

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2024

Reference: Endorsed GPB #2024-017299			Date Endorsed: Mar 04, 2024		
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				
Actual GAD Expenditure	229,380,897.22	Original Budget	123,832,995.40		
		% Utilization of Budget	185.23		
% of GAD Expenditure:	12.94%				

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
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 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. Twenty-one thousand four hundred (21,400) pieces of Colored Flyers/Brochures produced and distributed to the clients at Central Office and sixteen (16) Regional Offices. 2. On hundred forty-six (146) pieces of posted tarpaulin during the Celebration of National Womens Month (NWMC) and 18-day Campaign to End Violence Against Women and Children (VAWC) 3. Two thousand six hundred eighty-one (2,681) pieces of provided and distributed Collaterals/Freebies/Tokens to the clients during the NWMC and 18-day Campaign to End VAWC at Central and sixteen (16) Regional Offices. 4. Four (4) peices of new procured television displayed in the Regional Offices for the dissemination of GAD information 5. Seventeen (17) GAD Corners maintained and established at the Central Office and sixteen (16) Regional Offices	1,091,000.00 GAA	2,939,092.50 GAA	Central Office, All Regional Offices	Done.
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. One thousand eight hundred nineteen (1,819) renting of buildings/testing center used during the licensure examination and thirteen (13) Offsite Service Centers with accessibility features used exclusively for PWDs, elderly, and Pregnant Women. 2. Assisted total of one thousand four hundred twenty-six (1,426) examinees and transacting clients classified as PWDs, including three hundred fifty-six (356) of Men and three hundred ninety-seven (397) of Women and total of four hundred fifty-five (455) Pregnants in all of PRC Offices and Offsite Service Centers 3. Thirty-nine (39) of Men and sixty (6) of Women personnel assigned in all PRC's Offsite Service Centers	1,850,004.00 GAA	30,850,445.35 GAA	Central Office, All Regional Offices	Done.
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	1. Total of five hundred fourteen (514) women (employees and clients) who availed the lactation services in established lactation/changing areas. 2. Sixteen (16) of sustained and one (1) established the lactation areas for mothers who are breastfeeding or with infants/young children with fully equipped essential equipment, materials and supplies.	735,000.00 GAA	1,263,280.68 GAA	Central Office, All Regional Offices	Done.


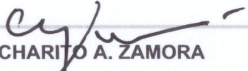
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ORGANIZATION-FOCUSED ACTIVITIES											
4	RA 9710 MCW Section 36(b) Creation and/or PCW MC 2011-01 Guidelines for the Creation, Strengthening and Institutionalization of the Gender and Development Focal Point System (GFPS)	Low awareness among personnel 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	1. Conducted five (5) Capacity Buildings/Trainings/Seminars on GAD-matters facilitated and organized by GAD-TWG Focal Point System (FPS) of Central Office. 2. Total of five hundred twenty-five (525) employees from Central and Regional Offices participated in the following Capacity Buildings/Trainings/Seminar:a. One hundred forty-three (143) on Online Gender and Development (GAD) Orientation and Gender Sensitivity Training b. Sixty-six (66) on The Hybrid GAD Agenda Trainingc. Two hundred forty (240) on Data Privacy Act Awareness Webinar for Juana and Juand. Twenty-two (22) on Levelling Session on Gender Mainstreaming, Gender and Development (GAD) Planning and Budgeting and GFPS Functionality e.Fifty-four (54) on Bawal ang Bastos: A Seminar on the Law and IRR of the Safe Spaces Act (Republic Act No. 11313)	763,000.00 GAA	210,021.49 GAA	Central Office, All Regional Offices	Done.

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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	1. Total of two hundred thirty-one (231) employees from Central and Regional Offices participated and attended in the following GAD-related Training, topics or learning modules (i.e. GST, GAD Briefing, Gender Responsive, etc.) in Hybrid setup facilitated by Central Office:a. One hundred forty-three (143) on Online Gender and Development (GAD) Orientation and Gender Sensitivity Training b. Sixty-six (66) on The Hybrid GAD Agenda Trainingc. Twenty-two (22) on Levelling Session on Gender Mainstreaming, Gender and Development (GAD) Planning and Budgeting and GFPS Functionality 2. Conducted four (4) and participated (2) of GAD-related activities, trainings, and/or seminars in the following partnership with other agencies:a. Online Gender and Development (GAD) Orientation and Gender Sensitivity Training, The Hybrid GAD Agenda Training, and Levelling Session on Gender Mainstreaming, Gender and Development (GAD) Planning and Budgeting and GFPS Functionality withPhilippine Commission on Women (PCW)b. Data Privacy Act Awareness Webinar for Juana and Juan with National Privacy Commission (NPC)c. Orientation and Capacity Building Activities about the Department of Labor and Employment (DOLE) Integrated Livelihood Program (DILP), GAD, and Assessment Exercise on Republic Act (R.A.) No. 10361 and National Assessment of the Department of Labor and Employment (DOLE) GAD Agenda 2024-2028 and Development of the DOLE GAD Plan and Budget with Department of Labor and Employment (DOLE)	510,000.00 GAA	1,285,105.17 GAA	Central Office, All Regional Offices	Done.

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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. Total of six hundred nineteen (619) employees, which includes the two hundred fifty-three (253) of Men and three hundred sixty-six (366) of Women participated and joined in the 18-day Campaign to END VAW last November 25 to December 12, 2024.2. Distributed six hundred eighty-five (685) Advocacy Shirts, two thousand six hundred sixty (2,660) IEC Materials and seven hundred eighty-six (786) of other information materials/tokens/ freebies to the employees and clients related to the Campaign. 3. Conducted four (4) of the following GAD-related training-seminar facilitated by Central Office and Regional Offices:a.A Seminar on the Law and IRR of the Safe Spaces Act (Republic Act No. 11313) last December 10, 2024b. Onsite Forum on various Forms of Violence last November 26, 2024c. 2024 Regional Gender Equality, Disability and Social Inclusion (GEDSI) Leadership Summit last December 6, 2024d. VAWC Awareness Pop-Quiz Series dubbed PRC Awareness: Protecting Rights Combating Violence Against Women last November 29, 2024	1,825,000.00 GAA	1,593,186.91 GAA	Central Office, All Regional Offices	Done.
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. Number of personnel whose participated in the following GAD Activities in Central Office and 16 Regional Offices: a. Total of one thousand seven hundred twenty-three (1,723) in NWMC, Male: 392, Female: 926 and Clients: 405b. Total of six hundred nineteen (619) in 18-day Campaign to end VAW, Male: 253 and Female: 366c. Total of two hundred sixty-nine (269) personnel and five hundred thirty-three (533) clients of mothers during Mother's Day Celebrationd. Total of two hundred thirteen (213) personnel and two hundred eighty (280) clients of fathers during Father's Day Celebration	1,190,000.00 GAA	1,710,005.09 GAA	Central Office, All Regional Offices	Done.

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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 ActTo 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	1. Conducted five (5) Capacity Buildings/Trainings/Seminars on GAD-matters facilitated and organized by GAD-TWG Focal Point System (FPS) of Central Office and participated the total of five hundred twenty-five (525) employees from Central and Regional Offices such as: a. One hundred forty-three (143) on Online Gender and Development (GAD) Orientation and Gender Sensitivity Training b. Sixty-six (66) on The Hybrid GAD Agenda Trainingsc. Two hundred forty (240) on Data Privacy Act Awareness Webinar for Juana and Juand. Twenty-two (22) on Levelling Session on Gender Mainstreaming, Gender and Development (GAD) Planning and Budgeting and GFPS Functionality e.Fifty-four (54) on Bawal ang Bastos: A Seminar on the Law and IRR of the Safe Spaces Act (Republic Act No. 11313)	628,900.00 GAA	230,384.03 GAA	Central Office, All Regional Offices	Done.
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. Total one thousand three hundred eighteen (1,318) employees, which includes the three hundred ninety-two (392) of Men and nine hundred twenty-six (926) of Women participated and joined in the Celebration of National Women's Month for the March 2024.2. Distributed two hundred eighty-four (284) Advocacy Shirts, two thousand six hundred sixty (2,660) IEC Materials and five hundred seventy-nine (579) of other information materials/tokens/ freebies to the employees and clients related to the Campaign. 3. Conducted four (4) of the following GAD-related training-seminar facilitated by Central Office and Regional Offices:a. The Hybrid GAD Agenda Training last March 6 to 7, 2024b. Data Privacy Act Awareness Webinar for Juana and Juan last March 19, 2024 c. Levelling Session on Gender Mainstreaming, Gender and Development (GAD) Planning and Budgeting and GFPS Functionality last March 16 to 17, 2024	1,451,800.00 GAA	1,796,283.42 GAA	Central Office, All Regional Offices	Done.

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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	Posted three hundred forty-five (345) GAD-related information, announcements, advisories on the official PRC Facebook Page, Twitter or X Page and Website. Enhanced the existing database system using the google worksheet platform for easier monitoring and tracking of the status related on GAD activities, programs, and data collected from the sixteen (16) Regional Offices. Established and Sustained the posting of GAD-related issues, topics, learnings and other PRC GAD Activities on the seventeen (17) GAD Corner in Central and Regional Offices	200,000.00 GAA	235,920.00 GAA	Central Office, All Regional Offices	Done.
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	Despite the hiring announcement for childminders, no applicants were hired in the PRC Regional Offices Rosales and Cagayan De OroEstablished two (2) Childminding Station in the PRC Regional Offices Cagayan de Oro and Rosales, Pampanga for the employees can entrust their children in the station while performing their office functions. Fifteen (15) personnel benefitted the childminding station, nine (9) of Male and six (6) of Female. Total of thirty-six (36) children are being assisted, watched and cared in the childminding station.	141,996.00 GAA	90,076.36 GAA	RO10 RO1	Partially Done.
ATTRIBUTED PROGRAM											
12					Professional Regulation Commission (PRC) Support Program for Licensure Examinations - Amt of Expenditure.: 258,223,485.90 HGDG Score: 14.17/20 71%			107,345,664.00 GAA	183,338,674.99 GAA	Central Office, All Regional Offices	There is increase in the number of examinees for FY 2024 that impact the increase of reported amount of expenditure
13					Mobile Outreach Program Project Amt.: 9,105,420.00 HGDG Score: 13.34/20 67%			6,100,631.40 GAA	3,838,421.23 GAA	All Regional Office, exec. NCR	
SUB-TOTAL								123,832,995.40	229,380,897.22	GAA	
TOTAL								123,832,995.40	229,380,897.22		

Prepared By:	Approved By:	Date
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