ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2026

Sequence No.: 2025-021920				
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:	587,626,000.00			
Total GAD Budget	155,174,109.50	**Primary Sources**	155,174,109.50	
		Other Sources	0.00	
% of GAD Allocation:	26.41%			

	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 have limited knowledge of Republic Act No. 10667 or the Philippine Competition Act	RA 10667 or the Philippine Competition Act 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	Number of IEC materials reviewed/produced - At least 2 IEC materials reviewed/produced	10,000.00	GAA	CKMO-KMD

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2	Women business owners have limited knowledge of Republic Act No. 10667 or the Philippine Competition Act	RA 10667 or the Philippine Competition Act 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	Invite women-led organizations to CBAD activities - Invitation of at least 1 women-led organization	10,000.00	GAA	CKMO-CBAD
ORGANIZATION-FOCUSED ACTIVITIES									
3	"Strengthening of GAD Focal Point System" as provided by Republic Act No. 7877 or the Magna Carta of Women 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	547,728.00	GAA	FPMO-CPMD
4	"Strengthening of GAD Focal Point System" as provided by Republic Act No. 7877 or the Magna Carta of Women 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	Republic Act No. 7877 or Anti-Sexual Harassment Act of 1995 and Republic Act No. 11313 or Safe Spaces Act	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 Orientation on RA 11313 and Seminar on Preventing Sexual Harassment in the Workplace	Number of activities conducted- At least 1 batch with at least 30 participants (Male - 15 Female - 15)	30,000.00	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 Republic Act No. 6949 or 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 employees provided with advocacy collaterals - At least 200 PCC employees Number of activities conducted - At least 1 batch of opening ceremony with at least 200 participants (Male - 100 Female - 100)	25,000.00 100,000.00	GAA GAA	FPMO-CPMD

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7	CSC Memorandum Circular No. 12, s. 2005 on the Use of Non-Sexist Language; Presidential Memorandum Circular No. 48, s. 2013 on Adopting the Gender Equality Guidelines in the Development of Media Policies and Implementing Programs to Promote Gender Mainstreaming; and PCW Memorandum Circular No. 2014-06 on Promoting the Use of Gender-Sensitivity Language in the Drafting and Review of Legislative Measures	Need to ensure the observance of gender-fair and non-sexist language and media in all communications and documents produced by PCC	Increased knowledge and skills in promoting gender-fairness and gender sensitivity in the workplace through language and media	GASS: General Administration and Support	Conduct of Orientation on the Guidelines on Gender-Fair Language	Number of activities conducted- At least 1 batch with at least 30 PCC employees (Male - 15 Female - 15) and 20 GFPS	60,000.00	GAA	FPMO-CPMD

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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 RA 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 knowledge 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 activities conducted- At least 1 batch of seminar/film screening with at least 30 participants (Male - 15 Female - 15)	54,500.00	GAA	FPMO-CPMD
9	Republic Act No. 9710 or Special Leave for Women as provided by the Magna Carta of Women	Need to comply with RA 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- 100% of Special Leave for Women applications approved	30,000.00	GAA	AO-HCMD

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10	Republic Act No. 8187 or Paternity Leave Act of 1996	Need to comply with RA 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 application approved- 100% of Paternity Leave application approved	8,000.00	GAA	AO-HCMD
11	Republic Act No. 11210 or 105-Day Expanded Maternity Leave Law	Need to comply with RA 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	60,000.00	GAA	AO-HCMD

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12	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 Older Persons and PWD maintained	GASS: General Administration and Support	Maintenance of Gender-Neutral Washroom/Toilet for Older Persons and PWD and Family-Friendly Restrooms	Number of Gender-Neutral Washroom/Toilet for Older Persons and PWD and Family-Friendly Restrooms maintained - 1 Gender-Neutral Washroom/Toilet for Older Persons and PWD and Family-Friendly Restrooms maintained	71,200.00	GAA	AO-GSD
13	Need to be responsive to the needs of pregnant women and mothers/Republic Act No. 10028 or Expanded Breastfeeding Promotion Act of 2009	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	228,700.00	GAA	AO-GSD

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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 (GPB)	Gender-responsive GPB	GASS: General Administration and Support	Conduct of GAD Year-End Assessment of Accomplishments (YEAA)	Number of key document product produced- 1 Proposed GAD Accomplishment Report (AR)	25,000.00	GAA	FPMO-CPMD
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	GASS: General Administration and Support	Conduct of Gender Sensitivity Training for PCC Employees	Number of activities conducted - At least 1 batch with at least 30 employees (Male - 15 Female - 15) and 20 GFPS members (Male - 10 Female - 10)	30,100.00	GAA	AO-HCMD
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	GASS: General Administration and Support	Inclusion of GAD Overview in the Employee Onboarding Program	Number of activities conducted- At least 1 batch with at least 30 participants (Male - 15 Female - 15)	20,000.00	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		153,853,881.50	GAA	EO, MAO, CEO, CKMO, & THE OFFICE OF THE CHAIRPERSON
						SUB-TOTAL	155,174,109.50	GAA	
						TOTAL GAD BUDGET	155,174,109.50		

Prepared By:	Approved By:	Date
Kenneth V. Tanate, PhD	**Michael G. Aguinaldo**	12/22/2025
Executive Director/Chairperson, GAD Focal Point System	**Chairperson**	