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Department Order

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Subject: Restructuring and
Reconstitution of the
DPWH Committee on
Women in Development

1.0 Rationale

To ensure the Department's compliance with Republic Act 7192, otherwise known as the "Women in Development and Nation Building Act" and the continuing implementation of the Philippine Development Plan for Women (PDPW) in the Department, the DPWH Committee on Women in Development (COWID), created under Department Order No. 165, s. 1989, as amended by D.O. No. 177, s. 1991, pursuant to Executive Order No. 348, is hereby restructured and reconstituted.

The COWID shall be the same focal point for gender concerns to operationalize R.A. 7192, Section 2 of which provides that all government departments and agencies "shall ensure that women benefit equally and participate directly in development programs and projects" and "shall review and revise all their regulations, circulars, issuances and procedures to remove gender bias therein."

This is in addition to the original mandate of the COWID, pursuant to E.O. 348, to ensure the implementation and monitoring of implementation, review and updating of programs and projects identified under the Infrastructure Sector of the PDPW, which dovetail with R.A. 7192.

2.0 Structure

As hereinafter reconstituted, the COWID shall have one Chairperson and one Vice-Chairperson. They shall be assisted by five members who shall head the five working groups, namely the Rural Water Supply Group, the Development Planning Group, the Personnel Group, the Training Group, and the Technical Working Group. The officers and members of the COWID may either be male or female.

The COWID, through the COWID Chairperson, shall report directly to the Secretary and shall receive advice and guidance from the COWID Advisory Council composed of all Undersecretaries and the Assistant Secretary for Planning.

Four of the five working groups headed by the COWID members shall have a mixture of male and female members and shall correspond to the four gender concerns critical in the Department as identified in consultation with the NCRFW.

The Rural Water Supply Group and the Development Planning Group address the gender issues mainly affecting the Department's clientele, while the Personnel Group and the Training Group respond to the gender concerns of its employees.

The fifth group, the Technical Working Group, shall specialize in providing gender technical assistance to the other groups in integrating gender concerns in their work.

The COWID and its working groups may request the services of other DPWH personnel in the discharge of its functions.

3.0 Functions

3.1 Advisory Council

The Advisory Council, composed of all Undersecretaries and the Assistant Secretary for Planning, shall have the following functions:

- 3.1.1 Provide guidance and advise to the COWID on the facilitative integration of gender issues within the areas of jurisdiction of the Council members; and
- 3.1.2 Ensure logistical support and assistance required to fully implement COWID programs and projects.

3.2 COWID

The COWID shall have the following functions:

- 3.2.1 Advise the Secretary on the implementation and operationalization of RA 7192 and the Philippine Development Plan for Women (PDFW) in the Department;
- 3.2.2 Supervise the operations of the five working groups;
- 3.2.3 Coordinate with and assist concerned DPWH units to flesh out and implement the provisions of RA 7192 and the PDFW; and
- 3.2.4 Represent the Dep't. in NCRFW meetings and in women's congresses, conferences, conventions and other fora.

3.3 Rural Water Supply Group

The functions of the Rural Water Supply Group shall be as follows:

- 3.3.1 Set up institutional mechanisms and pursue other projects and activities aimed at enhancing the integration of gender issues in rural water supply projects undertaken by the Department;

- 3.3.2 Strengthen the involvement of women users in all aspects of project development - from planning to site identification and construction - and of project maintenance, partly through training and membership in the Barangay Waterworks and Sanitation Association; and
- 3.3.3 Coordinate with other DPWH units, Department of Health, Department of Interior and Local Government, and other government agencies and nongovernment organizations for synchronized efforts in addressing gender problems in water resources sector which, under the PDFW, subsumes water, sewerage and sanitation facilities.

3.4 Development Planning Group

The Development Planning Group shall have the following functions:

- 3.4.1 Coordinate with the NEDA for the implementation of RA 7192 and the PDPW, particularly of the provision that women should benefit equally in the development programs and projects of the Department;
- 3.4.2 Coordinate with the NEDA and the NCRFW for the assessment and updating of the PDPW;
- 3.4.3 Integrate gender concerns in the formulation and updating of the successor plans for the Medium-Term Philippine Development Plan for 1993-1998; and
- 3.4.4 Set up mechanism for institutionalizing the integration of gender concerns in all development planning activities pursued by the different DPWH units, including project management offices.

3.5 Personnel Group

The functions of the Personnel Group shall be as follows:

- 3.5.1 In accordance with Sec. 2 (3) of RA 7192, review all personnel-related regulations and issuances, and propose revisions/modifications to remove gender-bias therein, if any. The Group shall also conduct an audit of the enforcement of these regulations in the various DPWH units for any gender-bias in the implementation, including but not limited to matters of promotion among technical personnel to positions involving field work;

- 3.5.2 Flesh out and implement in the Department the provision of the PDPW to promote increased representation of women among the ranks of professionals in the infrastructure sector;
- 3.5.3 Gather sex-disaggregated personnel data and coordinate with the Infrastructure Computer Center for the generation of sex-disaggregated statistical reports as basis for career-pathing among female employees;
- 3.5.4 Coordinate with the Legal Service to institute mechanisms to avert or address the problem of sexual harassment; and
- 3.5.5 Undertake and incorporate into the Employee Welfare Program projects addressing the practical and strategic gender needs of employees.

3.6 Training Group

The functions of the Training Group shall be as follows:

- 3.6.1 Upgrade the capability of in-house trainers in designing and conducting Gender Sensitivity Training (GST) by availing of and reechoing the seminars sponsored by the NCRFW.
- 3.6.2 Conduct GST for both male and female rank and file employees, the first two batches to be funded by the NCRFW within 1992, and the succeeding ones to be incorporated into the regular Training Calendar;
- 3.6.3 Integrate gender sensitivity into regular training courses, both technical and non-technical, possibly as a component of the module on moral values;
- 3.6.4 Coordinate with the NCRFW for gender-sensitivity orientation for top officials to be conducted by the NCRFW officials; and
- 3.6.5 Conduct Gender-Responsive Planning Seminars for development planners by tapping the in-house planners who have attended the NCRFW-sponsored GRP seminars.

3.7 Technical Working Group

The functions of the Technical Working Group shall be as follows:

- 3.7.1 Advise the Chairperson on gender-responsive projects the COWID and its working groups may initiate;

- 3.7.2 Coordinate with the other working groups for effective integration of gender concerns in their programs, projects and activities;
- 3.7.3 Coordinate with the NCREW for requirements from, and assistance to, the Department;
- 3.7.4 Prepare reports on the plans and accomplishments of the COWID and on the compliance of the Department with R.A. 7192 and the PDFW, for submission to the Congress, the Office of the President and other government agencies and nongovernment organizations;

4.0 Composition

The COWID Chairperson shall be an official involved in the technical operations of the Department. He or she shall be assisted by the COWID Vice-Chairperson, who may be involved in either the technical operations or support services.

The members of COWID and the first four of its five Groups (Rural Water Supply, Development Planning, Personnel and Training) shall be the personnel, male or female, whose functions in the DFWH organic units are related to the functions of the said working groups. The members of the Technical Working Group shall be the personnel from any organic unit within the DFWH, who may also come from the members of the first four Groups, provided they possess, or are trainable in, gender-sensitivity and gender-responsive planning skills.

Members of the first four working groups who are promoted or realigned/reassigned to another office whose functions are no longer related to the functions of their COWID working group, may be retained in the Technical Working Group and continue to acquire the necessary skills and orientation to integrate gender in their new assignment.

The composition of the COWID and its working groups shall be as follows, and the organizational chart is attached as Annex "A" of this Order.

4.1 COWID

Chairperson: Project Director Clarita A. Bandonillo
PMO for Special Projects Cluster

Vice-Chairperson: Director Emily M. Tanquintic
Director III, Comptrollership
& Financial Management Service

Members: Project Manager Helen G. Marvilla
PM II, PMO-Rural Water Supply
Engr. Linda M. Templo
Chief, Development Planning Div., PS
Ms. Aida M. Diaz
Chief, Human Resource Training &
Materials Dev't. Div., AMMS
Ms. Zenaida O. Lardizabal
HRM Officer IV, Personnel Div., AMMS
Ms. Ardeliza R. Medenilla
HRM Officer IV, HR Planning Div., AMMS

4.2 Rural Water Supply Group

Head: Project Manager Helen G. Marvilla
PM II, PMO-RWS

Members: Engr. Virgilio G. Gacusana
Engineer V, PMO-RWS
Engr. Dolores M. Hipolito
Engineer IV, PMO-RWS
Engr. Marianita T. Vargas
Planning Officer IV, PMO-RWS
Engr. Emil K. Sadin
Engineer III, PMO-RWS

Adviser: Project Manager Rogelio A. Flores
PM IV, PMO-RWS

4.3 Development Planning Group

Head: Engr. Linda M. Templo
Chief, Development Planning Div., PS

Members: Engr. Nicolas C. Cacatian
Chief, Programming Div., PS
Engr. Manuel S. Alconis
Chief, Project Evaluation Div., PS
Engr. Romualdo J. Oba
Chief, Infrastructure Research
& Statistics Div., PS
Ms. Belinda I. Fajardo
Supervising Environmental Management
Specialist, Project Evaluation Div., PS

Adviser: Director Trino-Trinidad Meris
Chief, Planning Service

4.4 Personnel Group

Head: Ms. Zenaida O. Lardizabal
HRM Officer IV, Personnel Div., AMMS

Members: Ms. Angelita A. Kasala
Administrative Officer V, Project
Coordination Unit-Earthquake
Rehabilitation Program
Atty. Angelita T. Sabio
Asst. Chief Legal Officer, Complaints &
Investigation Div., Legal Service
Ms. Elvira F. Tria
HRM Officer II, Personnel Div., AMMS

Adviser: Atty. Leonardo S. Magno
Chief, Personnel Division, AMMS

4.5 Training Group

Head: Ms. Aida M. Diaz
Chief, Human Resource Training &
Materials Dev't. Div., AMMS

Members: Ms. Lilia J. de Guzman
Chief, Human Resource Planning Div., AMMS
Engr. Estrella T. Villar
Chief, Technical Training &
Publication Div., BRS
Ms. Myrna B. Asis
HRM Officer IV, HRTMDD, AMMS

Adviser: Director Arsenio L. Escobar
Chief, Administrative & Manpower
Management Service

4.6 Technical Working Group

Head: Ms. Ardeliza R. Medenilla
HRM Officer IV, HRPD, AMMS

Members: Ms. Myrna B. Asis
HRM Officer IV, HRTMDD, AMMS
Engr. Dolores M. Hipolito
Engineer IV, PMO-RWS
Ms. Belinda I. Fajardo
Supervising Environmental Management
Specialist, Project Evaluation Div., PS
Ms. Elvira F. Tria
HRM Officer II, Personnel Div., AMMS

This Order takes effect immediately.


JOSE P. DE JESUS
Secretary