

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2023**

Sequence No.: 2023-000862				
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:	5,315,000,000.00			
Total GAD Budget	1,424,706,162.25	Primary Sources	1,424,706,162.25	
		Other Sources	0.00	
% of GAD Allocation:	26.81%			

	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 ACCEPTED THROUGH THE GMMS

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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 GAD practices that can be shared to other stakeholders - Number of energy-related agencies participated in the activity - 6 (DOE attached agencies-DOE, TransCo, PSALM, NPC, NEA, PNOC), No. of energy-related flagship programs/projects subjected to Harmonized GAD Guidelines, Number of participants from the Energy Sector - 70 participants- 30 Males and 40 Females	Fee for the resource speakers 50,000.00 Venue and hotel accommodations 100,000.00 IEC and other GAD materials 100,000.00 Meals (600/head x 70 pax) 42,000.00 GFPS Salary Attribution (8 hours) 114,869.20	Corporate Funds Corporate Funds Corporate Funds Corporate Funds	GAD-HRMDD



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2	Magna Carta of Women (MCW) Section Implementing Rules and Regulations (IRR) Right to Information (Section 29)	Lack of sector-based IEC materials developed by TransCo	Increased GAD IEC materials developed by TransCo and distributed to various key stakeholders	MFO: GAD IEC Materials for Stakeholders	1) Conduct of data gathering and meetings in preparation for the development of IEC materials, 2) Development of organic IEC materials audit, digitization of current IEC materials, and development of sector-specific IEC materials, 3) Pre-testing of IEC materials, 4) Release of IEC Materials as recommended by PCW	Development of sector-specific GAD IEC Materials for both TransCo personnel and external stakeholders - 1) Database on IEC materials established, 2) No. of sector-specific IEC materials designed, developed, and tested, 3) No. of generic GAD Materials recommended for PCW-led events	1,578,598.00	Corporate Funds	GFPS, PSDD, HRMDD, Program Implementers



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3	Insufficient collection and use of age and sex-disaggregated data of TransCo clients for strategic gender-sensitive responses or services	Limited integration of GAD perspectives in the conduct of Customer Satisfaction Survey (CSS)	TransCo GAD Mechanisms and GAD perspectives are well-integrated in the design of questions in the CSS	MFO: Customer Satisfaction	1) Review of current CSS questions, 2) Consultation with third-party provider for the formulation of GAD questions to be integrated in the CSS3) Submission of proposed GAD questions to Management and GCG	Rating on GAD-related questions in the Customer Satisfaction Survey- Rating on GAD-related questions in the Customer Satisfaction Survey based on the following parameters: a) Fair treatment of stakeholdersb) Information dissemination on GADc) Facilities	700,000.00	Corporate Funds	Corporate Policy Development Review and Monitoring Division (CPDRMD)



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4	Lack of participation of key stakeholders in the GAD efforts of TransCo	Limited capacity of GFPS to engage stakeholders in GAD Programs and Activities	Percentage increase in participation of key stakeholders in TransCo's GAD PAPs and Activities-1) 17 ECs and DUs (Sub-transmission)2) 43 locators in PEZA Baguio3) 1,935 ongoing ROW claimants 4) 52 Renewable Energy Developers (REDs)	MFO: Stakeholder consultation for GAD PAPs	Establishment of SDD and building of stakeholders' database (One database organized and developed)-1) 17 ECs and DUs (Sub-transmission), 2) 43 locators in PEZA Baguio, 3) 1,935 ongoing ROW claimants, 4) 52 Renewable Energy Developers (REDs)	Establishment of SDD and building of stakeholders' database - 1) Building of key stakeholders' directory2) Profiling of key stakeholders' and conduct of SDD	GFPS Program Implementers Salary Attribution (22 days) 725,032.00	Corporate Funds	GFPS, PSDD, HRMDD, Program Implementers

ORGANIZATION-FOCUSED ACTIVITIES



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5	Section 25 of the Magna Carta of Women (MCW) / IRR on the provision of family health services and facilities	Lack of dedicated space for breastfeeding personnel and external clients.	To ensure TransCo's full compliance with MCW	MFO: HRAD	Dedicated room for lactating mothers to address the need for breastfeeding and/or milk extraction Maintenance and improvement of a lactation room to ensure the best care for mothers and their infants.	Presence of Lactation Station - 1 lactation room maintained Level of satisfaction - 80-100% satisfaction of services Number of mothers estimated to avail - 2 to 4 mothers estimated to avail	Maintenance and improvement 162,000.00	Corporate Funds	HRAD



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6	Section 37 of the Magna Carta of Women (MCW) / IRR on the "Strengthening of GAD FPS"	Gender mainstreaming not yet fully implemented in TransCo's Plans, Programs, and Activities	To ensure that TransCo's GFPS, officials and employees are kept abreast on the use of the GAD toolsTo ensure gender perspective is mainstreamed within the agencyTo ensure implementation, monitoring and evaluation of GAD PPAs are at par with PCW's issuances and guidelines.	MFO: HRAD, OVP-RMSG/Gender and Development	Capacity building activity to develop competencies on the use of GAD toolsEnsuring gender mainstreaming through the issuance of relevant policies Conduct of regular meetings for implementation, monitoring and evaluation of GAD PPAs	No. of GFPS members actively participating in GAD-related activities- 32 GFPS members (9 Males, 23 Females) are well-trained on the use of GAD tools such as the GFPS Functionality Assessment Tool, GMEF and HGDG32 GFPS members (9 Males, 23 Females) regularly attend meetings and GAD-related activities	GFPS Salary Attribution (projected : 1-hour monthly meeting for 12 months 10 hours of workshop/training) 332,866.38 Venue/Meals 176,000.00 Fee for Resource Speakers 162,000.00 IEC and other GAD materials 148,000.00	Corporate Funds Corporate Funds Corporate Funds Corporate Funds	HRMDD, OVP-RMSG/Gender and Development



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7	Section 37 of the Magna Carta of Women (MCW) / IRR on the "Strengthening of GAD FPS"	Gender mainstreaming not yet fully implemented in TransCo's Plans, Programs, and Activities	To ensure GAD Plans and Budget are at par with PCW's issuances and guidelines. To ensure that GAD PPAs are responsive to the gender issues raised by internal and external stakeholders.	MFO: HRMDD, OVP-RMSG/Gender and Development	GAD Planning Conference	No. of GFPS members actively participating in Planning Conference- 30 GFPS members (8 Males, 21 Females) attended Planning Conference 2024 GAD Plan and Budget approved by head of Agency	Fee for the resource speakers 64,000.00 IEC and other GAD materials 100,000.00 Venue/Meals 104,000.00 GFPS Salary Attribution (8 hours) 121,042.32	Corporate Funds Corporate Funds Corporate Funds Corporate Funds	HRMDD,OVP-RMSG/Gender and Development
8	Section 37 of the Magna Carta of Women (MCW) / IRR on the "Strengthening of GAD FPS"	Insufficient personnel to handle the implementation and monitoring of TransCo's GAD Plans, Programs, and Activities	To ensure the full implementation and monitoring of GAD Plans, Programs, and Activities	MFO: HRMDD, Gender and Development	Continuous monitoring and implementation of GAD PAPs through hiring/maintaining of COS personnel dedicated on GAD PAPs	Number of COS staff hired - 2 Personnel	Corporate Staff Specialist B (Applicable annual salary of all relevant personnel - P,552,384.00) 1,104,768.00	Corporate Funds	HRMDD, Gender and Development



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9	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	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	Presence of male, female and all-gender restrooms	Presence of male, female and all gender restrooms - 7 bathrooms maintained (6 male, 6 female, 1 all-gender)	Janitorial daily rate is Php 607.00 Estimate of 1 hour (allotted for daily maintenance of restroom with some extensions)P570 x 313 days x 7 restrooms) 1,329,937.00	Corporate Funds	HRAD
10	CSC Memorandum Circular No. 11, s. 2021 (Revised Administrative Disciplinary Rules on Sexual Harassment Cases)	Lack of regular reporting mechanism of ASH cases	To ensure annual reporting of ASH cases is institutionalized	MFO: CODI Secretariat	Maintenance of database of ASH cases	Annual Report of number of ASH cases reported to the Committee on Decorum and Investigation on Sexual Harassment (CODI)- One annual report of ASH cases reported to the head of agency	0.00	Corporate Funds	HRMDD



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11	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)	Lack of capacity to address practical gender needs of TransCo employees	Full compliance with the Magna Carta for Women and to alleviate multiple burden of mothers as primary caretakers.	MFO: HRMDD, OVP-RMSG/Gender and Development	Presence of the Day Care Center for employees' children aged 3- 5.11 years old	No. of children enrolled - 6 - 12 children of TransCo employees	Seminar for Parents 94,000.00 Family Day 40,000.00 Annual salary of 2 full-time day care teachers hired to teach 3-6 year old children of TransCo employees/relatives. (Annual salary per personnel - P517188.00) 1,104,768.00 Outdoor Activity 20,000.00 Moving-Up Ceremony 44,000.00 Improvement of equipment and materials for DCC 654,913.07 Improvement of the Day Care Center's facilities (Refurbishment) 1,043,000.00	Corporate Funds Corporate Funds Corporate Funds Corporate Funds Corporate Funds Corporate Funds	HRMDD, Gender and Development



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12	Observance of the 18-Day Campaign to End Violence Against Women (VAW) pursuant to R. A. No. 10398	Insufficient knowledge on the issues, causes, and concerns related to Violence Against Women (VAW), including laws that address VAW. Insufficient knowledge of both women and men employees of TransCo on women's rights and privileges and inadequate program for gender-related capacity building in TransCo.	To deepen TransCo officials and employees' awareness of R.A. 9262 and other VAW-related laws. To increase employees' awareness on women's human rights, gender equality, and women empowerment.	MFO:HR Training and Development	Participation in the 18-Day Campaign to End Violence Against Women (VAW)	No. of TransCo personnel, janitorial personnel, security personnel and other external stakeholders - Estimated participation of 450 employees, janitorial, security personnel and other external stakeholder (201 female, 249 male and 17 external stakeholder)	Participation in Observance of 18-Day Campaign to End VAW 176,750.00 Self-Defense Training 112,000.00 Training on Laws Against Gender-based Violence 350,000.00 Training related to the 18-Day Campaign to End VAW 206,000.00	Corporate Funds Corporate Funds Corporate Funds Corporate Funds	HRMDD, OVP-RMSG/Gender and Development



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13	Section 5 of Quezon City Ordinance 2357-2014 or the Gender-Fair Ordinance based on the SOGIE	Lack of safe space for all genders	Full compliance with Quezon City Ordinance 2357-2014	MFO: Gender and Development and Human Resources Management Development Division	Provision of platforms / venue for all genders through the EEOP Policy, Code of Conduct, Circular on Gender-Fair Language and through activities such as an orientation on Sexual Orientation, Gender Identity and Expression (SOGIE) and the Advocacy	No. of personnel attended the advocacy run - 100 personnel attended the advocacy run No. of personnel oriented on SOGIE and GEDSI- 40 personnel oriented	Gender Sensitivity Training/ Orientation on SOGIE (Honorary and Training Meals) 350,000.00 GEDSI/SOGIE Advocacy Run (Meals and IEC Materials) 215,000.00	Corporate Funds Corporate Funds	Gender and Development/OVP-RMSG, HRMDD



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14	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 deepen awareness on women's rights, uphold gender equality and promote women empowerment	Continuous awareness on women's rights, gender equality, and women's empowerment	MFO: HRMDD, OVP-RMSG/Gender and Development	Observance of Women's Month Celebration and participation in PCW-initiated/external programs and activities	No. of TransCo personnel and external stakeholders who participated in Women's Month Celebration- Estimated participation of 450 employees, janitorial, security personnel and other external stakeholder (201 female, 249 male and 17 external stakeholder)	Symposium/Talk 196,000.00 Participation in Women's Month Celebration 176,750.00	Corporate Funds Corporate Funds	HRMDD, OVP-RMSG/Gender and Development



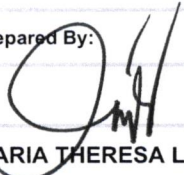
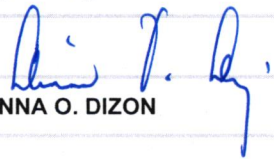
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15	Leave Benefits Law; RA11210 100-day Expanded Maternity Leave Law; RA 8187 Paternity Leave Act of 1996; Section 8 of RA 8972 or the Solo Parents' Welfare Act of 2000; Section 18 of Magna Carta of Women/CSC Resolution No 1000432 on Special Leave Benefits for Women Employees/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	Lack of support for women with special medical needs, parents and solo parents	Full compliance to GAD-related Laws and Issuances	MFO: HRAD	Implementation of leave benefits of qualified personnel	Number of personnel who availed of leave (estimated)- 2 personnel for maternity leave, 1 personnel availing maternity leave with 15 days for solo parent, 1 personnel for paternity leave, 2 personnel for special leave at median salary rate of JG 10 Php 39,456.00 / month	Estimate availment of leaves 819,608.73	Corporate Funds	HRMDD



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16	Limited awareness on emerging GAD issues of individual Functional Groups	Insufficient venues/ opportunities in the conduct of capacity development sessions for TransCo Employees	To capacitate the women and men personnel on general GAD MandatesTo capacitate program implementers in gender mainstreaming to insure programs, projects and activities of the corporation are gender-responsive	MFO: HR Training and Development	One day capacity-building training activity on relevant GAD tools for program implementers One day activity on gender-fair language, GAD Laws, GAD Orientation, Gender Sensitivity Training, etc.	100% participation of targeted current employees and program implementers - Male195 Female163	Meals/Venue 220,000.00 IEC Materials and other GAD materials 50,000.00 Resource Speakers 80,000.00	Corporate Funds Corporate Funds Corporate Funds	HRMDD, OVP-RMSG/Gender and Development
ATTRIBUTED PROGRAM									
17					Right-of-Way (ROW) Settlement		1,294,560,000.00	Corporate Funds	ROWMD
18					Monitoring and Inspection of the Transmission Assets and Facilities which are being Operated and Maintained by NGCP		27,551,018.72	Corporate Funds	TMG and RMSG
19					Small Island Grid System Operations		57,899,394.44	Corporate Funds	UMD, SIGSO


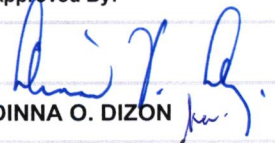


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20					Health and Wellness Program		11,581,608.89	Corporate Funds	HRMDD
21					PEZA-Baguio		19,946,237.50	Corporate Funds	UMD
SUB-TOTAL							1,424,706,162.25	Corporate Funds	
TOTAL GAD BUDGET							1,424,706,162.25		

Prepared By:	Approved By:	Date
		
MARIA THERESA L. LARANANG	DINNA O. DIZON	
Chairperson, GFPS and Vice President, Resource Management Services Group	Officer-in-Charge, President and CEO	07/16/2023



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20					Health and Wellness Program		11,581,608.89	Corporate Funds	HRMDD
21					PEZA-Baguio		19,946,237.50	Corporate Funds	UMD
SUB-TOTAL							1,424,706,162.25	Corporate Funds	
TOTAL GAD BUDGET							1,424,706,162.25		

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Chairperson, GFPS and Vice President, Resource Management Services Group	Officer-in-Charge, President and CEO	07/16/2023

