COMMENTS ON THE ANNUAL GAD ACCOMPLISHMENT REPORT
FY 2022

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:	788,583,000.00			
Actual GAD Expenditure	135,173,558.68	**Original Budget**	307,631,376.50	
		% Utilization of Budget	43.94	
Actual GAA Expenditure	135,173,558.68	**Original GAA Allocation**	307,631,376.50	
		% Utilization of Original	43.94	
% of GAD Expenditure:	17.14%			

Philippine Commission on Women

May 03, 2023

FINAL OBSERVATIONS and REMARKS

Thank you for submitting your FY 2022 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 2022 GAD AR to pdpmed.monitoring@pcw.gov.ph copy furnished the dd_operations@pcw.gov.ph.

In downloading your 2022 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 lack of or limited knowledge of the Philippine Competition Act or RA 10667	Philippine Competition Act or RA 10667 is fairly new	Increased knowledge awareness of women business stakeholders on the impact of competition law and policy to their businesses	Competition Policy Enforcement Program (CPEP)	Inclusion of PCW/GAD publications, together with PCC collaterals to be disseminated to organization-stakeholders (Note: NGA, GOCC, and LGU are presumed to have GAD programs)	Number of PCW/GAD publications sent - 200	296 copies of PCW/GAD publications was sent to various organization-stakeholders	10,000.00	10,202.52	
2	Women business owners lack of or limited knowledge of the Philippine Competition Act or RA 10667	Philippine Competition Act or RA 10667 is fairly new	Increased knowledge awareness 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 activity conducted - At least 1 activity (At least 50% female participants)	1 activity conducted: 100 (79 - Female 21 - Male) participants attended the Online Forum on the Philippine Competition Act with the Philippine Business Coalition on Women Empowerment (PBWCE) on 29 March 2022	20,000.00	38,706.58	
ORGANIZATION-FOCUSED ACTIVITIES										

	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)
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: 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: (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	437,988.32	
4	"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	Conduct of GFPS Regular Meetings	Percentage of required meetings conducted - 100%	100% of required meetings conducted (5/5 meetings)	10,000.00	55,826.65	

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5	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 and Administrative Support	Conduct of Seminar on Preventing Sexual Harassment in the workplace	Number of activity conducted - At least 1 batch 30 participants (Male-15 Female-15)	"1 batch of Orientation on the Rules and Guidelines on Anti-Sexual Harassment Initiative conducted on 23 March 2022. 85 (Female - 54 Male - 31) participants of the orientation "	19,500.00	223,217.80	
6	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 Women's Month	Number of activity conducted - 1 batch of webinar 30 participants (Male-15 Female-15)	2 webinars conducted: -1 batch of Gender-transformative and Inclusive Workplace Webinar conducted on 15 March 2022. 90 (Female - 57 Male - 33) attended" -1 batch of Gender-Fair Language Webinar conducted on 25 March 2022. 101 (Female - 63 Male - 38) attended	30,000.00	179,110.01	

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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 of PCC stakeholders on impact of VAW to women and society	GASS: General and Administrative Support	Participation to/Commemoration of 18-day VAW Campaign	Number of activity conducted - 1 batch of webinar 30 participants (Male-15 Female-15)	1 webinar conducted: 1 batch of Gender in Emergency Responses conducted on 28 November 2022. 71 (Female - 40 Male - 30 Mx - 1) attended"	30,000.00	76,564.16	
8	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 - 1 Senior Citizen and PWD maintained & Family-friendly restroom	Maintained 1 Senior Citizen, PWD and gender-neutral washroom/toilet	42,960.00	70,360.46	

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9	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	141,180.00	218,769.20	
10	Programs, activities and projects (PAPs) of PCC are not reviewed to become gender-sensitive or responsive	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	GAD Year-End Assessment was conducted on 14 December 2022. 28 (Female - 13 Male - 15) participants attended	20,000.00	24,797.34	
11	Insufficient awareness and limited knowledge on GAD concepts and related concern	No GST has been conducted for newly-hired 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	Number of activity conducted - At least 1 batch 30 participants (Male-15 Female-15)	1 activity conducted: Gender Sensitivity Training for PCC Employees was conducted on 9 December 2022. 61 (Female - 32 Male - 29) participants attended	19,500.00	132,172.49	
12	Limited knowledge of PCC employees on the role of gender analysis in their respective functions	Workload and other priorities prevent PCC employees from learning the concepts and tools on gender analysis	Highlight the importance of gender analysis as integral part of their functions	GASS: General Administration and Support	Conduct of GAD/gender analysis sessions applicable to the functions	Number of activity conducted - 1 session on gender analysis 30 participants (Male-15 Female-15)	1 activity conducted: 1 session of PCC Learning Session in Gender Analysis in support of functions of Key PCC Offices conducted on 7 December 2022 16 (Female - 9 Male - 7) attended	30,000.00	22,645.55	

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13	Limited knowledge of PCC employees on the process and procedure to incorporate gender dimension	No established policy/guidelines/procedure for the application of GAD dimension in PCC outputs	Guidelines on gender-aware comments or position paper	GASS: General Administration and Support	Conduct of coaching workshop on how to incorporate gender dimension in comments and position papers	Number of activity conducted - 1 coaching workshop 15 participants (Male - 8, Female - 7)	1 activity conducted: 1 session of coaching Gender analysis in support of functions of Key PCC Offices conducted on 28 September 2022 32 (Female - 18 Male - 14) attended	25,000.00	53,318.86	
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: 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 requested maternity leaves approved: 5 personnel availed	60,000.00	977,676.64	
15	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: 2 personnel availed	30,000.00	137,369.18	

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16	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: 1 personnel availed	8,000.00	51,730.00	
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: 13 65% of PhP218,861,000.00)			142,259,650.00	105,324,504.14	Note 1: Please see attached HGDG-PIMME Checklist (Box 16 and 17). Each item/questions was provided with explanation. Note 2: PIMME Score: 12.76 or 63.80% of the total disbursements amounting to PhP165,085,429.69

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18					Competition Policy Enforcement Program - Capacity Building to Foster Competition Project (HGDG Score: 10.33			164,237,186.50	27,138,598.78	Note 1: Please see attached HGDG-PIMME Checklist (Box 16 and 17). Each item/questions was provided with explanation. Note 2: PIMME Score: 10.58 or 52.90% of the total disbursements amounting to PhP51,301,699.02
							SUB-TOTAL	307,631,376.50	135,173,558.68	GAA
							TOTAL	307,631,376.50	135,173,558.68	

Prepared By:	Approved By:	Date
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