

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2021**

Sequence No.: 2020-010097				
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:	426,133,000.00			
Total GAD Budget	22,580,000.00	Primary Sources	22,580,000.00	
		Other Sources	0.00	
% of GAD Allocation:	5.30%			

	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



THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN REVIEWED AND ENDORSED THROUGH THE GMMS

**JOVITA V. CHONGCO
GFPS TWG HEAD**

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1	"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."	Need to sustain NTC network and support thru regulatory broadcast and telecommunication mechanisms to respond on prevailing gender issues and concerns affecting child pornography	NTC with sustainable participation and action on raising public awareness on the gender dimension of child pornography including its relevant laws and policies addressing child pornography for the protection of children's rights	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	Number of women/men Attendance to all the meetings conducted by IACACP - 2 participants to 3 meetings Number of NTC action on raising public awareness on the gender dimension of child pornography - 10 activities/actions	CO = 110,000 ROs = 10,000X16 270,000.00	GAA	GFPS RB RO



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2	"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."	Absence of a mechanism that directly deals with the perpetrators and the trading process	Increased protection of children against child pornography	MFO: Regulation of Radio Communication, Broadcast and telecommunication Facilities	Coordinate with the telcos/ISPs re the blocking of child pornography sites pursuant to the request of IACACP, PNP and NBI	Number of request for blocking made - 2,000 sites	CO = 75,000 75,000.00	GAA	LB RB RO
3	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	NTC clients with increased awareness and appreciation in gender and development and NTC GAD initiatives especially in the field of gender and communications	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 Central Office and Regional Offices - 17 GAD corners improved	CO = 20,000 ROs = 20,000X16 340,000.00	GAA	GFPS RO



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4	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.	Limited availability and access to GAD related information in general and specific to the field of gender and telecommunications	NTC clients with increased awareness and appreciation on NTC GAD initiatives in the field of gender and telecommunications	MFO: Regulation of Radio Communication, Broadcast and telecommunication Facilities	Dissemination/distribution of GAD Advocacy pamphlets gathered from PCW and/or inclusion of GAD Agenda and/or posting of GAD Advocacy tarpaulin to/in:a. 100% of walk-in clientb. RLM, SROP, GROC seminarsc. Inspection (field and online)d. Mobile Licensing	a. Percentage of clients provided with pamphletsb. Number of seminars conductedc. Number of mobile licensing conducted - a. 100% walk-in clientsb. 24 seminars/ regionc. 2 mobile licensing/year	CO = 50,000 ROs = 150,000X16 2,450,000.00	GAA	RO
5	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: Regulation of Radio Communication, Broadcast and telecommunication Facilities	Conduct GAD orientation for clients in the Central and Regional Office	a. No. of client orientation conducted - 1/month b. No. of clients who participated in the orientation in Central and Regional Offices Knowledge, attitude and skills gained by clients - CO - 10/month Ros - 10/month	CO = 30,000 ROs = 10,000X16 190,000.00	GAA	CO RO



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6	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 knowledge of free of charge allocation of airtime, space and resource for the airing of PAPs that promote women's needs, issues and concerns	Women with updated knowledge and increased appreciation on gender related issues and relevant GAD mandates through public service announcement	MFO: 1. Regulation of Radio Communication, Broadcast and telecommunication Facilities	Checking program log during physical inspection and/or monitoring of programs aired by Broadcast and Cable TV sattions on GAD related information.	Percentage of stations airing GAD related information (number of stations that aired GAD related information over number of stations inspected/monitored) - 70% inspected stations Number of feedback from women/men with increased awareness/appreciation on gender related laws - CO-150 form/month Ros - 100 forms/month	ROs = 50,000X16 800,000.00	GAA	GFPS RO



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7	Magna Carta of Women Chapter IV Section 10 (Women Affected by Disasters, Calamities, and Other Crisis Situations) Women and vulnerable individuals and at-risks populations need to have basic connectivity access for survival, protection and security in times of Disasters, calamities and other crisis situations.	Limited availability and access to telecommunication basic connectivity critical for survival and life saving information in times of disaster, calamities and other crisis situation especially among women and vulnerable populations	Women and vulnerable population with increased access to NTC telecommunication services and life saving information critical for their personal and family protection and security during disasters, calamities, and other situations/event	MFO: Regulation of Radio Communication, Broadcast and telecommunication Facilities	"NTC Operation AlaGAD Libreng Text at Tawag" Centers, provision of free Wifi access and/or free cellphone charging stations in the office all year roundAvailability of Life Saving Information such as VAWC and emergency hotlines and other critical saving information at the NTC Operation AlaGAD Center	Number of women and men who availed of the services on free calls and SMS - Ros - 50 women and men/month Number of women and men who have access to life saving information - Ros - 50 women and men/month Number of feedback from women/men with increased appreciation on the services (Client satisfaction survey or comment box) - Ros - 50 women and men/month	CO = 20,000 ROs = 10,000X16 180,000.00	GAA	GFPS CO RO



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8	Magna Carta of Women Chapter IV Section 10 (Women Affected by Disasters, Calamities, and Other Crisis Situations) Women and vulnerable individuals and at-risks populations need to have basic connectivity access for survival, protection and security in times of Disasters, calamities and other crisis situations.	Limited availability and access to telecommunication basic connectivity critical for survival and life saving information in times of disaster, calamities and other crisis situation especially among women and vulnerable populations	Women and vulnerable population with increased access to NTC telecommunication services and life saving information critical for their personal and family protection and security during disasters, calamities, and other situations/event	MFO: Regulation of Radio Communication, Broadcast and telecommunication Facilities	Establishment of temporary telecommunications system "NTC Operation AlaGAD Konektado Serbisyo" 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" - 50 women and men who availed of the services Number of feedback from women/men with increased appreciation on the services (Client satisfaction survey or comment box) - 10 Ros - 100 forms/month	ROs = 15,000X10 100,000.00	GAA	GFPS RO
9	Observance of Women's Month in accordance with Proclamation Nos. 224 and 227, series of 1988; and the 18-Day Campaign to end VAW	The need to highlight the Filipino women's critical economic, cultural, political and social role in every sphere of our nation's life and the importance of GAD principles in maximizing human development	NTC clients with increased awareness and appreciation in the celebration of the Women's Month and 18-Day End VAW Campaign especially on NTC GAD initiatives in the field of gender and telecommunications	MFO: Regulation of Radio Communication, Broadcast and telecommunication Facilities	Observance of Women's Day/Month and the 18-Day Campaign to end VAW through different programs, activities and projects for clients	a. Number of activities, programs and projects conducted - 2 activities b. Number of participants/clients per activity - 20 participants/ activity	CO = 175,000 ROs = 50,000X16 625,000.00	GAA	RO



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10	Women are more vulnerable to fraud text scams such as lottery, romance, scams, and emergency scam among others as well as gender-based harassment text messages - which take over mobile with prepaid account making it difficult to track and prosecute perpetrators	Lack of access of general public to the gender dimension of fraudulent NTC visibility and information including the right to be free from all forms of violence There are women who have been victims of text scams and spams thus NTC has information drive thru broadcast, print media, social media/online and cable television/s on the latest scams and other scheme used to deceived in which women were victims	NTC with proactive role in raising women's consciousness and protection against fraudulent scams and gender based harassment using text messages	MFO: Regulation of Radio Communication, Broadcast and telecommunication Facilities	Conduct of GAD awareness raising/information dissemination on the gender dimension of fraudulent text scams and GBV laws (RA 9262, RA 8353, etc) thru TV/radio guestings, printed advisory, press releases and provision of collaterals to stakeholders, development of NTC GAD site/corner and other related IECs.	Number of TV/radio guestings, printed advisories, press releases, collaterals provided to stakeholders NTC GAD website/corner in place other related IEC activities - (encode target)	CO = 20,000 ROs = 20,000X16 340,000.00	GAA	CO RO
ORGANIZATION-FOCUSED ACTIVITIES									



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11	Uneven level of appreciation of GAD policies, concepts within the organization	NTC personnel with uneven level of understanding and misconceptions of GAD key concepts	NTC personnel with increased understanding and appreciation in the GAD policies	MFO: General Administration and Support Services	Conduct GAD orientation and other related activities in the context of ICT such as but not limited to:1.) Orientation Seminar2.) GAD Awareness3.) GAD Planning, Budgeting and Auditing and4.) Capacity Development Training	Number of personnel who attended in the said orientation - CO - 150 personnelRos - 100% of personnel	CO = 700,000 ROs = 150,000X16 3,100,000.00	GAA	GFPS PFMB AB/ROs
12	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: General Administration and Support Services	Preparation of GAD Plan and Budget 2022 and GAD Accomplishment Report 2020	GAD Plan and Budget Proposal and GAD Accomplishment Report prepared and submitted to PCW by 4Q of 2020 - 2 reports	CO = 400,000 ROs = 50,000X16 1,200,000.00	GAA	GFPS ROs
13	"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	NTC GAD Database with policy and framework formulated	MFO: 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 Q3 of 2021 - 1 policy formulated	CO = 300,000 CAR = 100,000 400,000.00	GAA	GFPS ROs



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14	"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.)	NTC GAD Database with relevant and updated SDD/gender information	MFO: General Administration and Support Services	Engage the services of Job Order to perform GAD related ancillary work	Job Order contracted and doing GAD related ancillary work. Target deliverables: periodic and updated Monitoring and Evaluation of gender sensitive indicators for the GAD database availability of periodic progress report on tracked indicators as inputs to planning or policy development, among others.- CO - 1 JO (GAD Specialist)ROs - 1 JO	CO = 150,000ROs = 100,00X16 1,750,000.00	GAA	CO NCR
15	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: 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 scholarshipsActual trainings and scholarships attended - 25 women trained25 trainings	CO = 1,600,000 1,600,000.00	GAA	GFPS PFMB AB/ROs



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16	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: General Administration and Support Services	Facilitate/Conduct seminar on laws/policies addressing gender-based violence such as RA 11313 and other related issuances	Number of personnel who attended in the said seminar - CO - 50% of personnelRos - 100% of personnel	CO = 100,000 ROs = 30,000X16 580,000.00	GAA	GFPS AB ROs
17	RA 9710 MCW IRR Rule VI Section 37C Gender Mainstreaming as a strategy for implementing the Magna Carta for WomenCreation 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: General Administration and Support Services	Conduct of seminar on Gender Analysis and the use of HGDG	Number of personnel attended or trained in Gender Analysis and the use of HGDG knowledge, attitude, skills gained from the training - 30 personnel attended/ trained	650000 650,000.00	GAA	GFPS CO
18	RA 9710 MCW IRR Rule VI Section 37C Gender Mainstreaming as a strategy for implementing the Magna Carta for WomenCreation 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: 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 - 3 meetings / 3 inputs	100000 100,000.00	GAA	GFPS ROs



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19	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 in its PAPs	MFO: General Administration and Support Services	Technical assistance of a GAD expert to include coaching and mentoring in identifying client based gender issues and concerns including analysis of sex disaggregated data, review of project documents for gender inputs and technical advisory support in strengthening tracking of applicable GEWEF indicators supportive to NTC mandates.	Contracted technical expert to strengthen GFPS - 1 GAD expert contracted	500000 500,000.00	GAA	GFPS CO
20	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 women's rights	NTC industry partners with increased awareness, capacity and shared accountability on promoting women's rights and role in nation building	MFO: 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 - 50% of invited Number of joint activities with Radio Amateur, Civic Action Group, etc - Ros - 1 activity	CO = 50,000 ROs = 50,000X16 850,000.00	GAA	GFPS CO RO



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21	Strengthening the role of the GAD Focal Point System (PCW Circular 2011-01 on GAD Focal Point System)	Members of the GAD Focal Point and Technical Working Group lack the necessary competencies and skills to initiate and sustain gender mainstreaming	GAD Focal Point System able to lead gender mainstreaming efforts of the organizations GFPS with enhanced capacities to formulate, implement and monitor GAD PB	MFO: General Administration and Support Services	Continuing systematic capability building for members of the GFP and TWG	No. of GFPS/personnel attended or trained in Gender Mainstreaming Knowledge, attitude, skills gained from the training - 30 personnel attended/ trained	CO = 300,000 ROs = 20,000X16 620,000.00	GAA	GFPS ROs
22	Strengthening the role of the GAD Focal Point System (PCW Circular 2011-01 on GAD Focal Point System)	Members of the GAD Focal Point and Technical Working Group lack the necessary competencies and skills to initiate and sustain gender mainstreaming	GAD Focal Point System with increased skills and appreciation on the application of participatory gender audit that incorporates the application of GMEF and HGDG results.	MFO: General Administration and Support Services	Conduct of customized GAD workshop on Participatory Gender Audit incorporating the application of GMEF and HGDG findings to strengthen evidence based gender analysis especially for GFPS.	No. of GFPS attended or trained in customized GAD workshop on Participatory Gender Audit Knowledge, attitude, skills gained from the training. - 30 personnel attended/ trained	CO = 300,000ROs = 20,000X16 620,000.00	GAA	GFPS ROs



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23	Men are less likely to participate in NTC GAD events and projects related to gender equalityThere is a need to strengthen their awareness and role as partners in achieving a more gender equal society	Prevalence of existing gender bias and stereotyped of GAD activities mainly benefitting women	NTC male employees with increased participation and support as partners in gender equality work	MFO: General Administration and Support Services	Targeted involvement of male employees on GAD related activities such as Annual Celebration of Women's Month and End VAW Campaign	No. of and nature of involvement of male employees on Women's Month and End VAW activities, knowledge, attitude, skills gained particularly by male employees involved - 50% of male employees	CO = 400,000 ROs = 150,000X16 2,800,000.00	GAA	GFPS PFMB AB/ROs
24	Men are less likely to participate in NTC GAD events and projects related to gender equalityThere is a need to strengthen their awareness and role as partners in achieving a more gender equal society	Prevalence of existing gender bias and stereotyped of GAD activities mainly benefitting women	NTC male employees with increased participation and support as partners in gender equality work	MFO: General Administration and Support Services	Conduct of GST for Men	GST for Men conductedNo. of male participants knowledge, attitude, skills gained by participants - 1 GST conducted50% of male personnel	210000 210,000.00	GAA	GFPS PFMB AB/ROs



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25	Men are less likely to participate in NTC GAD events and projects related to gender equality. There is a need to strengthen their awareness and role as partners in achieving a more gender equal society.	Absence of organized male support group to promote and sustain the role of men in gender equality work.	NTC male employees with organized and functional MOVE chapter in the regional offices.	MFO: General Administration and Support Services.	Organization of NTC-MOVE chapter in the Regional Offices.	No. of male employees joined MOVE-NTC chapter feedback from the new members - 50% of male personnel. Number of MOVE NTC members with gender shift of roles towards promoting gender equality in the family and workplace environment - 50% of male personnel.	210000 210,000.00	GAA	GFPS PFMB AB/ROs
26	Absence of gender statistics or sex disaggregated data of external clients inclusive of identifies gender needs to be used for a sound planning and budgeting of GAD programs, activities and projects (PAP's).	No Gender Statistics or sex-disaggregated data inclusive of identifies gender needs of external clients established.	Establishment of comprehensive gender statistics or sex-disaggregated data of external clients to be used for better planning and budgeting of GAD PAP's.	MFO: Regulatory Services - Licensing Function.	Establish, maintain and generate a comprehensive gender statistics or sex-disaggregated data of internal and external clients.	Number of reports generated - 12 reports generated.	CO = 250,000 ROs = 20,000X16 570,000.00	GAA	EOD ORD



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27	Need to sustain GAD champions among top level officials	Uneven level of understanding among top level management to sustain prioritization of GAD mainstreaming in the organization	Increased awareness on GAD Mandate and identified top-level GAD champions	MFO: General Administration and Support Services	Conduct GAD orientation/seminar for top management	Number of participants - 20 participants Number of identified GAD champions - 2 personnel	250000 250,000.00	GAA	GFPS PFMB AB/ROs
28	RA 11313: Safe Spaces Act, Article IV Section 18 Gender Based Sexual Harassment in the Workplace - protection from gender based sexual harassment in the workplace	Lack of support facilities to prevent gender-based sexual harassment in the workplace	Ensure security and safety of employees against gender-based harassment in the workplace	MFO: General Administration and Support Services	Provide support facilities to prevent gender based violence and sexual harassment in the workplace by installing or upgrading CCTV Cameras around the office premises	Number of CCTV Cameras installed to fully cover all perimeter blind spots of the office - CO - 3 CCTV camerasRos - 3 CCTV cameras	CO = 50,000 ROs = 50,000X16 850,000.00	GAA	GSD ROs
29	Magna Carta of Women and Proclamation 122 dated March 8,2020: Increase in evidences and incidents of domestic violence during isolation and quarantine	Lack of knowledge and information on the gender differential effects of isolation/quarantine during health emergency and similar situations	NTC personnel with increased knowledge and awareness on the gender differential effects of isolation/quarantine during health emergency and similar situations	MFO: General Administration and Support Services	Conduct of seminar/orientation on Gender Differential effects of isolation/quarantine during health emergency and similar situations	Number of personnel attended - 30 personnel attended	350000 350,000.00	GAA	PFMB AB ROs
SUB-TOTAL							22,580,000.00	GAA	
TOTAL GAD BUDGET							22,580,000.00		



Prepared By:	Approved By:	Date
JOVITA V. CHONGCO	GAMALIEL A. CORDOBA	11/10/2020
GFPS TWG HEAD	COMMISSIONER	

