


**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET**  
FY 2023

Organization Hierarchy: Department of Labor and Employment, Professional Regulation Commission (PRC)  
 Total Budget/GAA of Organization: 1,749,585,000.00  
 Total GAD Budget: 233,372,380.00  
 % of GAD Allocation: 13.33%

No	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
<b>Client-Focused</b>									
1.	Low level of awareness of the clientele	Lack of updated and adequate GAD information materials for clientele	To continuously increase level of awareness of professional clients and to empower them through access of updated and adequate GAD -related information materials	MFO	(1) Reproduction of adequate GAD-related information materials/ flyers for distribution to clients (2) Posting of tarpaulins during conduct of GAD activities (3) Installation of Digital Signage display; and (4) Provision of collaterals/ freebies to the clients during the conduct of GAD-related activities/events. (5) Posting of GAD Corner/Bulletin and other related information in the PRC Website	(1) No. and type of GAD-related information materials reproduced; (2) No. of tarpaulin posted; (3) No. of collaterals/freebies distributed during GAD related events; (4) Increased knowledge on GAD	<ul style="list-style-type: none"> <li>Colored Flyers/Brochures = Php25.00/each @ 1,000 pcs/each RO x Central Office and 16 Regional Offices and 100 pcs/each Professional Regulatory Boards (PRBs) x 45 PRBs = <b>Php 535,000.00</b></li> <li>Tarpaulin (5x8)= Php1000/each @ 15 pcs for Central and NCR and 3 pcs/each RO x 15 Regional Offices <b>Php60,000.00</b></li> <li>PRC GAD Collaterals during GAD events = Php250.00/each x 600 pax for Central Office/NCR, Php200.00/each x 200pax for 15 Regional Offices: Sub-total =Php60,000.00 x 3 GAD Activities= <b>Php750,000.00</b></li> </ul>	GAD Fund	Central Office, Regional Offices and PRBs

Philippine Commission On Women  
(PCW)

RECEIVED

  
 FRANCISCO FRANCIS N. Date: 03/07/23  
 13 459

No	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
							<ul style="list-style-type: none"> <li>Digital Signages = Php30,000.00/each x 2pcs for Central, NCR and 15 Regional Offices =<b>Php1,020,000.00</b></li> </ul> <p><b><u>TOTAL= Php2,366,000.00</u></b></p>		
2.	The need of testing center/ building with accessibility features for PDWs, Pregnant Women examinees	Increasing number of PWD, and pregnant women examinees	To provide PWDs and pregnant women comfortable testing rooms with accessibility features such as ramp and accessible comfort rooms	MFO	(1) Renting of building/testing center with accessibility features exclusively for PWDs and Pregnant Women; (2) Hiring of skilled proctors/interpreter for mute and deaf examinees (3) Provide training on: Understanding the language and culture of PWD clients/examinees (4)Procurement of special equipment for PWD examinees	(1) No. of PWDs and pregnant women provided with testing center/building with accessibility features; (2) No. of skilled proctors for PWD hired; (3) Special equipment for PWD examinees	<ul style="list-style-type: none"> <li>Testing Center/Building/Room rental (<i>National Capital Region</i>) =Php5,000.00/room x 2 rooms @ 2 Licensure Exam x 2 batch= <b>Php40,000.00</b>; Proctors honorarium (NCR) =Php1,500.00 @ 2 pax/room x 2 rooms @ 2 Licensure Exam =<b>Php12,000.00</b> Sub-total: NCR =<b>Php52,000.00</b></li> <li>Testing Center/Building/Room rental (<i>Regional Offices</i>) =Php4,000.00/room x 2 room @ 2 Licensure Exam = <b>Php16,000.00</b>; Proctors honorarium (Regional Office) =Php1,200.00 @ 2 pax/room x 2 rooms @ 2 Licensure Exam =<b>Php9,600.00</b> Sub-total: <i>Regional Offices</i> Php25,600.00 x 15 ROs =<b>Php384,000.00</b></li> <li>Seminar/Training conducted by the NCR <b>Php15,000.00</b></li> </ul>	GAD Fund	Central Office and Regional Offices



No	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
							<ul style="list-style-type: none"> <li>Seminar/Training in 15 ROs=Php10,000.00/each @ 15ROs =<b>Php150,000.00</b> <b>=Php 155,000.00</b></li> <li>For Deaf and Blind machines <b>=Php 1,500,000.00</b></li> </ul> <p><b><u>TOTAL= Php2,091,000.00</u></b></p>		
3.	The need for equal opportunity or gender equality in the assignment of both men and women examinees and licensure examination personnel or PRC employees in a safe, secured and conducive testing centers/ building during the conduct of honest and credible licensure examination	<p>Increasing number of men and women examinees</p> <p>Increasing number of women personnel and PRC employees being assigned during the conduct of examination</p> <p>Limited venues with ideal necessities and facilities</p>	<p>To provide both men and women examinees and licensure examination personnel or PRC employees with safe, secured and conducive testing centers with ideal facilities</p> <p>Fairness in the assignment of rooms for both men and women examinees and licensure examination personnel during the conduct of examination within the testing centers</p> <p>Fairness in the assignment of men and women</p>	MFO	<p>(1) Provision of equal opportunity in the assignment of both men and women examinees and equal access in the provided building/ testing center equipped with air conditioned room, sufficient lighting, spacious rooms with comfortable arm chairs, clean comfort rooms with continuous water supply and with security guard at the entrance and exit gates</p> <p>(2) Provision of equal opportunity in the distribution of skilled and trustworthy men and women proctors, building/floor/attendance supervisors, supply officer/aide and other personnel to preserve the integrity and credibility of</p>	<p>1) No. of men and women examinees provided with equal access in testing centers/ building provided with ideal necessities and facilities</p> <p>(2) No. of skilled and trustworthy men and women proctors, floor and building supervisors assigned to ensure the integrity of the conduct of licensure examination</p> <p>(3) No. of trustworthy men and women employees assigned during the confidential printing of test booklets</p>	<ul style="list-style-type: none"> <li>Testing Center/Building Room rental (NCR- annual) Php5,000.00/room x 3,000 rooms x 2 days=<b>Php30,000,000.00</b>; Proctors honorarium (NCR) =Php1,500.00 x 6,000 pax x 2 days =<b>Php18,000,000.00</b> Other examination personnel: building/floor supervisor, supply officer/aide, PNP/NBI and drivers = 1,130 personnel @ honorarium of Php1,500.00 x2 days=<b>Php3,390,000.00</b> Sub-total: NCR =<b>Php51,390,000.00</b></li> <li>Testing Center/Building/Room rental (15 Regional Offices-annual) =Php4,000.00/room 11,250 rooms x 2 days <b>Php33,750,000.00</b>; Proctors honorarium (15 Regional Offices) =Php1,500.00 x 22,500 x 2 days =<b>Php67,500,000.00</b></li> </ul>	GAD Fund	NCR Office and 15 Regional Office

No	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
			employees during the confidential printing of test booklets		the licensure examinations (3) Provision of equal opportunity in the assignment of both men and women during the confidential printing of test questionnaires		Other examination personnel such as coordinators, building/floor supervisor, supply officer/aide, PNP/NBI and drivers = 3,300 personnel @ average honorarium of Php1,500.00 x2 <b>Php9,900,000.00</b> Sub-total: 16 Regional Offices =Php111,150,000.00  <b><u>TOTAL= Php162,540,000.00</u></b>		



No	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
4.	The need to provide adequate facilities and/or equipment for PRC clients who are senior citizens, pregnant women, PWDs, nursing mothers, and mothers/fathers with small children	Lack of adequate facilities/ equipment while availing of PRC services	To ensure access to PRC services with convenience	MFO	(1) Setting-up of lactation room for breastfeeding mother; (2) Procurement of adequate chairs and tables, and placing of railings and ramps for PWDs; (3) Setting up of LED kiosk for exclusive use of clients who are senior citizens, pregnant women, PWDs, nursing mothers, and mothers/fathers with small children; and (4) Provision of free water supply	(1) No. of lactation rooms set-up/improved; (2) increased number of chairs procured; (3) No. of computer kiosk installed; (4) No. of gallons of water	<ul style="list-style-type: none"> <li>Establishment of permanent Lactation Room (National Capital Region) = <b>Php100,000</b></li> <li>Establishment of permanent Lactation Room (15 Regional Offices) @ Php50,000 x 15 ROs = <b>Php750,000.00</b></li> <li>Gallons of Water (<i>Central Office</i>) @ P30.00/each x 200 pcs = <b>Php6,000.00</b></li> <li>Gallons of Water (<i>Regional Offices</i>) @ P50.00/each x 200pcs x 15 ROs= <b>Php150,000.00</b></li> </ul> <b><u>TOTAL= Php1,006,000.00</u></b>	GAD Fund	Central Office and Regional Offices

No	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
5.	The need to reach out for men and women applicants and professionals from far-flung/ remote areas with no internet connections and need to travel for more than five hours to avail of PRC services	To provide services to both men and women applicants and professionals from far-flung/ remote areas who cannot avail of the on-line services of PRC	To strengthen the Commission's thrust of bringing PRC services closer to the public even in the remote areas	PAP	(1) Conduct of mobile services (provision of various PRC services such as application for licensure examination, initial registration, renewal of Professional Identification Card certification and others) to both men and women applicants and professionals in far-flung/ remote areas which are being done manually (2) Equal opportunity in the assignment of both men and women PRC employees during the conduct of mobile services	(1) No. of mobile services conducted (2) No. of PRC men and women employees who rendered mobile services	Per Diem 1,500/diem/day x 10 pax x 3 days = <b>Php45,000.00</b> Supplies and Materials = <b>Php5,000.00</b> Accommodation 1,500/day x 10 pax x 3 days = <b>Php 45,000.00</b> Travelling Expenses = <b>Php10,000.00</b> Per mobile services Php90,000.00 x 20 mobile services (annual) = <b>Php1,800,000.00</b>  <b>TOTAL=Php1,860,000.00</b>	GAD Fund	Central Office, Regional Offices and PRBs
6.	The need to provide sufficient thermal scanners and disinfectants such foot bath and sanitizers within PRC premises to all men and women transacting public and first-aid kit in each testing venues during the conduct of	Men and women infected with COVID-19 and other illnesses, and examinees who encountered wounds, sickness during the conduct of licensure examination	To prevent or suppress further transmission and spread of COVID-19 and other viruses, and to to all men and women transacting public	PAP	(1) Provision of foot bath and thermal scanners to PRC Central Office, all regional offices and service centers (2) Provision of sanitizers in PRC entrances and transacting windows for the consumption of all men and women transacting public (3) Provision of first-aid kit in each testing venues during the conduct of licensure examinations	(1) No. of foot bath and thermal scanners purchased and distributed in PRC Central Office, all regional offices and service centers  (2) No. of sanitizers purchased and distributed in PRC entrances and transacting windows	Central Office, 16 regional offices and 25 service centers  Foot bath: Php 1,000/pax x 42 offices = <b>Php 42,000.00</b>  Alcohol/Sanitizer Php 1,000/gallon x 50gallons x 12 mos. x 42 PRC offices and service centers = <b>Php 25,200,000.00</b>  <b>First-Aid Kit (NCR Regional Office)</b>	GAD Fund	Central Office, Regional Offices and Offsite Service Centers



No	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
	licensure examinations					(3)No. of first-aid kit to be distributed in testing venues	=Php1,000.00/kit x 100pcs <b>=Php100,000.00</b>  <b>First-Aid Kit (15 Regional Offices)</b> =Php1,000.00/kit x 50pcs/ROs x 15 ROs <b>=Php750,000.00</b>  <b>TOTAL=Php26,092,000.00</b>		
<b>Organizational-Focused</b>									
1	The need to provide sufficient thermal scanners, personal protective equipment and sanitizers to all men and women employees and particularly those assigned in frontline services	Increasing number of government men and women employees infected with COVI-19	To prevent or suppress further transmission and spread of COVID-19 to all men and women employees particularly those assigned in frontline services as provided in "Bayanihan to Heal as One Act"	PAP	(1) Provision of face masks and sanitizers to all men and women employees in PRC Central Office, all regional offices and service centers	(1) No. of face masks and sanitizers purchased and distributed to all men and women employees in PRC Central Office, all regional offices and service centers	Face mask: Php 30.00/pax x 800 employees x 12mos. <b>=Php 288,000.00</b>  Alcohol/Sanitizer: Php 1,500.00 x 75 offices x 12 mos. <b>=Php 1,350,000.00</b>  <b>TOTAL: Php 1,638,000.00</b>	GAD Fund	Central Office, Regional Offices and Service Centers
2	The need to provide service vehicles and drive to all men and women employees particularly those assigned in frontline services who have no	Increasing number of establish offsite service centers and mobile services	To ensure the security and safe travels of male and female employees when they perform their duties in offsite and mobile services	PAP	(1) Provision of transportation services for employees	(1)Purchase of fuel during the conduct of mobile services and transportation service for employees assigned in offsite service centers	Php75.00/liter x 20L x 12mos. X 16 Regional Offices <b>=Php288,000.00</b>  Vehicle Maintenance Php100,000.00 x 16 ROs <b>=Php1,160,000.00</b>  <b>TOTAL: Php1,448,000.00</b>	GAD Fund	Central Office, Regional Offices and Service Centers

No	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
	means of transportation								
3.	The need to provide health benefits such as vaccines and basic medicines to all employees	Increasing number of illnesses among employees	To prevent or suppress further transmission of diseases and spread of COVID-19 and other viruses to all men and women employees particularly those assigned in frontline services as provided in "Bayanihan to Heal as One Act"	PAP	Provision of rapid/swab test to all men and women employees who are exposed to people who are COVID positive  Provision of basic medicines and vitamins for employees  Provision of flu vaccination for employees	No. of men and women employees subjected to rapid/swab testing, vaccinations and medicines/vitamins	Rapid/Swab Testing Php3,000.00 x 800 employees x twice a year <b>=Php4,800,000.00</b>  Medicines/vitamins Php1,000.00 x 800 employees x 12mos. <b>=Php9,600,00.00</b>  Vaccinations Php1,500 x 800 employees x twice a year <b>=Php 2,400,000.00</b>  <b><u>TOTAL: Php16,800,000.00</u></b>	GAD Fund	Central Office, Regional Offices and Service Centers
4.	The need to strengthen awareness and knowledge of GAD Focal Point System (GFPS), PRC officials and employees, PRB Chairperson and Members of GAD office concerns and issues	Lack of awareness and appreciation on GAD laws, issues, programs and activities  PRBs were only provided minimal GAD-related information and participation in GAD-related programs	A gender-responsive organization; Ability to mainstream GAD in PRC programs, activities, and projects  To strengthen the implementation of GAD programs, projects and activities among PRBs	PAP	(1) Briefing and orientation on GAD for PRC top level officials, central and regional employees, GFPS and PRB Chairperson and Members; (2) Conduct of seminars on GAD-related laws (Magna Carta of Women, PPGD 1995-2025, VAWC, RA7877, RA8972, RA7277, RA10754, RA9994,	No. of participants who attended in the said activities : Top Executive=4pax; PRB Chairperson and Members=160pax; PRC employees/ representative per division=50pax; GAD Focal Point System =35pax	<ul style="list-style-type: none"> <li>Online Seminar/Training conducted by the Central Office =Php2,500/each x 5 seminars x 20 pax <b>=Php250,000.00</b></li> <li>Seminar/Training in 16 ROs =Php2,000.00 x 10pax x 16ROs <b>=Php320,000.00</b></li> </ul> <b><u>TOTAL=Php570,000.00</u></b>	GAD Fund	Central Office, Regional Offices and PRBs



No	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
					Women and Social Development Rights, Gender in Environment and Climate Change, Inculcating Self-Protection Strategies among women, Knowing Non-Physical Forms of Violence); (3) Trainings/workshop on GAD mainstreaming, planning and budgeting (2-day LIVE IN seminar) (4) Teambuilding activities				
5.	Enhancement of Gender-Responsive Data & Information System	Increasing number of men professionals in various PRBs dominated then by women professionals and vice versa  Fluctuating number of both men and women professionals in various PRBs, PRC employees and PRBs themselves	Enhanced system; Generation of updated sex-disaggregated data for professionals and examinees	PAP	(1) Profiling of examinees and registered professionals; disaggregate examinees' data based on sex, profession and age; (2) Provision of sex-disaggregated data for PRC officials and employees, PRBs and clientele	(1) Enhancement of the existing database system of ICT  Compensation of employees who will perform the enhancement	2 men and 2 women employees @ Php1015.00/day x 30 working days <b>=Php121,800.00</b>  1 man and 1 woman @ Php2,127 x 20 working days =Php85,080 <b>=Php206,880.00</b>  <b>TOTAL=Php206,880.00</b>	GAD Fund	Central Office

No	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
6.	Lack of participation on GAD-related activities in different agencies or organizations	Limited opportunities in coordination and lack of invitation from other agencies about GAD forum and other related assemblies and activities	To monitor other agencies/ organizations GAD PPA's and adopt GAD activities that are suitable for implementation in the Commission	PAP	(1) Participation on GAD activities of different government agencies (such as PCW, CSC, DOLE, and other organizations) and attendance to GAD conferences, conventions, Women summit, fora and meeting; (2) Attendance to GAD Training the Trainer. (3) Social Responsibility programs and activities	(1) No. of attended GAD related activities conducted by other agencies and organizations (2) No. of attendees participated in said activity	<ul style="list-style-type: none"> <li>Registration/Training Fee =Php2,500.00 x 25 pax for Central and Regional Offices x 5 events of various agencies</li> </ul> <b><u>TOTAL=Php312,500.00</u></b>	GAD Fund	Central Office, Regional Offices and PRBs
7.	Lack of participation on International GAD-related concerns/ issues, activities, fora, conferences and membership	Lack of coordination and invitation from International GAD advocates about related activities for Women	To be aware on International Gender Equality Issues which strengthens their motivation in becoming advocates in the protection of women's welfare	PAP	Participation on International Committee for Women, and ASEAN Commission on the promotion and protection of rights of Women and Children and other related activities	(1) No. of International GAD-related activity participated in; (2) No. of participants who attended in the said activity	<ul style="list-style-type: none"> <li>Travelling Allowance Php50,000.00 x 5 pax =Php250,000.00 x 10 International Assembly</li> </ul> <b><u>TOTAL=Php2,500,000.00</u></b>	GAD Fund	Central Office, Regional Offices and PRBs
8.	Insufficient understanding on the healthy lifestyle of both men and women employees of the Commission	Increasing number of men and women employees with no sufficient understanding and knowledge on healthy living and lifestyle	To educate men and women employees on healthy living practices in order to prevent recurring illnesses and lessen absences due to sickness	PAP	(1) Conduct of Stress Management Seminar (2) Seminar on Living Better, Living Longer	(1) No. of participants attended in the said activity	<ul style="list-style-type: none"> <li>Online Seminar/Training on Stress Management amidst the COVID-16 Pandemic in Central Office and 16 ROs =Php5,000.00/each x 30pax x 17 offices =Php2,550,000.00</li> </ul> <b><u>TOTAL= Php2,550,000.00</u></b>	GAD Fund	Central Office and Regional Offices



No	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
			To make them physically, mentally emotionally and spiritually fit to improve work performance and expand their social responsibilities						
9.	No PRC GAD office spaces in Central and Regional offices	Inadequate facility to accommodate concerns of senior citizens, nursing mothers, pregnant women and PWDs	To make the GAD FPS visible to the clients and employees and to provide direct information to them	MFO	Provision of PRC GAD Office/space in Central and Regional Offices	No. of GAD office constructed	<ul style="list-style-type: none"> <li>• PRC Central @ <b>Php80,000.00</b></li> <li>• PRC Regional Office @ <b>Php50,000.00 x 16ROs =Php800,000.00</b></li> </ul> <b><u>TOTAL=Php880,000.00</u></b>	GAD Fund	Central Office, Regional Offices and PRBs
10	Observance of Women's Month in March, Mother's Day in May, Father's Day in June and Honoring the Elderly in October	The need to emphasize the rights and role of men and women, young and old in the society and in nation-building	Enhanced awareness on men and women's rights and roles in the society	PAP	(1) Participation in Women's Month, Honoring the Elderly activities and other related activities (2) Distribution of collaterals/tokens; (3) Conduct of contests and competitions related to Women's month, Mother's Day, Father's Day and other related activities	No. of participants who attended in the said activities	<ul style="list-style-type: none"> <li>• PRC GAD Collateral (Central and NCR Office) @ <b>Php200/each x 600pax =Php120,000.00</b></li> <li>• PRC GAD Collateral (16 Regional Offices) @ <b>Php200/each x 50pax/each Regional Office x 15 ROs =Php150,000.00</b></li> <li>• Prizes for contest during contest for women's month 100 individuals x <b>Php2,000.00 =Php 200,000.00</b></li> <li>• Polo shirt <b>Php450.00 x 1,100 employees (Central Office and 16 ROs) =Php 495,000.00</b></li> </ul> <b><u>TOTAL=Php965,000.00</u></b>	GAD Fund	

No	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
11.	Observance of the 18-day Campaign to End Violence Against Women and Children	Enjoin all PRC officials and employees to participate in the 18-day Campaign to End Violence Against Women and Children	Increased awareness and engaging activities to end VAWC	PAP	1) Attendance to the activities on the campaign to end violence against women and children; (2) Reproduction of related information materials; (3) Procurement of acrylic holder to be placed in the counters (4) Conduct of GAD-related seminars on Women Rights and Wedge Plan	No. of participants who participated in the said advocacy	<ul style="list-style-type: none"> <li>• PRC GAD Advocacy Collateral (Central/NCR Office) @ Php200/each x 600pax =<b>Php120,000.00</b></li> <li>• PRC GAD Advocacy Collateral (ROs) @ Php200/each x 75pax in 15 ROs =<b>Php225,000.00</b></li> <li>• Polo shirt Php450.00 x 1,100 employees (Central Office and 16 ROs) =<b>Php 495,000.00</b></li> <li>• Prizes for contest during women's month =100 individuals xPhp2,000.00 =<b>Php 200,000.00</b></li> </ul> <b><u>TOTAL=Php1,040,000.00</u></b>	GAD Fund	Central Office, Regional Offices and PRBs
12.	Some of the PRC GAD programs were delayed in implementation or sometimes could not be implemented due to heavy workload	Lack of GAD personnel in the regional offices to monitor the implementation of GAD programs, activities and projects	To assist and immediately facilitate GAD - related activities	MFO	(1) Hiring or Designation of GAD dedicated staff or Focal Person in regional offices	No. of hired or designated GAD dedicated staff in Regional Offices	Personnel (Job Order) @ Php1,000.00/day x 252 Working Days FY2020 =Php252,000.00 x 18 pax (2 personnel in Central and 16 in ROs)  <b><u>TOTAL =Php4,536,000.00</u></b>	GAD Fund	Central Office, Regional Offices and PRBs
13.	Lack of gender advocates among men	Lack of mechanism to gather and hone men as GAD advocates	To prevent gender biases in the workplace	MFO	(1) Creation of MOVE Committee (Men Opposed Violence against Women Everywhere) in PRC Central and Regional Offices, PRBs	No. of members participated in the committee	<ul style="list-style-type: none"> <li>• Food for the Quarterly Meeting @ 1,000.00pax x 54pax (10pax Central Office, 32pax for 16 ROs and 12 PRBs) x 4 meetings =<b>Php216,000.00</b></li> </ul> <b><u>TOTAL=Php216,000.00</u></b>	GAD Fund	Central Office, Regional Offices and PRBs



No	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
14.	Lack of programs for women employees who suffered from monthly periods and other illnesses	Most women employees are on-leave during their menstruation periods  Women employees who will undergo gynecological procedures and women who gave birth had a minimal source of supplies needed	To ensure that women employees are comfortable when they suffered from monthly periods, when they undergone gynecological procedures or after labor procedures for pregnant women	PAP	(1)Provision of supplies and basic medication for women who suffered from monthly periods, when they undergone gynecological procedures or after labor procedures for pregnant women	No. of female employees	<ul style="list-style-type: none"> <li>Supplies and medication for women employees who has monthly periods =Php1,000 x 300 women x 12months =Php3,600,000.00</li> <li>Supplies needed for women employees who undergo gynecological operation =Php5,000.00 x 50 women (annual) =Php250,000.00</li> <li>Supplies for women employees who gave birth =Php5,000 x 50 women (annual) =Php250,000.00</li> </ul> <p><b><u>TOTAL: Php4,100,000.00</u></b></p>		
<b>TOTAL</b>							<b>Client-focused programs: Php 195,955,000.00</b>		
							<b>Organizational-focused programs: Php 37,107,380.00</b>		
<b>GRAND TOTAL</b>							<b>Php 233,062,380.00</b>		

Prepared by:

Lord Louis P. Valera  
Chairperson, GAD FPS TWG

Approved by:

Charito A. Zamora  
Chairperson, GAD FPS