



MAY 11 2023

MEMORANDUM

FOR : The Regional Executive Director
DENR MIMAROPA Region
1515 DENR By the Bay Bldg., Roxas Bld., Ermita, Manila

FROM : The PENR Officer
Mamburao, Occidental Mindoro

SUBJECT : **CONDUCT OF GENDER SENSITIVITY TRAINING AND
HARMONIZED GENDER AND DEVELOPMENT
GUIDELINES (HGDG) APPLICATION TRAINING**

In accordance with the Annual Gender and Development Plan and Budget FY 2023, forwarded herewith is the draft of Regional Special Order in the conduct of the Gender Sensitivity Training and Harmonizes Gender and Development Guidelines (HGDG) Application Training tentatively scheduled on June 15-16, 2023. Moreover, attached is the Annual Gender and Development Plan and Budget FY 2023 and Activity Design for the said training.

For information, evaluation and approval.


ERNESTO E. TAÑADA



REGIONAL SPECIAL ORDER

NO _____
Series of 2023

SUBJECT: CONDUCT OF "GENDER SENSITIVITY TRAINING AND HARMONIZED GENDER AND DEVELOPMENT GUIDELINES APPLICATION TRAINING"

In the interest of service and to capacitate the GAD Focal Point System of DENR Occidental Mindoro to actively ensure that gender and development is properly monitored and implemented in every project of our agency, the face-to-face training will be conducted tentatively scheduled on **June 15-16, 2023** in Mamburao, Occidental Mindoro.

The two-day training aims to increase the knowledge of GADFPS Members and DENR Employees with the following topics:

- Address gender-related issues in society, particularly in the national government.
- Develop a deeper understanding of the roles of men and women in society.
- Increase the level of awareness on gender and development
- Enhance the knowledge about the function and importance of Harmonized Gender and Development Guidelines (HGDG).
- To ensures gender equality and women's empowerment results in every program and projects.

With this, the following members of the GAD Focal Point System are hereby instructed to attend the activity.

PENRO Occidental Mindoro

1	Emiliza A. Calabio	-	SVEMS/GAD Focal Person
2	Donebelle S. Mesina	-	Accountant III
3	Michelle B. Umali	-	Planning Officer II
4	Josephine S. Tañada	-	Administrative Officer IV (Budget Officer II)
5	Hector S. Aragon	-	Protected Area Superintendent
6	Ferlinda S. Castillo	-	Land Management Officer III
7	Wilfredo T. Aquino	-	Land Management Officer II
8	Vernadette C. Fulgencio	-	Forest Technician II
9	Abe R. Francisco	-	Chief, Management Services Division
10	Von Erika S. Causapin	-	Administrative Officer IV/(Personnel Officer II)
11	John Syries V. Ragmat	-	Administrative Aide IV
12	Shyla Alah Z. Abutan	-	Planning Officer I
13	Lyza Ellaine A. Bernabe	-	AO I (Supply Officer I)



14	Jocelyn C. Almacen	-	Forest Ranger (PA Ranger)
15	Henry A. Marmol	-	Information Systems Analyst II
16	Mary Dominique B. Lavadia	-	Engineer II
17	Quinina Joie A. Lopez	-	Forest Ranger
18	Maria Jessica P. Del Rosario	-	Administrative Officer I (Cashier I)
19	Sarah A. Maderazo	-	Administrative Aide VI
20	John Paul Santelices	-	Forest Ranger
21	Neil Anthony Del Mundo	-	ECOMS II/ TCP Coordinator
22	Monica Glaiza D. Centeno	-	GAD Staff

CENRO San Jose

1	Efren L. Delos Reyes	-	CENR Officer/GAD Chairperson
2	Rhodora A. Garcia	-	LMO III/Chief, RPS/GAD Focal Person
3	Ma. Teresita P. David, Jr.	-	ECOMS II/Head, BMU
4	Karina Tricia D. Sy	-	ECOMS I/Planning Officer
5	Ronnele T. Esteves	-	Forest Technician I
6	Jomilyn M. Bitongan	-	LMO I
7	Niño Aloysius B. Colegado	-	Forest Technician I
8	Maryjean M. Barolo	-	Forest Ranger
9	Alexis Joy D. Belarmino	-	Forester I/NGP Coordinator
10	Nilo P. Salvador	-	DMO IV/Deputy CENRO
11	Orlino B. Gacuan	-	SEMS/Chief, CDS
12	Augreth S. Saligumba	-	Forester I/Chief, EMS
13	Lucelle B. Casticimo	-	Forest Ranger
14	Lehen B. Bautista	-	Forester I
15	Ritchel C. Alvarado	-	Admin Aide VI
16	Dally Joy Aura A. Roca	-	Admin Aide VI
17	John Senry B. Fulgar	-	LMO I
18	Loren Kaye A. Garcia	-	Forest Technician II
19	Jackielou P. Dumlao	-	Forest Technician II
20	Sancho C. Niedo III	-	Legal Researcher
21	Terenst Marie R. Pineda	-	GAD Staff/ CENRO Secretary

CENRO Sablayan

1	Fe M. Raguindin	-	SEMS/GAD Focal Person
2	Merlie O. Barrera	-	Forester II
3	Mercy A. Fianza	-	Forester I/Planning Officer
4	Carolina A. Dapito	-	Credit Officer
5	Anna Ritchel D. Nicanor	-	Park Maintenance Foreman
6	Josie R. Corpuz	-	ECOMS I
7	Isaias A. Guimod	-	DMO IV/Deputy CENRO
8	Rolando L. Matanguihan	-	Land Management Officer III/Chief, RPS



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MIMAROPA Region

9	Herold Castro	-	ECOMs I
10	Arlene V. Francisco	-	Planning Officer III/PASu
11	Mary Grace Robles	-	Forester I
12	Reynaldo A. Daño	-	ECOMS II
13	Helen M. Alcober	-	Admin Aide VI
14	Margareth Yutuc	-	LMO I
15	Serna M. Urieta	-	Admin Aide VI/ Property Consultant
16	April Amores- Castro	-	Forester I
17	Susan A. Valentine	-	Land Management Officer II
18	Krystal Dayne T. Villanada	-	PASu ARNP
19	Merry Ann C. Lacap	-	Special Investigator I/Records Officer
20	Gemma F. Cajayon	-	Forest Ranger
21	Victoria Zubiri	-	Engineering Aide
22	Angelika D. Flores	-	GAD Staff/ CENRO Secretary

Furthermore, the additional participants from DENR Employees are instructed to attend the training on the next day.

PENRO Occidental Mindoro

1	Celso B. Almazan	-	Chief, TSD/SVEMS
2	Romualdo S. Tria	-	Land Management Officer III
3	Roderick S. Orpilla	-	Community Development Officer II/ NGP Coordinator
4	Alvin E. Sanico	-	Forester II/ OIC Planning Officer
5	Ellie J. Nunez	-	Forester II/ CBFM Desk Officer
6	Amado J. Abiang	-	Forester II
7	Nilda T. Mancilla	-	Forest Ranger
8	Ann Cheryl Jane H. Vargaz	-	Administrative Officer I/ Records Officer I

This order shall take effect on the period specified therein.

LORMELYN E. CLAUDIO, CESO IV
REGIONAL EXECUTIVE DIRECTOR

Recommending Approval:

ERNESTO E. TAÑADA
OIC, PENR Officer

Organization/Bureau/Agency/Region:
Total Budget/GAD of
Bureau/Agency/Region:
Total GAD Budget of
Bureau/Agency/Region:
% of GAD Allocation:

Primary Source (GAA):
Other Source:

#VALUE!

Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement/GAD Objective	Referent Organization MFO/PAF or PPA	GAD Activity	Performance Indicator/Targets	GAD Budget	Source of Budget	Responsible Unit/Office
1	2	3	4	5	6	7	8	9
CLIENT-FOCUSED ACTIVITIES								
GAD Goal 1: Meaningful participation of women in consultation processes, community organizations and decision making bodies towards the sustainable management of the country's environment and natural resources								
Lack of participation of women on forest protection activities in the community	With the existing traditional roles of women (e.g., nurturing of families, doing house work while doing other jobs for income), activities such as forest protection becomes the least of their concerns	Introduce women to different forest protection activities in their community and their potential roles in strengthening it	PENRO GAD Focal Point System, CENROs and Technical Services Division-Monitoring and Enforcement Section	Conduct a discussion/presentation with local community re: forest protection and the potential roles of women in this activity; creation of multi-sectoral task force involving women	One (1) discussion/presentation with local community re: forest protection and the potential roles of women in this activity; creation of multi-sectoral task force. Estimated 20-30 pax of which at least 5% are women	5,000.00		PENRO/CENRO/IEC/EMS/GADFPS
GAD Goal 2: Ensure equal access of women and men to environment and natural resources goods and services								
Limited access and rights of women over land resources	Cultural practices that hinder women's access and control over land resources	To increase the number of women applying for land ownership or tiling	PENRO GAD Focal Point System, CENROs and Technical Services Division-Regulation and Permitting Section	Conduct presentations/seminars re: land ownership and tiling	Two (2) presentation/seminars per CENRO re: land application. Estimated 20-30 pax. Atleast 20% are female	1,500.00		PENRO/CENRO/IEC/RPS/GADFPS
	Limited women involvement in forest utilization activities due to their lack of access to resources and low knowledge on opportunities available for women	To increase awareness on the equal opportunity for women in forest utilization activities	GAD Focal, Planning and support Unit, CENRO and Technical Services, Regulation and Permitting Section	Conduct of CEPA activities and creation of data base in permitting to identify the increase in the number of women involvement in forest utilization	Two (2) CEPA activities per CENRO with atleast 50 participants of which 50% are women; creation and quarterly maintenance of database for issuance of permit	20,000.00		PENRO/CENRO/IEC/RPS/GADFPS
Limited awareness of women on their role in ENR management	Lack of CEPA on women involvement in ENR programs/projects	Encourage women participation in ENR management as a source of alternative livelihood	PENRO GAD Focal Point System, CENROs and Technical Services Division-Conservation and Development Section	Conduct CEPA that will encourage women to participate with the development, management and protection of awarded CSC area	Four (4) presentations/seminars per CENRO re: renewal/transfer of application of CSC with 30-50 participants having 15% women attendees.	8400.00		PENRO/CENRO/IEC/CDS/GADFPS
GAD Goal 3: Enhanced resiliency of women and men in natural resource-based communities								
Limited access of women to knowledge/information on climate change, health and disaster risks and hazards	Insufficient knowledge of women on climate change, health and disaster risks and hazards	Increase women's awareness regarding climate change mitigation	GAD Focal, Planning and support Unit, CENRO and Technical Services Conservation and Development Section	Conduct of CEPA Activity re: climate change awareness and mitigation, involving women with in the communities in the conduct of tree planting activities	Conduct of CEPA activity with atleast 30 participants wherein 50% are women, conduct of one (1) tree planting activity per CENRO with atleast 50 participants of which 50% are women	5,000.00		PENRO/CENRO/IEC/CDS/GADFPS
	Limited awareness of women on proper waste disposal as stipulated in RA 9003	Increased participation of women in the sustainable management of the environment and natural resources (ENR) especially on communities near our coastal areas	GAD Focal, Planning and support Unit, Conservation and Development Section	Conduct of CEPA on Coastal communities, including schools; conduct of Coastal clean-up	Conduct of CEPA on Coastal communities, including schools with 20-30 of which 50% of attendees are women; conduct of two (2) Coastal Clean-up activity with atleast 50 participants of which 50% are women	10,000.00		PENRO/CENRO/IEC/CDS/GADFPS
ORGANIZATION-FOCUSED ACTIVITIES								
GAD Goal 4: Enhanced gender mainstreaming in policies, plans, and programs in DENR including key education and training programs								
Section 3.2 of PCW-NEDA-DBM-PCW Joint Circular 2012-01 mandates annual GAD planning and budgeting while Section 3.5 tasks GFPS to prepare annual accomplishment reports	To ensure timely GAD planning and budgeting, and reporting	To ensure gender mainstreaming in DENROs programs/projects	PENRO GAD Focal Point System and Management Services Division-Administrative Section	Conduct of meeting re: GAD Plan and Budget; submission of quarterly and annual accomplishment report on GAD	At least two (2) meeting re: planning and budgeting, and submission of quarterly reports (CENROs and PENRO) and an annual accomplishment report (PENRO) 12 personnel, 11 women and 1 man	40,000.00	GAA	PENROs/CENROs/MSDs, IEC/GADFPS

Inadequate staff for GAD Activities	Designated Focal Persons for GAD are unable to fully monitor GAD activities in addition to preparation of reports due to voluminous transactions related to regular duties and responsibilities	To assign personnel to assist the GAD Focal Person to monitor and implement GAD activities	Management Services Division-Administrative Section	Hiring of full-time GAD Staff for each office	Three (3) GAD Staff hired on Contractual basis at \$15,000.00/month for 12 months (January to June & July to December)	\$40,000.00	GAA	PENRO/CENRO/GADFPS
Limited knowledge of DENRO's on gender perspective	Lack of trainings relating gender issues with law enforcement, monitoring and assessment activities	To provide training that will enhance the knowledge of DENR personnel re: gender issues related to their functions	PENRO GAD Focal Point System, CENRO, and Technical Services Division-Monitoring and Enforcement Section	Conduct of Gender Sensitivity Training	At least one (1) Gender Sensitivity Training with an estimate of 50-100 participants where at least 25% are female	100,000.00	GAA	PENRO/CENRO/TSD MIS and EMS/GADFPS
Limited information about Gender and Development of the members of the GAD Focal Point System	Inadequate trainings conducted for GADFPS	To capacitate the GADFPS to help improve their roles in promoting GAD	PENRO GAD Focal Point System	Conduct of training/seminar on HGDG Application	At least (1) training/seminar for the members of GADFPS, 67 members (46 women, 16 men)	120,000.00	GAA	PENRO/CENRO/GADFPS
Lack of female Forest Protection Officers (FPO)	Gender stereotyping and traditionally associating men with physically strenuous activities hinders/discourages women in applying for similar fields of work	To encourage and provide opportunities for women which are equally capable of doing job traditionally dominated by men	Management Services Division-Administrative Section	Hiring of Female Forest Protection Officers	At least 1 female FPO hired for each CENRO with \$8,500.00 salary per month for CY 2022 (January-December)	204,000.00	GAA	PENRO/MISD/CENRO's Enforcement Section/GADFPS
GAD Goal 5: Institutionalized GAD mechanisms in DENR including GAD knowledge management systems that can serve as model to other organizations								
Lacking emphasis/acknowledgement on the contribution of women employees for the welfare of the office building	Women are not properly acknowledged for their significant contribution in nation-building	To conduct celebration highlighting the contributions of women to the welfare of the office	PENRO GAD Focal Point System and Management Services Division- Administrative Section	Conduct of a Recognition Day during the celebration of Women's Month	A simultaneous recognition day for CENRO's and PENRO during Women's Month Celebration to be attended by all employees, 79 women and 73 men	75,000.00	GAA	PENRO/CENRO/MISD, IEC/GADFPS
Women employees lack access to government social protection and welfare program	Women are not aware of government services on social protection and welfare programs	Purposeful information dissemination on government services on social protection and welfare services	PENRO GAD Focal Point System and Management Services Division- Administrative Section	Posting of notable contributions of women employees in the GAD official Facebook page and on the GAD Information Board of PENRO Occidental Mindoro during the celebration of Women's Month Celebration of the 18-Day Campaign to End Violence Against Women (VAW)	Educational presentation on existing laws for the protection of men and women against violence and abuse to be attended by all employees, 79 women and 73 men	45,000.00	GAA	PENRO/CENRO/MISD, IEC/GADFPS
ATTRIBUTED PROGRAM								
Target programs for HGDC (Project design) application by bureaus or national managers of priority programs:								
ENGIP						37,680,000.00		
CNEMP								
FMP								
PA/Biodiversity Conservation Program						44,924,000.00		
ENRA								
			SUB-TOTAL			82,604,000.00		
			Attribution (%)			Client Focused	49,900.00	
			Organizational Focused			TOTAL GAD BUDGET	1,179,000.00	



ACTIVITY DESIGN

I. EVENT TITLE

Gender Sensitivity Training and Harmonized Gender and Development Guidelines Application Training

II. TARGET PARTICIPANTS

The activity will be attended by a total of sixty-seven (67) Members of the Gender and Development Focal Point System on the first day and an additional eight (8) DENR PENRO Occidental Mindoro Personnel on the second day, where at least 25% are female.

III. RATIONALE

According to Bloom, Owen, and Covington (2003), gender responsiveness means understanding and taking account of the differences in characteristics and life experiences that women and men bring to the criminal justice system, and adjusting strategies and practices in ways that appropriately respond to those conditions. Moreover, when gender inequality and bias is confronted, gender responsiveness promotes gender equality.

This learning session aims to explain further gender sensitivity and the Harmonized Gender and Development Guidelines and its function. To ensure that the programs and projects undertaken by the government in their stages are gender responsive, the Harmonized Gender and Development Guidelines (HGDG) has been established. Furthermore, gender sensitivity indicates the level of consciousness and the assessment of the need to sustain a reasonable level of gender difference between men and women. (Ozumba 2005).

IV. OBJECTIVE

At the end of this activity, the participants will be able to:

1. Enhance the knowledge about the function and importance of Harmonized Gender and Development Guidelines (HGDG).
2. To ensures gender equality and women's empowerment results in every program and projects.
3. Address gender-related issues in society, particularly in the national government.
4. Develop a deeper understanding of the roles of men and women in society.
5. Increase the level of awareness on gender and development



V. METHODOLOGY

The face-to-face training shall be the main medium of instruction using a projector and others. Sharing of ideas and experiences shall be encouraged to intensify the learning process. Participants will likewise be encouraged to ask questions in order to clarify doubts and ensure understanding of the key learning points.

VI. SCHEDULE AND VENUE

The Gender Sensitivity training is tentatively scheduled on **June 15-16, 2023** in Mamburao, Occidental Mindoro.

VII. LEARNING SERVICE PROVIDER/FACILITATOR

The resource person will be **Ms. Araceli B. Mercado**, a member and certified Gender and Development Consultant National Gender Resource Pool – 2014 up until now by Philippine Commission on Women. She has more than 20 years of extensive working experience with the local and national government, NGOs, CSOs and grassroots organization. She is also a Brgy. President and volunteer of Calatagan Overseas Filipino Workers Organization.

VIII. PROGRAM

<i>June 15, 2023</i>	
TIME	TOPIC/ACTIVITIES
9:00AM – 10:00 AM	Breakfast, arrival, and registration
10:01 AM – 10:30 AM	Opening Program Prayer Welcome Remarks
10:31 AM – 11:00 AM	Overview/Objectives and Introduction of HGDG (AM Snacks to be served)
10:30 AM – 12:00 AM	Discussion of the importance of HGDG and other uses
12:01 AM – 1:00 PM	Lunch
1:00 PM – 3:00 PM	Continuation of Training
3:01 PM – 3:30 PM	PM Snacks
3:31 PM – 5:00 PM	Continuation of Training
5:01 PM Onwards	Dinner