Secretariat and Committee attended/participated in the capacity-building activities	500,000.00	Corporate Funds	Office of the PCEO
6	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	Distribution of gender-fair training materials. - Distribution of gender-fair training materials. - Distribution of gender-fair training materials.	2,000,000.00	Corporate Funds	Capacity Building Unit, Enterprise Development Unit
ORGANIZATION-FOCUSED ACTIVITIES									

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7	Observance of Women's Month in accordance with Proc.Nos. 224 and 227 S.1998	Lack of awareness of LCDFI employees on Women's Month Celebration	Increased awareness of women's contribution to nation-building and development	GASS: GASS: HRD Program	Participation of LCDFI employees in internal and inter-agency activities during the NWMC.	No. of LCDFI employees who joined the internal and inter-agency activities during the National Women's Month celebration- At least ten (10) LCDFI employees who joined the internal and inter-agency activities during the National Women's Month celebration - At least ten (10) LCDFI employees who joined the internal and inter-agency activities during the National Women's Month celebration	126,500.00	Corporate Funds	Administrative Unit

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8	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: GASS: HRD Programs	Participation in the promotion of the 18-day Campaign Conduct of training on the Campaign to End Violence Against Women and other related legislation.	No. training/orientation conducted - At least one (1) training/orientation conducted No. of filled-plantilla attended/participated in the promotion of the 18-day campaign - At least 80% of the filled-plantilla attended/participated in the promotion of the 18-day campaign - At least 80% of the filled-plantilla attended/participated in the promotion of the 18-day campaign	200,000.00	Corporate Funds	Office of the PCEO

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9	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	GASS: GASS: HRD Programs	Develop and implement guidelines and procedures for the establishment and functioning of CODI. Conduct training programs for CODI members on gender sensitivity, investigation techniques, and legal aspects.	No. of training conducted for CODI members - At least one (1) training conducted for CODI members Creation of CODI Develop and implement guidelines and procedures for the establishment and functioning of CODI - Board Approved Guidelines of CODI - Creation of CODI Develop and implement guidelines and procedures for the establishment and functioning of CODI - Board Approved Guidelines of CODI	100,000.00	Corporate Funds	Office of the PCEO

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10	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	GASS: GASS: HRD Programs	Conduct Disaster Risk training for all employees.	Conduct of Basic Life Support for all employees - Conduct of Basic Life Support for all employees All LCDFI employees, women, and children stakeholders in the organization - All LCDFI employees, women, and children stakeholders in the organization	600,000.00	Corporate Funds	Office of the PCEO
SUB-TOTAL							5,726,500.00	Corporate Funds	
TOTAL GAD BUDGET							5,726,500.00		

Prepared By:	Approved By:	Date
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GFPS Secretariat	Officer-in-Charge/Deputy Executive Director/GFPS Vice-Chairperson	