

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2018**

Reference: Direct Encoding (No GPB in database)				
Organization: Philippine Competition Commission			Organization Category: National Government, Other Executive Offices	
Organization Hierarchy: Office of the President, Philippine Competition Commission				
Total Budget/GAA of Organization:	457,592,000.00			
Actual GAD Expenditure	1,302,282.56	Original Budget	1,884,500.00	
		% Utilization of Budget	69.10	
% Utilization of Original	0.00			
% of GAD Expenditure:	0.28%			

	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	Remarks
	1	2	3	4	5	6	7	8	9	10	11
ORGANIZATION-FOCUSED ACTIVITIES											
1	"Strengthening of GAD Focal Point System" as provided by the Magna Carta of Women or R.A. No. 9710	"Strengthening of GAD Focal Point System" as provided by the Magna Carta of Women or R.A. No. 9710	PCC GAD Focal Point System (GFPS) Institutionalized	GASS: General Administration and Support Services	Quarterly GFPS Meetings	Number of quarterly meetings - 4 quarterly meetings	1 meeting conducted - 7 PCC Execom Members present (6 males 1 female)	48,000.00 GAA	8,281.44 GAA	FPMO-CPMD	Done. The GAD-related agenda were discussed during the 37th ManCom Meeting



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2	"Strengthening of GAD Focal Point System" as provided by the Magna Carta of Women or R.A. No. 9710	"Strengthening of GAD Focal Point System" as provided by the Magna Carta of Women or R.A. No. 9710	PCC GAD Focal Point System (GFPS) Institutionalized	GASS: General Administration and Support Services	GAD Planning and Assessment Workshop	2 Key Document Products developed- PCC GAD AR 2019 and GPB 2020 developed	1 workshop conducted - 25 personnel attended (8 males 17 females), Draft PCC GAD AR 2018 and inputs to GPB 2020 prepared	175,000.00 GAA	59,104.28 GAA	FPMO-CPMD	Done.
3	"Strengthening of GAD Focal Point System" as provided by the Magna Carta of Women or R.A. No. 9710	"Strengthening of GAD Focal Point System" as provided by the Magna Carta of Women or R.A. No. 9710	PCC GAD Focal Point System (GFPS) Institutionalized	GASS: General Administration and Support Services	GFPS TWG Regular Meeting	Number of bi-monthly meetings - 6 bi-monthly meetings	1 meeting conducted - 13 personnel attended (4 males 9 females)	18,000.00 GAA	4,539.87 GAA	FPMO-CPMD	Done. Given the number of organization-focused activities, the lead unit coordinated directly with the concerned units instead of holding a formal meeting.



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4	"Strengthening of GAD Focal Point System" as provided by the Magna Carta of Women or R.A. No. 9710	"Strengthening of GAD Focal Point System" as provided by the Magna Carta of Women or R.A. No. 9710	PCC GAD Focal Point System (GFPS) Institutionalized	GASS: General Administration and Support Services	Formulation and issuance of internal policy on Gender Mainstreaming	Number of internal policy issued - 1 internal policy issued	The comprehensive PCC Gender Mainstreaming Policy is deferred for issuance in FY 2019 after the assessment and study.	0.00 GAA	0.00 GAA	FPMO-CPMD	Partially Done. Although the comprehensive PCC Gender Mainstreaming Policy is yet to be formulated, PCC has commenced establishing the following: GFPS Constitution, GAD Capacity-Building Activities and Integration of GAD in the WFP and PPMP Preparation. GAD Planning and Budgeting was one of the provisions of FPMO & BAC Memo dated 01 August 2018 on the Recalibration of FY 2019 WFP and PPMP.
5	Anti-Sexual Harassment Act of 1995 or R.A. No. 7877	"Anti-Sexual Harassment Act of 1995 or R.A. No. 7877"	Committee on Decorum and Investigation of Cases on Sexual Harassment (CODI) established and operationalized	GASS: General Administration and Support Services	Establishment of the CODI	Number of Special Order issued to establish the PCC CODI - 1 Special Order issued to establish the PCC CODI	Draft Special Order on Constitution of PCC CODI prepared before EOY	0.00 GAA	0.00 GAA	ALO-HRDD	Done. Special Orders No. 2019-008 and 2019-009 on PCC CODI were approved on 17 January 2019.



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6	Anti-Sexual Harassment Act of 1995 or R.A. No. 7877	"Anti-Sexual Harassment Act of 1995 or R.A. No. 7877"	Committee on Decorum and Investigation of Cases on Sexual Harassment (CODI) established and operationalized	GASS: General Administration and Support Services	CODI Regular Meeting	Number of Meetings conducted - at least one (1) meeting	N/A	24,000.00 GAA	0.00 GAA	ALO-HRDD	Not Done. Meeting could only be conducted after the constitution of the PCC CODI.
7	18-day Campaign to End Violence Against Women (End VAW) in accordance with Proclamation No. 1172, s. 2006, R.A. No. 10398	18-day Campaign to End Violence Against Women (End VAW) in accordance with Proclamation No. 1172, s. 2006, R.A. No. 10398	Increased knowledge and appreciation of PCC personnel on the issue and prevention of violence against women and their children	GASS: General Administration and Support Services	Seminar on Preventing and Addressing Sexual Harassment	Number of PCC personnel who attended- 50(25 males, 25 females)	N/A	75,000.00 GAA	0.00 GAA	ALO-HRDD	Not Done. The conduct of the seminar was deferred due to nonavailability of schedule and the volume of activities prioritized for implementation in the second semester.



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8	Limited knowledge of PCC employees on basic GAD concepts and policies	Being a relatively new agency, the PCC is still currently establishing its policies and enabling mechanisms, among them the GAD program.	Increased knowledge of PCC employees on Gender Equality and Sensitivity	GASS: General Administration and Support Services	Reproduction/development of IEC materials on GAD for PCC employees & external clients	Number of IEC materials distributed during relevant GAD Activities/campaigns - 500 pieces of IEC Materials distributed during relevant GAD Activities/campaigns	Reprinted 890 pieces of GAD brochures (i.e., 150 for Magna Carta of Women, 185 for each set -Anti-Trafficking in Persons Act of 2003, as amended, Anti-sexual Harassment of 1995, Anti-Rape Law of 1997, Anti-Violence Against Women and their Children (VAW-C) Act of 2004), Distributed 101 brochures to PCC internal and external stakeholders	100,000.00 GAA	45,997.50 GAA	CKMO	Done.
9	Limited knowledge of PCC employees on basic GAD concepts and policies	Being a relatively new agency, the PCC is still currently establishing its policies and enabling mechanisms, among them the GAD program.	Increased knowledge of PCC employees on Gender Equality and Sensitivity	GASS: General Administration and Support Services	PCC Employees General Orientation on GAD	Number PCC employees oriented on basic GAD concepts and policies - 100 PCC employees (50 males, 50 females) oriented on basic GAD concepts and policies	Gender and Development Awareness conducted - 104 personnel attended (49 males 55 females)	165,000.00 GAA	190,736.84 GAA	ALO-HRDD	Done.



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10	Limited knowledge of PCC employees on basic GAD concepts and policies	Being a relatively new agency, the PCC is still currently establishing its policies and enabling mechanisms, among them the GAD program.	Increased knowledge of PCC employees on Gender Equality and Sensitivity	GASS: General Administration and Support Services	Participation in GAD-related seminars/conferences	Number of seminars with 50 participants each seminar (25 male and 25 female) - 4 seminars with 50 participants each seminar (25 male and 25 female)	Participated in 2 GAD-related activities - 17th Global Forum on Competition (OECD) and Senior Officials Conference on Gender Mainstreaming in the AEC Sectoral Bodies - 4 officials attended (4 males 0 female)	230,000.00 GAA	701,713.63 GAA	ALO-HRDD	Done.
11	Limited knowledge of PCC employees on basic GAD concepts and policies	Being a relatively new agency, the PCC is still currently establishing its policies and enabling mechanisms, among them the GAD program.	Increased knowledge of PCC employees on Gender Equality and Sensitivity	GASS: General Administration and Support Services	Participation in national advocacies on GAD and women empowerment	Number of PCC personnel who participated in national advocacies on GAD and women empowerment - 50 PCC personnel (25 males, 25 females)	Attended the ADB Gender Month 2018-Breaking the Glass Ceiling: Reflections on the Future of Women's Leadership, Voice and Agency - 17 personnel attended (6 males 11 females)	50,000.00 GAA	7,080.81 GAA	ALO-HRDD	Done.



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12	Limited capacities of agency focal point mechanism to advance gender mainstreaming	Given that the PCC GFPS is only in its initial establishment, its members still lack the necessary capacity to formulate, execute, monitor, and evaluate GAD activities and projects in the agency.	PCC GFPS able to lead gender mainstreaming efforts of the organization, having enhanced capacities to formulate, implement and monitor the GPB.	GASS: General Administration and Support Services	Conduct of capacity-building activities for the PCC GFPS	Number of trainings on GAD tools for PCC GFPS members - 2 trainings on GAD tools for PCC GFPS members	2-day Training on Gender Analysis (GMEF & HGDG) conducted for PCC GFPS TWG Members - 30 personnel attended (11 males 9 females)	220,000.00 GAA	144,799.05 GAA	FPMO-CPMD	Done.
13	Lack of capacity to ensure PCC policies and communications use non-sexist or gender sensitive language per PCW MC 2014-06 and CSC MC 12, s. 2005	Lack of awareness and appreciation on the use of gender-sensitive language	Increased knowledge of PCC personnel in drafting gender-sensitive official documents, communications, issuances	GASS: General Administration and Support Services	Formulation and issuance of internal policy on PCC Gender and Media Guidelines	Number of internal policies issued - 1 internal policy issued	Drafted one (1) office circular on gender fair language	0.00 GAA	0.00 GAA	CKMO	Partially Done. The proposed internal policy is still for review and approval



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14	Lack of capacity to ensure PCC policies and communications use non-sexist or gender sensitive language per PCW MC 2014-06 and CSC MC 12, s. 2005	Lack of awareness and appreciation on the use of gender-sensitive language	Increased knowledge of PCC personnel in drafting gender-sensitive official documents, communications, issuances	GASS: General Administration and Support Services	Conduct of 1-day review workshop on Gender-Fair Language	Number of participants - 30 PCC personnel (20 males, 10 females)	Reviewed five (5) PCC publications (i.e., PCA Primer, Guide for Business, Handbook for the General Public, Key Prohibitions of the PCA, FAQs for SMEs) for non-sexist language, Conducted one (1) review session recommending revision of non-sexist language in PCC publications - 5 personnel were involved (4 males, 1 female)	29,500.00 GAA	17,629.14 GAA	CKMO	Done.
15	Lack of responsiveness to the needs of mothers and pregnant women	Lack of facility/space for lactation, wellness and/or nook for mothers and pregnant women	Lactation and Wellness/Nook Room provided	GASS: General Administration and Support Services	Provision of Lactation and Wellness/Nook Room	Number of Lactation and Wellness/Nook Rooms provided - 1 Lactation and Wellness/Nook Room provided	Lactation and Wellness/Nook Room	750,000.00 GAA	122,400.00 GAA	ALO	Done.
SUB-TOTAL								1,884,500.00	1,302,282.56	GAA	
TOTAL								1,884,500.00	1,302,282.56		



Prepared By:	Approved By:	Date
Kenneth V. Tanate, PhD	Arsenio M. Balisacan, PhD	03/07/2019
Executive Director / Chairperson, GAD Focal Point System	Chairperson	

