



LBP LEASING AND FINANCE CORPORATION

(A LANDBANK SUBSIDIARY)

CLASS B

MEMORANDUM

FOR : The Board of Directors
THRU : The Management Committee
The GAD Focal Point System
FROM : The Head - CSG
SUBJECT : **PROPOSED LLFC GAD AGENDA FOR CY2023-2028**
DATE : 13 December 2022

Request:

Approval of the Proposed LBP Leasing and Finance Corporation (LLFC) GAD Agenda for CY2023-2028.

Background:

Pursuant to Section 36 of Republic Act No. 9710 or the Magna Carta of Women (MCW), PCW-NEDA-DBM JC 2012-01, all government agencies and instrumentalities are required to prepare and submit their 6-year GAD Agenda to the Philippine Commission on Women (PCW).

The GAD Agenda shall be the basis for the annual formulation of Programs, Activities and Projects (PAPs) to be included in the GAD Plans and Budget (GPBs) of agencies. It will provide agencies with direction in setting and monitoring their GAD initiatives towards the achievement of Gender Equality and Women Empowerment Plan (GEWE). This will also address the COA Audit Observation related to the absence of GAD Agenda of LLFC.

For your consideration and approval please.


Raizza L. Gonzales

**LBP LEASING AND FINANCE CORPORATION
GENDER AND DEVELOPMENT (GAD)**

VISION	MISSION
To be the leading provider of leasing and credit facilities that transform the lives of men and women towards inclusive growth.	To provide gender-responsive leasing and financial services to SMEs in the priority sectors that support women's economic empowerment.
GOALS	
Organization-focused (policies, LLFC people, enabling mechanisms)	Client-focused (programs and clients/other stakeholders)
Institutionalized GAD application within the organization through the development, implementation, and monitoring and evaluation of policies, enabling mechanisms, programs, activities and projects consistent to the requirement of RA 9710 or the Magna Carta of Women.	Increased access of clients to gender-responsive leasing and financial services particularly those in the priority sectors that support women's economic empowerment.

GOAL #1: Institutionalized GAD application within the organization through the development, implementation, and monitoring and evaluation of policies, enabling mechanisms, programs, activities, and projects consistent with the requirement of RA 9710 or the Magna Carta of Women.

GENDER ISSUE/ GAD MANDATES	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	BASELINE (2022)	RESPONSIBLE UNIT/OFFICE	2023			2024			2025			2026			2027			2028						
					TARGET	PROGRAM/PROJECT/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/PROJECT/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/PROJECT/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/PROJECT/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/PROJECT/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/PROJECT/ ACTIVITY	ESTIMATED BUDGET				
LLFC employees have limited knowledge and awareness on relevant GAD concepts	Increased appreciation, knowledge and understanding of LLFC employees on the goals of Gender and Development.	94%	Conduct of gender sensitivity training, updating of GAD corner, updating of LLFC website and bulletin boards, updating of GAD materials in the audio-visual equipment and distribution of GAD information and education/communication materials to LLFC employees.	Human Resource and GAD Secretariat	Percentage of employees - 100% of LLFC Employees	Conduct of GAD Seminar for Gender Mainstreaming	120,000.00	No. of LLFC staff trained in GST - 20 pass - 20 person to be trained	Conduct of Gender Sensitivity Trainings	120,000.00	Percentage of employees - 100% of LLFC Employees	Conduct of GAD Seminar for Gender Mainstreaming	120,000.00	No. of LLFC staff trained in GST - 20 pass - 20 person to be trained	Conduct of Gender Sensitivity Trainings	150,000.00	Percentage of employees - 100% of LLFC Employees	Conduct of GAD Seminar for Gender Mainstreaming	150,000.00	No. of LLFC staff trained in GST - 20 pass - 20 person to be trained	Conduct of Gender Sensitivity Trainings	150,000.00				
				IT Unit	No. of updates - GAD website and GAD corner updated quarterly	85,000.00	No. of updates - GAD website and GAD corner updated quarterly	85,000.00	No. of updates - GAD website and GAD corner updated quarterly	85,000.00	No. of updates - GAD website and GAD corner updated quarterly	100,000.00	No. of updates - GAD website and GAD corner updated quarterly	100,000.00	No. of updates - GAD website and GAD corner updated quarterly	100,000.00	No. of updates - GAD website and GAD corner updated quarterly	100,000.00	No. of updates - GAD website and GAD corner updated quarterly	100,000.00	No. of updates - GAD website and GAD corner updated quarterly	100,000.00	No. of updates - GAD website and GAD corner updated quarterly	100,000.00		
				HR Unit	Number of batches - atleast 1 capacity development activity for AMO	150,000.00	Number of batches - atleast 1 capacity development activity for AMO	150,000.00	Number of batches - atleast 1 capacity development activity for AMO	150,000.00	Number of batches - atleast 1 capacity development activity for AMO	150,000.00	Number of batches - atleast 1 capacity development activity for AMO	150,000.00	Number of batches - atleast 1 capacity development activity for AMO	150,000.00	Number of batches - atleast 1 capacity development activity for AMO	150,000.00	Number of batches - atleast 1 capacity development activity for AMO	150,000.00	Number of batches - atleast 1 capacity development activity for AMO	150,000.00	Number of batches - atleast 1 capacity development activity for AMO	150,000.00		
Celebration of Proclamation No. 224, 227 and Republic Act 6949 on National Women's Day and Month.	Increased awareness, appreciation and knowledge of LLFC employees on women as active contributors to development.	94%	Conduct or Participation in various activities for the National Women's Month celebration.	Admin / HR	No. of activities conducted - at least 2 activities during the National Women's Month	Conduct of advocacy activities celebrating National Women's Month	345,000.00	No. of activities conducted - at least 2 activities during the National Women's Month	Conduct of advocacy activities celebrating National Women's Month	379,500.00	No. of activities conducted - at least 2 activities during the National Women's Month	Conduct of advocacy activities celebrating National Women's Month	417,450.00	No. of activities conducted - at least 2 activities during the National Women's Month	Conduct of advocacy activities celebrating National Women's Month	450,000.00	No. of activities conducted - at least 2 activities during the National Women's Month	Conduct of advocacy activities celebrating National Women's Month	500,000.00	No. of activities conducted - at least 2 activities during the National Women's Month	Conduct of advocacy activities celebrating National Women's Month	550,000.00				
Observation of Proclamation 1172, S. 2006 - Declaring November 25 - December 2 as the 18-day campaign to end Violence Against Women (VAW)	Increased awareness and understanding of LLFC employees on impact of Gender-Based Violence (GBV) and Violence Against Women (VAW) to women and society.	94%	Conduct or Participation in various activities for the 18 Day Campaign to end Violence Against Women (VAW)	Admin / HR	No. of activities conducted - at least 2 activities during the 18 days VAW campaign	Conduct of advocacy activity in observance of 18-day VAW Campaign.	280,000.00	No. of activities conducted - at least 2 activities during the 18 days VAW campaign	Conduct of advocacy activity in observance of 18-day VAW Campaign.	308,000.00	No. of activities conducted - at least 2 activities during the 18 days VAW campaign	Conduct of advocacy activity in observance of 18-day VAW Campaign.	338,800.00	No. of activities conducted - at least 2 activities during the 18 days VAW campaign	Conduct of advocacy activity in observance of 18-day VAW Campaign.	372,680.00	No. of activities conducted - at least 2 activities during the 18 days VAW campaign	Conduct of advocacy activity in observance of 18-day VAW Campaign.	409,948.00	No. of activities conducted - at least 2 activities during the 18 days VAW campaign	Conduct of advocacy activity in observance of 18-day VAW Campaign.	455,000.00				
Magna Carta of Women Section 37A and Joint Circular 2012-01 on the formulation of annual GAD Plans and Budgets and Accomplishment Report	Gender mainstreaming as a strategy is institutionalized in LLFC	Level 2	Internal Audit	GMEF Assessment report	Conduct of Organizational audit using the GMEF.	100,000.00		GMEF Assessment report	150,000.00		GMEF Assessment report	150,000.00		GMEF Assessment report	200,000.00		GMEF Assessment report	200,000.00		GMEF Assessment report	200,000.00					
						Human Resource and GAD Secretariat	No. of plans/reports - GPB and AR prepared and submitted on or before the prescribed deadline.	140,000.00	No. of plans/reports - GPB and AR prepared and submitted on or before the prescribed deadline.	154,000.00	No. of plans/reports - GPB and AR prepared and submitted on or before the prescribed deadline.	169,400.00	No. of plans/reports - GPB and AR prepared and submitted on or before the prescribed deadline.	183,340.00	No. of plans/reports - GPB and AR prepared and submitted on or before the prescribed deadline.	204,874.00	No. of plans/reports - GPB and AR prepared and submitted on or before the prescribed deadline.	225,000.00	No. of plans/reports - GPB and AR prepared and submitted on or before the prescribed deadline.	225,000.00	No. of plans/reports - GPB and AR prepared and submitted on or before the prescribed deadline.	225,000.00	No. of plans/reports - GPB and AR prepared and submitted on or before the prescribed deadline.	225,000.00	No. of plans/reports - GPB and AR prepared and submitted on or before the prescribed deadline.	225,000.00
							Periodic review of GAD policies and forms (GPB) incl. of cascading session	85,000.00	Periodic review of GAD policies and forms (GPB) incl. of cascading session	100,000.00	Periodic review of GAD policies and forms (GPB) incl. of cascading session	110,000.00	Periodic review of GAD policies and forms (GPB) incl. of cascading session	120,000.00	Periodic review of GAD policies and forms (GPB) incl. of cascading session	130,000.00	Periodic review of GAD policies and forms (GPB) incl. of cascading session	150,000.00	Periodic review of GAD policies and forms (GPB) incl. of cascading session	150,000.00	Periodic review of GAD policies and forms (GPB) incl. of cascading session	150,000.00	Periodic review of GAD policies and forms (GPB) incl. of cascading session	150,000.00	Periodic review of GAD policies and forms (GPB) incl. of cascading session	150,000.00
					Updated SOD in LLFC policies and forms.	SOD Updating	50,000.00	Updated SOD in LLFC policies and forms.	SOD Updating	55,000.00	Updated SOD in LLFC policies and forms.	SOD Updating	60,500.00	Updated SOD in LLFC policies and forms.	SOD Updating	73,205.00	Updated SOD in LLFC policies and forms.	SOD Updating	80,525.50	Updated SOD in LLFC policies and forms.	SOD Updating	80,525.50				
Magna Carta of Women Section 37C and PCW Memo Circular 2011-01 on the Strengthening of GAD Focal Point System	Strengthened functionality of LLFC GAD Focal Point System.	Level of Functionality	LLFC GFPS not yet assessed using the PCW GFPS Functionality Tool Assessment	Human Resource and GAD Secretariat	No. of meetings - at least 4 meetings during the year with minutes	Conduct of GFPS meetings to plan, monitor and evaluate GAD PAPA's	350,000.00	No. of meetings - at least 4 meetings during the year with minutes	Conduct of GFPS meetings to plan, monitor and evaluate GAD PAPA's	385,000.00	No. of meetings - at least 4 meetings during the year with minutes	Conduct of GFPS meetings to plan, monitor and evaluate GAD PAPA's	423,500.00	No. of meetings - at least 4 meetings during the year with minutes	Conduct of GFPS meetings to plan, monitor and evaluate GAD PAPA's	465,850.00	No. of meetings - at least 4 meetings during the year with minutes	Conduct of GFPS meetings to plan, monitor and evaluate GAD PAPA's	512,435.00	No. of meetings - at least 4 meetings during the year with minutes	Conduct of GFPS meetings to plan, monitor and evaluate GAD PAPA's	563,878.50				
					No. of batches - at least 1 with 100% GFPS attested	Conduct of GAD Seminar for GFPS - Gender Advocacy Training (GA)	280,000.00	No. of batches - at least 1 with 100% GFPS attested	Conduct of GAD Seminar for GFPS - Gender Advocacy Training (GA)	300,000.00	No. of batches - at least 1 with 100% GFPS attested	Conduct of GAD Seminar for GFPS - Gender Advocacy Training (GA)	330,000.00	No. of batches - at least 1 with 100% GFPS attested	Conduct of GAD Seminar for GFPS - Gender Advocacy Training (GA)	330,000.00	No. of batches - at least 1 with 100% GFPS attested	Conduct of GAD Seminar for GFPS - Gender Advocacy Training (GA)	330,000.00	No. of batches - at least 1 with 100% GFPS attested	Conduct of GAD Seminar for GFPS - Gender Advocacy Training (GA)	330,000.00	No. of batches - at least 1 with 100% GFPS attested	Conduct of GAD Seminar for GFPS - Gender Advocacy Training (GA)	330,000.00	
Women rights and privileges are oftentimes neglected and violated in the workplace (RA 11313 - Safe Spaces Act)	100% awareness of all LLFC employees on RA 7377			Human Resource	Review, update and cascading of policy	Conduct of orientation of Office Circular re. RA 11313 and Gender Fair Language	70,000.00																			
Preparation of GAD Agenda per PCW Memorandum Circular 2016-04: Revised Guidelines for the preparation of the Gender and Development (GAD) Agenda	Strengthened commitment of the Corporation to mainstreaming GAD perspectives in the agency's operations and programs.	Participation rate of GFPS members - 100% participation of the GFPS members (4m, 90) 3-year GAD Agenda approved - 100% Participation				Review and enhancement of Unit's Manual, HR Forms, Admin Forms, AMO Forms, and other LLFC Forms to integrated GAD																				
Absence of application of GAD in LLFC operational documents (ole the policy)	Application of Gender Fair Language in all LLFC documents			GFPS	100% Applied Gender Fair Language in all LLFC documents	Conduct of review and enhancement of Unit's Manual, HR Forms, Admin Forms, AMO Forms, and other LLFC Forms to integrated GAD	74,000.00	100% Applied Gender Fair Language in all LLFC documents	Conduct of review and enhancement of Unit's Manual, HR Forms, Admin Forms, AMO Forms, and other LLFC Forms to integrated GAD	80,000.00	100% Applied Gender Fair Language in all LLFC documents	Conduct of review and enhancement of Unit's Manual, HR Forms, Admin Forms, AMO Forms, and other LLFC Forms to integrated GAD	85,000.00	100% Applied Gender Fair Language in all LLFC documents	Conduct of review and enhancement of Unit's Manual, HR Forms, Admin Forms, AMO Forms, and other LLFC Forms to integrated GAD	85,000.00	100% Applied Gender Fair Language in all LLFC documents	Conduct of review and enhancement of Unit's Manual, HR Forms, Admin Forms, AMO Forms, and other LLFC Forms to integrated GAD	90,000.00	100% Applied Gender Fair Language in all LLFC documents	Conduct of review and enhancement of Unit's Manual, HR Forms, Admin Forms, AMO Forms, and other LLFC Forms to integrated GAD	90,000.00				

GOAL #2: Increased access of clients to gender-responsive housing and financial services, particularly those in the priority sectors that support women's economic empowerment.

GENDER ISSUE/ GAD MANDATES	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	BASELINE	RESPONSIBLE UNIT/OFFICE	2023			2024			2025			2026			2027			2028		
					TARGET	PROGRAM/PROJECT/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/PROJECT/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/PROJECT/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/PROJECT/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/PROJECT/ ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/PROJECT/ ACTIVITY	ESTIMATED BUDGET
Magna Carta of Women Section 23 on the Right to Livelihood, Credit, Capital and Technology and CSWE 2016-2025 Chapter 1 (Trade, Industry and Services) - Difficulty of women to sustain and scale up their businesses	Increased access of clients to gender-responsive leasing and financial services, particularly those in the priority sectors that support women's economic empowerment.	Ratio of woman entrepreneurs (owned and led) who obtained loans against men	-	AMO	At least 2 info materials (ie Brochures and notebooks) to clients	Printing and Dissemination of Corporate Information materials (such as planners, brochures) with GAD-related information and LLFC GAD initiatives	300,000.00	+ Number of women and men entrepreneurs (owned and led) who obtained loans + Improvement in the Program Utilization	Revisit the Implementation of Leasing, Financing, and Special Financing Program.	2023 Actual Expense + 7%	+ Number of women and men entrepreneurs (owned and led) who obtained loans + Improvement in the Program Utilization	2024 Actual Expense + 7%	+ Number of women and men entrepreneurs (owned and led) who obtained loans + Improvement in the Program Utilization	2025 Actual Expense + 7%	+ Number of women and men entrepreneurs (owned and led) who obtained loans + Improvement in the Program Utilization	2026 Actual Expense + 7%	+ Number of women and men entrepreneurs (owned and led) who obtained loans + Improvement in the Program Utilization	2027 Actual Expense + 7%	+ Number of women and men entrepreneurs (owned and led) who obtained loans + Improvement in the Program Utilization	2028 Actual Expense + 7%	Revisit the Implementation of Leasing, Financing, and Special Financing Program.	2027 Actual Expense + 7%
					Regular CSAT report to be submitted	Consultation with Org./Indiv for Gender Mainstreaming Survey (CSAT) to include Sex Disaggregation	500,000.00	Study/Expand SOD	Create program	100,000.00	Implement project/program	250,000.00	Implement project/program	250,000.00	Review of existing program	Survey of program implemented	200,000.00	Progress monitoring of program	150,000.00	Consultation with Org./Indiv for Gender Mainstreaming effort	150,000.00	
Compliance to Republic Act 10028 or the Expanded Breastfeeding Promotion Act on a provision of a lactation station/breastfeeding space for nursing mothers.	Updating of designated breastfeeding area that is functional for use by LLFC clients and personnel	Number of breastfeeding area upgraded	1	CSG	Upgraded breastfeeding area	Reconfiguration of breastfeeding area	200,000.00	Comfortability of clients.	Maintenance of the Breastfeeding Area.	50,000.00	Comfortability of clients.	Maintenance of the Breastfeeding Area.	50,000.00	Comfortability of clients.	Maintenance of the Breastfeeding Area.	100,000.00	Comfortability of clients.	Maintenance of the Breastfeeding Area.	50,000.00	Comfortability of clients.	Maintenance of the Breastfeeding Area.	50,000.00