

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

Organization: National Development Company

Organization Category: National Government, GOCC with Budgetary Support

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

Total Budget/GAA of Organization: 1,514,630,000.00

Total GAD Budget

150,200,000.00

Primary Sources

150,200,000.00

Other Sources

0.00

% of GAD Allocation:

9.92%

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	Compliance to Proclamation 1172, Series of 2006 declaring November 25 to December 12 of Every Year as the 18-Day Campaign to End Violence Against Women (VAW) and RA 10398: An Act Declaring November 25 Every Year as National Consciousness Day for the Elimination of VAWC	Lack of effective GAD awareness and VAW materials disseminated to stakeholders on the issue of gender-based violence.	To increase stakeholders' awareness on GAD, and 18-day VAWC campaign.	GASS: MFO: General Administration and Support Services	Conduct of VAW related forum and/or symposium Printing and distribution of VAW materials (Brochures, pamphlets and tarpaulin).	Number of forums and symposiums. - One (1) activity conducted. Number of stakeholders participated. - At least 50% of 50 stakeholders participated are female. Number of VAW IEC materials printed. - 500 IEC materials printed and distributed.	300,000.00	Corporate Funds	HR Unit in partnerships with GFPS



	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
2	Compliance to RA 9710 or the Magna Carta of Women IRR Sec. 26C mandating DTI and other agencies to provide trainings focused on packaging, marketing, product development, upscaling enterprises and venturing into exports, and shall ensure availability and access of women to business guides, business matching, business templates for start-ups, as well as business counseling.	Difficulty of women to sustain and scale up their business (GEWE Plan Chapter 1: Trade, Industry and Services)	Enhanced capacity of women to sustain and scale up their business.	MFO: Start-up Venture Fund	Conduct of Business Tool Kit for Female Start-ups	Number of women participants. - Twenty (20) per Activity. Number of Business Tool Kit for Female Start-ups conducted. - Five (5) Activities.	1,000,000.00	Corporate Funds	Investment Group in partnership with GFPS

ORGANIZATION-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
3	Low level of awareness among NDC employees on gender-based violence / RA 10398: An Act Declaring November 25 Every Year as National Consciousness Day for the Elimination of VAWC; R.A. 7877: The Anti Sexual Harassment Act of 1995; R.A. 9262: Anti Violence Against Women and their Children Act of 2004; R.A. 9208: Anti-Trafficking in Person Act; and RA 11313: Safe Spaces Act; MCW IRR Sec 12.	Employees not yet oriented on gender-based violence, sexual harassments and safe spaces laws and policies.	To increase level of awareness among NDC Employees on gender-based violence GBV related laws	MFO: General Administration and Support Services	Conduct of orientation-session on gender-based violence and GBV related laws Printing and distribution of VAW materials (Brochures, pamphlets and tarpaulin) Conduct of seminar on HIV/AIDS awareness and prevention	Number of VAW IEC materials printed. - 500 IEC materials printed and distributed Number of session conducted. - 2 sessions conducted Number of participants. - At least 50 NDC Personnel attended (25M:25F)	350,000.00	Corporate Funds	HR Unit in partnerships with GFPS



	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	Compliance to RA 9710 or Magna Carta of Women IRR Section 37C on the Strengthening of the GAD FPS.	Limited knowledge on gender analysis and tools. Hence their insufficient capacity to identify gap/s or gender issues and integrate gender dimensions in NDC's programs, systems and structures.	To increase the capacity of NDC GFPS on gender mainstreaming.	GASS: MFO: General Administration and Support Services	Conduct of Gender Analysis Trainings Conduct of Executive Briefing	Number of GFPS Execom Committee participated - GFPS Execom - 7 (4 Male, 3 Female) Number of GFPS members participated. - GFPS-TWG Members - 7 (3 Male : 4 Female) Number of orientation/training workshop conducted. - 2 activities conducted (1 Harmonized GAD Guidelines Training Workshop and GFPS Functionality Assessment Workshop)	600,000.00	Corporate Funds	HR Unit in partnerships with GFPS



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	
5	Compliance to Proclamation No. 227: Providing for the Observance of the Month of March as "Women's Role in History Month" and the Republic Act (RA) 6949 s. 1990 declaring March 8 of every year as National Women's Day.	Insufficient awareness on the critical contribution of women as agents of change in the nation's development.	To create and facilitate platforms to discuss good practices, gaps, challenges, and commitments in pursuing GAD.	MFO: General Administration and Support Services	Conduct of Women's Month Celebration - Printing and distribution of IEC materials and collaterals, Purple Wednesdays, Kick-Off Event, Culminating Activity, Participation to Forum Workshops or Lectures and Organize food, craft & service fairs featuring products or services made/handled by marginalized women to highlight their economic and cultural significance.	IEC materials and collaterals printed and distributed. - 100 Number of forum, workshop conducted and/or attended. - 2 activities participated by 7 GFPS-TWG Members (3 Males : 4 Females)	400,000.00	Corporate Funds	HR Unit in partnerships with GFPS
6	Compliance to Republic Act No. 9710 or the Magna Carta of Women Section 36a on Planning, budgeting, monitoring and evaluation for GAD.	GFPS members and project proponents are duly designated and have not yet attended GAD Planning and Budgeting trainings.	To increase technical know-how on gender mainstreaming processes/strategies for the preparation of GAD plans and budgets.	MFO: General Administration and Support Services	Conduct of review and finalization of GAD Plan and Budget and GAD Accomplishment Report.	Number of report/plan finalized. - 2 (2025 GAD Plan and Budget and 2024 GAD Accomplishment Report)	100,000.00	Corporate Funds	HR Unit in partnerships with GFPS



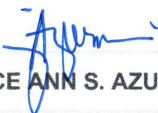
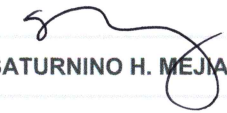
	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
7	Employees not refreshed, and new entrants not yet oriented on GAD (2024 GMEF Assessment Report)	Lack of awareness initiatives on Gender and Development conducted in the last 2 years.	To increase knowledge and improve awareness on GAD concepts, policies and other initiatives.	MFO: General Administration and Support Services	Conduct of GAD Orientation for NDC Employees	Number of GAD Orientation Conducted. - 1 GAD Orientation for 100 NDC employees	850,000.00	Corporate Funds	HR Unit in partnerships with GFPS
8	Compliance to Republic Act No. 9710 or the Magna Carta of Women Section 36a on Planning, budgeting, monitoring and evaluation for GAD	The need to submit the annual GAD Plan and Budget and maximize participation of the GFPS-TWG and EXECOM in a dedicated session for the planning.	To sustain the gender mainstreaming efforts of the agency.	MFO: General Administration and Support Services	GAD Planning and Budgeting Workshop for GAD Plan and Budget 2026.	Number of GFPS-TWG Members attended. - 13 GFPS-TWG members Number of plan developed. - 2026 GAD Plan and Budget	350,000.00	Corporate Funds	HR Unit in partnerships with GFPS



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	Compliance to Republic Act 10028 or the Expanded Breastfeeding Promotion Act of 2009 which mandates for a dedicated lactation/breastfeeding station in the workplace and Repulic Act 9710 or the Magna Carta of Women Section 25. Right to Decent Work which mandates employers in Employers both in the public and private sectors to provide services in support to balancing family obligations and work responsibilities such as day care and child minding centers, breastfeeding or lactation stations with appropriate facilities and corresponding nursing/lactation breaks, health education, counseling on breastfeeding; seminars on responsible parenthood and family planning, non-sexist child-rearing, shared parenting and family responsibility, annual family day, flexible work arrangements, and anti-sexual harassment initiatives.	The need to maintain existings gender-friendly facilities for NDC employees.	Strengthened capacity of NDC to address the practical gender needs of its employees.	MFO: General Administration and Support Services	Maintenance and operation of the NDC CARES - child-minding and lactation room.	Child-minding and lactation room maintained - 1 childminding and lactation room maintained	1,000,000.00	Corporate Funds	HR Unit in partnerships with GFPS



	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
ATTRIBUTED PROGRAM									
10					Philippine Innovation Hub - Marikina Enterprise Scale-Up Hub (iHub-MESH)HGDG Score: 14 or 70%		66,500,000.00	Corporate Funds	Corporate Planning Department in partnership with GFPS
11					Glovax Lifescience Corporation (GLC)HGDG Score: 10.5 or 52.5%		78,750,000.00	Corporate Funds	Special Projects in partnership with GFPS
SUB-TOTAL							150,200,000.00	Corporate Funds	
TOTAL GAD BUDGET							150,200,000.00		

Prepared By:	Approved By:	Date
 JOYCE ANN S. AZURIN CHAIRPERSON, GFPS TWG	 SATURNINO H. MEJIA GENERAL MANAGER	06/17/2025

