

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

Organization: LBP Leasing and Finance Corporation			Organization Category: National Government, Government-Owned and Controlled Corporation		
Organization Hierarchy: LBP Leasing and Finance Corporation					
Total Budget/GAA of Organization:	576,224,851.30				
Total GAD Budget	83,011,200.00	Primary Sources	83,011,200.00		
		Other Sources	0.00		
% of GAD Allocation:	14.41%				

	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									
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	To protect and support working women's practical needs by providing safe and healthy working conditions	GASS: General Administration and Support	Maintenance of Breastfeeding Area	Comfortability of Clients - at least 90% satisfactory rating	50,000.00	GAA	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.	MFO: SO3 Provide affordable and responsive financial products for priority sectors	Revisit the Implementation of Leasing, Financing, and Special Financing Program	1. Increase in number of women borrowers' participation in 2026 2. Client visit - 1.at least by 20% 2.at least 10 existing and 3 new women-led/owned accounts	160,000.00	GAA	Account Management Group
3	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.	MFO: SO3 Provide affordable and responsive financial products for priority sectors	Partner with Organization/Individuals to design and implement the program/project	1. Number of consultations with orgs/individuals 2.Number of project/program (re)designed and implemented - 1. at least 1 2. at least 1	700,000.00	GAA	Account Management Group and Administrative Unit
ORGANIZATION-FOCUSED ACTIVITIES									



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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	conducted activities during the National Women's Month - 3 activities	468,000.00	GAA	GAD Events Committee
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 activities during the 18 days VAW campaign - at least 2 Activities	332,000.00	GAA	GAD Events Committee



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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 functionality of LLFC's GAD Focal Point System.		Conduct of GFPS meetings to plan, monitor and evaluate GAD PAPs	Conduct meeting to for GPB Planning and Monitoring - at least 4 meetings	101,000.00	GAA	GFPS
7	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	Percentage Increase in GAD budget allocation and utilization		Conduct of annual assessment and preparation of GAD	No. of plans/reports - GPB and AR prepared and submitted on or before the prescribed deadline and Percentage Increase in GAD budget allocation and utilization - GPB and AR submitted on time	194,000.00	GAA	GFPS
8	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 and Human Resource	Gender Analysis Training for AMG personnel utilizing SDD in M&E System	Percentage of AMG personnel trained - 100% trained	82,000.00	GAA	Knowledge Management Committee



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9	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.		Integration of GAD Targets in the IPCR of GFPS members	Percentage of GFPS members with Performance Contracts integrated with GAD targets-100% of GFPS Members	90,000.00	GAA	GAD Executive Committee
10	PCW Memorandum Circular 2018-04: Revised Guidelines for the Preparation of the Gender and Development (GAD) Agenda	To develop and update the GAD Agenda	By 2027, LLFC has an institutionalized and functional M		Perform 3-year progress review and end-term evaluation of the GAD Agenda	Complete the GAD Agenda Progress Report and GAD Agenda End-Term Report - GAD Agenda Report	155,000.00	GAA	GFPS
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 Gender Sensitivity Trainings	Percentage of LLFC personnel who participated -100% participation of LLFC employees	140,000.00	GAA	Knowledge Management Committee



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12	LLFC employees have limited knowledge and awareness on relevant GAD Concepts.	Lack of information campaigns	To increase employees' visibility or knowledge and understanding of Gender and Development (GAD) concepts and principles.	GASS: General Administration and IT	Content updating of GAD corner in various platform.	No. of platforms enhanced and updated- 2 - GAD portion of the website and GAD e-bulletin enhanced and updated	50,200.00	GAA	Knowledge Management Committee
13	Limited gender sensitivity and accountability in handling investigation and grievance processes, leading to possible bias, lack of transparency, and underreporting of gender-related complaints (e.g. sexual harassment, discrimination)	Lack of capacity of investigating/assessment committee members on gender sensitivity and reporting mechanisms	Investigating and accountability assessment committees exercise gender-fair, transparent, and accountable practices in resolving cases	GASS: Human Resource Unit	Conduct of training on strengthening integrity, accountability, and gender-responsiveness of investigating and accountability assessment committee	Training for all LLFC Investigating and Accountability Assessment Committee (IAAC) and Committee on Decorum and Investigation (CODI) of Sexual Harassment - Percentage of LLFC employees trained - 100%	47,000.00	GAA	Knowledge Management Committee



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14	Unsafe workplace reporting mechanisms (RA 11313, RA 7877, CSC CODI rules, RA 6725)	Lack of clarity and trust in grievance mechanisms	A safe and respectful workplace environment is maintained through strengthened anti-harassment mechanisms and confidential grievance procedures.		Strengthen IAAC and CODI operations through policy review and capacity building	Revise and approve IAAC CODI policy institutionalized - Revised and approved IAAC CODI policy institutionalized	60,000.00	GAA	CODI and GAD Policy Committee
15	Unequal awareness of GAD rights and laws (RA 9710, JC 2012-01)	GAD topics not fully integrated in orientation and trainings	Increased level of awareness and understanding among employees of gender rights and institutional GAD policies, leading to more inclusive practices and behaviors.		Conduct Townhall sessions for cascading of new/revised GAD policies	Percentage of LLFC personnel who participated - 100% participation of LLFC employees	202,000.00	GAA	HR Unit and GAD Policy Committee



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16	Unequal awareness of GAD rights and laws (RA 9710, JC 2012-01)	GAD topics not fully integrated in orientation and trainings	Increased level of awareness and understanding among employees of gender rights and institutional GAD policies, leading to more inclusive practices and behaviors.		Integrate GAD modules into the Employee Onboarding Manual	Percentage of LLFC new hires to complete the onboarding manual with GAD modules - At least 80% of new employees	10,000.00	GAA	HR Unit and GAD Policy Committee
17	Hesitancy in availing gender-responsive leaves and flexible work arrangements (RA 9710 – Magna Carta of Women, CSC MC No. 6 s. 2022 – Flexible Work Arrangements)	Cultural stigma and absence of well-defined flexible work arrangements	Improved uptake and implementation of family-friendly and gender-responsive workplace policies, and flexible work arrangements.		Update flexible work arrangements/Review and update Flexible Work Arrangement (FWA) policy to ensure gender-responsiveness and inclusivity	Revise and approve Flexible Work Arrangement Policy issuance - Revised and approved Flexible Work Arrangement Policy issued	30,000.00	GAA	HR Unit and GAD Policy Committee



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18	Limited gender-responsive disaster preparedness knowledge among diverse groups, including women, men, and LGBTQIA persons, during calamities/disasters	Lack of training in disaster preparedness	Increased preparedness among women during calamities/disasters	GASS: General Administration and Support and Human Resource	Conduct of gender-sensitive disaster risk reduction seminar BCP and Risk ComplianceActivities	Percentage of LLFC employees trained - 100% of LLFC employees trained	140,000.00	GAA	Knowledge Management Committee
ATTRIBUTED PROGRAM									
19					LLFC Leasing and Financing program		80,000,000.00	GAA	Account Management Group
SUB-TOTAL							83,011,200.00	GAA	
TOTAL GAD BUDGET							83,011,200.00		

Prepared By:	Approved By:	Date
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