

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2021

Organization: Department of Environment and Natural Resources			Organization Category: National Government, Line Agency		
Organization Hierarchy: Department of Environment and Natural Resources					
Total Budget/GAA of Organization:	17,967,946,000.00				
Total GAD Budget	2,787,068,298.00	Primary Sources	2,787,068,298.00		
		Other Sources	0.00		
% of GAD Allocation:	15.51%				



	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
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CLIENT-FOCUSED ACTIVITIES									



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1	Section 4.4 of JMC NEDA-DBM-PCW 2012-01 calls for institutionalizing collection of sex-disaggregated data and gender information to inform policies, program/project planning and budgeting	SDD and gender information can inform gender concerns to address in policies, and program/projects	To develop collection of sex-disaggregated data and gender information in land titling	PAP: Land Surveys, Disposition and Records Management	Conduct of census/survey of land titling beneficiaries and applicants, updating of lists/databases of free patent applicants	Number of lists/database of sex-disaggregated beneficiaries and/or applicants- At least 7 databases/list of land beneficiaries and/or applicants and their sex-disaggregated information  Number of participants in survey (R5) - R5- 50 participants x 7 offices	3,155,000.00	GAA	LMB, R1, R4B, R5, R6



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2	Limited participation of women clients in ENR activities, programs/projects/activities	Gender stereotyping of women in communities and their lack of exposure to ENR programs/projects	Build capacity of women in communities to participate in wildlife and forest protection and conservation	MFO: Ecosystems Management Services (BMB)  PAP: Protected Area & Wildlife Management Protection & Conservation (R3)	Conduct of training for women in communities on wildlife laws and forest protection and conservation	Number of women participants- BMB - 45 women  Number of training - 1 training each R3, BMB	664,000.00	GAA	BMB, R3



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3	Limited participation of women clients in ENR activities, programs/projects/activities	Lack of awareness of potential women beneficiaries of DENR programs and services on lands	Improved participation of women clients in DENR land programs	PAP: Support to Operation - Formulation and Monitoring of Environment and Natural Resources policies, plans, programs and projects	Conduct of orientation for women clients to DENR land programs in Upper Bicutan, Taguig City	Women participants in the orientation - At least 50 women participated	20,000.00	GAA	LMB



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4	Limited participation of women clients in ENR activities, programs/projects/activities	Limited recognition of women's contribution in resource management and protection	Recognized contribution of women in protection and management of natural resources in Tanza	PAP: Natural Resources Sustainably Managed and Enforcement Program	Conduct of forum on Women's Leadership, recognizing women's contribution to natural resource management	Number of forum conducted - 1 forum (NCR), 3 forums (R11)  Number of women participants - 30 (NCR), 45 (R11)	400,000.00	GAA	NCR, R11





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5	Limited participation of women clients in ENR activities, programs/projects/activities	Limited opportunity for women's participation in forest protection activities	Increased participation of women in forest protection activities	PAP: Forest Protection Program (R1, R2, R5)  GASS: Personnel Management (R4B)	Hiring and designation of women forest protection officers and women patrol members	Number of women designated as forest protection officers- R2- 81 women FPOs 6 patrol teams with women members, CAR - 55 women active in forest protection 12 women designated as patrol team members, R4B - 5% at least of hired FPO are women	7,346,850.00	GAA	R1, R2, CAR, R4B, R5



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6	Limited participation of women clients in ENR activities, programs/projects/activities	Gender stereotyping of women clients as not fit for forest protection and maintenance	Increased participation of women in forest maintenance and protection	PAP: Forest Development, Rehabilitation and Protection (R2, R4B) Forest Protection Program (R3)	Conduct of learning events/capacity building and IEC on forest protection, maintenance and protection (including forest fire prevention), forest laws enforcement	Forest areas maintained and protected - R2- 34,013 hectares  Number or percentage of women participants - R4B - 4% increase in women's participation in forest maintenance and protection activities,R3 - 3 women participants in CRMF training  Number of meeting on role of women in forest protection -R4B -2-3 meetings	8,243,800.00	GAA	R2, R3, R4B



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7	Limited participation of women clients in ENR activities, programs/projects/activities	Limited information provided on conservation and development of natural resources, and threats to them	Increased men and women's awareness of conservation and development programs of DENR	PAP: Production and Dissemination of Technical and Popular Materials (R2)  PAP: Community-Based Forest Management	Production and dissemination of gender-sensitive technical and popular IEC materials on conservation and development of natural resources	Number of gender-sensitive IEC materials on conservation and development of natural resources - R2 - 3,500 pcs	120,500.00	GAA	Region 2, 3
8	Limited participation of women clients in ENR activities, programs/projects/activities	Lack of awareness of laws and guidelines on protected areas, wildlife laws and regulations	Increased women's awareness of laws, guidelines and regulations regarding protected area, wildlife conservation	PAP: Protection and Conservation of Wildlife	Conduct of orientation-seminars for women stakeholders in protected areas on laws, guidelines and regulations on wildlife conservation	Number of seminars held - R2- 5 seminars  Number of women's groups organized in implementation of PA and on wildlife conservation -5 women stakeholders' groups	236,775.00	GAA	Region 2



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9	Limited participation of women clients in ENR activities, programs/projects/activities	Lack of information to women on cave management, protection and conservation	Equal opportunity to be involved in cave management, protection and conservation provided to women clients	PAP: Protected Area, Caves, and Wetlands Development and Management (R2)  PAP: Protected Areas, Caves and Wildlife Management (R4A)	Organize cave committees that include women stakeholders, including committee membership updating	Number of cave committees with women members - R2 - 6 cave committees	197,500.00	GAA	Region 2, R4A



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10	Limited participation of women clients in ENR activities, programs/projects/activities	Gender stereotyping of women as not fit for coastal and marines resources protection and development	Increased participation of women in coastal clean-ups	PAP: Coastal and Marine Resources Management Program	Conduct of coastal clean-ups including Manila Bay clean-up with participation of women stakeholders	Number of women and men participants - R4B - 4% of participants are women 1 CEPA conducted	912,150.00	GAA	R3, R4B



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11	Limited participation of women clients in ENR activities, programs/projects/activities	Limited awareness of women stakeholders of the importance of their participation in water provision and management	Greater participation of women in ensure water safety and accessibility	MFO: Support to Operations	Conduct and updating of Watershed Characterization and Vulnerability Assessment (WCVA) with women stakeholders' participation	Number of women who participated in the assessment/updating number of WCVAs reviewed/upated - R4A- Produce assessment report R6 -3 WCVAs updated	4,876,000.00	GAA	Region 4A, R6



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12	Limited participation of women clients in ENR activities, programs/projects/activities	Gender stereotyping of women as not fit for cave assessment and management	Ensured equal gender opportunity to learn and participate in cave assessment	PAP: Management of Cave and Cave Resources	Conduct of meetings and workshop-training on cave assessment and management with participation of women stakeholders	Number of meetings/workshops - R8- 7 meetings, R10- 7 meetings, R11- 5 learning events,  Number of women participants - R8 - 12 women in each meeting, R10- 7 women in each meeting	613,000.00	GAA	R8, R10, R11



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13	Limited participation of women clients in ENR activities, programs/projects/activities	Limited information on laws and regulations affecting ENR communities	Increased knowledge of women stakeholders on laws and regulations governing protected areas and wildlife	PAP: Protected Area Management and Development	Conduct of orientation for women in Protected Area communities on laws and regulations governing Protected Areas and wildlife	Number of orientations held - 4 orientations  Number of women participants	140,000.00	GAA	Region 11





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14	Limited participation of women clients in ENR activities, programs/projects/activities	Limited information reaching women on LAWIN program (on forest protection and biodiversity)	Increased awareness of different stakeholders (community, DENR, LGU etc) of LAWIN program	PAP: Forest and Biodiversity Protection Program	Conduct of learning event on LAWIN program and DAO 2018-21 on the Adoption of the Lawin Forest and Biodiversity Protection System as a National Strategy for Forest and Biodiversity Protection in the Philippines	Number of learning events with different participating stakeholders - 5 events  Number of women participants	129,000.00	GAA	Region R11



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15	Limited participation of women clients in ENR activities, programs/projects/activities	Gender stereotyping of women as not fit for accessing ENR programs and services	Increased capability of women's organizations in accessing ENR programs and services	PAP: Environment and Natural Resources Resiliency Program	Conduct of leadership and skills training for women's organizations in ENR communities, and organizing of women's groups	Number of participant women's organizations- 2 women's organizations received leadership training  Number of women participants  Number of women's groups organized	100,000.00	GAA	Region 12



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16	Proclamation 1172 s. 2006 – Declaring 25 November to 12 December as the 18-Day Campaign to End Violence Against Women (VAW)	Prevalence of violence against women	Increased awareness of clients, partners and staff on VAW, and related laws	<p>MFO: Ecosystems Management Services (BMB)</p> <p>PAP: Natural Resource Sustainably Managed (FMB, R7), Land Survey, Disposition and Records Management (LMB)</p> <p>GASS: STO, GFPS, HRD</p>	Conduct of 18-day campaign activities on VAW, internal seminars on VAW and related laws, prayer session	<p>Number of participants in campaign activities - FMB- 20 women &amp; 15 men, BMB- 100% staff participation LMB - 150 women &amp; 150 men participants in culminating activity, BMB - 170 men &amp; 180 women staff, CAR- 45% of staff participated, NCR- 50 staff/at least 50% women, R4B - 38 women and men participants, members, R7- 50 women and 50 men employees and PO, R8 - 13 men &amp; 37 women participants, R10-targeting participation of all 277 regional staff, R13 - 16 activities</p> <p>Number of campaign activities - R2 - 10 learning events, R3 - 2 lectures and prayer event, R4A - 1 orientation, R4B - 1 seminar &amp; 1 campaign activity, R5 -1 workshop-training, R6-7 activities, R8 - 2 activities, R10- 2 activities, R13 - 16 activities (one per office)</p>	2,054,000.00	GAA	FMB, BMB, LMB, CAR, NCR, R1, R2, R3, R4A, R4B, R5, R6, R7, R8, R10, R12, R13



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17	Limited access of women to productive services or economic benefits in ENR programs/projects	Women are seldom involved in ENR programs/projects	Women gain direct access to technologies generated by ERDB	MFO: STO: Ecosystems Research, Development and Extension Services	Replication of "Adopt-a-community" action research which informs women's organizations of ENR technologies developed	Monitoring of technology adoption of women's organizations - At least 1 organization adopts technology generated by ERDB	117,100.00	GAA	ERDB



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18	Limited access of women to productive services or economic benefits in ENR programs/projects	Limited information provided on alternative solid waste management in coastal areas	Women in coastal communities are acquainted with the use of waste as resource and the role of coastal communities in solid waste management	MFO: Ecosystems Management Services	Conduct of seminar on reuse of plastic waste and alternative solid waste management for women in coastal communities	Number of seminars conducted  Number of participants and their sex-disaggregated info	400,000.00	GAA	BMB



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19	Limited access of women to productive services or economic benefits in ENR programs/projects	Men dominate participation in plantation and enterprise development	Increased participation of women in plantation and enterprise development	PAP: Community Based Forest Management (R1), Forest Protection and Development (R3), Forest Development, Rehabilitation and Protection (R2, R5)	Conduct of training and tracking of women's participation in plantation and enterprise development	Number of training events - R1 - 1 training (forestry), R2- 3 training events, R3- 1 training in biodiversity-friendly enterprise, R5- 1 training  Number of women participants- R1 - 20% of CBFMA women members, R2- R5 - 20 women PO officers trained	19,931,000.00	GAA	Regions 1, 2, 3, 5



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20	Limited access of women to productive services or economic benefits in ENR programs/projects	Gender stereotyping that seedling production is men's work	Improved economic well-being of women in ENR communities	PAP: Forest Development, Rehabilitation and Protection (R2), Natural Resource Conservation and Development Program (R3)	Conduct training of women in forest-based communities in production of seedlings for use and selling	Number of women participants in training and production of seedlings	28,230,600.00	GAA	Regions 2, 3



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21	Limited access of women to productive services or economic benefits in ENR programs/projects	Gender stereotyping that men are exclusively suitable to plantation and enterprise development	Improved economic status of women in ENR communities	PAP: Forest Development, Rehabilitation & Protection	Conduct of training and assistance in plantation development	Number of women participants in plantation establishment and management - R6 - 778 women	11,703,750.00	GAA	R2, R6





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22	Limited access of women to productive services or economic benefits in ENR programs/projects	Lack of information on economic opportunities in reforestation	Equal employment opportunity for women and men in reforestation activities	GASS: Personnel Management	Hiring equally of women and men in reforestation activities	Number of women and men employed in reforestation activities	510,000.00	GAA	Region 4B



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23	Limited access of women to productive services or economic benefits in ENR programs/projects	Gender bias for men in training for productive activities	Improved economic status of women in ENR communities	MFO: Support to Operations	Conduct of training on alternative livelihoods for women in ENR communities	Number of training participants - R9 - 60 women and 20 men participants	150,000.00	GAA	Region 9



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24	Limited access of women to productive services or economic benefits in ENR programs/projects	Women are not aware of economic benefits for them of ecotourism	Increase awareness of women of the economic potential of ecotourism	MFO: Protected Area & Wildlife Management Protection & Conservation	Conduct of orientation on sustainable ecotourism for women stakeholders	Number of orientations held - 4 province and regional learning events  Number and SDD of participants	306,000.00	GAA	R11



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25	Limited access of women to productive services or economic benefits in ENR programs/projects	Gender bias prioritize men in productive/economic opportunities	Increased information to women in coastal areas on livelihood opportunities	PAP: Critical Habitat Establishment and Management	Conduct of learning event on livelihood opportunities for women in coastal areas	Learning events held - R11 - 2 learning events  Number of women participants	107,000.00	GAA	Region 11



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26	Limited access of women to productive services or economic benefits in ENR programs/projects	Gender bias prioritizing men in productive services and economic benefits	Increased participation of women in biodiversity-friendly enterprise development	MFO: Ecosystems Management Services (BMB)  PAP: Natural Resource Conservation and Development Program (R3), Protected Area Development and Management (R12)	Conduct of orientation and skills training for women on biodiversity-friendly enterprise development, and review of BDFE proposals to improve women's participation	Number of women participants - R3 and R12 -50 women participants  Number/proportion of BDFE proposals owned by women - 20% of approved BDFE	3,550,000.00	GAA	BMB, R3, R12, R6



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27	Limited access of women to productive services or economic benefits in ENR programs/projects	Gender bias for men in economic services	Increased opportunity for women to access economic services	GASS: STO Land Management and Enforcement	Set up a livelihood project in one ENR community	Livelihood project set up in one community	200,000.00	GAA	Region 13



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28	Gender-sensitized ENR services need to be maintained and developed	Normal wear and tear of gender-sensitized facilities, signages, upkeep of services & park gender-relevant activities	Gender-sensitized park and ecotourism services maintained	MFO: Ecosystems Management Services (BMB)  PAP: Natural Resources Sustainably Managed (NCR), Protected Area Development and Management (R6, R8, R10)	Conduct of repairs and maintenance of park/ecotourism site and facilities to include gender-sensitive signages and IECs for the park/site	Site facilities repaired/maintainedd - BMB- 1 first aid clinic and lactation stationR6 - repairs of facilities in 15 parks, R8 - repairs in 7 parks, R10- 10 facilities repaired and maintained  Gender-sensitive signages maintained/repaired - BMB -3 pcs standee signages2 information boards5000 pcs collateral, 1 park activity on VAW, NCR- signages in LPPCHEA updated and 2 IEC materials produced,	8,113,000.00	GAA	BMB, Regions - NCR, R6, R8, R10



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29	Women have particular needs & vulnerabilities in Covid-19	Economic slowdown due to Covid-19 impact women the most due to their role in household economic management	Open/continue employment of women in maintenance work in ecotourism facilities while ensuring safety measures vs. Covid-19	PAP: Protected Area Development and Management	Open/continue maintenance work in ecotourism facilities mostly done by women while ensuring provision of sanitation and disinfection supplies and protocols	Number of women able to continue maintenance work and earn incomes in ecotourism facilities	2,450,000.00	GAA	Region 4A





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30	Low participation of women in decision making in ENR management programs/projects, and in leadership of partner community organizations	Traditional gender biases	Women and men's needs and roles in Protected Area management plans are identified and analyzed	MFO: Ecosystems Policy Services	Conduct of review of Protected Area management plans	PA management plans (PAMPs) reviewed for gender content - BMB -20 PAMPs reviewed and updated	5,000.00	GAA	BMB



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31	Low participation of women in decision making in ENR management programs/projects, and in leadership of partner community organizations	Men dominate leadership of people's organization partners	Increased number of women officers of people's organizations (POs)	MFO: STO-Operations Against Illegal activities  PAP: Forest Development, Rehabilitation and Protection	Conduct of leadership training, and tracking of women members, and participation of women members in decision-making in partner POs	Number of women provided leadership training-R5 - 50% of women PO members provided training , R7- 40 women given leadership training  Increased number of women members- R5 - 30% of PO members are women  Number of women occupying position in POs,- R4A-20% women officers of POs,	1,117,000.00	GAA	R1, R2, R4A, R5, R7



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32	Low participation of women in decision making in ENR management programs/projects, and in leadership of partner community organizations	Gender bias in election of Protected Area Management Boards (PAMBs)	Increased participation of women in protected area management and biodiversity protection	PAP: Protected Area & Wildlife Management Protection & Conservation	Conduct of PAMB meetings, and inclusion of women's empowerment and gender equality agenda	<p>Number of women participants in PAMB meetings -R8 - 52 women participants in 24 PAMB meetings, R10 - 50 women included in PAMB meetings in 9 Protected Areas</p> <p>Number/proportion of women PAMB members - R6 - women consist at least 5% of PAMB members</p> <p>Number of PAMB meetings held- R8 - 24 PAMB meetings</p>	2,327,000.00	GAA	R1, R6, R8, R10



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33	Low participation of women in decision making in ENR management programs/projects, and in leadership of partner community organizations	Limited IEC and capacity development for women	Increased participation of women in decision-making in the Provincial Foreshore Management and Development Plan (PFMDP)	PAP: Land Surveys, Disposition and Records Management	Conduct meetings for the roll out of PFDMP	Number of women participants in the roll-out meetings - R2- 20% of participants are women, R5 - 200 women participants,R6 - 6 women participants in roll-out meetings  Number of meetings conducted	402,000.00	GAA	R2, R5, R6



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34	Low participation of women in decision making in ENR management programs/projects, and in leadership of partner community organizations	Inadequate information reaching women on management and decision-making in protected areas	Increased women's awareness of and access to decision-making process of PAMBs	PAP: Protected Area & Wildlife Management Protection & Conservation	Conduct of PAMB meetings with women stakeholders in protected areas	Number of meetings conducted - R2- 20 meetings R4B - 2 meetings  Number of women participants - R6- 44 women	2,036,000.00	GAA	R2, R3, R4B



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35	Low participation of women in decision making in ENR management programs/projects, and in leadership of partner community organizations	Limited information and opportunities to participate in management of coastal resources	Increased involvement of women in decision-making on coastal resource management	MFO: Ecosystems Management Services	Conduct of training for women stakeholders on coastal resource management	Number of training/orientation held- 1 training on coastal resource management  Number of participants	50,000.00	GAA	R4B



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36	Low participation of women in decision making in ENR management programs/projects, and in leadership of partner community organizations	Cultural practices against women's participation in public activities	Increased participation of women in forest land use planning (FLUP)	PAP: Natural Resources Sustainably Managed	Conduct of workshops on the drafting FLUPs with women stakeholders' participation	Number of women who participated in drafting of FLUPs  Number of workshops to draft FLUPs  Number of FLUPs drafted or endorsed	1,600,000.00	GAA	R4B



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37	Low participation of women in decision making in ENR management programs/projects, and in leadership of partner community organizations	Gender bias against women in decision-making roles	Increased participation of women in decision-making on resources management in their communities	PAP: Natural Resources Sustainably Managed	Preparation of 5-year plan for Community Resources Management Framework or CRFM	Number of women who participated in plan preparation - R4B - 15 women and 20 men participated R6- 38 women  Number of 5-year CRMF Plan prepared - R4B - 1 5-yr CRMF plan	480,000.00	GAA	R4B, R6





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38	Low participation of women in decision making in ENR management programs/projects, and in leadership of partner community organizations	Traditional gender biases against women in decision-making role	Increased awareness and openness of Protected Area Management Boards (PAMBs) to address gender and women's concerns	MFO: Protected Area management Office (R4B)  PAP: Natural Resources Sustainably Managed (NCR)	Conduct of GAD orientation for PAMBs and increase women's participation	Number of participants & proportion of women PAMB member-participants- NCR - 16 PAMB members of which 20% are women, 20% are women, R4B - 5 women/25 men attend two orientations  Number of orientation activities conducted - NCR, R4B - 1 each	165,000.00	GAA	R4B, NCR



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39	Low participation of women in decision making in ENR management programs/projects, and in leadership of partner community organizations	Limited number of women in Community-based Resource Management Organizations (CBRMO) in forestry projects	Increased women's participation in forest conservation and protection decisions	PAP: Natural Resources Sustainably Managed	Conduct CBRMO meetings with increased women's participation and membership	Increased women's participation and membership in CBRMOs - R6- 25% of CBRMO members are women  Number of meetings conducted	215,000.00	GAA	Region 6



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40	Low participation of women in decision making in ENR management programs/projects, and in leadership of partner community organizations	Gender bias, traditions	Integrated gender in cave management plans	PAP: Caves and Wetlands Development and Management	Conduct workshops to review and revise Cave Management Plans to include gender concerns	Number of women participants in the revision of plan  Number of workshops conducted	250,000.00	GAA	R6



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41	Low participation of women in decision making in ENR management programs/projects, and in leadership of partner community organizations	Gender stereotyping in favor of men in management and decision-making	Equal opportunity for men and women to learn and participate in management of coastal and marine resources	PAP: Coastal and Marine Resources Development and Management	Conduct IEC activities (forums and meetings) on management of coastal and marine resources with greater participation of women	Number of forums/meetings held - R10- 3 IEC activities  Number of women participants - R10 -20 women participants	289,000.00	GAA	R4B, R10



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42	Low participation of women in decision making in ENR management programs/projects, and in leadership of partner community organizations	Women's role in natural resource management is not well recognized	Increase women's participation in decision-making on the management of natural resources	PAP: Environment and Natural Resources Resiliency Program	Conduct meetings to equally consult women and men stakeholders on various ENR management programs	Number of women participants in the meetings/consultations - 50 women participants  Number of meetings held	30,000.00	GAA	Region 12



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43	Limited awareness of internal and external clients of gender issues, GAD activities and events	Requires easily accessible information, news, developments and reports on GAD	Increased awareness of internal and external clients of GAD activities and events	<p>MFO: LMB - Formulation and Monitoring of ENR Policies, plans , Programs and Projects, R1 - SCIS Public Affairs Section</p> <p>GASS: ERDB, BMB, NCR, R4A, R4B, R6, R8, R9, R12, R13 - Support to Operations (STO), R5- Regional Public Affairs Office</p> <p>PAP: FMB, R7- Natural Resource Sustainably Managed</p>	Production of various IEC materials in GAD corners, websites & bulletin boards and IEC events (lectures, radio guesting, gender orientation)	<p>Operational GAD Corner, number of IEC materials and events, number of participants disaggregated by sex - LMB - GAD corner &amp; website maintained, BMB - GAD corner and website, NCR - 1 GAD corner maintained, R4B - 7 GAD corners maintained, R5- 1 GAD corner by each of 7 offices,R6 - 7 GAD corners maintained, R7- updated 8 GAD corners, R8 - 7 bulletin boards maintained (1 regional, 6 PENROs) 400 copies of pamphlets</p> <p>Types and number of IEC materials produced - 2 issues of ERDB newsletter,LMB - 2 infomercials produced, CAR - brochure on GAD Strategic Plan, study of IEC system, NCR - 2500 pamphlets, 2 tarpaulins, R5 - 2 infomercials, R7- 1 IEC material produced, R8- 400 cps pamphlets, R9 - 200 pcs flyers and infographics, R13- 16 types of IEC materials</p> <p>Types and number of IEC activities - ERDB- 4 lectures on GAD</p> <p>Number of participants in IEC activities and their SDD - ERDB lectures - 20 women &amp; 10 men</p>	1,341,400.00	GAA	FMB, ERDB, BMB, LMB, NCR, R1, R4A, R4B, R5, R6, R7, R8, R9, R12, R13



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44	Limited access of women to natural resources	Women's concerns are not being addressed properly regarding access and use of coastal and marine resources	Provide a platform to build capacity of women in Coral Triangle to actively pursue their concerns in use of and access to coastal and marine resources	MFO: Ecosystems Management Services (BMB)	Conduct Women's Leadership Forum for Visayas-Mindanao cluster	Report on proceedings - 1 report  Number of participants - Participation of 20 male & 37 female, GFPS members and 10% of DENR employees in Visayas-Mindanao cluster	700,000.00	GAA	BMB



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45	Limited access of women to natural resources	Lack of community-level enabling mechanisms to provide information on land titling	Increase number of women applicants for land titling	PAP: Land Surveys, Disposition and Records Management	Organize LMB-GFPS-LGU team for local info and assistance in land titling	Number of teams organized - 1 team organized  Number of meetings - 4 meetings  Number of participants - 10 women and 10 men each meeting	25,000.00	GAA	LMB





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46	Limited access of women to natural resources	Limited information on land titling provided	Increase number of women applicants for land titling	<p>PAP: Land Surveys, Disposition and Records Management (LMB, CAR, R1, R2, R3, R5, R6, R9, R11</p> <p>PAP: Land Management sub-program (R4A, R4B)</p>	Produce gender-sensitive IEC materials and conduct of IEC activities on basic requirements for land titling	<p>Number of IEC materials produced - LMB - 500 IEC materials, NCR - 2 IEC materials (AVP and infographic) produced, R1- 4500 IEC materials produced, R4B - 2 IEC materials per CENRO totaling 600 pcs, R5 - 600 pcs IEC materials,</p> <p>Number of IEC activities held - NCR - 1 orientation, R2 - 6 seminars and 5 other IEC activities, R4B - 1 forum per CENRO and 2-3 orientation on Patent Law, R5 - 1 forum</p> <p>Number of women given orientation on land titling - LMB - 50 women, CAR - 50 women, NCR- 300 people 20% of whom are women, R1 - 210 women participants in seminar, R4B - total of 125 women participants, R5 - 50 women oriented in Mobo and San Jacinto municipalities, R11- 40 women oriented on land titling</p>	4,084,680.00	GAA	LMB, CAR, NCR, R1, R2, R3, R4A, R4B, R5, R6, R9, R11



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47	Limited access of women to natural resources	Land disputes discourage women from applying for land titles	Increased number of women applicants for land titles	PAP: Land Surveys, Disposition and Records Management	Conduct lecture-forums to promote Alternative Dispute Resolution mechanisms	Number of forum-lecture on Alternative Dispute Resolution held - LMB - 1 ADR forum, R5- 7 forums (one each PENRO)  Number of participants and their SDD - LMB - 10 men & 10 women participants R5 - 30 participants in each of the 7 forums	370,000.00	GAA	LMB, R5



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48	Limited access of women to natural resources	Limited information reaching women on forestry permits	Gender balanced participation in securing forestry permits, i.e., 50% are women	PAP: Natural Resources Sustainably Managed	Conduct of training on securing forestry permits for women stakeholders	Number of trainings held - 1 training on securing forestry permits  Number of participants and their SDD - 30 participants of which 30% are women	90,000.00	GAA	NCR



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	1	2	3	4	5	6	7	8	9
49	Limited access of women to natural resources	Less opportunities for applying for land titles for women	Women and men equally awarded land patents	PAP: Land Surveys, Disposition and Records Management  PAP: Land Management sub-program	Issuance of Residential and Agricultural Free Patents for women and men beneficiaries	Number of Free Patents issued- R2 - 650 beneficiaries of Free Patents, R5 - 25% of patentees are women, R8 - 2,250 patents, R10 - 1,484 patents issued  Number of women beneficiaries of Free Patents - R8 - 1012 women beneficiaries	4,711,250.00	GAA	R2, R3, R5, R8, R10



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	1	2	3	4	5	6	7	8	9
50	Limited access of women to natural resources	Lack of information on permits, patents,	Improved access of women to natural resources	PAP: Natural Resources Enforcement and Regulatory Program	Production & distribution of gender-sensitive IEC materials on permits	Increased number of women applying for permits - 2% increase in women permittees  Number of IEC materials produced- 2 IEC materials per CENRO  Number of women participating in IEC events - At least 12% of participants are women in IEC events	310,400.00	GAA	R4B



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51	Women in ENR communities are most vulnerable to climate change-related risks and hazards	Gender-blind understanding and responses to risks and hazards posed by climate change	Adaptive capacities of women and men in forest and coastal communities are equally built	PAP: Forest protection and Development, Coastal and Marine Resources Management Program	Conduct of capacity building on adaptation (on resilient species selection, technologies and farming techniques) for women stakeholders	Number of training activities-R2-6 training events  Number of women participants - R1 -500 men and women trained in adaptation technologies, R5-175 participants (25x7 offices), R7 - 40 women PO members trained	1,947,600.00	GAA	R1, R2, R5, R7



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52	Women in ENR communities are most vulnerable to climate change-related risks and hazards	Low awareness on the relation of solid waste management, gender and climate change in client communities	Raised awareness on gender, solid waste management and climate change	PAP: Land Surveys, Disposition and Records Management (LMB), Environmental Caravan (R1)  GASS: Support to Operations (R2)	Conduct forum/lectures on gender, solid waste management and climate change	Number of lectures conducted - LMB - 2 lectures, R1 - 4 lectures, R2 - 6 events  Number of women participants - LMB - 20 women	365,000.00	GAA	LMB, R1, R2



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53	Women in ENR communities are most vulnerable to climate change-related risks and hazards	Gender-blind understanding of impact and effects of climate change-related risks and hazards	Raised awareness of gender-differentiated impact of climate change, and how men and women cope and adapt	MFO: Climate Change Service	Conduct of research/Collection of adaptation and coping practices/stories of women and men to climate change-related risks and hazards	Stories of women and men's good coping, mitigation and adaptation practices collected	150,000.00	GAA	NGADFPS





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54	Women in ENR communities are most vulnerable to climate change-related risks and hazards	Low awareness of gender-differentiated impact of climate change and climate-related risks and hazards	Raise awareness of gender-differentiated impact of climate change, and how men and women cope and adapt	MFO: Climate Change Service	Conduct search for and awarding for women and men's remarkable mitigation and adaptation initiatives	Criteria for awarding is developed and winners of the search are recognized and awarded	150,000.00	GAA	NGADFPS



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55	Women in ENR communities are most vulnerable to climate change-related risks and hazards	Gender discrimination in assessing risks and hazards	Adaptive capacities of women and men in ENR communities are equally developed	PAP: Environment and Natural Resources Resiliency Program	Conduct community meetings to identify gender concerns in adaptation activities/programs in the communities	Number of community meetings conducted - 4 community meetings  Number of participants and their SDD	200,000.00	GAA	R12



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56	Women and girls in ENR areas, including vulnerable provinces, are most susceptible to climate change risks and hazards	Low-level awareness of gender-sensitized behavioral solutions to address climate change impacts and effects	Develop tools for raising awareness on gender-sensitized behavioral solutions to address impacts and effects of climate change increased	MFO: Climate Change Services	Develop teaching modules on gender-sensitized "Climate Change Needs Behavior Change" and test/pilot the modules in selected ENR communities	Number of modules developed, and- 2 modules  Number of communities given pilot training - 2 communities  Number of participants desegregated by sex- total participants of 35 women & 15 men	400,000.00	GAA	NGADFPS



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57	Women and girls in ENR areas, including vulnerable provinces, are most susceptible to climate change risks and hazards	Low-level awareness of gender-sensitized behavioral solutions to address climate change impacts and effects	Built capacity of DENR program staff to raise awareness on gender-sensitized behavioral solutions to address impacts and effects of climate change increased	MFO: Climate Change Services	Conduct trainers' training for wider application of modules on gender-sensitized "Climate Change Needs Behavior Change" principle	Number of DENR trainers trained disaggregated by sex - 40 women & 20 men (1 pax each from RO-DENR, EMB, MGB x 16 regions = 48, plus 12 pax from Central Office, Bureaus, AAs 10 DENR facilitators)	150,000.00	GAA	NGADFPS



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58	Women and girls in ENR areas, including vulnerable provinces, are most susceptible to climate change risks and hazards	Low-level awareness of gender-sensitized behavioral solutions to address climate change impacts and effects	Adaptive capacities of women and men in ENR areas and vulnerable provinces strengthened  Increased level of awareness on gender-sensitized behavioral solutions to address impacts and effects of climate change increased	MFO: Climate Change Services	Wider application of teaching modules on gender-sensitive "Climate Change Needs Behavior Change" principle for identified vulnerable communities through conduct of training	Number of women and men trained and adaptive capacities strengthened - Upland and coastal areas in CAR and Region I: 60 pax: 35 women 15 men, and 10 DENR facilitators	200,000.00	GAA	NGADFPS



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ORGANIZATION-FOCUSED ACTIVITIES									



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59	MCW Section 36 c) generation and maintenance of GAD database	Existing information and gender database are held in different units/offices within DENR	DENR employees anywhere are able to access GAD database for program/project use	MFO: Knowledge and Information Systems Services	Set up computer system including program as needed for centralized storage and accessing of GAD relevant information in DENR	Operational and updated GAD database collected and accessible for all DENR offices	50,000.00	GAA	KISS, NGADFPS Committee on IECs and Special Events



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60	Section 3.2 of PCW-NEDA-DBM Joint Circular 2012-01 mandates annual GAD planning and budgeting while Section 3.5 tasks GFPS to prepare annual accomplishment reports	Need to institutionalize GAD planning, budgeting and reporting	To institutionalize gender mainstreaming in DENR's programs/projects/activities	<p>MFO: Ecosystems Policy Services (BMB), Formulation and Monitoring of ENR Policies, Plans, Programs and Projects (R12), Policy and Planning Division</p> <p>PAP: Land Surveys, Disposition and Records Management (LMB)</p> <p>GASS: Support to Operations (R4A, R5), Human Resource Development Services (R4B)</p>	Conduct of annual GAD planning, budgeting and preparation of accomplishment reports, and training for the same	<p>Number of ARs 2021 and GPB 2022 prepared and submitted- At least 21 ARs and 21 GPBs including DENR level AR and GPB</p> <p>Number of meetings/workshops - FMB- 1 workshop, BMB - 4 meetings, CAR - 4 meetings, R4B - 1 meeting</p> <p>Number of participants and their SDD - Central Office - 70 participants: 40 women 20 men (1 pax each from RO DENR, EMB, MGB x 16 regions = 48 12 pax from Central Office, Bureaus, AAs 10 DENR facilitators), FMB - 20 women and 15 men, BMB - 28 women and 8 men, R4B - 20 women and 7 men</p>	990,000.00	GAA	FMB, BMB, LMB, Regions - CAR, R1, R4A, R4B, CO (PPD/GAD TWG), R5, R12





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61	Section 3.2 of PCW-NEDA-DBM Joint Circular 2012-01 mandates annual GAD planning and budgeting while Section 3.5 tasks GFPS to prepare annual accomplishment reports	The guideline calls for gender analysis at the start of GAD Planning and Budgeting	To institutionalize gender analysis in the planning process of national priority programs	MFO: GAD Office	Conduct of workshop to develop gender analysis documents of national priority programs for implementation in GPB 2022	Number of workshops- 1-2 workshops  Number of participants and their SDD - Total of 30 participants (20 female, 10 male)	50,000.00	GAA	Policy and Planning Division (Central Office)



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62	Presidential proclamation No. 224 declaring the 1st week of March of every year as Women's Week, March 8 of every year as Women's Day; and Presidential Proclamation No. 227 providing for the observance of the month of March as Women's Month	Need to continuously raise awareness on gender issues and concerns	To raise awareness on gender and women's issues and concerns, and recognition of women's contribution to sustainable natural resource management	MFO: Ecosystems Policy Services (BMB), Formulation and Monitoring of ENR Policies, Plans, Programs and Projects (LMB)  GASS: Support to Operations (all others)	Conduct of various activities: kick-off ceremonies, seminars, recognition ceremonies, participation in inter-agency celebratory activities, film showing, production & dissemination of IEC materials	Number of participant women and men- Central office - *100 pax: 60 women 40 men, FMB - 20 women and 15 men participants, ERDB -targeting 50 women, BMB targets 170 male & 180 female BMB staff, LMB- 150 women & 150 men participants, , NCR- 150 staff participants in opening activity, and 40 staff in seminars with at least 50% women participants, R1- 300 participants, R5 - 210 participants, R8 - 94 men & 136 women in celebratory activity and 15 men & 35 women participants in seminars, R9 - 150 women and 50 men participants, R10 - all 277 regional staff  Number of activities - ERDB - kick off ceremony 2 seminars participation in 4 inter-agency celebration events, CAR/R4B/Central Office- 2 activities each (kick off & forum), NCR- opening ceremony and 2 seminars, R1 - 7 lectures, R2- 11 activities, R6 - 1 regional activity, R8 - 2 kick off and end activity and 2 seminars, R5/R9/R10/BMB/LMB/FMB - at least 1 activity each	7,306,000.00	GAA	FMB, ERDB, BMB, LMB, NGADFPS, CAR, NCR, R1, R2, R3, R4A, R4B, R5, R6, R8, R9, R10, R11, R12, R13



	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
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63	DENR DAO 25-2002 or IRR of Republic Act No. 7877 Section 4 b. call for creating a committee on decorum and investigation of cases on sexual harassment	Need for mechanism for cases of sexual harassment in workplace	To strengthen functionality of CODI	GASS: Support to Operations (STO)	Formulate guidelines for CODI operations	Guideline for CODI operations formulated - NCR- 1 guideline formulated  Operational CODI in region - 2 regional CODIs, all offices in NCR has functional CODI	50,000.00	GAA	NCR, R6



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64	EO 340 s. 1997, directs national government agencies to provide Day Care services for their employees' children less than 5 of age. Joint Memorandum Circular No. 1 series of 2020 of the Civil Service Commission, DOLE and DOH also mandates this service.	Employees in parenting role need institutional support in child-rearing and minding	To provide day care services for employees' children 5 y.o. and below	MFO: GAD Office (Central office)  GASS: Special Study, Design and Development (R2), STO (R13)  PAP: Natural Resource Sustainably Managed (R7)	Maintain day care services to required standards	Number of day care facility operated- R2, CO, R6, R7, R9, R13 - 1 day care facility maintained each  Number of girls and boys served- R2, CO- 10 girls 10 boys, R6, R7- 5 girls & 5 boys/10 parents, R9 - 5 girls & 5 boys/5 parents  Number of parents assisted- R2, CO- target:20 employees/parents served, R9 - 5 parents	1,331,000.00	GAA	Region 2, CO-GAD Office, R6, R7, R13



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65	RA 10028, or the Expanded Breastfeeding Promotion Act of 2009, mandates the provision of Lactation Stations in all government offices. Supported further by the Joint JMC 2020-1 of Civil Service Commission, DOLE and DOH	Women employees need support to perform their reproductive role while working	To provide lactating employees with appropriate facility/support	GASS: General Management and Support Services	Establish /maintain lactation stations with appropriate facilities	Number of lactation stations established - CO and R12 - 1 each  Number of lactation stations maintained - R2- 6 stations R4B - 1 station	335,000.00	GAA	Regions R2, R4B, R12, CO-GAD Office



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66	PCW MC 2016-03 calls on government agencies to use the enhanced GMEF in periodically assessing level of gender mainstreaming in the organization	Regular assessment of gender mainstreaming needs to be institutionalized	To identify strengths and weaknesses in mainstreaming gender in the organization and help raise GMEF rating of organization	MFO: Ecosystems Policy Services (BMB)  PAP: Natural Resource Sustainably Managed (FMB)  GASS: STO (NCR, R4A)	Conduct of workshop-forum to apply enhanced GMEF and learning forum on use of GMEF	Number of meetings/workshop on GMEF - FMB, BMB, NCR - meeting each, R4A- 1 learning event  Number of personnel who participated in GMEF application, disaggregated by sex- FMB - 15 women and 15 men staff participated, BMB- 8 men and 28 women staff, NCR - 28 participants 50% of whom are women	620,000.00	GAA	FMB, ERDB, BMB, Regions - NCR, R4A



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67	PCW MC 2011-01 on Guidelines for Creation, Strengthening and Institutionalization of GAD Focal Point System	Regular meetings, and other meetings of GFPS to strengthen their ability to manage and implement the GAD program	To strengthen GFPS	MFO: GAD Office (Central office)  PAP: Natural Resource Sustainably Managed (FMB)  GASS: General Management and Supervision Services, Support to Operations	Conduct quarterly meeting and other meetings of GFPS	Number of meetings held - Quarterly meeting each  Number of participants and their SDD - NGADFPS- 15 women, 4 men	1,482,000.00	GAA	FMB, ERDB, NGADFPS, CAR, NCR, R1, R4A, R4B, R5, R7, R10, R13



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68	PCW MC 2011-01 on Guidelines for Creation, Strengthening and Institutionalization of GAD Focal Point System	Need for capacity building opportunities for GFPS	To build capacity of GFPS in gender mainstreaming	PAP: Natural Resources Sustainably Managed (FMB). Land Surveys, Disposition and Records Management (LMB)  GASS: STO (ERDB, CAR, R1, R5, R6, R7, R8, R9, R11), HRD Services (R4B)	Conduct of various capacity building events for GFPS in the form of participation in inter-agency GAD events, and/or local and international conferences	Number of inter-agency activities participated in - FMB- 3 conferences, ERDB-4 inter-agency local events and 1 international conference, LMB - various GAD meetings/conferences, BMB - 1 learning event on gender, diversity & inclusiveness, CAR - 7 inter-agency events/meetings, R8 - 4 learning activities, R11 - 2 events participated  Number of participants - FMB - 2 women, 2 men, ERDB - 5 women/one per event, LMB - 32 women and 12 men, BMB - 3 men & 10 women, R4B - all GFPS members, R5- 35 GFPS members participated in inter-agency GAD meetings, R7 - 2 GFPS members attending, R8- 9 men & 16 women GFPS participants, R9 - 1 male and 2 female GFPS members participated, R10 - 9 GFPS members attending/all women,	2,545,200.00	GAA	FMB, ERDB, LMB, CAR, R1, R4B, R5, R6, R7, R8, R9, R10, R11





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69	PCW MC 2011-01 on Guidelines for Creation, Strengthening and Institutionalization of GAD Focal Point System	GFPS turn overs	To reconstituted GFPS and to equip with basic orientation on GAD work	GASS: Human Resource Development Services	Conduct of GAD orientation and introduction to GFPS work for reconstituted GFPS	Number of participant GFPS members	250,000.00	GAA	Region 4B



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70	PCW MC 2011-01 on Guidelines for Creation, Strengthening and Institutionalization of GAD Focal Point System	GFPS turnovers	To reconstitute GFPS and familiarize them to GAD concerns and experience	GASS: Support to Operations	Attendance/participation of reconstituted GFPS in Region 4A's Women's Leadership Forum	Number of forum/event attended  Number of participants and their SDD	50,000.00	GAA	Region 4B



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71	PCW MC 2011-01 on Guidelines for Creation, Strengthening and Institutionalization of GAD Focal Point System	Need for continuing learning among GFPS members	To raise capacity of GFPS in national priority programs to assess their gender responsiveness	MFO: GAD Office (Central office)	Conduct of workshop on experiences in applying Design and PIMME Checklists of HGDG	Number of participants and their SDD  Number of workshops	25,000.00	GAA	NGADFPS



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72	PCW MC 2011-01 on Guidelines for Creation, Strengthening and Institutionalization of GAD Focal Point System	Need for continuous learning among GFPS	To raise capacity of GFPS to mainstream/implement GAD plans	MFO: GAD Office (Central office)  GASS: Human Resource Development (Central Office)	Participation of GFPS members in trainings offered by PCW and other trainers	Number of GFPS members who participated in different training for GAD mainstreaming, planning and budgeting and other training opportunities - Training participants - 3 women and 1 man  Number of training events participated	200,000.00	GAA	NGADFPS, GAD Office, HRD (Central Office)



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73	PCW MC 2011-01 on Guidelines for Creation, Strengthening and Institutionalization of GAD Focal Point System	Need for capacity building of GFPS	To identify training needs of GFPS member	GASS: Support to Operations	Conduct training needs inventory and analysis for GFPS members of NCR	Number of meetings to conduct and report on needs analysis  Number of participants and their SDD	50,000.00	GAA	NCR



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74	PCW MC 2011-01 on Guidelines for Creation, Strengthening and Institutionalization of GAD Focal Point System	Need for regular meetings of regional GAD structures	To strengthen functionality of RGADCs C	GASS: Support to Operations	Participation of GFPS members and selected LGU partners in RGADC meetings and other RGADC activities	Number of RGADC meetings with outside participation - R12 - 2 RGDAC meetings, R13 - 1 meeting with participation from 16 offices in the region  Number of participants of RGADC meeting and their SDD	120,000.00	GAA	R12, R13



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75	Section 4.3 of the NEDA-DBM-PCW Joint memorandum circular 2012-01 calls for regular gender audits of programs/projects	Gender-responsiveness of programs/projects should be regularly assessed	To assess gender-responsiveness of programs/projects	GASS: Support to Operations (ERDB, R4A, R4B, R6, R11, R12)  PAP: Natural Resource Sustainably Managed (FMB, R11)  PAP: Formulation and Monitoring of ENR Policies, Plans, Programs and Projects (LMB)	Conduct of gender-responsiveness assessment of major programs/projects using HGDG	Number of HGDG or GMEF application meetings or workshops - ERDB - 2 meetings/workshops, BMB - 2 workshops, LMB - 1 workshop, R4A - 1 meeting, R4B - 2 HGDG applications meetings, R6 - 7 HGDG application meetings, R11 --2 meetings on all priority programs, R12 - 1 meeting  Number of participants disaggregated by sex - ERDB - 15 women & 5 men, LMB - 40 women and 15 men participants, R4B - 13 women and 14 men participants, R6 - 51 men and 89 women	1,932,000.00	GAA	FMB, ERDB, LMB, R4A, R4B, R6, R11, R12



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76	Section 4.4 of Joint NEDA-DBM-PCW MC 2012-01 calls for institutionalizing collection of sex-disaggregated data and gender information to inform policies, program/project planning and budgeting	Inadequate sex-disaggregated data and gender information to inform development of ENR policies and programs	To improve gender-responsiveness of policies and programs/projects on biodiversity and livelihoods development	<p>PAP: Land Surveys, Disposition and Records Management (R1), Formulation and Monitoring of ENR Policies, Plans, Programs and Projects (R2), Natural Resource Conservation and Development Program (R3)</p> <p>GASS: Support to Operations (NCR, R4A, R9)</p>	Develop existing database including hiring technical people to formulate/implement database system, implementation or improvement of database management system, collection of sex-disaggregated data in different programs/projects	Number of databases improved/updated/maintained-BMB - update of 4 databases (SDD of PAMB Members, Park Visitors, PACBARMA, BDFE), NCR - 1 gender/SDD database maintained/updated, R2- 1 database management system updated, R3 - 6 SDD database (CBFM, CREMP, PA & Wildlife program,NGP and forest protection)	2,753,000.00	GAA	NCR, R1, R2, R3, R4A, R9





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77	Section 4.4 of Joint NEDA-DBM-PCW MC 2012-01 calls for institutionalizing collection of sex-disaggregated data and gender information to inform policies, program/project planning and budgeting	Personnel information are not traditionally sex-disaggregated	Updated SDD on personnel	GASS: Human Resource Development Services	Collection of SDD on DENR personnel	Updated personnel profile	5,000.00	GAA	Region 4B



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	1	2	3	4	5	6	7	8	9
78	Limited acquaintance, or appreciation and understanding of gender issues and concerns among employees of DENR	No basic orientation to gender, gender issues and concerns	To provide employees with basic orientation and training on gender, gender issues and concerns	PAP: Natural Resource Sustainably Managed (FMB)  GASS: Human Resource Development Services, STO, General Management and Supervision	Conduct gender sensitivity seminars and GAD orientation for employees	Number of gender sensitivity training or gender orientation conducted - FMB - 2 GST seminars, NCR - 1 GST, R2 - 2 batches of training for new employees, R6- 7 GAD orientation events, CO-HRD - 1 training for new employees, R13- GST in 16 sub-regional offices  Number of men and women employees of DENR given gender sensitivity training or gender orientation - FMB - 30 employees (15 men and 15 women) for each of GST seminar, NCR - 20 newly hired employees received GST,	2,996,822.00	GAA	FMB, CO-HRD, NCR, R2, R6, R13



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79	Limited acquaintance, or appreciation and understanding of gender issues and concerns among employees of DENR	Many DENR employees are unfamiliar with laws concerning gender, women and children	DENR employees are familiarized with key laws on gender and women	GASS: Support to Operations	Conduct of lecture-forum on key laws on gender and women and children	Number of lectures conducted  Number of participants and their SDD	70,000.00	GAA	Region R11



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80	Big influence of middle level managers in regions is not fully harnessed for GAD progress	Need to increase appreciation of GAD among middle-level managers	Increased appreciation of GAD among middle-level managers	GASS: Support to Operations	Conduct of GAD orientation for middle-level managers	Number of middle-level managers given GAD orientation - NCR and R6 -50 middle-level managers given GAD orientation  Number of GAD orientation meetings - one each in NCR and R6	140,000.00	GAA	NCR



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81	Women have less opportunity for awards, recognition and career advancement opportunities in workplace	Less training opportunities for women employees to qualify for second and third level posts	Women employees are included in training opportunities for career advancement	GASS: Human resource Development Services	Participation of women employees in training on management and leadership skills	Number of women employees who participated in management/leadership training events - R11-10 women employees	260,000.00	GAA	Region 11



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82	Inadequate staffing support for GAD work	GFSP members have limited time for GAD activities	Staff support provided for implementation of GAD PAPs	GASS: Support to Operations (BMB, R5, R8, R9, R10), General Management and Supervision (R2), Personnel Management (R4B), Human Resource Development Services (NGADFPS, Central Office)  PAP: Natural Resource Sustainably Managed (FMB), Formulation and Monitoring of ENR Policies, Plans, Programs and Projects (LMB)	Hiring of support staff for GAD work	Additional staff support hired for GAD work - BMB, LMB, R2, R6, R8, R10 - 1 staff hired each, FMB and R4B - 6 staff, 1 coordinator, R5- 1 staff 7 offices, R9 - 2 staff hired, NGADFPS - 9 support staff & 2 GAD specialists, R10 - 1 support staff hired	9,036,580.00	GAA	FMB, BMB, LMB, R2, R4B, NGADFPS, R5, R8, R9, R10



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83	GAD Monitoring and Evaluation is undergoing development to fit the new Strategic Plan 2021-2025	Improved GAD monitoring and evaluation system	Establishment and implementation/ development of GAD monitoring and evaluation system	GASS: Support to Operations, General Management and Support Services  PAP: Natural Resource Sustainably Managed (FMB)	Establish/ develop and implement GAD monitoring and evaluation system	Identified gender-sensitive indicators for the different sectors (forests, biodiversity etc) - R2 - 4 monitoring meetings, R5 - GAD activity of 7 client groups monitored, R11- regular monitoring and quarterly validation, R12 - 6 M	2,341,419.00	GAA	FMB, ERDB, Regions - CAR, R1, R2, R4A, R5, R7, R11, R12, R13



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84	GAD Monitoring and Evaluation is undergoing development to fit the new Strategic Plan 2021-2025	2021 marks the start of implementation of the GAD Strategic Plan 2021-2025 of DENR	Identified gender-sensitive indicators are tracked	MFO: Project Monitoring and Evaluation Division and Policy and Planning Division, GAD Office (central office)	Conduct of workshop on monitoring and evaluation using agreed gender-sensitive indicators	Sex-disaggregated number of participants	50,000.00	GAA	CO PPD/TWG





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85	GAD Monitoring and Evaluation is undergoing development to fit the new Strategic Plan 2021-2025	Need for coordinated efforts in baseline data building	Baseline data of GAD programming substantially completed	MFO: GAD Office (Central office)	Conduct of coordination meetings on baseline data building	Finalized GAD Strategic Plan 2021-2025  Baseline data established	50,000.00	GAA	CO GAD Office, ERDB



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	1	2	3	4	5	6	7	8	9
86	Limited awareness among general DENR staff of various gender issues important in the workplace	Unconscious biases operating in the workplace	Improved understanding and acceptance of diverse genders and sexuality, and gender-fair language	MFO: Ecosystems Policy Services (BMB)  GASS: Support to Operations (NCR)	Conduct of learning sessions on basic concepts of sexual orientation, gender identity and expression (SOGIE), and on gender-fair language for technical staff in Visayas & Mindanao	Number of learning events- BMB - 2 learning events (SOGIE, gender-fair language training), NCR - 1 learning event  Number of technical staff instructed on gender-fair language - BMB - 69 male and 68 female employees, NCR - 28 participants 50% of whom are women	185,000.00	GAA	BMB, NCR



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87	Limited knowledge and capacity of frontline staff for gender-sensitive provision of services	Limited exposure to gender issues and concerns	Familiarize WEOs on gender and gender concerns, and park staff and security to gender-fair language	MFO: Ecosystems Management Services (BMB)  PAP: Community-based Resource Management (CAR), Natural Resources Sustainably Managed (NCR), Protected Areas, Wildlife, Caves Management (R1, R5)	Conduct of gender orientation for WEOs, and training on gender-fair language for frontline staff in parks	Number of training events - BMB, CAR, NCR, R1, R5- 1 GST each, BMB & NCR - 1 training on gender-fair language  Number of women participants- BMB - 4 women & 36 men WEOs and 11 female & 40 male frontline staff in parks, NCR - 27 WEOs of which 40% are women,20 frontline staff of which 40% are women, R5- 25 WEOs x 7 offices	1,091,000.00	GAA	BMB, CAR, NCR, R1, R5



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88	Women technical staff and field personnel are less involved in men-dominated natural resource management services	Fear and bias that some ENR services skills are beyond women	More women DENR technical staff and field personnel participate in cave assessment and management gender equal opportunity provided in staff learning	MFO: Ecosystems Management Services (BMB)  PAP: Natural Resource Sustainably Managed (NCR), Protected Area, Caves and Wildlife Management (R4A, R4B, R6)	Conduct of skills training on cave assessment and management, and on inland/wetland profiling for women technical staff and field personnel	Number of participants in training - BMB - 65 male & 35 female field personnel 35% of those trained participate in cave assessments, CAR - 14 field staff trained, NCR - 25 field staff trained of which 30% are women, R4B - 1 skills training5 women and 8 men involved in cave assessment, R6 - not identified	1,220,000.00	GAA	BMB, Regions CAR, NCR, R4A, R4B, R6



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89	Women technical staff and field personnel are less involved in men-dominated natural resource management services	Gender bias in selected natural resource management services	Male and female field personnel equally gain capacity in effective protection of forests and plantations and biodiversity conservation	PAP: Intensified Forest Protection Program (CAR), Forest Protection and Development Program (R1, R7, R5), Natural Resources Sustainably Managed (R4B)	Conduct of training of field personnel on effective forest and plantation protection and biodiversity conservation, including provision of gender appropriate logistics and material support in forest law enforcement	Number of training events held  Number of participants and their SDD - CAR & R1- 100% of field personnel trained and provided appropriate gears, R4 - 1 female and 3 male staff trained/equipped, R5 - 20 staff participants x 7 offices, R7- 15 women and 16 men field personnel trained	1,110,000.00	GAA	CAR, R1, R4B, R5, R7



	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
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90	Low appreciation, awareness, knowledge and understanding of GAD issues and concerns by employees in DENR Offices	Limited exposure to GAD discussions	Built capacity of DENR employees for gender mainstreaming	GASS: Support to Operations	Conduct various training events on gender mainstreaming for DENR personnel	Number of training events - R6- 7 learning events  Number and SDD of participants	2,000,000.00	GAA	Region 6



	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
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91	DENR employees on field work are exposed to risks and hazards that may be different for women and men	No documentation on the number of women and men employees exposed to risks and hazards in field and work areas	Establish initial gender information on employees' exposure to risks and hazards in field work	MFO: Human resource Development Services (Central Office)	Conduct of inventory of women and men employees in field work exposed to risks and hazards	Collected SDD on employees' exposure to risks & hazards in field work	50,000.00	GAA	CO-HRD



	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
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92	Vulnerability of women employees and clients to sexual harassment	Traditions and culture that discriminate against women, women employees and clients are often in subordinate positions in organizations	CODI or redress mechanism for sexual harassment is available and functional	MFO: Human resource Development Services	Conduct awareness-raising on CODI via production of IEC materials	Number of IEC materials produced & disseminated	25,000.00	GAA	CO-HRD

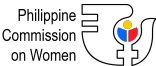




	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
ATTRIBUTED PROGRAM									
93					Enhanced National Greening Program		2,166,462,774.00	GAA	FMB, ERDB, Central Office (CO), Regions: CAR, NCR, R1, R2, R3, R4A, R4B, R5, R6, R7, R8, R9, R10, R11, R12, R13
94					Forestland Management Project		327,896,748.00	GAA	FMP-FMB
95					Integrated Natural Resources and Environmental Management Program		94,976,240.00	GAA	INREMP
96					Coastal and Marine Ecosystems Management Program (CMEMP 1 out of 10 flagship programs of DENR)		26,081,160.00	GAA	Biodiversity Management Bureau
97					National Protected Area System Master Plan (1 of 10 flagship programs of DENR).		1,743,000.00	GAA	Biodiversity Management Bureau
SUB-TOTAL								2,787,068,298.00	GAA
TOTAL GAD BUDGET								2,787,068,298.00	



Prepared By:	Approved By:	Date
Undersecretary Analiza Rebuelta-Teh	Sec. Roy A. Cimat	07/12/2021
NGADFPS Chairperson, Undersecretary for Finance, Information Systems and Climate Change	Secretary, DENR	



THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN  
REVIEWED AND ENDORSED THROUGH THE GMMS

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