

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2024**

Reference: Endorsed GPB #2024-018635				Date Endorsed: Aug 06, 2024			
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:		2,574,313,000.00					
Actual GAD Expenditure		55,273,106.46		Original Budget		884,054,000.00	
				% Utilization of Budget		6.25	
% of GAD Expenditure:		2.15%					

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
CLIENT-FOCUSED ACTIVITIES											
1	Inadequate knowledge / awareness of stakeholders on GAD, specifically the campaign to end VAW./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.	GASS: MFO: General Administration and Support Services	*Conduct of VAW related forums and symposiums.*Printing and distribution of VAW materials (Brochures, pamphlets and tarpaulin)	*Number of VAW IEC materials printed - 500 IEC materials printed and distributed - 500 IEC materials printed and distributed *Number of forums and symposiums - one (1) activity - one (1) activity *Number of stakeholders participated - 50 stakeholders participated - 50 stakeholders participated	2024 18-Day Campaign to End Violence Against women T-Shirt Procurement 3 Activities Conducted 1) Stress Management Lecture (21f, 16m) 2) Managing Emotions Lecture (29f, 18m) 3) Breast Cancer Awareness Lecture (23f, 18m)Three (3) Film Showings for End VAW Campaign (50f, 47m) 100 employees (53f, 47m) participated in the activities	300,000.00 Corporate Funds Salary Attribution 0.00 Corporate Funds	315,110.61 Corporate Funds 34,433.48 Corporate Funds	HR Unit in partnership with GFPS HR Unit in partnerships with GFPS	Done. Implemented

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ORGANIZATION-FOCUSED ACTIVITIES											
2	GAD Mandate: PCW-DBM-NEDA JC No. 2012-01/GAD Mandate: PCW-DBM-NEDA JC No. 2022-01, Item 4.3 Conduct of Gender Audit	- Limited knowledge on gender analysis and tools- Lack of capacity to identify gap/s on gender issues and integrate gender dimensions in NDC's programs, systems and structures	To increase capacity of NDC on gender analysis	GASS:MFO: General Administration and Support Services (GASS)		- Number of orientation-workshop on GMEF - 1 orientation conducted - 1 orientation conducted - Number of orientation on gender analysis and tools conducted - 1 orientation conducted - 1 orientation conducted - Number of GFPS participated - 13 GFPS members- 13 GFPS members - Number of GFPS participated - 13 GFPS members- 13 GFPS members	Orientation-Workshops on Gender Mainstreaming Evaluation Framework (GMEF) conducted on September 25-26, 2024 at Citadines Benevidez, Makati City. Training-workshop on the Harmonized Gender and Development Guidelines (HGDG) and GAD Planning and Budgeting (GPB) conducted on July 3-4, 2024 at Somerset Central Salcedo, Makati City. 15 GFPS Members Attended (10f, 5m) 14 GFPS Members Attended (9f, 5m)	500,000.00 Corporate Funds Salary Attribution 0.00 Corporate Funds	457,351.81 Corporate Funds 398,042.84 Corporate Funds	HR Unit in partnership with GFPS HR Unit in partnerships with GFPS	Done. Implemented
3	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./"Proclamation No. 224 s. 1988 "Proclamation No. 227 s. 1988 "RA 6949	Lack of awareness on which women can be agents of change	To create and facilitate platforms To discuss good practices, gaps, challenges, and commitments in pursuing GAD	GASS: MFO: General Administration and Support Services (GASS)	*Conduct of Women's Month Celebration-Printing and distribution of IEC materials and collaterals-Forum Workshop or Lecture/ Film Showing-Social Immersion with various NGOs i.e.. CATWAP, UN Women etc.	IEC materials and collaterals printed and distributed- - 100 -Number of forum, workshop conducted and/or attended- - 3 film showing, 2 forum	Distribution of tokens (54 pcs) to NDC Women employees/personnelDistribution of Polo Shirt (108) to support the National Women's Month Celebration -Attendance to International's Women's Day Celebration (3f,2m)Attendance to 2024 GCG GAD Conference We GADther Together, We GADther to Empower (2f, 1m)Two (2) Film Showings for awareness on National Woman's Month Celebration (32f, 30m)Seminar on Fundamentals of Stock Market Learning Sessions (30f, 18m)	150,000.00 Corporate Funds	236,038.77 Corporate Funds	HR Unit in partnership with GFPS HR Unit in partnerships with GFPS	Done. Implemented

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4	Lack of technical know-how on gender mainstreaming processes and strategies/Lack of technical know-how on gender mainstreaming processes and strategies	GFPS members and project proponents are duly designated and have no GAD-related trainings yet	To increase technical know-how on gender mainstreaming processes and strategies	GASS: MFO: General Administration and Support Services (GASS)	Engage GAD consultant/ specialist	Number of GAD consultant/specialist engaged - 1 consultant/specialist engaged - 1 consultant/specialist engaged	2 Consultants/Specialists Engaged 14 GFPS (9f, 5m) trained on the use of HGDG and 5 projects assessed Enhancement of the 2025 GPB which led to its endorsement 15 GFPS trained on the use of the GMEF Toolkit ((10f, 5m)Organizational GMEF Assessment where NDC's progress is at Level 2.	300,000.00 Corporate Funds	73,071.00 Corporate Funds	HR Unit in partnership with GFPS HR Unit in partnerships with GFPS	Done. Implemented
5	MCW IRR Section 37C/MCW IRR Section 37C	Employees not refreshed, and new entrants not yet oriented on GAD	To increase/refresh knowledge and awareness in GAD activities and implementation	GASS: MFO: General Administration and Support Services (GASS)	- Conduct of Gender Sensitivity Trainings for NDC employees	- Number of GST conducted - 2 GST for NDC employees - 2 GST for NDC employees - Number of GST conducted - 1 GST for GFPS members - 1 GST for GFPS members	Meeting with GFPS-TWG for the rescheduling of the Activity N/A	850,000.00 Corporate Funds	13,515.04 Corporate Funds	HR Unit in partnership with GFPS HR Unit in partnerships with GFPS	Not Done. Conduct of Gender Sensitivity Training has been rescheduled by the GFPS-TWG
6	RA 7192: Women in Development and Nation Building Act/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	GASS: MFO: Gender and Development Awareness / Advocacy	Active participation of women in the development programs/projects (ex. WomenBlz PH project)	Number of development programs/projects participated - 1 development program/project participated in - 1 development program/project participated in	-Marikina Cares (Relief good distribution to Typhoon Carina victims) - Participation of 5 GFPS members (3m, 2f) in Philippine Startup Conference and Geeks on a Beach Conference: For Women, By Women: Supporting Women-Led Startups and Enabling Gender Responsive Initiatives	1,000,000.00 Corporate Funds	510,894.13 Corporate Funds	HR Unit in partnership with GFPS HR Unit in partnerships with GFPS	Done. Implemented
7	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; RA 7877: The Anti Sexual Harassment Act of 1995; RA 11313: Safe Spaces Act; MCW IRR Sec 12/RA 10398: An Act Declaring November 25 Every Year as National Consciousness Day for the Elimination of VAWC; RA 7877: The Anti Sexual Harassment Act of 1995; RA 11313: Safe Spaces Act; MCW IRR Sec 12.	Employees not yet oriented on gender-based violence, sexual harassments and safe spaces	To increase level of awareness among NDC employees on gender-based violence and GBV related laws	GASS: MFO: General Administration and Support Services (GASS)	Conduct of orientation-session on gender-based violence and GBV related laws* Printing and distribution of VAW materials (Brochures, pamphlets and tarpaulin)	Number of session conducted - 2 session conducted - 2 session conducted *Number of VAW IEC materials printed - 500 IEC materials printed and distributed - 500 IEC materials printed and distributed	Two (2) Day Lecture on various VAWC Laws/Brown Bag Sessions conducted on December 10-11, 2024 and participated by 36 NDC employees (13m, 23f). N/A	350,000.00 Corporate Funds Salary Attribution 0.00 Corporate Funds	109,137.69 Corporate Funds 83,509.49 Corporate Funds	HR Unit in partnership with GFPS HR Unit in partnerships with GFPS	Done. Implemented

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8	MCW or RA 9710 The Magna Carta of Women mandates all government offices, including government-owned and controlled corporations and local government units to adopt gender mainstreaming as a strategy for implementing the law and attaining its objectives. It also mandates (a) planning, budgeting, monitoring and evaluation for gender and development, (b) the creation and/or strengthening of gender and development focal points, and (c) the generation and maintenance of gender statistics and sex-disaggregated databases to aid in planning, programming and policy formulation./MCW or RA 9710 The Magna Carta of Women mandates all government offices, including government-owned and controlled corporations and local government units to adopt gender mainstreaming as a strategy for implementing the law and attaining its objectives. It also mandates (a) planning, budgeting, monitoring and evaluation for gender and development, (b) the creation and/or strengthening of gender and development focal points, and (c) the generation and maintenance of gender statistics and sex-disaggregated databases to aid in planning, programming and policy formulation.	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 through the annual submission of the GAD Plan	MFO: MFO: General Administration and Support Services (GASS)	GAD Planning and Budgeting Workshop for GPB 2025	Number of session/workshop conducted - 1 workshop/session conducted - 1 workshop/session conducted	Coordinating with GAD Consultant/Procurer	300,000.00 Corporate Funds	0.00 Corporate Funds	HR Unit in partnership with GFPS HR Unit in partnerships with GFPS	Partially Done. On-going
9	Lack of operational childminding and lactation room.REPUBLIC ACT NO. 7600 - An act providing incentives to all government and private health institutions with rooming-in and breast-feeding practices and for other purposes./REPUBLIC ACT NO. 7600 - An act providing incentives to all government and private health institutions with rooming-in and breast-feeding practices and for other purposes.	The need to address the practical gender needs of the NDC employees/ provide services in support to balancing family obligations and work responsibilities	To have an operational childminding and lactation room to support in balancing family obligations and work responsibilities	GASS: MFO: General Administration and Support Services (GASS)	Maintenance and operation of the NDC childminding and lactation room	1 childminding and lactation room maintained - 1 childminding and lactation room maintained	Lactation room and Childminding room maintained NDC Public Neutral Rest Room launched	300,000.00 Corporate Funds	25,501.60 Corporate Funds	HR Unit in partnership with GFPS HR Unit in partnerships with GFPS	Done. Implemented

ATTRIBUTED PROGRAM

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFQ/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
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10					Mtek (HGDDG PIMME Score 8.5)			54,250,000.00 Corporate Funds	31,500,000.00 Corporate Funds	Special Projects in partnership with GFPS Special Projects in partnership with GFPS	Invested and Implementation
11					Davao Thermo Biotech Corporation project (HGDDG PIMME Score: 8.33)			31,000,000.00 Corporate Funds	16,660,000.00 Corporate Funds	Special Projects in partnership with GFPS Special Projects in partnership with GFPS	Invested and on-going operations
12					Solx (HGDDG PIMME Score: 8.33)			8,250,000.00 Corporate Funds	4,856,500.00 Corporate Funds	Business Development Group in partnership with GFPS Business Development Group in partnership with GFPS	Funding was released last June 2024
13					Kacific			700,254,000.00 Corporate Funds	0.00 Corporate Funds	Business Development Group in partnership with GFPS Business Development Group in partnership with GFPS	Cancelled
14					GLOVAX			86,250,000.00 Corporate Funds	0.00 Corporate Funds	Special Projects in partnership with GFPS Special Projects in partnership with GFPS	Board Approved
SUB-TOTAL								884,054,000.00	55,273,106.46	Corporate Funds	
TOTAL								884,054,000.00	55,273,106.46		

Prepared By:	Approved By:	Date
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