

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2021**

Agency/Bureau/Office:	PHILIPPINE COMPETITION COMMISSION	Organization Category:	NATIONAL GOVERNMENT, OTHER EXECUTIVE OFFICES
Total GAA of Agency:	513,902,000.00		
Actual GAD Expenditure	P 83,460,209.79	Original Budget	181,215,993.00
% of GAD Expenditure	16.24%	% Utilization of Budget	46.06%

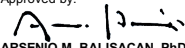
Gender Issue and/or GAD Mandate	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Output Performance Indicators and Target	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost/Expenditure	Responsible Unit/Office	Variance/Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Client-focused										
Women business owners' lack of knowledge of the Philippine Competition Act or R.A. No. 10667	Philippine Competition Act or R.A. No. 10667 is fairly new	Increased knowledge/awareness of women business stakeholders on the impact of competition policy to their businesses	GASS: General Administration and Support	Conduct of advocacy and communication activities targeting women business owners/leaders	No. of activities conducted - 1 activity conducted No. of participants - 30 participants (Male-15 Female-15)	27 participants (Male-7 Female-20) attended the Online Forum on the PCA and PCC for Women Entrepreneurs conducted on 24 March 2021	P 2,000.00	P 23,199.14	CKMO-CBAD	Done
Organization-focused										
Anti-Sexual Harassment Act of 1995 or R.A. No. 7877	Need to increase the awareness of PCC employees on preventing and addressing sexual harassment in the workplace	Increased awareness on sexual harassment prevention	GASS: General Administration and Support	Conduct of Seminar on Preventing Sexual Harassment in the Workplace	No. of batches conducted - At least 2 batches No. of participants - 60 participants (Male-30 Female-30)	2 batches of Seminar on Preventing Sexual Harassment in the Workplace conducted on 09 and 11 August 2021 With 54 participants (Male- 20 Female - 34)	P 19,500.00	P 57,082.58	AO-HCMD	Done
"Strengthening of GAD Focal Point System" as provided by the Magna Carta of Women or R.A. No. 9710 and PCW MC No. 2011-01	Need to institutionalize the PCC GAD Focal Point System through proper organization and coordination of efforts	Functional PCC GAD Focal Point System (GFPS)	GASS: General Administration and Support	Monitoring of the implementation of PCC GAD Activities	No. of personnel hired - 1 Fulltime GAD Coordinator hired	(1) Coordinated and provided technical support to the GFPS in policy development, analysis, advocacy, research, planning, implementation, monitoring and evaluation of gender mainstreaming efforts; (2) Assisted and coordinated with the concerned office/division in the formulation of GPB; (3) Consolidated inputs of offices/divisions on the GAD Accomplishment Report; (4) Drafted project proposal and/or activity designs in GAD-related PAPs; and (5) Coordinated and facilitated the implementation of GAD Programs, Activities and Projects (PAPs).	P 634,743.00	P 339,618.19	FPMO-CPMD	Done
	Need to institutionalize the PCC GAD Focal Point System through proper organization and coordination of efforts	Functional PCC GAD Focal Point System (GFPS)	GASS: General Administration and Support	Conduct of GFPS Regular Meetings	Percentage of required meetings conducted - 100% of required meetings conducted	100% of required meetings conducted (3/3 meetings)	P 10,000.00	P 23,723.28	FPMO-CPMD	Done
Proclamation 1172, s. 2006 - Declaring 25 November to 12 December as the 18-Day Campaign to End Violence Against Women (VAW) and R.A. No. 10398 - Declaring November 25 of Every Year as National Consciousness Day for the Elimination of Violence Against Women and Children in Support of the Worldwide Campaign to End VAW	Need to continuously update the knowledge of PCC stakeholders (internal and external) on gender-related issues and concerns that affect women and men	Increased awareness of PCC stakeholders on impact of VAW to women and society	GASS: General Administration and Support	Participation to / commemoration of 18-day VAW Campaign	No. of film screenings conducted - 1 batch of film screening conducted No. of participants - 30 participants (Male-15 Female-15)	Film screening of "Ang Kababaihan ng Malolos" from 01 to 07 December 2021 with two (2) batches of group sessions via MS Stream and Teams (Film Launching and Film Synthesis and Q&A Session). 42 participants (Male-14 Female-28) for the Film Launching 42 participants (Male-15 Female-27) for the Film Synthesis and Q&A Session 48 participants (Male-19 Female-29) viewed the film	P 50,000.00	P 86,668.50	FPMO-CPMD	Done
	Need to continuously update the knowledge of PCC stakeholders (internal and external) on gender-related issues and concerns that affect women and men	Increased awareness of PCC stakeholders on impact of VAW to women and society	GASS: General Administration and Support	Participation to / commemoration of 18-day VAW Campaign	No. of webinars conducted - 1 batch of webinar activity conducted No. of participants - 30 participants (Male-15 Female-15)	80 Participants (Male-31 Female-49) attended the Safe Spaces Act Webinar conducted on 26 November 2021	P 30,000.00	P 66,495.89	FPMO-CPMD	Done

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Proclamation No. 227, s. 1988 providing for the Observance of the Month of March as Women's Role in History Month and R.A. No. 6949 - Declaring March 8 of every year as National Women's Day	Need to continuously update the knowledge of PCC stakeholders (internal and external) on gender-related issues and concerns that affect women and men	Increased awareness and appreciation of PCC stakeholders of women as active contributors to and claimholders of development	GASS: General Administration and Support	Participation to/celebration of Women's Month	No. of film screenings conducted - 1 batch of film screening conducted No. of participants - 30 participants (Male-15 Female-15)	Film screening of "Verdict" from 17 to 24 March 2021 with two (2) batches of group sessions via MS Stream and Teams (Film Launching and Film Synthesis and Q&A Session) 39 participants (Male-13 Female-26) for the Film Launching 30 participants (Male-11 Female-19) for the Film Synthesis and Q&A Session 30 participants (Male-11 Female-19) viewed the film 25 participants (Male-10 Female-15) viewed ED's message for Women's Month	50,000.00	72,486.25	FPMO-CPMD	Done
	Need to continuously update the knowledge of PCC stakeholders (internal and external) on gender-related issues and concerns that affect women and men	Increased awareness and appreciation of PCC stakeholders of women as active contributors to and claimholders of development	GASS: General Administration and Support	Participation to/celebration of Women's Month	No. of webinars conducted - 1 batch of webinar activity conducted No. of participants - 30 participants (Male-15 Female-15)	2 batches of Webinar on Introduction to Sexual Orientation, Gender Identity, and Expression, and Sex Characteristics (SOGIESC) were conducted on 16 and 23 March 2021 With 41 Participants (Male-17 Female-24)	30,000.00	28,814.46	FPMO-CPMD	Done
R.A. No. 8187 or Paternity Leave Act of 1996	Need to comply with R.A. No. 8187 which would provide Paternity Leave for all married employees	Paternity Leave availed	GASS: General Administration and Support	Availment of Paternity Leave	Percentage of Paternity Leave applications approved - 100% of Paternity Leave applications approved	1 personnel availed	16,000.00	4,989.73	AO-HCMD	Done
R.A. No. 11210 or 105-Day Expanded Maternity Leave Law	Need to comply with R.A. No. 11210 which would provide 105-Day Expanded Maternity Leave for female employees	105-Day Expanded Maternity Leave availed	GASS: General Administration and Support	Availment of the 105-Day Expanded Maternity Leave	Percentage of 105-Day Expanded Maternity Leave applications approved - 100% of 105-Day Expanded Maternity Leave applications approved	4 personnel availed	175,000.00	943,178.18	AO-HCMD	Done
Special Leave Benefits for Women as provided by the Magna Carta of Women or R.A. No. 9710	Need to comply with R.A. No. 9710 which would provide Special Leave Benefits for Women	Special Leave for Women availed	GASS: General Administration and Support	Availment of the Special Leave for Women	Percentage of Special Leave for Women applications approved - 100% of Special Leave for Women applications approved	1 personnel availed	60,000.00	44,340.00	AO-HCMD	Done
IACVAWC Resolution No. 01, s. 2019 - Enjoining All Government Agencies and Local Government Units to Support the Program on Male Involvement in Eliminating Violence Against Women and Children (VAWC) and Achieving Gender Equality and the Empowerment of All Women and Girls and R.A. No. 9262 or the Anti-VAWC Act	Need to continuously engage PCC internal male stakeholders as collaborative partners and allies for preventing VAWC	Increased awareness of PCC internal male stakeholders on the impact of VAWC on women and society	GASS: General Administration and Support	Creation of the Men Opposed to Violence Against Women (VAW) Everywhere (MOVE) Committee	No. of key document product produced 1 Amended Special Order on GFPS	1 Special Order amended for the Creation of the Men Opposed to Violence Against Women (MOVE) Committee	2,000.00	6,408.98	FPMO-CPMD	Done
Need to be responsive to the needs of pregnant women and mothers/Expanded Breastfeeding Promotion Act of 2009 or R.A. No. 10028	Lack of facility/space for lactation, and/or nook for mothers and pregnant women	Lactation/Nook Room provided and maintained	GASS: General Administration and Support	Maintenance of Lactation/Nook Room	Lactation/Nook Room maintained	Lactation and Wellness/Nook Room maintained	195,206.00	218,769.24	AO	Done
Insufficient awareness and limited knowledge on GAD concepts and related concerns	No GST has been conducted for newly-hired PCC employees	Increased awareness of PCC employees on GAD including issues and concerns that affect them	GASS: General Administration and Support	Conduct of Gender Sensitivity Training and Introduction to Sexual Orientation, Gender Identity and Expression, and Sex Characteristic (SOGIESC) for PCC Employees	No. of batches conducted - At least 2 batches No. of participants - 70 participants (Male-30 Female-40)	1 batch of Webinar entitled Gender Sensitivity+ Orientation for GAD Coaches conducted on 22 December 2021 With 107 participants (Male-47 Female-60)	19,500.00	188,379.87	AO-HCMD	Done
Limited knowledge of PCC employees on various gender-related health issues and concerns	Workload and other priorities prevent PCC employees from learning various gender-related health issues and concerns	Increased knowledge and appreciation of PCC employees on gender-related health issues and concerns	GASS: General Administration and Support	Conduct of Gender-Related Health Issues and Concerns Seminar/Orientation	No. of batches conducted - At least 1 batch of orientation/seminar No. of participants - 25 participants (Male-10 Female-15)	1 batch of Webinar entitled Do You Know the Signs? A Cervical Cancer Awareness conducted on 17 March 2021 With 53 participants (Male-8 Female-45)	10,000.00	12,558.75	AO-HCMD	Done
Programs, activities and projects (PAPs) of PCC are not reviewed to become gender-responsive	Need to ensure proper identification and attribution of the necessary GAD-related PAPs in the GAD Plan and Budget	Gender-responsive GAD Plan and Budget	GASS: General Administration and Support	Conduct of GAD Year-end Assessment	Need to ensure proper identification and attribution of the necessary GAD-related PAPs in the GAD Plan and Budget	GAD Year-End Assessment conducted on 23 December 2021 With 16 participants (Male-8 Female-8)	5,000.00	9,093.74	FPMO-CPMD	Done.
Limited knowledge of PCC employees on how to process and analyze collected sex-disaggregated data and the issue of central repository and access to it	No established policy for strict collection of sex disaggregated data, and to what and when should the collection of data be applied. No centralized repository of data	Highlight the importance of sex-disaggregated data for analysis of gender-related issues of PCC	GASS: General Administration and Support	Conduct of training on sex-disaggregated data and gender analysis	No. of trainings conducted - 1 training on sex-disaggregated data collection, processing, and analysis No. of participants - 30 participants (Male-15 Female-15)	1 batch of Sex-Disaggregated Data Learning Session (3 Sessions) conducted on 28-29 October 2021 With 37 Participants (Male - 18 Female-19)	58,200.00	72,427.75	FPMO-CPMD	Done

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Need to be responsive to the needs of internal and external parents/guardians with children	Lack of family-friendly facilities	Family-friendly restrooms provided and maintained	GASS: General Administration and Support	Improvement of facilities to include family-friendly restrooms, installation of child toilet and diaper changing stations	Family-friendly restrooms maintained	Family-friendly restrooms maintained	P 64,500.00	P -	AO	Not Done (Not Applicable) Child toilet seat and diaper changing station, for procurement. The activity was put on hold due to the declaration of a State of National Emergency regarding the COVID-19 pandemic wherein babies/toddlers, among others, are barred from going out of their respective homes. In addition, the CSC MC No. 10, s. 2020 provided that pregnant personnel shall continue to work under the Work-From-Home arrangement.
Insufficient policy articulation of support to GAD mandates particularly adopting gender mainstreaming as a strategy in PCC	Lack of capacity for gender-aware competition policy-making and analysis of competition-related cases that consider gender and social inclusion issues	Strengthened organizational commitment to promote gender equality, women's empowerment, and social inclusion in the organization and the priority sectors	GASS: General Administration and Support	Conduct of Gender Assessment	No. of key document product produced - 1 Comprehensive Gender Assessment Report	1 Gender Assessment PCC Report produced on 15 February 2021	P 2,000.00	P 2,047.78	FPMO-CPMD	Done
	Lack of policies and enabling mechanisms and building capacities on gender and development	Strengthened organizational commitment to promote gender equality, women's empowerment, and social inclusion in the organization and the priority sectors	GASS: General Administration and Support	Finalization of the PCC Gender Mainstreaming Policy	No. of key document product produced - 1 PCC Gender Mainstreaming Policy	Updated Guidelines on Mainstreaming Gender and Development in PCC produced (Office Circular for signature of the PCC Chairperson)	P 2,000.00	P 6,007.07	FPMO-CPMD	Done
	Lack of policies and enabling mechanisms and building capacities on gender and development	Strengthened organizational commitment to promote gender equality, women's empowerment, and social inclusion in the organization and the priority sectors	GASS: General Administration and Support	No. of key document product produced - 1 Revised Finalization of the PCC GAD Agenda	No. of key document product produced - 1 Revised PCC GAD Agenda	1 batch of GAD Agenda FY 2022-2027 Workshop Session I and II conducted on 14-15 December 2021 27 Participants (Male-8 Female-19) on Session I (14 December 2021) 20 Participants (Male-5 Female-15) on Session II (15 December 2021) Revised PCC GAD Agenda produced by TWG (For adoption of the GFPS Executive Committee)	P 2,000.00	P 39,462.62	FPMO-CPMD	Done
Lack of adequate public assistance program for internal and external clients with gender-related complaints and/or grievances	Lack of facilities for all gender and pregnant women	Gender-neutral and pregnant women's washroom/toilet maintained	GASS: General Administration and Support	Maintenance of gender-neutral and pregnant women's washroom/toilet	Gender-neutral and pregnant women's washroom/toilet maintained	Gender-neutral and pregnant women's washroom/toilet maintained	P 65,069.00	P 65,068.48	AO	Done
Attributed Programs										
				Competition Policy Enforcement Program (HGDC Score: 14.66, 73.3% of PHP 245,175,000.00)			P 179,713,275.00	P 81,149,389.32	EO, MAO, CEO, CKMO & OFFICE OF THE CHAIRPERSON	Note 1: Please see attached HGDC-PIMME Checklist (Box 16 and 17). Each item/question was provided with explanation and means of verification (MOVs). Note 2: PIMME Score: 11.26 or 56.30% of the total disbursements amounting PHP 144,137,458.83
TOTAL							P 181,215,993.00	P 83,460,209.79		

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Approved by:

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 Chairperson

Date
 14 February 2022