

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2021**

Sequence No.: 2022-012200

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

Total GAD Budget 534,815,854.94 **Primary Sources** 534,815,854.94

Other Sources 0.00

% of GAD Allocation: 15.78%

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

CLIENT-FOCUSED ACTIVITIES



**THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN
REVIEWED AND ENDORSED THROUGH THE GMMS**

**SUSANA H. SINGSON
GAD FPS CHAIRPERSON &
ACTING VICE PRESIDENT,
RESOURCE MANAGEMENT
SERVICES GROUP**

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



**REPORT GENERATED: 01/11/2022
PAGE 1 OF 12**

	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	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	MFO: 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 SectorMale- 30Female -40	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	Corporate Funds Corporate Funds Corporate Funds	GAD-HRMDD
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	MFO: 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.	1,716,000.00	Corporate Funds	Corporate Policy Development Review and Monitoring Division (CPDRMD)

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
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	MFO: HRAD	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
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	MFO: 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- 8Female -19	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 in the discussion 200,000.00	Corporate Funds	HRAD GAD-HRMDD



	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
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>	MFO: 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 traineesMale- 255Female -225</p> <p>100% TransCo personnel participated in one training on VAW-C conducted for TransCo personnel - 380 TransCo personnel Male- 220Female -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- 220Female -160</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 Trainer-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>Corporate Funds</p> <p>Corporate Funds</p> <p>Corporate Funds</p> <p>Corporate Funds</p>	GAD-HRMDD



	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	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	MFO: 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	100% of TransCo personnel participated in the Women's Month Celebration in accordance with PCW guidelines - 480 TransCo personnel, Janitorial and Security personnel, student traineesMale- 255Female -225 Symposium/Talk of at least 3 empowered women of TransCo or resource person to all TransCo personnel - 200 TransCo personnelMale-180Female-120 Advocacy Walk to honor the women of TransCo - 480 TransCo personnel, Janitorial and Security personnel, student traineesMale- 255Female -225	144,000.00 300,000.00 300,000.00	Corporate Funds Corporate Funds 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
7	Lack of gender perspective in TransCo's operations	Absence of TransCo GAD Policy Statement	Establishment of TransCo GAD Policy Statement	MFO: HRAD and PSDD	Conduct of workshop to develop TransCo GAD Policy Statement	Issuance of TransCo circular GAD Policy Statement	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 matts as reference in the discussion Time spent by the approving body & policy dept. 300,000.00	Corporate Funds	OP / TMG / ROWLG / RMSG
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	MFO: 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 members3 PSDD Personnel1 HOA authorized to approve policy	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	Corporate Funds	Human Resource and Administrative Dept. (HRAD) Policy and Strategy Development Department (PSDD)



	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
9	Absence of documented TransCo GAD Agenda	Non-documentation of GAD Agenda due to an ongoing review	To develop TransCo GAD Agenda	MFO: GFPS	TransCo GAD Planning Conference	Management approval of TransCo GAD Agenda - 27 GFPS Members	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	Corporate Funds	Office of the President and CEO Resource Management Services Group Transmission Management Group Right of Way and Legal Group



	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
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	MFO: 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 personnelCorporate Staff Specialist BAnnual Salary per personnelP517,188.00	1,034,376.00 60,000.00 20,000.00 650,000.00	Corporate Funds Corporate Funds Corporate Funds Corporate Funds	HRAD / GAD
						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			





	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
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	MFO: 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	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	Corporate Funds	Policy and Strategy Development Department (PSDD)
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	MFO: 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	Position per personnel - Corporate Staff Specialist B Annual Salary per personnel - P517,188.00 1,034,376.00	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
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	MFO: 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	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	Corporate Funds Corporate Funds Corporate Funds	GAD-HRMDD



	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 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	MFO: 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	Budget Breakdown: Cost of time spent of 380 TransCo personnel and cost of resource speaker and GAD materials 500,000.00	Corporate Funds	GAD-HRMDD
ATTRIBUTED PROGRAM									
15					RIGHT OF WAY SETTLEMENT		506,100,000.00	Corporate Funds	ROWMD



	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
16					MONITORING AND INSPECTION OF TRANSMISSION ASSETS AND FACILITIES OPERATED AND MAINTAINED BY THE CONCESSIONAIRE		20,563,102.94	Corporate Funds	Transmission Management Group Resource Management Services Group
SUB-TOTAL							534,815,854.94	Corporate Funds	
TOTAL GAD BUDGET							534,815,854.94		

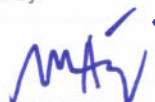
Prepared By:

Approved By:

Date



SUSANA H. SINGSON



ATTY. MELVIN A. MATIBAG

GAD FPS CHAIRPERSON & ACTING VICE PRESIDENT, RESOURCE
MANAGEMENT SERVICES GROUP

PRESIDENT AND CEO

01/10/2022