

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2024**

Sequence No.: 2024-017299				
Organization: Professional Regulation Commission			Organization Category: National Government, Attached Agency	
Organization Hierarchy: Department of Labor and Employment, Professional Regulation Commission				
Total Budget/GAA of Organization:	1,773,199,000.00			
Total GAD Budget	123,832,995.40	Primary Sources	123,832,995.40	
		Other Sources	0.00	
% of GAD Allocation:	6.98%			

	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									



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1	Low awareness among clients about GAD mainstreaming/Low level of awareness of the clientele.	Presence of vulnerable clients who are pregnant, senior citizens, with special needs/disability, and/or nursing mothers, who are not uninformed of their rights as stated by law.	To increase the level of GAD awareness of clients and empower them through access of updated and adequate GAD-related information materials, and sustain GM in the Commission	MFO: Professional Licensure Program Professional Regulation Program Professional Database Program General Administration and Support	(1) Reproduction of adequate GAD-related information materials/flyers for distribution to clients (2) Posting of tarpaulins during the conduct of GAD activities (3) Provision of collaterals/ freebies to the clients during the conduct of GAD-related activities/events (4) Provision of television placed at clients holding area (5) Establishment of GAD Corner and other related information in the office premises	1. No. and type of GAD -related information materials reproduced 2. Posting of tarpaulins during the conduct of GAD activities 3. Provision of collaterals/freebies to the clients during the conduct of GAD-related activities/events 4. Provision of television placed at clients holding area 5. establishment of GAD Corner and other related information in the office premises - 1,000 pc. of GAD-IEC/Advocacy materials in 17 Offices 3pcs. of tarpaulins for 17 Offices 1 pc of television set per Offices	1,091,000.00	GAA	Central Office, All Regional Offices



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2	Lack of measures addressing the special needs of vulnerable transacting clients i.e. senior citizens, persons with disabilities, pregnant, nursing mothers	Presence of vulnerable clients who are pregnant, senior citizens, with special/dis-ability and/or nursing mothers, who are in need of equipment, facilities, and other support for their special needs.	To ensure assistance to vulnerable clients who are pregnant, senior citizens, with special/disability and/or nursing mothers, through facilities, equipment, and supplies.	MFO: 1. Professional Licensure Program 2. Professional Regulation Program 3. Professional Database Management Program 4. PAP General Administration and Support Services (GASS)	Provision of offsite service centers with accessibility features exclusively for PWDs, elderly, and Pregnant Women.	1. No. of venues with accessibility features for PWDs, elderly and pregnant women 2. No. of clients assisted 3. No. of men and women employees assigned in offsite service centers procured.	1,850,004.00	GAA	Central Office, All Regional Offices
3	RA 10028 - Expanded Exclusive Breastfeeding in the Workplace	Inadequate GAD-support facilities for clients/personnel with infants/young children and/or breastfeeding mothers	Sustain gender-responsive support facilities	GASS: General Administration and Support	(1) Setting up of lactation room with chairs, lounges, dividers, curtains, refrigerator, aircon, blankets, breast pumps (2) Sustain lactation/changing areas for mothers who are breastfeeding or with infants/young children	(1) Operation and implementation of breastfeeding and lactating station (2) No. of lactation/changing areas with complete equipment, materials and supplies	735,000.00	GAA	Central Office, All Regional Offices

ORGANIZATION-FOCUSED ACTIVITIES



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4	RA 9710 MCW Section 36(b) Creation and/or Strengthening of the GAD Focal Points (GFP)	Low awareness among personnel and PRBs about GAD mainstreaming	To sustain GAD Mainstreaming in the Commission	MFO: 1. Professional Licensure Program (PLP)2. Professional Regulation Program (PRP)3. Professional Database Management Program(PDMP) 4. PAP General Administration and Support Services (GASS)	Orientation and/or attendance to GAD-related learning and development interventions. Establishment of Regional GAD Committee for collaborative planning and implementation of GAD activities.	1. No. of capacity building on GAD -matters conducted2. No. of participants who attended the said activities	763,000.00	GAA	Central Office, All Regional Offices
5	RA 9710 MCW Section 36(b) Creation and/or Strengthening of the GAD Focal Points (GFP)	Low awareness among personnel and PRBs about GAD mainstreaming, limited opportunities in coordination and lack of invitation from other agencies about GAD forum and other related assemblies and activities	To sustain GAD Mainstreaming in the Commission	MFO: 1. Professional Licensure Program (PLP)2. Professional Regulation Program (PRP)3. Professional Database Management Program(PDMP) 4. PAP General Administration and Support Services (GASS)	Capacity development for personnel and PRBs on GAD-related topics or learning modules (i.e. GST, GAD briefing, GA, Gender Responsive Communication, etc.) to ensure at least 1 activity per personnel within the year	(1a) No. personnel attended GAD Online Training and activities facilitated by the Central Office(1b) No. Of GAD-related activities in partnership with other agencies	510,000.00	GAA	Central Office, All Regional Offices



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6	RA 9710 MCW Section 36(b) Creation and/or Strengthening of the GAD Focal Points (GFP)	Low awareness among personnel and PRBs about GAD mainstreaming Limited opportunities in coordination and lack of invitation from other agencies about GAD forum and other related assemblies and activities	Sustain GAD Mainstreaming in the Commission	MFO: Professional Licensure Program	(1) Attendance to the activities on the campaign against women and children(2) Distribution of related information materials(3) Conduct of training seminar	No. of Participants during the VAWC Campaign	1,825,000.00	GAA	Central Office, All Regional Offices



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7	RA 9710 MCW Section 36 Gender Mainstreaming as a Strategy for Implementing Magna Carta of Women; RA 6949 Mandatory Celebration of National Women's Month; RA 10398 declaring Nov. 25 as National Consciousness Day for the Elimination of Violence Against Women and Children	Low awareness among personnel and PRBs about GAD mainstreaming, limited opportunities in coordination and lack of invitation from other agencies about GAD forum and other related assemblies and activities, the women's role and contributions in nation building & related laws on violence against women.	To sustain GAD Mainstreaming in the Commission	MFO: 1. Professional Licensure Program (PLP)2. Professional Regulation Program (PRP)3. Professional Database Management Program(PDMP) 4. PAP General Administration and Support Services (GASS)	Conduct of Activities on Adherence to GAD-related celebration/ observance activities as instituted by laws (i.e. NWMC, Anti-VAW campaign, Mother's Day, etc.)	No. of activities conducted for Men and Women personnel -34 activities conducted for Men and Women personnel	1,190,000.00	GAA	Central Office, All Regional Offices




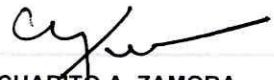
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8	Gender Mainstreaming as a Strategy for Implementing Magna Carta of Women and Other Gender-related Activities/Programs	The need to equip PRC personnel with knowledge and skills on various gender-related issues, laws, and tools	To promote awareness on the Safe Safe Spaces Act To be familiarize and vigilant in respecting the rights of women, children and LGBTQ community To promote awareness on the the different laws and educate personnel on the rights of women, children and all gender	PAP: General Administration and Support	Conduct of various GAD-related trainings/capacity-building, including Safe Spaces Act, RA 9262, Magna Carta of Women, RA 7877, RA8972, RA 7277, Women and Social Development Rights Inculcating Self-Protection Strategies among men and women	No. of participants who attended the GAD-related trainings	628,900.00	GAA	Central Office, All Regional Offices
9	RA 6949 Celebration of the National Women's Month	There is a need to promote Gender Equality and Women's Empowerment (GEWE)	Sustain GAD Mainstreaming in the Commission	MFO: Professional Licensure Program	National Women's Month Celebration (March), including tokens, IEC Materials, and trainings	(1a) No. of Participants in the National Women's Month Celebration(1b) No. of Clients provided with gender mainstreaming/information materials	1,451,800.00	GAA	Central Office, All Regional Offices



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10	Limited availability of PRC-Relevant GAD information, Inadequate visibility of Gender and Development Campaign & IEC materials in PRC Office	Lack of mechanism for information on GAD (e.g., Absence of GAD Corner)	To strengthen communication of the PRC on relevant GAD information	MFO: 1. Professional Licensure Program 2. Professional Database Management Program (PDMP)	Improve PRC Website to include GAD Section, GAD-related posts in the PRC website and social media (continuing program)	Number of GAD-related posts developed and posted on PRC Website and social media	200,000.00	GAA	Central Office, All Regional Offices
11	Employees experience difficulty in attendance due to gender roles (child-minding) in the household	Employees absenteeism due to lack of helpers or relatives to look after their children	To establish facility wherein employees can entrust their children while performing their task.	MFO: PAP General Administration and Support Services (GASS)	Establishment & Maintenance of Childminding Station	No. of childminders hired- 2 childminders hired No. of childminding station operationalized -1 Childminding station operationalized No. of children assisted - 5 children assisted	141,996.00	GAA	RO1
ATTRIBUTED PROGRAM									
12					Professional Regulation Commission (PRC) Support Program for Licensure Examinations Project- Amt.: 167,727,600.00 HGDC Score: 12.84/20 64%		107,345,664.00	GAA	Central Office, All Regional Offices



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13					Mobile Outreach Program Project Amt.: 9,105,420.00 HGDG Score: 13.34/20 67%		6,100,631.40	GAA	All Regional Office, exec. NCR
SUB-TOTAL							123,832,995.40	GAA	
TOTAL GAD BUDGET							123,832,995.40		

Prepared By:	Approved By:	Date
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Chairperson, GFP-TWG	Chairperson, GFPS	

