

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2024**

Reference: Direct Encoding (No GPB in database)				
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:	275,395,000.00			
Actual GAD Expenditure	18,464,871.20	Original Budget	15,145,000.00	
		% Utilization of Budget	121.92	
% of GAD Expenditure:	6.70%			

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
CLIENT-FOCUSED ACTIVITIES											

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
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1	Inadequate SDD/GAD Database for men and women workers/Inadequate SDD/GAD Database for men and women workers	Gap/s in the capacity of the organization to integrate a gender dimension in its programs, systems or structure	GAD database established and maintained relative to wages, incomes, and productivity.	MFO: Productivity Olympics, National Productivity Conference	Activities include: 1) Establish and maintain SDD in the report and documentation of the National Productivity Conference 2) Establish and maintain SDD in the results of the PIPGS and 3) Include a gender-related topic for the National Productivity Conference.	Number of collected sex-disaggregated data (SDD) from research-related documents and activities on wages, incomes, and productivity. - 2 research/activities with SDD collected/ analyzed	Two (2) research/activities with SDD collected/analyzed:1. 2021/2022 ISLE Rider Survey Productivity Improvement Program (PIP) and Gainsharing (GS) PracticesThe results of the 2021/2022 Productivity Improvement Program and Gainsharing Scheme (PIPGS), incorporating SDD and GAD data, have been published on the NWPC Facebook page and website.A total of 1.67 million workers across 14,774 establishments were covered under the program. Of these, 56% (935,094) are male and 44% (733,698) are female.Breakdown by Job Category:- 86% (1,439,447) are rank-and-file or production workers- 9% (143,202) are supervisors or foremen- 5% (86,142) hold managerial or executive positions2. National Productivity ConferenceThe National Productivity Conference (NPC) forms part of the projects handled by our Productivity Policy and Research Division to showcase relevant research/studies on productivity. It has integrated one topic to include a gender dimension titled MSMEs and the Gender Digital Divide: Assessing Progress and Closing the Gap.The NPC took place on 14 October 2024 at the Crowne Plaza Manila Galleria. This hybrid event attracted a total of 264 on-site delegates, comprising 51% males and 49% females. In addition, it was viewed by 442 unique viewers on Zoom. The conference was also broadcast live on NWPC's Official Facebook Page, reaching an audience of 14,520.	2,000,000.00 GAA	2,157,336.00 GAA	Productivity Policy and Research Division	Done.
2	Inadequate SDD/GAD Database for men and women workers/Inadequate SDD/GAD Database for men and women workers	Gap/s in the capacity of the organization to integrate a gender dimension in its programs, systems or structure	GAD database established and maintained relative to wages, incomes, and productivity.	MFO: Enterprise Productivity Program	Generate GAD database per training program with detailed % of female participants per training program	Number of Training Programs established with SDD and GAD Database- 1 additional training program with SDD and GAD database	All twenty-two (22) training programs included in the monitoring reports featured both SDD and GAD related information. In April 2024, the NWPC enhanced training forms by incorporating SDD into employee classification, considering factors such as position, employment status, and pay scheme. From January to December 2024, a total of 36,023 participants, comprising 38% male (13,624) and 62% female (22,399), participated in productivity orientation and training programs.	200,000.00 GAA	219,410.40 GAA	Training and Technical Services Division	Done.
3	Inadequate SDD/GAD Database for men and women workers/Inadequate SDD/GAD Database for men and women workers	Gap/s in the capacity of the organization to integrate a gender dimension in its programs, systems or structure	GAD database established and maintained relative to wages, incomes, and productivity.	MFO:Enterprise Productivity Program	Generate GAD database per training program with detailed % per training program	Number of monitoring reports with SDD and GAD database - 16 reports from the e-Prod Toolbox with SDD and GAD database	A total of 16 sets of monitoring reports, covering the 22 training programs in all 16 regions feature both SDD and GAD databases. In April 2024, the NWPC enhanced training forms by incorporating SDD into employee classification, considering factors such as position, employment status, and pay scheme. From January to December 2024, a total of 36,023 participants, comprising 38% male (13,624) and 62% female (22,399), participated in productivity orientation and training programs.	700,000.00 GAA	1,281,297.74 GAA	Training and Technical Services Division/Regional Tripartite Wages and Productivity Boards	Done. The difference between the proposed budget and actual expenditure is due to the increase in the number of trainings conducted by the Regional Tripartite Wages and Productivity Boards.

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4	Inadequate SDD/GAD Database for men and women workers/Inadequate SDD/GAD Database for men and women workers	Gap/s in the capacity of the organization to integrate a gender dimension in its programs, systems or structure	GAD database established and maintained relative to wages, incomes, and productivity.	MFO: Enterprise Productivity Program	Generate GAD database and conduct data/mapping	Number of monitoring reports with SDD and GAD database - 16 monitoring reports	A total of 16 sets of monitoring reports, covering the 22 training programs in 16 regions feature both SDD and GAD databases. In April 2024, the NWPC enhanced training forms by incorporating SDD into employee classification, considering factors such as position, employment status, and pay scheme. From January to December 2024, a total of 36,023 participants, comprising 38% male (13,624) and 62% female (22,399), participated in productivity orientation and training programs.	1,000,000.00 GAA	1,734,076.04 GAA	Training and Technical Services Division/Regional Tripartite Wages and Productivity Boards	Done. The difference between the proposed budget and actual expenditure is due to the cost incurred in the maintenance of the Cloud Hosting.
5	Inadequate SDD/GAD Database for men and women workers/Inadequate SDD/GAD Database for men and women workers	Gap/s in the capacity of the organization to integrate a gender dimension in its programs, systems or structure	GAD database established and maintained relative to wages, incomes, and productivity.	MFO:Wage Regulatory Program	Conduct data mapping/review existing data sources issue policy to standardize and set protocols for collection of SDD for all reports/programs	Number of monitoring reports with SDD and GAD database - 2 reports with SDD and gender statistics	1. Productivity-Based Incentive Scheme (PBIS)Sex-disaggregated data (SDD) on technical assistance (TA) is now available on a cumulative basis, providing comprehensive insights into our support efforts.2. Annual Establishment Report on Wages (AERW)The collection of SDD for enrolled MSMEs was completed in December. The subsequent report was submitted to the Department of Labor and Employment (DOLE), highlighting our commitment to inclusive data tracking and analysis.	700,000.00 GAA	1,007,476.21 GAA	WPRD/RBs	Done. The increase was attributed to the technical assistance provided by RTWPB personnel.
6	Inadequate SDD/GAD Database for men and women workers/Inadequate SDD/GAD Database for men and women workers	Gap/s in the capacity of the organization to integrate a gender dimension in its programs, systems or structure	GAD database established and maintained relative to wages, incomes, and productivity.	MFO:Support to Operations	Accomplish performance monitoring reports with gender-sensitive indicators of productivity-related documents and activities	Number of performance monitoring reports with gender-sensitive indicators- One performance monitoring report with gender-sensitive indicators	One performance monitoring report on Office Learning and DevelopmentThroughout 2024, NWPC and RTWPB personnel actively engaged in various training programs. From January to December, a total of 645 participants, 227 (35%) male and 418 (65%) female, took part in the offices learning and development initiatives.	300,000.00 GAA	450,000.00 GAA	Administrative Division	Done.

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7	Lack of Gender Analysis on Policies, programs, activities (HGDD)/Lack of Gender Analysis on Policies, programs, activities (HGDD)	Gender issues and concerns were given inadequate consideration in the development and implementation of policies, programs and activities	GA applied on priority policies, programs, activities and gender-related issues collated and documented for GAD policy issuance or program revision/updating for GAD mainstreaming	MFO: Wage Regulatory Program	1. Include policy discussions and document gender-related issues and concerns raised during consultations and discussions, if any and monitor the decisions and actions taken on the issue2. Identify and invite women's group/associations to participate in consultations, discussions, and data gathering and/or crafting of policies, programs and activities	Number of policy consultations conducted with gender-related issues identified and documented and reports submitted to policy makers - 1 policy consultation	The United Domestic Workers of the Philippines (UNITED), composed mostly of women, participated in a public consultation regarding a possible wage rate hike for the Kasambahay or domestic workers in Rizal on January 10. (Source: https://pia.gov.ph/new-wage-rates-eyed-for-kasambahays-in-calabarzon/)	2,800,000.00 GAA	3,116,424.04 GAA	Policy and Research Service/Regional Tripartite Wages and Productivity Boards	Done. The difference between the proposed budget and actual expenditure was due to the increase in the series of public hearings and consultation in accordance with the directives of the President on minimum wage fixing in all 16 Regions.Per Diems: 360,200Office Supplies: 74,488.09Representation: 2,601,964.40Fuel: 79,771.55The activities form part of policy consultation where discussions on gender issues, if raised, are tackled, and women's group/associations are invited. These contributes to realizing NWPC's GAD agenda of improving mechanisms that address gender issues and concerns relative to wages, incomes and productivity policies, programs and services, and establishing a robust data and information of women workers participation in the conceptualization and implementation of policies and programs on wages, incomes and productivity.

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8	Lack of Gender Analysis on Policies, programs, activities (HGDG)/Lack of Gender Analysis on Policies, programs, activities (HGDG)	Gender issues and concerns were given inadequate consideration in the development and implementation of policies, programs and activities	GA applied on priority policies, programs, activities and gender-related issues collated and documented for GAD policy issuance or program revision/updating for GAD mainstreaming	MFO: Wage Regulatory Program	Develop/upgrade data collection tools (with SDD integrated), as necessary	No. of policies/programs/ activities with gender analysis or HGDG assessment - 2 additional programs/policies	1. Learning SessionThe NWPC Central Office conducted Learning Sessions, both in online and face-to-face modality, for select groups to gain knowledge on labor and productivity issues. Invitations to the general public were disseminated using NWPC's official Facebook page. This program benefitted 3,725 clients, 23% of which is categorized as male (740) and 77% as female (2,535).2. Productivity Orientation and Training ProgramsThe NWPC through the RTWPBs provided productivity orientation and training to 28,767 micro, small, and medium enterprises (MSMEs). The program benefitted a total of 36,023 individuals, comprising 13,624 male (38%) and 22,399 female (62%) workers, supervisors, and managers.	1,500,000.00 GAA	265,975.00 GAA	Policy and Research Service/Technical Service/Regional Tripartite Wages and Productivity Boards	Done. The variance between the proposed budget and actual expenditure can be attributed to the utilization of online platforms for conducting learning sessions and the dissemination of invitations through Facebook.
9	Absence of studies on gender segmentation of workers in priority economic sectors/Absence of studies on gender segmentation of workers in priority economic sectors	Limited knowledge and appreciation of gender segmentation in research, studies and reports	Availability of studies on gender segmentation on priority economic sectors	MFO: Wage Regulatory Program	Identify priority economic sectors/s and/or gender-related research questions	Number of studies on wages and productivity produced with Gender Segmentation/Perspective - Gender segmentation/perspective integrated in at least 1 additional research project	The National Productivity Conference (NPC) forms part of the projects handled by our Productivity Policy and Research Division to showcase relevant research/studies on productivity. It has integrated one topic to include a gender dimension titled MSMEs and the Gender Digital Divide: Assessing Progress and Closing the Gap.The NPC took place on 14 October 2024 at the Crowne Plaza Manila Galleria. This hybrid event attracted a total of 264 on-site delegates, comprising 51% males and 49% females. In addition, it was viewed by 442 unique viewers on Zoom. The conference was also broadcast live on NWPC's Official Facebook Page, reaching an audience of 14,520.	1,500,000.00 GAA	1,660,899.00 GAA	Policy and Research Service	Done.
10	Low awareness about the need for increased representation of women as Sectoral Representatives in the Commission and RBs/Low awareness about the need for increased representation of women as Sectoral Representatives in the Commission and RBs	Gender perspective were not considered in the selection of sectoral representatives	Institutionalized commitment to gender equality.	MFO: Wage Regulatory Program	Establish a monitoring system to systematically track progress in enhancing the representation of women as sectoral representatives.	Number of institutional activities and practices aligned with gender equality standards. - 1 monitoring system established	NWPC maintains a Sectoral Representative Database, which includes sex-disaggregated data (SDD) that is continuously updated as needed.No of. female representatives:- Employers' Representative: 6- Workers' Representative: 8 These sectoral representatives participate in Wage Public Hearings and Consultations prior issuance of Wage Orders:- 30 public hearings and 40 wage consultations were conducted for Wage Orders for the private sector.- 18 public hearings and 25 wage consultations were conducted for Wage Orders concerning domestic workers.In total, 48 public hearings and 65 wage consultations took place in the issuance of Wage Orders (private establishments and domestic workers).	50,000.00 GAA	55,000.00 GAA	Review Appeals and Legal Division	Done.

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11	Lack of mechanism for women clients to articulate their gender concerns in the development of NWPC PAPs./Lack of mechanism for women clients to articulate their gender concerns in the development of NWPC PAPs.	Gender issues and concerns were given inadequate consideration in the development and implementation of policies, programs and activities	Established mechanisms that allow women clients/workers to participate in the development/ formulation of NWPC PAPs.	MFO: Wage Regulatory Program	Draft Policy/ Instruction on the inclusion of women's concerns in NWPC programs	Number of policy/ies formulated that will allow women clients/ workers to participate in the development/ implementation of NWPC PAPs - 1	16 policies formulated with participation of a female representative.The NWPC through the Regional Tripartite Wages and Productivity Boards (RTWPBs NCR, 1,3, CALABARZON, 6, 7, 9, 10, 11, and 12)issued 9 wage orders for private establishments and 7 wage orders for domestic workers, each formulated with the participation of a female representative, ensuring inclusive decision-making in wage policy development.No of. female representatives:- Employers' Representative: 6- Workers' Representative: 8 9 wage orders issued for private establishments:1. WO No. NCR-252. WO No. RB1-233. WO No. RBIII-254. WO No. IVA-215. WO No. RBVI-286. WO No. ROVII-257. WO No. RIX-238. WO No. RX-239. WO No. RXII-247 wage orders issued for domestic workers1. WO No. NCR-DW-052. WO No. RB1-DW-053. WO No. RBIII-DW-044. WO No. RBVI-DW-065. WO ROVII-D.W.046. WO No. RX-DW-05 7. WO No. RXI-DW-03	50,000.00 GAA	125,339.00 GAA	Policy and Research Service	Done.
ORGANIZATION-FOCUSED ACTIVITIES											
12	Inadequate SDD/GAD Database for men and women workers/Inadequate SDD/GAD Database for men and women workers	Gap/s in the capacity of the organization to integrate a gender dimension in its programs, systems or structure	Functional GAD database established for Human Resource	GASS: General Administrative and Support Services	Create and generate Database on Female and Male Led Clients (SharePoint): Recruitment and Selection, Training Accomplishment Report, PDS and Attendance	Number of HR systems with SDD and GAD database - 1 of 5 HR Systems withSDD and GAD Database	Sex-disaggregated data (SDD) and age profiling were applied to the recruitment data of NWPC and RTWPB employees. As of December 2024, the recruitment data shows the following:Sex: 117 employees, or 60%, are female, while 77 employees, or 40%, are male plantilla position holders.Age: 111 employees, or 57%, of the permanent position holders are considered Millennials, ranging from 26 to 40 years old. This is followed by Generation X, with 49 employees, or 25%, ranging from 41 to 55 years old.Corresponding infographics have been uploaded to the NWPC website's GAD Corner page to visually represent this data.	500,000.00 GAA	604,900.29 GAA	Administrative Division/Regional Tripartite Wages and Productivity Boards	Done. The difference between the proposed budget and actual expenditure was attributed to the rigid and multiple activities conducted during the recruitment and selection process.
13	Inadequate SDD/GAD Database for men and women workers/Inadequate SDD/GAD Database for men and women workers	Gap/s in the capacity of the organization to integrate a gender dimension in its programs, systems or structure	Functional GAD database established for Human Resource	GASS: General Administrative and Support Services	Annual Updating of the NWPC/ RTWPBs demographics in the NWPC GAD Portal	Number of HR systems with SDD and GAD database - 1 of 5 HR Systems withSDD and GAD Database	Sex-disaggregated data (SDD) and generational age profiling of NWPC and RTWPB plantilla personnel for Calendar Year 2024 are available for viewing at the GAD Corner. These profiles provide valuable insights into the workforce demographics, helping to promote an inclusive and equitable workplace.	500,000.00 GAA	881,180.87 GAA	Administrative Division/Regional Tripartite Wages and Productivity Boards	Done. The difference between the proposed budget and actual expenditure was attributed to the rigid and multiple activities conducted during the recruitment and selection process.

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14	Need to improve alignment of GAD capacity building programs for employees based on updated SDD and database/Need to improve alignment of GAD capacity building programs for employees based on updated SDD and database	Inadequate training on the different facets of Gender and Development	More effective GAD capacity building programs that support gender mainstreaming in NWPC	GASS:General Administrative and Support Services	Develop/ implement gender related program for employee based on the Employee Engagement Survey to be conducted every other year	% of Employees who have completed basic and advanced GAD Capacity Building Programs- 50% of employees completed Basic GAD Trainings (GST, Gender Analysis, GAD Planning and Budgeting, Gender-Fair language)	Consolidated Employee Count: The total number of employees is 189. For training compliance purposes, 50% of employees, which equates to 95 individuals, needed to participate in the training programs.Number of Basic GAD Training Sessions: A total of 7 basic Gender and Development (GAD) training sessions were conducted.Number of Employees Trained: 110 employees successfully completed the GAD training, showcasing the organization's strong commitment to fostering gender awareness and inclusivity.Compliance Rate: The compliance rate stands at an outstanding 119%, surpassing the initial target. This remarkable achievement highlights the dedication of both the employees and the organization to enhancing their understanding and implementation of GAD principles.These efforts demonstrate a proactive approach to creating an inclusive and equitable workplace environment. The high participation rate in the GAD training sessions indicates a strong commitment to professional development and gender inclusivity. The organization remains steadfast in its mission to promote equality, diversity, and respect among all its members.	500,000.00 GAA	889,583.62 GAA	Management and Support Service/Regional Tripartite Wages and Productivity Boards	Done. The variance between the proposed budget and actual expenditure was driven by a higher-than-expected number of training sessions attended and increased employee participation.
15	Need to improve alignment of GAD capacity building programs for employees based on updated SDD and database/Need to improve alignment of GAD capacity building programs for employees based on updated SDD and database	Inadequate training on the different facets of Gender and Development	More effective GAD capacity building programs that support gender mainstreaming in NWPC	GASS:General Administrative and Support Services	Develop/ implement gender related program for employee based on the Employee Engagement Survey to be conducted every other year	% of Employees who have completed basic and advanced GAD Capacity Building Programs- 10% of employees completed Advanced GAD Trainings (GAD M and E, Gender Audit, Gender Impact Assessment, Advanced Gender Analysis for the NWPC Sector	Consolidated Employee Count: The total number of employees is 189. For advanced training compliance purposes, 10% of employees, which equates to 19 individuals, needed to participate in the training programs.Number of Advanced GAD Training Sessions: A total of 2 advanced Gender and Development (GAD) training sessions were conducted.Number of Employees Trained: 22 employees successfully completed the advanced GAD training, demonstrating their commitment to deepening their understanding and application of GAD principles.Compliance Rate: The compliance rate stands at an impressive 117%, exceeding the initial target. This outstanding achievement highlights the organization's dedication to promoting gender awareness and inclusivity at a more advanced level.These efforts underscore the organization's proactive approach to fostering an inclusive and equitable workplace environment. The high participation rate in the advanced GAD training sessions reflects a strong commitment to professional development and gender inclusivity. The organization remains steadfast in its mission to promote equality, diversity, and respect among all its members.	500,000.00 GAA	581,581.88 GAA	Management and Support Service/Regional Tripartite Wages and Productivity Boards	Done. The variance between the proposed budget and actual expenditure was driven by a higher-than-expected number of training sessions attended and increased employee participation.
16	Low percentage of program implementers trained in GAD related training/Low percentage of program implementers trained in GAD related training	Inadequate training on the different facets of Gender and Development	Increased proportion of program implementers trained in GAD related training	GASS:General Administrative and Support Services	Capacity Building on GA and GA Tools	Percentage ofprogram implementers trained in GAD related training - GAD Focal Persons (CO & RB)	March 12: Use of Gender-Neutral Language in Communications and Social Media Posting Among Government Communicators and Uniformed Personnel "Word Matters" (Participants: 1 male)August 20: 2024 GAD Webinar 5 - GAD Agenda (Participants: 5 attendees (3 males, 2 females))September 25: National GAD Planning and Budgeting Forum (GAD Webinar) (Participants: 21 attendees (8 males, 13 females))December 05: National Assessment Exercise of the DOLE GAD Agenda 2024-2028 (Participants: 2 female attendees)	500,000.00 GAA	890,544.62 GAA	Management and Support Service/Regional Tripartite Wages and Productivity Boards	Done. The variance between the proposed budget and actual expenditure was driven by a higher-than-expected number of training sessions attended and increased employee participation.

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17	Need to level up the capacity of the CO and RB staff in the designing and implementation of gender responsive policies and programs on wages and productivity/Need to level up the capacity of the CO and RB staff in the designing and implementation of gender responsive policies and programs on wages and productivity	Inadequate training on the different facets of Gender and Development	Increased number of staff trained in the designing and implementation of gender responsive policies and programs	GASS: General Administrative and Support Services	Capacity building on: - SDD and GAD database for staff involved in GAD data collection and management implement continuous/ regular capacity-building - Application of gender lens/ perspective in data analysis and research	Number of staff in CO and RBs trained - 25	On 15 May 2024, a training session was held to discuss the Functions of the Gender and Development (GAD) Focal Point System and the GAD Planning and Budget. This training aimed to enhance the knowledge and skills of the participants in these critical areas. The training was attended by a total of 58 NWPC employees, significantly exceeding the initial target of 25 trainees. The participants included 20 male employees and 38 female employees, reflecting a diverse and fair representation of the workforce.	500,000.00 GAA	579,875.88 GAA	National Wages and Productivity Commission/Regional Tripartite Wages and Productivity Boards	Done.
18	Improve institutional policy on gender mainstreaming in NWPC./Improve institutional policy on gender mainstreaming in NWPC.	Existing mechanism does not generate and address gender-related concerns in the implementation of policies in the organization	Adoption and implementation of the GAD Agenda	GASS: General Administrative and Support Services	Monitoring and Evaluation Report with recommendation	Percent of implementation of GAD Agenda Targets per year- At least 80% of the target for the year	100% of the 24 enrolled targets were accomplished. The 2024 GPB Tracker was made available and went live for online updates on April 19. This tool enables real-time tracking and updates of various initiatives and progress. The worksheet file has been shared with Program Managers and GAD Focal Persons at the CO level, allowing for continuous and collaborative updates. This ensures that all relevant data is accurately maintained and readily accessible for decision-making and reporting purposes.	20,000.00 GAA	40,021.88 GAA	Planning and Information Division/Financial and Management Division	Done.
19	Improve institutional policy on gender mainstreaming in NWPC./Improve institutional policy on gender mainstreaming in NWPC.	Existing mechanism does not generate and address gender-related concerns in the implementation of policies in the organization	Presence of institutional policy in GM	GASS: General Administrative and Support Services	Issuance and/ or Implementation of Policy on the following:	No. of GAD policies issued and adopted. - 3	The NWPC has issued the following gender-friendly internal policies: 1. Memorandum No. 2018-038: This memorandum mandates the reflection of sex-disaggregated data (SDD) on attendance records and advocates for the use of gender-fair language in official communications. 2. Office Order No. 2019-008: This office order establishes the Equal Opportunity Principle (EOP) in HR systems, promoting fair and unbiased treatment in all HR-related processes and practices. 3. Office Order No. 2021-022: This order requires the consideration of women's needs in alternative procurement methods. Additionally, the Procurement Unit is tasked with maintaining an internal list of women-led suppliers to ensure equitable opportunities. 4. Office Order No. 2024-010: This order provides exemptions for pregnant employees in the implementation of uniform guidelines. It is updated annually to ensure the well-being and comfort of pregnant employees.	25,000.00 GAA	27,700.00 GAA	GFPS in coordination with Administrative Division	Done.

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20	Other GAD Enabling mechanisms not yet fully implemented/Other GAD Enabling mechanisms not yet fully implemented	Limited appreciation of the significant benefits of the implementation of the GAD related mechanisms	Improve mechanisms to generate and address gender-related issues necessary in the implementation of NWPC PPAs	GASS: General Administrative and Support Services	Assessment of Functional GFPS Implementation of Approved GPB Updating of GAD Corner	Number of enabling mechanisms implemented - 3	A total of 3 enabling mechanisms were implemented to include: 1. Workforce DemographicsA detailed breakdown of plantilla personnel highlights the organization's commitment to transparency and gender advocacy.Sex and Age Profiling of NWPC and RTWPB Plantilla Employees in 2024Sex-Disaggregated Data- Male: 78 personnel (40%)- Female: 117 personnel (60%)Age Profiling- Generation Z (Aged 25 and below): 6 personnel (3%)- Millennials (26 to 40 years old): 111 personnel (57%)- Generation X (41 to 55 years old): 49 personnel (25%)- Baby Boomers (Aged 56 and above): 29 personnel (15%)2. GAD Focal Point SystemA structured framework designed to ensure, advocate, guide, coordinate, and oversee the development, implementation, review, and continuous refinement of GAD plans, programs, projects, and activities.3. GAD Training OpportunitiesA comprehensive list of available gender and development training offerings for 2024	200,000.00 GAA	412,802.54 GAA	All Concerned Units including 16 Regional Boards	Done. The variance between the proposed budget and actual expenditure was influenced by an increase in the Gender and Development (GAD) budget, driven by heightened awareness and strengthened commitment to gender advocacy initiatives.
21	Lack of standardized facilities that address gender issues and concerns in CO/RBs/Lack of standardized facilities that address gender issues and concerns in CO/RBs	Limited appreciation of the significant benefits of the implementation of the GAD related mechanisms	Presence of standard gender-friendly facilities (lactation room, child-minding facility, diaper changing facility) in all CO/RBs	GASS: General Administrative and Support Services	Improvement of lactation room in CO/ Proposal on the construction of lactation for RBs	No. of standard gender-responsive facilities in CO/ 16 RBs - 1 additional	A lactation room is included in the floor plan of the new office building, where the office will be relocating effective March 2025. This addition underscores the organization's commitment to providing a supportive and accommodating environment for breastfeeding employees.	800,000.00 GAA	1,170,094.79 GAA	Administrative Division/Regional Tripartite Wages and Productivity Boards	Done. The variance between the proposed budget and actual expenditure was influenced by the provision of a lactation room and the acquisition of furniture and equipment, reflecting efforts to enhance workplace facilities and support employee well-being.Semi-Furniture and Fixtures: 331,444.37Repairs and Maintenance: 626,154.30Other Supplies and Materials: 60,000Other MOOE: 152,496.12

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
22	Need to improve the NWPC policies for people on: alternative work arrangements, non-discrimination in training and scholarships, (support to) pregnant and lactating mothers/Need to improve the NWPC policies for people on: alternative work arrangements, non-discrimination in training and scholarships, (support to) pregnant and lactating mothers	Limited appreciation of the significant benefits of the implementation of the GAD related mechanisms	Revised/Reissued NWPC policies in AWA, Non-Discrimination in Scholarships and Training and support to pregnant and lactating mother and solo parent	GASS: General Administrative and Support Services	Review of existing policy on AWA	No. of gender responsive policy on AWA - 1 policy reviewed	Office Order No. 2022-027, also known as the Flexible Work Arrangement, was signed and approved on October 12, 2022. This order remains in effect, ensuring that employees have the flexibility to balance their work and personal responsibilities effectively.	100,000.00 GAA	112,010.00 GAA	Administrative Division/Regional Tripartite Wages and Productivity Boards	Done. The NWPC Office Order No. 2022-27 explicitly outlines the objective of ensuring fair and reasonable work arrangements for individuals who may require special accommodations. This includes senior citizens, persons with disabilities (PWDs), pregnant and nursing mothers, immunocompromised individuals, those with chronic conditions, and individuals recovering from mobility-affecting accidents. By providing appropriate work arrangements, the directive seeks to uphold inclusivity and ensure that these individuals can continue to contribute meaningfully to the workplace while considering their physical and mental well-being.

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
23	Need to improve the NWPC policies for people on: alternative work arrangements, non-discrimination in training and scholarships, (support to) pregnant and lactating mothers/Need to improve the NWPC policies for people on: alternative work arrangements, non-discrimination in training and scholarships, (support to) pregnant and lactating mothers	Limited appreciation of the significant benefits of the implementation of the GAD related mechanisms	Revised/Reissued NWPC policies in AWA, Non-Discrimination in Scholarships and Training and support to pregnant and lactating mother and solo parent	GASS: General Administrative and Support Services	Review of existing policy on non-discrimination based on gender	No. of gender responsive policy on non discrimination based on gender - 1 policy reviewed	Office Order No. 2019-08, also known as the Guidelines on the Equal Opportunity Principle (EOP) in HR Systems, was signed and approved on February 28, 2019. This order remains in effect, ensuring fair and unbiased treatment in all HR-related processes and practices, and promoting an inclusive and equitable work environment.	100,000.00 GAA	100,331.40 GAA	Administrative Division/Regional Tripartite Wages and Productivity Boards	Done.
24	Need to improve the NWPC policies for people on: alternative work arrangements, non-discrimination in training and scholarships, (support to) pregnant and lactating mothers/Need to improve the NWPC policies for people on: alternative work arrangements, non-discrimination in training and scholarships, (support to) pregnant and lactating mothers	Limited appreciation of the significant benefits of the implementation of the GAD related mechanisms	Revised/Reissued NWPC policies in AWA, Non-Discrimination in Scholarships and Training and support to pregnant and lactating mother and solo parent	GASS: General Administrative and Support Services	Review of existing policy on non-discrimination based on gender	No. of Gender Responsive policy for pregnant, lactating mothers and solo parents - 1 policy reviewed	Office Order No. 2024-010, prescribing the set uniform for NWPC employees, was approved on April 11. This order includes provisions that expressly exempt pregnant employees from the uniform requirements, ensuring their comfort and well-being in the workplace.	100,000.00 GAA	101,010.00 GAA	Administrative Division/Regional Tripartite Wages and Productivity Boards	Done.
SUB-TOTAL								15,145,000.00	18,464,871.20	GAA	
TOTAL								15,145,000.00	18,464,871.20		

Prepared By:	Approved By:	Date
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