

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2020**

Sequence No.: 2020-009971

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:	569,858,000.00			
Total GAD Budget	51,270,224.00	Primary Sources	51,270,224.00	
		Other Sources	0.00	
% of GAD Allocation:	9.00%			

	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
CLIENT-FOCUSED ACTIVITIES									
1	MCW IRR Rule IV Section 19C2 Non-discriminatory and Non-derogatory Portrayal of Women in Media and Films - Allocation of space, airtime and resources for the airing an of advertisement that promote women's human rights	Insufficient airtime for information regarding laws and policies on women	Increased public awareness on relevant laws and policies on women thereby fostering the dignity and rights of women in society	MFO: MFO: 1.Regulation of Radio Communication, Broadcast and telecommunication Facilities	Conduct monitoring/inspection (ref. program log) of broadcast stations regarding their provision of air time for public service (especially women and children) for any issues and concerns.	At least three (3) broadcast stations inspected by fourth quarter of 2020	Budget Breakdown: CO=25,000 ROs=30,000X15 500,000.00	GAA	GFPS/RO



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2	Magna Carta of Women Chapter IV Section 10 (Women Affected by Disasters, Calamities, and OtherCrisis Situations) Women have the right to protection and security in times of Disasters, calamities and other crisis situations./Magna Carta of Women Chapter IV Section 10 (Women Affected by Disasters, Calamities, and OtherCrisis Situations) Women have the right to protection and security in times of 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/events.	Increased access of women and children to telecommunication services thereby ensuring their protection and security during disasters, calamities, and other crisis situations/event	MFO: MFO: Regulation of Radio Communication, Broadcast and telecommunication Facilities	Operation of "Libreng Text at Tawag" Centers, provision of free Wifi access and/or free cellphone charging stations	Number of women and men who availed of the services	Budget Breakdown: CO=25,000 ROs=30,000X16 475,000.00	GAA	GFPS/CO/RO
3	Magna Carta of Women Chapter IV Section 10 (Women Affected by Disasters, Calamities, and OtherCrisis Situations) Women have the right to protection and security in times of Disasters, calamities and other crisis situations./Magna Carta of Women Chapter IV Section 10 (Women Affected by Disasters, Calamities, and OtherCrisis Situations) Women have the right to protection and security in times of 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: 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.	"Number of women and men who availed of the services"	Budget Breakdown: CO=25,000 ROs=15,000X15 250,000.00	GAA	GFPS/RO



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4	"RA 9775 Anti-Child Pornography Act of 2009.Sec 12. Roles and Responsibilities of the NationalTelecommunicationsCommission as Member of the Inter-Agency Council Against Child Pornography,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."/RA 9775 Anti-Child Pornography Act of 2009.Sec 12. Roles and Responsibilities of the NationalTelecommunicationsCommission as Member of the Inter-Agency Council Against Child Pornography,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: MFO: 1.Regulation of Radio Communication, Broadcast and telecommunication Facilities	Active participation by NTC in meetings/fora/policy formulation as member of the Inter-Agency Council Against Child Pornography (IACACP) and other related organizations	Attendance to all the meetings conducted by IACACP	Budget Breakdown: CO=110,000 ROs=10,000X16 270,000.00	GAA	GFPS, RB and RO



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5	"RA 9775 Anti-Child Pornography Act of 2009. Sec 12. Roles and Responsibilities of the National Telecommunications Commission as Member of the Inter-Agency Council Against Child Pornography, 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."/RA 9775 Anti-Child Pornography Act of 2009. Sec 12. Roles and Responsibilities of the National Telecommunications Commission as Member of the Inter-Agency Council Against Child Pornography, 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: MFO: 1.Regulation of Radio Communication, Broadcast and telecommunication Facilities	Active participation by NTC in meetings/fora/policy formulation as member of the Inter-Agency Council Against Child Pornography (IACACP)	No. of meetings/undertakings attended from January to December 2020 - 90% of schedules meetings attended	200,000.00	GAA	GFPS, RB, Regional Offices



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7	RA 9710 MCW IRR Rule V Section 29 Right to Information - All government agencies, instrumentalities, and LGUs shall develop and make available information, education and communication (IEC) materials on their specific programs, services ... on women's empowerment and gender equality ... shall be translated in major Filipino dialects and disseminated to the public especially in remote or rural areas./RA 9710 MCW IRR Rule V Section 29 Right to Information - All government agencies, instrumentalities, and LGUs shall develop and make available information, education and communication (IEC) materials on their specific programs, services ... on women's empowerment and gender equality ... shall be translated in major Filipino dialects and disseminated to the public especially in remote or rural areas.	The public in general, women included, lack access to information on policies, programs and projects involving women.	Greater awareness among women and girls of their human rights and greater support for these rights by the informed public.	MFO: MFO: Regulation of Radio Communication, Broadcast and Telecommunication Facilities	Establishment and/or improvement and maintenance of all existing GAD corners among Regional Offices and Central Office	GAD corners established and/or improved in the Central Office and Regional Offices.	Budget Breakdown: CO=1,000,000 ROs=48,000X15 820,000.00	GAA	GFPS/RO



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12	Limited involvement of partner institutions and external clients in the implementation of GAD PAPs/Limited involvement of partner institutions and external clients in the implementation of GAD PAPs	Minimal participation of industry partners i.e. broadcast companies, TelCos, Radio Amateur organization,in the dissemination of laws and policies on womens rights	"Increased public awareness on relevant laws and policies on women thereby fostering the dignity and role of women in society Strengthened capacity of industry partners to promote women's rights"	MFO: MFO: 1.Regulation of Radio Communication, Broadcast and telecommunication Facilities	Joint information dissemination on women's rights with broadcast, TelCos and Radio Amateur groups	Number of partners invited vs. number of partners participated	625,000.00	GAA	GFPS/CO/RO



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13	Limited involvement of partner institutions and external clients in the implementation of GAD PAPs/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's rights. Greater influence of women in decision making	MFO: 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 in Central and Regional Offices Knowledge, attitude and skills gained by clients	Budget Breakdown: CO=10,000 ROs=20,000X15 310,000.00	GAA	CO/RO
ORGANIZATION-FOCUSED ACTIVITIES									
14	RA 9710 MCW IRR Rule VI Section 37A1 Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women - Creation and strengthening of the GAD GFPS	Inadequate institutional mechanism to adopt gender mainstreaming in the Agency.	Strengthened institutional capacity to mainstream GAD in the organization and in its PAPs	MFO: MFO: General Administration and Support Services	Preparation of GAD Plan and Budget 2021 and GAD Accomplishment Report 2020.	GAD Plan and Budget Proposal and GAD Accomplishment Report prepared and submitted to PCW by 4Q of 2020	550,000.00	GAA	GFPS/ROs
15	RA 9710 MCW IRR Rule VI Section 37A1 Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women - Creation and strengthening of the GAD GFPS	Inadequate knowledge and skills in gender mainstreaming among GFPS members	Strengthened institutional capacity to mainstream GAD in the organization and in its PAPs	MFO: MFO: General Administration and Support Services	Conduct of capacity building on gender mainstreaming activity	No. of GFPS attended or trained in Gender Mainstreaming Knowledge, attitude, skills gained from the training	800,000.00	GAA	GFPS/ROs
16	RA 9710 MCW IRR Rule VI Section 37A1 Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women - Creation and strengthening of the GAD GFPS	Inadequate knowledge and skills in gender mainstreaming among GFPS members	Strengthened institutional capacity to mainstream GAD in the organization and in its PAPs	MFO: MFO: General Administration and Support Services	Conduct of seminar on Gender Audit and the use of GMEF	No. of GFPS attended or trained in Gender Audit and the use of GMEF Knowledge, attitude, skills gained from the training	400,000.00	GAA	GFPS/ROs



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17	"RA 9710 MCW Ch VI. INSTITUTIONAL MECHANISMS Sec 36c. Generation and Maintenance of GAD Database - All departments ... and other government instrumentalities shall develop and maintain a GAD database containing gender statistics and sex-disaggregated data ..."	No policy and framework for establishing the GAD database	Strengthened institutional capacity to mainstream GAD in the organization and in its PAPs	MFO: GASS: General Administration and Support Services	Conduct of workshop to formulate the policy and framework for NTC GAD database	Framework and policy for NTC GAD database formulated and issued by Q2	660,000.00	GAA	GFPS/ROs
18	"RA 9710 MCW Ch VI. INSTITUTIONAL MECHANISMS Sec 36c. Generation and Maintenance of GAD Database - All departments ... and other government instrumentalities shall develop and maintain a GAD database containing gender statistics and sex-disaggregated data ..."	Lack of support staff to handle GAD-related ancillary work (SDD, documentation, monitoring, coordination of activities, etc.)"	Strengthened institutional capacity to mainstream GAD in the organization and in its PAPs"	MFO: MFO: General Administration and Support Services	Engage the services of Job Order to perform GAD related ancillary work	JO contracted and doing GAD related ancillary work"	650,000.00	GAA	CO/NCR
19	RA 9710, MCW IRR Section 24C, Equal opportunities in scholarship based on merit and fitness	Gender gap in third level, middle management and technical positions in favor of men	"Equal training opportunities for women to improve their competencies and consequently level up their career paths"	MFO: MFO: General Administration and Support Services	Participation of women employees in local and foreign trainings and scholarships	No. of women sent to local and foreign trainings and scholarships Actual trainings and scholarships attended	1,600,000.00	GAA	GFPS/PFMB/AB/ROs
20	RA 9710, MCW Rule IV. RIGHTS AND EMPOWERMENT. Sec 14 - Participation and Representation - A. All agencies shall take proactive steps to capacitate women employees to strengthen their qualifications and performance to compete for third-level positions. Given equal qualifications between men and women, appointing authorities shall appoint women in third-level positions.	"Low number of women in the 3rd level positions in NTC/NTC HR policies do not have clear provision for gender equality in promotion to 3rd level positions"	Gender-responsive HR policies	MFO: MFO: General Administration and Support	Revision of existing HR policies/Formulation of new HR policies that create opportunities for women employees to be qualified, designated, or promoted to third level positions and finally achieve third level gender balance in the organization	Policies actually formulated or revised and issued/re-issued to include provisions for equal opportunities for women in third-level positions"	4,600,000.00	GAA	GFPS/OCOM/ROs



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21	" RA9710 Section 10. Participation and Representation, RA 9710, MCW Rule IV. RIGHTS AND EMPOWERMENT. Sec 14 - Participation and Representation - The State shall undertake temporary special measures to accelerate the participation and equitable representation of women in all spheres of society particularly in the decision-making and policy-making processes in government and private entities to fully realize their roles as agents and beneficiaries of development."	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 Strengthened capacity of women to participate in decision-making"	MFO: MFO: General Administration and Support Services	Participation of women executives/managers and engineers in international Information and Telecommunications sectoral meetings/conferences/fora representing the Philippines.	No. of women executives/managers sent to international meetings/conferences/fora Post-Activity Report with corresponding recommendations for policy consideration, reference or management information	1,250,000.00	GAA	GFPS/AB/ROs
22	International Conference on Population and Development Program of Action (ICPD POA) - Changes in both men's and women's knowledge, attitudes and behaviour are necessary conditions for achieving the harmonious partnership of men and women. Men play a key role in bringing about gender equality ...	Minimal participation of men in GAD activities	Increased participation and support of men for GAD in NTC	MFO: MFO: General Administration and Support Services	Require involvement of male employees on in GAD related activities such as Annual Celebration of Women's Month and End VAW Campaign	No. of and nature of involvement of male and female employees on Women's Month and End VAW activities knowledge, attitude, skills gained particularly by male employees involved	210,000.00	GAA	GFPS/PFMB/AB/ROs
23	International Conference on Population and Development Program of Action (ICPD POA) - Changes in both men's and women's knowledge, attitudes and behaviour are necessary conditions for achieving the harmonious partnership of men and women. Men play a key role in bringing about gender equality ...	Minimal participation of men in GAD activities	Increased participation and support of men for GAD in NTC	MFO: MFO: General Administration and Support Services	Conduct of GST for Men by Q1	GST for Men conducted by Q1 No. of male participants Knowledge, attitude, skills gained by participants	210,000.00	GAA	GFPS/PFMB/AB/ROs



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24	International Conference on Population and Development Program of Action (ICPD POA) - Changes in both men's and women's knowledge, attitudes and behaviour are necessary conditions for achieving the harmonious partnership of men and women. Men play a key role in bringing about gender equality ...	Minimal participation of men in GAD activities	Increased participation and support of men for GAD in NTC	MFO: MFO: General Administration and Support Services	Organization of NTC-MOVE chapter by Q1	No. of male employees joined MOVE-NTC chapter feedback from the new members	210,000.00	GAA	GFPS/PFMB/AB/ROs
25	RA 9710 MCW IRR Rule V Section 25 Right to Decent Work - The State shall progressively realize and ensure decent work standards for women that involve the creation of jobs of acceptable quality in conditions of freedom, equity, security, and human dignity.	Lack of information on policies addressing gender based violence in the workplace	Safe and gender friendly work environment	MFO: MFO: General Administration and Support Services	Conduct seminar on laws/policies addressing gender-based violence such as RA 11313 and other related issuances	Minimum of three(3) batches undergone seminar on laws/policies addressing gender-based violence	500,000.00	GAA	GFPS/AB/ROs
26	RA 9710 MCW IRR Rule VI Section 37C Gender Mainstreaming as a strategy for implementing the Magna Carta for Women Creation and strengthening of the GAD GFPS	Inadequate knowledge and skills in gender mainstreaming among GFPS members	Strengthened institutional capacity to mainstream GAD in the organization and its PAPs	MFO: General administration and Support Services	Conduct of seminar on Gender Analysis and the use of HGDG.	No. of GFPS attended or trained in Gender Analysis and the use of HGDG Knowledge attitude, skills gained from the training	400,000.00	GAA	GFPS/ROs
27	RA 9710 MCW IRR Rule VI Section 37 Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women/RA 9710 MCW IRR Rule VI Section 37A1 Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women - Creation and strengthening of the GAD GFPS	Inadequate institutional mechanism to adopt gender mainstreaming in the Agency.	Strengthened institutional capacity to mainstream GAD in the organization and its PAPs	MFO: MFO: General Administration and Support Services	Participation in PCW/DICT/PCOO initiatives and meetings	No. of meetings attended Inputs/commitments made by NTC at meetings/initiatives	300,000.00	GAA	GFPS/ROs



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28	Uneven level of appreciation of GAD policies and concepts within the organization	Varying dates and content of training/seminar attended	Leveled understanding and application of GAD concepts	MFO: MFO: General Administration and Support Services	Conduct reorientation on GAD in the context of ICT	Number of batches attended reorientation Knowledge, attitude, skills gained by participants	3,400,000.00	GAA	GFPS/PFMB/AB/ROs
29	Uneven level of appreciation of GAD policies and concepts within the organization	Varying dates and content of training/seminar attended	Leveled understanding and application of GAD concepts	MFO: MFO: General Administration and Support Services	Conduct of sector-based GST	Number of batches attended reorientation Knowledge, attitude, skills gained by participants	3,400,000.00	GAA	GFPS/PFMB/AB/ROs
ATTRIBUTED PROGRAM									
30					Broadband Benchmarking Test Equipment (HGDG Rating of 11.51 or 57.55% of 45,248,000)		26,040,224.00	GAA	RO
SUB-TOTAL							51,270,224.00	GAA	
TOTAL GAD BUDGET							51,270,224.00		

Prepared By:	Approved By:	Date
Jovita Chongco	Gamaliel A. cordoba	10/30/2020
GFPS TWG Chairperson	Commissioner	

