

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2021**

<b>Sequence No.:</b> 2020-010382				
<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>	513,902,000.00			
<b>Total GAD Budget</b>	181,215,993.00	<b>Primary Sources</b>	181,215,993.00	
		<b>Other Sources</b>	0.00	
<b>% of GAD Allocation:</b>	35.26%			

	<b>Gender Issue /GAD Mandate</b>	<b>Cause of Gender Issue</b>	<b>GAD Result Statement /GAD Objective</b>	<b>Relevant Organization MFO/PAP or PPA</b>	<b>GAD Activity</b>	<b>Performance Indicators /Targets</b>	<b>GAD Budget</b>	<b>Source of Budget</b>	<b>Responsible Unit /Office</b>
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>CLIENT-FOCUSED ACTIVITIES</b>									
1	Women business owners lack of knowledge of the Philippine Competition Act or RA 10667	Philippine Competition Act or RA 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)	2,000.00	GAA	CKMO-CBAD



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	1	2	3	4	5	6	7	8	9
<b>ORGANIZATION-FOCUSED ACTIVITIES</b>									
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 batches conducted - At least 2 batches  No. of participants - 60 participants (Male-30 Female-30)	19,500.00	GAA	AO-HCMD
3	"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	634,743.00	GAA	FPMO-CPMD
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	Conduct of GFPS Regular Meetings	Percentage of required meetings conducted - 100% of required meetings conducted	10,000.00	GAA	FPMO-CPMD



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5	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)  No. of webinars conducted - 1 batch webinar activity conducted  No. of participants - 30 participants(Male-15 Female-15)	Film screening 50,000.00  Webinar 30,000.00	GAA  GAA	FPMO-CPMD



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6	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 film screenings conducted - 1 batch of film screening conducted  No. of participants - 30 participants(Male-15 Female-15)  No. of webinars conducted - 1 batch webinar activity conducted  No. of participants - 30 participants(Male-15 Female-15)	Film screening 50,000.00  Webinar 30,000.00	GAA  GAA	FPMO-CPMD
7	Republic Act 8187 or Paternity Leave Act of 1996	Need to comply with Republic Act 8187 which would provide Paternity Leave for al marriend 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	16,000.00	GAA	AO-HCMD



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8	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	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	175,000.00	GAA	AO-HCMD
9	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 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	60,000.00	GAA	AO-HCMD



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10	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 Republic Act 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 to 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	2,000.00	GAA	FPMO-CPMD



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11	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	195,206.00	GAA	AO
12	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)	19,500.00	GAA	AO-HCMD
13	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)	10,000.00	GAA	AO-HCMD



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14	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	No. of key document product produced- 1 Proposed GAD Accomplishment Report	5,000.00	GAA	FPMO-CPMD
15	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 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)	58,200.00	GAA	AO-ICTD
16	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	64,500.00	GAA	AO-GSD



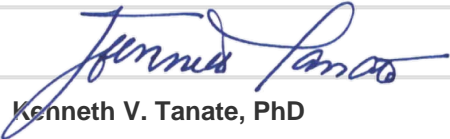
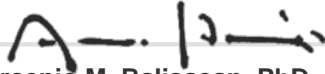


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17	Insufficient policy articulation support to GAD mandates particularly adopting gender mainstreaming as a strategy in PCC	Lack of capacity for gender-aware competition policy-making and analysis of competition-related cases that consider gender and social inclusion issues	Strengthened organizational commitment to promote gender equality, womens 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	2,000.00	GAA	FPMO-CPMD
18	Insufficient policy articulation support to GAD mandates particularly adopting gender mainstreaming as a strategy in PCC	Lack of policies and enabling mechanisms and buiding capacities on gender and development	Strengthened organizational commitment to promote gender equality, womens 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	2,000.00	GAA	FPMO-CPMD



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19	Insufficient policy articulation support to GAD mandates particularly adopting gender mainstreaming as a strategy in PCC	Lack of policies and enabling mechanisms and building capacities on gender and development	Strengthened organizational commitment to promote gender equality, womens empowerment, and social inclusion in the organization and the priority sectors	GASS: General Administration and Support	Finalization of the PCC GAD Agenda	No. of key document product produced - 1 Revised PCC GAD Agenda	2,000.00	GAA	FPMO-CPMD
20	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	65,069.00	GAA	AO-GSD
<b>ATTRIBUTED PROGRAM</b>									
21					Competition Policy Enforcement Program (HGDG Score: 14.66, 73.3% of Php245,175,000.00)		179,713,275.00	GAA	EO, MAO, CEO, CKMO & OFFICE OF THE CHAIRPERSON
<b>SUB-TOTAL</b>							181,215,993.00	GAA	
<b>TOTAL GAD BUDGET</b>							181,215,993.00		



Prepared By:	Approved By:	Date
 Kenneth V. Tanate, PhD	 Arsenio M. Balisacan, PhD	12/01/2020
Executive Director/ Chairperson, GAD Focal Point System	PCC Chairperson	



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

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PCC CHAIRPERSON**



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