

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2022**

| | | | |
|--|------------------|--|----------------|
| Sequence No.: 2022-013317 | | | |
| 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: | 3,661,794,795.03 | | |
| Total GAD Budget | 680,550,936.49 | Primary Sources | 680,550,936.49 |
| | | Other Sources | 0.00 |
| % of GAD Allocation: | 18.59% | | |

| | 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**


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 CHAIRPERSON, GFPS AND
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 GROUP


ATTY. JINAL ABIDIN Y. BAHJIN
 PRESIDENT AND CEO



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| 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 | To benchmark GAD best practices in the energy sector | MFO: HR Training and Development | TransCo to do benchmarking through a one-day sponsored GAD conference for the energy sector to strengthen programs, activities and projects promoting women's participation and addressing gender-related issues in the sector | Documentation of best practices that can be shared to other stakeholders, Number of offices to participate- 6 (DOE attached agencies-DOE, TransCo, PSALM, NPC, NEA, PNOC) - Harmonized GAD Plans and Programs among Energy Sector participants - 70 participants from the Energy Sector *30 Males and 40 Females | Fee for the resource speakers 96,000.00 Venue and hotel accommodations 112,000.00 IEC and other GAD materials 100,000.00 Meals (600/head x 70 pax) 42,000.00 | Corporate Funds 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 towards the creation of a gender-sensitive analysis on sex-disaggregated data gathered from the Customer Satisfaction Survey | To ensure that TransCo's annual Customer Satisfaction Survey is gender-sensitive | MFO: Customer Satisfaction | Integrating gender considerations in the customer satisfaction survey | Contract with third party provider for development and execution of gender-responsive Customer Satisfaction Survey (CSS) with gender-sensitive questions | 1,716,000.00 | Corporate Funds | Corporate Policy Development Review and Monitoring Division (CPDRMD) |
| ORGANIZATION-FOCUSED ACTIVITIES | | | | | | | | | |



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| 3 | 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 ensure TransCo's full compliance with the MCW | 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 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 in by 6-boys and 6-girls of the Day Care Center Improvement of the Day Care Center's facilities | 1,034,376.00 60,000.00 20,000.00 650,000.00 | Corporate Funds Corporate Funds Corporate Funds Corporate Funds | HRAD / GAD |
| 4 | Section 37 of the Magna Carta of Women (MCW) / IRR on the "Strengthening of GAD FPS" | To ensure that TransCo's GFPS, officials and employees are kept abreast on the use of the GAD tools | To increase awareness on the use of GAD tools for proper GAD mainstreaming at TransCo | MFO: HRAD | Capacity building activity to develop competencies on the use of GAD tools | 27 GFPS members (8 Males, 19 Females) who are well-trained on the use of GAD tools | 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 |



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| 5 | 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 | To ensure TransCo's full compliance with the laws on leave benefits | MFO: HRMDD | Availment of leave benefits of qualified personnel | Number of personnel who availed of leave- Estimate of 4 total2 personnel for maternity leave plus 15 days for solo parent, 1 personnel for paternity leave, 1 personnel for special leave at median salary rate of SG 20Php51,155.00 / month | 531,000.00 | Corporate Funds | HRMDD |



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| 6 | 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>To deepen TransCo officials and employees' awareness of R.A. 9262 and other VAW-related laws</p> <p>To increase employees' awareness on women's human rights, gender equality, and women empowerment</p> | MFO: HR Training and Devt | Participation in the 18-Day Campaign to End Violence Against Women (VAW) | <p>Participation of all TransCo officials and employees in the 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>Participation of all TransCo officials and employees in one training on the 18-day campaign to end VAW in accordance with PCW Guidelines (380 TransCo personnel: Male- 220, Female -160)</p> <p>Conduct of a self-defense training (e.g. Krav Maga, Jiu Jitsu, etc.) as part of this advocacy campaign to be participated in by at least 50 women employees of TransCo</p> <p>Conduct of trainings on Anti-Sexual Harassment (ASH) Act, Magna Carta of Women (MCW), and other relevant trainings - 380 TransCo personnel (Male- 220 Female -160)</p> | <p>144,000.00</p> <p>Budget Breakdown: P600/head for 380 personnel Resource Speaker-Php32,000 Venue-Php10,000 IEC Materials-Php50,000 320,000.00</p> <p>Budget Breakdown: Meals-P600/head for 50 participants, Trainor-P10,000, Venue-P10,000, IEC Materials-P50,000 100,000.00</p> <p>Budget Breakdown: P600/head for 380 personnel, Resource Speaker-P32,000, Venue-P10,000, IEC Materials-P50,000 320,000.00</p> | <p>Corporate Funds</p> <p>Corporate Funds</p> <p>Corporate Funds</p> <p>Corporate Funds</p> | HRMDD/GAD |



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| 7 | 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 on women's rights, uphold gender equality and women empowerment | Continuous awareness on women's rights, gender equality, and women's empowerment | MFO: HR Training and Devt | Observance of Women's Month Celebration and participation in PCW-initiated/external programs and activities | <p>All TransCo personnel participated in Women's Month Celebration in compliance with the 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 to be participated in by 300 TransCo personnel, as follows: 180 Male and 120 Female</p> <p>Advocacy Walk to honor the women of TransCo, to be participated in by 100 TransCo personnel, Janitorial and Security personnel and student trainees</p> | <p>144,000.00</p> <p>300,000.00</p> <p>Budget breakdown: Meals - P200/ person, walking apparel with advocacy message and/or IEC materials - P1500/employee 170,000.00</p> | <p>Corporate Funds</p> <p>Corporate Funds</p> <p>Corporate Funds</p> | HRMDD/GAD |



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| 8 | Absence of documented TransCo GAD Agenda and lack of gender perspective in TransCo's operations | Delayed documentation of GAD Agenda and absence of TransCo's GAD Policy Statement | Documentation of TransCo's GAD Agenda and establishment of TransCo's GAD Policy Statement | MFO: GFPS, HRAD, and PSDD | Conduct of a workshop to develop TransCo's GAD Agenda and Policy Statement | Documentation of TransCo GAD Agenda and issuance of TransCo Circular on GAD Policy Statement, TARGET Implementation: 1st Semester 2022 - Number of Participants - 27 GFPS members (Women: 19- Men: 8) | Budget Breakdown: Meals-600/head per day for 27 GFPS members-2 days, 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 | Corporate Funds | Office of the President & CEO (OP) / Transmission Management Group (TMG) / ROW & Legal Group (ROWLG) / Resource Management Services Group (RMSG) |
| 9 | Absence of Gender Fair Language Use Policy | Delayed documentation of TransCo's Implementation of Gender Fair Language in the workplace | To strengthen the use of Gender Fair Language at the workplace | MFO: HRAD and PSDD | Consultation meetings between Policy and Strategy Development Department and GFPS members for the creation of the Gender Fair Language Use Policy | Number of policy issued - 1- Number of Participants: 27 GFPS members (Women: 19 Men: 8) | 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) and Policy and Strategy Development Department (PSDD) |
| 10 | 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) | Allocation of 1 lactation room | To ensure TransCo's full compliance with MCW | MFO: HRAD | Maintenance of a lactation room to ensure the best care for mothers and their infants | Number of lactation room maintained - 1 room Number of mothers estimated to avail - 2 to 4 personnel Documented survey to measure level of satisfaction | 100,000.00 | Corporate Funds | HRAD / GSD |



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| 11 | Lack of a policy matrix that specifically evaluates GAD Plans and Programs | Gender mainstreaming and GAD integration not yet fully implemented in TransCo's Plans, Programs, and Activities | Enhanced performance and implementation of GAD-mandated roles and responsibilities | MFO: GFPS and PSDD | The Policy Strategy and Development Department shall review existing policies and effect revisions, if necessary, to ensure that TransCo's policies are consistent with GAD-related laws and emerging issues | Creation of GAD Policy Matrix to serve as basis in assessing and revising internal policies in order to make them gender-sensitive. Target completion of matrix - Second Quarter of 2022 | Budget Breakdown: Meals - P600/head per day for 27 GFPS members. Other costs: Time spent by TransCo personnel/Approving body/PSDD as well as GAD materials as reference in the discussion 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 | Limited monitoring and implementation of TransCo's GAD Plans, Programs, and Activities | To ensure the implementation and monitoring of GAD Plans, Programs, and Activities | MFO: HRAD | Continuous monitoring and implementation of GAD PAPs | Number of COS staff hired - 2 | Corporate Staff Specialist B, Applicable annual salary of all relevant personnel - P517,188.00 1,034,376.00 | Corporate Funds | HRMDD/GAD |
| 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 | To cultivate 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: P2,500/head per day for 30 TransCo personnel, Other costs -venue and time spent by TransCo personnel, GAD materials as reference in the discussion 200,000.00 Resource speakers fee 150,000.00 Venue 150,000.00 IEC Materials and other GAD materials 150,000.00 | Corporate Funds Corporate Funds Corporate Funds Corporate Funds | GAD-HRMDD |



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| 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 Development | 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 Course on GAD 101, Briefer on Magna Carta for Women (R.A. 9710) 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: Meals-P600/head per day for 380 TransCo personnel, Honorarium of resource speaker, GAD materials, Rental fee for the venue 1,300,000.00 | Corporate Funds | GAD-HRMDD |
| 15 | 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 | Lack of safe space for all women and men | To ensure TransCo's full compliance with Q.C. Ordinance on provision of gender-inclusive restroom in the workplace | MFO: GSD | Maintenance of male, female and all-gender restrooms | Number of restrooms maintained - 7 (6 male, 6 female, 1 all-gender) - Janitorial daily rate is Php537.00, Estimate of 1 hour (allotted for daily maintenance of restroom with some extensions)P537 x 313 days x 7 restrooms) | 1,177,000.00 | Corporate Funds | GSD |
| ATTRIBUTED PROGRAM | | | | | | | | | |
| 16 | | | | | Right of Way Settlement | | 656,560,000.00 | Corporate Funds | ROWMD |
| 17 | | | | | Monitoring and Inspection of the Transmission Assets and Facilities which are being Operated and Maintained by NGCP | | 13,130,184.49 | Corporate Funds | Transmission Management Group Resource Management Services Group |
| SUB-TOTAL | | | | | | | 680,550,936.49 | Corporate Funds | |
| TOTAL GAD BUDGET | | | | | | | 680,550,936.49 | | |



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| Prepared By: | Approved By: | Date |
| MARIA THERESA L. LARANANG | ATTY. JAINAL ABIDIN Y. BAHJIN II | 04/20/2022 |
| Chairperson, GFPS and Vice President, Resource Management Services Group | President and CEO | |

