

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2021**

**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:** 34,393,856,000.00

**Total GAD Budget**

5,222,171,181.47

**Primary Sources**

5,222,171,181.47

**Other Sources**

0.00

**% of GAD Allocation:**

15.18%



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



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1	Inadequate visibility of Gender and Development campaign and IEC materials in NPC offices.	Lack of mechanism for information dissemination on GAD, e.g. absence of GAD Corner, inadequate materials on bulletin boards	To ensure that all GAD matters / issuances and updates are properly disseminated to increase GAD awareness and appreciation of NPC employees corporate-wide.	MFO: Awareness and capacity building on GAD of NPC employees	Establishment and maintenance of GAD Corners in NPC Head Office and area offices.	Number of GAD Corner established and maintained with adequate information and campaign materials - 1 at Head Office, 1 at SPUG Luzon Office, 1 at SPUG Visayas Office, 1 at SPUG Mindanao Office, 1 at Mindanao Generation Office	15,000.00	GAA	Human Resources Department SPUG Luzon SPUG Visayas SPUG Mindanao Mindanao Generation General Services Department



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

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2	Creation, Establishment and Strengthening of the NPC-GAD Focal Point System (GFPS)	There is a void in the composition of NPC-GFPS caused by several personnel movements among its members effective October 2020 and January 2021, i.e., retirement of the Chairperson and transfer of office of the Secretariat, etc.	Strengthened NPC-GFPS to ensure, advocate, guide, coordinate and monitor the development, implementation, review and updating of NPC GAD plans, programs, projects and activities.	MFO: Creation, Establishment and Strengthening of the GFPS as per PCW Memorandum Circular 2011-01	Re-constitution of the NPC-GFPS in view of the retirement of its Chairperson and other personnel movement of its members and secretariat.	Issuance of memorandum order reconstituting the NPC GFPS- Should be issued on or before 31 January 2021 or within 15 days upon assumption to duty of the new Vice President for Administration & Finance	2,000.00	GAA	Human Resources Department



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3	Section 37 of the Magna Carta of Women: 'The agency shall ensure that members of the GFP undergo capacity building programs on gender and development'	Lack of participation of GFPS members and Functional Group GAD Champions in GAD trainings, conferences, and other activities	To ensure that all GFPS members and Functional Group GAD Champions are updated on new information on GAD / Gender Mainstreaming	MFO: Capacity building of GAD Focal Point Systems and GAD Champions of NPC	Participation of GFPS members and Functional Group GAD Champions to GAD trainings, webinars, and other activities.	Number of GFPS members and FG GAD Champions who participated in GAD trainings, webinars, and other activities- 20 GFPS members and FG GAD Champions attended GAD orientation and trainings	50,000.00	GAA	Human Resources Department  All Functional Groups



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4	Absence of dedicated staff to handle GAD resulting to lack of comprehensive Gender Disaggregated Data and incomplete & inaccurate reports to support proper evaluation and planning of the Corporate GAD plans and programs.	No dedicated staff to handle, develop, assist, consolidate and maintain corporate-wide GAD reports and data.	Availability of dedicated staff to handle, develop, assist, consolidate and maintain corporate-wide GAD reports and data.	MFO: Creation and maintenance of GDD GAD Databank and Reports	Hiring of dedicated staff to handle, develop, assist, consolidate and maintain corporate-wide GAD reports and data.	Number of dedicated staff to handle, develop, assist, consolidate and maintain corporate-wide GAD reports and data - Hired two (2) staff under the Contract of Service scheme to handle GAD-related activities and reports effective 01 January 2021.	Job Order 800,000.00	GAA	Human Resources Department





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5	RA 6949 Mandatory Celebration of National Women's Month	NPC employees have limited knowledge and appreciation on women's roles and contributions in nation building.	Increased knowledge and appreciation on women's roles and contribution in nation building.	MFO: NPC support function on the annual celebration of the National Women's Month	Participate in PCW/ CSC/ DOE initiated activities and conduct other activities for the annual National Women's Month Celebration (NWMC)	Number of employees participated in the NWMC - 200 female and male employees participated in the NWMC activities  Number of activities conducted during the National Women's Month- At least 2 activities conducted in NPC Head Office and areas offices	150,000.00	GAA	Human Resources Department  SPUG Luzon  SPUG Visayas  SPUG Mindanao  Mindanao Generation



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6	RA 10398 declaring November 25 as National Consciousness Day for the Elimination of Violence Against Women and Children	NPC employees have limited knowledge on VAWC	Increased knowledge on VAWC among NPC employees	MFO: NPC support function on the annual observance of the National Consciousness Day for the Elimination of Violence Against Women and Children	Distribution of IEC materials on VAWC during the 18 Day Campaign period	Number of materials on VAWC distributed corporate-wide - At least 100 copies distributed to NPC offices	15,000.00	GAA	Human Resources Department  Area Offices HR counterparts



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7	Programs, projects and activities are not properly reviewed to become gender-responsive.	Improper identification and attribution of the necessary GAD related activities in the GAD Plan and Budget and GAD Accomplishment Report.	Gender-responsive GAD Plan and Budget and accurate GAD Accomplishment Report	MFO: Attainment of NPC's commitment for the mainstreaming GAD in all of the corporate projects and programs.  MFO: Gender-responsive GAD Plan and Budget	Conduct GAD Planning and Budgeting and year-end assessment of accomplishments.	Corporate GPB - Approved FY 2021 GAD Plan and Budget  Corporate GAD AR - Approved FY 2020 GAD Accomplishment Report	25,000.00	GAA	Human Resources Department  Inter-Functional Groups
ATTRIBUTED PROGRAM									



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8					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 an average of 2 female members each household) Computation: 17.60HGDG Score / 20 pts. x 100% = 88% Php4,164,615,082.00 x 88% = Php3,664,861,272.16		3,664,861,272.16	GAA	Small Power Utilities Group





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9					Operations and maintenance of hydroelectric power plants in Agus and Pulangi and its community development (with combined installed capacity of 982mw, the Agus & Pulangi 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 / 20 pts. x 100% = 42.7% Php3,321,669,505 x 42.7% = Php1,418,352,878.63		1,418,352,878.00	GAA	Mindanao Generation Group



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10					Watershed Management and Rehabilitation 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 conducted to teach host communities (including IP 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: 13.06 HGDG Score / 20 pts. x 100% = 65.30%Php211,179,221 x 65.30% = Php137,900,031.313		137,900,031.31	GAA	Watershed Management Department



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Prepared By:	Approved By:	Date
 ATTY. MANUEL LUIS B. PLOFINO OFFICER-IN-CHARGE, ADMINISTRATION & FINANCE GROUP	 PIO J. BENAVIDEZ PRESIDENT & CHIEF EXECUTIVE OFFICER	01/13/2021