COMMENTS ON THE ANNUAL GAD ACCOMPLISHMENT REPORT
FY 2023

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:	584,918,000.00			
Actual GAD Expenditure	135,610,217.60	**Original Budget**	173,219,431.00	
		% Utilization of Budget	78.29	
Actual GAA Expenditure	135,610,217.60	**Original GAA Allocation**	173,219,431.00	
		% Utilization of Original	78.29	
% of GAD Expenditure:	23.18%			

Philippine Commission on Women

February 23, 2024

Final Observations and Remarks

Thank you for submitting your FY 2023 Gender and Development (GAD) Accomplishment Report [AR].

The Philippine Commission on Women (PCW) notes the implementation of your GAD programs, projects and activities and other GAD-related accomplishments for the period. We appreciate the efforts of Philippine Competition Commission in responding to the gender issues of its clientele and/or in addressing its commitments under national and international mandates on GAD.

As final instructions, please print this GAD AR together with PCW's final observations and remarks and submit the signed copies for reference to your resident COA Auditor. For its submission to PCW, kindly send the signed electronic copy of the FY 2023 GAD AR to pdpmed.monitoring@pcw.gov.ph copy furnished the dd_operations@pcw.gov.ph.

In downloading your 2023 GAD AR, kindly follow these steps:

a. Click the "My GAD Profiles" menu;
b. Select "List of GAD Plans and GAD ARs";
c. Click the View icon under the Actions column;
d. Click the Comment Reports icon on the upper left side portion of the window to view the reviewed GAD AR with PCW's comments, remarks or observations; and
e. Finally, click the PDF icon to generate the report.

Again, thank you.

	Gender Issue /Gad Mandate (1)	Cause of Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Organization MFO/PAP or PPA (4)	GAD Activity (5)	Performance Indicators / Targets (6)	Actual Result (Output/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost /Expenditure (9)	Remarks (10)
CLIENT-FOCUSED ACTIVITIES										
1	Women business owners limited knowledge of the Philippine Competition Act or RA 10667	Philippine Competition Act or RA 10667 is fairly new	Increased awareness and knowledge of women business stakeholders on the impact of competition law and policy to their businesses	Competition Policy Enforcement Program (CPEP)	Development of IEC materials and knowledge products	Number of IEC materials reviewed/produced - Reviewed/Produced at least 2 IEC materials	At least 2 digital IEC materials were produced	10,000.00	185,763.18	
2	Women business owners limited knowledge of the Philippine Competition Act or RA 10667	Philippine Competition Act or RA 10667 is fairly new	Increased awareness and knowledge of women business stakeholders on the impact of competition law and policy to their businesses	Competition Policy Enforcement Program (CPEP)	Conduct of advocacy and communication activities targeting women business owners/leaders	Number of advocacy activity conducted - Conducted at least 1 advocacy activity with at least 50% female participants	1 advocacy activity conducted with at least 50% female participants (55 Male and 64 Female) - Online Forum on the Philippine Competition Act for Women with the University of the Philippines Women Lawyers' Circle, Inc. (UP WILOCI)	20,000.00	28,489.00	
ORGANIZATION-FOCUSED ACTIVITIES										
3	Anti-Sexual Harassment Act of 1995 or R.A. No. 7877	Need to increase the awareness and understanding of PCC employees on preventing and addressing sexual harassment in the workplace	Increased awareness and understanding on sexual harassment prevention	General Administration and Support	Conduct of Seminar on Preventing Sexual Harassment in the Workplace	Number of activity conducted - Conducted at least 1 batch with 30 participants (Male-15 Female-15)	1 session/batch conducted with 51 total participants (28 Male and 23 Female) - Orientation on Rules and Guidelines on Anti-Sexual Harassment Initiative	30,000.00	105,885.46	

	Gender Issue /Gad Mandate (1)	Cause of Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Organization MFO/PAP or PPA (4)	GAD Activity (5)	Performance Indicators / Targets (6)	Actual Result (Output/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost /Expenditure (9)	Remarks (10)
4	Anti-Sexual Harassment Act of 1995 or R.A. No. 7877	Need to update the rules on sexual harassment based on CSC Resolution No. 2100064	Committee on Decorum and Investigation of Cases on Sexual Harassment (CODI) Policy updated and operationalized	General Administration and Support	Reconstitution of the CODI	Number of key document product produced - 1 Special Order produced	Number of key document product produced - 1 Special Order on the Reconstitution of the CODI	5,000.00	7,102.05	
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)	General Administration and Support	Monitoring of the implementation of PCC GAD Activities	Number of personnel hired - 1 Fulltime GAD Coordinator	(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).	638,400.00	571,462.32	

	Gender Issue /Gad Mandate (1)	Cause of Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Organization MFO/PAP or PPA (4)	GAD Activity (5)	Performance Indicators / Targets (6)	Actual Result (Output/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost /Expenditure (9)	Remarks (10)
6	"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)	General Administration and Support	Conduct of GFPS Regular Meetings	Percentage of required meetings conducted - 100% of the required meetings have been conducted	100% of the required meetings were conducted	10,000.00	27,173.09	
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 and understanding of PCC stakeholders on impact of VAW to women and society	General Administration and Support	Participation to/Commemoration of 18-day Campaign to End VAW	Number of activity conducted - Conducted at least 1 webinar/film screening with at least 30 participants (Male-15 Female-15)	2 sessions/batches conducted with 54 total participants (23 Male and 31 Female) - Learning Session on Basic Self-Defense (Krav Maga)	50,000.00	56,282.52	

	Gender Issue /Gad Mandate (1)	Cause of Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Organization MFO/PAP or PPA (4)	GAD Activity (5)	Performance Indicators / Targets (6)	Actual Result (Output/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost /Expenditure (9)	Remarks (10)
8	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 stakeholders of women as active contributors to and claimholders of development	General Administration and Support	Participation to/Celebration of National Women's Month	Number of activity conducted - Conducted at least 1 batch of webinar/film screening with at least 30 participants (Male-15 Female-15)	2 sessions/batches conducted with 80 total participants (33 Male and 47 Female) - Learning Session on Phenomenon-Based Approach to Mainstreaming Gender and Development	50,000.00	133,030.65	
9	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	General Administration and Support	Availment of 105- Day Expanded Maternity Leave	Percentage of 105- Day Expanded Maternity Leave applications approved - 100% of 105- Day Expanded Maternity Leave applications were approved	100% of the leaves were approved - 2 personnel availed	60,000.00	187,542.14	
10	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	General Administration and Support	Availment of Special Leave for Women	Percentage of Special Leave for Women applications approved - 100% of Special Leave for Women applications were approved	100% of leaves were approved - 1 personnel availed	30,000.00	17,289.55	
11	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	General Administration and Support	Availment of Paternity Leave	Percentage of Paternity Leave applications approved - 100% of Paternity Leave applications were approved	No qualified personnel	8,000.00	0.00	

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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	General Administration and Support	Maintenance of Lactation/Nook Room	Number of Lactation/Nook Room maintained - Maintained 1 Lactation/ Nook Room	1 Lactation and Wellness/Nook Room maintained	141,180.00	216,277.80	
13	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	General Administration and Support	Maintenance of Gender Neutral washroom/ toilet for Senior Citizen and PWD & Family-friendly restrooms	Number of Gender-Neutral washroom/toilet for Senior Citizen and PWD & Family-friendly restrooms - Maintained 1 Gender-Neutral washroom/toilet for Senior Citizen and PWD maintained & Family-friendly restroom	1 Senior Citizen and PWD gender-neutral washroom/toilet maintained	42,960.00	67,323.84	
14	Need to strengthen the gender-sensitive monitoring and evaluation of GAD PAPs	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	General Administration and Support	Conduct of GAD Year-end Assessment of Accomplishments	Number of key document product produced - Proposed GAD Accomplishment Report	Provisional GAD AR produced	25,000.00	44,568.14	
15	Low awareness and limited knowledge on GAD concepts and related concerns	Need to continue the conduct of GAD-related trainings	Increased awareness and understanding of PCC employees on GAD including issues and concerns that affect them	General Administration and Support	Conduct of Gender Sensitivity Training for PCC Employees	Number of activity conducted - Conducted at least 1 batch with 30 participants (Male-15 Female-15)	1 session/batch conducted with 45 total participants (19 Male and 26 Female) - Gender Sensitivity Training for PCC Employees	20,000.00	65,513.97	

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16	Low awareness and limited knowledge on GAD concepts and related concerns	Need to continue the conduct of GAD-related trainings	Increased awareness and understanding of PCC employees on GAD including issues and concerns that affect them	General Administration and Support	Inclusion of GAD Overview in the Employee Onboarding Program	Number of activity conducted - Conducted at least 1 batch with 30 participants (Male-15 Female-15)	1 session/batch conducted with 65 total participants (34 Male and 31 Female) - New Employees Orientation Batch 13 (Day 2)	20,000.00	106,184.44	
ATTRIBUTED PROGRAM										
17					Competition Policy Enforcement Program - Enforcement of Rules and Regulations, Review of Mergers and Acquisition, and Policy Research and Advocacy/Capacity Building Program (HGDG Score: 11.49/20*100 = 57.45% of PhP214,318,000.00)			125,998,191.00	89,742,828.41	
18					Competition Policy Enforcement Program - Capacity Building to Foster Competition Project (HGDG Score: 10.15/20*100 = 50.75% of PhP 303,259,000.00)			46,060,700.00	44,047,501.04	
							SUB-TOTAL	173,219,431.00	135,610,217.60	GAA
							TOTAL	173,219,431.00	135,610,217.60	

Prepared By:	Approved By:	Date
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