

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2019**

Sequence No.: 2019-000339			
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		
Total GAD Budget	95,770,262.00	Primary Sources	95,770,262.00
		Other Sources	0.00
% of GAD Allocation:	20.93%		

	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
ORGANIZATION-FOCUSED ACTIVITIES									
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	280,000.00	GAA	FPMO-CPMD



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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	18,000.00	GAA	FPMO-CPMD
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	18,000.00	GAA	AO-HRDD
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)	72,000.00	GAA	AO-HRDD



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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	42,960.00	GAA	AO-GSD
6	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	141,180.00	GAA	AO
7	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	435,622.00	GAA	AO-HRDD



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8	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	95,500.00	GAA	FPMO-CPMD
9	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	94,000.00	GAA	FPMO-CPMD



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10	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	289,000.00	GAA	FPMO-CPMD
11	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	40,000.00	GAA	AO-HRDD and FPMO-CPMD
12	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	84,000.00	GAA	AO-HRDD



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13	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	50,000.00	GAA	CKMO-KMD
14	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)	60,000.00	GAA	AO-HRDD
15	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)	36,000.00	GAA	AO-HRDD
ATTRIBUTED PROGRAM									



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16					Competition Policy Enforcement Program (HGDG Score: 13.16, 50% of 184,028,000)		94,014,000.00	GAA	EO, MAO, CEO, CKMO & OFFICE OF THE CHAIRPERSON
SUB-TOTAL							95,770,262.00	GAA	
TOTAL GAD BUDGET							95,770,262.00		

Prepared By:	Approved By:	Date
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Executive Director; Chairperson, GAD Focal Point System	Chairperson	

