



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

November 21, 2023

MEMORANDUM

FOR : The Regional Executive Director
MIMAROPA Region
DENR By the Bay, Ermita, Manila

FROM : The OIC, PENR Officer
Mamburao, Occidental Mindoro

SUBJECT : SUBMISSION OF INDIVIDUAL LEARNING REPORT ON THE
CONDUCTED GENDER ANALYSIS LEARNING EVENT OF
THE MINDORO BIODIVERSITY CORRIDOR DATED
NOVEMBER 6 TO 10, 2023

Respectfully forwarding herewith, the individual learning report of the Community and Stakeholder Coordinator of the Mindoro Biodiversity Corridor Project on the recently conducted Learning Event on Gender Analysis with the theme *Fostering Inclusivity in Environmental Conservation* dated November 6 to 10, 2023 (inclusive of travel dates) in Hillside Farm and Resort, Magsaysay, Occidental Mindoro.

The event, in coordination with Biodiversity Management Bureau and the National Project Management Unit of the BD Corridor Project, more specifically under Activity 4.1.2, aims to capacitate the participants in conducting a comprehensive gender analysis and how to apply it as part of gender mainstreaming in regular targets of the office. Attached herewith is the activity report of the said event.

For information and record.

For and in the absence of the OIC, PENRO

ROMUALDO S. TRIA
LMO III, Chief MES



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Mamburao, Occidental Mindoro

THRU : The Corridor Project Manager
Mindoro Biodiversity Corridor Project

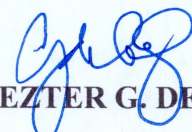
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CLINTH JEZTER G. DELA CRUZ



**BIODIVERSITY
CORRIDOR**



Integrated Approach in Management of Major Biodiversity Corridors in the Philippines

So. Pag-asa, Brgy. Payompon, Mamburao, Occidental Mindoro

E-mail: mbc.denr@gmail.com | penrocc.mindoro@denr.gov.ph

INDIVIDUAL LEARNING REPORT

Part 1

Name of Participant	:	CLINTH JEZTER G. DELA CRUZ
Office/Service	:	Mindoro Biodiversity Corridor Project Management Unit
Training Title	:	Fostering Inclusivity in Environmental Conservation: A Gender Analysis Learning Event
Learning Providers	:	BMB-GADFPS, BD Corridor Project National Project Management Unit, Mindoro Biodiversity Corridor Project Management Unit
Inclusive Dates	:	November 6 to 10, 2023
Venue	:	Hillside Farm and Resort, Magsaysay, Occidental Mindoro

I. EVALUATION OF THE COURSE

Technical Content:

Rationale

Stakeholder involvement is crucial, with the project recognizing women, youth, Indigenous Peoples, NGOs, academic institutions, the private sector, national agencies, and local government units as essential participants. The project aligns with the Philippine government's gender policies, emphasizing equality between men and women, as outlined in RA 7192 and RA 9710.

The Project holds a Gender Marker 2, indicating its commitment to fostering gender equality. Activity 4.1.2 involves implementing a gender analysis and mainstreaming action plan, ensuring that gender considerations are integrated across components and tasks.

However, a gender capacity assessment reveals persistent obstacles:

- Limited integration of participatory transformative gender analysis. Stakeholders often perceive this approach as time-consuming, leading to inadequate incorporation into plans and budgets.
- Restrictions in collecting and analyzing sex-disaggregated data. Compliance-driven data collection limits understanding of gender disparities, hindering transformative potential.
- Incomplete development of sector planning and monitoring. Monitoring and evaluation systems for gender concerns are limited, leaving gender focal persons to decipher the utilization of gender planning and budgeting.
- Lack of specificity in stakeholder engagement. Absence of distinctions between men and women in stakeholder processes contributes to biased decision-making, favoring one gender.
- Need for a gender mainstreaming knowledge management system. Stakeholders emphasize the importance of collecting and disseminating best practices related to gender mainstreaming.
- Limited dissemination of gender-related knowledge products. Information, Education, and Communication materials lack specificity and relevance to local contexts.
- Limited advocacy for gender equality. Advocacy efforts lack a gender-sensitive approach, often confined to specific events or campaigns.

Addressing these findings is crucial for enhancing the effectiveness of gender

mainstreaming within the BD Cor Project, ensuring a more inclusive and transformative approach to biodiversity corridor management. Thus, a learning event on gender analysis, a tool that can be used to assess GAD component of different activities, were conducted. The analysis will be supported by data gathered through Focus Group Discussion (FGD) on a selected area within Mts. Iglit-Baco Natural Park (MIBNP).

Objectives

Main Objectives:

- To provide an understanding of the reasoning behind gender analysis and recognize the appropriate instances for employing gender analysis tools.
- To illustrate the application of tools from the Harmonized Gender and Development Guidelines (HGDG) within the identified protected area.
- To characterize the six aspects of the gender analysis framework, serving as a means to gather and systematize data regarding gender distinctions.

Specific Objectives:

- To formulate a series of inquiries corresponding to each aspect of the gender analysis framework.
- To employ and practice the gender analysis questionnaire through Focus Group Discussions (FGDs) within Mts. Iglit-Baco Natural Park
- To assess and document the outcomes of the FGD centered on Gender Analysis.

Activity Minutes and Highlights

November 7, 2023

- The activity started with preliminaries at 9:40 AM



Welcome Remarks – Ariel L. Erasga

Natural Resources Management Officer, BD Corridor National Project Management Unit

- Mr. Erasga started by welcoming participants, he wished for a productive session and emphasized the importance of the activity, highlighting that it provides an opportunity not only to gather sex-disaggregated data but also to conduct a thorough gender analysis
- Mr. Erasga also underscored that the BD Corridor Project goes beyond protection and

conservation, emphasizing the involvement of Gender and Development (GAD) in its components. He stressed the unique differences between men and women and the importance of Gender Analysis as a tool for well-integrated gender-inclusive projects.

- Introduction of BD Corridor Project highlighting its components and ongoing activities followed.



Objectives, Rationale, and Program Flow – Helen Meghann Fallaria
Stakeholder Engagement Specialist, MBC-PMU

- Ms. Fallaria discussed the following objectives to the participants
 - To provide an understanding of the reasoning behind gender analysis and recognize the appropriate instances for employing gender analysis tools.
 - To illustrate the application of tools from the Harmonized Gender and Development Guidelines (HGDG) within the identified protected area.
 - To characterize the six aspects of the gender analysis framework, serving as a means to gather and systematize data regarding gender distinctions.

Introduction of Participants and Resource Speakers – Clinth Jezter dela Cruz
Community and Stakeholder Coordinator, MBC-PMU

- The participants were introduced per office. It involves representatives from the municipal and provincial governments and different field offices of DENR. The resource persons from BMB and consultants from the National Project Management Unit of BD Corridor Project were also introduced.



Session 1: Introduction to Gender Analysis
Jacqueline C. Bacal, Gender Specialist

- First, the learning objectives of the session were discussed. It includes the following:
 - Explain the rationale for gender analysis and identify when to use gender analysis tools
 - Demonstrate the use of the Harmonized Gender and Development Guideline (HGDG) tool
 - Describe the 6 domains of gender analysis framework to collect and organize information on gender differences and to surface gender barriers/opportunities
 - Prepare a set of questions for each of domain in the gender analysis framework.
 - Apply/practice the gender analysis questionnaire through FGD in the identified terrestrial and coastal host areas with potential or ongoing BDFE.
 - Analyze and document the FGD results of the gender analysis.
- Then it is followed by an introduction by defining gender analysis and its importance

Gender Analysis

 - Gender analysis is a systematic analytical process based on sex-disaggregated and gender information.
 - It is a process used to identify, understand, and describe gender differences and the relevance of gender roles and power dynamics in a particular context.
 - It is also tool that brings to the surface gender differences/gaps of a core problem.
 - Gender analysis reveals the connections between gender relations and the development challenge to be solved, it indicates exactly what that impact is likely to be, and promotes alternative courses of action.
 - It helps ensure equitable participation of women, men, LGBTQ+, and other marginalized groups in development processes and projects.
 - The results of the gender analysis are the foundation for taking gender into account in all steps of a program/ project/activity management cycle.
 - Conducting a gender analysis – whether in the design phase or at another point in the program/ project term produces recommendations to:

- Answer questions in regard to the (baseline) situation
- Develop a gender-responsive programs, projects, activities based on the uncovered gender issues and devise a methodological approach
- Make necessary changes to the monitoring system

When is gender analysis used?

- Gender analysis can be done any time when looking for ways to better understand and improve our programs/projects.
- Definite situations that present more opportune moments to execute a gender analysis such as:
 - During the initial design of a project
 - Before the implementation of a policy
 - During the midterm review and evaluation of a project, activity or policy

Who is responsible for gender analysis?

- Gender is everybody's business. Every staff person bears responsibility to some extent according to Magna Carta of Women 9710.
- The program or project manager is responsible for ensuring a gender-responsive approach, including the development and application of a gender analysis. (In some cases, gender specialists are hired)
- Additionally, involving local women's groups and gender-focused organizations in the target area(s) as key stakeholders and drawing on their specialized knowledge of the context also helps provide insights and guidance

What will gender-analysis cost?

- May include dedicated staff time to conduct desk research, working with gender specialists or hiring a local expert or allocating budget to ensure inclusive stakeholder consultation and feedback.
- Budget needed for a gender analysis is different for every project/activity and can depend on the scale of the project. For example, if it is a multi-year project involving activities in local communities.
- Investing and allocating budget for e.g. PA, Ecotourism, toward involving local gender experts or with GADFPS teams can do the in primary data collection and consultation with local gender experts.

What information should it include?

- For example, to develop a reforestation or restoration plan that adequately meets its objectives: e.g.
- key to understand the different tree species that are priorities for women and men, and why they are priorities, helping to ensure that activities in the project do not inadvertently take away from or miss opportunities to enhance women's or men's livelihoods.
- A gender analysis should include qualitative and quantitative information to help explore, make visible and recognize who does what type of work, levels of participation, existing sociocultural norms and systems, patterns and power over time use, and overall power relationships.

- The Harmonized Gender and Development Guideline (HGDG) is a tool to ensure that programs and projects, activities undertaken by NGAs, LGUs, SUCs in various stages are gender responsive.
- The Gender Mainstreaming Evaluation Framework (GMEF) is a tool to measure the extent of the gender mainstreaming efforts of National Government Agencies and Local Government Units (LGUs). To assist the GADFPS members in measuring the gains, successes as well as point out areas for improvement in ways they mainstream GAD perspectives in their organization.



Session 2: The Harmonized Gender and Development Guidelines (HGDG) Tool
Jessica F. Torno, Computer Operator II, BMB-GADFPS Secretariat

- Ms. Torno discussed gender-responsive programs and projects. She also conducted a group activity using the GAD checklist for designing and evaluating natural resource management projects to provide participants with a hands-on experience.
- The following is the content of the presentation:
Why mainstream gender in biodiversity conservation and management?
 - The importance of biodiversity to individuals varies according to gender.
 - Stark gender differences are evident in economic opportunities and access to and control over land, biodiversity resources and other productive assets, as well as in vulnerability to biodiversity loss, climate change and natural disasters.
 - Just as the impact of biodiversity loss is disproportionately felt by poorer communities, there are also disparities along gender lines
 - Biodiversity loss affects access to education and gender equality by increasing the time spent by women and children in performing certain tasks, such as collecting valuable resources and services such as fuel, food and water.
 - Exposing and understanding gender differentiated biodiversity practices and knowledge of women and men enhances biodiversity conservation.
 - Biodiversity conservation efforts become more effective and efficient when women and vulnerable groups are empowered to participate as equals in: information sharing and generation, education and training, technology transfer, organizational development, financial assistance, policy development.

Gender Mainstreaming

- Gender mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in any area and at all levels.
- It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated.
- Mainstreaming includes gender-specific activities and affirmative action, whenever women or men are in a particularly disadvantageous position.
- Gender-specific interventions can target women exclusively, men and women together, or only men, to enable them to participate in and benefit equally from development efforts.
- Gender Mainstreaming seeks to transform unequal social and institutional structures to realize the full creative and productive potential of women to reduce vulnerability and enhance efficiency and effectiveness of programs & projects.

Harmonized Gender and Development Guidelines

- Tool used to ensure that programs and projects undertaken by the government in their various stages are gender responsive
- HGDG aims to:
 - Provide NEDA, ODA donors, Philippine government agencies and development practitioners with a set of tools for integrating gender concerns into their programs and projects
 - Help achieve gender equality and empower women in/through the programs and projects
- HGDG is consist of four parts:
 - Manual
 - Design checklist
 - PIMME
 - FIMME
- Elements of a Gender-Responsive Program or Project
 - Participation of women and men in problem identification
 - Generation/use of SDD
 - Gender analysis to identify gender issues
 - GAD in goals, objectives, outcomes, or outputs
 - Activities match identified gender issues
 - Gender analysis of designed project
 - Gender-sensitive M&E system that would capture GAD Results
 - Requirement of sex-disaggregated database
 - Commitment of resources to address the gender issues
 - Congruence of project GAD agenda with that of agency
- For the group activity, participants were grouped into 2 categories to assess the level of gender responsiveness of the project being implemented.

- Group 1 (DENR)
- Group 2 (LGU)
- Participants learned the importance of baseline data, information based on actual data or experience, and the need for measurable outcomes. The two groups practice the use of the checklist for Environment and Natural Resources (ENR) and Disaster Risk Reduction (DRR). Both groups get a score with an interpretation as *Gender Sensitive*.
- The following are the concerns and issues raised during the discussion and feedbacks during the group presentation.
 - For Group 1, the members realized that the inclusion of gender analysis is still lacking in some plans. They suggested that it can be considered during the updating of plans, include it in the implementation plans, or incorporate it with the GAD Plan and Budget of DENR Offices
 - For Group 2, they notice that most of the projects being given to the field offices from higher offices lacks a comprehensive gender analysis thus, issues related to gender only arises during the implementation of the project and their scores relatively low on HGDG.



Session 3: Introduction to Mts. Iglit-Baco Natural Park
Cristine Joy F. Clarin, Forest Ranger, Mts. Iglit-Baco Natural Park

- An introduction about Mts. Iglit-Baco Natural Park was presented by Ms. Clarin. It focused on the profile of the protected area for the participants, especially those not familiar in the PA. It was followed by introduction to the site where the FGD will be conducted presented by the undersigned, then a community profile presented by Mr. Pio Crisostomo R. Isidro, the NCIP Focal of the Project.



Session 4: Overview of Value Chain Analysis of an Ecotourism and a BDFE
Regina Irene Gaza, BDFE Specialist

- Ms. Gaza thoroughly explained Value Chain Analysis, emphasizing its importance and applications.
- A participant inquired about organizing/developing BDFE community, and it was clarified that BD Corridor Project will focus on marginalized communities with established people's organizations (POs).
- The presentation flow was as follows:

Definition of Value Chain

- Full range of activities required to bring a product or service from conception, through the different phases of production, delivery to consumers, and final disposal after use.” (Kaplinsky and Morris, 2002)

Rationale of Value Chain Development

- Economic viability/sustainability
 - Services to address constraints are developed by service providers. Entrepreneurs in the VC pay for these services from their income
- Creation of linkages
 - Economic development results from cooperation among actors in the VC
- Coordination of public and private roles
 - Combining entrepreneurial development at the micro level with institutional change at the meso and macro levels
- Self-reliant development
 - Focus on facilitating economic development process by building on own initiatives of the sector

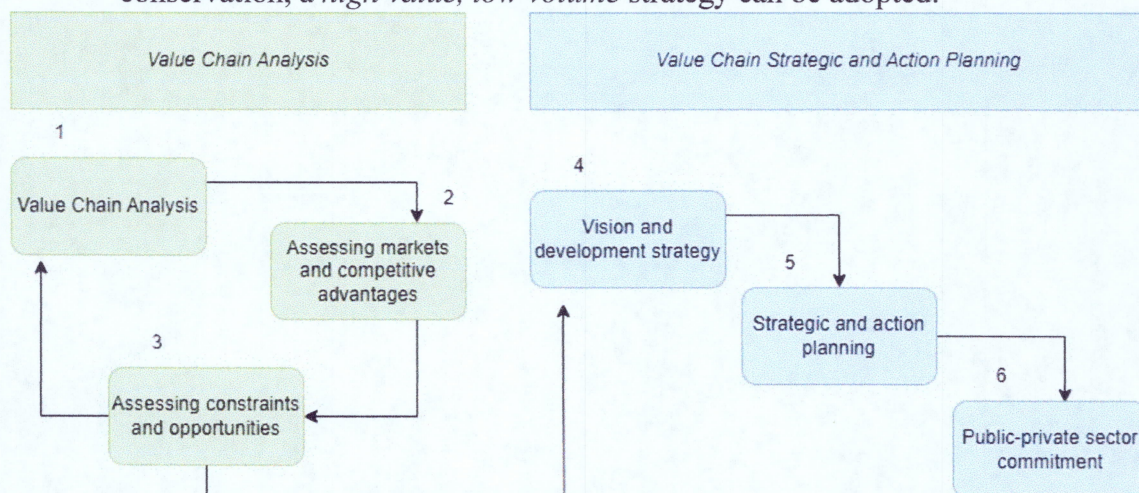
Formulating a Value Chain Development Project

Principles

- Build on market and development potential >> towards viable/sustainable market structures
- Identify potential objectives and actions relating them to the upgrading vision and

strategy

- Stick to clear division of tasks between private and public actors contributing to chain development
- Identify chain actors and internal facilitators assuming responsibility for upgrading action
- Ms. Gaza also highlighted that in some ecotourism areas mainly focused for conservation, a *high value, low volume* strategy can be adopted.



Ecotourism Value Chain Analysis

1. Value Chain Mapping – identifying functions/roles, actors, enablers; defining relationships, cost, value, flows of information and benefits among critical actors
2. assessing markets and competitive advantage
3. diagnosing and evaluating constraints and opportunities

What is biodiversity-friendly enterprise (BDFE)?

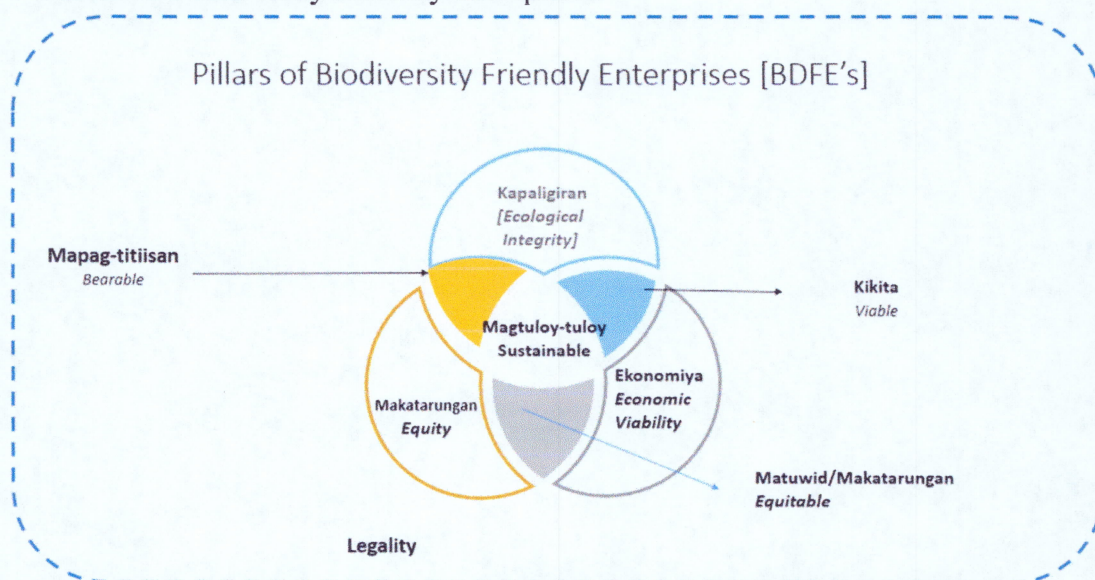
- economic activities & practices of micro small & medium enterprises (MSMEs), local government units (LGU's) & people's organizations (POs) that promote the sustainable use of biological resources, create wealth & value & offer opportunities for the equitable sharing of benefits among stakeholder (*DAO 2021-01, adopted from BMB TB 2018-03*)

Why BDFE?

- In the case of business, most raw materials come from nature. Destruction of ecosystems & the services they provide reduce business value & limit future growth opportunities of business.
- In the case of conservation, ecosystem change can create risks & opportunities for business. For example, reduced water availability can result from over exploitation of resources through irresponsible mining.
- In the case of development, businesses contribute to development when they:
 - Build trust and dialogue among actors;
 - Enhance business & legal skills of producers & communities;
 - Promote fair & equitable commercial relationships, including an adequate price & the negotiation of other benefits;
 - Generate & share benefits outside relationships; &

- Increase recognition of the value of traditional knowledge

Pillars of Biodiversity-Friendly Enterprises



- During the forum, a participant asked a question related to tax, specifically on its mechanism on how it will be paid if the target area for BDFE is with CADT. Ms. Gaza answered that it will depend on the negotiations with the stakeholders and will be part of their benefit-sharing scheme

Session 5: Six Domains of Gender Analysis Framework (WWF)

Jacqueline C. Bacal, Gender Specialist

- The six domains of gender analysis were discussed, mainly – Access, Knowledge, Beliefs and Perception, Practices and Participation, Time and Space, Power and Decision-Making, and Legal Rights and Status.
 1. Access
 - Refers to a person's ability to use the necessary resources to be a fully active and productive participant (socially, economically and politically) in society.
 - It includes access to resources, income, services, employment, information and benefits.
 2. Knowledge, beliefs, and perception
 - This domain refers to the types of knowledge that men and women possess; the beliefs that shape gender identities and behavior; and the different perceptions that guide people's understanding of their lives, depending on their gender identity.
 3. Practices and Participation
 - Refers to people's behaviors and actions in life – what they actually do – and how this varies by gender roles and responsibilities. (Division of labor in household/economic)
 - The questions include not only current patterns of action, but also differences in the ways men and women may engage in activities.
 - Types of action may include attendance at meetings and training courses, and accepting or seeking out services. Participation can be both active and passive.

4. Time and Space

- Gender differences in the availability and allocation of time and decisions about locations. It considers the division of both productive and reproductive labor;
- Identifies how time is spent during the day (or week, month, or year, and in different seasons);
- Determines how men and women each contribute to the welfare of the family, community and society.
- The objective of this domain is to determine how men and women spend their time and what implications their time commitments have for their availability for program/project activities. (Time use)

5. Power and Decision-Making

- The ability of people to decide, influence, control and enforce personal and governmental power.
- Refers to one's capacity to make decisions freely, and to exercise power over one's body, within an individual's household, community, municipality and state.
- This domain also details the capacity of adults to make household and individual economic decisions, including about the use of household and individual economic resources and income, as well as choosing their employment.
- This domain describes the decisions to vote, run for office, and enter into legal contracts.

6. Legal Rights and Status

- Assessing how people are regarded and treated by customary legal codes, formal legal codes and judicial systems.
 - The domain encompasses legal documentation, such as identification cards, voter registration and property titles.
 - The domain includes the right to inheritance, employment, atonement of wrongs and legal representation.
- After the discussion, the participants were again oriented about the conduct of focus group discussion. The necessity of separating men and women during on-site FGDs was also explained as a way to encourage all participants to share their experiences openly and without bias.
 - Two teams were formed for on-site FGDs: Group 1 and Group 2. A small group workshop followed to prepare and develop FGD questions based on the six domains of gender analysis framework.

November 8, 2023

- For the conduct of FGD, two groups were assigned to two different sites, Group 1 in Poypoy, Calintaan, in Station I of MIBNP and Group 2 in Manoot, Rizal.
- The target participants for the FGD are the following Pos, situated within the protected area
 - a) **AFTI (Group 1)** – product development training, health and family planning and

establishment of nursery farm, marketing and packaging (Cultural Value/Uniqueness)

- b) **Habanan Buhid Organization (Group 2)** – increase awareness, gradual improvement through education (CEPA, IECs), cultural consideration (slowly aligning to law) to achieve women empowerment and gender equality, livelihood,
- Additionally, a Key Informant Interview (KII) on baseline data gathering were conducted by the BMB representatives. This will serve as basis for DENR GAD planning, programming and policy formulation.

November 9, 2023

Finalization and Reporting



- The third day of the activity started with the finalization and analysis of the data gathered during the FGD. Ms. Bacal presented the instructions in reporting of the results and participants.
- Participants were also asked to prepare and finalize a comprehensive gender analysis report, including their recommendations.
- Ms. Gaza also added a presentation on the BDFE Development Process.



Synthesis and Ways Forward – Nemar N. Nemeses
Development Management Officer, BMB-GADFPS

- It is recommended that a comprehensive gender analysis be part of activities and be included in the GAD Plan and Budget proposal to allocate funding

- Regular application of the gender analysis tool was also observed to be integral in gender mainstreaming processes and systems of agencies
- Participants also suggested to have a specific policy issued to ensure the application of gender analysis tools in PAP's
- It is also suggested that gender-related knowledge or results of the FGD be shared with development partners and to PO's involved in the gender analysis.
- Conduct of Cultural Sensitivity Training in similar GAD activities involving IP communities were recommended to ensure that all participants are provided with basic knowledge on the communities they are working with.
- As a reminder, the planning process for GAD-related activities involving IP communities should also be based on the Ancestral Domains Sustainable Development and Protection Plan (ADSDPP).



Closing Message – Mr. Alain M. Maulion
Project Manager, Mindoro Biodiversity Corridor Project Management Unit

- Mr. Maulion started by expressing his gratitude to everyone who actively participated in the event. He reiterated that conserving of resources and improving community well-being is the main goal of the project and part of this development is recognizing the roles of each individual.
- He also cited his previous works where most of the successful POs were headed by women, highlighting that an equal access for everyone, without discrimination on their gender, provides good result.

Impression/Comments:

- The resource persons adapt quickly to the expectations of participants, thus making the learning sessions engaging and participative.
- The participants were very active in sharing the status of their office when talking about gender mainstreaming which may also contributed to how smoothly they incorporate the learnings to the field application
- After the event, the participants were able to pinpoint possible entry points of gender analysis in their program and how gender analysis will be useful for project assessment

II. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANT'S WORK/FUNCTION

- Primarily engaged in collaborating with stakeholders, the learning event holds significance for participant in relation to his roles. The sessions not only emphasized the integration of gender into project activities but also addressed the identification of issues, concerns, and opportunities directly or indirectly related to Gender and Development (GAD).

III. RECOMMENDATIONS

- For the next activities, improvement in the coordination with stakeholders and assignment of roles for the project staff is highly recommended.

IV. POST LEARNING ACTION PLAN/PROPOSAL

Proposed Plan/Activity/Output	Time Frame
Submission of activity report	Before November 24
Inclusion and conduct of other GAD learning event to the 2024 AWP	2024

Part 2 (to be prepared by the Supervisor)

How will you support the Post Learning Action/Proposal?

Include activities to the 2024 AWP

Have you discussed any concerns/resources needed by your subordinate so that he/she can effectively transfer the skills and knowledge gained from the training?

Yes

Would you be willing to send him/her again to other training/seminar/conference?

☒ Yes

☐ No

☐ Others

If yes, please specify courses.

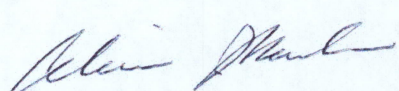
Other project activities related to mainstreaming gender concerns

Submitted by:


CLINTH JEZTER G. DELA CRUZ

Attendee

Noted/Confirmed by:


ALAIN M. MAULION

Supervisor

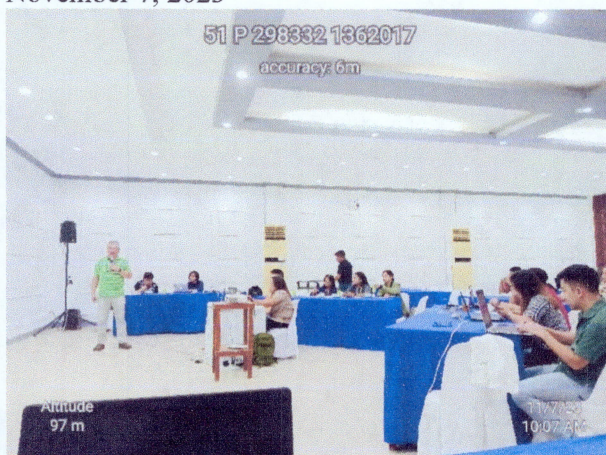
November 21, 2023

Date

PHOTO DOCUMENTATION

Activity Proper

November 7, 2023



November 8, 2023





November 9, 2023

