

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2018**

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: 12,582,500,000.00

Total GAD Budget	11,250,000.00	Primary Sources	11,250,000.00
		Other Sources	0.00

% of GAD Allocation: 0.09%



	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	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 Buhi-barit area and 3 from Pulangi area involved in Task Force Operations.	Materials and equipment to be used for the program i.e. seedlings information paraphernalia etc. 750,000.00 Expenses for the preparation and training of women of host communities on civic action programs and on the role and responsibilities as members of the Bantay Watershed task Forces. 750,000.00 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, Buhi-Barit=5, Pulangi=3) 1,250,000.00	GAA GAA GAA	Watershed Management Department



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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.	Salaries, travel expenses and per diem of Watershed Management Dept. employees in charge of implementing the programs to various watershed areas. 100,000.00 Expenses for the preparation for the consultation meetings and training of women of indigenous communities Institution Building Programs of NPC . 100,000.00	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 (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.	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 Expenses for the preparation and training of women of indigenous communities Institution Building Programs of NPC . 700,000.00 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 (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)	Expenses for the preparation of conducting of educational trips for students of SPUG host communities 400,000.00 Salaries travel expenses and per diem of SPUG employees in charge of implementing the program to various SPUG areas. 500,000.00	GAA GAA	Small Power Utilities Group



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ORGANIZATION-FOCUSED ACTIVITIES



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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.	Training expenses and honoraria for trainors 150,000.00 Salaries of employees/officers participated in the program. 500,000.00	GAA GAA	Human Resources Department



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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.	Salaries of employees/officers participated in the program. 500,000.00 Expenses for the materials, equipment, etc. needed for the activities 50,000.00	GAA GAA	Human Resources Department
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 5years 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 fro 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	Salaries of Day Care Center staff 1,000,000.00 Materials and equipment overhead expenses. 300,000.00	GAA GAA	Human Resources Department



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8	NPC women employees lack awareness on disaster and calamity preparedness, safety practices and risk reduction management (continuing activity)	<p>Only 5% of the members of NPC Contingency Response Team (CRT) are female.</p> <p>Male employees are more informed/interested in the issue than women employees.</p> <p>Female employees are not properly oriented on disaster and calamity preparedness, safety practices and risk reduction management.</p>	<p>Increased number of female members of the NPC-Contingency Team.</p> <p>Increased awareness and knowledge on what to do in times of disaster and calamity, safety practices and risk reduction management.</p>	MFO: In support to the efforts of the National Disaster Risk Reduction and Management Council (NDRRMC)	Conduct of earthquake and fire drills.	<p>No. of earthquake and fire drills conducted - 2 drills conducted participated by 300 employees</p>	<p>Salaries and incidental expenses of employees participated in the program. 750,000.00</p> <p>Materials and equipment prior and during the drills. 150,000.00</p>	<p>GAA</p> <p>GAA</p>	<p>Human Resources Department</p> <p>NPC-Contingency Response Team</p>



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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	Salaries and incidental expenses of employees participated in the program. 750,000.00 Expenses for training and development. 100,000.00 Materials and equipment needed for CRT. 100,000.00	GAA GAA GAA	NPC-Contingency Response Team Human Resources Department



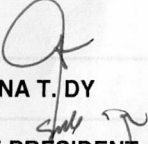
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10	Limited awareness of NPC women workers on their role in mitigating environmental problems, issues and concerns (Continuing Program)	Insufficient avenues for NPC women workers to learn their roles and responsibilities as effective partners and advocates 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.	Materials and equipment needed for the program. 100,000.00 Salaries of employees involved in the preparation of the program. 150,000.00	GAA GAA	Human Resources Department
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.	Materials, equipment, overhead expenses for the conduct of seminar / fora. 100,000.00 Salaries of employees participated in the program. 500,000.00	GAA GAA	Human Resources Department
SUB-TOTAL								11,250,000.00	GAA
TOTAL GAD BUDGET								11,250,000.00	



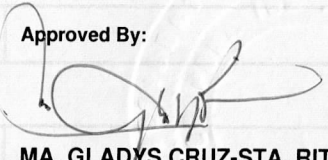
Prepared By:

Approved By:

Date


LORNA T. DY

VICE PRESIDENT, ADMINISTRATION & FINANCE


MA. GLADYS CRUZ-STA. RITA

PRESIDENT & CHIEF EXECUTIVE OFFICER

03/24/2017

