



December 22, 2022



MEMORANDUM

FOR : The Regional Executive Director
DENR MIMAROPA Region

THRU : The Assistant Regional Director for Management Services

ATTENTION : The Regional Gender and Development Focal Point System

FROM : The OIC-PENR Officer

SUBJECT : **ACTIVITY REPORT ON THE CONDUCT OF LEARNING
EVENT 2022 ON GENDER ANALYSIS TOOL USING SEX
DISAGGREGATED DATA (SDD) AND HARMONIZED
GENDER AND DEVELOPMENT GUIDELINES (HGDG)**

Submitted is the activity report of the PENRO – Gender and Development (GAD) Focal Point System (FPS) relative to conduct of Learning Event 2022 on Gender Analysis Tool using Disaggregated Data (SDD) and Harmonized Gender and Development Guidelines (HGDG) held on November 9-10, 2022 at PENRO Conference Hall, Boac, Marinduque.

The said activity is in accordance with the GAD Plan and Budget 2022 of the PENRO Marinduque – GADFPS.

Attached are photocopies of supporting documents such as Approved Regional Special Order No. 413 dated November 9, 2022, Activity Design, Program of Activities, Attendance Sheet, Sex-Disaggregated Data (SDD) of learners and activity and photographs.

For information and record.

“For and in the absence of the OIC PENRO”


SIMEON R. DIAZ

LMO III
In-Charge, Office of the PENRO



Republic of the Philippines
Department of Environment and Natural Resources
Provincial Environment and Natural Resources
Boac Marinduque



*Learning Event 2022
On Gender Analysis Sex
Disaggregated Data (SDD) and
Harmonized Gender and
Development Guidelines
(HGDG)*

**November 9-10, 2022
PENRO Conference Hall, Boac, Marinduque**

RATIONALE

The Harmonized GAD Guidelines or HGDG (or Hagadaga for easier enunciation) is a tool used to ensure that programs and projects undertaken by the government in their various stages are gender responsive. It was formulated in 2004 through the initiative of NEDA, PCW and ODA-GAD Network and funded by ADB and UNDP to set the standard in determining the gender responsiveness of all ODA funded projects / programs. Through time, the Philippine Government has adopted the HGDG as its tool in assessing the gender responsiveness of its interventions. Various issuances by mandated agencies were passed to promote the use of the Guidelines.

Below is a summary of what the Guidelines (Lifted from the HGDG, 3rd edition):

“This set of GAD guidelines subscribes to the idea that development involves the expansion of freedoms and strengthening of capabilities. In this connection, it recognizes that (a) equality between women and men is a key women’s human right; (b) participation in development is crucial to the empowerment of women and men; (c) gender equality means promoting the equal participation of women as agents of economic, social, and political change; and (d) achieving equality between women and men may involve the introduction of specific measures designed to eliminate prevailing gender inequalities and inequities.”

“The GAD guidelines are designed for the use of those involved in developing, implementing, managing, and monitoring and evaluating development programs and projects in the Philippines. These are supposed to help NEDA evaluate or assess projects for funding. The guidelines are also expected to assist government agencies and local government units (LGUs) not just in designing but also in implementing, managing, and monitoring and evaluating development interventions. “

“The guidelines apply to all types of programs and projects, supporting:

- the identification and design of projects and programs;
- implementation and management; and
- monitoring and evaluation.”

The PCW-DBM-NEDA Joint Memorandum Circular (JMC) No. 2012-01 titled, "Guidelines for the Preparation of the GAD Plans and Budgets and Accomplishment Reports to Implement the Magna Carta of Women" was issued for the formulation, development, submission, implementation, monitoring and evaluation including accounting of results of agency annual GAD plans and budgets (GPBs), and GAD Accomplishment Reports (ARs) and to provide the mechanics of the development of PAPs to respect, protect and fulfill the rights of women at the socio-cultural, economic and political spheres.

To measure the extent of the gender mainstreaming efforts, gains and successes of the organization as well as pinpoint areas for improvement of the Gender and Development (GAD) perspectives, and develop a common set of analytical concepts and tools to ensure that gender concerns are fully mainstreamed in the various programs and project activities, thus, a **“Learning Event on Gender and Development (GAD) Mainstreaming (GM), Gender Analysis Tools on Sex-Disaggregated Data (SDD) and Harmonized Gender and Development Guidelines (HGDG) Tools and Accomplishment Report”** is significant in the accomplishment of GAD compliance.

The said activity was participated by a total of forty five (45) learners composed of 16 males (36%) and 29 females (64%) as listed in the attendance sheet (Annex “C”). Likewise, Activity Design was duly signed and approved by the Regional Office for this purpose (Annex “B”).

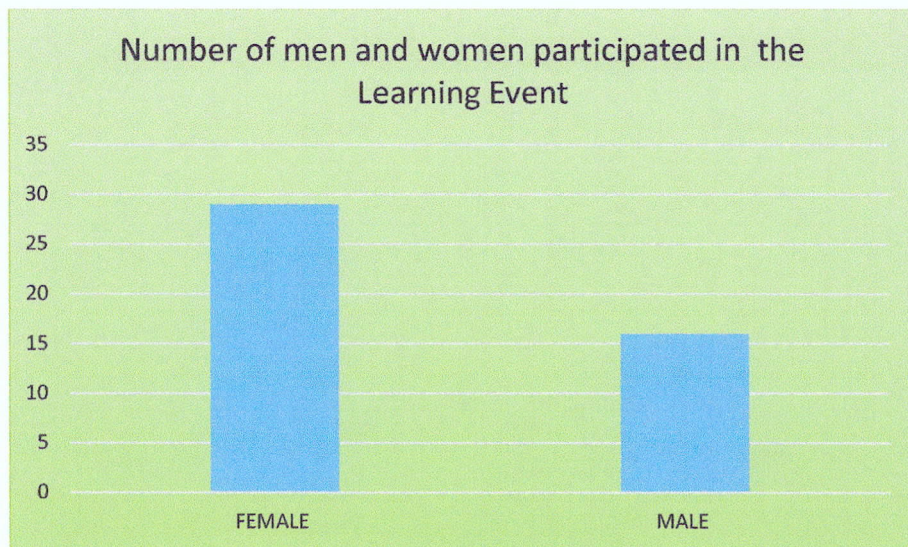


Figure 1. Number of Men and Women Participated

OBJECTIVES

At the end of the the activity aims to continuously gain knowledge on Gender and Development (GAD) laws and policies to ensure excellent mental and physical health wellness of employees.

At the end of the two-day activity, the manifestation of the following has improved training, the manifestation of the following has improved:

- Understand and appreciate the importance of gender mainstreaming;
- Understand and differentiate the different gender analysis tools; and
- Apply the HGDG in the following in: (a) Project Development; (b) Appraisal of project proposals; (c) Assessing project accomplishment and M&E; and (d) Preparation of GPB and GAD Accomplishment Report (GAD AR).

LEARNERS

The learners are composed of officials and employees of PENRO Marinduque:

- PENRO
- Division Chiefs
- Section Chiefs
- Unit Chiefs
- Rank-and-File Employees

DURATION, TYPE OF TRAINING AND VENUE

The two-day activity was held on **November 9-10, 2022**. The program of activities include opening program, and overview of the learning event.

METHODOLOGY

A resource person (learning facilitator) from the National Gender Resource Pool (NGRP) shall be tapped for the Training through face-to-face. To ensure that participants are able to grasp and later apply the concepts, the RP is expected to provide brief lectures/presentations and engage the participants to a meaningful discussion. Individual exercises and group activities or workshops shall be conducted for the participants to be able to apply what they learned.

The training shall start with the opening preliminaries that includes the levelling of expectations and end with a simple closing ceremony that includes the evaluation of the training.

RESOURCE PERSONS

The resource persons were **Director Donald James D. Gawe**, (Executive Director, Philippine National Volunteer Service Coordinating Agency).

HIGHLIGHTS OF THE ACTIVITY

Day 1 (November 9, 2022) – GENDER and DEVELOPMENT (GAD) MAINSTREAMING (GM), GENDER ANALYSIS TOOLS USING SEX-DISAGGREGATED DATA (SDD) AND HARMONIZED GENDER AND DEVELOPMENT GUIDELINES (HGDG) TOOLS AND ACCOMPLISHMENT REPORT

Gender and Development (GAD) Mainstreaming (GM), Gender Analysis Tools Using Sex-Disaggregated Data (SDD) was conducted with a face-to-face at PENRO Conference Hall, Boac Marinduque, the Master of Ceremony was Credit Officer Sarah Jane D. Sena.

It was formally started with an opening prayer headed by Ecosystems Management Specialist I Alvin L. Pergis and national anthem, followed by the roll-call of participants by Credit Officer Sarah Jane D. Sena, PENRO-GADFPS, Training Committee Member.

Welcome Remarks was delivered by OIC - PENR Officer Imelda M. Diaz, Chairperson of the PENRO Marinduque (GADFPS). In her message, she expressed her gratitude to all the attendees, organizers, representatives from the Regional GADFPS and HRDS and the Resource Speaker who spared their time and efforts in sharing new ideas and knowledge to PENRO Marinduque employees and for making this event a success. She hopes that all expectations will be met from this learning event. Likewise, she reminded all employees to actively participate in all workshops.

- **House Rules**

This was followed by the enumeration of the following house rules by the Administrative Aide VI Blesilda J. Constantino: PENRO-GADFPS, Training Committee Member.

1. Arrive on time.
2. Mute your microphone/audio, to prevent unwanted noise and distractions;
3. If you are using laptop or gadget rename your zoom name into full Name and Office

The Credit Officer Sarah Jane D. Sena the Master of Ceremony introduced the Resource Person, Director Donald James D. Gawe. He is the Executive Director, Philippine National Volunteer Service Coordinating Agency.

Below were topics discussed by Director Donald James D. Gawe as indicated in the Programme of Activities (Annex "D")

1. Understanding the Concept of SDD and Gender Statistics:

- **Orientation of Gender Analysis and Gender Analysis Tools**

Gender Analysis is a systematic collection and examination of information on gender gaps and social relations in order to identify, understand and address inequities and inequalities based on gender and determine the impact (possible or actual) of a development intervention on women and men, girls and boys, and on the economic and social relations between them.

- **History of SDD and Gender Statistics Orientation on SDD and Gender Statistics**

The history of gender statistics begins with the First World Conference on Women (Mexico, 1975), which recognized the importance of producing statistics on women. The importance of such Statistics was reiterated at the Second World Conference on Women (Copenhagen, 1980). By the Third World Conference on Women (Nairobi, 1985), some work in the field of gender /women statistics had begun particularly on violence, peace and development.

The Nairobi World Conference on Women (1985) also marked the major watershed between the focus on statistics on women and work on gender statistics. By the time of the Fourth World Conference on Women (Beijing 1995), many national statistical offices and international agencies had prepared primers and guides on the new approach of gender statistics. Statistics Sweden was perhaps the first

statistical office worldwide to designate specific staff to work on gender statistics in 1983.

By the time of the Fourth World Conference on Women (Beijing 1995), many national statistical offices and international agencies had prepared primers and guides on the new approach of gender statistics.

- **Sex-Disaggregated Data (SDD)**

These are data collected and tabulated separately for women and men for gender analysis.

They allow for the measurement of differences between women and men on various social and economic dimensions and are one of the requirements in obtaining gender statistics.

Thus, it reflects the realities of the lives of women and men and policy issues relating to gender.

- **Collecting and Analyzing SDD and Gender Statistics**

SDD are data that are collected and analyzed separately on males and females. This typically involves asking the “who” questions in household surveys; who provides labor, who makes the decisions, who owns and controls the land and other resources. It involves asking men and women about the individual roles and responsibilities, rights enjoyed, relations and resources.

2. **Gender Indicators and Approaches to Collecting and Analyzing SDD and Gender Statistics**

- **Qualitative Indicators**

“Qualitative indicators can be defined as people's judgments and perceptions about a subject, such as the confidence those people have in sewing machines as instruments of financial independence.” (CIDA)

Hence qualitative indicators are crucial to participatory methods, since they don't measure ‘things’ or ‘numbers’ but people's views.

- **Qualitative Analysis**

“Qualitative analysis is used to understand social processes, why and how a particular situation that indicators measure came into being, and how this situation can be changed in the future. Qualitative analysis can and should be used at all stages of the project cycle, and should be used alongside quantitative and qualitative indicators.” (CIDA)

Gender M&E should use qualitative analysis to measure the ‘quality’ of a change and to understand barriers not revealed by quantitative analysis.

3. **Presentation of Gender Analysis Tools using Harvard Analytical Tools and Other Related Gender Analysis Tools**

- **Gender Mainstreaming Evaluation Framework (GMEF) Tool**

The Harvard Analytical Framework was developed in the 1980s in the Harvard Institute for International Relations to facilitate the integration of women into development project analysis. It aims to make an economic case for allocating resources to women as well as men, and to assist planners to design more efficient projects. Most fundamentally, the Harvard Framework is a guide to data collection. The framework is composed of three basic elements:

Activity profile: Based on gender divisions of labor, it lists tasks of women and men, allowing for disaggregation by age, ethnicity or class, as well as where and when tasks are performed. Activities are grouped under three headings: productive activities, reproductive or household activities and social/political/religious activities.

- **Gender Mainstreaming Evaluation Framework (GMEF) Tool**

The GMEF is a tool to measure the extent of the gender mainstreaming efforts of organizations, both national government agencies (NGAs) and local government units (LGUs).

Harmonized Gender and Development Guidelines (HGDG) was discussed by our Resource Person Director Donald James D. Gawe. In this topic, He emphasized that HGDG is useful for the project implementers to identify whether the projects are gender responsive. He also presented the use of HGDG Guidelines in Planning and Budgeting, Sectoral Checklists for the Program/Project Design Funding facilities, as well as PIMME, or Program Implementation and Management, and Monitoring Evaluation. And as for GADFPS, HGDG is useful for attribution during planning and budgeting.

Furthermore, she also discussed the GAD Checklist, the Generic and Sector-Specific Checklist, which the Generic Checklist is used to measure the gender responsiveness of the program/project not belonging to any sector, and the Sector-Specific Checklist is composed of nineteen (19) checklists design to measure the gender responsiveness of the program/project of a given sector. Afterwards the ten (10) elements of Gender Responsive Program/Project was tackled.

WORKSHOP/EXERCISES BY GROUP

The Resource Person discussed on how to accomplish the Program/Project Development Guidelines (Generic) or Box 7, that is used in the assessment of the project and to determine the gender sensitivity of the design for approval of implementation. He also provided exercises/workshops about the Project Title: Capital Assistance in the Acquisition of a Pump boat as Water Transport as Water Transport Carrier for Sag Island (Acquisition of One Unit Pump boat Complete with Accessories and Containers) using HGDG Design Checklist Box 7a. (Refer to Annex7. HGDG Exercise).

Afterwards is the Scoring of HGDG, where below:

- 0-3.9 considered as GAD is invisible and the proposal will be returned and revised;
- 4.0 to 7.9, means promising GAD prospects (conditional pass) it is a proposal earning a “conditional pass”, pending identification of gender issues/s and the strategies and activities to address these, and inclusion of the collection of sex-disaggregated data in the monitoring and evaluation plan,
- 8.0-14.9 means Gender-Sensitive a proposal passing the GAD test
- 15.0-19.9 means Gender Responsive that a proponent to be commended
- 20.0, fully Gender-Responsive

After the presentation, the PENRO Marinduque, Engr. Cynthia U. Lozano grouped the participants into their designated area which they will evaluate their project and compute its GAD Score to GAD projects/programs.

At about 2:30 in the afternoon, the group was about to present their outputs. The table below shows the total GAD Score of each groups with the same project proposal.

GROUP	GAD SCORE	Interpreted GAD Score
TABLE 1	2.83	GAD is invisible (proposal to be returned)
TABLE 2	7.67	Has Promising GAD prospects (Conditional pass)
TABLE 3	6.84	Has Promising GAD prospects (Conditional pass)
TABLE 4	4.78	Has Promising GAD prospects (Conditional pass)
TABLE 5	5.2	Has Promising GAD prospects (Conditional pass)
TABLE 6	8.4	Gender Sensitive (Proposal passing the GAD test)
TABLE 7	9.49	Gender Sensitive (Proposal passing the GAD test)
TABLE 8	6.45	Has Promising GAD prospects (Conditional pass)
TABLE 9	3.5	GAD is invisible (proposal to be returned)
TABLE 10	5.9	Has Promising GAD prospects (Conditional pass)

After all the presentations of the group, PENRO Marinduque GADFPS/participants shared their insights/learning experience. Forester Don Gibson Mercado said that he was grateful for the new learnings regarding GAD Planning and Budgeting and how to implement projects/programs with GAD attribution. Afterwards LMO III Simeon R. Diaz expressed his gratitude to the new learnings imparted by the Resource Speaker, Director Donald James D. Gawe. He also said that it is challenging to everyone to conduct this kind of activity. And he hopes that next time we will conduct again this kind of learning event. Next is Forester Nanette M. Joven, in behalf of the participants she shared that she learned a lot. Gender and

Development is difficult and needs continuous learning. The resource Speaker is very prominent. He discussed all the topics clearly and help us more on how to understand Gender and Development and how to apply it in our projects/programs. Lastly Master of Ceremony Credit Officer Sarah Jane D. Sena, remind that we have another topic that Director Donald James D. Gawe discuss by tomorrow and to continue the lesson proper.

Day 2 (November 10, 2022) – CONTINUATION OF LESSON PROPER AND PREPARING GAD PLAN AND BUDGET (LECTURE)

The program started with a Prayer followed by singing of the National Anthem. Roll-call of participants was done by the Master of Ceremonies. Afterwards, a photo opportunity of participants together with the Resource Person took place.

The Resource Person Director Donald D. Gawe continue the discussion about the Harmonized Gender and Development Guidelines and after that he presented the overview of the topic about GAD Plan and Budget.

Processess of GAD Planning and Budgeting

GENDER RESPONSIVE PLANNING

It is a process of incorporating GAD concerns in the planning process

- Generating sex-dissegragated data and making available GAD related information
- Analyzing the situation with gender lens
- Specifically identifying the gender issues
- Addressing the gender issues in plan

GAD PLAN AND BUDGET

- Systematically designed set of programs, projects and activities and shall address specific gender issues and concens, and GAD mandate of an organization.
- Consolidates different GAD –related activities within the existing regular agency plans.
- It address gender issues and concerns of the agency clients and of its personnel.

Essential elements in GAD Planning and Budgeting

1. Creation and /or Strengthening of the GAD Focal Points.
2. Capability Building on GAD
 - Gender sensitivity sessions/training
 - Gender Analysis and tools for GA
 - GAD Planning and Budgeting
 - Harmonized Gender and Development Guidelines (HGDG)
 - Gender Mainstreaming Tools
 - Issue Specific Training sessions

3. Conduct gender audit

- Gender Mainstreaming Evaluation Framework
- Harmonized GAD Guidelines (HGDG)

4. Institutionalization of GAD Database /SDD

STEPS IN FORMULATING THE GAD PLAN AND BUDGET

1. Prepare and adopt the GAD agenda
2. Identify appropriate PAPS to address priority gender issues
3. Apply the Harmonized GAD Guidelines
4. Fill-out the GPB and GAD AR templates

GAD FUNDS AUDIT

COA follows the “Revised Guidelines in the Audit of GAD Funds and Activities in Government Agencies”

COA CIRCULAR 2004-01 in auditing GAD Funds of NGAs and LGUs

CLOSING PROGRAM

Awarding of Certificate of Appreciation to Director Donald James D. Gawe, was conducted for her invaluable support, sharing her knowledge and expertise as a Resource Person.

Engr. Cynthia U. Lozano, GADFPS Vice-Chairperson, expressed her gratitude especially to our PENR Officer Imelda M. Diaz, to our Resource Person and to all the participants in this 2-day learning event. She also appreciated the efforts of the GADFPS committee that facilitated and organized the activity. She felt the lively participation as well as the Resource person during lectures.

SYNTHESIS AND AGREEMENTS/WAY FORWARD

A. On Gender Analysis Tools using Sex-Disaggregated Data (SDD)

SDD is vital in data gathering in order to understand the relationship between men and women in a certain organization. Moreover, the result of the data gathered may be used to address gender constraints, if there is any. It was understood that without SDD, vital information is missed about existing difference between girls, boys, women and men.

B. On Preparing GAD Plan and Budget

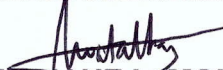
During this uncertain time, it is common for everyone to experience stress and anxiety. Learning to cope stress in a healthy way will make us more resilient. The importance of having a balance life between professional and personal lives matter. We must connect with people

we trust, keep in touch with friends and families and most importantly, to keep our physical and mental health our top priority.

In the conducted webinar, we were able to learn how to manage stress and avoid unnecessary things that will create one. It was also noted that not only during the time of pandemic, giving time to our loved ones and family is very important because it motivates us and help us with our well-being. It is especially vital to stay closer and connected with our friends and family.

Photographs of the Two-Day Activity is attached as ANNEX "E".

Prepared/Documented by:



SARAH JANE L. MONTALBAN

GAD Information Officer / Secretariat-Member, PENRO Marinduque
PENRO Marinduque - GAD Focal Point System

Reviewed by:



GEMMA P. DELOS REYES

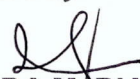
In-Charge, Management Services Division
GADFPS Training Committee Chairperson



CYNTHIA U. LOZANO

Chief, Technical Services Division
GADFPS Vice-Chairperson

Attested by:

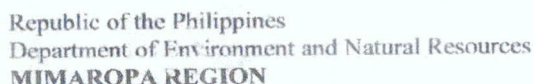


IMELDA M. DIAZ

OIC, PENR Officer
GADFPS Chairperson

ANNEXES

- A. Approved Regional Special Order
- B. Approved Activity Design
- C. Attendance Sheet
- D. Programme of Activities
- E. Photo Documentation
- F. HGDG Exercise
- G. Financial Breakdown/ Expenses



No. _____
Series of 2022

NOV 09 2022

SUBJECT : AUTHORIZING THE CONDUCT OF “LEARNING EVENT ON GENDER AND DEVELOPMENT (GAD) MAINSTREAMING (GM), GENDER ANALYSIS (GA) TOOLS USING SEX-DISAGGREGATED DATA (SDD) AND HARMONIZED GENDER AND DEVELOPMENT GUIDELINES (HGDG) TOOLS AND ACCOMPLISHMENT REPORT” VIA FACE-TO-FACE ON NOVEMBER 9-10, 2022 AT DENR-PENRO MARINDUQUE

In the interest of the service and to continuously gain knowledge on Gender and Development (GAD) laws and policies, the conduct of *“Learning Event on Gender and Development (GAD) Mainstreaming (GM), Gender Analysis (GA) Tools using Sex-Disaggregated Data (SDD) and Harmonized Gender and Development Guidelines (HGDG) Tools and Accomplishment Report”* via face-to-face to be held on November 9-10, 2022 at the DENR-PENRO Conference Hall in Boac, Marinduque, is hereby authorized.

The following officials and selected employees DENR-PENRO Marinduque are authorized to attend:

NAME	POSITION/DESIGNATION
Office of the PENRO	
1. Imelda M. Diaz	OIC – PENR Officer / Chair, GADFPS
2. Maria Elena M. Parañaque	Forester I / ENGP Coordinator
3. Jelomy II. Mahayag	Forester I/PENRO Information Officer
Technical Services Division (TSD)	
4. Engr. Cynthia U. Lozano	Chief, TSD/ Vice-Chair, GADFPS
5. Joybert F. Mijares	Senior Forest Management Specialist
Conservation and Development Section (CDS)	
6. Aleth C. Bundoc	Community Development Officer II / Chief, CDS
7. Danilo L. Martinez	Forester II / BCU Chief / IPT & WRC In-Charge
8. Oliver R. Minay	Forest Technician II
9. Ronald M. Matining	Mathematician Aide II
10. Randy R. Pantoja	Forest Technician I
11. Corazon R. Pelaez	Forest Technician I
Regulation and Permitting Section (RPS)	
12. Simeon R. Diaz	Land Management Officer III / Chief, RPS

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13. Maria Lourdes P. Lastra	Land Management Officer II
14. Nannette M. Joven	Forester II
15. Jelomy H. Mahayag	Forester I
16. Paul Brian D. Mijares	Forester I
17. Luciana M. Ricafrente	Special Investigator
18. Maria Aivy H. Sol	Land Management Inspector
19. Genneth P. Apostol	Land Management Inspector
20. Menchita D. Radovan	Forest Ranger
Monitoring and Enforcement Section (MES)	
21. Don Gibson D. Mercado	Forester I / In-Charge, MES
22. Bernadine L. Jasul	Forester I
23. Michael Vencint M. Sualog	Forest Technician I
24. Rica Quennie D. Radovan	Forest Ranger
Planning Section (PS)	
25. Jhonna Liza S. Medenilla	Planning Officer II / In-Charge, PS
26. Mark Ryan S. Lozada	Information Systems Analyst II
27. Heidy L. Oyong	Planning Officer I
Administrative Section (AS)	
28. Eden P. Palacios	Administrative Officer IV / Chief, AS
29. Nilo L. Alcober	Administrative Officer I (Supply Officer I)
30. Manoel Christian S. Munar	Administrative Officer I (Records Officer I)
31. Andrew E. Aldovino	Administrative Officer I (Cashier)
32. Sarah Jane D. Sena	Credit Officer I
33. Lorena R. Pernia	Administrative Aide VI / Land Records Focal
34. Lorna C. Jamola	Utility Worker II / Personnel Unit Staff
Finance Section (FS)	
35. Lorelyn P. Sael	Accountant III / Chief, FS
36. Anidel M. Feliciano	Administrative Officer IV (Budget Officer)
37. Arlene A. Jamilla	Administrative Assistant II
38. Nonita M. Osicos	Administrative Aide VI
39. Ericka L. Macunat	Administrative Aide VI
Protected Area Management Office – Marinduque Wildlife Sanctuary (PAMO-MWS)	
40. Emeterio M. Recto	SEMS / Protected Area Superintendent, MWS

41. Alvin L. Pergis	Ecosystems Management Specialist II
42. Blesilda J. Constantino	Administrative Aide VI
Regional Office	
43. HRDS/RGADFPS Representative	
Secretariat	
44. Azalea S. De Castro	Project Evaluation Assistant (Casual)
45. Sarah Jane L. Montalban	GAD Information Officer

All training-related expenses to be incurred shall be charged against GAD allotment of PENRO Marinduque subject to existing accounting and auditing rules and regulations.

PENRO Marinduque GADFPS shall submit a report within fifteen (15) days after the completion of the activity to the undersigned thru the Assistant Regional Director for Management Services.

This Order takes effect on the aforementioned dates.


LORMELYN E. CLAUDIO, CESO IV
Regional Executive Director



Department of Environment
and Natural Resources
MIMAROPA Region



Doc ID: 98193

ACTIVITY DESIGN

Name of Activity	“LEARNING EVENT ON GENDER AND DEVELOPMENT (GAD) MAINSTREAMING (GM), GENDER ANALYSIS (GA) TOOLS USING SEX DISAGGREGATED DATA (SDD) AND HARMONIZED GENDER AND DEVELOPMENT GUIDELINES (HGDG) TOOLS AND ACCOMPLISHMENT REPORT”
Venue	DENR-PENRO Conference Hall, Boac, Marinduque
Date	November 9-10, 2022
Background	<p>The Harmonized GAD Guidelines or HGDG (or Hagadaga for easier enunciation) is a tool used to ensure that programs and projects undertaken by the government in their various stages are gender responsive. It was formulated in 2004 through the initiative of NEDA, PCW and ODA-GAD Network and funded by ADB and UNDP <u>to set the standard</u> in determining the gender responsiveness of all <u>ODA funded projects / programs</u>. Through time, the Philippine Government has adopted the HGDG as its tool in assessing the gender responsiveness of its interventions. Various issuances by mandated agencies were passed to promote the use of the Guidelines.</p> <p>Below is a summary of what the Guidelines (Lifted from the HGDG, 3rd edition):</p> <p>“This set of GAD guidelines subscribes to the idea that development involves the expansion of freedoms and strengthening of capabilities. In this connection, it recognizes that (a) equality between women and men is a key women’s human right; (b) participation in development is crucial to the empowerment of women and men; (c) gender equality means promoting the equal participation of women as agents of economic, social, and political change; and (d) achieving equality between women and men may involve the introduction of specific measures designed to eliminate prevailing gender inequalities and inequities.”</p> <p>“The GAD guidelines are designed for the use of those involved in developing, implementing, managing, and monitoring and evaluating development programs and projects in the Philippines. These are supposed to help NEDA evaluate or assess projects for funding. The guidelines are also expected to assist government agencies and local government units (LGUs) not just in designing but also in implementing, managing, and monitoring and evaluating development interventions. “</p> <p>“The guidelines apply to all types of programs and projects, supporting:</p> <ul style="list-style-type: none"> • the identification and design of projects and programs; • implementation and management; and • monitoring and evaluation.” • <p>The PCW-DBM-NEDA Joint Memorandum Circular (JMC) No. 2012-01 titled, "Guidelines for the Preparation of the GAD Plans and Budgets and Accomplishment Reports to Implement the Magna Carta of Women" was issued for the formulation, development, submission, implementation, monitoring and evaluation including accounting of results of agency annual GAD plans and budgets (GPBs), and GAD Accomplishment Reports (ARs) and to provide the mechanics of the development of PAPs to respect, protect and fulfill the rights of women at the socio-cultural, economic and political spheres.</p> <p>To measure the extent of the gender mainstreaming efforts, gains and successes of the organization as well as pinpoint areas for improvement of the Gender and Development (GAD) perspectives, and develop a common set of analytical concepts and tools to ensure that gender concerns are fully mainstreamed in the various programs and project activities,</p>

PROGRAM OF ACTIVITY

	thus, a “ Learning Event on Gender and Development (GAD) Mainstreaming (GM), Gender Analysis Tools on Sex-Disaggregated Data (SDD) and Harmonized Gender and Development Guidelines (HGDG) Tools and Accomplishment Report ” is significant in the accomplishment of GAD compliance.
Description	The Learning Event will be conducted on November 9-10, 2022 . The program of activities include opening program, overview of the learning event, and lecture/talk by Mr. Donald James D. Gawe , Executive Director, Philippine National Volunteer Service Coordinating Agency.
Objectives	At the end of the Training, the manifestation of the following has improved: <ul style="list-style-type: none"> • Understand and appreciate the importance of gender mainstreaming; • Understand and differentiate the different gender analysis tools; and • Apply the HGDG in the following in: (a) Project Development; (b) Appraisal of project proposals; (c) Assessing project accomplishment and M&E; and (d) Preparation of GPB and GAD Accomplishment Report (GAD AR)
Output	Training Report.
Methodology	<p>A resource person (learning facilitator) from the National Gender Resource Pool (NGRP) shall be tapped for the Training through face-to-face. To ensure that participants are able to grasp and later apply the concepts, the RP is expected to provide brief lectures/presentations and engage the participants to a meaningful discussion. Individual exercises and group activities or workshops shall be conducted for the participants to be able to apply what they learned.</p> <p>The training shall start with the opening preliminaries that includes the levelling of expectations and end with a simple closing ceremony that includes the evaluation of the training.</p>
Participants	<p>The learners are composed of forty four (44) officials and selected employees of PENRO Marinduque:</p> <ul style="list-style-type: none"> • PENRO • Division Chiefs • Section Chiefs • Unit Chiefs • Rank-and-File Employees
Budget	<p>All expenses (including honorarium for the Resource Person, meals, snacks, supplies and materials, and other incidental expenses) of this face-to-face Learning Event shall be sourced from PENRO Marinduque GAD Funds.</p> <p><u>Breakdown:</u></p> <ul style="list-style-type: none"> • Meals (Lunch & AM & PM Snacks) - - - - - 34,200.00 45 pax. x P380.00/ pax. X 2 days • Dinner for the RP (220.00 X 3 nights) - - - - - 660.00 • Transportation allowance of RP - - - - - 3,000.00 • Hotel Accommodation for RP (2 nights) - - - - - 6,000.00 • Honorarium for Resource Person: <ul style="list-style-type: none"> - Mr. Donald James D. Gawe (16 hrs.) - - - - - 40,137.852 Php145,427.00 X 0.023 X 12 hrs. <p>GRAND TOTAL EXPENDITURES - - - Php 83,997.852</p>

PROGRAM OF ACTIVITY

Date / Time	Activity	Person Responsible
Day 1 – Nov. 9		
8:00 - 9:00 AM	Registration of Participants	Secretariat
9:00 - 10:00 AM	Part I - Opening Program	
	Opening Prayer	AVP
	National Anthem	AVP
	Acknowledgment of Guests and Participants	EMCEE
	House Rules	Blesilda J. Constantino Head, Secretariat
	Welcome Remarks	PENRO Imelda M. Diaz Chair, PGADFPS
	Expectation Setting and Overview of the Training	TSD Chief Cynthia U. Lozano Vice - Chair, PGADFPS
	Part II - LE Proper	
10:00 - 11:00 AM	Session 1: Review of GAD Concepts and GAD Mainstreaming	Mr. Donald James D. Gawe Executive Director, Philippine National Volunteer Service Coordinating Agency
11:00 AM - 12:00 PM	Session 2: Gender Analysis and Tools	Mr. Donald James D. Gawe
12:01 - 1:00 PM	<i>Lunch Break</i>	
1:00 - 2:00 PM	Continuation of Session 2	Mr. Donald James D. Gawe
2:00 - 3:30 PM	Session 3. Harmonized Gender and Development Guidelines	Mr. Donald James D. Gawe
3:30 - 5:00 PM	Workshop	
Day 2 – Nov. 10	Continuation of LE Proper	
8:00 - 8:30 AM	Registration of Participants	Secretariat
8:31 - 9:00 AM	Preliminaries	
	Opening Prayer	AVP
	Roll call of Participants	EMCEE
9:00 - 10:30 AM	Session 4: Preparing the GAD Plan and Budget (Lecture)	Mr. Donald James D. Gawe
10:30 AM - 12:00 PM	Workshop & Presentation of Outputs	Mr. Donald James D. Gawe
12:00 - 12:30 PM	PART III - Closing Program	
	Awarding of Certificate of Appreciation to RP	EMCEE
	Closing Remarks	TSD Chief Cynthia U. Lozano
12:30 - 1:30 PM	<i>Lunch Break</i>	
	HOMEWARD BOUND	

Prepared by:

IMELDA M. DIAZ
OIC-PENR Officer

Recommended By:

DONNA MAYOR-GORDOVE, CESO IV
Assistant Regional Director
for Management Services

Approved by:

LORMELYN E. CLAUDIO, CESO IV
Regional Executive Director



Republic of the Philippines
Department of Environment and Natural Resources
PENRO MARINDUQUE



ATTENDANCE OF

Learning Event

On Gender and Development (GAD) mainstreaming (GM),

Gender Analysis (GA) tools using Sex Disaggregated Data (SDD) and

Harmonized Gender and Development Guidelines (HGDG) tools

DAY 1: NOVEMBER 9, 2022

NAME	GENDER		AGE	POSITION/ DESIGNATION	OFFICE/ ORGANIZATION	SIGNATURE
	M	F				
1. Eden P. Palacios		✓	58	Ad IV	DENR - PENRO	Eden P. Palacios
2. Ajeeth C. Bumbale		✓	61	CDO II	DENR - PENRO	Ajeeth C. Bumbale
3. Nannette M. Joven		✓		For. II	DENR - PENRO / TSD / RR	Nannette M. Joven
4. ALVIN L. PERCEIS	✓		34	ENR II	DENR - PENRO / PAMO	Alvin L. Perceis
5. Alinchita Radon		✓	54	FR	-do-	Alinchita Radon
6. Don Gibson Mercado	✓		27	F1		Don Gibson Mercado
7. Azalea de Castro		✓	36	PEAI	-do-	Azalea de Castro
8. LOKYA C. JANNOLA		✓	58	WUII	-do-	Lokya C. Jannola

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Republic of the Philippines
Department of Environment and Natural Resources
PENRO MARINDUQUE



	M		F		Position		PENRO	Signature
					GAP 10			
9. Sarah Jane L. Montalban	/		30		A.O. IV / P.O. II	- do -		<i>[Signature]</i>
10. Ardel M. Feliciano	/		32		Admin. Aide VI	- do -		<i>[Signature]</i>
11. Erika L. Macanot	/		32		Admin. Aide VI	- do -		<i>[Signature]</i>
12. PWD Accessor	✓		54		AO I	- do -		<i>[Signature]</i>
13. ARLENB JAMILAS	/		62		Admin. Assistant II	- do -		<i>[Signature]</i>
14. JOYBEN MIALES	✓		59		SFMS	- do -		<i>[Signature]</i>
15. DAVID L. MARTINEZ	/		54		FOR II	"		<i>[Signature]</i>
16. Mark Ryan S. Wroble	/		31		1 SGM	Non-Promo		<i>[Signature]</i>
17. Luciano W. Ricapunto	/		55		SI-1	- do -		<i>[Signature]</i>
18. Oliver Minay	/		34		FT2	→		<i>[Signature]</i>
19. Sudy, M. del Valle m.	/				Forest Team I			<i>[Signature]</i>
20. JACUL, BERNADINE, I.	/		38		Forester-I	- PENRO Marinduque		<i>[Signature]</i>
21. Emeterio M. Recto	/		58		SEMS/PASU	DENR- PENRO MARINDUQUE		<i>[Signature]</i>
22. PETAEL, CORAZON R.	/		36		FTI	"		<i>[Signature]</i>
23. LORENA R. PENALIA	/		37		ADMIN AIDE VI	"		<i>[Signature]</i>
24. MARIA LOURDES P. VASITA	/		48		TRIO / RPS / PDU	- do -		<i>[Signature]</i>
25. Pina Pinar m. m.	/		28		P1			<i>[Signature]</i>



Republic of the Philippines
Department of Environment and Natural Resources
PENRO MARINDUQUE



M F Age Position Office

26.	Cynthia Lozano				TSO		
27.	Monita M. Osias		✓	59	AAIV		N. S. S.
28.	Johnny A. Managay		✓	25	F1		Deputy
29.	Sarah Jane P. Sana		✓	38	COL		MSD / Admin Section
30.	Maria Ang H. Sol		✓	24	LMI		TSO-RPS
31.	Andrew Abovina	✓		33	AO-1		MSD / Admin / Coordinator
32.	LOREN P. GAET		✓	36	Assistant IA		TSO / Finance
33.	BLASIDA CONSTANTINO		✓	48	ADA VI		PANO
34.	Rico Quennie D. Rodonon		✓	25	FR		MES
35.	Genneth P. Apurba		✓	29	LMI		TSO - RPS
36.	MARU BENA M. PANTAPANE		✓	48	PR I / N&P		Office to TSO / RPS
37.	Genela V. Malibing	✓			WAB		TSO / RPS / PGP
38.	LAURENCE LINESER	✓			D.E.		MSD / Planning Sec.
39.	JHONNA LIZA MATEOILUA		✓	28	PO2		MSD / Planning
40.	EUGENE RIXCEL MAGTURO	✓			DOS		MSD
41.	MANUEL CARLOSINO MUNE	✓		31	RECORDS		ADMIN
42.	MARIA ALICIA PERA CARRER		✓	32	OFFICE SUPPORT STAFF		TSO

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1.189



Republic of the Philippines
Department of Environment and Natural Resources
PENRO MARINDUQUE



	M	F	Age	Position	Office / Organization	Signature
43. RAIZA K. PASOLAN		/	59	NOT	DENR - PENRO	dn
44. PAUL BRIAN MORANES	✓			PR	h	<i>[Signature]</i>
45. PERIDA PICKY DL			22	PT-1	—	<i>[Signature]</i>
46. IMELDA M. DIAZ		—		PENR officer	—	<i>[Signature]</i>
47.						
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Republic of the Philippines
Department of Environment and Natural Resources
PENRO MARINDUQUE



ATTENDANCE OF

Learning Event

On Gender and Development (GAD) mainstreaming (GM).

Gender Analysis (GA) tools using Sex Disaggregated Data (SDD) and

Harmonized Gender and Development Guidelines (HGDDG) tools

DAY 2: NOVEMBER 10, 2022

NAME	GENDER		AGE	POSITION/ DESIGNATION	OFFICE/ ORGANIZATION	SIGNATURE
	M	F				
1. Mark Ryan S. Lora-da	✓		31	ISAA	DENR - PENRO	
2. BERNADINE I. JASUL		✓	28	For-1	"	
3. MARIA EUGENA M. PARATAGUE		✓	48	For-1/NAPOCOM	-da-	
4. DANILLO L. MARTINEZ	✓		54	FOR-1	"	
5. ALVIN L. PEREIS	✓		34	ENG II	-da-	
6. Emeferio M. Recto	✓		58	SENA/POKSA	-da-	
7. Jhonny Ling Mardivila		✓	25	POSA	-da-	
8. MARIA LOURDES P. CASTA		✓	48	LMO-JJ	-da-	

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Republic of the Philippines
Department of Environment and Natural Resources
PENRO MARINDUQUE



	M	F	Age	Position	Office	Signature
9. MARIA ANA H. SOL		✓	29	LMI	TSD-RPC	
10. MARCEL CRISTIAN S. MUNKER	✓		31	RECORDS	ADMIN	
11. Don Mercado	✓		27	S	TSD	
12. JOYBERT F. MURKES	✓		59			
13. WILENA D. PERAPHA		✓	37	ADMIN. AND U/I	TSD/TPS	
14. Rica Quennie D. Rodon		✓	25	FR	MES	
15. Ardel M. Feliciano		✓	59	A.O.IV / B.O.II	PERM. PERRO	
16. Aleth C. Bumbao		✓	61	CDO II	DENT. PERRO	
17. POW ALCONER	✓		54	AOI	de -	
18. BURELA J. CONSTANTINO		✓	48	ATA VI	PANO	
19. Oliver P. Mui	✓		30	PT.2	- - -	
20. FELAFZ. CORAZON R.		✓	36	PT.7	- - -	
21. Suley M. Grace Umara	✓			F.T. T.		
22. Geneth P. Apostol		✓	29	LMI		
23. Nanielle M. Jovan		✓		FOV.II	TSD/RPS	
24. Azalea de Castro		✓		PEA1	TSD DE CDS	
25. Maria Awarant Dora Cruz		✓	52	OFFICER IN CHARGE	TSD	

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Republic of the Philippines
Department of Environment and Natural Resources
PENRO MARINDUQUE



	YM	F	Age	Position	Office	Signature
26. Daisy R. Paredes		✓	59	NOI	DENR - PENRO	dm
27. Monica Paredes		✓	54	PR	do	✓
28. PRECIE P. MORALES	✓		2	PR	do	✓
29. PERDANTE PEREZ JR.	✓		22	PR	do	✓
30. PETERLYN P. VASQUILLO		✓	33	PR. ASST.	DENR - PENRO	✓
31. Eden Y. Palaciano		✓	58	Adm. ADIV	DENR - PENRO	✓
32. Lorna C. Jarabala		✓	58	NOI	do	✓
33. Ericka L. Manabat		✓	82	AAVI	do	✓
34. Siona Mae Lozada		✓	29	Adm. ASST.	do	✓
35. Arlene Jarabala	✓		33	Admin. ASST. I	do	✓
36. ARLENE JARABALA		✓	62	Adm. Assistant II	do	✓
37. KRISTEL JANE S. CERILIA		✓	23	Admin. Assistant	do	✓
38. RAUDEN M. NATIVIDAD		✓	25	Acctg. Clerk	do	✓
39. Randy R. Pantoja	✓		52	FT-1	do	✓
40. Janine Mae Gullera		✓	28	Data Encoder	do	✓
41. Sarah Jane L. Montanano		✓	30	GA 10	do	✓
42. Maria Nodel Etna		✓	24	OSS	do	✓

"Tungo sa Matapat, Matuwid at Mabilis na Serbisyo"



Republic of the Philippines
Department of Environment and Natural Resources
PENRO MARINDUQUE



M		F	Age	Position	Other Organization	Signature
43.	Cynthia U. Lozano	✓	60	DMO V	DENR-PENRO	
44.	Weslana W. Wespunde	✓	56	ST-1	- do -	
45.	Sarah Jane D. Sena	✓	38	Col	- do -	
46.	IMEUDA M. DIAZ	✓		PENR officer	- do -	
47.						
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Learning Event 2022

On Gender Analysis Tool using Sex Disaggregated Data
(SDD) and Harmonized Gender and Development
Guidelines (HGDG)

9-10 November 2022
Wednesday and Thursday 8am - 5pm
PENRO Conference Hall, Bangbangalon, Boac, Marinduque

Date/Time	Activity	Person Responsible
Day 1 – Nov. 9		
8:00-9:00 AM	Registration of Participants	Secretariat
9:00-10:00 AM	Part I – Opening Program	Secretariat
	Opening Prayer	AVP
	National Anthem	AVP
	Acknowledgement of Guests and Participants	EMCEE
	House Rules	Blesilda Constantino Head Secretariat
	Welcome Remarks	PENRO Imelda M. Diaz Chair, PGADFPS
	Overview	TSD Chief Cynthia U. Lozano Chair, PGADFPS
	Part II – LE PROPER	
10:00 – 11:00 AM	Session 1: Review of GAD Concepts and GAD Mainstreaming	Mr. Donald James D. Gawie Executive Director, Philippine National Volunteer Service Coordinating Agency
11:00 – 12:00 PM	Session 2: Gender Analysis (GA) and Tools	Mr. Donald James D. Gawie
12:00 – 1:00 PM	<i>Lunch Break</i>	
1:00 – 2:00 PM	Continuation of Session 2	Mr. Donald James D. Gawie
2:01 – 3:00 PM	Session 3: Harmonized Gender and Development Guidelines	Mr. Donald James D. Gawie
3:00 – 5:00 PM	WORKSHOP	
Day 2 – Nov. 10		
	Continuation of LE Proper	
8:00 – 8:30 AM	Registration of Participants	Secretariat
8:30 – 9:00 AM	Preliminaries	
	Opening Prayer	AVP
	Roll call of Participants	EMCEE
9:00 – 10:30 AM	Session 4: Preparing the GAD Plan and Budget (Lecture)	Mr. Donald James D. Gawie
10:30 – 12:00 PM	Workshop and Presentation of Outputs	Mr. Donald James D. Gawie
12:00 -12:30 PM	Part III – Closing Program	
1:00 PM - Onwards	Harmonized Gender and Development Guidelines (HGDG)	Mr. Donald James D. Gawie
	Part III – Closing Program	
	Awarding of Certificate of Appreciation	EMCEE
	Closing Remarks	TSD Chief Cynthia U. Lozano
12:30 – 1:30 PM	<i>Lunch Break</i>	
	HOMEWARD BOUND	



Photo1. During Day 1 of Learning Event

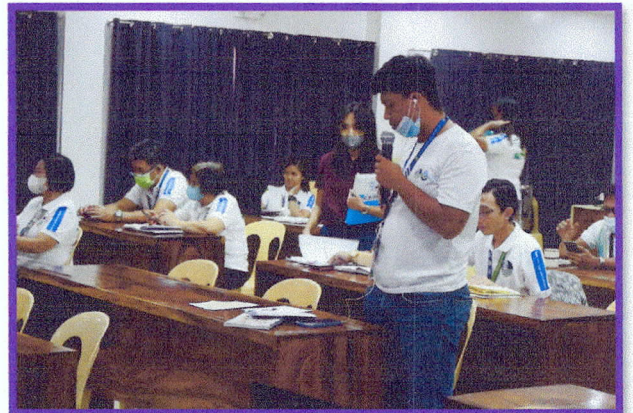


Photo2. During 2nd Day of Learning Event



Project Title	Capital Assistance in the Acquisition of a Pump boat as Water Transport as Water Transport Carrier for Sag Island (Acquisition of One Unit Pump boat Complete with Accessories and Containers)
Project Location	Sag Island, Talibon, Bohol
Proponent	Barangay Sag, Talibon, Bohol
Project Beneficiaries	Constituents of Barangay Sag Island, Talibon, Bohol
Total Project Cost	Php530,000.00
Source of Fund/Initiatives	LGU Fund
Sector/Area of Concern	Social Sector

I. Project Background

Barangay Sag is one of the island barangays of Talibon Municipality. The main source of income of island residents are fishing and planting guso or seaweed. Only few are shell gatherers and fish dealers. Most of them are elementary graduates. However, the people are very cooperative, receptive and very willing to participate in all activities especially development projects initiated by the government.

According to the latest Local Poverty Reduction Action Program Survey conducted early this year, Brgy. Sag ranked 7th among the barangays in Talibon Municipality with 89% of its households living below the income threshold while 79% living below the food threshold. In that same survey, all households, except for one, have non-potable/doubtful drinking water supply which has been the source of water-borne diseases especially among children.

In the 1st cycle of the KALAHI-CIDSS: KKB Project lack of potable water source was identified as the number 1 problem of the barangay. This was supported by the municipal data of Talibon in 2006 where 98.95% of the households (94 out of 95 total households) living in Brgy. Sag is recorded with non-potable/doubtful drinking water. Because of this, during the 2nd cycle of the project, they proposed for one unit pump boat to serve as water carrier from the town proper to the barangay as an alternative to the lack of water source in the island; hence this project proposal.

II. Project Linkages

- MARINA to approve for the license to operate.
- MLGU Technical Staff for technical monitoring and supervision.

III. Project Objectives

General Objectives:

The project seeks to contribute to reducing the impact of water-borne diseases in the island through the provision of steady supply of potable drinking water.

This training case prepared by the Philippine Commission on Women, draws from information accessed from the official website of Bohol Provincial Planning and Development Office: Comprehensive Project Profile on the Capital Assistance in the Acquisition of a Pump boat as Water Transport Carrier for Sag Island. Not for distribution.

Specific Objectives:

- To have an access to potable and safe drinking water to all barangay residents of which the pump boat shall serve as the water carrier of the community.
- To promote and contribute economic and livelihood activities and water at affordable cost per container.
- To serve as transportation facility for students to and from school especially during bad weather.
- To minimize the incidence of water-borne diseases.

Sectoral/Regional/National Objectives:

The project objectives are in line with the objectives of the Health sector in that it will contribute to the attainment of providing access to safe and potable drinking water to the community.

IV. Project Financing

1. Funds Needed

Total Project Cost – Php 530, 000.00

2. Project Financing

The fund should be released on time depending on the donor's assessment, policies and guidelines.

3. Counterpart Funding

Local Counterpart Contribution:

- a. BLGU – Php 30, 000.00
- b. MLGU – Php 50, 000.00

V. Project Benefits and Cost

1. Beneficiaries

Direct Beneficiaries:	126 Households
Indirect Beneficiaries:	Nearby island barangays

2. Social Benefits

The project will provide better water services, livelihood, economic activities and employment opportunities.

The project will minimize the trouble among family members because of easy access to potable water. The students can go to school early and would no longer be at risk in fetching water from far distance water source. The water-borne diseases will be minimized.

The boat could serve as an ambulance boat, school boat, water carrier and passenger boat.

3. Economic Benefits

With the project, it is expected that cost of water fees will be lessen. The boat could serve as an ambulance boat, school boat, water carrier and passenger boat.

4. **Social Cost** : None

5. **Economic Cost** : None

VI. Project Implementation

1. Responsible Agencies

- | | |
|--------------------|--|
| 1.1 KALAH-CIDSS: | For the technical and KKB Project Team social aspect of the project. |
| 1.2 Municipal LGU: | For the monitoring and technical supervision of the project and provision of counterparts. |
| 1.3 Barangay LGU: | For the SP implementation and provision of counterparts |
| 1.4 Community: | For the operation and maintenance of the project and provision of counterparts. |

2. **Implementation Schedule:** Two (2) months or 60 calendar days

3. Administration Feasibility:

3.1 Construction Stage:

The Barangay Assembly (BA), composed of all qualified residents of the barangay, makes the final decision on matters pertaining to the implementation of the project in the community. The assembly delegates its responsibility and accountability over project funds to the Barangay Development Council (BDC), a body composed of the elected officers of the Barangay Council (BC), People's Organization (PO) and NGO representatives. In support of empowerment and local governance objectives, the BDC delegates its authority over the funds as well as in planning, mobilizing and monitoring to the volunteers organized as committees and teams. The Barangay Assembly will elect the following committees:

- Barangay Sub-Project Management Committee (BSPMC)

This committee shall take care of the over-all management of the project. Under the guidance of the BDC, it shall also formulate policies and make decisions for the project. It shall oversee project implementation, monitoring, maintenance and sustainability after the project term. The heads of the committees, team and staff of the project shall constitute the Executive Committee of the BSPMC.

- Audit and Inventory Committee (AIC)

This committee shall perform internal audit functions. Specifically, it shall audit funds held by the barangay treasurer and the financial records and reports of the bookkeeper. It shall also conduct regular inventory of all properties acquired under the project.

- Project Implementation Team (PIT)

The team is responsible for ensuring that the planned daily activities of the project are carried out efficiently. As such, it is expected to devote most of its time in ensuring that materials, supplies, equipment and inputs are safely stored and made readily available.

- Monitoring and Inspection Team (MIT)

The team shall monitor the progress of project implementation. It shall validate the physical accomplishments based on reports prepared by the Implementation Team and the approved detailed work and financial plan.

- Procurement Team (PT)

The team is responsible for the drafting of procurement plan and take charge of all activities required to acquire all the supplies, materials, equipment and labor from supplies.

- Operation and Maintenance Committee (OMC)

The committee takes charge of ensuring the smooth operation of the project and maintaining its functionality. Training of volunteers to help in operation and maintenance activities is also one of the areas covered by the responsibility of the committee.

- Treasurer

The Barangay Treasurer is also the treasurer of the project. He/she shall have the custody over the funds and properties of the project and ensures that these will not be mingled with those of the Barangay Council.

- **Bookkeeper**

He/she shall take charge of recording all financial transactions and preparing financial reports. Separate books shall be maintained for each fund source. Documents to support all financial transactions shall be under the custody of the bookkeeper.

The committees and officers will coordinate with one another during the construction stage of the project. Two (2) barangay assembly meetings will be conducted for reporting of physical and financial status of the project. All stakeholders of the project will conduct monitoring activities.

3.2 Operation and Maintenance Stage

The following major activities will be done in order to operate and maintain the completed project:

- The community will form an organization or association who will handle the operation and maintenance of the project.
- The community will identify potential core-group members who will formulate policies, by-laws that will govern the operation and maintenance and has to be approved by the general assembly.
- Officers and members of the association to strictly follow the agreed policies and to impose sanctions for any violations committed.
- The technical personnel of the association will conduct weekly, monthly, quarterly and annual check-up or activities of the entire pump boat.

3.3 Legal and Political Feasibility

The community residents proposed this project with the support from LGU Sag, LGU Talibon and KALAHI-CIDSS: KKB for technical and community development assistance.

3.4 Environmental Clearance

License to operate and other permits, etc are to be processed.

3.5 Social Acceptability

The project will provide immediate employment in the municipality. The community is very much willing to implement the project because of its social, economic and environmental benefits.



Photo1. During Day 1 of Learning Event



Republic of the Philippines
Department of Environment and Natural Resources
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ATTENDANCE OF

Learning Event

On Gender and Development (GAD) mainstreaming (GM),

Gender Analysis (GA) tools using Sex Disaggregated Data (SDD) and

Harmonized Gender and Development Guidelines (HGDG) tools

DAY 2: NOVEMBER 10, 2022

NAME	GENDER		AGE	POSITION/ DESIGNATION	OFFICE/ ORGANIZATION	SIGNATURE
	M	F				
1. Mark Ryan S. Lora	✓		31	ISATU	NEW - PENRO	
2. BERNADINE J. JASUL		✓	28	For-1	"	
3. MARIA EUGENIA M. PHILANTROUS		✓	48	PR1/ADPCOM	-A-	
4. DRACULO L. MARTINEZ		✓	54	FOR-1	"	
5. ALVIN L. PEREIS	✓		34	ENG II	-A-	
6. Emeferio M. Recto	✓		58	SEMS/PRCU	-A-	
7. Jhona Ling Maticila		✓	20	PRCU	-A-	
8. MARIA LOURDES P. USTINA		✓	48	PRMO-II	-A-	

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Republic of the Philippines
Department of Environment and Natural Resources
PENRO MARINDUQUE



	M	F	Age	Position	Office	Signature
9. MARIA ANA H. SOL		✓	31	LMU	TSO-RPC	
10. MANUEL CRISTIAN S. MORALES	✓		31	PEROS	ADMIN	
11. DON MARCOS	✓		27		TSO	
12. JOYBERTA F. MORALES	✓		59	S	TSO	
13. JUDITHA P. PERALTA		✓	37	ADMIN-AND U	TSO/RPS	
14. RICA QUEMPE D. RODRIGUEZ		✓	35	FR	MES	
15. CARDEL M. FELICIANO		✓	59	A.O.IV / B.O.II	PERK. PERK	
16. ALBERTA C. BERNARDO		✓	61	CDOT	DENT-PENRO	
17. PSICO ALDOREZ	✓		54	AO	TSO	
18. RIBELDA J. CONSTANTINO		✓	48	ADM U	PANB	
19. OLIVER P. MORALES	✓		36	PT2	---	
20. FEAFFZ. CORAZON R.		✓	36	PT7	---	
21. SCARLETT M. GARCIA	✓			F.T. T.		
22. GEMMA P. APORTEL		✓	29	LMU		
23. NANCY M. JORDAN		✓		FOR II	TSO/RPS	
24. ANITA de Castro		✓		PEA I	TSO/RPS	
25. MARIA ANTONIO DOA CUL		✓	52	OFFICE CHIEF	TSO	

"Tungo sa Malapat, Matuwid at Mabitis na Serbisyo"



Republic of the Philippines
Department of Environment and Natural Resources
PENRO MARIQUO



	M	F	Age	Position	Office	Signature
26. <i>Alvina R. Paredes</i>		✓	59	AOI	DENR - PENRO	<i>[Signature]</i>
27. <i>Munib Roldan</i>		✓	54	AOI	DENR - PENRO	<i>[Signature]</i>
28. <i>PRU PLANO MORALES</i>	✓		21	AOI	DENR - PENRO	<i>[Signature]</i>
29. <i>REYES RIVERA PL</i>	✓		22	AOI	DENR - PENRO	<i>[Signature]</i>
30. <i>PETER LYN P. MANABANG</i>		✓	33	AOI - ASST.	DENR - PENRO	<i>[Signature]</i>
31. <i>Eden P. Palencia</i>		✓	58	AOI	DENR - PENRO	<i>[Signature]</i>
32. <i>Laura C. Lomak</i>		✓	58	AOI	DENR - PENRO	<i>[Signature]</i>
33. <i>Enida L. Maramba</i>		✓	82	AOI	DENR - PENRO	<i>[Signature]</i>
34. <i>Siena Mae Lotada</i>		✓	29	AOI - ASST.	DENR - PENRO	<i>[Signature]</i>
35. <i>Angela M. MORALES</i>	✓		33	Admin. Assistant I	DENR - PENRO	<i>[Signature]</i>
36. <i>ARLENE JAMILLA</i>		✓	62	Admin. Assistant II	DENR - PENRO	<i>[Signature]</i>
37. <i>KRISTEL JANE S. CERILLO</i>		✓	23	Admin. Assistant	DENR - PENRO	<i>[Signature]</i>
38. <i>RAUDEN M. NATHAN</i>		✓	25	AOI - ASST.	DENR - PENRO	<i>[Signature]</i>
39. <i>Randy R. Pandoja</i>	✓		52	AOI - ASST.	DENR - PENRO	<i>[Signature]</i>
40. <i>Joseline Mae Sualna</i>		✓	28	Data Encoder	DENR - PENRO	<i>[Signature]</i>
41. <i>Sarah Jane L. Manabang</i>		✓	30	AOI - ASST.	DENR - PENRO	<i>[Signature]</i>
42. <i>Maria Inez E. E. E.</i>		✓	24	AOI - ASST.	DENR - PENRO	<i>[Signature]</i>

"Tungo sa Matatag, Matuwid at Mabilis na Serbisyo"



Republic of the Philippines
Department of Environment and Natural Resources
PENRO MARINDUQUE



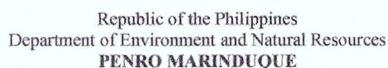
	M	F	Age	Position	Other Organization	Signature
43. Cynthia H. Lozano		✓	60	DMV	PENRO	
44. Mariana M. Paez		✓	56	St-1	- do -	
45. Sarah Jane D. Sena		✓	38	Col	- do -	
46. IMEUDA M. DIAZ		✓		PENRO officer	- do -	
47.						
48.						
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54.						
55.						

"Tungo sa Matapat, Matuwid at Mabitis na Serbisyo"



**Learning Event on GAD mainstreaming (GM), Gender Analysis (GA) tools
using Sex Disaggregated Data (SDD) and Harmonized
Gender and Development Guidelines (HGDG) tools
DAY 1: November 9, 2022**

Particulars			Expenses incurred (in Php)
1	Foods		17,100.00
2	Personnel Expenses, Salary per day		
	Name of Personnel	Gender (Male/ Female)	Expenses incurred (in Php)
	1 Cynthia U. Lozano	Female	4,150.91
	2 Imelda M. Diaz	Female	4,150.91
	3 Eden P. Palacios	Female	1,612.50
	4 Aleth C. Bundoc	Female	1,720.23
	5 Nannette M. Joven	Female	1,720.23
	6 Menchita D. Radovan	Female	713.55
	7 Don Gibson Mercado	Male	1,156.32
	8 Azalea S. De Castro	Female	863.00
	9 Lorna C. Jamola	Female	677.41
	10 Sarah Jane F. Montalban	Female	828.00
	11 Anidel M. Feliciano	Female	1,720.23
	12 Ericka L. Macunat	Female	778.95
	13 Nilo L. Alcober	Male	1,025.59
	14 Arlene A. Jamilla	Female	919.68
	15 Joybert F. Mijares	Male	2,077.55
	16 Danilo L. Martinez	Male	1,595.32
	17 Mark Ryan S. Lozada	Male	1,772.14
	18 Luciana M. Ricafrente	Female	1,236.59
	19 Oliver R. Minay	Male	879.23
	20 Michael Vencint M. Sualog	Male	778.95
	21 Bernadine I. Jasul	Female	1,156.32
	22 Emeterio M. Recto	Male	2,100.73
	23 Corazon R. Pelaez	Female	778.95
	24 Lorena R. Pernia	Female	778.95
	25 Maria Lourdes P. Lastra	Female	1,612.50
	26 Paul Brian D. Mijares	Male	1,169.23
	27 Nonita M. Osicos	Female	778.95
	28 Alvin L. Pergis	Male	1,595.32
	29 Jelomy A. Mahayag	Female	1,169.23
	30 Sarah Jane D. Sena	Female	927.36
	31 Maria Aivy H. Sol	Female	767.59
	32 Andrew E. Aldovino	Male	1,008.64
	33 Lorena P. Saet	Female	2,332.95
	34 Blesilda J. Constantino	Female	778.95
	35 Rica Quennie D. Radovan	Female	681.50
	36 Genneth P. Apostol	Female	767.59
	37 Maria Elena M. Paranaque	Female	1,169.23
	38 Ronald M. Matining	Male	919.68
	39 Laurence Linesses	Male	681.82
	40 Jhonna Liza J. Medenilla	Female	1,612.50
	41 Eugene Rhucel Magturo	Male	545.45
	42 Manoel Christian Munar	Male	1,017.09
	43 Maria Aloceres P. Dela Cruz	Female	545.45
	44 Daisy R. Rosales	Female	598.14
	45 Ricky DL. Pereda	Male	778.95
		TOTAL	56,650.36
		TOTAL EXPENSES	73,750.36



	Particulars		Expenses incurred (in Php)
1	Foods		17,100.00
2	Personnel Expenses, Salary per day		
	Name of Personnel	Gender (Male/ Female)	Expenses incurred (in Php)
	1 Cynthia U. Lozano	Female	4,150.91
	2 Imelda M. Diaz	Female	4,150.91
	3 Eden P. Palacios	Female	1,612.50
	4 Aleth C. Bundoc	Female	1,720.23
	5 Nannette M. Joven	Female	1,720.23
	6 Menchita D. Radovan	Female	713.55
	7 Don Gibson Mercado	Male	1,156.32
	8 Azalea S. De Castro	Female	863.00
	9 Lorna C. Jamola	Female	677.41
	10 Sarah Jane L. Montalban	Female	-
	11 Anidel M. Feliciano	Female	1,720.23
	12 Ericka L. Macunat	Female	778.95
	13 Nilo L. Alcober	Male	1,025.59
	14 Arlene A. Jamilla	Female	919.68
	15 Joybert F. Mijares	Male	2,077.55
	16 Danilo L. Martinez	Male	1,595.32
	17 Mark Ryan S. Lozada	Male	1,772.14
	18 Luciana M. Ricafrente	Female	1,236.59
	19 Oliver R. Minay	Male	879.23
	20 Michael Vencint M. Sualog	Male	778.95
	21 Bernadine I. Jasul	Female	1,156.32
	22 Emeterio M. Recto	Male	2,100.73
	23 Corazon R. Pelaez	Female	778.95
	24 Lorena R. Pernia	Female	778.95
	25 Maria Lourdes P. Lastra	Female	1,612.50
	26 Paul Brian D. Mijares	Male	1,169.23
	27 Nonita M. Osicos	Female	778.95
	28 Alvin L. Pergis	Male	1,595.32
	29 Peterlyn P. Manahan	Female	1,169.23
	30 Sarah Jane D. Sena	Female	927.36
	31 Maria Aivy H. Sol	Female	767.59
	32 Andrew E. Aldovino	Male	1,008.64
	33 Siena Mae M. Lozada	Female	2,332.95
	34 Blesilda J. Constantino	Female	778.95
	35 Rica Quennie D. Radovan	Female	681.50
	36 Genneth P. Apostol	Female	767.59
	37 Maria Elena M. Parañaque	Female	1,169.23
	38 Kristel Jan Cerilla	Male	630.00
	39 Ralden M. Natividad	Male	756.00
	40 Jhonna Liza J. Medenilla	Female	1,612.50
	41 Maria Madel L. Ertá	Male	545.45
	42 Manoel Christian Munar	Male	1,017.09
	43 Maria Aloceres P. Dela Cruz	Female	545.45
	44 Daisy R. Rosales	Female	598.14
	45 Janine Mae M. Semilla	Male	485.00
		TOTAL	55,312.91
		TOTAL EXPENSES	72,412.91