

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2015**

Reference: Direct Encoding (No GPB in database)			
Organization: National Wages and Productivity Commission		Organization Category: National Government, Attached Agency	
Organization Hierarchy: Department of Labor and Employment, National Wages and Productivity Commission			
Total Budget/GAA of Organization:	175,064,000.00		
Actual GAD Expenditure	8,137,000.00	Original Budget	8,753,000.00
		% Utilization of Budget	92.96
% Utilization of Original	0.00		
% of GAD Expenditure:	4.65%		

	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	Remarks
	1	2	3	4	5	6	7	8	9	10	11
CLIENT-FOCUSED ACTIVITIES											



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LMS
LOURDES M. SECILLANO
 CHIEF, PID

PMH
PATRICIA P. HORNILLA
 OIC-EXECUTIVE DIRECTOR
 IV



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1	Limited opportunities for women workers to training /awareness-raising services to improve their capacities.	Women workers have limited access to trainings / awareness-raising services to improve their capabilities	Provide fair opportunities for men and women to acquire new/upgrade skills and knowledge and enhance productivity of workers through productivity programs / orientations.	MFO: MFO1: Technical Advisory Services	Promoting gender sensitive work environment thru trainings and orientations on productivity which integrate gender and related topics: ISTIV Plus (SIB), ISTIV Bayanihan, Service Quality, 5S Training, Green Productivity, Orientations Programs and Learning Sessions	Number of trainings conducted and number of male and female participated in wages and productivity programs. - 11,000 MSMEs	Provided trainings/orientations on wages and productivity to 12,553 MSMEs with 18,895 female and 4,009 male participants.	3,764,000.00 GAA	3,821,000.00 GAA	NWPC / RTWPBs	Done. Actual cost was based on actual 2015 NEP, the amount entered in the 2015 GPB was just an estimate. Rows 1 & 2 for client focus were merged as they are parts of the same program.
2	Lack of opportunities for men / women to articulate their concerns relative to wages and productivity.	Most women workers are not given fair opportunities to articulate their concern relative to wages and productivity	Provide fair opportunities to men and women to articulate/air their concerns	MFO: MFO 2: Wage Regulation Services	Conduct of public hearings / consultations	Number of public hearings/consultations with male/female data - 32 public hearings/consultations with male/female data	45 public hearings/consultations conducted benefiting 2,112 female and 1,366 male participants	4,114,000.00 GAA	2,548,000.00 GAA	NWPC / RTWPBs	Done. none

ORGANIZATION-FOCUSED ACTIVITIES



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LS
LOURDES M. SECILLANO
CHIEF, PID

PMH
PATRICIA P. HORNILLA
OIC-EXECUTIVE DIRECTOR
IV
RE 1/26



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	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	Remarks
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3	Need to provide fair opportunities for trainings/orientations for men and women employees	Lack of equal training opportunities for men and women staff	Provide equal education, scholarship and training opportunities for male and female officers and staff	MFO: General Administration and Support Services	Participation of women officers and staff to training programs both local and international	Number of women officers and staff provided with training - 30% women officers and staff provided with training	55 local seminars/trainings/orientations attended by 251 male and 571 female officers/staff 3 foreign trainings attended by 3 female personnel	700,000.00 GAA	1,713,000.00 GAA	Administrative Division	Done. Actual cost was based on actual 2015 NEP, the amount entered in the 2015 GPB was just an estimate
4	Need to continuously promote GAD-related issues/concerns and policies to increase awareness of employees on GAD	Low awareness level of employees on gender issues and women specific concerns	To increase awareness of employees on gender issues	MFO: General Administration and Support Services	Capacity building for GAD Focal Point System (GFPS) members Training on Gender Analysis using the HGDC tool	One (1) GAD related training/seminar attended by selected GFPS members - One (1) GAD related training/seminar attended by selected GFPS members	HIV/AIDS Awareness and Education (11 June 2015) conducted / participated by 29 employees (Male 9, Female 20)	50,000.00 GAA	10,000.00 GAA	Administrative Division	Done. none
5	Need to continuously promote GAD-related issues/concerns and policies to increase awareness of employees on GAD	Low awareness level of employees on gender issues and women specific concerns	To increase awareness of employees on gender issues	MFO: General Administration and Support Services	Orientation on Gender Responsive Planning and Budgeting officers and staff	10% of officers and staff attended orientation - 10% of officers and staff attended orientation	"Planning Workshop on GREAT Women 2 Project: Supporting Women's Economic Empowerment in the Philippines Project 2014-2020 attended by officers (Female 1, Male 1) - February 11-12, 2015	50,000.00 GAA	20,000.00 GAA	Administrative Division	Done. none



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6	Need to continuously promote GAD-related issues/concerns and policies to increase awareness of employees on GAD	Low awareness level of employees on gender issues and women specific concerns	To increase awareness of employees on gender issues	MFO: General Administration and Support Services	Conduct Gender Sensitivity Training (GST) to senior officers and staff	10% of officers and staff provided with training - 10% of officers and staff provided with training	Seminar on Magna Carta of Women, participated by 27 employees (Male 11, Female 16)	60,000.00 GAA	15,000.00 GAA	Administrative Division	Done.none
7	Need to continuously promote GAD-related issues/concerns and policies to increase awareness of employees on GAD	Low awareness level of employees on gender issues and women specific concerns	To increase awareness of employees on gender issues	MFO: General Administration and Support Services	Conduct of agency level activities as part of the Women's month celebration	2 film showing with women issues / concerns. At least 20 employees given chance to view movies - 2 film showing with women issues / concerns. At least 20 employees given chance to view movies	Conducted the following activities as part of the Women' month celebration: 1 film showing entitled 'Caregiver' depicting women issues/concerns with 69 participants (male 28, female 41), Streetdance held at Quezon Memorial Circle participated by 3 male and 4 female employees, Launching of the Great Women Project 2 of PCW attended by 2 female participants	15,000.00 GAA	10,000.00 GAA	NWPC-wide	Done.none
SUB-TOTAL								8,753,000.00	8,137,000.00	GAA	
TOTAL								8,753,000.00	8,137,000.00		

Prepared By:	Approved By:	Date
 Lourdes M. Secillano Chief, PID	PATRICIA P. HORNILLA OIC-EXECUTIVE DIRECTOR IV	12/14/2016



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LOURDES M. SECILLANO
CHIEF, PID


PATRICIA P. HORNILLA
OIC-EXECUTIVE DIRECTOR
IV

