

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT  
FY 2023**

|   |                   |  |                   |
|---|-------------------|--|-------------------|
| <b>Reference:</b> Endorsed GPB #2022-014219                                     |                   | <b>Date Endorsed:</b> Nov 18, 2022   |                   |
| <b>Organization:</b> National Power Corporation                                 |                   | <b>Organization Category:</b> National Government, GOCC with Budgetary Support |                   |
| <b>Organization Hierarchy:</b> Department of Energy, National Power Corporation |                   |  |                   |
| <b>Total Budget/GAA of Organization:</b>  | 37,869,729,560.07 |  |                   |
| <b>Actual GAD Expenditure</b>   | 26,965,288,249.07 | <b>Original Budget</b>   | 20,110,006,770.57 |
|   |                   | <b>% Utilization of Budget</b>   | 134.09            |
| <b>% of GAD Expenditure:</b>  | 71.21%            |  |                   |

|                                  | 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   | 2  | 3  | 4  | 5   | 6   | 7   | 8                            | 9                        | 11                         | 12                |
| 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. | Hired two (2) staff Contract of Service Personnel, Labor Industrial Relations Development Personnel (1,562/day x 2 x 264 days) 805,728.00 | 800,000.00 GAA               | 805,728.00 GAA           | Human Resources Department | Done.             |
| <b>ORGANIZATION-FOCUSED ACTIVITIES</b> |   |  |  |  |   |   |   |                              |                          |                            |                   |

|   | 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                |
| 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 | Continuing program, (a) Established and maintained the brochure rack/stand for the publication and information materials downloaded from the online library of the PCW (b) Printed and posted banners and tarpaulin within the NPC-HO compound and field area offices (c) Established and maintained GAD Room at the HRD office. | 15,000.00 GAA<br><br>Materials (tarpaulin, brochures, streamers, posters, etc.) 0.00 GAA<br><br>Salaries of personnel involved in the maintenance of GAD information stand (6 days x 1.5k per day) 0.00 GAA | 0.00 GAA<br><br>6,200.00 GAA<br><br>9,000.00 GAA | Human Resources Department<br><br>SPUG-Luzon<br><br>SPUG-Visayas<br><br>SPUG-Mindanao<br><br>Mindanao Generations<br><br>General Services Department | Done.             |

|   | 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                |
| 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 | Issuance of Memorandum No. 2023-010 dated 21 February 2023, signed by NPC-GFPS Executive Chairperson and Vice President Admin and Finance, (a) enumerating activities for the CY 2023 NWMC (b) Announcement of of the CY2023 National Women's Month Celebration and playing of all women cast Lupang Hinirang video on flag raising ceremonies (c) Posting of banners and steamers in key areas of NPC offices and facilities (d) Conducted GAD orientation seminar in NPC Mindanao Generation | 150,000.00 GAA<br><br>Salaries of employees involved in the preparation and approval of the memorandum (4 employees x rate x no. or days) 0.00 GAA<br><br>Salaries of employees involved in the one day orientation seminar on the implementation of GAD in NPC (42 employees x rate x no. or days), and other incidental cost 0.00 GAA | 9,300.00 GAA<br><br>31,308.00 GAA<br><br>186,000.00 GAA | Mindanao Generations Group<br><br>SPUG-Visayas<br><br>SPUG-Mindanao<br><br>SPUG-Luzon<br><br>Human Resources Department | Done.             |

|   | 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                |
| 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 | (a) Printing and posting of poster around NPC-Compound,including one (1) in front of NPC Head Office Main gate, similarly done at the field offices (b) Printing of brochures and other campaign materials downloaded from the PCW's online library. | 15,000.00 GAA<br><br>Materials (posters, banners, printing, tarpaulin, etc.)<br>0.00 GAA<br><br>Salaries of personnel involved (2day x 1.5k x 1 personnel)<br>0.00 GAA | 0.00 GAA<br><br>3,600.00 GAA<br><br>3,054.00 GAA | Human Resources Department<br><br>Area Office HR Counterpart | Done.             |

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|---|--|---|--|---|---|--|---|---|---|----------------------------|-------------------|
|   | 1  | 2   | 3  | 4   | 5   | 6  | 7   | 8   | 9   | 11                         | 12                |
| 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 | GFPS Executive, Technical Working Group and Secretariat members attended the 2 day seminar on Gender and Development Building activity, on August 30-31, 2023 held at NPC-Head Office | 100,000.00<br>GAA<br><br>Salaries of GFPS members attended the seminar and training facilitators (4 Exec. Com. , 18 TWG, 3 Secretariat, and 2 TDD Personnel)<br>0.00<br>GAA<br><br>Logistics, Venue and Honorarium<br>0.00<br>GAA<br><br>Salaries of personnel involved in the processing and approval of the training program (6 employees x rates x no. of days)<br>0.00<br>GAA | 35,000.00<br>GAA<br><br>255,726.00<br>GAA<br><br>35,080.00<br>GAA<br><br>50,440.00<br>GAA | Human Resources Department | Done.             |

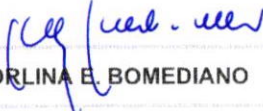
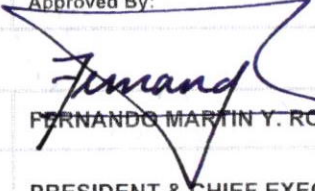
**ATTRIBUTED PROGRAM**

|   | 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                |
| 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<br>GAA<br><br>CAPEX<br>0.00<br>GAA<br><br>OPEX (Including Fuel and Subsidy on New Power Provider)<br>0.00<br>GAA | 0.00<br>GAA<br><br>423,802,365.23<br>GAA<br><br>24,557,704,550.86<br>GAA | Small Power Utilities Group |                   |

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|---|---------------------------|-----------------------|-------------------------------------|--------------------------------------|--|---------------------------------|----------------------------------|--|---|----------------------------|-------------------|
|   | 1                         | 2                     | 3                                   | 4                                    | 5  | 6                               | 7                                | 8  | 9   | 11                         | 12                |
| 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)<br>Computation: 8.54<br>HGDG Score / 20pts x 100%<br>42.7%<br>1,444,909,55 X<br>42.7%<br>616,976,381.35 |                                 |                                  | OPEX<br>0.00<br>GAA<br><br>616,976,381.35<br>GAA<br><br>CAPEX<br>0.00<br>GAA | 588,097,379.39<br>GAA<br><br>0.00<br>GAA<br><br>1,263,094,454.03<br>GAA | Mindanao Generations Group |                   |



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|---|---------------------------|-----------------------|-------------------------------------|--------------------------------------|--|---------------------------------|----------------------------------|--|---|---------------------------------|-------------------|
|   | 1                         | 2                     | 3                                   | 4                                    | 5  | 6                               | 7                                | 8  | 9   | 11                              | 12                |
| 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.<br>Computation:<br>13.06 HDGD Score / 20pts X 100% 65.3%<br>307,633,359.21 X 65.3%<br>200,884,583.56 |                                 |                                  | 200,884,583.56<br>GAA<br><br>CAPEX<br>0.00<br>GAA<br><br>OPEX<br>0.00<br>GAA | 0.00<br>GAA<br><br>952,077.39<br>GAA<br><br>130,206,986.17<br>GAA | Watershed Management Department |                   |
|   |                           |                       |                                     |                                      |  |                                 | <b>SUB-TOTAL</b>                 | 20,110,006,770.57  | 26,965,288,249.07   | GAA                             |                   |
|   |                           |                       |                                     |                                      |  |                                 | <b>TOTAL</b>                     | 20,110,006,770.57  | 26,965,288,249.07   |                                 |                   |

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| Prepared By:  | Approved By:   | Date |
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| OFFICER IN CHARGE, OFFICE OF THE VICE PRESIDENT,<br>ADMINISTRATION & FINANCE                              | PRESIDENT & CHIEF EXECUTIVE OFFICER  |      |



