

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2022**

Sequence No.: 2021-011831				
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:	788,583,000.00			
Total GAD Budget	307,631,376.50	Primary Sources	307,631,376.50	
		Other Sources	0.00	
% of GAD Allocation:	39.01%			

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
CLIENT-FOCUSED ACTIVITIES									
1	Women business owners lack of or limited 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 law and policy to their businesses		Inclusion of PCW/GAD publications, together with PCC collaterals to be disseminated to organization-stakeholders (Note: NGA, GOCC, and LGU are presumed to have GAD programs)	Number of PCW/GAD publications sent - 200	10,000.00	GAA	CKMO-KMD



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2	Women business owners lack of or limited 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 law and policy to their businesses		Conduct of advocacy and communication activities targeting women business owners/leaders	Number of activity conducted - At least 1 activity (At least 50% female participants)	20,000.00	GAA	CKMO-CBAD
ORGANIZATION-FOCUSED ACTIVITIES									
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)		Monitoring of the implementation of PCC GAD Activities	Number of personnel hired - 1 Fulltime GAD Coordinator	638,400.00	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)		Conduct of GFPS Regular Meetings	Percentage of required meetings conducted - 100%	10,000.00	GAA	FPMO-CPMD



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5	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.		Conduct of Seminar on Preventing Sexual Harassment in the workplace	Number of activity conducted - At least 1 batch30 participants (Male-15 Female-15)	19,500.00	GAA	AO-HCMD
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		Participation to/Celebration of Women's Month	Number of activity conducted - 1 batch of webinar30 participants(Male-15 Female-15)	30,000.00	GAA	FPMO-CPMD



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7	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		Participation to/Commemoration of 18-day VAW Campaign	Number of activity conducted - 1 batch of webinar30 participants(Male-15 Female-15)	30,000.00	GAA	FPMO-CPMD



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8	Need to be responsive to the needs of internal and external stakeholders (parents/guardians with children)	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		Maintenance of Gender Neutral washroom/ toilet for Senior Citizen and PWD & Family-friendly restrooms	Number of Gender Neutral washroom/ toilet - 1 Senior Citizen and PWD maintained & Family-friendly restroom	42,960.00	GAA	AO-GSD
9	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		Maintenance of Lactation/Nook Room	Number of Lactation/Nook Room maintained - 1 Lactation/Nook Room	141,180.00	GAA	AO
10	Programs, activities and projects (PAPs) of PCC are not reviewed to become gender-sensitive or 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		Conduct of GAD Year-end Assessment of Accomplishments	Number of key document product produced - 1 Proposed GAD Accomplishment Report	20,000.00	GAA	FPMO-CPMD




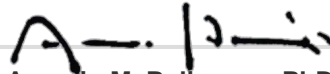
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11	Insufficient awareness and limited knowledge on GAD concepts and related concern	No GST has been conducted for newly-hired PCC employees	Increased awareness of PCC employees on GAD including issues and concerns that affect them		Conduct of Gender Sensitivity Training for PCC Employees	Number of activity conducted- At least 1 batch30 participants (Male-15 Female-15)	19,500.00	GAA	AO-HCMD
12	Limited knowledge of PCC employees on the role of gender analysis in their respective functions	Workload and other priorities prevent PCC employees from learning the concepts and tools on gender analysis	Highlight the importance of gender analysis as integral part of their functions		Conduct of GAD/gender analysis sessions applicable to the functions	Number of activity conducted - 1 session on gender analysis30 participants (Male-15 Female-15)	30,000.00	GAA	FPMO-CPMD
13	Limited knowledge of PCC employees on the process and procedure to incorporate gender dimension	No established policy/guidelines/procedure for the application of GAD dimension in PCC outputs	Guidelines on gender-aware comments or position paper		Conduct of coaching workshop on how to incorporate gender dimension in comments and position papers	Number of activity conducted - 1 coaching workshop15 participants (Male - 8, Female - 7)	25,000.00	GAA	FPMO-CPMD LLO



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14	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 to all female employees	105- Day Expanded Maternity Leave availed		Availment of 105- Day Expanded Maternity Leave	Percentage of 105- Day Expanded Maternity Leave applications approved - 100% of 105- Day Expanded Maternity Leave applications approved	60,000.00	GAA	AO-HCMD
15	Special Leave 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		Availment of Special Leave for Women	Percentage of Special Leave for Women applications approved - 100% of Special Leave for Women applications approved	30,000.00	GAA	AO-HCMD
16	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		Availment of Paternity Leave	Percentage of Paternity Leave applications approved - 100% of Paternity Leave application approved	8,000.00	GAA	AO-HCMD
ATTRIBUTED PROGRAM									



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17					Competition Policy Enforcement Program - Enforcement of Rules and Regulations, Review of Mergers and Acquisition, and Policy Research and Advocacy/Capacity Building Program (HGDC Score: 13 65% of PhP218,861,000.00)		142,259,650.00	GAA	EO MAO CEO CKMO OTC
18					Competition Policy Enforcement Program - Capacity Building to Foster Competition Project (HGDC Score: 10.33)		164,237,186.50	GAA	CBFC Project TWG
SUB-TOTAL							307,631,376.50	GAA	
TOTAL GAD BUDGET							307,631,376.50		

Prepared By:	Approved By:	Date
 Kenneth V. Tanate, PhD	 Arsenio M. Balisacan, PhD	11/15/2021
Executive Director/ Chairperson, GAD Focal Point System	PCC Chairperson	



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

ARSENIO M. BALISACAN, PHD
PCC CHAIRPERSON



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PAGE 8 OF 9

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PAGE 9 OF 9**