

# MEMORANDUM

FOR : **Alfonso G. Cusi**  
*Secretary*

CC : **Raul B. Aguilos, CESO I**  
*Undersecretary*

THRU : **Mylene C. Capongcol** *Endorsed!*  
*Chairperson, DOE GAD-Focal Point System*

FROM : **Carmencita A. Bariso, CESO IV** *Carmencita A. Bariso*  
*Head, DOE GAD-Technical Working Group*

DATE : 14 March 2017

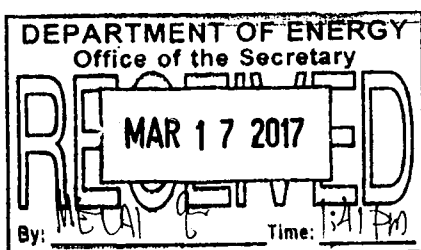
SUBJECT : **Submission of Revised 2017 DOE GAD Plan and Budget**

We would like to endorse for the Secretary's signature and approval the revised 2017 DOE-Gender and Development (GAD) Plan and Budget. This plan is in consonance with the Five-year GAD Agenda formulated by the DOE-GAD Focal Point System (FPS).

The revision was necessary to incorporate the comments of the Philippine Commission on Women (PCW) which is to reflect the budgetary breakdown of each project activity. The comment was done through the bureaucracy-wide Gender Mainstreaming Monitoring System (GMMS) of PCW which is the depository of electronic submissions of GAD Plan and Budget from all agencies and institutions of governments. The said revision is also in compliance with Commission on Audit (COA) finding as they prefer a more specific budgeting that is, every activity has to be itemized and budgeted for easier reference during the evaluation of accomplishment report.

We have attached the original copy of the Department's GPB 2017 signed by the former Secretary Zenaida Y. Monsada for reference.

For the Secretary's consideration and further instructions.



**DEPARTMENT OF ENERGY  
2017 GENDER AND DEVELOPMENT PLAN AND BUDGET (REVISED)**

Gender Issue and/or GAD Mandate <b>(1)</b>	Cause of the Gender Issues <b>(2)</b>	GAD Result Statement of GAD Objectives <b>(3)</b>	Relevant Agency MFO/PAP <b>(4)</b>	GAD Activity <b>(5)</b>	Output performance Indicators and Target <b>(6)</b>	GAD Budget <b>(7)</b>	Source of Budget <b>(8)</b>	Responsible Unit/Office <b>(9)</b>
<b>ORGANIZATION-FOCUSED</b>								
Lack of organization-issued policies for full integration/ mainstreaming of GAD in DOE PAPs	Framework for mainstreaming GAD in PAPs of DOE and energy agencies not yet fully institutionalized/ structured	To develop policies supporting full integration/ mainstreaming of GAD in PAPs of DOE and energy agencies	MFO 1: Energy Sector Policy Services	Monitor policy implementation for gender results	% of policies implemented resulting in reduced gender gaps or GAD integration in the PAPs of DOE and energy agencies	PhP 50,000.00		DOE FPS – TWG
Limited capacity to develop and implement gender-responsive policies and programs, particularly in connection with the DOE implementation of relevant MCW provisions	Not a top priority area for implementation DOE-wide  Lack of top management (MANCOM) awareness of GAD and MCW	To fully capacitate MANCOM, GFPS, and DOE staff on GAD and MCW	MFO 1: Energy Sector Policy Services  PAP: Institutional Capacity Building	Training/orientation of all new and existing members of the MANCOM and GFPS and staff on gender awareness, GST, gender analysis (GA), and tools, GPB, GAD-related policies and mandates:  1. Gender Sensitivity Training (GST) - a) Film Showing endorsed by the OP-PCW  2. (GST) – b) with Orientation Briefing for the Execom and ManCom by the PCW / DOE Gender Consultant	No. of training sessions conducted on GAD  No. of Female/Male attendees on DOE Basic Orientation on GAD and MCW (at least 25% of filled up functions reached)  % increase in level of awareness of gender issues among employees	PhP 60,000.00		DOE GAD – TWG and Secretariat
					No. of F/M from new MANCOM members/Division Chief who attended GAD training target for GAD orientation, 100% by 2 <sup>nd</sup>	PhP 570,000.00		

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<b>ORGANIZATION-FOCUSED</b>								
				<p>3. Orientation Training on Gender Plans &amp; Budget (GPB) back to back with the Strategic Planning Workshop (SPW) of GAD-FPS</p> <p>4. GAD Day: Presentation of 2018 GPB and 2017 Accomplishment Report</p> <p>Conduct of 2<sup>nd</sup> batch of Training of Trainers (TOT) in GA, GAD Toolkit and GPB</p> <p>Conduct of staff training in Gender Analysis (GA), the DOE Gender Toolkit and GPB by TOT participants</p> <p>Monitoring of conduct of gender training by TOT participants</p>	<p>semester; GST, at least 40% by 2<sup>nd</sup> semester</p> <p>No. of Female/Male TOT participants on specific GAD topics (GA, DOE gender Toolkit, GPB)</p> <p>No. of F/M TOT participants on GPB topics</p> <p>No. of Female/Male TOT Participants conducting gender training (by topic)</p> <p>% of Female/Male TOT Participants-trainers rated at least "satisfactory" by training participants</p> <p>No. of monitoring visits conducted by DOE FPS to DOE GAD Project sites, study visits, as well as GAD</p>	<p>PhP 450,000.00</p> <p>PhP 250,000.00</p> <p>PhP 400,000.00</p>		

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<b>ORGANIZATION-FOCUSED</b>								
Time availability of GAD FPS due to other urgent and important undertaking of the DOE in pursuance of their limited capacity, together with the Attached Agencies, and PRC Secretariat in developing, implementing, monitoring and auditing DOE PAPs using gender perspective.	PCW to come up with the need for holistic training on the relevant tools for line agencies like the DOE to incorporate GAD perspective in DOE PAPs	To equip the DOE GAD FPS, attached agencies, and PRC secretariat with necessary tools to enable to them to develop, implement, and monitor gender responsive DOE PAPs	MFO 1: Energy Sector Policy Services  PAP: Institutional Capacity Building	Conduct of other related GAD activities to include regular meetings, GAD day celebration in December including purchase of necessary logistics/supplies/collaterals requirements for the purpose:  1. DOE GAD FPS Meetings  2. Trainings:  3. Project visits on DOE GAD Project sites	related foreign conferences and trainings attended  a. GAD FPS Quarterly meeting b. GAD TWG Monthly meeting every 3 <sup>rd</sup> Wednesday of the month c. GAD Secretariat twice every quarter meeting d. Special meetings  Local Foreign  No. of project sites visits At least Two (2)	PhP 283,000.00  PhP 120,000.00 PhP 380,000.00  PhP300,000.00		DOE GAD – TWG and Secretariat

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<b>ORGANIZATION-FOCUSED</b>								
				4. Procurement of Collaterals	1. Round Neck T-Shirt (2000 pcs. X Php180.00) 2. Cloth Utility Bag (5000 pcs. X Php95.00)	PhP 360,000.00  PhP 475,000.00		
				5. Procurement/hiring of GAD consultant; Resource persons; and Job order personnel to handle GAD technical/general administrative matters	Contracting/hiring of GAD consultant; Resource persons; and Job order personnel:  -Salary of Two (2) Job Order (J.O.) staff  -Consultant/Resource Person	PhP 691,112.40  PhP 300,000.00		
				6. Maintenance of GAD rooms including regular update of the GAD website	Utility Cost (Electrical, Internet Connections, Water Services, and Telephone Services  Supplies and Materials	PhP 30,000.00  PhP 70,000.00		

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<b>ORGANIZATION-FOCUSED</b>								
Lack of sex disaggregated database (SDD), including gender statistics, on organizational operations, and at the levels of programs, activities and projects (PAPs)	Lack of awareness and appreciation within DOE of the value of SDD to organizational planning and programming and project implementation  Lack of staff trained in generating, storing, and analyzing SDD	Established and utilized SDD for organizational planning (policy, human resources and PAP levels) and for tracking gender effects of energy policies, programs and projects	MFO 2 – Energy Sector Innovation	Capacity development of concerned DOE personnel on data capture, storage, retrieval, and analysis  Conduct of Orientation/study visits to various DOE GAD PAPs sites/area of activities and/or the countries' best practices on Mainstreaming Gender Dimensions in Energy Development	No. of F/M concerned DOE personnel trained in data capture, storage, retrieval and analysis  No of DOE PAPs with SDD Components	Php 50,000.00		DOE GAD TWG, Secretariat and ITMS
Low percentage of female engineers and technical workers at DOE, bureaus, and attached agencies	Gendered notions about women's and men's roles and skills  Lack of supply of female engineers and technical workers	Increased intake by DOE bureaus, elective attached agencies, and cooperatives of female engineers and technical personnel	MFO 2 – Energy Sector Innovation	Issue Policy Memo to energy agencies (especially NEA) on increased intake of female engineers in the workforce  Data monitoring and collection on sex distribution of engineers/ technical staff	Policy memo issuance on increased intake of female engineers in the work force  Improved sex ratio of engineers/ technical staff at DOE bureaus/attached agencies	Php 50,000.00		HRMD and Attached Agencies

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<b>ORGANIZATION-FOCUSED</b>								
Low level of gender sensitivity of projects	Lack of program/project designed template for incorporating GAD assessment result	Gender-sensitive DOE programs and projects promoted	MFO 1 – Energy Sector Policy Services	Application of the GAD design checklist to new DOE projects and programs  Continuing GAD review of ongoing DOE projects and programs using the HGDG PIMME GAD Checklist	5% of DOE projects and program designs with a GAD rating of at least 8 based on HGHG PIMME GAD Checklist	PhP100,000.00		EPPB – EECD DOE Project Review Committee (PRC)

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<b>CLIENT-FOCUSED</b>								
Greater risks to women of unsafe use of energy products (Energy Safety Practices & Efficiency Measures (ESPEM))	Lack of proper knowledge on ESPEM	Increased awareness particularly among women on ESPEM	PAP: Consumer Welfare Promotion	Conduct of a series of IEC campaigns on ESPEM in various areas nationwide through the aid of related logistical requirements relating to IEC e.g., collaterals, supplies and materials and continuation for the identification of barangay-based women associations /organizations nationwide.  -Procurement of Collaterals	No. of barangay-based women's groups tapped for the conduct of ESPEM  No. of Female/Male participants in seminars/ training (per seminar/per area)  Summary of Feedback and evaluation results from F/M participants per IEC- ESPEM conducted. No. of IEC materials developed / prepared  No. of seminars on ESPEM conducted (target 5 in Luzon, 5 in Visayas, and 5 in Mindanao)  1. Hand Towel (Lavender) 5,000 pcs. X Php50.00  2. GAD Pin (DOE with GAD Logo) 1,000 pcs. X Php50.00	Php 900,000.00        PhP 250,000.00       PhP 50,000.00		AS – HRMD

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<b>CLIENT-FOCUSED</b>									
Greater risks to women of unsafe use of LPG products	Lack of proper knowledge of the safe handling and use of LPG products	To equip female consumers especially housewives, house helps with proper information on the safe LPG usage	PAP: Consumer Welfare Promotion	Conduct of seminars/safety training on the proper handling of petroleum products, particularly among women and purchase of promotional materials/give-aways, supplies and equipment	No. of safety seminars/trainings conducted – 5 each in Luzon, Visayas and Mindanao	Php 200,000.00		LFO	
					Travelling Expenses	Php767,000.00		VFO	
					Meals of Attendees	Php300,000.00		MFO	
					Collaterals/Promotional Materials	Php590,000.00		OIMB	
More women and children are the one in-charge of selling liquid fuels in "bote-bote"	Lack of awareness/information as to the health risk of selling liquid fuels in "bote-bote" among women and children	To increase awareness among women and children on the effect of liquid fuels in "bote-bote" in their health	PAP: Consumer Welfare and Promotion	Conduct of IEC	No. of IECs conducted (5)			OIMB	
					No. of F/M participants in IEC				Php343,000.00
					No. of collaterals developed (2)				
					Travelling expense				Php 1,028,500.00

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<b>CLIENT-FOCUSED</b>								
Low participation of women in "barangay / sitios power associations" and in the design, management, repair and maintenance of community-level energy facilities	Gender norms about roles of women and men that limit women participation in community energy projects and associations.	Increased women's participation in projects on RE-based systems towards sustainable community transformation and development	PAP: Policy research/formulation	Conduct of consultation/ meetings with LGUs, RDC	Meals	Php 212,500.00		
			MFO: Energy Sector Innovation		Collaterals	Php 300,000.00		
			MFO: Energy Sector Policy Services		Publication	Php 459,000.00		
			PAP: Consumer Welfare and Promotion		Gender Mapping Tool developed	Php 2,000,000.00		
			MFO 2: Energy Sector Innovation	Conduct of promotional activities on gender mapping among the ARECS in Luzon, Visayas and Mindanao.	No. of promotional activities on gender mapping conducted			
			PAP: Capacity building	Provision of technical assistance in the conduct of gender mapping and	No. of M/F participants in the promotional activities on gender mapping			

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<b>CLIENT-FOCUSED</b>								
Fewer girls than boys in high school interested in pursuing science and technology (S & T) courses (e.g., geology, chemistry, engineering) in college	Gendered notions about women's and men's roles and skills, limiting career options for girls and boys.  In adequate information and guidance on the various opportunities in the S & T fields; lack of mentors.	Increased interest among high school girls in project sites to pursue courses	MFO 2: Energy Sector Innovation	results to designing community-based RES				
				Provision of technical assistance to the ARECs on project conceptualization and development	No. of capacity building conducted among ARECs No. of actual visits in the projects sites of the ARECs			
				Regular conduct of Project Steering Committee (PSC) Meetings and inspection/monitoring of projects sites in MMSU and BU AREC service communities	No. of PSC meetings and monitoring visits conducted No. of trainings conducted			
				Conduct of Girls and Science, Girls in Science workshops in at least two (2) schools each in Northern and Southern Luzon, and Visayas	No. of high school girls trained in or who have attended lectures on the importance of S& T as future career	Php 941,400.00		
				Monitoring of selected GISP Female participants	% of Female GISP participants who indicated	Php 60,000.00		
					Procurement of promotional materials/collaterals	Php 208,600.00		
					Procurement of van rental	Php 290,000.00		
								ERTLS

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<b>CLIENT-FOCUSED</b>								
Minimal representation of women in the energy sector workforce reflects the existing gender stereotyping in the industry.	Gender stereotypes in technical careers in the energy sector such as geology and engineering still exist.	To mobilize and sensitize young students in pursuing their interest and passion in the energy- related courses despite challenges in gender stereotyping by starting with strengthening interest in their school subjects like mathematics, technology, and	MFO 2: Energy Sector Innovation	Implement the project on "ENEReady: A Career Talk on Breaking Gender Stereotypes in the Energy Workforce" by conducting the following activities in selected high schools in NCR, Central Luzon and Southern Tagalog: Career Talk Essay-Writing Contest	<p>interest in S &amp; T before the workshop</p> <p>% of Female GISP participants who indicated interest in S &amp; T after the workshop</p> <p>% of Female GISP participants who enrolled in S &amp; T</p> <p>No. of participants – Grade 9 and 10 students (male and female)</p> <p>Increase in the level of appreciation of science-based/ technical courses that would open up better options for the students' future</p> <p>Publication/Printing Services:</p> <ol style="list-style-type: none"> <li>1. ENEReady brochure Promotional materials (2000 pcs.)</li> <li>2. Recycled notebook with pen (1000 pcs.)</li> </ol>	<p>PhP 11,500.00</p> <p>PhP 125,000.00</p>		DOE-CWPO

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<b>CLIENT-FOCUSED</b>								
		<p>physical sciences.</p> <p>To define obstacles and issues of young men and women who resort to channel their interest and passion towards "female-oriented" and "male-oriented" subjects that would lead them to traditional female/male roles and careers.</p>			<p>3. Drawstring bag (1000 pcs.)</p> <p>4. Powerbank (100 pcs.)</p> <p>5. Baller band USB (100 pcs.)</p> <p>Professional Services related to Event Promotion &amp; Communication</p> <p>1. Video Presentation</p> <p>Venue and Catering Services (catering services and travel expenses for the ENEReady career talk in the following areas:</p> <p>1. Rizal</p> <p>2. Tagaytay</p> <p>3. Pampanga</p> <p>4. Metro Manila</p> <p>5. Cebu</p> <p>6. Davao</p> <p>Supplies and Materials</p> <p>1. Colored ink for printer (3 sets)</p>	<p>PhP 200,000.00</p> <p>Php 65,000.00</p> <p>Php 40,000.00</p> <p>PhP 100,000.00</p> <p>PhP 750,000.00</p> <p>PhP 45,000.00</p>		

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					2. Certificate holder (450 pcs.)  Other Supplies (charged to original APP 2017) 1. Digital voice recorder with built-in USB (1pc) 2. Portable amplifier (1 set) 3. Handheld microphone (1 unit) 4. Powerpoint presenter/pointer (1 set)	Php 33,750.00    PhP 8,500.00 PhP 2,500.00 Php 2,500.00 Php 3,700.00		

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<b>ATTRIBUTED PROJECT</b>								
Low intake /limited access of women engineers/technical workers to job opportunities in the ECs	Male bias in the hiring and training of engineers by ECs	Greater interest of ECs to hire more female engineers/ technical workers	MFO 1 – Energy Sector Policy Services	Monitoring of EC compliance with GAD policies in recruitment and training of EC personnel by (a) conducting random spot-checking of ECs by contingent team DOE-NEA GAD Focal persons; and (b) requiring ECs through NEA to submit reports on their implementation of the Policy Memo  Coordinate with and assist NEA in developing training module on solar technology for ECs female and male engineers	% of ECs complying with the policy on hiring more women E/TW (at least 20% rct of- ECs)  % of women E/TW to total E/TW in all ECs (target to be determined)  Training module on solar technology developed, with application to GAD issues, for ECs female and male engineers	Php 2,000,000.00		EPIMB/NEA

<b>ATTRIBUTED PROJECT</b>	<b>Php 2 000,000.00</b>
<b>ESTIMATED TOTAL BUDGET</b>	<b>Php 15,676,562.40</b>
<b>GRAND TOTAL</b>	<b>Php 17,676,562.40</b>

PREPARED BY:

*Carmencita A. Bariso*  
Asst. Dir. CARMENCITA A. BARISO, CESO IV  
Head, DOE GAD-Technical Working Group

RECOMMENDING APPROVAL:

*Mylene C. Capongcol*  
Dir. MYLENE C. CAPONGCOL  
Chairperson, DOE GAD-Focal Point System

APPROVED BY:

*Alfonso G. Cusi*  
Secretary ALFONSO G. CUSI  
Department of Energy

DATE: \_\_\_\_\_


 Republic of the Philippines  
 DEPARTMENT OF ENERGY  
 IN REPLYING PLS. CITE:

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