

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2025**

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:	19,891,500.00			
Total GAD Budget	19,397,500.00	Primary Sources	19,397,500.00	
		Other Sources	0.00	
% of GAD Allocation:	97.52%			

	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									
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: Wage Regulatory Program	Develop upgrade/revise data collection tools/forms (with SDD integrated) Existing - AERW and PBIS	Number of monitoring reports with SDD and GAD database - 2 monitoring reports with SDD and GAD database	1,600,000.00	GAA	Wages Policy and Research Division, Regional Tripartite Wages and Productivity Boards

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2	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	Conduct 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 issue	Number of policy consultations conducted with gender-related issues identified and documented and reports submitted to policy makers - 1 additional	1,200,000.00	GAA	PRS, TS, MSS, RTWPBs
3	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: MFO: Wage Regulatory Program	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 additional	1,660,000.00	GAA	PRS, TS, MSS, RTWPBs

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4	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	Complete a research study with gender-related components	Number of studies on wages and productivity produced with Gender Segmentation/Perspective - Gender segmentation/perspective integrated in at least 1 additional research project	1,590,000.00	GAA	PRS
5	Gender perspectives were not considered in the selection of sectoral representatives/Gender perspectives were not considered in the selection of sectoral representatives	Low awareness about the need for increased representation of women as Sectoral Representatives in the Commission and RBs	Institutionalized commitment to gender equality	GASS: General Administrative and Support Services	Craft guidelines for handling the documentary requirements related to the nominations of sectoral representatives to the Commission and RBs, explicitly aiming to advocate and promote the nomination of women	Number of institutional activities and practices aligned with gender equality standards - 1 guidelines developed	150,000.00	GAA	RALD

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6	Gender issues and concerns were given inadequate consideration in the development and implementation of policies, programs and activities/Gender issues and concerns were given inadequate consideration in the development and implementation of policies, programs and activities	Lack of mechanism for women clients to articulate their gender concerns in the development of NWPC PAPs	Established mechanisms that allow women clients/workers to participate in the development/ formulation of NWPC PAPs	GASS: General Administrative and Support Services	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 - 2	26,500.00	GAA	Program Managers (Division Chiefs, Board Secretaries VI)
7	Gender perspectives were not considered in the development and implementation of advocacy programs/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	Integrate SDD in all relevant research documents/activities	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	5,000,000.00	GAA	PPRD

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8	Gender perspectives were not considered in the development and implementation of advocacy programs/Gender perspectives were not considered in the development and implementation of advocacy programs	Lack of gender perspective on the conduct of productivity advocacy programs	Gender perspective integrated in the development and implementation of advocacy programs	MFO: Enterprise Productivity Program	Conduct of Productivity Olympics (biennial)	Percentage of PO nominees implementing GESI related initiativesNumber of establishments awarded with Gawad Inklusibo special citation award - Develop a specific GESI-related sub-criteria for the Productivity Olympics competitionAwarded establishments the "Gawad Inklusibo," a special commendation for exceptional GESI-related activities, methods, and programs conducted in the workplace as part of the Productivity Olympics competition	1,200,000.00	GAA	PPRD

ORGANIZATION-FOCUSED ACTIVITIES

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9	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 Database on Female and Male Led Clients	Number of databases covering HR systems with SDD- 2 databases under HRIS with SDD and GAD database	530,000.00	GAA	AD for consolidation and RTWPBs for submission
10	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 updated SDD posted at the NWPC GAD portal - 2 databases under HRIS with SDD and GAD database posted on NWPC GAD portal	430,000.00	GAA	AD for consolidation and RTWPBs for submission

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11	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	Need to improve alignment of GAD capacity building programs for employees based on updated SDD and database	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- 75%	500,000.00	GAA	AD-HR, CO, RTWPBs
12	Low functionality of the GFPS in implementing and monitoring NWPC gender mainstreaming strategy/Low functionality of the GFPS in implementing and monitoring NWPC gender mainstreaming strategy	Inadequate training on the different facets of Gender and Development	Functional GFPS that implements and monitors the NWPC GM strategy/GAD Agenda	GASS: General Administrative and Support Services	1.	Functionality of the GFPS based on the PCW GFPS Assessment Tool- GFPS Functionality Score 65	50,000.00	GAA	GFPS

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13	Low functionality of the GFPS in implementing and monitoring NWPC gender mainstreaming strategy/Low functionality of the GFPS in implementing and monitoring NWPC gender mainstreaming strategy	Inadequate training on the different facets of Gender and Development	Functional GFPS that implements and monitors the NWPC GM strategy/GAD Agenda	GASS: General Administrative and Support Services	Review of RBs GFPS structure	Functionality of the GFPS based on the PCW GFPS Assessment Tool- GFPS Functionality Score 30	20,000.00	GAA	RTWPBs
14	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 - Refresher course on Gender Sensitivity	Percentage of program implementers trained in GAD related training - 50% of the program implementers trained in GAD related training	530,000.00	GAA	GFPS, AD, RTWPBs
15	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	Orientation on the 2017 Rules on Administrative Cases in the Civil Service and DOLE AO No. 22, Series of 2020	Number of staff in CO and RBs trained- 25 additional	30,000.00	GAA	AD in coordination with the Committee on Decorum and Investigation (CODI)

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16	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	65,000.00	GAA	All Concerned Units including 16 RTWPBs
17	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-responsive facilities (lactation room, child-minding facility, diaper changing facility) in all CO/RBs	GASS: General Administrative and Support Services	Maintenance of the lactation room	No. of standard gender-responsive facilities in CO/16 RBs - 1	1,500,000.00	GAA	AD, RTWPBs

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18	Limited capacity of the Central Office (CO) and Regional Boards (RBs) staff to design and implement policies and programs on wages and productivity that address persistent gender inequalities -such as the gender pay gap, and undervaluation of women's work - leading to the continuation of gender-blind labor and wage policies./Limited capacity of the Central Office (CO) and Regional Boards (RBs) staff to design and implement policies and programs on wages and productivity that address persistent gender inequalities -such as the gender pay gap, and undervaluation of women's work - leading to the continuation of gender-blind labor and wage policies.	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 activities for the Commission and Regional Boards on wages and productivity which included special topics on gender and development	Number of staff in CO and RBs trained - 25 additional	600,000.00	GAA	NWPC and RTWPBs

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19	Lack of Gender Analysis on Policies, programs, activities (HGDG)/Lack of Gender Analysis on Policies, programs, activities (HGDG)/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	Conduct gender analysis of existing policies, programs, and activities revise policies/ programs based on analysis if needed	No. of policies/programs/ activities with gender analysis or HGDG assessment- 2 additional programs/ policies	2,590,000.00	GAA	PRS, TS, MSS, RTWPBs
20	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	Percentage of GAD action plans implemented - At least 90% of the 2025 GAD targets implemented	20,000.00	GAA	PID, FMD

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21	NWPC needs to ensure compliance on the internal policy on alternative work arrangements to support pregnant and lactating mothers/NWPC needs to ensure compliance on the internal policy on alternative work arrangements to support 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	Monitoring and Evaluation of existing policy on AWA	No. of gender responsive policy on AWA - 1 policy reviewed/ monitored	106,000.00	GAA	AD, RTWPBs
SUB-TOTAL							19,397,500.00	GAA	
TOTAL GAD BUDGET							19,397,500.00		

Prepared By:	Approved By:	Date
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