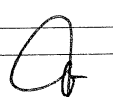
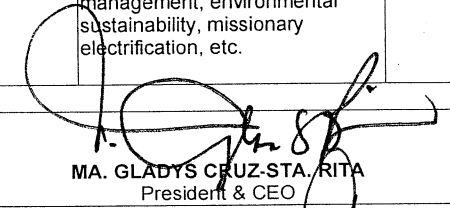


ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN & BUDGET  
FY 2015

Agency/Bureau/Office : National Power Corporation  
Total GAA of Agency : \_\_\_\_\_

Department (Central Office): Department of Energy (DOE)

Gender Issue &/or GAD Mandate (1)	Cause of the Gender Issue (2)	GAD Result Statement/ GAD Objective (3)	Relevant Agency MFO/PAP (4)	GAD Activity (5)	Output Performance Indicators and Target (6)	GAD Budget (7)	Source of Budget (8)	Responsible Unit/Office (9)
<b>1. ORGANIZATIONAL FOCUSED</b>								
a) Women employees lack awareness on safety practices and risk reduction management	- women employees are not properly informed on safety practices and risk reduction - male employees are more informed/interested in the issue than women employees	Increased awareness in times of disaster and calamities, both for male and female employees of NPC	Employees disaster and contingency preparedness	Conduct of disaster risk reduction and management programs/seminars	1 information dissemination/campaigns and/or seminar on disaster risk reduction and management	200,000.00	GAA	Human Resources/ NPC-Contingency Response Team
b) Employees lack awareness on environmental issues and sustainability	- employees in general are not properly informed on environmental issues and concern	Increased awareness on environmental issues and sustainability, both for male & female employees	Employees' awareness on issues relevant to environmental sustainability	Conduct of environmental and sustainability awareness programs/seminars	1 information dissemination/campaigns and/or seminar on environmental issues and sustainability	150,000.00	GAA	Human Resources/ Watershed Management Dept.
c) Employees lack awareness on the causes of leading diseases as well as the necessary prevention of these diseases, in order to maintain a healthy and productive workforce	- employees lack proper information on the causes of leading diseases and its prevention, thus, producing high Sick Leave statistics corporate-wide	Developed healthy and alert workforce by attaining a well-balanced quality of life, thus improving productivity of employees; To promote active health measures on various illnesses; and prevention of illnesses as well	Promotion of general wellness, effectiveness and productivity in the workforce	Integrated health & wellness promotion thru seminars/lectures/advisorios and sports activities to cover the most common conditions prevalent in the organization; invite experts on identified health concerns/issues from prestigious institutions as resource speakers	2 information dissemination/campaigns and/or seminar ; and implementation of sound health & wellness program;	150,000.00	GAA	Human Resources
d) Employees lack awareness on gender issues/advocacies and other Gender & Development issues and concern	- employees in general are not aware of the issues and concerns involving gender and development	Increased awareness on gender issues among officials and rank and file employees; Established network with other government and private agencies on GAD issues and concerns;	Promotion of gender equality in the workplace  Mainstreaming of GAD in NPC Programs and Projects	Conduct of employee engagement programs on Gender & Development concerns & issues	2 seminars/workshops and participation to GAD activities conducted by partner agencies, i.e. PCW, CSC.	336,000.00	GAA	Human Resources GAD Focal Point System
e) Provision of equal opportunity for work productivity for parents working in NPC with children 3-5 years of age	- work productivity of employees with children 3-5 years of age tend to decline as compared to employees without toddlers to attend to	To provide safe and responsible care for children of NPC employees during office hours within the NPC Compound	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	Proper operation of the NPC-HO Day Care Center during office hours for the benefits of employees with children under 5 years old	300,000.00	GAA	Human Resources
<b>2. CLIENT FOCUSED</b>								
a) Men & women of host communities lack awareness of the objective of the presence of NPC operation in their communities	- host communities in general are not aware of the purpose of NPC in their respective communities - unharmonized efforts of different sectors in certain communities	To develop a well-informed men, women and children of host communities regarding various issues concerning the operation of NPC in host communities, i.e. watershed management, environmental sustainability, missionary electrification, etc.	Community and social responsibility	Conduct information drives, seminars and education on various issues concerning the operation of NPC in host communities, i.e. watershed management, environmental sustainability, missionary electrification, etc.	2 information dissemination/campaigns and/or seminar	100,000.00	GAA	Human Resources/ Watershed Management Dept./ Small Power Utilities Group
<b>TOTAL FY 2015</b>						<b>1,236,000.00</b>		
Submitted by:  <b>LORNA T. DY</b> Vice President, Administration & Finance			Approved by:  <b>MA. GLADYS CRUZ-STA. RITA</b> President & CEO			Date: _____ Day/Month/Year		