

**COMMENTS ON THE ANNUAL GAD ACCOMPLISHMENT REPORT
FY 2020**

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:	226,268,000.00		
Actual GAD Expenditure	37,140,815.50	Original Budget	1,870,000.00
		% Utilization of Budget	1,986.14
Actual GAA Expenditure	37,140,815.50	Original GAA Allocation	1,870,000.00
		% Utilization of Original	1,986.14
% of GAD Expenditure:	16.41%		

Thank you for submitting your FY 2020 GAD Accomplishment Report.

Additional comments:

FOR THE THREE (3) ATTRIBUTED PROGRAMS

*Kindly ensure to attach the appropriate accomplished Harmonized Gender and Development Guidelines (HGDD) Project Implementation, Management, Monitoring and Evaluation (PIMME) Checklist (that is Box 16 and 17, not Box 7a), the HGDD score of which is the basis for computing the cost that can be attributed to the GAD budget. In the accomplished HGDD checklist, kindly provide remarks on the self-rated scores per item for easy reference as we validate the self-rated score.

Moreover, please ensure to attach supporting documents such as project implementation reports and/or project briefer which contains the description of the projects, its purpose and objective, target beneficiaries, etc. We will be needing these documents to validate your self-rated score for the program/project you wish to attribute to the GAD budget.

For details and specific instructions on how to attribute programs/projects/activities and reflect these in your GAD AR, please refer to SECTION 5 of Memorandum Circular No. 2021-01: Submission of FY 2020 GAD Accomplishment Report.

Kindly return the enhanced document following our recommendations, on or before May 15, 2021. Please note that the review is limited to two pass so we hope that this will be integrated in the revised document you will send us by the deadline. Thank you.

GENERAL
COMMENTS

Philippine
Commission on
Women

April 30,
2021

GENERAL
COMMENTS

Philippine
Commission on
Women

April 30,
2021

Thank you for submitting your FY 2020 GAD Accomplishment Report.

Additional comments:

FOR THE THREE (3) ATTRIBUTED PROGRAMS

*Kindly ensure to attach the appropriate accomplished Harmonized Gender and Development Guidelines (HGDG) Project Implementation, Management, Monitoring and Evaluation (PIMME) Checklist (that is Box 16 and 17, not Box 7a), the HGDG score of which is the basis for computing the cost that can be attributed to the GAD budget. In the accomplished HGDG checklist, kindly provide remarks on the self-rated scores per item for easy reference as we validate the self-rated score.

Moreover, please ensure to attach supporting documents such as project implementation reports and/or project briefers which contain the description of the projects, its purpose and objective, target beneficiaries, etc. We will be needing these documents to validate your self-rated score for the program/project you wish to attribute to the GAD budget.

For details and specific instructions on how to attribute programs/projects/activities and reflect these in your GAD AR, please refer to SECTION 5 of Memorandum Circular No. 2021-01: Submission of FY 2020 GAD Accomplishment Report.

Kindly return the enhanced document following our recommendations, on or before May 15, 2021. Please note that the review is limited to two passes so we hope that this will be integrated in the revised document you will send us by the deadline. Thank you.

Thank you for submitting your FY 2020 Gender and Development (GAD) Accomplishment Report [GAD AR].

The Philippine Commission on Women (PCW) notes the implementation of your GAD programs, projects and activities and other GAD-related accomplishments for the period. We appreciate the efforts of NWPC in responding to the gender issues of its clientele and/or in addressing its commitments under national and international mandates on GAD.

Please note the following observations for your reference and guidance:

- For the three (3) Attributed Programs, only the accomplished PIMME Checklists were attached. The agency was not able to attach the supporting documents that would help us validate the self-rated HGDG score.

We hope that the aforementioned comment and recommendation will be considered in the preparation of succeeding GAD ARs of the agency.

May 20,
2021

We also recommend for the agency to prioritize the conduct of capacity development training on GAD and gender-mainstreaming for its GFPS and personnel. This includes the conduct of training on HGDG, so that the recommendations provided herein may already be applied in the succeeding planning and budgeting cycle.

Gender Issue /Gad Mandate (1)	Cause of Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Organization MFO/PAP or PPA (4)	GAD Activity (5)	Performance Indicators / Targets (6)	Actual Result (Output/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost /Expenditure (9)	Remarks (10)	
ORGANIZATION-FOCUSED ACTIVITIES										
1	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 / employees for mainstreaming in NWPC's projects and programs.	General Administrative Support Services	Organize / attend intensive GAD trainings (GSI, Gender Agenda Development).	GAD Focal Point System / Committee members attended at least two (2) intensive GAD seminar / convention / meetings annually. NWPC employees trained / oriented on GAD related programs (e.g. GSI, Gender Agenda Development)	Organized and implemented a 4-day in-housed webinar entitled "Gender and Development Webinar Series": 1) Deepening Session on Gender and Development on 10-11 December, attended by NWPC Directors, Board Secretaries and Division Chiefs 2) Gender Sensitivity and Awareness Orientation on 14-15 December, attended by all NWPC and RTWPB personnel. Both sessions with GAD Consultant Ms. Ma. Gichelle Cruz as Resource Speaker	500,000.00	102,000.00	
2	Non-integration of GAD related issue / information to office programs	Limited commitment to study the proper integration of GAD to office programs and services.	Improved understanding or increased commitment of GFPS members / employees on the importance of GAD in programs and services.	General Administrative Support Services	Conduct of orientation / trainings on GAD Tools like Gender Analysis, Evaluation and Monitoring and Gender Mainstreaming.	NWPC-wide integration of GAD to office programs Office Order / Memorandum Circular GPB & GAD AR No. of GAD activities.	1) Memorandum 119-2020 issued on 09 November 2020 requiring NWPC and RTWPBs personnel to attend Gender and Development Webinar 2) Conduct of corplanning activities which includes evaluation of programs and projects relative to gender sensitivity and equality.	800,000.00	610,000.00	

	Gender Issue /Gad Mandate (1)	Cause of Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Organization MFO/PAP or PPA (4)	GAD Activity (5)	Performance Indicators / Targets (6)	Actual Result (Output/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost /Expenditure (9)	Remarks (10)
3	Limited application of GAD in NWPC	Lack of awareness on GAD concepts and its application.	Increased appreciation and application of GAD of NWPC employees.	General Administrative Support Services	GAD / GAD-related training and echo-sessions (Violence Against Women Laws, Gender Analysis Skills / Tools, Orientation on HGDG Tool).	NWPC-wide support of GAD programs.	1) Aailed Fame Leader Academy's "Gender Responsive Planning and Budgeting" on October 20 to 21 with 5 participants at the CO level. 2) In Region 3, 1 employee attended the Webinar on Fundamentals of Gender Mainstreaming: Review on Policy Imperatives on GAD and GM Concepts	250,000.00	26,000.00	
4	Low level of awareness of both male and female NWPC employees on DOLE GAD Programs and Projects	Limited involvement of NWPC and GAD-related concerns and programs.	GAD concepts, policies and related PAPs promoted and advocated.	General Administrative 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. - At least 10-50 employees from the NWPC - Central Office and each of the RTWPBs to Women's Month activities.	Participated in the Women's Month Celebration though the following initiatives: 1) Wearing of purple shirt / blouse with PCW slogan, 2) Wearing of tshirts with #vawFree, 3) Displayed tarpaulin/banner with PCW's logo Participated in the End VAW activities thru:1) Posting of banner in the NWPC website, 2) Wearing of tshirts with #vawFree In Region 3: 12 men and 23 women joined and submitted their slogans during the Slogan Contest during the Women's Month Celebrations with 6 out out 35 participants winning the contest.	320,000.00	67,000.00	

ATTRIBUTED PROGRAM

Gender Issue /Gad Mandate (1)	Cause of Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Organization MFO/PAP or PPA (4)	GAD Activity (5)	Performance Indicators / Targets (6)	Actual Result (Output/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost /Expenditure (9)	Remarks (10)
-------------------------------	---------------------------	--	--	------------------	--------------------------------------	-------------------------------------	----------------------------------	------------------------------	--------------

5				Productivity Toolbox			0.00	11,329,510.50	Provided trainings/orientations to 11,568 MSMEs (137% of the total target) with 13,942 participants benefitted.
---	--	--	--	----------------------	--	--	------	---------------	---

COMMENTS:

Column 11: [Apr 30 2021 12:13:45 PM]:
Anika Hanna B. Abiog

Kindly ensure to attach the appropriate accomplished Harmonized Gender and Development Guidelines (HGDG) Project Implementation, Management, Monitoring and Evaluation (PIMME) Checklist (that is Box 16 and 17, not Box 7a), the HGDG score of which is the basis for computing the cost that can be attributed to the GAD budget. In the accomplished HGDG checklist, kindly provide remarks on the self-rated scores per item for easy reference as we validate the self-rated score.

Moreover, please ensure to attach supporting documents such as project implementation reports and/or project briefer which contains the description of the projects, its purpose and objective, target beneficiaries, etc. We will be needing these documents to validate your self-rated score for the program/project you wish to attribute to the GAD budget.

For details and specific instructions on how to attribute programs/projects/activities and reflect these in your GAD AR, please refer to SECTION 5 of Memorandum Circular No. 2021-01: Submission of FY 2020 GAD Accomplishment Report.

6				Two Tiered Wage System			0.00	24,987,501.00	Tier 1: 1) 6 public consultations/public hearings conducted, 2) 1 wage order issued (RB II) and 3) 2 domestic workers wage orders issued (RBs: II & XII) Tier 2: 1) 633 MSMEs (182%) provided with technical assistance on designing productivity-based incentive schemes and 2) 26 (163%) policy advocacy sessions on PBIS conducted (CO-1, RBs-25)
---	--	--	--	------------------------	--	--	------	---------------	---

COMMENTS:

	Gender Issue /Gad Mandate (1)	Cause of Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Organization MFO/PAP or PPA (4)	GAD Activity (5)	Performance Indicators / Targets (6)	Actual Result (Output/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost /Expenditure (9)	Remarks (10)
--	-------------------------------	---------------------------	--	--	------------------	--------------------------------------	-------------------------------------	----------------------------------	------------------------------	--------------

Column 11: [Apr 30 2021 12:14:28 PM]:
Anika Hanna B. Abiog

Kindly ensure to attach the appropriate accomplished Harmonized Gender and Development Guidelines (HGDG) Project Implementation, Management, Monitoring and Evaluation (PIMME) Checklist (that is Box 16 and 17, not Box 7a), the HGDG score of which is the basis for computing the cost that can be attributed to the GAD budget. In the accomplished HGDG checklist, kindly provide remarks on the self-rated scores per item for easy reference as we validate the self-rated score.

Moreover, please ensure to attach supporting documents such as project implementation reports and/or project briefer which contains the description of the projects, its purpose and objective, target beneficiaries, etc. We will be needing these documents to validate your self-rated score for the program/project you wish to attribute to the GAD budget.

For details and specific instructions on how to attribute programs/projects/activities and reflect these in your GAD AR, please refer to SECTION 5 of Memorandum Circular No. 2021-01: Submission of FY 2020 GAD Accomplishment Report.

7

Health, Safety and Welfare Programs

0.00

18,804.00

Conducted two (2) webinars on mental health amidst the pandemic A total of six (6) health protocol-related issuances were promulgated as a response to the ongoing pandemic

COMMENTS:

Column 11: [Apr 30 2021 12:15:02 PM]:
Anika Hanna B. Abiog

Kindly ensure to attach the appropriate accomplished Harmonized Gender and Development Guidelines (HGDG) Project Implementation, Management, Monitoring and Evaluation (PIMME) Checklist (that is Box 16 and 17, not Box 7a), the HGDG score of which is the basis for computing the cost that can be attributed to the GAD budget. In the accomplished HGDG checklist, kindly provide remarks on the self-rated scores per item for easy reference as we validate the self-rated score.

Moreover, please ensure to attach supporting documents such as project implementation reports and/or project briefer which contains the description of the projects, its purpose and objective, target beneficiaries, etc. We will be needing these documents to validate your self-rated score for the program/project you wish to attribute to the GAD budget.

For details and specific instructions on how to attribute programs/projects/activities and reflect these in your GAD AR, please refer to SECTION 5 of Memorandum Circular No. 2021-01: Submission of FY 2020 GAD Accomplishment Report.

SUB-TOTAL	37,140,815.50	1,870,000.00	GAA
TOTAL	37,140,815.50	1,870,000.00	

Prepared By:



LOURDES M. SECILLANO

Chief, Planning and Information Division

Approved By:



MARIA CRISELDA R. SY

Executive Director IV

Date

06/10/2021