



27 June 2023

ATTY. KRISTINE ROSARY E. YUZON-CHAVES

Executive Director
Philippine Commission on Women
1145 J.P. Laurel St., San Miguel, Manila

Dear **Executive Director Yuzon-Chaves:**

May we submit the signed copy of the 2023 NWPC GAD Plan and Budget as reviewed and endorsed by Ms. Claire Ruzzel A. Esturas, PCW Senior GAD Specialist.

Thank you very much.

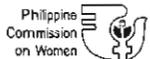
Very truly yours,

MARIA CRISELDA R. SY
Executive Director IV

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2023**

Sequence No.: 2023-015973			
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:	271,029,000.00		
Total GAD Budget	13,576,000.00	Primary Sources	13,576,000.00
		Other Sources	0.00
% of GAD Allocation:	5.01%		

	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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 CHIEF, PLANNING AND INFORMATION DIVISION


MARIA CRISELDA R. SY
 EXECUTIVE DIRECTOR IV



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1	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	Gender perspective integrated in the development and implementation of advocacy programs.	MFO: OO1: Enterprise Productivity Improvement Program - National Productivity Conference/ Productivity Olympics	Conduct of National Productivity Conference / Productivity Olympics	"1. Number of gender-responsive criteria for PO developed - two (2) criteria for PO developed2. Number of gender-responsive IEC materials/forms developed - two (2) IEC materials/forms developed3. Number of women entrepreneurs invited in the NPC/PO - at least 75 women entrepreneurs invited in the NPC/PO	2,500,000.00	GAA	NWPC / RTWPBs



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2	Limited gender perspective in the development and implementation of wages and productivity improvement programs/Limited gender perspective in the development and implementation of wages and productivity improvement programs	Gender issues and concerns were given inadequate consideration in the development and implementation of PIPs and PBIS.	Gender perspective integrated into the development of training materials and conduct of productivity training program.	MFO: OO1: Enterprise Productivity Improvement Program	Review / Enhancement of Productivity Toolbox and PBIS Training and Technical Assistance Materials	Number of gender-sensitive/responsive training materials developed - one (1) training material developed	4,930,000.00	GAA	NWPC / RTWPBs



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3	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./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.	Existing mechanism does not generate and address gender-related issues on wages and wage-related concerns	Improve mechanism to generate and address gender-related issues on wages and wage-related concerns.	MFO: OO2: Wage Regulatory Program	Conduct of public hearings and consultations	"1. Percentage of women participants/groups in public hearings and consultations - at least 10% of the total participants2. Number of gender-related issues discussed and actions taken, as indicated in the highlights of public hearings and consultations and as reflected in the Board's minutes of meeting - at least one (1) gender-related issue"	4,901,000.00	GAA	NWPC / RTWPBs

ORGANIZATION-FOCUSED ACTIVITIES



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4	Lack of gender lens / perspective in wage and wage-related researches, studies and reports as inputs to policy formulation./Lack of 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.	Gender perspective mainstreamed in research and program assessment.	GASS: General Administrative and Support Services	"Integration of gender perspective / dimension in concept notes / proposals and research instruments."	Number of researches, studies and related documents integrated with gender perspective - at least two (2) researches, studies, and related documents	400,000.00	GAA	NWPC / RTWPBs
5	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.	GASS: General Administrative and Support Services	"Integration of gender perspective / dimension in concept notes / proposals and research instruments."	Number of researches, studies and related documents integrated with gender perspective - at least two (2) researches, studies and related documents	100,000.00	GAA	NWPC / All RTWPBs



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6	Limited organizational knowledge on Gender and Development/Limited organizational knowledge on Gender and Development	Inadequate training on the different facets of Gender and Development	NWPC and RTWPBs employees gained deeper understanding on concepts, principles and mainstreaming strategies and good practices on Gender and Development in the workplace.	GASS: General Administrative and Support Services	Conduct of GAD webinars / trainings	1. Number of GAD webinars/ trainings provided/conducted - at least two (2)2. Percentage of personnel attended the GAD webinars/trainings - at least 80%	150,000.00	GAA	NWPC / All RTWPBs
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, increased employee retention, more savings)	Promote and implement breastfeeding support mechanisms in the workplace, be certified as a breastfeeding friendly government office	GASS: General Administrative and Support Services	Maintenance of the established lactation room	1. Number of lactation room maintained - one (1) fully equipped and compliant lactation room 2. Number of policy issued promoting the use of the lactation room - one (1) policy issued	75,000.00	GAA	NWPC / All RTWPBs



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8	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, increased employee retention, more savings)	Promote and implement breastfeeding support mechanisms in the workplace, be certified as a breastfeeding friendly government office	GASS: General Administrative and Support Services	Conduct of orientation for personnel on the benefits of breastfeeding, its impact on job productivity, employee retention, and the economy in general	Number of orientations on breastfeeding conducted - at least two (2)	75,000.00	GAA	NWPC / All RTWPBs
9	Limited gender lens in the development of training/learning session presentation materials/Limited 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.	1) Ensure that all training presentation materials are gender sensitive 2) Develop training topics that will accelerate the participation and equitable representation of women	GASS: General Administrative and Support Services	Integration of gender-sensitive/responsive dimension in training modules	Number of training modules enhanced to be gender sensitive/ responsive - at least two (2) training modules.	75,000.00	GAA	NWPC / All RTWPBs

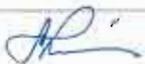
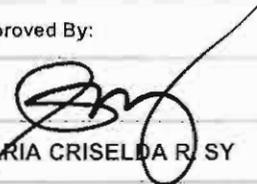


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10	Limited gender lens in the development of training/learning session presentation materials/Limited gender lens in the development of training/learning session presentation materials	Limited knowledge on Gender Analysis or identification of relevant gender issues in connection with program or project development.	1) Ensure that all training presentation materials are gender sensitive 2) Develop training topics that will accelerate the participation and equitable representation of women	GASS: General Administrative and Support Services	Conduct NWPC Learning Sessions on GESI and GAD	Number of learning sessions on GESI and GAD conducted - at least two (2) learning sessions	75,000.00	GAA	NWPC / All RTWPBs
11	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	GASS: General Administrative and Support Services	Formulation / development of NWPC's GAD Agenda	Number of personnel from Regional Boards who attended the workshop on the formulation/development of NWPC's GAD Agenda - at least one (1) personnel from the Regional Boards	75,000.00	GAA	NWPC / All RTWPBs



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12	Lack of in-depth analysis on sex disaggregated data from information gathered through the different programs of the agency./Lack of in-depth analysis on sex disaggregated data from information gathered through the different programs of the agency.	Gap/s in the capacity of the organization to integrate a gender dimension in its programs, systems or structure	To provide a more comprehensive understanding of the differences between women and men on various working conditions and dimensions in order to develop better policies and programs.	GASS: General Administrative and Support Services	Issuance of a memorandum for program managers to conduct a preliminary analysis and evaluation of the sex disaggregated data that has been previously collected from the different programs of the agency.	Number of programs with evaluation of the sex-disaggregated data - at least two (2)	100,000.00	GAA	NWPC / All RTWPBs
13	Limited information dissemination on GAD concepts/ practices within the organization/Limited information dissemination on GAD concepts/ practices within the organization	Inadequate GAD advocacy promotion in the workplace	Improved awareness among employees on GAD practices and activities within the NWPC	GASS: General Administrative and Support Services	Conduct of information dissemination on GAD practices and activities.	Percentage of employees who attended activities/programs - at least 80%	120,000.00	GAA	NWPC / All RTWPBs
SUB-TOTAL							13,576,000.00	GAA	
TOTAL GAD BUDGET							13,576,000.00		



Prepared By:	Approved By:	Date
		
LOURDES M. SECILLANO	MARIA CRISELDA R. SY	06/26/2023
Chief, Planning and Information Division	Executive Director IV	



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