

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT  
FY 2024**

**Reference:** Direct Encoding (No GPB in database)

**Organization:** National Electrification Administration

**Organization Category:** National Government, GOCC with Budgetary Support

**Organization Hierarchy:** Department of Energy, National Electrification Administration

**Total Budget/GAA of Organization:** 4,566,928,000.00

<b>Actual GAD Expenditure</b>	500,306,414.07	<b>Original Budget</b>	500,456,500.00
		<b>% Utilization of Budget</b>	99.97

**% of GAD Expenditure:** 10.95%

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
<b>CLIENT-FOCUSED ACTIVITIES</b>											
1	Monitoring tools or databases on equal participation of women in the EC executive/Board Officials./GAD Mandate PCW Memorandum Circular No. 2014-05 re Adoption and Generation of Data Support to the Magna Carta of Women Indicators	Lack of awareness and appreciation within ECs of the value of SDD to organizational planning and programming	Crafting of Sex-Disaggregated Data for the Electric Cooperatives (ECs)	PAP: Capacity Building	Conduct a Sex Disaggregated Database (SDD) Seminar/Workshop for the Electric Cooperatives	No. of EC trained in data capture, storage, retrieval, and analysis of sex-disaggregated data -at least 1 training on Sex-Disaggregated Data and Data Analysis	1 Pilot EC to undergo training on SDD	150,000.00 GAA	0.00 GAA	NEA-EC Training Institute	Not Done. To be implemented in CY 2025, Initially meeting with the GFPS to discuss initial details and pilot project for the activity.
2	Monitoring tools or databases on equal participation of women in the EC executive/Board Officials./Maintained Data on Male and Female Board Members of the Electric Cooperatives	Unequal participation of Men and Women in the higher-ranking positions in the Electric Cooperatives (EC)	Equal participation of Men and Women in the Planning and Decision Making of the EC operations.	MFO: Monitoring	Data banking/update master list and/or EC's data on Board of Director and General Manager	No. of master list updated relative to EC and MCCO - At least 1 Master list of EC MCCOs	1 Master list monitored with attributed hourly rate of assigned personnel. Hourly rate Php 1,426.40 x 4 (once in every quarter updating). a Total of Php 5,705.60	25,000.00 GAA	5,710.00 GAA	Institutional Development Department	Done. Implemented (Continuous monitoring)

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3	Lack of awareness and equal access to capacity building on Renewable Energy Programs of the Electric Cooperatives officials or employees/Promoting Information and Education Campaign for gender-responsive workspaces	Men were given priority and dominated the rural electrification workforce because of the physical and cultural obstacles to women	To encourage the participation of women in the non-technical workforce of the Electric Cooperatives, and to gain insights about the EC programs on renewable energy programs like the Net-Metering program.	PAP: Capacity Building	Provide training/seminar/workshop on Renewable Energy (RE) Program for non-technical female employees of the ECs.	No. of capacity building on RE programs for female employees of ECs - at least 2 IECs conducted, participated by non-technical female employees of the ECs	3 IECs conducted with at least 4 female employees participated in the training. Actual Cost:Speaker per Diem (1,500X4) Php6,000.00(750 half day pay for travel time) Php6,750.00 Multiply by 2 Speakers, A total of Php13,500.00	13,500.00 Corporate Funds	13,500.00 Corporate Funds	TEREDD	Done. Implemented
<b>ORGANIZATION-FOCUSED ACTIVITIES</b>											
4	GAD Mandate:Strengthening of the GAD Focal Point System under Section 36 of the Magna Carta of Women/Unequal level of gender awareness, understanding, and appreciation of concepts among GAD Focal Point System (GFPS)	Lack of involvement and awareness of GFPS members in GAD Activities	To equip the NEA GFPS with the necessary tools to enable them to develop, implement and monitor gender-responsive NEA PAP	MFO: Capacity Building	Attendance, participation and conduct of activitiesrelated to GAD (meetings, orientation, conferences	Number of activities relative to GAD attended/ conducted by GFPS - At least (3) activities conducted/ attended.- Reconstitution of the GAD Focal Point System (GFPS) 2. Year-end assessment and planning for GPB 2025 and GAD AR 2024 3. Seminar-Workshop on Sex-Disaggregated Data and GAD Analysis.	25 GAD Activities participated by the GFPS (GAD Kaplhan or the NEA GFPS regular meeting, Inter-Agency meeting with the GCG, PCW and NAPWPS, NWMC/IWD)	200,000.00 GAA	172,020.00 GAA	Human Resources and Administration Department	Done.
5	Magna Carta of Women ' Implementing Rules and Regulations Civil Service Commission Resolution No. 1000432- Guidelines on the Availment of the Special Leave Benefits for Women under RA 9710/The Magna Carta of Women or the RA 9710	Lack of awareness of the benefits and privileges that women employees can avail under this act.	Availment of Special Special Leave Benefits for Women Under RA 9710		Process application on Special Leave Benefits for Women Under RA 9710	Number of employees who avail of the benefits - at least (2) employees' avail the benefit.	eight (8) female employees availed special leave benefits	250,000.00 Corporate Funds	547,337.14 Corporate Funds	Human Resources and Administration Department (HRAD)	Done.

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6	Limited capacity of NEA GAD FPS in developing, implementing, monitoring and auditing NEA PAP's using gender perspective/MCW Chapter VI. Institutional Mechanisms, Sec. 36b. Creation and/or Strengthening of the GAD Focal Points. All departments ... and other government instrumentalities shall establish or strengthen their GAD Focal Point System or similar GAD mechanism to catalyze and accelerate gender mainstreaming within the agency	The NEA GFPS lacks fundamental knowledge on GAD-related policies and concepts that they can download/ cascade to the Ecs	To capacitate the members of GFPS in the use of the Harmonize Gender and Development Guidelines (HGDG)		Capacity Building of the GFPS in the use of HGDG.	No. of GFPS members capacitated in the conduct of the HGDG training. - At least 50% of the GFPS members	Four (4) members of the NEA-GFPS attended the Free Webinar on HGDG conducted by the Philippine Commission on Women (PCW) on June 25, 2024	50,500.00 Corporate Funds	0.00 Corporate Funds	NEA - EC Training Institute	Partially Done. Free Webinar by PCW, Partially Done, since only 4 GFPS members attended the webinar
7	Lack of in-house trainers from NEA who can assist the Electric Cooperatives in their gender mainstreaming efforts/MCW Chapter VI. Institutional Mechanisms, Sec. 36b. Creation and/or Strengthening of the GAD Focal Points. All departments ... and other government instrumentalities shall establish or strengthen their GAD Focal Point System or similar GAD mechanism to catalyze and accelerate gender mainstreaming within the agency	The NEA-GFPS lacks fundamental knowledge on GAD-related policies and concepts that they can download/ cascade to the ECs	To establish a pool of NEA GAD trainers who will assist the ECs in developing gender-responsive EC PAPs	MFO: Capacity Building	Capacity Building for NEA GFPS "Training the Trainer"	-Number of trainings conducted-Number of graduates - At least two (2) capacity building programs for NEA GAD GFPS-At least 50% of the NEA GAD GFPS	Free Webinar on HGDG attended by Four GFPS conducted by the Philippine Commission on Women (PCW) on June 25, 2024	150,000.00 Corporate Funds	0.00 Corporate Funds	NEA-EC Training Institute (NETI)	Done. Free webinar by PCPW
8	Gender Equality and Women Empowerment/ As mandated in RA6949 s1990 declaring March 8 of Every Year as a working special holiday to be known as National Women's Day, NEA has limited programs conducted in appreciating and recognizing NEA Women's contribution to the agency./Proclamation No. 227 s. 1988 providing for the observance of the Month of March as Women's Role in History Month	Unequal level of gender awareness, understanding, and appreciation of concepts among personnel.	Provide activities that promotes women empowerment and appreciation in the significant role of women in the society..		Celebration of Women's Month	Number of Activities (e.g. seminar, workshop, awards/appreciation), -At least 1 seminar conducted during Monday convocation in the Month of March.	1. Seminar on Gender and Development by Ms. Anelie Bolo Apostol. Women's appreciation activities: 2. Pampering Juana and 3. Most Outstanding Juana Award given to Three (3) NEA female engineers. 4. Soft Launching of NEA-CODI Manual	75,000.00 Corporate Funds	32,000.00 Corporate Funds	Human Resources and Administration Department	Done.

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9	Gender Equality and Women Empowerment/ As mandated in RA6949 s1990 declaring March 8 of Every Year as a working special holiday to be known as National Women's Day. NEA has limited programs conducted in appreciating and recognizing NEA Women's contribution to the agency./Lack of appreciation and gender equality in the field of rural electrification	Lack of appreciation and gender equality in the field of rural electrification	To encourage women to actively participate in the field or rural electrification.	MFO: Women empowerment	Video documentary	Produce a video highlighting the significant contribution of women.- At least one (1) video documentary featuring women's significant contribution in the field of Rural Electrification (GAD Diaries)	One (1) Video documentary posted at the NEA facebook page, Youtube and Twitter account.	130,000.00 GAA	126,831.58 GAA	Corporate Communication and Social Marketing Office	Done. Please view the link: <a href="https://www.facebook.com/NEAPhilippines/videos/771835461699304">https://www.facebook.com/NEAPhilippines/videos/771835461699304</a> ' Kilalanin sina Engr. Jennifer Gemota at Jezrel Tado, mga lineworkers ng COTELCO. Bilang mga babae, tunguhayan ang kanilang natatanging kuwento ng pagpupursige at kontribusyon sa larangan ng pagpapalaw.#BabaeAkoKayaKo#WeCanBeEquALL#NationalWomensMonth2024Philippine Commission on Women
10	Lack of appreciation and programs associated with women empowerment/Proclamation No. 227 s. 1988 providing for the observance of the Month of March as Women's Role in History Month	Unequal level of gender awareness, understanding and appreciation of concepts among personnel	Observance of 2024 National Women's Month Celebration	PAP: Women Empowerment	GAD tarpaulin posted depicting GAD concepts, issues and concerns disseminated, and activities that will highlight women contribution.	Number of IEC materials designed and disseminated At least 2 GAD tarpaulins posted and activities that highlight women contribution - Two Tarpaulin posted, and GAD Diaries (Women contribution)	Two Tarpaulins were posted for Women's Month (Amounting Php270.00) and GAD Diaries for women's appreciation, with the hourly rate of personnel prepared for the activity attributed. (Total Rate of Personnel assigned Php 21,245.35)	25,000.00 Corporate Funds	21,515.35 Corporate Funds	Corporate Communication and Social Marketing Office (CCSMO)	Done. GAD Diaries posted at NEA-CCSMO Facebook Page: <a href="https://www.facebook.com/NEAPhilippines/videos/771835461699304">https://www.facebook.com/NEAPhilippines/videos/771835461699304</a> Kilalanin sina Engr. Jennifer Gemota at Jezrel Tado, mga lineworkers ng COTELCO. Bilang mga babae, tunguhayan ang kanilang natatanging kuwento ng pagpupursige at kontribusyon sa larangan ng pagpapalaw.#BabaeAkoKayaKo#WeCanBeEquALL#NationalWomensMonth2024
<b>ATTRIBUTED PROGRAM</b>											
11					Stlio Electrification Program (SEP)-Energization of Barangays under MILF Camps (NAPWPS)			499,387,500.00 GAA	499,387,500.00 GAA	TEREDD	HGDG checklist of 2024 was not approved
							<b>SUB-TOTAL</b>	499,892,500.00	499,692,061.58	GAA	
								564,000.00	614,352.49	Corporate Funds	
							<b>TOTAL</b>	500,456,500.00	500,306,414.07		

**Prepared By:**

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