

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2022**

Sequence No.: 2021-011988

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: 32,574,906,000.00

Total GAD Budget	5,250,196,066.60	Primary Sources	5,250,196,066.60
		Other Sources	0.00

% of GAD Allocation: 16.12%

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

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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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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.	Lack of focus on women as potential advocates and partners of NPC in pursuing its mandate for missionary electrification, Mindanao power, watershed and dams resources management.	Increased participation of women consultations, civic action activities, training, IEC sessions and membership to task forces and councils.		Purposive recruitment of women to participate in energy-related consultations, civic action activities, training, IEC sessions and become members of task forces, people organization/stakeholders and council of host communities.	No. of women included in consultations, civic action activities, training, IEC sessions and membership to task forces and councils of host communities of NPC - 25 women included in IECs of SPUG, MinGen, WMD and DMD.	Materials, salaries/travel expenses/per diem of personnel involved in the activities. 150,000.00	GAA	Mindanao Generations Small Power Utilities Group Corporate Affairs Group Watershed Management Department Dams Management Department Human Resources Department



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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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2	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, consolidation, 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 offices/communities under SPUG, MINGEN, DMD, and WMD. Consolidation, maintenance of GAD database files, and assist in the preparation of required reports (the proposal to create a dedicated group/division for GAD activities is being considered in the proposed Human Resources Department's 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 2022	800,000.00	GAA	Human Resources Department
ORGANIZATION-FOCUSED ACTIVITIES									



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3	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.(Continuing Program)	Number of GAD Corner established and maintained with adequate information and campaign materials -1 at Head Office,1 SPUG Luzon Office,1 at SPUG Visayas Office,1 at SPUG Midanao Office,1 at Mindanao Generations Office	15,000.00	GAA	Human Resources Department SPUG Luzon SPUG Visayas SPUG Mindanao Mindanao Generations General Services Department

