

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2022**

<b>Sequence No.:</b> 2022-012642			
<b>Organization:</b> National Wages and Productivity Commission		<b>Organization Category:</b> National Government, Attached Agency	
<b>Organization Hierarchy:</b> Department of Labor and Employment, National Wages and Productivity Commission			
<b>Total Budget/GAA of Organization:</b>	245,784,000.00		
<b>Total GAD Budget</b>	37,446,189.50	<b>Primary Sources</b>	37,446,189.50
		<b>Other Sources</b>	0.00
<b>% of GAD Allocation:</b>	15.24%		

	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
<b>CLIENT-FOCUSED ACTIVITIES</b>									



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*[Signature]*  
**LOURDES M. SECILLANO**  
 CHIEF, PLANNING AND  
 INFORMATION DIVISION

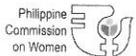
*[Signature]*  
**MARIA CRISelda R. SY**  
 EXECUTIVE DIRECTOR IV  
*[Initials]*



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1	Lack of comprehensive information on gender-related issues and concerns on wages and productivity/Lack of comprehensive information on gender-related issues and concerns on wages and productivity	The minimum wage policy, as designed, does not distinguish between male and female workers given its universal intent to protect all vulnerable workers from undue low wages.	Improve mechanism to generate and address gender-related issues on wages and wage-related concerns.	MFO: Wage Regulatory Program	1 Identify and invite women's groups/associations to participate in public hearings and consultations and monitor their participation2. Discuss and document gender-related issues and concerns raised during public hearings and consultations, if any and monitor the decisions and actions taken on the issue.	1. Number/percentage of recorded women participants/groups in public hearings and consultations2.Number of gender-related issues discussed and actions taken, if any, as indicated in the highlights of public hearings and consultations and3. Discussion of gender-related issues and concerns and actions, if any, to address such as reflected in Board's minutes of meeting	4,379,000.00	GAA	NWPC / All RTWPBs
2	Lack of gender perspective on the conduct of productivity advocacy programs./Lack of gender perspective on the conduct of productivity advocacy programs.	Gender perspective were not considered in the development and implementation of advocacy programs.	Improve mechanism to generate and address problems gender-related on advocacy programs implemented.	MFO: Productivity Olympics / National Productivity Conference / Learning Sessions	1. Identify criteria in the Productivity Olympics that will include gender concerns 2. Encourage participation of both men, women and youth in advocacy programs 3. Conduct of Gender equality and social inclusion related topics during Women's Month Celebration	1. Developed gender sensitive criteria 2. Number/ percentage of women employed in participating establishments 3. Number of GESI topics conducted and the corresponding SDD participants attended the NWPC LS	110,000.00	GAA	NWPC / All RTWPBs



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3	Gender perspective were not considered in the development and implementation of productivity improvement programs/Gender perspective were not considered in the development and implementation of productivity improvement programs.	Gender issues and concerns were given inadequate consideration in the development and implementation of PIPs.	Gender equality and social inclusivity shall be considered in the development of training materials and conduct of productivity training programs.	MFO: Enterprise Productivity Program	1. Ensure GESI in the in the development and conduct of productivity training programs 2. Encourage participation of both men & women in the development and implementation of PIPs and memberships in productivity committees	1. Gender sensitive training materials and presentations developed 2. SDD of participants on productivity improvement programs and committee membership 3. monitor identified gender specific concerns in the development of productivity improvement programs, if any	6,628,000.00	GAA	NWPC / All RTWPBs
<b>ORGANIZATION-FOCUSED ACTIVITIES</b>									
4	Lack of gender perspective in productivity and productivity-related statistics/researches, surveys and reports as inputs to policy formulation/Lack of gender perspective in productivity and productivity-related statistics/researches, surveys and reports as inputs to policy formulation	Labor productivity and other related productivity statistics as designed does not distinguish between male and female limited knowledge of gender perspective on surveys and research.	Improve mechanism to generate and address gender-related issues on productivity and productivity-related concerns.	MFO: Support to Operations	Discuss and document gender-related issues and concerns raised in journals or discussions.	1. Discussion of gender-related issues and concerns and actions documented, if any 2. Developed gender-based/sensitive administrative data/statistics, survey instruments and reports	10,000.00	GAA	NWPC / All RTWPBs



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 EXECUTIVE DIRECTOR IV



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5	Limited organizational knowledge on Gender and Development/Limited organizational knowledge on Gender and Development	Inadequate training on the different facets of Gender and Development.	Deepen understanding of all NWPC and RTWPBs employees on concepts, principles, and mainstreaming strategies and good practices on Gender and Development in the workplace.	MFO: Support to Operations	Conduct of at least 2 GAD webinar series. Possible Topics: 1.The GAD Agenda: Formulating the GAD Strategic Framework and GAD Strategic Plan 2. How to integrate Gender in Project Development 3. Gender Equity in Project Monitoring and Evaluation 4. Training related to the processing of Sex-Disaggregated Data / Encourage management and labor sectors to nominate female representatives as Regional Board Members	1. At least two (2) GAD webinars/trainings conducted 2. At least 80% of personnel attended the GAD trainings 3. Developed a customized-agency GAD Strategic Plan 4. Included gender and development as a core topic in the orientation of new Board Members 5. All new Board Members oriented on gender and development concepts and principles.	190,000.00	GAA	NWPC / All RTWPBs
6	Lack of GAD advocacy promotion in the workplace/Lack of GAD advocacy promotion in the workplace	Limited information dissemination on GAD concepts/ practices within the organization.	Promote public awareness of the GAD practices and activities within the NWPC.	MFO: Support to Operations	1. Document and advocate existing good practices that exhibit GAD perspective 2. Develop GAD Corner in the NWPC website and bulletin boards	Functional and accessible GAD Corner posted in the NWPC Website	50,000.00	GAA	NWPC



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7	Inadequate support mechanisms to enable optimal breastfeeding practices in the workplace/Inadequate support mechanisms to enable optimal breastfeeding practices in the workplace	Limited appreciation on the significant human and economic benefits of breastfeeding (i.e. healthier children, more productive female employees, and increased employee retention).	Promote and implement breastfeeding support mechanisms in the workplace.	MFO: Support to Operations	1. Establishment of exclusive and properly equipped lactation room in the workplace 2. Promotion of lactation break for nursing mothers to express milk 3. Conduct of orientation for personnel on the benefits of breastfeeding and its impact on job productivity and employee retention	1. Established lactation room 2. Issued policy promoting the use of the lactation room and strict implementation of lactation break for nursing mothers and 3. Number of conducted orientations on breastfeeding with number of personnel who attended these orientations	250,000.00	GAA	NWPC
8	Lack of gender lens in the development of training / learning session presentation materials/Lack of gender lens in the development of training / learning session presentation materials	Limited knowledge on Gender Analysis or identification of relevant gender issues in connection with program or project development.	Ensure that all training presentation materials are gender sensitive.	MFO: Support to Operations	Upgrade modules to be gender sensitive and responsive.	1. Training modules upgraded to be gender sensitive and responsive 2. At least 2 NWPC Learning Sessions on GESI conducted	150,000.00	GAA	NWPC



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9	Lack of cross tabulation gender lens/ perspective in wage and wage-related researches, studies and reports as inputs to policy formulation/Lack of cross tabulation gender lens/ perspective in wage and wage-related researches, studies and reports as inputs to policy formulation	Limited knowledge and appreciation of gender dimension in research, studies and reports used as inputs to policy formulation.	Mainstream gender perspective in research and program assessment.	MFO: Support to Operations	Incorporate gender perspective / dimension in: concept notes/proposals, research instruments, research reports (e.g. section on gender analysis) and wage/wage-related databases.	Mainstreamed gender-perspective on research, studies and reports and related documents.	772,000.00	GAA	NWPC
10	Low participation of regional boards in the planning and decision-making structures and processes within the agency./Low participation of regional boards in the planning and decision-making structures and processes within the agency.	Limited participation due to the current CO-centralized GFPS.	Holistic participation of all regional boards in the formulation of the agency's GAD strategies and implementing gender-responsive policies, programs and projects.	MFO: Support to Operations	1. Review of the Proposed GFPS Restructuring 2. Convene the new GFPS to discuss the functions and align the agency's mandate 3. Formulate surveillance mechanisms to enable regional boards to track the knowledge,	1. Number of new GAD strategies, programs, activities and projects based on the results of the gender audit, gender analysis and according to the identified priorities of the agency.	10,000.00	GAA	NWPC
<b>ATTRIBUTED PROGRAM</b>									
11					Productivity Toolbox		24 897,189.50	GAA	NWPC / All RTWPBs
<b>SUB-TOTAL</b>							37,446,189.50	GAA	
<b>TOTAL GAD BUDGET</b>							37,446,189.50		



Prepared By:	Approved By:	Date
 LOURDES M. SECILLANO	 MARIA CRISELDA R. SY	
Chief, Planning and Information Division	Executive Director IV	02/21/2022

