

GAD STRATEGIC PLAN (2025 - 2030)

AGENCY: NATIONAL ELECTRIFICATION ADMINISTRATION

GAD GOAL #1: **Gender Responsive Policies Formulated, Implemented, and Monitored**

| GENDER ISSUE / GAD MANDATE | GAD OUTCOME / RESULT STATEMENT | INDICATOR | RESPONSIBLE UNIT / OFFICE | 2025 | | 2026 | |
|---|---|--|-----------------------------|---|--|--|--|
| | | | | TARGET | PROGRAM / PROJECT / ACTIVITY | TARGET | PROGRAM / PROJECT / ACTIVITY |
| Limited integration of GAD in rural electrification policies. | To ensure policies are gender-responsive. | Number of policies reviewed | NEA-GFPS, HRAD, TEREDD, IDD | 80% of NEA policies reviewed. | Conduct GAD policy review and consultations. | 3 new policy guidelines developed. | Develop gender-responsive policy guidelines. |
| | | Number of personnel trained and capacitated in GAD aware-policy formulation within NEA | NETI, HRAD | 80% of policy staff/personnel trained and capacitated | Conduct of GAD training-orientation of NEA staff and electric cooperatives re: GAD-aware responsive policy formulation | GAD-responsive policies validated with 70% of cooperatives | Conduct validation and workshops on new GAD-responsive policies. |

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|---|---|--|-----------------------------|---|---|--|--|
| | | | | TARGET | PROGRAM / PROJECT / ACTIVITY | TARGET | PROGRAM / PROJECT / ACTIVITY |
| Limited integration of GAD in rural electrification policies. | To ensure policies are gender-responsive. | Number of policies reviewed | NEA-GFPS, HRAD, TEREDD, IDD | 50% of cooperatives audited for compliance to include adequate GAD integration in its operation | Implement GAD monitoring and evaluation mechanisms. | Update 5 relevant GAD related policies based on audit results. | Update and enhance GAD-related policies. |
| | | Number of personnel trained and capacitated in GAD aware-policy formulation within NEA | NETI, HRAD | Feedback reports for 60% of cooperatives. | Establish feedback mechanism on policy implementation gaps. | 90% of cooperatives trained. | Orientation-workshop with electric cooperatives on revised GAD policies. |

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|---|---|--|-----------------------------|---|--|--|---|
| | | | | TARGET | PROGRAM / PROJECT / ACTIVITY | TARGET | PROGRAM / PROJECT / ACTIVITY |
| Limited integration of GAD in rural electrification policies. | To ensure policies are gender-responsive. | Number of policies reviewed | NEA-GFPS, HRAD, TEREDD, IDD | 100% of NEA offices equipped with Gender Monitoring and Evaluation tools. | Develop comprehensive gender-related monitoring tools. | GAD policy evaluation integrated into NEA processes. | Institutionalize GAD policy evaluation framework. |
| | | Number of personnel trained and capacitated in GAD aware-policy formulation within NEA | NETI, HRAD | Cover 75% of cooperatives. | Conduct annual compliance monitoring. | 100% stakeholder participation. | Conduct national GAD stakeholders' conference. |

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GAD GOAL #2: **Enhanced Capacity of NEA Management and Staff to Mainstream GAD in Policies, Programs, Projects, and Activities**

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|---|--|--|---|---|--|---|---|
| | | | | TARGET | PROGRAM / PROJECT / ACTIVITY | TARGET | PROGRAM / PROJECT / ACTIVITY |
| Lack of GAD mainstreaming skills among NEA staff. | Enhance NEA staff capacity on GAD integration. | 50% of leadership personnel in NEA trained and capacitated | NEA-GFPS, TWG Members, HRAD, TERRED, IDD, MCSO, IAQSMO, CPO | at least 80% of NEA personnel in leadership position participated in GAD orientation cum workshop in policy formulation | Orientation cum workshop on GAD policy review and consultations. | At least 50% of leadership personnel participated and trained | Organize leadership training with GAD focus. |
| | | 20 women leaders in ECs enrolled in mentorship programs | NETI | Train 80% of personnel. | Training-orientation of NEA staff and electric cooperatives on GAD- focused rural electrification sector | 20 women leaders enrolled/registered in mentorship programs. | Establish gender - sensitive mentorship programs for women in leadership. |

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| | | | | TARGET | PROGRAM / PROJECT / ACTIVITY | TARGET | PROGRAM / PROJECT / ACTIVITY |
| Lack of GAD mainstreaming skills among NEA staff. | Enhance NEA staff capacity on GAD integration. | 50% of leadership personnel in NEA trained and capacitated | NEA-GFPS, TWG Members, HRAD, TERRED, IDD, MCSO, IAQSMO, CPO | 10% increase in women's participation. | Training of women in technical roles initiative.in rural electrification program | Train 100% of NEA departments. | Conduct GAD sensitivity training for all departments. |
| | | 20 women leaders in ECs enrolled in mentorship programs | NETI | at least four (4) gender sensitive and social inclusive workshops on technical skills. | Organize and conduct gender sensitive and inclusive skill-building workshops for women. | Gender Analytical Tools adopted and Implemented in NEA relevant departments | Develop localized GAD monitoring and evaluation tools for NEA and rural electrification cooperatives |

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| | | | | TARGET | PROGRAM / PROJECT / ACTIVITY | TARGET | PROGRAM / PROJECT / ACTIVITY |
| Lack of GAD mainstreaming skills among NEA staff. | Enhance NEA staff capacity on GAD integration. | 50% of leadership personnel in NEA trained and capacitated | NEA-GFPS, TWG Members, HRAD, TERRED, IDD, MCSO, IAQSMO, CPO | Update at least 3 relevant policies to ensure GAD perspective is visible | Review and update relevant NEA policies for gender responsiveness. | 100% of relevant GAD responsive policies implemented | Continuing review and assessment of relevant GAD policy adoption and Holding of annual GAD collaboration meetings. |
| | | 20 women leaders in ECs enrolled in mentorship programs | NETI | NEA-wide representation in GFPS organizational structure | Establish broader membership in GAD focal points system within NEA organizational structure, ensuring representation in each department | 100% of GAD-related activities across departments assessed | Develop localized internal GAD performance assessment tool/ systems. |

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GAD GOAL #3: **Enhanced GAD Mechanisms Are Functional and Utilized**

| GENDER ISSUE / GAD MANDATE | GAD OUTCOME / RESULT STATEMENT | INDICATOR | RESPONSIBLE UNIT / OFFICE | 2025 | |
|--|---|---|---------------------------|--|---|
| | | | | TARGET | PROGRAM / PROJECT / ACTIVITY |
| Lack of an effective GAD focal point system. | Strengthen and institutionalize GAD focal point system. | 100% of the electric cooperatives in the region have a GAD Focal Point System | NETI, IDD, MCSO, DRMMD | 100% of ECs in the regions have a GAD focal point system. | Establish dedicated GAD focal point system in at least 50% of the ECs in the regions. |
| | | 50% of the Regional Associations has a GAD Technival Working Group | NETI, IDD, MCSO, DRMMD | Form a working group in at least 50% of the regional EC Associations | Constitute a dedicated GAD technical working group – client focused |

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| | | | | TARGET | PROGRAM / PROJECT / ACTIVITY | TARGET | PROGRAM / PROJECT / ACTIVITY |
| GAD activities are not well integrated into NEA's day-to-day operations. | Integrate GAD functions into all NEA operations. | 100% of operational plans include GAD | | 100% of operational plans to include GAD. | Incorporate GAD objectives in NEA's annual operational plan. | | |
| | | Trained 100% of departments in NEA on GAD integration | NETI, HRAD | 100% of personnel and staff in all departments are equipped with knowledge on the principle of GAD integration. | Develop a localized training design and roll out principles of GAD integration in all units. | | |
| Limited monitoring and evaluation (M&E) of GAD implementation | Application of GAD monitoring and evaluation mechanism in GAD-related programs and projects | Localized gender responsive M & E framework developed for NEA programs | NEA-GFPS, TERRED, IDD, IAQSMO, CPO | | | Design and implement GAD M&E framework for all programs. | 100% of programs to use GAD M&E framework.(GMEF) |
| | | | NEA-GFPS, TERRED, IDD, IAQSMO, CPO | | | Conduct regular GAD M&E review sessions. | Hold 2 review sessions per year. |

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| | | | | TARGET | PROGRAM / PROJECT / ACTIVITY | TARGET | PROGRAM / PROJECT / ACTIVITY | TARGET | PROGRAM / PROJECT / ACTIVITY |
| GAD-related data is underutilized in decision-making. | Improve the collection and utilization of gender data. | Implemented data systems in 80% of NEA offices. | ITCSD, IDD, TEREDD | | | | | Implement data systems in 80% of NEA offices. | Establish gender-disaggregated data collection systems. |
| | | Trained 100% of M&E officers on the analysis GAD data. | NETI, HRAD | Train 100% of M&E officers on the GAD Data analysis | Training of staff and personnel on gender data collection and analysis | | | | |

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| | | | | TARGET | PROGRAM / PROJECT / ACTIVITY |
| Limited feedback mechanisms for GAD-related initiatives. | No established channels for employees and stakeholders to provide feedback (example: GBV, and other forms of grievances). | Launched feedback platforms in 100% of NEA departments. | HRAD, CCSMO | Establish protocol for feedback platforms in all constituent departments. | Develop and launch GAD feedback platforms for stakeholders. |
| | | Gathered, reviewed information, and organized feedback from stakeholder-participants. | IDD, CCSMO | Gathered feedback/information/reaction from stakeholder-participants | Periodic organization of feedback/information recorded Conduct annual GAD sensitive programs (like RA 11313 and related laws and memos) |

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| | | | | TARGET | PROGRAM / PROJECT / ACTIVITY |
| PCW-DBM-NEDA JMC 2022-01: Revised Guidelines and PCW-OPAP JMC 2014-01: Integration of Women, Peace and Security Programs, Activities and Projects in Annual GAD plans as member of NAPWPs for GAD Plan & Budget and GAD AR | Compliance and commitment to GAD Mandate: Making NEA truly a gender-responsive agency in rural electrification | Allocated minimum of 5% of total budget for GAD programs. | FSD | | |
| | | 100% of GAD budget usage reports submitted. | FSD | Submit repts of 100% of GAD budget usage. | Monitor and report on GAD budget usage. |

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GAD GOAL #4: **Enhanced Gender Responsiveness of NEA Programs and Services**

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| | | | | TARGET | PROGRAM / PROJECT / ACTIVITY |
| Lack of gender-responsive electrification services. | Enhance gender responsiveness of NEA programs and services. | Monitored 100% % of Total Consumers Connection by 2025 based on Total Potential Households by Philippine Statistics Authority 2020 Census of Population | ITCSD, TEREDD, CPO | % of Total Consumers Connection by 2025 based on Total Potential Households by Philippine Statistics Authority 2020 Census of Population monitor | Monitoring of monthly status of household energization of all ECs (increase of consumer connections specially by women with access to electricity |
| | | Increased % of households living in poverty with access to electricity especially women | ITCSD, TEREDD, CPO | % increase of households, especially women-headed households living in poverty with access to electricity | Develop gender-responsive guidelines for electrification projects. |

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| | | | | TARGET | PROGRAM / PROJECT / ACTIVITY | TARGET | PROGRAM / PROJECT / ACTIVITY |
| Gender disparity in access to energy services in rural areas. | Ensure equal access to energy services for men and women. | | | Reach 50% women beneficiaries in rural communities. | Design targeted outreach programs for women in rural areas. | | |
| | | 500 women trained on renewable energy use | NETI, TEREDD | Train 500 women on renewable energy use | Conduct training for women on renewable energy solutions. | | |
| Underutilization of gender-disaggregated data in service delivery. | Utilization of sex-age, disability disaggregated databases | Implemented SADD tools in 100% of service areas. | ITCSD, IDD | | | SADD tools applied for energy users | Establish gender-sensitive data collection tools for energy usage. |
| | | Data for at least 3 pilot regions analyzed. | ITCSD, IDD, MCSO, NETI | | | Analyze data for at least 3 pilot regions. | Analyze gender-disaggregated data to identify energy access gaps. |

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| | | | | TARGET | PROGRAM / PROJECT / ACTIVITY |
| Gendered barriers in training and capacity-building for energy workers. | Ensure equal access to capacity-building programs for all genders. | Enrolled 50% women in energy technician programs. | NETI, IDD | Enroll 50% women in energy technician programs. | Design and implement gender-inclusive energy technician training programs. |
| | | Offered 10 scholarships for women annually. | NETI, IDD | Offer 10 scholarships for women annually. | Provide scholarships for women to attend energy training programs. |

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| | | | | TARGET | PROGRAM / PROJECT / ACTIVITY | TARGET | PROGRAM / PROJECT / ACTIVITY |
| Lack of gender integration in energy policy and planning. | Mainstream GAD into NEA's policy development and planning processes. | Gender -sensitive and responsive statements are expressed in NEA's Policy documents | NEA-GFPS, HRAD, IDD, MCSO | Include gender in 100% of policy documents. | Integrate gender perspectives in NEA's energy planning and policy processes. | | |
| | | Trained 100% of staff working on policy and planning on GAD. | NEA-GFPS, HRAD, NETI | Train 100% of policy staff on GAD. | Conduct GAD mainstreaming workshops for NEA policy-makers. | | |
| MCW-DBM-NEDA JMC and PCW-OPAP | Ensure gender-responsive budgeting for NEA programs. | Full utilization of GAD budget in NEA's GAD PAPs | FSD, TEREDD, CPO, | | | 100% of projects to have gender-responsive budgets. | Implement gender-responsive budgeting for all energy projects. |
| | | 100% of projects on gender-responsive budgets reported | FSD, TEREDD, CPO, | | | Report on gender-responsive budgets for 100% of projects. | Monitor gender budget allocations and impact. |