

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2026

Sequence No.: 2026-022377

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: 1,132,703,190.00

Total GAD Budget 605,451,386.87 Primary Sources 605,451,386.87

Other Sources 0.00

% of GAD Allocation: 53.45%

	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



THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN
REVIEWED AND ENDORSED THROUGH THE GMMS

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CHAIRPERSON, GFPS-TWG

SATURNINO H. MEJIA
GENERAL MANAGER



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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.	Increased stakeholders' awareness of GBV laws and policies, and the observance of the 18-day VAWC campaign.	MFO: General Administration and Support Services	Conduct of Advocacy and Information Dissemination Campaign Activities on VAW	Number of stakeholders participated.- At least 50% of 50 stakeholders participated are female. Number of VAW IEC materials distributed.- 100 IEC materials printed and distributed Number of VAW advocacy activities conducted- 1 activity conducted	364,846.25	Corporate Funds	HR Unit in partnership with GFPS



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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 development support activity for women start ups (i.e. conduct of Hackathon and Residency Program for startups, Philippine Startup Week, incubation and acceleration program, mixers and networking event, pitching program, business-related seminar/workshop, and trade fair)	Number of activities for Start-ups conducted - 7 Activities Percentage of women participants - at least 50% per activity	687,711.58	Corporate Funds	BDG in partnership with the GFPS



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3	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 of NDC stakeholders 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 in startups led by women and in business catering to the needs of women.	MFO: General Administration and Support Services	Conduct of NWM IEC and advocacy activities	Number of participants to NDC-led advocacy activities -at least 50, 75% are female Number of fora, workshops, and other advocacy activities conducted - 2	881,557.84	Corporate Funds	HR Unit in partnership with GFPS
4	Compliance to RA 9710 Sec. 26 on the Right to Information which mandates agencies to ensure women's access to information about policies, programs, projects, and funding that affect them and PCW MC 2025-05 Guidelines for the Establishment of GAD Corner.	Outdated content of online GAD corner and absence of physical GAD corner	To ensure that updated GAD information reaches the agency's stakeholders	MFO: General Administration and Support Services	Improvement of the physical and digital GAD corners	No. of GAD corners updated - 1digital and 1 physical GAD Corner quarterly updated	147,584.19	Corporate Funds	CCG, Corplan and GFPS



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5	Compliance to RA 9710 Sec. 10 on Women Affected by Disasters, Calamities, and other Crisis Situations which mandates the government to provide immediate humanitarian assistance and allocation of resources, among others, RA 10121 or the Philippine DRRM Act Section 2(j) which provides for ensuring that disaster risk reduction and climate change measures are gender-responsive, NDC Manual or Corporate Governance providing the Corporate Social Responsibility Policy of NDC which includes rebuilding of lives of those affected by calamities	Calamities and other forms of emergencies pose adverse impact to people especially women and girls since there can be limited access to services such as those concerning reproductive health and mental health in addition to the usual effect on the disruption of people's lives and livelihood	To ensure the welfare of stakeholders especially women and girls in times of disasters, either caused by natural or man-made hazards	MFO: General Administration and Support Services	Provision of assistance to victims of calamities under the NDC CARES (Client Assistance towards Responsive and Effective Service) Program	Number of women beneficiaries provided with assistance - at least 50 women beneficiaries	200,000.00	Corporate Funds	GFPS

ORGANIZATION-FOCUSED ACTIVITIES



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6	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.	Increased awareness of GBV through platforms to discuss good practices, gaps, challenges, and commitments in pursuing GAD.	MFO: General Administration and Support Services	Conduct of Women's Month Celebration	Advocacy materials distributed - 100 Number of fora, workshops, and other advocacy activities conducted and/or attended - 4 Number of GFPS members who attended the activities - 5 Number of participants to NDC-led advocacy activities - at least 50, 75% are female	373,312.59	Corporate Funds	HR Unit in partnership with GFPS



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7	Compliance to Republic Act No. 9710 or the Magna Carta of Women Section 36a on Planning, budgeting, monitoring and evaluation for GAD	Limited capacity of the GFPS and project proponents on GAD planning, budgeting, and accomplishment report preparation.	To enhance the technical skills of GFPS and project proponents in formulating gender-responsive GAD planning, budgeting and accomplishment reporting.	MFO: General Administration and Support Services	Conduct of review and finalization workshop for the GAD Plan and Budget and GAD Accomplishment Report.	Number of report/plan finalized - 2 (2027 GAD Plan and Budget and 2025 GAD Accomplishment Report)	516,595.98	Corporate Funds	HR Unit in partnership with GFPS



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8	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.	Low level of awareness among NDC employees on gender-based violence laws and policies and its impact to women.	To increase level of awareness among NDC Employees on gender-based violence GBV related laws	MFO: General Administration and Support Services	Conduct of 18-day VAW Campaign activities (session on gender-based violence and GBV-related laws,	Number of session conducted - 1 session conducted Number of participants - At least 50 NDC Personnel attended (25M:25F) Number of advocacy activities conducted - 3 activities conducted Number of participants - At least 50 NDC Personnel attended (25M:25F) Number of VAW IEC materials printed - 20 IEC materials printed and distributed	342,312.59	Corporate Funds	HR Unit in partnership with GFPS



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9	Compliance to Republic Act No. 9710 or the Magna Carta of Women Section 36b on the creation and/or strengthening of the GAD Focal Points (GFP) and PCW MC 2011-01 on the Guidelines for the Creation, Strengthening, and Institutionalization of the GFPS	The membership of the GFPS Execom and TWG is not aligned with the prescribed membership under related issuances	Strengthened functionality of GFPS that will lead the gender mainstreaming efforts of the agency	MFO: General Administration and Support Services	Reconstitution of the GFPS and conduct of regular meetings	Reconstitution of the GFPS - 1 Office Order approved designating the reconstituted GFPS Number of meetings conducted - 4 quarterly meetings	139,487.15	Corporate Funds	HR Unit



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10	Compliance to Republic Act No. 9710 or the Magna Carta of Women Section 36c on the generation and maintenance of GAD database	The agency has no existing GAD database containing gender statistics and sex-disaggregated data	To develop and maintain a GAD database containing gender statistics and sex-disaggregated data that have been systematically gathered, regularly updated, and subjected to gender analysis for planning, programming, and policy formulation	MFO: General Administration and Support Services	Development of Database System including datacollection, encoding and generation.	Number of participants to NDC-led seminar - 20 Number of GFPS who attended the session -2 Number of seminar workshops attended and/or conducted - 2 seminar workshops attended and/or conducted Database developed - 1	187,865.33	Corporate Funds	HR Unit in partnership with GFPS



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11	Compliance to Republic Act No. 9710 or the Magna Carta of Women and PCW MC 2018-4 on the preparation of GAD agenda	The agency has no GAD agenda as basis for the annual GAD Plans and Budget of the agency.	To develop the GAD Agenda that will provide a strategic framework and plan on gender mainstreaming, and achieving womens empowerment and gender equality	MFO: General Administration and Support Services	Conduct a workshop on the GAD agenda setting	Number of participants - 30 attendees with at least 50% women participants	250,778.92	Corporate Funds	HR Unit in partnership with GFPS



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12	Lack of policies institutionalized gender mainstreaming in NDC policies, programs, projects and activities.	Gender related policies are not adopted and/or tailor-fitted to the agency	To develop, revise, or update policies and ensure that there promotes gender mainstreaming within the agency	MFO: General Administration and Support Services	Conduct of policy development and/or review workshops	Number of policies reviewed: (1) Investment Guidelines (2) Employees Handbook (3) Other GAD policies such as CODI, SH, etc - 3 Number of policies developed: (1) Gender Mainstreaming Policy (2) Lactation Room / Playroom / Clinic (3) GAD Planning and Budgeting guidelines (4) Gender-Fair Language Policy (5) SOIs and related forms - 5	629,120.44	Corporate Funds	GFPS



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13	Lack of awareness and understanding of gender issues, stereotypes, and biases in personal and professional context	No gender sensitivity training was conducted in the past 3 years	Increased awareness and understanding of NDC employees of gender issues, roles, stereotypes, and biases	MFO: General Administration and Support Services	Conduct of Gender Sensitivity Training	Number of GST conducted - 2 batches Number of participants - 70 NDC employees	387,692.51	Corporate Funds	HR Unit in partnership with GFPS



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14	Compliance to MCW Section 3a - Employers both in the public and private sectors shall provide services in support to balancing family obligations and work responsibilities. These include family health services but not limited to: 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 existing gender-friendly facilities for NDC employees.	To ensure the continuous availability, safety, and hygiene of facilities that address the practical gender needs of employees.	MFO: General Administration and Support Services	Maintenance of Lactation Room / Playroom	Child-minding and lactation room maintained - 1	150,000.00	Corporate Funds	Admin Unit in partnership with GFPS



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15	Compliance to the RA 11313 or Safe Spaces Act, considering the NDC building, which has several tenants as a public space.	Absence of an established referral mechanism for complaints regarding violation of the Safe Spaces Act within NDC building.	To establish a referral policy and procedure to cater to complaints relative to violations of the Safe Spaces Act	MFO: General Administration and Support Services	Development of Anti-Sexual Harrassment Policy and Referral System	Policy approved and issued - 1 Established procedure - 1	58,792.09	Corporate Funds	GFPS in partnership with Legal Department
ATTRIBUTED PROGRAM									
16					Biochar Project: Green Transition Approach to Low Carbon Rice Cultivation at Commercial Scale (HGDG Score: 9.00 or 45.00%)		67,500,000.00	Corporate Funds	Business Development Group
17					Spinning Facility (HGDG Score: 11.16 or 55.80%)		83,700,000.00	Corporate Funds	Business Development Group Business Development Group
18					Clark World Trade Center - Exhibition and Convention Facility (HGDG Score: 10.50 or 52.50%)		75,600,000.00	Corporate Funds	Business Development Group

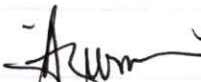


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19					Integrated Poultry Farm - ENERGA Renewable Systems (HGDG Score: 5.82 or 29.10%)		43,650,000.00	Corporate Funds	Special Projects Group
20					Global Electric Transport (GET) Philippines, Inc (HGDG Score: 5.33 or 26.65%)		33,312,500.00	Corporate Funds	Special Projects Group
21					Health, Safety, and Wellness (HGDG Score: 14.67 or 73.35%)		8,522,684.41	Corporate Funds	HR Unit
22					Implementation of the Public Service Continuity Plan (HGDG Score: 12.83 or 64.15%)		1,068,739.00	Corporate Funds	Corporate Planning Department
23					Implementation of the Information Systems Strategic Plan (HGDG Score: 9.17 or 45.85%)		4,509,806.00	Corporate Funds	Corporate Planning Department - IT Unit
24					Dairy Farming Production - MindaMilk (HGDG Score: 10.16 or 50.80%)		76,200,000.00	Corporate Funds	Special Projects Group
25					SPPI Aero Logistics Park (HGDG Score: 9.65 or 48.25%)		46,320,000.00	Corporate Funds	Business Development Group



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26					Philippine Innovation Hub (HGDG Score: 12.00 or 60.00%)		81,000,000.00	Corporate Funds	Business Development Group
27					Vaccine Manufacturing Facility (HGDG Score: 10.50 or 52.50%)		78,750,000.00	Corporate Funds	Special Projects Group
SUB-TOTAL							605,451,386.87	Corporate Funds	
TOTAL GAD BUDGET							605,451,386.87		

Prepared By:


JOYCE ANN S. AZURIN

Chairperson, GFPS-TWG

Approved By:


SATURNINO H. MEJIA

General Manager

Date

02/21/2026

