

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT  
FY 2022**

Reference: Endorsed GPB #2021-011988				Date Endorsed: Dec 15, 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:	32,574,906,000.00				
Actual GAD Expenditure	19,572,031,908.66	Original Budget	5,250,196,066.60		
		% Utilization of Budget	372.79		
% of GAD Expenditure:	60.08%				

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
<b>CLIENT-FOCUSED ACTIVITIES</b>											

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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.	MFO: Compliance to GAD Program	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.	Community relations, development and civicaction activities benefitting NPC Host Communities were done with the participation of schools, local government agencies, and uniformed personnel.Included in the Attributed Reports for SPUG Missionary Electrification, Watershed Management, and Mindanao Power Generations	Materials, salaries/travel expenses/per diem of personnel involved in the activities. 150,000.00 GAA	0.00 GAA	Mindanao Generations Small Power Utilities Group Corporate Affairs Group Watershed Management Department Dams Management Department Human Resources Department	Partially Done. Expenses for logistics, preparation and conduct of IECs community activities included in the Attributed Reports for SPUG Missionary Electrification, Watershed Management, and Mindanao Power Generations

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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.  Creation of GAD data bank and reports	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	Hired two (2) staff Contract of Service Personnel, Labor Industrial Relations Development Personnel (1,526.00/day X 2 X 264 days), 805,728.00	800,000.00 GAA	805,728.00 GAA	Human Resources Department	Done.
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 Mindanao Office,1 at Mindanao Generations Office	(a) Established and maintained the brochure rack/stand for the publications and information and campaign materials downloaded from PCW's online library.(b) Printed and posted banners and tarpaulin within the HO compound and NPC field offices.(c) Established and maintained GAD Room at the HRD office.	15,000.00 GAA  Salaries of personnel involve (6days X 1.5k) 0.00 GAA  Salaries of IT pesonnel involved (2day x 1.5k) 0.00 GAA  Materials (tarpaulin, brochures, posters, banners, printing, etc.) 0.00 GAA	0.00 GAA  9,156.00 GAA  3,052.00 GAA  6,132.00 GAA	Human Resources Department  SPUG Luzon  SPUG Visayas  SPUG Mindanao  Mindanao Generations  General Services Department	Done.

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4	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 trainings, conferences, and other activities	To ensure that all GFPS members and Functional Group GAD Champion are updated on new information on GAD / Gender Mainstreamng	MFO: Capacity building of GAD Focal Point System and GAD Champions of NPC	Participation of GFPS members and Functional Group GAD Champions to GAD training, webinar and other activities (Continuing Program)	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	Budget allocation reprioritized to augment the rising cost of fuel required to sustain operations of power plants in SPUG Missionary Areas	50,000.00 GAA	0.00 GAA	Human Resources Department	Not Done. Budget allocation reprioritized to augment the rising cost of fuel required to sustain operations of power plants in SPUG Missionary Areas


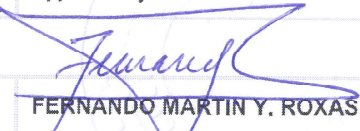
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5	RA 6949 Mandatory Celebration of National Women's Month	NPC employees have limited knowledge and appreciation on women's roles and contributions in nation building.	Increase knowledge and appreciation on women's roles and contribution in nation building.	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)(Continuing Program)	Number of employees participated in the NWMC - 200 females 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 area offices	(a) Issuance of Memorandum No. 2022-014 dated 17 February 2022 signed by Vice President, Admin & Finance Group & NPC-GFPS Chairperson, enumerating activities for the CY2022 National Women's Month Celebration.(b) Announcement of the 2022 Women's Month Celebration during the March 2022 Flag Raising Ceremonies and(c) The use of the All-Women Cast Lupang Hinirang audio in all NPC events for the whole month of March 2022	150,000.00 GAA  Salaries involve in the preparation and approval of the memmorandum (4 employees x xrate x no. of days)) 0.00 GAA	7,500.00 GAA  21,092.27 GAA	Human Resources Department  SPUG-Luzon  SPUG-Visayas  SPUG-Mindanao  Mindanao Generation	Done.

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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 limited knowledge of VAWC	Increase knowledge on VAWC among NPC employees	MFO: NPC support function o the annual observance of the National Consciousness Day for the 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 copied distributed to NPC offices	(a) Printing and posting of poster around NPC-Compound, including one (1) in front of NPC Head Office Main gate, similarly done at the filed offices.(b) Printing of brochures and other campaign materials downloaded from the PCW's online library.	15,000.00 GAA  Salaries of personnel involved (2day x 1.5k x 1 personnel) 0.00 GAA  Materials (posters, banners, printing, tarpaulin, etc.) 0.00 GAA	0.00 GAA  3,052.00 GAA  13,840.00 GAA	Human Resources Department  Area Offices HR Counterpart	Done.
7	Strengthening of the NPC-GAD Focal Point System (GFPS)	Capacity building and development of NPC-GAD Focal Point SystemExecutive Committee, Technical Working Group, and Local GFPS members and GAD Champions.	Strengthen NPC-GFPS to ensure, advocate, guide, coordinate and monitor the development, implementation, review and updating of NPC GAD plans programs, projects and activities	MFO: Strengthen NPC-GFPS as per PCW Memorandum Circular 2011-01	Training, seminar and workshop of NPC-GFPS Executive Committee, Technical Working Group and Local GFPS members	Number of NPC-GFPS members participated in training, seminar and workshop	Budget allocation reprioritized to augment the rising cost of fuel required to sustain operations of power plants in SPUG Missionary Areas	100,000.00 GAA	0.00 GAA	Human Resources Department	Not Done. Budget allocation reprioritized to augment the rising cost of fuel required to sustain operations of power plants in SPUG Missionary Areas
ATTRIBUTED PROGRAM											

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8					Operation and maintenance of NPC Power Plants in remote missionary areas (278) Power Plants in 222 off-grid areas around the country servicing 1,089,307 households with an average of 2 females members each household) Computation: 17.6 HGDG Score / (20pts x 100%)88% Php4,178,000,000 X 88%3,676,640,000.00			3,676,640,000.00 GAA  OPEX 0.00 GAA  CAPEX 0.00 GAA	0.00 GAA  16,709,733,153.20 GAA  1,062,058,579.47 GAA	Small Power Utilities Group	
9					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% X 3,372,000,000.00 Php1,439,844,000.00			1,439,844,000.00 GAA  CAPEX 0.00 GAA  OPEX 0.00 GAA	0.00 GAA  1,067,419,182.26 GAA  608,730,266.13 GAA	Mindanao Generation Group	



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10					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 to venture into alternative income-generating activities other than "kaibigan" and charcoal-making). Computation: 13.06 HGDG Score / 20 pts. x 100% 65.30 % Php 202,805,615.00x 65.30 % Php132,432,066.60			132,432,066.60 GAA  CAPEX 0.00 GAA  OPEX 0.00 GAA	0.00 GAA  2,683,802.47 GAA  120,537,372.86 GAA	Watershed Management Department	
SUB-TOTAL								5,250,196,066.60	19,572,031,908.66	GAA	
TOTAL								5,250,196,066.60	19,572,031,908.66		

Prepared By:	Approved By:	Date
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VICE PRESIDENT, ADMINISTRATION & FINANCE	PRESIDENT & CHIEF EXECUTIVE OFFICER	