

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2017**

Reference: Direct Encoding (No GPB in database)

Organization: National Telecommunications Commission

Organization Category: National Government,
Attached Agency

Organization Hierarchy: Department of Information and Communications Technology, National Telecommunications Commission

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|--|----------------|--------------------------------|---------------|--|
| Total Budget/GAA of Organization: | 370,035,000.00 | | | |
| Actual GAD Expenditure | 16,781,151.00 | Original Budget | 19,135,000.00 | |
| | | % Utilization of Budget | 87.70 | |
| % of GAD Expenditure: | 4.54% | | | |

| | 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 | | | | | | | | | | | |
| 1 | 4.) Absence of a gender-responsive facility for women and men clients carrying infants | Unequal access of women and men with special needs | provide assistance to women with special needs | MFO: Regulatory and Enforcement Services | Provision of priority lane for pregnant women and women with children | No. of women/men served at priority lane - 12 women/men served at priority lane | 24 women/men served at priority lane | 385,000.00 GAA | 397,572.00 GAA | RO | Done. Actual cost includes attributed PS Expense of Salary |
| 2 | Prevalence child pornography in ICT. | Public lack information regarding laws and policies related to child pornography. | Strengthen mechanisms to eliminate gender-based violence in ICT. | MFO: Regulatory and Enforcement Services | Conduct of advocacy activities and continuing active participation of NTC to various undertakings of the Inter-Agency Council Against Child Pornography (IACACP) | No. of meetings attended with Post-Activity Report and recommendations submitted for policy recommendation, or reference and information. - Four meetings attended by representatives from 16 Regional Offices with post-activity report and recommendations. 1. Duration/target date of activity : January - December 2017 2. Activity's location : Within Metro Manila 3. Target groups and beneficiaries : Public | NTC CO attended 9 meetings with Inter Agency Against Child Pornography.R1 conducted orientation seminar on RA 9775 (Anti Child Pornography Act of 2009) to their clients.They also included information dissemination on text scam/text spam and other consumer welfare services in the seminar. R2 printed advisories regarding child pornography act and require broadcast stations to give allowable airtime as a form of information campaign.Five broadcast stations complied.R3 IEC on child pornography is incorporated in the RLM Seminars conducted with anti child pornography advocacy campaign.R4, R7, R8,CAR attended the activation/meeting of Regional Inter Agency Committee Against Child Pornography .R5 participated and contributed in the formulation of Three-Year Regional Inter-Agency Council Strategic Plan. R12 attended meeting in CO. R13 IEC materials on Child Pornography was posted on GAD Bulletin board. | 700,000.00 GAA | 155,000.00 GAA | GFPS/OCOM | Done. over estimated budget |

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|--|--|---|---|--|--|---|---|--|--------------------------|--|-------------------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 11 | 12 |
| 3 | ICT users lack awareness of women's issues and concerns. | Lack of sufficient airtime (in broadcast stations) on information regarding laws and policies on women. | Increased awareness of laws and policies on women. | MFO: Regulatory and Enforcement Services | Require broadcast stations to submit compliance reports re provision of airtime to GOs and NGOs presenting women's needs, issues and concerns. | Increase number of broadcast stations continuously providing allowable airtime to government and non-government organizations raised the consciousness of the general public in recognizing the dignity, role and contribution of women in the family, community and society. - Sixteen broadcast stations. (on-going/year round) | Broadcast station submitted compliance report re provision of airtime: R2 -2, R5-74 AM/FM, R8-8FM/2AM R2 prepared letters and distributed the same to broadcast stations to continuously provide allowable airtime on women's needs, issues and concerns. Various broadcast stations complied.R5 inspected and monitored 74 FM stations. R7, R13 information dissemination regarding text scam and text spam thru giving out of fliers.R12 gathered some of the broadcast stations preferably in areas of South Cotabato for information dissemination on raising consciousness on the role of women and their needs. | 500,000.00 GAA | 252,807.00 GAA | GAD Focal Point System (GFPS) /CO & ROs /Office of the Commissioners(OCOM) | Done. |
| 4 | ICT users lack awareness of women's issues and concerns. | Lack of GAD advocacy. | Increased level of awareness of GAD laws, rules and regulations of radio communications, telecommunications/ICT and broadcast entities. | MFO: Regulatory and Enforcement Services | Conduct of awareness campaigns on GAD laws, rules, and regulations in the radio communications, telecommunications/ICT and broadcast entities. | No. of Information and Education Campaign (IEC) conducted from Jan to Dec, 2017. - Sixteen IEC conducted. | Memorandum was issued to CO and all ROs regarding observance of Orange Day. Production of advocacy materials such as orange t-shirt which shall be worn every 25th of the month as a form of information campaign to end violence against women and children. CAR had publication of the Consumer Welfare Program (text spam and scam) in Midland courier (local newspaper covering the whole CAR. CAR displayed also the VAWC tarpulin and attended the 18 day campaign to end VAW . R1 joined live interviews via television and radio programs to promote IEC campaign on the different text scams and sponsored orientation seminar on RA 9262 (Anti Violence Against Women and Children Act of 2009) to clients. R3, R4, R5, R7 and R13IEC on various GAD issues is incorporated in the RLM Seminars. .R8 conducted seminar awareness/ information dissemination against latest text scams/spams among women throughout the region which was incorporated during official travels like mobile licensing and inspection through flyers and posters. Joined the motorcade during the Kick-Off 18-day Campaign Violence Against Women. R10 interviewed and guested on radio programs regarding new NTC policies and programs especially the conduct of libreng text and tawag to Internally Displaced Persons (IDP's) of Marawi especially women and children and produced IEC materials related to GAD laws and women issues and concerns.Information dissemination regrading text scams and spams are included in the conduct of RLM Seminars during 10 Mobile licensing activities. Conducted libreng text and tawag to 8 evacuation centers in Marawi and Iligan City and 3 evacuation centers in Cagayan de Oro City and Misamis Oriental Internally Displaced Persons (IDP's) especially women and children of Marawi conflict. | Personnel Services and Maintenance and Operating expenses for Central Office and 16 Regional Offices. 2,500,000.00 GAA | 2,084,000.00 GAA | GFPS /CO & ROs GAD Focal Point System (GFPS) /CO & ROs | Done. |
| ORGANIZATION-FOCUSED ACTIVITIES | | | | | | | | | | | |

| | 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 |
| 5 | Gender-equality agenda of the government and other GAD-related legislation, policies, and commitments are NOT YET fully integrated in the planning and budgeting system of the Agency. | Lack of GAD training for the GAD Focal Point System. | Build the capacity of the Agency to mainstream gender. | MFO: a) General Administration and Support | Conduct of continuing systematic capability building for members of the GFPS on Gender Analysis. | a) The agency GFPS is able to function as a mechanism for catalyzing and accelerating gender mainstreaming of the organization with enhanced capacities to formulate, implement and monitor GAD Plan and Budget. - a) Two (2) awareness sessions conducted by the 4Q of 2017. b) The agency GFPS is able to function as a mechanism for catalyzing and accelerating gender mainstreaming of the organization with enhanced capacities to formulate, implement and monitor GAD Plan and Budget. - b) Two(2) deepening sessions of GAD conducted for the members of the GFPS by 4Q of 2017. | Conducted only deepening session for GFPS Conducted capacity building for GFPS on Gender Mainstreaming Evaluation Framework and GAD Agenda Setting on Oct 18-20 | 750,000.00 GAA | 555,121.00 GAA | GFPS/PFMB/AB/ROs | Done. |
| 6 | Gender-equality agenda of the government and other GAD-related legislation, policies, and commitments are NOT YET fully integrated in the planning and budgeting system of the Agency. | Lack of GAD Training. | Increase capacity of the Agency to mainstream gender. | MFO: General Administration and Support | Preparation of GAD Plan and Budget of the ensuing year and GAD Accomplishment Report of the preceding year. | The agency GFPS is able to function as a mechanism for catalyzing and accelerating gender mainstreaming of the organization with enhanced capacities to formulate, implement and monitor GAD Plan and Budget. - The Agency FY 2017 Annual GAD Plan and Budget approved by the Head of the Agency, and endorsed by PCW by 1Q of 2017 The FY 2015 GAD Accomplishment Report collated, validated and submitted to PCW and COA by 1Q 2017. | The Agency FY 2018 Annual GAD Plan and Budget and FY 2016 GAD Accomplishment Report approved by the Head of the Agency and endorsed by PCW. | 750,000.00 GAA | 736,254.00 GAA | GFPS/PFMB/AB/ROs/ | Done. Actual cost includes MOOE expense and attributed PS expense. |
| 7 | 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: Regulatory and Enforcement Services | Formulate a continuing and systematic GAD capacity building for employees of the organization | No. of Strategic GAD Plan approved by 3Q of 2017. - One NTC Strategic GAD Plan approved. | One working paper for NTC Strategic GAD Plan prepared. | 250,000.00 GAA | 50,000.00 GAA | GFPS/ PFMB/ AB/ ROs | Partially Done. over estimated budget |
| 8 | Uneven level of appreciation of GAD policies, concepts within the organization. | Lack of gender awareness in the Agency. | Increase GAD awareness in the Agency. | MFO: General Administration and Support | Establish / Maintain GAD Area where IEC materials such as books, leaflets, or video files are easily available by the employees. | No. of GAD areas established and launched by 3Q of 2017.- One GAD Corner established and launched. | GAD Corner was established/improved in Central Office and all Regional Offices. R10: lactation materials and supplies for provision in preparation of the lactation station R13: GAD bulletin board was created and GAD facilities such as lactating rooms, children nurturing room was provided in the newly built NTC RO 13 building | 850,000.00 GAA | 383,355.00 GAA | GFPS/ PFMB/ AB/ ROs | Done. no need to purchase new furniture or equipment.utilized old and existing furniture |
| 9 | 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: Regulatory and Enforcement Services | Seminar on GAD mainstreaming. | No. of capacity building initiatives conducted by 4Q of 2016, any of the following i. Gender Sensitivity Training ii. Gender Analysis iii. GAD Planning and Budgeting iv. Gender Audit and GAD Tools v. GAD Policies and Mandate -200 employee-advocates participated in activities conducted from Jan to Dec, 2017. | 4 capacity building on MCW conducted 2 capacity building on Anti VAWC 5 capacity building on GST 4 GAD seminar conducted 1 capacity building on Gender Fair Language Workshop 1 capacity building on Child Abuse Pornography | Personnel Services and Maintenance and Operating expenses for Central Office and 16 Regional Offices. 1,050,000.00 GAA | 2,185,346.00 GAA | GFPS/PFMB/AB/ROs | Done. |

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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 11 | 12 |
| 10 | 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: Regulatory and Enforcement Services | Involve employees on GAD related activities such as Annual Celebration of Women's Month and other activities conducted by PCW, CSC. | No. of GAD-related activities participated or coordinated, e.g. i. Annual Celebration of Women's Month (March) ii. Breast Cancer Awareness Month (October) iii. Other Activities conducted by PCW, CSC, PCCO, DOH, LGU, and other entities, including gender-responsive health services and programs, and healthy life-style activities encouraged and promoted as strategies in the prevention of diseases. - 200 employee-advocates participated in activities conducted from Jan to Dec, 2017. | CO: 40 employees joined the Women's Month Celebration and 4 employees attended the menstrual forum conducted by PCW. Attended meetings with DICT regarding GAD related activities NCR: 5 employees joined the Women's Day Parade on March 2017 and 1 employee attended the menstrual forum conducted by PCW. R2: nine women employees and one male employee attended the Women's Day Celebration on March 15-16, 2017. Actively participated the fun run activities conducted by various government agencies such as CSC, PNP as part of gender responsive health services and programs. R3: joined in the fun run for the women's month celebration at san fernando pampanga and Christmas parade with the theme VAW Free community on dec 6, 2017. R5: participated the following activities such as 1 billion rising campaign to end VAW spearheaded by DILG Reg 5 last March 24, 2017. Launch of LGU Albay of the tagalog version of the Magna Carta for Women last Nov. 28, 2017 as part of the 18 day VAW Campaign. R7, R8, R10, R11, R12, R13 participated in the Annual Celebration of Women's Month. Active participation to Regional GAD Council Meetings. | Personnel Services and Maintenance and Operating expenses for Central Office and 16 Regional Offices. 2,000,000.00 GAA | 874,000.00 GAA | GFPS/PFMB/AB/ROs | Done. |
| 11 | Inequality in terms of frequency of "foreign country training and scholarships" given to women and men in NTC. | Gender equality not yet integrated in HR policies. | Give equal access to both men and women in all areas of endeavor. | MFO: General Administration and Support | Issuance of Travel Authority to women engineers to participate in International Information and Telecommunications sector foreign trainings and scholarships representing the Philippines. | No. of women engineers sent to foreign trainings and scholarships with Post-Training Report and the corresponding recommendations submitted. - Three women employees sent. | Twelve women employees sent to foreign trainings/scholarships. Trainings/scholarships 3rd Annual Asia Pacific Spectrum in the Age of Wireless Communications 28th Standardization Program Forum (ASTAP-28) 17th Meeting Comprehensive Economic Partnership Trade Negotiating Committee and Related Meetings ATRC Dialogue/First ASEAN TELSOM-ATRC Leaders' Retreat 2017 ITU Council Japan Wireless Expo and the Radio Monitoring Meeting Digital Switchover Training Course Regional Workshop on Enhancing Quality of Expertise in Mobile Communication Network Workshop on Electronic Labeling Best practices Asia Pacific Regional Workshop on ICT Statistics ASEAN Consumer Protection Policy and Law Interface Workshop Conformity and Interoperability for Internet of Things | 750,000.00 GAA | 1,230,905.00 GAA | OCOM | Done. |
| 12 | Job stereotyping and unequal access to certain positions of women and men in NTC. | Lack gender-responsive HR policies. | Gender HR policies addressing the need to sustain access of women to decent employment. | MFO: General Administration and Support | Appointment of women for job order services for GAD related activities | No. of Contract of Services issued to women from Jan to Dec, 2017. - Twenty Job Order Contract of Services. | four women for job order services for GAD related activities for Central Office and ROs | 2,750,000.00 GAA | 493,564.00 GAA | GFPS/PFMB/AB/ROs | Done. Not GAD related |
| 13 | Gender inequality in terms of opportunities for third level positions at NTC. | Lack of gender-responsive policies to achieve gender balance in the 3rd level positions in the organization. | 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 Orders of women executives/managerial positions from January to December 2017. - Four Appointment/ Designation Orders issued. | Six women appointed/designated to 3rd level positions. | Personnel Services and Maintenance and Operating expenses for Central Office and 16 Regional Offices. 2,800,000.00 GAA | 6,648,252.00 GAA | GFPS/OCOM | Done. Actual Cost includes attributed PS Expense of Salary and RATA of women appointed/designated to 3rd level positions. |
| 14 | Gender inequality in terms of opportunities for third level positions at NTC. | Lack of gender-responsive policies to achieve gender balance in the 3rd level positions in the organization. | Gender-responsive HR policies. | MFO: General Administration and Support | Formulate gender responsive policies that promote gender sensitive qualifications for 3rd level post for female employees in HR policies. | No. of policy issued to capacitate women employees in order to strengthen their qualifications and performances towards women empowerment for the year 2017. - One policy issued. | three coordination meetings attended but policy is yet to be drafted and issued. Zero policy issued | 100,000.00 GAA | 10,000.00 GAA | GFPS/OCOM | Not Done. over estimated budget |

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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 11 | 12 |
| 15 | Lack of competency of GFPS to mainstream gender. | Lack of established institutional mechanism policy to adopt gender mainstreaming in the Agency. | Promote gender mainstreaming at NTC. | MFO: General Administration and Support | Issuance of an agency policy reminding all operating units to continuously adopt and observe the system of integrating gender mainstreaming in planning and budgeting. | No. of policy issued to adopt and observe the system of integrating gender mainstreaming in their planning and budgeting. - One NTC Office Order issued and circulated 1Q of 2017. | One NTC Office Order issued and circulated in 2017. | 175,000.00 GAA | 14,000.00 GAA | GFPS | Done. over estimated budget |
| 16 | Lack of competency of GFPS to mainstream gender. | Weak constitution of the GAD Focal Point System. | Build the capacity of the Agency to mainstream gender. | GASS: General Administration and Support | Issue Office Order to reconstitute and strengthen the GAD Focal Point System where functions, roles and responsibilities of the Focal Point and each of the members are clarified in the Office Order. | No. of Office Order issued re-constituting and/or strengthening GAD Focal Point System by 2Q of 2017. - One Office Order issued for NTC Central Office and Regional Offices. | NTC Office Order No. 157-09-2017 re: Institutionalization of the Gender and Development (GAD) Focal Point/Technical Working Group (TWG) | 125,000.00 GAA | 12,000.00 GAA | GFPS | Done. over estimated budget |
| 17 | Low number of women involved in the formulation of international radio communications, telecommunications/ICT and broadcast policies, rules and regulations. | Lack of training and consultation of women who could provide recommendations for gender-responsive radio communications, telecommunications/ICT and broadcast policies, rules and regulations. | Increased number of women involved in the formulation of international radio communications, telecommunications/ICT and broadcast policies, rules and regulations. | MFO: Regulatory and Enforcement Services | Participation of women executives/managers and engineers in international Information and Telecommunications sector conferences representing the Philippines. | No. of women executives/managers sent to international conferences, and submitted Post-Activity Report with corresponding recommendations for policy considerations. - 5 women executives/managers or engineers sent in international conferences. | 2 women executives/managers sent in international conferences. | Personnel Services and Maintenance and Operating expenses for Central Office and 16 Regional Offices. 1,300,000.00 GAA | 590,975.00 GAA | OCOM | Done. |
| 18 | Gender perspective are not yet integrated in the agency's PPAs. | GAD database containing gender statistics and age- and sex-disaggregated data has not been updated. | Integrate GAD perspective in Agency's PPAs. | MFO: General Administration and Support | Generation of an updated GAD database and gender analysis as basis of recommendations for Agency PPAs. | Recommendations from GAD database analysis as basis of recommendations for Agency PPAs. - One NTC GAD Database updated by 4Q of 2017. | One NTC GAD Database updated | 500,000.00 GAA | 70,000.00 GAA | GFPS/PFMB/AB/ROs | Done. over estimated budget |
| 19 | Lack of mechanism to enhance female employee's leadership and technical skills. | Lack of gender-responsive policies to achieve gender balance in the 3rd level positions in the organization. | Gender-responsive HR policies. | MFO: General Administration and Support | Leadership and technical skills training for qualified female employees. | No. of leadership management and interventions and initiatives to develop women leaders and managers in the organization. - Thirty women employees sent for executive/managerial leadership and management learning initiatives, or prepared for CESB examination by 4Q of 2017. | two women sent for CESB leadership program | 900,000.00 GAA | 38,000.00 GAA | GFPS/OCOM | Done. |
| SUB-TOTAL | | | | | | | | 19,135,000.00 | 16,781,151.00 | GAA | |
| TOTAL | | | | | | | | 19,135,000.00 | 16,781,151.00 | | |

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| Prepared By: | Approved By: | Date |
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