

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2024**

Reference: Endorsed GPB #2024-018679		Date Endorsed: Aug 16, 2024	
Organization: LBP Leasing and Finance Corporation		Organization Category: National Government, Government-Owned and Controlled	
Organization Hierarchy: LBP Leasing and Finance Corporation			
Total Budget/GAA of Organization:	511,927,677.55		
Actual GAD Expenditure	75,977,121.05	Original Budget	65,283,000.00
		% Utilization of Budget	116.38
% of GAD Expenditure:	14.84%		

	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
	1	2	3	4	5	6	7	8	9	11

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	Actual Result: (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office
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1	Compliance to Republic Act 10028 or the Expanded Breastfeeding Promotion Act on a provision of a lactation station/breastfeeding space for nursing mothers.	Lack of functional breastfeeding space for nursing mothers Lack of functional breastfeeding space for nursing mothers.	To protect and support working women's practical needs by providing safe and healthy working conditions. To protect and support working women's practical needs by providing safe and healthy working conditions	GASS: General Administration and Support GASS: General Administration and Support	Maintenance of Breastfeeding Area.	comfortability of clients - Survey for users	Purchase of personal ref for lactation room.	Corporate Operating Budget 50,000.00 GAA	5,000.00 GAA	Administrative Unit / HR Administrative Unit

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2	Magna Carta of Women Section 23 on the Right to Livelihood, Credit, Capital and Technology which provides that the government shall ensure that women are provided with equal access to formal sources of credit and capital.	Women-owned MSMEs' difficulty of access to finance (per Women's Empowerment Towards Gender Equality Plan and MSMED Plan 2011-2016)	Improved access of women SMEs to business capital. No result	MFO: SO3 Provide affordable and responsive financial products for priority sectors.	Seminar/ Forum for financial literacy for women entrepreneur	Number of women-owned/led enterprises that obtained loans - At least 50 entrepreneur to participate.	Not pushed through	Corporate Operating Budget 450,000.00 GAA	0.00 GAA	Account Management Group Account Management Group

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ORGANIZATION-FOCUSED ACTIVITIES										
4	Celebration of Proclamation Nos. 224, 227 and Republic Act 6949 on International Women's Day and National Women's Month	Lack of recognition of women's achievements and venue for discussion of continuing and emerging women's empowerment and gender equality issues and concerns, challenges and commitments	Increased awareness, appreciation, and knowledge of LLFC employees of women as active contributors to development	GASS: General Administration and Support	Conduct of advocacy activities celebrating National Women's Month	Activities for National Women's Month - * at least 2 activities for the National Women's Month* Distribution of promotional Items	Actual activities done during National Women's Month: 1.) Fun Run2.) Wellness activities3.) Seminar4.) Distribution of promotional items (e.g. polo shirt for employees and shirts for clients, banners, and giveaways)	Corporate Operating Budget 380,000.00 GAA	337,370.16 GAA	Human Resource and Secretariat GAD Sub-committee

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5	Observation of Proclamation 1172, s.2006 - Declaring 25 November to 12 December as the 18-Day Campaign to End Violence Against Women (VAW) and R.A. No. 10398 - Declaring November 25 of Every Year as National Consciousness Day for the Elimination of Violence Against Women and Children in Support of the Worldwide Campaign to End VAW	LLFC employees' lack of awareness of the causes, effects, and impacts of gender-based violence to women and girls	Increased awareness and understanding of LLFC employees of impact of Gender-Based Violence Against Women (VAW) to women and society.	GASS: General Administration and Support	Conduct of advocacy activity in observance of the 18-day campaign against VAW	No. of activities conducted - 2 activities for the entire campaign	Actual activities done during VAWC: 1.) Film Showing2.) Seminar3.) Distribution of promotional items (e.g. polo shirt for employees, photobooth, and giveaways)	Corporate Operating Budget 308,000.00 GAA	228,064.83 GAA	GAD Sub-Committee Human Resource and Secretariat
6	Magna Carta of Women Section 37C and PCW Memo Circular 2011-01 on the Strengthening of GAD Focal Point System	To institutionalize GAD mainstreaming in the agency	Strengthened functions of LLFC's GAD Focal Point System	GASS: General Administration and Support.	Conduct of GFPS meetings to plan, monitor and evaluate GAD PAPs.	No. of GFPS meeting - At least 4 meetings	Conducted four (4) meetings within 2024	Corporate Operating Budget 385,000.00 GAA	191,668.22 GAA	Human Resource and Secretariat

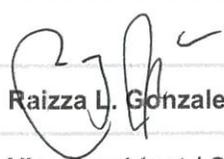
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8	Compliance with RA 11313 - Safe Spaces Act on the promotion of rights against sexual harassment.	Insufficient knowledge on new policies preventing sexual harassment in the workplace.	Increased awareness of all LLFC employees on the Safe Spaces Act	GASS: General and Administration and Support	Conduct of Orientation of Office Circular re: RA 11313 and Gender Fair Language	Percentage of LLFC personnel who participated - 100% participation of LLFC employees	Conducted townhall session on LLFC employees to cascade gender fair language	Corporate Operating Budget 100,000.00 GAA	77,173.03 GAA	Human Resource Unit
9	Magna Carta of Women Sec. 37d on the Establishment and Maintenance of GAD Database	SDD not analyzed and utilized for programming.	Enhanced capacity of AMG employees to conduct gender analysis.	GASS: General Administration and Support	Gender Analysis Training for AMG personnel utilizing SDD in M&E System	Percentage of AMG personnel trained - 100% of AMG personnel trained	Conducted Gender Analysis training for all AMG personnel.	Corporate Operating Budget 80,000.00 GAA	42,010.44 GAA	Human Resource and Secretariat

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10	LLFC employees have limited knowledge and awareness on relevant GAD Concepts.	LLFC just started mainstreaming gender in its operations in 2020. Hence, initial GAD capacity building activities conducted in 2020 were limited to members of the GFPS and select management officials.	Increased appreciation, knowledge and understanding of LLFC employees on the goals of Gender and Development.	GASS: General Administration and Support and Human Resource		No. of platforms enhanced and updated - 2 - GAD portion of the website and GAD e-bulletin enhanced and updated	Availed subscription service for digital items that will provides the Corporation's website and e-bulletin board high-quality resources	Corporate Operating Budget 50,000.00 GAA	30,576.27 GAA	Human Resource, GAD Secretariat and IT Unit
11	LLFC employees have limited knowledge and awareness on relevant GAD Concepts.	LLFC just started mainstreaming gender in its operations in 2020. Hence, initial GAD capacity building activities conducted in 2020 were limited to members of the GFPS and select management officials.	Increased appreciation, knowledge and understanding of LLFC employees on the goals of Gender and Development.	GASS: General Administration and Support and Human Resource	Conduct of GAD Gender Sensitivity Training	Percentage of LLFC employees trained - 100% of LLFC employees trained	Conducted 2-day Gender Sensitivity training for LLFC employees	Corporate Operating Budget 200,000.00 GAA	194,737.52 GAA	Human Resource and Secretariat

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12	Absence of application of GAD to LLFC Operational documents/Magna Carta of Women IRR Section 37C	Absence of application of GAD to LLFC Operations documents	Integrate the GAD Targets in Performance Contract of GFPS Members.	GASS: General Administration and Support	Review and integration of GAD targets in the GFPS members' Performance Contracts	Percentage of GFPS members with Performance Contracts integrated with GAD targets - 100% of Execom and TWG members	Salary attribution of Unit Heads performing the integration of GAD functions on personnel's IPCR	Corporate Operating Budget 50,000.00 GAA	45,227.76 GAA	GAD Executives
13	Lack of knowledge on disaster preparedness especially among women during calamities /disasters	Lack of training in disaster preparedness	Increased preparedness among women during calamities/disasters	MFO: Streamline Processes Based on industry Best Practice	Conduct of gender-sensitive disaster risk reduction seminar BCP and Risk Compliance Activities	No. of women 10 and men 10 employees oriented on gender-specific issues during disasters - 10 women and 10 men of LLFC employees trained	Conducted Gender-Sensitive Disaster Risk Reduction Seminar	Corporate Operating Budget 200,000.00 GAA	111,794.21 GAA	Administrative Unit, HR and GAD Secretariat
14	Magna Carta of Women IRR Section 37C	Absence of application of GAD to LLFC Operational documents	Application of Gender Fair Language in all LLFC documents.	MFO: General Administration and Support	Conduct of review and enhancement of Unit's Manual, HR Forms, Admin Forms, AMG Forms, and other LLFC Forms to integrated GAD	Percentage of agency official documents to which Gender-Fair Language is applied - 100% applied Gender Fair Language in LLFC documents	Salary attribution of Unit/Group Heads performing the review and revision of manuals	Corporate Operating Budget 80,000.00 GAA	54,966.80 GAA	LLFC GFPS

ATTRIBUTED PROGRAM

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15					LLFC Leasing and Financing Program			Corporate Operating Budget 62,400,000.00 GAA	74,313,032.38 GAA	Account Management Group
							SUB-TOTAL	65,283,000.00	75,977,121.05	GAA
							TOTAL	65,283,000.00	75,977,121.05	

Prepared By:	Approved By:	Date
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