

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT  
FY 2020**

<b>Reference:</b> Endorsed GPB #2020-000419		<b>Date Endorsed:</b> Jul 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>	434,375,000.00		
<b>Actual GAD Expenditure</b>	55,830,393.25	<b>Original Budget</b>	138,780,872.00
		<b>% Utilization of Budget</b>	40.23
<b>% of GAD Expenditure:</b>	12.85%		

	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>											
1	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	Conduct of CODI Regular Meetings	Percentage of required meetings conducted - 100% of required meetings conducted	No Meeting conducted	18,000.00 GAA	0.00 GAA	AO-HCMD	Not Done. (Not Applicable) No meeting was conducted as no sexual harassment case was reported for FY 2020



	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
2	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 participants - 60 participants (Male-30 Female-30)  No. of batches conducted - At least 2 batches	74 participants attended the seminar (Male-36 Female-38)  3 batches of Prevention of Sexual Harassments in the Workplace Seminar conducted on 4, 20 & 27 August 2020	36,000.00 GAA	87,552.99 GAA	AO-HCMD	Done.
3	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	Gender Neutral washroom/ toilet for Senior Citizen and PWD maintained	42,960.00 GAA	60,326.52 GAA	AO-GSD	Done. Proportionate Rental Cost



	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
4	"Strengthening of GAD Focal Point System" as provided by the Magna Carta of Women or R.A. No. 9710 and PCW MC 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 and advocacy, research, planning, implementing, 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 Program, Activities and Projects (PAPs)	400,632.00 GAA	421,703.47 GAA	FPMO-CPMD	Done. 1 Fulltime GAD Coordinator hired from January 1 - December 31 2020



	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
5	"Strengthening of GAD Focal Point System" as provided by the Magna Carta of Women or R.A. No. 9710 and PCW MC 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	Conduct of GFPS Regular Meetings	Percentage of required meetings conducted - 100% of required meetings conducted	100% of required meetings conducted (8/8 meetings)	20,000.00 GAA	49,053.41 GAA	FPMO-CPMD	Done. GAD-related agenda were discussed during the various FGD for the PCC Gender Assessment (7/7 meetings) GAD Year-end Assessment was also considered as one of the GFPS Regular Meetings (1/1 meeting)
6	Civil Service Commission Memorandum Circular No. 12, s. 2005 on the Use of Non-Sexist Language and the Presidential Memorandum Circular No. 48, s. 2013 on Adopting the Gender Equality Guidelines in the Development of Media Policies and Implementing Programs to Promote Gender Mainstreaming	Need to ensure observance of non-sexist language in all communications and documents produced by PCC	Increased knowledge and skills in promoting gender sensitivity in the workplace through media and language	GASS: General Administration and Support	Conduct of Orientation on Media and Gender Equality Guidelines	No. of participants - 30 participants (Male-15 Female-15)	30 participants (Male-8 Female-22) attended the Orientation on Media and Gender Equality conducted 10 March 2020.	17,000.00 GAA	43,273.89 GAA	PAD	Done.



	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
7	Civil Service Commission Memorandum Circular No. 12, s. 2005 on the Use of Non-Sexist Language and the Presidential Memorandum Circular No. 48, s. 2013 on Adopting the Gender Equality Guidelines in the Development of Media Policies and Implementing Programs to Promote Gender Mainstreaming	Need to ensure observance of non-sexist language in all communications and documents produced by PCC	Increased knowledge and skills in promoting gender sensitivity in the workplace through media and language	GASS: General Administration and Support	Conduct of Orientation on Gender Fair Language Guidelines	No. of participants - 25 participants (Male-12 Female-13)	27 participants (Male-11 Female-16) attended the Orientation on Gender Fair Language Guidelines conducted on 18 August 2020	64,000.00 GAA	17,198.88 GAA	CKMO-KMD	Done.



	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
8	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 participants - 50 participants (Male-25 Female-25)  No. of batches conducted - 2 batches of Film Screening Activity	46 participants for Film Launching (Male - 15 Female-31) 51 participants for Film Synthesis (Male - 18 Female - 33)  Film Screening of "Nuwebe" from 15- 22 December 2020 with two (2) batches of group session via MS Streams (Film Launching and Film Q & A) conducted	60,000.00 GAA	50,000.00 GAA	FPMO-CPMD	Done.
9	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 stakeholdersof women as active contributors to and claimholders of development	GASS: General Administration and Support	Participation to/Celebration of Women's Month	No. of participants - 50 participants (Male-25 Female-25)  No. of batches conducted - 2 batches of Film Screening Activity	48 participants attended the film showing (Male-18 Female-30)  2 batches of Film Screening of "Bagahe" conducted on 10 and 17 September 2020	45,000.00 GAA	66,877.60 GAA	FPMO-CPMD	Done.



	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
10	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: GASS: General Administration and Support	Availment of PaternityLeave	Filing of Paternity Leave of married employees	1 personnel availed (Male - 1)	0.00 GAA	10,622.82 GAA	AO - HCMD	Done.
11	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: GASS: General Administration and Support	Availment of MaternityLeave	Filing of 105-Day Expanded Maternity Leave of female employees	1 personnel availed (Female -1)	0.00 GAA	902,155.23 GAA	AO - HCMD	Done.
12	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/Nook Room maintained	Lactation and Wellness/ NookRoom maintained	141,180.00 GAA	218,769.24 GAA	AO	Done. Proportionate Rental Cost
13	Republic Act 8972: Solo Parents' Welfare Act of 2000	Need to comply with Republic Act 8972 which would provide Parental Leaves for solo parent employees	Parental Leaves for solo parent employees availed	GASS: GASS: General Administration and Support	Availment of ParentalLeaves for solo parentemployees	Filing of Parental Leaves for solo parent employees	3 personnel availed (Female - 3)	0.00 GAA	5,451.41 GAA	AO - HCMD	Done.


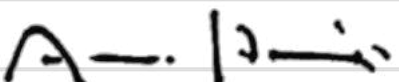
**ATTRIBUTED PROGRAM**



	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
14					Competition Policy Enforcement Program (HGDC Score: 14.16, 70.8% of Php 194,825,000.00)			137,936,100.00 GAA	53,897,407.79 GAA	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:10.33 or 51.65% of the total disbursements amounting PhP104,351,225.15Note 3: The adjusted appropriation of PCC net of Bayanihan 1 and RLIP is PhP415,928,052. Hence, the updated GAD allocation is 33.37% while the percentage of total GAD expenditure is 13.42%.Note 4: On CPEP, the adjusted appropriation net of Bayanihan 1 and RLIP is PhP157,792,765.00. Hence the correct attributable budget is PhP111,717,277.62.
<b>SUB-TOTAL</b>								138,780,872.00	55,830,393.25	GAA	
<b>TOTAL</b>								138,780,872.00	55,830,393.25		





Prepared By:	Approved By:	Date
 KENNETH V. TANATE, PhD	 ARSENIO M. BALISACAN, PhD	03/09/2021
Executive Director/ Chairperson	Chairperson	

