

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2023**

Sequence No.: 2022-014219	
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:	32,212,450,000.00
Total GAD Budget	Primary Sources 20,110,006,770.57
	Other Sources 0.00
% of GAD Allocation:	62.43%

	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
	1	2	3	4	5	6	7	8	9
CLIENT-FOCUSED ACTIVITIES									



THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN REVIEWED AND ENDORSED THROUGH THE GMMS

ALEXANDER P. JAPON
VICE PRESIDENT,
ADMINISTRATION &
FINANCE

FERNANDO MARTIN Y. ROXAS
PRESIDENT & CHIEF
EXECUTIVE OFFICER



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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
	1	2	3	4	5	6	7	8	9
1	Lack of sex-disaggregated database (SDD) of NPC host communities and people organization, including gender statistics at the levels of programs, activities, and projects (PAPs) of SPUG, MINGEN, DMD, and WMD.	No dedicated staff to handle and assist in the development, consideration, maintenance and updating of database files, and preparation of reports.	Availability of comprehensive data and reports to establish, and utilize SDD for organizational planning (policy, human resources, and PAP levels), and implementation of NPC's GAD programs and activities.	MFO: Creation, maintenance of SDD GAD databank and Reports	Gathering of data from field office/communities under SPUG, MINGEN, DMD, and WMD. Consolidation, maintenance of GAD database files, and assist in the preparation of required reports (a separated GAD group is included in the proposed HRD Table of Organization relative to the forthcoming corporate reorganization).	Assignment of dedicated staff to handle, develop, assist, consolidate and maintain corporate-wide GAD reports and data. - Hire two (2) staff under the Contract of Service scheme to handle GAD related activities and report effective January 2023.	800,000.00	GAA	Human Resources Department

ORGANIZATION-FOCUSED ACTIVITIES



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2	Inadequate visibility of Gender and Development campaign and IEC materials in NPC offices.	Lack of mechanism for information on GAD, e.g. absence of GAD Corner, inadequate materials on bulletin boards.	To ensure that all GAD matters/issuances and updates are properly disseminate to increase GAD awareness and appreciation of NPC employees corporate-wide.	MFO: Awareness and capacity building on GAD of NPC employees	Establish and maintain GAD corner and bulletin board in NPC Head Office, Field and Area Offices (Continuing Program)	Number of GAD Corner established and maintained with adequate information and campaign materials - 1 at Head Office, 1 at SPUG-Luzon, 1 at SPUG-Visayas, 1 at SPUG-Mindanao, 1 at Mindanao Generations Office	15,000.00	GAA	Human Resources Department SPUG-Luzon SPUG-Visayas SPUG-Mindanao Mindanao Generations General Services Department



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3	RA 6949 Mandatory Celebration of National Women's Month	NPC Employees have limited knowledge and appreciation on women's role and contributions in nation building	Increase knowledge and appreciation on women's roles and contribution in nation building.	MFO: NPC support function on the annual celebration of National Women's Month	Participate in PCW/CSC/DOE initiative and conduct other activities for the annual National Women's Month Celebration (NWMC), continuing program.	Number of employees participated in the NWMC-200 females and male employees participated in NWMC activities. Number of activities conducted during the National Women's Month Celebration at least 2 activities conducted in NPC-Head Office and Area Offices - 200 females and male participants	150,000.00	GAA	Human Resources Department SPUG-Luzon SPUG-Visayas SPUG-Mindanao Mindanao Generations Group
4	RA 10398 declaring November 25 as National Consciousness Day for the Elimination of Violence Against Women and Children	NPC Employees limited knowledge of VAWC	Increase knowledge on VAWC among NPC employees	MFO: NPC support function on the National Consciousness Day for Elimination of Violence Against Women and Children	Celebration of the 18-Day Campaign to End VAW	Number of materials on VAWC distributed corporate wide - At least 100 copies distributed to NPC Offices	15,000.00	GAA	Human Resources Department Area Office HR Counterpart

