

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2015**

Reference: Direct Encoding (No GPB in database)			
Organization: Power Sector Assets and Liabilities Management Corporation		Organization Category: National Government, Government-Owned and Controlled Corporation	
Organization Hierarchy: Department of Energy, Power Sector Assets and Liabilities Management Corporation			
Total Budget/GAA of Organization:	248,804,121.60		
Actual GAD Expenditure	82,682,081.70	Original Budget	91,039,206.08
		% Utilization of Budget	90.82
% of GAD Expenditure:	33.23%		

	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	Remarks
	1	2	3	4	5	6	7	8	9	11	12
CLIENT-FOCUSED ACTIVITIES											



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

**HELENA C. TOLENTINO
GAD CHAIRPERSON**

**LOURDES S. ALZONA
OFFICER IN CHARGE**



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1	Exposure of women and children in host communities of PSALM power plants to hazardous substances brought about by calamities disasters.	Occurrence of a calamity resulting to disaster crisis situation.	To ensure safety of affected areas/communities and plant personnel through proper, adequate and timely disposal of toxic wastes and hazardous materials. To provide humanitarian assistance and services to women and children in response to disaster/crisis situations.	MFO: Asset Management	Implementation of Gender-responsive Social Recovery Programs and Projects	No. of coordination meetings attended with LGUs and agencies involved in social recovery	Twice a week coordination/consultation meeting with the LGU and the community	100,000.00 Corporate Funds	100,000.00 Corporate Funds	GAD FPS	
2	Exposure of women and children in host communities of PSALM power plants to hazardous substances brought about by calamities disasters.	Inadequate water supply in the barangays in Estancia, Iloilo affected by the PB 103 oil spill due to typhoon Yolanda	To provide humanitarian assistance and sustainable response to disaster situations which shall include livelihood support, education and comprehensive health services	MFO: Asset Management	Implementation of Gender-responsive Social Recovery Programs and Projects	No. of Social Recovery Projects implemented:- Minimum of 3 projects	Provided solar panels instead of water pumps to energize the submersible water pump donated by a NGO in the resettlement area.	1,000,000.00 Corporate Funds	463,660.00 Corporate Funds	CSR	Solar powered panels were provided instead of the water pumps for there was a NGO that installed a submersible water pump motor to and constructed a big concrete water tank at Barangay Gogo, Estancia resettlement area.



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3	Exposure of women and children in host communities of PSALM power plants to hazardous substances brought about by calamities disasters./-	Occurrence of a calamity resulting to disaster crisis situation.	To ensure safety of affected areas/communities and plant personnel through proper, adequate and timely disposal of toxic wastes and hazardous materials	MFO: Asset Management MFO: MFO: Engagement of third party for the disposal and clean up of toxic wastes and hazardous materials at PB 103-Oil Spill.	Disposal, clean up and treatment of toxic wastes and hazardous materials due to disaster in the power plant	Clean up of the 13 barangay shoreline from 3 different Municipalities. Number of waste disposed	A clean Bill of Health Certification was issued by the Marine Environmental Command (MERDC) for the affected areas of the PB 103 oil spill in Estancia, Iloilo City No. of waste disposed: Bunker Oil 175.782cubic meters Estimated number of liters of oil absorbed by recovered debris (16,907 sacks x 15 li/sack)253,605	80,000,000.00 Corporate Funds	81,084,847.80 Corporate Funds	CSR	
4	1. Increased exposure of women, children and elderly in the power plant host communities to the effects of non-disposal of toxic wastes and hazardous substances./-	Delay in the formulation of a disposal plan for toxic/hazardous wastes generated by power plants in compliance with environmental laws.	To ensure safety of women, children and elderly in the affected areas, through proper adequate and timely disposal of toxic wastes and hazardous materials.	MFO: Asset Management MFO: MFO: Inclusion in the bidding documents the disposal of toxic waste in the Sucat Power Plant	Disposal, clean up and treatment of toxic wastes and hazardous materials found in NPC/PSALM operating	Acceptance of Bidders of the responsibility to dispose toxic waste materials Number of Bidders: 3	1) Issuance of: - Invitation to Bid (ITB) - Bidding package - Draft Asset purchase Agreement (APA). 2) Conduct of Pre-Bid Conference. 3) Number of qualified BIDDERS - 3	7,941,006.08 Corporate Funds	150,000.00 Corporate Funds	Asset Management Group	Bidding for the disposal of waste for the Sucat Thermal Power Plant is on-going



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5	Increased exposure of women and children in the affected areas of power plants to hazardous situations brought about by calamities disasters./-	Increase risk faced by women and children during the PB 103 oil spill caused by the Yolanda Typhoon.	To provide humanitarian assistance and services to women and children in response to disaster/crisis situations.	MFO: Asset Management MFO: Increase awareness on disaster preparedness of the women and children in the affected areas.	Implementation of Gender-responsive Social Recovery Programs and Projects	No. of beneficiaries:- 100% of women and children residing in lost communities of the power plant (150 women and 187 children at the resettlement site)	Conducted livelihood programs in affected areas such as basic dressmaking and tailoring for the women and women at the resettlement and seminars and workshop	1,000,000.00 ODA	627,058.90 ODA	CSR	
6	Non-inclusion of the identification of socio-economic and cultural issues affecting women, children and elderly in the operation and maintenance of the Agus and Pulangui Complexes/-	Limited avenues for the identification of socio-economic and cultural issues affecting women, children and elderly in the operation and maintenance of the Agus and Pulangui Complexes.'	Identification of socio-economic and cultural issues affecting women, children and elderly in the operation and maintenance of the Agus and Pulangui Complexes.	MFO: Asset Management MFO: Inclusion of socio-economic and cultural issues affecting women, children and elderly in the operation and maintenance of the Agus and Pulangui Complexes.	Study on the identification of gender-related issues affecting the privatization of the remaining generation assets.	Data gathered for the identification of socio-economic and cultural issues affecting women, children and elderly in the operation and maintenance of the Agus and Pulangui Complexes. - Beneficiaries: 100% of women and children residing in host communities of the Agus-Pulangui Power Plants	Coordination meeting with NPC management wasconducted.	100,000.00 Corporate Funds	31,643.00 Corporate Funds	GAD FPS	Salary Attribution and travelling expenses incurred.

ORGANIZATION-FOCUSED ACTIVITIES



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7	Need to address and eliminate gender discrimination in the corporate formulated policies, programs and processes thru Development of and Budgeting for GAD Plans and Programs pursuant to MCW IRR Sec 37 A.1.	Non-compliance with the requirements of oversight agencies and/or non-submission of PSALM GAD Plans and Budget.	To come up with PSALM GAD Plans and Budget for CY 2016. To comply with the requirements of oversight agencies (e.g. PCW, DOE, and DBM). To come up with PSALM GAD Plans and Budget for CY 2016.	MFO: Asset Management, Financial Management, and Organizational Efficiency	Consultation with concerned department/units with regards to their departmental/unit plans, programs and budget, during planning consultations Assessment and review of CY 2013-2014 Plans and Programs Seminar-Workshop on the application of the Harmonized Gender and Development Guidelines (HG DG) to GAD Planning and Budgeting	Beneficiaries: 100% of women in PSALM's workforce(Total no. of women as of end of 2013: 153) Submission of Accomplishment Report for CY 2014 GAD Plans and Budget Submission of GAD Plans and Budget for CY 2016 and compliance with the requirements of oversight agencies	Done: Conducted seminar/workshop for GAD FPS, 22-24 October 2015 Done. Submitted 23 April 2015 Done. Submitted 23 April 2015	77,200.00 Corporate Funds	107,629.00 Corporate Funds	Budget, Property and Monitoring Department	



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8	Poor protection given to women workers of PSALM from sexual exploitation and other sexual and gender-based violence committed against them.	Lack of assistance provided by GAD to employees concerning gender-sensitive issues and welfare such as but not limited to the following: Sexual harassment cases and complaints filed in the workplace Filed grievance cases and complaints Issues on flexi-time, lactation and breastfeeding station, day-care center, and shuttle services, among others.	Establish linkage between GAD Focal Point with various ad-hoc committees and employees organization, and to create institutional mechanisms for the resolution of complaints. Provision of assistance by GAD Focal Point regarding employee's rights and welfare.	MFO: Good governance and organizational efficiency.	Regular consultation meetings with CODI, Grievance Committee and PACE.	Number of consultation meetings. Establishment of linkage or institutional mechanisms for Interfacing with various ad-hoc committees. for the resolution and settlement of cases and complaints.- Beneficiaries: 100% of women in PSALM's workforce (Total No. of women: 153). Number of complaints and cases and complaints resolved.	Number of consultation meetings: 1 Conducted meetings with the PACE officers. No.of complaints received: 0	20,000.00 Corporate Funds	0.00 Corporate Funds	Human Resource Division	



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9	Limited capacity of the GAD FPS in mainstreaming gender in the agency.	Low level of awareness regarding the Magna Carta for Women (RA 9170), especially for new entrants.	To inform and provide better understanding regarding the provision of RA 170.	MFO: Good governance and organizational efficiency	Orientation Program for new entrants new employees.	No. of orientation program conducted- Beneficiaries: 50 new women employees	Number of orientation conducted : 4 Orientation Program was conducted last 12 November, 1, 2, and 4 December 2015.	5,000.00 Corporate Funds	57,000.00 Corporate Funds	GAD FPS	Orientation Program was conducted with the following groups: 1) Executive Committee 2) Property Planning Officers 3) Manager's Committee 4) Plantilla and Non-plantilla personnel.
10	Limited capacity of the GAD FPS in mainstreaming gender in the agency.	Lack of deeper knowledge and understanding of gender mainstreaming of PSALM GAD Focal Point.	To strengthen the PSALM GAD Focal Point and provide venue for continuous growth and development.	MFO: Good governance and organizational efficiency	Participation during Women's Month celebration and other PCW -sponsored activities.	No. of activities participated during celebration of Women's Month- Beneficiaries: 80% of women employees	30	80,000.00 Corporate Funds	0.00 Corporate Funds	GAD FPS	



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11	Limited capacity of the GAD FPS in mainstreaming gender in the agency.	Lack of understanding of GAD-enabling mechanisms for GAD Focal Point. Lack of understanding of GAD-enabling mechanisms for GAD Focal Point.	To equip PSALM GAD Focal Point with knowledge, skills, and technique in conducting in house GAD Programs. To equip PSALM GAD Focal Point with knowledge, skills, and techniques in conducting in house GAD Programs.	MFO: Good governance and organizational efficiency	Attendance to trainings and seminars related to GAD planning and budgeting, good governance, anti-corruption, etc., Lecture/forum on: - Family Code, Pregnancy and Child Care, Parenting, Yaya Seminar. Care for elderly,	No. of trainings and seminars attended-Beneficiaries: GAD-FPS (11 personnel)	Attended the PCW Annual Budget Forum	64,000.00 Corporate Funds	0.00 Corporate Funds	GAD FPS	
12	Limited capacity of the GAD FPS in mainstreaming gender in the agency.	Lack of in-house trainer in PSALM Lack of in-house GAD Trainer in PSALM.	To provide technical and administrative support to GAD Focal Point. To provide technical and administrative support to GAD Focal Point.	MFO: Good governance and organizational efficiency	Hiring of Contracted personnel to institutionalize the PSALM GAD Focal Point system and support mechanism.	One (1) contracted personnel hired for minimum of 6 months period	not implemented	372,000.00 Corporate Funds	0.00 Corporate Funds	GAD FPS	
13	Lack of comfortable and secured place for PSALM working mother's who needs to lactate for their infants without compromising their attendance/performance at work (RA 9710 Sec 17 a.1&2)	Nursing mother's need for a private place for breastfeeding and lactation station. Nursing mother's need for a private place for breastfeeding and lactation room.	To provide adequate, comfortable and secure place for PSALM nursing mothers who need to provide their infants with breast milk without compromising their attendance/performance at work. To provide adequate, comfortable and secure place for PSALM	MFO: Organizational Efficiency	Maintenance and Improvement of Lactation Room and Breastfeeding Station in PSALM.	Fully operational and well maintained breastfeeding and lactation station in PSALM.- Beneficiaries: 100% of nursing mothers in PSALM and other visitors	Lactation room was well maintained. Reading materials about breast feeding, family planning and parenting were placed in the lactation room.	20,000.00 Corporate Funds	0.00 Corporate Funds	Administration and General Services Division	



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14	Non-representation of women during the conduct of trainings and seminars in awareness campaign on climate change adaptation and mitigation.(RA 9710 Sec.13)	Lack or preparedness during calamities. Lack of preparedness during calamities	To prepare women during disasters and calamities. To prepare women during disasters and calamities.	MFO: Organizational Efficiency	Conduct of seminar and trainings on climate change, disaster preparedness. Participation in the conduct of drills such as earthquake and fire kills at the office.	No. of trainings conducted and no. of participants.- Beneficiaries: 100% of women in PSALM's workforce (Total No. of women: 153).	Number of drills: 1, 17 September 2015 Participated in the conduct of drills such as earthquake and fire drills in the office.	50,000.00 Corporate Funds	0.00 Corporate Funds	HRAGSD	
15	Inequitable representation of women during awareness campaign on climate change adaptation and mitigation.	Lack of participation of women in environmental issues	To promote environmental awareness among PSALM employees,	MFO: Organizational Efficiency	Conduct of training on waste disposal, segregation and management.	No. of trainings conducted and no. of participants- Beneficiaries: 100% of women in PSALM's workforce (Total No. of women: 153).	Number of trainig conducted : 2 1) Talks on Climate Change and Tree Planting Activity in San Roque Hydroelectric Power Plant, San Manuel Pangasina on 1 July 2015. 2)Solid Waste Disposal and Management , PSALM Office, Bankmer Building, 14 December 2015	50,000.00 Corporate Funds	30,243.00 Corporate Funds	GAD FPS	



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16	Lack of regular assessment and evaluation of the Implementation of GAD Plans, Programs and Projects per MCW IRR Sec 37 A.1	Non-responsiveness of plans and programs to gender issues. Delays or non-implementation of plans and programs. Gaps in planning and implementation.	To monitor the implementation of GAD plans and programs To identify gaps in plan implementation To resolve gender Issues during plan Implementation	MFO: Asset Management and Financial Management	Regular monthly and quarterly meetings and consultations.	Minutes of Meetings, Agreements Reached, Assessment and Monitoring Reports, Updated plans and programs and realigned targets, and Assessed implemented projects, ongoing-projects and planned projects.- Beneficiaries: 100% of women in PSALM's workforce (Total no. of women: 153)	Conducted TWG meetings during the year. Attended the DOE Energy Family Year-End Consultation on 9-10 December 2015.	120,000.00 Corporate Funds	0.00 Corporate Funds	GAD FPS	



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17	Failure to conduct regular assessment and monitoring of the implementation of GAD Plans, Programs and Projects.	Lack of database system to monitor and assesse the GAD Plans, Programs and Projects.	To mainstream GAD in the corporate PAPs and to become a more responsive organization to GAD issues and concerns.	MFO: Organizational Efficiency	Conduct of survey on organizational and clientele for GAD database system requirements collect, update and monitor sex disaggregated data. - Improve the Human Resource Information System (HRIS) to incorporate GAD data. - Review of corporate policies for gender sensitivity and responsiveness and recommend improvements, if necessary.	Establishment of GAD database.- One survey per year.	Done. Improvement of PSALM HRIS: 1) Inclusion of the Magna Carta for Women 2) PHILHEALTH MDR Information 3) ICS/SA personnelare now included in the payroll. 4) Heightened security for editing.	30,000.00 Corporate Funds	30,000.00 Corporate Funds	Corplan	
18	Inadequate knowledge of PSALM Personnel in integrating gender mainstreaming in the Corporate Plans and Programs	Non-responsiveness of PSALM's Corporate Plans and Programs to gender-issues	To come up with policy recommendations including mechanisms for implementation, evaluation and monitoring of GAD initiatives in PSALM, in particularthe Corporate Strategic Action Plan	MFO: Asset Management and Liability Management	Conduct study on the mainstreaming of GAD issues in the core mandate of PSALM in the following: -Liability Management -Universal Charge Administration -Asset Operation and Maintenance -Fuel Management -Asset Valuation and Disposal	No. of plans and projects that are responsive to GAD issues and concerns - Beneficiaries: 100% of women in PSALM's workforce (Total no. of women: 153)	Met with the concerned group for the mainstreaming of GAD activity in their corporate plans and targets.	10,000.00 Corporate Funds	0.00 Corporate Funds	GAD FPS	
SUB-TOTAL								1,000,000.00	627,058.90	ODA	
								90,039,206.08	82,055,022.80	Corporate Funds	
TOTAL								91,039,206.08	82,682,081.70		



Prepared By:	Approved By:	Date
Helena C. Tolentino	Lourdes S. Alzona	12/06/2016
GAD Chairperson	Officer in Charge	



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