

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2024**

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: 6,351,399.73

Primary Sources: 6,351,399.73

Other Sources: 0

% of GAD Allocation: 10.92%

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	GAD Budget 7	Source of Budget 8	Responsible Unit /Office 9
CLIENT-FOCUSED ACTIVITIES								
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
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 Webinar with LCDFI Clients	No. of GAD Webinar conducted with stakeholders to discuss Gender and Development Topic - Conduct 1 GAD Webinar	150,000.00	Corporate Funds	Capacity Building Unit, Enterprise Development Unit
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
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	3,000,000.00	Corporate Funds	Capacity Building Unit, Enterprise Development Unit
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.)	200,000.00	Corporate Funds	Capacity Building Unit, Enterprise Development Unit
ORGANIZATION-FOCUSED ACTIVITIES								
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)	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	300,000.00	Corporate Funds	Office of the President & CEO

Translate developed materials into local dialects - Translated developed GAD materials into local dialects

					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				
					Conduct of GAD Seminar about Women's Health - Conduct of GAD Seminar about Women's Health				
					Conduct of an activity to bring out the creativity of employees in expressing issues relating to Gender and Development				
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	150,000.00	Corporate Funds	Office of the President & CEO
						Conduct of outreach program to victims of VAWC - Conducted outreach program to victims of VAWC			
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 at least one (1) training on Gender and Development	100,000.00	Corporate Funds	Office of the President & CEO
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 at least one (1) institutional training on GAD	150,000.00	Corporate Funds	Office of the President & CEO
						Number of GAD Talk conducted - To conduct four (4) quarterly GAD Talks for employees			
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	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
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
12	Lack of policies and activities that articulate	GAD is not considered in planning and	Increased support in promotion of Gender	PAP: Institution Building and Development	Conduct of gender audit	Conduct of gender audit	150,000.00	Corporate Funds	Office of the President & CEO

support to GAD Mandate

drafting of policies and activities

and Development

Program

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

210,329.73 Corporate Funds GAD Focal Point System

No. of meetings conducted by the GFPS -
Conduct of 12 meetings by the GFPS

SUB-TOTAL 6,351,399.73 Corporate Funds
TOTAL GAD BUDGET 6,351,399.73

Date

[Redacted Signature]

Julie Ann D.R. Ocampo
GFPS Chairperson

[Redacted Signature]

Róy C. Oscillada
Officer-in-Charge/Executive Director