

DENR GAD AGENDA: FRAMEWORK and STRATEGIC PLAN (2021-2025)

(Version September 6, 2021)

FRAMEWORK

The Gender and Development (GAD) program of the Department of the Environment and Natural Resources (DENR) subscribes to and actively carries out its mandate according to at least three development plans: The Philippine Development Plan (2017-2022), the Philippine Plan for Gender-Responsive Development (1995-2025), and Agenda 2030 of the United Nations.

As a program of DENR, GAD contributes to the implementation of DENR's mandate in the Philippine Development Plan (2017-2022), which are to lead in ensuring ecological integrity and a clean and healthy environment for Filipinos, and to work towards improvements in the socio-economic conditions of resource-based communities.

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 equally enjoy and benefit from the fruits of ENR development and management."

The Philippines, being a signatory of the United Nation's Agenda 2030, the GAD program of DENR also works to realize the country's international commitments through contributing to the attainment of the 17 Sustainable Development Goals (SDG) by 2030, most especially SDG 5 which calls for gender equality and empowerment of women and girls. The GAD program of DENR sees SDG 5 as cutting across all other SDGs and has the potential to help accelerate progress in multiple sustainable development goals.

In all these pursuits, the DENR GAD program for 2021-2025 goes beyond the strategy of mainstreaming gender in DENR policies and programs. It also seeks to integrate understanding of and solutions to the emergent and urgent concerns of climate change, and health and disaster risks and hazards that are now besetting the country, in DENR's policies and programs including in GAD programming.

(For a fuller discussion of DENR's GAD framework and strategic directions for 2021-2025, see "Beyond Gender Mainstreaming: Linking Environment and Natural Resources, Climate Change, Health, Disasters and Gender")

GAD VISION

A resilient nation with ecological integrity enjoying its natural resources through partnership of women and men sustainably managing the country's environment and natural resources

GAD MISSION

Women and men are mobilized in protecting, conserving and managing the environment and natural resources for the present and future generations

CLIENT-ORIENTED GOALS

1. Improved 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;
2. Ensured equal access of women and men to environment and natural resource goods and services;
3. Enhanced resiliency of women and men in natural resource-based communities.

ORGANIZATION-ORIENTED GOALS

4. Enhanced gender mainstreaming in policies, plans and programs of DENR services, bureaus, attached agencies, and regional offices;
5. Enhanced the knowledge management system of GAD; and
6. Institutionalized GAD mechanisms in DENR services, bureaus, attached agencies, and regional offices that can serve as model to other organizations.

STRATEGIC PLAN (2021-2025)

A. CLIENT-FOCUSED

GOAL 1: Improved 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

Gender issue/s to address in the period 2021 to 2025	Strategic outcome/s to deliver by 2025	Strategic Outcome Indicators	Output indicators in annual plans	Key activities that will deliver outputs	Responsible Office/Unit	Estimated budget for 5 years
<p>Limited participation of women in sustainable management of the environment and natural resources</p>	<p>Increased participation of women in the sustainable management of the environment and natural resources (ENR)</p>	<p>Number/percentage of women: • Members or officers of local organizations in forest management</p> <ul style="list-style-type: none"> • Capacitated or implementing biodiversity practices, or participated in consultations/workshop/trainings on biodiversity issues, or participated in biodiversity conservation • With biodiversity-friendly agricultural practices • With Wildlife Enforcement Award • Involved in planning, enforcement, protection, and ecotourism in forest management; or participated training/seminar on the same, and related activities such as tree planting/propagation • Involved in LGU Material 	<p><u>2021-2025</u></p> <p>1) Type/number of activities, number of participants and their SDD</p>	<p><u>2021-2025</u> <i>Specify the activities and beneficiaries/clients in annual plans</i></p> <p>1) Conduct of activities that address obstacles to women’s participation in sustainable management of natural resources</p>	<p>Regions, bureaus, attached agencies and central offices that work with DENR clients</p>	<p>243,636,000 (a)</p>
			<p>2) Type and number of training/capacity building activity provided; SDD of participants</p>	<p>2) Conduct of activities that build capacity and knowledge of women for sustainable management of ENR</p>	<p>Regions, bureaus, attached agencies and central offices that work with ENR clients</p>	
			<p>3) Type and number of IEC materials, distribution by sex</p>	<p>3) Production and distribution of gender-sensitized IEC materials aimed at greater participation of women in sustainable management of the environment and natural resources</p>	<p>Regions, bureaus, attached agencies and central offices that work with ENR clients</p>	

		<p>Recovery Facilities (MRFs) for solid waste management, or trained in solid and toxic waste management</p> <ul style="list-style-type: none">• Participated in water management-related consultations, training/seminars, research and creation and use of water related technologies				
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	<p>Increased participation of women in leadership and decision-making roles in the management of natural resources</p>	<ul style="list-style-type: none"> • Number of protected area/critical habitat resolutions authored or supported by women • Number of protected area/critical habitat management plans that emphasize role and benefits of women • Number of women in protected area management boards • Number of regional governing boards on Water Quality and Airshed Management with women's representation • Number/percentage of women who: <ul style="list-style-type: none"> ○ Participated in policy formulation in environmental management ○ Participated in decision-making bodies in forest-related programs, projects and activities 	<p>4) Type and number of activities, number of women trained for leadership or that became part of decision-making process or bodies</p>	<p>4) Conduct of activities that build or support women's leadership or participation or membership in decision-making bodies on ENR</p>	<p>Regions, bureaus, attached agencies and central offices that work with ENR clients</p>	<p>73,465,000 (a)</p>
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		<ul style="list-style-type: none"> ○ Participated in planning and decision making on water management issues ○ Participated in decision-making on mining concerns including in FPIC decisions 				
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GOAL 2: Ensured equal access of women and men to environmental and natural resources and its benefits

Gender issue/s to address in the period 2021 to 2025	Strategic outcome/s to deliver by 2025	Strategic Outcome Indicators	Output indicators in annual plans	Key activities that will deliver outputs	Responsible office/unit	Estimated budget for 5 years
Women have less access to natural resources and its benefits	Improved access of women to natural resources and its benefits	1. Number/percentage of women who: <ul style="list-style-type: none"> • Have access to domestic water supply in client communities • Awarded land titles • Have access, use and tenure over vulnerable coastal and marine ecosystems • Participates in 	<u>2021-2025</u> 1)Number of activities that made access possible and participants or beneficiaries by sex	<u>2021-2025</u> <i>Specify activity and beneficiary or client in annual plans</i> 1) Conduct of activities that improve or support women’s access to natural resources (e.g. land titling application, wildlife permits, use of coastal resources, etc), or that	Regions, bureaus, attached agencies and central offices that work with DENR clients	219,991,000 (a)

		<p>wildlife-based industry, or involved in wildlife law enforcement</p> <ul style="list-style-type: none"> • Have tenure, ownership, access 		<p>address barriers to women's access to natural resources</p>		
			<p>2) Number of activities to increase women's participation in BDFEs, participation by sex</p>	<p>2) Conduct of activities to increase women's participation in BDFEs and other social enterprises</p>	<p>Regions, bureaus, attached agencies and central offices that work with DENR clients on BDFEs</p>	

		<p>to or control over forest lands or over productive forest resources</p> <ul style="list-style-type: none"> • Enjoys benefits from forest-related programs, projects and activities, including employment in implementing organizations • Participated and benefits from ecotourism and biodiversity friendly enterprises and livelihoods • Benefits from social development programs from mining industry, 	<p>3) Number of activities held on sustainable tourism, SDD of participants</p>	<p>3) Conduct of activities that support or build women's capacity to participate in sustainable tourism</p>	<p>Regions, bureaus, attached agencies and central offices that work with DENR clients on sustainable tourism</p>	
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		<p>including by way of medical and financial assistance, education support, and livelihood training</p> <ul style="list-style-type: none"> • With training on land use mapping and various technologies used in mapping, or else participated in land use mapping itself <p>2. Number of protected area/critical habitat resolutions benefitting women</p>	<p>4) To be identified when activities are specified (activities intended to provide socio-economic opportunities or benefits to women)</p>	<p>4) Conduct of activities that provide socio-economic opportunities or benefits to women</p>	<p>Regions, bureaus, attached agencies and central offices that work with DENR clients</p>	
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		3. Number of women's groups organized in MRF livelihood programs				
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GOAL 3. Enhanced resiliency of women and men in natural resource-based communities

Gender issue/s to address in the period 2021 to 2025	Strategic outcome/s to deliver by 2025	Strategic Outcome Indicators	Output indicators in annual plans	Key activities that will deliver outputs	Responsible office/unit	Estimated budget for 5 years
Women in ENR communities are most vulnerable to climate change related, and natural disaster risks and hazards	Men and women in resource-based communities are equally informed about risks and hazards from climate change, and health and natural disasters	Number of researches/ studies on gender differentiated impacts and effects of climate change and natural disasters in ENR-dependent communities, as well as gender-differentiated impact/effect of climate and disaster-relevant DENR policies and programs	2021-2023 1) Number of research reports per ENR sector; number of participants clients and/or staff involved and their SDD	2021-2023 1) Conduct of researches/studies/data gathering on gender differentiated impacts and effects of climate change and natural disasters in ENR dependent communities, as well as gender-differentiated impact/effect of climate and disaster-relevant DENR policies and programs	FMB, BMB, PCSD, LMB, MGB, EMB, PMDC, LLDA, NWRB, ERDB, CCS	5,550,000 (b)

			2) Number of researches/data collection activities, number of men and women clients and staff involved	2) Conduct of research/collection of adaptation and coping practices/stories of women and men to climate change-related risks and hazards	CCS	
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			3) Number of researches and references accessible online	3) Compilation of researches and references on gender differentiated impact of climate change and natural disasters for easy reference and for access of all DENR staff	GAD Office, bureaus, attached agencies and offices managing national priority programs	
Limited access of women to knowledge/information on climate change, health and disaster risks and hazards	Women and men in resource-based communities are equally informed or capacitated for adaptation and mitigation measures, health emergencies and for disaster preparedness	Number/percentage of women: <ul style="list-style-type: none"> • With knowledge/information on importance of forests to climate change • Involved in adaptation or mitigation practices, or in integrated fire management in forested lands, or participated in training for them • With health-related indigenous knowledge and 	<u>2021-2025</u> 4) Type and number of IECs, distribution by sex	<u>2021-2025</u> 4) Produce and disseminate gender-sensitized IECs for clients on climate change and preparedness for health & disaster risks	Bureaus, regions, attached agencies	121,818,000 (c)
			5) Number of campaign activities, SDD of participants	5) Conduct of campaign activities to promote gender sensitive behavioral change solutions to climate change	CCS in coordination with bureaus, regions and attached agencies	

		<p>practice them in forest management</p> <ul style="list-style-type: none"> • With access to information for minimizing health hazards from air pollution and solid waste • With training on solid and toxic waste management • With training on minimizing health hazards due to mining 	6) Number of orientation or training activities held, number of participants by sex	6) Conduct of gender-sensitive basic orientation for clients on climate change and health and disaster risks, and/or training for adaptation and mitigation measures, for responding to health emergencies and for disaster preparedness in various sectors and priority programs (<i>specify focus of activity in annual plan</i>)	Bureaus, regions, attached agencies	
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		<ul style="list-style-type: none"> • With access to geo spatial information through Geoportel Philippines 				
Limited access of women to resources for addressing climate change, health and disaster risks	Improved access of women in resource based communities to funding support and other resources for	<ul style="list-style-type: none"> • Additional resources accessed by women clients from national climate change and resiliency programs 	<p><u>2021-2025</u></p> <p>7) Number of times clients accessed priority investment</p>	<p><u>2021-2025</u></p> <p><i>Specify activities and beneficiaries/clients in annual plans</i></p> <p>7) Provide assistance for women clients to access priority investment interventions of the</p>	CCS in coordination with bureaus, regions, attached agencies	250,000 (d)

and hazards	adaptation and mitigation measures, disaster preparedness, and for responding to health emergencies		interventions, and assisted clients by sex	Philippine Risk Resiliency Program		
			8) Number of activities and type of support provided, participation by sex, how much resources was accessed	8) Provide assistance to women clients in geographic priorities of the Philippine Risk Resiliency Program to access resources for adaptation, mitigation and disaster preparedness		
			9) To be defined as activities are specified in annual plans	9) Other activities to enhance women's access to resources for addressing climate change, health and disaster risks & hazards, e.g. accessing of People's Survival Fund		
Limited involvement or participation of women in decision making or policy making to respond to climate change,	Increased leadership of women and participation in decision-making or policy-making bodies on climate change and disaster	Number/percentage of women: <ul style="list-style-type: none"> • Number of protected are/critical habitat resolutions authored or supported by women • Number of protected 	<u>2021-2025:</u> 10) Number of activities, number of women prepared/trained for	<u>2021-2025:</u> <i>Specify activities and beneficiaries/clients in annual plans</i> 10) Conduct of activities to increase or support women's leadership and/or participation	Bureaus, regions, attached agencies, CCS	15,632,000 (a)

<p>health and disaster risks and hazards</p>	<p>preparedness</p>	<p>area/critical habitat management plans that emphasize role and benefits of women</p> <ul style="list-style-type: none"> • Number/percentage of women who participate in policy formulation in environmental management, and climate-change relevant policies • Number of regional governing boards on Water Quality and Airshed Management with women's representation • Number/percentage of women who: <ul style="list-style-type: none"> ○ Participated in policy formulation in environmental management ○ Participated in decision-making bodies in forest related programs, projects and activities ○ Participated in planning and decision-making on water 	<p>leadership, or number of women that became part of leadership or participated in policy making process</p>	<p>in decision-making or policy making bodies on adaptation, mitigation and other climate change measures/plans and health emergency and disaster preparedness</p>		
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		management issues				
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		<ul style="list-style-type: none"> o Participated in decision-making on mining concerns including in FPIC decisions 				
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B. ORGANIZATION-FOCUSED

GOAL 4: Enhanced gender mainstreaming in policies and programs of DENR and attached agencies

Gender issue/s or mandate to address in the period 2021 to 2025	Strategic outcome/s to deliver by 2025	Strategic Outcome Indicators	Output indicators in annual plans	Key activities that will deliver outputs	Responsible office/unit	Estimated budget for 5 years
Section 3.2 of PCW NEDA-DBM-PCW Joint Circular 2012-01 mandates annual GAD planning	DENR is consistently compliant with preparation and timely submission of GPBs and ARs	• DENR GPBs and ARs are prepared and submitted on time	<u>2021-2022</u> 1) Defined procedure for consolidation of GPBs and ARs	<u>2021-2022</u> 1) Prepare procedures for consolidated GPBs and ARs	NGADFPS	4,843,000 (a)
			2) Number of orientation activities, number of training participants	2) Conduct of training on preparation of GPBs and ARs for GFPS and planning officers	NGADFPS	

and budgeting while Section 3.5 tasks GFPS to prepare annual accomplishment reports			by sex			
			3) Number of participants in orientation/training and their SDD	3) Conduct of training/orientation of GFPS members on using Strategic Plan for annual planning	NGADFPS	

			<u>2021-2025</u> 4) Number of GPBs and ARs prepared and submitted on time; number of meetings, number of participants and their SDD	<u>2021-2025</u> 4) Conduct of meetings to prepare GPBs and ARs	Bureaus, regions, attached agencies and selected central offices	
Inconsistent allocation for GAD of 5% or more of DENR budget, and low budget utilization for GAD activities	<ul style="list-style-type: none"> GAD budget allocation is 5% or more of DENR's GAA budget At least 90% of GAD budget allocation is utilized Improved gender responsiveness of national priority programs 	<ul style="list-style-type: none"> GAD budget of DENR is consistently 5% or more of DENR's budget National priority programs are regularly subjected to HGDG 	<u>2021-2025</u> 5) Number of meetings to learn and/or apply HGDG and prepare MOVs, number of priority programs with HGDG, number of participants and their SDD	<u>2021-2025</u> 5) Conduct of meetings to learn and/or apply HGDG for national priority programs and prepare MOV documents and computation for submission	Bureaus, regions, attached agencies and offices/units managing national priority programs	7,370,000 (a)

Gender concerns, and also disaster, health and climate change considerations, not explicitly integrated in some DENR and ENR sectoral policies and programs	DENR's VMG and ENR key sectoral policies are updated towards integrating aspirations and measures towards gender equality and women's empowerment, and considerations of climate change, health and disaster risks and hazards	1. Integration of gender equality and women's empowerment in DENR's VMG 2. Number of policies and programs reviewed and updated per sector to integrate gender concerns and considerations of climate change, health and disaster risks and hazards: • Biodiversity policies and programs (including species)	<u>2021-2025</u> 6) Number of meeting to review and propose changes in DENR's VMG, number of participants, their positions in DENR and SDD	<u>2021-2025</u> 6) Conduct of meetings to review and update DENR's VMG	NGADFPS	2,750,000 (e)
			7) Number/type of communication	7) Communicate importance of DAO on GAD mainstreaming in national priority programs, upon DAO approval	NGADFPS	
			8) Number of meetings and participants and their SDD	8) Conduct of meetings to review gender-fair policy towards clearer enforcement measures and mechanisms	NGADFPS	

		conservation, protected area management, caves, wetlands, coastal and marine resources) • Policies on forest management, forest conservation, forest tenurial system,	9) Number of meetings towards approval of DAO, number of participants and their SDD	9) Conduct of meetings towards approval of DAO on gender mainstreaming in national priority programs	NGADFPS	
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		<p>and policies related to forestry --upland farming/agriculture , aquaculture</p> <ul style="list-style-type: none"> • Employment and personnel policies in forestry-related programs (e.g., equal opportunity, access to training, education, etc.) • Policies on land management and administration • Policies on environmental management • Water management and general water sector policies, policies-related to climate change especially supply scarcity risk and water conservation • Policies related to health impact of mining, mineral production, 	<p>10) Number of meetings to review and update sectoral (biodiversity, forest management, water resources, mining, air quality and solid & toxic waste management) policies and programs, number of client and staff participants by sex, number of policies reviewed and updated</p>	<p>10) Conduct of meetings to review ENR sectoral policies in</p>	<p>FMB, BMB, PCSD, LMB, MGB, EMB, LLDA, PMDC, NWRB, ERDB</p>	
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		<p>conservation related policies, and geo-hazards data collection</p> <p>3.</p> <p>Number/percentage of women clients and staff and their SDD participating in reviews or formulation of policies and programs towards gender (plus) integration</p>				
<p>Section 4.3 of the NEDA-DBM-PCW Joint memorandum circular 2012-01 calls for regular gender audits of programs/ projects</p>	<p>Identified progress and challenges of GAD mainstreaming in DENR policies, people, projects and programs, and organization; and in terms of impact on DENR clientele</p>	<p>Impact evaluation report; GMEF report of DENR</p>	<p><u>2021-2023</u></p> <p>11) Number of meetings for GMEF application for 2021-2023, number of participants and their SDD and positions in DENR</p>	<p><u>2021-2023</u></p> <p>11) Conduct of DENR GMEF evaluation for the period 2021- 2023</p>	<p>NGADFPS</p>	<p>2,592,000 (a)</p>
			<p>12) Number of meetings to provide training and/or conduct of GMEF evaluation; number of participants and their SDD</p>	<p>12) Conduct training for GMEF and/or apply GMEF evaluation of GAD work regions, bureaus and attached agencies</p>	<p>NGADFPS, regions, bureaus, attached agencies</p>	

			13) Number of activities to implement baseline data gathering, number of client and DENR staff participation in baseline data gathering	13) Conduct baseline data gathering for impact evaluation	National Working Group for GAD Baseline data gathering (ERDB, other Bureaus, attached agencies)	4,000,000 (f)
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			<p><u>2024-2025</u></p> <p>14) Number of preparatory activities (<i>activities to be specified in annual planning</i>) for GAD impact evaluation, number of client and staff participants in the evaluation and validation steps, and their SDD</p>	<p><u>2024-2025</u></p> <p>14) Plan for GAD impact evaluation and conduct preparatory activities (<i>to be specified in annual planning</i>) for GAD impact evaluation</p>	National program group for gender based impact assessment (ERDB led)	
			<p>15) Number of implementation activities (<i>to be specified in annual plan</i>), number of participant clients and staff and their SDD, report on GAD</p>	15) Conduct of GAD impact evaluation	Program group for gender-based impact assessment (ERDB led)	

			impact evaluation			
Limited awareness of internal and external clients of current gender issues, GAD activities and events	Constant awareness raising on gender issues, GAD activities and events	<ul style="list-style-type: none"> • Feedback of clients and staff on GAD IECs, on GAD corners and FB and webpages • Frequency of updating GAD corners, FB and webpages 	<p><u>2021-2025</u></p> <p>16) Number of IECs produced, distribution to men and women, number of GAD corners, FB and webpages updated and maintained</p>	<p><u>2021-2025</u></p> <p><i>Specify IEC products and number to produce in annual plans</i></p> <p>16) Production and distribution of GAD IECs; and regular update and maintenance of GAD Corners, and GAD FB and webpages</p>	Bureaus, attached agencies, regions, Central office c/o SCIS, GAD Office	13,691,000 (a)
Presidential proclamation No. 224 declaring the 1st week of March of every year as	Raised awareness and support of DENR employees and clients for addressing gender	DENR employees and client feedback, and participation over strategic plan period, disaggregated by sex	<p><u>2021-2025</u></p> <p>17) Number of types of activities held, number of client and employee participants and their SDD</p>	<p><u>2021-2025</u></p> <p>17) Conduct of various awareness raising /educational activities on gender and women's issues and concerns <i>(activities to be specified in annual plans)</i></p>	NGADFPS, bureaus, attached agencies, regions	32,127,000 (a)

Women's Week, March 8 of every year as Women's Day; and Presidential Proclamation No. 227 providing for the observance of	and women's concerns					
			18) Number of types of IEC materials, number of IEC materials distributed among women and	18) Produce and disseminate various types of IEC material <i>(IEC material to be specified in annual plans)</i>	Bureaus, attached agencies, regions	

March as Women's Month			men			
Proclamation 1172 s. 2006 Declaring 25 November to 12 December as the 18 Day Campaign to End Violence Against Women (VAW)	Raised awareness and support of DENR employees and clients towards ending gender-based violence	DENR employees and client feedback, and participation over time, disaggregated by sex	19) Number of types of activities held, number of client and employee participants and their SDD	19) Conduct of various activities to raise awareness of violence against women, and to support actions to end VAW <i>(activities to be specified in annual plans)</i>	Bureaus, attached agencies, regions	8,025,000 (a)
			20) Number of types of IEC materials, number of IEC materials distributed among women and men	20) Produce and disseminate appropriate IEC materials <i>(IEC material to be specified in annual plans)</i>	NGADFPS, bureaus, attached agencies, regions	

GOAL 5. Enhanced knowledge management system of GAD

Gender issue/s or mandate to address in	Strategic outcome/s to deliver by 2025	Strategic Outcome Indicators	Output indicators in annual plans	Key activities that will deliver outputs	Responsible office/unit	Estimated budget for 5
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the period 2021 to 2025						years
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<p>Section 4.4 of Joint NEDA-DBM-PC W MC 2012-01 calls for institutionalizing collection of sex disaggregated data and gender information to inform policies, program/project planning and budgeting</p>	<p>Linking of databases in bureaus and regions and central availability and accessibility of gender databases to inform ENR policies and programs</p>	<p>Operational central and satellite databases in bureaus, regions and attached agencies</p>	<p><u>2021-2022:</u> 1) Number of meetings; number of participants and their SDD</p>	<p><u>2021-2022:</u> 1) Conduct meetings to prepare and set up central database for gender data storage and access</p>	<p>NGADFPS</p>	<p>19,281,000 (a)</p>
			<p>2) Number of trainings held, number of participants and their SDD</p>	<p>2) Conduct of basic or standard training for GFPS members on data collection and database maintenance 2022</p>	<p>NGADFPS, SCIS/KISS</p>	
			<p>3) Number of activities <i>(to be specified in annual plans)</i> to establish or maintain gender database</p>	<p>3) Establish and/or maintenance of gender database <i>(specify activity and participants in annual plans)</i></p>	<p>SCIS/KISS, bureaus, regions and attached agencies</p>	
			<p><u>2023-2025:</u> 4) Number of trainings conducted, and number of participants and their SDD</p>	<p><u>2023-2025:</u> 4) Training for GFPS members in use of central database</p>	<p>NGADFPS, SCIS/KISS</p>	
<p>Dearth of materials that provide guidance in gender mainstreaming in different ENR sectors</p>	<p>Provide guidance to gender mainstreaming in different ENR sectors</p>	<p>DENR employees, other ENR stakeholders, and client feedback on toolkits and gender mainstreaming curriculum for clients</p>	<p><u>2021-2022</u> 5) Number of meetings and other activities (to be specified in annual plans) for research and development of toolkit; number of employees and client participants and their SDD</p>	<p><u>2021 – 2022</u> 5) Conduct of research, meetings to develop a Gender Mainstreaming toolkit in forestry, biodiversity, coastal and marine resources, land management, water resources, air quality, solid waste, mineral resources management, and development, etc</p>	<p>BMB/PCSDS, FMB, ERDB, LMB, EMB, NWRB, LLDA, MGB/PMDC</p>	<p>2,800,000 (g)</p>

			6) Number of priority programs with documented gender analysis; number of writeshop participants and	6) Conduct writeshop for documentation of gender analysis in national priority programs	NGADFPS, offices/units managing national priority programs	
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			their SDD			
			<u>2023-2025</u> 7) Number of toolkits prepared/published	<u>2023-2025</u> 7) Develop, publish and disseminate sectoral toolkits	BMB/PCSDS, FMB, ERDB, LMB, EMB, NWRB, LLDA, MGB/PMDC	
			8) Number of capacity building curriculum for clients per sector, number of pilot testing conducted and number of participants and their SDD	8) Develop and pilot test sectoral capacity building curriculum for clients on gender mainstreaming based on toolkits	BMB/PCSDS, FMB, ERDB, LMB, EMB, NWRB, LLDA, MGB/PMDC in coordination with regions involved	

			<u>2025</u> 9) Number of meetings to review and update toolkits per sector, number of client ad staff participants in reviews and their SDD	<u>2025</u> 9) Conduct of meetings to review and update toolkits as may be needed	BMB/PCSDS, FMB, ERDB, LMB, EMB, NWRB, LLDA, MGB/PMDC	
Limited appreciation, awareness, knowledge and understanding of GAD issues and concerns by employees in DENR Offices	All DENR employees have basic orientation on gender and GAD, awareness of gender issues in workplace, and are familiar with gender-related laws and national policies	Number of orientation, seminars held and number of participants and their SDD for 2021-2025	<u>2021-2025</u> 10) Number of GST, GAD orientation course runs, number of participants and their SDD	<u>2021-2025</u> 10) Conduct GST and GAD orientation for new employees	HRD and GFPS teams of central office, bureaus, regions, attached agencies	28,117,000 (a)
			11) Number of seminars or discussions, number of participants and their SDD	11) Conduct seminars/discussions on gender issues in workplace	GFPS teams of bureaus, regions, attached agencies	
			12) Number of seminars or discussions, number of participants and their SDD	12) Conduct information, familiarization seminars on gender-related laws and national policies	GFPS teams of bureaus, regions, attached agencies	

GOAL 6. Institutionalized GAD mechanisms in DENR and attached agencies that can serve as model to other organizations

Gender issue/s or mandate to address in the period 2021 to 2025	Strategic outcome/s to deliver by 2025	Strategic Outcome Indicators	Output indicators in annual plans	Key activities that will deliver outputs	Responsible office/unit	Estimated budget for 5 years
PCW MC 2011-01 on Guidelines for Creation, Strengthening and Institutionalization of GAD Focal Point System	<ul style="list-style-type: none"> • GFPS members have the minimum training and skills needed to perform their roles and responsibilities • GFPS members are strengthened and enabled as teams in spearheading GAD implementation • Functional NGADFPS committees 	<ul style="list-style-type: none"> • Number of GFSP members and SDD with standard training for skills and knowledge in checklist • Developed roster of identified GAD faculty for various GAD courses 	<u>2021-2025</u> 1) Standards/checklist developed, number of meetings to develop checklist, number and sex of participants	<u>2021-2025</u> 1) Develop standards/checklist of minimum training and skills of GFPS members	NGADFPS	9,715,000 (a)
			2) 1 Report/analysis of training needs of GFPS	2) Conduct analysis of training needs of GFPS members	NGADFPS	
			3) Number/type of training participated, SDD of GFPS participants	3) Participation of GFPS members in relevant training programs of PCW, and other service providers; including trainers' training courses	NGADFPS, bureaus, regions, attached agencies	
			4) Number of training and other capacity building activities (to be specified in annual plans) conducted, number of GFPS participants and their SDD	4) Conduct of training and other capacity building activities (to be specified in annual plans) for GFPS on identified needs not provided by other service providers/ institutions	NGADFPS, bureaus, regions, attached agencies	

	<ul style="list-style-type: none"> Identified GAD faculty from GFPS members for standard GAD courses 		5) Number of meetings for the review, participation and SDD	5) Review of functionality of GFPS committees	NGADFPS	50,000
			6) Number of meetings, number of participants and their SDD	6) Conduct of regular meeting of GFPS teams for planning, implementation and tracking progress of GAD work	Bureaus, regions, attached agencies	9,652,000 (a)
			7) Hired total of 28 staff support and 5 consultants for GAD work	7) Hired 28 (based on 2021 plan; <i>to be specified in annual plans</i>) support staff and 5 consultants for GAD work	NGADFPS, bureaus, regions, attached agencies	34,236,000 (a)
PCW MC 2011-01 on Guidelines for Creation, Strengthening and Institutionalization of GAD Focal Point System	Enhanced incentives for gender mainstreaming work	Reviewed and re energized GAD Awards and other incentives	<u>2021</u>	<u>2021</u>	NGADFPS	500,000 (h)
			8) Report on review of GAD Awards, number of meetings, number of participants and their SDD	8) Review of GAD Awards		
			<u>2022</u>	<u>2022</u>	NGADFPS	
			9) Established review committee, number of members, composition by GAD role and SDD	9) Review of possibility of full time regular GAD staff positions		

			10) Established study team, composition and SDD of members	10) Study of GAD work of GFPS members for inclusion in performance evaluation points	NGADFPS	
			<u>2021-2025</u> 11) Number of annual awardees, and their SDD	<u>2021-2025:</u> 11) Restart implementation of GAD Awards	NGADFPS	

Low level exercise of GAD mainstreaming responsibilities of managers and key personnel in DENR	<ul style="list-style-type: none"> DENR leadership and management are enabled to lead and support gender mainstreaming efforts of GFPS Integrate gender mainstreaming in the standard ENR courses for managers and key personnel 	<ul style="list-style-type: none"> Gender is mainstreamed in managerial and supervisory courses, and other courses in the ENR Academy Regular update and review of GAD work for managers and key personnel 	<u>2021-2023</u> 12) Number of orientation activity held, participation by sex and position in DENR	<u>2021-2023</u> 12) Conduct of orientation for senior managers and key personnel on GAD Framework and Strategic Plan	NGADFPS	500,000 (h)
			13) Number of GMEF discussions held, participation by DENR positions, and sex	13) Discussion of GMEF 2018- 2020 evaluation with senior managers	NGADFPS	
			14) Number of orientation meetings held, number of participants and their SDD	14) Conduct orientation on HG DG use and submission requirements for managers and key personnel	NGADFPS, bureaus, regions, attached agencies	

			15) Number of enhanced managerial and supervisory modules	15) Collaboration with PCW to enhance gender mainstreaming in managerial and supervisory courses of DENR/ENR Academy of HRD	HRD/ENR Academy, NGADFPS	
			<u>2021-2025</u> 16) Number of updating meetings held, number of participants by sex and position in DENR	<u>2021-2025:</u> 16) Conduct of meeting to regularly update managers and key personnel on GAD plans and implementation, and on conduct and results of GMEF (2021-2023) and 2025 impact evaluation	NGADFPS	
			17) Number of courses/modules reviewed and enhanced, number of participants and their SDD	17) Review of other ENR courses of the ENR Academy of HRD for enhancing gender mainstreaming	HRD/ENR Academy, NGADFPS	

DENR DAO 25-2002 or IRR of Republic Act No. 7877 Section 4b. calls for creating a committee on decorum and investigation of cases on sexual	<ul style="list-style-type: none"> • Sexual harassment prevented in the workplace • Incidents of sexual harassment are speedily and fairly processed 	<ul style="list-style-type: none"> • Minimized cases of sexual harassment • Sexual harassment cases are promptly processed and resolved 	<u>2021-2022:</u> 18) Number of meetings for review, number of participants and their SDD; Report on review	<u>2021-2022</u> 18) Review of functionality of CODIs	NGADFPS, bureaus, regions, attached agencies	500,000 (h)
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<p>harassment</p> <p>Civil Service Commission Memorandum Circular 11, series 2021 Revised Administrative Disciplinary Rules on Sexual Harassment Cases (Amendment to the Sexual Harassment Provisions in the 2017 Revised Rules on Administrative Cases in the Civil Service) Pursuant to Republic Act No. 11313</p>	<p>with gender sensitivity</p>		<p><u>2022-2025</u></p> <p>19) Type/number of activities to cascade information, implement recommendations, and number of participants and their SDD; number of operational CODIs</p>	<p><u>2022-2025</u></p> <p>19) Conduct activities (<i>to be specified in annual plans</i>), to establish and operationalize CODI in majority of DENR offices</p>	<p>NGADFPS, bureaus, regions, attached agencies</p>	
<p>Joint Memorandum Circular No. 1 series of 2020 of the Civil Service</p>	<p>• DENR employees are supported institutionally in their parenting/</p>	<p>• Day care services are available to majority if not all employees with children aged 5 years and below</p>	<p><u>2021-2025</u></p> <p>20) Number and sex of children provided day care services, their ages, number of employee parents served and their</p>	<p><u>2021-2025</u></p> <p>20) Provide day care services in DENR offices where employees have children aged 5 and below</p>	<p>HRD-CO/GAD Office, bureaus, regions, attached agencies</p>	<p>5,953,000 (a)</p>

Commission, DOLE and DOH						
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mandates provision of day care service for employees with children 5 and below and lactation stations for breastfeeding employees.	child-rearing work • Breastfeeding among women employees is supported and encouraged	• Breastfeeding employees are provided with safe and secure space and adequate facility	sex			
			21) Lactation stations – number of breastfeeding employees and non employees served	21) Operate lactation stations in offices with breastfeeding employees	HRD-CO/GAD Office, bureaus, regions, attached agencies	1,675,000 (i)

BUDGET NOTES

1. 2021-2025 Budget Estimate:

Goal 1	317,101,000
Goal 2	219,991,000
Goal 3	143,250,000
Goal 4	75,398,000
Goal 5	50,198,000
Goal 6	62,781,000

Total	868,719,000
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2. Basis of budget estimates:

- (a) Figure is based on 2020 spending and 2021 budget for same or similar expense items; averaged and multiplied by 5 years; rounded to nearest thousand
- (b) Research cost estimated at 500,000 for each of the 11 offices involved
- (c) Estimated as 50% of estimated cost for work on women's participation in ENR management
- (d) Estimated at 50,000 per year
- (e) Estimated at 50,000 per year for each of 11 offices involved
- (f) Based on usual cost of small research with limited field work taken into account
- (g) Estimated at 350,000 x 8 sectors (biodiversity, forestry, coastal & marine resources, etc)
- (h) Estimated cost is 100,000 per year
- (i) Based on GPB 2021 budget for same item x 5 years