

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2019**

<b>Organization:</b> National Telecommunications Commission		<b>Organization Category:</b> National Government, Attached Agency		
<b>Organization Hierarchy:</b> Department of Information and Communications Technology, National Telecommunications Commission				
<b>Total Budget/GAA of Organization:</b>	489,472,000.00			
<b>Total GAD Budget</b>	24,501,000.00	<b>Primary Sources</b>	24,501,000.00	
		<b>Other Sources</b>	0.00	
<b>% of GAD Allocation:</b>	5.01%			

	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
<b>CLIENT-FOCUSED ACTIVITIES</b>									

	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
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1	There is a growing culture of tolerance of the prevailing child pornography and violence against children in telecommunications/ICT. Philippines has become "the number one global source of child pornography" and the "epicenter of the live-stream sexual abuse trade." (Lotta Sylwander, UNICEF Philippines) The clandestine nature of child pornography has made it difficult to arrest the issue especially that it usually involves the children's own mother and father.	The public in general lack information on child pornography and the laws and policies addressing the issue	Increased public awareness on child pornography and the relevant laws and policies addressing child pornography. Increased respect for children and children's rights	MFO: 1.Regulation of Radio Communication, Broadcast and telecommunication Facilities	I.Active participation by NTC in meetings/fora/policy formulation as member of the Inter-Agency Council Against Child Pornography (IACACP)	I-BInputs/recommendations made during meetings (include TWG members in the IACACP meetings)  I-A. No. of meetings/undertakings attended from January to December 2019	350,000.00	GAA	GFPS

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2	There is a growing culture of tolerance of the prevailing child pornography and violence against children in telecommunications/ICT. Philippines has become "the number one global source of child pornography" and the "epicenter of the live-stream sexual abuse trade." (Lotta Sylwander, UNICEF Philippines) The clandestine nature of child pornography has made it difficult to arrest the issue especially that it usually involves the children's own mother and father.	Absence of a mechanism that directly deals with the perpetrators and the trading process	Increased protection of children against child pornography	MFO: 1.Regulation of Radio Communication, Broadcast and telecommunication Facilities	Coordinate with the telcos/ISPs re the blocking of child pornography sites pursuant to the directive of IACAP, PNP and NBI	No. of coordination meetings with the telcos/ISPs	375,000.00	GAA	GFPS/LB/RB/RO

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3	Magna Carta of Women, Chapter IV. Rights and Empowerment, Sec. 16. Nondiscriminatory and Nonderogatory Portrayal of Women in Media and Film. - The State shall endeavor to raise the consciousness of the general public in recognizing the dignity of women and the role and contribution of women in the family, community, and the society through the strategic use of mass media. For this purpose, the State shall ensure allocation of space, airtime, and resources	Insufficient airtime for information regarding laws and policies on women.	Increased public awareness on relevant laws and policies on women thereby postering the dignity and role of women in society	MFO: 1.Regulation of Radio Communication, Broadcast and telecommunication Facilities	Conduct monitoring of broadcast stations regarding their provision of air time for public service (especially women and children) for any issues and concerns.	15 broadcast stations inspected by Q4 of 2019.	500,000.00	GAA	GFPS/BSD/RO
4	Public has limited access to information on NTC policies, programs and projects involving women	NTC lacks the mechanism to ensure public access to information on policies, programs and projects involving women.	Greater awareness by women and girls of their human rights and greater support for these rights by the public in general	MFO: 1.Regulation of Radio Communication, Broadcast and telecommunication Facilities	Conduct of text blast on women's rights or gender-related laws during Women's Day	No. of subscribers received text blast during women's day	160,000.00	GAA	GFPS

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5	Public has limited access to information on NTC policies, programs and projects involving women	NTC lacks the mechanism to ensure public access to information on policies, programs and projects involving women.	Greater awareness by women and girls of their human rights and greater support for these rights by the public in general	MFO: 1.Regulation of Radio Communication, Broadcast and telecommunication Facilities	Inclusion of GAD agenda during seminars/ summit/ campaigns conducted by NTC.	No. of seminars conducted	850,000.00	GAA	GFPS
6	Public has limited access to information on NTC policies, programs and projects involving women	NTC lacks the mechanism to ensure public access to information on policies, programs and projects involving women.	Greater awareness by women and girls of their human rights and greater support for these rights by the public in general	MFO: 1.Regulation of Radio Communication, Broadcast and telecommunication Facilities	Conduct of various consumer welfare and protection information dissemination activities through TV /radio guestings, printed advisories and press releases re text scams and spams provision of collaterals to stakeholders development of NTC GAD website / corner and other related IEC activities.	No. of consumer welfare protection activities conducted	850,000.00	GAA	GFPS/LB/RO
7	Public has limited access to information on NTC policies, programs and projects involving women	NTC lacks the mechanism to ensure public access to information on policies, programs and projects involving women.	Greater awareness by women and girls of their human rights and greater support for these rights by the public in general	MFO: 1.Regulation of Radio Communication, Broadcast and telecommunication Facilities	Observance of Orange Day or the monthly End VAW Campaign (every 25th of the month)	No. of activities conducted	625,000.00	GAA	GFPS/RO

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8	Magna Carta of Women Chapter IV Section 10 (Women Affected by Disasters, Calamities, and Other Crisis Situations)	Because of their economic status and stereotyped roles in family and society, women generally have limited access to resources and services more especially during disasters, calamities, and other crisis situations.	Increased access of women and children to telecommunication services thereby ensuring their protection and security during disasters, calamities, and other crisis situations.	MFO: Regulation of Radio Communication, Broadcast and telecommunication Facilities	I-A Conduct of the following Telecommunication Services: "Libreng Text at Tawag" Centers	No. of "Libreng text at tawag Centers" established and number of women/girls who availed the services	250,000.00	GAA	GFPS/RO
9	Magna Carta of Women Chapter IV Section 10 (Women Affected by Disasters, Calamities, and Other Crisis Situations)	Because of their economic status and stereotyped roles in family and society, women generally have limited access to resources and services more especially during disasters, calamities, and other crisis situations.	Increased access of women and children to telecommunication services thereby ensuring their protection and security during disasters, calamities, and other crisis situations.	MFO: Regulation of Radio Communication, Broadcast and telecommunication Facilities	Free charging stations	No. of "Free Charging Station Centers" established and number of women/girls who availed the services	250,000.00	GAA	GFPS/RO

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10	Magna Carta of Women Chapter IV Section 10 (Women Affected by Disasters, Calamities, and Other Crisis Situations)	Because of their economic status and stereotyped roles in family and society, women generally have limited access to resources and services more especially during disasters, calamities, and other crisis situations.	Increased access of women and children to telecommunication services thereby ensuring their protection and security during disasters, calamities, and other crisis situations.	MFO: Regulation of Radio Communication, Broadcast and telecommunication Facilities	establishment of temporary telecommunications system in affected areas during calamities and disaster using the newly acquired Rapidly Deployable Communication Equipment.	No. of temporary telecommunication systems established and number of women/girls who availed the services	300,000.00	GAA	GFPS/RO 3,8 and CARAGA
11	Lack of Mechanism to inform and update clients on GAD PAPs	Absence of/Inadequate GAD Corner in existing NTC Offices and website	To promote Gender Awareness among clients	MFO: Regulation of Radio Communication, Broadcast and telecommunication Facilities	Issuance of Memorandum to include GAD Corner in the NTC website and all existing regional office links.	Issued Memorandum Circular and circulated by end of Q1 of 2019.	70,000.00	GAA	GFPS/OCOM/CO/RO
12	Lack of Mechanism to inform and update clients on GAD PAPs	Absence of/Inadequate GAD Corner in existing NTC Offices and website	To promote Gender Awareness among clients	MFO: Regulation of Radio Communication, Broadcast and telecommunication Facilities	Establishment and/or improvement of all existing GAD Corner among Regional Offices and Central Office	GAD Corners established and/or improved in the Central Office and Regional Offices.	820,000.00	GAA	GFPS/RO

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13	Limited involvement of partner institutions and external clients in the implementation of GAD PAPs	Absence of mechanism to promote broad-based and multi-level implementation of GAD PAPs in NTC Central and Regional Offices	Increased gender awareness and strengthened support for women and their rights Greater influence of women in decision making	MFO: Regulation of Radio Communication, Broadcast and telecommunication Facilities	Conduct GAD orientation for clients in the Central and Regional Office	No. of client orientation conducted.  No. of clients who participated in the orientation to Regional Offices.	310,000.00	GAA	GFPS/CO/RO
<b>ORGANIZATION-FOCUSED ACTIVITIES</b>									
14	Low number of women in the third (3rd) level positions in NTC.	Gender Equality not yet integrated in HR policies on promotion of women in the 3rd level posts.	Gender-responsive HR policies	MFO: General Administration and Support	Provide opportunities for women employees to be qualified, designated, or promoted to third level positions, and achieve third level gender balance in the organization	No. of designations/assignment order of women executives/managerial positions from Jan to Dec. 2019 - Four appointment/designation orders issued	4,600,000.00	GAA	GFPS/OCOM
15	Uneven level of appreciation of GAD policies, concepts within the organization.	Lack of employee participation in GAD-related activities	Increase GAD awareness in the Agency	MFO: General Administration and Support Services	Conduct of Gender Sensitivity Training/GAD Orientation for employees	No. of employees attended attended Gender Sensitivity Training/GAD Orientation	3,400,000.00	GAA	GFPS/PFMB/AB/RO
16	Lack of men participation on Women's Month Activities	Lack of appreciation on Women's Month Activities	Increase men participation on Women's Month Activities		Involve employees on GAD related activities such as Annual Celebration of Women's Month	No. of employees involved on Annual Celebration of Women's Month	210,000.00	GAA	GFPS/PFMB/AB/RO



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17	Gender and development is not fully integrated in NTC programs, activities and projects.	NTC policies do not warrant mainstreaming of gender perspective in NTC development planning cycle.	Strengthened capacity of the organization to mainstream GAD in the development planning cycle	GASS: General Administration and Support	Review and amendment of critical	Amended NTC Mission, Vision and Core Values with GAD perspective by Q1	560,000.00	GAA	GFPS
18	Gender and development is not fully integrated in NTC programs, activities and projects.	NTC policies do not warrant mainstreaming of gender perspective in NTC development planning cycle	Strengthened capacity of the organization to mainstream GAD in the development planning cycle.	GASS: General Administration and Support	Review and amendment of critical policies	Amended policies on recruitment and promotion by Q1	204,000.00	GAA	GFPS
19	Gender and development is not fully integrated in NTC programs, activities and projects.	NTC policies do not warrant mainstreaming of gender perspective in NTC development planning cycle	Strengthened capacity of the organization to mainstream GAD in the development planning cycle	GASS: General Administration and Support	Review and amendment of critical policies	Amended policies on education and training by Q1	204,000.00	GAA	GFPS
20	Observable limited transformation among employees who have undergone Gender Sensitivity Training	Lack of appreciation of basic GAD concepts such as gender equality, gender equity, and women empowerment among NTC employees	Broad-scale and multi-level support for GAD across the organization	GASS: General Administration and Support	Conduct workshop to formulate survey questionnaire.	Set of questionnaire formulated by Q1	120,000.00	GAA	GFPS

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21	Observable limited transformation among employees who have undergone Gender Sensitivity Training	Lack of appreciation of basic GAD concepts such as gender equality, gender equity, and women empowerment among NTC employees	Broad-scale and multi-level support for GAD across the organization	GASS: General Administration and Support	Conduct survey on impact of GST among NTC employees	Survey conducted in Central and Regional Offices by Q2	178,000.00	GAA	GFPS
22	Inadequate capacity to monitor and evaluate GAD PAPs	Absence of monitoring and evaluation mechanism/tool	Strengthened organizational capacity to mainstream GAD in NTC PAPs	GASS: General Administration and Support	Issue directive to monitor GAD PAPs.	Issued memorandum by Q1	100,000.00	GAA	GFPS
23	Inadequate capacity to monitor and evaluate GAD PAPs	Absence of monitoring and evaluation mechanism/tool	Strengthened organizational capacity to mainstream GAD in NTC PAPs	GASS: General Administration and Support	Conduct seminar-workshop on monitoring and evaluation from a gender perspective	Monitoring and Evaluation seminar-workshop conducted Q1	690,000.00	GAA	GFPS
24	Inadequate capacity to monitor and evaluate GAD PAPs	Absence of monitoring and evaluation mechanism/tool	Strengthened organizational capacity to mainstream GAD in NTC PAPs	GASS: General Administration and Support	Set-up a GAD monitoring and evaluation system	GAD Monitoring and Evaluation System in place by Q4	350,000.00	GAA	GFPS
25	Absence of centralized sex disaggregated database that can be used for planning and monitoring GAD activities	No policy on the establishment of sex disaggregated data	Strengthened organizational capacity to mainstream GAD in NTC PAPs	GASS: General Administration and Support	Issuance of policy to establish sex-disaggregated database	Policy issued by Q1 requiring the establishment of sex disaggregated database in NTC	100,000.00	GAA	GFPS

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26	Absence of centralized sex disaggregated database that can be used for planning and monitoring GAD activities	No existing framework for sex disaggregated database (SDD)	Strengthened organizational capacity to mainstream GAD in NTC PAPs	MFO: General Administration and Support	Conduct of workshop to formulate framework for sex disaggregated database	Workshop conducted by Q3 Framework for sex-disaggregated database formulated Number of female and male participants	560,000.00	GAA	GFPS
27	Lack of internal GAD experts	No.GAD capacity development sessions conducted to develop internal GAD experts	Strengthened organizational capacity to mainstream GAD in NTC PAPs	GASS: General Administration and Support	Conduct of Training of Trainers Phase I	TOT Phase I completed by Q2Number of female and male participants KSA demonstrated	1,005,000.00	GAA	GFPS
28	Lack of internal GAD experts	NoGAD capacity development sessions conducted to develop internal GAD experts	Strengthened organizational capacity to mainstream GAD in NTC PAPs	GASS: General Administration and Support	Conduct of Training of Trainers Phase II	TOT Phase II completed by Q3 Number of female and male participants KSA demonstrated	1,005,000.00	GAA	GFPS
29	Lack of internal GAD experts	NoGAD capacity development sessions conducted to develop internal GAD experts	Strengthened organizational capacity to mainstream GAD in NTC PAPs	GASS: General Administration and Support	Conduct of Training of Trainers Phase III	TOT Phase III completed by Q4Number of female and male participants KSA demonstrated	1,005,000.00	GAA	GFPS
30	Section 36. Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women, RA 9710- The Magna Carta for Women	Lack of established institutional mechanism to adopt gender mainstreaming in the Agency.	Build the capacity of the Agency to mainstream gender	MFO: General Administration and Support Services	Formulate the GAD Plan and Budget and conduct assessment and prepare GAD Accomplishment Report.	1 GAD Plan and Budget and 1 GAD Accomplishment Report submitted by 4Q of 2019	550,000.00	GAA	GFPS

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31	Section 36. Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women, RA 9710- The Magna Carta for Women	Lack of established institutional mechanism to adopt gender mainstreaming in the Agency	Build the capacity of the Agency to mainstream gender	MFO: General Administration and Support Services	Attend to PCW/DICT/PCOO initiatives and meetings	No. of meetings attended	300,000.00	GAA	GFPS/RO
32	Section 24, Right to Education and Training, RA 9710	Low number of women are given opportunities in local and foreign trainings and scholarships	Give equal access to both men and women in all areas of endeavor	MFO: General Administration and Support Services	Involve women employees to participate in local and foreign trainings and scholarships	No. of women sent to local and foreign trainings and scholarships	1,600,000.00	GAA	GFPS/PFMB/AB/RO
33	MCW Sec. 37 Strengthening of GFPS gender mainstreaming	Inadequate capacity or skills to mainstream GAD PAPs	Increase capacity of GFPS to gender mainstreaming	MFO: General Administration and Support Services	Conduct of capacity building on gender mainstreaming	No. of GFPS attended or trained in Gender Mainstreaming	800,000.00	GAA	GFPS
34	Section 10. Participation and Representation, RA9710 The Magna Carta for Women	Low number of women involved in the formulation of international radio communication/ICT and broadcast policies, rules and regulations.	Gender-responsive telecommunications/ICT policies, rules and regulations.	MFO: General Administration and Support Services	Participation of women executives/managers and engineers in international Information and Telecommunications sector meetings/conferences/fora representing the Philippines.	No. of women executives/managers sent to international meetings/conferences/fora and submitted Post-Activity Report with corresponding recommendations for policy consideration, reference or management information	1,250,000.00	GAA	GFPS/AB/RO
<b>SUB-TOTAL</b>							24,501,000.00	GAA	
<b>TOTAL GAD BUDGET</b>							24,501,000.00		

Prepared By:	Approved By:	Date
ERIBERTA V. TAMORO	GAMALIEL A. CORDOBA	
HEAD, TWG-GFPS	COMMISSIONER	