

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT  
FY 2016**

**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:** 187,658,000.00

**Actual GAD Expenditure** 5,990,796.00 **Original Budget** 6,046,000.00

**% Utilization of Budget** 99.09

**% of GAD Expenditure:** 3.19%

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	11	12
<b>CLIENT-FOCUSED ACTIVITIES</b>										



**THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN REVIEWED AND SUBMITTED THROUGH THE GMMS**

*LS*  
**LOURDES M. SECILLANO**  
CHIEF, PLANNING AND  
INFORMATION DIVISION

*PHH*  
**PATRICIA P. HORNILLA**  
OIC - EXECUTIVE DIRECTOR  
IV



REPORT GENERATED: 03/8/2017  
PAGE 1 OF 7

	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	11	12
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 opportunities for men/women to acquire new/upgrade skills and knowledge.	MFO:MFO 1. Technical Advisory Services	Training and Orientation on productivity integrating gender and related topics thru: ISTIV Plus (SIB), ISTIV Bayanihan, Service Quality, 5S Training, Green Productivity, Orientation Programs and Learning Sessions.	Number of firms provided productivity trainings/orientations and number of males and females who participated in wages and productivity programs. - 11,200 MSMEs	Provided trainings/orientations on wages and productivity to 12,231 firms (109% of the total target) with 19,248 female and 12,694 male participants.	1,980,000.00 GAA	2,534,970.00 GAA	NWPC - Technical Services/ RTWPBs	Breakdown of budget: NCR (250,000), Region I (218,581), CAR (223,559), Region II (57,810), Region III (47,149), Region IVA (115,000), Region IVB (215,000), Region V (38,808), Region VI (347,463), Region VII (223,750), Region VIII (195,000), Region IX (308,232), Region X (36,074), Region XI (105,000), Region XII (117,000) and Region XIII (36,544)



	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	11	12
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 concerns relative to wages & productivity.	Provide continuously fair opportunities to men/women to articulate their concerns relative to wages and productivity.	MFO: MFO 2. Wage Regulation Services	Conduct of public hearings / consultations.	32 public hearings / consultations with male / female data	38 public hearings / consultations conducted benefitting 1,952 female and 1,334 male participants.	3,230,000.00 GAA	3,326,375.00 GAA	NWPC-Technical Services / RTWPBs	Breakdown of budget: CO (1,710,340), NCR (100,000), Region I (95,858), CAR (97,872), Region II (79,222), Region III (18,780), Region IVA (18,000), Region IVB (60,000), Region V (65,290), Region VI (347,554), Region VII (99,708), Region VIII (50,000), Region IX (30,913), Region X (82,120), Region XI (137,718), Region XII (68,000) and Region XIII (265,000)

ORGANIZATION-FOCUSED ACTIVITIES



THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN REVIEWED AND SUBMITTED THROUGH THE GMMS

*LS*  
**LOURDES M. SECILLANO**  
 CHIEF, PLANNING AND  
 INFORMATION DIVISION

*PH*  
**PATRICIA P. HORNILLA**  
 OIC - EXECUTIVE DIRECTOR  
 IV



	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	11	12
3	Misinformation on Gender / Issues; Stereotyping of Gender roles of men/women	Lack of awareness of GAD concepts and its application.	Re-orient officers and employees to Gender and Development and reconstitute GAD Focal Point System	MFO: General Administration and Support Services	GAD/Gender Sensitivity Training (GST)	GST training conducted.	GST conducted and attended by 52 employees (Male - 18, Female - 34) on 13 May 2016. Mainstreaming Gender on Occupational Safety and Health conducted and attended by 52 employees (Male - 18, Female - 34) on 14 October 2016.	300,000.00 GAA	75,000.00 GAA	Administrative Division in coordination with GAD accredited speakers GAD Focal Persons	



	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	11	12
4	Misinformation on Gender / Issues; Stereotyping of Gender roles of men/women	Lack of awareness of GAD concepts and its application.	Celebrate the culmination of the month long celebration of Women and Gender Equality	MFO: General Administration	Participation of NWPC officers and employees in the activities relative to the celebration of Women's Month	At least 20% of NWPC employees attended the Women's Day culmination month	1. Attended the PCW sponsored, "Sama-sama sa Pagsulong sa Agenda ni Juana", the culminating event in the celebration of the Women's Month participated by 3 employees (Male-1, Female-2) on 16 March 2016. 2. Attended "ARISE WOMEN": Inspirational Talk on Women Empowerment participated by NWPC officers and employees (Male-1, Female-4) on 11 March 2016. 3. Attended Regional Family Welfare Seminar sponsored by DOLE-RO II participated by one RB II female officer (Feb. 3-5, 2016) 4. Attended Violence Against Women Seminar sponsored by OWWA RB VII participated by 1 female staff from RB VII March 30, 2016. 5. Attended the Learning Session on Labor and Employment Issues of Women participated by 12 employees *(Male-2, Female-10), 1 April 2016	350,000.00 GAA	46,618.00 GAA	Administrative Division in coordination with DOLE and PCW	Breakdown of budget: CO (6,500), Region I (16,528), CAR (11,710) and Region XI (12,150)



	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	11	12
5	Misinformation on Gender / Issues; Stereotyping of Gender roles of men/women	Lack of update to various GAD and GAD related issues and topics	Continually update the agency of new laws, guidelines and other important information concerning Gender and Development.	MFO: General Administration and Support Services	Participation of GAD Focal Persons (and alternates) to GAD related seminars / meetings.	Participation of GAD Focal Persons or alternates to at least four (4) GAD related training / seminar / convention / symposia / meeting for the year.	Attended a Conference on Female Workforce Participation and Productivity in Japan sponsored by APO participated by Dir. Jamie-Lyn Garcia-Jamias (5-7 April 2016) Attended in the Mainstreaming Gender on Occupational Safety and Health orientation sponsored by NWPC with resource person from OSHC participated by 52 participants (Male-18, Female-34) 14 October 2016 Attended Fifth GAD Budget Fora sponsored by PCW participated by 2 female officers (Nov. 11, 2016) Attended Training of Trainers on "Gender, Migration and Development", sponsored by DOLE, participated by one male CO participant (Nov. 15-17, 2016)	110,000.00 GAA	5,000.00 GAA	Administrative Division, GAD Focal Persons in coordination w/ DOLE, PCW and other government agencies	
6	Non-integration of GAD related issue / information to office programs	Lack of office body to study the proper integration of GAD to office programs and services.	Reconstitution of GAD Focal Point System (GAD Committee)	MFO: General Administration and Support Services	Issuance of Office Order reconstituting GAD Committee	NWPC-wide Integration of GAD to office programs	Office order on reconstitution of GAD Committee issued.	50,000.00 GAA	0.00 GAA	NWPC-wide	No financial cost in issuing an office order.



	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	11	12
7	Lack of concern to real life gender issues, especially regarding women	Lack of awareness of gender related issues	Inform through film viewing of commercial or indie films of gender issues and concerns	MFO: General Administration and Support Services	Conduct of Film Showing on Gender Issue and concern	Film showing focusing on gender related issues.	Film showing entitled "12 Years a Slave" conducted 21 October 2016 benefitting 22 participants (Male-8, Female-14)	26,000.00 GAA	2,833.00 GAA	Administrative Division	Only in Central Office
<b>SUB-TOTAL</b>								6,046,000.00	5,990,796.00	GAA	
<b>TOTAL</b>								6,046,000.00	5,990,796.00		

<b>Prepared By:</b>	<b>Approved By:</b>	<b>Date</b>
 <b>Lourdes M. Secillano</b>	<b>Patricia P. Hornilla</b>	
<b>Chief, Planning and Information Division</b>	<b>OIC - Executive Director IV</b>	03/07/2017

