



BAGONG PILIPINAS

Sex-Disaggregated Data

OF PCSO PERSONNEL AS OF 31 DECEMBER, 2024

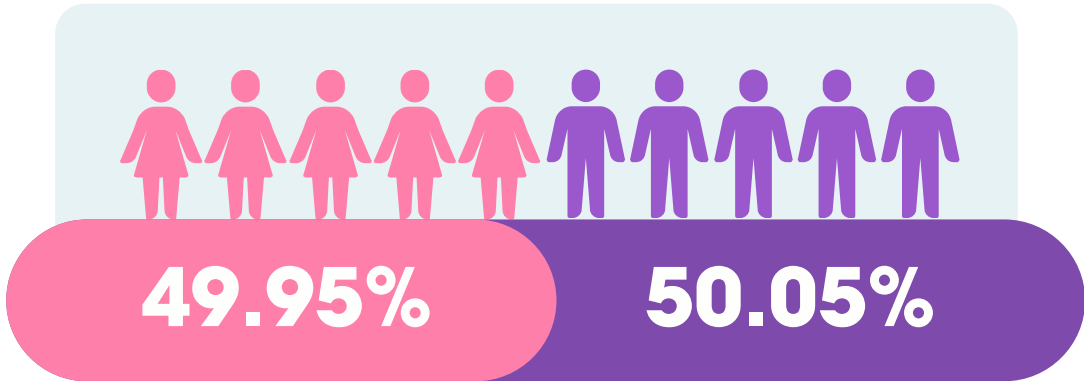
**Data is based on the records of the Human Resources Department (HRD)*

Sex-Disaggregated Data

OF PCSO PERSONNEL

FEMALE

Plantilla Personnel	594
Job Order Personnel	210
Outsourced Personnel	135
Total	939



MALE

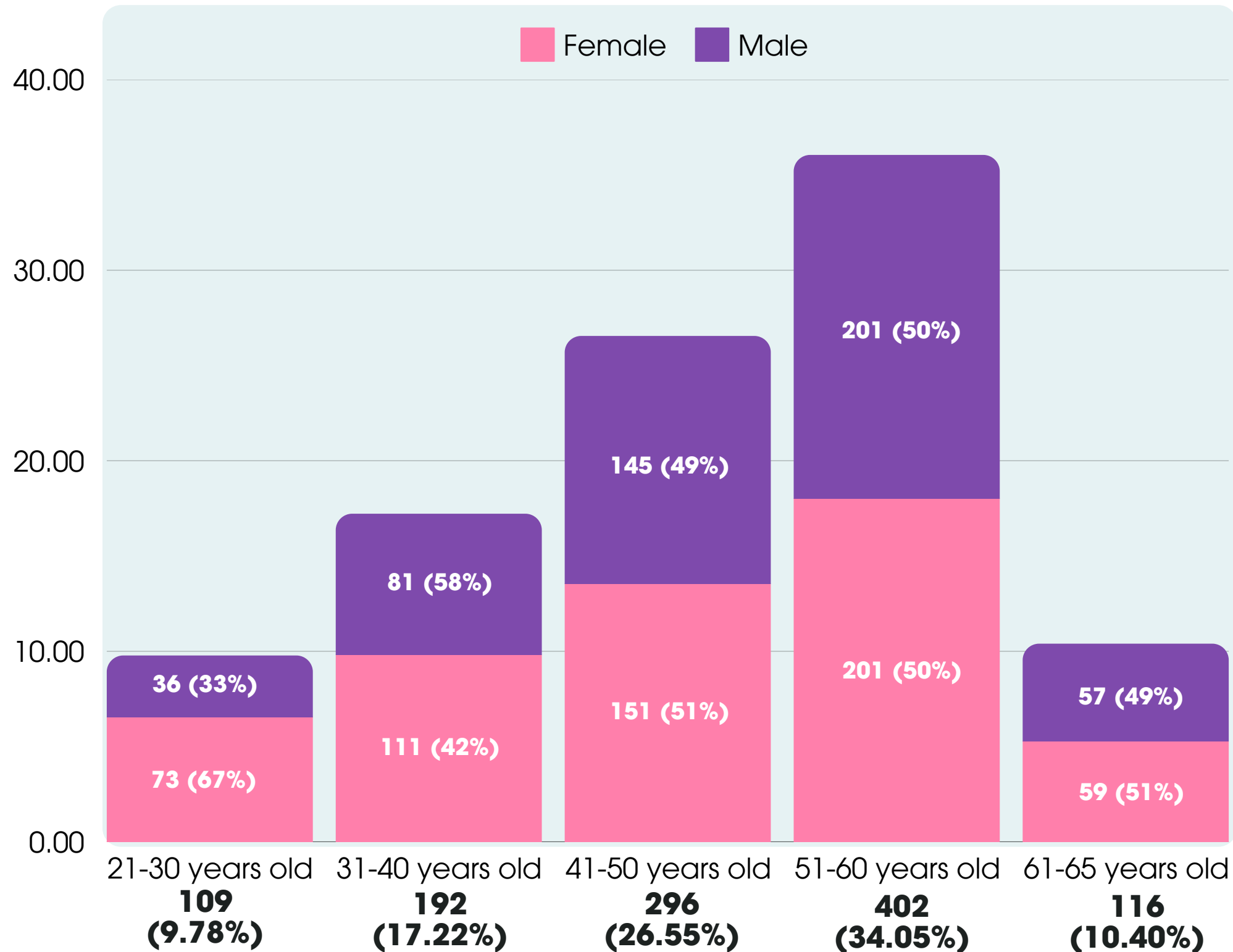
Plantilla Personnel	521
Job Order Personnel	186
Outsourced Personnel	234
Total	941

The PCSO is committed to providing equal opportunities and does not engage in discrimination during the recruitment process based on age, sex, sexual orientation, gender identity, civil status, disability, religion, ethnicity, or political affiliation.

As of December 31, 2024, the organization saw a 16% increase in total employment. There are 941 male personnel across plantilla, job order, and outsourced positions, while 939 female personnel hold similar positions.

Sex-Disaggregated Data

OF PCSO PERSONNEL BY AGE

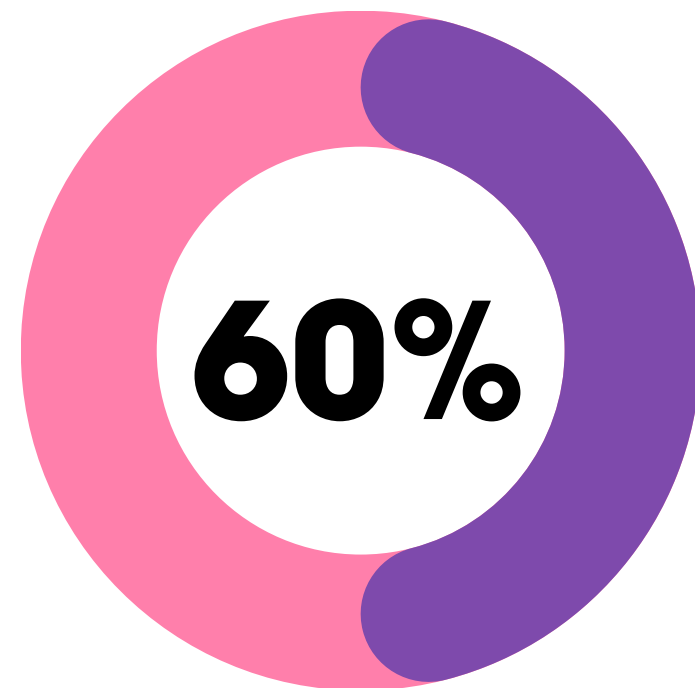


The PCSO offers employment opportunities to a wide range of age groups. The largest group consists of 402 employees (34.05%) aged 51-60 years old, followed by 296 employees (26.55%) in the 41-50 years age bracket. The third-largest group is made up of 192 employees (17.22%) aged 31-40 years old. Additionally, there are 116 employees (10.40%) in the 61-65 years age group, and 109 employees (9.78%) are in the 21-30 years age range.

Sex-Disaggregated Data

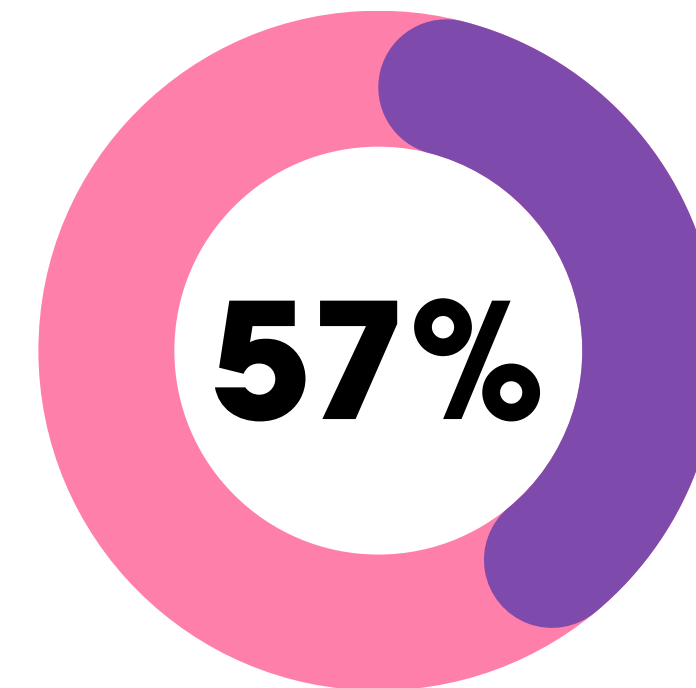
OF PCSO PERSONNEL BY LEADERSHIP POSITIONS

Achieving gender balance within a government institution is crucial for the development and execution of policies, as well as for improving decision-making. At the Philippine Charity Sweepstakes Office (PCSO), three of the five Members of the Board of Directors are women. Additionally, 20 out of 34 leadership positions within the PCSO Management are held by women.



3 OUT OF 5

BOARD MEMBERS ARE WOMEN



20 OUT OF 34

MANAGERS ARE WOMEN

Sex-Disaggregated Data

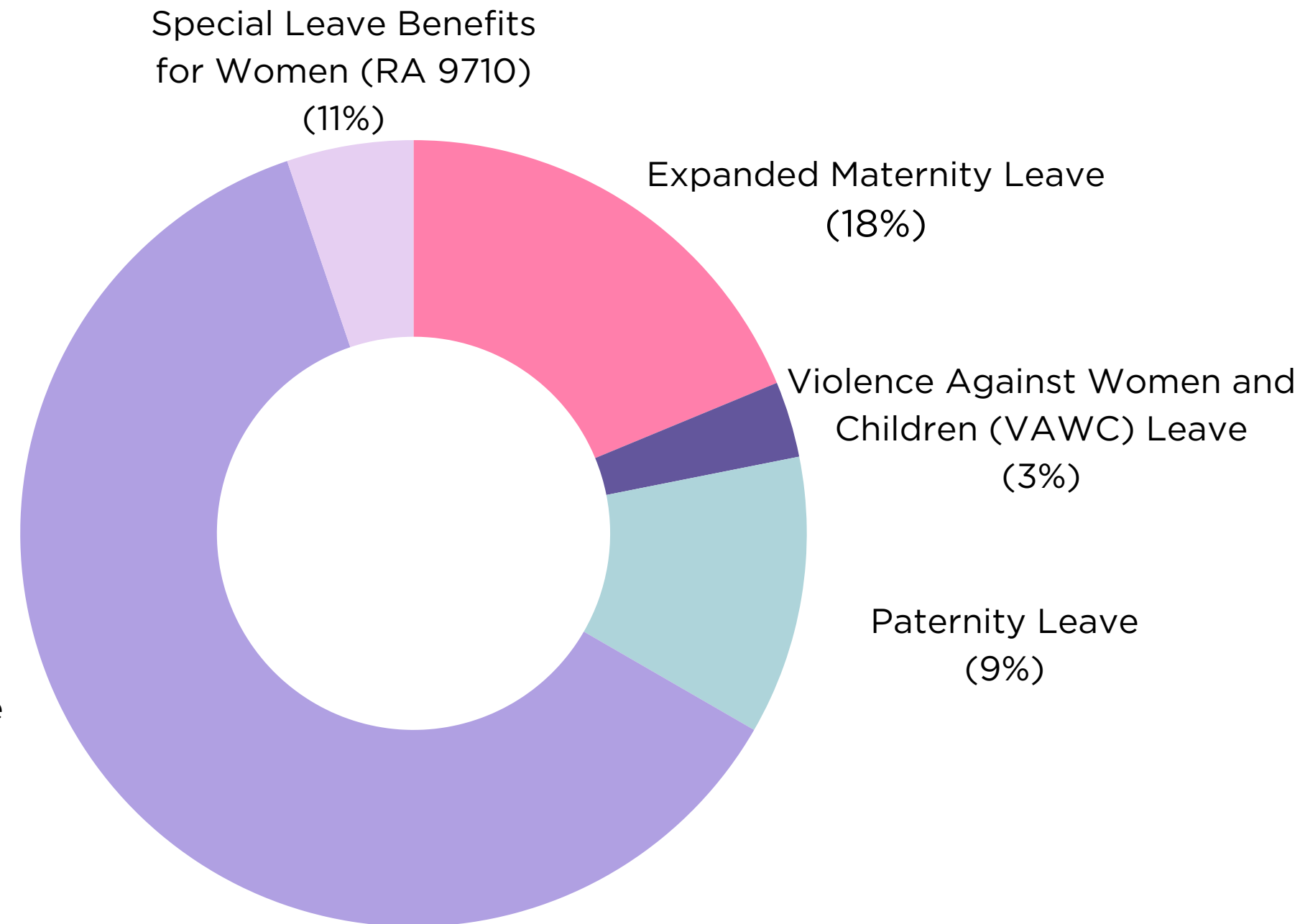
OF PCSO PERSONNEL BY AREA EXCLUDING PCSO MANAGEMENT

	FEMALE	MALE	Total of Female and Male	Percentage of Females
Metro Manila (Head Office)	305	277	582	52%
Northern and Central Luzon (NCL)	96	60	156	61%
Southern Tagalog and Bicol Region (STBR)	65	55	120	54%
Visayas	64	67	131	49%
Mindanao	64	62	126	51%

In PCSO, there is a higher proportion of females in the Metro Manila, Northern and Central Luzon (NCL), Southern Tagalog and Bicol Region (STBR), and Mindanao areas. In the Visayas Offices, the gender distribution is nearly equal, with 49% female employees and 51% male employees.

Sex-Disaggregated Data

OF PCSO PERSONNEL BASED ON LEAVE MANAGEMENT

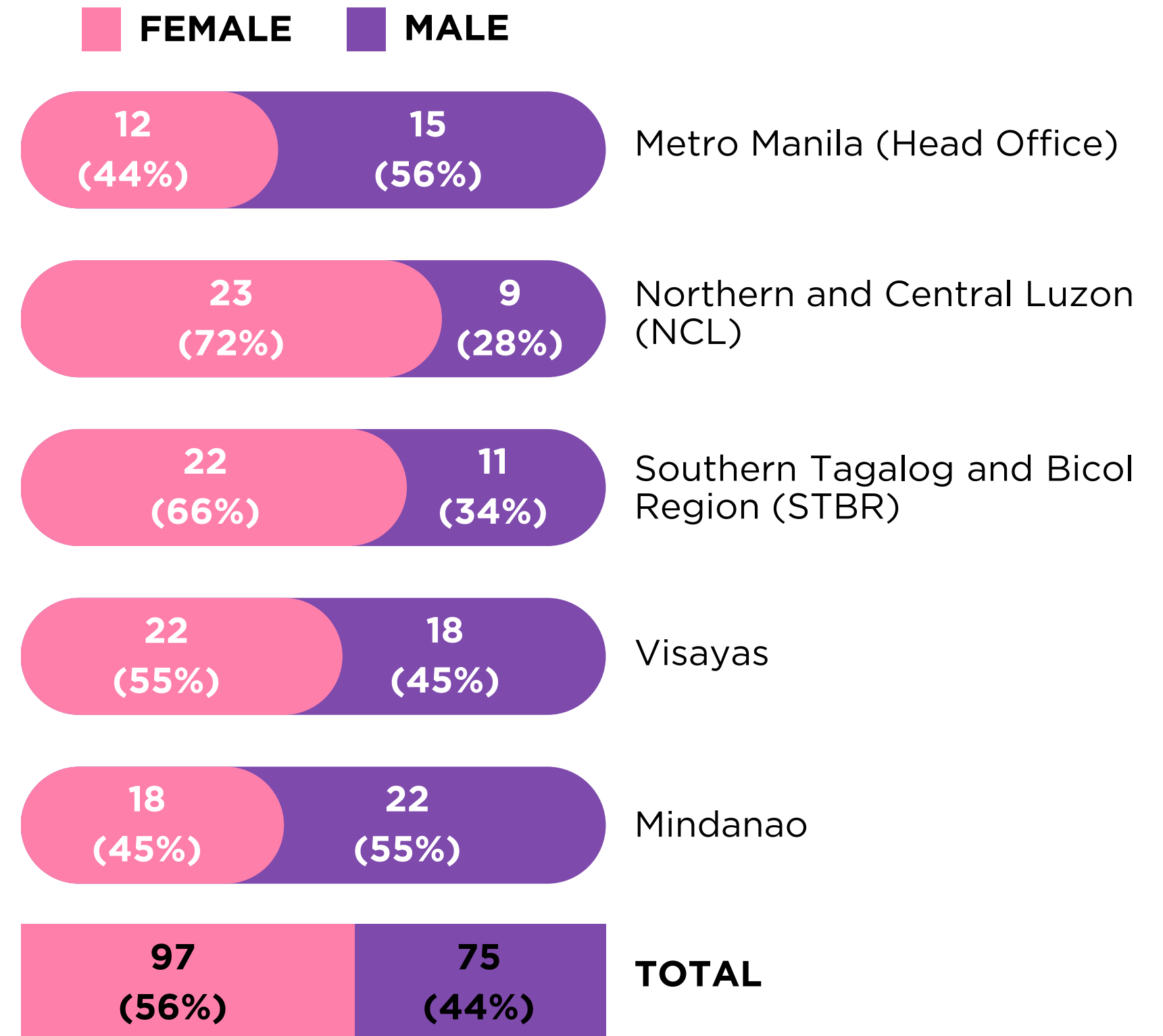


From January 1 to December 31, 2024, the Human Resources Department processed a total of 74 leave applications that are gender related, reflecting a 51% increase compared to the previous year. Of these, 18% utilized the expanded maternity leave, while 9% took paternity leave. Additionally, 59% of solo parents availed themselves of the leave, 11% used the special leave benefits for women, and 3% took leave for Violence Against Women and Children (VAWC).

Sex-Disaggregated Data

ON GENDER SENSITIVITY TRAINING CONDUCTED IN 2024

In the 2024 GAD Plan and Budget, one of the GAD agenda is to conduct Gender Sensitivity Training for employees to enhance their understanding of Gender Awareness and Development. In 2024, a total of five Gender Sensitivity Training sessions were held across PCSO's five operational areas. The participation rate varied by region, with a higher proportion of female employees attending the training in Northern and Central Luzon (72%), Southern Tagalog and Bicol Region (66%), and the Visayas (55%). Conversely, a greater number of male employees attended the training in Metro Manila (56%) and Mindanao (55%). A total of 172 employees participated in the training, with 56% female and 44% male.



Sex-Disaggregated Data

ON OTHER GAD TRAININGS CONDUCTED IN 2024

In 2024, the PCSO held two orientation sessions for employees on the Anti-Violence Against Women and Children Act (RA 9262) and the Safe Spaces Act (RA 11313). The first session, on June 27, 2024, had 120 female employees (69%) and 55 male employees (31%) attended. The second session, on December 10, 2024, had 52 female employees (44%) and 67 male employees (56%) participating. Overall, 294 employees took part in the orientations, with 58% female and 42% male.

	June 27, 2024		December 10, 2024	
Female	120	69%	52	44%
Male	55	31%	67	56%
Total	175		119	