

**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									



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ALEXANDER P. JAPON
VICE PRESIDENT,
ADMINISTRATION &
FINANCE

FERNANDO MARTIN Y.
ROXAS
PRESIDENT & CHIEF
EXECUTIVE OFFICER



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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



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5	Strengthening of the NPC-GAD Focal Point System (GFPS)	Capacity building and development of NPC-GAD Focal Point System (GFPS) Executive Committee, Technical Working Group, and Filed/Area Offices GFPS Sub-Committee members and GAD Champions.	Strengthen NPC-GFPS to ensure, advocate, guide, coordinate and monitor the development, and review, and updating of NPC's GAD plans, programs, projects, and activities.	MFO: Strengthen NPC-GFPS as per PCW's Memorandum Circular 2011-01	Training, seminar and workshop of NPC-GFPS Executive Committee, Technical Working Group and Area/Field Office Sub-Committee members	Number of NPC-GFPS members participated in training, seminars, and workshops	100,000.00	GAA	Human Resources Department
ATTRIBUTED PROGRAM									



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6					Operation and maintenance of NPC Power Plants in remote missionary areas (182) Power Plants in 171 off-grid areas around the country servicing 1,143,539 households with an average of 2 females members each household (Computation : 17.6 HGDG Score / (20pts x 100%) 88% 21,921,665,688.24 x 88% 19,291,065,805.66		19,291,065,805.66	GAA	Small Power Utilities Group



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7					Operations and maintenance of Hydroelectric Power Plants in Agus and Pulagui and its community development (with combined installed capacity of 982MW the Agus & Pulagui 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 / 20pts x 100% 42.7% 1,444,909.55 X 42.7% 616,976,381.35		616,976,381.35	GAA	Mindanao Generations Group



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8					Watershed Management and Rehabilitation Projects and 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 the venture into alternative income generating activities. Computation: 13.06 HDGD Score / 20pts X 100% 65.3% 307,633,359.21 X 65.3% 200,884,583.56		200,884,583.56	GAA	Watershed Management Department
SUB-TOTAL							20,110,006,770.57	GAA	
TOTAL GAD BUDGET							20,110,006,770.57		



Prepared By:	Approved By:	Date
ALEXANDER P. JAPON	FERNANDO MARTIN Y. ROXAS	11/18/2022
VICE PRESIDENT, ADMINISTRATION & FINANCE	PRESIDENT & CHIEF EXECUTIVE OFFICER	



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