

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT  
FY 2019**

<b>Reference:</b> Endorsed GPB #2019-000339		<b>Date Endorsed:</b> Feb 03, 2020	
<b>Organization:</b> Philippine Competition Commission		<b>Organization Category:</b> National Government, Other Executive Offices	
<b>Organization Hierarchy:</b> Office of the President, Philippine Competition Commission			
<b>Total Budget/GAA of Organization:</b>	429,849,000.00		
<b>Actual GAD Expenditure</b>	68,225,627.48	<b>Original Budget</b>	95,770,262.00
		<b>% Utilization of Budget</b>	71.24
<b>% of GAD Expenditure:</b>	15.87%		

	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
<b>ORGANIZATION-FOCUSED ACTIVITIES</b>											



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

**KENNETH V. TANATE, PHD  
EXECUTIVE DIRECTOR /  
CHAIRPERSON, GAD FOCAL  
POINT SYSTEM**

**ARSENIO M. BALISACAN, PHD  
CHAIRPERSON**



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1	"Strengthening of GAD Focal Point System" as provided by the Magna Carta of Women or R.A. No. 9710	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	Engagement of a Fulltime GAD Coordinator	1 personnel hired	Coordinated and provided technical support to the GFPS in policy development, analysis and advocacy, research, planning, implementing, monitoring and evaluation of gender mainstreaming efforts Assisted and coordinated with the concerned office/ division in the formulation of GPB Consolidated inputs of offices/ divisions on the GAD Accomplishment Report Drafted project proposal and/or activity designs in GAD-related PAPs and Coordinated and facilitated the implementation of GAD Program, Activities and Projects (PAPs).	280,000.00 GAA	234,348.66 GAA	FPMO-CPMD	Done. Full-time GAD Coordinator was engaged from June 10 to December 31, 2019.



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2	"Strengthening of GAD Focal Point System" as provided by the Magna Carta of Women or R.A. No. 9710	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	GFPS Regular Meetings	100% of required meetings conducted	4 target meetings and 4 actual meetings conducted	18,000.00 GAA	120,110.70 GAA	FPMO-CPMD	Done. Four (4) regular GFPS meetings were targeted to be held as part of the Mancom Meetings. GAD-related agenda were discussed during the 61st, 63rd and 72nd Mancom Meetings. GAD Year-End Assessment Workshop was also considered as one of the GFPS Meetings
3	Anti-Sexual Harassment Act of 1995 or R.A. No. 7877	Need to institutionalize the PCC CODI through proper organization and coordination of efforts	Functional PCC Committee on Decorum and Investigation (CODI)	GASS: General Administration and Support	CODI Regular Meeting	100% of required meetings conducted	3 target meetings and 3 actual meetings conducted	18,000.00 GAA	45,187.23 GAA	AO-HRDD	Done. CODI meetings were conducted on April 25, July 1 and July 8, 2019. The accomplishments of the meetings are the following:1) Finalized the formulation of the PCC CODI rules/procedure2) Released Special Order for the composition of CODI Members and3) Planned and scheduled the conduct of orientation in handling sexual harassment cases for PCC CODI Members.
4	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 Administrative Rules on Sexual Harassment in the Civil Service	At least 3 batches of seminars conducted  120 participants (70 females, 50 males)	8 batches of seminars conducted  149 participants attended (78 males, 71 females)	72,000.00 GAA	197,295.27 GAA	AO-HRDD	Done.



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5	Batas Pambansa 344 or Accessibility Law	Need to comply with the requirements of Batas Pambansa 344 which would provide Gender Neutral facilities for Older Persons and Persons with Disability (PWD)	Gender Neutral washroom/ toilet for Senior Citizen and PWD maintained	GASS: General Administration and Support	Maintenance of Gender Neutral washroom/ toilet for Senior Citizen and PWD	Gender Neutral washroom/ toilet for Senior Citizen and PWD maintained	Gender Neutral washroom/ toilet for Senior Citizen and PWD maintained	42,960.00 GAA	45,456.00 GAA	AO-GSD	Done. Rental Cost (Proportionate)
6	Republic Act 8187 or Paternity Leave Act of 1996	Need to comply with Republic Act 8187 which would provide Paternity Leave for all married employees	Paternity Leave availed	GASS: General Administration and Support	Filing of Paternity Leave of married employees	Paternity Leave availed	3 males availed	0.00 GAA	43,202.55 GAA	AO-HRDD	Done.
7	Republic Act 11210 or 105-Day Expanded Maternity Leave Law	Need to comply with Republic Act 11210 which would provide 105-Day Expanded Maternity Leave for female employees	105-Day Expanded Maternity Leave availed	GASS: General Administration and Support	Filing of 105-Day Expanded Maternity Leave of female employees	105-Day Expanded Maternity Leave availed	2 females availed	0.00 GAA	263,414.73 GAA	AO-HRDD	Done.



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8	Special Leave Benefits for Women as provided by the Magna Carta of Women or R.A. No. 9710	Need to comply with Republic Act 9710 which would provide Special Leave Benefits for Women	Special Leave Benefits for Women availed	GASS: General Administration and Support	Filing of Special Leave Benefits for women	Special Leave Benefits for Women availed	1 female availed	0.00 GAA	62,219.36 GAA	AO-HRDD	Done.
9	Need to be responsive to the needs of pregnant women and mothers	Lack of facility/ space for lactation, wellness and/or nook for mothers and pregnant women	Lactation and Wellness/ Nook Room provided and maintained	GASS: General Administration and Support	Maintenance of Lactation and Wellness/Nook Room	Lactation and Wellness/Nook Room maintained	Lactation and Wellness/ Nook Room maintained	141,180.00 GAA	222,000.00 GAA	AO	Done. Rental Cost (Proportionate)
10	Need to be responsive to the needs of pregnant women and mothers	Lack of dedicated fulltime employee for health and wellness-related concerns and activities for employees	Lactation and Wellness/ Nook Room provided and maintained	GASS: General Administration and Support	Engagement of a Fulltime Health and Wellness Officer	1 personnel hired	1 personnel hired	435,622.00 GAA	362,982.42 GAA	AO-HRDD	Done. Fulltime Health and Wellness Officer was engaged from March 1 to December 31, 2019. We included this in the AR as it was part of the Endorsed Adjusted GPB for 2019.



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11	Insufficient policy articulating support to GAD mandates particularly adopting gender mainstreaming as a strategy in PCC (GMEF Assessment Result)	Being a relatively young agency, PCC is still currently establishing its policies and enabling mechanisms and building capacities on GAD	Strengthened organizational commitment to promote gender equality and women empowerment in the organization and the priority sectors	GASS: General Administration and Support	Conduct of Gender Analysis	Comprehensive Gender Audit Report	Gender Analysis conducted and Comprehensive Gender Audit Report drafted	95,500.00 GAA	135,419.26 GAA	FPMO-CPMD	Done. GAD Orientation Seminar for PCC Key Program Implementer and Consultation meetings for the GAD Mainstreaming Project and Gender Audit were conducted to formulate the Gender Audit Report.
12	Insufficient policy articulating support to GAD mandates particularly adopting gender mainstreaming as a strategy in PCC (GMEF Assessment Result)	Being a relatively young agency, PCC is still currently establishing its policies and enabling mechanisms and building capacities on GAD	Strengthened organizational commitment to promote gender equality and women empowerment in the organization and the priority sectors	GASS: General Administration and Support	Development Workshop of PCC Gender Mainstreaming Policy	PCC GM Policy drafted	PCC GM Policy drafted	94,000.00 GAA	80,152.81 GAA	FPMO-CPMD	Done.



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13	Insufficient policy articulating support to GAD mandates particularly adopting gender mainstreaming as a strategy in PCC (GMEF Assessment Result)	Being a relatively young agency, PCC is still currently establishing its policies and enabling mechanisms and building capacities on GAD	Strengthened organizational commitment to promote gender equality and women empowerment in the organization and the priority sectors	GASS: General Administration and Support	Development Workshop of PCC GAD Agenda	PCC GAD Agenda 2020-2025, Recalibrated 2019 GPB, and 2020 GPB developed and approved by the Chairperson	PCC Recalibrated 2019 GPB and 2020 GPB developed and approved by the ChairpersonPCC GAD Agenda for 2020-2025 developed	289,000.00 GAA	280,013.21 GAA	FPMO-CPMD	Done. GAD Agenda for 2020-2025 workshop was conducted to formulated the PCC GAD Agenda for 2020-2025.
14	Insufficient awareness and limited knowledge on GAD concepts and related concerns	Conduct of GAD capacity building activities for PCC employees is limited	Increased knowledge and appreciation of PCC employees on gender-related concerns	GASS: General Administration and Support	Participation to GAD-related celebrations	Conduct of activities during Women's Month Celebration and 18-Day Campaign to End Violence Against Women and Children  Conduct of activities during Women's Month Celebration and 18-Day Campaign to End Violence Against Women and Children	Orientation in handling sexual harassment cases conducted for PCC CODI Members during Women's Month29 participants attended (13 males, 16 females)  Film Screening of Barber's Tales and Forum on Violence Against Women and Children (VAWC) conducted during 18-Day Campaign to End VAWC77 participants attended (34 males, 43 females)	40,000.00 GAA	178,223.31 GAA	AO-HRDD and FPMD-CPMD	Done.



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15	Insufficient awareness and limited knowledge on GAD concepts and related concerns	No GST has been conducted for 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 for PCC Employees	70 participants (30 males, 40 females)  Gender Sensitivity Training conducted  Participated in National GAD Budget Forum  2 participants (2 females)  Attended Gender Responsive Planning and Budgeting Workshop  1 participant (1 female)	68 participants attended (23 males, 45 females)  2 batches of Gender Sensitivity Trainings conducted  Participated in National GAD Budget Forum  2 participants attended (2 females)  Attended Gender Responsive Planning and Budgeting Workshop  1 participant attended (1 female)	84,000.00 GAA	264,806.75 GAA	AO-HRDD	Done.





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16	Insufficient awareness and limited knowledge on GAD concepts and related concerns	Conduct of GAD capacity building activities for PCC employees is limited	Increased knowledge and appreciation of PCC employees on gender-related concerns	GASS: General Administration and Support	Reproduction/development of IEC materials on GAD for PCC employees and external clients	100 pieces of IEC materials distributed during relevant GAD activities/campaigns	200 pieces Magna Carta of Women reprinted 293 pieces GAD-related IEC Materials (i.e., Magna Carta of Women, Anti-Violence Against Women and their Children, Anti-Rape Law, Anti-Trafficking in Persons Act) distributed during relevant GAD activities/ campaigns	50,000.00 GAA	17,667.86 GAA	CKMO-KMD	Done.
17	Limited knowledge of PCC employees on various gender-related health issues and concerns	Work load 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	Gender-Related Health Issues and Concerns Seminar/Orientation conducted  100 participants (40 males, 60 females)	4 batches of Gender-Related Health Issues and Concerns Seminar/Orientation were conducted  162 participants attended (71 males, 91 females)	60,000.00 GAA	286,804.74 GAA	AO-HRDD	Done. Topics discussed are the following: 1) Hypertension Awareness Program 2) Nutrition and Work-out Challenge 3) Mental Health Program and 4) Parenting Talk The 4 topics included sessions on awareness raising on the impacts of the health issues to men and women. Mental Health Program and Parenting Talk were considered as awareness activities for the Responsible Parenthood and Reproductive Health (RPRH).



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18	Lack necessary skills and knowledge on gender-related concerns and needs in emergency/ disaster preparedness	Office location (25th floor) increases vulnerability of women (51%) and men (49%) employees to disasters	Increased knowledge and skills on gender-related concerns necessary to prepare for and respond to disasters or emergencies	GASS: General Administration and Support	Conduct of ELSARO (Earthquake, Landslide, Search and Rescue Operation) Course	ELSARO Course conducted  30 participants (20 males, 10 females)	ELSARO Course conducted  Day 1- 35 participants attended (27 males, 8 females)Day 2- 30 participants attended (23 males, 7 females)	36,000.00 GAA	87,339.95 GAA	AO-HRDD	Done.

**ATTRIBUTED PROGRAM**



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POINT SYSTEM**


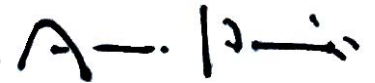
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19					Competition Policy Enforcement Program (HGDG Score: 13.16, 50% of 184,028,000)			94,014,000.00 GAA	65,298,982.67 GAA	EO, MAO, CEO, CKMO & OFFICE OF THE CHAIRPERSON	Please see the attached PIMME Checklist (Box 16 and 17). Each item/question was provided with justification and means of verification (MOVs). MOVs were also attached to confirm the score provided for each item/question. Competition Policy Enforcement Program PIMME Score is 10.58 or 52.90% of the total disbursements amounting Php123,438,530.57. Training on the use of HGDG for the GFPS members were already conducted in 2018. Note: The correct total agency budget is Php429,849,000.00 based on FY 2019 GAA while the total agency attributed budget under Column 8 for the Competition Policy Enforcement Program is Php 92,014,000.00 (50% of Php 184,028,000.00). In view of the foregoing, the percentage of GAD Expenditure is 15.87% and the percentage of the utilization of budget is 72.76 %.
<b>SUB-TOTAL</b>								95,770,262.00	68,225,627.48	GAA	
<b>TOTAL</b>								95,770,262.00	68,225,627.48		



Prepared By:	Approved By:	Date
		
KENNETH V. TANATE, PhD	ARSENIO M. BALISACAN, PhD	06/01/2020
Executive Director / Chairperson, GAD Focal Point System	Chairperson	

