



National Power Corporation

MEMORANDUM

FOR : **PIO J. BENAVIDEZ**
President & CEO

FROM : **LORNA T. DY**
Vice President, Administration & Finance

SUBJECT : **FY 2020 GAD PLAN AND BUDGET (GPB)**

DATE : **16 October 2019**

We respectfully submit the **Annual Gender and Development Plan and Budget (GPB) for FY 2020** as reviewed by the Philippine Commission on Women (PCW) and endorsed without revision for the approval of the President. This will form part of our submission of documentary requirements for the preparation of the FY2020 - FY2021 budget for Gender & Development Plan and Programs as required by the DBM.

We have committed Php2.1 Billion or 6.49% of the total FY 2020 Corporate Operating Budget (Php33.4Billion) comprised mostly of attributable major programs and projects to GAD. This is in compliance with the requirement of at least five (5%) of the agency's total budget appropriations.

Once approved, the GPB will be disseminated to concerned Functional Group Heads and Department Managers for compliance. As required by PCW and to ensure attainment of the projected GAD targets, HRD shall run a series of workshops on gender mainstreaming, specifically on the use of the Harmonized Gender and Development Guidelines (HGDG).

For the President's consideration.


LORNA T. DY

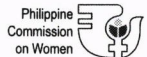
Approved:


PIO J. BENAVIDEZ
President & CEO

Attached: Annual GAD Plan and Budget FY 2020

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2020**

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:	33,421,000,000.00			
Total GAD Budget	2,167,369,976.77	Primary Sources	2,167,369,976.77	
		Other Sources	0.00	
% of GAD Allocation:	6.49%			



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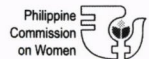
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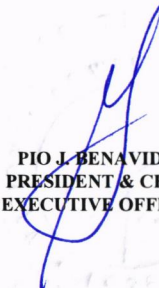
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	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
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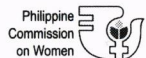

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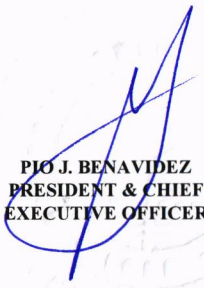
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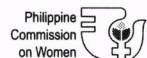


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CLIENT-FOCUSED ACTIVITIES



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1	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 (continuing activity)/Programs for the Men, Women & Children in the Host Communities of NPC Power Plants, Watershed and Dams Areas	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 actions activities, training, IEC sessions and membership to task forces and councils.	MFO: NPC mandate to provide reliable power generation to ensure total electrification of missionary areas nationwide and the hydroelectric power plants in Mindanao	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 and dams areas.	Percentage of collected sex-disaggregated data and other gender-related information to support improvement of programs/projects. - At least 25% collection of data from coverage area. Number of women included in energy-related consultations, civic action activities, training, IEC sessions and membership to task forces and councils in host communities of NPC. - 30 women included in IECs of SPUG, CAG, MinGen, WMD & DMD 30 women included in the operation of civic actions and task forces of watershed areas.	Salaries/ travel expenses/ per diem of personnel involved in the activities (35 staff x 2.5 daily rate x 44 workdays) 3,850,000.00	GAA	Dams Management Department Watershed Management Department Corporate Affairs Group Small Power Utilities Group Mindanao Generation



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ORGANIZATION-FOCUSED ACTIVITIES									



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2	Limited capacity to develop, implement and mainstream gender-responsive policies and programs for NPC (continuing activity).	Lack of top management, GFPS members and program/project implementors' 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.	Fully capacitate management, GFPS and GAD champions on GAD and MCW. Strengthened NPC-GFPS in pursuing NPC GAD Programs GAD-trained program/project implementors.	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 and attendance to GAD and MCW orientation, seminars, training and fora.	Attendance to training, seminars, fora and events related to gender and development.- 10MANCOM/GFPS and/or GAD Champions attended BasicGAD and MCW orientation and trained on GMEF and HGDG.	Salaries/ travel expenses/ etc. of GFPS and GAD Champions during participation and involvement to GAD-related activities (10 GFPS x 3k daily rate x 44 workdays on GAD) 1,320,000.00 Logistics and materials for the conduct of training, seminars, fora, etc. 100,000.00 Salaries of the members of GAD Secretariat (2 staff x 3k daily rate x 104 workdays on GAD) 624,000.00	GAA GAA GAA	Management Committee Human Resources Department and counterparts in field offices NPC-GFPS Committee & TWG



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3	Lack of purposive campaign for better appreciation and involvement on Gender and Development of NPC employees (continuing activity).	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 per region Number of employees participated in the Annual Women's Month Celebration activities - 300 female employees participated in the activities	Salaries of employees during participation to GAD-related activities and programs (200 female employees x 2.5k daily rate x 2 days activities) 1,000,000.00 Honorarium of resource persons, Film Showing fees 50,000.00 Expenses for logistics, materials, equipment, etc. needed for the conduct of the activities 100,000.00	GAA GAA GAA	Small Power Utilities Group Human Resources Department and counterparts in field offices Mindanao Generation



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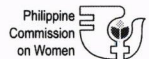
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4	NPC employees with children under 5 are deprived of equal opportunity for work productivity due to time spent to child care first before going to office resulting to absenteeism and tardiness (Continuing Program).	Lack of support system to assist 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	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. 50,000.00 Janitorial and Security services assigned at the Day Care Center 250,000.00 Salaries of Day Care Center teachers and staff 800,000.00 Salaries of Day Care Center Committee during participation to DCC-related activities (15 employee-parents x 2k daily ave x 10 days of activities) 300,000.00	GAA GAA GAA GAA	Human Resources Department



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ATTRIBUTED PROGRAM



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5					<p>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 at least 2 female members each household)</p> <p>Computation: 12.53 HGDG Score / 20 pts x 100% = 62.65% x Php 1,694,385.624 = Php 1,061,532,593.44</p>		OPEX 1,061,532,593.44	GAA	Small Power Utilities Group



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6					Projects for New Areas/Additional Capacity including Renewable Energy Projects (additional capacity from 50 power plants and 41 new power plants to address gap in number of underserved households in missionary areas) Computation: 6.84 HGDG Score / 20 points x 100% = 34.20% x Php 2,605,625,840 = Php 891,124,037.28		CAPEX 891,124,037.28	GAA	Small Power Utilities Group Power Engineering Services



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7					Operations and maintenance of 7 hydroelectric power plants of Agus and Pulangi in Mindanao (with combined installed capacity of 982mw, the Agus & Pulangi Power Plant Complexes supply more than 50% of Mindanao's total electricity requirement) Computation: 9.80 HGDG Score / 20 points x 100% = 49% x Php 285,767,994 = Php 140,026,317.06		OPEX 140,026,317.06	GAA	Mindanao Generation Group



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8					Dams, Reservoirs & Waterways Management Projects & Programs (covering 12 large dams and other appurtenant structures necessary for the safe and reliable operation of hydropower plants in the country and ensuring the their integrity for the safety of the people/community who lives downstream of the dams) Computation: 7.07 HGDG Score / 20 points x100% = 35.35% x Php 17,355,515 = Php 6,135,174.55		OPEX 6,135,174.55	GAA	Dams Management Department



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9					Watershed Protection and Maintenance 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 are conducted to teach host 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: 8.07 HGDG Score / 20 points x 100% = 40.35% x Php 148,966,182 = Php 60,107,854.44		OPEX 60,107,854.44	GAA	Watershed Management Department
							SUB-TOTAL	2,167,369,976.77	GAA



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TOTAL GAD BUDGET								2,167,369,976.77	

Prepared By:	Approved By:	Date
LORNA T. DY	PIO J. BENAVIDEZ	10/14/2019
Vice President, Administration & Finance	President & Chief Executive Officer	

