ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2025

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:	448,384,000.00			
Total GAD Budget	99,132,250.00	**Primary Sources**	99,132,250.00	
		Other Sources	0.00	
% of GAD Allocation:	22.11%			

	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 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: 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 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: 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 to CBAD activities.	10,000.00	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)	GASS: 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

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4	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: GASS: General Administration and Support	Conduct of 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
5	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: GASS: General Administration and Support	Participation to/Celebration of National Women's Month	Number of employees provided with advocacy collateral- At least 200 PCC employees Number of activities conducted- At least 1 batch of seminar/film screening with at least 30 participants (Male - 15 Female - 15)	135,000.00 55,000.00	GAA GAA	FPMO-CPMD

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6	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: 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) Percentage of female employees provided with Reproductive Health Rights supplies - 100% of female PCC employees provided with Reproductive Health Rights Supplies	55,000.00 60,000.00	GAA GAA	FPMO-CPMD

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7	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: GASS: General Administration and Support	Maintenance of Gender-Neutral washroom/ toilet for Senior Citizen and PWD & Family-friendly restrooms	No. of Gender-Neutral washroom/ toilet for Senior Citizen and PWD & Family-friendly restroom maintained- 1 Gender-Neutral washroom/ toilet for Senior Citizen and PWD & Family-friendly restroom maintained	71,200.00	GAA	AO-GSD
8	Need to be responsive to the needs of pregnant women and mothers	Lack of facility/ space for lactation, and/or nook for mothers and pregnant women	Lactation/ Nook Room provided and maintained	GASS: GASS: General Administration and Support	Maintenance of Lactation/Nook Room	No. of Lactation/Nook Room maintained - 1 Lactation/Nook Room maintained	228,700.00	GAA	AO-GSD
9	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: GASS: General Administration and Support	Conduct of GAD Year-end Assessment of Accomplishments	Number of key document product produced - 1 Proposed GAD Accomplishment Report	25,000.00	GAA	FPMO-CPMD

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10	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: GASS: General Administration and Support	Conduct of Gender Sensitivity Training for PCC Employees	Number of activities conducted- At least 1 batch with conducted with at least 30 participants (Male-15 Female-15)	20,000.00	GAA	AO-HCMD
11	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: GASS: General Administration and Support	Inclusion of GAD Overview in the Employee Onboarding Program	Number of activities conducted- At least 1 batch conducted with at least 30 participants (Male-15 Female-15)	20,000.00	GAA	AO-HCMD
12	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: 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	30,000.00	GAA	AO-HCMD

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13	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: GASS: General Administration and Support	Availment of Paternity Leave	Percentage of Paternity Leave applications approved - 100% of Paternity Leave application approved	8,000.00	GAA	AO-HCMD
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	GASS: 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
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: 11.16, 55.8% of Php 175,209,000.00)		97,766,622.00	GAA	EO, MAO, CEO, CKMO, & OFFICE OF THE CHAIRPERSON
						SUB-TOTAL	99,132,250.00	GAA	
						TOTAL GAD BUDGET	99,132,250.00		

Prepared By:	Approved By:	Date
KENNETH V. TANATE, PhD Executive Director / Chairperson, GAD Focal Point System	ATTY. MICHAEL G. AGUINALDO PCC Chairperson	11/29/2024

Philippine Commission on Women

THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN REVIEWED AND ENDORSED THROUGH THE GMMS

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ATTY. MICHAEL G. AGUINALDO
PCC CHAIRPERSON