



Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**PROVINCIAL ENVIRONMENT AND NATURAL RESOURCES OFFICE**

NOV 02 2022

**MEMORANDUM**

**FOR** : The Regional Executive Director  
DENR MIMAROPA Region  
1515 DENR By the Bay Building, Roxas Boulevard,  
Barangay 668, Ermita, Manila

**THRU** : The ARD for Technical Services

**FROM** : The OIC, PENR Officer

**SUBJECT** : **SUBMISSION OF THE CAPACITY BUILDING PLAN OF  
MTS. IGLIT-BACO NATURAL PARK (MIBNP) FOR F.Y.  
CY 2023-2033**



Forwarded is the memorandum dated October 20, 2022 of PASu of Mounts Iglit-Baco Natural Park (MIBNP) regarding Submission of Capacity Building Plan prepared based on the Training Needs Assessment (TNA). The aforementioned activity is under the PAMB Operationalization Program based on approved Work and Financial Plan (WFP) of MIBNP for CY 2022.

For the effective implementation of the MIBNP Management Plan and the attainment of its goals and objectives, the MIBNP must formulate a capacity building programs/activities for its staffs, management board members and other stakeholders to capacitate them in the protection, management board members and administration of the protected area.

The formulation of the Capacity Building Plan is based on assimilated data sourced from TNA questionnaires answered by the MIBNP PAMB members and PAMO personnel that determines the level of their understanding in specified topics related to their jobs and responsibilities, identifies training needs and discovers opportunities for capacity development.

Attached herewith is the Capacity Building Plan of MIBNP for F.Y 2023-2033 of MIBNP and TNA questionnaire for your perusal.

For information , record and approval.

**ERNESTO E. TAÑADA**

TSD-CDS10/25/2022

Copy furnished:

1. Planning Section
2. File

So. Pag-asa, Brgy. Payompon, Mamburao, Occidental Mindoro  
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Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
Provincial Environment and Natural Resources Office  
**MOUNTS IGLIT-BACO NATURAL PARK**  
**PROTECTED AREA MANAGEMENT OFFICE**

October 20, 2022

**MEMORANDUM**

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

**THRU :** The OIC, PENRO Officer  
Mamburao, Occidental Mindoro

**FROM :** The Protected Area Superintendent  
Mts. Iglit-Baco Natural Park

**SUBJECT :** **SUBMISSION OF THE CAPACITY BUILDING PLAN  
OF MTS. IGLIT-BACO NATURAL PARK (MIBNP) FOR  
F.Y 2023-2033**

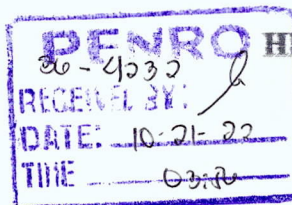
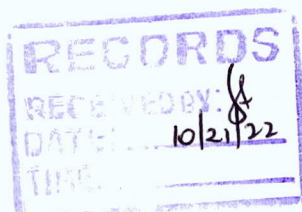
Respectfully submitted herewith the Capacity Building Plan of Mts. Iglit – Baco Natural Park with performance indicator: Capacity Building Plan prepared based on the Training Needs Assessment (TNA). In addition, the foregoing subject is under PAMB Operationalization Program of the approved Work and Financial Plan (WFP) of MIBNP for CY 2022.

Relative hereto, the formulation of the above-mentioned plan is based on the assimilated data sourced from TNA questionnaires answered by the MIBNP PAMB members and PAMO personnel that determines the level of their understanding in specified topics related to their jobs and responsibilities, identifies training needs and discovers opportunities for capacity development.

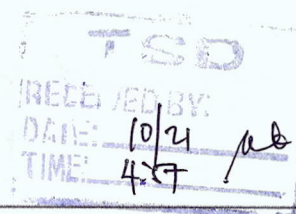
The Capacity Building Plan of MIBNP prioritizes PAMO personnel and PAMB members, and is expected to serve as an instrument to build a solid foundation for effective management and administration of the protected area anchored to the implementation of MIBNP-PAMP 2019-2028.

Attached herewith is the Capacity Building Plan of MIBNP for F.Y 2023-2033 of MIBNP and TNA questionnaire for your perusal.

For information, record and approval.



*[Signature]*  
HECTOR S. ARAGONES, JR.







## **Mts. Iglit-Baco Natural Park Capacity Building Plan FY 2023-2033**

### **I. Background**

The Mounts Iglit-Baco Natural Park (MIBNP) with a land area of 106,655.62 hectares comprising the two provinces of Mindoro Island, is home to the remaining population of Tamaraw (*Bubalus mindorensis*). Aside from the tamaraw, the protected area also supports twenty-five (25) known Mindoro's endemic species and their habitats including seven (7) species of birds; nine (9) species of mammals; three (3) species of amphibians; five (5) species of invertebrates; and one (1) species of plants.

With its unique natural, biological, and physical importance, the Republic Act No. 11038 or the Expanded National Integrated Protected Areas System (ENIPAS) Act of 2018 categorized the protected area as Natural Park with a land classification of a National Park, it also expanded the area from the previous 74,455 hectares to 106,655.50 hectares, as well as other important changes leading to the current proclamation status of MIBNP.

Aside from rich biodiversity of natural flora and fauna, the MIBNP is also home of at least five (5) Mangyan groups - the original inhabitants of Mindoro, and these include: 1) Bangon; 2) Buhid; 3) Hanunuo; 4) Tadyawan; and 5) Tau-Buid (SRPAO, 2016-2018), each with its own language, cultural traditions, and customs. They are also known for their traditional writing system, known as the "banyahan" or "surat Mangyan", an indigenous script predating the Spanish colonial era in the Philippines.

Prior to its establishment as a Natural Park by virtue of the Republic Act No. 11038 or the ENIPAS Act of 2018 (enacted on June 22, 2018), the area is previously a National Park since 1970. The MIBNP is also an ASEAN Heritage Park and designated under the ASEAN Declaration of Heritage Parks on December 18, 2003, signed by the ASEAN Ministers of Environment.

The recognition of MIBNP as one of the habitats of the critically endangered tamaraw and important flora and fauna provided the basis for designations and categorizations in the international conservation scene. On 2006, the MIBNP is one of the 19 sites in the country included in the Tentative List of the UNESCO World Heritage Sites – a precursor to proclamation in the World Heritage List. It is also one of the 228 KBAs in the Philippines (i.e., KBA-60) with the total area of 56,299.59 hectares or about 53% of the total area of MIBNP. In relation to KBAs, the MIBNP encompasses four Important Bird Areas (IBAs) including PH041: Iglit, PH042: Siburan, PH043: Malpalon, and PH044: Mt. Hiding.



Moreover, the protected area shares boundaries with parts of the ancestral domains of the Tau-Buid and Buhid, with their unique and entwined cultures within Mt. Iglit. With its diverse flora and fauna, and the culture of the indigenous peoples residing within the protected area, MIBNP is fast becoming an attraction for tourists and travelers.

The main management and authority over the MIBNP rests in the tutelage of the Protected Area Management Office (PAMO) based in San Roque, San Jose, Occidental Mindoro, which reports directly to the Provincial Environment and Natural Resources Office (PENRO) in Mamburao, and coordinates closely with the Conservation and Development Division of the Regional Office (MIMAROPA), and the Biodiversity Management Bureau (BMB) in Quezon City. On the other hand, the Protected Area Management Board (PAMB) is the main legislative body of the protected area. The Board includes 24 members that underwent selection to represent the stakeholders of MIBNP. Pursuant to Republic Act No. 9710 or the Magna Carta of Women Act of 2009, the membership of the PAMB entailed that at least 40% (~10 members) are women. The Board's responsibility also provides the necessary guidance and, as aforementioned, policy direction for the general implementation, coordination, and regulation of activities, projects, programs, and initiatives inside MIBNP.

## **II. Rationale and Motivations**

As agreed, upon by different focal groups (PAMO and PAMB), and other stakeholders of MINBP, the MIBNP Management Plan, 2019-2028 envisions *"A self-sustaining Mounts Iglit-Baco Natural Park where Mindoro's culture preserves the park's biodiversity and the park serves as home of indigenous people, tamaraw, and other life forms in peaceful co-existence and being protected by empowered and responsible citizens who respect and promote nature."*

While, RA 11038 (ENIPAS Act of 2018) states that a Natural Park is *'a relatively large area not materially altered by human activity where extractive resource uses are not allowed and maintained to protect outstanding natural biodiversity and scenic areas of national or international significance for scientific, education and recreational use'*. To carry out the mandate of RA11038, the PAMO staffs and PAMB members must be empowered to perform their actual duties and responsibilities.

For the fervent implementation of the MIBNP Management Plan and the attainment of its goals and objectives, the MIBNP must formulate a capacity building programs/activities for its staffs, management board members, and other stakeholders to capacitate them in the protection, management, and administration of the protected area. The outcome the said programs and activities shall also contribute to the achievement of the goals and objectives of the National Protected Areas System Master Plan, 2018-2028.



### III. Needs Assessment

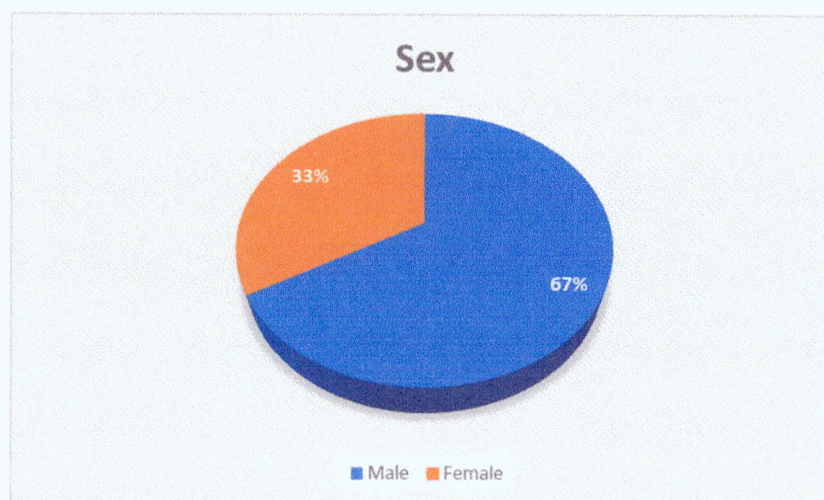
This particular plan is the results of the conducted Training Needs Assessment to the PAMO personnel and PAMB members of MIBNP, aiming to formulate a Capacity Building Programs and Activities to build a solid foundation of an effective management and administration of the protected area anchored to the implementation of MIBNP-PAMP 2019-2028.

#### 1. Protected Area Management Office (PAMO) Personnel

The following presents the findings of the conducted Training Needs Assessment (TNA) among MIBNP PAMO personnel that determines the level of their understanding in the topics related to their jobs and responsibilities, identifies training needs and discovers the opportunities for capacity building and development.

##### 1.1 Sex

The personnel of MIBNP-PAMO are currently composed of 33% females and 77% of males (see Figure 1). It justifies that the majority of tasks in MIBNP-PAMO primarily involves physical activities and requires extreme physical fitness, especially in the conduct of regular patrolling, field activities, and law enforcement operations. While, female personnel are commonly engaged in office-related works, coordination activities, etc., which requires less physical activity.



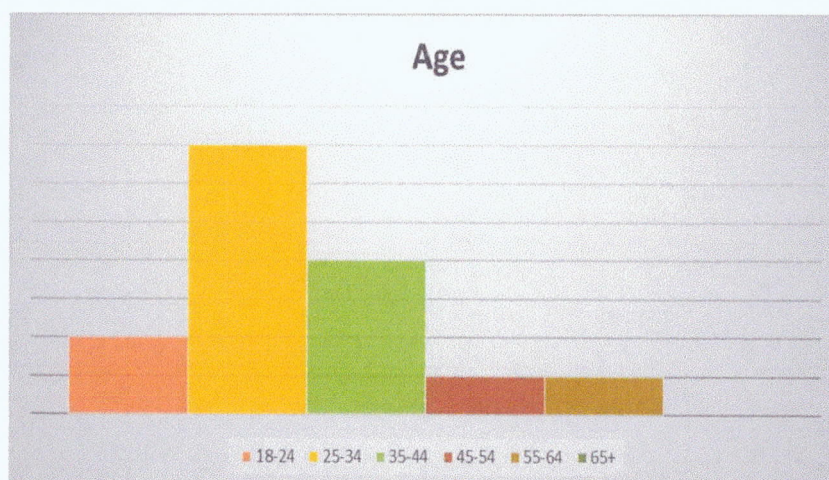
*Figure 1. Sex composition of MIBNP-PAMO*

##### 1.2 Age

The average age of PAMO personnel is 35 (22 being the youngest and 58 being the oldest). Majority of these personnel are young adults (25-34 years old) followed by middle-aged adults (35-44 years old) as presented in



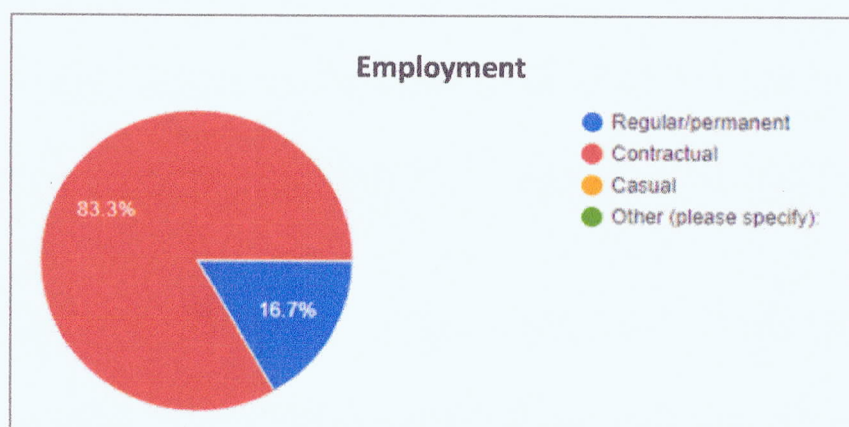
**Figure 2.** These data reveal that most MIBNP-PAMO personnel are still developing important emotional, psychological, and cognitive functions related to the management, protection and development of the park. But it also shows that there is an enough time and opportunities to capacitate the majority of PAMO personnel to improve and develop their technical and professional competence before they reach the next age group.



**Figure 2.** Age groups of MIBNP-PAMO personnel

### 1.3 Employment Status

MIBNP-PAMO employees under Contract of Service (CoS) constitute 83.3% of the total number of PAMO personnel, while regular status employees constitute to 16.7% as shown in **Figure 3**. Their average length of service in MIBNP is 4.7 years (ranging from less than 1 year, up to 24 years). Among the regular employees includes 1 Protected Area Superintendent (PASu), 1 Assistant Protected Area Superintendent (APASu), 4 Park Maintenance Foremen (PMF), and 3 Forest Rangers (FR). Those under COS includes 2 Ecosystems Management Specialists (EMS) 1, and 20 Park Rangers (PR) based on the approved Work and financial Plan of MIBNP for CY 2022. It unveils a grave deficiency of PAMO in terms of regular workforce for the day-to-day operation and difficulties in meeting the regular targets within the set timeframe.



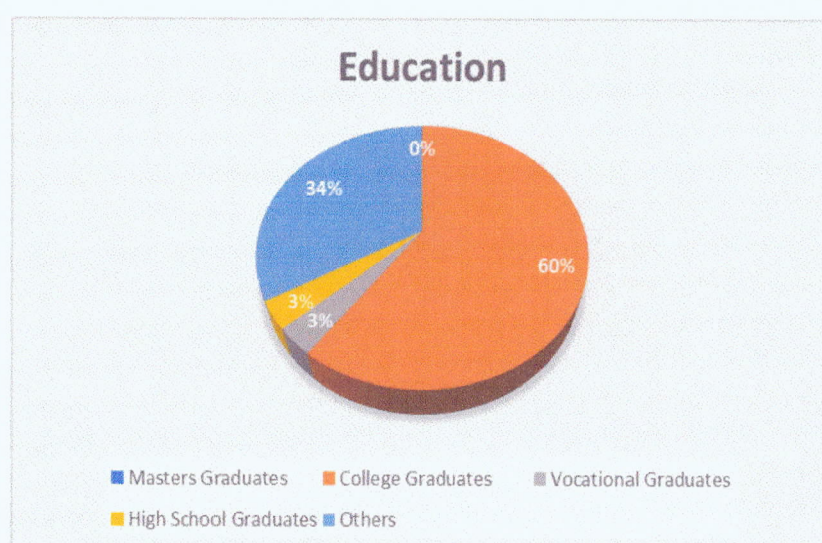
**Figure 3.** Employment Status of PAMO personnel



## 1.4 Educational Attainment

The MIBNP-PAMO is composed of employees with diverse educational background consistent with the PAMO's mandate on resource management, conservation and protection as well as to ensure the continuity of the full stream of goods and ecological services of the natural park.

Currently, college graduates constitute 60% of the total number of MIBNP-PAMO personnel. Graduates of vocational courses are 3.3%. High school graduates are 3.33%, and 33.33% are either Elementary graduates or did not finish their elementary education. Environmental related courses are the most common degrees among PAMO personnel, including BS Agroforestry, Environmental Science, BS Agriculture, BS Biology, and BS Ecotourism Management. Based on **Figure 4**, it shows that only 60% of the current PAMO personnel have finished their college education that are most likely to have the potential to pursue further education, capacity development, and career growth.



**Figure 4. Educational Background of PAMO personnel**

## 1.5 Assessment on Level of Understanding

The following are based on the results/findings of the Training Needs Assessment (TNA) conducted among PAMO personnel determining the levels of their understanding in the specified topics presented in **Table 1** to **3**, respectively:



**Table 1. Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05).**

Good/Fair	Poor/No Idea
Local Government Units (Sec 26)	PA Dis/Establishment Process (Sec 5)
Ancestral Domains and Existing Rights (Sec 13-22)	PAMB Operationalization (Sec 10-11)
Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)	Environmental Impact Assessment (EIA) (Sec 12)
Integrated Protected Area Fund (IPAF) (Sec 16)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)
Tenured Migrants and PACBRMA (Sec 23)	Management Plans and Management Zones (Sec8-9)

**Table 2. Level of understanding of PAMO staffs in terms of Target – Related and other Technical Competencies (With reference to relevant DAOs and BMB TBs).**

Excellent/Good	Poor/No Idea
Biodiversity Monitoring System (BMS)	PACBRMA Process
Protected Area Management Plan and Manual of Operations	Permit Issuances
Biodiversity Assessment and Monitoring System (BAMS)	Wildlife Management
Delineation/ Demarcation of Protected Areas	SAPA Process
Communication, Education, and Public Awareness (CEPA)	Research and Special Projects

**Table 3. Level of understanding of PAMO staffs in terms of Legal and Policy Framework for Biodiversity Conservation and Environmental Management.**

Good/Fair	Poor/No Idea
Indigenous People's Right Act of 1997 (IPRA) (RA 8371)	Philippine Mining Act (RA 7942)
Revised Forestry Code (PD 705)	Establishing the Guidelines for Ecotourism Development (EO 111)
Wildlife Act (RA 9147)	Ramsar Convention on Wetlands of International Importance
Provisions of the 1987 Constitution relevant to Environmental Management	Philippine Environmental Impact Statement System (PD 1586)
DRRM Act (RA 10121)	Protected Area and Suitability Assessment (PASA)

## 1.6 Capacity Building Opportunities

The Capacity Building programs and activities for PAMO personnel should give priorities on the following suggested topics ranked based on the opinion of respondents and assimilated data sourced



from the TNA questionnaires as presented **Table 4** to **6**.

**Table 4.** *Suggested topics for Capacity Building of PAMO based on the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05).*

Topics	Rank
Management Plans and Management Zones (Sec 8-9)	1
Ancestral Domains and Existing Rights (Sec 13 & 22)	2
Environmental Impact Assessment (EIA) (Sec 12)	3
PAMB Operationalization (Sec 10-11)	4
Special Use Agreement in Protected Areas (SAPA) (Sec 25)	5

**Table 5.** *Suggested topics for Capacity Building of PAMO based on the Target – related and other Technical Competencies*

Topics	Rank
Biodiversity Monitoring System (BMS)	1
Biodiversity Assessment and Monitoring System (BAMS)	2
Wildlife Management	3
Delineation/ Demarcation of Protected Areas	4
Protected Area Management Plan and PAMB Manual of Operations	5

**Table 6.** *Suggested topics for Capacity Building of PAMO based on the Legal and Policy Framework for Biodiversity Conservation and Environmental Management.*

Topics	Rank
Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)	1
Wildlife Act (RA 9147)	2
Revised Forestry Code (PD 705)	3
Philippine Mining Act (RA 7942)	4
Cave Act (RA 9072)	5

### **1.7 Preferences in Training Methods, Logistics and Requirements**

**Table 7** shows the preferences of MIBNP-PAMO staffs on trainings in terms of training methods, resource person, facilitators, venue, logistics and requirements, and frequency of training presented from most to least preferred (Ranked 1 being the most preferred).

**Table 7.** *Preferences in Training Methods, Logistics and Requirements of PAMO Personnel*

Training Methods	Rank
Lecture/Discussion with Open Forum	1
Cross site visit	2
Workshop with Deliverables	3
Conference/Summit	4

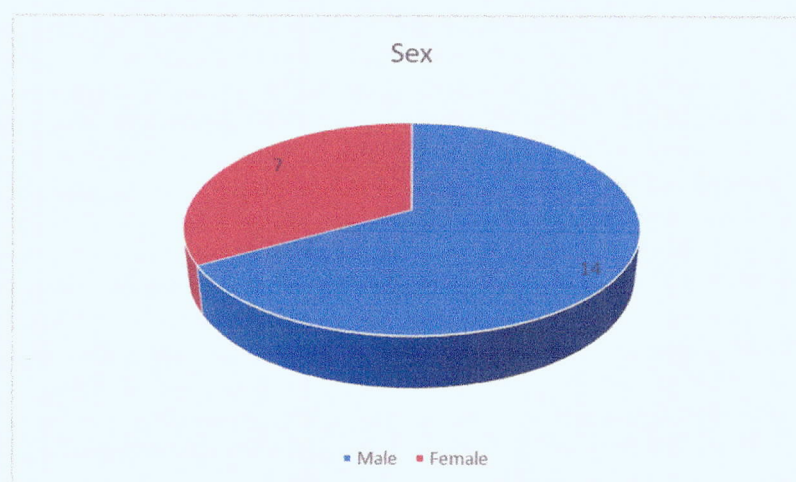


Resource Person	Rank
In-house: Region	1
In-house: Field	2
Concerned Bureaus	3
DENR Central Office	4
Facilitators	Rank
In-house: Region	1
In-house: Field	2
Venue	Rank
In-house: Field	1
Hotel + accommodation	2
Logistics and Requirements	Rank
Training/ Reference Materials(printer/digital)	1
Relevant equipment	2
Endorsement/ Coordination with concerned office	3
Frequency of Training	Rank
Twice a year	1
Once a year	2
Semi-annual	3

## 2 . PAMB

This portion on the other hand presents the findings of Training Needs Assessment (TNA) conducted among PAMB members to determine the level of their understanding in the topics related to their position, functions, and responsibilities in the over-all management and administration of MIBNP, and to be the basis for the formulation of Capacity Building Plan for PAMB for FY 2023-2033.

### 2.1 Sex:



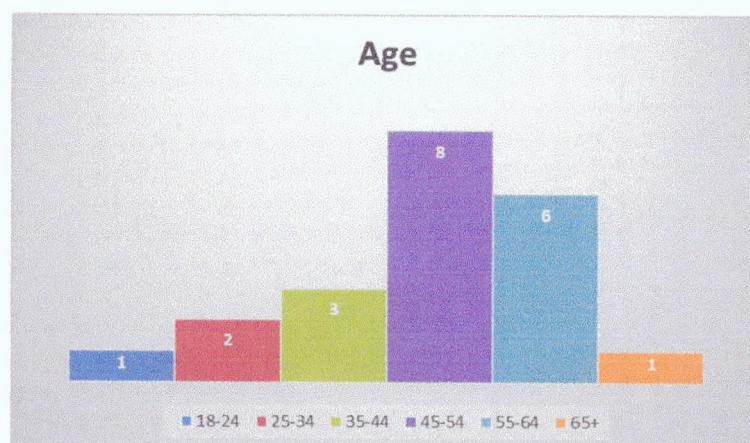
**Figure 5. Sex Composition of PAMB Members**

Out of twenty-one (21) MIBNP-PAMB members who responded

on the TNA questionnaires, 14 or 66.66% were males, while 7 or 33.33% were females (see **Figure 5**). Majority of the members were the heads and focal person of their organization, who were commonly males. Based on the data presented, female members of the PAMB currently have small representation and participation in the management and decision-making of the board. Contrary to the current percentage of female members of PAMB, RA 9710 or the Magna Carta of Women requires that at least 40% of PAMB members shall be women.

## 2.2 Age

The average age of PAMB members was 49 (69 being the oldest and 24 was the youngest) as shown in **Figure 6**. Most of the members are middle-aged adults commonly holding an executive position in their organization or an elected officials of the Local Government Unit (LGU's) with jurisdiction in MIBNP.

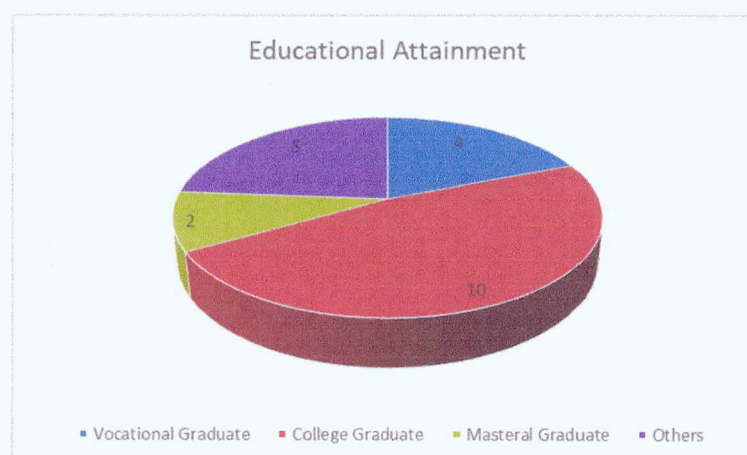


**Figure 6.** Age groups of PAMB members

## 2.3 Education

In terms of educational attainment, two (9.52%) members holds a master's degree, 10 (47.62%) are college graduates, 4 (19%) are vocational graduates, and 5 (28.8%) are high school graduates. Though, the data shows that most of the PAMB members possessed college education and proper trainings suitable for their official designation before being a PAMB members, its also reveals a capacity gap which is a challenge that can be addressed through a proper and appropriate trainings.





**Figure 7. Educational Attainment of PAMB members**

## 2.4 Assessment on Level of Understanding

The following are based on the findings of the Training Needs Assessment (TNA) conducted among PAMB members determining the levels of their understanding in the specified topics presented in **Table 8** to **10**, respectively:

**Table 8. Level of understanding of PAMB members in the Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05)**

Good	Poor
PA Dis/Establishment Process (Sec 5)	Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)
Management Plans and Management Zones (Sec 8-9)	Tenured Migrants and PACBRMA (Sec 23)
PAMB Operationalization (Sec 10-11)	Integrated Protected Area Fund (IPAF) (Sec 16)
Environmental Impact Assessment (EIA) (Sec 12)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)
Ancestral Domains and Existing Rights (Sec 13-22)	Facilities within PA (Sec 24)

**Table 9. Level of understanding of PAMB members in Target – Related and other Technical Competencies (With reference to relevant DAOs and BMB TBs).**

Good	Poor
Delineation/ Demarcation of Protected Areas	Protected Area and Suitability Assessment (PASA)
Ecotourism	Protected Area Management Plan and Manual of Operations
Communication, Education, and Public Awareness (CEPA)	Delineation/ Demarcation of Protected Areas



Formulation of PA Bills	Biodiversity Monitoring System (BMS)
Ecosystem Valuation Study	Biodiversity Assessment and Monitoring System (BAMS)

**Table 10.** Level of understanding of PAMB members in terms of Legal and Policy Framework for Biodiversity Conservation and Environmental Management.

Good	Poor
Provisions of the 1987 Constitution relevant to Environmental Management	Cave Act (RA 9072)
Provisions of the Local Government Code (RA 7160) relevant to Environmental Planning and Management	Local Government Code (Sections 16, 444 and 447) (RA 7160)
Philippine Mining Act (RA 7942)	Water Code of the Philippines (PD 1067) and amended IRR of 2005
Clean Air Act (RA 8749)	Ecological and Solid Waste Management Act of 2000 (RA 9003)
Revised Forestry Code (PD 705)	Ramsar Convention on Wetlands of International Importance

## 2.5 Opportunities for Capacity Building Programs

The Capacity Building programs for PAMB members should give priorities on the following topics ranked based on the opinions and assimilated data sourced from the TNA questionnaires:

**Table 11.** Suggested topics for Capacity Building of PAMB members relevant to the Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05)

Topics	Rank
Management Plans and Management Zones (Sec 8-9)	1
Environmental Impact Assessment (EIA) (Sec 12)	2
PAMB Operationalization (Sec10-11)	3
Ancestral Domains and Existing Rights (Sec 13-22)	4
Integrated Protected Area Fund (IPAF) (Sec 16)	5

**Table 12.** Suggested topics for Capacity Building of PAMB members on Target – Related and other Technical Competencies

Topics	Rank
Protected Area Management Plan and Manual of Operations	1
Protected Area and Suitability Assessment (PASA)	2
Delineation/ Demarcation of Protected Areas	3
Biodiversity Monitoring System (BMS)	4
Biodiversity Assessment and Monitoring System (BAMS)	5



**Table 13. Suggested topics for Capacity Building of PAMB members on Legal and Policy Framework for Biodiversity Conservation and Environmental Management**

Topics	Rank
Provisions of the Local Government Code (RA 7160) relevant to Environmental Planning and Management	1
Environmental Functions Developed to Local Government Units under Section 17 of the Local Government Code	2
Provisions of the 1987 Constitution relevant to Environmental Management	3
Indigenous People's Right Act of 1997 (IPRA) (RA 8371)	4
Revised Forestry Code (PD 705)	5

**Table 14. Preferences in Training Methods, Logistics and Requirements of PAMB Members**

Training Methods	Rank
Lecture/Discussion with Open Forum	1
Workshop with Deliverables	2
Cross/Site Visit	3
Resource Person	Rank
In-house: Region	1
DENR Central Office	2
Concerned Bureau	3
Invited experts	4
Facilitators	Rank
In-house: Region	1
HRD	2
In-house: Field	3
Venue	Rank
Hotel + Accommodation	1
Virtual Platform	2
In-house: Office and Field	3
Logistics and Requirements	Rank
Training/ Reference Materials(printer/digital)	1
Relevant equipment	2
Endorsement/ Coordination with concerned office	3
Budgetary Requirements	4
Frequency of Training	Rank
Twice a year	1
Once a year	2
Semi-annual	3

#### IV. Program Activity, Methodology and Outcomes

Effective facilitation of the Capacity Building Plan and ensuring that the activity design for each program fits the training needs and meets the expected outcomes is vital. In this case, this plan prioritizes two (2) MIBNP focal groups for capacity development for the coming decade (FY 2023-2033):

1. **The Protected Area Management Office (PAMO) Personnel** - This group could be characterized as those who have formal and legal responsibilities for managing the protected area employed under DENR-PENRO-PAMO, whether regular or under Contract of Service (CoS) status.

There are five (5) main programmes of activity are specified for Protected Area Management (PAMO) personnel, to be achieved by 2033. Each programme includes a set of specific objectives for its implementation.

**Programme 1: Professionalism** - Protected area management that is widely recognized as a distinct, multidisciplinary profession with its own specialist occupations, competencies and standards.

**Programme 2: Environmental Protection and Conservation** - Facilitate the concerns in the protected area in need of immediate and long-term planning to support the current initiatives of MIBNP including the Tamaraw Conservation Program (TCP), National Greening Program, and Community-Based Forest Management (CBFM) to avoid the Degradation of Important Species and their Habitats.

**Programme 3: Protected Area Capacity Development and Management Effectiveness** – Develop persistent determination and commitment among PAMO Staffs in resolving various threats, issues and concerns inside the protected area.

**Programme 4: Indigenous Peoples and Local Communities** – Assist in the promotion of harmonized management, cognizant of indigenous practices, and providing specific needs of the local community including suitable tenure instruments in line with the national policies.

**Programme 5: Coordination and Harmonization with key stakeholders** – Sustained partnership with Non-Government Organizations (NGO's), LGU's Academes, and research institutions towards sustainable development and tourism.

2. **The Protected Area Management Board (PAMB) Members** – These are the individuals or groups duly appointed by the DENR Secretary with a



corresponding powers and functions in the overall management and administration of the protected areas.

On the other hand, six (6) programs of activities are specified to capacitate the PAMB Members to effectively perform their duties and responsibilities related to the protection and conservation of MIBNP:

**Programme 1. Biodiversity Conservation and Monitoring** – Comprehensive and standardized biodiversity monitoring schemes to build scientifically sound decision-making tools to improve conservation and development of the protected area.

**Programme 2. Community Management** – Provide support on the effective implementation of socio-economic plans, sustained utilization of natural resources and gaining participation and input from local stakeholders.

**Programme 3. Ecotourism Development** – Promote the natural and cultural resources of the protected area for a sustainable and long-term success.

**Programme 4. Sustainable Financing** – Determination of internal and external sources of finances leading to more long-term investments in sustainable economic activities and projects inside protected area.

**Programme 5. Wildlife Crime Prevention and Law Enforcement**– Effective intelligence system and multi-agency task forces inside protected area to strengthen and expedite law enforcement operations.

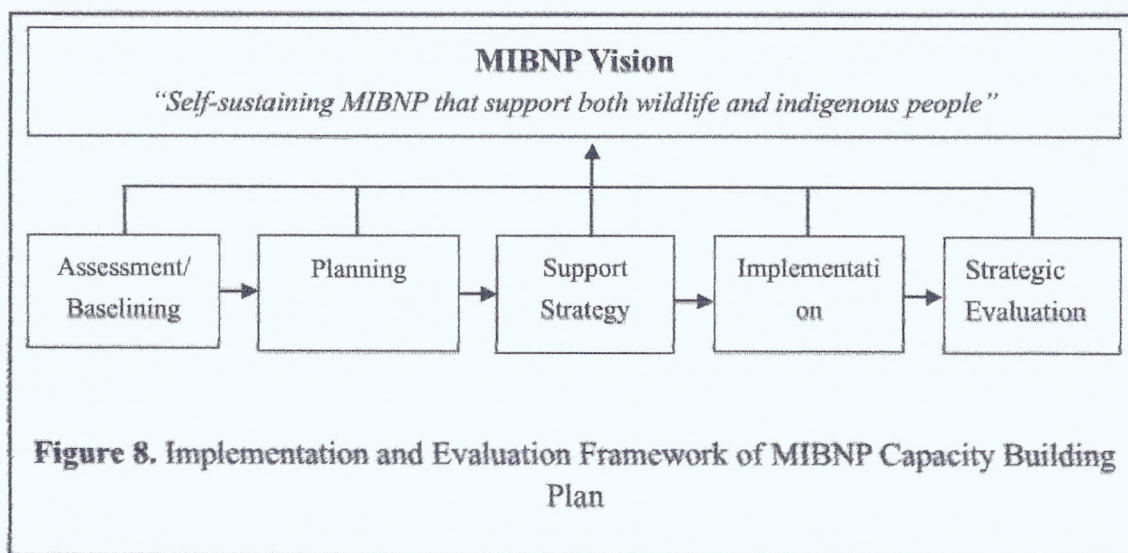
**Programme 6. CEPA and Partnership Development**–Facilitate decentralization and participatory decision-making process in accordance with the policy statement in the ENIPAS Act of 2018 for the effective sharing of information and administration of protected areas.

The programs and activities for this Capacity Building Plan will help the MIBNP to sustain its ecological balance, facilitate the provision of key technical and professional competencies among MIBNP focal groups (PAMO and PAMB), increase wildlife conservation awareness, protect the indigenous culture and traditions, and eventually contribute to the achievement of MIBNP visions.

## **V. Implementation and Evaluation**

This Capacity Building Plan follows a cycle of results-based framework in support to the vision of the Protected Area Management Plan of MIBNP. This framework entails providing both tangible and intangible outcomes, rather than simply complying with the capacity building programs/activities. Results, in this context, are

consistent with the terminologies in the Vision, Mission, Goals, and Objectives of MIBNP—the basis of this framework. This framework, in turn, is the basis for the design presented in **Figure 8**.





## VI. Budget and Continuation Funding

For the realization of the desired outcomes through the implementation of MIBNP Capacity Building Plan 2023-2033, a total budget of **Php11,504,000.00** will be required. The funding will be coming from the regular appropriations of MIBNP under PAMB Operationalization and/or other similar programs except those with specific funds requirements starting from FY 2023 up to FY 2033. Fifty-six (56) percent of the total fundings for the plan will be allotted to the PAMO Capacity Building Programs, amounting to **Php6,480,000.00**, and forty-four (44) percent will be allotted for the PAMB Capacity Building Programs amounting to **Php5,230,000.00**, as presented in **Table 14** and **Table 15**, respectively.

**Table 15. Budgetary Requirements for Capacity Building Plan of MIBNP-PAMO**

MYS. IGLIT-BACO NATURAL PARK PROTECTED AREA MANAGEMENT OFFICE												
MIBNP-PAMO												
CAPACITY BUILDING (TITLE/SUBJECT)	Budgetary Requirements per Year ('000)										TOTAL ('000)	
	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032		2033
1. Professionalism		210		232		255		281		310		1288
2. Environmental Protection and Conservation	350		386		425		469		517		570	2718
3. Protected Area Capacity Development and Management Effectiveness		368				447		492				1307
4. Involvement of Indigenous peoples and local communities in the protection and management of MIBNP			221				268				326	814
5. Coordination and Harmonization with key stakeholders	70			81			94			109		353
SUB-TOTAL	420	578	606	313	425	702	831	774	517	419	896	6480



**Table 16. Budgetary Requirements for Capacity Building Plan of MIBNP-PAMB**

MTS. IGLIT-BACO NATURAL PARK PROTECTED AREA MANAGEMENT OFFICE												
MIBNP-PAMB												
CAPACITY (TITLE/SUBJECT)	BUILDING	Budgetary Requirements per Year ('0000)										
		2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033
1. Biodiversity Conservation and Monitoring							304				369	
2. Community Management			263					319				
3. Ecotourism Development				293		289			335			
4. Sustainable Financing						289						388
5. Wildlife Crime Prevention and Law Enforcement					276					352		
6. CEPA and Partnership Development			263		276		304		335		369	
<b>SUB-TOTAL</b>		<b>525</b>	<b>293</b>	<b>551</b>	<b>579</b>	<b>698</b>	<b>319</b>	<b>670</b>	<b>352</b>	<b>739</b>	<b>308</b>	<b>5023</b>
<b>TOTAL ('0000)</b>												





# DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES

MIMAROPA Region

Capacity Building Plan for Protected Area Management Board (PAMB)

FY 2023-2033

MTS. IGLIT-BACO NATURAL PARK																					
CAPACITY BUILDING (TITLE/SUBJECT)	LEARNING OBJECTIVES	DESIRED OUTCOMES	TARGET LEARNERS			BUDGETARY REQUIREMENTS (PnP)										BUDGET ('000)					
			NAME OF ENTITY	NO.	POSITIONS	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032		2033				
1. Biodiversity Conservation and Monitoring	Comprehensive and standardized biodiversity monitoring schemes to build scientifically sound decision-making tools to improve conservation and development of the protected area.	Habitat, ecosystems & species conserved	NGOs, LGU and Academe	35	various										304			369			673
2. Community Management	Provide support on the effective implementation of socio-economic plans and sustained utilization of natural resources.	Community awareness of park policies and regulations increased	NGOs, LGU and Academe	35	various		263									319					582
3. Ecotourism Development	Promote the natural and cultural resources of the protected area for long- term success.	Ecotourism program within the park established & improved	NGOs, LGU and Academe	35	various			293		289							335				918
4. Sustainable Financing	Determination of internal and external sources of finances leading to more long-term investments in sustainable economic activities and projects inside protected area.	Sustainable land & other resource uses adopted	NGOs, LGU and Academe	35	various											289					677
5. Wildlife Crime Prevention and Law Enforcement	Effective intelligence system and multi-agency task forces inside protected area to expedite law enforcement operations.	Illegal activities that threaten the wildlifes and natural resources within the natural park reduced	NGOs, LGU and Academe	35	various						276							352			627

6. CEPA and Partnership Development	Facilitate decentralization and participatory decision-making process in accordance with the policy statement in the ENIPAS Act of 2018 for the effective sharing of information and administration of protected areas.	Management and administration of the park improved	NGOs, LGU and Academe	35	various		263		276		304		335		369		1546
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# DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES

MIMAROPA Region

Capacity Building Plan for Protected Area Management Office (PAMO)

FY 2023-2033

MTS. IGLIT-BACO NATURAL PARK																	
CAPACITY BUILDING (TITLE/SUBJECT)	LEARNING OBJECTIVES	DESIRED OUTCOMES	TARGET LEARNERS			BUDGETARY REQUIREMENTS (PhP)										BUDGET ('000)	
			NO.	OFFICE/S	POSITIONS	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032		2033
1. Professionalism	Protected area management is widely recognized as a distinct, multidisciplinary profession with its own specialist occupations, competencies and standards.	Important competencies developed for the efficient and effective execution of wide-ranging jobs in protected area	15	PAMO	various		210		232		255		281		310		1288
2. Environmental Protection and Conservation	Facilitate the concerns in the protected area in need of immediate and long-term planning and to support the current efforts of MIBNP including the Tamaraw Conservation Program (TCP), National Greening Program, and Community-Based Forest Management to avoid the Degradation of Important Species and their Habitats.	Programs and policies for the survival and propagation of the Tamaraw and other wildlife species inside MIBNP ensured.	50	PAMO/TCP	various	350		386		425		469		517		570	2718

3. Protected Area Capacity Development and Improving Management Effectiveness	Develop persistent determination and commitment among PAMO Staffs and PAMB members in resolving various threats, issues and concerns inside the protected area.	Provided sound implementation of the management plan and deterred the threats in conservation and biodiversity.	50	PAMO	various	368								447		492			1307
4. Involvement of Indigenous Peoples and Local Communities in the Protection and Management of MIBNP	Promotion of harmonized management, cognizant of indigenous practices, and providing specific needs of the local community protected area stewards including suitable tenure instruments in line with the national policies.	Empowered Indigenous Cultural Communities/Indigenous Peoples (ICC/IP) as protected area stewards and their active participation on the protection of important wildlife species and management of other natural resources inside the Protected Area.	15	PAMO	various				221				268				326		814
5. Coordination and Harmonization with Key Stakeholders	Sustained partnership with Non-Government Organizations, LGU's Academes, and research institutions towards sustainable development and tourism.	Multi-sectoral efforts that contributed to better protected area management.	10	PAMO/TCP/ PENRO/CEN RO/DOT/LG Us/NGO's	various	70				81			94				109		353





**MEMORANDUM**

**TO :** All PENROs and CENROs

**ATTENTION :** All Protected Area Superintendents (PASus)

**FROM :** THE REGIONAL EXECUTIVE DIRECTOR

**SUBJECT :** **PROPOSED TEMPLATE FOR THE CAPACITY-BUILDING PLAN FOR PROTECTED AREA MANAGEMENT BOARD / OFFICE (PAMB/PAMO) AND TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS**

**DATE :**

This has reference to our regular target activity under OO1: Natural Resources Conservation and Development Program: Protected Areas, Caves and Wetlands Development and Management Sub-program: I. Proclaimed and Legislated PAs: 5. PAMB Operationalization: A. Capacity-Building with performance indicator: Capacity-Building Plan prepared based on Training Needs Assessment.

In line with this, provided herewith is the proposed template for the formulation of the Capacity Building Plan, both for the Protected Area Management Board (PAMB) and Protected Area Management Office (PAMO). The crafting of the plan should be based on the data to be generated using the Training Needs Assessment questionnaire, which is also provided for your reference.

Please be reminded to submit the Capacity Building Plan of your respective protected areas on or before the prescribed timeframe as your Means of Verification (MoV) to consider your target accomplished.

**LORMELYN E. CLAUDIO, CESO IV**

*LMV* *g* *g*

CDD / PAMBC / MTR / 03-08-2022



## Capacity Building Plan for Protected Area Management Board (PAMB)

[illegible]





## Capacity Building Plan for Protected Area Management Office (PAMO)

FY 2023-2033

[illegible]

## TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

This TNA questionnaire is designed to assess and evaluate the training needs of personnel involved in protected area management. The results will serve as reference for the preparation of Capacity Building Plan for each protected area, and will be the basis for conducting future learning events and trainings.

Please answer all fields accurately and completely. Write LEGIBLY and in PRINTED letters, indicate N/A for fields that are not applicable and ENCIRCLE the number/s corresponding to your answer. Spell out unique acronyms. Do not leave any blank portions.

Submit this accomplished questionnaire on or before \_\_\_\_\_ at \_\_\_\_\_.

### A. Basic Profile of Respondent

<b>A1.</b>	<b>Name of the respondent:</b>				
<b>A2.</b>	<b>Sex:</b>			<b>A3.</b>	<b>Age:</b>
	<div style="display: flex; justify-content: space-around;"> <span>1. Male</span> <span>2. Female</span> </div>				
<b>A4.</b>	<b>Contact details:</b>				
	<b>Mobile Number:</b>		<b>Email Address:</b>		
<b>A5.</b>	<b>Bureau/Office/Protected Area:</b>				
<b>A6.</b>	<b>Position/Designation:</b>				
<b>A7.</b>	<b>Employment Status:</b>				
	<div style="display: flex; justify-content: space-between;"> <span>1. Regular/permanent</span> <span>2. Contractual</span> <span>3. Casual</span> <span>4. Others (please specify): _____</span> </div>				
<b>A8.</b>	<b>8.1 Length of Service in the DENR:</b>				
	<div style="display: flex; justify-content: space-between;"> <span>1. Less than 1 year</span> <span>2. 1 to 5 years</span> <span>3. 5 to 10 years</span> <span>4. More than 10 years</span> </div>				
	<b>8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)</b>				
	<b>1. Name of PA:</b>	<b>2. Position / Involvement</b>	<b>3. Agency/Office/Organization</b>	<b>4. No. of years</b>	
<b>A9.</b>	<b>Educational Background:</b>				
	<b>1. Undergraduate Course:</b>			<b>5. Name of school/university:</b>	
	_____				
	<b>2. Graduate Course (MA/PhD):</b>				
	_____				
	<b>3. Field/s of specialization:</b>				
	_____				
<b>A10.</b>	<b>Relevant PA-related Trainings Attended (in the last 3 years):</b>				
	<b>Name of Training</b>	<b>International or Local</b>	<b>Provider/ Organizer</b>	<b>Dates Attended</b>	<b>No. of training hours</b>



Use additional sheets if necessary.					

**B. Level of Knowledge and Understanding**

Using the rating scale below, rate the following concepts or topics based on your level of knowledge and understanding. Put an **X** mark on the appropriate column.

- 4 = excellent
- 3 = good
- 2 = fair
- 1 = poor
- 0 = none

For the column of Level of Priority, select five (5) topics per category which you suggest to be prioritized considering the need of your PA, urgency and importance. Put an **X** mark on the appropriate column.

	Topics	4	3	2	1	0	Level of Priority
<b>B1</b>	<b>Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05)</b>						(select 5)
a)	PA Dis/Establishment Process (Sec 5)						
b)	Management Plans and Management Zones (Sec 8-9)						
c)	PAMB Operationalization (Sec 10-11)						
d)	Environmental Impact Assessment (EIA) (Sec 12)						
e)	Ancestral Domains and Existing Rights (Sec 13 & 22)						
f)	Integrated Protected Area Fund (IPAF) (Sec 16)						
g)	Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)						
h)	Tenured Migrants and PACBRMA (Sec 23)						
i)	Facilities within PA (Sec 24)						
j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)						
k)	Local Government Units (Sec 26)						
<b>B2</b>	<b>Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>Level of Priority</b>
l)	Protected Area Suitability Assessment (PASA)						
m)	Protected Area Management Plan and PAMB Manual of Operations						
n)	Delineation / Demarcation of Protected Areas						
o)	Biodiversity Monitoring System (BMS)						
p)	Biodiversity Assessment and Monitoring System (BMS)						
q)	Communication, Education and Public Awareness (CEPA)						
r)	Survey of Protected Area Occupants (SRPAO)						
s)	Formulation of PA Bills						
t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)						
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)						
v)	SAPA process						
w)	PACBRMA process						
x)	Permit issuances						
y)	Ecotourism						
z)	ASEAN Heritage Park (AHP) Process						
aa)	World Heritage Site (WHS) Process						
bb)	Caves and cave management						
cc)	Inland wetland profiling and management						
dd)	Wildlife management						
ee)	Research and Special Projects						
ff)	Ecosystem Valuation Study						
gg)	Rates of Fees for the Entrance and Use of Facilities in PAs						
hh)	Revenue Sharing between PA and LGUs						



B3	Legal and Policy Framework for Biodiversity Conservation and Environmental Management	4	3	2	1	0	Level of Priority
ii)	Provisions of the 1987 Constitution relevant to environmental management						
jj)	Provisions of the Local Government Code (RA 7160) relevant to environmental planning and management						
kk)	Environmental functions devolved to local government units under Section 17 of the Local Government Code						
ll)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)						
mm)	Revised Forestry Code (PD 705)						
nn)	Wildlife Act (RA 9147)						
oo)	Cave Act (RA 9072)						
pp)	National Policy on Biodiversity (EO 578)						
qq)	Local Government Code (Sections 16, 444, and 447)(RA 7160)						
rr)	Water Code of the Philippines (PD 1067) and amended IRR of 2005						
ss)	Philippine Mining Act (RA 7942)						
tt)	Clean Air Act (RA 8749)						
uu)	Clean Water Act (RA 9275)						
vv)	Climate Change Act (RA 9729)						
ww)	DRRM Act (RA 10121)						
xx)	Fisheries Code(RA 8550)						
yy)	Ecological Solid Waste Management Act of 2000 (RA 9003)						
zz)	Integrated Coastal Management Policy (EO 533)						
aaa)	Philippine Environmental Impact Statement System (PD 1586)						
bbb)	Establishing the Guidelines for Ecotourism Development (EO 111)						
ccc)	Philippine Development Plan 2017-2022						
ddd)	Ramsar Convention on Wetlands of International Importance						
eee)	Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)						
fff)	Convention on Biological Diversity (CBD)						
ggg)	17 Sustainable Development Goals (SDGs)						

### C. Training Methods, Logistics and Requirements

Select specified number of choices based on the most practical and most applicable options in your protected area / office setting. Take note of the unavailable resources in your respective offices.

<b>C1.</b>	<b>Preferred Training/Learning Methods: (select 3)</b>	
	1. Lecture / Discussion with Open Forum 2. Workshop with Deliverables 3. Case Analysis 4. Cross / site visit 5. Conference / Summit	6. Practicum / Practical exercises 7. Others: _____ _____ _____
<b>C2.</b>	<b>Preferred Resource Persons: (select 4)</b>	
	1. In-house: Region 2. In-house: Field 3. Concerned Bureaus: _____ 4. DENR Central Office: _____ 5. Other Regions	6. Non-government organizations 7. Invited experts 8. Academe 9. Others: _____ _____ _____
<b>C3.</b>	<b>Preferred Facilitators: (select 2)</b>	
	1. In-house: Region 2. In-house: Field 3. HRD	4. Others: _____ _____ _____
<b>C4.</b>	<b>Preferred Venue: (select 2)</b>	
	1. In-house: Office 2. In-house: Field 3. Hotel + accommodation 4. Virtual platform	5. Others: _____ _____ _____
<b>C5.</b>	<b>Frequency of Trainings (select 1)</b>	
	1. Once a year 2. Twice a year 3. Every two years 4. Every three years	5. Others: _____ _____ _____
<b>C6.</b>	<b>Logistics and Requirements: (select 3)</b>	
	1. Training/ Reference Materials (printed/digital) 2. Relevant equipment 3. Endorsement / Coordination with concerned offices 4. Budgetary Requirements (if selected, specify source)	5. Others: _____ _____ _____



D. Suggestions for the Enhancement of Capacities for Protected Areas

D1	What other competencies do you think are needed by the DENR staff to be effective in the conservation of biodiversity and the effective management of protected areas?
	<div></div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div>

D2	What types of assistance do you think are needed to enhance the capacities of your organization/agency:	
	Activity/Task	Assistance Needed

Thank you for agreeing to answer this survey form.

All personal information and responses collected thru this survey will be treated with confidentiality in compliance with RA 10173 or the Data Privacy Act of the Philippines.

Date Accomplished: \_\_\_\_\_

Signature over printed name: \_\_\_\_\_

## TRAINING NEEDS ASSESSMENT (TNA) QUESTIONNAIRE FOR PROTECTED AREAS

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### A. Basic Profile of Respondent

A1.	Name of the respondent:				
A2.	Sex:			A3.	Age:
1. Male		2. Female			
A4.	Contact details:				
	Mobile Number:		Email Address:		
A5.	Bureau/Office/Protected Area:				
A6.	Position/Designation:				
A7.	Employment Status:				
	1. Regular/permanent      2. Contractual      3. Casual      4. Others (please specify): _____				
A8.	8.1 Length of Service in the DENR:				
	1. Less than 1 year      2. 1 to 5 years      3. 5 to 10 years      4. More than 10 years				
	8.2 Length of Experience in PA management (multiple entries allowed; relevant experience only)				
	1. Name of PA:	2. Position / Involvement	3. Agency/Office/Organization	4. No. of years	
A9.	Educational Background:				
	1. Undergraduate Course:			5. Name of school/university:	
	2. Graduate Course (MA/PhD):				
	3. Field/s of specialization:				
A10.	Relevant PA-related Trainings Attended (in the last 3 years):				
	Name of Training	International or Local	Provider/ Organizer	Dates Attended	No. of training hours



	Use additional sheets if necessary.				

**B. Level of Knowledge and Understanding**

Using the rating scale below, rate the following concepts or topics based on your level of knowledge and understanding. *Put an X mark on the appropriate column.*

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- 2 = fair
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<b>B1</b>	<b>Salient Features of the Republic Act 11038 or The NIPAS Act as amended and its IRR (DAO 2019-05)</b>						(select 5)
a)	PA Dis/Establishment Process (Sec 5)						
b)	Management Plans and Management Zones (Sec 8-9)						
c)	PAMB Operationalization (Sec 10-11)						
d)	Environmental Impact Assessment (EIA) (Sec 12)						
e)	Ancestral Domains and Existing Rights (Sec 13 & 22)						
f)	Integrated Protected Area Fund (IPAF) (Sec 16)						
g)	Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)						
h)	Tenured Migrants and PACBRMA (Sec 23)						
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j)	Special Use Agreement in Protected Areas (SAPA) (Sec 25)						
k)	Local Government Units (Sec 26)						
<b>B2</b>	<b>Target – related and other Technical Competencies (with reference to relevant DAOs and BMB TBs)</b>	4	3	2	1	0	Level of Priority
l)	Protected Area Suitability Assessment (PASA)						
m)	Protected Area Management Plan and PAMB Manual of Operations						
n)	Delineation / Demarcation of Protected Areas						
o)	Biodiversity Monitoring System (BMS)						
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q)	Communication, Education and Public Awareness (CEPA)						
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t)	Preparation of PAMB documents (Minutes, Resolutions, etc.)						
u)	Management Effectiveness Tracking Tool (METT) / Management Effectiveness Assessment (MEA)						
v)	SAPA process						
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dd)	Wildlife management						
ee)	Research and Special Projects						
ff)	Ecosystem Valuation Study						
gg)	Rates of Fees for the Entrance and Use of Facilities in PAs						
hh)	Revenue Sharing between PA and LGUs						

B3	Legal and Policy Framework for Biodiversity Conservation and Environmental Management	4	3	2	1	0	Level of Priority
ii)	Provisions of the 1987 Constitution relevant to environmental management						
jj)	Provisions of the Local Government Code (RA 7160) relevant to environmental planning and management						
kk)	Environmental functions devolved to local government units under Section 17 of the Local Government Code						
ll)	Indigenous People's Rights Act of 1997 (IPRA) (RA 8371)						
mm)	Revised Forestry Code (PD 705)						
nn)	Wildlife Act (RA 9147)						
oo)	Cave Act (RA 9072)						
pp)	National Policy on Biodiversity (EO 578)						
qq)	Local Government Code (Sections 16, 444, and 447)(RA 7160)						
rr)	Water Code of the Philippines (PD 1067) and amended IRR of 2005						
ss)	Philippine Mining Act (RA 7942)						
tt)	Clean Air Act (RA 8749)						
uu)	Clean Water Act (RA 9275)						
vv)	Climate Change Act (RA 9729)						
ww)	DRRM Act (RA 10121)						
xx)	Fisheries Code(RA 8550)						
yy)	Ecological Solid Waste Management Act of 2000 (RA 9003)						
zz)	Integrated Coastal Management Policy (EO 533)						
aaa)	Philippine Environmental Impact Statement System (PD 1586)						
bbb)	Establishing the Guidelines for Ecotourism Development (EO 111)						
ccc)	Philippine Development Plan 2017-2022						
ddd)	Ramsar Convention on Wetlands of International Importance						
eee)	Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)						
fff)	Convention on Biological Diversity (CBD)						
ggg)	17 Sustainable Development Goals (SDGs)						

### C. Training Methods, Logistics and Requirements

Select specified number of choices based on the most practical and most applicable options in your protected area / office setting. Take note of the un/available resources in your respective offices.

C1.	Preferred Training/Learning Methods:(select 3)	
	1. Lecture / Discussion with Open Forum 2. Workshop with Deliverables 3. Case Analysis 4. Cross / site visit 5. Conference / Summit	6. Practicum / Practical exercises 7. Others: _____ _____ _____
C2.	Preferred Resource Persons:(select 4)	
	1. In-house: Region 2. In-house: Field 3. Concerned Bureaus: _____ 4. DENR Central Office: _____ 5. Other Regions	6. Non-government organizations 7. Invited experts 8. Academe 9. Others: _____ _____ _____
C3.	Preferred Facilitators: (select 2)	
	1. In-house: Region 2. In-house: Field 3. HRD	4. Others: _____ _____
C4.	Preferred Venue: (select 2)	
	1. In-house: Office 2. In-house: Field 3. Hotel + accommodation 4. Virtual platform	5. Others: _____ _____ _____
C5.	Frequency of Trainings (select 1)	
	1. Once a year 2. Twice a year 3. Every two years 4. Every three years	5. Others: _____ _____ _____
C6.	Logistics and Requirements:(select 3)	
	1. Training/ Reference Materials (printed/digital) 2. Relevant equipment 3. Endorsement / Coordination with concerned offices 4. Budgetary Requirements(if selected, specify source)	5. Others: _____ _____ _____



D. Suggestions for the Enhancement of Capacities for Protected Areas

D1	What other competencies do you think are needed by the DENR staff to be effective in the conservation of biodiversity and the effective management of protected areas?
	<div></div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div>

D2	What types of assistance do you think are needed to enhance the capacities of your organization/agency:	
	Activity/Task	Assistance Needed

Thank you for agreeing to answer this survey form.

All personal information and responses collected thru this survey will be treated with confidentiality in compliance with RA 10173 or the DataPrivacy Act of the Philippines.

Date Accomplished: \_\_\_\_\_

Signature over printed name: \_\_\_\_\_



## DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES

MIMAROPA Region

Capacity Building Plan for Protected Area Management Office (PAMO)

FY 2023-2033

[illegible]



