

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2022**

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: 25,295,589,000.00

Total GAD Budget	1,676,806,762.00	Primary Sources	1,676,806,762.00
		Other Sources	0.00

% of GAD Allocation: 6.63%



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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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



	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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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	Lack of collected sex disaggregated data and absence of database with gender information from programs and projects that will support gender-responsive planning and implementation	To collect and update SDD in ENR sectors	MFO: Land Survey Disposition and Records Management GASS: Support Operation: Ecosystems Research, Development and Extension Services,	Conduct monitoring and collection of SDD & gender information among beneficiaries of various ENR programs	Number of databases/lists/datasets updated- 10 updated databases, datasets and client lists	898,942.00	GAA	ERDB, LMB, CAR



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2	Limited participation of women clients in ENR activities, programs/projects/activities	Lack of awareness of women's rights in Community-based Forest Management	Increased awareness of women of Community-based Forest Management (CBFM) and participation in them	MFO: Operations Against Illegal Activities, and on the Environment and Natural Resources	Conduct of information seminar & training on LAWIN program & biodiversity protection for women	Number of seminars and meetings-training - 1 meeting on illegal ENR activities, 1 online training and 2 seminars on LAWIN/CBFM program Number of participants & SDD	125,000.00	GAA	Region 2





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3	Limited participation of women clients in ENR activities, programs/projects/activities	Limited information reaching women on Ecological Solid Waste Management, Composting, and Vertical Gardening	Increased awareness of women on Ecological Solid Waste Management, Composting, and Vertical Gardening	PAP: Coastal and Marine Ecosystems Sub Program	Conduct of community lectures with women stakeholders and hiring of women River Rangers towards ecological solid waste management in coastal areas	Number of lectures - 45 meetings/lectures Number of women participants/number of women hired as River Rangers - 68 women hired as River Rangers	61,990,000.00	GAA	R4A, R9



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4	Limited participation of women clients in ENR activities, programs/projects/activities	Stereotyping of women as unfit for coastal and marine resources protection and development, and not many opportunities for participation of women in solid waste management	Increased participation of women in coastal clean ups	PAP: Manila Bay Rehabilitation Program MFO: Natural Resources Sustainably Managed, and Enforcement Program, Conservation and Development Section	Conduct of coastal clean-ups with women stakeholders' participation	Number of coastal clean-ups - 15 coastal clean-ups Number and SDD of participants - 50% of participants are women	880,000.00	GAA	NCR, R4A, R4B

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5	Limited participation of women clients in ENR activities, programs/projects/activities	Limited participation of women in seed collection and production	Increased participation of women in seed collection and production	PAP: Forest Development	Maintenance of seed production area through propagules collection with women's participation	Number of seed production area (SPA) maintained - 1 SPA Number of participants & their SDD- 12 women & 12 men	500,000.00	GAA	R6





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6	Limited gender awareness in client communities on gender issues in ecosystem research and development programs	GAD initiatives of the agency are not always included and cascaded in meetings and stakeholder consultations with clients	ERDB clients updated on GAD issues, concerns and programs	PAP: Support Operation: Ecosystems Research, Development and Extension Services	Conduct lectures on recent gender and development issues, concerns and programs	Number of lectures - 4 lectures Number & SDD of ERDB clients participants - 20 women and 20 men ERDB clients participated	37,800.00	GAA	ERDB



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7	Low participation of women in decision making in ENR management programs/projects, and in leadership of partner community organizations	Traditional bias against women's suitability for leadership, men dominate leadership of people's organization partners	Increased participation of women in leadership and management of natural resources and developed adaptive capacities in resource-based communities	PAP: Protected Areas, Caves & Wetlands Development and Management Sub-program Natural Resources Sustainably Managed MFO: Natural Resources Enforcement and Regulatory Program	Conduct of meetings and trainings with Protected Area Management Boards (PAMB) to build support for women's participation and membership	Number of meetings-trainings - 78 meetings-training Number of women participants - 291 women participants	7,907,000.00	GAA	NCR, R4B, R7, R8, R10
8	Low participation of women in decision making in ENR management programs/projects, and in leadership of partner community organizations	Traditional bias against women's suitability for leadership in resource-based community organizations	Increased participation of women in leadership and management of natural resources	PAP: Protected Area Management, Coastal & Marine Ecosystems Rehabilitation, Natural Resources Sustainably Managed, and Enforcement Program	Conduct leadership training and recognition of women in natural resource management	Number of trainings - 16 meetings-trainings Number of women participants - 240 women	760,000.00	GAA	NCR, R4A, R5



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9	Women in ENR communities including in most vulnerable provinces are most susceptible to climate change-related risks and hazards	Gender-blind understanding of impact and effects of climate change and related risks and hazards	Raised awareness of gender-differentiated impact of climate change, and how men and women cope and adapt	PAP: Climate Change Service, GAD Office	Conduct of search and recognition of gender-responsive initiatives in climate and disaster resiliency among provincial governments	Number of practices recognized and awarded - Recognition and awarding for at least 10 stories of resiliency	500,000.00	GAA	NGFPS, GAD Office



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10	Gender practices, issues and concerns of indigenous peoples (IPs) and indigenous cultural communities (ICCs) are not well considered in sustainable resource management plans	Cultural practices and standards of dominant society is being used as reference for sustainable policies and programs for indigenous communities	To recognize the contribution of cultural practices of IPs/ICCs, including gender practices, issues and concerns, in the sustainable management of the environment and natural resources.	PAP: Protected Area Development and Management	Conduct of Socio-Cultural Mapping and Documentation, including documentation of gender practices, issues and concerns, to help develop policy and program recommendations for the interfacing of Protected Area Management Plans and Ancestral Domains Sustainable Development and Protection Plan (ADSDPP)	Number of staff and their SDD to implement documentation and mapping - Participation of 103 technical staff of 52 men and 51 women Number of parks coverage - 7 ASEAN Heritage Parks Number of policy brief prepared - 1 policy brief prepared	500,000.00	GAA	BMB

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11	Gender issues and concerns are not fully integrated in Protected Area Management Plans (PAMPs)	Gender issues and concerns are not part of the original Guidelines in developing PAMPs	Improve integration of gender issues and concerns in PAMPs	PAP: Protected Area Development and Management	Conduct of reviews of submitted PA Management Plans including review of mainstreaming of gender issues and concerns	Number of plans reviewed - 16 plans reviewed Number & SDD of participants in the review- 10 women & 10 men participants	50,000.00	GAA	BMB



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12	Limited participation of women in sustainable management of the environment and natural resources	Lack of awareness of frontline people specifically Wildlife Enforcement Officers (WEOs, Forest Protection Officers (FPOs) and community leaders to gender sensitivity	Equal participation of women in wildlife and forest conservation and protection	PAP: Protection and Conservation of Wildlife MFO: Formulation & Monitoring of ENR Policies, Plans, Programs & Projects Operations against illegal environment and natural resources activities	Conduct of Gender Sensitivity Training for WEOs, FPOs and community leaders	Number of GSTs - 8 GSTs Number of participants and their SDD - 10 women and 15 men	515,000.00	GAA	R1, R2, R5, R6



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13	Limited participation of women in sustainable management of the environment and natural resources	Women in resource-based communities are not prioritized in information dissemination on the National Integrated Protected Areas System (RA 7586) and the Wildlife Act (RA 9147)	Increased participation of women stakeholders in the implementation of the NIPAS Act and the Wildlife Act	PAP: Protection and Conservation of Wildlife	Conduct orientations for women on the implementation of NIPAS Act and the Wildlife Act	Number of orientations - 5 orientation meetings Number of women participants- 200 women participants from resource-based communities	155,000.00	GAA	R2, R11



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14	Limited participation of women in sustainable management of the environment and natural resources	Women are not seen as fit for operations against anti-illegal ENR activities, and limited opportunities for women to get involved	Greater participation and involvement of women in forest protection	MFO: Enforcement of Forestry Laws Rules and Regulations (R2), PENROs/MSD/CENROs enforcement Section/GFPS (R4B) PAP: Forest Protection (CAR)	Hiring of women as Forest Protection Officers (FPO), Wildlife Enforcement Officers (WEO) and designation of women patrol members and women District ENR Officers (DENROs)	Number of women FPOs hired - 31 women hired as FPOs, WEOs or DENROs	3,783,000.00	GAA	CAR, R2, R4B





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15	Limited participation of women in sustainable management of the environment and natural resources	Women are stereotyped as unfit for forest protection activities and have limited opportunities because of household roles	Increased participation of women in forest protection	PAP: Natural Resources Enforcement and Regulatory Program MFO: GFPS of PENRO & CENRO, Operations against Illegal activities on environment and natural resources GASS: Technical services Division - Monitoring and Enforcement Section	1) Conduct of community meetings on the role of women in forest protection and enforcement of ENR laws and regulations 2) Provision of daycare/childcare services as needed by participants	Number of meetings- 12 meeting/trainings Number & SDD of participants - 260 women	805,000.00	GAA	R4B, R5, R11



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16	Limited participation of women in sustainable management of the environment and natural resources	Limited information reaching women on the role of women on cave protection and management, and limited opportunities to participate in cave concerns	Equal participation of women in cave management and in cave committees	PAP: Protected Area Development and Management, PAMBCS, Management of Cave and Cave Resources MFO: PAMBCS & PENROs GASS: Technical Services Division- Conservation and Development Section (CDS)	1) Conduct community meetings-trainings on cave management and conservation 2) Training for or actual conduct of cave assessment 3) Organize cave committees to include women	Number of cave committees organized or cave assessments- 2 cave committee organized with woman members, and 2 cave assessment with 8 women participants Number of meetings-trainings-assessments - 11 community meetings-training-assessments Number of women participants- 73 women	881,000.00	GAA	R4A, R4B, R10, R11



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17	Limited participation of women in sustainable management of the environment and natural resources	Lack of awareness on the role of women in sustainable ENR management and gender-stereotyping and Information and encouragement do not reach women in resource-based communities easily	Increased awareness and participation of women in sustainable management of ENR	MFO: Protected Area Management Office (PAMO), Technical Services Division-Conservation and development section (CDS), Program Monitoring and Coordination Center GASS: Support to Operations PAP: Natural Resources Sustainably Managed	1) Conduct of community meetings, orientation or capacity building on role of women in sustainable ENR management 2) Production and dissemination of multimedia IEC materials and activities for the communities	Number of community meetings - 10 meetings Number & SDD of participants - 120 women & 105 men Number of IEC produced- 5 types of flyers, 3700 pcs IEC, 43 multimedia activities and IEC materials	1,367,000.00	GAA	NCR, R4A, R4B, R11, R12



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18	Limited participation of women in sustainable management of the environment and natural resources	Limited awareness of women stakeholders of the importance of their participation in water provision and management	Increased participation of women in watershed management	PAP: Soil Conservation and Watershed Management, Adaptive Capacities	1) Preparation of Integrated Watershed Management Plan (IWMP) 2) Conduct of Watershed Characterization and Vulnerability Assessment with participation of women stakeholders	Number of IWMPs prepared & WCVAs conducted - 2 IWMPs and 2 WCVAs Number of women participants - 106 women participants	4,090,000.00	GAA	R6



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19	Limited number of women involved in cave and wetland assessment team	Unequal participation of men and women in caves and wetlands related activities	Increased participation of women in caves and wetlands assessments	PAP: Protected Area Development and Management	Hire consultant to develop gender-sensitive training modules for caves and wetlands assessments	Number of training modules prepared - 1 training module (Budget is for consultant only)	500,000.00	GAA	BMB



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20	Limited participation of women in ENR programs/projects/activities on biodiversity	Lack of women's access to information on ENR programs	Increased awareness of women of biodiversity programs	PAP: Conservation and Development - Forest and Biodiversity	1) Conduct of CEPA (Communication, Education and Public Awareness) regarding 6 forest and biodiversity related celebrations (Annual Asian Waterbird Census, Month of the Oceans, World Wildlife Day, World Water Day, World Migratory Bird Day, International Day of Forests) 2) Production and dissemination of IEC on biodiversity 3)	Number of Days of celebration - 6 Special days of celebration Number of women participants in celebration- 140 women each Special Day	420,000.00	GAA	R5

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21	Limited involvement and participation of women in decision making or policy making to respond to climate change, health and disaster risks and hazards in protected areas	Women are not equally represented in Protected Area Management Boards (PAMB)	Increased participation of women in decision-making and policy making on disaster preparedness and responding to threats and risks of climate change in Protected Areas	PAP: Protected Area Development and Management	Conduct of meetings to formulate localized Management Effectiveness Tracking Tool (METT-4) for Assessing and Monitoring Management Effectiveness in Protected Areas with equal representation of both men and women in the implementation of PAMBs	Number of Protected Area formulation meetings - 48 Protected Areas consultation meetings Number and SDD of meeting participants Number of policies formulated - 1 localized METT policy	100,000.00	GAA	BMB





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22	Women have less access to natural resources and its benefits such as income-earning opportunities on biodiversity-friendly products and conservation	Lack of women's access to information on government's procedures and technical services available on land disposition due to cultural practices that prevent women from owning and controlling land, and lands disputes that prevent proper land titling	Increased awareness of women of the procedures & technical assistance and services in land disposition, and more women applying for land titling and issued land patents	PAP: Land Survey, Disposition and Land Records Management, Environment and Natural Resources Sustainably Managed MFO: Support to Operations, Technical Services Division - Regulation and Permitting Section	1) Conduct lectures/seminars/meetings on requirements & procedures in land titling 2) Production of gender-sensitive IEC materials on them	Number of IEC materials produced - 1850 flyers, 4 digital IEC, 600 pamphlets Number of meetings - 47 seminar-orientation-meetings Number of women participants and number of women receiving IEC materials on land titling or patents itself - 555 women participants, 810 women received IEC on land titling and 1,475 women received patents	2,124,550.00	GAA	LMB, NCR, R1, R2, R4A, R4B, R5, R6, R8, R10, R11, R12

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23	Women have less access to natural resources and its benefits such as income-earning opportunities on biodiversity-friendly products and conservation	Lack of women's knowledge in the application of permits and other issuances and limited information reaching them on forestry permits	Increased number of women applying for ENR permits	PAP: Natural resource Management Arrangement/Agreement and Permit Issuance, MFO: Technical Services Division - Regulation and Permitting Section/Monitoring and Enforcement Section, Operations against illegal activities on the environment and natural resources	Conduct of community meetings on forestry permits & other issuances	Number of meetings-trainings - 9 meetings or training Number of women participants - 54 women participants	630,000.00	GAA	NCR, R2, R4B, R12



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24	Women have less access to natural resources and its benefits such as income-earning opportunities on biodiversity-friendly products and conservation	Lack of prioritization for women in resource-based communities on information dissemination and capacity building for resource-based, income-earning opportunities	Increased participation of women in sustainable resource-based income earning opportunities	PAP: Natural Resources Conservation and Development Program, Environment and Natural Resources Resiliency Program MFO: PENROS/CENROs technical services unit heads and GAD Focal persons	Conduct orientation and training for women in resource-based communities on biodiversity-friendly products and various income-earning activities, including biodiversity conservation	Number of orientation-trainings - 21 orientation-trainings Number of women participants - 854 women participants	1,347,000.00	GAA	R2, R6, R7, R11, R12





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25	Women are not involved in/benefited from the ENR programs and projects being implemented in their area	Limited access of women to ENR technologies generated by ERDB for programs and projects	Women have more direct access to the technologies generated by ERDB	GASS: Support Operation: Ecosystems Research, Development and Extension Services	Replication of ERDB's "Adopt-a-Community" project (involves women's organizations in research and technology development)	Number of women's organization involved and monitored on technology adoption - 1 women's organization involved and monitored on technology adoption	21,600.00	GAA	ERDB

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26	Women in protected areas are most vulnerable to risks and hazards posed by climate change and natural disasters	Women are more vulnerable to economic slowdown and unemployment in times of disasters like Covid-19	Continued employment of women in ecotourism sites	PAP: Protected Area Development and Management	Employ women in maintenance work in ecotourism facilities while ensuring provision of sanitation and disinfection supplies and protocols	Number of women able to continue maintenance work and earn income in PA ecotourism facilities - 3 women employed per Protected Area	3,371,000.00	GAA	R4A



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27	Low participation of women in decision-making and management of natural resources and in leadership in partner community organizations	Gender bias against women in their capacity for decision-making	Increased participation of women in resource management in their communities	GASS: Support to Operations	Community preparation and updating of Community Resource Management Framework (CRMF), map and plan, with women's participation	Number of plans prepared and updated - 13 plans prepared or updated Number of participants & their SDD- 150 women & 247 men participants	780,000.00	GAA	R6





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28	Limited access of women to resources for addressing climate change, health and disaster risks	Consultation with LGUs on planning stages of the Risk Resiliency Program often provide inadequate time to ensuring women's access to resiliency resources	Women in resource-based communities gain access to funding support for adaptation and mitigation measures, disaster preparedness and health emergencies	MFO: Climate Change Service, GAD Office	Conduct of orientation and planning meeting with LGUs to access funds from various sources	Number of planning meetings with LGUs - 4 meetings Number of participants and their SDD Number of communities/LGUs assisted in accessing funding for women- 4 LGUs	150,000.00	GAA	NGADFPS, GAD Office

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29	Limited access of women to women-friendly services and facilities in parks and ecotourism sites	Gender-sensitive services and facilities are not always prioritized	Gender-sensitive signages, facilities and services in the parks and ecotourism sites are maintained	PAP: Natural Resources Sustainably Managed, Protected Area Development and Management	Conduct maintenance work on existing Park facilities for women and children (Comfort Rooms including its accessories i.e. bidet, hand wash dispenser Diaper changing Area, Emergency Care Clinic and Lactating Facility) and gender-sensitive signages	Number of parks where facilities were maintained - 8 parks Number of park facilities maintained or repaired- 47 facilities	6,640,000.00	GAA	BMB, NCR, R8, R10





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30	Women have less access to natural resources and its benefits such as agricultural and residential free patents	Women receive less opportunities and support in applying for land titles	Increased number of women with agricultural & residential free patents	MFO: Regulation and Permitting Section Licenses, Patents and Deeds technical services PAP: Land Management Sub-Program	Issuance of Residential and Agricultural Free Patents and deeds of sale for women beneficiaries	Number of women beneficiaries issued with patents/Deed of Sale- 2,517 women receive patents/deed of sale	3,381,751.00	GAA	LMB, R2, R4B, R7, R8, R10, R12

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31	Limited access of women to knowledge/ information on climate change, health and disaster risks and hazards - as they relate to gender issues	Women and men in resource-based communities are not equally informed or capacitated for adaptation and mitigation measures, health emergencies and for disaster preparedness	Women and men in resource-based communities are equally informed about the risks and hazards of climate change and on coping with disasters	PAP: Land Survey, Disposition and Records Management, SCIS, Environment and Natural Resources Resiliency Program MFO: Climate Change Service, GAD Office, GASS: SCIS, Regional Strategic Communication Information Group, Technical services Division - Conservation and Development Section (CDS), General Administration Support Services- Support to Operations, GFPS, HRD	1) Conduct orientation-training meetings for communities on risks and hazards of climate change, adaptation & mitigation measures & disaster preparedness 2)	Number of meetings - 13 meetings-orientations Number & SDD of participants - 445 women participants Number of IEC produced - 1,250 flyers, 2 tarps, 2 infographics, 1 radio guesting, 39 radio program episodes	3,420,700.00	GAA	GAD Office, SCIS, LMB, NCR, R2, R4B, R5, R6,R7, R9, R11, R12



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32	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	Gender-based discrimination is prevalent in Philippine society	To raise awareness of women's rights and capabilities in nation building and development	PAP: Protected Areas, Caves and Wetlands Development, Land Management Sub-Program, Natural Resources Sustainably Managed MFO: Regional Strategic Communication Information Group, Formulation and Monitoring of ENR Policies, Plans, Programs and Projects, GFPS GASS: GAD Office, Support to Operation: Ecosystems Research, Development and Extension Services, General Administration Support Services-Support to Operation	1) Conduct various celebration and educational activities for Women's Month, seminars on gender issues & concerns 2)Participate in inter-agency celebrations of Women's Month 3)Produce and distribute IECs	Number of activities - 133 activities Number & SDD of participants - 2,918 women & 1,945 men	6,056,859.00	GAA	NGFPS, GAD Office, ERDB, FMB, BMB, LMB, CAR, NCR, R4A, R4B, R5, R7, R8, R9, R10, R11, R12, R13

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	1	2	3	4	5	6	7	8	9
33	Proclamation 1172 s. 2006 declaring November 25 to December 12 as 18-day campaign to end violence against women (VAW)	Gender-based violence is a common problem for many women	To raise awareness of VAWC and observance of women's rights and welfare	PAP: Land Survey, Disposition and Records Management, Natural Resources Sustainably Managed, Wildlife Resources Conservation Sub-Program, Protected Areas, Caves and Wetlands Development, and Land Management Sub-Program MFO: GFPS, HRD GASS: General Administration and Support Services-Support to Operations,	Conduct of various campaign activities including forum/learning events, and production of IECs on VAWC	Number of activities - 72 activities Number & SDD of participants - 930 women & 766 men Number of IEC materials produced - 4,000 IEC flyers	1,912,000.00	GAA	NGADFPS/GAD Office/CO, BMB, FMB, LMB, CAR, NCR, R2, R4B, R5, R6, R7, R8, R9, R10, R12, R13



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	1	2	3	4	5	6	7	8	9
34	PCW MC 2011-01 on Guidelines for Creation, Strengthening and Institutionalization of GAD Focal Point System	GFPS capacity needs building and strengthening to ensure it can serve as backbone of gender mainstreaming implementation	To build GFPS staff capacity for gender mainstreaming, and familiarity and knowledge of various gender issues	PAP: Forest Protection, Protected Areas Development & Management,Caves and Wetlands Development, Land Management Sub-Program MFO: GFPS,and Human Resource Development Services GASS: General Administration and Support Services	Conduct of capacity building events for GFPS members, from training in gender-fair language up to participation in inter-agency GAD events	Number of learning events - 38 learning events Number of GFPS participants & their SDD - 180 men & 263 women	1,369,600.00	GAA	ERDB, BMB, LMB, CAR, NCR, R4B, R5, R7, R10, R11, R13



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	1	2	3	4	5	6	7	8	9
35	PCW MC 2011-01 on Guidelines for Creation, Strengthening and Institutionalization of GAD Focal Point System	Gender mainstreaming relies on the functionality of GFPS teams and systems	To strengthen functionality of GFPS teams and system	PAP: Protected Areas Caves and Wetlands Development Land Management Sub-Program Natural Resources Sustainably Managed Land Survey, Disposition and Records Management MFO: Formulation and Monitoring of ENR Sector Policies, Plans, Programs and Projects, GASS: General Management and Supervision Services, Support Operation: Ecosystems Research, Development and Extension Services	Conduct of regular & special meetings of GFPS teams	Number of meetings - 197 meetings Number & SDD of participants - 597 women & 313 men	1,789,990.00	GAA	NGFPS, GAD Office, ERDB, BMB, FMB, LMB, CAR, NCR, R4A, R4B, R5, R6, R9, R10, R13



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	1	2	3	4	5	6	7	8	9
36	PCW MC 2011-01 on Guidelines for Creation, Strengthening and Institutionalization of GAD Focal Point System	Lack of written/published reference and guidance materials for annual GAD planning	Provide reference and guidance materials for GFPS members in annual planning	MFO: GAD Office	Publication of the GAD Agenda	Number of copies printed - 500 copies	300,000.00	GAA	NGFPS, GAD Office





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	1	2	3	4	5	6	7	8	9
37	Section 4.3 of the NEDA-DBM-PCW Joint memorandum circular 2012-01 calls for regular gender audits of programs/projects	Regular gender audits of programs and projects help ensure gender mainstreaming is progressing	To monitor gender-responsiveness of programs/projects and progress of gender mainstreaming, and increase GAD budget attribution	<p>PAP: Coastal and Marine Resources, Protected Area Management, Environment and Natural Resources Resiliency Program</p> <p>MFO: GFPS, Formulation and Monitoring of ENR Policies, Plans, Programs and Projects</p> <p>GASS: Management Services Division- Administrative Section and Planning Section, General Administration and Support Services, Support Operation: Ecosystems Research, Development and Extension Services</p>	1) Conduct of learning events on Harmonized Gender and Development Guidelines 2) Conduct learning event on Gender Mainstreaming Evaluation Framework 3)Conduct gender audits using these tools	<p>Number of meetings - 32 meetings-workshops</p> <p>Number of participants and their SDD - 468 women & 240 men participants</p>	2,391,350.00	GAA	NGFPS, GAD Office, ERDB, BMB, FMB, LMB, NCR, CAR, R4A, R4B, R5, R6, R7, R11, R12

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	1	2	3	4	5	6	7	8	9
38	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	Sex-disaggregated data and gender information are basic requirements for ensuring gender-responsiveness of programs and projects	To monitor and evaluate gender mainstreaming in ENR programs and update gender databases of ENR programs	MFO: Natural Resources Sustainably Managed GASS: Support to Operations	Conduct monitoring, validation and evaluation of GAD activities and reports	Number of meetings or visits - 19 visits-meetings Number & SDD of participants - 36 women & 10 men involved	620,000.00	GAA	FMB, R4A, R5, R11, R13



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	1	2	3	4	5	6	7	8	9
39	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	Storage and access to sex-disaggregated data and gender information is essential in GAD knowledge-management	To establish/maintain/develop or update gender databases of ENR programs	PAP: Land Surveys, Disposition and Records Management GASS: General Administration Support Services, Support to Operations,Human Resource Division MFO: GAD Office, RO (Conservation and Development DivisionLicenses Patent and Deeds DivisionRegional Strategic Communication Information Group Technical and Management Services	Conduct meetings and trainings on gender database establishment, development and operations, including updating and maintenance of gender databases	Number of meetings/workshops- 9 meetings or workshops Number of participants & their SDD - 98 women & 113 men attending meetings Number of databases established/maintained or updated - 39 varied types of gender databases/lists	3,793,045.00	GAA	NGADFPS, GAD Office, BMB, LMB, NCR, R4A, R4B, R5, R6, R7, R11, R13



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	1	2	3	4	5	6	7	8	9
40	Civil Service Commission Memorandum Circular 11, series 2021; Revised Administrative Disciplinary Rules on Sexual Harassment Cases (Amendment to the Sexual Harassment Provisions in the 2017 Revised Rules on Administrative Cases in the Civil Service) Pursuant to Republic Act No. 11313	Cases of sexual harassment requires prompt action and proper and fair procedures	To prevent sexual harassment in workplace, and ensure incidents of sexual harassment are speedily and properly processed with gender sensitivity	PAP: Operations Against Unlawful Titling of Public Lands, MFO: Legal Services, GAD Office GASS: General Administration and Support Service	Conduct of meetings of the Committee on Decorum and Investigation (CODI) of sexual harassment cases, review functionality and reconstitution as may be needed	Number of meetings -6 meetings Number & SDD of participants - 15 women & 9 men	200,000.00	GAA	NGFPS, GAD Office, CAR, NCR, R7, R13



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	1	2	3	4	5	6	7	8	9
41	Civil Service Commission Memorandum Circular 11, series 2021; Revised Administrative Disciplinary Rules on Sexual Harassment Cases (Amendment to the Sexual Harassment Provisions in the 2017 Revised Rules on Administrative Cases in the Civil Service) Pursuant to Republic Act No. 11313	Employees need to be aware of what constitutes sexual harassment in the workplace and existing policies and procedures for it	To raise awareness of sexual harassment, existing policies about it, and of proper procedures in dealing with case	GASS: General Administration and Support Services, Support to Operations	Conduct learning events on Committee on Decorum and Investigation (CODI) on sexual harassment cases, sexual harassment and Safe Space Act	Number of learning events - 3 events Number & SDD of participants- 100 women & 40 men	130,000.00	GAA	BMB, CAR, R1, R12



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	1	2	3	4	5	6	7	8	9
42	Joint Memorandum Circular No. 1 series of 2020 of the Civil Service Commission, DOLE and DOH mandates provision of day care service for employees with children 5 years old and below and lactation stations for breastfeeding employees.	Women bear the main burden of reproductive functions	To provide institutional support to DENR employees in their reproductive roles	MFO: GAD Focal Point System, GAD Office GASS: General Administration and Support Services, Admin and Finance Section, GAD Office	Establishment and maintenance of lactation stations, and national inventory of operating lactation stations	Number of lactation stations established- 27 newly established Number of lactation stations maintained - 39 maintained and rehabilitated lactation stations Number of beneficiaries - At least 25 in region 4B	1,835,000.00	GAA	NGFPS, GAD Office, CAR, R2, R4A, R4B, R7, R9, R11, R12



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	1	2	3	4	5	6	7	8	9
43	Joint Memorandum Circular No. 1 series of 2020 of the Civil Service Commission, DOLE and DOH mandates provision of day care service for employees with children 5 years old and below and lactation stations for breastfeeding employees.	Women bear the greater burden of reproductive roles	To provide institutional support to DENR employees in their parenting/child-rearing roles	GASS: General Administration Support Services - Support to Operations, GAD Office	Maintain daycare services to required standards	Number of daycare centers maintained - 6 daycare centers Number of children served and SDD Number of parents served	764,000.00	GAA	NGADFPS, R6, R7, R9, 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
	1	2	3	4	5	6	7	8	9
44	Inadequate staffing support for GAD work	GFPS members are DENR employees with regular full-time responsibilities	Ensured implementation of GAD activities and tasks	PAP: Environment and Natural Resources Resiliency Program MFO: Formulation and Monitoring of ENR Policies, Plans, Programs and Projects GASS: Management Services Division (MSD) - Administrative Services, General Administration Support Services-Support to Operations, GAD Office	Hiring of staff support and consultants for GAD work, and allocation of budget for regular staff time spent on GAD work	Number of staff and consultants hired for GAD work - 29 support staff & 2 consultants	9,964,326.00	GAA	NGFPS, GAD Office, BMB, LMB, R2, R4B, R5,R6, R8, R9, R10, R12



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	1	2	3	4	5	6	7	8	9
45	Limited awareness among general DENR staff of various gender issues important in the workplace	Lack of awareness of gender-fair conduct in the workplace, unconscious gender biases	Developed gender-fair practices in the workplace, improved understanding and acceptance of gender diversities, and use of gender-fair language in workplace	GASS: General Management and Support Services, Support to Operations	Conduct of learning sessions on basic concepts of sexual orientation, gender identity and expression (SOGIE), gender-fair language, and other gender issues or concerns in the workplace	Number of learning event - 3 events Number and SDD of participants - 29 women & 29 men	170,000.00	GAA	NCR, R2, R7



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	1	2	3	4	5	6	7	8	9
46	Women technical staff and field personnel are less involved in men-dominated natural resource management services	Gender stereotyping of women field staff as unsuitable for some field work	Increased number of women field staff capable of participating in male-dominated field work	PAP: Natural Resources Sustainably Managed, Forest Protection Protected Areas, Caves and Wetlands Development and Management Sub-Program, Natural Resources Sustainably Managed, Land Survey, Disposition and Land Records Management, Forest Protection	Conduct of training for women staff on technical subjects to increase their confidence and participation	Number of learning events -5 events Number of women staff participants - 58 women staff participants	930,000.00	GAA	BMB, CAR, NCR, R2





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	1	2	3	4	5	6	7	8	9
47	Low appreciation, awareness, knowledge and understanding of GAD issues and concerns by employees in DENR Offices, and external clients	Gender awareness and understanding requires continuing provision of easily accessible IEC materials	Increased awareness of external and internal clients of GAD activities, issues and concerns	<p>PAP: Natural Resources Sustainably Managed Land Surveys, Disposition and Records Management Protected Areas Caves and Wetlands Development Land Management Sub-Program Wildlife Resources Conservation Sub-Program</p> <p>MFO: Formulation and Monitoring of ENR Policies, Plans, Programs and Projects</p> <p>GASS: Support Operation- Ecosystems Research, Development and Extension Services Support to Operations</p>	Production of various IEC materials in GAD, posting in/maintenance of GAD corners, websites & bulletin boards, and production of IEC events (lectures, radio guesting) on GAD	<p>Number of GAD corners/bulletin boards - 52 GAD corners/bulletin board</p> <p>Number of webpages or FB pages maintained - 8 webpages or FB pages</p>	823,372.00	GAA	ERDB, BMB, FMB, LMB, CAR, NCR, R4B, R5, R6, R7, R8, R9, R10, R13



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	1	2	3	4	5	6	7	8	9
48	Low appreciation, awareness, knowledge and understanding of GAD issues and concerns by employees in DENR Offices, and external clients	Gender awareness and understanding requires continuing provision of learning events on basic concept of GAD and orientation to GAD	Increased awareness of external and internal clients of GAD activities, issues and concerns	PAP: Natural Resources Sustainably Managed, Environment and Natural Resources Resiliency Program MFO: GFPS, Legal Services, Human Resource Development Services GASS: General Administration and Support, Support to Operations, General Management and Supervision	Conduct of GSTs/GAD orientation and seminars on GAD-related national policies and laws for DENR employees	Number of learning events - 28 GSTs or GAD orientation Number and SDD of participants- 317 women & 248 men	2,144,000.00	GAA	BMB, FMB, NCR, CAR, R2, R4A, R4B, R7, R11, R12, R13

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	1	2	3	4	5	6	7	8	9
49	Women and men in resource-based communities are not equally informed or capacitated for adaptation and mitigation measures, health emergencies and for disaster preparedness	DENR staff need to develop awareness of gender differences in information reach of their IECs on climate change and gender-differentiated impact of climate change & disasters	Increased capacity of staff in understanding gender differences relative to climate change and in reaching women and men equally towards gender-equal preparedness for climate change and disasters	MFO: Formulation and Monitoring of ENR Sector Policies, Plans, Programs and Projects PAP: Protected Areas, Caves and Wetlands Development and Management Sub-Program	Conduct of symposium on gender and climate change mitigation and adaptation for DENR staff	Number of symposium - 1 symposium Number of participants - 10 men and 10 women participants	10,000.00	GAA	R10



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	1	2	3	4	5	6	7	8	9
50	Gender is not fully mainstreamed in the education and training of managers and supervisors	The education and training of managers and supervisors were not thoroughly appraised yet in terms of mainstreaming gender	Enhance gender mainstreaming in the ENR Supervisory and Management Course Modules of DENR	MFO:Central Office HRDS, GAD Office	Conduct of consultations and meetings jointly with the Philippine Commission on Women to enhance and pilot-test enhanced supervisory and management modules	Number of meetings held - 2 meetings Number of modules enhanced - 2 modules	220,000.00	GAA	NGADFPS, GAD Office



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51	Some gender mainstreaming policies need updating/review and validation	GAD-related policies require updating, review and validation over time	Enhance ENR key GAD-related policies	MFO: Central Office HRDS, GAD Office	Conduct of consultations and meetings jointly with the Philippine Commission on Women to enhance key GAD-related policies	Number of consultations and meetings - 2 meetings Number of policies reviewed - 2 key GAD-related policies	100,000.00	GAA	NGFPS, GAD Office
52	Item No. 3.2 of PCW-NEDA-DBM Joint Circular 2012-01: GAD planning and budgeting shall be conducted annually as part of all programming and budgeting exercises of agencies while Section 3.5 tasks GFPS to prepare annual accomplishment reports	Regular planning, budgeting and reporting help ensure GAD is mainstreamed in DENR and its programs and policies	To institutionalize timely preparation of GPBs and ARs and their submission on time	PAP: Natural Resources Sustainably Managed, Land Survey, Disposition and Records Management MFO: Region GFPS/PENRO GFPS/CENRO FPS, Support to Operations, GAD Office	Conduct of meetings to prepare GPB and AR	Number of meetings - 28 meetings Number of participants and their SDD- 153 women, 51 men	981,632.00	GAA	NGFPS, GAD Office, BMB, FMB, LMB, NCR, CAR, R4A, R4B, R5, R7, R9, R10, R12
ATTRIBUTED PROGRAM									
53					Enhanced National Greening Program		ENGP 1,206,509,745.00	GAA	ERDB, FMB, CAR, NCR, R1, R2, R3, R4A, R4B, R5, R6, R7, R8, R9, R10, R11, R12, R13
54					Coastal and Marine Ecosystems Management Program (CMEMP)		CMEMP 129,784,978.00	GAA	BMB
55					Forest Management Program		FMP 195,375,522.00	GAA	FMB
							SUB-TOTAL	1,676,806,762.00	GAA
							TOTAL GAD BUDGET	1,676,806,762.00	



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