ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT FY 2022

Reference: Endorsed GPB #2022-013	317			Date Endorsed: Apr 20, 2022
Organization: National Transmission (Corporation			Organization Category: National Government, Government-Owned and Controlled Corporation
Organization Hierarchy: Department	of Energy, National T	ransmission Corporation		
Total Budget/GAA of Organization:	3,661,794,795.03			
Actual GAD Expenditure	263,990,202.89	Original Budget	680,550,936.49	
		% Utilization of Budget	38.79	
% of GAD Expenditure:	7.21%	general en en la servici como de entre en estado de la como de la como de entre en entre entre en entre entre en entre entre en entre entr		

Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
1	2	3	4	5	6	7	8	9	11	12
					CLIENT-FOCUSE	ED ACTIVITIES				
Section 37 of the Magna Carta of Women (MCW) / 1Rn or the "Strengthening of GAD FPS" and limited GAD Models in the Energy Section 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 sportsored CAD and the sport of the sport of 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, MPC, NEA, PNOC). Harmonized GAD Plans and Programs among Energy Sector participants - 70 participants from the Energy Sector 130 Males and 40 Females	Not done. A few days prior to the event, the resource speaker backed out due to other commitments. No other resource speaker is available for the event.	Fee for the resource speakers 96,000.00 Corporate Funds Venue and hotel accommodations 112,000.00 Corporate Funds IEC and other GAD materials 100,000.00 Corporate Funds Meals (600/head x 70 pax) 42,000.00 Corporate Funds	0.00 Corporate Funds 0.00 Corporate Funds 0.00 Corporate Funds 0.00 Corporate Funds	GAD-HRMDD	Not Done.
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	Conduct of 2022 Customer Satisfaction Survey was done by the Development Academy of the Phillippines and was concluded on 28 February 2023. Gender perspective was integrated within survey.	1,716,000.00 Corporate Funds	539,828.80 Corporate Funds	Corporate Policy Development Review and Monitoring Division (CPDRMD)	Done. Attached is the portion on gender and developmenthe Customer Satisfaction Survey for both CY 2021 and 2022.
	/GAD Mandate 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 Insufficient collection and use of age and sex-disaggregated data of TransCo clients for strategic gender-ensitive responses or	1 2 Section 37 of the Magna Carta of Women (MCWr) / IRR on the "Strengthening of GAD FPS" and limited GAD Models in the Energy Sector in relation to TransCo's mandate Insufficient collection and use of age and sex-disaggregated data of TransCo clients for strategic gender-sensitive responses or sex-disaggregated data of services.	Section 37 of the Magna Carta of Women (MCWI) / IRR on the Energy Sector in relation to TransCo's mandate Insufficient collection and use of age and sex-disaggregated data of TransCo clients for strategic gender-sensitive responses or services of the services of the services of the services of a strategic gender-sensitive responses or services of the services of the services of the services of a strategic and sex-disaggregated data of transCo clients for strategic gender-sensitive responses or services of the services o	Section 37 of the Magna Carta of Wormen (MCVV) / IRR on the Energy Sector in relation to TransCo's mandate Strengthening of GAD P9S' and limited GAD Models in the Energy Sector in relation to TransCo's mandate Insufficient collection and use of age and sex-disaggregated data of TransCo's collection and use of age and sex-disaggregated data of TransCo's collection and use of age and sex-disaggregated data of TransCo's collection and use of age and sex-disaggregated data of TransCo's collection and use of age and sex-disaggregated data of sex-disaggregated data of sex-disaggregated data of sex-disaggregated data gathered from the Customer Satisfaction Survey is gender-sensitive	Section 37 of the Magna Carta of Women (MCW) / IRR on the Energy Sector in relation to TransCo's mandate Insufficient collection and use of age and sex-disaggregated data of TransCo and sex-disaggregated data of TransCo in sex-disaggregated data of TransCo in sex-disaggregated data gathered from the Customer services of the care analysis on sex-disaggregated data gathered from the Customer services Statement / (AGD Objective MFO) PAP or PPA 4 5 To benchmark GAD best practices in the energy sector in relation to TransCo's mandate To benchmark GAD best practices in the energy sector in relation to TransCo's mandate TransCo's mandate To benchmark GAD best practices in the energy sector in services in the energy sector in relation to TransCo's mandate TransCo's mandate To ensure that TransCo's MFO: Customer Satisfaction Survey is gender-sensitive responses or sex-disaggregated data gathered from the Customer Satisfaction Survey is gender-sensitive analysis on sex-disaggregated data gathered from the Customer Satisfaction Survey is gender-sensitive analysis on sex-disaggregated data gathered from the Customer Satisfaction Survey is gender-sensitive analysis on sex-disaggregated data gathered from the Customer Satisfaction Survey is gender-sensitive analysis on sex-disaggregated data gathered from the Customer Satisfaction Survey is gender-sensitive analysis on sex-disaggregated data gathered from the Customer Satisfaction Survey is gender-sensitive analysis on sex-disaggregated data gathered from the Customer Satisfaction Survey is gender-sensitive sensitive sensiti	Insufficient collection and use of age and sex-disaggregated data of TransCo's mandate Insufficient collection and use of age and sex-disaggregated data of TransCo and sex-disaggregat	Insufficient collection and use of age and sex-disaggregated data of TransCo's mandate Insufficient collection and use of age and sex-disaggregated data of TransCo and sex-disaggregated data of	Statement GAD Mandate 1 2 3 3 4 5 6 7 8 8 Section 37 of the Magna Carta Women (MCW) / IRR on the "Strengthening of GAD FPS" and Energy Sector in relation to TransCo's mandate TransCo's mandate Insufficient collection and use of age and sex-disaggregated data of TransCo collection and use of age and sex-disaggregated data of TransCo as sex-disaggregated data of TransCo's promoting resortions or a gender-sensitive responses or services. Statement (ADAD Objective Supposed Mandate) MOPP or PRA Statement (ADAD Objective Supposed Mandate) MOPP or PRA Statement (ADAD Objective Supposed Mandate) MOPP or PRA Statement (ADAD Objective Supposed Mandate) TransCo's mandate TransCo's mandate December 1 2 2 3 3 4 5 5 6 7 7 8 8 CLIENT-FOCUSED ACTIVITIES CLIENT-FOCUSE	Section 37 of the Magna Carto of Every Sector in relation to TransCo's mandate TransCo's	Institution of the Margin Card of Mandale (MCVV) (IRR on the Strengthering of GAD Entry (IRR) of the Margin Card of Margin Car

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RA11210 100-day Expanded Maternity Leave Law, FA 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 1000437 on Son	Section 37 of the Magna Carta of Women (MCVN) JRRs on the "Strengthening of GAD FPS"	Gender have GAD Mandates GAD Mandate Seedon 25 of the Magna Carts of Women (MCM) JiPR on the provision of family health services and facilities
Multiple burden of working mothers and lathers, and solo parents in TransCo	To ensure that TransCo's GFPS, officials and employees are kept abreast on the use of the GAD tools	Cause of Gender lause 2 Multiple burden of working women in TransCo
To ensure TransCo's full compliance with the laws on leave benefits	To increase awareness on the use of GAD tools for proper GAD mainstreaming at Trans/Co	Own result (Ashament (Asha
MFO: HRMDD	MEO; HRAD	Relevent Organization MFO/PAP or PPA 4 MEO: HRAD
Availment of leave benefits of qualified personnel	Capacity building activity to develop comprehencies on the use of GAD tools	GAD Activity 5 Maintenance of the Day Care Center for employees children aged 3-8 years old
Number of personnel who availed of leave. Estimate of 4 bializ 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 \$0 20Php51; 155.00 / month	27 GFPS members (8 Males, 19 Females) who are well-trained on the use of GAD tools	Performance Perfor
Number of personnel who valued of leave th total (proben down as lightness 4 personnel for materialy leave, 3 personnel for paterialy leave, 2 personnel for special leave 1 personnel who are alread both materialy leave and special leave brankt for warmen	Done, a. F.CRA Webinar on GA Tools conducted on March 52, 2022 (Registration Fee and Salary Attribution) 10 females and 2 malests, H.DGD Training conducted from August 16 - 18, 2022 (Honoranium, Meals and Salary Attribution) 24 females and 51 males - C.C.p. of Hambar of Training on September 19, 2022 (Honoranium, Meals and Salary Attribution) 17 females and 5 males 4 females and 5 males 5 females and 5 males 5 females and 5 males 5 females and 5 females	Actual Seault Ac
531,000.00 Corporate Funds	Budget Braskdown: Meals-600/head per day for 27 GFPs members Other cost: - venue and films members of the TransCo-personnel and GAD materials as reference in the 200,000.00 Corporate Funds	Approved Agency Approved Agency Approved Budget a 1,034,378.00 Corporate Funds 60,000.00 Corporate Funds 50,000.00 Corporate Funds 650,000.00 Corporate Funds
1,643,320,45 Corporate Funds	154,657,19 Corporate Funds	Accust Cost Rependiture 9 471,854,61 Corporate Funds 0,00 Corporate Funds 0,00 Corporate Funds 0,292,90 Corporate Funds
HRMOD	HEAD / GAD-HEMOD	Reapposition UnitOffice 11 HRAD / GAD
Once Estimated budget is based on the median salary rate of personnel and the jumber of personnel who availed the freetonnel and the jumber of personnel who availed the personnel person of the perso	Done, a. FORA Webinar on GA Todis conducted on March 25, 2022 (DV 198749) strated expense with linin on Capacity Development Seasitist for individual functional groups since the GFPS was joined by key program point persons (teim 14); Salary Attribution of GFPS for training conducted from August 16 : 18, 2022 (DV 19862 and DV 198742) shared expense with lem on Capacity Development Seasition for midriguidual functional groups since the GFPS was joined by key program point persons (teim 14)d. Cont. of HGDG Talming on September 19, 2022 (DV 19825)) shared expense with lem on Capacity Development Seasition for midriguidual functional groups since the GFPS was joined by key program point persons (teim 14) e. Honorarium for Seasition for midriguidual functional groups since the GFPS was joined by key program point persons (teim 14) e. Honorarium for Seasition for midriguidual functional groups since the GFPS was joined by Key program point persons (teim 14) e. Honorarium for Seasition for midriguidual functional groups since the GFPS was joined by Key programs and Functivities (September 23 and Cochoet 10) hpp. 85, 250 (Df. Training Medias for Workstop on Gender Amplies using the Enhanced Gender For 221 and 2022 (DV 19925) pp. 37, 100 Gy Salany Authoration for September 29, 2022 (DV 19925) pp. 37, 100 Gy Salany Authoration for September 29, 2022 (DV 19925) pp. 37, 100 Gy Salany Authoration for September 29, 2022 (DV 19925) pp. 37, 100 Gy Salany Authoration Gender 10, 2022 (DV 19925) pp. 37, 100 Gy Salany Authoration for September 29, 2022 (DV 19925) pp. 37, 100 Gy Salany Authoration of Cochoet 10, 2022 (DV 19925) pp. 37, 127, 200 GV Salany Authoration for September 18, 2022 (DV 19925) pp. 37, 127, 200 GV Salany Authoration for September 18, 2022 (DV 19925) pp. 37, 127, 200 GV Salany Authoration for September 18, 2022 (DV 19925) pp. 37, 127, 200 GV Salany Authoration for September 18, 2022 (DV 19925) pp. 37, 127, 200 GV Salany Authoration for September 18, 2022 (DV 19925) pp. 37, 127, 200 GV Salany Authoration for Sept	Remarks 12 Partially Done.

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Absence of Cendar Fair Language Use Policy	Absence of documented TransCo AAA Agenda and lack of gender perspective in TransCo's operations	Observance of Women's Month pursuant to Proclamation Nos. 224 and 272 is 1988 and R.A. No 6449 s. 1990	Observance of the 18-Day Campaign to End Volence Against Women (VAW) pursuant to R. A. No. 10388		Gender Issue /GAD Mandate
Delayed documentation of TransCo's implementation of Gender Fair Language in the workplace	Delayed documentation of GAD Agenda and absence of TransCo's GAD Policy Statement	Participation in the Women's Month Celebration to spread awareness on women's rights, uphold gender equality and women empowerment women empowerment	Insufficient knowledge on the issue, causes, and concerns related to Volence Against Women (VAW), Induding laws that address the issue of VAW that address of both famile and privileges of both famile and male employees and madequate program for gender-related agracity building in TranscCo	2	Cause of Gender issue
To strengthen the use of Gender Fair Language at the workplace	Documentation of TransCos GAD Agenda and satiablishment of TransCos GAD Policy Statement	Continuous awareness on women's rights, gender equality, and women's empowerment	To deepen TransCo- officials and employees awareness of R. A. 2022 and other VAVI-related laws. To increase employees awareness on womeness awareness on womeness equality, and women employeement	ω	Statement /GAD Objective
MFO: HRAD and PSDD	MFO: GFPS, HRAD, and PSDD	MFO: HR Training and Devt	MFC; HR Training and Dext	4	Relevant Organization MFO/PAP or PPA
Consultation meetings between Policy and Strategy Development, and Oppartment and GFPS members for the creation of the Comder Fair Language Use Policy	Conduct of a workshop to develop TransCor 3 GAD Agenda and Policy Statement	Observance of Women's Month Collebration and gardedistion in PolyMinitated external programs and activities	Participation in the 18-Day Campaign to Early Violence Against Women (VAW)	5	GAD Activity
Number of policy issued: 1. Number of Participants: 27 GFP members (Women: 19 Men: 9)	Documentation of TransCo GAD Agenda and Issuance of TransCo Circular on GAD Pedy Statement, TARGET Implementation: 1st Semester 2022: Number of Participants - 27 GPPS members (Women: 19-Men: 8)	All TransCo personnel participated in Women's Month Celebration in compliance with the PCW Guidelines - 480 TransCo personnel, Janitorial and Security personnel, suddent trainees. Male: 255, Fernale: -225 Symposium/Talk of at least 3 Symposium/	Participation of all TransCo officials and employees in the 15-day camabap in Avivano and the Popular Charles of the 15-day camabap in Avivano and the 15-day camabap in Avivano and the 15-day camabap in the 15-day camabap and Security personnel, student trainees, Maler 255, Fernale Participation of all TransCo officials and employees in one training on the 18-day camabap to and Valva in accordance with PCW Guidelines (380 TransCo personnel Maler 220, Fernale -160) Conduct of a self-adelines training a participated in by at least 50 women employees of TransCo personnel (MSH), and other relevant Conduct of trainings on Anti-Sacual Vaninings - 380 TransCo personnel trainings - 380 TransCo personnel trainings - 380 TransCo personnel trainings - 380 TransCo personnel (MSH), and self-adelines (Maler 220 Fernale -160)	6	refrormance Indicators Hargets
Number of policy issued: 1 Number of online IEC malerials produced on Gendus-Fair Language: 2 Number of Participants - 8 (6 females and 2 males)	Oone. Workshop conducted on October 26-27, 2022 and participated in by 20 GFPS members and 12 program implementers. 26 female and 7 male.	Done. Participation of 359 employees (156 female, 203 mela)and conducted NAMIC 2022 activities in PEZA. Bagulo on 22 Mear 100 2022 from 930 AM. 4.30 pM attended by 7 female and 12 male participants. Done. Symposium held on March 06, 2022 and was participated by 179 employees. (104 female and 75 male) Done. Activity held on March 31, 2022 and wasparticipated in by 73 female and 61 male employees.	Done, Participation of 450 melboyers, jaminosid security personnel and other actumal stakeholders, Q10 female 249 male, and 17 existence stakeholders, In another swent, the GFPS in participation with the TransCo. Late Transcription of Proundstion, Inc., conducted an outmetch program on December 12, 2022 with Tenhanon Statustian of Mahalia, The outreach program includes an information of the school of the program includes an information of the school of the program includes an information of Mahalia. The outreach program includes an information dissemination on the St-Doy Campaign Kick-CPII Ceremony and female Transcromstathers Psychological Frest Ald on November 125, 2022 (1974), and 1774 female amployees of Movember 25, 2022 (1974), and 1774 female amployees on November 25, 2022 (1974, 430 PM), was alterided by 17 female amployees. (2) Oxine, Self-Defense on November 25, 2022 (1974, 430 PM), was alterided by 17 female amployees. (2) Oxinetation for new members of Movember 1, 2002 (Paperson Oxinetation for new members of Movember 2, 2002 (Paperson Oxinetation for new members of Movember 2, 2002 (Paperson Oxinetation for new members of Movember 2, 2002 (Paperson Oxinetation for new members of Movember 2, 2002 (Paperson Oxinetation for new members of Movember 2, 2002 (Paperson Oxinetation for new members of Movember 2, 2002 (Paperson Oxinetation for new members of Movember 2, 2002 (Paperson Oxinetation for new members of Movember 2, 2002 (Paperson Oxinetation for new members of Movember 2, 2002 (Paperson Oxinetation for new members of Movember 2, 2002 (Paperson Oxinetation for new members of Movember 2, 2002 (Paperson Oxinetation for new members of Movember 2, 2002 (Paperson Oxinetation for new members of Movember 2, 2002 (Paperson Oxinetation for new members of Movember 2, 2002 (Paperson Oxinetation for new members of Movember 2, 2002 (Paperson Oxinetation for new members of Movember 2, 2002 (Paperson Oxinetation for new memberson Movember 2, 2002 (Paperson Oxinetation for new memberson Movember 2, 2002 (Paperso	7	Actual Result (OutputalOutcomes)
Brudget Breakdown, meals-600 head per day for 2 GPD; immindes 0 ther cost, time spent by TransCo- oust, time spent by TransCo- personnel and GAD materials for retirence in the discussion Time spent by the approving body and policy department 120,000,000 Corporate Funds	Budget Breakdown: Meals-600/head per day for 27 GPB members-2 days, 32k-cost of resource person for 16H workshop, Other coal-venue & time spent by TransCopersonnel & CAD malt as reference in the discussion Time spent by the approving body & policy dept 200,000,00	144,000.00 Corporate Funds 300,000.00 Corporate Funds Budget breakdown: Meals - P200/ person, walking appared with advocacy message and/or EC 170,000.00 Corporate Funds	Li44,000,000 Corporate Funds Budget Breakdown: P600/head for 380 personnel Resource Speaker-Ph02,000 Vanue-Ph010,000 IEC Materials-Ph010,000 IEC Materials-P10,000, IEC Materials-P10,000, IEC Venue-P10,000, IEC Venue-P10,000, IEC Under Breakdown: P600/head Venue-P10,000, IEC Under Breakdown: P600/head for 380 personnel, Resource Speaker-P32,000 Venue-P10,000, IEC Materials-P50,000 Corporate Funds Under Breakdown: P600/head for 380 personnel, Resource Speaker-P32,000, Venue-P10,000, IEC Materials-P50,000 Corporate Funds	Ćo -	Approved Budget
7,495.14 Corporate Funds	335,425.27 Corporate Funds	118,055.87 Corporate Funds 183,874.39 Corporate Funds 173,313.77 Corporate Funds	198, 324 Mn Corporate Funds 202, 389, 99 Corporate Funds 44, 889, 12 Corporate Funds 148, 438, 85 Corporate Funds	9	Actual Cost /Expenditure
Human Resource and Administrative Dept. (HRAD) and Policy and Strategy Development Department (PSDD)	Office of the President & CEO (OP) / Transmission Management Group (TMO) / FROW & Legal Group (FROWLS) / Resource Management Services Management Services Group (RMSG)	HRMODIGAD	HEMDDIGAD	11	Responsible Unit/Office
Done, GFPS members also altended FORA Webinar on Gender-Parl Language lass March 22, 2022. (Salary attribution and registration fee instead own in lies in Capacity Building for TransCo personnel - DV 195/49)	Done, a. Lesse of Venue and Meals (DV 19984) Phy 105,000.00 b. Resource Speaker (DV 20029) Phy 40,500.00 c. GEPS Salary Attinution 189,925,27 See GAD newsletter for full program report of activities.	Done, a. Participation of employees / IEC Materials (DV 198375) Php 1,144 (20b. NVMC Activities in PEZA Bagulo on March 22 (DV 198239) Php 4,345,75c. Saley, Atthibution for attendance in NVMC Activities in PEZA Bagulo on March 22 Php 30,365c. Travel securities for March 22 Php 5,147.55c. Meeting preparation on Fab 18, 2022 with GFPs (DV 198585) Php 3,355; 724. Meeting port-activity evaluation on March 31, 2022 (DV 198587) Php 2,350 (DA Activities on March 31, 2022 (DV 198587) Php 15,356 (DV 198587) Php 15,350 (DV 198587) Php 15,350 (DV 198587) Php 15,350 (DV 198585) Php 22,325 (DV) (Hoorandman of resource person for Varier 8, 2022 Symposium (DV 198373) Php 6,479,16 h. IEC Materials (DV 198595) Php 14,350 (DV 198595) Php 14,350 (DV 198595) Php 14,350 (DV 198596) Php 4,430 (DV 198596) Php 4,430 (DV 198596) Php 4,300 (DV 198596	Done B. Participation of personnel (IEC Materials (DV 201200) Part (33.500 M. Participation of personnel IEC Materials (DV 20130) Part (33.500 M. Participation of personnel IEC Materials (DV 20119) Par (32.596 98). Outreach on Dec 13. 2022 (DV 200269) Par (37.600 M. Participation of personnel IEC Materials (DV 20119) Par (32.596 98). Outreach on Dec 14.000 00. Training Meater on Nev 24. 2022 (DV 200269) Pro 10.000 00. Training Meater on Nev 24. 2022 (DV 198983) Pro 10.000 00. Training Meater on Nev 24. 2022 (DV 198987) Pro 19.000 009, Meater for Nev 24. 2022 (DV 198987) Pro 19.000 009, Meater for Nev 24. 2000 (DV 198987) Pro 19.000 009, Meater for Seld-definest Training on Nev 25. 2022 Pro 19.000 009, Meater for Seld-definest Training on Nev 25. 2022 Pro 20119 Pro 19.000 009, Meater for Nev 24. 2022 (DV 200269) Pro 19.000 009, Meater for Nev 25. 2022 (DV 200269) Pro 19.000 009, Meater for Nev 26. 2022 (DV 200269) Pro 19.000 009, Meater for Nev 26. 2022 (DV 200269) Pro 19.000 009, Meater for Nev 26. 2022 (DV 200269) Pro 19.000 009, Meater for Nev 26. 2022 (DV 200269) Pro 19.000 009, Meater for Nev 26. 2022 (DV 200269) Pro 19.000 009, Meater for Nev 26. 2022 (DV 200269) Pro 19.000 009, Meater for Nev 26. 2022 (DV 200269) Pro 19.000 009, Meater for Nev 26. 2022 (DV 200269) Pro 19.000 009, Meater for Nev 26. 2022 (DV 200269) Pro 19.000 009, Meater for Nev 26. 2022 (DV 200269) Pro 19.0000 009, Meater for Nev 26. 2022 (DV 200269) Pro 19.0000 009, Meater for Nev 26. 2022 (DV 200269) Pro 19.0000 009, Meater for Nev 26. 2022 (DV 200269) Pro 19.0000 009, Meater for Nev 26. 2022 (DV 200269) Pro 19.0000 009, Meater for Nev 26. 2022 (DV 200269) Pro 19.0000 009, Meater for Nev 26. 2022 (DV 200269) Pro 19.0000 009, Meater for Nev 26. 2022 (DV 200269) Pro 19.0000 009, Meater for Nev 26. 2022 (DV 200269) Pro 19.0000 009, Meater for Nev 26. 2022 (DV 200269) Pro 19.0000 009, Meater for Nev 26. 2022 (DV 200269) Pro 19.0000 009, Meater for Nev 26. 2022 (DV 200269) Pro 20.0000 009, Meater for Nev 26. 2022 (DV 200269) Pro 20.0000 009	12	Variance/ Remarks

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Limited awareness and knowledge on the promotion of gender sensitive workplace	insufficient personnel to handle the implementation and among the program of transcots GAD plans, Programs, and Activities	Lack of a policy matrix that specifically evaluates GAD Plans and Programs	Section 25 of the Magna Corta of Vicenan (ACCV) IRR on the Provision of Family Health Services and Facilities (Section 11 of the Expanded Breakfleding Promotions Act of 2009 (RA 10028)	*	Gender Issue /GAD Mandate
Indequate training and also there are newly litted personnel due to TrainsCo's re-originalization of TrainsCo's re-originalization	imbled monitoring and implementation of francSo's GAD Tenus, Programs, and Activities	Gender meinstreaming and GAD integration not yet fully implemented in TransCo's Plans, Programs, and Activities	Allocation of 1 lactation room	N	Cause of Gender Issue
To cultivate a gender-sensitive workplace	To ensure the implementation and molecular and monitoring of CAD Platas, Programs, and Activities	Enhanced performance and implementation of GAD-mandated roles and responsibilities	To ensure TransCo's full compliance with MCW	3	GAD Result Statement /GAD Objective
MFO: HR Training and Devt	MEO; HRAD	MFO: GFPS and PSDD	MFO: HRAD	4	Relevant Organization MFO/PAP or PPA
Conduct of Gender Sensitive Training in Transco anex employees awaring to Transco anex employees who conducted employees who conducted employees who so that the sensitive in the past 2 years	Continuous monitoring and implementation of GAD PAPs	The Policy Straingy and Development Department shall review existing policies and effect revisions, if necessary, to ensure that TransCo's policies are consistent with CAD-related laws and emerging issues	Maminum of a lucation room to ensure the best care for mothers and their infents	5	GAD Activity
100% participation of largeled new and current employees in Gender Sensitivity Training-200 Transcho personnel, Janutorial and Security personnel, sudent trainees, Male-120, Female-180	Number of COS staff hired - 2 NGRP Engagements - 2 - At least 2 NGRP Engagements Number of GFPS Meetings conducted - 5 - At least 5 meetings	Creation of GAD Policy Matrix to serve as basis in assessing and revising infernal policies in order to make them gender-sensitive. Target completion of matrix - Second Quarter of 2022	Number of lactation room maintained - 1 froom Number of mothers estimated to avail - 2 to 4 personnel Documented survey to measure level of satisfaction	5	Performance Indicators /Yargets
Done, Training for new and current employees conducted on November 28 (17 femals and 27 male) and December 2 2022 (22 male)	2 COS staff hired 2 COS staff hired 1 COS staff hired 2 COS staff h	The GAD Policy Matrix has been drafted and a workshop is intended to be conducted for this in 2023 alongside the GAD Mainstreaming Policy.	Not done. The plan to transfer the Ladelton Station within the premises of the TransCo Heart Office is still being finalized. Not done. Not done.	7	Actuel Result (Outputs/Outcomes)
Budgat Breakdown: P2.500head per day for 30 TransCo personnel, Other costs: veriue and firm e spent by TransCo personnel, GAD materials as reference in the discussion 200.000.00 Corporate Funds Resource speakers fee 150,000.00 Corporate Funds Venue Funds Fun	Corporate Staff Specialist B, Applicable annual salary of all relevant personnel - P517,188.00 1,034,378.00 Corporate Funds Salary Attribution for National GAD Resource Pool (NGRP) Engagements Trainings and Capacily Building of Ms. Anne Dominique Francisco, NGRP-Batch 8 0,00 Corporate Funds Corporate Funds Conduct of GFPS meetings 0,00 Corporate Funds Conduct of GFPS meetings Corporate Funds Conduct of GFPS meetings Corporate Funds GFPS Salary Attribution - Attendance on the Amendments of Corporate PDV-KEDA-DBM Joint Circular 2012-01 (June 21, 2022) 0,02-01 (June 21, 2022) Corporate Funds	Budget Breakdown: Meals - Pe00/head per day for 27 GFPS members, Other coats: Time spent by TransCo personnel/Approving bodyPSDD as well as GAD materials as reference in the discussion 120,000,00 Corporate Funds	100,000 00 Corporate Funds	Co.	Total Agency Approved Budget
0.00 Corporate Funds Corporate Funds 0.00 Corporate Funds 0.00 Corporate Funds Corporate Funds	915,942,03 Corporate Funds 34,767,61 Corporate Funds 72,542,08 Corporate Funds 2,420,00 Corporate Funds 1,221,35 Corporate Funds	0.00 Corporate Funds	0.00 Corporate Funds	9	Actual Cost /Expenditure
GAD-HRMDD	HRMDD/GAD	Policy and Strategy Development Department (PSDD)	HRAD / GSD	11	Responsible Unit/Office
Done. Training for new and current employees were conducted on Nov 28 and Des 2. (Shared expense on resource speaker, Efc materials, needs) and salary attribution with same items from the 18-Day Campaign Training)	Done. Mails for mealing conducted on Jan 25, 2022 Php 500.00 (DV 195335)Meals for meeting conducted on Jan 06, 2022 Php 1,920.00 (DV 195549)	Partially Dave.	Not Done.	12	Variance/ Remarks

Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
1	2	3	4	5	6	7	8	9	11	12
Limited awareness on emerging GAD issues of individual Functional Groups	Insufficient venues/ opportunities in the conduct of capacity, development second to the conduct of second to the conduct of second to the conduct of corporation and individual functional groups	To integrate perspective and promote gendler sensitivity in the conduct of capacity development and which corporation and each functional group	MFO: HR Training and Davelopment	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 Carts for Women (R.A. 9710) and other GAD-responsive course of CAD 101. Briefer on Magna Carts for Women (R.A. 9710) and other GAD-responsive course of the CAD 101. Briefer on Magna Carts for Women (R.A. 9710) and other GAD-responsive course of the CAD 101. Briefer on Magna Carts for Women (R.A. 9710) and other GAD-responsive course of the CAD 101. Briefer on Magna Carts for Women (R.A. 9710) and other GAD-responsive course of the CAD 101. Briefer on Magna Carts for Women (R.A. 9710) and other GAD-responsive course of the CAD 101. Briefer on Magna Carts for Women (R.A. 9710) and other GAD-responsive course of the CAD 101. Briefer on Magna Carts for Women (R.A. 9710) and other GAD-responsive course of the CAD 101. Briefer on Magna Carts for Women (R.A. 9710) and other GAD-responsive course of the CAD 101. Briefer on Magna Carts for Women (R.A. 9710) and other GAD-responsive course of the CAD 101. Briefer on Magna Carts for Women (R.A. 9710) and other GAD-responsive course of the CAD 101. Briefer on Magna Carts for Women (R.A. 9710) and other GAD-responsive course of the CAD 101. Briefer on Magna Carts for Women (R.A. 9710) and other GAD-responsive course of the CAD 101. Briefer on Magna Carts for Women (R.A. 9710) and other GAD-responsive course of the CAD 101. Briefer on Magna Carts for Women (R.A. 9710) and other GAD-responsive course of the CAD 101. Briefer on Magna Carts for Women (R.A. 9710) and other GAD-responsive course of the CAD 101. Briefer on Magna Carts for Women (R.A. 9710) and other GAD-responsive course of the CAD 101. Briefer on Magna Carts for Women (R.A. 9710) and other GAD-responsive course of the CAD 101. Briefer on Magna Carts for Women (R.A. 9710) and other GAD-responsive course of the CAD 101. Briefer on Magna Carts for Women (R.A.	A 2-day capacity-building activity. One (1) day dedicated to GAD awareness with activities such as. Reference GAD 101, Enter on Misgna Carta for Women (RA270) and other GAD-elited capacity building activities—8% of Transco employees will participate in the capacity-building activities	Done. a. FORA Webinar on Gender Fair Language and GA Tools held on March 22 and 25, 2022 (salary attribution and registration feel) March 25 was attended by 23 female and 9 male participentsb. HCDG Training on August 16 – 18, 2022 participantsb. HCDG Training on August 16 – 18, 2022 participantsb by 15 GF4 Benale. 11 male) (henorarum, salary adhobution, training meals) c. 11 male) (henorarum, salary adhobution, training on September 19 march 19 marc	Budget Breakdown: Meals-P500/head per day for 380 TransCo personnel, Honorarum of resource speaker, GAD materials. Rental fee for the venue 1,300,000.00 Corporate Funds	605,600.67 Corporate Funds	GAD-HRMDD	Done, a. Registration fee for webinar on Gender Fair Language and GA Tools on March 22 and 25, 2022 (DV 1987-98) Ph 15,000,005. Balary attribution for March 25, 2022 Php 22,919.01c. Salary attribution for March 22, 20 shared expense with fleen on GFPS Capacity Bulldingd, Honorarium for resource speaker for HGDG Training last Aug 16 - 18, 2022(DV 198962) Php 42,000,00 e. Training Meals for Aug 16 - 18, 2022 Phg 242) Php 69,910,710 Salary Alttribution for Aug 16 - 18, 2022 Phg 23,778,06g Training meals for cont. of workshop on Sept 19, 2022 (Cf 199226) Phg 4,755.00h. Salary Alttribution for Sept 19, 202 Php 42,476.359h. Trans-Co HEC Materials (PO 74479/DV 201377) Phg 100,259.30
Section 5 of the City Ordinance 2357-2014 or the Gender-Fair Ordinance based on the Sexual Orientation, Gender Identity and Expression or SOGIE/ DOLC'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, 5 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)	Number of restrooms maintained - 7 (6 male, 6 female, 1 all-gender) Janitorial daily rate is Php 607,00 estimate of 1 hour allotted for daily maintenance		1,329,937.00 Corporate Funds	GSD	Done.
					ATTRIBUTED	PROGRAM				
				Right of Way Settlement			656,560,000.00 Corporate Funds	241,293,582.63 Corporate Funds	ROWMD	
				Monitoring and Inspection of the Transmission Assets and Facilities which are being Operated and Maintained by NGCP			13,130,184,49 Corporate Funds	15,389,604,47 Corporate Funds	Transmission Management Group Resource Management Services Group	
						SUB-TOTAL	680,550,936.49	263,990,202.89	Corporate Funds	
						TOTAL	680,550,936,49	263,990,202.89		

Prepared By:	Approved By:	Date
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Maria Theresa L. Laranang	Dinna O. Dizon	
Vice President, Resource Management Services Group and Chair, GFPS	Officer-in-Charge, President and CEO	

		17	16		15	4		
					Section 5 of the City Ordinance 2357-2014 or the Gender-Fair Ordinance based on the Saxual Ordinalion, Gender Identity and Expression or SOGIE POLE & Worker's Basic RightsEnsuring safe space for all women and men	Limited awareness on emerging GAD issues of microidual Functional Groups		Gender Issue /GAD Mandate
					Lack of safe space for all women and men	Insufficient venues/ opportunities in the conduct of capacity development sessions for the whole corporation and individual functional groups	2	Cause of Gender Issue
					To ensure TransCo's full compliance with Q.C. Qrdinance on provision of gender-inclusive restroom in the workplace	To integrate perspective and promote pendar sensitivity in the conduct of capacity exhibiting in the conduct of capacity development assistants for the whole corporation and each functional group	ω	GAD Result Statement /GAD Objective
		Parameter and the control of the con			MFO: GSD	MFC: HR Training and Development	4	Relevant Organization MFO/PAP or PPA
		Monitoring and Inspection of the Transmission Assets and Facilities which are being Operated and Maintained by NGCP	Right of Way Settlement		Maniumance of male, female and all-gender restrooms	To conduct gender-responsive capacity few-borned restations for the whole corporation and for each functional group. A call sky capacity building study, Chen (1) day decidance to GAD amoreness with admissive such as: Reference Course on Out O10; Berlier on Aligna Carma or Output (1 A 37 10) and other CA-wherein (1 A 37 10) and other CA-wherein (2 A 37 10) and other CA-wherein (3 A 37 10) and o	55	GAD Activity
				ATTRIBUTED PROGRAM	Number of restrooms maintained - 7 (6 mals, 6 female, 1 all-parder) - Jambratia daily rade is Physio 200, Estimate of 1 hour (allotted for daily maintenance of restroom with some extensions)P557 x 313 days x 7 restrooms)	A 2-day capacity-building activity. One (1) day 2-deficient of 0-AD ownerness, with activities such as Refresher on (a-Bu 101). Belief on Nagare Carta for Women (RAPT0) and other (a-Bu-calland capacity building activities of 00% of Taneso amployees will participate in the capacity-building activities.		Performance Indicators /Targets
TOTAL	SUB-TOTAL			PROGRAM	Number of restrooms maintained - 7 (6 mate, 6 femate, 1 aft-gender). Janitorial daily rate is Php 607.00 estimate of 1 hour allotted for daily maintenance	Done, a. FOPA Weibinar on Gender Felir Language and A. Tools hald on March 22 and 32, 2022 (salary). A. Tools hald on March 22 and 32, 2022 (salary) attribution and registration help March 25 was attended by 21 fernale and 3 make participated by 15 GPPs, members and 26 key program implementers (24 femts). 11 male) (procedum, salary attribution, training meals) or IEC malaritist produced 4 H3OEI training on Sagtember 19, 2022 was conducted to finalize outputs of key, program irriplementars. Training was participated by 12 GPPS members and 10 key program implementers (meals and salary attribution)	7	Actual Result (Outputs/Outcomes)
680,550,936.49	680,550,936.49	13.130,184.49 Corporate Funds	656,560,000.00 Corporate Funds		1,177,000,00 Corporate Funds	Budget Breakdown: Masik-P800/nead per day for 390 Trans-Co pertonnel. Hencardism of resource appealed. GAD malerials, Rental fee for the verue 1,390,000,00 Corporate Funds	Co	Total Agency Approved Budget
263,990,202.89	263,990,202.89	15,389,604.47 Corporate Funds	241,293,582.63 Corporate Funds		1,329,937.00 Corporate Funds	605,600.67 Corporate Funds	9	Actual Cost /Expenditure
	Corporate Funds	Transmission Management Group Resource Management Services Group	ROWMD		GSD	GAD-HRMDD	.	Responsible Unit/Office
					Dane:	Done, a. Registration fee for realisms on Gander Fall Language and GA. Tools on Number and SS. 2022 (DV 198749) Php. 19.500.005. Salary altributed SA. 2022 (DV 198749) Php. 19.500.005. Salary altributed Number 22. 2022 Php. 22.99 31.000. Salary altributed Number 23. 2022 Php. 22.99 31.000.000. Tools of the Number 24.000.000. Tools of the Number 24.000.000.000. Tools of the Number 24.000.000.000. Tools of the Number 24.000.000.000.	12	Variance/ Remarks

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