

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2016**

**Sequence No.:** 2016-001639

**Organization:** National Transmission Corporation

**Organization Category:** National Government, Attached Agency

**Organization Hierarchy:** Department of Energy, National Transmission Corporation

**Total Budget/GAA of Organization:** 2,002,000,000.00

<b>Total GAD Budget</b>	7,904,500.00	<b>Primary Sources</b>	7,904,500.00
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<b>Other Sources</b>	0.00
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**% of GAD Allocation:** 0.39%

Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
1	2	3	4	5	6	7	8	9
<b>CLIENT-FOCUSED ACTIVITIES</b>								



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1	Absence of data on the differentiated needs of women and men clients of TransCo	Lack of gender perspective in the utilization of TransCo's existing monitoring tools	Ensure that sex-disaggregated data on TransCo's clients are regularly collected and analyzed	MFO: Customer Satisfaction Survey	Establishment and maintenance of sex-disaggregated database	No. of tools developed and utilized No. of surveys conducted No./Types of target respondents List of recommendations for future GAD interventions	1,337,305.00	Corporate Funds	HRD
2	Lack of awareness of consumers/clients on TransCo's programs and services	Weak communication channel between TransCo and its consumers/clients	Increase the level of awareness and ensure access of consumers/clients to TransCo's programs and services	MFO: Concession Contract Management	Conduct of Information Education Campaign (IEC)	No. of IEC mechanisms developed and utilized No./Types of target respondents List of feedback from respondents	60,000.00	Corporate Funds	CMD
3	Lack of awareness of consumers/clients on TransCo's programs and services	Poor condition of equipment/facilities that limit TransCo from reaching out to consumers/clients and implement critical mandates	Increase the level of awareness and ensure access of consumers/clients to TransCo's programs and services	MFO: Concession Contract Management	Acquisition of inspection vehicles	At least 2 vehicles acquired within the year No. of sites inspected No./Types of consumers/clients reached List of feedback from respondents	5,000,000.00	Corporate Funds	HRD/CCMG



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<b>ORGANIZATION-FOCUSED ACTIVITIES</b>									
4	Inadequate organizational capacity to mainstream GAD concerns in TransCo's programs and services	Insufficient knowledge and skills of TransCo employees on GAD tools and policies.	Increase the level of knowledge and skills of employees in integrating GAD concerns in TransCo's programs and services.	MFO: Human Resource Development.	Conduct of Training on the Gender Mainstreaming Evaluation Framework.	1 GMEF Training conducted on April 7-8 for the GFP members List of recommendations for future GAD interventions	50,000.00	Corporate Funds	HRD
5	Inadequate organizational capacity to mainstream GAD concerns in TransCo's programs and services	Insufficient knowledge and skills of TransCo employees on GAD tools and policies	Increase the level of knowledge and skills of employees in integrating GAD concerns in TransCo's programs and services	MFO: Human Resource Development	Conduct of Training on the Harmonized GAD Guidelines	1 HGDG Training conducted on June 9-10 for the GFP members List of recommendations for future GAD interventions	20,000.00	Corporate Funds	HRD
6	Inadequate organizational capacity to mainstream GAD concerns in TransCo's programs and services	Insufficient knowledge and skills of TransCo employees on GAD tools and policies	Increase the level of knowledge and skills of employees in integrating GAD concerns in TransCo's programs and services	MFO: Human Resource Development	Conduct of Orientation Seminar on the Magna Carta of Women	1 MCW Orientation Seminar conducted on May 12 for concerned TransCo employees List of recommendations for future GAD interventions	15,000.00	Corporate Funds	HRD



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7	Inadequate organizational capacity to mainstream GAD concerns in TransCo's programs and services	Insufficient knowledge and skills of TransCo employees on GAD tools and policies	Increase the level of knowledge and skills of employees in integrating GAD concerns in TransCo's programs and services	MFO: Human Resource Development	Conduct of Orientation Seminar on Anti-Sexual Harassment	1 ASH Orientation Seminar conducted on July 7-8 for concerned TransCo employees List of recommendations for future GAD interventions	30,000.00	Corporate Funds	HRD
8	Inadequate organizational capacity to mainstream GAD concerns in TransCo's programs and services	Insufficient knowledge and skills of TransCo employees on GAD tools and policies	Increase the level of knowledge and skills of employees in integrating GAD concerns in TransCo's programs and services	MFO: Human Resource Development	Conduct of activities during the Women's Month Celebration: 1) Gender Sensitivity Training	1 GST conducted in March for at least 40% of TransCo employees List of recommendations for future GAD interventions	200,000.00	Corporate Funds	HRD
9	Inadequate organizational capacity to mainstream GAD concerns in TransCo's programs and services	Insufficient knowledge and skills of TransCo employees on GAD tools and policies	Increase the level of knowledge and skills of employees in integrating GAD concerns in TransCo's programs and services	MFO: Human Resource Development	Conduct of activities during the Women's Month Celebration: 2) Film showing	1 film showing organized in March No./Types of target respondents List of recommendations for future GAD interventions	30,000.00	Corporate Funds	HRD





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10	Inadequate organizational capacity to mainstream GAD concerns in TransCo's programs and services	Insufficient knowledge and skills of TransCo employees on GAD tools and policies	Increase the level of knowledge and skills of employees in integrating GAD concerns in TransCo's programs and services	MFO: Human Resource Development	Conduct of activities during the 18-Day Campaign to End VAW:1 Orientation Seminar on Violence Against Women	1 VAW Orientation Seminar conducted on November 25 for concerned TransCo employees List of recommendations for future GAD interventions	182,000.00	Corporate Funds	HRD
11	Inadequate organizational capacity to mainstream GAD concerns in TransCo's programs and services	Insufficient knowledge and skills of TransCo employees on GAD tools and policies	Increase the level of knowledge and skills of employees in integrating GAD concerns in TransCo's programs and services	MFO: General Administrative Support Services	Preparation of FY2017 GAD Plan and Budget and FY201 GAD Accomplishment Report	1 workshop seminar conducted in 4th quarter 1 mid-term assessment conducted No. of GFP meetings and consultations conducted List of recommendations for future GAD interventions	25,000.00	Corporate Funds	HRD



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12	Magna Carta of Women Implementing Rules and Regulations Section 25 - Right to Decent Work, Item 3A on the provision of family health services and facilities	Not applicable	Ensure full compliance to the agency's GAD mandate on the cited MCW provision	MFO: General Administrative Support Services	Establishment and maintenance of Day Care Center for employees' children (3-6 years old): 1) Hiring of full-time staff	2 full-time staff hired	619,740.00	Corporate Funds	HRD
13	Magna Carta of Women Implementing Rules and Regulations Section 25 - Right to Decent Work, Item 3A on the provision of family health services and facilities	Not applicable	Ensure full compliance to the agency's GAD mandate on the cited MCW provision	MFO: General Administrative Support Services	Establishment and maintenance of Day Care Center for employees' children (3-6 years old): 2) Conduct of relevant training for the hired staff	1 training conducted within the year	10,000.00	Corporate Funds	HRD
14	Magna Carta of Women Implementing Rules and Regulations Section 25 - Right to Decent Work, Item 3A on the provision of family health services and facilities	Not applicable	Ensure full compliance to the agency's GAD mandate on the cited MCW provision	MFO: General Administrative Support Services	Establishment and maintenance of Day Care Center for employees' children (3-6 years old): 3) Conduct of Summer Workshop	1 Summer Workshop conducted on April 8 No. of participants	1,000.00	Corporate Funds	HRD



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15	Magna Carta of Women Implementing Rules and Regulations Section 25 - Right to Decent Work, Item 3A on the provision of family health services and facilities	Not applicable	Ensure full compliance to the agency's GAD mandate on the cited MCW provision	MFO: General Administrative Support Services	Establishment and maintenance of Day Care Center for employees' children (3-6 years old); 4) Conduct of outdoor activities	1 outdoor activity conducted on January 26 No. of participants	15,000.00	Corporate Funds	HRD
16	Magna Carta of Women Implementing Rules and Regulations Section 25 - Right to Decent Work, Item 3A on the provision of family health services and facilities	Not applicable	Ensure full compliance to the agency's GAD mandate on the cited MCW provision	MFO: General Administrative Support Services	Establishment and maintenance of Day Care Center for employees' children (3-6 years old); 5) Conduct of Parenting Seminar	2 seminars conducted on April 21-22 and July 14-15 No. of participants	25,000.00	Corporate Funds	HRD
17	Magna Carta of Women Implementing Rules and Regulations Section 25 - Right to Decent Work, Item 3A on the provision of family health services and facilities	Not applicable	Ensure full compliance to the agency's GAD mandate on the cited MCW provision	MFO: General Administrative Support Services	Establishment and maintenance of Day Care Center for employees' children (3-6 years old); 6) Procurement of equipment and educational materials	1 desktop computer procured within the year No./Types of educational materials procured	55,000.00	Corporate Funds	HRD



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18	Magna Carta of Women Implementing Rules and Regulations Section 25 - Right to Decent Work, Item 3A on the provision of family health services and facilities	Not applicable	Ensure full compliance to the agency's GAD mandate on the cited MCW provision	MFO: General Administrative Support Services	Establishment and maintenance of Day Care Center for employeesâ€™ children (3-6 years old): 7) Acquisition of emergency health services fixtures and paraphernalia	No./Types of fixtures set up by 1stquarter	35,000.00	Corporate Funds	HRD
19	Magna Carta of Women Implementing Rules and Regulations Section 25 - Right to Decent Work, Item 3A on the provision of family health services and facilities	Not applicable	Ensure full compliance to the agency's GAD mandate on the cited MCW provision	MFO: General Administrative Support Services	Establishment and maintenance of Day Care Center for employeesâ€™ children (3-6 years old): 8) Allocation of space/facilities for breastfeeding	Space provided and maintain	1,000.00	Corporate Funds	HRD
20	Low rate of implementation and monitoring of TransCo's GAD activities	Lack of full-time support staff for GAD Secretariat work	Ensure the implementation of monitoring of TransCo's GAD activities	MFO: Human Resources Development	Hiring of COS Staff for GAD Secretariat work	No. of COS Staff hired 100% implementation of GAD activities	193,455.00	Corporate Funds	HRD
SUB-TOTAL							7,904,500.00	Corporate Funds	
TOTAL GAD BUDGET							7,904,500.00		





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Officer-In-Charge

Date *3/9/16*

03/04/2016

