



## National Transmission Corporation

09 November 2020

**ATTY. KRISTINE ROSARY E. YUZON-CHAVES**

Executive Director  
Philippine Commission on Women  
1145 J.P. Laurel St.,  
San Miguel, Manila

Dear Director **Yuzon-Chaves**:

This is to respectfully submit the National Transmission Corporation's (TransCo) signed FY 2020 Gender and Development Plan and Budget (GPB), duly endorsed by the Philippine Commission on Women (PCW), for your reference.

Thank you for your continued support to TransCo.

Truly yours,

  
**ATTY. MELVIN A. MATIBAG**

President and CEO

cc: Atty. Alson John S. Bacani  
OIC-Audit Team Leader, COA-TransCo



Management  
System  
ISO 9001:2015



ID 9108634941

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

**Sequence No.:** 2020-009891

**Organization:** National Transmission Corporation

**Organization Category:** National Government, Government-Owned and Controlled Corporation

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

**Total Budget/GAA of Organization:** 6,731,859,696.62

**Total GAD Budget** 11,306,603.39 **Primary Sources** 11,306,603.39

**Other Sources** 0.00

**% of GAD Allocation:** 0.17%

| Gender Issue<br>/GAD Mandate | Cause of<br>Gender Issue | GAD Result<br>Statement<br>/GAD Objective | Relevant Organization<br>MFO/PAP or PPA | GAD Activity | Performance<br>Indicators<br>/Targets | GAD Budget | Source<br>of Budget | Responsible Unit<br>/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**

**LEONOR S. QUINTIA  
GAD FPS CHAIRPERSON &  
VICE PRESIDENT, RESOURCE  
MANAGEMENT SERVICES  
GROUP**

**ATTY. MELVIN A. MATIBAG  
PRESIDENT AND CEO**



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|   | 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  |
| 1 | Lack of information on sex disaggregated data of TransCo clients in order to conduct gender analysis | Absence of gender analysis on sex-disaggregated data gathered using the customer satisfaction survey tool, which will help in determining the different gender awareness needs of women and men clients of TransCo | Ensure that sex disaggregated database on TransCo's clients are regularly collected and analyzed to determine the clients' needs for gender awareness programs / activities | MFO: Customer Satisfaction           | Establishment and maintenance of sex-disaggregated database | Customer Satisfaction Survey tools developed and survey conducted by a third party (DAP) - Name Target Clients - No. of TargetDistribution Utilities - 15Renewable Energy Developers - 32NGCP (concessionaire) - 1UMD Customers - 66TOTAL OF 114                                   | 1,560,000.00   | Corporate Funds                        | Corporate Policy Development Review and Monitoring Division (CPDRMD) / HRMDD |
| 2 | Lack of gender perspective in TransCo's operations   | Absence of TransCo GAD policy  | Establishment of TransCo GAD policy   | MFO: Customer Satisfaction           | Consultation meetings with TransCo clients                  | At least 1 consultation meeting conducted to support the development of TransCo GAD policy - Name Target Clients - No. of TargetDistribution Utilities - 15Renewable Energy Developers - 32NGCP (concessionaire) - 1UMD Customers - 66TOTAL OF 114FEMALE - 52% (59)MALE - 48% (55) | Salaries of personnel involved in the consultation meeting 120,000.00<br><br>Transportation (pick-p and drop off of clients), venue, GAD materials for reference in the discussion and meal expense 180,000.00 | Corporate Funds<br><br>Corporate Funds | TMG / RLG / RMSG   |



|   | 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                        |
| 3 | Lack of gender perspective in TransCo's operations | Absence of TransCo GAD Policy | Establishment of TransCo GAD Policy | MFO: Customer Satisfaction           | TransCo GAD Policy development. | TransCo GAD policy issued       | Salaries of personnel involved in the consultation meeting to create and formulate the GAD policy<br>Meal expenses<br>300,000.00<br><br>Salaries and meal expense of ManCom members who will deliberate on the policy/ies<br>200,000.00 | Corporate Funds<br><br>Corporate Funds | TMG / RLG / RMSG         |

#### ORGANIZATION-FOCUSED ACTIVITIES



|   | 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                        |
| 4 | Low rate of implementation and monitoring of TransCo's GAD plans, programs, and activities              | Lack of full-time support staff to handle the monitoring and GAD secretariat work | Ensure the implementation and monitoring of GAD plans, programs, and activities | MFO: HR Devt                         | Hiring of COS staff to handle GAD activities and programs | One (1) COS staff hired Dedicated to work full time in implementing and monitoring of GAD PAPs. Another COS staff, whose contract is renewed regularly shall be dedicated to assist in the implementation and monitoring of GAD PAPs | 1,034,376.00 | Corporate Funds  | HRMDD / GAD              |
| 5 | Insufficient knowledge and skills of TransCo GAD committee and its employees on GAD tools and practices | Lack of capacity building to mainstream GAD in TransCo programs and services      | Increased knowledge in GAD mainstreaming  | MFO: HR Devt                         | Conduct of GMEF training for TransCo employees.           | GMEF Training conducted. Capacity building of key personnel of cost centers on the use of GAD tools to determine the gender mainstreaming efforts of TransCo. - 30 participants to represent all cost centers of TranszCo            | 150,000.00   | Corporate Funds  | HRMDD / GAD              |



|   | 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                        |
| 6 | Insufficient knowledge and skills of TransCo GAD committee and its employees on GAD tools and practices | Need to improve capacity building to mainstream GAD in TransCo programs and services   | Increased knowledge in Harmonized GAD guidelines                | MFO: HR Devt                         | Conduct of HGDG seminar for TransCo employees  | HGDG Training conducted.Capacity building of key personnel of cost centers on the use of GAD tools to assess the gender responsiveness of TransCo,s plans and programs - 30 participants to represent all cost centers of TransCo | 150,000.00  | Corporate Funds  | HRMDD / GAD              |
| 7 | Need to ensure effective and efficient implementation of GAD plans and programs                         | Gender mainstreaming and GAD integration not yet fully implemented in TransCo programs | Enhanced performance of GAD-mandated roles and responsibilities | MFO: GASS                            | GFPS planning and budget cnference (2-3 days) to establish GAD Agenda and Strategic Plan | Policies reviewed and revised to be gender sensitive and at least 85% of policies and programs reviewed - 15 GFPS members   | Salaries and meal expense of key personnel who will deliberate on the policy/ies 500,000.00 | Corporate Funds  | TMG / RLG / RMSG         |



|   | Gender Issue<br>/GAD Mandate   | Cause of<br>Gender Issue  | GAD Result<br>Statement<br>/GAD Objective                       | Relevant Organization<br>MFO/PAP or PPA | GAD Activity   | Performance<br>Indicators<br>/Targets  | GAD Budget | Source<br>of Budget | Responsible Unit<br>/Office |
|---|--|---|---|---|--|--|------------|---------------------|-----------------------------|
|   | 1  | 2   | 3   | 4                                       | 5  | 6  | 7          | 8                   | 9                           |
| 8 | Lack of decent room for lactating mothers to address the need for breastfeeding and / or milk extraction | Need to comply with Section 25 of the Magna Carta of Women (MCW) / IRR on the Provision of Family health services and facilities / Section 11 of the Expanded Breastfeeding Promotions Act of 2009 (RA 10028) | Ensure full compliance of the agency on the cited MCW provision | MFO: GASS                               | Maintenance of breastfeeding room and / or milk extraction for lactating mothers | Breastfeeding room and / or milk extraction for lactating mothers maintained | 100,000.00 | Corporate Funds     | HRAD / GSD                  |



|   | Gender Issue<br>/GAD Mandate                      | Cause of<br>Gender Issue   | GAD Result<br>Statement<br>/GAD Objective                                   | Relevant Organization<br>MFO/PAP or PPA | GAD Activity   | Performance<br>Indicators<br>/Targets  | GAD Budget                                     | Source<br>of Budget  | Responsible Unit<br>/Office |
|---|---|--|---|---|--|--|--|--|-----------------------------|
|   | 1   | 2  | 3   | 4                                       | 5  | 6  | 7  | 8  | 9                           |
| 9 | Multiple burden of<br>working women in<br>TransCo | Need to comply with<br>Section 25 of the<br>Magna Carta of<br>Women (MCW) / IRR<br>on the Provision of<br>Family health<br>services and facilities | Ensure full<br>compliance of the<br>agency on the<br>cited MCW<br>provision | MFO: HR Devt                            | Maintenance of the<br>Day Care Center for<br>employees' children<br>aged 3-6 years old | Day Care Center for<br>employees with children<br>aged 3-6 years old<br>maintained- Outdoor<br>activity conducted for Day<br>Care Center (DCC)<br>childrenBeneficiaries of<br>DCC:Girls-5Boys-5<br><br>Day Care Center for<br>employees with children<br>aged 3-6 years old<br>maintained- At least one<br>training attended by Day<br>Care staffBeneficiaries of<br>DCC:Girls-5Boys-5<br><br>Day Care Center for<br>employees with children<br>aged 3-6 years old<br>maintained- 2 Full time<br>day care workers /<br>teachers hired<br>Beneficiaries of<br>DCC:Girls-5Boys-5 | 20,000.00<br><br>60,000.00<br><br>1,034,376.00 | Corporate<br>Funds<br><br>Corporate<br>Funds<br><br>Corporate<br>Funds | HRAD / GAD                  |





|    | Gender Issue<br>/GAD Mandate   | Cause of<br>Gender Issue  | GAD Result<br>Statement<br>/GAD Objective                                      | Relevant Organization<br>MFO/PAP or PPA | GAD Activity   | Performance<br>Indicators<br>/Targets  | GAD Budget                           | Source<br>of Budget   | Responsible Unit<br>/Office |
|----|--|---|--|---|--|--|--------------------------------------|---|-----------------------------|
|    | 1  | 2   | 3  | 4                                       | 5  | 6  | 7                                    | 8   | 9                           |
| 10 | Observance of the 18-Day Campaign to End Violence Against Women (VAW) per Republic Act 10398 | Insufficient knowledge on the issue, causes, and concerns related to violence against women (VAW) and girls, including laws that address the issue of VAW | Increased knowledge of TransCo employees on RA 9262 and other VAW-related laws | MFO: HR Devt                            | Participation in the 18-Day Campaign to End Violence Against Women (VAW) | At least 310 advocacy t-shirts purchased for distribution to concerned employees - 310 employees shall benefit in wearing the advocacy shirt<br><br>At least one training on VAW-C conducted for TransCo employees<br><br>Conduct of self-defense training (e.g. Krav Maga, Jiu Jitsu, etc.) as part of this advocacy campaign | 124,000.00<br>80,000.00<br>80,000.00 | Corporate Funds<br><br>Corporate Funds<br><br>Corporate Funds | HRMDD / GAD                 |



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|----|--|---|---|--------------------------------------|--|--|---|---|--------------------------|
|    | 1  | 2   | 3   | 4                                    | 5  | 6  | 7   | 8   | 9                        |
| 11 | Need to strengthen team work among men and women officials and employees of TransCo to enhance work efficiency and develop camaraderie | Absence of gender perspectives and insufficient venues / opportunities in the conduct of capacity development sessions for the whole corporation and individual functional groups | To integrate perspective and promote gender sensitivity in the conduct of capacity development sessions for the whole corporation and each functional group | MFO: HR Devt                         | To conduct gender-responsive capacity development sessions for the whole corporation and for each functional group | At least 80% of employees participated in capacity development activity A 2-day capacity building activity-One day will be dedicated to GAD awareness with activities such as Refresher on GAD 101, Briefer on MCW and other GAD related capacity building activities - 80% of TransCo personnel (290-300 personnel) | Salaries of participating personnel 550,000.00<br><br>Venue Transportation and meal expense 550,000.00<br><br>Resource speakers and materials and equipment needed 200,000.00 | Corporate Funds<br><br>Corporate Funds<br><br>Corporate Funds | HRMDD / GAD              |



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|----|--|--|--|--------------------------------------|--|---|--------------|------------------|--------------------------|
|    | 1  | 2  | 3  | 4                                    | 5  | 6   | 7            | 8                | 9                        |
| 12 | Insufficient profiling for gender / sex-disaggregated data among TransCo employees | Lack of gender / sex-disaggregated data, report or statistics on employees and insufficient baseline information on employees' needs for use as basis for gender planning and analysis | To establish a gender / sex-disaggregated database and reporting system for identifying employees' needs as an input for GAD planning / intervention | MFO: HR Devt                         | Upgrade of the IT system software that specifically generates the information required for sex-disaggregated data. | The information technology system of TransCo will be upgraded to ORACLE OBMS and with the assistance of TransCo's IT Department, GAD-HRMDD can tailor fit the categorization of employees in the system according to a specific demographic that will easily generate the sex-disaggregated data.- Sex-disaggregated database of TransCo employees that can easily be generated | 1,239,851.39 | Corporate Funds  | HRMDD / CISITD / GAD     |



|    | Gender Issue<br>/GAD Mandate  | Cause of<br>Gender Issue   | GAD Result<br>Statement<br>/GAD Objective | Relevant Organization<br>MFO/PAP or PPA | GAD Activity   | Performance<br>Indicators<br>/Targets   | GAD Budget  | Source<br>of Budget  | Responsible Unit<br>/Office  |
|----|---|--|---|---|--|---|---|--|------------------------------|
|    | 1   | 2  | 3   | 4                                       | 5  | 6   | 7   | 8  | 9                            |
| 13 | Difficulty in<br>formulating other<br>PAPs that reflect<br>desired GEWE<br>outcomes and goals<br>embodied in the<br>MCW and other<br>gender related laws<br>that is anchored to<br>TransCo's mandates | Failure to follow the<br>transitory provision of<br>PCW MC 2018-04 | To develop<br>TransCo GAD<br>Agenda       | MFO: GASS                               | GFPS planning and<br>budget conference<br>(2-3 days) to<br>establish GAD<br>Agenda and<br>Strategic Plan | Management approval of<br>TransCo GAD Agenda -<br>14 TransCo GFPS<br>members trained in<br>formulating the GAD<br>Agenda (GAD Strategic<br>Framework and GAD<br>Strategic Plan) | GFPS Salaries<br>apportioned to<br>the number of<br>hours spent in<br>formulating the<br>GAD Agenda<br>and information<br>dissemination<br>to all TransCo<br>personnel<br>(GAD-HRMDD<br>orientation of<br>GAD policies<br>per department)<br>900,000.00<br><br>Venue, Meal<br>and<br>Transportation<br>expense<br>200,000.00<br><br>Salaries of<br>Mancom and<br>GFPS<br>members who<br>will deliberate<br>and approve<br>the GAD<br>Agenda<br>includes meal<br>expense<br>100,000.00 | Corporate<br>Funds<br><br>Corporate<br>Funds<br><br>Corporate<br>Funds | Concerned<br>Units / Offices |



|    | 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  |
| 14 | Limited capacity of TransCo GAD FPS members on benchmarking of GAD practices | Need to comply with Section 37 of the Magna Carta for Women on "Strengthening of GAD FPS" and limited GAD Models in the Energy Sector | Strengthen capacity of TransCo GAD FPS   | MFO: HR Devt                         | Transco sponsored GAD conference of the Energy Sector       | Sponsor a GAD Conference of the energy sector with specific purpose of identifying gender issues in the energy sector - Energy sector - target participantsDOE - 20PSALM - 5NGCP - 5Distribution Utilities - 5Renewable Energy Developers -5 | Venue and Meals and salaries of TransCo GFPS 560,000.00 | Corporate Funds  | Policy and Strategy Development Department (PSDD)<br><br>GAD-HRMDD |
| 15 | Insufficient knowledge on the promotion of a gender-sensitive workplace      | Need to comply with the Magna Carta of Women, specifically on the Right to Decent Work  | Increased knowledge on the promotion and cultivation of a gender-sensitive workplace | MFO: HR Devt                         | Conduct of Gender Sensitivity Training to TransCo employees | At least one Gender Sensitivity Training conducted for TransCo employees   | 80,000.00   | Corporate Funds  | HRMDD / GAD  |




|    | Gender Issue<br>/GAD Mandate  | Cause of<br>Gender Issue   | GAD Result<br>Statement<br>/GAD Objective  | Relevant Organization<br>MFO/PAP or PPA | GAD Activity   | Performance<br>Indicators<br>/Targets  | GAD Budget | Source<br>of Budget | Responsible Unit<br>/Office |
|----|---|--|--|---|--|--|------------|---------------------|-----------------------------|
|    | 1   | 2  | 3  | 4                                       | 5  | 6  | 7          | 8                   | 9                           |
| 16 | Observance of Women's Month per Proclamation No. 224 and 227 s. 1988 and Republic Act (RA) 6949 s. 1990 | Lack of sufficient knowledge on women's rights and privileges of both female and male employees and inadequate program for gender-related capacity building in TransCo | To increase the employees' awareness / knowledge on women's rights and privileges                      | MFO: HR Devt                            | Conduct training/s on Anti-Sexual Harassment (ASH) Act, Magna Carta of Women (MCW), and other relevant trainings | At least one training on Anti-Sexual Harassment Act / MCW conducted  | 80,000.00  | Corporate Funds     | HRMDD / GAD                 |
| 17 | Observance of Women's Month per Proclamation No. 224 and 227 s. 1988 and Republic Act (RA) 6949 s. 1990 | No specific GAD policies, support structures, systems and mechanisms to facilitate and sustain gender mainstreaming  | Enhanced knowledge and understanding of women's human rights, gender equality, and women's empowerment | MFO: HR Devt                            | Production and / or reproduction of GAD IEC materials  | Reproduction of 600 GAD IEC materials - 600 personnel will gain knowledge on women's human rights, gender equality and women empowerment | 360,000.00 | Corporate Funds     | HRAD / GAD                  |



|                  | Gender Issue<br>/GAD Mandate  | Cause of<br>Gender Issue  | GAD Result<br>Statement<br>/GAD Objective  | Relevant Organization<br>MFO/PAP or PPA | GAD Activity  | Performance<br>Indicators<br>/Targets   | GAD Budget                  | Source<br>of Budget                    | Responsible Unit<br>/Office                       |
|------------------|---|---|--|---|---|---|-----------------------------|--|---|
|                  | 1   | 2   | 3  | 4                                       | 5   | 6   | 7                           | 8                                      | 9   |
| 18               | Observance of Women's Month per Proclamation No. 224 and 227 s. 1988 and Republic Act (RA) 6949 s. 1990 | No specific GAD policies, support structures, systems and mechanism to facilitate and sustain gender mainstreaming  | Enhanced knowledge and understanding of women's human rights, gender equality, and women's empowerment | MFO: HR Dev't                           | Participation in / or Observance of Women's Month Celebration and participation in PCW-led programs and activities / external programs and activities | At least 310 advocacy t-shirts purchased for distribution to concerned employees- 310 personnel will wear the advocacy shirt for awareness<br><br>Participation rate of TransCo GFPS in PCW-led activities/ GAD activities conducted by other government agencies - 15 participants | 124,000.00<br><br>70,000.00 | Corporate Funds<br><br>Corporate Funds | HRAD / GSD  |
| 19               | Observance of Women's Month per Proclamation No. 224 and 227 s. 1988 and Republic Act (RA) 6949 s. 1990 | No specific GAD policies, support structures, systems and mechanisms to facilitate and sustain gender mainstreaming | Enhanced knowledge and understanding of women's human rights, gender equality, and women's empowerment | MFO: HR Dev't                           | To provide Information Education Campaign thru the production of materials containing information on GAD laws and other developments                  | Production of at least 2000 copies of desk calendars for TransCo's clients and partners, which contain information on GAD and other relevant laws and issuances   | 600,000.00                  | Corporate Funds                        | Policy and Strategy Development Department (PSDD) |
| SUB-TOTAL        |   |   |  |   |   |   | 11,306,603.39               | Corporate Funds                        |   |
| TOTAL GAD BUDGET |   |   |  |   |   |   | 11,306,603.39               |  |   |



|  |  |            |
|--|--|------------|
| Prepared By:   | Approved By:   | Date       |
| <br>LEONOR S. QUINTIA | <br>ATTY. MELVIN A. MATIBAG | 10/13/2020 |
| GAD FPS CHAIRPERSON & VICE PRESIDENT, RESOURCE MANAGEMENT SERVICES GROUP                               | PRESIDENT AND CEO  |            |

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