

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2016**

Organization: Department of Public Works and Highways

Organization Category: National Government, Line Agency

Organization Hierarchy: Department of Public Works and Highways

Total Budget/GAA of Organization: 397,108,480,000.00

Total GAD Budget	29,702,562.96	Primary Sources	29,702,562.96
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		Other Sources	0.00
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% of GAD Allocation:	0.01%
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MARIA CATALINA E. CABRAL,
PH.D.
UNDERSECRETARY FOR
PLANNING, PPP, AND
CHAIRPERSON, DPWH COGAD

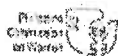
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	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
1	Lack of road safety measures and infrastructure facilities along old national roads	Lack of GAD perspective/efforts on old national roads	To identify and propose GAD projects to make the old roads gender responsive.	PAP: In compliance to the D.O. 48 s. 2011, Guidelines for Mainstreaming Gender Equality Actions in Road Infrastructures	Conduct of Fourth (4th) Batch of Road Assessment for the Existing National Roads using Tool No. 9 of DPWH GAD Toolkit which	Number of DPWH Offices to conduct the Road Assessment using DPWH GAD Toolkit, Tool No. 9 No. and Length of Existing (Old) National Road Assessed (Km) - To be conducted by 18 Regions and 181 District Engineering Offices of DPWH. Length of Road Assessed - To be determined based on the results of 2015 Road Assessment Reports	19,700,000.00	GAA	DPWH Regional and DEOs
2	Lack of gender facilities for completed projects.	Non-compliant with DPWH Department Order 48 s. 2011 specifically in the implementation of DPWH GAD Toolkit during Planning, Design, and Construction	To address the needs of the road users specifically women and children (e.g. pedestrian lanes, sidewalks, etc)	PAP: DPWH	Conduct Quick Participatory Gender Audits Using Tool No. 6 of DPWH GAD Toolkit to validate integration of gender perspectives of all project phases.	Length of projects audited - Random selection: 1 completed project in 2014. 1 road project per district	2,100,000.00	GAA	DPWH COGAD

ORGANIZATION-FOCUSED ACTIVITIES



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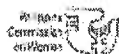
MARIA CATALINA E. CABRAL,
P.H.D.
UNDERSECRETARY FOR
PLANNING, PPP, AND
CHAIRPERSON, DPWH COGAD

ROCELIO L. SINGSON
SECRETARY



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3	Inadequate documentation on GAD activities	Insufficient logistics to implement/perform DPWH GAD Activities	To provide equipment/logistics to implement and perform DPWH GAD activities	PAP: In compliance to the DPWH DO 48 s. 2011	Procurement of Office Supplies and Photocopy Machine Toner	Procurement of office supplies - Office supplies Procurement of Photocopy machine toner - Ten (10) Toner for Photocopy machine	80,000.00 61,600.00	GAA GAA	DPWH COGAD
4	Lack of awareness on mainstreaming GAD in the DPWH Infrastructure Projects	Inadequate mechanisms for GAD Mainstreaming in the DPWH Process Cycle	Increase awareness for DPWH employees on mainstreaming GAD in DPWH Infrastructure Projects	PAP: In compliance to the DPWH Department Order 48 s. 2011	Conduct seminar/workshop on the DPWH GAD Toolkit: Making Road Infrastructures Gender Responsive	No. of staff trained in GAD Training. No. of male and female employees trained. No. of Trainings conducted. - Total of approx. 1,322 staffs to be trained in DPWH GAD Toolkit. Trainings to be conducted in 16 ROs/DEOs, and 2 batches in Central Office	1,258,500.00	GAA	DPWH COGAD, Regional, and DEOs



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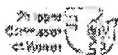
MARIA CATALINA E. CADRAL,
PH.D.
UNDERSECRETARY FOR
PLANNING, PPP, AND
CHAIRPERSON, DPWH COGAD

NOCELIO L. SINGSON
SECRETARY



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5	Lack of gender sensitivity awareness on DPWH employees	Lack of capacity to mainstream gender sensitivity	Increase GAD sensitivity awareness among DPWH Staff		Conduct of Gender Sensitivity Trainings	No. of employees trained in GST No. of male and female employees trained No. of trainings conducted - Approx. 582 employees to be trained GST will be conducted in 2 batches for Central Office, and 16 for Regional Offices	1,799,700.00	GAA	DPWH COGAD, Regional, and DEOs
6	Lack of support staff to operate/perform in DPWH Day Care and GAD Activities	No personnel assigned (not included in the plantilla) in the DPWH Day Care and GAD Activities	To provide personnel on DPWH GAD Multi-Purpose Hall, which will be utilized for the conduct of the following: (a) GAD Training, (b) Day Care, (c) GAD Help Desk, (d) GAD Office, that meet woman employee's needs for a healthy working environment to ensure their full performance at work	PAP; in compliance to the DPWH Department Order 48 s. 2011	Provision of GAD Support Staff for DPWH GAD Day Care/Multi-Purpose Building; a. Administration Officer I (SG 11-Php 843.14/day) b. Clerk IV (SG 8-Php 678.68/day) c. Clerk III (SG 8-Php 587.32/day)	No. of Office Staff assigned in GAD Multi-Purpose Building - Three (3) Staff to be assigned in DPWH GAD Multi-Purpose Building	222,588.96 179,171.52 155,052.48	GAA GAA GAA	DPWH COGAD/HRAS



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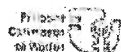
MARIA CATALINA E. CABRAL,
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UNDERSECRETARY FOR
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CHAIRPERSON, DPWH COGAD

ROCELIO L. SINGSON
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7	Lack of Day Care Facilities in the Department	Insufficient Day Care Facilities in the Department	To provide facilities for mother employees with child/children between 2 to 5 y/o	PAP: In compliance to the Magna Carta of Women	Provision of Health and Safety Equipment, learning materials, and other facilities for children in Day Care Facility such as: (1) Learning Materials (2) DVD player for educational film shows, (3) first aid kit, (4) fire extinguisher, (5) fire detection and alarm, (6) CCTV/Surveillance Camera, (7) Food Storage and Utensils, (8) 2 units of Aircon, (9) Renovation of Day Care Facility	No. of Health and Safety Equipments, learning materials, and other facilities for children in Day Care Facility - Learning materials, 1 DVD Player, 1 set of first aid kit, 1 fire extinguisher, 1 fire detection and alarm, 1 CCTV/Surveillance camera, 1 set of food storage and utensils, 2 units of aircon, and renovation of Day Care Facility	5,000.00 10,000.00 3,000.00 8,000.00 8,000.00 25,000.00 5,000.00 360,000.00 300,000.00	GAA GAA GAA GAA GAA GAA GAA GAA GAA	DPWH COGAD
8	Lack of Information and Access on DPWH GAD reading materials, references, and guidelines to ROs, DEOs, and other government and non-government organizations	Enhancement/Upgrading on DPWH GAD Website	To provide access to GAD information and materials		Updating and Improving of DPWH Webpage FY 2016	Increase of visits in DPWH GAD Webpage using website counter from 2015 to 2016 - No. of visits in DPWH GAD Webpage using website counter	10,000.00	GAA	DPWH COGAD/IMS



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MARIA CATALINA E. CABRAL,
Ph.D.
UNDERSECRETARY FOR
PLANNING, PPR, AND
CHAIRPERSON, DPWH COGAD

ROGELIO L. SINGSON
SECRETARY



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9	Lack of Information and Educational campaign on women empowerment and promote gender equality	Gender inequality is a prevalent issue in the society, thus resulting to subordination and discrimination against women.	To strengthen capacity of the organization to empower women and gain equality in all agency programs	PAP: In compliance to the Republic Act (RA) 6949, Proclamation 1172 s. 2006, and Republic Act 10398 (2013)	1. 18-Day Campaign to End VAW2. Women's Month Activities	No. of staff participated in 18-day Campaign to End VAW and Women's Month Celebration - Approx. 100 employees to participate in NWMC and 18-day End VAWC.	40,000.00 80,000.00	GAA GAA	DPWH COGAD
10	Lack of skills and awareness of women employees on emergency situation (natural calamities, earthquake, fire, flood, etc.)	Demolish of Medical Facilities and personnel to the DOH due to Rationalization Plan of the Department	Capacitate vulnerable men and women DPWH employees on emergency situation (natural calamities, fire, flood, etc.) Increase awareness by providing workshop by Philippine Red Cross to DPWH Men and Women employees. To promote volunteerism.		First Aid (Volunteerism) Red Cross nationwide	No. of training conducted, No. of male and female employees to be trained - Approx. 560 employees to be trained in Red Cross Training	2,261,750.00	GAA	DPWH COGAD/Red Cross



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11	Lack of orientation/workshop and regular meetings with Focal Points and TWGs of ROs and DEOs and other DPWH Offices	Poor/ insufficient communication and dissemination to address GAD concern within DPWH COGAD, TWG, Regional and District Offices Focal Points	To conduct regular GAD Meetings and communication with other DPWH Offices, knowledge sharing of ROs and DEOs regarding GAD practices on their respective offices and to discuss issues and concerns regarding the implementation of GAD	PAP: DPWH	a. DPWH GAD Focal Persons Assembly; GAD Meetings	No. of GAD Focal Persons to attend the GAD Assembly - 327 GAD Focal Persons Miscellaneous during GAD Meetings	1,039,209.00 10,000.00	GAA GAA	DPWH COGAD
SUB-TOTAL							29,702,582.96	GAA	
TOTAL GAD BUDGET							29,702,582.96		

Prepared By:

MARIA CATALINA E. CABRAL, Ph.D.

Undersecretary for Planning, PPP, and Chairperson, DPWH COGAD

Approved By:

ROGELIO L. SINGSON

Secretary

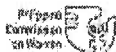
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MARIA CATALINA E. CABRAL,
Ph.D.
UNDERSECRETARY FOR
PLANNING, PPP, AND
CHAIRPERSON, DPWH COGAD

ROGELIO L. SINGSON
SECRETARY



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