

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2018**

Reference: Endorsed GPB #2017-004835

Date Endorsed: Apr 26, 2019

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: 24,605,137,000.00

Actual GAD Expenditure 1,028,708,042.06 **Original Budget** 3,759,699,666.08

% Utilization of Budget 27.36

% of GAD Expenditure: 4.18%

Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement GAD/Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Output Performance Indicators / Target	Actual Result (Outputs / Outcomes)	Total Agency Approved Budget	Actual Cost / Expenditure	Responsible Unit / Office	Variance/ Remarks
CLIENT-FOCUSED ACTIVITIES										



Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement GAD/Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Output Performance Indicators / Target	Actual Result (Outputs / Outcomes)	Total Agency Approved Budget	Actual Cost / Expenditure	Responsible Unit / Office	Variance/ Remarks
1. Marginalized role of women in the consultations on civic action activities and membership to Watershed Management Council and Bantay Watershed Task Force as partners of NPC for the development, protection and maintenance of watersheds to support power generation (Continuing Program).	Lack of opportunities or avenues given for women to have active participation in consultations, dialogues, fora and membership to community organizations living within the watershed areas maintained by NPC.	Capacitate women of NPC host communities for them to be able to take active role and responsibility in the watershed community organizations as partners of NPC in the development and protection of the watershed areas.	MFO: Development and protection and management of NPC Watershed Areas to support power generation.	Conduct of awareness seminars, IECs and workshops on the operation of civic action programs in observance of environmental-related activities and purposive recruitment of women to become members of Watershed Management Council in their respective areas.	No. of women included in civic action programs and membership to the Watershed Management Task Forces. - 20 women from Angat area and 30 women from Upper Agno Agno area included in the operation of civic actions 200 women from Upper Agno involved in the Harmonization Program 10 women from San Roque area, 20 women from Tiwi area, 8 women from Buhit-barit area and 3 from Pulangi area involved in Task Force Operations.	BWTF Operations: Information, Education, Communication (IEC) in the Barangays (171 Female participants from 6 Barangays located in Upper Agno River Watershed Area (UARWA): Barangay Ekip, Barangay Topdac, Barangay Caliking, Barangay Buyacaoan, Barangay Palpalan, Sitio Line 10) BWTF Operations: Coaching on Basic School Nursery Establishment & Management located in Upper Agno River Watershed Area (69 Female participants from Binga National High School and Adaoay National High School) BWTF Operations: Tree Planting Caravan located in Upper Agno River Watershed Area (143 Female participants from 7 areas within the UARWA: Karao, Ekip, Bokoc, Bobok-Bisal, Adaoay, Natublang) BWTF Operations: Pulong-Pulong & Forest Protection General Assembly/ Summit located in Upper Agno River Watershed Area (39) Female participants from 5 barangays clusters: Buguias Cluster, Atok-Tublay-La Trinidad-Itogon Cluster, Kabayan Cluster, BLGU-Ekip, Bokod Cluster) Civic Action/Social Mobilization Activities of Upper Agno River Watershed Area Team: Tree Planting and Clean-Up Drives (256 Female participants from 11 barangays around the UARWA: Ambuklao, Buguias, Amilmay, Baculongan, Duacan, Binga, Beckel, Pisak, Buyacaoan, Abatan, Caliking) Civic Action Programs of San Roque Watershed Area Team (12 female BWTF member-volunteers, 11 female) trained in Forest Fire Prevention & Suppression, 76 female facilitated and participated in the Community-based Re-echo of Forest Fire Prevention & Suppression, 448 female actively participated in various community-based IECs, 931 female actively participated in school-based IECs, 58 female participated in 4 tree planting activities, 1 female involved in monitoring the watershed & implementing watershed regulations) Civic Action Program/BWTF & WMC initiatives of Tiwi Watershed Area Team (22 female included in civic actions and membership to the Interim Watershed Management Council and Bantay Watershed Task Force) (for updating)	COS/JOs contracted for the program 0.00 GAA Materials and equipment to be used for the program i.e. seedlings information paraphernalia etc. 750,000.00 GAA Expenses for the preparation and training of women of host communities on civic action programs and on the role and responsibilities members of the Bantay Watershed task Forces. 750,000.00 GAA Salaries, travel expenses and per diem of WMD employees involved in the implementing the programs to various watershed areas (No. of Employees: Angat=10, Upper Agno=9, San Roque=5, Tiwi=5, Buhit-Barit=5, Pulangi=3) 1,250,000.00 GAA	3,637,254.00 6,547,057.92 4,364,705.28 1,946,837.18	Watershed Management Department	Done.



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2	Poor participation of women of indigenous cultural communities in the Institution Building Program of NPC aimed to collaborate with and orient IPs to adopt strategies and approaches in protecting and sustaining watershed resources (Continuing Program).	Gender norms about roles of women and men among community members that often keep women away from non-household affairs.	Increased participation of women in the Institution Building Program on Indigenous Peoples as partners in protecting the Angat Watershed Area and in the Indigenous Knowledge Systems and Practices (IKSP) Program in Upper Agno Watershed Area.	MFO: Development, protection and management of NPC Watershed Areas to support power generation.	Consultation with the women of the Indigenous People in Angat and Upper Agno Watershed.	No. of consultation meetings with the IP women. - at least 2 consultative meetings with the IP groups.	Conducted 6 coordination and consultation meetings with Karao and Ekip BLGU, Ethno Groups and IP officials	Salaries, travel expenses and per diem of Watershed Management Dept. employees in charge of implementing the programs to various watershed areas. 100,000.00 GAA Expenses for the preparation for the consultation meetings and training of women of indigenous communities Institution Building Programs of NPC . 100,000.00 GAA	600,207.05 GAA 98,635.88 GAA	Watershed Management Department	Done.
3	Poor participation of women of indigenous cultural communities in the Institution Building Program of NPC aimed to collaborate with and orient IPs to adopt strategies and approaches in protecting and sustaining watershed resources (Continuing Program).	Gender norms about roles of women and men among community members that often keep women away from non-household affairs.	Increased participation of women in the Institution Building Program on Indigenous Peoples as partners in protecting the Angat Watershed Area and in the Indigenous Knowledge Systems and Practices (IKSP) Program in Upper Agno Watershed Area.	MFO: Development, protection and management of NPC Watershed Areas to support power generation.	Training of IP women in the Institution Building Program on Indigenous People in Angat Watershed and in the Indigenous Knowledge, Systems and Practices (IKSP) Program in Upper Agno Watershed.	Percentage of women involved in the Institution Building Program on Indigenous Peoples in Angat and in the IKSP Program of Upper Agno. - At least 50% or 22 women in the community involved in the Program.	APPROXIMATELY 80% OF THE IP WOMEN POPULATION WERE INVOLVED IN THE PROGRAM. Information Drive on Program on Indigenous Peoples for Ikarao-Ekip ICCs (45 Female participants) Training on Alnus Tree Propagation and Production for Indigenous People of the Ikarao and Kalanguya Ethnolinguistic Group (21 Female participants) Coordination meeting with Karao and Ekip BLGU officials (18 Female participants) Workshop on Indigenous Knowledge, Systems Resource Management of IPs of Ikarao and Kalanguya Ethnolinguistic Group (19 Female participants) Dialogue with the Ekip Indigenous Farmers Federation on the Implementation of 100 Has coffee plantation at Ekip and Pito (15 Female participants) Participatory Workshop on IKS Research/Study re: Resource Management of the IPs of Ikarao and Kalanguya Ethnolinguistic Group (21 Female participants) Coordination meeting with Karao and Ekip Ethno Groups and IPOs (33 Female participants) Training of Karao-Ekip Ethno Group on Mushroom Production: Proper Handling and Maintenance on Growing Bag Cultivation of Oyster Mushrooms(12 Female participants) IEC/PID on Watershed Mgmt. & conducted Update of the Ikarao & Kalanguya Ethnolinguistic Group's Chontog (61 Female participants) Consultation meetings conducted for the Institution Building for IPs program (31 female participants from Daynet, Pangbasa and Cabayabasan IP Community) Conduct of Livelihood Skills Training for Daynet IP Community (23 female participants in Soft Broom Making and 23 female participants in SALT training	Materials and equipment to be used for the program, i.e. seedlings, basket weaving materials, information paraphernalia, etc.- materials will be used to teach them with alternative source of income as part of IBP/IKSP 1,000,000.00 GAA Expenses for the preparation and training of women of indigenous communities Institution Building Programs of NPC. 700,000.00 GAA Salaries, travel expenses and per diem of Watershed Management Dept. employees in charge of implementing the programs to various watershed areas. 500,000.00 GAA COS/JOs contracted for the program 0.00 GAA	789,087.08 GAA 493,179.42 GAA 1,075,639.64 GAA 591,815.31 GAA	Watershed Management Department	Done.



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4 Fewer girls than boys in high schools located in host communities of NPC who are interested in pursuing science and technology in college (Continuing Program)	Inadequate information and guidance on the various opportunities in the field of science and technology. Gendered notions about women's and men's roles and skills, limiting career options for girls and boys.	Increased interest among high school girls in power plant sites and projects to pursue science and technology courses.	MFO: In support to the Department of Energy's (DOE) "Girls and Science, Girls in Science" Program.	Conduct IECs and power plant tours for students of high school located within the host communities of SPUG.	No. of IECs and power plant tours conducted - 1 each SPUG Area (Luzon, Visayas, Mindanao)	Two (2) Plant Operations and Safety Lecture at San Antonio Agricultural & Vocational High School (216 students with 110 female participants) in Visayas and, Balanacan National High School (134 students with 68 female participants), in Marinduque	Expenses for the preparation of conducting of educational trips for students of SPUG host communities 400,000.00 GAA Salaries travel expenses and per diem of SPUG employees in charge of implementing the program to various SPUG areas. 500,000.00 GAA	386,054.00 GAA 581,646.05 GAA	Small Power Utilities Group	Done.
ORGANIZATION-FOCUSED ACTIVITIES										
5 Limited capacity to develop, implement and mainstream gender-responsive policies and programs for NPC (continuing activity).	Inadequate resources and priority are devoted to facilitate the integration of gender concerns in the agency policies, plans, programs and budget. Lack of awareness and appreciation on GAD and MCW of the top management and GFPS members.	Fully capacitate management, GFPS and GAD champions on GAD and MCW. Strengthened NPC-GFPS and involved NPC women workers in pursuing NPC GAD Programs.	MFO: Capacity Building of GAD Focal Point System and GAD Champions of NPC	Attendance to GAD and MCW orientation, seminars, training, fora.	Attendance to training, seminars, fora, events related to gender and development, to include Gender Analysis and GA Tools. - 5 GFPS and/or GAD Champions trained on GAD. No. of GAD-related programs attended by GFPS and GAD Champions. - at least 2 programs and/or activities.	2 GFPS members & secretariat 2 consultation meetings conducted by DOE GFPS, 3 meeting by NPC-GFPS, 3 days GAD training/seminar	Training expenses and honoraria for trainers 150,000.00 GAA Salaries of employees/officers participated in the program. 500,000.00 GAA	127,500.00 GAA 901,989.23 GAA	Human Resources Department	Partially Done.
6 Limited capacity to develop, implement and mainstream gender-responsive policies and programs for NPC (continuing activity).	Inadequate resources and priority are devoted to facilitate the integration of gender concerns in the agency policies, plans, programs and budget. Lack of awareness and appreciation on GAD and MCW of the top management and GFPS members.	Strengthened NPC-GFPS and involved NPC women workers in pursuing NPC GAD Programs. Fully capacitate management, GFPS and GAD champions on GAD and MCW.	MFO: Capacity Building of GAD Focal Point System and GAD Champions of NPC	Participation to the annual Women's Month Celebration.	No. of programs/activities participated during the Annual National Women Month Celebration - at least 2 programs and/or activities participated by 50-75 NPC women employees and NPC-GFPS.	198 female employees participated during the launching of the Annual Women's Month Celebration at the NPC-Head Office. 9 sessions of "We Make Change: Women Inspiring Women Fora" were conducted during the National Women's Month in March 2018. The NPC Ladies Foundation Inc. (LFI) composed of 121 female members of which 51 are occupying managerial positions, are actively promoting gender-based activities of the foundation in support to major GAD activities of the agency for CY2018.	Salaries of employees/officers participated in the program. 500,000.00 GAA Expenses for the materials, equipment, etc. needed for the activities 50,000.00 GAA	2,136,519.39 GAA 86,500.00 GAA	Human Resources Department NPC Ladies Foundation	Done.
7 NPC employees with children under 5 are deprived of equal opportunity for work productivity due to time spent to child care first before going to office resulting to absenteeism and tardiness (Continuing Program).	Lack of support system to assist parents (employed by NPC) with small children in the performance of child-rearing responsibilities while they work.	Provide safe and responsible care for children under 5 years old of NPC employees during office hours within the NPC compound.	MFO: Pursuant to Executive Order No. 340 (Directing National Government Agencies and GOCCs to provide Day Care Services for their Employees' Children Under 5 Years of Age)	Operation of the NPC Day Care Center from Monday to Friday during office hours.	Operation of NPC-DCC during office hours for the benefits of employees with children under 5 years old. - Enrollment of NPC employees' children aged 3-5 to the NPC-DCC	Continuous operation of NPC Day Care Center from July 2017 to March 2018 (10 enrollees) and June 2018 to present (13 enrollees)	Salaries of Day Care Center staff 1,000,000.00 GAA Materials and equipment overhead expenses. 300,000.00 GAA Security & Janitorial services assigned at DCC 0.00 GAA Salaries of Day Care Center Committee Members and Parents of DCC students 0.00 GAA	877,681.20 GAA 31,875.00 GAA 345,000.00 GAA 419,038.66 GAA	Human Resources Department	Done.



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8	NPC women employees lack awareness on disaster and calamity preparedness, safety practices and risk reduction management (continuing activity)	Only 5% of the members of NPC Contingency Response Team (CRT) are female. Male employees are more informed/interested in the issue than women employees. Female employees are not properly oriented on disaster and calamity preparedness, safety practices and risk reduction management.	Increased number of female members of the NPC-Contingency Team. Increased awareness and knowledge on what to do in times of disaster and calamity, safety practices and risk reduction management.	MFO: In support to the efforts of the National Disaster Risk Reduction and Management Council (NDRRMC)	Conduct of earthquake and fire drills.	No. of earthquake and fire drills conducted - 2 drills conducted participated by 300 employees	Conducted 3 earthquake and fire drills (575 employees with 215 female participants) at Head Office 1 fire drill at SPUG-Visayas	Salaries and incidental expenses of employees participated in the program. 750,000.00 GAA Materials and equipment prior and during the drills. 150,000.00 GAA	680,278.09 GAA 56,700.00 GAA	Human Resources Department NPC-Contingency Response Team	Done.
9	NPC women employees lack awareness on disaster and calamity preparedness, safety practices and risk reduction management (continuing activity)	Female employees are not properly oriented on disaster and calamity preparedness, safety practices and risk reduction management. Male employees are more informed/interested in the issue than women employees. Only 5% of the members of NPC Contingency Response Team (CRT) are female.	Increased number of female members of the NPC-Contingency Team. Increased awareness and knowledge on what to do in times of disaster and calamity, safety practices and risk reduction management.	MFO: In support to the efforts of the National Disaster Risk Reduction and Management Council (NDRRMC)	Conduct of emergency, disaster, calamity preparedness seminars and training.	No. of emergency, disaster, calamity preparedness seminars and training conducted. - 2 seminars and training participated by 25-50 participants	1 Basic Life Support & First Aid Training on July 3-16, 2018 attended by 35 participants with 6 female participants. 7 orientation and coordination meeting of the NPC Contingency Response Team with 10 female participants	Salaries and incidental expenses of employees participated in the program. 750,000.00 GAA Expenses for training and development. 100,000.00 GAA Materials and equipment needed for CRT. 100,000.00 GAA	258,800.73 GAA 85,050.00 GAA 136,700.00 GAA	NPC-Contingency Response Team Human Resources Department	Done.
10	Limited awareness of NPC women workers on their role in mitigating environmental problems, issues and concerns (Continuing Program)	Insufficient avenues for NPC women workers to learn their roles and responsibilities as effective partners and advocates for the protection and sustainability of the environment.	Increased awareness and participation of NPC women workers to IECs on environmental protection and sustainability. Turn every women employee as environmental advocates.	MFO: Compliance to capacity-building of women under the GAD Program	Conduct environmental and sustainability awareness program, seminars and film showing.	No. of awareness programs, seminar and film showing conducted. - At least 2 awareness programs, seminar and film showing participated by 100-150 employees.	11 sessions of Goodness for Mother Earth- Environmental Awareness Program and tree planting activities attended by 675 employees with 337 female participants	Materials and equipment needed for the program. 100,000.00 GAA Salaries of employees involved in the preparation of the program. 150,000.00 GAA	1,345,000.00 GAA 1,031,168.00 GAA	Human Resources Department Watershed Management Department	Done.
11	Limited awareness of NPC women workers on their role in mitigating environmental problems, issues and concerns (Continuing Program)	Insufficient avenues for NPC women workers to learn their roles and responsibilities as effective partners and advocates for the protection and sustainability of the environment.	Increased awareness and participation of NPC women workers to IECs on environmental protection and sustainability. Turn every women employee as environmental advocates.	MFO: Compliance to capacity-building of women under the GAD Program	Orientation and training on environmental sustainability, workshops and fora for NPC women employees.	No. of female employees attended Environmental Programs. - 150 employees attended seminars/ fora/ training/ film showing activities.	675 employees with 337 female participants attended 11 sessions of Goodness for Mother Earth- Environmental Awareness Program and tree planting activities	Materials, equipment, overhead expenses for the conduct of seminar / fora. 100,000.00 GAA Salaries of employees participated in the program. 500,000.00 GAA	1,670,000.00 GAA 1,290,238.38 GAA	Human Resources Department Watershed Management Department	Done.
ATTRIBUTED PROGRAM											
12					Iljan Natural Gas Receiving Facility Rehabilitation/ Construction/ Upgrading Works (PIMME Score: 5.33 Has Promising GAD Prospects or 25% of 9.332M Actual Budget Utilization = 2.333M)			12,984,400.00 GAA	2,333,094.03 GAA	Resource Management Services	
13					IPP ROW Negotiation/Acquisition & Relocation Compensation Project (PIMME Score 7.58 Has Promising GAD Prospects or 25% of 7.425M Actual Budget Utilization = 1.863M)			8,704,719.00 GAA	1,863,000.00 GAA	Resource Management Department	



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14					Remedial Works of San Roque Spillway Plunge Pool Area (PIMME Score 6.25 Has promising GAD Prospects or 25% of 29.766M Actual Budget Utilization = 7.441M)			29,766,215.00 GAA	7,441,553.75 GAA	Watershed Management Department	The amount of includes budget augmentation (through reversion of funds) as per project.
15					Rehabilitation Project and Improvement of downstream Slope at Caliraya East Dyke (PIMME Score 5.00 Has promising GAD Prospects or 25% of 14.574M Actual Budget Utilization = 3.643M)			14,574,071.28 GAA	3,643,517.82 GAA	Dams Management Department	The amount of includes budget augmentation (through reversion of funds) as per project.
16					Dams, Reservoirs & Waterways Management Projects for Mindanao Area (PIMME Score 9.41 Gender-Sensitive or 50% of 28.728M Actual Budget Utilization = 14.364M)			28,728,659.54 GAA	14,364,329.77 GAA	Mindanao Generation Group Dams Management Department	The amount of includes budget augmentation (through reversion of funds) as per project.
17					Watershed Area Communities Development Program, Protection and Maintenance Projects (PIMME Score 15.74 Gender-Responsive or 75% of 195.896M Actual Budget Utilization = 146.923M)			195,898,398.06 GAA	146,923,796.55 GAA	Watershed Management Department	The amount of includes budget augmentation (through reversion of funds) as per project.
18					Operations Projects for New Areas/Additional Capacity including Renewable Energy Projects (PIMME Score 10.16 Gender-Sensitive or 50% of 241.679M Actual Budget Utilization = 120.839M)			321,873,502.00 GAA	120,839,637.87 GAA	Power Engineering Services Corporate Affairs Group Small Power Utilities Group	
19					Power Engineering Projects, Cluster A, Cluster B, Cluster C (covering Luzon, Visayas & Mindanao Areas) (PIMME Score 8.66 Gender-Sensitive or 50% 143.639M Actual Budget Utilization = 71.819M)			1,023,363,902.92 GAA	71,819,744.21 GAA	Power Engineering Services	
20					Repair/ Rehabilitation of Street Lighting System and Construction of Draining System at Ditucalan, Iligan (PIMME Score 6.50 Has Promising GAD Prospects or 25% of 7.813M Actual Budget Utilization = 1.953M)			7,813,600.28 GAA	1,953,400.07 GAA	Mindanao Generation Group	The amount of includes budget augmentation (through reversion of funds) as per project.
21					Completion of MinGen Power Supply Source from Agus 6 HEP (PIMME Score 8.41 Gender-Sensitive or 50% of 9.775 M Actual Budget Utilization = 4.887M)			9,800,000.00 GAA	4,887,500.00 GAA	Mindanao Generation Group	
22					Off-Site Data Center and Upgrading of Telecom Facilities for Mindanao Generation (PIMME Score 4.08 Has Promising GAD Prospect or 25% of 14.069M Actual Budget Utilization = 3.517M)			14,069,744.00 GAA	3,517,436.00 GAA	Mindanao Generation Group	The amount of includes budget augmentation (through reversion of funds) as per project.



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23					Maintenance and Rehabilitation Works and Projects for Agus 1 & 2, Agus 4 & 5, Agus 6 & 7 and Pulangi Hydroelectric Power Plant Complexes (PIMME Score 9.58 Gender-Sensitive or 50% of 725.308M Actual Budget Utilization = 362.654M)			826,997,938.49 GAA GAA	362,654,358.00 GAA	Mindanao Generation Group	
24					SPUG Projects: Operations & Maintenance of Power Plants, Rehabilitation, Construction of New Areas (PIMME Score 10.16 Gender-Sensitive or 50% of 507.749M Actual Budget Utilization = 253M)			1,253,874,515.51 GAA GAA	253,874,515.50 GAA	Small Power Utilities Group	
SUB-TOTAL								3,759,699,666.08	1,028,708,042.06	GAA	
TOTAL								3,759,699,666.08	1,028,708,042.06		

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04/26/2019

