COMMENTS ON THE ANNUAL GAD ACCOMPLISHMENT REPORT
FY 2024

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:	442,286,000.00		
Actual GAD Expenditure	109,236,835.50	**Original Budget**	109,664,794.29
		% Utilization of Budget	99.61
Actual GAA Expenditure	109,236,835.50	**Original GAA Allocation**	109,664,794.29
		% Utilization of Original	99.61
% of GAD Expenditure:	24.70%		

GENERAL COMMENTS Philippine Commission on Women March 27, 2025	Thank you for submitting your FY 2024 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 PhCC 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 2024 GAD AR to pdpmed.monitoring@pcw.gov.ph copy furnished the dd_operations@pcw.gov.ph. In downloading your 2024 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	GASS: General Administration and Support	Development of RA 10667 IEC materials and knowledge products for women business owners	Number of IEC materials reviewed/produced - At least 2	Reviewed/produced 2 IEC materials	10,000.00	152,814.55	
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	GASS: General Administration and Support	Inclusion of women-led businesses/organizations in advocacy and communication activities	Involve/invite women-led organizations to CBAD activities - Involvement/invitation of at least 1 women-led organization.	3 female top management officials from women-led organizations attended the event		133,510.00	
					ORGANIZATION-FOCUSED ACTIVITIES					
3	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	GASS: 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 approved	100% of 105-day Expanded Maternity Leave applications approved - 4 personnel availed	60,000.00	517,423.82	
4	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: General Administration and Support	Availment of Paternity Leave	Percentage of Paternity Leave applications approved - 100% of Paternity Leave application approved	100% of Paternity Leave applications approved - 3 personnel availed	8,000.00	19,846.23	

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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	Monitoring of the implementation of PCC GAD Activities	Number of personnel hired - 1 Fulltime GAD Coordinator	1 Fulltime GAD Coordinator hired	660,512.29	485,385.68	
6	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	GASS: General Administration and Support	Conduct of Seminar on Preventing Sexual Harassment in the Workplace	Number of activities conducted - At least 1 batch Number of participants - At least 30 (Male-15 Female-15)	1 Session of Seminar on Preventing Sexual Harassment in the Workplace was conducted 32 participants (Male - 15 Female - 17)	30,000.00	54,470.89	
7	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	GASS: General Administration and Support	Participation to/Celebration of National Women's Month	Number of participants - At least 30 participants (Male-15 Female-15) Number of activities conducted - At least 1 batch of webinar/ film screening	Learning session with 36 participants (Male - 16 Female - 20) Film screening with 29 participants (Male - 12 Female - 17) 1 learning session and 1 film screening activity conducted	55,000.00	137,744.01	

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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 and understanding of PCC stakeholders on impact of VAW to women and society	GASS: General Administration and Support	Participation to/Commemoration of 18-day Campaign to End VAW	Number of participants - At least 30 participants (Male-15 Female-15) Number of activities conducted - At least 1 batch of webinar/ film screening	33 participants (Male - 16 Female - 17) 1 learning session conducted	55,000.00	84,979.49	
9	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	GASS: 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 - Maintained 1 Gender Neutral washroom/toilet for Senior Citizen and PWD & Family-friendly restroom	1 Gender-Neutral washroom/toilet for Senior Citizen and PWD maintained & Family-friendly restroom maintained	71,200.00	71,636.16	

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10	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	Number of Lactation/Nook Room maintained - 1 Lactation/Nook Room maintained	1 Lactation/Nook Room maintained	228,700.00	230,131.20	
11	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	GASS: General Administration and Support	Conduct of GAD Year-end Assessment of Accomplishments	Number of key document product produced - 1 Proposed GAD Accomplishment Report	Provisional GAD AR for FY 2024 produced	25,000.00	45,825.47	
12	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	GASS: General Administration and Support	Conduct of Gender Sensitivity Training for PCC Employees	Number of participants - 30 participants (Male-15 Female-15) Number of activities conducted - At least 1 batch	52 participants (Male - 20 Female - 32) 1 session of Gender Sensitivity Training was conducted on 16 December 2024	20,000.00	32,941.38	
13	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	GASS: General Administration and Support	Inclusion of GAD Overview in the Employee Onboarding Program	Number of participants - 30 participants (Male-15 Female-15) Number of activities conducted - At least 1 batch	54 participants (Male - 28 Female - 26) 1 session of the New Employees Orientation was conducted on 24 June 2024	20,000.00	91,550.43	

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14	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	GASS: 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 approved	100% of Special Leave for Women applications approved - 1 personnel availed	30,000.00	708,624.00	
					ATTRIBUTED PROGRAM					
15					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, 57.45% of PhP 188,636,000.00)			108,371,382.00	106,469,952.19	
							SUB-TOTAL	109,664,794.29	109,236,835.50	GAA
							TOTAL	109,664,794.29	109,236,835.50	

Prepared By:

Kenneth V. Tanate, PhD

Executive Director and GFPS Chairperson

Approved By:

Michael G. Agulnaldo

PCC Chairperson

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