

MEMORANDUM

FOR : **Alfonso G. Cusi**
Secretary

CC : **Rafael B. Aguilos, CESO I** *Aguilos ck*
Undersecretary

THRU : **Mylene C. Capongco**
Chairperson, DOE GAD- Focal Point System

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

DATE : 27 September 2017 *27/9/17*

SUBJECT : **Approval of the 2018 DOE GAD Plan and Budget**

A. Introduction

1. The Department of Energy is guided by various national issuances such as RA 9710, RA 7192 and EO No. 273 in its thrust to mainstream Gender and Development (GAD) in the Energy Policies, Plans, Programs and Projects (4Ps).

B. Mandate

2. Department Order (D.O.) No. 2017-02-0003 "*Reconstitution of the DOE Gender and Development-Focal Point System (GAD-FPS)*" providing guidelines for the Creation, Strengthening, and Institutionalization of the GAD-FPS and institutionalizing Rules and Regulations on GAD, and Special Order (S.O.) No. 2017-02-0020, "*Designating the Members to Compose the GAD-FPS,*" both dated 21 February 2017.
3. Under the said D.O. and S.O., the TWG and Secretariat handles, among others, the gender plans and activities' implementation, monitoring, and reportorial compliance to PCW, COA, and DBM, as the case maybe.

C. Action Required

4. Requesting the Secretary's signature and approval of the 2018 DOE – Gender and Development (GAD) Plan and Budget.

D. Facts

5. This plan is in consonance with the five-year GAD agenda formulated by the DOE GAD-Focal Point System (DOE GAD-FPS).
6. In compliance to the requirements of Department of Budget and Management (DBM) and Philippine Commission on Women (PCW).

E. Prayer

7. For consideration and appropriate action. Thank you.

10/10/17 2:37 PM

**DEPARTMENT OF ENERGY
2018 Gender and Development Plan**

Gender Issue and/or GAD Mandate	Cause of the Gender Issues	GAD Result Statement of GAD Objectives	Relevant Agency MFO/PAP	GAD Activity	Output performance Indicators and Target	GAD Budget	Source of Budget	Responsible Unit/Office
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
ORGANIZATION-FOCUSED								
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 PAP	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 PAP	MFO 1: Energy Sector Policy Services	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	No. of monitoring visits conducted by DOE FPS to DOE GAD Project sites, study visits, as well as GAD related foreign conferences and training attended: Two (2) Foreign Gender Programs; and Two (2) Monitoring visits to be conducted to Gender projects by the GAD FPS		DOE- GAA 1,991,112.4	DOE GAD TWG and Secretariat
Support need for continuing administrative support to GAD effort	Limited time of GAD TWG and Secretariat implementation of GAD Project	Functioning GAD office	MFO2: Energy Sector Innovation	Procurement/hiring of GAD consultant; Resource persons; and Job Order personnel to handle GAD technical/general administrative matters	Contracting/hiring of GAD consultants; Resource persons; and Job Order personnel Hiring of GAD Consultant, Resource persons		150,000.00	

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					Three (3) Job Order Staff -One (1) AOI, one (1) AOIII and one (1) Sr.SRS	1,104,320.40		
				Maintenance of GAD rooms including regular update of the GAD website	Supplies and Materials	20,000.00		
Lack of organization-issued policies for full integration / mainstreaming of GAD in DOE PAPs	Framework for mainstreaming of 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		Monitor policy implementation for gender results/conduct meeting	% policies implemented resulting in reduced gender gaps or GAD integration in the PAPs of DOE and energy agencies	16,792.00	16,792.00	DOE GAD Focal Point System (DOE-GFPS)
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 in 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	Basic GAD and MCW orientation and GST for new MANCOM; DC level; DOE employees (old and new)			DOE-GAA 1,250,000.00	DOE GAD Focal Point System (DOE-GFPS)
				1. SPW of DOE GAD FPS	No. of F/M employees who attended DOE Basic Orientation on GAD and MCW (at least a cumulative 50% of employees reached)	300,000.00		
				2. DOE GAD Day and Year-end	% increase in level of awareness of gender	300,000.00		

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				Presentation/Consultation of the DOE Project Implementers and Attached Agencies 3. 3 rd Batch Training of Trainers (TOT): DOE Gender Toolkit for the Energy Sector	issues among employees	300,000.00		
				Conduct of GST and training of new and existing technical staff on GA and the DOE Gender Toolkit 1. Trainings on (a) GST (b) DOE Gender Toolkit/GPB (c) Training on Magna Carta on Women	No. of F/M attendees in GST for DC level No. of F/M technical staff trained in GA and the DOE Gender Toolkit (at least cumulative of 50% of technical staff reached)	300,000.00		
				Conduct of TOT on GPB	No. of F/M TOT participants on GPB topics			
				Conduct of staff training in GA, the DOE Gender Toolkit, and GPB by TOT participants	No. of F/M TOT participants conducting gender training			
				Monitoring of conduct of gender training by TOT participants	% of F/M TOT participant trainers rated at least "good" by training			

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Low of 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, bureau, attached agencies and cooperatives of female engineers and technical personnel		Monitor policy implementation to identify implementation issues and track gender results	participants Increase in % of female engineers and technical staff to total engineers and technical staff by energy agency (target TBD)	50,000.00 (for vehicle rental)		
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 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	Review of existing databases and generation of employment data in the energy sector (DOE & its attached agencies)	1. Established/Development of SDD database 2. Generated SDD on employment in the energy sector	Meetings (5) (Meals) 30,000.00 (Supplies) 20,000.00	DOE-GAA 50,000.00	DOE-ERTLS DOE-EPPB DOE-HRMD DOE - ITMS

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Low level of gender sensitivity of projects	Absence of guidelines for integrating gender sensitivity in energy projects Low interest in/awareness of gender among project proponents	Gender-sensitive DOE programs and projects promoted		Continued application of checklist in new DOE projects and programs Monitoring and evaluation of projects and programs using relevant GAD checklist to identify implementation problems and track GAD results	10% of DOE project and program designs and PIMME with a GAD rating of at least 8 - Meetings/Meals	30,000.00	DOE-GAA 30,000	DOE - GAD FPS DOE - EPPB DOE - PRC Secretariat
CLIENT-FOCUSED								
Women's limited opportunity to access electricity	Availability of electricity access for women living in poverty	Improve health and enhance women and children's opportunities for education and better living	MFO 2: Promotion of Energy Sector Innovation	Provision of house wiring and electricity access Survey of completed NIHE projects	No. of completed installation of house wiring and provision of electricity access-at least 100,000 HHs No. of surveyed completed NIHE Projects-at least 5 % of women and children with access to electricity		DOE-GAA 686,250,000.00 *	EPIMB-REAMD
Issue 2: Women's limited access to and control over safe and cheap energy sources	Gender norms about roles of women and men among energy	Institutionalized participation of women and men in the community organization and in RES maintenance and		Conduct assessment/evaluation of the IECs implemented Monitor actual participation	No. of F/M participants in activity IEC sessions No. of F/M participants in training			DOE-EPIMB

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-Low participation of women in associations and in the management and repair and maintenance of community-level energy facilities	projects/ ECs and community members that often keep women away from non-household affairs	servicing		of trained women and men -R&M performance of trained women and men	and seminars on the management and R&M of community-level energy facilities(target: women to constitute at least 30% of participants No. of trained F/M actually engaged in R/M activities R&M performance of trained women and men/state of energy facilities maintained by trained F/M			
				Respond to monitoring results				

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Issue 3: Limited visibility of women in energy-related consultations, training/IEC sessions, and advisory and decision-making bodies formed through the implementation of energy projects	Lack of focus on women as potential advocates for energy safety, efficiency, and conservation measures	Increased participation of women in consultations, training, IEC sessions, and decision making regarding energy-related projects		Implement activities for the women to be present in IEC sessions and to conduct training for other groups	% female advocates/trainers to total women trained (target % TBD) No. of IEC sessions/training conducted by trained women % of female advocates/trainers rated as at least "good" by participants			
Issue 4: Greater risks to women of unsafe use of energy products (Energy Safety Practices & Efficiency Measure)(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. Continuation for the identification of barangay-based associations/organizations nationwide. Procurement of supplies	No. of barangay-based women's groups tapped for the conduct of ESPEM No. of Female/Male participants in IEC campaigns on ESPEM Summary of Feedback and evaluation results from F/M participants per IEC-ESPEM conducted No. of procured/disseminated/distributed collaterals, etc. No. of seminars on ESPEM conducted (target	Logistical requirements -Manpower, Travel/Plane, etc. 600,000.00 600,000.00	DOE-GAA 1,600,000.00	AS-HRMD

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					2 in Luzon, 2 in Visayas and 2 in Mindanao)			
						200,000.00		LFO
						200,000.00		VFO
Issue 5: Site specific, gender differentiated effects of energy projects, including energy development and exploration								
Sub-Issue 5.1: Service providers in the petroleum industry / other service contractors are focused on hiring male workers for technical jobs	Gendered notions about women's and men's roles and skills	Improved employment sex-ratio through DOE's mandating all contractors to hire female employees during exploration, development and production activities here in the Philippines Increased knowledge and participation of female employees relating to energy projects		Create and issue one Department Order instructing all service contractors to hire at least 25% females for the workforce during the implementation of an activity	Issuance of one Department Order instructing all service contractors to hire at least 25% females for the workforce during any activity in the country by January 2018			DOE GAD FPS

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Sub-Issue 5.2: Female and male members of the workforce /communities face different risks vis-à-vis exploration and development of specific energy sources (cola, geothermal, oil)	Male-dominated energy exploration and development workforce, making men more at risk to accidents and occupational health hazards; heavier work burden for women when their spouse or sons get sick or have an accidents	Minimized/zero worksite accidents and health hazards in coal mines and other coal facilities		Implementation of policy and monitoring of compliance - Inspection of coal facilities	Rate of compliance by coal mines (target - 100% compliant) No. of coal facilities/mines inspected	Travelling Expenses *	DOE-GAA	DOE - ERDB
Fewer girls than boys in high school interested in pursuing science and technology (S& T) courses (e.g., geology, chemistry, engineering) in college	Gendered notion about women's and men's roles and skills, limiting career options for girls and boys	Increased interest among high school girls in project sites to pursue S&T courses		Conduct of Girls and Science, Girls in Science workshops in four (4) areas	No. of workshops conducted -Dumaguete - Tagaytay - Benguet - NCR No. of M/F participants attended per workshop No. of high school girls trained in or who have	399,000.00 192,900.00 202,700.00 100,000.00	DOE-GAA 2,100,000.00	ERTLS

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					attended lectures on S & T as a future career			
					Procurement of Promotional Materials	469,400.00		
					Procurement - Hiring of Van			
					- Dumaguete	100,000.00		
					- Tagaytay	90,000.00		
					- Benguet	130,000.00		
					Procurement of meals, prizes, supplies & materials to be used in the different workshop areas	285,000.00		
					Pre-meeting / Post meeting	6,000.00		
				Monitoring of selected GISP F/M participants in schools visited in 2017	-No. of schools monitored			
					Davao City	75,000.00		
					Bulacan	25,000.00		
					Camarines Sur	25,000.00		
					- No. of high school girls trained in or who have attended lectures on S&T as a future career			
					-% of GISP participants who decided to pursue			
	inadequate information and guidance on the various opportunities in the S&T fields; lack of mentors							

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					Science courses -% GiSP participants who actually enrolled in a Science course			
Low participation of women in "barangay/sitios power associations" and such in 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	Increase women's participation in projects on RE-based systems towards sustainable community transformation and development	MFO 1 : ARECs MFO 2 : HEP PAP : REMB-SWEMB	Conduct quarterly monitoring, inspection, and technical assistance for different site of DOE HEP beneficiaries for Bicol Region Conduct of capacity building in different sites of community-based power associations Conduct regular / consultation meetings with the DOE Project Steering Committee	Increase/Decrease the households beneficiaries, effect in the income/livelihood on using the PV SHS (RE Technology) Sex Disaggregated Data (SDD) Increase/Decrease of women participation on the existing/new power association in the community No. of M/F attendees (DOE staff and GAD TWG / ARECs staff) per conducted meeting and site visits		DOE GAA 2,500,000.00	DOE- REMB-SWEMD, Bicol University

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
				Development of Gender Mapping Tools on RE	Pilot Testing of the developed Gender Mapping Tools on RE			
				Hosting of the Training for DOE-ARECs in Gender Analysis using the DOE Gender Toolkit	No. of M/F participants from State Universities, GAD-TWG			
Greater risks to women of unsafe use of LPG products (Ligtas na Pag-gamit ng Gas or Safe LPG Usage)	Lack of proper knowledge of the safe handling and use of LPG products	To equip female consumers especially housewives, house helps, etc. with information on proper and 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 local women's groups tapped for the conduct of IEC campaign on the safe use of LPG No. of seminars/safety training conducted in Luzon, Visayas, Mindanao Luzon (5) Visayas (5) Mindanao (5) No. of M/F participants who attended per seminar/training conducted No. of Summary of feedback and evaluation report per IEC campaign conducted	Travelling Expense - 735,000.00 Meals of Participants- 300,000.00 Procurement of Promotional	DOE - GAA 1,500,000.00	DOE - OIMB
					No. of Promotional	345,000.00		

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					materials/give-aways - purchased - disseminated / per IECs			
				Procurement of Equipment	No. of Equipment purchased for use during IECs	115,000.00		
				Procurement of supplies	No. of Supplies purchased	5,000.00		
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) - No. of M/F participants per IEC - No. of collaterals developed (2)	1,028,500.00 (Travelling expense) 212,500.00 (meals) 300,000.00 (Collaterals)	DOE – GAA 2,000,000.00	DOE - OIMB
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	MFO 2: Energy Sector Innovation	Implement the project on "ENEReady: A Career Talk on Breaking Gender Stereotypes in the Energy Workforce" by conducting capacity-building activities for the Luzon, Visayas and Mindanao Field Offices			DOE-GAA 1,393,755.00	DOE - CWPO

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		interest in their school subjects like mathematics, technology, and physical sciences.			Procurement of meals, tokens, supplies & materials to be used in the conduct of ENEReady career talk in the following areas: <ul style="list-style-type: none"> - Bicol - Cebu - NCR/MM (2) - Bacolod - Davao Publication/Printing Services	(total) 912, 000.00 12, 650.00 469, 125		
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		Construction of a 10 cubic meter biogas digester and Conduct of training on biogas and other related technologies in Occidental Mindoro (Lubang Island and Sablayan)			1,000,027.00	

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					Construction of 2 units of 10 cubic meter biogas digester for Lubang Island and Sablayan	267,652.20		
					- Concrete Masonry and Miscellaneous Works	44,074.80		
					- Gas Pipes, Gas Lines and Miscellaneous Works			
					Actual Activities:(2 Training Days each)			
					- Per Diem and Accomodation	280,000.00		
					- Seminar Meals	200,000.00		
					- Seminar Kits	300.00		
					- Tarpaulin	7,000.00		
					- Reproduction (brochures)	5,000.00		
					- Communication expenses	10,000.00		
					- Transportation	30,000.00		
					- Speaker Honoraria	60,000.00		
					Coordination Activities for 3 pax (4days, inc travel time)			
					- Per Diem and Accomodation	72,000.00		

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					- Transportation	24,000.00		

ESTIMATED TOTAL BUDGET PhP 15,464,894.40

Notes: *For implementation under project-based and regular budget of the concerned bureaus/to be reported under GAD attribution.

PREPARED BY:

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

RECOMMENDING APPROVAL:

[Signature]
 Dir. MYLENE C. CAPONGCOL
 Chairperson, GAD Focal Point System

APPROVED BY:

[Signature]
 Secretary ALFONSO G. CUSI
 Department of Energy
 DATE: **DEC 05 2017**



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