

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2017**

**Sequence No.:** 2016-002495

**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>	<b>7,704,000.00</b>	<b>Primary Sources</b>	<b>7,704,000.00</b>
		<b>Other Sources</b>	<b>0.00</b>

**% of GAD Allocation:** 0.38%

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-dis-aggregated data on TransCo's clients are regularly collected and analyzed	MFO: Customer Satisfaction Survey	Establishment and maintenance of sex-disaggregated database(Continuing activity - one of our Major Final Outputs (MFOs) is to ensure customer/stakeholders satisfaction in line with the mandates of TransCo. Satisfaction rating based on a survey conducted by a third party. This measure carries a weights of 5%.)	No. of tools developed and utilized No. of surveys conducted - No./Types of target respondents List of recommendations for future GAD interventions	1,098,310.00	Corporate Funds	HRD
2	Lack of awareness of consumers on TransCo's programs and services	Weak communication channel between TransCo and its consumers	Increase the level of awareness and ensure access of consumers to TransCo's programs and services	MFO: Concession Contract Management	Conduct of Information Education Campaign (IEC)(Continuing activity -The passage of the RE Law and the resolution of the Energy Regulatory Commission to mandate the administration of the FIT ALL fund to TransCo also makes it an important partner in the promotion of renewable energy )	No. of IEC mechanisms developed and utilized - No./Types of target respondents List of feedback from respondents	40,000.00	Corporate Funds	CMD



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3	Lack of awareness of consumers on TransCo's™ programs and services	Poor condition of equipment/facilities that limit TransCo from reaching out to consumers and implement critical mandates	Increase the level of awareness and ensure access of consumers to TransCo's™ programs and services	MFO: Concession Contract Management	Acquisition of inspection vehicles* This is in support to efficiently undertake TransCo's™ mandate under the EPIRA on the conduct of inspection activities on remote transmission assets and facilities including projects under construction (PUC) particularly in Luzon Grid which covers three (3) districts in South Luzon, and seven (7) districts in North Luzon(Continuing - In compliance with the requirement of the Department of Budget and Management (DBM), request endorsement and approval from the DOE Secretary before endorsement to the DBM of the proposed purchase of motor vehicles over a period of two	At least 2 vehicles acquired within the year - No. of sites inspected No./Types of consumers reached List of feedback from respondents	5,000,000.00	Corporate Funds	HRD/CCMG



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					(2) years, covering FYs 2016 and 2017, pursuant to TransCo Board Resolution No. TC 2016-007 dated 03 June2016.				
<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(Continuing – for the new member/s of GADFPS/committee)	1 GMEF Training conducted on April 7-8, 2017 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 Resources Development	Conduct of Training on the Harmonized GAD Guidelines(Continuing – for the new member/s of GADFPS/committee)	1 HGDG Training conducted on June 9-10,2017 for the GFP members - List of recommendations for future GAD interventions	20,000.00	Corporate Funds	HRD



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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 Resources Development	Conduct of Orientation Seminar on the Magna Carta of Women(Continuing – for the new employees)	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
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(Continuing – for the new employees)	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(Continuing – for the new employees)	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



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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 Resources Development	Conduct of activities during the Women's Month Celebration: 2) Film showing (Continuing – for the new employees/existing employees (batch 3))	1 film showing organized in March - No./Types of target respondents List of recommendations for future GAD interventions	30,000.00	Corporate Funds	HRD
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 (Continuing – for the new employees)	1 VAW Orientation Seminar conducted on November 25 for concerned TransCo employees - List of recommendations for future GAD interventions	150,000.00	Corporate Funds	HRD



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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: Human Resources Development	Preparation of FY2018 GAD Plan and Budget and FY2016 GAD Accomplishment Report(Continuing as per DBM-NEDA-PCW JC 2012-01)	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	30,000.00	Corporate Funds	HRD
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(Continuing to cover the daily wages and administration of DCC)	2 full-time staff hired	619,740.00	Corporate Funds	HRD



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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 (Continuing – continuing education of Teachers pursuant to DSWD policy)	1 training conducted within the year	20,000.00	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 (Continuing programs of Day Care Center)	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's children (3-6 years old):4) Conduct of outdoor activities(Continuing programs of Day Care Center)	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(Continuing programs of Day Care Center for parents)	2 seminars conducted on April 21-22 and July 14-15 - No. of participants	70,000.00	Corporate Funds	HRD



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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(Continuing – 2nd requisition of desktop for teacher's office equipment)	1 desktop computer procured within the year - No./Types of educational materials procured	70,000.00	Corporate Funds	HRD
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 employees' children (3-6 years old): 7) Acquisition of emergency health services fixtures and paraphernalia (Continuing – in place, minor repairs, if necessary)	No./Types of fixtures set up by 1stquarter	30,000.00	Corporate Funds	HRD



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19	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(Continuing – to cover the daily wages)	No. of COS Staff hired - 100% implementation of GAD activities	214,950.00	Corporate Funds	HRD
SUB-TOTAL							7,704,000.00	Corporate Funds	
TOTAL GAD BUDGET							7,704,000.00		

Prepared By: **JUANILDA R. OMBAO**

Chairperson, GAD FPS

Approved By: **GENEROSO M. SENAL**

Officer-In-Charge

Date

08/22/2016

