

COA -TRANSCO	
RECEIVED	
By:	<i>guc</i>
Date:	JAN 29 2019
Time:	8:36 AM

ANNUAL GENDER AND DEVELOPMENT PLAN AND BUDGET WITH ACCOMPLISHMENT REPORT
FY 2018

Organization: National Transmission Corporation

1	2	3	4	5	6	7	8	9	10	11	
Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement/GAD Objective	Relevant Org MFO/PPA	GAD activity	Performance Indicator/Target	Actual Result	GAD Budget	Actual Exp	Resp Office/Unit	Remarks	References
CLIENT-FOCUSED ACTIVITIES											
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	Customer Satisfaction	Establishment and maintenance of sex-disaggregated database to ensure customer satisfaction is based on a survey conducted by a third party	No. of tools developed and utilized; No. of surveys conducted by a third party	Customer Satisfaction Survey Conducted and analyzed by a 3rd party, DAP for TransCo	1,098,310.00	1,454,129.60	HRD	Proposed budget was based on last year's charges on customer satisfaction survey conducted online but since this year the survey was conducted face-to-face, the cost is slightly higher.	DV R02R018120188
2. Women clients/partners such as agency personnel (lady guards, janitors, student trainees, etc) lack information on GAD laws, workers rights, etc	Insufficient information on women's rights	To increase the level of awareness of women clients/partners on their rights under relevant laws	General Administration and Utility Management	Conduct of Information Education Campaign thru the release of materials such as calendars, planners and the like	No. of IEC materials produced/1000 copies of notebooks, calendars, planners; 500 t-shirts produced	1000 IEC materials in the form of planners/notebooks produced	300,000.00	300,000.00	HRD	P118,000 balance is charged to Item No.10.	R02018120262
ORGANIZATION-FOCUSED ACTIVITIES											
3. Magna Carta of Women/Provides for safety in the work environment	Poor condition of facilities/vehicles limit TransCo from reaching out to its customers and implement critical mandates	Increase the level of awareness and ensure access of consumers to TransCo's programs and services	MFO: Concession Contract Mngt	Acquisition of vehicles to efficiently undertake TransCo's mandate under the EPIRA	At least 2 vehicles acquired and assigned to employees conducting inspection of assets, books and records esp women employees	2 vehicles acquired for use in field work involving women to reach out to clients/interested parties	5000000.00	3,000,000.00	GSD		Notice of award
4. Insufficient knowledge and skills of TransCo employees/GAD committee on GAD tools and practices	Lack of capacity to mainstream GAD in Transco programs and services	Increased knowledge in GAD mainstreaming	HR Devt	Conduct of GMEF for TransCo GAD Committee and other budget officers	GMEF Training conducted	GMEF Training conducted in Tagaytay on December 21 with 14 members attending	50,000.00	44,463.64	HRD/GAD	50% of hotel accommodation & meals plus speaker's honorarium	DV R02R018120371 and R02R018120420

W
1/76

5. Insufficient knowledge and skills of TransCo employees/GAD committee on GAD tools and practices	Insufficient knowledge and skills of TransCo employees/GAD committee on GAD tools and policies	Increased knowledge and skills in integrating GAD concerns in TransCo's programs and services	HR Devt	Conduct of HDGD for TransCo GAD Committee and other budget officers	HGDG Training conducted	HGDG online orientation and telephone consultation with consultant conducted	20,000.00	free of charge	HRD/GAD	Due to busy schedule of concerned employees/committee members, formal HGDG training was not conducted, however, the lead secretariat took initiative in pursuing online learning and telephone consultation with consultant	
6. Inadequate organizational capacity to mainttream GAD concerns in TransCo's programs and services	Lack of sufficient knowledge on women's rights and privileges by both female and male employees	To increase the employees' awareness/knowledg e on women's rights and privileges	HR Devt	Conduct of Orientation Serminar on the Magna Carta of Women (Continuing for TransCo employees	MCW orientation conducted for concerned TransCo employees	MCW conducted on May 2 at Baguio City for TransCo-Baguio personnel	15,000.00	57,302.00	HRD/GAD	P57,302 is the total cost for Items 6 & 7 (MCW & ASH)	DVR02R018050127 R02R018050029 R02R018040188
7. Inadequate organizational capacity to mainttream GAD concerns in TransCo's programs and services	Lack of sufficient knowledge on women's rights and privileges by both female and male employees	To increase the employees' awareness/knowledg e on women's rights and privileges	HR Devt	Conduct of Orientation Serminar on the Anti-Sexual Harassment Act (ASH)	ASH orientation conducted for concerned TransCo employees	ASH conducted on May 3 at Baguio City for TransCo-Baguio personnel	30,000.00		HRD/GAD	P57,302 is the total cost for Items 6 & 7 (MCW & ASH)	R02R018050039
8. Inadequate organizational capacity to mainttream GAD concerns in TransCo's programs and services	Insufficient knowledge and skills of TransCo employees/GAD committee on GAD tools and policies	To increase the employees' awareness/knowledg e on women's rights and privileges	HR Devt	Conduct of activities during the Women's Month celebration by having photo contest,etc for TransCo employees which are gender sensitive/GAD-related	Photo contest,etc or other contest for TransCo employees which are gender sensitive/GAD-related conducted	GAD-logo contest for TransCo was conducted in March. The winner is Michael Bueno from ROWLMSD of TransCo.	200,000.00	5,000.00	GAD	Prize for contest winner	R02R018040082
8.a. Women's Month Celebration				Conduct of activities during the Women's Month celebration		Attendance of 1 male and 5 female employees to Go Negosyo Entrep Summit on March 6 at World Trade Center		4,200.00		Addresses women empower-ment	R03R018030050

11/26

8.b.Women's Month Celebration				Conduct of activities during the Women's Month celebration		Invitation of 2 resource speakers, one during the launching of activities for Women's Month and the other during the culminating activity.		16,720.00		Speakers: a) Cynthia Villar; b) Kathryn Yu	R02R018040107, R02R018040106 and R02R018050071
8.c.Women's Month Celebration				Conduct of activities during the Women's Month celebration		Purchased Polo shirt with Logo and Printing of tarpaulin for Women's Month		51,279.00	HRD		R02R018040051 R02R018040096
9. Inadequate organizational capacity to mainstream GAD concerns in TransCo's programs and services	Insufficient knowledge and skills of TransCo employees/GAD committee on GAD tools and policies	To increase the employees' awareness/knowledge in integrating GAD concerns in TransCo's programs and services	HR Devt	Conduct of activities during the Women's Month celebration (Film Showing)	Film showing organized in March	The Film "My Two Mommies" was shown to CSG staff en route to its Planning Session to Ilocos Sur.	30,000.00	30,000.00	HRD	Portion of cost of meals attributed (P300 x 100)	R02R018090270
10. Inadequate organizational capacity to mainstream GAD concerns in TransCo's programs and services	Insufficient knowledge and skills of TransCo employees/GAD committee on GAD tools and policies	To increase the employees' awareness/knowledge in integrating GAD concerns in TransCo's programs and services	HR Devt	Conduct of activities during the 18-day Campaign to End-VAW	Orientation-seminar on End VAW campaign conducted; 80% of employees reached by End-VAW campaign; IEC materials printed	IEC materials in the form of planners produced; End-VAW video presented to all TransCo employees during the flag raising ceremony	150,000.00	118,000.00		Budget shared with Item 2 since IEC materials/planners were distributed to both employees and clients/interested parties	R02R018120262
11. Inadequate organizational capacity to mainstream GAD concerns in TransCo's programs and services	Insufficient knowledge and skills of TransCo employees/GAD committee on GAD tools and policies	To increase the employees' awareness/knowledge in integrating GAD concerns in TransCo's programs and services	MFO: General Administrative Support Services	Preparation of FY 2020 GAD Plan and Budget and FY 2018 GAD Accomplishment Report	1 workshop-seminar conducted in 4th quarter; GFP meetings and consultations conducted	GAD Planning and Budgeting conducted in Tagaytay on December 20 with 14 members attending	30,000.00	44,463.64			R02R018120371

1/76

12. Magna Carta of Women/IRR Section 25 - Right to Decent Work, Item 3A on the provision of family health services and facilities	To ease the burden of working women of TransCo	Ensure full compliance of the agency on the cited MCW provision	HR Devt	Establishment and maintenance of day care center for employees' children (3-6 years old); Hiring of full-time staff	2 Full time day care workers /teachers hired	2 Full time day care workers /teachers hired	619,740.00	501,093.74	HRD/GAD	One of the teachers resigned effective Sept 30, 2018	R13R018010007 R13R018010023 R13R018020014 R13R018020028 R13R018030010 R13R018030023 R13R018040006 R13R018040025 R13R018050011 R13R018050034 R13R018060026 R13R018060045 R13R018070014 R13R018070039 R13R018080014 R13R018080006 R13R018090028 R13R018100046 R13R018100013 R13R018100038 R13R018110021 R13R018110043 R13R018120016 R13R018120032
13. Magna Carta of Women, Provision of family health and services	To ease the burden of working women of TransCo	Ensure full compliance of the agency on the cited MCW provision	HR Devt	Establishment and maintenance of day care center for employees' children (3-6 years old)/Attendance to relevant trainings of hired staff	Trainings attended by both Day Care staff	Day Care Teachers attended the Training entitled Klasrum Adarna: Pagtuturo Gamit ang Kuwento at Laro on April 15-17 at Baguio City.	20,000.00	21,430.00	HRD/GAD	hotel accommodation, meals, toll fees, gasoline	R13R018010007
14. Magna Carta of Women, Provision of family health and services	To ease the burden of working women of TransCo	Ensure full compliance of the agency on the cited MCW provision	Support Services	Establishment and maintenance of day care center for employees' children (3-6 years old)/Conduct of Summer Workshop	Summer Workshop conducted in April for children of TransCo employees	Summer Workshop conducted in April	1,000.00	-		Summer workshop was conducted but used recycled materials and old supplies	
15. Magna Carta of Women, Provision of family health and services	To ease the burden of working women of TransCo	Ensure full compliance of the agency on the cited MCW provision	HR Devt	Conduct of outdoor activity for Day Care children	Outdoor activity conducted for DCC children	Day Care children visited Avilon Zoo and Adventure Farm on January 24	15,000.00	5,200.00	HRD/GAD	P5,200 represents cost of entrance tickets	R03R018020082

44
1/28

16. Magna Carta of Women, Right to Decent Work, Item 3A on the provision of family health services and facilities	Healthy family relationships for work life balance	Ensure full compliance the agency's GAD mandate on the cited MCW provision	General Admin/Support Services	Conduct of Parenting Seminar	Parenting Seminar-WS/ Gender sensitivity Seminar conducted on July 12-13	Parenting Seminar specifically entitled "How to Lead Family to Real Good Life" was conducted on June 29, at the TransCo Multi-Purpose Hall	30,000.00	88,000.00	HRD/GAD	Speaker's fee and meals	R02R018070115
17. Magna Carta of Women, Right to Decent Work, Item 3A on the provision of family health services and facilities		Ensure full compliance the agency's GAD mandate on the cited MCW provision	General Admin/Support Services	Establishment and maintenance of Day Care Center for employees' children /Acquisition of health services fixtures and/or day care paraphernalia	Fixtures/paraphernalia set up by 1st quarter	Day Care books purchased	30,000.00	51,953.00	HRD/GAD		R02R018020080
18. Low rate of implementation and monitoring of TransCo's GAD activities	Lack of full time support staff or GAD secretariat work	Ensure the implementation and monitoring of GAD activities	HR Devt	Hiring of COS staff for GAD activities	No. of COS staff hired for GAD secretariat support	Wendy Bernas of HR is utilized for GAD projects and programs as GAD Secretariat member	214,950.00	290,688.00	HRD/GAD		R13R018010007, R13R018010023, R13R028010014, R13R018010028, R13R018030010, R13R018030023, R13R018040006, R13R018040025, R13R018050011, R13R018050034, R13R018060026, R13R018060045, R13R018070014, R13R018070039, R13R018080134, R13R018080014, R13R018080006, R13R018090015, R13R018090028, R13R01801013, R13R01801038, R13R0180110021, R13R0180110043, R13R018120016, R13R018120032

18 1/8

18. Low rate of implementation and monitoring of TransCo's GAD activities	Lack of full time support staff or GAD secretariat work	Ensure the implementation and monitoring of GAD activities	HR Devt	Procurement of equipment for GAD staff	1 desktop computer procured within the year	1 desktop computer procured within the year	70,000.00			Computer was assigned to HR staff instead of to Daycare in view of volume of work <i>ly</i>	
19. Activities relative to 18-day Campaign to End Violence Against Women	Lack of sufficient knowledge on women's rights and privileges by both female and male employees	To increase the employees' awareness/ knowledge on women's rights and privileges	HR Devt	Increased knowledge of TransCo employees on RA 9262 and other GAD-related laws	Purchased	Purchased Polo shirt with Logo		63,000.00	HRD/GAD		R02R018120413
OTHER GAD EXPENSES/ ATTRIBUTABLE EXPENSES						Toll fees to/from Tagaytay re GAD PB/GMEF on Dec 20-21		312.00			R02R018120278
						GAD Committee PRAISE Awards		90,000.00			R02R018120126
						GAD Committee Meeting-11/5/18		3,588.00			R03R0181110006
						PAGBA Quarterly Seminar with GAD Planning and Budgeting as one of the topics, Cebu City, Aug 7-11 attended by HR staff and GAD Lead Secretariat		16,008.50		Cost of hotel accommodation	R03R018080055
						-do-		9,584.72		Cost of airfare	R02R018080176
						Attendance of GAD Lead Secretariat to Gender Diversity and Inclusiveness Seminar of CSC on July 25-27		7,500.00		Training fee	R02R018070188
						GAD Comm meeting on July 10		665.00		snacks	R03R018080056
						GAD Comm meeting on April 6		940.00		meals	R03R018040026 26
							7,924,000.00	6,275,520.84			

Prepared by:

ERLINDA D. DE GUZMAN
GAD Lead Secretariat

28-Jan-19

Noted by:

ATTY. ZITA MARIE M. ATIENZA-FAJARDO
GAD Chairperson