

MEMORANDUM FOR THE SECRETARY

THRU : Usec. **Raul B. Aguilos, CESO I**
Asec. **Gerardo D. Erguiza, Jr.**

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

DATE : 21 February 2019

SUBJECT : **Request for Approval of the 2019 DOE GAD Plan and Budget**

A. Introduction

1. In line with DOE's compliance to Philippine Commission on Women's (PCW) requirement, we have prepared the 2019 GAD Plan and Budget (GPB) in coordination with the implementing DOE bureaus and service units.
2. Pursuant to the Magna Carta of Women (MCW) and General Appropriations Act (GAA), all government departments, including their attached agencies, offices, bureaus, state universities and colleges (SUCs), government-owned and controlled corporations (GOCCs), local government units (LGUs) and other government instrumentalities shall formulate their annual GPBs within the context of their mandates to mainstream gender perspectives in their policies, programs and projects. GAD Planning shall be integrated in the regular activities of the agencies, the cost of implementation of which shall be at least five percent (5%) of their total budgets. The computation and utilization shall be implemented in accordance with the specific guidelines provided therein.

B. Mandate

3. The GAD-Focal Point System formulates the DOE's GAD Plans, Programs and Budget highlighting our mainstreaming of GAD activities in the DOE's energy policies plans, programs and projects consistent with the Harmonized Gender and Development Guidelines.

C. Facts

4. Attached is the 2019 GAD Plan and Budget to be submitted to COA and being processed for online submission to PCW thru Gender Mainstreaming and Monitoring System (GMMS).

D. Action Required

5. Respectfully requesting the Secretary's approval and signature of the 2019 DOE-Gender and Development (GAD) Plan and Budget per PCW requirement consistent with its Memorandum Circular No. 2017-03 and per Sec. 30 of the 2018 General Appropriations Act (GAA) - usage of at least 5% of the agency annual budget.

E. Prayer

6. For the Secretary's consideration and further instructions. Thank you.

APPROVED/DISAPPROVED



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

DOE-AGC-19000942



[Signature]
ALEONSO G. CUSTO
Secretary

**Department of Energy - Gender and Development (DOE-GAD)
2019 GAD Plan and Budget**

Gender Issue and/or GAD Mandate (1)	Cause of the Gender Issues (2)	GAD Result Statement of GAD Objectives (3)	Relevant Agency OO/PAP (4)	GAD Activity (5)	Output performance Indicators and Target (6)	GAD Budget (PhP) (7)	Source of Budget (PhP) (8)	Responsible Unit/Office (9)
ORGANIZATION-FOCUSED								
Limited exposure to learning and continuing education on gender policies, plans, programs at the national and international level	Lack of exposure and awareness on available training programs and conferences / meeting, etc.	To equip the DOE GAD FPS, TWG, Secretariat, Project Implementers, GAD Trainees with the necessary knowledge, skills, and tools to enable effective mainstreaming of GAD in the energy plans, policies, programs, and projects (4Ps).	Institutional Capacity Building	<p>1. Expand network with local and international organizations on gender and active participation to identified trainings, conferences, conventions, etc.:</p> <p>a. Local: (e.g. PCW, Miriam/WAGI, PWU, Women's associations);</p> <p>b. International: (e.g. UN Commission on the Status of Women, ASEAN Committee on Women, Energia for women, IAEA {Women in Nuclear}, IRENA Gender Network)</p> <p>2. Conduct of other related GAD activities e. g. meeting/ assessment visits to project sites including purchase of necessary logistics/ supplies/collaterals:</p>	<p>No. of Officials and employees attendees</p> <p>At least three (3) representatives/members of the DOE GAD FPS</p> <p>No. of Officials and employees attendees</p> <p>At least three (3) representatives/members of the DOE GAD FPS</p>	<p>35,000.00 (for transportation expense) 40,000.00 (for per diem) 25,000.00 (for registration fees)</p> <p>Estimated expense for four (4) pax for the ff.: 6,000.00 (pre departure expense) 300,000.00 (plane fare) 400,000.00 (traveling allowance)</p>	3,501,000.00 / DOE – GAA	DOE GAD-FPS

				a. Project monitoring visits on DOE GAD Projects	No. of project site visits at least two (2)	200,000.00		
				b. DOE GAD FPS Meetings	a. GAD FPS Quarterly meeting b. GAD TWG Monthly meeting every 3 rd Wednesday of the month c. GAD Secretariat twice every quarter meeting d. Special meetings	200,000.00		
				c. Procurement of Collaterals	Promotional Supplies and Materials procured and distributed: 1. T-Shirt (V-neck) @ P150.00x1000pcs.= 2. Umbrella @ P245.00x1000pcs.=	150,000.00 245,000.00		
				3. Conduct of Gender Sensitivity Training for DOE Officials, employees from DOE main office and field Offices	One (1) Conduct in DOE Field Offices and Four (4) conduct in DOE main office	500,000.00 (meals, accommodation, transportation and honoraria for the Resource Speaker)		
				4. Conduct of Strategic Planning Workshop (SPW) on the preparation of 2020 GAD Plan and Budget	No. of Male and Female attended the workshop At least 40 attendees	500,000.00 (meals, accommodation, transportation and honoraria for the Resource Speaker)		
				5. Conduct of Training of Trainers (TOT)	No. of Male and Female attended the workshop At least 40 attendees	500,000.00 (meals, accommodation, transportation and honoraria for the Resource		

				6. Conduct of DOE GAD Day and Presentation of GPB and AR of DOE GAD-FPS and attached agencies	No. of Male and Female attended the workshop At least 60 attendees	Speaker) 400,000.00 (meals, accommodation, transportation and honoraria for the Resource Speaker)		
Insufficient knowledge on the concept of GAD and its integration in the energy 4Ps	Ineffective means of IEC dissemination on GAD matters	To enhance knowledge and instill interest on GAD	Institutional Capacity Building	1. Conduct advocacy campaigns on GAD: 2. Regular update of GAD website 3. Upkeep of GAD room	a. Knowledge database b. Print info materials on GAD c. Tri and Digital media d. Exhibits and road shows e. GAD Library f. Info sharing sessions Updated GAD website Maintained and improved GAD room	100,000.00 50,000.00	100,000.00 / DOE-GAA 50,000.00 / DOE-GAA	ITMS AS
Lack of full time and dedicated technical personnel to perform GAD-related functions	No plantilla positions for GAD	To support initiatives of PCW for the institutionalization of a dedicated GAD work unit in government agencies	Institutional Capacity Building	a. Renewal of two (2) GAD staff personnel b. Hire one (1) additional personnel for the technical supervision of the GAD office. d. Hire a Consultant who will be able to guide and assist the DOE GAD-FPS to effectively implement the DOE GAD programs, activities, and projects (PAPS)	a. Contract of one (1) AOIII and one (1) AOI renewed b. Additional personnel one (1) Sr. SRS hired c. Hire a Consultant one (1)	690,000.00 305,000.00 300,000.00	1,295,000.00 DOE – GAA	AS
No infrastructure/ facilities for lactating mothers	Lack of consciousness for the need	To establish a breastfeeding and lactation area	Institutional Capacity Building	Establishment of breastfeeding and lactation area	Breastfeeding and lactation area	250,000.00	250,000.00 / DOE – GAA	AS

Lack of focus and absenteeism of working mothers	Insufficient child-caring facilities to support increasing number of working mothers	To improve the existing DOE Day Care (DCC) Facilities	Institutional Capacity Development	<p>a. Refurbish the DOE Child Development Center (CDC)</p> <p>b. Upgrade the educational tools and materials</p> <p>c. Hire additional CDC worker</p> <p>d. No. of working mothers with enrolled child</p>	<p>a. Upgrade DOE Child Development Center (CDC)</p> <p>b. Well-equipped and modernized educational tools and materials</p> <p>c. Sustenance of the CDC workers</p> <p>e. Improved attendance and performance of working mothers</p>	<p>300,000.00 (for a&b)</p> <p>385,000.00</p>	685,000.00 DOE-GAA	AS
Lack of organization-issued policies for full integration / mainstreaming of GAD in PAPs	Framework for mainstreaming of GAD in PAPs of DOE and energy agencies not well established and structured;	<p>To develop policies supporting full integration / mainstreaming of GAD in PAPs of DOE and energy agencies;</p> <p>To increase employment by DOE, bureaus and services of female engineers and technical personnel</p>	Energy Policy Development	<p>Make advocacy calls to concerned bureaus for the inclusion of GAD in the policies being formulated or updated</p> <p>Promote gender-fair employment-practices in DOE</p>	<p>% policies implemented resulting in reduced gender gaps or GAD integration in the PAPs of DOE and energy agencies</p> <p>Increase in 5% of female engineers and technical staff to total engineers and technical staff hired by DOE based on 2018 data</p>	<p>Meetings (5) (Meals) 20,000.00</p>	20,000.00 DOE – GAA	EPPB
Lack of sex-disaggregated database (SDD), including gender statistics on organiza-	Lack of awareness and appreciation within DOE of the value of SDD to organization	To establish and utilize SDD for organizational planning (policy, human resources, and PAP levels)	Energy Policy Development	Review of existing databases and generation of employment data in DOE	<p>1. Development of SDD database</p> <p>2. Generated SDD on employment and sectoral consumption surveys as well as pre</p>	<p>Meetings (5) (Meals) 20,000.00</p> <p>(Supplies) 20,000.00</p>	40,000.00 DOE – GAA	EPPB

<p>tional operations, and at the levels of programs, activities and projects (PAPs)</p>	<p>al planning and program ming Lack of staff trained in generating, storing and analyzing SDD</p>	<p>and for tracking gender effects of energy policies, plans, programs and projects</p>			<p>and post activity evaluation of other energy activities on IECs and public consultation</p>			
<p>Low level of gender sensitivity of projects</p>	<p>Need to strengthen capacities in the application of guidelines for integrity. Low interest in/awareness of gender among project proponents</p>	<p>To promote gender-sensitive DOE programs and projects</p>	<p>Energy Policy Development</p>	<p>Continued application of checklist in project proposals</p> <p>Monitoring and evaluation of projects and programs using relevant GAD checklist to identify implementation problems and track GAD results</p>	<p>10% of DOE project and program designs and PIMME with a GAD rating of at least 8</p> <p>Meetings/Meals</p>	<p>Meetings (5) (Meals) 20,000.00</p>	<p>20,000.00 DOE – GAA</p>	<p>EPPB</p>

Gender Issue and/or GAD Mandate (1)	Cause of the Gender Issues (2)	GAD Result Statement of GAD Objectives (3)	Relevant Agency OO/PAP (4)	GAD Activity (5)	Output performance Indicators and Target (6)	GAD Budget (PhP) (7)	Source of Budget (PhP) (8)	Responsible Unit/Office (9)
CLIENT-FOCUSED								
Greater risks to women of unsafe and insufficient use of energy products	Lack of proper and updated knowledge on Energy Safety Practices & Efficiency Measure (ESPEM)	To increase awareness, particularly among women on ESPEM	OO2: Sustainable Production and Consumption	<p>Conduct of a series of IEC campaigns on ESPEM in various areas nationwide through the aid of related logistical requirements for IEC e.g., collaterals, supplies and materials. Continuation for the identification of barangay-based associations/organizations nationwide.</p> <p>- Procurement of Promotional Materials and Supplies</p>	<p>No. of seminars on ESPEM conducted (target 2 in Luzon, 2 in Visayas and 2 in Mindanao)</p> <p>No. of barangay-based women's groups tapped for the conduct of ESPEM</p> <p>No. of Female/Male participants in IEC campaigns on ESPEM</p> <p>Summary of Feedback and evaluation results from F/M participants per IEC-ESPEM conducted</p> <p>Promotional Materials:</p> <ol style="list-style-type: none"> 1. Emergency Kit (Bag, Flashlight, Towel, Whistle, Alcohol, Band-aid, Betadine, Cottons and Medicines) P300.00x2000pcs.= <p>Supplies:</p> <ol style="list-style-type: none"> 1. Short Bond Paper P500.00x12reams= 2. Certificate holder P1,000.00x24pcs.= 3. Specialty Paper = <p>ESPEM- to be conducted by the two (2) field office:</p>	<p>Logistical requirements -Manpower, meals, Travel/Plane, etc. 640,000.00</p> <p>600,000.00</p> <p>6,000.00</p> <p>24,000.00</p> <p>5,000.00</p> <p>200,000.00</p> <p>200,000.00</p>	<p>1,675,000.00 DOE – GAA</p>	<p>AS</p> <p>LFO VFO</p>

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 Inadequate information and guidance on the various opportunities in the S&T fields; lack of mentors	To increase interest among high school girls to pursue S&T courses	OO2: Sustainable Production and Consumption	<p>Conduct of Girls and Science, Girls in Science workshops in two (2) areas</p> <p>Conduct of IEC to Grade 5 & 10 students in partnership with the Girls Scout of the Philippines in coordination with CWPO; and to children of DOE personnel</p> <p>Conduct of immersion program for Senior High school students (STEM) in cooperation with DepEd</p> <p>Monitoring of selected GASGIS participants in schools visited in 2018</p>	<p>No. of workshops conducted - Pangasinan / Lucban (3 schools/ area) - La Union (3 schools/ area)</p> <p>No. of high school girls trained in or who have attended GASGIS lectures on S & T as a future career.</p> <p>-% of GASGIS High school participants who decided to pursue Science courses.</p> <p>No. of M/F participants who have attended in immersion/ IEC campaigns.</p> <p>Procurement of Promotional Materials</p> <p>Procurement - Hiring of Van - Pangasinan / Lucban - La Union</p> <p>Procurement of meals, prizes, supplies & materials; and other expenses to be used in the different workshop and immersion/ IEC campaigns.</p> <p>Pre-meeting / Post meeting</p> <p>No. of schools monitored - Benguet - Lucena</p> <p>No. of high school girls trained in or who have</p>	<p>373,000.00</p> <p>505,000.00</p> <p>300,000.00</p> <p>563,200.00</p> <p>10,000.00</p> <p>48,800.00</p>	1,800,000.00 DOE- GAA	ERTLS
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					attended GASGIS lectures on S&T as a future career -% GASGIS participants who actually enrolled in a STEM Academic Track			
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 male and female (Grade 10) 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 physical sciences.	OO2: Sustainable Production and Consumption	Implement the project on "ENERReady: A series of information, education and motivation (IEM) campaigns on Breaking Gender Stereotypes in the Energy Workforce" in public high schools in Luzon, Visayas and Mindanao (including one in the headquarters of the Girl Scouts of the Philippines, in relation to the Memorandum of Understanding between the DOE and GSP)	Publication/Printing Services Video Production Expenses for Pre-meeting / Post-Meeting and Year-end Culmination Activity Procurement of the following: Meals (activity proper) Accommodations Prizes Promotional Materials Van Rental to be used in the IEM campaigns in: Luzon (2) Visayas Mindanao No. of male and female students who have attended the ENERReady IEM campaigns - Percentage of female participants who showed interest in pursuing science-related courses	100,000.00 120,000.00 100,000.00 300,000.00 240,000.00 118,000.00 600,000.00 30,000.00	1,608,000.00 DOE – GAA	OSEC/CWPO
Greater risks to women of unsafe practice/use of LPG	Lack of proper knowledge of safe practice and use of LPG.	To equip female consumers especially housewives and house	OO2: Sustainable Production and Consumption	Conduct of seminars / safety training on the safe practice/handling/use of LPG, particularly among women	No. of seminars / safety training conducted in Luzon (3), Visayas (3) and Mindanao (3) No. of M/F participants who	Travelling Expense - 281,000.00 Meals of	924,000.00 DOE – GAA	OIMB-RMMSCD

products because of their frequent exposure to the product.		helps with proper information on the safe practice and use of LPG.		Purchase of promotional materials / giveaways Purchase of equipment	attended per seminar / training conducted No. of promotional materials / giveaways purchased disseminated / per IECs No. of equipment purchased	Participants-180,000.00 Promotional Materials-333,000.00 Equipment-130,000.00		
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	OO2: Sustainable Production and Consumption	Construction of a 10 cubic meter biogas digester in Camarines Sur and Pangasinan and conduct of training on biogas and other related technologies	Construction of 2 units of 10 cubic meter biogas digester for Camarines Sur and Pangasinan - Concrete Masonry and Miscellaneous Works - Gas Pipes, Gas Lines and Miscellaneous Works Actual Activities: (2 Training Days each) - Per Diem and Accommodation - Seminar Meals - Seminar Kits - Tarpaulin - Reproduction (brochures) - Communication expenses - Transpo/courier - Speaker Honoraria Coordination Activities for 3pax (4days, inc travel time) - Per Diem and Accommodation - Transportation	305,000.00 65,000.00 280,000.00 200,000.00 30,000.00 7,000.00 10,000.00 10,000.00 130,000.00 60,000.00 84,000.00 36,000.00	1,217,000.00 DOE – GAA	LFO

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ATTRIBUTION								
Low participation of women in "barangay/sitios power associations" and as 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	OO2: Sustainable Production and Consumption	Conduct of continuous quarterly monitoring, and technical inspection on the implemented DOE-HEP in different provinces (nationwide) Conduct regular / consultation meetings with the DOE GAD FPS and Project Steering Committee	The benefit and improvement in the social condition of the households beneficiaries having the basic needs relative to the electrification thru PV-SHS, Biomass, Micro-hydro in the off-grid areas Data on women participation in the existing/newly organize Sitio Power Association (SoPA) in the community No. of M/F attendees (DOE staff and GAD TWG/ FPS ; Project Steering Committee per conducted meeting and site visits	Travel Expenses* Attendance (equivalent cost of salary) for the participation in the meeting/activities related to DOE GAD	Attribution (indirect cost)	REMB-SWEMD; HOEMD; BEMD and GEMD
Women's limited access to and control over safe and cheap energy sources -Low participation of women in associations and in the management and repair	Gender norms about roles of women and men among energy projects/ ECs and community members that often keep women away from non-	To institutionalize participation of women and men in the community organization and in RES maintenance and servicing	OO2: Sustainable Production and Consumption	Conduct assessment/ evaluation of the IECs implemented Monitor -actual participation of trained women and men -R&M performance of trained women and men	No. of F/M participants in activity IEC sessions No. of F/M participants in training 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	Meetings Personnel Attributions*	Attribution (indirect cost)	EPIMB-REAMD*

and maintenance of community-level energy facilities	household affairs			Respond to monitoring results	men/state of energy facilities maintained by trained F/M			
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	To improve employment sex-ratio through DOE's mandating all contractors to implement gender-responsive fair employment practices female employees during exploration, development and production activities here in the Philippines. To increase knowledge and participation of female employees relating to energy projects	OO2: Sustainable Production and Consumption	Create and issue one Department Order instructing all service contractors to hire at least 25% females for in workforce	Issuance of one Department Order instructing all service contractors to hire at least 25% females for the workforce during any activity in the country.	Meetings Personnel Attributions*	Attribution (indirect cost)	GAD FPS & TWG ERDB/PRDD*
Female and male members of the	Male-dominated energy exploration	Minimized/zero worksite accidents and health	OO2: Sustainable Production and	Implementation of policy and monitoring of compliance	Rate of compliance by coal mines (target - 100% compliant)	Travelling Expenses *	Attribution (indirect cost)	ERDB/CNMD*

workforce /communities face different risks vis-à-vis exploration and development of specific energy sources like coal.	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.	hazards in coal mines and other coal facilities	Consumption	- Inspection of coal facilities	No. of coal facilities/mines inspected			
ESTIMATED TOTAL BUDGET						PhP 13,185,000.00		

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

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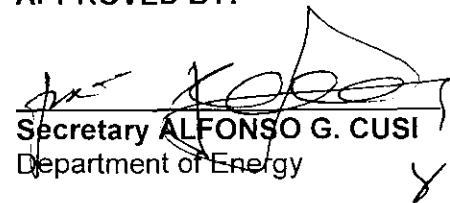
Ms. HELEN B. ARIAS
OIC-Head, GAD-Technical Working Group

RECOMMENDING APPROVAL:



Director MYLENE C. CAPONGCOL
Chairperson, GAD Focal Point System

APPROVED BY:



Secretary ALFONSO G. CUSI
Department of Energy

DATE: _____



SIPO/RTR/MVBC/HBA/D-HAA/D-AMDG/D-ASS/D-AVM/AD-MPC/AD-RIR/AD-ICE/AD-IUO

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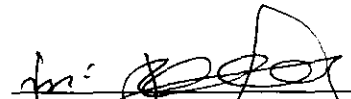
Ms. HELEN B. ARIAS
 OIC-Head, GAD-Technical Working Group

RECOMMENDING APPROVAL:



Director MYLENE C. CAPONGCOL
 Chairperson, GAD Focal Point System

APPROVED BY:



Secretary ALFONSO G. CUSI
 Department of Energy

DATE: _____