

**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								



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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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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



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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	50,000.00	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.	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	150,000.00	GAA	Human Resources Department SPUG-Luzon SPUG-Visayas SPUG-Mindanao Mindanao Generation
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	15,000.00	GAA	Human Resources Department Area Offices HR Counterpart



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7	Strengthening of the NPC-GAD Focal Point System (GFPS)	Capacity building and development of NPC-GAD Focal Point System Executive 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	100,000.00	GAA	Human Resources Department
ATTRIBUTED PROGRAM									
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% Php4,178,000,000X 88%3,676,640,000		3,676,640,000.00	GAA	Small Power Utilities Group



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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 HGDC Score / 20pts x 100% 42.7% X 3,372,000,000.00 Php1,439,844,000.00		1,439,844,000.00	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%Php202,805,615.00 x 65.30% Php132,432,066.60		132,432,066.60	GAA	Watershed Management Department
SUB-TOTAL							5,250,196,066.60	GAA	
TOTAL GAD BUDGET							5,250,196,066.60		

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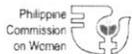
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