

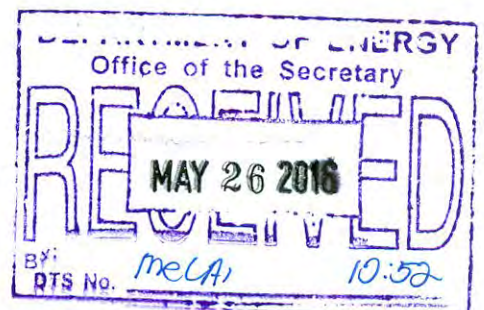
**MEMORANDUM**

FOR : SEC. ZENaida Y. MONSADA  
CC : USEC. RAUL B. AGUILOS, CESO I  
OIC-ASEC. MARIO C. MARASIGAN, CESO III  
FROM : OIC-USEC. MYLENE C. CAPONGCOL *cast*  
DATE : May 18, 2016 *mtw*  
SUBJECT : SUBMISSION OF DOE GAD PLAN AND BUDGET FOR THE YEAR 2016

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In compliance to the DBM and PCW requirements, we hereby submit our revised 2016 GAD Plan and Budget for the Honorable Secretary's consideration and signature.

Thank you.



-----Office of the OIC-Undersecretary-----

**DEPARTMENT OF ENERGY**  
**2016 Gender and Development Plan (Revised)**

Gender Issue and/or GAD Mandate  (1)	Cause of the Gender Issues  (2)	GAD Result Statement of GAD Objectives  (3)	Relevant Agency MFO/PAP  (4)	GAD Activity  (5)	Output performance Indicators and Target (6)	GAD Budget  (7)	Source of Budget  (8)	Responsible Unit/Office  (9)
<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 well structured	To develop policies supporting full integration/ mainstreaming of GAD in PAPs of DOE and energy agencies	MFO 1: Energy Sector Policy Services	Formulate/issue policies in support of gender mainstreaming, including GAD Planning and Budgeting at DOE  Review existing policies for consistency with the DOE GAD Strategic Framework for 2015-2020	At least 5 broad statements of intentions/aspirations and policies issued reflecting the organization's interest in gender mainstreaming  At least two (2) policies prepared/reviewed and revised to align to the GAD Strategic Framework  No. of Female/Male participants/meetings	10,000 per meetings @ least 4 meetings per month and total of 48 meetings/year  Php 480,000		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	Develop a capacity building plan on the implementation of GAD for DOE  Training/orientation of all new and existing members of the MANCOM and GFPS and staff on	One (1) DOE-GAD Plan developed  No. of training sessions conducted on GAD	Php 1.5M		HRMD

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				<p>gender awareness, GST, gender analysis (GA), and tools, GPB, GAD-related policies and mandates</p> <p>Conduct of Training of Trainers (TOT) in GA, GAD Toolkit and GPB</p>	<p>Two (2) groups of MANCOM (existing and new) and one GFPS trained/oriented, including GST, Gender Awareness, Gender Analysis, Continuation of TOT to include link with attached agencies (at least 60% of target attendees)</p> <p>One (1) Training of Trainers and two (2) follow-up sessions</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>			

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Lack of sex disaggregated database (SDD), including gender statistics, on organizational operations, and at the levels of programs, activities and projects (PAPs)  Support need for continuing administrative support to GHAD effort	Lack of awareness and appreciation within DOE of the value of SDD to organizational planning and programming (PAPs)  Limited time of GAD TWG and Secretariat implementation of GAD Project	Established and utilized SDD for organizational planning (policy, human resources and PAP levels) and for tracking gender effects of energy policies, programs and projects  Functioning GAD office	MFO 2 – Energy Sector Innovation  MFO 2 – Energy Sector Innovation	Internal policy for data capture and reporting of participation of F/M, benefits accruing to F/M beneficiaries, incidence of sexual harassment, other gender issues, etc., for inclusion in the database  Installation of SDD, including review of existing DOE database and identification of core data for sex disaggregation  Continuing Employment of one Job Order and hiring of additional Job Order	Policy requiring submission of sex-disaggregated data on participation and benefits of relevant bureaus/ services  SDD integrated in existing project in DOE databases  Two (2) Job Order employed One (1) JO for hiring	Salary of AO5 @1,600/day for 30 days X 1yr for 2 JO PhP 1, 152,000  Salary of one AO 3 @ 900/day for 30 days X 1 yr PhP 324,000  Supplies/Utilities PhP 500,000		DOE GAD-TWG  ITMS / Concerned Units  HRMD/ITMS  HRMD
Low level of gender sensitivity of projects	Lack of program/project designed template for incorporating	Gender-sensitive DOE programs and projects promoted	MFO 1 – Energy Sector Policy Services	Design of DOE PRC project template to incorporate GAD assessment results  Review of DOE projects and	DOE PRC designed template with GAD content  % of PAPs reviewed	300,000 (meetings/consultation)		EPPB – ECCD DOE Project Review Committee (PRC)

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	GAD assessment result			programs using the GAD checklist (existing and proposed PAPs) for the energy sector	design on file with corresponding GAD GS and GR scores of 8 to 14.99  % of ongoing PAPs reviewed designs with GR or GS with scores of 15 and above; 8 or better implementation – actual live interview  25% of PAPs implemented in 2016			
<b>CLIENT-FOCUSED</b>								
Low intake /limited access of women engineer/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 worker s	MFO 1 – Energy Sector Policy Services	Drafting of Policy Memo to ECs to increase intake of female engineers/technical workers	Draft Policy Memo to ECs on the inclusion of GAD, particularly in the increased intake of female engineers and technical workers (E/TW) in their organizational policies  No. of consultations with NEA and ECs conducted  No. of total F/M NEA & EC representatives who attended the consultations	PhP 1M		EPIMB/NEA

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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	<p>Develop/enhance communication strategies (IEC and trimedia)</p> <p>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. Continuation for the identification of barangay-based women associations /organizations nationwide.</p> <p>Conduct assessment of women's and men's level of awareness of the safe handling and use of petroleum products</p>	<p>Draft enhanced Communication strategies developed</p> <p>No. of barangay-based women's groups tapped for the conduct of ESPEM</p> <p>No. of Female/Male participants in seminars/ training (per seminar/per area)</p> <p>Summary of Feedback and evaluation results from F/M participants per IEC- ESPEM conducted.</p> <p>No. of IEC materials developed / prepared</p> <p>No. of seminars on ESPEM conducted (target 2 in Luzon, 2 in Visayas, and 3 in Mindanao)</p>	<p>Php 1.2M</p> <p>Logistics Requirements – Manpower, Travel/Plane, etc 639,000 and supplies and materials/ collaterals 561,000</p>		AS – HRMD (will start in June to November of 2016)

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Greater risks to women of unsafe use of energy products (Ligtas na Pag-gamit ng Gas or Safe LPG Usage)	Lack of proper knowledge of the safe handling and use of petroleum products	To equip female consumers especially housewives, house helps, etc. with proper information on the safe LPG usage	PAP: Consumer Welfare Promotion	Development and implementation of new IEC strategies (Tri-media) underlining the significant role of women in Ligtas na Pag-gamit ng Gas or Safe LPG Usage campaign  Conduct of IEC campaign on safe use of LPG through the use of the new IEC strategies  Conduct of project impact assessment among local women's groups	No. of local women's groups tapped for the conduct of the safe use of LPG IEC campaign  Summary of feedback and evaluation per IEC campaign conducted  Project Impact assessment completed	P 2.0M		OIMB
Different risks related to "bote-bote" liquid fuel retailing faced by women and men because of their gender roles	Inadequacy of information as to the health and safety risks of bote-bote liquid fuel retailing particularly among male transport workers, women vendors and housewives	To equip concerned publics (particularly among male transport workers, women vendors and housewives ) with the right information on the health and safety risks of bote-bote liquid fuel retailing	MFO 1: Energy sector policy services  PAP: Policy research and formulation  MFO 2: Energy Sector Innovation  PAP: Consumer Welfare and Promotion	Drafting of policy on "bote-bote" liquid fuel retailing  Conduct of IEC warning the women and men on the hazards on "bote-bote" liquid fuel retailing	Draft policy on bote-bote liquid fuel retaining  No. of IECs conducted  No. of F/M participants in IEC	P 1.0 M		OIMB

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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	MFO 2: Energy Sector Innovation  PAP: Capacity building	Provision of technical assistance in the conduct of gender mapping and application of gender mapping results to designing community-based RES  Regular conduct of Project Steering Committee (PSC)  Meetings and inspection/monitoring of projects sites in AREC service communities	No. of M/F participants in the promotional activities on gender mapping  No. of actual visits in the projects sites of the ARECs  No. of PSC meetings and monitoring visits conducted	P1.25M		REMB-SWEMD and PSC
Women’s limited access to and control over safe and cheap energy sources	Available energy sources are not affordable for women living in poverty	Cheaper energy sources availed for women		Conduct of seminar-workshop for the requesting women association and other stakeholders on the construction of a 6 cubic meter biogas digester  Conduct of training on biogas technology	No. of trainings conducted  1 unit of 6 cubic meter biogas digester in Suralla, North Cotabato  Number of women participating and nature/ level of participation of women in RES projects	P 250,000  P 1,000,000		DOE MFO  LFO



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Fewer girls than boys in high school interested in pursuing science and technology (S & T) courses (e.g., geology, chemistry, engineering) in college	<p>Gendered notions about women's and men's roles and skills, limiting career options for girls and boys.</p> <p>In adequate information and guidance on the various opportunities in the S &amp; T fields; lack of mentors.</p>	Increased interest among high school girls in project sites to pursue courses	MFO 2: Energy Sector Innovation	Conduct of Girls and Science, Girls in Science workshops in at least two (2) schools each in Northern and Southern Luzon, and Visayas	<p>No. of high school girls trained in or who have attended lectures on the importance of S&amp; T as future career</p> <p>% of Female GISP participants who indicated interest in S &amp; T before the workshop</p> <p>% of Female GISP participants who indicated interest in S &amp; T after the workshop % of Female GISP participants who enrolled in S &amp; T</p> <p>No. of HS girls</p>	<p>Total – P1.5M Promotional Materials (P405,000)</p> <p>Meals/Prizes for student participants/ workshop paraphernalia (P225,000)</p> <p>Plane Fare and Van Hire (P500,000)</p> <p>Per Diem / taxi fare (P370,000)</p>		ERTLS
The minimal representation of women in the energy sector workforce reflects the existing gender gap that could be caused by gender stereotyping in the industry	Gender stereotypes on technical careers in the energy sector, such as geology and engineering still exists.	To mobilize and sensitize young students in pursuing their interest and passion in energy-related courses despite challenges in gender stereotyping by strating with strengthening	MFO 2: Energy Sector Innovation	Continuing activity on the Implementation of the project on "Women and Men in Energy sector: Breaking the Gender Stereotypes" by conducting the following activities in selected high schools in NCR, Luzon, Visayas and Mindanao:	<p>No. of F/M participants – graduating high schools</p> <p>No. of F/M participants – younger high school students, teachers and school administrators</p>	<p>Php160,000</p> <p>Php350,000</p>		CWPO

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		<p>interest in their school subjects like mathematics, technology and 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 lad them to traditional female/male roles and careers .</p>		<p>1. Essay-Writing Contest</p> <p>2. Career Talks</p>				

ESTIMATED TOTAL BUDGET 13,966,000.00

PREPARED BY:

*Carmencita A. Bariso*  
 Dir. CARMENCITA A. BARISO  
 Head, GAD-TWG

RECOMMENDING APPROVAL:

*Mylene C. Capongcol*  
 OIC Undersecretary MYLENE C. CAPONGCOL  
 Chairperson, GAD Focal Point System

APPROVED BY:

*Zenaida Y. Monsada*  
 Secretary ZENAIDA Y. MONSADA  
 Department of Energy



*Single* *Path* *an* *Andy* *Amor* *Mez* *Jan* *Jan* *Jan*  
 VYBC : RTR : D/AVM : D/AMDG : D/AASS : D/REA : OICD/RIR : OICD/ICE : OICD/HBA

Date: \_\_\_\_\_

Original Plan  
Submitted in  
2015

DEPARTMENT OF ENERGY  
2016 Gender and Development Plan

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<b>ORGANIZATION-FOCUSED</b>								
Limited capacity of DOE GAD FPS, Attached Agencies, and PRC Secretariat in developing, implementing, monitoring and auditing DOE PAPs using gender perspective	Lack of holistic training on the relevant tools to incorporate GAD perspective in DOE PAPs	To equip the DOE GAD FPS, attached agencies, and PRC Secretariat with necessary tools to enable them to develop, implement, and monitor gender responsive DOE PAPs	MFO 1: Energy Sector Policy Services  PAP: Institutional Capacity Building	<p>Conduct of various Gender Mainstreaming trainings to include but not limited to Harmonized GAD Planning and Budgeting, Gender Analysis, Gender Audit, Gender-Responsive Work and Financial Programming; GAD Monitoring and Evaluation</p> <p>Conduct of Orientation/Study Visits to various DOE GAD PAPs sites/areas of activities and/or other countries' best practices on Mainstreaming Gender Dimensions in Energy Development</p> <p>Conduct of other related GAD activities to include regular meetings every 3<sup>rd</sup> Wednesday of the month, GAD Day celebration in December including the necessary logistics / supplies requirements for the purpose</p>	<p>No. of workshops conducted; number of participants;</p> <p>Post-activity feedback and evaluation report prepared;</p> <p>No. of monitoring visits conducted by DOE-FPS to GAD-DOE projects sites</p> <p>Study visit in one or two identified countries with best practice case studies on Gender Mainstreaming.</p> <p>Regular monthly meetings of DOE GAD FPS and Annual celebration of GAD Day activities sustained within the NECM calendar of events</p>	<b>P3.0M</b>		DOE GAD TWG and Secretariat

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				<p>Participation in the PCW events/activities including activities of the Philippine Sports Commission, CSC, and other government agencies or LGUs/GOCCs including procurement of needed logistics/ supplies requirements for the purpose</p> <p>Participation in the GAD orientation (GAD 101), GST and MCW orientation and necessary capacity building activities for employees</p> <p>Consultation with the employees to assess and identify gender issues, opportunities, potentials, and strategies for GAD and MCW mainstreaming</p> <p>Create awareness and initiate activities to promote social responsibility interventions that impact on welfare of both men and women such as blood donation activities</p>	<p>No. of GAD-related inter-agency events attended by DOE</p> <p>Quality and quantity of training supplies, materials and collaterals disseminated to promote DOE-GAD</p> <p>No. of capacity building activities conducted</p> <p>No. of employees attended</p> <p>No. of consultations conducted</p> <p>No. of employees attended</p> <p>No. of employee blood donors</p>			

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				Procurement/Hiring of GAD consultant and Job Order personnel to handle GAD technical and general administrative matters  Maintenance and operation of the GAD Desk which shall include equipment/supplies needed	Contracting/hiring of GAD consultant /J.O. personnel  A dedicated GAD desk set up in the DOE			
<b>CLIENT-FOCUSED</b>								
Lack of awareness particularly of women, on Energy Safety Practices and Efficiency Measures (ESPEM)	Inadequate/limited area coverage of information dissemination activities to promote ESPEM	To equip women with knowledge / information on ESPEM	MFO 2: Energy Sector Innovation  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. Continuation for the identification of barangay-based women associations /organizations nationwide.	No. of barangay-based women's groups tapped for the conduct of IEC-ESPEM nationwide with the aid of related logistics and collaterals needed in the promotion/campaign  Summary of Feedback and evaluation results per IEC- ESPEM conducted.	Php 2M Php200,000 Php200,000 Php200,000	81.	AS - HRMD DOE - MFO DOE - VFO DOE-LFO

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Lack of awareness on the safe use of LPG among female users (housewives, female house helps, etc.)	Inadequate information as to the safe use of LPG by women in municipalities, sitios, barangays nationwide	To equip female consumers especially housewives, house helps, etc. with proper information on the safe LPG usage	MFO 2: Energy Sector Innovation PAP: Consumer Welfare Promotion (Conduct of <i>Ligtas na Pag-gamit ng Gas</i> or Safe LPG Usage	Development and implementation of new IEC strategies (Tri-media) underlining the significant role of women as caregivers and home managers, who are primarily in charge of food preparation and other house works that utilize LPG;  Conduct of safe use of LPG IEC campaign through the use of the new IEC strategies  Conduct of project impact assessment among local women's groups	No. of local women's groups tapped for the conduct of the safe use of LPG IEC campaign  Summary of feedback and evaluation per IEC campaign conducted  Project Impact assessment completed	P 2.0 M		OIMB DOE-MFO
Lack of proper knowledge on the health and safety risks of <i>bote-bote</i> fuel retailing insofar as the sidewalks/street vendors particularly housewives are concerned	Inadequacy of information as to the health and safety risks of <i>bote-bote</i> fuel retailing particularly among women vendors in municipalities, sitios, barangays	To equip concerned publics (particularly women vendors) with the right information on the health and safety risks of <i>bote-bote</i> fuel retailing	MFO 1: Energy sector policy services  PAP: Policy research and formulation  MFO 2: Energy Sector Innovation  PAP: Consumer Welfare and Promotion	Implementation of support programs: capacity building, public-private sector partnership for small-scale gender-led entrepreneurship; replication to other areas, monitoring and evaluation	No. of capacity building activities conducted	P 1.0 M		OIMB

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Lack of awareness on the role of women scientists in energy research and development	Lack of exposure to the scientific workplace	"Take your Child to the Workplace Program" will showcase the role of women scientists in energy research and development through the conduct of science workshops	(Conduct of BAWAL: Bote-Bote!) MFO 2: Energy Sector Innovation	Conduct of workshops on geology and chemistry, exposure trips to museums	No. of workshops conducted  No of daughters, sisters, nieces of DOE employees who participated in the workshops	P160,000.00		ERTLS
Lesser no. of female high school students pursuing science and technology courses in college (i.e. geology, chemistry, engineering) compared to their male counterparts	Inadequate information and guidance on the various opportunities in the S&T fields ; lack of mentors	To generate interest among high school girls to pursue courses in S&T	MFO 2: Energy Sector Innovation	Conduct of Girls and Science, Girls in Science workshops in at least two schools each in Luzon, Visayas and Mindanao	No. of high school girls trained/lectured on the importance of S&T as a future career  No. of participants who decided to pursue S&T course in college	P 1.5 M		ERTLS
Minimal influence of women on concepts, planning, decision-making and implementation of policies, programs, projects and services concerning RES	Lack of holistic approach to women's organized and systematic participation in RES program	To promote women participation in RE-based systems projects towards sustainable community transformation and development  To replicate the	MFO 2: Household Electrification Program thru AREC implementation  1. Silliman University-	To come with gender profiles on community organizing /social	Number of Gender participating and	2 M		REMB-SWEMD

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		MMSU – AREC “Gender Mapping of RES Project “ in other Affiliated Renewable Energy Centers (ARECs)	Affiliated Renewable Energy Center (SU-AREC) in Dumaguete City	<p>preparation of HEP sites in Siaton, Bayawan, Sta. Catalina and Don Salvador Benedicto , Negros Oriental.</p> <p>To enable officers /members of the Sitio Power Association to formulate organization and sustainable plan sensitive to gender-fair participation</p> <p>The data will results in “Gender Mapping RES Project”</p>	<p>nature/ level of participation in RES projects</p> <p>Actual number of Households beneficiaries</p> <p>Actual number of women/men participate in the conduct meetings and trainings among the beneficiaries from different sitios</p> <p>Production of IEC materials ; inputs in mapping</p>	500,000.00		
			2. Mariano Marcos University – Affiliated Renewable Energy Center (MMSU- AREC in Batac, Ilocos Norte	Regular conduct of Project Steering Committee (PSC) Meetings and inspection/ monitoring of projects sites in MMSU AREC service communities	<p>No. of actual visits in the projects sites of the ARECs -No. of PSC meetings and monitoring visits conducted</p>			



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Updated Compendium of Energy Laws and Circulars	Need to strengthen information, knowledge and awareness of the various laws, issuances in the energy sector	To be able to consolidate and systematically compile all relevant energy laws, rules and regulations including related issuances into a four (4) volume compendium	MFO 3: Energy Sector Regulations	Updating the Published Compendium of Energy Laws and Circulars and Compilation of New Issuances	Four (4) volumes of the updated compendium/no. of copies printed and distributed	P 700,000		LS
The minimal representation of women in the energy sector workforce reflects the existing gender gap that could be caused by gender stereotyping in the industry.	Gender stereotypes on technical careers in the energy sector, such as geology and engineering still exists.	To mobilize and sensitize young students in pursuing their interest and passion in energy-related courses despite challenges in gender stereotyping by starting with strengthening interest in their school subjects like mathematics, technology and physical sciences.	MFO 2: Energy Sector Innovation	Implement the project on "Women and Men in Energy Sector: Breaking the Gender Stereotypes" by conducting the following activities in selected high schools in NCR, Luzon, Visayas and Mindanao:  1. Essay-writing Contest	No. of participants - graduating high school students (male/female)	P156,975		CWPO

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		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.		2. Career Talks	No. of participants – younger high school students, teachers and school administrators (male/female)	P333,450		

TOTAL BUDGET PhP13,850,425.00

13,966,000.00

13,850,425.00

PREPARED BY:

*Carmencita A. Bariso*  
 Dir. CARMENCITA A. BARISO  
 Head, GAD-TWG

RECOMMENDING APPROVAL:

*Loreta G. Ayson*  
 Undersecretary LORETA G. AYSON, CESO I  
 Chairperson, GAD Focal Point System

APPROVED BY:

*Carlos Jericho L. Petilla*  
 Secretary CARLOS JERICO L. PETILLA  
 Department of Energy



Republic of the Philippines  
 DEPARTMENT OF ENERGY

IN REPLYING PLS CITE:  
 SOE-JLP-15001359



115,575 increase  
 in budget  
 requirements

D/AVM; OIC D/AMDG; OIC D/RIR; OIC D/AASS; HBA; MVBC; HV; RTR  
*Onbe I natin*

Date: MAR 13 2015