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MEMORANDUM

FOR : **All Bureau Directors
All Heads of Attached Agencies
All Regional Executive Directors**

ATTENTION: **GAD Focal Persons**

FROM : **The Director
DENR Climate Change Service
DENR Gender and Development Office**

SUBJECT : **DENR GENDER & DEVELOPMENT AGENDA AND
STRATEGIC PLAN (2022-2027)**

DATE : 04 July 2022

In view of the preparation of the DENR Gender and Development (GAD) Plan and Budget for FY 2023, attached is the DENR GAD Agenda and Strategic Plan for 2022-2027 as your guide.

Should you require more information or clarification, please communicate to the DENR GAD Office through Genielind Chavez at the following email addresses: gad_denr@yahoo.com, edrbasug@denr.gov.ph and genie.c.chavez@gmail.com.

For your guidance and consideration please.


ELENIDA DR BASUG

DENR GAD AGENDA 2022-2027

January 2022

GAD STRATEGIC MANDATE

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 overall mandate, mission and development goals (see box). Apart from this, the Philippine Development Plan (2017-2022) mandates DENR 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 also 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."

Lastly, 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 2022-2027 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.

Box 1
DENR'S MANDATE, VISION, MISSION AND GOAL

Mandate

The Department is the primary agency responsible for the conservation, management, development, and proper use of the country's environment and natural resources, specifically forest and grazing lands, mineral resources, including those in reservation and watershed areas, and lands of the public domain, as well as the licensing and regulation of all natural resources as may be provided for by law in order to ensure equitable sharing of the benefits derived therefrom for the welfare of the present and future generations of Filipinos.

To accomplish this mandate, the Department shall be guided by the following objectives:

1. Assure the availability and sustainability of the country's natural resources through judicious use and systematic restoration or replacement whenever possible;
2. Increase the productivity of natural resources in order to meet the demands for forest, mineral, and land resources of a growing population;
3. Enhance the contribution of natural resources for achieving national economic and social development;
4. Promote equitable access to natural resources by the different sectors of the population; and
5. Conserve specific terrestrial and marine areas representative of the Philippine natural and cultural heritage for present and future generations.

Vision

A nation enjoying and sustaining its natural resources and a clean and healthy environment

Mission

To mobilize our citizenry in protecting, conserving, and managing the environment and natural resources for the present and future generations

Development goal

Human well being, and environmental quality and sustainability ensured

GAD VISION

A gender-responsive DENR championing equal enjoyment of the nation's environment and natural resources of all Filipinos, protecting the country's ecological integrity, and contributing to national resiliency and global competitiveness through partnership of women and men in the sustainable management of 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, and in meeting the challenges of climate change, health emergencies and disasters

CLIENT-ORIENTED GOALS

1. Meaningful 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; and
3. Enhanced resiliency of women and men in natural resource-based communities

ORGANIZATION-ORIENTED GOALS

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

KEY GENDER ISSUES¹

1. Limited participation of women in the sustainable management of the environment and natural resources
2. Women have less access to natural resources and its benefits
3. Greater vulnerability of women in ENR communities to climate change-related, and natural disaster and health risks and hazards
4. Limited participation of women in decision-making on adaptation and mitigation policies and measures

¹ Document sources of gender analysis: "Environment and Natural Resource Management," Chapter 13, PPGD 1995-2025; "Beyond Gender Mainstreaming: Linking Environment and Natural Resources, Climate Change, Health and Gender," DENR, 2021. Issues 1-3 were identified in the Strategic Planning process commenced in 2019 while 4th was identified in the stated second document produced in 2020 to 2021.

ANNEX
ABBREVIATIONS IN THE GAD STRATEGIC PLAN 2022-2027

| | |
|------|---|
| AR | GAD Accomplishment Report |
| BMB | Biodiversity Management Bureau |
| CAR | Cordillera Administrative Region |
| CCS | Climate Change Service |
| CSC | Civil Service Commission |
| CODI | Committee on Decorum and Investigation of Sexual Harassment Cases |
| DBM | Department of Budget Management |
| DENR | Department of Environment and Natural Resources |
| DOH | Department of Health |
| DOLE | Department of Labor and Employment |
| ENR | environment and natural resources |
| EMB | Environmental Management Bureau |
| ENRA | Environment and Natural Resources Academy |
| ERDB | Ecosystem Research and Development Bureau |
| FB | Facebook |
| FMB | Forest Management Bureau |
| FPO | Forest Protection Officer |
| GFPS | GAD Focal Point System |
| GMEF | Gender Mainstreaming Evaluation Framework |
| GPB | GAD Plan and Budget |
| GST | gender sensitivity training |
| HGDG | Harmonized Gender and Development Guidelines |
| HRD | Human Resource Development |
| IEC | information, education and communication |
| LGU | local government units |

| | |
|---------------|-------------------------------------|
| LMB | Land Management Bureau |
| MRF | Materials Recovery Facility |
| MBCO | Manila Bay Rehabilitation Committee |
| NCR | National Capital Region |
| NGFPS/NGADFPS | National GAD Focal Point System |
| NWRB | National Water Resources Board |
| PAMB | Protected Area Management Board |
| PCW | Philippine Commission on Women |
| R# | regions 1-13, as the case may be |
| SDD | sex-disaggregated data |
| SRM | sustainable resource management |
| TBD | to be determined |
| VAW/VAWC | violence against women and children |
| VMG | vision, mission, goals |
| WEO | Wildlife Enforcement Officer |

DENR GAD STRATEGIC PLAN 2022-2027

AGENCY: DEPARTMENT ON ENVIRONMENT AND NATURAL RESOURCES

| Gender Issue / GAD Mandate | GAD Outcome / Result Statement | Indicator | Baseline | Responsible Unit / Office (use acronym or abbreviations for) | YEAR 1 (2022) | | | YEAR 2 (2023) | | | YEAR 3 (2024) | | | YEAR 4 (2025) | | | YEAR 5 (2026) | | | YEAR 6 (2027) | | |
|----------------------------|--------------------------------|-----------|----------|--|---------------|------------------------------|------------------|---------------|------------------------------|------------------|---------------|------------------------------|------------------|---------------|------------------------------|------------------|---------------|------------------------------|------------------|---------------|------------------------------|------------------|
| | | | | | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget |

BUDGET AND TARGETS PROJECTION NOTES

1) 2023 budget and targets are generally from GPB 2022, which served as base figures. 2) Budget is generally increased every year for inflation (5%) and additional allocation (5%) for work growth. 3) Targets are generally increased by 15% over previous year which appears as a moderate and doable rate of progression of work considering accumulated work experience. 4) There are notes below where things were done differently

CLIENT-FOCUSED ACTIVITIES

GAD Goal 1: Meaningful participation of women in consultation processes, community organizations and decision making bodies towards the sustainable management of the country's environment and natural resources

| | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|--|----------|---|---|---|--------------|---|---|--------------|---|---|--------------|---|---|--------------|---|---|--------------|---|---|--------------|
| 1 | Limited participation of women in sustainable management of the environment and natural resources | Increased participation of women in the sustainable management of the environment and natural resources (ENR) | Number/percentage of women: • Members or officers of local organizations in forest management • 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 | TBD 2022 | FMB, BMB, LMB, ERDS, Regions 1-13, CAR, NCR | 170 training or seminar, 2024 women participants | Training or seminars on various sustainable resource management technology in the subsectors (forest management, protected area, coastal resources, watershed management, biodiversity, wildlife enforcement, solid waste management) | 3,850,000.00 | 195 training or seminar, 2300 women participants | Training or seminars on various sustainable resource management technology in the subsectors (forest management, protected area, coastal resources, watershed management, biodiversity, wildlife enforcement, solid waste management) | 4,235,000.00 | 225 training or seminar, 2645 women participants | Training or seminars on various sustainable resource management technology in the subsectors (forest management, protected area, coastal resources, watershed management, biodiversity, wildlife enforcement, solid waste management) | 4,658,500.00 | 259 training-seminar, 3042 women participants | Training or seminars on various sustainable resource management technology in the subsectors (forest management, protected area, coastal resources, watershed management, biodiversity, wildlife enforcement, solid waste management) | 5,124,350.00 | 259 training-seminar, 3042 women participants | Training or seminars on various sustainable resource management technology in the subsectors (forest management, protected area, coastal resources, watershed management, biodiversity, wildlife enforcement, solid waste management) | 5,636,785.00 | 298 training-seminar, 3498 women participants | Training or seminars on various sustainable resource management technology in the subsectors (forest management, protected area, coastal resources, watershed management, biodiversity, wildlife enforcement, solid waste management) | 6,200,463.50 |
| 2 | Limited participation of women in sustainable management of the environment and natural resources | Increased participation of women in the sustainable management of the environment and natural resources (ENR) | • Involved in LGU Material Recovery Facilities (MPFs) for solid waste management, or trained in solid and toxic waste management • Participated in water management-related consultations, training/seminars, research and creation and use of water related technologies | TBD 2022 | FMB, BMB, LMB, ERDS, Regions 1-13, CAR, NCR | 18 SRM activities with women's participation estimated at 1,458 | Implement sustainable resource management actions (coastal clean ups, forest protection, reforestation, cave assessment, watershed assessment) with women's participation | 5,500,000.00 | 21 SRM activities with women's participation estimated at 1,698 | Implement sustainable resource management actions with women's participation (coastal clean ups, forest protection, cave assessment, watershed assessment) | 6,050,000.00 | 25 SRM activities with women's participation estimated at 2018 | Implement sustainable resource management actions with women's participation (coastal clean ups, forest protection, cave assessment, watershed assessment) | 6,655,000.00 | 29 SRM activities with women's participation estimated at 2,318 | Implement sustainable resource management actions with women's participation (coastal clean ups, forest protection, cave assessment, watershed assessment) | 7,320,500.00 | 34 SRM activities with women's participation estimated at 2,738 | Implement sustainable resource management actions with women's participation (coastal clean ups, forest protection, cave assessment, watershed assessment) | 8,052,550.00 | 40 SRM activities with women's participation estimated at 3,218 | Implement sustainable resource management actions with women's participation (coastal clean ups, forest protection, cave assessment, watershed assessment) | 8,857,805.00 |
| 3 | Limited access of women to information and knowledge on sustainable management of the environment and natural resources | Increased access of women to information and knowledge on the sustainable management of the environment and natural resources (ENR) | Number of IEC materials produced by type | TBD 2022 | FMB, BMB, LMB, ERDS, Regions 1-13, CAR, NCR | 43 off- and online multimedia IEC activities, 3,700 IEC materials | Production and distribution of gender-sensitized IEC materials on sustainable resource management of different subsectors | 500,000.00 | 49 off- and online multimedia IEC activities, 4255 IEC materials | Production and distribution of gender-sensitized IEC materials on sustainable resource management of different subsectors | 550,000.00 | 56 off- and online multimedia IEC activities, 4893 IEC materials | Production and distribution of gender-sensitized IEC materials on sustainable resource management of different subsectors | 605,000.00 | 64 off- and online multimedia IEC activities, 5626 IEC materials | Production and distribution of gender-sensitized IEC materials on sustainable resource management of different subsectors | 665,500.00 | 74 off- and online multimedia IEC activities, 6470 IEC materials | Production and distribution of gender-sensitized IEC materials on sustainable resource management of different subsectors | 732,050.00 | 85 off- and online multimedia IEC activities, 7440 IEC materials | Production and distribution of gender-sensitized IEC materials on sustainable resource management of different subsectors | 805,255.00 |
| 4 | Limited participation of women in sustainable management of the environment and natural resources | Increased participation of women in leadership and decision-making roles in the management of natural resources | Number of meetings held; number or percentage of women participants; number of SRM management plans that takes up role and benefits of women | TBD 2022 | FMB, BMB, LMB, ERDS, Regions 1-13, CAR, NCR | 31 community-based SRM plans reviewed, 266 women and 257 men participants | Conduct of program/plan reviews and planning meetings for SRM programs (coastal resources, protected area management, cave management, watershed plans, forest management plans) | 850,000.00 | 36 community-based SRM plans reviewed, 305 women and 292 men participants | Conduct of program/plan reviews and planning meetings for SRM programs (coastal resources, protected area management, cave management, watershed plans, forest management plans) | 935,000.00 | 41 community-based SRM plans reviewed, 351 women and 310 men participants | Conduct of program/plan reviews and planning meetings for SRM programs (coastal resources, protected area management, cave management, watershed plans, forest management plans) | 1,028,500.00 | 47 community-based SRM plans reviewed, 403 women and 381 men participants | Conduct of program/plan reviews and planning meetings for SRM programs (coastal resources, protected area management, cave management, watershed plans, forest management plans) | 1,131,350.00 | 54 community-based SRM plans reviewed, 463 women and 375 men participants | Conduct of program/plan reviews and planning meetings for SRM programs (coastal resources, protected area management, cave management, watershed plans, forest management plans) | 1,244,495.00 | 62 community-based SRM plans reviewed, 532 women and 412 men participants | Conduct of program/plan reviews and planning meetings for SRM programs (coastal resources, protected area management, cave management, watershed plans, forest management plans) | 1,369,933.50 |
| 5 | Limited participation of women in sustainable management of the environment and natural resources | Increased participation of women in leadership and decision-making roles in the management of natural resources | Number of orientation/training held; Number of women participants | TBD 2022 | FMB, BMB, LMB, ERDS, Regions 1-13, CAR, NCR | 12 gender orientations or lectures, 65 participants of which 30 are men | Conduct of gender or GAD orientation, and training on gender sensitivity, and on role of women in SRM programs for clients | 600,000.00 | 14 gender orientations or lectures, 75 participants of which 35 are men | Conduct of gender or GAD orientation, and training on gender sensitivity, and on role of women in SRM programs | 660,000.00 | 14 gender orientations or lectures, 75 participants of which 35 are men | Conduct of gender or GAD orientation, and training on gender sensitivity, and on role of women in SRM programs | 726,000.00 | 16 gender orientations or lectures, 85 participants of which 40 are men | Leadership training and seminars for women, including mentoring and participation in meetings of decision-making bodies on SRM in different subsectors | 794,600.00 | 18 gender orientations or lectures, 99 participants of which 46 are men | Conduct of gender or GAD orientation, and training on gender sensitivity, and on role of women in SRM programs | 878,450.00 | 20 gender orientations or lectures, 113 participants of which 53 are men | Conduct of gender or GAD orientation, and training on gender sensitivity, and on role of women in SRM programs | 956,306.00 |

Additional activities are estimated to cover 80 women each taking into account that coastal clean ups usually enjoy hundreds to thousands of participants each time as other activities have an average of 6-10 women participants

Target male participation was increased by 10% over the previous year while target female participation was increased by 15% yearly. The assumption is that ground teams will put more effort at female participation in this decision-making activity

AGENCY: DEPARTMENT ON ENVIRONMENT AND NATURAL RESOURCES

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|--|---|--|--|--|---------------------------------------|--|--|---------------|--|--|---------------|---|--|---------------|---|--|---------------|---|--|---------------|---|--|-------------------------------------|---|
| | | | | | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget | | |
| 6 | Limited participation of women in sustainable management of the environment and natural resources | Increase participation of women in leadership and decision-making roles in the management of natural resources | Number of women members in decision-making bodies on SRM, number of training or seminars held, number of women participants, number of resolutions passed that address women's needs | TBD 2022 | FMB, BMB, LMB, ERDS, CAR, NCR | 94 Meetings of PAMB and other resource-based lead community organizations / 271 women participants | Leadership training and seminars for women, including mentoring and participation in meetings of decision-making bodies on SRM in different subsectors | 8,667,000.00 | 99 Meetings of PAMB and other resource-based lead community organizations / 285 women participants | Leadership training and seminars for women, including mentoring and participation in meetings of decision-making bodies on SRM in different subsectors | 9,100,350.00 | 104 Meetings of PAMB and other resource-based lead community organizations / 299 women participants | Leadership training and seminars for women, including mentoring and participation in meetings of decision-making bodies on SRM in different subsectors | 9,555,367.50 | 109 Meetings of PAMB and other resource-based lead community organizations / 314 women participants | Leadership training and seminars for women, including mentoring and participation in meetings of decision-making bodies on SRM in different subsectors | 10,033,135.88 | 114 Meetings of PAMB and other resource-based lead community organizations / 330 women participants | Leadership training and seminars for women, including mentoring and participation in meetings of decision-making bodies on SRM in different subsectors | 10,534,792.67 | 120 Meetings of PAMB and other resource-based lead community organizations / 346 women participants | Leadership training and seminars for women, including mentoring and participation in meetings of decision-making bodies on SRM in different subsectors | 11,061,532.30 | The rate of expenditure is high at the start so projection of budget is only given 5% growth per year for inflation. The bulk of the baseline budget and targets come from 78 PAMB meetings and the whole cost of meetings are usually charged to GAD. It is assumed here that activities and targets will grow at 5% per year. |
| GAD Goal 1 SUB-TOTAL | | | | | | | 19,967,000.00 | | | 21,510,350.00 | | | 23,278,367.50 | | | 25,073,435.88 | | | 27,079,122.67 | | | 29,260,295.30 | | |
| GAD Goal 2: Ensure equal access of women and men to environment and natural resources goods and services | | | | | | | | | | | | | | | | | | | | | | | | |
| 7 | Women have less access to natural resources and its benefits | Improved access of women to natural resources and its benefits | Number of meetings or seminars held, number of women participants, number of IEC materials produced | TBD 2022 | Regions 1-13, CAR, NCR, FMB, BMB, LMB | 56 meetings-seminars, 609 women participants | Orientation and information dissemination seminars, including production of information materials, on accessing natural resources and services (land titling, various forestry and wildlife permits) | 2,800,000.00 | 64 meetings-seminars, 700 women participants | Orientation and information dissemination seminars, including production of information materials, on accessing natural resources and services (land titling, various forestry and wildlife permits) | 3,090,000.00 | 74 meetings-seminars, 805 women participants | Orientation and information dissemination seminars, including production of information materials, on accessing natural resources and services (land titling, various forestry and wildlife permits) | 3,388,000.00 | 85 meetings-seminars, 925 women participants | Orientation and information dissemination seminars, including production of information materials, on accessing natural resources and services (land titling, various forestry and wildlife permits) | 3,726,800.00 | 98 meetings-seminars, 1,064 women participants | Orientation and information dissemination seminars, including production of information materials, on accessing natural resources and services (land titling, various forestry and wildlife permits) | 4,099,490.00 | 113 meetings-seminars, 1,244 women participants | Orientation and information dissemination seminars, including production of information materials, on accessing natural resources and services (land titling, various forestry and wildlife permits) | 4,509,428.00 | The budget growth per year is pegged at 5% because there are almost all maintenance/repair work. Targets are kept at 2% growth per year. |
| 8 | Women have less access to natural resources and its benefits | Improved access of women to natural resources and its benefits | Number of parks served, number of gender sensitive facilities installed or maintained, number of IEC and signages produced | TBD 2022 | Regions 1-13, CAR, NCR, FMB, BMB, LMB | 8 parks/47 park facilities | Installation or maintenance of gender-sensitive information and signages, facilities and services in public parks especially in protected areas | 6,650,000.00 | 8 parks/47 park facilities | Installation or maintenance of gender-sensitive information and signages, facilities and services in public parks especially in protected areas | 6,992,500.00 | 8 parks/49 park facilities | Installation or maintenance of gender-sensitive information and signages, facilities and services in public parks especially in protected areas | 7,331,625.00 | 8 parks/50 park facilities | Installation or maintenance of gender-sensitive information and signages, facilities and services in public parks especially in protected areas | 7,698,206.25 | 9 parks/51 park facilities | Installation or maintenance of gender-sensitive information and signages, facilities and services in public parks especially in protected areas | 8,093,116.56 | 9 parks/52 park facilities | Installation or maintenance of gender-sensitive information and signages, facilities and services in public parks especially in protected areas | 8,487,272.39 | |
| 9 | Women have less access to natural resources and its benefits | Improved access of women to natural resources and its benefits | Number of patents or permits issued, number or percentage of women recipients | TBD 2022 | Regions 1-13, CAR, NCR, FMB, BMB, LMB | 3,992 patents, deeds, permits issued to women | Issuance of patents, deeds, permits and awarding of community-based management contracts | 3,400,000.00 | 4,591 patents, deeds, permits issued to women | Issuance of patents, deeds, permits and awarding of community-based management contracts | 3,570,000.00 | 5,279 patents, deeds, permits issued to women | Issuance of patents, deeds, permits and awarding of community-based management contracts | 3,748,500.00 | 6,071 patents, deeds, permits issued to women | Issuance of patents, deeds, permits and awarding of community-based management contracts | 3,925,925.00 | 6,981 patents, deeds, permits issued to women | Issuance of patents, deeds, permits and awarding of community-based management contracts | 4,132,721.25 | 8,078 patents, deeds, permits issued to women | Issuance of patents, deeds, permits and awarding of community-based management contracts | 4,339,357.31 | This is a high cost activity, projected at only 5% budget per year for inflation. The base target number is incomplete, projected at 5% growth per year. |
| 10 | Women have less access to natural resources and its benefits | Improved access of women to natural resources and its benefits | Number of women employed | TBD 2022 | Regions 1-13, CAR, NCR | 99 women river rangers, FPOs, WEOLs, x ecotourism staff posts | Provide employment opportunities for community-based women in ecotourism programs and other SRM programs and projects | 60,000,000.00 | 99 women river rangers, FPOs, WEOLs, x ecotourism staff posts | Provide employment opportunities for community-based women in ecotourism programs and other SRM programs and projects | 63,000,000.00 | 99 women river rangers, FPOs, WEOLs, x ecotourism staff posts | Provide employment opportunities for community-based women in ecotourism programs and other SRM programs and projects | 66,150,000.00 | 99 women river rangers, FPOs, WEOLs, x ecotourism staff posts | Provide employment opportunities for community-based women in ecotourism programs and other SRM programs and projects | 69,457,500.00 | 99 women river rangers, FPOs, WEOLs, x ecotourism staff posts | Provide employment opportunities for community-based women in ecotourism programs and other SRM programs and projects | 72,930,375.00 | 99 women river rangers, FPOs, WEOLs, x ecotourism staff posts | Provide employment opportunities for community-based women in ecotourism programs and other SRM programs and projects | 76,576,893.75 | |
| 11 | Women have less access to natural resources and its benefits | Improved access of women to natural resources and its benefits | Number of training or orientations held, number of women participants, number of social enterprises assisted where women are benefited | TBD 2022 | Regions 1-13, CAR, NCR | 21 training & orientation meetings, 854 women participants | Training and orientation, planning and review meetings to build women's capacity for producing biodiversity friendly products and running social enterprises or other income earning opportunities | 1,350,000.00 | 22 training & orientation meetings, 894 women participants | Training and orientation, planning and review meetings to build women's capacity for producing biodiversity friendly products and running social enterprises or other income earning opportunities | 1,485,000.00 | 25 training & orientation meetings, 1014 women participants | Training and orientation, planning and review meetings to build women's capacity for producing biodiversity friendly products and running social enterprises or other income earning opportunities | 1,633,500.00 | 29 training & orientation meetings, 1174 women participants | Training and orientation, planning and review meetings to build women's capacity for producing biodiversity friendly products and running social enterprises or other income earning opportunities | 1,796,850.00 | 33 training & orientation meetings, 1334 women participants | Training and orientation, planning and review meetings to build women's capacity for producing biodiversity friendly products and running social enterprises or other income earning opportunities | 1,976,935.00 | 38 training & orientation meetings, 1534 women participants | Training and orientation, planning and review meetings to build women's capacity for producing biodiversity friendly products and running social enterprises or other income earning opportunities | 2,174,188.50 | Target trainings were projected at 15% growth per year. The resulting additional trainings is multiplied by 40 participants, which is the average number of participants per training in the base year. |
| GAD Goal 2 SUB-TOTAL | | | | | | | 74,200,000.00 | | | 78,117,500.00 | | | 82,251,625.00 | | | 86,615,281.25 | | | 91,222,227.81 | | | 96,087,139.95 | | |
| GAD Goal 3: Enhanced resiliency of women and men in natural resource-based communities | | | | | | | | | | | | | | | | | | | | | | | | |

AGENCY: DEPARTMENT ON ENVIRONMENT AND NATURAL RESOURCES

| Gender Issue / GAD Mandate | GAD Outcome / Result Statement | Indicator | Baseline | Responsible Unit / Office (see annex on abbreviations list) | YEAR 1 (2022) | | | YEAR 2 (2023) | | | YEAR 3 (2024) | | | YEAR 4 (2025) | | | YEAR 5 (2026) | | | YEAR 6 (2027) | | | BUDGET AND TARGETS PROJECTION NOTES | |
|----------------------------|---|--|--|---|---|--|--|---------------------------------------|--|---|--|--|---|--|--|---|---|--|---|---|---|--|--|---|
| | | | | | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget | | |
| 12 | Limited access of women to knowledge/ information on climate change, health and disaster risks and hazards | Improved access of women in resource-based communities to information on climate change, health emergency and disaster risks and hazards | Number of seminars or orientation held, number of participants and their SDD, number of clients participating in adaptation and mitigation activities and their SDD | TBD 2022 | Regions 1-13, CAR, NCR | 13 meetings held, 445 women participants | Conduct seminars, orientation on basic information on climate change, health emergency and disaster risks and hazards and on effective preparedness and counter measures | 850,000.00 | 16 meetings held, 534 women participants | Conduct seminars, orientation on basic information on climate change, health emergency and disaster risks and hazards and on effective preparedness and counter measures | 1,052,500.00 | 19 meetings held, 640 women participants | Conduct seminars, orientation on basic information on climate change, health emergency and disaster risks and hazards and on effective preparedness and counter measures | 1,328,125.00 | 23 meetings held, 768 women participants | Conduct seminars, orientation on basic information on climate change, health emergency and disaster risks and hazards and on effective preparedness and counter measures | 1,650,156.25 | 28 meetings held, 922 women participants | Conduct seminars, orientation on basic information on climate change, health emergency and disaster risks and hazards and on effective preparedness and counter measures | 2,075,195.31 | 34 meetings held, 1106 women participants | Conduct seminars, orientation on basic information on climate change, health emergency and disaster risks and hazards and on effective preparedness and counter measures | 2,593,994.14 | Budget projection here is 5% for inflation over previous year, and a faster growth rate of 20% for the budget. Targets were projected at 20% over past year because of the whole GAD program's emphasis on climate change and disaster preparedness |
| 13 | Limited access of women to knowledge/ information on climate change, health and disaster risks and hazards | Improved access of women in resource-based communities to information on climate change, health emergency and disaster risks and hazards | Number of IEC materials produced by type | TBD 2022 | Regions 1-13, CAR, NCR | 39 radio program episodes produced, 1 radio guesting, 1,250 flyers, other IEC activities | Produce and disseminate gender-sensitized IEC materials and references on gender-responsive adaptation and mitigation measures | 2,550,000.00 | 39 radio program episodes produced, 1457 IEC materials, other IEC activities | Produce and disseminate gender-sensitized IEC materials and references on gender-responsive adaptation and mitigation activities and programs | 3,050,000.00 | 39 radio program episodes produced, 1675 IEC materials, other IEC activities | Produce and disseminate gender-sensitized IEC materials and references on gender-responsive adaptation and mitigation activities and programs | 3,672,000.00 | 39 radio program episodes produced, 1926 IEC materials, other IEC activities | Produce and disseminate gender-sensitized IEC materials and references on gender-responsive adaptation and mitigation activities and programs | 4,590,000.00 | 39 radio program episodes produced, 2214 IEC materials, other IEC activities | Produce and disseminate gender-sensitized IEC materials and references on gender-responsive adaptation and mitigation activities and programs | 5,508,000.00 | 39 radio program episodes produced, 2546 IEC materials, other IEC activities | Produce and disseminate gender-sensitized IEC materials and references on gender-responsive adaptation and mitigation activities and programs | 6,609,600.00 | Budget projection here is 5% for inflation over previous year, and a faster growth rate of 15% for the budget and targets because of the program's emphasis on climate change and disaster preparedness |
| 14 | Greater vulnerability of women in ENR communities to climate change-related and natural disaster and health 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 of training events, number of participants and their SDD, number of participants to adaptation and mitigation activities and their SDD | TBD 2022 | NGDFPS, GAD Office, CCS, Regions 1-13, CAR, NCR | 1 training, 175 women participants | Conduct training or skills building activities on adaptation and mitigation | 70,000.00 | 56 training meetings/ 661 women participants | Conduct training or skills building activities on adaptation and mitigation | 2,406,250.00 | 67 training meetings/793 women participants | Conduct training or skills building activities on adaptation and mitigation | 2,646,875.00 | 80 training meetings/951 women participants | Conduct training or skills building activities on adaptation and mitigation | 2,911,562.50 | 95 training meetings/ 1141 women participants | Conduct training or skills building activities on adaptation and mitigation | 3,202,718.75 | 115 training meetings/1369 women participants | Conduct training or skills building activities on adaptation and mitigation | 3,522,990.63 | The base budget used was a quarter of the training/capacity building budget for the same item in 2022 under SRM. The base target figures used is also a quarter of that stated for the same item under SRM in 2022. Budget projection here is 5% for inflation over previous year, and a faster growth rate of 20% for the budget and targets because of the GAD program's emphasis on climate change and disaster preparedness |
| 15 | Limited access of women to funding and other resources for addressing climate change, health emergencies and disasters | Women in resource-based communities gain access to funding and other resources for adaptation and mitigation, and for disaster preparedness measures | Additional resources accessed, number of meeting, number of participants and their SDD | CCS, GAD Office, participating regions | Four (4) planning meetings, four (4) communities assisted; a number of women involved | Conduct orientation and planning meetings with community-based organizations and LGUs, especially in high risk areas, on accessing funding and other resources for adaptation and mitigation | 150,000.00 | 1 document or publication/ 500 copies | Produce and disseminate document on accessing funding and other resources for adaptation and mitigation, and disaster preparedness for women in resource based communities | 200,000.00 | 5 training activities/5 communities assisted/ number of participants and their SDD | Training and assistance to women in resource-based communities in accessing funding and other resources for adaptation and mitigation, and disaster preparedness | 312,500.00 | 6 training activities/5 communities assisted/ number of participants and their SDD | Training and assistance to women in resource-based communities in accessing funding and other resources for adaptation and mitigation, and disaster preparedness | 390,625.00 | 10 training activities/5 communities assisted/ number of participants and their SDD | Training and assistance to women in resource-based communities in accessing funding and other resources for adaptation and mitigation, and disaster preparedness | 485,281.25 | 12 training activities/5 communities assisted/ number of participants and their SDD | Training and assistance to women in resource-based communities in accessing funding and other resources for adaptation and mitigation, and disaster preparedness | 610,351.56 | Targets were increased much more quickly from year 3 (100%), and 20% hereafter | |
| 16 | Limited participation of women in decision making on adaptation and mitigation, and health emergency and disaster policies and measures | Increased leadership of women and/or participation in decision-making or policy-making bodies on climate change and disaster preparedness | Number/percentage of women who participate in policy formulation or decision-making in environmental management, and climate-change relevant policies, programs and activities | TBD 2022 | Regions 1-13, CAR, NCR | 6 trainings or participated meetings/60 women | Conduct training or support training by others for women in participating in decision-making meetings on climate change, and health emergency and on disaster response management | 240,625.00 | 7 trainings or participated meetings/79 women | Conduct training or support training by others for women in participating in decision-making meetings on climate change, and health emergency and on disaster response management | 300,781.25 | 9 trainings or participated meetings/95 women | Conduct training or support training by others for women in participating in decision-making meetings on climate change, and health emergency and on disaster response management | 375,976.56 | 11 trainings or participated meetings/114 women | Conduct training or support training by others for women in participating in decision-making meetings on climate change, and health emergency and on disaster response management | 469,970.70 | 13 trainings or participated meetings/137 women | Conduct training or support training by others for women in participating in decision-making meetings on climate change, and health emergency and on disaster response management | 587,463.38 | Base figures for budget and target in Year 2 is based on 1/10th of the capacity building/training on adaptation & mitigation. Budget projection is 5% for inflation over previous year and 20% growth per year – both on budget and target – as an expected growth area of GAD work | | | |
| 17 | Greater vulnerability of women in ENR communities to climate change-related, and natural disaster and health risks and hazards | Improved gender-responsiveness of climate change activities and programs | Number of researches/studies (in forest management, land management, coastal resource management, biodiversity conservation, protected area management, and natural resource management) | TBD 2022 | NGADFPS, CCS, GAD Office, BMB, FMB, LMB, ERDS | Two (2) researches or studies | Conduct research/studies identifying differential impacts of climate change on women and men in their sector and identifying strategies for gender-responsive activities and programs on climate change, for use as input to sectoral program and program policies | 2,500,000.00 | | | | | | | | | | | | | | | | |

1) 2022 budget and targets are generally from GPB 2022, which served as base figures. 2) Budget is generally increased every year for inflation (5%) and additional allocation (5%) for work growth. 3) Targets are generally increased by 15% over previous year which appears as a moderate and doable rate of progression of work considering accumulated work experience. 4) There are notes below where things were done differently

Budget projection here is 5% for inflation over previous year, and a faster growth rate of 20% for the budget. Targets were projected at 20% over past year because of the whole GAD program's emphasis on climate change and disaster preparedness

Budget projection here is 5% for inflation over previous year, and a faster growth rate of 15% for the budget and targets because of the program's emphasis on climate change and disaster preparedness

The base budget used was a quarter of the training/capacity building budget for the same item in 2022 under SRM. The base target figures used is also a quarter of that stated for the same item under SRM in 2022. Budget projection here is 5% for inflation over previous year, and a faster growth rate of 20% for the budget and targets because of the GAD program's emphasis on climate change and disaster preparedness

Targets were increased much more quickly from year 3 (100%), and 20% hereafter

Base figures for budget and target in Year 2 is based on 1/10th of the capacity building/training on adaptation & mitigation. Budget projection is 5% for inflation over previous year and 20% growth per year – both on budget and target – as an expected growth area of GAD work

AGENCY: DEPARTMENT ON ENVIRONMENT AND NATURAL RESOURCES

| Gender Issue / GAD Mandate | GAD Outcome / Result Statement | Indicator | Baseline | Responsible Unit / Office (Please use an abbreviation if applicable) | YEAR 1 (2022) | | | YEAR 2 (2023) | | | YEAR 3 (2024) | | | YEAR 4 (2025) | | | YEAR 5 (2026) | | | YEAR 6 (2027) | | |
|----------------------------|--|---|--|--|---|------------------------------|--|---|------------------------------|---|---|------------------------------|---|---|------------------------------|---|---|------------------------------|---|---|------------------------------|------------------|
| | | | | | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget |
| 24 | Addressing disaster, health and climate change risks and hazards, and gender concerns in them are not explicitly integrated in ENR sectoral policies and programs | Strengthened gender-responsive measures to address climate change, health emergencies and disasters in sectoral programs and policies | 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 conservation, protected area management, caves, wetlands, coastal and marine resources) • Policies on forest management, forest conservation, forest removal system, and policies related to forestry-upland farming/agriculture, aquaculture • Employment and personnel policies in forestry-related programs (e.g., equal opportunity, access to training, education, etc.) • Policies on land management and administration | NGFPS, BMB, FMB, LMB | | | At least five (5) programs (3 for BMB & 2 for FMB) and 10 related program policies are reviewed and updated (4 each for BMB & FMB and 2 for LMB) | Conduct review of sectoral programs and program policies on biodiversity, forest management, and land management, and disseminate information on changes made | 1,250,000.00 | 5 IECs on program and policy changes; other IECs as needed | Conduct information dissemination on program and policy changes, or revisions of program and policy documents or references | 500,000.00 | | | | | | | | | | |
| 25 | Section 4.3 of the NEDA-DBM-PCW Joint memorandum circular 2012-01 ca's for regular gender audits of programs/projects | Audited gender-responsiveness of other projects (national priority programs are under activity 19) | Number of meetings to conduct gender audit, number and SDD of participants | BMB, FMB, LMB, ERDB and regional offices | 13 HGDD & GVEF meetings, 204 women and 105 men participants | 1,000,000.00 | 15 HGDD & GVEF meetings, 235 women and 118 men participants | Conduct HGDD training and apply to major projects of bureaus and regions | 1,100,000.00 | 17 HGDD & GVEF meetings, 271 women and 136 men participants | Conduct HGDD training and apply to major projects of bureaus and regions | 1,210,000.00 | 20 HGDD & GVEF meetings, 310 women and 135 men participants | Conduct GVEF & HGDD training and apply to GAD programs of bureaus and regions | 1,331,000.00 | 23 HGDD & GVEF meetings, 357 women and 180 men participants | Conduct GVEF & HGDD training and apply to GAD programs of bureaus and regions | 1,464,100.00 | 26 HGDD & GVEF meetings, 410 women and 207 men participants | Conduct GVEF & HGDD training and apply to GAD programs of bureaus and regions | 1,610,510.00 | |
| 26 | Section 4.3 of the NEDA-DBM-PCW Joint memorandum circular 2012-01 ca's for regular gender audits of programs/projects | Audited progress of gender-mainstreaming | Number of meetings to conduct gender audit, number and SDD of participants | NGFPS, BMB, FMB, LMB, ERDB and regional offices | 13 HGDD & GVEF meetings, 204 women and 100 men participants | 1,000,000.00 | 15 HGDD & GVEF meetings, 234 women and 118 men participants | Conduct GVEF training and apply to GAD programs | 1,100,000.00 | 17 HGDD & GVEF meetings, 271 women and 135 men participants | Conduct GVEF training and apply to GAD programs | 1,210,000.00 | 19 HGDD & GVEF meetings, 310 women and 135 men participants | Conduct GVEF training and apply to GAD programs | 1,331,000.00 | 22 HGDD & GVEF meetings, 356 women and 179 men participants | Conduct GVEF training and apply to GAD programs | 1,464,100.00 | 26 HGDD & GVEF meetings, 410 women and 206 men participants | Conduct GVEF training and apply to GAD programs | 1,610,510.00 | |
| 27 | Section 4.3 of the NEDA-DBM-PCW Joint memorandum circular 2012-01 ca's for regular gender audits of programs/projects | Progress of GAD program is monitored and facilitated | Two (2) GAD program assessments (mid-program and end-program); base data collected, impact evaluation at end of Strategic Plan | NGFPS, BMB, FMB, LMB, ERDB and regional offices | Baseline data collected/ piloted data collection | 600,000.00 | | Conduct baseline data gathering for impact evaluation and other GAD program assessments | | 2 meetings/ 35 women and 20 men participants | Conduct mid-program assessment of DENR GAD program | 50,000.00 | | | | 2 meetings/ 35 women and 20 men participants | Conduct of GAD impact evaluation | 50,000.00 | Team of evaluators hired | Conduct of GAD impact evaluation and closing assessment of 6-year GAD program | 3,000,000.00 | |
| 28 | Presidential proclamation No. 224 declaring the 1st week of March of every year as Women's Week, March 8 of every year as Women's Day, and Presidential Proclamation No. 227 providing for the observance of the month of March as Women's Month | Raised awareness of women's rights and capabilities in nation building and development | Number of activities/ number of participants and their SDD | NGFPS, GAD Office, ERDB, FMB, BMB, LMB, CAR, NCR, Region 1-13 | 133 activities/ 2,918 women & 1,945 men | 6,000,000.00 | 153 activities/ 3,155 women & 2,237 men | Conduct of various awareness raising (celebration of GAD champions and GAD progress), and education-oriented (seminars & lectures) activities on gender and women's issues and concerns | 6,600,000.00 | 176 activities/ 3,858 women & 2,573 men | Conduct of various awareness raising (celebration of GAD champions and GAD progress), and education-oriented (seminars & lectures) activities on gender and women's issues and concerns | 7,260,000.00 | 202 activities/ 4,437 women & 2,959 men | Conduct of various awareness raising (celebration of GAD champions and GAD progress), and education-oriented (seminars & lectures) activities on gender and women's issues and concerns | 7,916,000.00 | 232 activities/ 5,108 women & 3,402 men | Conduct of various awareness raising (celebration of GAD champions and GAD progress), and education-oriented (seminars & lectures) activities on gender and women's issues and concerns | 8,714,600.00 | 267 activities/ 5,874 women & 3,912 men | Conduct of various awareness raising (celebration of GAD champions and GAD progress), and education-oriented (seminars & lectures) activities on gender and women's issues and concerns | 9,561,050.00 | |

BUDGET AND TARGETS PROJECTION NOTES
 1) 2022 budget and targets are generally from GPB 2022, which served as base figures. 2) Budget is generally increased every year for inflation (5%) and additional allocation (5%) for work growth. 3) Targets are generally increased by 15% over previous year which appears as a moderate and doable rate of progression of work considering accumulated work experience. 4) There are notes below where things were done differently

AGENCY: DEPARTMENT ON ENVIRONMENT AND NATURAL RESOURCES

| Gender Issue / GAD Mandate | GAD Outcome / Result Statement | Indicator | Baseline | Responsible Unit / Office (Use acronym on abbreviations for) | YEAR 1 (2022) | | | YEAR 2 (2023) | | | YEAR 3 (2024) | | | YEAR 4 (2025) | | | YEAR 5 (2026) | | | YEAR 6 (2027) | | |
|--|---|--|--|--|--|--|--|--|--|--|---|--|------------------|---|--|------------------|---|--|------------------|---|--|------------------|
| | | | | | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget |
| 29 | Proclamation 1172 s. 2006 dedicating November 25 to December 12 as 18-day campaign to end violence against women (VAW) | Raised awareness of VAWC and observance of women's rights and welfare | Number of activities/ number of participants and their SDD/ number of IEC materials produced | NGFPS, GAD Office, ERDB, FMB, LMB, BMB, CAR, NCR, Regions 1-13 | 72 activities, 930 women & 756 men, 4K flyers | Conduct various activities to raise awareness of violence against women (celebration of advances against VAW, and of anti-VAW champions), educational activities (lectures, seminars, discussion forum) for deepening understanding of VAW and to support actions to end VAW | 2,000,000.00 | 83 activities, 1070 women & 851 men, 4600 flyers | Conduct various activities to raise awareness of violence against women (celebration of advances against VAW, and of anti-VAW champions), educational activities (lectures, seminars, discussion forum) for deepening understanding of VAW and to support actions to end VAW | 2,200,000.00 | 109 activities, 1414 women & 1164 men, 5290 flyers | Conduct various activities to raise awareness of violence against women (celebration of advances against VAW, and of anti-VAW champions), educational activities (lectures, seminars, discussion forum) for deepening understanding of VAW and to support actions to end VAW | 2,420,000.00 | 125 activities, 1626 women & 1338 men, 6995 flyers | Conduct various activities to raise awareness of violence against women (celebration of advances against VAW, and of anti-VAW champions), educational activities (lectures, seminars, discussion forum) for deepening understanding of VAW and to support actions to end VAW | 2,662,000.00 | 144 activities, 1859 women & 1538 men, 8044 flyers | Conduct various activities to raise awareness of violence against women (celebration of advances against VAW, and of anti-VAW champions), educational activities (lectures, seminars, discussion forum) for deepening understanding of VAW and to support actions to end VAW | 2,928,200.00 | 165 activities, 1949 women & 1769 men, 9250 flyers | Conduct various activities to raise awareness of violence against women (celebration of advances against VAW, and of anti-VAW champions), educational activities (lectures, seminars, discussion forum) for deepening understanding of VAW and to support actions to end VAW | 3,221,020.00 |
| 30 | Low appreciation, awareness, knowledge and understanding of GAD relevant laws and policies | Increased awareness of employees on gender issues, and on gender-related laws and policies | Number of learning events/ number of participants and their SDD | BMB, FMB, NCR, CAR, and other regional offices | 28 learning events/ 317 women & 248 men participants | Conduct GST & GAD orientation, and familiarization seminars for employees on gender-related laws and policies | 2,200,000.00 | 32 learning events/ 355 women & 285 men participants | Conduct information and familiarization seminars for employees on gender-related laws and policies | 2,420,000.00 | 37 learning events/ 420 women & 328 men participants | Conduct information and familiarization seminars for employees on gender-related laws and policies | 2,662,000.00 | 42 learning events/ 483 women & 377 men participants | Conduct information and familiarization seminars for employees on gender-related laws and policies | 2,928,200.00 | 48 learning events/ 555 women & 434 men participants | Conduct information and familiarization seminars for employees on gender-related laws and policies | 3,221,020.00 | 55 learning events/ 638 women & 499 men participants | Conduct information and familiarization seminars for employees on gender-related laws and policies | 3,548,122.00 |
| GAD Goal 4 SUB-TOTAL | | | | | | | 15,605,000.00 | | | 17,478,500.00 | | | 18,338,850.00 | | | 19,545,735.00 | | | 21,550,308.50 | | | 26,850,339.35 |
| GAD Goal 5: Institutionalized GAD mechanisms in DENR including GAD knowledge management systems that can serve as model to other organizations | | | | | | | | | | | | | | | | | | | | | | |
| 31 | Section 4 of Joint NEDA-DBM-PCW MC 2012-01 ca's for institutionalizing collection of sex-disaggregated data and gender information to inform policies, program/project planning and budgeting | Gender information is systematically collected and used to improve GAD planning | Number of databases set up or updated, uses of databases for program/project planning | NGADFPS, GAD Office, BMB, LMB, NCR, CAR and other regional offices | 39 gender databases set up or maintained | Set up or maintain gender databases and provide training on database use, including use for program/project planning | 3,800,000.00 | Maintained central database, 4 bureaus databases, and 1 regional database each for the regional offices | Develop gender databases and provide training on use including use for program/project planning | 4,380,000.00 | Maintained central database, 4 bureaus databases, and 1 regional database each for the regional offices | Develop gender databases and provide training on use including use for program/project planning | 4,598,000.00 | Maintained central database, 4 bureaus databases, and 1 regional database each for the regional offices | Develop gender databases and provide training on use including use for program/project planning | 5,057,800.00 | Maintained central database, 4 bureaus databases, and 1 regional database each for the regional offices | Develop gender databases and provide training on use including use for program/project planning | 5,563,580.00 | Maintained central database, 4 bureaus databases, and 1 regional database each for the regional offices | Develop gender databases and provide training on use including use for program/project planning | 6,119,938.00 |
| 32 | Important elements of GAD knowledge management are undeveloped | Systematized knowledge and experience on GAD mainstreaming to provide ENR sectoral guidance | Number of gender mainstreaming tools produced | NGADFPS, BMB, FMB, LMB | | | Four (4) sectoral tools produced | Conduct research and related meetings to develop a Gender Mainstreaming tool in forestry, biodiversity, coastal and marine resources and land management | 2,000,000.00 | 500 copies each of four (4) sectoral tools | Produce, publish, and disseminate to regions the sectoral tools on gender mainstreaming | | | | | | | | | | | |
| 33 | Important elements of GAD knowledge management are undeveloped | Develop system of producing, dissemination, sharing and inventory of GAD IEC | Defined IEC system system | NGFPS, GAD Office | | | Three (3) meetings, 35 women and 10 men participants | Review and develop systems for GAD IEC production, distribution, sharing, inventory | 15,000.00 | | | | | | | | | | | | | |
| 34 | PCW MC 2011-01 on Guidelines for Creation, Strengthening and Institutionalization of GAD Focal Point System | Built GFPS staff capacity for gender mainstreaming, and familiarity and knowledge of various gender issues | Number of learning events participated in by GFPS members/ number and SDD of participants | ERDB, BMB, LMB, FMB, CAR, NCR, Regions 1-13 | 38 learning events/ 180 men and 263 women GFPS members participating | Participation of GFPS members in relevant training programs of PCW, and other service providers; including internal capacity building events, and participation in inter-agency GAD-related meetings | 1,400,000.00 | 44 learning events/ 207 men and 303 women GFPS members participating | Participation of GFPS members in relevant training programs of PCW, and other service providers; including internal capacity building events, and participation in inter-agency GAD-related meetings | 1,540,000.00 | 51 learning events/ 238 men and 348 women GFPS members participating | Participation of GFPS members in relevant training programs of PCW, and other service providers; including internal capacity building events, and participation in inter-agency GAD-related meetings | 1,674,000.00 | 51 learning events/ 238 men and 348 women GFPS members participating | Participation of GFPS members in relevant training programs of PCW, and other service providers; including internal capacity building events, and participation in inter-agency GAD-related meetings | 1,778,700.00 | 51 learning events/ 238 men and 348 women GFPS members participating | Participation of GFPS members in relevant training programs of PCW, and other service providers; including internal capacity building events, and participation in inter-agency GAD-related meetings | 1,867,635.00 | 51 learning events/ 238 men and 348 women GFPS members participating | Participation of GFPS members in relevant training programs of PCW, and other service providers; including internal capacity building events, and participation in inter-agency GAD-related meetings | 1,961,016.75 |

RUGED AND TARGETS PROJECTION NOTES
 1) 2022 budget and targets are generally from GPB 2022, which served as base figures. 2) Budget is generally increased every year for inflation (5%) and additional allocation (5%) for work growth. 3) Targets are generally increased by 15% over previous year which appears as a moderate and double rate of progression of work considering accumulated work experience. 4) There are notes below where things were done differently

The number of GFPS members participating in learning events was raised only twice (year 2 and year 3) because of limited membership. After year 3, budget annual budget increases were pegged to 5% increase for inflation

AGENCY: DEPARTMENT ON ENVIRONMENT AND NATURAL RESOURCES

| Gender Issue / GAD Mandate | GAD Outcome / Result Statement | Indicator | Baseline | Responsible Unit / Office (*See annex on abbreviations list) | YEAR 1 (2022) | | | YEAR 2 (2023) | | | YEAR 3 (2024) | | | YEAR 4 (2025) | | | YEAR 5 (2026) | | | YEAR 6 (2027) | | |
|----------------------------|--|---|---|---|--|---|------------------|---|--|------------------|--|--|------------------|--|--|------------------|--|--|------------------|--|--|------------------|
| | | | | | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget | Target | Program / Project / Activity | Estimated Budget |
| 35 | PCW MC 2011-01 on Guidelines for Creation, Strengthening and Institutionalization of GAD Focal Point System | Strengthen the functionality of GFPS teams and system | Number of meetings/ number of participants and their SDD | NGFPS, ERDS, BMB, LMB, FMR, CAR, NCR, Regions 1-13 | 197 meetings/ 597 women and 313 men participants | Conduct regular and special meetings of GFPS | 1,800,000.00 | 197 meetings/ 597 women and 313 men participants | Conduct regular and special meetings of GFPS | 1,890,000.00 | 197 meetings/ 597 women and 313 men participants | Conduct regular and special meetings of GFPS | 1,984,500.00 | 197 meetings/ 597 women and 313 men participants | Conduct regular and special meetings of GFPS | 2,083,725.00 | 197 meetings/ 597 women and 313 men participants | Conduct regular and special meetings of GFPS | 2,187,911.25 | 197 meetings/ 597 women and 313 men participants | Conduct regular and special meetings of GFPS | 2,297,306.81 |
| 36 | Inadequate staffing support for GAD work | Ensure implementation of GAD activities and tasks | Number of staff and consultants hired | NGFPS, GAD Office, BMB, LMB, FMR, ER, RAS, RS, RG, RA, R9, R10, R12 | 29 support staff and 2 consultants | Hiring of administrative support staff and consultants for GAD report preparations, planning and learning events | 10,000,000.00 | 29 support staff and 2 consultants | Hiring of administrative support staff and consultants for GAD report preparations, planning and learning events | 10,500,000.00 | 29 support staff and 2 consultants | Hiring of administrative support staff and consultants for GAD report preparations, planning and learning events | 11,025,000.00 | 35 support staff and 2 consultants | Hiring of administrative support staff and consultants for GAD report preparations, planning and learning events | 12,127,500.00 | 35 support staff and 2 consultants | Hiring of administrative support staff and consultants for GAD report preparations, planning and learning events | 12,733,875.00 | 35 support staff and 2 consultants | Hiring of support staff and consultants for GAD report preparations, planning and learning events. | 13,370,568.75 |
| 37 | Inadequate staffing support for GAD work | Provide more stable workforce for GAD program | Identified other ways of GAD work staffing | NGFPS | | | 2 meetings | Conduct research/study and meetings to probe possibility of full-time regular GAD staff positions | 10,000.00 | 1 meeting | Conduct validation and approval requirements as may be needed | 5,000.00 | | | | | | | | | | |
| 38 | 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 | Prevent sexual harassment in workplace, and ensure incidents of sexual harassment are speedily and properly processed with gender sensitivity | Number of meetings/number and SDD of participants/ number of cases handled if any | NGADFPS, GAD Office, BMB, CAR, NCR, RI, R2, R12, R13 | 9 meetings and IEC events, 115 women and 49 men participants | Conduct CODI meetings as needed (when they have cases to take up), produce IEC materials and activities to raise awareness on CODI functions; plan for review of CODI functionality | 350,000.00 | 6 meetings/ 15 women and 9 men participants | Conduct CODI meetings as needed, and review functionality of CODIs | 200,000.00 | 4 meetings/ 10 women and 6 men participants | Conduct CODI meetings as needed | 150,000.00 | 4 meetings/ 10 women and 6 men participants | Conduct CODI meetings as needed | 157,500.00 | 4 meetings/ 10 women and 6 men participants | Conduct CODI meetings as needed | 165,375.00 | 4 meetings/ 10 women and 6 men participants | Conduct CODI meetings as needed | 173,643.75 |
| 39 | Joint Memorandum Circular No. 1 series of 2020 of the Civil Service Commission, DOLE and DOH mandates provision of day care service for employees with children 5 years old and below and lactation stations for breastfeeding employees. | Institutional support is provided to DENR employees in their parenting/child-rearing roles | Number of daycare centers operated/ number and age of clients, number of DENR employees-beneficiaries | NGADFPS, RS, R2, R9, R13 | Operate 6 daycare centers/ 50 boys and girls, 50 parent-employees | Provide day care services in DENR offices where employees have children aged 5 and below | 770,000.00 | Operate 6 daycare centers/ 50 boys and girls, 50 parent-employees | Provide day care services in DENR offices where employees have children aged 5 and below | 805,500.00 | Operate 6 daycare centers/ 50 boys and girls, 50 parent-employees | Provide day care services in DENR offices where employees have children aged 5 and below | 848,925.00 | Operate 6 daycare centers/ 50 boys and girls, 50 parent-employees | Provide day care services in DENR offices where employees have children aged 5 and below | 891,371.25 | Operate 6 daycare centers/ 50 boys and girls, 50 parent-employees | Provide day care services in DENR offices where employees have children aged 5 and below | 935,939.81 | Operate 6 daycare centers/ 50 boys and girls, 50 parent-employees | Provide day care services in DENR offices where employees have children aged 5 and below | 982,736.80 |
| 40 | Joint Memorandum Circular No. 1 series of 2020 of the Civil Service Commission, DOLE and DOH mandates provision of day care service for employees with children 5 years old and below and lactation stations for breastfeeding employees. | Institutional support is provided to DENR employees in their reproductive roles | Number of lactation stations established or maintained/ number of beneficiaries | NGFPS, GAD Office, CAR, R2, R4A, R4B, R7, R9, R11, R12 | Establish 27 and maintain 39 lactation stations, at least 70 beneficiaries | Operate lactation stations in offices with breastfeeding employees | 1,900,000.00 | Establish 27 and maintain 39 lactation stations, at least 70 beneficiaries | Operate lactation stations in offices with breastfeeding employees | 1,995,000.00 | Establish 27 and maintain 39 lactation stations, at least 70 beneficiaries | Operate lactation stations in offices with breastfeeding employees | 2,094,750.00 | Establish 27 and maintain 39 lactation stations, at least 70 beneficiaries | Operate lactation stations in offices with breastfeeding employees | 2,199,487.50 | Establish 27 and maintain 39 lactation stations, at least 70 beneficiaries | Operate lactation stations in offices with breastfeeding employees | 2,309,461.88 | Establish 27 and maintain 39 lactation stations, at least 70 beneficiaries | Operate lactation stations in offices with breastfeeding employees | 2,424,934.97 |
| GAD Goal 5 SUB-TOTAL | | | | | | | 20,020,000.00 | | | 23,135,500.00 | | | 22,400,175.00 | | | 24,295,093.75 | | | 25,761,777.94 | | | 27,330,145.83 |

1) 2022 budget and targets are generally from GPR 2022, which served as base figures. 2) Budget is generally increased every year for inflation (5%) and additional allocation (5%) for work growth. 3) Targets are generally increased by 15% over previous year which appears as a moderate and doable rate of progression of work considering accumulated work experience. 4) There are notes below where things were done differently

Budget was increased yearly by 5% for inflation. Target meetings and participation was fixed to 2022 baseline numbers because very little fluctuation is expected.

Number of support staff and consultants to hire was fixed for years 1-3, increased by 5% in year 4 to cover additional hires and fixed for year 4-6. Budget was increased by 5% annually for inflation, increased by another 5% in year 4 for additional hires and maintained again at 5% increases for inflation up to year 6.

5% budget increase for inflation was applied starting year 4

It is assumed here that demand for the service will generally stay constant that is why only 5% budget increase was applied annually to cover for inflation

Demand for the service was treated as constant and hence only 5% budget increase was applied yearly to cover for inflation

| | Year 1 (2022) | Year 2 (2023) | Year 3 (2024) | Year 4 (2025) | Year 5 (2026) | Year 6 (2027) |
|--------------|----------------|----------------|----------------|----------------|----------------|----------------|
| TOTAL | 133,412,000.00 | 149,734,225.00 | 154,479,298.75 | 165,458,856.19 | 177,359,602.93 | 193,252,320.15 |