

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT  
FY 2024

Reference: Endorsed GPB #2024-018044		Date Endorsed: May 15, 2024	
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:	7,927,000,000.00		
Actual GAD Expenditure	832,913,100.64	Original Budget	4,329,917,692.62
		% Utilization of Budget	19.24
% of GAD Expenditure:	10.51%		

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Referent Organization NFO/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-FOCUSED ACTIVITIES											
1	Section 37 of the Magna Carta of Women (MCW) / IRR on the "Strengthening of GAD FPS" and limited GAD Models in the Energy Sector in relation to TransCo's mandate	Limited GAD Models in the Energy Sector in relation to TransCo's mandate	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 - 4 (DOE attached agencies-TransCo, PSALM, NPC, NIA)No. of energy-related flagship programs/projects subjected to Harmonized GAD GuidelinesNumber of participants from the Energy Sector - 70 participants- 30 Males and 40 Females	Done. Event was conducted on July 4, 2024, with GAD Tampala Awardees (COA, SHFC, OSES, MWSS-RO) and representatives from PSALM and NAPOCOR.	Venue/ Meals: 244,000.00 Corporate Funds  GFPS Salary Attribution (8 hours) 113,769.68 Corporate Funds 148,234.64 Corporate Funds  Fee for the resource speakers 150,000.00 Corporate Funds Salary attribution of staff who did logistical arrangements 0.00 Corporate Funds	81,550.00 Corporate Funds  113,769.68 Corporate Funds  0.00 Corporate Funds 13,642.85 Corporate Funds	GAD-HR/MDO	Done. <a href="https://transcogov-my.sharepoint.com/personal/crobertson_transco_ph/_layouts/15/guestaccess.aspx?share=EjpfvOfdXRQnOh7w0rsBZSM_IQZIGDF1_SrMv_odRg">https://transcogov-my.sharepoint.com/personal/crobertson_transco_ph/_layouts/15/guestaccess.aspx?share=EjpfvOfdXRQnOh7w0rsBZSM_IQZIGDF1_SrMv_odRg</a>

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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	MFC: 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	Done. Salary Attribution of committee members on conceptualization and development of IEC materials	1,750,000.00 Corporate Funds  Salary Attribution of committee members on conceptualization and development of IEC materials 0.00 Corporate Funds	1,255,040.01 Corporate Funds  73,051.98 Corporate Funds	GFPS, PSDD, Program Implementers	Done. <a href="https://transcogov-my.sharepoint.com/personal/crobertson_transco_ph/_layouts/15/guestaccess.aspx?share=EhwKF3M1cuRPFvVajumU8QBWNR7eQm5e-MlIPGSxvpmQ">https://transcogov-my.sharepoint.com/personal/crobertson_transco_ph/_layouts/15/guestaccess.aspx?share=EhwKF3M1cuRPFvVajumU8QBWNR7eQm5e-MlIPGSxvpmQ</a>

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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 stakeholders, b) Information dissemination on GAD, c) Facilities	Done. ARTA and GCG Joint Memorandum Circular No. 1, s. 2023, Section 4.2 provides the option to engage a third-party provider for conducting the Client Satisfaction Measurement (CSM) Survey. For CY 2023, TransCo engaged with the Development Academy of the Philippines (DAP) to conduct the 2023 Client Satisfaction Measurement. Since the CSM was completed at year-end, the project cost for this engagement was charged to the CY 2024 budget. For CY 2024, TransCo continued its commitment to the Client Satisfaction Measurement by focusing on the efficient distribution and consolidation of CSM forms from Process Owners. Further, the personnel who handled the CSM meticulously encoded the raw data and conducted an initial analysis, providing a preliminary projection of the client satisfaction rating. These efforts were subsequently presented during the Management Review on 30 September 2024.	700,000.00 Corporate Funds  Salary Attributions 0.00 Corporate Funds	774,000.00 Corporate Funds  18,542.73 Corporate Funds	Corporate Policy Development Review and Monitoring Division (CPDRMD)	Done. <a href="https://transcogov-my.sharepoint.com/personal/ccrobertson_transco_ph/_layouts/15/guestaccess.aspx?share=E0MCjGxexDlGmT8UOR7WMB0wHx3vDO51v6V3Cz3kUw">https://transcogov-my.sharepoint.com/personal/ccrobertson_transco_ph/_layouts/15/guestaccess.aspx?share=E0MCjGxexDlGmT8UOR7WMB0wHx3vDO51v6V3Cz3kUw</a>
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 Baguio, 3) 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' directory, 2) Profiling of key stakeholders' and conduct of SDD	Partially Done for ROW Landowners.	GFPS Program Implementers Salary Attribution (14 days) 361,624.48 Corporate Funds	23,026.33 Corporate Funds	GFPS, PSDD, Program Implementers	Partially Done. <a href="https://transcogov-my.sharepoint.com/personal/ccrobertson_transco_ph/_layouts/15/guestaccess.aspx?share=Eup1EAd.VPhkq33fMIH3q4B_bp5@vot8kEQHbfGHW5aQ">https://transcogov-my.sharepoint.com/personal/ccrobertson_transco_ph/_layouts/15/guestaccess.aspx?share=Eup1EAd.VPhkq33fMIH3q4B_bp5@vot8kEQHbfGHW5aQ</a>

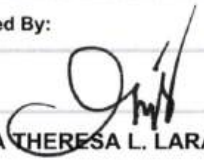
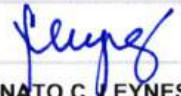


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ORGANIZATION-FOCUSED ACTIVITIES											
5	Section 25 of the Magna Carta of Women (MCW) / IRR on the provision of family health services and facilities	Lack of dedicated space for breastfeeding personnel and external clients	To ensure TransCo's full 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	Number of mothers estimated to avail - 2 to 4 mothers estimated to avail  Level of satisfaction - 80-100% satisfaction of services  Presence of Lactation Station - 1 lactation room maintained	One (1) mother availed.  90% Level of satisfaction achieved.  Lactation station maintained and improved. (Janitorial rate is Php645.00) Estimate of 1 hour allotted for daily maintenance of lactation room - P645 x 313 days)	Maintenance and improvement (Janitorial daily rate is Php 610.00) Estimate of 1 hour (allotted for daily maintenance of restroom with some extensions) P610 x 244 working days 148,840.00 Corporate Funds	201,885.00 Corporate Funds	HRAD	Done. <a href="https://transcogov-my.sharepoint.com/personal/ccrobertson_transco_ph/_layouts/15/guestaccess.aspx?share=EKAU2P2FAdEmCo3fY5Z2NMBMpu_YHxQDM3cgPgk0MZzw">https://transcogov-my.sharepoint.com/personal/ccrobertson_transco_ph/_layouts/15/guestaccess.aspx?share=EKAU2P2FAdEmCo3fY5Z2NMBMpu_YHxQDM3cgPgk0MZzw</a>
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 tools. To ensure gender perspective is mainstreamed within the agency. To 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 tools. Ensuring 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 HGDDG 32 GFPS members (9 Males, 23 Females) regularly attend meetings and GAD-related activities	Done. Shared expense with GAD Planning Conference (GMEF & HGDDG training / refresher)  Venue/Meals 104,000.00 Corporate Funds  Fee for Resource Speakers and external trainings 108,000.00 Corporate Funds  Meals for meetings 35,000.00 Corporate Funds  GFPS Salary Attribution (projected : 1-hour monthly meeting every quarter and 8 hours of workshop/training) 222,351.96 Corporate Funds	104,000.00 Corporate Funds  108,000.00 Corporate Funds  35,000.00 Corporate Funds  69,836.55 Corporate Funds	0.00 Corporate Funds  0.00 Corporate Funds  3,151.00 Corporate Funds  69,836.55 Corporate Funds	HRMDO, OVP-RMSG/Gender and Development	Done. Salary Attribution for meetings held on Feb. 6, Feb 20, April 17, April 18, April 19, April 29-June 19, Oct. 21, Nov. 12, and Nov. 15, 2024. Other GAD-related activities attended on Nov 8, and activities attended by NGRP member on Mar. 11, 20, 21, Nov. 25, and Dec. 3-5, 2024. - Meals for Feb 13 & April 17, 2024, Meetings <a href="https://transcogov-my.sharepoint.com/personal/ccrobertson_transco_ph/_layouts/15/guestaccess.aspx?share=EtcVBJ08clVKKGaXRQ3Q2cB_HK-55df9aMeaE3o5JUCA">https://transcogov-my.sharepoint.com/personal/ccrobertson_transco_ph/_layouts/15/guestaccess.aspx?share=EtcVBJ08clVKKGaXRQ3Q2cB_HK-55df9aMeaE3o5JUCA</a>
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: HRMDO, OVP-RMSG/Gender and Development	GAD Planning Conference	No. of GFPS members actively participating in Planning Conference - 30 GFPS members (8 Males, 22 Females) attended Planning Conference 2024, GAD Plan and Budget approved by Head of Agency	Done. Conducted on November 14-15, 2024, attended by 16 personnel (13 female and 3 male)	Fee for the resource speakers 148,000.00 Corporate Funds  Venue/Meals (2,500 * 30 members * 3 days) 225,000.00 Corporate Funds  GFPS Salary Attribution (8 hours) 148,234.64 Corporate Funds	27,000.00 Corporate Funds  4,400.00 Corporate Funds  80,215.18 Corporate Funds	HRMDO, OVP-RMSG/Gender and Development	Done. <a href="https://transcogov-my.sharepoint.com/personal/ccrobertson_transco_ph/_layouts/15/guestaccess.aspx?share=Ely-quinVzRDgy9k3yggZABiFuv43Q6sDsK0aeAVbgA">https://transcogov-my.sharepoint.com/personal/ccrobertson_transco_ph/_layouts/15/guestaccess.aspx?share=Ely-quinVzRDgy9k3yggZABiFuv43Q6sDsK0aeAVbgA</a>
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: HRMDO, Gender and Development	Continuous monitoring and implementation of GAD PPAs through hiring/maintaining of COS personnel dedicated on GAD PPAs	Number of COS staff hired -2 Personnel hired	Done. Two (2) Corporate Staff Specialist B personnel hired.	Corporate Staff Specialist B (Applicable annual salary of all relevant personnel - P,552,384.00) 1,104,768.00 Corporate Funds	1,018,476.80 Corporate Funds	HRMDO, Gender and Development	Done. <a href="https://transcogov-my.sharepoint.com/personal/ccrobertson_transco_ph/_layouts/15/guestaccess.aspx?share=Ep4Zx2JO6xdPmymc4IA0kBLIZa5_dWnz_EHRkg9RqA">https://transcogov-my.sharepoint.com/personal/ccrobertson_transco_ph/_layouts/15/guestaccess.aspx?share=Ep4Zx2JO6xdPmymc4IA0kBLIZa5_dWnz_EHRkg9RqA</a>

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9	Leave Benefits Law, RA 11210 160-day Expanded Maternity Leave Law, RA 9187 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	3 personnel availed of paternity leave, 9 employees availed of maternity leave, & 3 employees availed of special leave benefit for women	Estimate availment of leaves 913,854.60 Corporate Funds	2,448,909.95 Corporate Funds	HRMDD	Done. <a href="https://transcogov-my.sharepoint.com/personal/ccrobertson_transco_ph/_layouts/15/guestaccess.aspx?share=EoZHuUcMeSxMpc_vt1GvOskBVIUNjIFMad1ZkN7M6zYg">https://transcogov-my.sharepoint.com/personal/ccrobertson_transco_ph/_layouts/15/guestaccess.aspx?share=EoZHuUcMeSxMpc_vt1GvOskBVIUNjIFMad1ZkN7M6zYg</a>
10	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)	Done. Seven (7) restrooms maintained. (Janitorial rate is Php645.00 Estimate of 1 hour allotted for daily maintenance of restroom with some extensions) P645 x 313 days x 7 restrooms)	Janitorial daily rate is Php 610.00 Estimate of 1 hour (allotted for daily maintenance of restrooms with some extensions) P610 x 244 working days x 7 restrooms 1,041,880.00 Corporate Funds	1,413,195.00 Corporate Funds	HRAD	Done. <a href="https://transcogov-my.sharepoint.com/personal/ccrobertson_transco_ph/_layouts/15/guestaccess.aspx?share=Eluo5nLjZ9pEhG0MaJ7T4TgBtyeOsOdJTb-8H+IA5pd5qXA">https://transcogov-my.sharepoint.com/personal/ccrobertson_transco_ph/_layouts/15/guestaccess.aspx?share=Eluo5nLjZ9pEhG0MaJ7T4TgBtyeOsOdJTb-8H+IA5pd5qXA</a>
11	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	No cases reported to the CODI for 2024	0.00 Corporate Funds	0.00 Corporate Funds	HRMDD	Done.
12	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)	Done. Participation of 457 employees, janitorial, security personnel and other external stakeholders (155 female, 302 male) Done. Various gender-related talks / symposia / film viewing / activities conducted on March 4, 6, 11, 14, 20, 21, & 25, 2024.	Symposium/Talk 82,000.00 Corporate Funds  Venue/Meals 114,000.00 Corporate Funds  Participation in Women's Month Celebration 223,000.00 Corporate Funds  Salary Attributions (8hrs) 0.00 Corporate Funds	9,601.90 Corporate Funds  13,344.75 Corporate Funds  145,440.00 Corporate Funds  207,546.06 Corporate Funds	HRMDD, OVP-RMSG/Gender and Development	Done. <a href="https://transcogov-my.sharepoint.com/personal/ccrobertson_transco_ph/_layouts/15/guestaccess.aspx?share=Ev5Tj1Y1CFJkdoOtgelisB_zc4ZFvbtXhQBj8KS19gg">https://transcogov-my.sharepoint.com/personal/ccrobertson_transco_ph/_layouts/15/guestaccess.aspx?share=Ev5Tj1Y1CFJkdoOtgelisB_zc4ZFvbtXhQBj8KS19gg</a>



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13	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: HRMDO, 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	Day Care Center facilities improved, and materials updated.	Salary Attributions (8hrs) 0.00 Corporate Funds  Improvement of the Day Care Center Facilities 40,000.00 Corporate Funds  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 Corporate Funds  Day Care Activities 198,000.00 Corporate Funds	369,168.88 Corporate Funds  84,672.00 Corporate Funds  527,345.28 Corporate Funds  171,071.60 Corporate Funds	HRMDO, Gender and Development	Done. Day Care Activities:- Day Care Center Blessing on June 26, 2024 attended by 42 personnel (27 female, 15 male)- Parents' Enrichment Seminar 1 conducted on July 2, 2024 (20 attendees, 10 males, 10 female)- PTA Meetings (July 11, 2024, attended by 8 personnel - 6 female, 2 males September 11, 2024, attended by 7 personnel - 5 female, 2 males December 16, 2024, attended by 8 personnel - 5 female, 3 male)- Day Care Educational Tour was conducted on October 11, 2024, attended by 8 participants (6 female and 2 male)- Family Day Event conducted on November 7, 2024, attended by 105 participants (61 female and 44 male)- Parents' Enrichment Seminar 2 conducted on December 18, 2024, attended by 23 participants (12 female and 11 male). <a href="https://transcogov-my.sharepoint.com/personal/ccrobertson_transco_ph/_layouts/15/guestaccess.aspx?share=EoGTTaQpghCjXcpUekQdQGBRTG-P1miakDu7Y5JekGdgg">https://transcogov-my.sharepoint.com/personal/ccrobertson_transco_ph/_layouts/15/guestaccess.aspx?share=EoGTTaQpghCjXcpUekQdQGBRTG-P1miakDu7Y5JekGdgg</a>
14	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 who participated - Estimated participation of 450 employees, janitorial, security personnel and other external stakeholder (201 female, 249 male and 17 external stakeholder)	Done. Seminar conducted on November 25, 2024, in Head Office attended by 31 personnel (19 female, 12 male)	Salary Attributions (8hrs) 0.00 Corporate Funds  Venue/Meals 26,763.00 Corporate Funds  Participation in Observance of 18-Day Campaign to End VAW 223,000.00 Corporate Funds  Resource Person for Training related to the 18-Day Campaign to End VAW 110,000.00 Corporate Funds  Self-Defense Training 85,000.00 Corporate Funds	144,567.69 Corporate Funds  26,763.00 Corporate Funds  0.00 Corporate Funds  2,796.94 Corporate Funds  85,000.00 Corporate Funds	HRMDO, OVP-RMSG/Gender and Development	Done. End VAW Activities- Seminar conducted on November 26, 2024, in BCEZ Satellite Office attended by 28 personnel (12 female, 16 male)- Film Viewing activity conducted on November 28, 2024, attended by 35 employees (10 male, 25 female) - Outreach Program (Correctional Institution for Women - Mandaluyong) conducted on Dec. 5, 2024, participated by 10 female personnel- Self-defense training conducted on December 11-12, 2024, and attended by 17 employees (9 female, 8 male). <a href="https://transcogov-my.sharepoint.com/personal/ccrobertson_transco_ph/_layouts/15/guestaccess.aspx?share=EHFxBwMoFkFFIJ7hC-pceEBk8BnoFwRIPw29A5oFyGd4Q">https://transcogov-my.sharepoint.com/personal/ccrobertson_transco_ph/_layouts/15/guestaccess.aspx?share=EHFxBwMoFkFFIJ7hC-pceEBk8BnoFwRIPw29A5oFyGd4Q</a>

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAF 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
15	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 oriented on SOGIE and GEDSI - 40 personnel oriented  No. of personnel attended the advocacy run- 100 personnel (24 female, 12 male) attended the advocacy run	Done, Training conducted on June 20, 2024. Attended by 34 personnel (13 female, 21 male)Done Symposium held on June 24, 2024, attended by 36 personnel (24 female, 12 male).  Done, Advocacy Walk / Pndie Run conducted on June 24, 2024. Attended by 85 personnel (44 female and 41 male)	Salary Attributions (8hrs) 0.00 Corporate Funds  Venue/Meals 148,000.00 Corporate Funds  GEDSI/SOGIE Advocacy Run 175,000.00 Corporate Funds  Resource Person for Gender Sensitivity Training/ Orientation on SOGIE 110,000.00 Corporate Funds	154,316.71 Corporate Funds  27,792.00 Corporate Funds  147,500.00 Corporate Funds  17,039.65 Corporate Funds	Gender and Development/OVP-RMSG, HRMDD	Done. <a href="https://transcogov-my.sharepoint.com/personal/crobertson_transco_ph/_layouts/15/guestaccess.aspx?share=E5QgEsYMFFg-Pomfo-E-cBWKKnBxtf724halsgc2dFQ">https://transcogov-my.sharepoint.com/personal/crobertson_transco_ph/_layouts/15/guestaccess.aspx?share=E5QgEsYMFFg-Pomfo-E-cBWKKnBxtf724halsgc2dFQ</a>
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 Mandates, To 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- Male-195, Female-163 participants	Done, Training conducted on March 21, 2024. Attended by 15 personnel (7 female, 8 male)Film Viewing activities related to gender issues conducted on April 24, 2024 (attended by 35 employees - 8 male, 27 female) and Sept.5, 2024 (attended by 25 employees - 4 male, 19 female)Management Committee Meeting conducted on May 27, 2024, integrating GAD in the agenda	Meals/Venue 194,000.00 Corporate Funds  Resource Speakers 150,000.00 Corporate Funds  Salary Attributions (8hrs) 0.00 Corporate Funds	4,605.00 Corporate Funds  7,495.34 Corporate Funds  53,957.95 Corporate Funds	HRMDD, OVP-RMSG/Gender and Development	Done. <a href="https://transcogov-my.sharepoint.com/personal/crobertson_transco_ph/_layouts/15/guestaccess.aspx?share=EgDT6Z7INT9CuCzvOINFEYQB8uXqFsvu-KsPA2D3tKGIA">https://transcogov-my.sharepoint.com/personal/crobertson_transco_ph/_layouts/15/guestaccess.aspx?share=EgDT6Z7INT9CuCzvOINFEYQB8uXqFsvu-KsPA2D3tKGIA</a>
ATTRIBUTED PROGRAM											
17					Health and Wellness Program			10,467,401.73 Corporate Funds	5,218,757.68 Corporate Funds	HRMDD	Done. <a href="https://transcogov-my.sharepoint.com/personal/crobertson_transco_ph/_layouts/15/guestaccess.aspx?share=ErkG6-GzNthUeKa7AXEoB4Dwb_JWjHvZGBPpsixXKpTQ">https://transcogov-my.sharepoint.com/personal/crobertson_transco_ph/_layouts/15/guestaccess.aspx?share=ErkG6-GzNthUeKa7AXEoB4Dwb_JWjHvZGBPpsixXKpTQ</a>
18					Monitoring and Inspection of the Transmission Assets and Facilities which are being Operated and Maintained by NGCP			78,227,655.89 Corporate Funds	60,808,948.93 Corporate Funds	TMG & RMSG	Done. <a href="https://transcogov-my.sharepoint.com/personal/crobertson_transco_ph/_layouts/15/guestaccess.aspx?share=EHUhfCfca1rD58NaGZB8BNIVkphL6dsnmB91RUTLwQ">https://transcogov-my.sharepoint.com/personal/crobertson_transco_ph/_layouts/15/guestaccess.aspx?share=EHUhfCfca1rD58NaGZB8BNIVkphL6dsnmB91RUTLwQ</a>
19					PEZA Baguio			53,059,078.68 Corporate Funds	35,381,534.54 Corporate Funds	UMD	Done. <a href="https://transcogov-my.sharepoint.com/personal/crobertson_transco_ph/_layouts/15/guestaccess.aspx?share=EmsrIDQzd9VKq4XLJAAJ6EB86o45BCgGAvzwj0JtV-A">https://transcogov-my.sharepoint.com/personal/crobertson_transco_ph/_layouts/15/guestaccess.aspx?share=EmsrIDQzd9VKq4XLJAAJ6EB86o45BCgGAvzwj0JtV-A</a>
20					Right-of-Way (ROW) Settlement			4,056,720,000.00 Corporate Funds	700,812,723.07 Corporate Funds	ROWMD	Done. <a href="https://transcogov-my.sharepoint.com/personal/crobertson_transco_ph/_layouts/15/guestaccess.aspx?share=Ek5SF7fASNGh38NT7vZxgk8dKn42cnKQ4u66co_J_LGQ">https://transcogov-my.sharepoint.com/personal/crobertson_transco_ph/_layouts/15/guestaccess.aspx?share=Ek5SF7fASNGh38NT7vZxgk8dKn42cnKQ4u66co_J_LGQ</a>
21					Small Island Grid System Operations			120,785,000.00 Corporate Funds	20,889,498.91 Corporate Funds	UMD, SIGSO	Done. <a href="https://transcogov-my.sharepoint.com/personal/crobertson_transco_ph/_layouts/15/guestaccess.aspx?share=EpFFjXs2D6NJoBOW4WzUPYBaa9-4qMHoSAdbmJdFUE_Q">https://transcogov-my.sharepoint.com/personal/crobertson_transco_ph/_layouts/15/guestaccess.aspx?share=EpFFjXs2D6NJoBOW4WzUPYBaa9-4qMHoSAdbmJdFUE_Q</a>
SUB-TOTAL								4,329,917,692.62	832,913,100.64	Corporate Funds	
TOTAL								4,329,917,692.62	832,913,100.64		

Prepared By:	Approved By:	Date
		
MARIA THERESA L. LARANANG	FORTUNATO C. LEYNES, P.E.E. 	
Chairperson, GFPS ExeCom & Vice President, Resource Management Services Group 	President and CEO	



**Annex A**  
**2024 TransCo GAD Accomplishment Report**

ROW	PERFORMANCE INDICATORS / TARGETS	ACCOMPLISHMENT	REVISED AMOUNT
2	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	1,265,040.01	1,304,508.01
5	Lactation station maintained and improved. (Janitorial rate is Php645.00; Estimate of 1 hour allotted for daily maintenance of lactation room - P645 x 313 days)	201,885.00	25,235.63
6	GFPS Salary Attribution (projected : 1-hour monthly meeting every quarter and 8 hours of workshop/training) - Meetings held on Feb. 6, Feb 20, April 17, April 18, April 19, April 29 June 19, Oct. 21, Nov. 12, and Nov. 15, 2024, Other GAD-related activities attended on Nov 8, and activities attended by NGRP member on Mar. 11, 20, 21, Nov. 25, and Dec. 3-5, 2024	60,836.55	60,963.53
7	GFPS Salary Attribution - 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	80,215.18	80,400.20
10	Presence of male, female and all gender restrooms - 7 bathrooms maintained ( 6 male, 6 female, 1 all-gender) - Janitorial daily rate is Php 610.00 Estimate of 1 hour (allotted for daily maintenance of restroom with some extensions) P610 x 244 working days x 7 restrooms	1,413,195.00	176,649.38
<b>TOTAL 2024 GAD ACCOMPLISHMENT</b>		<b>832,913,100.64</b>	<b>831,539,685.64</b>

*\*NOTE: Detailed readjustment of the PCW-reviewed Accomplishment Report (AR), as an integral part of the submission, with the PCW recommendation.*

## Annex A

### 2024 TransCo GAD Accomplishment Report

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET										
FY 2024										
Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement/GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Total Agency Approved Budget	Actual Results (Outputs/Outcomes)	Actual Cost/Expenditure	Responsible Unit/Office	Remarks
A	B	C	D	E	F	G	H	I	J	K
<b>CLIENT-FOCUSED ACTIVITIES</b>										
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	1,750,000.00	Done.  Salary Attribution of committee members on conceptualization and development of IEC materials	<b>₱1,304,508.01</b>  ₱73,051.66	GFPS, PSDD, HRMDD, Program Implementers	Done
<b>ORGANIZATION-FOCUSED ACTIVITIES</b>										
6 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 (Janitorial daily rate is Php 845.00 Estimate of 1 hour (allotted for daily maintenance of restroom with some extensions) P645 x 244 working days  148,840.00	Lactation station maintained and improved. (Janitorial rate is Php845.00; Estimate of 1 hour allotted for daily maintenance of lactation room - P645 x 313 days)  90% Level of satisfaction achieved.  One (1) mother availed.	     <b>₱25,235.63</b>	HRAD	Done
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 tools to ensure gender perspective is mainstreamed within the agency To 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 tools Ensuring 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 (8 Males, 23 Females) are well-trained on the use of GAD tools such as the GFPS Functionality Assessment Tool, GMEF and HGOG 32 GFPS members (9 Males, 23 Females) regularly attend meetings and GAD-related activities	Venue/Meals  104,000.00  Fee for Resource Speakers and external trainings  108,000.00  Meals for meetings  35,000.00  GFPS Salary Attribution (projected : 1-hour monthly meeting every quarter and 8 hours of workshop/training)  222,351.96	Done. Shared expense with GAD Planning Conference (GMEF & HGOG training / refresher)    Meals for Feb 13 & April 17, 2024 Meetings    Meetings held on Feb. 6, Feb 20, April 17, April 18, April 19, April 29 June 19, Oct. 21, Nov. 12, and Nov. 15, 2024. Other GAD-related activities attended on Nov 8, and activities attended by NGRP member on Mar. 11, 20, 21, Nov. 25, and Dec. 3-5, 2024	             <b>₱60,963.53</b>	HRMDD, OVP-RMSG/Gender and Development	Done
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  148,000.00  Venue/Meals (2,500 * 30 members * 3 days)  226,000.00  GFPS Salary Attribution (8 hours)  148,234.64	Done. Conducted on November 14-15, 2024 attended by 16 personnel (13 female and 3 male)  Honorarium for speaker  Meals  Salary Attribution	             <b>₱27,000.00</b>  <b>₱4,400.00</b>  <b>₱60,400.20</b>	HRMDD, OVP-RMSG/ Gender and Development	Done
10 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 610.00 Estimate of 1 hour (allotted for daily maintenance of restroom with some extensions) P610 x 244 working days x 7 restrooms	Done. Seven (7) restrooms maintained. (Janitorial rate is Php645.00; Estimate of 1 hour allotted for daily maintenance of restroom with some extensions) P645 x 313 days x 7 restrooms)	             <b>₱176,649.38</b>	HRAD	Done
						1,041,880.00				