



BEYOND GENDER MAINSTREAMING: LINKING ENVIRONMENT AND NATURAL RESOURCES (ENR), CLIMATE CHANGE, HEALTH, AND GENDER

(GUIDE TO PLANNING FOR GENDER AND
DEVELOPMENT IN THE ENR SECTOR)

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DENR

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Guide to Strategic and Annual Planning for Gender and Development in the Environment and Natural Resources Sector

Background

In 2018, the Philippine Commission on Women (PCW) issued Memorandum Circular (MC) 2018-04 directing all government agencies to formulate their GAD Agenda. The GAD Agenda is a two-part document that consists of the GAD Strategic Framework and the GAD Strategic Plan for 2020-2025.

In compliance with PCWMC 2018-04, the Department of Environment and Natural Resources (DENR) prepared in late 2019 its GAD Strategic Framework and Strategic Plan for 2020-2025. However, critical problems in the formulation process of the Strategic Plan needed to be addressed, as follows: 1) Regional offices, some bureaus and attached agencies were not able to input directly into the plan; 2) The collected input from bureaus and other offices need more cohesion in terms of driving towards unified outcomes by the end of the Strategic Plan; and 3) The plans contributed by bureaus are uneven in addressing strategic GAD concerns in their sectors.

Additionally, developments in late 2019 to early 2020 also indicated a need to update the Strategic Plan, specifically, 1) the conclusion of a study on the implications of a 1.5 °C global warming on DENR's national priority programs, 2) the COVID-19 pandemic and 3) the growing global and national concern to address the risks and threats, including health risks, from climate change and natural disasters.

Purpose of the Guide

This Guide is being issued to assist bureaus, attached agencies and regional offices in revising and reformulating their GAD sectoral, institutional or regional Strategic Plans.

The Heads of Offices, through the support of the GAD Focal Points of bureaus, services, attached agencies and regional offices are expected to submit their revised strategic plan in the following format:

Part I. Client-focused Plan

Gender issue/s to address in the period 2021-2025	Strategic outcome/s to deliver by 2025	Strategic Outcome Indicators	Outputs in 2021 that will contribute to achieving the Strategic Outcome/s	Output indicators	PAPs in 2021 that will deliver Outputs	Estimated budget for 5 years

Part II. Organization-focused Plan

- A. Baseline data gathering plan
- B. Knowledge management plan
- C. Capacity building needs and plan

Structure and use of the Guide

Sections I, II and III of the Guide inform an updated Strategic Framework for mainstreaming gender in DENR for the period 2021-2025, taking into account national and international mandates of DENR.

Section II discusses the emergent concerns and challenges for GAD planning given climate change and disaster risks, and the consideration to take into account from the COVID 19 outbreak.

Section III lists the core messaging for GAD advocacy in the Department towards achieving gender equality and sustainable development in the ENR sector.

Section IV is intended to assist in preparing Part I or Client-focused part of the Strategic Plan. This section is a collection of briefers on the following sectors: biodiversity, land management, forestry, environmental management, water resources, and mineral resources development.

Each briefier describes the following:

- a) Strategic gender issues in the sector, and known gaps in addressing these issues;
- b) Possible entry points or PPAs to integrate gender dimensions in the strategies or interventions in the sector, along with potential indicators for the suggested entry points;

- c) Key health concerns in the sector as they relate to climate change and disaster risks and environmental determinants of health; and
- d) Climate-responsive output and outcome indicators of programs/projects or interventions in the sector. These indicators were generated by the study of the implications of 1.5 °C global warming on the national priority programs of DENR.

Sections V, VI, and VII are intended to aid the preparation of Part II of the Strategic Plan or the organization-focused part.

Section V discusses baseline data gathering. The Ecosystems Research and Development Bureau is tasked to lead the work in coordination with GAD planning units of bureaus, services, attached agencies and regional offices. Anticipate your organization's tasks in this undertaking and report them as your baseline data gathering plan or plan A.

Section VI discusses knowledge management for the GAD program and calls for developing a Gender Toolkit in each sector aimed at facilitating sharing and exchange of knowledge gained and best practices, and raising awareness of critical environmental issues in the sector. This is your plan B.

Section VII provides guide for developing a capacity building program for the stakeholders of the sector and the implementing staff. The plan for capacity building should identify needs, of whom, and how/when (what year) those needs will be met. This consists of your plan C.

References used in preparing the Guide and the sectoral briefers are provided at the end so that GAD planning units can consult them for needed clarifications and as additional resources.

Beyond Gender Mainstreaming

I. FRAMEWORK

A. Sustainable Development Goals

Sustainable Development Goals (SDG) is a call to all countries to promote prosperity while protecting the planet. The Philippines is signatory to these goals embodied in the 2030 Agenda for Sustainable Development.

1. SDG 5 aims to achieve gender equality and empower all women and girls. It also aims to address the need for women's full and effective participation, equal opportunities for leadership at all levels of decision-making, as well as the need for equitable access to, ownership and control over land and natural resources.
2. Action in one SDG area will affect outcomes in others. Achieving SDG 5 or gender equality cuts across all SDGs and is critical to achieving a wide range of objectives that will advance sustainable development. This includes promoting economic growth and reducing poverty (SDG 8 and SDG 1 respectively), enhancing human capital through health and education (SDG 3, and SDG 4), attaining food security (SDG 2), addressing climate change impacts and strengthening resilience to disasters (SDG 13), and ensuring more peaceful and inclusive communities (SDG 16).
3. The SDGs on the environment and natural resource sector are SDG 14, SDG 15 and SDG 6.
4. SDG 14 calls for conserving and sustainable use of oceans, seas and marine resources, including protecting marine biodiversity as essential global resources that make Earth habitable. It seeks to prevent and significantly reduce marine pollution and to sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, and taking action for their restoration in order to achieve healthy and productive oceans.
5. SDG 15 aims to protect, restore and promote sustainable use of terrestrial ecosystems and sustainably manage forests, wetlands, mountains and drylands. This SDG includes protecting about a million plant and animal species threatened with extinction, combating desertification, and stopping and reversing land degradation and biodiversity loss.
6. SDG 6 seeks to ensure availability of water and sanitation for all, including sustainable management of water resources. It targets access to adequate sanitation and hygiene for all, paying special attention to the needs of girls and women, and people in vulnerable situations.

7. Gender equality and empowerment of women and girls cuts across the SDGs' on the environment and natural resources. Research evidence shows that "women play a pivotal role in natural resource management, and their increased participation leads to improvements in local natural resource governance, conservation efforts and more sustainable livelihoods." In the case of forestry, for example, women's participation has been shown to decrease levels of deforestation, increase probability of forest regeneration, more equitable sharing of benefits and generally improved forest sustainability.

B. Gender and National Development Plans

The Philippine Development Plan (PDP) 2017-2022 states in Chapter 20 that the Environment and Natural Resources (ENR) sector plays a critical role in the country's development. The Strategic Framework of PDP calls for ensuring ecological integrity and a clean and healthy environment as foundation for supporting the three main pillars of the national plan, namely enhancing the social fabric, reducing inequality and increasing potential growth. Towards this strategy, the key outcome to deliver is ensuring ecological integrity and improving the socio-economic conditions of resource-based communities.

The Philippine Plan for Gender-responsive Development (PPGD), 1995-2025, the perspective framework to integrate gender in Philippine development plans, states as a goal that the ENR sector "shall be directed towards ensuring 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."

Among the specific programs that PPGD prescribes are 1) Explicit consideration of GAD in the development and implementation of forestry-related programs, and appropriate technology development and transfer program for women on forest utilization and development; 2) Promotion of biodiversity and sustainable management in environmental management, along with promotion of women's participation and leadership in solid waste and toxic waste management; 3) Information, education and training to minimize health hazards in small mining communities and 4) Ensuring equal access in government's allocation and disposition of public lands.

II. EMERGING CONCERNS

A. Mainstreaming Climate Change and Disaster Risks in GAD Strategic and Annual Plans

Climate change and disaster risks are cross-cutting concerns to achieve the goals set in the PDP. The climate risks involved should be considered in the development processes of all agencies and sectors, including GAD programming, to ensure adequate measures are in place to adapt and to mitigate the damages and setbacks they could bring about.

1. Gender impact of climate change and disaster risks

- a. Climate change can impact on women's productive roles since the physical impacts of global warming, rising sea levels, flooding in low-lying areas and increased salt-water intrusion, can jeopardize sustainable livelihood strategies. Food security and family well-being are threatened when the resource base on which women rely to carry out their critical roles and obtain supplementary incomes is undermined.
- b. Natural disasters, particularly erosion and other forms of soil degradation, pollution of freshwaters, shore-line erosion, flooding, loss of wetlands, drought and desertification impact directly on women in their roles as providers of food, water and fuel.
- c. Natural disasters increase women's economic insecurity through loss of essential productive resources, such as land, gardens, equipment and animals. The loss of jewelry, utensils and other traditional forms of capital can be a severe economic setback for women in many areas. Women in informal sector work, such as street vending, child care and domestic work, or owners of small home-based businesses, may lose their jobs and have no means of securing compensation.
- d. Gender differences in access to and control over resources lead to differences in vulnerability, and capacity to respond and recover. This includes access to economic, political, community and internal resources, as well as time and information. Compared to men, women tend to have fewer resources to cope with climate shocks and stresses. For example, gender differences in access to vital information about climate patterns or extreme weather events can increase vulnerability to the health risks of natural disasters and famines.
- e. When women do not receive adequate information on hazards and risks and on the links of natural resource use to environmental sustainability to the same extent as men do, there is a risk that they can contribute directly and indirectly to environmental vulnerability. The particular

roles, responsibilities and needs of women as well as men need to be considered as this may provide valuable information for developing early warning and information systems.

- f. Because of gender-specific constraints - low decision-making capacity, lack of assets (financial, physical, human, social) and socio-cultural norms on mobility, etc. - women may need additional support in order to be able to effectively act upon such information/warnings.
- g. It is important to understand the different impact of climate change and natural disasters on women and men – the losses and costs to both - and their potential for recovery after disasters.

2. The goals of gender mainstreaming in climate change

- a. To ensure that women and men participate equally in decision-making with regards to policy and policy instruments aiming to improve the adaptive capacities of communities.
- b. To ensure that women and men participate equally in decision-making with regards to policy and policy instruments aiming to mitigate the risk of drastic climate change and destruction of ecosystems at all levels.
- c. To ensure that all policies and policy measures take into consideration the gender impact of climate change.

3. Gender Entry Points

- a. Risk Resiliency Program (RRP)

The Risk Resiliency Program (RRP) of the Philippines is the convergence program of the Cabinet Cluster on Climate Change Adaptation, Mitigation and Disaster Risk Reduction (CCAM-DRR), to aid the Government in strengthening the resiliency of natural ecosystems and the adaptive capacity of vulnerable communities to short- and long-term risks. The program presents possible entry points for GAD planning.

Key Investment Areas for RRP

Key Investment Areas	Components	CCAM-DRR Roadmap Outcome	Project Beneficiaries	Main Implementing Agencies	Target Collaborating Agencies
Community Livelihood and Enterprise Continuity	<ol style="list-style-type: none"> 1. Design and development of viable climate resilient social enterprises and market interventions 2. Sustainable livelihood, social entrepreneurship 3. Business development and sustainability 	Increased adaptive capacities of vulnerable communities	LGUs of target provinces	DA, DILG, DENR, provinces,	DSWD, DOT, DTI
Integrated Water Resources Management	<ol style="list-style-type: none"> 1. Institutional strengthening for water resource management planning 2. Priority works for water supply management 	Ensured clean air, adequate supply of safe water and protection of other natural resources	LGUs of target provinces,	DPWH, DENR, DA and NIA, BMB, , provinces	NWRB, NAMRIA, DOH, LWUA

Key Investment Areas	Components	CCAM-DRR Roadmap Outcome	Project Beneficiaries	Main Implementing Agencies	Target Collaborating Agencies
Enhancing Coastal Protection	<ol style="list-style-type: none"> 1. Institutional strengthening for coastal protection 2. Priority works for coastal protection 	Increased resilience of critical infrastructure	Coastal LGUs of target provinces,	DPWH, DENR, DA-BFAR, provinces	
Climate and Disaster Information Services	<ol style="list-style-type: none"> 1. Analysis of climate information needs 2. Production of climate information 3. Capacity development on use of information 	Enhanced knowledge, access to information and institutional capacities	National and local government agencies	DA, DENR-MGB, HLURB, DILG, LGUs	DOST-PAGASA, CCC, NAMRIA
Seismic Resiliency	<ol style="list-style-type: none"> 1. Design a plan after severe earthquakes and other disturbances or disasters. 	Increased resilience of critical infrastructure	LGUs of target provinces	DOST-PHIVOLCS	DND-OCD, DENR

Geographic Focus of RRP

For FY 2020-2022, the RRP will support the target areas of the CCAM-DRR Roadmap, targeting climate vulnerable provinces following the criteria of: (i) High poverty incidence; (ii) High susceptibility or exposure to hazards, and (iii) Situated in critical watershed. For FY 2020-2022, 17 priority provinces, and four major urban areas, as listed below are the focus for investments for RRP:

First set of 8 RRP priority provinces:

- 1.Samar
- 2.Negros Oriental
- 3.Saranggani
- 4.Surigao del Norte
- 5.Surigao del Sur
- 6.Dinagat Islands
- 7.Sorsogon
- 8.Masbate

4 major RRP priority urban areas:

- 1.Metro Manila
- 2.Metro Cebu
- 3.Metro Davao
- 4.Metro Iloilo

Second set of 9 RRP priority provinces

- 1.Southern Leyte
- 2.Eastern Samar
- 3.Maguindanao
- 4.Zamboanga del Norte
- 5.Sulu
- 6.Bukidnon
- 7.Lanao del Sur
- 8.North Cotabato
- 9.Sultan Kudarat

- b. Support gender-responsive regional and national adaptation and mitigation planning, including disaster risk reduction and urban eco-based adaptation planning, through inclusive consultations, planning processes and gender analysis.

- c. **Behavior Change**

A study conducted by Rare, an international civil society organization, shows that greenhouse gas (GHG) emissions can be reduced significantly by changing how humans consume products and services that come from natural resources. The study identified 30 behavioral solutions that can reduce global emissions by 19.9 to 36.8 percent in the period 2020 to 2050.

The behavioral solutions which are expected to achieve the highest percentage of mitigation of global emissions, to the lowest levels, are the following:

- | | |
|-------------------------------|------------------------------------|
| 1. Reduce food waste | 16. Solar Water |
| 2. Plant-rich diet | 17. Water Saving Device |
| 3. Silvopasture | 18. Carpooling |
| 4. Rooftop solar | 19. System of Rice Intensification |
| 5. Regenerative agriculture | 20. Walkable Cities |
| 6. Tropical staple trees | 21. Household Recycling |
| 7. Conservation agriculture | 22. Smart thermostats |
| 8. Tree intercropping | 23. Bike infrastructure |
| 9. Managed grazing | 24. Composting |
| 10. Clean cookstoves | 25. Telepresence |
| 11. Farmland Restoration | 26. Methane Digesters |
| 12. Improved Rice Cultivation | 27. Nutrient Management |
| 13. Electric Vehicles | 28. Farmland Irrigation |
| 14. LED Lighting | 29. Ridesharing |
| 15. Mass transit | 30. Microwind |

As part of increasing women’s participation in addressing climate change and pursuing behavioral solutions, the DENR Climate Change Service, in partnership with concerned bureaus, services, attached agencies and regional offices, shall develop information guidance focusing on: (i) impact of climate change, environmental degradation and natural disasters on women’s livelihoods; (ii) Women in green industries: promoting clean technologies and eco-innovation for sustainable development; (iii) Women farmers and food and nutrition security; and (iv) Women’s roles in sustainable patterns of production and consumption.

B. COVID-19 Outbreak: Health, Climate Change, Disaster Risks and Gender

The COVID-19 outbreak in early 2020 prompted the declaration of national public health emergency and state of calamity. Apart from the urgent measures to arrest the spread of the disease, the pandemic raised the need for the programs on ENR management to include the interrelatedness of health, climate change and disaster risks, and gender concerns. The following are some of the interrelations that will be important in GAD planning:

1. In relation to the environmental determinants of health, it is critical to consider that climate change is already affecting the main environmental determinants of health i.e. safe water, clean air, adequate housing and sufficient food.
2. According to reports, the increasing frequency of disease outbreaks such as the COVID-19 pandemic is linked to climate change and biodiversity loss. Changing weather patterns may increase the geographical range and seasonality of certain vector-borne diseases.
3. Climate change will adversely impact the health of most populations over the next decades, but different populations will be impacted in different ways. Many of the health risks that are likely to be affected by ongoing climate change show differences in their impact on women and men.
4. Reducing gender-based vulnerabilities and building the adaptive capacity of women and men to the impacts of climate change is critical to reducing the adverse impacts of climate change on human health.
5. Reproductive health issues can particularly increase women's vulnerability when coping with climate variability. These issues include special sanitation needs during menstruation and after giving birth, constrained mobility during pregnancy, and higher nutritional needs during pregnancy and lactation. These biological factors may lead to different health risks for women and men in the face of food shortages caused by drought, displacement and other disruptions arising from climate change.
6. Another example of the influence of biological differences on the health impacts of climate change is the potential effect of saline contamination on the incidence of pregnancy-related complications. Climate change is expected to result in sea-level rises and consequently saline contamination.
7. Gender relations influence men and women's vulnerability to, and the impact of, climate change. Lack of decision-making power among women in some societies increases their risk of morbidity and mortality during and after natural disasters.
8. Differences in biology, sociocultural norms, roles, and relations, as well as access to and control over resources can each influence vulnerability to the health risks, and to the long-term health outcomes and social impact of climate variability and change.

9. Programs must be developed on the basis of a greater understanding of the gender-specific needs in emergency situations - because of differential impacts of disasters - in relation to health, education, shelter, food supplies, water and sanitation, energy and other basic supplies, as well as employment and income- generating opportunities.

III. CORE MESSAGING FOR GAD ADVOCACY IN DENR, ITS PARTNERS AND STAKEHOLDERS ON ACHIEVING GENDER EQUALITY AND SUSTAINABLE DEVELOPMENT IN THE ENR SECTOR

- A. Gender equality¹ is not a women's issue alone and should engage both men and women. They should be both involved in addressing the structural factors that underpin it, both through policies and programs, which bring benefits for both men and women, as well as for broad-based development outcomes.
- B. Achieving gender equality requires that the needs, capabilities, experiences and contributions of both women and men are taken into consideration, while acknowledging their diversity.
- C. Gender equality is not about transferring opportunities from men to women, but about creating conditions where each person, regardless of his or her gender has the right and ability to realize their human potential.
- D. Women play a pivotal role in natural resource management, and their increased participation leads to improvements in local natural resource governance, conservation efforts and more sustainable livelihoods.
- E. Strengthening women's leadership while ensuring equal participation of women and men in the use of natural resources has positive effects on sustainable management of natural resources.
- F. To address the global challenges of climate change, environmental degradation and disaster risk management, it is important to recognize women's critical roles. With appropriate measures—such as attainment and realization of rights to land, water and property, provision of education, training, skills development and finance, and participation at all levels, along with shifting social norms—women have valuable

¹**Gender equality:** "Refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female."

Source: UNDP, *Gender Equality Strategy 2014-2017*, 2014, <https://www.undp.org/content/undp/en/home/librarypage/search.html?q=gender+strategy+2014&tagid=> [June 9, 2020]

capacities to strengthen the resilience of communities in the changing climate and at times of disaster.

- G. Climate and disaster resilience represent an opportunity to promote positive change toward gender equality and challenge historical patriarchal norms and practices. These goals could be achieved by shifting consideration of the role of women affected by disaster from “vulnerable” and “victim” to “game changer” and “active stakeholder.”

IV. MAINSTREAMING GENDER², CLIMATE CHANGE AND DISASTER RISK REDUCTION, AND HEALTH IN DENR PRIORITY PROGRAMS

- A. Biodiversity Conservation (Annex A)**
- B. Land Management (Annex B)**
- C. Forest Management (Annex C)**
- D. Environmental Management (Annex D)**
- E. Water Resources Management (Annex E)**
- F. Mineral Resources Development (Annex F)**

V. BASELINE GATHERING ACTIVITIES FOR THE BUREAUS, NWRB AND DENR REGIONAL OFFICES

A. Gender-sensitive indicators

1. It is important that we measure the effectiveness and relevance of mainstreaming gender in the DENR priority programs. The following issues cannot be measured or monitored without gender-sensitive indicators:
 - 1.1. The impact/effectiveness of activities targeted to address women’s or men’s practical gender needs i.e., new skills, knowledge, resources, opportunities or services in the context of their existing gender roles;
 - 1.2. The impact/effectiveness of activities designed to increase gender equality of opportunity, influence or benefit e.g., targeted actions to increase women’s

²**Gender mainstreaming:** “Mainstreaming a gender perspective is the process of assessing the implication for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.”

Source: UNDP, *Gender Equality Strategy 2014-2017*, 2014, <https://www.undp.org/content/undp/en/home/librarypage/search.html?q=gender+strategy+2014&tagid=> [June 9, 2020]

contribution to decision making; opening up new opportunities for women/men in non-traditional skill areas;

- 1.3. The impact/effectiveness of activities designed to develop gender awareness and skills amongst policy-making, management and implementation staff;
- 1.4. The impact/effectiveness of activities to promote greater gender equality within the staffing and organizational culture of development organizations e.g., the impact of affirmative action policies.

B. Gender-disaggregated data

To establish the appropriate gender-sensitive indicators (GSI)³, it is crucial that baseline data gathering be undertaken. The collection of appropriate gender-disaggregated data is essential for environment and natural resources management programs.

Social and economic analyses are incomplete without an understanding of gender and social differences and inequalities. With a gender analysis, planners gain a more accurate picture of communities, natural resource uses, households and water users.

The Ecosystems Research and Development Bureau (ERDB) shall undertake the baseline data gathering in partnership with the concerned Bureaus and the National Water Resources Board (NWRB). Specific areas shall be identified by ERDB with the Bureaus and NWRB to pilot test the data gathering. Regional Offices of the DENR, EMB and MGB shall include in their programming and planning applicable baseline data gathering in their respective areas.

C. Gender Action Plan

The conduct of baseline data gathering should be accompanied with the formulation of a “gender action plan” for each sector and integration of gender actions into the designs of the assessment and the research itself. These actions should be based on gender analysis, with measurable outputs.

VI. KNOWLEDGE MANAGEMENT

The greatest means of ensuring sustainable gender equity and gender-related impacts are training, education, information, and awareness.

These Knowledge Management activities narrow gender gaps by providing tools and resources, like the Gender Toolkit. The Toolkit aims to facilitate the sharing and exchange of best practices; and creating awareness on critical environmental issues.

³ For starting development of GSIs, see “Gender-Sensitive Indicators for Natural Resources Management,” https://library.pcw.gov.ph/sites/default/files/GSI_NRM.pdf

The Toolkit should promote the Gender Assessment for Sustainable Management of Environment and Natural Resources. It should explain the:

- Differences in women and men's access to and use of natural resources, and land tenure rights;
- Women and men's knowledge on ENR management, access to extension visits and education, and decision making power;
- Participation of women and men at different levels of management of environment and natural resources.

A Toolkit on Gender Mainstreaming in each sector should be developed, where for example, the linkages between gender equality and access to water and sanitation, highlighting the importance of clean water for better health, education and well-being of women is elaborated.

Gender-based messaging is crucial to bringing about desirable behavioral changes with regard both to participation and utilization of natural resources.

In communications to promote behavior change in utilization and management of natural resources, the priorities of male and female beneficiaries should be determined, and then effectively communicated to those audiences to effect the intended changes in behavior.

VII. CAPACITY BUILDING

A. For the Stakeholders

Each Bureau, Attached Agency and Regional Office should build the capacities of women and men. The capacity development program should be based on the gender analysis of the different roles of women and men in target communities. It should:

1. Provide training for women as well as men at the local level to help them understand their rights in relation to ENR management and allow them to articulate their priorities effectively.
2. Build the capacities of indigenous and local community women.
3. Support capacity development for civil society, local government units and private sector actors in gender-responsive implementation of programs.

Example of specific training on land management which can be undertaken includes the following:

1. the legal rights of women specifically, including inheritance and separation/annulment;

2. special problems encountered by women (for example, documentation, location of registration offices, access to credit);
3. the involvement of women and men in the adjudication process and in registration of rights; and
4. potential benefits of participation in land management.

B. For DENR implementers

1. To manage gender-related issues in ENR management effectively, DENR management and implementers should also be equipped with knowledge and experience in following areas:
 - a. Knowledge of female and male roles and dynamics in the country;
 - b. Practical experience in implementing gender strategies, engaging in participatory and consultative activities, and carrying out monitoring and evaluation;
 - c. Experience in gender research and analysis; and
 - d. Experience working in different sectors.
 2. To further address capacity gaps in gender expertise in the Bureaus and Attached Agencies and Regional Offices, the following measures may be adopted:
 - a. Maximize the role of the social safeguards specialist. The social safeguards specialist can act as an enforcer of good standards for gender sensitivity as well as provide hands-on local knowledge on gender issues in each sector and in the specific area or region/province.
 - b. Partner with organizations that have local knowledge and experience implementing gender-sensitive initiatives. Collaborate with local organizations, whose expertise should enable the team to raise gender issues effectively with the stakeholders.
 - c. Facilitate on-the-job learning for the GAD Focal Points and Field Implementers.
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