

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2018**

Reference: Endorsed GPB #2018-004824		Date Endorsed: Jan 11, 2018		
Organization: National Telecommunications Commission		Organization Category: National Government, Attached Agency		
Organization Hierarchy: Department of Information and Communications Technology, National Telecommunications Commission				
Total Budget/GAA of Organization:	386,004,000.00			
Actual GAD Expenditure	17,384,854.00	Original Budget	14,925,000.00	
		% Utilization of Budget	116.48	
% of GAD Expenditure:	4.50%			

	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	Section 12.k Roles and responsibilities of the National Telecommunications Commission as Member of the Inter-Agency Council Against Child Pornography, RA 9775 Anti-Child Pornography Act of 2009	Prevalence of child pornography especially girls in telecommunications/ICT.	Strengthen mechanisms to eliminate gender-based violence in ICT.	MFO: Regulatory and Enforcement Services	Attend to roles and responsibilities (e.g. participate in meetings/ conferences/ fora with the end in view of providing information and recommendations reference or policy formulation of the Inter-Agency Council Against Child Pornography (IACACP) or the government, in general.)	No. of meetings/ undertakings attended from January to December 2018. - 6 meetings/ undertakings attended by 4Q of 2018.	CO: 2 personnel attended 2 meetings with Inter-Agency Council Against Child Pornography. 2 personnel from CAR 2 personnel from R5 1 from R7 1 from R8 1 from R10 1 from R12 attended Regional Agency Committee meetings/VAWC/RCWC/LGU/DSWD.	Budget Breakdown:CO:100,000NCR:15,000CAR:15,000R1:15,000R2:15,000R3:15,000R4:15,000R5:15,000R6:15,000R7:15,000R8:15,000R9:15,000R10: 15,000R11: 15,000R12: 15,000R13: 15,000(this include proposed actual MOOE & attributed PS expenses) 325,000.00 GAA	57,622.00 GAA	GFPS/ OCOMLB/RB	Done.
2	Section 16. Nondiscriminatory and Nonderogatory Portrayal of Women in Media and Films, RA 9710 The Magna Carta for Women	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	Conduct inspection of broadcast stations and check airtime allocated for women's issues and concerns presented by government agencies and non-government organizations	No. of broadcast stations providing airtime for women's issues and concerns. - 15 broadcast stations inspected by 4Q of 2018.	CAR, R5,R7,R10,R12,R13 conducted inspection of broadcast stations providing airtime for women's issues and concerns	Budget Breakdown:CO: 50,000NCR:30,000CAR:30,000R1: 30,000R2:30,000R3:30,000R4:30,000R5:30,000R6:30,000R7:30,000R8:30,000R9:30,000R10:30,000R11:30,000R12:30,000R13:30,000(this includes proposed actual MOOE & attributed PS expenses) 500,000.00 GAA	685,213.00 GAA	GFPS/ BSD/ RO	Done. This includes attributed PS expense and MOOE.

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	1	2	3	4	5	6	7	8	9	11	12
3	Lack of awareness on GAD Policies.	Access to information regarding policies on women, including programs, projects, and finding outlays that affect them is not ensured.	Increased empowerment of women with their improved knowledge of women rights.	MFO: Regulatory and Enforcement Services	Conduct of text blast with GAD advocacy campaign during women's day.	No. of subscribers received text blast during women's day.	Text blast to subscribers during the 18-day campaign to end violence against women(VAW) with the theme "VAW-free community starts with ME". Message sent was "The NTC supports the "18-day Campaign to end Violence Against Women (VAW) in the Philippines with the theme VAW-Free Community Starts With Me".NCR: continuously playing of advocacy material/information on VAW.	Budget Breakdown:CO:10,000 NCR: 10,000 CAR:10,000 R1: 10,000 R2:10,000 R3:10,000 R4: 10,000 R5: 10,000 R6: 10,000 R7: 10,000 R8: 10,000 R9: 10,000 R10: 10,000 R11: 10,000 R12: 10,000 R13: 10,000(this includes proposed actual MOOE & attributed PS expenses) 160,000.00 GAA	313,879.00 GAA	GFPS/ OCOMRB/LB/RO	Done.
4	Lack of awareness on GAD Policies.	Access to information regarding policies on women, including programs, projects and finding outlays that affect them is not ensured.	Increased empowerment of women with their improved knowledge of women's rights.	MFO: Regulatory and Enforcement	Inclusion of GAD Agenda during seminars/submit/campaigns attended by NTC.	No. of seminars conducted.	CAR,R1, R2, R3, R4,R5, R6, R7,R8, R11,R12 :Inclusion of GAD Agenda during RLM seminars conducted.Number of seminars conducted:CAR - 30 seminars w/ 1,446 attendeesR2 - 5 seminars R3 - 11 seminarsR4 - 5,696 attendeesR7 - 98 seminars w/ 3,947 attendeesR8 - 15 seminars	Budget Breakdown:CO:30,000 NCR: 20,000 CAR:20,000 R1: 20,000 R2:20,000 R3:20,000 R4: 20,000 R5: 20,000 R6: 20,000 R7: 20,000 R8: 20,000 R9: 20,000 R10: 20,000 R11: 20,000 R12: 20,000 R13: 20,000(this includes proposed actual MOOE & attributed PS expenses) 330,000.00 GAA	1,360,523.00 GAA	GFPS/ OCOMRB/LB/RO	Done. This includes PS attribution and MOOE expenses
5	Lack of awareness on GAD Policies.	Access to information regarding policies on women, including programs, projects, and finding outlays that affect them is not ensured.	Increased empowerment of women with their improved knowledge of women rights.	MFO: Regulatory and Enforcement Services	Conduct of various consumer welfare and protection activities through TV/Radio guesting/printed advisories and press releases regarding text scams and spams.	No. of consumer welfare protection activities conducted.	R1, R5, R6, R7, R8, R10 :The Regional Director joined Live interview via TV and Radio programs to promote information and Education Campaign on the different Text Scams and spam. CAR: conducted information/education activities on text scam and forwarded text blasts of NTC on text scam/spam R4: Printed flyers/ advisories for RA 9262 and RA 8353 and continued airing of campaign against text scam/text spam on local AM/FM broadcast stations. CO, NCR,R4, R8,R9,R10, R11,R13.Wearing VAW FREE advocacy orange shirts. R5. Monitoring and inspection of evacuation centers in three districts of Albay relative to provision of "Libreng Tawag and Text" and "Libreng Charging station". CAR, R3, R5,R12, R10: conducted consumer welfare and protection activities during the mobile licensing.	Budget Breakdown:CO:30,000 NCR: 20,000 CAR:20,000 R1: 20,000 R2:20,000 R3:20,000 R4: 20,000 R5: 20,000 R6: 20,000 R7: 20,000 R8: 20,000 R9: 20,000 R10: 20,000 R11: 20,000 R12: 20,000 R13: 20,000(this includes proposed actual MOOE & attributed PS expenses) 330,000.00 GAA	1,366,343.00 GAA	GFPS/ OCOMRB/LB/RO	Done. This includes PS attribution and MOOE expenses
ORGANIZATION-FOCUSED ACTIVITIES											
6	Section 36. Gender Mainstreaming as a Strategy for Implementing the Mgna 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.	GASS: 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 prepared and submitted to PCW/DBM/COA by 4Q of 2018.	CO: Conducted One (1) Deepening session for 2019 GAD Plan and Budget and 2017 GAD Accomplishment Report with 29 attendees CAR: Conducted One (1) GAD Assessment participated by 29 CAR employees.	Budget Breakdown:CO: 200,000NCR: 20,000CAR:20,000R1: 20,000R2: 20,000R3:20,000R4: 20,000 R5: 20,000 R6: 20,000R7:20,000R8: 20,000 R9: 20,000 R10: 20,000 R11: 20,000 R12: 20,000 R13: 20,000(this include proposed actual MOOE & attributed PS expenses) 500,000.00 GAA	502,753.00 GAA	GFPS/PFMB/AB/RO	Done. This includes PS attribution and MOOE expenses
7	Section 36. Gender Mainstreaming as a Strategy for Implementing the Mgna 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	Review and update the Sex-disaggregated database and the NTC Strategic GAD Plan and Budget	1 sex-disaggregated database and 1 GAD Strategic GAD Plan and Budget reviewed and updated by 4Q of 2018.	sex- disaggregated database and meetings conducted for the formulation/preparation of Strategic GAD Plan and Budget	Budget Breakdown:CO: 100,000NCR: 10,000CAR:10,000R1: 10,000R2: 10,000R3:10,000R4: 10,000 R5: 10,000 R6: 10,000R7:10,000R8: 10,000 R9: 10,000 R10: 10,000 R11: 10,000 R12: 10,000 R13: 10,000(this include proposed actual MOOE & attributed PS expenses)Budg 250,000.00 GAA	200,000.00 GAA	GFPS/ OCOMRB/LB/RO	Partially Done.

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8	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 initiatives and meetings.	No. of meetings attended.	6 personnel from CO and 1 from NCR Attended One (1) DICT GAD SummitCO: 2 personnel attended MGEC Regional Launching of the Revised Gender Fair Media Guidebook held in QC and 1 from CO attended the same event held in Pampanga2 personnel from R5 and R13 attended 1 Regional GAD Forum at NEDA. 1 employee from R7 attendedDICT meetings aimed at women empowerment, 8 personnel from R10 attended 4 meetings with DICT for GAD disaster preparedness. CAR Director attended scope and resources planning with the LGUs and Regional Offices Sectors conducted by DICT.	Budget Breakdown:CO: 50,000NCR: 10,000CAR:10,000R1: 10,000R2: 10,000R3:10,000R4: 10,000 R5: 10,000 R6: 10,000R7:10,000R8: 10,000 R9: 10,000 R10: 10,000 R11: 10,000 R12: 10,000 R13: 10,000(this include proposed actual MOOE & attributed PS expenses)Budg 200,000.00 GAA	93,695.00 GAA	GFPS/ OCOM/RB/LB/RO	Done.
9	Section 24, Right to Education and Training, RA 9710	Low no. of women are given opportunities in local and foreign technical trainings and scholarships	Give equal access to both men and women in all areas of endeavor.	GASS: General Administration and Support Services	Involve women employees/engineers to participate in local and foreign technical trainings and scholarships.	No. of women engineers sent to local and foreign technical trainingsand scholarships with Post-Training Report andthe corresponding recommendations submitted. - 20 women employees sent by 4Q of 2018.	CO, NCR,CAR, R1, R2, R3, R4, R5, R6, R7, R9, R11: women employees/engineers attended various local and foreign technical trainings.CO: 12 attended IECEP Midyear Convention2 employees attended Telecommunications and Competition Regulation Workshop1 Employee attended Training Course on 5G Communication Systems and Internet of things1 attended Training Course in Digital Terrestrial TV Broadcasting Policy and Engineering2 attended China ASEAN 2018 Workshop on Submarine Cable and Terrestrial Cable Interconnectivity1 attended ITU Asia-Pacific Center for Excellence Training on Conformity and Inter-operability for the Asia-Pacific Region1 attended MTCP Embedded System Technology1 attended Training on ASEAN Workshop on 5G1 attended Intelligent Network Value Added Services in Modern Switching Technologies2 attended ITU-T Group 20 Internet of Things and Smart Cities and CommunitiesCAR2 attended IECEP Midyear ConventionNCR2 attended IECEP Midyear ConventionR12 attended IECEP Midyear ConventionR22 attended IECEP Midyear ConventionR31 attended IECEP Midyear Convention1 attended "Emerging Technologies in Telecommunications Services"1 attended "Rapid Damage Assessment and Needs Analysis Workshop"1 attended "China-ASEAN Workshop on Submarine Cable and Terrestrial Cable Interconnectivity"R44 attended IECEP Convention1 attended "Embedded Systems Technology" in MalaysiaR51 attended IECEP Midyear Convention1 attended "Intelligent Value and Added Services and Multi-Switching Technology Seminar" in IndiaR62 attended IECEP Midyear ConventionR71 attended IECEP Midyear ConventionR92 attended IECEP Midyear ConventionR111 attended IECEP Midyear Convention	Budget Breakdown:CO:850,000NCR:50,000CAR: 50,000R1: 50,000R2: 50,000R3: 50,000R4: 50,000R5: 50,000R6: 50,000R7: 50,000R8: 50,000R9: 50,000R10: 50,000R11: 50,000R12:50,000R13: 50,000(this includes proposed actual MOOE & attributed PS expenses) 1,600,000.00 GAA	886,650.00 GAA	GFPS/OCOM/PFMB/AB/RO	Done.

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10	Section 10. Participation and Representation, RA 9710 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.	GASS: 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. - 5 women executives/managers or engineers sent by 4Q of 2018.	Women executives/managers and engineers sent to International meetings/conferences1 attended 2018 Session of the ITU in Switzerland1 Attended 22nd Meeting of the Regional Comprehensive Economic Partnership Trade Negotiating Committee and Related Meetings in Singapore1 attended 24th Meeting of RCEP TNC and related meetings in Thailand2 attended 58th APEC Telecommunications and Information Group Meeting in Taiwan1 attended Hytera Communications Headquarters and Manufacturing Plant Visit and related meetings in China2 attendedITU-T Group 20 Internet of Things (IoT) and Smart Cities and Communities (Sc	Budget Breakdown: CO: 250,000 NCR: 10,000 CAR: 10,000 R1: 10,000 R2: 10,000 R3: 10,000 R4: 10,000 R5: 10,000 R6: 10,000 R7: 10,000 R8: 10,000 R9: 10,000 R10: 10,000 R11: 10,000 R12: 10,000 R13: 10,000 (this include proposed actual MOOE & attributed PS expenses) 400,000.00 GAA	815,260.00 GAA	GFPS/OCOM/PFMB/AB/RO	Done.
11	Section 10. Participation and Representation, RA 9710 The Magna Carta for Women	Lack of mechanism to enhance female employee's management and leadership skills for 3rd-level positions.	Gender-responsive HR policies.	GASS: General Administration and Support Services	Inclusion of management and leadership interventions for qualified female employees.	No. of interventions or initiatives to develop women leaders and managers in the organization. - 16 women employees sent for executive/managerial leadership and management learning initiatives, or prepared for CESB examination by 4Q of 2018.	CO: 2 women attended leadership programR32 women for supervisory skills training at CSC R3R5 3 women attended the seminar on coaching and mentoring HR Management training on problem solving and decision making, training on managing government records.R81 woman coaching and mentoring trainingCAR2 women attended management and leadership interventions conducted by Cordillera Association of Regional Executives.	Budget Breakdown:CO: 250,000NCR:50,000CAR: 50,000R1: 50,000R2: 50,000R3: 50,000R4: 50,000R5: 50,000R6: 50,000R7: 50,000R8: 50,000R9: 50,000R10: 50,000R11: 50,000R12: 50,000R13: 50,000(this includes proposed actual MOOE & attributed PS expenses) 1,000,000.00 GAA	148,000.00 GAA	GFPS/OCOM/PFMB/AB/RO	Done.
12	Section 10. Participation and Representation, RA 9710 The Magna Carta for Women	Low number of women in the 3rd level positions in NTC.	Provide opportunities for women employees to be qualified, designated or promoted to 3rd level positions and achieve 3rd-level gender balance in the organization.	GASS: General Administration and Support Services	Workshop on the formulation gender responsive policies specifically on providing opportunities for women in the third level position.	1 policy issued by 4Q of 2018. - 4 appointments/ designation orders issued by 4Q of 2018.	Six women appointed/ designated to 3rd level positions.	Budget Breakdown:CO: 2,500,000(this includes proposed actual MOOE & attributed PS expenses) 2,500,000.00 GAA	6,432,544.00 GAA	GFPS/OCOM	Done.
13	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	Conduct of capacity building on Gender mainstreaming.	No. of GFPS attended or trained in Gender mainstreaming	CO/ROs:Branch heads/RDs/Division Chiefs attended Gender Fair Language/ Gender Mainstreaming seminar - 34 personnel attended this activityR13 conducted seminar on gender fair language in the region.	GFPS/PFMB/AB/RO Budget Breakdown:CO:200,000 NCR:40,000 CAR:40,000 R1:40,000 R2:40,000 R3:40,000 R4:40,000 R5:40,000 R6: 40,000 R7: 40,000 R8: 40,000 R9: 40,000 R10:40,000 R11:40,000 R12:40,000 R13:40,000 800,000.00 GAA	405,177.00 GAA	GFPS/PFMB/AB/RO	Done.
14	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	Conduct of seminar on Gender Audit, GMEF and HGDC tools.	No. of GFPS attended or trained in Gender Audit, GMEF and HGDC tools.	Harmonized Gender and DevelopmentGuidelines (HGDC) Workshop was conducted for all Technical Working Group GAD Focal Point System - 32 personnel attended	GFPS/PFMB/AB/RO Budget Breakdown: CO: 200,000 NCR: 40,000 CAR: 40,000 R1: 40,000 R2: 40,000 R3: 40,000 R4: 40,000 R5: 40,000 R6: 40,000 R7: 40,000 R8: 40,000 R9:40,000 R10:40,000 R11:40,000 R12:40,000R13:40,000 800,000.00 GAA	572,474.00 GAA	GFPS/PFMB/AB/RO	Done.
15	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	Conduct of capacity building on GAD Planning and Budgeting	No. of GFPS attended or trained in GAD Planning and Budgeting	R1R4R6R7R10R12 CAR conducted capacity building on GAD Planning and Budgeting on their regional offices.	GFPS/PFMB/AB/RO Budget Breakdown: CO: 200,000 NCR: 40,000 CAR: 40,000 R1: 40,000 R2: 40,000 R3: 40,000 R4: 40,000 R5: 40,000 R6: 40,000 R7:40,000 R8:40,000 R9: 40,000 R10:40,000 R11:40,000 R12:40,000 R13:40,000 800,000.00 GAA	246,452.00 GAA	GFPS/PFMB/AB/RO	Done.
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	MFO: General Administration and Support	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	CONCRR2,R4R6R7R10R12R13CAR attended women's month celebration and printed tarpaulin with the prescribed format for women's monthR3 conducted forum on inspiring women entitled: a women's journey.	GFPS/PFMB/AB/RO Budget Breakdown: CO: 60,000 NCR: 10,000 CAR:10,000 R1:10,000 R2:10,000 R3: 10,000 R4: 10,000 R5: 10,000 R6: 10,000 R7: 10,000 R8: 10,000 R9: 10,000 R10:10,000 R11: 10,000 R12: 10,000 R13:10,000 210,000.00 GAA	589,050.00 GAA	GFPS/PFMB/AB/RO	Done.

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	1	2	3	4	5	6	7	8	9	11	12	
17	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	Conduct of Gender Sensitivity Training for employees.	No. of employees attended Gender Sensitivity Training	CONCRR1R2R3R6R7R10R11R12R13CAR Conducted Gender Sensitivity Training/Gender and Development Orientation Total No. of Attendees : 360	GFPS/PFMB/AB/RO Budget Breakdown: CO: 400,000 NCR: 200,000 CAR: 200,000 R1: 200,000 R2: 200,000 R3: 200,000 R4: 200,000 R5: 200,000 R6: 200,000 R7: 200,000 R8: 200,000 R9: 200,000 R10: 200,000 R11: 200,000 R12:200,000 R13:200,000 3,400,000.00 GAA	1,776,130.00 GAA	GFPS/PFMB/AB/RO	Done.	
18	Lack of awareness on issues and concerns on GAD activities	Lack of mechanism to promote awareness on GAD activities	Increase awareness of employees on GAD related activities	MFO: General Administration and Support	Establishment of GAD corner/GAD website	GAD corner/GAD website established	GAD website/GAD corner established/improved in Central Office and all Regional Offices	GFPS/PFMB/AB/RO Budget Breakdown: CO: 70,000 NCR: 50,000 CAR: 50,000 R1: 50,000 R2: 50,000 R3: 50,000 R4: 50,000 R5: 50,000 R6: 50,000 R7: 50,000 R8: 50,000 R9: 50,000 R10: 50,000 R11: 50,000 R12: 50,000 R13:50,000 820,000.00 GAA	933,089.00 GAA	GFPS/PFMB/AB/RO	Done.	
SUB-TOTAL									14,925,000.00	17,384,854.00	GAA	
TOTAL									14,925,000.00	17,384,854.00		

Prepared By:	Approved By:	Date
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Head, TWG-GFPS	Commissioner	