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Republic of the Philippines  
**Department of Environment and Natural Resources**  
PROVINCIAL ENVIRONMENT AND NATURAL RESOURCES OFFICE  
PROVINCE OF PALAWAN  
Bgy. Sta. Monica, Puerto Princesa City, Palawan  
EMAIL : [penropalawan@denr.gov.ph](mailto:penropalawan@denr.gov.ph)  
TelFax No. (048) 433-5638/ 434-8791

February 08, 2023

**MEMORANDUM**

**FOR** : The Regional Executive Director  
DENR MIMAROPA Region  
1515 DENR by The Bay Bldg., Roxas Blvd  
Barangay 668, Ermita, Manila

**THRU** : The Assistant Regional Director for Management Services/  
Chairperson, RGAD Focal Point System

**FROM** : The Provincial Environment and  
Natural Resources Officer

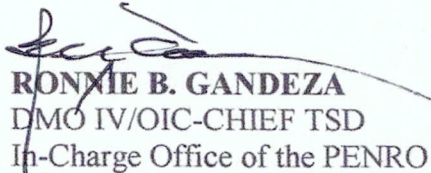
**SUBJECT** : **SUBMISSION OF TWO (2) NOMINEE'S FOR GAD CHAMPION  
OF CENRO BROOKE'S POINT, PALAWAN**

Forwarded herewith is the memorandum from CENRO-Brookes Point dated February 27, 2023 with regards to their nomination on above-cited subject.

The Following are the nominees/recommended women of CENRO-Brookes Point, Palawan

1. Social Welfare Aide Lucila F. Sabado-MSWD/LGU-Brooke's Point, Palawan
2. Janice Tupas-MEPEO/RTNMC, Bataraza, Palawan

For information and evaluation.

  
**RONNIE B. GANDEZA**  
DMO IV/OIC-CHIEF TSD  
In-Charge Office of the PENRO

DENR-PALAWAN  
PENRO-RECORDS  
**RELEASED**  
By Rhea  
Date 01 MAR 2023 CN 2023-508



Republic of the Philippines  
Department of Environment and Natural Resources  
Region IV- MIMAROPA  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**  
Brooke's Point, Palawan

February 27, 2023

**MEMORANDUM**

**FOR** : The Provincial Environment  
and Natural Resources Officer  
Sta. Monica, PENRO, Puerto Princesa City

**FROM** : The Community Environment  
and Natural Resources Officer  
Brookes Point, Palawan

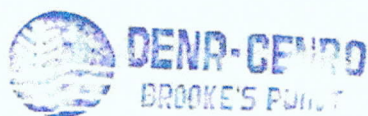
**SUBJECT** : **INVITATION TO RECOMMEND CANDIDATE FOR  
CY-2023 SEARCH FOR GAD CHAMPIONS FOR  
CENRO, BROOKES POINT, PALAWAN.**

This is in connection with the Memorandum dated February 01, 2023 of the ARD for Management Services and Chair, DENR-MIMAROPA RGADFPS and instructions from the Director Climate Change Service and Concurrent Director Gender and Development Office, received by this office on February 09, 2023, regarding the above-cited subject.

In this regard, submitting hereunder the nominees/recommended women in line with the DENR Women's Month celebration for CY-2023 with the theme : "We for gender equality and inclusive society : Digit ALL: Innovation and technology for gender equality"

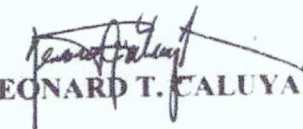
1. Social Welfare Aide Lucila F. Sabdao – MSWDO/LGU-Brookes Point, Palawan
2. Janice Tupas - MEPEO/RTNMC, Bataraza, Palawan

For your information, record and consideration.



**RELEASED**

DATE: 28 FEB 2023

  
**LEONARD T. CALUYA**

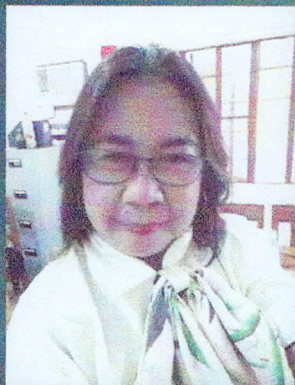
2023-02-28  
M. Rodriguez St. Poblacion District I, Brooke's Point Palawan 5305  
Mobile Phone: Globe: 0945-257-1402; Smart: 0912-429-0856  
Email/Gmail: cenro\_brkspt@yahoo.com; cenrobrkspt@gmail.com



# GENDER AND DEVELOPMENT (GAD)

## CHAMPIONS DENR MIMAROPA

Name of Nominee: Lucila Fuentes Sabdao  
Position: Social Welfare Aide (SWA)  
Organization: MSWDO, Brooke's Point Palawan  
Contact number: 09755281349



GAD CHAMPION CY2023\_NOMINEE\_LUCILA FUENTES SABDAO\_PHOTO NO.1





GAD CHAMPION CY2023, NOMINEE SAMAHAN NG MGA KABABAIHANG MAY KAPANSANAN, PHOTO NO.2

## DESCRIPTION

An organization lead by Mrs. Lucila Fuentes Sabdal. This organization is intended for women with disabilities do not get the same privileges as other women and men. They are frequently denied their social, cultural, economic and political rights.

Changes in how women with disabilities are perceived are needed. Only if they are accorded equal treatment and their rights are upheld would humanity benefit most. Let us aspire to a society in which women with disabilities are not subjected to gender discrimination.

Based on traditional gender roles, men and women will split up the work around the house. When it comes traditionally female household chores, women will spend more time doing them, even those who work outside the home and earn a good income to spend time with their children and complete household chores.

## COVERAGE



The beneficiaries of this organization are those women with disabilities who are experiencing social inequalities and who are powerless to stand with their rights. This is open for all the women with disabilities in the municipality of Brooke's Point.



This organization helps women with disabilities know their right. It gives positive effects on their mental health and social development of families, communities and countries. They realize that women with disabilities can have equal right to participate in education, society, economy and politically. They can also involve in society as they know that they are living safe and can reach their full potential.

## IMPACT





GAD CHAMPION CY2023 NOMINEE SAMAHAN NG MGA KABABAIHANG MAY KAPANSANAN\_PHOTO NO.2

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GAD CHAIRPERSON CY2023 NOMINEE SAMAHAN NG MOGA KASABAHANG MAY KAPANSANAN, PHOTO NO.2

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# IMPACT



## I. NOMINEE'S BASIC INFORMATION

Name of Nominee/s : JANICE MENDOZA TUPAS

Position (if individual) : Mine Environmental Protection & Enhancement Officer  
concurrent Pollution Control Officer and Department  
Head (MEPEO & PCO)

Agency/Organization : Rio Tuba Nickel Mining Corporation (RTNMC)

Contact number/s : +63-917-590-0387

## II. BASIS/ES FOR NOMINATION

### A. Name of the initiative/s, program or advocacies:

None

### B. Brief Description. Briefly describe the nominee's initiatives, programs or advocacies based on the following criteria. Please ensure that the length of description per item does not exceed 200 words. Additional sheets may be used.

#### 1. Issues addressed (women empowerment, gender equality, climate change, behavioral change in environmental protection, livelihood opportunities, etc.)

Mining is not a welcome industry and is often opposed by many due to the perceived negative environmental impacts should the operation be done irresponsibly. But RTNMC has championed and surpassed this obstacle with its head's dedication and commitment, Ms. Janice M. Tupas, an environmental planner that strongly believes in the environmental principle that *Everything is connected to everything else*, thus, promoting a *ridge-to-reef approach* in environmental management, especially in the mining setting. She wittingly set a simple guide in ensuring that the environmental sustainability pillar is prioritized and achieved by implementing **CLAWS** in all stages of the mining operation:

**C – Compliance and Conservation:** *ensures that environmental legal requirements are 100% fulfilled, and that conservation programs are implemented and supported;*

**L – Land Resource Management:** *tackles the efficient use of land resources and ensuring to bring back the value of the mined-out area through successful rehabilitation strategies and alternative land uses;*

**A – Air Quality Management:** *implemented pollution mitigation measures to assure air quality;*

**W – Water and Waste Management:** *ensuring steady water supply and that mining consumption does not compete with the household demands and assuring the quality of the mine effluent; efficient collection and treatment of hazwaste and advocates proper solid waste management;*



**S – Standardization and Service:** *Set the best practices for mining industry at the same time, the implemented projects are a must livelihood opportunity for the IP and women sector in the community.*

**2. Coverage** (the extent to which the program has reached its beneficiaries (e.g. number of groups, individuals, communities))

CLAWS is a holistic approach that ensure environmental protection and conservation, fight climate change, instill behavioral change and beliefs, and promote transparency and participatory and inclusive growth of the community. This principle aims to ensure that all environmental aspects are addressed and tackled; and to maintain best environmental practices while developing an attitude of respect, appreciation, and giving back to mother nature—the only way to achieve sustainability.

Stakeholder involvement is one of the keys to the successful implementation of CLAWS. Government agencies are the primary cohorts to fulfill legal compliances. While almost all of RTN's environment workers and environmental project partners particularly in the reforestation program, are indigenous peoples, women and from the local communities. It also intends to contribute to the development of the socio-economic standards of the local communities by providing employment opportunities. The following groups/organizations have been formed and empowered:

- a. Direct employment – 25% of employees under Environment Department are women headed by a female MEPEO/PCO
- b. 5 PO's headed by women are formed –
  - Jedith Plant Seedling Trading
  - Giane Plant Seedling Trading
  - Myrna Boyet Patio Temporary Labor Services
  - Preda Manpower Services
  - Rio Tuba Mangrove Ecosystem Developments Inc.
- c. 47 Family partners in the Community-based Mangrove Rehabilitation Project
- d. On-going partnership with the Local Government of Dumarán, Bato Multipurpose Cooperative and Pancol-Malampaya Multipurpose Cooperative in Taytay, Palawan

**3. Impact** (the manner in which the program has positively affected its target audience/beneficiaries)

Ms. Janice, a solo parent, firmly believes that gender equality is a fundamental human right. And that empowering women, using indigenous knowledge and motherly instincts can drive progress. Thus, through CLAWS, providing livelihood, economic opportunities, and creation of decent jobs while at the same time promoting environmental protection and conservation will help reduce



poverty, increase awareness and education and eventually contribute to human well-being and a healthy society. The collected efforts in every aspect of CLAWS aim to lower emissions and continuously develop best practices to transform into sustainable systems.

**C – Compliance and Conservation**

1. Zero Notice of Violation
2. Support for the declaration of the Ursula Island Wildlife Sanctuary under NIPAS
3. Implementation of the Biodiversity Conservation Action Plan
4. Water Source/shed Protection

**L – Land Resource Management:**

1. Creation of POs and Community-based partnerships
2. Enhancement of rehabilitation programs into
  - Ecosystem Laboratory
  - Aqua-agro Forestry Projects
  - Ecotourism Site
  - Sports Tourism Area
  - Bamboo Plantation (and future processing plant)
  - Coffee Plantation and Production
  - Coconet Production Project
  - Fuelwood Plantation
3. Landscape Restoration Projects/Greening Program
  - Mangrove Protection and Reforestation Project
  - Tree Planting Project at Dumaran, Palawan
  - Seedling Production in partnership with Bato Multipurpose Cooperative and Pancol-Malampaya Multipurpose Cooperative in Taytay, Palawan

**A – Air Quality Management**

1. Air quality is within the standards
2. Operation of CAAQMS
3. Mechanical road vacuum sweeper
4. Manual street sweeping activity employing women

**W – Water and Waste Management:**

1. Water quality is within the standards
2. Donates the proceeds of the treated hazardous waste to the ABS-CBN Bantay Kalikasan Program.
3. Implemented the No-To-Plastic Policy in RTN since 2017
4. Establishment of MRFs in Barangay Rio Tuba
5. Adopt-a-River/Waterbody Program



**S – Standardization and Service:**

1. 2 times ASEAN Mineral Awardee
  2. Consistent recipient of the Presidential Mineral Industry Environmental Award (PMIEA)
  3. Promotes environmental awareness and campaign for responsible mining practices
  4. Provides livelihood and economic opportunities in environmental activities
4. **Sustainability and replicability** (the quality of the program to continue over time, and be referred to as a model by other advocates of GAD and inclusive development)

**CLAWS** is a dynamic principle and approach that is continuously evolving. With many other mining companies and interested parties visiting and continually arriving to see and benchmark the Company's environmental best practices, **CLAWS** can be adopted and replicated. Therefore, it applies to mining and many other enterprises and industries that want to create decent work and employment and promote inclusive and sustainable growth. The community environmental partnership programs and projects continued and thrived during the pandemic. As a result, the livelihood and source of income remain unaffected, which supported the IP and their families to survive the trying times.

Amid the common stigma of many people in the nature of RTN's operation, the organization is serious about the environmental campaigns that aim to bring awareness and instill consciousness and stewardship in the minds of its employees and community members. Ms. Jaja and her department are consistently active in developing and sustaining ways to serve the environment and empower the women's sector to prove that women and men alike are essential in different kinds of organizations, and mining is of no exemption. Gender diversity in an organization is a moral imperative that will create business opportunities and provide leverage in the accelerating pace of change in the mining industry and today's rapidly changing world.

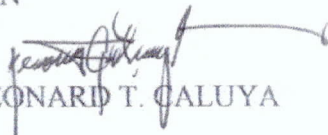
**Affiliations:**

PCAPI MIMAROPA Chapter – Secretary (2018-2022); Vice President (2022-Present)  
PCAPI National – Lifetime Member  
PIEP Palawan Chapter – BOD Member (2018-2020)  
PIEP National – Member  
PAMB UIWS – Member Alternate  
Bataraza MFPC – Member Alternate  
Palawan Southern Explorers Mountain Bikers Association – Member  
Palawan Ornithological Society (Birdwatch Palawan) – Honorary Member



### III. NOMINATOR'S BASIC INFORMATION

Name of Nominator  
(Signature over printed name)

  
LEONARD T. CALUYA

Position

CENRO

Agency/Organization

DENR-CENRO Brooke's Point

Contact Number/s

0920 240 6068

Date Submitted

February 27, 2023