

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET**

**FY 2019**

**Sequence No.:** 2018-005884

**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

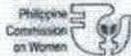
**Total GAD Budget** 66,051,050.00 **Primary Sources** 66,051,050.00

**Other Sources** 0.00

**% of GAD Allocation:** 31.63%

| 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**



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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   | GAD Budget   | Source of Budget | Responsible Unit /Office |
|---|---|--|---|--------------------------------------|--|---|--------------|------------------|--------------------------|
|   | 1   | 2  | 3   | 4                                    | 5  | 6   | 7            | 8                | 9                        |
| 1 | Lack of comprehensive data on the various issues and concerns of women workers in relation to their wages and productivity. | Limited GAD perspective of NWPC program planners and officers. | Improved mechanism to address various gender issues and concerns in relation to wages and productivity.               | MFO: Wage Regulation Services        | Monitor and assess the participation of women workers in the public hearings / consultations conducted.    | Percentage of women workers' participation in public consultations<br>Documentation of gender-related issues and concerns raised during the consultations/public hearings | 1,238,900.00 | GAA              | NWPC / All RTWPBs        |
| 2 | Lack of comprehensive data on the participation of women workers in the implementation of PIP action plans/programs         | Limited knowledge and appreciation of NWPC on GAD.             | Established data on the participation of women workers in the implementation of productivity action plans / programs. | MFO: Technical Advisory Services     | Monitor and assess the participation of women workers in the implementation of IP action plans / programs. | Assessment Report on the participation of women workers in the implementation of IP action plans/programs   | 731,150.00   | GAA              | NWPC / All RTWPBs        |

**ORGANIZATION-FOCUSED ACTIVITIES**



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|---|---|---|--|---|--|--|------------|------------------|---|
|   | 1   | 2   | 3  | 4   | 5  | 6  | 7          | 8                | 9   |
| 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 on GAD concepts and applications of GAD Focal persons/ Committee members for mainstreaming in NWPC's projects and programs | GASS: General Administrative and Support Services | Attend intensive GAD trainings (Gender analysis, monitoring and evaluation and gender mainstreaming) | GAD Focal Point System / Committee members attended at least two (2) intensive GAD seminar / convention / meetings annually                | 300,000.00 | GAA              | NWPC GAD Focal Persons in coordination with PCW |
| 4 | Non-integration of GAD related issue / information to office programs                                     | Limited commitment to study the proper integration of GAD to office programs and services               | Re-constitution of GAD Focal Point System (GAD Committee)  | GASS: General Administrative and Support Services | Reconstitution of GAD Focal Point System   | Office Order/Memorandum Circular GPB & GAD AR No. of GAD activities  | 50,000.00  | GAA              | NWPC  |
| 5 | Lack of concern to real life gender issues, especially regarding women                                    | Limited/varying perspectives of NWPC employees on various gender issues and concerns.                   | Conduct of GAD learning  | GASS: General Administrative and Support Services | Conduct of orientations on GAD and GAD related concerns.   | No. of women and men employees who participated. Assessment of NWPC employees on their GAD learnings through the use of an evaluation tool | 50,000.00  | GAA              | Administrative Division                         |



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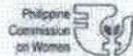


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|---|---|--|---|---|---|---|------------|------------------|---|
|   | 1   | 2  | 3   | 4   | 5   | 6   | 7          | 8                | 9   |
| 6 | Limited application of GAD in NWPC  | Lack of awareness on GAD concepts and its application            | Increased appreciation and application of GAD of NWPC employees | GASS: General Administrative and Support Services | GAD / GAD-related training and echo-sessions                                  | NWPC-wide support of GAD programs   | 50,000.00  | GAA              | NWPC-wide   |
| 7 | Low level of awareness of both male and female NWPC employees on DOLE GAD Programs and Projects | Limited involvement of NWPC on GAD-related concerns and programs | GAD concepts, policies and related PAPs promoted and advocated  | GASS: General Administrative and Support Services | Participation in various activities with GAD perspective (e.g. Women's month) | Participation of at least 10% of NWPC-Central and each of the 16 RTWPBs to Women's Month activities. TARGET: At least 10-50 employees from the NWPC-Central Office and each of the RTWPBs to Women's Month activities | 50,000.00  | GAA              | NWPC-Administrative Division in coordination with DOLE and/or PCW |

**ATTRIBUTED PROGRAM**

|   |  |  |  |  |  |  |               |     |                                  |
|---|--|--|--|--|--|--|---------------|-----|----------------------------------|
| 8 |  |  |  |  | Productivity Toolbox (HGDC Score: 13.16)   |  | 33,302,000.00 | GAA | NWPC - Training Division/ RTWPBs |
| 9 |  |  |  |  | Two Tiered Wage System (HGDC Score: 12.66) |  | 30,279,000.00 | GAA | NWPC / RTWPBs                    |
|   |  |  |  |  | <b>SUB-TOTAL</b>                           |  | 66,051,050.00 | GAA |                                  |
|   |  |  |  |  | <b>TOTAL GAD BUDGET</b>                    |  | 66,051,050.00 |     |                                  |



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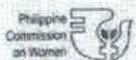
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