

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2021**

Sequence No.: 2021-010746

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: 248,021,000.00

Total GAD Budget 48,699,408.00 Primary Sources 48,699,408.00

Other Sources 0.00

% of GAD Allocation: 19.64%

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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**LOURDES M. SECILLANO
CHIEF, PLANNING AND
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**MARIA CRISELDA R. SY
EXECUTIVE DIRECTOR IV**



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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 offices	Improved mechanism to address various gender issues and concerns in relation to wages and productivity	MFO: Wage Regulatory Program	1) Identify/invite women's groups / associations to participate in public hearings & consultations 2) Monitor the participation of women in public hearings & consultations 3) Document gender-related issues and concerns raised during the public hearings & consultations, if any and 4) Encourage management and labor sectors to nominate female board members to participate in the minimum wage fixing	1) Number/percentage of recorded women participants in public hearings & consultations and 2) Discussion of gender-related issues and concerns reflected in the documentation, if any	4,294,000.00	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: Enterprise Productivity Improvement Program	Monitor and assess the participation of women workers in the implementation of productivity improvement programs (PIPs).	Inclusion of documentation of the participation of women workers in the implementation of improvement program action plans/programs	6,608,000.00	GAA	NWPC / All RTWPBs



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ORGANIZATION-FOCUSED ACTIVITIES									
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	500,000.00	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	Enhanced commitment of the concerned group/unit/ individual in the integration of GAD to programs and projects	GASS: General Administrative and Support Services	Review of plans and programs to be led by the GAD Focal Point System based on the learnings on the trainings attended on GAD	1) NWPC-wide integration of GAD to office programs Office Order/Memorandum Circular GPB & GAD AR2) Number / list of memo / office orders distributed in relation to GAD activities.	150,000.00	GAA	NWPC
5	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 (Violence Against Women Laws, Gender Analysis	NWPC-wide support of GAD programs thru conduct of orientation/ trainings for the employees 2 Training programs for NWPC employees	350,000.00	GAA	NWPC - Administrative Division in coordination with DOLE and PCW



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6	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 employees from the NWPC-Central Office and at least 2 from each RTWPBs to Women's Month activities	500,000.00	GAA	NWPC / All RTWPBs
ATTRIBUTED PROGRAM									
7					Productivity Toolbox HGDG Score 14.34		18,148,704.00	GAA	NWPC / All RTWPBs
8					Two Tiered Wage System HGDG Score 14.34		18,148,704.00	GAA	NWPC / All RTWPBs
SUB-TOTAL							48,699,408.00	GAA	
TOTAL GAD BUDGET							48,699,408.00		

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Date

03/01/2021



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