

**COMMENTS ON THE ANNUAL GAD ACCOMPLISHMENT REPORT
FY 2021**

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		
Actual GAD Expenditure	48,457,286.75	Original Budget	48,699,408.00
		% Utilization of Budget	99.50
Actual GAA Expenditure	48,457,286.75	Original GAA Allocation	48,699,408.00
		% Utilization of Original	99.50
% of GAD Expenditure:	19.54%		

Thank you for submitting your FY 2021 GAD Accomplishment Report (GAD AR). Please find below our comments for its enhancement as follows:

- a) Kindly provide the total number of female and male participants who have attended the trainings (Under Column 7 Actual Results of Rows 3, 5, and 6).
- b) Kindly provide additional details about the Pros and Cons of Work from Home webinar including whether GAD or the use of gender perspective was integrated in the discussions of the webinar (Row 6).
- c) You may attribute to the GAD budget the salary of personnel who organized and/or participated in the webinars based on the number of hours spent in attending the GAD-related webinars. (Row 6)
- d) For the two (2) GAD-Attributed Programs in Rows 7 and 8, since this is already implemented, and as a requirement in preparing the GAD AR -- the appropriate HGDG Checklist that must be accomplished is the HGDG PIMME Checklist or Box 16 Project Implementation and Management and Box 17 Monitoring and Evaluation Checklist.

In accomplishing the HGDG PIMME Checklist, kindly provide remarks under Column 3 for all elements that have partial yes or full yes scores and cite the specific documents that contains the evidence to merit that score. If you have no evidence or specific document to cite on the specific item in the checklist then the score for that item should be zero. As your reviewer my only reference to validate the score is the specific document in every question/element so we hope that the agency will be able to properly cite and reflect it.

In addition, kindly ensure that the GAD attributed budget is computed based on the following computation:

For example, HGDG score is 11.17, and the program expenditure for 2021 is 1,379,125 (Note: Kindly use the expenditure or the actual cost for FY 2021 and not the proposed budget reflected in the GPB)

$$11.17/20 \times 100 = 55.85\% \times 1,379,125 = 770,241.31$$

Please note that this is already the first pass review. As stated in Section 2.2 of MC No. 2021-06: Submission of FY 2021 GAD Accomplishment Report:

"Once received, the PCW will review the GAD AR, provide comments, observations, and remarks, and return to the agency. A maximum of two passes of review will be undertaken by the PCW on the submitted GAD AR. This means that the first set of comments in the first pass, if any, should be considered/responded to in the second/final submission of the agency. The second/final GAD AR submission will be the basis for the final comments, observations and remarks."

Kindly incorporate the requested changes in the GAD AR and send the enhanced document to PCW which will be the basis in determining our final observations and remarks for the second and final pass review. Kindly return the enhanced document on or before May 4, 2022.

Thank you.

GENERAL
COMMENTS

Philippine
Commission on
Women

April 04, 2022

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April 04, 2022

	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)
CLIENT-FOCUSED ACTIVITIES										
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	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	(RTWPB IVB) 39% of women participated in Wage Consultations with various government agencies to review the socio-economic situation in MIMAROPA held on March 12, April 20, May 11, June 15, August 13 & Sept 28 (public consultations/ hearings were postponed due to pandemic) Male: 50 and Female: 26 (RTWPB XII) 390 women participants from the 563 overall attendance in public hearings & consultations (RTWPB XIII) Conducted 2 Board Meetings per month reviewing socio-economic conditions. This was attended by 5 board members (3 female, 2 male) and 8 Secretariat (5 female and 3 male), amounting to 62% female attendance every meeting.	4,294,000.00	4,508,875.83	

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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	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	(CENTRAL OFFICE) 3,320 MSMEs benefitted from productivity trainings with 3,927 participants (146%) 66% or 2,197 out of 3,320* MSMEs trained with PIP/action plans implemented 100% or 3,923 out of 3,925 respondents rated training services as satisfactory or better 1,000 MSMEs provided with technical assistance on designing productivity-based incentive schemes (125%) (RB-01) 173 firms were provided productivity trainings which was attended by 349 employees/ employers (135 males and 213 females,1 SC) (RB-02) 198 firms were given trainings which was attended by 167 employers/employees (67 males and 137 females) (RB-MIMAROPA) Female participants is 70% or 149 out of 214 participants of the 19 trainings conducted (RB-VI) 606 firms participated in productivity orientations/ trainings with action plans assessed. There were 647 participants (Male 273 Female 374)	6,608,000.00	6,677,595.62	
ORGANIZATION-FOCUSED ACTIVITIES										

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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	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	(CENTRAL OFFICE) Conducted GAD webinars on: 1. Part 1: Gender Mainstreaming as a Strategy to Mainstream Magna Carta of Women (March 18-19). It was attended by 7 male and 6 female participants. 2. Part 2: Gender Mainstreaming as a National Strategy to Mainstream Magna Carta of Women (April 15-16). It was attended by 7 male and 6 female participants. (RB-MIMAROPA) Board Secretary (male) attended the GAD Webinar Series 1. Understanding Sexual Harassment & Safe Spaces Act (Mar 9) 2. Gender Mainstreaming as a National Strategy to Mainstream MCW (Mar 18-19 & Apr 15-16) 3. Gender Analysis Framework, Tools, and Application (May 12, 14, & 21) 4. Harmonized Gender and Development Guidelines (June 16-18) 5. Orientation on Gender Fair Language and Images (June 11 & 30)	500,000.00	1,948,229.55	

COMMENTS:

Column 7: Anika Hanna B. Abiog [Apr 04 2022 6:44:01 PM]: Kindly provide the total number of female and male participants who have attended the trainings.

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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	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 AR 2) Number / list of memo / office orders distributed in relation to GAD activities.	1) Memorandum on 2021 Gender and Development Webinar series directing all NWPC and RTWPB personnel to participate (January 25) 2) Memorandum No. 074-2021 (Webinar on GAD Responsive Planning and Budgeting (June 25)	150,000.00	210,245.05	
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	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	Conducted GAD Webinars on: 1. Understanding Sexual Harassment and Safe Spaces Act (March 09) M 49 F 108 2. Gender Analysis Frameworks, Tools and Application (May 12 & 14) M 6, F 5 3. Orientation on Gender Fair Language and Images (June 11 & 30) M 44, F 97	350,000.00	1,366,489.77	
COMMENTS:										
Column 7: Anika Hanna B. Abiog	[Apr 04 2022 6:44:29 PM]:	Kindly provide the total number of female and male participants who have attended the trainings.								

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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	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	Conducted the following activities during the Women's month celebration: 1, "He Says, She Says" (Water Cooler) on the topic Millennial Stereotypes and Gender Bias (M 22, F 45) 2. Pros and Cons of Work from Home Arrangement - featured insights of female and male employees about alternative work arrangements (M 22, F 45) 3. "Who Is Your Real Life Wonder Woman"	500,000.00	409,946.93	

COMMENTS:

Column 9: Anika Hanna B. Abiog	[Apr 04 2022 6:46:36 PM]:	<i>You may attribute to the GAD budget the salary of personnel who organized and/or participated in the webinars based on the number of hours spent in attending the GAD-related webinars.</i>
Column 7: Anika Hanna B. Abiog	[Apr 04 2022 6:45:25 PM]:	<i>Kindly provide additional details about the Pros and Cons of Work from Home webinar including whether GAD or the use of gender perspective was integrated into the discussions of the webinar. Kindly provide the total number of female and male participants who have participated in the webinars.</i>

ATTRIBUTED PROGRAM

7					Productivity Toolbox PIMME Score 13.17			18,148,704.00	16,667,952.00	
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Column 11: Anika Hanna B. Abiog	[Apr 04 2022 6:47:46 PM]:	<p>For the two (2) GAD-Attributed Programs, since this is already implemented, and as a requirement in preparing the GAD AR -- the appropriate HGDG Checklist that must be accomplished is the HGDG PIMME Checklist or Box 16 Project Implementation and Management and Box 17 Monitoring and Evaluation Checklist.</p> <p>In accomplishing the HGDG PIMME Checklist, kindly provide remarks under Column 3 for all elements that have partial yes or full yes scores and cite the specific documents that contains the evidence to merit that score. If you have no evidence or specific document to cite on the specific item in the checklist then the score for that item should be zero. As your reviewer my only reference to validate the score is the specific document in every question/element so we hope that the agency will be able to property cite and reflect it.</p> <p>In addition, kindly ensure that the GAD attributed budget is computed based on the following computation:</p> <p>For example, HGDG score is 11.17, and the program expenditure for 2021 is 1,379,125 (Note: Kindly use the expenditure or the actual cost for FY 2021 and not the proposed budget reflected in the GPB)</p> <p>$11.17/20 \times 100 = 55.85\% \times 1,379,125 = 770,241.31$</p>								
8					Two Tiered Wage System PIMME Score 13.17			18,148,704.00	16,667,952.00	
							SUB-TOTAL	48,699,408.00	48,457,286.75	GAA
							TOTAL	48,699,408.00	48,457,286.75	

Prepared By:	Approved By:	Date 05-24-22
		
LOURDES M. SECILLANO	MARIA CRISELDA R. SY	
Chief, Planning and Information Division	Executive Director IV <i>just</i>	