

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT  
FY 2017**

Reference: Endorsed GPB #2016-003182

Date Endorsed: Feb 12, 2018

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: 177,357,000.00

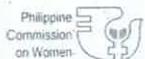
Actual GAD Expenditure 9,494,000.00 Original Budget 3,836,000.00

% Utilization of Budget 247.50

% of GAD Expenditure: 5.35%

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	Variance/ Remarks
1	2	3	4	5	6	7	8	9	11	12

**CLIENT-FOCUSED ACTIVITIES**



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PLANNING OFFICER V

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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	To provide opportunities for men / women to acquire new / upgrade skills and knowledge.	MFO: 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 firms provided productivity trainings and orientations and the proportion of women who benefitted from the trainings and orientations - 300 firms provided productivity trainings / orientations with women participants constituting 30% of the total of participants	Provided trainings / orientations on wages and productivity to 14,865 firms (124% of the total target which is 12,000 firms) with 17,604 female and 11,670 male participants.	3,156,000.00 GAA	4,610,000.00 GAA	NWPC-Training Division / All RTWPBs	Done.
2	Limited opportunities for women to articulate their concerns relative to wages and productivity./Limited opportunities for women to articulate their concerns relative to wages and productivity	Most women are not given fair opportunities to articulate their concern relative to wages and productivity.	Provide continuously fair opportunities for women to articulate / air their concerns relative to wages and productivity.	MFO: Wage Regulation Services	Conduct of public hearings/consultations re minimum wage issues/concerns	Number of public hearings/consultations re minimum wage issues/concerns - 32 public hearings/consultations re minimum wage issues/concerns	46 public hearings/consultations re minimum wage issues/concerns conducted benefiting 4,421 workers (Male: 1,645 Female: 2,776)	0.00 GAA	4,750,000.00 GAA	NWPC / RTWPBs	Done.

ORGANIZATION-FOCUSED ACTIVITIES



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4/11/18



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	Variance/ Remarks	
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3	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	Set-up of GAD Focal Point System	NWPC-wide integration of GAD to office programs	Committee maintained thru the issuance of Office Order No. 3, series of 2017.	50,000.00 GAA	0.00 GAA	NWPC-wide	Done.
4	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 Gender issues and concerns	MFO: General Administration	Semestral viewing of GAD related movies	Greater appreciation on the need for GAD and its related programs	"Caregiver" movie shown on June 2017 attended by 25 participants (Female - 17, Male - 8)	10,000.00 GAA	2,000.00 GAA	Administrative Division	Done.
5	Limited knowledge on gender / issues; Stereotyping of gender roles of men / women	Lack of awareness on GAD concepts and its application	Re-orient officers and employees to Gender and Development reconstitute GAD Focal Point System	MFO: General Administration	GAD/Gender Sensitivity Training	NWPC-wide support of GAD programs thru its implementation and adaptation	Support by participation to GAD-related programs/activities: Seminar on Gender Issues with CSC Director Elnora Botabara-Gotis as resource speaker.	100,000.00 GAA	7,000.00 GAA	Administrative Division in coordination with GAD accredited speakers GAD Focal Persons	Done.

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6	Limited knowledge on gender / issues; Stereotyping of gender roles of men / women	Lack of awareness on 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	Number of NWPC employees attended the Women's Day culmination celebration - At least 20% of NWPC employees attended the Women's Day culmination celebration	Women's Month "We Make Change Work for Women Forum" - March 8, 2017, attended by 1 female participant.	320,000.00 GAA	0.00 GAA	Administrative Division in coordination with DOLE and PCW	Done.
7	Limited knowledge on gender / issues; Stereotyping of gender roles of men / women	Lack of awareness on GAD concepts and its application	Continually update the agency of new laws, guidelines and other important information concerning Gender and Development	MFO: General Administration	Participation of GAD Focal persons (and alternates) to GAD related seminars / meetings and the conduct of subsequent echo seminars	Participation of GAD Focal Person or alternates to at least four (4) GAD related training / seminar / convention / symposium / meeting for the year.	1. Seminar on Gender Development Issues (September 15, 2017), attended by 52 pax: 17 Male and 35 Female 2. Teambuilding with GAD related activity/exercises (April 25-26, 2017) 3. Orientation of Harmonized Gender and Development with Ms. Lourdes Turiano as resource speaker conducted on December 15, 2017 with 32 NWPC offices and staff (Male-5, Female-27)	200,000.00 GAA	125,000.00 GAA	Administrative Division, GAD Focal Persons in coordination w/ DOLE, PCW and other govt. agencies	Done.
<b>SUB-TOTAL</b>								3,836,000.00	9,494,000.00	GAA	
<b>TOTAL</b>								3,836,000.00	9,494,000.00		



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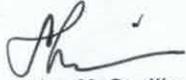
  
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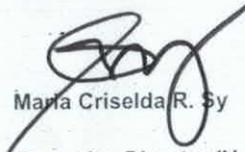
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