

COMMENTS ON THE ANNUAL GAD ACCOMPLISHMENT REPORT FY 2021

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:	3,389,626,000.00				
Actual GAD Expenditure	210,382,650.57	Original Budget	545,590,741.20		
		% Utilization of Budget	38.56		
Actual GAA Expenditure	210,382,650.57	Original GAA Allocation	534,815,854.94		
		% Utilization of Original	39.34		
% of GAD Expenditure:	6.21%				

GENERAL COMMENTS Philippine Commission on Women March 31, 2022	Thank you for submitting your FY 2021 GAD Accomplishment Report (GAD AR). Please find below our comments for its enhancement as follows:	
	a) Kindly adopt our validated scores in your Rows 18 and 20.	
	b) For your Attributed Programs (Rows 19), kindly attach your HGDG PIMME Checklist (Box 16 and 17, GAD Checklist for Project Implementation and Management, and Monitoring and Evaluation) for the verification of your attributed budget/expenditure.	
	c) Kindly check our comments in your Rows 4-9, 13-15, and 19)	
	Please note that this is already the first pass review. Kindly incorporate the requested changes in the GAD AR and send the enhanced document to PCW which will be the basis in determining our final observations and remarks for the second and final pass review.	
	Kindly return the enhanced document on or before April 30, 2022. Thank you.	
	You may contact your reviewer, Jan David Salvador, for clarifications and technical assistance in revising your document at jdssalvador@pcw.gov.ph .	

<p>GENERAL COMMENTS</p> <p>Philippine Commission on Women</p> <p>March 31, 2022</p>	<p>Thank you for submitting your FY 2021 GAD Accomplishment Report (GAD AR). Please find below our comments for its enhancement as follows:</p> <p>a) Kindly adopt our validated scores in your Rows 18 and 20.</p> <p>b) For your Attributed Programs (Rows 19), kindly attach your HGDG PIMME Checklist (Box 16 and 17, GAD Checklist for Project Implementation and Management, and Monitoring and Evaluation) for the verification of your attributed budget/expenditure.</p> <p>c) Kindly check our comments in your Rows 4-9, 13-15, and 19)</p> <p>Please note that this is already the first pass review. Kindly incorporate the requested changes in the GAD AR and send the enhanced document to PCW which will be the basis in determining our final observations and remarks for the second and final pass review.</p> <p>Kindly return the enhanced document on or before April 30, 2022. Thank you.</p> <p>You may contact your reviewer, Jan David Salvador, for clarifications and technical assistance in revising your document at jdssalvador@pcw.gov.ph.</p>
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<p>May 10, 2022</p>	<p>FINAL OBSERVATIONS AND REMARKS:</p> <p>Thank you for submitting your FY 2021 Gender and Development (GAD) Accomplishment Report [AR].</p> <p>The Philippine Commission on Women (PCW) notes the implementation of your GAD programs, projects and activities, and other GAD-related accomplishments for the period. We appreciate the efforts of TRANSKO in responding to the gender issues of its clientele and/or in addressing its commitments under national and international mandates on GAD.</p> <p>As final instructions, please print this GAD AR together with PCW's final observations and remarks and submit the signed copies for reference to your resident COA Auditor. For its submission to PCW, kindly send the signed electronic copy of the FY 2021 GAD AR to pdpmmed.monitoring@pcw.gov.ph copy furnished the dd_operations@pcw.gov.ph.</p> <p>In downloading your 2021 GAD AR, kindly follow these steps:</p> <ol style="list-style-type: none"> Click the "My GAD Profiles" menu; Select "List of GAD Plans and GAD ARs"; Click the View icon under the Actions column; Click the Comment Reports icon on the upper left side portion of the window to view the reviewed GAD AR with PCW's comments, remarks, or observations; and Finally, click the PDF icon to generate the report. <p>Again, thank you.</p>
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	Gender Issue /Gad Mandate (1)	Cause of Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Organization MFO/PAP or PPA (4)	GAD Activity (5)	Performance Indicators / Targets (6)	Actual Result (Output/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost /Expenditure (9)	Remarks (10)
CLIENT-FOCUSED ACTIVITIES										
1	Section 37 of the Magna Carta of Women (MCW) / IRR on the "Strengthening of GAD FPS" and limited GAD Models in the Energy Sector in relation to TransCo's mandate	Limited GAD Models in the Energy Sector in relation to TransCo's mandate	Benchmarking on GAD best practices in the energy sector	HR Training and Devt	One-day TransCo sponsored GAD conference for the energy sector to strengthen programs, activities and projects promoting women's participation and addressing gender-related issues faced by women and men in the energy sector.	Harmonize GAD Plans and Programs among Energy Sector participants - 70 participants from various Energy Sector Male- 30 Female -40	Small group discussion was conducted as a prelude to the conference that will be done in 2022. TransCo's initial discussion with NAPOCOR and PSALM on GAD Best Practices in the Energy Sector last December 9, 2021 gave valuable insights on planning and implementation of GAD activities in their respective agencies. Male- 9 Female- 20	Resource speakers fee 96,000.00 Venue and hotel accommodation 112,000.00 IEC and other GAD materials 100,000.00 Meals (600/head) 42,000.00 Salary Attribution 0.00	0.00 0.00 0.00 5,065.00 26,065.97	Actual cost for Resource Speaker is a shared expense with activity during 18-Day Campaign to End Violence Against Women (refer to Annex D-2). Actual cost for IEC and other GAD materials is a shared expense during 18-Day Campaign to End Violence Against Women (refer to Annex D-5).
2	Insufficient collection and use of age and sex-disaggregated data of TransCo clients for strategic gender-sensitive responses or services	Absence of a strategic approach to create a gender-sensitive analysis on sex-disaggregated data gathered from the customer satisfaction survey tool	Ensure that the annual customer satisfaction survey tools are gender sensitive to address any non-gender sensitive response or services of TransCo	Customer Satisfaction	Integrating gender considerations in the customer satisfaction survey.	Ensure that the annual Customer Satisfaction Survey tools developed and conducted by a third party has integrated at least 10% gender sensitive questionnaires to determine TransCo's response or services to the clients.	Contract implementation is from November 2021 to January 2022. Customer Satisfaction Survey tools was developed and the survey was conducted by a third party (Development Academy of the Philippines). Gender sensitive questions were also integrated in the survey.	1,716,000.00	509,040.00	Refer to Memorandum of Agreement (Annex B)
ORGANIZATION-FOCUSED ACTIVITIES										
3	Section 25 of the Magna Carta of Women (MCW) / IRR on the provision of family health services and facilities	Dedicated room for lactating mothers to address the need for breastfeeding and / or milk extraction	Ensure full compliance of the agency on the cited MCW provision	HRAD	Maintenance of breastfeeding room and/or milk extraction for lactating mothers	Breastfeeding room and/or milk extraction for lactating mothers maintained	Done. Breastfeeding room regularly maintained.	100,000.00	139,620.00	Time spent for maintenance (daily rate=Php 537.00/hr, 5 days a week) of breastfeeding room for 2021 equivalent to 1 hour everyday for 5 days a week. (refer to Annex I)
4	Section 37 of the Magna Carta of Women (MCW) / IRR on the "Strengthening of GAD FPS"	To ensure that TransCo's GFPS members and employees are kept abreast on the use of the GAD tools	Increased knowledge on the use of GAD tools for proper GAD mainstreaming in the agency	HRAD	Capacity building activity to develop competencies on the use of GAD tools	All members of the GFPS (27 members) trained on the use of GAD tools - 27 TransCo personnel Male- 8 Female -19	Not done due to community quarantine restrictions. Moreover, GFPS members already underwent training on the use of GAD tools in 2020 and there are no significant changes yet in committee composition in 2021.	Budget Breakdown: meals-600/head per day for 27 GFPS members Other cost - venue and time spent by TransCo personnel and GAD materials as reference 200,000.00	0.00	Not done due to community quarantine restrictions. Moreover, GFPS members already underwent training on the use of GAD tools in 2020 and there are no significant changes yet in committee composition in 2021.
COMMENTS:										
Column 12: Jan David S. Salvador	[Mar 31 2022 2:20:04 PM]:	Kindly provide also your remarks here on why the activity was not implemented.								

	Gender Issue /Gad Mandate (1)	Cause of Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Organization MFO/PAP or PPA (4)	GAD Activity (5)	Performance Indicators / Targets (6)	Actual Result (Output/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost /Expenditure (9)	Remarks (10)
5	Observance of the 18-Day Campaign to End Violence Against Women (VAW) pursuant to R. A. No. 10398	<p>Insufficient knowledge on the issue, causes, and concerns related to Violence Against Women (VAW), including laws that address the issue of VAW</p> <p>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</p>	<p>Increased knowledge of TransCo employees on RA 9262 and other VAW-related laws</p> <p>To increase the employees' awareness/knowledge on women's human rights, gender equality, and women's empowerment</p>	HR Training and Devt	Participation in the 18-Day Campaign to End Violence Against Women (VAW)	<p>100% of TransCo personnel participation in 18-day campaign to end VAW in accordance with PCW guidelines - 480 TransCo personnel, Janitorial and Security personnel, student trainees Male- 255 Female -225</p> <p>100% TransCo personnel participated in one training on VAW-C conducted for TransCo personnel - 380 TransCo personnel Male- 220 Female -160</p> <p>Conduct of self-defense training (e.g. Krav Maga, Jiu Jitsu, etc.) as part of this advocacy campaign to be participated by at least 50 women employees - 50 Female TransCo personnel</p> <p>Conduct training/s on Anti-Sexual Harassment (ASH) Act, Magna Carta of Women (MCW), and other relevant trainings - 380 TransCo personnel Male- 220 Female -160</p> <p>Conduct training/s on Anti-Sexual Harassment (ASH) Act, Magna Carta of Women (MCW) and other relevant trainings - 380 TransCo personnel Male- 220 Female -160</p> <p>Conduct training/s on Anti-Sexual Harassment (ASH) Act, Magna Carta of Women (MCW) and other relevant trainings - 380 TransCo personnel Male - 220 Female - 160</p>	<p>Done. TransComustahan: Closing Ceremony was done on December 10, 2021 with TransCo personnel in attendance. GAD Collaterals were distributed to all employees. Male - 246 Female - 177</p> <p>Done. Training on GAD conducted for newly hired employees on December 10, 2021. IEC Materials were distributed to all TransCo personnel. Male - 14 Female -17</p> <p>Not Done. Not implemented due to community quarantine restrictions. In lieu of the self-defense training, a Macho Choir Challenge was done as one of the PCW suggested activities. Male - 5 Female - 7</p> <p>Done. Training on GAD conducted for newly hired employees on December 10, 2021. Male - 14 Female - 17</p> <p>Done. Refresher talk for Safe Spaces Act for GFPS members and invited colleagues from NPC and PSALM was done last December 09, 2021. Connected to benchmarking activity with Napocor and PSALM (item 1) in client-focused activities. Male - 9 Female - 20</p> <p>Webinar on Anti-Sexual Harassment Act and Safe Spaces Act done on March 17, 18, and 19, 2021, from 2:00PM-4:00PM with Atty. Ma. Cleofe Gettie Sandoval as GAD resource speaker. (Also connected with item 6) Male - 22 Female -58</p>	<p>144,000.00</p> <p>Budget Breakdown: 600/head for 380 personnel Resource Speaker-Php32,000 Venue-Php10,000 IEC Materials-Php50,000 320,000.00</p> <p>Budget Breakdown: meals-600/head for 50 participants Trainor-10,000 Venue-10,000 IEC Materials-50,000 100,000.00</p> <p>Budget Breakdown: 600/head for 380 personnel Resource Speaker-Php32,000 Venue-Php10,000 IEC Materials-Php50,000 320,000.00</p>	<p>113,734.52</p> <p>350,000.00</p> <p>40,000.00</p> <p>109,850.64</p>	<p>Participation in 18-day campaign (breakdown of Php113,734.52): 62,604.00 - (refer to Annex D-4) 51,130.52 - Salaries of personnel that undertook the creation of the online IEC materials for 18-Day Campaign to end VAW activities. Computation is based on hourly rate of participants. (refer to Annex C) --- IEC Material: Php 350,000 (refer to Annex D-5) --- Macho Choir Challenge: Php 40,000 - Participation token for participants and winners of Macho Choir Challenge (refer to Annex D-4) --- Conduct of trainings (Breakdown of Php 109,850.64): Php 6,750.51 - Honorarium for resource speaker re conduct of GAD orientation and overview on violence against women on 10 December (refer to Annex D-1) Php 1,905.00 - Cost of meals of participants reporting at the office on 10 December (refer to Annex D-1) Php 37,081.70 - Salaries of participants in the online meeting on 10 December equivalent to 6 hours. Computation is based on hourly rate of participants. (refer to Annex D-1) Php 4,987.67 - Honorarium for resource speaker re digital discussion of Safe Spaces Act on December 09, 2021 (refer to Annex D-2) Php 21,140.45 - Honorarium for resource speaker of the in-house webinar on Anti-Sexual Harassment Act and Safe Spaces Act scheduled in three batches in March. (refer to Annex E-2) Php 37,985.30 - Salaries of participants in the online meeting in March equivalent to 2 hours. Computation is based on hourly rate of participants. (refer to Annex E-2)</p>

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COMMENTS:										
Column 7: Jan David S. Salvador	[Mar 31 2022 2:50:06 PM]: Kindly include and specify the actual number of participants who attended the activities and their sex-disaggregated data.									
6	Observance of Women's Month pursuant to Proclamation Nos. 224 and 227 s. 1988 and R.A. No 6949, s. 1990	Participation in the Women's Month Celebration to spread awareness of women's rights, uphold gender equality and women empowerment.	Continuous knowledge and awareness of women's human rights, gender equality, and women's empowerment	HR Training and Devt	Participation in/or Observance of Women's Month Celebration and participation in PCW-led programs and activities/ external programs and activities	<p>100% of TransCo personnel participated in the Women's Month Celebration in accordance with PCW guidelines - 480 TransCo personnel, Janitorial and Security personnel, student trainees Male- 255 Female -225</p> <p>Symposium/Talk of at least 3 empowered women of TransCo or resource person to all TransCo personnel - 200 TransCo personnel Male-180 Female-120</p> <p>Advocacy Walk to honor the women of TransCo - 480 TransCo personnel, Janitorial and Security personnel, student trainees Male- 255 Female -225</p> <p>Conduct of GAD-related trainings for TransCo employees - 480 TransCo personnel, Janitorial and security personnel, student trainees Male- 255 Female- 225</p> <p>Conduct of GAD-related trainings for TransCo employees - 480 TransCo personnel, Janitorial and security personnel, student trainees Male- 255 Female- 225</p>	<p>Partially done due to community quarantine restrictions. Activities were attended by employees but GAD collaterals were not provided to TransCo employees due to procurement issues.</p> <p>A talk on women's mental and physical health was done on March 8, 2021, participated in by employees, security, and janitorial personnel. Women employees submitted entries to TransCo Juana Says. (Physically attended by 27 Female and 5 Male other personnel attended online)</p> <p>Not done due to community quarantine restrictions as large gatherings still not allowed during this time.</p> <p>The launch of the GAD logo, GAD Microsite, and induction of MOVE TransCo Chapter Officers was held on March 29 with a talk by Mr. Reynaldo de Guia, MOVE National President. Male - 27</p> <p>Webinar on Gender Fair Communication, GAD Legal Mandates, Gender Sensitivity Orientation on March 11,12, 18, 19, 25 and 26 by FORA Strategic Communications Consultancy, Inc. (March 11-12 webinar was attended by 29 female and 13 male employees, March 18-19 was attended by 21 female and 8 male employees, March 25-26 was attended by 19 female and 8 male employees)</p>	<p>144,000.00</p> <p>300,000.00</p> <p>300,000.00</p>	<p>0.00</p> <p>512,858.56</p> <p>0.00</p>	<p>Breakdown of Php 512,858.56 is as follows: 7,993.82 - Salaries of participants in the online meeting on 8 March equivalent to 1 hour. Computation is based on hourly rate of participants. (refer to Annex E-1) 1,812.31 - Honorarium for resource speaker of the In-house webinar on Men opposed to Violence Against Women (VAW) Everywhere (MOVE) (refer to Annex E-3) 7,993.82 - Salaries of participants in the online meeting for MOVE equivalent to 1 hour. Computation is based on hourly rate of participants. (refer to Annex E-3) 306,783.14 - Salary attribution for the creation and maintenance of the GAD Microsite for 2021. (refer to Annex C) 88,725.00 - Payment for the Registration/Webinar Fee of Gender Fair Communication, GAD Legal Mandates and Gender Sensitivity Orientation on March 11, 12, 18, 19, 25 and 26, 2021 (refer to Annex E-4) 99,550.46 - Salaries of participants in the online meeting equivalent to 2 hours. Computation is based on hourly rate of participants. (refer to Annex E-4)</p>
COMMENTS:										

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Column 7: Jan David S. Salvador	[Mar 31 2022 2:32:56 PM]: Kindly include and specify the actual number of participants who attended the activities and their sex-disaggregated data.									
7	Absence of documented TransCo GAD Agenda and lack of gender perspective in TransCo's operations	Absence of TransCo GAD Policy Statement	Establishment of TransCo GAD Policy Statement	HRAD and PSDD	Conduct of workshop to develop TransCo GAD Policy Statement	Issuance of TransCo circular GAD Policy Statement	Not done due to community quarantine restrictions	Budget Breakdown: meals-600/head per day for 27 GFPS members-2days 32k-cost of resource person for 16H workshop Other cost-venue & time spent by TransCo personnel & GAD matls as reference in the discussion Time spent by the approving body & policy dept. 300,000.00	0.00	Not done due to community quarantine restrictions
COMMENTS:										
Column 12: Jan David S. Salvador	[Mar 31 2022 2:21:28 PM]: Kindly provide also your remarks here on why the activity was not implemented.									
8	Absence of Gender Fair Language Use Policy	Non-documentation of the adoption of Gender Fair Language in the workplace policy due to an ongoing review of the policy	To strengthen the use of Gender Fair Language in the workplace	HRAD and PSDD	Consultation meetings between Policy and Strategy Devt Dept. and GFPS members to create the Gender Fair Language Use Policy	Issuance of a Policy on Gender Fair Language Use - 27 GFPS members 3 PSDD Personnel 1 HOA authorized to approve policy	Not done due to community quarantine restrictions	Budget Breakdown: meals-600/head per day for 27 GFPS members Other cost - time spent by TransCo personnel and GAD materials for reference in the discussion Time spent by the approving body and policy department 120,000.00	0.00	Not done due to community quarantine restrictions
COMMENTS:										
Column 12: Jan David S. Salvador	[Mar 31 2022 2:22:50 PM]: Kindly provide also your remarks here on why the activity was not implemented.									
9	Absence of documented TransCo GAD Agenda	Non-documentation of GAD Agenda due to an ongoing review	To develop TransCo GAD Agenda	GFPS	TransCo GAD Planning Conference	Management approval of TransCo GAD Agenda - 27 GFPS Members	Not done due to community quarantine restrictions	Budget Breakdown: meals-600/head per day for 27 GFPS members Other cost - time spent by TransCo personnel and GAD materials for reference in the discussion Time spent by the approving body and policy department 120,000.00	0.00	Not done due to community quarantine restrictions
COMMENTS:										

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Column 12: Jan David S. Salvador	[Mar 31 2022 2:23:34 PM]: Kindly provide also your remarks here on why the activity was not implemented.									
10	Section 25 of the Magna Carta of Women (MCW) / IRR on the Provision of Family health services and facilities	Multiple burden of working women in TransCo To ease the burden of mothers with children 3-6 years old	Ensure full compliance of the agency on the cited MCW provision	HRAD	Maintenance of the Day Care Center for employees' children aged 3-6 years old	2 Full time day care teachers hired to teach 3-6 year old children of TransCo employees. Beneficiaries: 6-boys and 6-girls - Position per personnel Corporate Staff Specialist B Annual Salary per personnel P517,188.00 At least one training for the 2 Teachers of the Day Care Center - 3 trainings/seminars Outdoor activity participated by 6-boys and 6-girls of the Day Care Center Improvement of Day Care Center facilities	1 DCC teacher was hired. Day Care Program was prepared, however, the parents/guardians of the beneficiaries were NOT interested to join. Teachers attended 3 trainings. (Training course on digital strategies for educators in distance learning on November 18, 2021 training course on gender sensitivity in the classroom on November 20-21, 2021 and training on interactive techniques and learning tools on December 2, 2021) Not done due to community quarantine restrictions. Not done due to community quarantine restrictions.	1,034,376.00 60,000.00 20,000.00 650,000.00	443,308.80 2,564.68 0.00 0.00	
11	Lack of a policy matrix that specifically evaluates GAD Plans and Programs	Gender mainstreaming and GAD integration not yet fully implemented in TransCo programs	Enhanced performance of GAD-mandated roles and responsibilities	GFPS and PSDD	The Policy Strategy and Dev. Dept shall review existing policies and revise, if necessary, to be consistent with GAD-related laws and GAD emerging issues	Creation of GAD Policy Matrix to be used in reviewing and revising internal policies to be gender sensitive - Target completion of matrix - 2ND QUARTER OF 2021	Partially done. GAD Policy Matrix was drafted but is yet to be approved.	Budget Breakdown: meals-600/head per day for 27 GFPS members Other cost - time spent by TransCo personnel and GAD materials as reference in the discussion Time spent by the approving body and policy department 120,000.00	3,163.71	Salaries of select GFPS members tasked to draft the GAD Policy Matrix. Computation is based on hourly rate of participants. (refer to Annex C)
12	Insufficient personnel to handle the implementation and monitoring of TransCo's GAD Plans, Programs, and Activities	Failure of some divisions of the agency to identify and monitor TransCo's GAD plans, programs and activities	Ensure the implementation and monitoring of GAD plans, programs and activities	HRAD	Monitoring of the implementation of GAD programs, projects and activities and provision of technical support to the TransCo GFPS	Two (2) dedicated COS staff hired/employed to administer, provide technical support, monitor, and undertake the implementation of TransCo's GAD plans, programs and activities	2 COS hired.	Position per personnel - Corporate Staff Specialist B Annual Salary per personnel - P517,188.00 1,034,376.00	738,848.00	Refer to Annex G.

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13	Limited awareness and knowledge on the promotion of gender sensitive workplace	Inadequate training and also there are newly hired personnel due to implementation of TransCo's re-organization	Awareness and knowledge on the promotion and cultivation of a gender-sensitive workplace	HR Training and Devt	Conduct of Gender Sensitivity Training to TransCo's new employees as well as the current employees who underwent GST training in the past 2 years	100% participation of targeted new and current employees in Gender Sensitivity Training - 300 TransCo personnel, Janitorial and Security personnel, student trainees Male- 120 Female -180	Done. Connected with trainings conducted during Women's Month (March 25-26, 2021 Male-14, Female-17) and 18-Day Campaign to End Violence Against Women. (December 10, 2021 Male - 8 Female - 19)	Budget Breakdown: Time spent by 300 TransCo personnel and GAD materials as reference in the discussion 100,000.00 Resource speakers fee 50,000.00 IEC Materials and other GAD materials 50,000.00	0.00 0.00 0.00	Shared expense with trainings conducted during 18-day Campaign to End Violence Against Women and Women's Month. (Refer to Annex D-1, E-2, E-4)
COMMENTS:										
Column 7: Jan David S. Salvador	[Mar 31 2022 2:29:24 PM]: Kindly include and specify the actual number of participants who attended the activities and their sex-disaggregated data.									
14	Limited awareness on emerging GAD issues of individual Functional Groups	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	HR Training and Devt	To conduct gender-responsive capacity development sessions for the whole corporation and for each functional group A 2-day capacity building activity One (1) day dedicated to GAD awareness with activities such as: Refresher on GAD 101, Briefer on Magna Carta for Women (RA9710) and other GAD related capacity building activities -	A 2-day capacity building activity One (1) day dedicated to GAD awareness with activities such as: Refresher on GAD 101, Briefer on Magna Carta for Women (RA9710) and other GAD related capacity building activities - 80% of Transco employees will participate in the capacity building activities	Not done due to community quarantine restrictions.	Budget Breakdown: Cost of time spent of 380 TransCo personnel and cost of resource speaker and GAD materials 500,000.00	0.00	Not done due to community quarantine restrictions.
COMMENTS:										
Column 12: Jan David S. Salvador	[Mar 31 2022 2:24:46 PM]: Kindly provide also your remarks here on why the activity was not implemented.									

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15	Strengthening of GAD FPS per RA 9710, its IRR and PCW MC No. 2011-01	Enabling mechanism on GAD mainstreaming in the agency's policies and programs	Ensure full compliance of the agency on the MCW and PCW Memo Circular		Regular meetings of the GAD FPS for planning, coordination and monitoring of the implementation of the GAD Plan and Budget	Meetings are conducted regularly - At least 2 meetings conducted by the GAD FPS	TransCo GAD FPS had 14 meetings in 2021, with the following details as follows: (a) January 26 (12 Female, 3 Male) (b) February 26 (22 Female, 8 Male) (c) March 11 (10 Female, 1 Male) (d) March 17 (20 Female, 4 Male) (e) March 25 (18 Female, 7 Male) (f) April 20 (10 Female, 1 Male) (g) August 26 (8 Female, 1 Male) (h) September 13 (8 Female, 1 Male) (i) September 17 (8 Female, 1 Male) (j) November 5 (8 Female, 1 Male) (k) November 12 (9 Female, 1 Male) (l) November 24 (2 Female) (m) November 26 (9 Female, 1 Male) (n) December 3 (17 Female, 7 Male)	Cost of meals of participants reporting at the office for November 5, 2021 meeting 1,211.00 Cost of meals of participants reporting at the office for November 12, 2021 meeting 5,603.00 Cost of meals of participants reporting at the office for November 24, 2021 meeting 795.00 Cost of meals of participants reporting at the office for December 3, 2021 meeting 11,520.00 Salaries of participants in the online meetings. Computation is equivalent to hourly rates of participants 195,551.75	1,211.00 5,603.00 795.00 11,520.00 195,551.75	Refer to Annex C.
COMMENTS:										
Column 7: Jan David S. Salvador	[Mar 31 2022 2:31:13 PM]: Kindly include and specify the actual number of participants who attended the meetings and their sex-disaggregated data.									
16	Leave Benefits Law; RA11210 100-day Expanded Maternity Leave Law; RA 8187 Paternity Leave Act of 1996; Section 8 of RA 8972 or the Solo Parents' Welfare Act of 2000; Section 18 of Magna Carta of Women/CSC Resolution No 1000432 on Special Leave Benefits for Women Employees	Multiple burden of working mothers and fathers, and solo parents in TransCo	Ensure TransCo's full compliance with the laws on leave benefits		Availment of leave benefits of qualified personnel	Leave benefits availed by qualified personnel - Leave benefits are appropriated as needed.	4 availed Maternity Leave, 1 availed Paternity Leave and 1 Personnel availed the special leave for women	488,728.23	488,728.23	Refer to Annex H.

	Gender Issue /Gad Mandate (1)	Cause of Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Organization MFO/PAP or PPA (4)	GAD Activity (5)	Performance Indicators / Targets (6)	Actual Result (Output/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost /Expenditure (9)	Remarks (10)
17	Section 5 of the City Ordinance 2357-2014 or the Gender-Fair Ordinance based on the Sexual Orientation, Gender Identity and Expression or SOGIE/ DOLE's Worker's Basic Rights/Ensuring safe space for all women and men	Need to create safe space for women and men	To ensure TransCo's full compliance with Q.C. Ordinance on provision of gender-inclusive restroom in the workplace		Maintenance of male, female and all-gender restrooms	Number of restrooms maintained - 6 male, 6 female, 1 all-gender - Restrooms are continuously maintained and disinfected.	Number of restrooms maintained - 6 male, 6 female, 1 all-gender (maintenance daily rate Php 537.00 6 days a week)	1,172,808.00	1,172,808.00	Salaries of maintenance of 7 bathrooms for 2021 equivalent to 1 hour everyday for 6 days a week. (Annex I)
ATTRIBUTED PROGRAM										
18					RIGHT OF WAY SETTLEMENT			506,100,000.00	201,401,128.50	
COMMENTS:										
Column 9: Jan David S. Salvador	[Mar 31 2022 3:04:16 PM]: After reviewing and validating your accomplished HGDDG, please adopt these correct results: The total score should be 4 or 20% attributable to the GAD budget. Amount attributed to GAD = Php 134,267,418.99									
19					MONITORING AND INSPECTION OF TRANSMISSION ASSETS AND FACILITIES OPERATED AND MAINTAINED BY THE CONCESSIONAIRE			20,563,102.94	0.00	The program is limited to virtual inspection due to community quarantine restrictions. Constructions and facilities improvements in the ecozone will be implemented in CY 2022 because the contract was signed only last December 2021.
20					COVID Response Program			8,898,669.28	4,111,185.21	
COMMENTS:										
Column 9: Jan David S. Salvador	[Mar 31 2022 2:59:20 PM]: After reviewing and validating your accomplished HGDDG, please adopt these correct results: The total score should be 11.04 or 55.2% attributable to the GAD budget. Amount attributed to GAD = Php 4,912,065.44									
SUB-TOTAL								545,590,741.20	210,382,650.57	Corporate Funds
TOTAL								545,590,741.20	210,382,650.57	

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Approved By:

ATTY. JAINAL ABIDIN Y. BAHJIN, II

President and CEO

Date