

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2017**

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:	19,321,000,000.00		
Total GAD Budget	10,300,000.00	Primary Sources	10,300,000.00
		Other Sources	0.00
% of GAD Allocation:	0.05%		



	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	2	3	4	5	6	7	8	9



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CLIENT-FOCUSED ACTIVITIES



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1	Limited visibility of women of SPUG host communities in missionary electrification-related consultations, trainings, IEC sessions and forums as partners of NPC-SPUG in pursuing its mandate.	Lack of focus on women as potential community leaders for strong linkages and networking between NPC-SPUG, cooperatives and people's organization in addressing the role of the community in sustaining the missionary electrification program of NPC.	Increased participation of women in consultations, training, IEC sessions and forums on the missionary electrification programs of NPC.	MFO: NPC Missionary Electrification	Purposive campaign and inclusion of women as partners in the implementation of the missionary electrification program of NPC.	No. of women participated in consultations, IECs and forums on missionary electrification. - 25 women representatives from each SPUG Area (Luzon, Visayas, Mindanao)	Expenses for the preparation and conducting of consultations, IECs and forums. 500,000.00 Salaries, travel expenses and per diem of SPUG personnel who are in charge of the program Program covers 196 municipalities all over the country. 500,000.00	GAA GAA	Small Power Utilities Group



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2	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.	Lack of opportunities or avenues given for women to have active participation in consultation, dialogues, forums 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 partner of NPC in the development and protection of the watershed areas.	MFO: Development, protection and management of NPC Watershed Areas to support power generation.	Inclusion of women in the operations of civic action programs in observance of environmental-related activities in Angat and membership to the Watershed Management Council in Upper Agno Watershed Area and Bantay Watershed Task Forces in San Roque, Tiwi, Buhi-Barit, Pulangi Watershed Areas.	No. of women included in civic action programs and membership to the Watershed Management Council and Bantay Watershed Task Forces. - 20 women (Angat), 30 women (Upper Agno) included in the operation of civic actions, and 200 women (Upper Agno) involved in the Harmonization Program, 10 women (San Roque), 20 women (Tiwi), 8 women (Buhi-Barit), 3 women (Pulangi) involved in Task Force Operations.	Salaries, travel expenses and per diem of Watershed Management Dept. employees in charge of implementing the programs to various watershed areas. 750,000.00 Expenses for the preparation and training of women of host communities on civic actions programs and on their role and responsibilities as members of the Bantay Watershed Task Forces. 750,000.00 Materials and equipment to be used for the program, i.e. seedlings, information paraphernalia, etc. 400,000.00	GAA GAA GAA	Watershed Management Department



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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.	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 and involvement of women in the Institution Building Program on Indigenous Peoples 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% of women in the community involved in the Program.	Materials and equipment to be used for the program, i.e. seedlings, basket weaving materials, information paraphernalia, etc. 1,000,000.00 Expenses for the preparation and training of women of indigenous communities Institution Building Programs of NPC 750,000.00 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 GAA GAA	Watershed Management Department



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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.	Gendered notions about women's and men's roles and skills, limiting career options for girls and boys. Inadequate information and guidance on the various opportunities in the field of science and technology.	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 (DOE) Girls and Science, Girls in Science Program	Conduct of IECs and power plant tours for students of high schools located within the host communities of SPUG.	No. of IECs and power plant tours conducted. - 1 each SPUG Area (Luzon, Visayas, Mindanao)	Salaries, travel expenses and per diem of SPUG employees in charge of implementing the programs to various SPUG areas. 500,000.00 Expenses for the preparation and conducting of educational trips for students of SPUG host communities. 500,000.00	GAA GAA	Small Power Utilities Group



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ORGANIZATION-FOCUSED ACTIVITIES



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5	NPC women employees lack awareness on disaster and calamity preparedness, safety practices and risk reduction management./Disaster and Calamity Preparedness and Risk Reduction Management Program	<p>Only 5% of the members of the NPC Contingency Response Team (CRT) are female.</p> <p>Female employees are not properly oriented on disaster and calamity preparedness, safety practices and risk reduction management.</p> <p>Males employees are more informed / interested in the issue than women employees.</p>	<p>Increased awareness and knowledge on what to do in times of disaster and calamity, safety practices and risk reduction management.</p> <p>Increased number of female members of the NPC-Contingency Response Team.</p>	MFO: In support to the efforts of the National Disaster Risk Reduction and Management Council (NDRRMC).	<p>Conduct of the following activities:</p> <ul style="list-style-type: none"> - Emergency, disaster, calamity preparedness seminars / training - Earthquake and fire drills - First aid training 	<p>No. of female employees recruited to NPC-CRT -5 female employees recruited to join the NPC Contingency Response Team (CRT)</p> <p>No. of activities implemented - 3 programs/activities implemented. 450 employees from Head Office participated in drills</p>	<p>Materials and equipment needed by the NPC-CRT 500,000.00</p> <p>Expenses for the training and development of members of the NPC-CRT 500,000.00</p> <p>Salaries of employees participated in the program 750,000.00</p>	<p>GAA</p> <p>GAA</p> <p>GAA</p>	Human Resources Department and NPC-Contingency Response Team



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6	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.	Lack of support system to assist parents with small children in the performance of child-rearing responsibilities while they work.	Provide safe and responsible care for children under 5 of NPC employees during office hours within the NPC compound.	MFO: Pursuant to Executive Order No. 340 (Directing National Government Agencies and GOCC 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 the NPC-DCC during office hours for the benefit of employees with children under 5 years old. - Enrollment of NPC employees' children aged 3-5 years old to the Day Care Center.	Salaries of Day Care Center staff. 1,000,000.00 Materials and equipment, overhead expenses for NPC-DCC 500,000.00	GAA GAA	Human Resources Department
7	Lack of organization-issued policies on full integration/mainstreaming of GAD in NPC projects and programs.	Framework for mainstreaming GAD in PAPs of NPC are not structured.	To develop policies supporting full integration/mainstreaming of GAD in PAPs of NPC.	MFO: Executive Order (EO) No. 273 (Approving and Adopting the Philippine Plan for Gender-Responsive Development	Review existing policies for consistency with emerging GAD issues and issue policies supporting gender mainstreaming, including GAD Planning and Budgeting.	No. of policies issued on GAD mainstreaming in NPC's plans and programs. - 1 Corporate Circular on GAD Mainstreaming	Salaries of staff. 100,000.00	GAA	Human Resources Department



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8	Limited capacity to develop and implement gender-responsive policies and programs for NPC.	Lack of awareness on GAD and MCW of the top management and GFPS members. Inadequate resources and priority given to GAD related activities.	Fully capacitate MANCOM, GFPS and GAD champions on GAD and MCW	MFO: Capacity Building of GAD Focal Point System and NPC Women Empowerment	<ul style="list-style-type: none"> - Conduct basic GAD and MCW orientation. - Conduct of awareness program for employees. - Participation to the annual Women's Month Celebration 	No. of MANCOM and GFPS members attended orientation programs on GAD and MCW. - 50% of MANCOM and GFPS members oriented.	Training expenses and honoraria for trainers 300,000.00 Salaries of employees/officers participated in the program 500,000.00	GAA GAA	Human Resources Department
SUB-TOTAL								10,300,000.00	GAA
TOTAL GAD BUDGET								10,300,000.00	

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Date

11/03/2016

