

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
CY 2022

Organization: National Development Company

Organization Hierarchy: Department of Trade and Industry, National Development Company

Total Budget/GAA of Organization: ₱2,113,580,000.00

Total GAD Budget: ₱112,689,680.00

% of GAD Allocation: 5.33%

Organization Category: GOCC without Budgetary Support

Primary Sources: ₱112,689,680.00

Other Sources: 0

Gender Issue/GAD Mandate	Cause of the Gender Issue	GAD Result Statement/GAD Objective	MFO/PAF or PPA	GAD Activity	Output Performance Indicators and Targets	TARGETS	GAD Budget	Source of Budget	Responsible Unit/Office	Attachments
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	
CLIENT-FOCUSED										
1 Inadequate knowledge / awareness of stakeholders on GAD, specifically the campaign to end VAW	Lack of effective GAD awareness and VAW materials disseminated to stakeholders.	To increase stakeholders' awareness on GAD, and ending VAWC campaign.	MFO: Gender and Development Awareness / Advocacy	Participation in... * Dissemination of either of the following GAD awareness and ending VAW campaign materials to stakeholders: - printed materials - brochures - tarpaulins - pamphlets - resource books - audio-visual resources	* Number of stakeholders participated in the webinars, forum, symposium etc. on GAD awareness and advocacy programs and ending VAW campaign.	At least 50 stakeholders participate in GAD awareness activities and ending VAW campaign	P100,000.00	Corporate Funds	HR Unit GFPS	
Subtotal							P100,000.00			
ORGANIZATION-FOCUSED (Strengthening the organization)										
2 GAD Mandates in line with National Women's Month Celebration: Proclamation No. 224, s. 1988 * Proclamation No. 227, s. 1988 * RA 6949 GAD Issue: There is a need to strengthen NDC GAD programs and activities to inform and engage women as stakeholders of government programs; create and facilitate platforms to discuss good practices, gaps, challenges, and commitments in pursuing GAD, and inspire and empower women and girls to be agents of change.	Lack of awareness on which women can be agents of change	To inform and engage NDC women personnel of government programs and services, particularly pertaining to GAD. * To create and facilitate platforms to discuss good practices, gaps, challenges, and commitments in pursuing GAD - to strengthen implementation of the Magna Carta of Women. * To inspire and empower NDC women personnel to be agents of change - to contribute in promoting gender equality and empowerment of all women	MFO: Gender and Development Awareness / Advocacy	* Production and Distribution of information, education and communication Materials in line with National Women's Month Celebration * Forum, workshop or lecture in line with National Women's Month Celebration	* Information, education and communication Materials in line with National Women's Month Celebration * Forum, Workshop or Lecture/ Film showing in line with National Women's Month Celebration	At least 40 Number of IEC materials disseminated to NDC employees * Conducted Forum, Workshop or Lecture/ Film showing	P110,000.00	Corporate Funds	HR Unit GFPS	

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	
3 GAD Mandate: PCW-DBM-NEDA JC No. 2012-01	- Lack of awareness of NDC Officers and Employees about Gender and Development and Programs - Lack of knowledge and qualifications of NDC Employees to qualify to perform its mandate	- To enhance knowledge of NDC Officers and Employees about Gender Development and Programs - To enhance its qualifications and potentials in technical and managerial aspects	MFO: Gender and Development Awareness / Advocacy	- Attendance / Participation of NDC employees to GAD-related national conferences, meetings, and activities. - Attendance in capacity building programs to strengthen employee's qualification and performance	NDC personnel attended/ participated to GAD -related national conferences, meetings, and activities.	At least 3 NDC personnel attended / participated in capacity building, technical, managerial/ leadership courses/ activities	P80,000.00	Corporate Funds	HR Unit GFPS	
4 GAD Mandate: PCW-DBM-NEDA JC No. 2012-01, Item 4.3. Conduct of Gender Audit	Limited knowledge on gender analysis an gender analysis tools	Increased capacity of NDC personnel / GAD focal persons on gender analysis	MFO: Gender and Development Awareness / Advocacy	Conduct of Capacity Building on Participatory Gender Audit (PGA)	GAD Focal persons equipped / capacitated to conduct PGA.	100% of GFPS TWG attended the capacity and have increased knowledge about the PGA	P140,000.00	Corporate Funds	Internal Audit Office	
5 GAD Mandate: PCW-DBM-NEDA JC No. 2012-01, Item 4.3 There is a need to strengthen knowledge in attributing agency major programs, projects and activities during development and implementation stages to the GAD budget.	- Employees not refreshed, and new entrants not yet trained on the use of the HGDG tool. - Lack/limited knowledge in GAD related activities	- To mainstream gender concerns in project development and implementation. - To increase/refresh knowledge and awareness in GAD activities and implementation	MFO: Gender and Development Awareness / Advocacy	Conducts GAD related activities such as HGDG, gender sensitivity training, gender analysis, gender-responsive planning, gender mainstreaming, etc.	NDC personnel / GAD Focal persons equipped / capacitated in the development and implementation of major programs/projects and activities attributed to GAD	100% of GFPS TWG attended the training and capacitated to use various tools attributing to GAD.	P50,000.00	Corporate Funds	HR Unit GFPS - TWG	
6 RA 7192: Women in Development and Nation Building Act	Limited participation of women in the development programs and projects	To promote the integration of women as full and equal partners of men in development of programs and projects	MFO: Gender and Development Awareness / Advocacy	- Active participation of women in the development programs/projects - Collect sex disaggregated data and include such data in its programs	- Number of women actively participated in various programs - Number of projects collected with sex disaggregated data	At least 2% of the total GAD budget were spent to the following projects: - participation of women on various NDC programs and projects - collected sex disaggregated data and include such data in NDC GAD Programs	P110,000,000.00	Corporate Funds	SPG GFPS - TWG	
ATTRIBUTED PROGRAM						Subtotal	P380,000.00			

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(1)	(2)	(3)	(4)	(5)	(6)		(7)	(8)	(9)	(10)
Need to address the holistic health needs of the NDC personnel against COVID-19 pandemic	Lack of access of the health related needs of the employees like face masks, alcohol, hand sanitizers, vaccines, disinfection of workplace, free transportation, swab test and mental /emotional /psychological talk to guard employees against adverse effect of COVID-19 pandemic	To promote holistic health: mind, body and spirit of all NDC Personnel	MFO: Gender and Development Awareness / Advocacy	Implementation of various COVID Response / Health Program	Number of employees who benefit from the Covid Response Program	All NDC Personnel benefit from the NDC COVID Response Program	P2,209,680.00	Corporate Funds	HR Unit, Admin	
TOTAL (A+B+C)							Subtotal	P112,209,680.00		
							Total	P112,689,680.00		

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