

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2018**

Reference: Endorsed GPB #2017-000168		Date Endorsed: Feb 27, 2019		
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:	208,816,000.00			
Actual GAD Expenditure	10,549,000.00	Original Budget	10,440,800.00	
		% Utilization of Budget	101.04	
% of GAD Expenditure:	5.05%			

	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											



**THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN
ADJUSTED AND ENDORSED THROUGH THE GMMS**

**LOURDES M. SECILLANO
CHIEF, PID**

**MARIA CRISELDA R. SY
EXECUTIVE DIRECTOR IV**



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	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 equal opportunities to training / awareness raising to improve workers' productivity.	MFO: Technical Advisory Services	Monitor and conduct training / orientation of the different productivity programs integrating gender and related topics: ISTIV Plus (SIB), ISTIV Bayanihan, Service Quality, 5S Training, Green Productivity, Orientations Programs, DILEEP Convergence Program, LMC Convergence Program, Lean Manufacturing, Innovation and Learning Sessions.	12,000 firms nationwide provided with 'productivity trainings / orientations' benefitting 20,000 participants.	Provided trainings / orientations on wages and productivity to 15,104 firms (126% of the total target) with 17,149 female and 9,806 male participants. Female participants account for 63% of the total.	4,278,800.00 GAA	5,130,000.00 GAA	NWPC / All RTWPBs	Done.



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2	Limited opportunities for 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 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.	32 public hearings / consultations with male and female participants data	66 public hearings / consultations on minimum wage issues / concerns conducted benefiting 5,813 workers (Male: 2,188 / Female: 3,625)	4,734,000.00 GAA	5,357,000.00 GAA	NWPC / All RTWPBs	Done.

ORGANIZATION-FOCUSED ACTIVITIES



	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
3	Limited competency on Gender and Development and its mainstreaming in NWPC's Projects and Programs (PAPs)	Limited understanding and awareness of concepts, issues and concerns related to GAD and its integration.	Increased knowledge, awareness and appreciation of Gender and Development (GAD) and its mainstreaming in NWPC's Projects and Programs (PAPs).	GASS: General Administration and Support Services	Conduct of Capacity Building trainings / seminars on the concepts, issues and concerns related to GAD and its integration..	NWPC officers and employees trained through two (2) GAD related training / seminars to be conducted by a GAD Resource Pool member. - TARGET: Around 70-80 NWPC officers and employees trained	NWPC / RTWPB officers and employees attended GAD related trainings / seminars like: a) Araw ng Kasambahay Convention conducted in Davao on 4 Feb 2018 attended by 3 RTWPB employees and b) Workers' Organizational Development Training Quality Service and Refining Personality Development Skills cum GAD Awareness and DO 174 participated by 4 RTWPB employees on 19 September 2018.	428,000.00 GAA	20,000.00 GAA	Administrative Division - NWPC	Done.



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	1	2	3	4	5	6	7	8	9	11	12
4	Limited competency on Gender and Development and its mainstreaming in NWPC's Projects and Programs (PAPs)	Limited understanding and awareness of concepts, issues and concerns related to GAD and its integration.	Increased knowledge on GAD concepts and applications of GAD Focal persons / Committee members for mainstreaming in NWPC's Projects and Programs (PAPs).	GASS: General Administration and Support Services	Attend intensive GAD trainings (gender analysis, monitoring and evaluation and gender mainstreaming)	GAD Focal Persons / Committee members attended at least two (2) intensive GAD seminars (Planning and Budgeting, Gender Analysis, etc.) - TARGET: GAD Focal Persons / Committee members trained on Planning and Budgeting, Gender Analysis, etc.	1) Inter-Agency Planning Workshop for Budget Utilization of GAD Initiatives held last 29 October 2018 attended by 1 female officer. 2) Regional Gender and Development Budget Fora conducted by PCW on 29 October 2018 attended by 1 RTWPB V female employee. 3) GAD Seminar Workshop sponsored by COA on 24-26 November 2018 participated by 2 female RTWPB 13 staff	300,000.00 GAA	9,000.00 GAA	NWPC	Done.



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5	Low level of awareness of both male and female NWPC employees on DOLE GAD Programs and Projects	Limited awareness on the initiatives and involvement of NWPC On GAD-related concerns and programs.	Familiarity to various GAD policies that has implications on NWPC programs.	GASS: General Administration and Support Services	Conduct of gender sensitivity training	All newly-hired personnel included in gender sensitivity trainings. - TARGET: Around 10 employees	1) Gender Sensitivity Training conducted by CSC RO-X on 3 May 2018 participated by 5 RTWPB-X employees 2) Refresher course in basic 7S practices in the workplace attended by 5 female participants for RTWPB-II	350,000.00 GAA	15,000.00 GAA	NWPC	Done.



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6	Low level of awareness of both male and female NWPC employees on DOLE GAD Programs and Projects	Limited awareness on the initiatives and involvement of NWPC on GAD-related concerns and programs.	GAD concepts, policies and related PAPs promoted and advocated	GASS: General Administration and Support Services	Participation in various activities with GAD perspective (e.g. Women's Month)	Participation of at least 10% of NWPC-Central Office and each of the 16 RTWPBs to Women's Month activities. - TARGET: At least 9-10 employees from the NWPC-Central Office and each of the 16 RTWPBs to Women's Month activities.	1) Seven (7) female NWPC participants attended the "We Make Change: Women Inspiring Women Forum" on 8 March 2018 2) Kick Off CY 2018 Women's Month Celebration participated by 6 RTWPB employees (Male-2 Female-4) on March 1, 2018 3) Attended the Araw ng Kasambahay conducted 4 February 2018 sponsored by DOLE-RO XI participated by 3 RTWPB female employees	350,000.00 GAA	18,000.00 GAA	NWPC	Done.
							SUB-TOTAL	10,440,800.00	10,549,000.00	GAA	
							TOTAL	10,440,800.00	10,549,000.00		



Prepared By:	Approved By:	Date
LOURDES M. SECILLANO	MARIA CRISELDA R. SY	02/27/2019
Chief, PID	Executive Director IV	

