

**COMMENTS ON THE ANNUAL GAD ACCOMPLISHMENT REPORT
FY 2021**

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: 34,393,856,000.00

Actual GAD Expenditure	21,703,066,403.47	Original Budget	5,223,568,869.47
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% Utilization of Budget	415.48
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Actual GAA Expenditure	21,703,066,403.47	Original GAA Allocation	5,222,171,181.47
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% Utilization of Original	415.59
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% of GAD Expenditure: 63.10%

FINAL OBSERVATIONS AND REMARKS

Thank you for submitting your FY 2021 Gender and Development (GAD) Accomplishment Report [AR].

The Philippine Commission on Women (PCW) notes the implementation of your GAD programs, projects and activities and other GAD-related accomplishments for the period. We appreciate the efforts of NAPOCOR in responding to the gender issues of its clientele and/or in addressing its commitments under national and international mandates on GAD.

As final instructions, please print this GAD AR together with PCW's final observations and remarks and submit the signed copies for reference to your resident COA Auditor. For its submission to PCW, kindly send the signed electronic copy of the FY 2020 GAD AR to pdmed.monitoring@pcw.gov.ph copy furnished the dd_operations@pcw.gov.ph.

Philippine Commission on
Women

March 11, 2022

In downloading your 2021 GAD AR, kindly follow these steps:

- a. Click the "My GAD Profiles" menu;
- b. Select "List of GAD Plans and GAD ARs";
- c. Click the View icon under the Actions column;
- d. Click the Comment Reports icon on the upper left side portion of the window to view the reviewed GAD AR with PCW's comments, remarks or observations; and
- e. Finally, click the PDF icon to generate the report.

Again, thank you.

	Gender Issue /Gad Mandate (1)	Cause of Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Organization MFO/PAP or PPA (4)	GAD Activity (5)	Performance Indicators / Targets (6)	Actual Result (Output/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost /Expenditure (9)	Remarks (10)
ORGANIZATION-FOCUSED ACTIVITIES										
1	Inadequate visibility of Gender and Development campaign and IEC materials in NPC offices.	Lack of mechanism for information dissemination on GAD, e.g. absence of GAD Corner, inadequate materials on bulletin boards	To ensure that all GAD matters / issuances and updates are properly disseminated to increase GAD awareness and appreciation of NPC employees corporate-wide.	Awareness and capacity building on GAD of NPC employees	Establishment and maintenance of GAD Corners in NPC Head Office and area offices.	Number of GAD Corner established and maintained with adequate information and campaign materials - 1 at Head Office, 1 at SPUG Luzon Office, 1 at SPUG Visayas Office, 1 at SPUG Mindanao Office, 1 at Mindanao Generation Office	1. Head Office - placed a GAD information and brochures stand at the lobby of the main building. Printing and Posting of all GAD campaign banners and posters to billboards around the main office. Printing and posting tarpaulin posters and banners to 8 sites within NPC-HO, and posting of all campaign and information materials to NPC website, and official Facebook Page. 2. Establishment/assignment of GAD room at the HRD office. 3. SPUG Luzon-Printing, posting, and distribution of GAD campaign and information materials.	15,000.00 Salaries of personnel involved (2 x 4.5k rate/day x 3days) 0.00 Salaries of IT personnel Involved (1 x 1.5k x 1 day) 0.00 Materials (posters, banners, printing, etc. 0.00	7,000.00 13,485.15 1,526.00 5,000.00	

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2	Creation, Establishment and Strengthening of the NPC-GAD Focal Point System (GFPS)	There is a void in the composition of NPC-GFPS caused by several personnel movements among its members effective October 2020 and January 2021, i.e., retirement of the Chairperson and transfer of office of the Secretariat, etc.	Strengthened NPC-GFPS to ensure, advocate, guide, coordinate and monitor the development, implementation, review and updating of NPC GAD plans, programs, projects and activities.	Creation, Establishment and Strengthening of the GFPS as per PCW Memorandum Circular 2011-01	Re-constitution of the NPC-GFPS in view of the retirement of its Chairperson and other personnel movement of its members and secretariat.	Issuance of memorandum order reconstituting the NPC GFPS - Should be issued on or before 31 January 2021 or within 15 days upon assumption to duty of the new Vice President for Administration & Finance	Reconstitution NPC-GFPS per NPC-Memorandum Order No. 134 dated 25 May 2021	2,000.00 Salaries of personnel involved in the preparation and approval of Memorandum Order (5 employees x rate per day x no. of days) 0.00	2,000.00 32,154.18	

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3	Section 37 of the Magna Carta of Women: 'The agency shall ensure that members of the GFP undergo capacity building programs on gender and development'	Lack of participation of GFPS members and Functional Group GAD Champions in GAD trainings, conferences, and other activities	To ensure that all GFPS members and Functional Group GAD Champions are updated on new information on GAD / Gender Mainstreaming	Capacity building of GAD Focal Point Systems and GAD Champions of NPC	Participation of GFPS members and Functional Group GAD Champions to GAD trainings, webinars, and other activities.	Number of GFPS members and FG GAD Champions who participated in GAD trainings, webinars, and other activities - 20 GFPS members and FG GAD Champions attended GAD orientation and trainings	Coordinated with PCW for GAD subject matter experts and recommended training and seminars for NPC-GFPS and Champions capacity building. PCW GAD Resource Pool members and topics forward to Training Development Division for selection and negotiation. Attendance of NPC-GFPS TWG Chairperson, Vice-Chair, and Secretariat to series of online conferences such as: -PCW's Virtual Conference on Updated GEWE Plan - NGAs (November 26, 2021) -PCW's Inter-Agency Technical Working Group (IA-TWG) Meeting of Chapter 12: Energy and Gender Equality and Women Empowerment (GEWE) Plan 2019-2025 (August 26, and September 17, 2021) -GAD together: Sharing of Best GAD Practices in the Energy Sector, with NPC & PSALM GFPS (December 9, 2021). Also, GFPS Secretariat attended CSC's Gender, Diversity and Social Inclusion (August 16, 18, 23, and 26 2021)	50,000.00	2,200.00 698,844.00 35,661.17 11,887.07 11,876.18	

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4	Absence of dedicated staff to handle GAD resulting to lack of comprehensive Gender Disaggregated Data and incomplete & inaccurate reports to support proper evaluation and planning of the Corporate GAD plans and programs.	No dedicated staff to handle, develop, assist, consolidate and maintain corporate-wide GAD reports and data.	Availability of dedicated staff to handle, develop, assist, consolidate and maintain corporate-wide GAD reports and data.	Creation and maintenance of GDD GAD Databank and Reports	Hiring of dedicated staff to handle, develop, assist, consolidate and maintain corporate-wide GAD reports and data.	Number of dedicated staff to handle, develop, assist, consolidate and maintain corporate-wide GAD reports and data - Hired two (2) staff under the Contract of Service scheme to handle GAD-related activities and reports effective 01 January 2021.	Hired two (2) staff Contract of Services Personnel. Labor: Industrial Relations Development Officer (2.7k per day x 264 days), 735,7688.00 Materials: 25,000.00	Job Order 800,000.00	760,768.00	Human Resources Department

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5	RA 6949 Mandatory Celebration of National Women's Month	NPC employees have limited knowledge and appreciation on women's roles and contributions in nation building.	Increased knowledge and appreciation on women's roles and contribution in nation building.	NPC support function on the annual celebration of the National Women's Month	Participate in PCW/ CSC/ DOE initiated activities and conduct other activities for the annual National Women's Month Celebration (NWMC)	Number of employees participated in the NWMC - 200 female and male employees participated in the NWMC activities Number of activities conducted during the National Women's Month - At least 2 activities conducted in NPC Head Office and areas offices	Issuance of Memorandum No 2021-021 signed by Vice-President, Admin & Finance and NPC-GFPS Chairperson, enumerating activities in the 2021 National Women's Month Celebration 1. Announcement of the 2021 National Women's Month Celebration during the March 1 Flag Raising Ceremonies. 2. Using the All-Women Cast Lupang Hinirang audio in all NOC event for the whole month of March.	150,000.00 Salaries of personnel involved in the preparation and approval of the Memorandum (4 employees x rate per day x no. of days) 0.00	7,500.00 21,092.27	

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6	RA 10398 declaring November 25 as National Consciousness Day for the Elimination of Violence Against Women and Children	NPC employees have limited knowledge on VAWC	Increased knowledge on VAWC among NPC employees	NPC support function on the annual observance of the National Consciousness Day for the Elimination of Violence Against Women and Children	Distribution of IEC materials on VAWC during the 18 Day Campaign period	Number of materials on VAWC distributed corporate-wide - At least 100 copies distributed to NPC offices	Issuance of Memorandum No 2021-094 signed by Vice-President, Admin & Finance and NPC-GFPS Chairperson, endorsing the recommended activities of PCW in the 2021 18-Days Campaign to End Violence Against Women.	15,000.00	7,000.00	
						Number of materials on VAWC distributed corporate-wide - Corporate-wide information drive	Posting of campaign banners and posters to 8 sites within NPC compound (1 billboard and 7 announcement board). Printing copies of (a) Republic Act 7877 Anti Sexual Harassment Act of 1995 (b) Republic Act 9262 Anti-Violence Against Women and their Children of 2004 (c) Republic Act 9710 Magna Carta of Women for distribution to HO using the GAD Information and Brochure Stand. Posting of campaign material and information of NPC website and official Facebook Page.	Salaries of personnel involved in the preparation and approval of Memorandum (4 employees x rate per day x no. of days) 0.00	18,123.23	
						Number of materials on VAWC distributed corporate-wide - No. of participant in Anti Sexual Harassment Seminar	Training & Development Division conducted a series of online seminar from early October to December 2021	Salaries of personnel involved in the activities relative to the preparation, and approval of VAWC training program (4 employees x rate per day x no. of days x 3 officer orders) 0.00	72,183.95	
								Salaries of personnel involved in the preparation and approval of Memorandum (4 employees x rate per day x no. of days) 0.00	71,568.95	
								Training/Lecturer Fees, 6 days schedules (am/pm sessions) 0.00	328,059.28	
								Salaries of the participants in VAWC training program (178 x rate per day x 1 day) 0.00		

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7	Programs, projects and activities are not properly reviewed to become gender-responsive.	Improper identification and attribution of the necessary GAD related activities in the GAD Plan and Budget and GAD Accomplishment Report.	Gender-responsive GAD Plan and Budget and accurate GAD Accomplishment Report	Attainment of NPC's commitment for the mainstreaming GAD in all of the corporate projects and programs. Gender-responsive GAD Plan and Budget	Conduct GAD Planning and Budgeting and year-end assessment of accomplishments.	Corporate GPB - Approved FY 2021 GAD Plan and Budget Corporate GAD AR - Approved FY 2020 GAD Accomplishment Report	Approval of NPC FY 2021 GAD Plan and Budget (GPB's) Approval of NPC FY 2020 GAD Accomplishment Report (ARs)	25,000.00 Salaries involved in the preparation and approval of 2021 NPC GPBs (5 employees x rate per day x no. of days) 0.00 Salaries involved in the preparation and approval of 2021 NPC GAD ARs (5 employees x rate per day x no. of days) 0.00	0.00 44,030.36 44,030.36	
ATTRIBUTED PROGRAM										
8					Operation and maintenance of NPC Power Plants in remote missionary areas (275 power plants in 219 off-grid areas around the country, servicing 828,625 households with an average of 2 female members each household) Computation: 17.60HGDG Score / 20 pts. x 100% = 88% Php4,164,615,082.00 x 88% = Php3,664,861,272.16			3,664,861,272.16 OPEX 0.00 CAPEX 0.00	0.00 18,702,136,602.15 1,355,522,454.64	

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9					Operations and maintenance of hydroelectric power plants in Agus and Pulangi and its community development (with combined installed capacity of 982mw, the Agus & Pulangi Power Plant Complexes supply more than 50% of Mindanao's total electricity requirement including the Community Development activities implemented for the host communities of the power plants) Computation: 8.54 HGDG Score / 20 pts. x 100% = 42.7% Php3,321,669,505 x 42.7% = Php1,418,352,878.63			1,418,352,878.00	0.00	
							OPEX	475,639,428.55		
							0.00		1,037,859,221.92	
							CAPEX			
							0.00			

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10					Watershed Management and Rehabilitation Projects & Programs (covering 11 watershed areas with 485,199 hectares in support of power generation, domestic water supply and irrigation, managed through rehabilitation, protection and resources development campaigns and livelihood training conducted to teach host communities (including IP communities) the importance of a sustainable environment and to encourage them to venture into alternative income-generating activities other than "kaingin" and charcoal-making)Computation: 13.06 HGDG Score / 20 pts. x 100% = 65.30%Php211,179,221 x 65.30% = Php137,900,031.313			137,900,031.31 OPEX 0.00 CAPEX 0.00	0.00 119,880,897.88 9,831,808.18	
SUB-TOTAL								5,223,568,869.47	21,703,066,403.47	GAA
TOTAL								5,223,568,869.47	21,703,066,403.47	

Prepared By:


ALEXANDER P. JAPON

VICE PRESIDENT, ADMINISTRATION & FINANCE

Approved By:


USEC. DONATO D. MARCOS

OFFICER-IN-CHARGE, OFFICE OF THE PRESIDENT & CHIEF EXECUTIVE OFFICER

Date