

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2024**

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

Total GAD Budget

13,770,000.00

Primary Sources

13,770,000.00

Other Sources

0.00

% of GAD Allocation:

5.00%

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								

	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	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	NPC PIPGS- Inclusion of SDD in all research documents/activities, as necessary- One gender related topic included in the conduct of National Productivity Conference- Reviewed PO criteria with gender dimension	Number of collected sex-disaggregated data (SDD) from research-related documents and activities on wages, incomes, and productivity. - 2 researches/ activities with SDD collected/ analyzed	2,000,000.00	GAA	PPRD
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	200,000.00	GAA	TTSD
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 Report from eProd.Toolbox with SDD and GAD database	500,000.00	GAA	TTSD/RTWPBs

	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
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 - All Training Programs	1,000,000.00	GAA	RBs with PID, TTSD
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 Existing - AERW- PBIS- Tier 2 TA	Number of monitoring reports with SDD and GAD database - 2 reports with SDD and gender statistics	500,000.00	GAA	WPRD/RBs
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	300,000.00	GAA	PPRD

	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
7	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	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	2,600,000.00	GAA	PRS/TS/MSS/RTWPBs
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	1,500,000.00	GAA	PRS/TS/RBs

	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
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	1,500,000.00	GAA	PRS
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	50,000.00	GAA	RALD

	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
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	25,000.00	GAA	Program Managers (Division Chiefs, Board Secretaries VI)
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	500,000.00	GAA	AD for consolidation and RBs for submission

	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
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 with SDD and GAD Database	500,000.00	GAA	AD for consolidation and RBs for submission
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)	500,000.00	GAA	HR/CO/RBs

	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
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	500,000.00	GAA	HR/CO/RBs
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 of program implementers trained in GAD related training - GAD Focal Persons (CO & RB)	500,000.00	GAA	GFPS AD RTWPBs

	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
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	500,000.00	GAA	CO/ RBs
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	Presence of institutional policy in GM	GASS: General Administrative and Support Services	Issuance and/ or Implementation of Policy on the following: 1. Gender fair procurement process 2. Work-Life Balance 3. Revised Agency PRAISE to include GAD category	No. of GAD policies issued and adopted. - 3	25,000.00	GAA	GFPS in coordination with AD

	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
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	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	20,000.00	GAA	PIDFMD
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	50,000.00	GAA	All Concerned Units including 16 RBs
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-friendly facilities in CO/ 16 RBs - 1 additional	200,000.00	GAA	AD / RBs

	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
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	100,000.00	GAA	Admin / RBs

	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
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	100,000.00	GAA	AD / RBs

	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
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	100,000.00	GAA	AD / RBs
SUB-TOTAL							13,770,000.00	GAA	
TOTAL GAD BUDGET							13,770,000.00		

Prepared By:	Approved By:	Date
LOURDES M. SECILLANO	MARIA CRISELDA R. SY	
Chief, PID	Executive Director IV	