

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2019**

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: 12,128,346,000.00

Total GAD Budget

54,428,200.00

Primary Sources

54,428,200.00

Other Sources

0.00

% of GAD Allocation:

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	GAD Budget	Source of Budget	Responsible Unit /Office
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	1	2	3	4	5	6	7	8	9



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CLIENT-FOCUSED ACTIVITIES



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1	Fewer girls than boys in high schools located in host communities of NPC who are interested in pursuing science and technology in college (Continuing Program)	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 among female students in host communities of NPC.	Increased interest among high school girls in power plant sites and projects to encourage them to pursue science and technology courses.	MFO: In support to the Department of Energy's (DOE) "Girls and Science, Girls in Science" Program.	Conduct of IECs, community activities and power plant tours for students of high schools located within the host communities of NPC.	Number of IECs, community activities and power plant tours participated by high school students conducted per area - 1 each for Area (Luzon, Visayas, Mindanao) Number of male/female students included in the program - at least 30 students from each area (Luzon, Visayas, Mindanao) 10 female students from each area (LVM)	Salaries/travel expenses/per diem of plantilla personnel involved in the implementation of the program (30 staff x 3K daily rate x 52 days working on GAD) 4,680,000.00 Expenses for logistics, preparation and conduct of IECs community activities, educational power plant tours and safety sessions for students of NPC host communities. 500,000.00	GAA GAA	Mindanao Generation Small Power Utilities Group



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2	Limited visibility of women in energy-related consultations, civic action activities, training, IEC sessions and membership to task forces and councils in host communities of NPC.	Absence of sex-disaggregated database (SDD) to support planning and programming of projects for NPC host communities. Lack of focus on women as potential advocates and partners of NPC in pursuing its mandate for missionary electrification, Mindanao power generation and watershed and dams resources management.	Established sex-disaggregated data and gender-related information. Increased participation of women in consultations, civic action activities, training, IEC sessions and membership to task forces and councils.		Collection of sex-disaggregated data and other gender-related information to support improvement of programs/projects. Purposive recruitment of women to participate in energy-related consultations, civic action activities, training, IEC sessions and become members of task forces and councils for watershed areas.	Number of women included in consultations, civic action activities, training, IEC sessions and membership to task forces and councils in host communities of NPC. - 25 women included in IECs of SPUG, MinGen and DMD 25 women included in the operation of civic actions of WMD 25 women involved in task forces of WMD Established SSD in PAP levels of SPUG, MinGen, WMD and DMD - 50% of PAPs of SPUG, MinGen, WMD and DMD should have an established SDD	Salaries/travel expenses/ per diem of personnel involved in the activities (35 staff x 3k daily rate x 104 workdays) 10,920,000.00 Logistics, materials and equipment 500,000.00	GAA GAA	Mindanao Generation Small Power Utilities Group Dams Management Department Corporate Affairs Group Watershed Management Department Human Resources Department



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ORGANIZATION-FOCUSED ACTIVITIES



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3	Limited capacity to develop, implement and mainstream gender-responsive policies and programs for NPC (continuing activity).	Lack of top management and GFPS members' awareness and appreciation of GAD and MCW. Inadequate resources and priority are devoted to facilitate the integration of gender concerns in the agency policies, plans, programs and budget.	Strengthened NPC-GFPS in pursuing NPC GAD Programs. Fully capacitate management, GFPS and GAD champions on GAD and MCW.	MFO: Capacity building of GAD Focal Point Systems and GAD Champions of NPC	Training of GFPS on the use of gender analysis tools, i.e. GMEF and HGDG to help identify activities to further mainstream gender in NPC activities. Attendance to GAD and MCW orientation, seminars, training and fora.	Attendance to training, seminars, fora and events related to gender and development - 10 MANCOM/GFPS and/or GAD Champions attended Basic GAD and MCW orientation and trained on GMEF and HGDG.	Logistics and materials for the conduct of training, seminars, fora, etc. 250,000.00 Salaries/travel expenses/etc. of GFPS and GAD Champions during participation and involvement to GAD-related activities (10 GFPS x 3k daily rate x 52 workdays on GAD) 1,560,000.00 Training expenses and honoraria of trainers. 250,000.00 Salaries of the members of GAD Secretariat (2 staff x 3k daily rate x 104 workdays on GAD) 624,000.00	GAA GAA GAA GAA	NPC-GFPS Human Resources Department and counterpart in field offices



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4	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 (Continuing Program).	Lack of support system to assist parents employed by NPC with small children in the performance of child-rearing responsibilities while they work.	Provide safe and responsible care for children under 5 years old of NPC employees during office hours within the NPC compound.	MFO: Pursuant to Executive Order No. 340 (Directing National Government Agencies and GOCCs to provide Day Care Services for their employees' Children Under 5 Years of Age)	Operation of the NPC Day Care Center during office hours from Monday to Friday.	Operations of NPC-DCC during office hours for the benefits of employees with children under 5 years of age. - Enrollment of NPC employees' children aged 3-5 to the NPC-DCC.	Materials, equipment and overhead expenses. 150,000.00 Janitorial and Security services assigned at the Day Care Center 750,000.00 Salaries of Day Care Center Committee during participation to DCC-related activities (15 employee-parents x 3k daily ave x 45 days of activities) 2,025,000.00 Salaries of Day Care Center teachers and staff 1,000,000.00	GAA GAA GAA GAA	Human Resource Department



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5	Lack of purposive campaign for better appreciation and involvement on Gender and Development of NPC employees (continuing activity).	Inadequate resources and priority are devoted to facilitate the integration of gender concerns in the agency policies, plans, programs and budget. Lack of awareness and appreciation on GAD of NPC employees.	Increased awareness, appreciation and involvement to NPC GAD programs of all employees.	MFO: GAD Capacity Building Program	Participation to GAD-related activities implemented by the various NPC offices nationwide.	Conduct of GAD-related orientation/seminars/fora/film showing, etc. - 1 activity (orientation/seminar/forum/film showing) per quarter. Number of employees participated in the Annual Women's Month Celebration activities. - 300 female employees participated in the activities.	Expenses for logistics, materials, equipment, etc. needed for the conduct of the activities. 100,000.00 Honorarium of resource persons, Film Showing fees. 100,000.00 Salaries of employees during participation to GAD-related activities and programs (300 female employees x 3k daily rate x 2.5 whole days activities) 2,250,000.00	GAA GAA GAA	Small Power Utilities Group Human Resources Department and counterpart in field offices Mindanao Generation



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6	Lack of sex disaggregated database (SDD), including gender statistics on organizational operations, and at the levels of programs, activities and projects (PAPs) of CAG, SPUG, MinGen, DMD and WMD.	Lack of awareness and appreciation within NPC of the value of SDD to organizational and PAPs planning and programming. Lack of staff trained in generating, storing and analyzing SDD.	Established and utilized SDD for organizational planning (policy, human resources, and PAP levels)		Issuance of internal policy for data capture and reporting of participation of female/male (F/M), benefits accruing to F/M beneficiaries for inclusion in the database. Capacity development of concerned NPC personnel on data capture, storage, retrieval and analysis.	Number of concerned NPC personnel trained in data capture, storage, retrieval and analysis. - 6 staff trained	Salaries of staff trained (6 staff x 3k daily rate x 15 days) 270,000.00 Expenses for logistics preparation and training of staff 500,000.00	GAA GAA	Dams Management Department Mindanao Generation Watershed Management Department Corporate Affairs Group Small Power Utilities Group Human Resources Department
ATTRIBUTED PROGRAM									



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7					Bantay Watershed Task Force and Watershed Management Council Project/Program		Human Resources, mobilization, logistics, etc (25% of annual budget) 9,212,500.00	GAA	Watershed Management Department
8					Watershed Area Indigenous Peoples Project/Program		Human Resources, mobilization, logistics, etc (50% of annual budget) 10,650,000.00	GAA	Watershed Management Department
9					NPC Stakeholders Forum for SPUG Missionary Electrification, Mindanao Power Generation and Dams Safety Program		Human Resources, mobilization, logistics, etc (25% of annual budget) 8,136,700.00	GAA	Dams Management Department Corporate Affairs Group Small Power Utilities Group Mindanao Generation
SUB-TOTAL								54,428,200.00	GAA
TOTAL GAD BUDGET								54,428,200.00	



Prepared By:

LORNA T. DY

VICE PRESIDENT, ADMINISTRATION & FINANCE

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PRESIDENT & CHIEF EXECUTIVE OFFICER

Date

03/26/2018

