

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT FY 2017

Reference: Endorsed GPB #2016-002984

Date Endorsed: Feb 12, 2018

Organization: National Power Corporation

Organization Category: National Government, GOCC with Budgetary Support

Organization Hierarchy: Department of Energy, National Power Corporation

Total Budget/GAA of Organization:	12,593,210,000.00		
Actual GAD Expenditure	56,120,489.27	Original Budget	57,675,000.00
		% Utilization of Budget	97.30
% of GAD Expenditure:	0.45%		

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-FOCUSED ACTIVITIES										
1 Limited visibility of women of SPUG host communities in missionary electrification-related consultations, trainings, IEC sessions and forums as partners of NPC-SPUG in pursuing its mandate.	Lack of focus on women as potential community leaders for strong linkages and networking between NPC-SPUG, cooperatives and people's organization in addressing the role of the community in sustaining the missionary electrification program of NPC.	Increased participation of women in consultations, training, IEC sessions and forums on the missionary electrification programs of NPC.	MFO: NPC Missionary Electrification	Purposive campaign and inclusion of women as partners in the implementation of the missionary electrification program of NPC.	No. of women participated in consultations, IECs and forums on missionary electrification - 25 women representatives from each SPUG Area (Luzon, Visayas, Mindanao)	Consultative Workshops on Planning and Forecasting for Missionary Electrification: TOTAL MINDANAO22 vs 9 FEMALE PARTICIPANTS IN 2016: Western Mindanao Area (12 female participants) Eastern Mindanao Area (10 female participants) TOTAL LUZON48 vs 36 FEMALE PARTICIPANTS IN 2016: Palawan Area (19 female participants) Mindoro, Romblon & Batangas Areas (17 female participants) Marinduque, Quezon & North Luzon Areas (16 female participants) Bicol Area (15 female participants) TOTAL VISAYAS31 vs 16 FEMALE PARTICIPANTS IN 2016: Western Visayas Area (16 female participants) Eastern Visayas Area (15 female participants)	Expenses for the preparation and conducting of consultations, IECs and forums. 500,000.00 GAA	363,500.20 GAA 768,636.36 GAA	Small Power Utilities Group	Done.
							Salaries, travel expenses and per diem of SPUG personnel who are in charge of the program. Program covers 196 municipalities all over the country. 500,000.00 GAA			



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2	Marginalized role of women in the consultations on civic action activities and membership to Watershed Management Council and Bantay Watershed Task Force as partners of NPC for the development, protection and maintenance of watersheds to support power generation.	Lack of opportunities or avenues given for women to have active participation in consultation, dialogues, forums and membership to community organizations living within the watershed areas maintained by NPC.	Capacitate women of NPC host communities for them to be able to take active role and responsibility in the watershed community organizations as partner of NPC in the development and protection of the watershed areas.	MFO: Development, protection and management of NPC Watershed Areas to support power generation.	Inclusion of women in the operations of civic action programs in observance of environmental-related activities in Angat and membership to the Watershed Management Council in Upper Agno Watershed Area and Bantay Watershed Task Forces in San Roque, Tiwi, Buhit-Barit, Pulangi Watershed Areas.	No. of women included in civic action programs and membership to the Watershed Management Council and Bantay Watershed Task Forces - 20 women (Angat), 30 women (Upper Agno) included in the operation of civic actions, and 200 women (Upper Agno) involved in the Harmonization Program, 10 women (San Roque), 20 women (Tiwi), 8 women (Buhit-Barit), 3 women (Pulangi) involved in Task Force Operations.	BWTF Operations: Information, Education, Communication (IEC) in the Barangays (169 Female participants from 6 Barangays located in Upper Agno River Watershed Area (UARWA): Barangay Ekip, Barangay Topdaci, Barangay Caliking, Barangay Buyacaoan, Barangay Palpalan, Sitio Line 10) BWTF Operations: Coaching on Basic School Nursery Establishment & Management located in Upper Agno River Watershed Area (74 Female participants from Binga National High School and Adaoay National High School) BWTF Operations: Tree Planting Caravan located in Upper Agno River Watershed Area (116 Female participants from 7 areas within the UARWA: Karao, Ekip,Bokoc, Bobok-Bisal, Adaoay, Natublang) BWTF Operations: Pulong-Pulong & Forest Protection General Assembly/Summit located in Upper Agno River Watershed Area (39 Female participants from 5 barangays clusters: Buguias Cluster, Alot-Tublay-La Trinidad-Ilogon Cluster, Kabayan Cluster, BLGU-Ekip, Bokod Cluster) Civic Action/Social Mobilization Activities of Upper Agno River Watershed Area Team: Tree Planting and Clean-Up Drives (256 Female participants from 11 barangays around the UARWA: Ambuklao, Buguias, Amilmay, Baculongan, Duacan, Binga, Becket, Pisek, Buyacaoan, Abatan, Caliking) Civic Action Programs of San Roque Watershed Area Team (12 female BWTF member-volunteers, 11 female trained in Forest Fire Prevention & Suppression, 76 female facilitated and participated in the Community-based Re-echo of Forest Fire Prevention & Suppression, 448 female actively participated in various community-based IECs, 931 female actively participated in school-based IECs, 58 female participated in 4 tree planting activities, 1 female involved in monitoring the watershed & implementing watershed regulations) Civic Action Program/BWTF & WMC initiatives of Tiwi Watershed Area Team (22 female included in civil actions and membership to the Interim Watershed Management Council and Bantay Watershed Task Force)	Salaries, travel expenses and per diem of Watershed Management Dept employees in charge of implementing the programs to various watershed areas. 750,000.00 GAA Expenses for the preparation and training of women of host communities on civic actions programs and on their role and responsibilities as members of the Bantay Watershed Task Forces. 750,000.00 GAA Materials and equipment to be used for the program, i.e seedlings, information paraphernalia, etc. 400,000.00 GAA Wages of COSJO staff hired as forest guards, community relations staff and general services aides for Angat, Upper Agno, San Roque, Tiwi, Buhit-Barit and Pulangi Watershed Areas 30,000,000.00 GAA	2,101,396.48 GAA 396,940.00 GAA 130,100.00 GAA 25,020,415.20 GAA	Watershed Management Department	Done
3	Poor participation of women of Indigenous cultural communities in the Institution Building Program of NPC aimed to collaborate with and orient IPs to adopt strategies and approaches in protecting and sustaining watershed resources.	Gender norms about roles of women and men among community members that often keep women away from non-household affairs.	Increased participation of women in the Institution Building Program on Indigenous Peoples as partners in protecting the Angat Watershed Area and in the Indigenous Knowledge, Systems and Practices (IKSP) Program in Upper Agno Watershed Area.	MFO: Development, protection and management of NPC Watershed Areas to support power generation.	Consultation with and involvement of women in the Institution Building Program on Indigenous Peoples in Angat Watershed and in the Indigenous Knowledge, Systems and Practices (IKSP) Program in Upper Agno Watershed.	Percentage of women involved in the Institution Building Program on Indigenous Peoples in Angat and in the IKSP Program of Upper Agno - At least 50% of women in the community involved in the Program.	APPROXIMATELY 73% OF THE IP WOMEN POPULATION WERE INVOLVED IN THE PROGRAM. Information Drive on Program on Indigenous Peoples for Ikarao-Ekip ICCs (39 Female participants) Training on Alnus Tree Propagation and Production for Indigenous People of the Ikarao and Kalanguya Ethnolinguistic Group (17 Female participants) Coordination meeting with Karao and Ekip BLGU officials (17 Female participants) Workshop on Indigenous Knowledge, Systems Resource Management of IPs of Ikarao and Kalanguya Ethnolinguistic Group on 22 June 2017 (18 Female participants) Dialogue with the Ekip Indigenous Farmers Federation on the Implementation of 100 Has coffee plantation at Ekip and Pilo (12 Female participants) Participatory Workshop on IKS Research/Study re: Resource Management of the IPs of Ikarao and Kalanguya Ethnolinguistic Group on 29 September 2017 (19 Female participants) Coordination meeting with Karao and Ekip Ethno Groups and IPOs (35 Female participants) Training of Karao-Ekip Ethno Group on Mushroom Production: Proper Handling and Maintenance on Growing Bag Cultivation of Oyster Mushrooms(10 Female participants) IEC/PID on Watershed Mgmt. & conducted Update of the Ikarao & Kalanguya Ethnolinguistic Group's Chontlog (64 Female participants) Consultation meetings conducted for the Institution Building for IPs program (28 female participants from Daynet, Pangbasa and Cabayabasan IP Community) Conduct of Livelihood Skills Training for Daynet IP Community (22 female participants in Soft Broom Making and 20 female participants in SALT training)	Materials and equipment to be used for the program, i.e seedlings, basket weaving materials, information paraphernalia, etc. 1,000,000.00 GAA Expenses for the preparation and training of women of indigenous communities Institution Building Programs of NPC 750,000.00 GAA Salaries, travel expenses and per diem of Watershed Management Dept employees in charge of implementing the programs to various watershed areas. 500,000.00 GAA Wages of COSJOs hired as community relations employees involved in mobilizing the programs for the Indigenous Peoples 15,000,000.00 GAA	24,600.00 GAA 126,080.00 GAA 480,909.09 GAA 13,456,000.00 GAA	Watershed Management Department	Done



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4	Fewer girls than boys in high schools located in host communities of NPC who are interested in pursuing science and technology in college.	Gendered notions about women's and men's roles and skills, limiting career options for girls and boys. Inadequate information and guidance on the various opportunities in the field of science and technology.	Increased interest among high school girls in power plant sites and projects to pursue science and technology courses.	MFO: In support to the Department of Energy (DOE) Girls and Science, Girls in Science Program	Conduct of IECs and power plant tours for students of high schools located within the host communities of SPUG	No. of IECs and power plant tours conducted: - 1 each SPUG Area (Luzon, Visayas, Mindanao)	Plant Operations and Safety Lecture at San Antonio Agricultural & Vocational High School (216 students with 110 female participants) and, Balanacan National High School (134 students with 68 female participants)	Salaries, travel expenses and per diem of SPUG employees in charge of implementing the programs to various SPUG areas 500,000.00 GAA Expenses for the preparation and conducting of educational trips for students of SPUG host communities. 500,000.00 GAA	118,454.00 GAA 21,600.00 GAA	Small Power Utilities Group	Done.
ORGANIZATION-FOCUSED ACTIVITIES											
5	NPC women employees lack awareness on disaster and calamity preparedness, safety practices and risk reduction management /Disaster and Calamity Preparedness and Risk Reduction Management Program	Only 5% of the members of the NPC Contingency Response Team (CRT) are female. Female employees are not properly oriented on disaster and calamity preparedness, safety practices and risk reduction management Males employees are more informed / interested in the issue than women employees.	Increased awareness and knowledge on what to do in times of disaster and calamity, safety practices and risk reduction management. Increased number of female members of the NPC-Contingency Response Team.	MFO: In support to the efforts of the National Disaster Risk Reduction and Management Council (NDRRMC)	Conduct of the following activities - Emergency, disaster, calamity preparedness seminars / training - Earthquake and fire drills - First aid training	No. of female employees recruited to NPC-CRT - 5 female employees recruited to join the NPC Contingency Response Team (CRT) No. of activities implemented - 3 programs/activities implemented, 450 employees from Head Office participated in drills No. of activities implemented - 1 seminar on fire safety for prospective CRT members No. of activities implemented - 4 batches of training on Risk Assessment Management Program in Mindanao areas No. of activities implemented - 4 batches of training on Risk Assessment Management Program in HO and Luzon areas No. of activities implemented - 1 training course on first aid and basic rescue for prospective CRT members	8 female employees are now active members of the NPC Contingency Response Team (CRT) Conducted 4 earthquake and fire drills (526 employees with 185 female participants) Conducted 1 Fire Safety Seminar on May 15-18, 2017 (27 employees with 2 female participants) Conducted 14 batches of training on Risk Assessment Management Program in Iligan, Davao and Zamboanga (592 employees with 157 female participants) Conducted 19 batches of training on Risk Assessment Management Program in HO and Bagac Training Center (468 employees with 225 female participants) Conducted 1 First Aide & Basic Rescue Training Course on April 3-7 (10 employees with 1 female participant)	Materials and equipment needed by the NPC-CRT 500,000.00 GAA Expenses for the training and development of members of the NPC-CRT 500,000.00 GAA Salaries of employees participated in the program 750,000.00 GAA Meals, transportation and lodging of female participants and training staff during the program 750,000.00 GAA Travel expenses of female participants and training staff during the program 300,000.00 GAA	109,000.00 GAA 48,100.00 GAA 3,884,204.55 GAA 1,449,000.00 GAA 1,846,800.00 GAA	Human Resources Department and NPC-Contingency Response Team	Done.



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6	NPC employees with children under 5 are deprived of equal opportunity for work productivity due to time spent to child care first before going to office resulting to absenteeism and tardiness.	Lack of support system to assist parents with small children in the performance of child-rearing responsibilities while they work.	Provide safe and responsible care for children under 5 of NPC employees during office hours within the NPC compound.	MFO: Pursuant to Executive Order No. 340 (Directing National Government Agencies and GOCC to provide Day Care Services for their Employees' Children under 5 years of Age)	Operation of the NPC Day Care Center from Monday to Friday during office hours.	Operation of the NPC-DCC during office hours for the benefit of employees with children under 5 years old - Enrollment of NPC employees' children aged 3-5 years old to the Day Care Center.	Continuous operation of NPC Day Care Center from July 2016 to March 2017 (9 enrollees) and June 2017 to present (13 enrollees).	Salaries of Day Care Center staff. 1,000,000.00 GAA Materials and equipment, overhead expenses for NPC-DCC 500,000.00 GAA Janitorial and security services assigned at the Day Care Center 300,000.00 GAA Salaries of Day Care Center Committee and parents during participation to DCC-related activities 75,000.00 GAA	517,672.12 GAA 13,500.00 GAA 436,120.00 GAA 320,000.00 GAA	Human Resources Department NPC-DCC Committee NPC-DCC Parent Teacher Association	Done
7	Lack of organization-issued policies on full integration/mainstreaming of GAD in NPC projects and programs.	Framework for mainstreaming GAD in PAPs of NPC are not structured.	To develop policies supporting full integration/mainstreaming of GAD in PAPs of NPC.	MFO: Executive Order (EO) No. 273 (Approving and Adopting the Philippine Plan for Gender-Responsive Development)	Review existing policies for consistency with emerging GAD issues and issue policies supporting gender mainstreaming, including GAD Planning and Budgeting.	No. of policies issued on GAD mainstreaming in NPC's plans and programs. - 1 Corporate Circular on GAD Mainstreaming	Proposed circular still under revision and for review of the GFPS and NPC management	Salaries of staff. 100,000.00 GAA	2,013,984.00 GAA	Human Resources Department	Partially Done.
8	Limited capacity to develop and implement gender-responsive policies and programs for NPC.	Lack of awareness on GAD and MCW of the top management and GFPS members. Inadequate resources and priority given to GAD-related activities.	Fully capacitate MANCOM, GFPS and GAD champions on GAD and MCW	MFO: Capacity Building of GAD Focal Point System and NPC Women Empowerment	- Conduct basic GAD and MCW orientation. - Conduct of awareness program for employees - Participation to the annual Women's Month Celebration	No. of MANCOM and GFPS members attended orientation programs on GAD and MCW - 50% of MANCOM and GFPS members oriented. Participation to GAD-related activities - 50% of MANCOM participated in GAD-related activities, planning, etc. Participation to the Annual Women's Month Celebration - 100 female employees	GAD mainstreaming were highlighted during the 2017 NPC Management Conference held on November 22-25, 2017. 51 out of 159 participants were female and GAD advocates. The NPC Ladies Foundation Inc. (LFI) composed of 121 female members of which 51 are occupying managerial positions, are actively promoting gender-based activities of the foundation in support to major GAD activities of the agency for CY2018. 195 female employees participated during the launching of the Annual Women's Month Celebration at the NPC-Head Office.	Training expenses and honoraria for trainers 300,000.00 GAA Salaries of employees/officers participated in the program 500,000.00 GAA Salaries of female employees who participated during the launching of the Annual Women's Month Celebration 250,000.00 GAA Meals, transportation and lodging of female participants 500,000.00 GAA Materials and paraphernalia during the Annual Women's Month Celebration 50,000.00 GAA Travel expenses of female participants coming from the field offices 150,000.00 GAA	127,500.00 GAA 930,681.82 GAA 354,545.45 GAA 836,250.00 GAA 14,500.00 GAA 210,000.00 GAA	Human Resources Department NPC-GAD Focal Point System NPC Management Committee	Done
SUB-TOTAL								57,675,000.00	56,120,489.27	GAA	
TOTAL								57,675,000.00	56,120,489.27		



Prepared By:

Approved By:

Date


LORNA T. DY

VICE PRESIDENT, ADMINISTRATION & FINANCE

PIO J. BENAVIDEZ


PRESIDENT & CHIEF EXECUTIVE OFFICER

02/12/2018

