



Department of Environment and Natural Resources  
**Biodiversity Management Bureau**



**Gender and Development (GAD) Program  
Annual Accomplishment Report CY 2021**

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## **I. Introduction:**

In consultation with the National Commission on the Role of Filipino Women (NCRFW), all departments including their attached agencies, offices, bureaus, agencies, state universities and colleges, government-owned and controlled corporations and other instrumentalities, shall formulate a Gender and Development (GAD) plan, designed to empower women and address gender issues, in accordance with R.A. 7192 (Women in Development and Nation Building Act) that promotes the integration of women as full and equal partners of men in development and nation building and the Philippine Plan for Gender-Responsive Development (PPGD), 1995-2025. The cost of implementation of the GAD Plan shall be at least five percent (5%) of the agency's total FY 2000 budget appropriations.

All concerned government entities shall submit their annual reports, indicating the accomplishments and amounts utilized to implement programs, projects and activities addressing gender issues and women empowerment (*Source: Republic Act 8760: General Appropriations Act of 2000; Section 27. Programs/Projects Related to Gender and Development*)

In addition to Joint Circular 99-4 issued by the National Economic and Development Authority (NEDA), the DBM and NCRFW, additional sets of guidelines, as deemed necessary, shall be formulated, for the implementation of GAD-related programs, projects and activities. The DENR National Gender and Development Focal Point System (GADFPS) has initiated the review of the agency's six-year strategic plan for proposed enrichments to align planned programs and activities of the environment and natural resources (ENR) sector with the current state of the country as it continues to face impacts and effects of climate change, health and gender issues. The following sectors such as biodiversity, forestry, solid waste and hazardous wastes, air quality, water sector, land, and mineral resources development focus on pursuing and prioritizing climate, gender and health responsive programs. Mainstreaming gender in the priority programs of the DENR emphasized the potential of women as "game changers" and "active stakeholders".

In accordance with the Philippine Plan for Gender-responsive Development (PPGD), 1995-2025, DENR's GAD program seeks to ensure "full participation of women in the promotion of sustainable development and that women shall equally enjoy and benefit from the fruits of ENR development and management" (*Source: DENR GAD strategic plan for 2020-2025*).

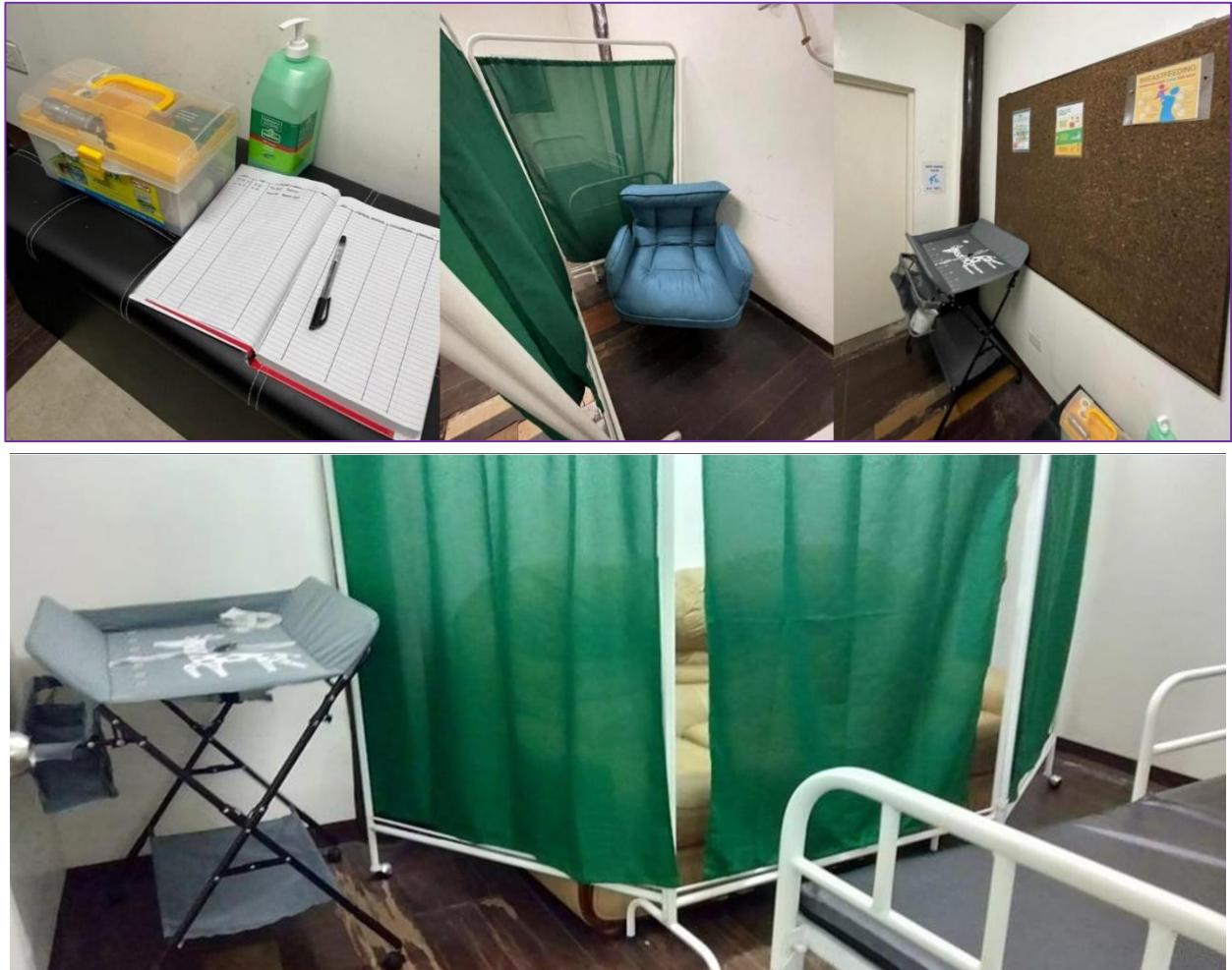
## **II. Brief Summary of Accomplishments as of December 2021**

### **A. Client-focused activities**

As part of the strategic plan of the DENR, Gender and Development (GAD) has a mission to mobilize women and men in protecting, conserving and managing the environment and natural resources for the present and future generations. It has client-oriented goals that improve participation of women in consultation processes, in community organizations and in decision-making bodies towards the sustainable management of the country's environment and natural resources. Lastly, it has a goal to ensure equal access of women and men to environment and

natural resource goods and services and enhance the resiliency of women and men in natural resource-based communities. The following are client-focused goals accomplished by the Department of Environment and Natural Resources - Biodiversity Management Bureau for CY 2021:

i. To secure the wellness and being of lactating mothers and safety of the park visitors, maintenance and management of first aid-clinic and lactating facilities (procurement of diaper changing table, lactation station supplies and information materials for clinic and lactation station) for park visitors were accomplished.



**Photos of the first-aid clinic and lactating area for the park visitors**

ii. To ensure that gender-related signage and other information and education campaign (IEC) materials can continuously raise awareness and appreciated by the general public, the Bureau maintained and replenished additional gender-related and GAD events related materials such as "Benefits of Walking", "Speed Limit", Calendar of Activities: NAPWC 2019 - 2020 PA-RIA Banners, Reprinting of NAPWC Health and Safety Protocols Banners, "Scoop the Poop" Signage, Directional Signages, NAPWC fans and END-VAW Campaign booth that was held on from November 25 – to December 12, 2021.



## Information and Education Campaign (IEC) materials for Gender and Development (GAD) in the BMB

iii. There are limited opportunities for women to propose and have access grants on Biodiversity Friendly Enterprise (BDFE) as part of the strategy of the Coastal and Marine Ecosystems Management Program (CMEMP) in protecting the coastal and marine environment. GAD activities consider and prioritize that at least 20% of the project proposals to be approved will be from women lead People's Organization (PO). Number of approved project proposals on BDFE financial assistance were given to the following groups in different regions:

- Women lead PO in Region XII for the Lumad Moro Christian Women's Association (LMCWA) that has 105 female participants
- Royroy United Fisherfolks Association (RUFA) in Region V that has a number of 18 female and 7 male participants
- Nagkahiusang Katawhan sa Sinian Nagpalambo sa Tinubdan Inc. (NAKASINATI) in Region X that has 26 female and 24 male participants
- Buhay at Kabuhayan sa Nayon (BUKANA) in Region IV-A that has 16 female and 4 male participants



- Infant and Young Child Feeding – Breastfeeding Support Group (IYCF-BSG) in Region II that has 30 female and 30 male participants
- Olango Island Ecotourism Association (OIETA) in Region VII that has that has 21 female and 14 male participants

iv. To address gender issues related to the limited participation and involvement of women in decision making with regard to environmental management and conservation, the Coastal and Marine Division conducted the “SOGIE of the Seas” learning event last December 13-14, 2021. It was a webinar event that tackled the relationship of SOGIE, biodiversity and climate change. Efforts of various gender groups in relation to environmental protection and economic development were likewise highlighted. Towards the end of the webinar, gender minorities were encouraged to get involved in environmental movements, activities and initiatives. The last part of the event was filled with presentations of initiatives by women-led People’s Organizations on biodiversity conservation and economic development.

A total number of 992 participants joined the event consisting of 406 males and 586 females.



## B. Organization-focused activities

Gender and Development (GAD) organization-focused activities works on towards enhancing gender mainstreaming in policies, plans and programs and enhancing the knowledge management system of GAD and institutionalized GAD mechanisms of DENR services, bureaus, attached agencies, and regional offices that can serve as model to other organizations.

i. To raise awareness and appreciation of Biodiversity Management Bureau employees on Gender and Development (GAD), GAD related activities such as the Women's Month Webinar Forum (Understanding Mental Health in the midst of Covid-19 Pandemic) and 18 Days Campaign to EndVAW Webinar forum were post and campaign in the DENR BMB’s facebook page. The celebration of the National Women’s Month continues to align to Proclamation No. 227 s. 1998 providing for the observance of the Month of March as Women's Role in History Month. Celebrating the women’s month serves as a tribute, a platform, and a call to action that highlights the extraordinary roles of ordinary Juanas in the society as trailblazers and harbingers of change. This celebration is also a venue to discuss and address the issues that women continue to face so

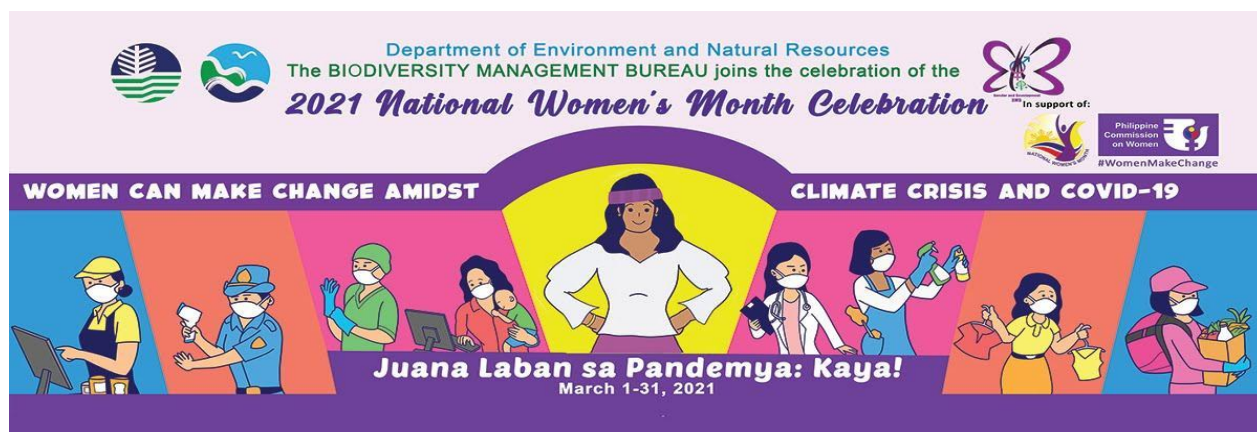
empowerment can be fully achieved. The campaign is also a call for concrete, sustainable, and inclusive actions towards gender equality.

This year's campaign is different from the previous ones because it is set in the COVID-19 pandemic backdrop, posing both challenges and opportunities for women. Hence, this year's observance with a theme **“Juana, Laban sa Pandemya: Kaya!”** highlighted women's participation in battling the pandemic including discussing gender issues exacerbated by the pandemic. An increasing number of mental health issues brought about by the prolonged lockdown, anguish, and the loss of jobs grew amidst an uncertain future. When we promote our mental health, we actually prevent mental illness, but there are existing obstacle to mental health treatment such as stigma and discrimination. Misinformation on mental health can lead to preventing help-seeking behavior. Without the stigma, early identification and intervention is attainable.

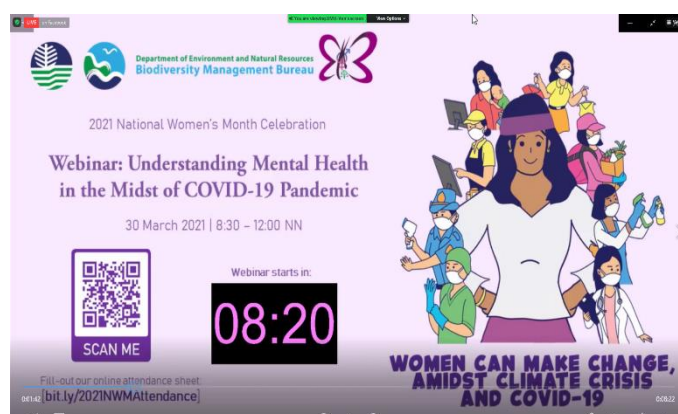
In order to address these concerns, a resource person was invited to shed more light on topics related to the physical and mental health of BMB staff and personnel, in order to achieve a sense of well-being and balance. In addition, the resource person was requested to prepare a health survey form to be accomplished by the participants to assess the mental health status and provide recommendations, if needed.

The online webinar was participated by DENR-BMB employees including the NAPWC ground staff, invited guests and participants from other offices. A total of 178 participants attended the said event with 128 females and 50 males.

The poster is for a webinar titled "Webinar: Understanding Mental Health in the Midst of COVID-19 Pandemic" held on March 30, 2021, from 8:30 AM to 12:00 NN. It is part of the 2021 National Women's Month Celebration with the theme "Juana, Laban sa Pandemya: Kaya!". The event is organized by the Department of Environment and Natural Resources Biodiversity Management Bureau. Three speakers are featured: Atty. Analisa Rebueta-Teh (Undersecretary for Finance, Information Systems and Climate change, and Chair DENR-GAD Focal Point System), Ms. Amelita D.J. Ortiz (BMB Assistant Director and Chairperson, GFPS), and Ms. Cinderella Arellano-Sta.Cruz (Program Head, College of Psychology, Metropolitan Medical Center). The bottom of the poster shows a row of colorful icons representing various professions and activities, with a call to action to join the live stream on Facebook at the URL https://www.facebook.com/denrbiodiversity.



## 2021 National Women's Month Theme Celebration "Juana Laban sa Pandemya: Kaya!"

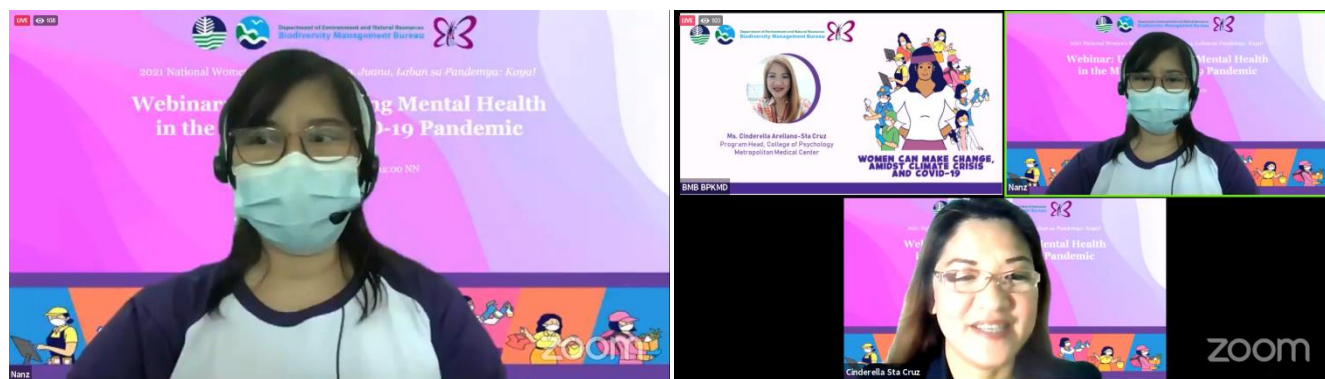


## Timestamp of BMB-GAD Webinar as posted in BMB facebook page and via zoom

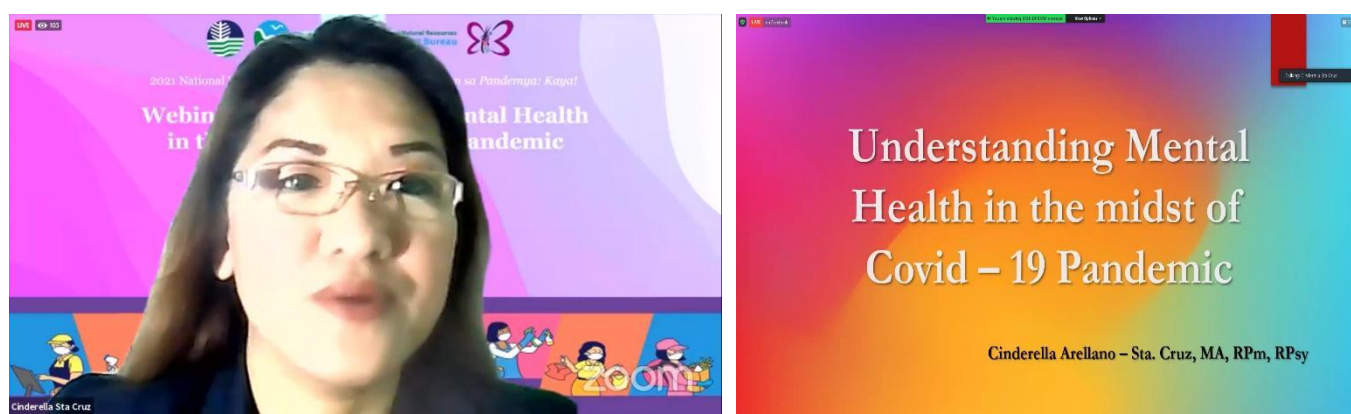


## Undersecretary Analiza Teh delivering inspirational message and short talk on gender equality and equity to the webinar participants

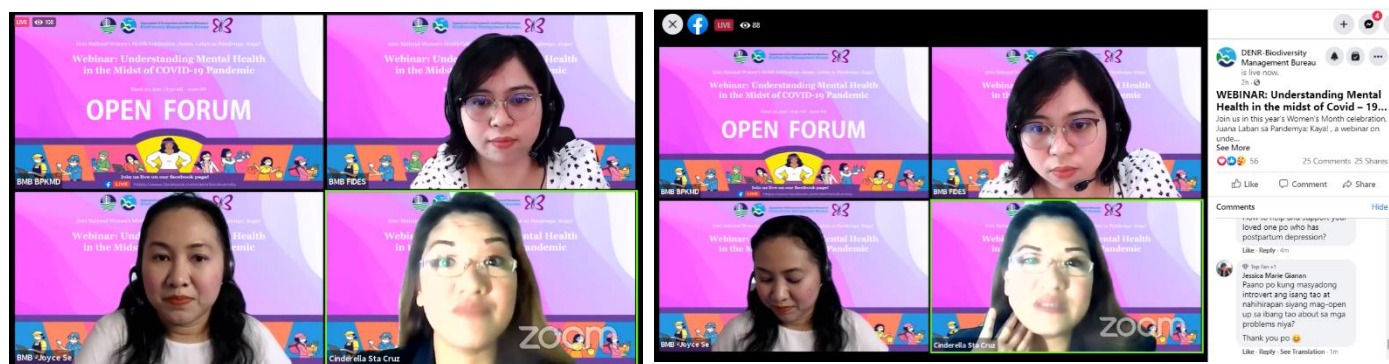




**Ms. Nancy R. Corpuz, BMB GAD Focal Person as she introduced the resource person**



**Ms. Cinderella Arellano-Sta. Cruz discussing the main topic of the webinar:  
Understanding Mental Health in the Midst of COVID-19 Pandemic**

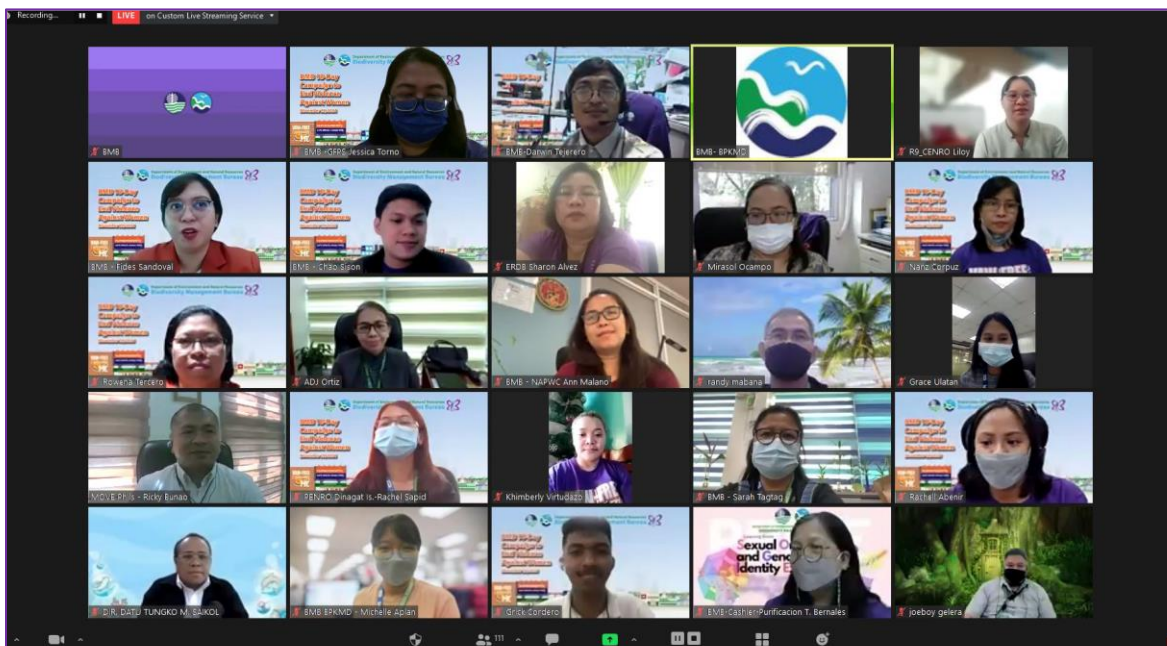


**Open Forum, with the Facilitators and Ms. Cinderella A- Sta. Cruz, as they entertained questions from the webinar participants raised thru zoom and facebook page**

ii. Proclamation No. 1172 declaring November 25 to December 12 of every year as the “18-day campaign to end violence against women” whereas the government is committed to address all forms of violence against women, and to strengthen the Administration’s goal to protect the human rights of women as enshrined in the 1987 Constitution, other laws, the Framework Plan for Women and other policies and programs and the Convention on the Elimination of all Forms of Discrimination against Women, of which the Philippines is a signatory.

In addition, since 1991, the Philippines has joined the international community in the observance of the 16-Day Campaign Against Violence Women, from November 25, which is the “International Day to Eliminate Violence Against Women” to December 10, the “International Human Rights Day,” to emphasize that violence against women is a human rights violation, and thereby, to raise awareness on gender-based violence as a human rights violation, and to ensure better protection for survivors and victims of violence. (Source: <https://www.officialgazette.gov.ph/2006/11/17/proclamation-no-1172-s-2006/>)

To address this mandate and limited knowledge of Biodiversity Management Bureau’s employees on Violence Against Women (VAW), a webinar was conducted last November 29, 2021 via zoom and face-to-face mode. Sex disaggregated data of 317 participants consist of 153 females and 164 males from various agencies and sector, such as healthcare workers, students, teacher, DENR staff, among others. To also increase the awareness of park visitors on the limited awareness on GAD issues, alcohol keychains as a giveaway was provided on the END-VAW campaign booth from November 25 to December 12, 2021.



**Screenshot of participants from the zoom webinar for Violence Against Women (VAW)**

iii. Item No. 3.2 of PCW-NEDA-DBM Joint Circular 2012-01-GAD Planning and Budgeting shall be conducted annually as part of all programming and budgeting exercises of agencies thus to comply to GAD guidelines and policies, GAD planning and workshop for CY 2022 was conducted on September 27, 2021 with sex disaggregated data of 4 males and 16 female participants.

Magna Carta of Women implementing rules and regulations (IRR) Section 37 states that the agency shall ensure that all members of the GFPS undergo capacity-building programs on gender and development, which shall include but not be limited to GST, gender analysis, GAD planning and budgeting, and gender audit. To comply with this Gender Diversity and Social Inclusion (Batch 4) was held last August 16, 18, 23 and 26 by CSC-CSI that was attended by GFPS Members to be able to use the GAD-related tools to assess the gender-responsiveness of the Bureau's programs, activities and projects. Sex disaggregated data of participants consists of 2 males and 16 females. In addition, to increase gender responsiveness of BMB's PAPs and address the limited knowledge and skills of GFPS on various GAD tools, GFPS year-end assessment was conducted on December 13-14, 2021 with sex-disaggregated data of 10 males and 20 female participants.

Lastly, Harmonized Gender & Development Guidelines (HGDG) is a tool to integrate gender perspectives, responsiveness and gender mainstreaming effort of a program. HGDG was used to determine the level of gender responsiveness of the Coastal and Marine Management Program (CMEMP) being one of the priority programs of DENR and National Protected Area System Master Plan (NPASMP). The following event was conducted in relation to HGDG analysis:

- HGDG Box 9 for project identification and planning of CMEMP on September 15, 2021 for GPB 2022;
- HGDG Box 16 for project implementation and Box 17 for monitoring and evaluation of NPASMP on November 8, 2021 for GAD AR 2021.
- HGDG Box 16 and 17 of CMEMP on December on December 9-10, 2021

iv. To address the unconscious biases occurs in workplace and the limited knowledge of BMB employees on SOGIE (Sexual Orientation, Gender Identity and Expression), a learning event on the basic concepts of SOGIE was conducted to foster greater understanding and acceptance of people of diverse genders and sexualities. A total of 107 participants joined the learning event with 47 men and 60 women covering the BMB GAD Focal Point System, BMB officials and employees and NAPWC Park Attendants. In addition, three (3) batches were conducted for the 168 Security Agency and PRC Janitorial Services that was held on November 8-10, 2021 via zoom meeting and face-to-face session in BMB Training Center.





**Conduction of Learning Event on Basic Concepts of Sexual Orientation, Gender Identity and Expression (SOGIE) during the face-to-face session in BMB Training Center**

v. Orientation of Wildlife Enforcement Officers (WEOs) on Gender Sensitivity through the conduct of training entitled “Gender Perspective on the Role of Men and Women WEOs in Wildlife Law Enforcement” was held to address the limited knowledge of WEOs on gender perspectives and issues. 3rd National Wildlife Law Enforcement Summit was conducted on November 16-18, 2021 with sex disaggregated data of 354 males and 291 females consisting of 645 participants.

To increase knowledge and capacity of women on wildlife law enforcement, maintenance and protection, two capacity building on wildlife enforcement was held. Capacity building consists of activities such as computer literacy for documentation, marine mammal stranding, turtle tagging and proper handling of wildlife retrieval. Virtual training course on financial investigation was held on April 6-8, 2021 and webinar on Wildlife Permitting and Programs on Wildlife Regulation in DENR-Regions II and V was conducted on September 13-14 and September 27-28, 2021, respectively. A total of 218 participants attended the said capacity building consisting of 101 women and 117 men.

vi. Dilapidated and deteriorated facilities in the park that are uncomfortable for the use of women and children were repaired to ensure the comfort of women and children in using the park facilities. Seven comfort rooms including the accessories were maintained and repainted, lighting and water system were repaired and lastly Emergency Care Clinic and Lactation Station were cleaned and sanitized regularly.



vii. Conduct of a gender-fair language-learning event customized for frontline staff (Park Attendants, Gate Collectors, WRC Staff and Security Guards) was conducted on November 25, 2021 to address the limited knowledge and awareness on gender-fair language of the front liner staff. Sex disaggregated data of participants consists of 46 males and 12 females.



#### **Gender-fair Language Learning Event for Frontline Staff**

viii. Limited knowledge, skills and participation of women to cave management was addressed to increase the awareness and involvement of women on cave assessment activities with a special module on gender issues in cave management. Conducted learning events on Cave Values were scheduled on June 23-25, 2021 with 211 participants on Day 1 (SDD of 101 male and 110 female), 176 participants on Day 2 (SDD of 87 male and 89 female) and 143 participants on Day 3 (SDD of 72 male and 71 female). Repair of two units for the Information and Communications Technology (ICT) for virtual capacity of the learning event, buildings and workshops was also provided.

In addition, a learning event on Urban Biodiversity Assessment was held on July 2, 2021 with 78 participants (35 male and 43 female) from DENR Regional and Field Offices, selected LGUs and BMB. Representatives from BMB Technical Divisions served as resource persons. Lastly, technical assistance in cave mapping and rapid cave assessment in Pinagrealan cave in Region III was conducted with three women RPs engaged for technical services.

ix. Citizen Science was conducted on the monitoring of coastal and marine resources on November 4-5, 2021 to serve as a platform to build the capacity of women from the Coral Triangle to take leadership roles in preserving and sustaining the region's unique marine and coastal resources. The lecture part was attended by 55 participants consisting of 19 males and 36 females. Field demonstration activities were conducted in three batches:

- Batch 1 on November 19-21, 2021 with sex disaggregated data of 4 males and 5 females
- Batch 2 on November 26-28, 2021 with sex disaggregated data of 5 males and 5 females
- Batch 3 on December 3-5, 2021 with sex disaggregated data of 3 males and 5 females



**Participants in the Field Demonstration of Conduct of Citizen Science on Monitoring Coastal and Marine Resources**

x. Roll out of Protected Area (PA) Database to regional offices was conducted to address inadequate data in assessing and developing gender-related policies, projects and issues and to provide a more complete understanding of the Biodiversity's development and livelihood in order to develop better policies and programs. Online pilot testing was held in Region 1 for Batch 1 on April 20-21, 2021 and in Region 5 for Batch 2 on April 22-23, 2021. Batch 1 and 2 has a sex disaggregated data of participants consisting of 47 males and 49 females.



**Screenshot of Participants for the Conducted PA Database (Online Pilot Testing)**

xi. Conduct of Capacity Building and Organization of training, workshops and seminars address the limited competency level of women Protected Area Superintendents (PASu) and PA Rangers specifically on Protected Area Management, Planning Process and on laws and policies of Protected Areas. Gender and Development (GAD) has an objective to gather a pool of experts who will serve as a resource person for the Protected Area Academy, to capacitate the pool of trainers of the PA Academy and to provide training for PASus and PA Rangers through the PA Academy. Conducted PA Academy consists of the following events:

- Training of Trainers for PASu with Batch 1 conducted on January 5-7, 2021 with sex disaggregated data of 24 participants consisting of 8 males and 16 females and Batch 2 conducted on January 12-14, 2021 with sex disaggregated data of 29 participants consisting of 11 males and 18 females
- Training of Trainers Course for PA Rangers with Batch 1 conducted on January 5-7, 2021 with sex disaggregated data of 20 participants consisting of 11 males and 9 females and Batch 2 conducted on January 12-14, 2021 with sex disaggregated data of 25 participants consisting of 10 males and 15 females. A total of 98 participants attended the event consisting of 40 males and 58 females
- Ecosystem Services (ES) Valuation Workshop with a title of Counting What Counts: Valuing, Assessing and Accounting Ecosystem Services for Policy and Decision-Making
- Local Biodiversity Finance Plan (LBFP) Preparation Training with sex disaggregated data of 66 participants consisting of 32 males and 34 females



xii. Capacity building to men and women on coastal and marine related monitoring, assessment activity was conducted to ensure that 30% of the participants on coastal and marine related training organized by BMB for BMB staff and adjacent field offices (e.g., diving training, habitat assessment and citizen science approach of monitoring) are women. It addresses the limited chances for women to coastal and marine monitoring due to equipment and physical requirement of the job or task. The following activities were conducted by the Coastal and Marine Resources to give equal chances to women to learn and be exposed to coastal and marine monitoring:

- Diving Orientation on Covid Protocols were conducted last June 18-20, 2021 with sex disaggregated data of 5 male and 8 females; on June 25-27, 2021 with sex disaggregated data of 8 male and 7 females and lastly on July 2-4, 2021, with sex disaggregated data of 7 male and 8 females
- Open water diving training were conducted on July 14-18, 2021 with sex disaggregated data of 4 male and 2 females and lastly on October 2-4 and 8-10, 2021 with sex disaggregated data of 3 male and 3 females
- Advance open water diving training was conducted on July 30 to August 1, 2021 with sex disaggregated data of 2 male and 2 females

xiii. Gender and Development (GAD) activities were posted in DENR BMB's facebook page such as the Women's Month Webinar Forum, 18 Days Campaign to EndVAW Webinar forum to address the limited appreciation of BMB employees on GAD and establish GAD information and resource mechanisms. In addition, hiring of full-time personnel in charge of GAD was completed and the contract will start in January 2022.



**Gender and Development programs and events posted in DENR BMB's facebook page**



### III. Financial and other resources status (please see attached GBP 2021 approved and barcoded)

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET FY 2021			
Organization: Department of Environment and Natural Resources		Organization Category: National Government, Line Agency	
Organization Hierarchy: Department of Environment and Natural Resources			
Total Budget/GAA of Organization:	17,367,643,000.00		
Total GAD Budget	2,787,009,296.00	Primary Sources	2,787,009,296.00
		Other Sources	0.00
% of GAD Allocation:	15.51%		



#### MEMORANDUM

TO : Bureau Director  
Heads of Attached Agencies  
Service Directors  
Regional Executive Directors  
Gender and Development (GAD) Office  
GAD Secretariat

TERU : GAD Focal Persons

FROM : Director of Gender and Development Office

SUBJECT : PHILIPPINE COMMISSION ON WOMEN- BAR-CODED AND APPROVED GAD PLAN AND BUDGET FOR 2021

DATE : September 13, 2021

Attached for your information is the bar-coded and duly approved copy of the 2021 Gender and Development Plans and Budget (GPB 2021) of the Department of Environment and Natural Resources (DENR) from the Philippine Commission on Women.

This serves as the official copy of GPB 2021 for DENR, and its copy may be supplied to your counterpart offices in the Commission on Women. Additionally, preparation of all GAD Accomplishment Reports for 2021 should be based on this official copy of GPB 2021 to ensure GAD accomplishment reporting against plans submitted.

For information and compliance.

*Elenida Dr. Basug*  
ELENIDA DR. BASUG



THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN REVIEWED AND ENDORSED THROUGH THE GADB

UNDERSECRETARY ANALIZA  
SERVILIA-TOR  
NGADPP/CRABP/SECTION  
UNDERSECRETARY FOR  
FINANCE, INFORMATION  
SYSTEMS AND GEDATE  
CHANGE

SEC. ROY A. CIMATU  
SECRETARY, DENR



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### IV. References:

- DENR GAD Strategic Plan for 2020-2025 Revisited; website:  
<https://www.denr.gov.ph/index.php/news-events/press-releases/1754-denr-gad-strategic-plan-for-2020-2025-revisited>)
- Republic Act 8760: General Appropriations Act of 2000; website:  
<https://pcw.gov.ph/republic-act-8760-general-appropriations-act-of-2000/>
- Republic Act 7192: Women in Development and Nation Building Act; website:  
<https://pcw.gov.ph/republic-act-7192-women-in-development-and-nation-building-act/#:~:text=Republic%20Act%207192%3A%20Women%20in%20Development%20and%20Nation%20Building%20Act,-Focus%20Areas&text=AN%20ACT%20PROMOTING%20THE%20INTEGRATION,Section%201.>
- Proclamation No. 1172, s.2006. Declaring November 25 to December 12 of every year as the “18-day campaign to end violence against women”; website:  
<https://www.officialgazette.gov.ph/2006/11/17/proclamation-no-1172-s-2006/>