

GADRICH

VOLUME 16 ISSUE 1 // JANUARY TO JUNE 2022

SITIO BACAO'S AETA
WOMEN IN PRACTICE
OF HERBAL MEDICINE

DISCIPLINE. TIME. FAMILY.
RESPONSIBILITY.

MEET THE ERDB'S COMMITTEE
ON DECORUM AND
INVESTIGATION (CODI) ON
SEXUAL HARASSMENT CASES



Ecosystems
Research and
Development
Bureau



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GADRich is a bi-annual newsletter published by the Gender and Development Focal Point System (GADFPS) of the Ecosystems Research and Development Bureau (ERDB) of the Department of Environment and Natural Resources (DENR).

GADRich is a medium of information exchange on news, upcoming events, seminars, trainings, conferences and meetings of the Gender and Development Focal Point System (GAD FPS) of DENR bureaus, attached agencies and regional offices. It serves as the repository of all articles related to the implementation of the DENR gender and development programs, activities, and projects (PAPs).

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GADRich may be accessed at the ERDB GAD FPS website - 103.72.191.211/erdb-gad/

DENR-ERDB CELEBRATES WOMEN'S MONTH 2022

E V E N T S

March 1, 8, 15, 22, 29

#PurpleTuesdays

March 2

Kick-off Activity

March 4, 11, 18, 25

JUANAbuys

March 7

2022 Women's Month Exhibit

March 9

Orientation—Webinar on RA 7877:
Anti-Sexual Harassment Act

March 11

Serbisyo Para Kay Juana:
Free Thesis Advice and
Career Orientation Service

March 15

Exchanging of Roles Challenge

March 21-22

Webinar on the Collection and
Analysis of Sex-Disaggregated Data

March 29

Orientation on Health and Wellness and
E-Consultation

March 31

RampaSenior: The Road to Crown



Kick-off Program of ERDB's 2022 National Women's Month Celebration

Jenet C. Tejada, LESD

The ERDB Gender and Development Focal Point System (GAD FPS) through the Training, Education and Special Events (TESE) Committee, spearheaded the Kick-off Celebration of the 2022 National Women's Month Celebration with the national theme **"We Make Change Work for Women"**, and DENR's theme titled **"Women Can Make Change Amidst Climate Crisis and COVID-19"**. The Kick-off Program was celebrated through a webinar titled, "Overview on Gender Sensitivity for Rank and File Employees", on March 2, 2022, through Zoom. The webinar raised awareness among ERDB employees on GAD advocacy principles, gender dynamics and issues, and legal bases. A total of 165 women and 75 men attended from ERDB Main Office and RDECs.

In her message, the ERDB Assistant Director Mayumi Quintos-Natividad, thanked the participants for devoting their time, support, and initiative to learn. Likewise, she extended her appreciation to ERDB GAD FPS for giving recognition to all the women personnel of ERDB.

During the program, Ms. Jenet C. Tejada, a GAD Secretariat member, presented the activities lined up throughout the month of March. She reaffirmed the Bureau's commitment to gender equality and women empowerment.

Dr. Marilyn Q. Lalican, the ERDB GAD Focal Point presented an overview of GAD and its advocacy

principles. She highlighted that the Magna Carta of Women or Republic Act No. 9710 defines GAD as a development perspective and process that is participatory and empowering, equitable, sustainable, free from violence, respectful of human rights, supportive of self-determination and actualization of human potentials. It seeks to achieve gender equality as a fundamental value that should be reflected in development choices and contends that women are active agents of development, not just passive recipients of development.

Meanwhile, Ms. Paulina Rowena C. Payuan, the TESE Committee Chair, distinguished the difference between sex and gender. Ms. Payuan elaborated on gender dynamics and the aspects of gender socialization as contributory to various gender issues in the society.

Finally, Mr. Eugene Julius L. Paranaque, the OIC-Legal Officer of ERDB presented the legal bases of GAD. He emphasized the definition and penalty when committing gender-based sexual harassment (GBSH) in the streets and public spaces, workplaces, educational and training institutions, and cyberspace.

For. Marie Abbie Gail L. Dela Cueva, the ERDB Alternate GAD Focal Point, encouraged everyone in her closing message to continue the common vision of inspiring and empowering women to be agents of change and recognize women's valuable role in society.



Dr. Marilyn Q. Lalican, the ERDB GAD Focal Point, presenting the overview on GAD and its advocacy principles.



Ms. Paulina Rowena C. Payuan, the TESE Committee Chair, discussing about gender dynamics and issues.



DENR's Photo Exhibit on climate and disaster resiliency, and response to COVID-19.

THWRDEC Joins Kick-off Ceremony for National Women's Month Celebrations

Christian Noel M. Dotimas, Rey B. Abadiano, and Jonathan Alexander DJ. Galang, THWRDEC

Women's month celebration in the country has been rooted in different proclamations as highlighted in Presidential Proclamations 224 and 227. For CY 2022, celebrations for Women's Month centered on the DENR's theme **"Women Make Change Amidst Climate Crisis and COVID-19"**. It seeks to emphasize women's capabilities in performing necessary actions to respond to the challenges brought about by climate change and the COVID-19 pandemic.

Relative thereto, five staff from the Toxic and Hazardous Wastes Research, Development, and Extension Center (THWRDEC) joined the Women's Month opening ceremony at the DENR Central Office on March 7, 2022. It was preceded by a flag-raising ceremony spearheaded by DENR Acting Secretary Jim O. Sampulna.

The event coincided with the DENR's first face-to-face flag ceremony following the onslaught of the pandemic. The launching of the photo exhibit entitled, **"Women Photo Gallery on Climate and Disaster Resiliency, and COVID-19 Response"** followed. It showcased profiles and contributions of women and women groups from different parts of the country.

During the launching ceremony, Acting Secretary Sampulna and Undersecretary Atty. Analiza Teh unveiled the Gender and Development (GAD) corner inside the DENR lobby wherein various GAD concerns and relevant information were featured. Other activities lined up for the celebration included the conduct of webinars, community engagements, and "Pamilihang Bayan". Relatively, a purple day every Tuesday of March 2022 is being adopted by THWRDEC.





ERDB GAD launches exhibit for Women's Month Celebration

Allysa Marie C. Federio, TTD

The Gender and Development Focal Point System (GAD FPS) of the Ecosystems Research and Development Bureau (ERDB) launched its exhibit featuring women's plights and advocacies for Women's Month Celebration 2022 at the ERDB's main office in Los Baños, Laguna.

In her message, ERDB Assistant Director Mayumi Quintos-Natividad, acknowledged the activities prepared by the GAD FPS for the Women's Month celebration. She emphasized that during the six-year campaign of "We Make Change Work for Women", the gap between both genders are slowly closing in. She added that gender can work equally in all aspects as long as we mutually respect each other as human beings.

The exhibit was formally introduced by GAD FPS IEC Committee Chair Romana A. Mauricio where she urged everyone to act beyond our surface understanding of gender. "From this day, we feature a number of advocacies to help

make this world a lot more livable and enjoyable for both women and men. While what you will see are mostly directed towards issues covering women's rights, we believe that when both rights are respected and valued, we can live our lives better and with much freedom."

Alongside the physical exhibit, the brochures produced through the Technology Transfer Division (TTD) on RA 11313 or the Safe Spaces Act and the results of the three-year Adopt-A-Community Project where residents from Magdalena, Laguna benefitted from ERDB's bamboo propagation and plantation establishment technology and Hi-Q VAM1 were launched.

In his closing message, TTD Chief Juan B. Ebor, highlighted the commitment of GAD FPS in forwarding and mainstreaming gender and development within ERDB throughout the year.

The activity was simultaneously live streamed in ERDB's Facebook group and via Zoom platform to accommodate employees from ERDB's Research Centers.



For. Ma. Kristina P. Orpia, IEC Committee member, as the master of ceremony for the event.



ERDB Assistant Director Mayumi Quintos-Natividad opening the program by giving a warm welcoming remarks.



For. Romana A. Mauricio, IEC Committee Chair, introducing the concept of the exhibit.



Women's Month Celebration CY 2022 Exhibit.



ERDB Executive Committee members formally opening the exhibit for the 2022 Women's Month Celebration.



Orientation-Webinar on Republic Act 7877: Anti-Sexual Harassment Act

Jenet C. Tejada, LESD

In observance of the National Women's Month Celebration for CY 2022, the ERDB GAD Focal Point System conducted an Orientation-Webinar on Republic Act 7877: Anti-Sexual Harassment Act of 1995 on March 09, 2022 through Zoom Application. About 343 rank and file employees of ERDB (206 females, 136 males, and 1 preferred not to say the gender) joined the webinar which aimed to promote awareness on RA 7877.

ERDB Director Maria Lourdes G. Ferrer welcomed the participants and expressed that the management is ready to help those who are being offended and encouraged everyone to speak up against these cases.

Mr. Eugene Julius L. Parañaque, ERDB OIC-Legal Officer proceeded with his discussion of RA 7877. Likewise, the Republic Act 11313 or "Safe Spaces Act" or "Bawal Bastos Law" was cited in relation to RA 7877.

In his lecture, Mr. Parañaque highlighted that RA 7877 addresses the issue of sexual harassment committed in work and education or training environment. He explained that "sexual harassment is committed if an employer, employee, manager, supervisor, or any other person who, having authority, influence or moral ascendancy over another in a work environment, demands, requests or otherwise requires any sexual favor from the other, regardless of whether the demand, request, or requirement for submission is accepted by the object of said Act."

There are some instances wherein work-related sexual harassment are considered such as making a sexual favor as a condition in the hiring or employment of an individual, refusal to grant the sexual favor results in limiting, segregating, or classifying the employee which in any way would discriminate, deprive or diminish employment opportunities or otherwise adversely affect said employee.

He added that the Act includes the creation of Committee on Decorum and Investigation (CODI) of Sexual Harassment Cases in all national or local agencies of the government, state colleges and universities, including government-owned or controlled corporations to receive and investigate sexual harassment complaints. Thus, he cited gladly that the Bureau has its CODI in place, chaired by ERDB Assistant Director Mayumi Quintos-Natividad, based on the approved ERDB Special Order No. 269, dated September 15, 2021.

During the open forum, one of the questions asked was, "What if a certain situation is not considered as a sexual harassment, but the other party is irritated/disgusted because of a particular action, is it punishable under unjust vexation in the revised penal code?"

Mr. Parañaque answered and emphasized the limitations of the Act. If a certain action does not fall under sexual harassment, there are other Acts under the law that can be liable. Unjust vexation is one of them. But before the offender can be charged under unjust vexation, the motive and the substance of evidence must be investigated. He then gave a specific example such as peeping or voyeurism. He stated that series of cases decided by the Supreme Court that peeping shall fall under the ambit of unjust vexation. However, not all peeping is considered under unjust vexation, for example, if the offended party is below 16 years old and incapacitated, it will qualify under the Republic Act 7610 (An Act Providing for Stronger Deterrence and Special Protection Against Child Abuse, Exploitation and Discrimination, and for other Purposes) with a greater penalty.

Finally, Assistant Director Mayumi Quintos-Natividad during her closing message extended her gratitude to the ERDB GAD FPS and to Mr. Parañaque for sharing his knowledge regarding the said laws. She mentioned that all employees must be aware about the topic not just only during Women's Month Celebration. As Chair of CODI, she was hoping that no such case will be filed in the Bureau. She ended her message by reminding everyone that the said laws have already been recognized and are already being implemented in ERDB.



Mr. Eugene Julius L. Parañaque, the ERDB OIC-Legal Officer, during his lecture on Republic Act 7877: Anti-Sexual Harassment Act of 1995.



ERDB Director Maria Lourdes G. Ferrer during her opening message.



ERDB GAD Focal Point Dr. Marilyn Q. Lalican thanking the University of Rizal System for participating in the activity.

Serbisyo para kay Juana: Thesis Advice and Career Orientation

Alexa Rae B. Advincula, LESD

The fifth annual undertaking of free virtual thesis advice and career orientation spearheaded by the ERDB Gender and Development Focal Point System took place on March 11, 2022. There were 100 biology students (75% female, and 25% male) from the University of Rizal System (URS) Morong Campus in their 2nd and 4th year, who participated in the activity.

Dr. Nancy Talavera-Pascual, URS President, delivered her opening message, highlighting the role of academe in the promotion of gender and development, and the protection of the environment and conservation of natural resources towards attaining a world free of discrimination, with a healthy ecology and biodiversity.

The ERDB Director Maria Lourdes G. Ferrer, lauded this very significant activity considering that the Bureau partnered with the academe in sharing ERDB researcher's knowledge and expertise in research preparation. She emphasized the need for honing and grooming the new generation of researchers in attaining sustainable development through research by interacting and sharing knowledge. She highlighted that this kind of undertaking must also be conducted not only during Women's Month but in every possible way.

The first speaker, For. Romana A. Mauricio, a Senior Science Research Specialist from the Forest Ecosystems Research Division (FERD), provided an overview of gender and development, particularly on sexual orientation, gender identity and expression, and sex characteristics.

Afterward, For. Paul J. Cuadra, a Supervising Science Research Specialist from FERD, provided the students with some practical tips in preparing a thesis proposal, underscoring that this is the most difficult stage of either technical or scientific writing. Mr. Juan B. Ebora, Information Officer V and Chief of the Technology Transfer Division (TTD), discussed the thesis development, particularly on the theoretical and conceptual framework wherein he highlighted the important questions and criteria to consider in constructing the problem, objectives, and hypothesis. Lastly, overviews on biotechnology, and microbiology were lectured by Ms. Alexa Rae B. Advincula, Science Research Specialist II, and Mr. John Cezar Reyes, Biologist I from the Laboratory and Experimental Services Division (LESD), respectively. They introduced the opportunities, career options, and their experiences in working in these fields.

Overall, the students and professors of URS Morong Campus expressed their positive responses to the event, specifically the relevance of the topics to their endeavors. Some students shared their challenges in the practical applications of the theoretical concepts and techniques considering that most of them are aspiring to work in the field of research and the industry. Fortunately, Dr. Marilyn Lalican ended the program by promoting the laboratory services and other technical assistance that the Bureau are offering to cater to the needs of these students, particularly on laboratory visit and demonstration of laboratory techniques and routinely activities. She mentioned that ERDB can accommodate them provided that social distancing and other safety protocols will be followed.



Webinar on the Collection and Analysis of Sex-Disaggregated Data

Maria Theresa V. De Alday and Paulina Rowena C. Payuan, UERD

Garbage in, garbage out!

In the world of Statistics, the quality of one's output is only as good as the quality of data that went in for analysis. This is why it is important that researchers are adept on basic Statistics which lays the foundation for good quality research. The same is important in terms of gender statistics, especially at ERDB which is proactive in mainstreaming GAD in its research and development studies.

As part of the 2022 Women's Month Celebration, a Webinar on the Collection and Analysis of Sex-Disaggregated Data was conducted by the ERDB GAD Focal Point System on March 21 to 22, 2022 via Zoom application. The webinar was participated in by a total of 143 employees (97 females 46 males) from ERDB .

Mr. Alvin Roy A. Mota, Statistician II from the Planning and Information and Communications Technology Division (PICTD), discussed the

basic terms in Statistics including its definition, sources and collection of data, different survey tools, data processing, and types of statistical analysis. He emphasized that these information are important to understand how to apply the proper method in the collection and employ the correct analysis for sex-disaggregated data.

With sex-disaggregated data, researchers will be able to determine the different perceptions of women and men on certain environmental issues presented in any research and development project and apply appropriate interventions for the benefit of all stakeholders.

Mr. Mota ended the presentation by sharing an updated information on the annual sex-disaggregated data being collected and compiled by the Philippine Statistics Authority (PSA) on different sectors including population, health and nutrition, work and economic participation, and agriculture to name a few. These information can be accessed at <https://psa.gov.ph/gender-stat/wmf>.

I. Collection of Data

When implementing a survey, here are the most important things we need to consider:

- A. Survey Tool
- B. Sampling Method and Sample Size
- C. Interviewers/Enumerators

II. Management of Data

Data Storage – Spreadsheets or databases

Data Entry – Encoding

Data Cleaning – Correction of errors, Consistency checking

III. Data Processing

Here are some activities that fall under data processing:

- A. Coding
 - Convert data into a more machine-readable form
 - Reduce data size
 - Use of existing coding rules makes merging with other coded datasets easier
- B. Sorting
 - Assigning a unique and sequential ID number for each respondent
- C. Editing
 - Correction of errors, consistency checking, imputation
- D. Creating metadata
 - Information about the data
 - Useful in monitoring and evaluation of the data collection process
 - Not directly relevant to the current research but could be instrumental in planning the next related research

IV. Statistical Analysis

Descriptive Statistics

- The analysis aims to describe or summarize the data that has been collected.
- This is done in so that we can see meaning or any pattern that might emerge from the data.
- Descriptive analysis does not allow the researcher to make inferences or conclusions
- Descriptive statistics usually are presented in forms of tables, graphs, or texts

Inferential Statistics

- Allows the researcher to draw conclusions about the populations from the statistics provided by the samples.
- This is done to know whether to accept or reject a hypothesis.



Mr. Alvin Roy A. Mota during his discussion on the collection and analysis of sex-disaggregated data.



ERDB Assistant Director Mayumi Quintos-Natividad expressing her gratitude to the ERDB GAD Focal Point System for conducting a meaningful GAD webinar.

Orientation on Health and Wellness and E-Consultation

Liza C. Condino, LESD

In response to the Civil Service Commission's (CSC) Memorandum Circular No. 38, s. 1992 dated September 30, 1992, mandating government agencies to conduct physical and mental fitness programs for government personnel and with reference to the results of the ERDB employees survey and blood chemistry tests, the ERDB GAD FPS conducted an Orientation on Health and Wellness and e-consultation on March 29, 2022 via Zoom application. It was attended by 88 (64 females, 24 males) employees while 12 employees (11 females and 1 male) participated in the e-consultation.

ERDB Assistant Director, For. Mayumi Quintos-Natividad in her welcome remarks stated her belief in the ancient adage "Health is Wealth". She shared how she values her health and follows a routine and series of consultations to monitor her health condition. She reminded everyone that one needs to take a proactive attitude when it comes to health, to treat doctors as friends, to always smile and be happy, and to have a positive disposition to avoid stress.

During the orientation, Dr. Kenneth Wilson O. Lim, pulmonologist, reiterated AD Quintos-Natividad's call for consultations with doctors as

soon as symptoms occur because "the earlier we diagnose, the earlier we find out the problems, the easier to cure". Dr. Lim then discussed the different types of cough, functions, causes, and cure.

Dr. Luwalhati Sara P. Lim talked about Chronic Kidney Disease (CKD), an emerging public health issue with 1.4 M deaths in 2019 based on the Global Burden Trend of CKD. She presented the different factors and health conditions that affect the kidney, and the importance of early diagnosis and prevention. Early diagnosis is needed because CKD is a silent and a killer disease.

Both are practicing doctors in Palawan province and were willing to continue the e-consultations for participants who consulted them on various respiratory and chronic kidney disease related concerns. In closing, Mr. Emmanuel M. Cuison, Chief, AFMD, expressed his gratitude to the resource persons and the ERDB GAD FPS and stressed that the management truly cares for the health and welfare of employees. He added that "now that we have the knowledge and awareness, it is up to us to take care of our own health. I have heard this before from someone and I will say it now – If we love our family and want to protect and take care of them, we should take care of ourselves first".



Dr. Kenneth Wilson O. Lim, Pulmonologist, discussing the different types of cough, functions, causes, and cure.



Dr. Luwalhati Sara P. Lim, Nephrologist, talks about the Chronic Kidney Disease (CKD) and the Global Burden Trend of CKD.



Juana Climbs the Top: An Exchanging of Roles Activity

Michael Maoi M. Baldonado, UERD

In every country, women are viewed as the primary caregivers for children and the elderly in our culture. In contrast, I believe women to be the "atoms" of society, without which nothing would exist. From infancy to adolescence, women provide excellent care for their families. They frequently work to provide for themselves, their children, and their parents.

I was raised knowing that women can accomplish everything she sets her mind to. Since my father is the primary provider for our family, I observed my mother performing all the woodwork at home. I watched her as she scaled our roof to make repairs due to the high winds caused by the shifting weather conditions near Laguna Lake. I observed how she used a hammer to fix the door at my room, which had been jammed for no apparent reason. As I witness my mother, I am able to overcome my preconceived assumptions concerning the capability of others.

For this reason, I believe in the importance of the "Exchanging of Roles" activity held during the Women's Month celebration at ERDB. The overarching topic stresses women's capacity to respond to the difficulties faced by climate change and the COVID 19 pandemic, which are directly tied to the activity. The activity highlights the significance of men's and women's complementary and equal roles, particularly at home. This event promotes the eradication of unhealthy comparisons and competitiveness between men's and women's stigmatized responsibilities (e.g., paying bills, automobile maintenance, house repairs) (i.e., cooking, shopping, house cleaning, etc.). Further, it shows that tackling gender disparities does not need a role reversal. Rather, it requires a high level of recognition of the harmonic link between men's and women's roles in society, in which neither position is less significant or inferior to the other.

Moreover, the goal of the ERDB women employees' switching positions challenge is to encourage widespread acknowledgment and acceptance of women's potential across all societal sectors.

Among the videos submitted by Divisions and RDECs, three received the highest scores.

Joan of ARDEC reaches the summit, ARDEC, 1st Place.

Joan Grace T. Yamas, Science Research Specialist I of the Agroforestry RDECs, a woman who can scale the tallest trees in Davao City, was named the winner of the Exchanging Role Activity. She reached the summit by climbing a very tall *Swietenia macrophylla* tree without breaking a sweat. Her skill is beneficial to the Forest Tree Seed Center. Have you climbed a tree at least once in your life? Sincerely, I do not. How can I achieve it when I cannot even reach the top of the mango tree in my backyard? We do not know the specifics, but one thing is certain: she can accomplish whatever the ARDEC guys can.

You no longer need to contact Meralco; the FWRDEC ladies have arrived. FWRDEC, 2nd Place.

The Forest and Wetlands RDEC ladies have repaired the office's electrical wiring, so you no longer need to contact Meralco. With teamwork and resolve, they simply restore the room's illumination by performing precise work with their own hands, and voila, the bulb is fixed. Some of the women also serve as carpenters, repairing office chairs. After completing certain tasks and getting our hands dirty, we should feel a sense of self-worth, correct? This allowed the FWRDEC ladies to take second place.

Climbs, prunes, cuts, repeat: A real forester's essence, WWRRDEC, 3rd Place

Do you need someone to prune and trim some of the trees in your property? We got you! Maribel Abrigo, Utility Worker at the Watershed and Water Resources RDEC, can perform all silvicultural tasks using only one hand! Additional points were awarded to the center for its third-place finish in the competition due to the contribution of a very determined woman who demonstrates her capacity to inspire others to achieve the same.

The video submissions were evaluated on the basis of their a) creativity (30%), content (40%), technical organization (20%), and d) people's choice award (10%). In her closing message, Dr. Marilyn Q. Lalican, the GAD Focal Point, thanked everyone involved in the ERDB GAD's operations, especially Director Maria Lourdes G. Ferrer and Assistant Director Mayumi Quintos-Natividad. She also remarked that the Women's Month Celebration was largely the result of the collaborative efforts of all Divisions and Research Centers.

As workforce members living in the 21st century, we must continue to recognize the significance of empowering women, particularly in the tasks we perform. Women empowerment can be defined as the promotion of women's feeling of self-worth, their ability to make their own decisions, and their right to influence societal change on behalf of others. The lives and attitudes of those you lead will always enhance the results of any endeavor. Empowering others is not merely a trend; it is a method.





ERDB-PWD, Senior Citizens Celebrate 18th Women with Disabilities Day

Amber Rose Burn DG. Olvida and Jenet C. Tejada, LESD

The ERDB PWDs and Senior Citizens with some members of the ERDB GAD FPS conducted a tree planting activity at the Laboratory and Experimental Services Division-Los Baños Experiment Station (LESD-LBES) and pneumonia vaccination for PWDs and senior citizens in the ERDB Clinic on March 28, 2022.

The National Council on Disability Affairs (NCDA) enjoined all government offices to observe the 18th Women with Disabilities Day with the theme “Kababaihan may Kapansanan sa New Normal: Kapantay, Kaisa at Kasama sa Inklusibong Kaunlaran”, by conducting environmental activities for PWDs and senior citizens. The activity was attended by 40 ERDB employees (29 women and 11 men).

For. Mayumi Quintos-Natividad, ERDB Assistant Director, emphasized in her opening remarks that senior citizens and PWDs must not be disregarded and must be given equal

importance as they are also part of the success of the Bureau. After the short program at the ERDB Lobby, participants proceeded to the LBES where they planted 40 Kalingag seedlings.

The Kalingag is a medicinal plant known to have antibacterial, antifungal, fumigant, and analgesic properties. Seedlings of Kalingag were planted at the Experimental and Demonstration Area at LBES as part of its intent in developing an Eco park and for regular monitoring.

Upon the start of the tree planting activity, Ms. Carmelita M. Mojica, Senior Science Research Specialist and OIC-Chief of the Laboratory Services Section (LSS) from LESD, demonstrated the proper application of the ERDB's first patented bio-fertilizer, Hi-Q VAM 1 in planting. Lastly, Ms. Florentina D. Oliva, the Experimental and Demonstration Service Section (EDSS) OIC-Chief, closed the program by thanking and congratulating everyone who participated and did a great job in planting a tree with the use of Hi-Q VAM 1.

UBRDEC Provides Technical Assistance on Women-friendly Livelihood Opportunities on Bamboo

Jesselit L. Candelaria, UBRDEC

As part of the celebration for this year's Women's Month with the theme "Agenda ng Kababaihan, Tungo sa Kaunlaran", the Urban and Biodiversity Research, Development and Extension Center (UBRDEC) of the Ecosystems Research and Development Bureau (ERDB) extended technical assistance to the Philippine Statistics Authority (PSA) of Quezon province in its campaign to empower women, achieve gender equality, and highlight women's participation and contribution in addressing the COVID-19 pandemic thru a livelihood seminar. The activity was joined by 16 PSA personnel composed of six men and 10 women participants on March 18, 2022 at the PSA conference hall in Landco Business Park, Lucena City. Forester Stephanie D. Dimalanta, Community Development Officer I, delivered the introductory presentation to acquaint participants with UBRDEC mandates, functions and RDE

activities. With an end goal of sustainable development, UBRDEC resource speaker, Forester Christian Rae de Guzman, Science Research Specialist I, discussed the importance, types, uses and various potentials of bamboo to create employment and empower women and men economically while protecting the environment.

The activity inspired participants to go further into learning the details of raising ornamental bamboo, which is a very promising business for nursery operators in Laguna and Bulacan. Other preferred options include processing of bamboo shoots or labong into pickles and production of bamboo charcoal briquettes. Participants expressed their wish for a sequel training for these chosen livelihood options.





Ms. Maria Marcia M. Santillan, CZFERD



Ms. Emma P. Paunlagui, TTD



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Ms. Daisy L. Engle, AFMD

RampaSenior: The Road to Crown

Romana Atienza-Mauricio, FERD, Jenet C. Tejada and Amber Rose Burn Olvida, LESD

The first Ms. RampaSenior was held on March 31, 2022 via Zoom application. Contestants from seven units at ERDB main office and research centers competed in this much awaited culminating activity during the Women's Month Celebration, spearheaded by the Research Plans and Programs (RPP) Committee of ERDB GAD FPS.

The Ms. RampaSenior contest was an offshoot of the Miss Rampasura which has been organized by the ERDB GADFPS for three years. Just like the Ms. Rampasura contest, the former provided a different platform for ERDB senior women employees to express their appreciation and support for the clean and green environment through the 3Rs – reduce, reuse, recycle. Creating innovative and stylish outfits out of trash/biodegradable materials spread an environment-friendly message and encourage everyone to safeguard, nurture, and cherish the country's environment. The contest also aimed to send a motivating message to all people, especially the elderly – staying socially active as they age, help them achieve better

cognitive function, maintain good emotional health, improve physical health, boost immune system, and gain more confidence.

Three equally beautiful ladies acted as judges, namely Ms. Nova Sabio, Miss Silka General Trias 2019, Ms. Sheena Tan De Chavez, Mutya ng Pilipinas CALABARZON 2018, and Ms. Hannah Lee Tanael, Binibining Catanduanes 2018. Contestants were judged on their creativity (40%), materials used for the outfit (30%), poise/impact (20%), and people's choice (10%).

Ms. Nolita Gasapos from PICTD bagged the title Ms. RampaSenior 2022 garnering 92.33%, followed by 1st Runner Up, Ms. Rose Floremon from WWRRDEC with 92% and 2nd Runner Up Ms. Daisy Engle from AFMD with 90.67%. Other contestants included were Misses Maria Marcia M. Santillan (CZFERD), Emma Paunlagui (TTD), Erlinda Dela Cruz (ARDEC), Anita Oro (CRERDEC). A big congratulations and cheers to all the winners and participants who joined the contest. It is never too late to be fabulous.





DENR-ERDB Participates in #PURPLETUESDAYS2022 Campaign

The Ecosystems Research and Development Bureau (ERDB) participated in the #PurpleTuesdays2022 Campaign of the Philippine Commission on Women (PCW) for the month of March at the ERDB Main Office and its Research, Development, and Extension Centers (RDECs) throughout the Philippines.

Purple is historically associated with efforts to achieve gender equality and is now usually linked to contemporary feminism. It inspires hope and vision and symbolizes the gains so far achieved and those that are yet to come. The Memorandum Circular No. 2022-01 dated February 11, 2022 on the Guide for the 2022 National Women's Month Celebration, was issued by Ms. Sandra S. Montano, Chairperson of PCW. ERDB employees were enjoined by ERDB Director Maria Lourdes G. Ferrer, to participate in the Purple Tuesdays Campaign as part of the Women's Month Celebration for CY 2022 by wearing purple clothing or anything with a touch of purple every Tuesday for the whole month of March.

ERDB will always be at the forefront in supporting women's empowerment and gender equality.

ERDB GAD FPS JuanaBuys Live-Selling Experience

Anne Gelli L. Nuñez, TTD

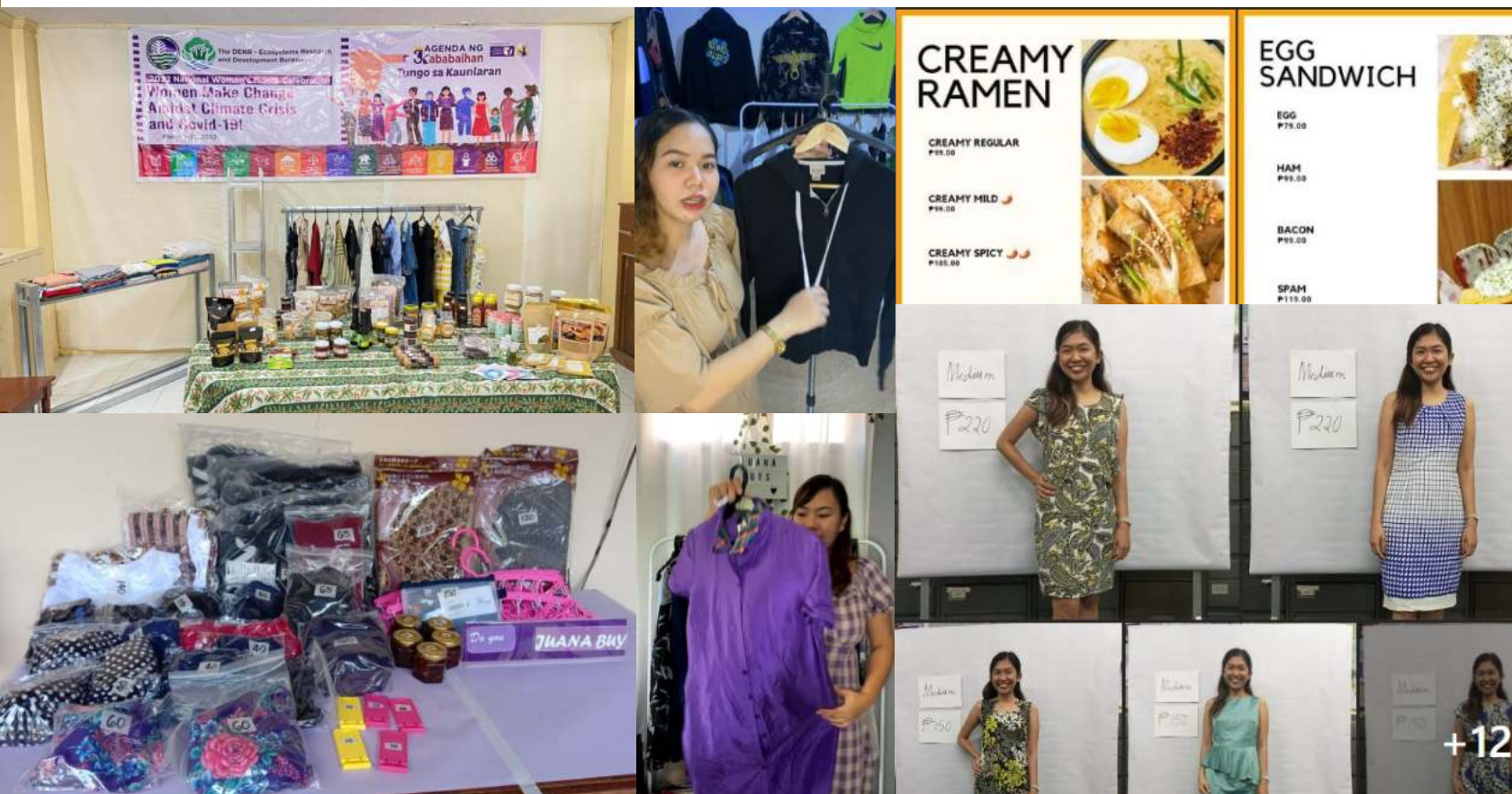
During the COVID-19 pandemic, online selling made people's shopping experience very convenient. In 2021, the ERDB GAD FPS initiated an online bazaar event called Juanabuys, as part of its Women's Month Celebration. Due to positive response received from sellers and buyers, the GAD FPS decided to conduct the "JUANABuys" every Friday of March. The activity provided an opportunity to help and support ERDB Juanas gain an additional income by selling their goods like clothes, and food through online selling.

Since college days, I have been an online seller of different cosmetic brands in order to support my studies. For this year's JuanaBuys, I was one of the live-sellers who joined the activity and was able to sell items such as jackets, dresses, and shorts. It was my first time experiencing a live-selling event and due to the positive response, I was invited to sell my items again. This served as a platform to develop my confidence and skills to sell items online through Facebook live.

This activity is a win for both sellers and buyers. One active buyer at the Juanabuys shared that

she had so much fun! She continued, *"I love the items specially branded clothes sold by colleagues at very low prices. I trust all the sellers since we're coworkers and bought so many clothes which I can even wear at the office. They are of good quality, some are even brand new. Also, Juanabuys created a "special bond" among the buyers and sellers. A stress reliever for buyers, there was laughter and camaraderie, and excitement in trying to say "mine" first and be able to get the item. I am glad that the live selling in Juanabuys was continued even after the Women's Month Celebration in March. I hate shopping for clothes in malls because it is time consuming, exhausting, and expensive. JUANABuys made shopping easier, fun and exciting!"*

This would be a perfect time, with everything being accessible, and all the trends being on the internet the same with the growing online entrepreneurship. This is a unique opportunity that will also allow men and women to be empowered that they can do this kind of online selling just by having their mobile phones and items to be sold. It is an excellent strategy in life for having valuable income from a small business. You will never know one day that you are saving money for your future.



Various products being promoted through the JuanaBuys Facebook page.



Kababayen-an Para sa Kinaiyahan: Women Takes the Lead in the Assessment of Typhoon-Damaged Mangroves of Bohol

Joselito T. Sumabat, CRERDEC

The National Women's Month celebration every March is an opportunity to highlight women's achievements, especially those who overcome prejudice and play a significant role in managing natural resources. It is just fitting to acknowledge the women in the environment sector who tirelessly contribute to the generation of information towards informed decisions for sustainable ecosystems management.

On December 16, 2021, Typhoon Odette did not only destroy many houses and infrastructures, it has devastated considerable mangrove areas in Bohol. Thus, the Department of Environment and Natural Resources 7 requested the ERDB Coastal Resources and Ecotourism Research, Development and Extension Center (CRERDEC) to provide technical assistance in the conduct of the comprehensive assessment of typhoon-damaged mangroves of the province. Four teams were created to cover the assessment of 19 local government units (LGUs). Each team consisted of representatives from ERDB CRERDEC, DENR Region 7, the Provincial and Community Environment and Natural Resources Offices (PENRO and CENRO) in Bohol, the Bohol Environmental Management

Office (BEMO), and the concerned LGUs. The assessment was conducted from March to April 2022.

Despite the arduous tasks in assessing typhoon-damaged mangroves, women are not taking the back seat. Like their male counterparts, they waded through knee-deep mud and made their way through mangrove thickets. They endured scratches and injuries caused by protruding pneumatophores, barnacles, and even thorns of some mangrove-associated plants as well as the scorching heat of the sun.

We salute and honor these women, Ms. Chona M. Tura, the Research and Development Unit (RDU) Chief of CRERDEC, and Forester Glecirita V. Racho, Conservation and Development Section (CDS) Chief of PENRO Bohol. Both have played a crucial role and have long been at the forefront of implementing research and development projects on ENR, including mangroves.

Results of the mangrove assessment shall be used as bases in determining the rehabilitation strategies to recover from the damages brought by Typhoon Odette. Indeed, this is another proof that women can contribute to ENR management, planning, and development. Salute to our women ENR workers!



ENR women workers from PENRO Bohol, CENRO Talibon, and LGU Getafe waded through the sea and mud to determine the degree of the damage wrought by Typhoon Odette in December 2021.



PENRO Bohol Conservation and Development Section Chief, For. Glecirita V. Racho (left photo in blue shirt), leading a team of mostly women in assessing typhoon-damaged mangroves in Getafe, Bohol.



ERDB CRERDEC's Chona M. Tura, Senior Science Research Specialist and Research and Development Unit Head, providing technical assistance to a team composed of males in assessing typhoon-damaged mangroves of Trinidad, Bohol.

Sitio Bacao's Aeta Women in Practice of Herbal Medicine

Faith Anne A. Manarin, FERD

The Aetas (Ay-tas) or Agtas are believed to be the Philippines' first inhabitants and are the country's most prominent indigenous peoples group. They are found in the middle parts of Luzon and the Visayas islands. The Aeta pact in Sitio Bacao, Palayan City, Nueva Ecija, was one of the pacts relocated as a result of Mt. Pinatubo's eruption in 1991.

The Aetas in Sitio Bacao are located near the ERDB Plantation sites. Since 2013, the Aetas in Bacao became partners of ERDB in raising and maintaining the seedlings raised in the plantation areas.

Aetas in Sitio Bacao now live similarly to how they did in their prior surroundings. They plow the soil to plant rice or other cash crops, including cassava, sweet potato, and string beans. Though both government and private assistance are given to the group, they still struggle to make ends meet. This results in their dependence on food, shelter, and medicine to their surroundings.

The nearest medical service provider in the area is the barangay clinic, which also provides minimal medical needs. Given their belief and culture on the dependence of healing in nature and minimal to no access to medical needs, the Aetas use resources from

plants, shrubs, and trees available in their area.

Traditional medicine, also known as complementary and alternative medicine (TM/CAM), is an essential aspect of ancient civilization's practice of improving health and well-being. The Aeta Women of Sitio Bacao are usually the ones who practice the use of herbal medicine.

During one of the maintenance and protection activities at the ERDB plantation site in the area, one of the Aeta Women in Sitio Bacao who practices the use of herbal medicine shared her story.



Ms. Grace Soria, a practitioner on herbal medicine.

Table 1. Trees, Plants, and Shrubs used in Treating illness, ailment and pain.

Plant/Tree/Shrub	Part of the Plant Used	Illness/Ailment/Pain
Cogon	Leaf	Urinary Tract Infection
Ampalaya	Leaf/Fruit	Stomach pain/discomfort
Guyabano	Leaf	Fever & Back pain
Kakauate	Bark	Asthma
Eucalyptus	Leaf	wound antiseptic
Bignai	Leaf	High blood pressure
Hagonoy	Leaf	Stomach gas pain
Luyang Dilaw	Rhizome	Arthritis
Santol	Leaf	Fever
Tawa-tawa	Leaf	Fever/ Dengue Fever
Banana	Resin	Wound
Blue bell	Flower	Better immune system
Alibangbang	Leaf	Fever

Grace Soria, a 31 year-old housewife and a mother of three kids is the principal practitioner of herbal medicine in their tribe. Her family lives in a small house provided by the government. Their income comes from her husband's wages from working as a laborer in the ERDB plantation site.

Table 1 shows some of the trees, herbs, and shrubs she uses in treating some illnesses, ailments, or pain.

Grace shared that she learned the practice of herbal medicine from her grandmother. She believes that plants have healing powers given proper use of its parts. Two weeks prior to the

interview, her family members experienced symptoms she suspects to be COVID-19. She shared that herbal medicine was the only treatment they received during that time. They had high fever, body pain, headache, and loss of smell and taste. She used Guyabano to treat their fever and body pain, and bignai to boost their immune system. The symptoms lasted only three days, according to her.

Grace's knowledge of herbal medicine not only helps her family but her tribe as well. Her expertise in this practice promotes the importance of women in keeping and maintaining their tribe healthy and well.

CGWC Receives Certificate of Appreciation from the DENR-NGADFPS



Medelyn C. Bumagat, LESD

The Clean and Green Women's Club (CGWC) of Barangay Bucal, Magdalena, Laguna and project cooperators of the Kapaligiran at Likas Yamang Pag-unlad sa Nayon: An Adopt-A-Community Project by the ERDB-GAD Focal Point System receives a Certificate of Appreciation from the DENR-National Gender and Development Focal Point System (NGADFPS). The certificate was given in recognition of the CGWC's dedicated efforts and commendable contributions and initiatives in fostering change in their community amidst the climate crisis and the COVID-19 pandemic. It was awarded to CGWC on March 7, 2022 as part of the 2022 National Women's Month Celebration and was signed by Atty. Analiza Rebuelta-Teh, the Undersecretary for Finance, Information Systems and Climate Change and Chairperson of the DENR-NGADFPS. The certificate was handed to them by Ms. Ma. Vienna O. Austria, the project leader of the Adopt-A-Community Project during a meeting held on April 28, 2022 at the Barangay Hall of Barangay Bucal, Magdalena, Laguna.





Passion x Dedication

Marla V. Cambay and Yessa G. Escarez, TTD

When it comes to mathematics, the women's achievements are less popular. Unfortunately, there is a stereotype that still prevails today that mathematics is traditionally a male-dominated field. But this did not hinder this woman in pursuing her dreams. Let's meet Dr. Aurora S. Jose, former Supervising Science Research Specialist of the Technology Transfer Division (TTD) of ERDB.

Dr. Aurora S. Jose obtained her Bachelor of Science in Applied Mathematics from the University of the Philippines Los Baños (UPLB), Laguna in 1978. Then, she pursued her Program in Economic Development at the University of the Philippines in Diliman, Quezon City in 1992. She also took her Master's degree in Strategic Planning and Policy Studies in UPLB through the DENR scholarship program in 2001. In 2008, she also graduated with a doctoral degree in Community Development with cognate in Environmental Science through the Philippine Council for Agriculture Philippine Council for Agriculture, Aquatic and Natural Resources Research and Development (PCAARRD) and the Southeast Asian Regional Center for Graduate Studies and Research in Agriculture (SEARCA) scholarship programs. Even after finishing her PhD, she still managed to mentor both foreign and local graduate students at the UPLB School of Environmental Science and Management by helping them in the

quantitative analysis of their theses. She said, "I am happy that a lot of graduate students have finished their degrees through my mentorship." Truly, Dr. Jose is someone who values good education as a foundation to her contributions in the Bureau.

Her career in ERDB started as a planning officer that handles the evaluation and monitoring of ERDB research and development projects before she became a researcher with numerous completed projects. Through her passion and dedication in doing research, she became a supervisor on the assessment and packaging of ENR technologies for promotion and extension. Her positive outlook and commitment in work pushed her to be a Youth Desk Officer who conducts learning engagements promoting ERDB's technologies. In July 2021, she retired from the ERDB after spending 43 years of wholehearted dedication to government service.

She is married to Mr. Nestor C. Jose to whom she has three children. Truly, being a mother, wife, researcher, extension worker, supervisor, and mentor became a big challenge throughout her career. But she was able to conquer these challenges by pursuing her passion, persistence, and love for work. She proved that education is one of the most important means of empowering women with the knowledge, skills and self-confidence necessary to contribute to national development.

Learning and Development Interventions for CY 2021

Florentina D. Oliva, LESD

Through the Administrative, Finance and Management Division - Human Resource and Development Section (AFMD-HRDS) and support from other Divisions, nine learning events were conducted for CY 2021. Despite the Covid-19 pandemic, ERDB's desire to bring normalcy to each and every employee was not tarnished. Promoting their welfare and uplifting their morale through conduct of several online training and workshops were done.

On February 10, 2021, the orientation on withholding tax was conducted and participated by 177 employees (57 males, 120 females). Mr. Clemente Tenorio, Jr. and Ms. Lovely Mae C. Desquitado, representatives from the Bureau of Internal Revenue (BIR), Calamba, Laguna discussed various types of payments that are subjected to withholding tax.

A re-orientation webinar conducted on March 26, 2021 was participated by 329 (140 males, 189 females) ERDB employees. Personnel from the different divisions of the office served as the speakers and facilitators. They encouraged everyone to perform their duties and responsibilities with utmost dedication, competence, integrity, and loyalty for the attainment of the mandate of the Bureau.

Online Coaching and Mentoring for Peak Performance and Course on ISO 9001:2015 Quality Management Systems (QMS) were conducted on April 6-8 and 28-30, 2021, respectively. Ms. Evie H. Tadeffa explained to the 40 participants (14 males, 26 females) how coaching and mentoring were done and how direct reports were guided by the approaches provided for a meaningful dialogue which lead to the improvement and development of their performances. Mr. Samuel Rosal and Ms. Beth Estanislao, both from the Development Academy of the Philippines (DAP), guided 30 participants (7 males, 23 females) on how they can prepare the documented information within the context of ERDB.

The Statistical Analysis Workshop was held on June 9-11, 2021. Prof. Sandy Abogada, from StratOne, imparted her knowledge on how field researchers could improve on the processing and analysis of ENR statistical data and information. This was participated by 70 employees from the research sector (21 males, 49 females).

The orientation that enlightened and improved each employees' understanding of the DENR's Scholarship Policies and Guidelines was held on June 14, 2021. It was attended by 79 participants (17 males, 62 females) who aimed to pursue a higher degree of technical capability to help them in the performance of their duties and responsibilities in the Bureau. Mr. Dexter M. Tindoc, Chief of the Career Development Division of the DENR enthusiastically explained these policies.

Training Workshop on Scientific Writing was held on August 3-5, 2021. Professors Olga C. Lomboy, Avril Adrienne DG Madrid, and Reianne M. Quillooy, from the University of the Philippines Los Baños (UPLB), assisted the technical staff of the Urban and Biodiversity Research, Development, and Extension Center (UBRDEC) researchers on how they could prepare publications for their research outputs for future use of next generation's researchers who will be responsible for the conservation, protection, development, and maintenance of the environment. This training workshop was participated by 22 technical staff (8 males, 14 females).

Mr. Rejaynil M. Valdez, ERDB's chemist and in-charge of the ERDB Main Office Chemistry and Soils Laboratories shared the proper inventory of laboratory supplies, chemicals, and equipment; and the quality management system and plans for the effective, efficient, safe use, and management of our laboratories. This was done through a webinar titled Establishing Quality Assurance and Quality Control in the Laboratory which was attended by 56 participants (18 males, 38 females) on October 21-22, 2021.

A representative from DAP conducted the ISO 9001:2015 Guidelines for Auditing Management Systems on November 8-11, 2021. This training course was participated in by 29 officials (6 males, 23 females). The learning from this training course will enable the participants to plan, prepare, and perform an internal quality audit; practice effective communication skills, techniques, and conflict management; present objective evidence to demonstrate conformance to ISO 9001-2015; to report factual and value-adding audit findings; and to conduct effective follow-up activities on actions taken.



Discipline. Time. Family. Responsibility.

Irish T. Azucena, CRERDEC

Public service is not just a mere job in the government. It requires dedication, passion, responsibility and discipline. Borrowing the quote from Margaret Chase Smith “Public service must be more than doing a job efficiently and honestly. It must be a complete dedication to the people and the nation”.

It was because of her passion for work that she developed deep connections with colleagues and gained respect in the research bureau. Dr. Alicia Lachica-Lustica, fondly called by her family and close relatives as “Nik-nik” grew up in an extremely loving but humble family in a small town of Sigma, Province of Capiz. Second among the eight siblings, she experienced formidable obstacles when her father passed away during her early years in high school while her mother was a public school teacher. At an early age, she strived hard and embraced the responsibility of an older sister to her siblings, “I really wanted to help my family and see them succeed in life”, she said. She was the pillar of strength in her family and has significantly provided emotional and financial support in unassuming ways.

Courage, resilience, and compassion to excel was her driving force as she was coping with stress from her studies. She excelled in her academics with flying colors as Class Valedictorian in her primary and Class Salutatorian in her secondary education. She initially wished to take up nursing in college, a degree that could propel her family toward economic stability, but that dream slipped away.

She pursued the course on Bachelor of Science in Agriculture, Major in Agronomy at Capiz State University in 1973-1977. Later on, she proceeded with her Master’s Degree (1991-1996) and Doctorate Degree in Agriculture (Major in Agronomy) in 1997-2005 in the same University. She also had an opportunity for a scholarship grant at the University of Philippines, Los Baños, Laguna, and completed 31 units of MS Environmental Science in 1984-1986.

Dr. Lustica started from the rock bottom of her career in the research field and government service. She started as a Science Research Aide in 1978 right after she graduated from college. It was a contractual post from the then Forest

Research Institute (FORI), she did all the leg-works for the study on Ipil-ipil (*Leucaena leucocephala*) under the supervision of Dr. Leuvina M. Tandug, former Ecosystems Research and Development Bureau (ERDB) Director. From there, many opportunities came to her until she was promoted as a permanent employee in the Department of Environment and Natural Resources in 1989. Her love and passion for research and extension activities paved her way and became the Chief Science Research Specialist in 1993. She was designated as the OIC-Regional Technical Director for Research in DENR Region 6 from 2005 until the DENR rationalization plan in May 2015.

Her competence, dedication and commitment as public servant opened an opportunity for her to head the former Biodiversity, Coastal, Wetlands and Ecotourism Research Center (BCWERC) and now the Coastal Resources and Ecotourism Research Development and Extension Center (CRERDEC) in the Visayas Region based in Cebu City, since the DENR rationalization plan in 2015 until 2021.

Almost four decades in public service, Dr. Lustica has been a pillar, a foundation in government service and research in the Ecosystems Research and Development Bureau. She was the project leader for the research studies of major concerns such as Carrying Capacity of Ecotourism Sites in the Island of Boracay (2018), Siargao and Panglao (2020-2021), Microplastic Contamination Determination on Major Water Bodies of the Philippines (2018-2020) and was designated as the Regional Coordinator for the National Greening Program in Region 6 (2015), among others. She also exposed herself to several international training, workshops, and events such as the “2015 East Asian Seas Congress” on November 16-21, 2015 in Vietnam and the Learning Exchange on Sustainable Bioregional Planning on June 14-29, 2012, Ontario and Nova Scotia, Canada. Her skills and wit landed her to become a chairperson, lead coordinator, and focal person for different committees in the DENR. These achievements and recognitions are the product of her hard work and perseverance.



Her work and position demand the majority of her time. Despite this, she was able to have a work-life balance. “Indeed it needs a lot of focus to get a job done and always make sure to give quality output for every work assigned to you” Dr. Lustica said. She also makes sure to give quality time to her family despite her many tasks in the office.

Success can be measured in different aspects, but for Doc Alice, her definition of success is seeing her family happy. That was one of her goals in life. She aspires a comfortable life not only for herself but for her family. She finds contentment in the happiness and success of her family and the people around her.

Dr. Lustica shares one of her hole-and-corner abilities, to secretly discern people’s abilities and personalities, the moment she meets them. She used this to effectively manage her office and develop her subordinates. She lived by her core values towards work that is honesty, patience,

respect, and commitment, and dwelt by her mantra “to value time”.

Not all beginnings are glamorous, you may not be in the position that you wish to be right now, but with continuous perseverance and hard work, you will soon reap what you sow. “Many opportunities will open, so grab whatever comes up to you, but remain humble and do the work with honesty and integrity”, said Dr. Lustica.

She may have reached the end of the road for her career, but her legacy will continue, the value she instilled in her colleague, co-workers, and people that she had connected with, will remain.

When asked what is the best advice she could give to the young people in the government service, she quoted; “Remain dedicated and loyal in the service and maintain the right behavior towards peers and colleagues”.



Meet the ERDB's Committee on Decorum and Investigation on Sexual Harassment Cases (CODI)

Ma. Vienna O. Austria, TTD

For. Mayumi Quintos-Natividad, ERDB Assistant Director heads the Committee on Decorum and Investigation on Sexual Harassment Cases (CODI) with For. Paul J. Cuadra of FERD as the Vice-Chair. Members include Mr. Emmanuel M. Cuison of AFMD, Ms. Kathlyn A. Umali of PICTD, Ms. Adreana S. Remo as ERDBEA representative, and Ms. Ma. Vienna O. Austria (TTD) and Ms. Florentina D. Oliva (LESD) as primary and alternate GAD representatives, respectively. To serve as Secretariat of the group is Mr. Eugene Julius L. Paranaque of the Legal Office and the HRD staff.

The CODI team shall be in charge of
a) receiving complaints of sexual harassment;
b) investigating sexual harassment complaints in accordance with following the prescribed

procedure; c) submitting a report of its findings with the corresponding recommendations to the disciplining authority for decision; and d) leading in the conduct of discussions about sexual harassment within ERDB to increase understanding and prevent incidents of sexual harassment. Further, if a member of the Committee is the complainant or is the person complained of in a sexual harassment case, he/she shall be disqualified from being a member of the Committee until his/her case is resolved/closed.

ERDB's CODI was reconstituted through Special Order 2021-269 in accordance with Section 4 (a) of Republic Act No. 7877 otherwise known as "An Act Declaring Sexual Harassment Unlawful in the Employment, Education or Training Environment,



(Upper L-R) Mr. Emmanuel M. Cuison, member; Mr. Eugene Julius L. Paranaque, secretariat; and For. Paul J. Cuadra, Vice Chair. (Lower L-R) Ms. Kathlyn A. Umali, member; Ms. Florentina D. Oliva, alternate GAD representative; For. Mayumi Quintos-Natividad, Chair; For. Jamella M. de Castro, ERDBEA representative; Ms. Ma. Vienna O. Austria, permanent GAD representative; and Ms. Marilou C. Arcillas, secretariat and HRDS representative.

and for Other Purposes” and by virtue of the Civil Service Commission (CSC) Resolution No.01-0940 otherwise known as “The Administrative Disciplinary Rules on Sexual Harassment Cases”, the Department of Environment and Natural Resources (DENR) issued Administrative Order (AO) No. 25 Series of 2002 regarding the Revised Implementing Rules and Regulations on RA No. 7877, otherwise known as the “Anti-Sexual Harassment Act of 1995”. In line with this,

ERDB created the Committee on Decorum and Investigation on Sexual Harassment Cases (CODI). The Committee was first created on October 19, 2016, thru Special Order (SO) No. 447 Series of 2016.

With the reconstitution of the ERDB-CODI, all employees of the Bureau (main and RDECs) should be guided accordingly and to extend full support, cooperation, and assistance in the conduct of the Committee’s tasks.

ERDB-CODI Survey

Ma. Vienna O. Austria, TTD and Amber Rose Burn Olvida, LESD

In December 2021, the Training, Education and Special Events (TESE) Committee of the ERDB GAD FPS spearheaded a survey on the awareness of its employees on the existence of a Committee on Decorum and Investigation of Sexual Harassment Cases (CODI) in the Bureau. Of the total number of 883 ERDB employees, 622 (70.44%) responded to the survey, 340 (54.66%) from the RDECs while 282 (45.34%) from the main office. The result of the survey is as follows:

Respondents’ socio-demographic characteristics

From the total number of 622 respondents, 323 (51.9%) are male; 295 (47.4%) are female; while 4 (0.6%) did not disclose their gender preference. A little over half of them are married (321 or 51.6%); 268 or 43.1% are single; 30 or 4.8% are widowed/separated and 3 (0.48%) are in a live-in/common-law marriage relationship. In terms of age, the majority of them (253 or 40.68%) belonged to the early adulthood which age ranging from 20-34 years; this was followed by the midlife/middle age adult (35-50 years of age) with 165 or 26.53%; the mature adulthood (51-60 years) with 158 (25.40%) respondents, while only 46 (7.39%) employees are a senior adult.

As regards to their employment status, 316 (50.8%) are permanent; 298 (47.9%) are Job Order (JO) and only 8 (1.3%) are casual. For the number of years in the present position, almost 85% (525 respondents) said they fell within the 1-10 years length bracket; while the rest are distributed within the range of 11-20 years (33 respondents); 21-30 years (30 or 4.82%); and 31-40 years (33 or 5.31%). Only one respondent holds the same position for 41 years.

Respondents’ awareness/knowledge on of CODI

Based on the survey, it was observed that the majority of the respondents, 414 or 66.6% have not heard of the Committee on Decorum and Investigation on Sexual Harassment Cases (CODI). With this information, it followed that more than half of them, 350 (56.3%) are unaware of the existence of a CODI team in ERDB; have no knowledge as to of the functions of the committee (428 or 68.6%) and have not attended any CODI seminar (539 or 86.7%). Likewise, it revealed that more than three-fourths of them (474 or 76.2%) have no knowledge as to not know the ERDB Special Order 269 series of 2021, Reconstituting the CODI in ERDB and are unacquainted that the Assistant Director (For. Mayumi Quintos-Natividad) heads said committee.

These observations are probably true since almost half of the respondents (47.9%) are Job Orders (JO), which implies that they are still young, some are newly-hired and just still adjusting to their present positions, have not attended a Gender Sensitivity Training (GST) (358 or 57.6%) and not yet familiar with the subject on Gender and Development.

With the result of the survey, the TESE committee then led the conduct of a Gender Sensitivity Training (GST) and an Orientation Seminar on Republic Act 7877: Anti-Sexual Harassment Act of 1995 which were realized on March 02, 2022 and March 09, 2022, respectively.



mindGAD

Your thought goes here!

Double Puzzle

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Solve the anagrams to reveal the letters for the final message.

Solve the anagrams in the top part of the puzzle.

Each circled letter is used just once.

Use the circled letters from the words in the top part to complete the final word or phrase at the bottom.

This is your Hidden Message Puzzle!

T	B	A	W	A	L	B	T	A	S	T	N	P	O	S
I	A	L	A	W	P	E	N	G	U	I	N	O	M	K
G	R	K	F	Q	J	J	A	E	R	M	D	L	I	T
E	P	L	R	B	V	X	H	V	X	U	T	A	K	L
R	I	L	E	E	Y	U	P	T	F	Z	O	R	R	G
C	P	A	B	P	E	D	E	O	B	T	W	Q	Z	A
G	R	G	A	R	H	M	L	A	E	D	L	V	P	B
Z	I	N	O	X	O	L	E	D	A	S	F	K	D	R
M	D	R	O	R	L	T	W	W	R	T	O	G	M	E
A	O	C	A	B	F	V	A	T	A	O	I	Q	M	E
I	Z	N	J	F	Y	C	V	G	Y	R	N	D	M	K
G	R	L	K	L	F	G	N	N	I	K	P	K	O	B
J	J	S	Z	E	K	E	O	Y	J	L	F	S	X	M
G	E	O	E	I	Y	A	V	A	P	B	L	L	W	S
T	S	E	Q	F	C	R	D	R	T	W	F	A	B	P

- | | | |
|-----------|-------|---------|
| Alligator | Bear | Bear |
| Elephant | Frog | Giraffe |
| Goat | Lion | Meerkat |
| Monkey | Owl | Panda |
| Penguin | Polar | Stork |
| Tiger | Toad | |

This puzzle is a word search puzzle that has a hidden message in it.

First, find all the words in the list.
Words can go in any direction and share letters as well as cross over each other.
Once you find all the words. Copy the unused letters starting in the top left corner into the blanks to reveal the hidden message.



**Ecosystems
Research and
Development
Bureau**



ECOSYSTEMS RESEARCH AND DEVELOPMENT BUREAU GENDER AND DEVELOPMENT FOCAL POINT SYSTEM