



NATIONAL ELECTRIFICATION ADMINISTRATION

"The 1st Performance Governance System-Institutionalized National Government Agency"



BAGONG PILIPINAS

OCT 15 2024

2024 - 358

OFFICE ORDER NO. _____

Series of 2024

Effective immediately, in the exigency of the service, and in support of this Agency's Gender & Development (GAD) Focal Point System (GFPS), the following NEA Employees from various NEA Departments, are hereby designated as the **Technical Working Group (TWG)** for the crafting of the agency's (2025-2030) GAD Framework, Plan and Budget and implementation of GAD 2025 Performance Scorecard for the NEA Performance Evaluation System (PES):

Chairperson: Luisa I. Hernandez

Members:

- 1) Human Resources & Management Dept. – Virginia P. Cabonce & Ivan Phillip Lagman
- 2) NEA Training Institute – Jeizel Rose B. Montana
- 3) Finance Services Department – Imee G. Apostol & Carla Joy C. Mariano
- 4) Institutional Development Department – Rossette Q. Celetaria
- 5) Corporate Planning Office – Lino SJ. Vermudo, Jr.
- 6) Corporate Communications & Social Marketing Office – Andrea Patricia C. Adre
- 7) Total Electrification & Renewal Energy Dev. Dept. – Louie Andrew L. Puntod
- 8) Accounts Management & Guarantee Dept. – Pamela E. Castillo
- 9) Disaster Risk Management Dept. – Eric A. Campoto

Technical Assistant: GAD Consultant Maria Helen F. Dayo

Secretariat: TEREDD - Sheryl V. Ubas

As such, in consultation with the NEA-GFPS, the TWG shall have the following duties and responsibilities:

1. Manage and oversee the implementation of the GAD 2025 Performance Scorecard for PES;
2. Facilitate the implementation of the gender mainstreaming efforts of NEA's GAD Planning and Budgeting process; that includes budgetary requirement for 2025-2030;
3. Design the Agency's (2025-2030) GAD Framework, Plan & Budget for submission to the Philippine Commission on Women (PCW);
4. Ensure that the processes needed for the (2025-2030) GAD Plan & Budget are established, implemented, monitored, and sustained;
5. Establish organizational baseline data on the agency's SADDD (Sex, Age, Disability, Disaggregated Database) as part of GEDSI integration in promoting gender equality;
6. Coordinate with other agency partners in promoting meaningful participation in various GAD activities;
7. Sign documents on GAD-related matters, such as, but not limited to, memoranda, reports and all other communications for dissemination to other NEA offices/departments and partner Electric Cooperatives (ECs);
8. Prepare and consolidate NEA's GAD accomplishment reports.

This Office Order is an amendment to Office Order No. 2024-085, Series of 2024 on the Reconstituted NEA-GFPS.

All expenses to be incurred in the performance of their duties shall be charged against the proper funds of this Office, subject to the usual accounting and auditing rules and regulations.

ANTONIO MARIANO C. ALMEDA
Administrator

NATIONAL ELECTRIFICATION
ADMINISTRATION
Office of the Administrator



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MAR 11 2024

OFFICE ORDER No.
Series of 2024

2024-085

SUBJECT: Reconstituted Gender and Development (GAD) Focal Point System (GFPS)

Effective immediately, the members of the GAD Focal Point System is hereby reconstituted as follows:

- | | | |
|------------------|---|--|
| Chairperson | - | ROSSAN SJ. ROSERO-LEE |
| Vice Chairperson | - | GWEN P. ENCISO-KYAMKO |
| Members | - | ANNA CLARISE V. REYES
CLAUDETTE G. UBALDO-DEMA
RINA R. DOLINA
HENRIETTA A. MARAMOT
RUTH S. RAMIREZ |

TECHNICAL WORKING GROUP (TWG)

- | | | | |
|-------------|---|--|--|
| Head | - | LUISA I. HERNANDEZ | (NAPWPS-TWG) |
| Members | - | RAYMOND M. NAPILOT
IMEE G. APOSTOL
RODOLFO D. EVANGELISTA
LEILANI L. RICO
MA. CHONA O. DELA CRUZ
MA. REGINA C. FILOTEO
JEIZEL ROSE B. MONTANA
LINO SJ. VERMUDO, JR.
ERIC B. CAMPOTO
ILUGEN P. MABANSAG
CLAIRE P. QUETUA
IMELDA I. AMERICA
ELLEN FLEUR V. BANG-AY | (NAPWPS-TWG)
(NAPWPS-TWG)
(NAPWPS-TWG) |
| SECRETARIAT | - | KIM GRACE T. RUDAS
TRANQUILINO CHARLES M. RUBIS, III
SHERYL V. UBAS | |

Functions of the GAD Focal Point System:

1. Lead in mainstreaming gender perspective in agency/department policies, plans and programs. In the process, they shall ensure the assessment of the gender-responsiveness of systems, structures, policies, programs, processes, and procedures of the agency based on the priority needs and concerns of constituencies and employees and the formulation of recommendations including their implementation;

2. Assist in the formulation of new policies such as the GAD Code in advancing women's status, such as in the case of LGUs;
3. Lead in setting up appropriate systems and mechanisms to ensure the generation, processing, review and updating of sex-disaggregated data of GAD database to serve as basis in performance-based gender responsive planning;
4. Coordinate efforts of different divisions, offices, units of the agency and advocate for the integration of GAD perspectives in all their systems and processes;
5. Spearhead the preparation of the agency annual performance-based GAD Plans, Programs and Budget in response to gender issues of their constituencies and clients and in the context of their agency mandate, and consolidate the same following the procedure prescribed by the PCW, DBM and NEDA Joint Circular 2012-01;
6. Submit and consolidate GAD Plans and Budgets of the agency, and as needed, in responding to PCW's comments or requests for additional information;
7. Lead in monitoring the effective implementation of GAD-related policies and the annual GAD Plans, Programs and Budget;
8. Lead the preparation and consolidation of the annual agency GAD Accomplishment Report and other GAD Reports that maybe required under the MCW;
9. Strengthen the external link with other agencies or organizations working on women's rights and gender and development to harmonize and synchronize GAD efforts at various levels of governance;
10. Promote and actively pursue the participation of women and gender advocates, other civil society groups and private organizations in the various stages of the development planning cycle, giving special attention to the marginalized sectors; and
11. Ensure that all personnel of the agency including the finance officers (e.g. accountant, budget officer, auditors) are capacitated on GAD. Along this line, the GFPS will recommend and plan an appropriate capacity development program on gender and development for its employees as part of and implemented under its regular human resource development program.

This supersedes Office Order No. 2023-077 series of 2023.

To advance the gender mainstreaming efforts of the Agency, the core responsibility of preparing the Annual GAD Plan and Budget (GPB) and GAD Accomplishment Report (AR) shall be shared by GFPS Members to be spearheaded by the Technical Working Group.


ANTONIO MARIANO C. ALMEDA
Administrator





**NEA GENDER AND DEVELOPMENT (GAD) FOCAL POINT
SYSTEM (GFPS)**

RESOLUTION NO. 01
Series of 2024

*(Re: Approval of NEA Gender and Development (GAD) Agenda and
GAD 2025-2030 Strategic Framework)*

WHEREAS, there is a need to prepare the NEA GAD Agenda as defined in Section 3.1 of the Philippine Commission on Women (PCW) Memorandum Circular No. 2018-04. As defined, the GAD Agenda is the strategic framework and plan on the mainstreaming and achieving women's empowerment and gender equality;

WHEREAS, the GAD Agenda is a two-part document consisting of GAD Strategic Framework (GADSF) and the GAD Strategic Plan. The GADSF and GAD Plan outlines the agency's GAD Vision, Mission, and Goals on the mandate of the agency and defines the strategic intervention, indicators and targets to be pursued to achieve GAD goals over a period of time which also serve as the agency's reference in coming up with the NEA 2025 GAD Plan and Budget (GPB) as per PCW Circular No. 2024-03;

WHEREFORE, the newly constituted GAD Focal Point System (GFPS) crafted the NEA GAD Agenda for 2025 to 2030 to serve as basis in identifying the programs, activities, and projects to be undertaken to achieve the GAD goals and outcome. It also provides the monitoring and evaluation framework for assessing GAD results that shall be the basis for strengthening the mainstreaming of GAD perspectives in NEA's operations and programs;

WHEREFORE, the NEA GFPS RESOLVED, as it hereby RESOLVES, to **RECOMMEND** to the NEA Administrator the approval of the NEA GAD Agenda containing the GAD Strategic Framework (GADSF):

AGENCY:

National Electrification Administration (NEA)



MANDATE:

The NEA, created under Republic Act No. 6038 and further strengthened by Presidential Decree No. 269, is tasked to promote the development of rural electrification nationwide by assisting electric cooperatives and ensuring the sustainable delivery of reliable and affordable electricity.

Also as stated in RA 10531, NEA mandated mission:

- To promote the sustainable development in the rural areas through rural electrification
- To empower and strengthen the NEA to pursue the electrification program and bring electricity, through the Electric Cooperatives as its implementing arm, to the countryside even in missionary or economically unviable areas
- To empower and enable Electric Cooperatives to cope with the changes brought about by the restructuring of the electric power industry

GAD VISION:

NEA shall be a gender-inclusive government agency in the energy sector contributing to sustainable national development by 2030.

GAD MISSION:


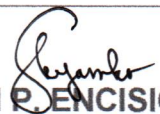
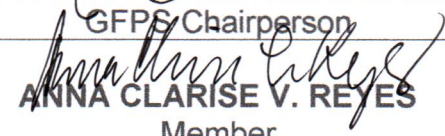
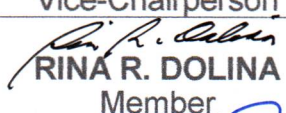
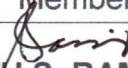

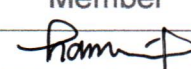
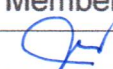
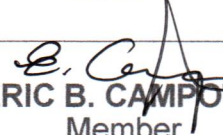
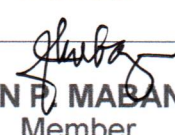
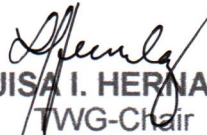
To mainstream gender responsiveness in NEA programs, projects and policies and enhance the quality of life in rural areas through gender-responsive electrification programs.

GAD GOALS:

1. Develop and implement gender-responsive policies and frameworks for rural electrification.
2. Strengthen the GAD capacity of NEA staff and the electric cooperatives.
3. Institutionalize functional and accessible GAD mechanisms in all NEA programs.
4. Promote gender equality in all electrification initiatives to benefit marginalized communities.

RESOLVED FURTHER, to also **RECOMMEND** to the NEA Administrator the approval of the NEA GAD Strategic Plan (GADSP) as attached.

APPROVED on December 19, 2024.

 ATTY. ROSSAN S.J. ROSERO-LEE GFPS Chairperson	 ATTY. GWEN P. ENCISIO-KYAMCO Vice-Chairperson
 ANNA CLARISE V. REYES Member	 RINA R. DOLINA Member
 RUTH S. RAMIREZ Member	 CLAUDETTE G. UBALDO-DEMA Member
 HENRIETTA A. MARAMOT Member	 RAYMOND M. NAPILOT Member
 ERIC B. CAMPOTO Member	 ILUGEN P. MABANSAG Member
 LUISA I. HERNANDEZ TWG-Chair	

APPROVED/DISAPPROVED:




ANTONIO MARIANO C. ALMEDA
Administrator