



INTEGRATED NATURAL RESOURCES AND ENVIRONMENTAL MANAGEMENT PROJECT

CY 2021

GENDER ACTION PLAN REPORT



LOAN 2957/IFAD 8266/GRANT 0325-PHI



I. INTRODUCTION

The Integrated Natural Resources and Environmental Management Project (INREMP) is an eight-year development initiative executed by the Department of Environment and Natural Resources (DENR) through the Forest Management Bureau (FMB). The Project commenced in August 2013.

The project aims to address unsustainable watershed management through reduction and reversion of the degradation of watersheds and associated environmental services in the four major river basins in the Philippines, which include Chico Upper River Basin, with a focus on indigenous peoples and resource-poor communities. Moreover, it also provides incentives to local communities, LGUs, and the DENR for their natural resource management efforts by generating sufficient and tangible economic benefits through i) payments for environmental services (PES) including water regulation, soil conservation, carbon offsets, and biodiversity; ii) income generation from sustainable use and management and value-added processing of timber and non-timber forest products; iii) improved natural resources productivity, and iv) improved climate resilience in project watersheds.

Aside from the implementation of smallholder and institutional investments to increase conservation and to enhance the forestry, agriculture, and rural sectors in four river basins, the gender and safeguard monitoring of project implementation must have been conducted to ensure that gender concerns are addressed and that meaningful participation of women is well-documented and reported.

A Gender Action Plan (GAP) was prepared based on findings from Social Assessment using the Asian Development Bank (ADB) Handbook for Social Assessment, in close consultation with stakeholders that significantly include women and women leaders. The GAP is designed to address three key issues: empowerment for participation and decision-making on natural resource management, improved access to services which will in the end redound to decreased time and effort for performing household reproductive activities.

A Project Gender Action Plan (GAP) is ADB's key gender mainstreaming tool and mechanism for ensuring the gender-inclusive design and implementation of projects. The GAP gives visibility to and accountability for gender mainstreaming. The ADB makes gender mainstreaming tangible and explicit in program and project design and implementation. GAPs include quotas, targets, activities, and design features to address gender-equality issues. Moreover, this plan also provides a road map for project implementation, monitoring, and evaluation.

II. GENDER ACTION PLAN

Target 1. At least 30% women's representation during consultations and assessment for developing watershed management plans and river basin indicative development plans

Based on the design, the Project must develop indicative development plans (IDPs) for the four river basins to be adopted by regional development councils and/or provincial legislative councils. The Project must prepare also watershed management plans (WMPs) for the selected watersheds based on the IDPs which will define and prioritize subprojects and establish a work program for implementation by LGU clusters and municipal development councils.

In 2014, all URBs started the preparation of IDPs and WMPs. Watershed characterization and vulnerability assessments were conducted in Chico Upper River Basin (CURB), Wahig-Inabanga River Basin (WIRB), and Bukidnon Upper River Basin (BURB). Several stakeholder consultations, in-house technical trainings on Integrated Watershed and Resources Management, and technical writeshops/workshops were held across the URBs to prepare the needed plans.

On these activities, around 38% of the participating individuals were women (865 out of 2,257) from the community, DENR, other government agencies, academe, NGOs, and watershed management councils. These women provided inputs and reviewed the content of the plans.

Table 1. Summary of women participated during consultations and assessment for developing watershed management plans and river basin indicative development plans

URB	Total	Male	Female	% Female
CURB	702	428	265	38%
WIRB	242	166	76	31%
BURB	1112	653	454	41%
LLRB	201	131	70	35%
Total	2,257	1,378	865	38%

Some women took participation also in the watershed characterization and vulnerability assessment. Specific activities conducted which were participated by women include the data gathering of the socio-economic and municipal profiles, mapping and naming of identified rivers and creeks, collection and quality analysis of water samples, water discharge measurement, soil profiling, soil sample collection and analysis to determine the soil fertility, and biodiversity assessment.

Some of the issues raised by the women, especially in CURB, were the following;

1. Protection of the remaining forest resources in the watershed.
2. Rehabilitating the remaining forests, as well as the land resources that are facing further degradation through unsustainable land-use practices.
3. The increasing population of informal forestland settlers.
4. Sustaining the interest and effort of the indigenous peoples (IPs) communities to protect and rehabilitate the land and forest resources of the watershed.
5. Lack of livelihood opportunities.
6. Sustaining the Good Practices of INREMP

These issues were incorporated in each of the watershed management plan that would have to be addressed in formulating projects, such as those funded by INREMP and its successor programs so that the degradation and fragmentation of the remaining forests in the WMU could be addressed.

To date, the IDPs of the CURB, WIRB and BURB were already prepared, however, only the IDP of WIRB and CURB were adopted by the Bohol Provincial Development Council. LLRB uses the Integrated River Basin Management and Development (IRBMD) Master Plans of Lake Lanao as its IDP.

Moreover, eighteen (18) WMPs for CURB, WIRB and BURB were prepared and adopted by different watershed management councils. Six (6) WMPs covering the subwatersheds in Lake Lanao River Basin were submitted in June 2019. The submitted plans were presented to the Watershed Management Council of Lake Lanao for approval and adoption. The council/LGUs provided comments and the WMPs are now being finalized.

Target 2. At least 30% women participated in the watershed management activities and land use planning.

The activities conducted related to these targets were consultation for the preparation and finalization of subproject proposals, updating, and formulation of community management plans (CMP), Indigenous Peoples Plan (IPP) and Ancestral Domains Sustainable Development and Protection Plan (ADSDPP). To date, 49% of the participants were females. The table below summarizes the women participation on these activities.

Table 2. Summary of women participated in the watershed management activities and land use planning per river basin

URB	Total	Male	Female	% Female
CURB	7494	3863	3632	48%
WIRB	3113	1515	1598	51%
BURB	3618	1815	1803	50%
LLRB				
Total	14,225	7,193	7,033	49%

Below are the activities participated by women:

- a. Community mapping sessions wherein communities illustrated the existing condition of their areas and what possible development interventions is needed to further uplift their socio-economic and environmental condition. This activity aimed to determine the needs, priorities and potentials of communities. Women participated in identifying landmarks/ boundaries, identifying land uses in their community, and ground-truthing of proposed sites in the community mapping
- b. Organizational assessment was conducted primarily to determine the availability, interest and capabilities of Peoples Organizations in the area using the Organizational Assessment Tool. Data were gathered through Focused Group Discussions (FGD) where women mostly participated in, review of PO documents and informal interviews. The assessment does not only look into the strength of these Peoples Organizations but also on the weaknesses as input in programming interventions to strengthen them as sustainable and empowered partners in development particularly in the implementation of NRM subprojects.

- c. Community Management Plans/Community Resource Management Framework presents the vision, goals, and aspirations of the community, problems and issues, development needs, traditional practices of communities in the management of the environment and resolving conflicts within their domain. These were done through a series of workshops and interviews. For the preparation and updating of CMP/IPP, the contributions of women were the following;
- The CMP/IPPs were updated per PO/IPO or tenure holder that highlights the different management strategies. These strategies include women's participation in the different committees within their organization and the activities identified particularly accorded to women and youth.
 - Women participants are the lead in identifying data gaps during the updating and formulation of ADSDPP for submission to NCIP.
 - They answered queries about their ancestral domain, especially their traditions, customs, and beliefs. Women contributed most in the review of the traditional or cultural aspect and customary laws and livelihood needs of the community while the elders inputted on the IP structure and policy, grievance mechanism policies, and other community projects.
 - Preparation of resolutions allowing the disclosure of the plan was also formulated and signed by the IP leaders, PO representatives, and Barangay Officials.
- d. For the NCIP Community Validation, joint efforts have been continually extended to secure Certification Precondition (CP) from NCIP as a requirement for the project as stipulated in the Project Administration Manual (PAM). Highlights of the coordination meetings include presentation of the INREMP project concept and discussions particularly on the FPIC process including strategy on its achievement. Meanwhile, community consultations were conducted at the municipal and barangay levels in order to introduce and gain the support of the communities and other stakeholders for the project.
- e. The preparation of the Ancestral Domain Sustainable Protection Plan (ADSDPP) was also participated by women especially on community mapping exercises, attest to IP traditional and cultural practices, gender concerns, benefit monitoring, and demonstrated aggressiveness in expressing their ideas and opinion during community consultation and disclosure of the ADSDPP. Women were also involved in the preparation of subproject proposals. In the preparation of these proposals, the Gender and Development checklist was an integral checklist to be accomplished as part of the proposals submitted. Women participated by providing necessary information on the following components of the proposals:
- identifying information;
 - biophysical characteristics of the proposed sites,
 - socio-economic profile,
 - SWOT analysis,
 - involvement in similar projects,

- implementation and institutional strategy monitoring system and sustainability mechanisms
- f. In view of the nearing project completion, the Project also conducted activities related to sustainability planning. One of these activities is the preparation of the Sustainable Development and Management Plan which aims to identify activities that will sustain the initiatives and gains from partnerships with INREMP and other institutions towards the sustainable development and management of INREMP sites. On the preparation of the SDMPs, CURB noted the following women’s contributions:
- Primary data for the community and/or PO profile, physical and environmental status
 - Identification of strategies under livelihood enterprise development, such as proposing the provision of equipment/facilities that will enable their POs to process the crops to be harvested from their agroforest and CF areas;
 - Inputs in the preparation of the PO 5-year development plan, assisted by the men;
 - Highly regarded and considered a recommendation to strengthen the function of existing committees and create additional committees, if necessary to support the implementation of the SDMP;
 - Articulation of the need for clear policy on harvesting lumber from the reforestation and ANR areas established during INREMP for local use in the future

Target 3. At least 30% of women in the water management committees to be established/WMC by the Project.

Watershed Management Councils (WMC) and WMC – Technical Working Groups (TWG) were created and formulated through a series of consultations among the different LGUs and stakeholders. To date, there are around 156 (30%) women out of 513 members from the different Watershed Management Councils (WMC) and Provincial Project Management Council (PPMC) in the four URBs. The women council members are tasked and informed to be on the lookout to ensure social safeguards and gender mainstreaming requirements are fully complied with and considered in the management plans and proposal preparations. They also actively participated during deliberations of project proposals to be endorsed by the watershed management council. The table below summarizes the women’s membership in the councils.

Table 3. Summary of women membership in the watershed management councils

URB	Number of WMC	Total Number of Members	Male Members		Female Members	
			No.	%	No.	%
CURB	9	341	231	68%	110	32%
WIRB	1	49	36	73%	13	27%
BURB	3	59	41	69%	18	31%
LLRB	7	64	49	77%	15	23%
TOTAL	20	513	357	70%	156	30%

The WMC members are composed of the following the academe, national government agencies, IP/PO/IPO representatives, no-government organizations (NGOs), religious sectors, women’s groups, youth groups, and municipal /provincial local government units.

Women in the council are active and participated most in the agenda formulation, social safeguards and decision making. They also actively participated in the monitoring of our partner POs especially in terms of choosing the best species, high-value crops, and livelihood subproject suitable for the community; encouraged POs to invest more in income-generating activities; and exchanged ideas with other agencies on the different experiences or good practices of similar projects. They keep on reiterating to the PO members to consider the long-term effect of the INREMP subprojects for its sustainability and see to it that during implementation, gender equality that leads to women empowerment will be observed and applied.

One of the issues encountered for this target is that male and female representation in the WM Councils depends on the sex of the head of the office/agency. Most of the heads of the government agencies/offices are males, but the INREMP office reiterated during previous WMC meetings that in case the WMC representative cannot attend, if possible, his alternative should be female.

Target 4. At least 30% of women trained and involved in PES mechanisms and at least 3 related NGOs can support and/or facilitate the participation of women in the river basin management.

With assistance from the TA-PMIC, the Project have drafted an INREMP PES Implementation Framework and Guidelines within the context of CBPM and Block grants. However, the involvement and participation of women in various aspects are not clearly stipulated in the Guidelines, hence, the need for revision. With this, the enhancement of the guideline was included as part of the deliverable of World Agroforestry Center (ICRAF) which has more experience in PES. The guideline will be enhanced incorporating the importance of women's involvement and participation in PES.

A total of 24 PES training-workshop sessions were conducted at the ground – twelve sessions in Chico Upper River Basin and 12 sessions in Bukidnon Upper River Basin. Three trainings per People's Organization/Indigenous People's Organization (PO/IPO) were implemented. The first training was to strengthen the PO/IPO's understanding and appreciation of the PES concepts. The second training focused on lectures on Ecosystem Service (ES), on-hand demonstration of data collection, and farm visit. Lastly, the third training-workshop was dedicated on designing their conservation agreement to know and assess the ES they are willing and able to commit to the potential buyers, as well as identifying practical indicators for monitoring, and listing the proposed cost in the implementation of agreed intervention. The table below summarizes the PES Training-Workshop conducted by ICRAF.

Table 4. PES Training-Workshop conducted by ICRAF

	1st Training	2nd Training	3rd Training
CURB			
KADIPO	December 14, 2020	June 7-8, 2021	July 13-14, 2021
MWA	April 26, 2021	June 24-25, 2021	
AFDOI	May 11, 2021	June 10-11, 2021	June 21-22, 2021
BOPCC	June 3, 2021	June 14-15, 2021	July 8-9, 2021
BURB			
MAMACILA	December 18, 2020	May 6-7, 2021	July 28, 2021
PHTSLOA	December 22, 2020	May 12-13, 2021	July 27, 2021
BLLUPENTRAS	March 8, 2021	May 13-14, 2021	July 23, 2021
SJCBFMA	March 8, 2021	July 12, 2021	July 26, 2021

The table below summarizes the participants who attended the PES trainings.

	1st Training				2nd Training				3rd Training			
	Total	M	F	% F	Total	M	F	% F	Total	M	F	% F
CURB												
KADIPO	14	9	5	36%	10	6	4	40%	11	7	4	36%
MWA	9	0	9	100%	23	7	16	70%	13	2	11	85%
AFDOI	20	11	9	45%	16		16	100%	22	9	13	59%
BOPCC	13	7	6	46%	16	6	10	63%	20	6	14	70%
BURB												
MAMACILA	14	9	5	36%	14	10	4	29%	13	8	5	38%
PHTSLOA	9	4	5	56%	10	5	5	50%	17	10	7	41%
BLLUPENTRAS	24			0%	22			0%	19			0%
SJCBFMA	16			0%	16			0%	24			0%
TOTAL	119	40	39	33%	127	34	55	43%	139	42	54	39%

Regional workshops were conducted with local PES stakeholders to assess their understanding and perceptions about PES. These workshops were attended by selected potential PO and IPO ES providers, potential ES beneficiaries, representatives from local government units and INREMP staff. They also identified their preferred ES that they believe have good potential for the development of a PES scheme (e.g. POs could potentially provide, have potential users or beneficiaries. The table below summarizes the PES-related workshop conducted in CURB which was attended by a total of 76 participants wherein 42% are women.

Table 5. PES trainings conducted in CURB

URB	URB/Province	Total	Male	Female	% Female
CURB	Seminar workshop on payment for environmental services towards the conservation and protection of the upper chico river	51	27	24	47%
	PES Activitiy in Apayao	25	16	9	36%
TOTAL		76	43	33	42%

The finalization of the PES Mechanism guidelines will be guided by the GAP to ensure involvement and participation of women in various aspects.

Target 5. At least 30% of women in the committees to be established and/or consolidated by the Project

The Project has partnered with a total of 427 Peoples' Organizations (CURB-239, BURB-91, WIRB-56, and LLRB-41) under Forest Management Partnership Agreements. These POs have established their committees to oversee the implementation of natural resource management and livelihood subprojects. The Project advocates for the involvement and participation of women in the established committees.

To date, there are around 41% (1,764 out of 4,269) women in the committees established and/or consolidated by the Project. Out of these, around 137 women served as chairman or president of their organizations. These women actively participated in the decision making related to the deliberations of project proposals, subproject implementation, monitoring and assessment. The table below summarizes the number of male and female members of the organizational committee of the Peoples Organizations in the four URBs.

Table 6. Number of male and female members in the PO committees

URB	No. of POs	Total	Male			Female			
			IP	Non-IP	Total	IP	Non-IP	Total	%
CURB	239	2,413	1,359	25	1,384	1,021	8	1,029	43%
WIRB	56	866	369	140	509	265	92	357	41%
BURB	91	596	13	345	358	20	218	238	40%
LLRB	41	394		254	254		140	140	36%
TOTAL	427	4,269	1,741	764	2,505	1,306	458	1,764	41%

In CURB, aside from the PO committee, there are a lot of committees formed by the PO/IPOs purposely for INREMP implementation to maintain or sustain the development of the project. A total of 16 committees were formed by the POs to facilitate the accomplishment of the various subprojects awarded by INREMP with a total of 1,117 members with 636 male and 481 female members or 43% average women membership in the committee. Out of the 770 members of the committees, an average of 45% are women leaders. Several women were selected to head the Bids and Awards Committee, Forest Protection, Grievance, Inspection and Acceptance, Monitoring and Evaluation, NRM, Procurement, Finance, Livelihood, Project Management, as Controller, logistic officer, and planning officer of the fire suppression brigade.

Committee	Total	Male	Female	% Female
BAC	7	1	6	86%
Canvass	1	1		0%
Credit	2	2		0%
Environment	2	2		0%
Finance	2	1	1	50%
Fire suppression crew	28	17	11	39%
Forest Protection Committee	473	314	159	34%
Grievance	5	1	4	80%
Inspection	58	21	37	64%
Livelihood	62	14	48	77%
Monitoring and Evaluation	42	27	15	36%
NRM	2	1	1	50%
Procurement	422	229	193	46%
Project Management	3	3		0%
Purchase	3		3	100%
SWG	5	2	3	60%
Grand Total	1,117	636	481	43%

In WIRB, POs created committees on credit, education, election, fire brigade, grievance, monitoring and evaluation, maintenance and protection, and procurement. Nine (9) committees were formed with a total of 493 members wherein 40% are women. The table below summarizes the committee members in WIRB.

Committee	Total	Male	Female	% Female
Credit	2	2		0%
Education	1		1	100%
Election	6	2	4	67%
Fire brigade	4	4		0%
Grievance	89	55	34	38%
Monitoring and Evaluation	87	62	25	29%
Maintenance and Protection	8	5	3	38%

Committee	Total	Male	Female	% Female
Procurement	111	73	38	34%
Project Management for LES	185	93	92	50%
Total	493	296	197	40%

Some POs in BURB also created committees on audit, educational, election, ethic, livelihood, monitoring, mediation, and grievance. Around 68% or 17 out of 25 committee heads are female. The table below summarizes the number of heads per committee.

Committee	Total	Male	Female	% Female
Audit	7	1	6	86%
Education	6	2	4	67%
Election	6		6	100%
Livelihood	1	1		0%
Grievance	1	1		0%
Monitoring and Evaluation	1	1		0%
Mediation	3	2	1	33%
Total	25	8	17	68%

In LLRB, the committees formed were audit and inventory committee, educational committee, monitoring and evaluation committee, and membership and credit screening committee. Forty-five (45) out of the total 146 members of these committee are women which is equivalent to 31%.

Committee	Total	Male	Female	% Female
Audit and Inventory	33	22	11	33%
Educational	37	22	15	41%
Monitoring and Evaluation	39	27	12	31%
Membership and Credit Screening	37	30	7	19%
Total	146	101	45	31%

Under LES-2, DTI noted that there 31 male and 5 female chairpersons. DTI also noted that in Misamis Oriental, most women members of the POs take active roles in decision making and this is particularly true during organizational meetings where attendance is composed of women as a majority. The Misamis Oriental PLIU will enjoin the leaders of the POs to record from hereon, issues, concerns and needs raised by women during the activities and the corresponding actions taken to address the same.

Target 6. 50% of beneficiaries of subsidized inputs (i.e., seedlings/fertilizers) will be women

Based on the initial data gathered from the field, of the 439 PO partners, there are 8,786 female members or 38% out of 23,286 total membership who participated in NRM subprojects. These women were involved in various activities of NRM and were provided with seedlings for area development and materials for the maintenance and protection of their areas. There were other women involved and provided with subsidized inputs in various NRM subprojects but were not accounted for, since they are not members of the PO partners. The Project is still accounting those women that participated in the LES1 and CBPM subprojects.

URB	Total	Male	Female	% of Women
CURB	11,625	6,928	4,697	40%
WIRB	3,962	2498	1464	37%
BURB	6,131	4079	2052	33%

URB	Total	Male	Female	% of Women
LLRB	1,568	995	573	37%
TOTAL	23,286	14,500	8,786	38%

For LES-2, 15 women (out of 35 total beneficiaries) were provided with peanut planting materials in Bohol PLIU while 17 out of the 28 beneficiaries (61%) in Bukidnon PLIU who were given starter kits were women.

Target 7. Where infrastructure construction involves the employment of local labor at least 25% of this local labor will be reserved for local rural women with priority for the poorer and more vulnerable women.

During the contracting stage in rural infrastructure subprojects, DENR and LGU mandated the contractor to include local rural women in the local labor force. To date, out of the 1,210 paid workers for ongoing rural infrastructure subprojects, only 149 women are involved in rural infrastructure as part of local labor force which is equivalent to only 12%. The table below summarizes the percentage of women hired as local labor:

URB	Total	Male	Female	% Female
CURB	548	444	104	19%
WIRB	301	323	22	7%
BURB	244	229	15	6%
LLRB	117	109	8	7%
Total	1,210	1,105	149	12%

In CURB, as of this date, there's 104 hired women from the locality for the implementation of RI subprojects which is 19% of the total hired local labor. The women workers participated in the manual hauling. They also actively participated in the regular monitoring from the start of the project serving as guides during validation. The participation and involvement of women per RI subproject type varies.

In WIRB, most of the women from the community participated from the preparation of documents until the project implementation. Although in the Construction phase, most of work was delegated to the men. To date, there were only 7% women hired as local labor (22 out of the 301 hired local labor).

Based from the data of LGUs with completed and on-going subprojects in BURB, only 6% or 15 local women were hired out of the 244 locally hired workers.

In LLRB, only 7% or eight (8) out of the 117 hired local labor are women. This is due to the traditional wherein women usually stay at home do household chores and rearing children.

For LES-2, DTI ensures that in the contract with the supplier for the improvement of SSF, women will be considered. It is stipulated in the contract that 25% of the required local labor workforce from the community will consist of female workers.

The Project recognized that for the implementation of rural infrastructure subprojects, based from the observation and records during monitoring of ongoing subprojects, though the hiring of local laborers is open to men and women, only a few applied due to the kind or scope of works to be done during construction which are mostly suitable for men. Involvement of

women in construction works is dependent on the willingness, availability, expertise and skill of PO members both men and women.

Target 8. At least 40% of women are trained in commercial plantation, conservation farming, agro-forestry and sustainable forest management

As part of the yearly work and financial plan of the Project, onsite PO/IPO extension service and monitoring activities and on-site organizational strengthening were being conducted per river basins to continuously equip the partner POs with technical knowledge and capacitate them in the proper way of implementing the different INREMP subprojects.

URB	Total	Male	Female	% Female
CURB	30,337	13,742	16,848	56%
WIRB	761	434	327	43%
BURB	8,472	4,734	3,738	44%
LLRB				38.60%
Total	39,570	18,910	20,913	53%

In CURB, capacity-building activities were provided to 239 partner implementers (POs) spearheaded by INREMP staff to improve the skills of the POs in implementing each subproject, to take care of the environment, to improve their organizational management, and to train the beneficiaries and some community members in the development of their farms into more profitable and sustainable ones. This includes different kinds of capacity-building activities provided to the PO including the LGUs to capacitate them in the implementation of each INREMP subproject, such as IEC, mentoring/ onsite training, orientations, meetings, and focus group discussions, and sustainability workshops. There is an average of 51% women participants in the trainings provided in CURB.

Most of the topics covered in the trainings provided to POs are as follows:

a. NRM-related:

- Site preparation
- Seedling production
- Nursery establishment
- Plantation establishment
- Restoration of various NRM subprojects
- Plantation maintenance and protection and monitoring; proper pruning, ring weeding, planting high-value fruit trees, grafting, and pruning, strip brushing, fuel reduction;
- Asexual propagation of fruit trees and high-value crops
- Identification of local names, uses, and other significant features of trees/plants
- Effects of forest conversion into agricultural lands
- Preparation of liquidation reports and all necessary attachments including the request of approval to withdraw
- Fuel reduction and liberation cutting under NRM maintenance and protection
- Timber stand improvement and fire line establishment

b. Conservation farming (CF) -related:

- Development of a conservation farm with the assistance of ICRAF
- Procurement of quality seedlings
- Spot cultivation and fertilizer application
- Mentoring on the preparation of WFPs, farm plans, and layout
- Contour farming

- Rapid production of quality trees
 - Onsite training on nursery production
 - Proper use of calibrated A-frame and Natural Vegetation System (NVS)
- c. Community-based protection and monitoring (CBPM) -related:
- Implementation of CBPM and the protection and livelihood components
 - Forest protection and the deputation of patrollers
 - Procurement guidelines
 - SMART LAWIN
 - Orientation on the inspection of CBPM accomplishments-construction of buildings, delivery of equipment, and other documentary requirements
 - Installation of machines procured
 - Other capacity buildings needed by the PO for the operationalization and sustainability of their livelihood.
 - Deputation of PO Patrollers
- d. Livelihood enhancement support (LES) -related:
- LES 1 subproject identification and finalization with the community members
 - Inspection and acceptance of delivered materials and onsite mentoring on how to install procured machines/equipment
 - Release of funds
 - Vegetable noodle processing
 - Labeling and packaging of processed products
 - Training on sugarcane processing
 - Rapid production of quality planting materials for flower gardening and bonsai propagation
 - Income-generating activities for CBPM - LES and LES 1
 - Bread and pastry processing
 - Monitoring of the LES 1 subprojects
- e. Finance-related:
- Bookkeeping, financial management, updating of financial records
 - Preparation of documents for the withdrawal of funds
 - Liquidation report
 - Review of PO record books and financial management
- f. IEC related activities participated by a total of 1,2017 participants with 54% women attendees
- Gender and development and field visitation
 - Forest fire prevention and management of POs
 - Climate change mitigation
 - Orientation regarding illegal logging including DENR related laws
 - RA 9003, on Solid Waste Management.
 - Gender and Development and field visitation to partner POs
 - Production of Gender-sensitive training material in vernacular languages
 - Gender sensitivity to partner POs and community members
 - Climate change, solid waste management, and tree planting
 - IPM-Integrated Pest and Management
- g. Other activities:
- Impact assessment of the project
 - Sustainability Development and Management Plan Workshops

- PO Accreditation Scoping, Accreditation Assessment, and Annual Accreditation Assessment Guidelines
- Re-orientation on social and environmental safeguards
- PO summit and Knowledge Learning Market-this is an avenue where POs showcased their products and accomplishments.

DTI, on the other hand, conducted 126 training and skills development program for LES-2 beneficiaries. A total of 2,231 beneficiaries were capacitated wherein 60% or 1,329 are women. Trainings include Seminar on Starting the Business, Organizational Management, Bookkeeping and Basic Accounting for Non-Accountant, Sustaining Your Business Through Effective Selling and Negotiation Skills for POs, Skills Training on Banana Processing-Basic Baking, Seminar on Vegetable Production, Processing and Marketing, cum Good Agricultural Practices, among others.

Target 9. At least 30% female membership in watershed protection brigades organized

The community watershed protection brigades were organized/strengthened by the project to lead mainly on the regular patrolling and monitoring activities for the protection and conservation of the forest areas. To date, there are around 110 total brigades organized/strengthened with 21% female membership (259 out of 1,233).

URB	Total	Male	Female	% Female
CURB	451	328	123	27%
BURB	580	492	88	15%
WIRB	202	154	48	24%
Total	1,233	974	259	21%

Most members are male since patrolling works is mostly done by men due to the difficult terrains. Women, on the other hand, were focused on the implementation and management of livelihood activities.

Activity 1. Gender Specialist included in production of training modules and establishing trainers' pool.

In 2016, the Project engaged the Project Management and Implementation Consultant (PMIC) and one of their key consultants is the Social Development/Safeguards Specialist (IPs, Resettlement), Poverty and Gender who is responsible in gender-related requirement including the production of gender-sensitive training modules and needed capacitation of women stakeholders towards project implementation. However, with the limited person-months, this consultant focused on the Social Development/Safeguards requirements of the Project.

With this, the production of training modules and establishing trainers' pool were handed to the Technical Extension Officers (TEOs) who were assigned in the river basin level and directly providing trainings to the beneficiaries. Currently, there are 10 Technical Extension Officers on board in the river basin. The Scope of work of these TEOs includes (but not limited to) GAP implementation and reporting and monitoring of GAP activities. Further, as TEOs assist the community in subproject preparation, they ensure that women are well-represented and that they participate in Project activities.

Aside from Gender Specialist, ICRAF also assisted in the enhancement of the Project's IEC materials. ICRAF facilitated a series of information, education, and communication (IEC) webinars for INREMP IEC and M&E focal persons to help them improve their newsletter and other communication materials. The first session held on August 18, 2020 through Zoom was about content writing. It focused on differentiating news from features, writing the lead, developing the entire news story, and using photos properly. The second session, conducted on September 24, 2020 via Zoom, focused on designing effective communication materials. Topics covered include characteristics of major considerations in design and layout, basic design principles, design tips, and helpful design and layout tools available online.

For DTI, Ms. Bethsaida Zalsos, gender focal person for the Misamis Oriental PLIU has been involved in the production of training modules to ensure that these are gender-sensitive in content.

Activity 2. Gender sensitive training material in local dialects to be prepared in close consultation with beneficiaries (avoiding gender stereotype materials)

In CURB, a total of seven (7) gender-sensitive training materials were produced. These are as follows:

1. A letter-sized flyer was printed in Ilokano. This was produced as an aid in intensifying the IEC campaign during community consultations in the Conner WMU for INREMP activities. Also, translated in Ilokano dialect reading material on Conservation Farming was distributed to the community.
2. IEC leaflet on How to manage and suppress forest fire, Most Common Causes of Forest Fires and Effects of Forest Fire to Biodiversity and Environment.
3. IEC material about INREMP with its goal, objectives, and all the subprojects also in the vernacular language (Ilokano).
4. Benefits of INREMP especially CF, LES CBPM, and RI in vernacular language (Kankanaey or Applai). The roles of men and women in the implementation of INREMP subprojects were also discussed in this material.
5. Another gender-sensitive training material was translated into the vernacular language (Ilokano). The training manual was prepared by World Agroforestry (ICRAF) in English and translated by RPCO in vernacular language. The material contains procedures on nursery establishments, their kinds, and materials to be used which can be sourced out in the locality. It was made sure that all the terms used can be understood by the reader. In the case that technical terminology cannot be translated into layman's term, the technical term itself was used, however, the term was explained in Ilocano on the glossary of the material. In the preparation of the training material, care was taken so that the IEC material can be used as a guide by men and women alike.
6. In Ifugao, they conducted Training on the Production of Gender Sensitive Training Material in Vernacular language in Tuwali and Kalanguya. Translation of the said material is being finalized.
7. Aside from the IEC materials produced, billboards and tarpaulins were prepared to show the awarded subprojects and plantations for NRM, LES, and CBPM in the eight watersheds. The profile of the partner implementers and Grievance Redress Mechanism hotlines were also included in the said materials.

Aside from the IEC materials produced, billboards and tarpaulins were prepared which presents the awarded areas and plantations for Reforestation, Agroforestry, ANR and CTP in the eight watersheds. The profile of the partner implementers and Grievance Redress Mechanism hotlines were also included in the said materials.

In WIRB, training materials (handouts e.g.) are all translated to the local vernacular by INREMP's TEO Mr. Romeo Teruel.

Aside also from printed materials, radio broadcasting in local stations were being conducted in WIRB, BURB, and LLRB. Local dialects are used as medium in reporting the updates of the Project.

ICRAF also developed technical manuals, slide presentations, brochures, and videos on various topics. The content of the training manuals has been approved by the NPCO. While the first training manual entitled "Tree Nursery Establishment" has already been printed, the final layout of the other three manuals are completed and are currently with the communications team for final editing. The content for the said training manuals are also undergoing translation to local dialects, in cooperation with RPCOs.

Activity 3. NPCO and Project Director responsible for overseeing GAP implementation and reporting on gender related achievements in quarterly progress reports to ADB.

GAP Report is being incorporated in all progress reports submitted to ADB.

Activity 4. Implementing agencies to appoint project staff as gender focal point responsible for monitoring GAP implementation and report gender related achievements and constraints to NPCO.

The existing gender focal persons from the different DENR offices at the regional and provincial levels also act as the gender focal person for INREMP. Regional Special Orders were issued to formalize the designation of the Gender Focal Point at the RPCO, PPMO, WMPCO/PASu. Trainings for the designated Gender focal point are being facilitated to strengthen their capacity relative to gender and development.

In CURB, there are twelve (12) GAD Focal persons assigned at the Regional, Provincial and at the CENRO level to assist INREMP staff in monitoring and ensuring gender mainstreaming in all INREMP activities conducted. They are also responsible for reviewing activity reports to ensure integration of the participation and contribution of women. 100% of the Gad Focal Points are women. Aside from the Regular GAD Focal points, an M&E officer is hired for each management unit who consolidates and updates the list of all INREMP activities as the basis for the updating of the GAP monitoring table. In other URBs, the M&E officer is being designated as GAD focal person for the project.

Further, the M&E provide assistance in the analysis of gender and reporting. The M&E Specialist in the NPCO coordinate with the Community Development Specialist (Assisting Professional) and M&E Officers in consolidating Gender Action Plan reports. The M&E Officers in the regional, provincial and watershed level consolidate and review Gender and Development (GAD) reports.

Activity 5. TOR of all consultants will include responsibilities to ensure GAP implementation as related to their work.

The TOR of the Social Safeguard Specialist for Rural Infrastructure includes responsibilities to ensure achievement of targets related to RI (e.g. Target 7). The TEOs and LEDAP who are onboard spearhead the monitoring, updating, and ensure mainstreaming of Gender in INREMP activities.

Activity 6. Gender-sensitization training carried out as part of project orientation, for all levels of staff, consultants, contractors, and facilitators.

Gender-sensitization trainings and orientations were conducted at the regional and national levels.

On the last quarter of 2019, the following activities were undertaken: a) Presentation and discussion on the guidelines in the preparation and submission of GAD Plan and Budget (GPB); and b) Orientation on Harmonized Gender and Development Guidelines (HGDG) and conduct of gender analysis using the HGDG tools. As an output of the said activities, during this quarter, the NPCO submitted to FMB the results of the gender analysis on Project Management, Monitoring and Evaluation (PIMME) to determine the responsiveness of the Project to be used for attribution and requested for the inclusion of the Project in the FMB's submission of CY 2019 GAD Accomplishment Report and CY 2020 GPB.

All of the proposed Gender related (mainstreamed) activities for the quarter were in accordance to the Annual Gender and Development Plan and Budget for CY 2020 though some activity was postponed due to the effect of COVID-19.

CURB conducted the revision of Gender and Development Plan CY 2020 was in order to prepare and formulate appropriate strategies to be incorporated in a plan to improve and widen the scope of gender activities that will boost the capability of POs and the INREMP staff on gender-related works. The activity was attended by all Site Management Officers (SMOs) originally scheduled on December 2019 but move to February 4-6 and 18-20, 2020.

In WIRB, four (4) Gender and Development trainings were conducted in 2016 while an on-site FBS gender assessment was conducted in 2019.

This year, as part of the ADB mission review, the ADB Gender Specialist conducted a (re)orientation session on the implementation and monitoring of the Project's Gender Action Plan for the key staff.

Under DTI, a total of 35 participants attended the Orientation on Gender and Development facilitated by Ms. Claire Luczon of the ADB on August 17, 2020.

Activity 7. Both female and male staff given equal opportunity to participate in non-gender related training and capacity development programs.

Around 95 workshops/trainings conducted for both female and male staff of DENR wherein out of 3,746 participants, 42% or 1,588 are women. The technical workshops conducted encompasses safeguards and gender as these requirements cut across all activities as there will always be concerns on gender and safeguards. It is also the intention that all field staff

and communities be aware and familiar with the GAP and safeguards requirements. The preparation of training modules for various trainings incorporate the said requirements.

Activity 8. A national social development/gender consultant to be recruited to (i) build capacity of project management units across levels, project staff and facilitators in gender responsive design and analysis; (ii) preparation of gender sensitive indicators; and (ii) preparation of checklists for evaluation of gender responsiveness of proposed subprojects

The Project engaged a Social Development Specialist. The TOR of this specialist includes the following GAD-related tasks, as follows:

1. Act as focal person on Gender and Development (GAD);
2. Prepare and submit monthly updates on GAD;
3. Monitor and prepare a quarter report on social safeguards compliance for NRM subprojects including Gender Action Plan, Indigenous Peoples Participation and Resettlement to form part of the reportorial requirements of donor and oversight offices/agencies; and
4. Assist in the conduct of trainings and act as a resource person on social development concerns for the project

Activity 9. Facilitate access to health, sanitation and credit facilities for women through cooperation with other agencies

The implementation of RI (potable water) and livelihood enhancement subprojects are ongoing. CURB and the other URBs noted the following impacts and outcomes were a result of the survey with the community during and after the implementation of the subprojects:

1. For the improved and rehabilitated FMRs/Access Roads. All RI subprojects in CURB were implemented by the Department of Agriculture being the agency with lots of experience in terms of infrastructure while DENR manages the RI subprojects in other URBs together with the MDFO. The observed impacts of the subproject to the community especially to women are the following;
 - Both genders are relieved of physical difficulties and frequent stress from hiking/walking while laden w/ heavy loads;
 - Good FMRs hasten the other developments in the community for easier delivery of construction materials and other economic necessities;
 - Health-related/medical emergencies are responded to at the earliest possible time especially faster access of pregnant women to the nearest clinic. Pregnant women can travel safely to seek maternal care from their barangays to the Rural Health Centers or hospitals at the town centers. Pregnant and sick persons can be transported faster and more conveniently to the hospitals with the improved roads.
 - Both senior citizens and the children enjoy faster and safer transportation free of possible accidents, better access to children going to school.
 - Improved FMRs facilitate the delivery of other socioeconomic conveniences such as electricity and communication facilities in the remote and farthest part of the barangay where there are established NRM sites and agricultural farms, the access roads of the INREM project were chosen purposely to give easy access to the developed

conservation farm and agroforestry farms of the POs. This hastens the delivery of agricultural produce to the nearest market, as the FMR implies.

- With the entry of these basic needs, other forms of business opportunities especially this time of Pandemic emerged and expanded, with this, the POs can able participate in some trade fairs during Fiesta, and gain knowledge on the assistance being provided by other agencies like DTI, DOST, DENR, and DA.
 - And to travel from their community to government agencies to avail themselves of their services.
 - Lessen time travel for women going to the market or grocery stores to buy household necessities.
2. The Rehabilitation of Domestic Water System in the community aims to provide a reliable source of high-quality potable water and improve the beneficiaries' economy, food production, and health conditions. Water-borne diseases can be minimized and the outbreak of diseases can be controlled, thus lowering the mortality and morbidity rate in the community. Sanitation can be improved as well.
- The influence area of the Level II Water System improvement provides water to different households, Infrastructure Buildings within the area (Hospital, Municipal Hall, Day Care Center, Schools (Elementary and High School), Barangay IP Hall, Church, Cooperative Bank, Police Station, Inn, and Restaurant), and NRM areas, vegetable farms and livestock raising which can be a real source of wealth to the farmers if maximized.
 - Available potable water supply in the homes will reduce the time for girls and boys and mothers to fetch water from distant sources which allows them to do other household activities. The water sources for the DWS subproject were tested potable, thus, the mother and children are assured of relatively clean water.
3. Community irrigation systems- improved passageway of irrigation supply to the farms will increase rice productivity and other agri-crops for the women and men farmers. The following were the responses of the community:
- Decrease in time consumed in irrigating the rice fields and agricultural farms. Mothers or women farmers that are using the old CIS are experiencing inconvenience because of the CIS's poor condition. But now, they can water their crops anytime due to the ample water supply.
 - A year-round supply of irrigation water which may help to increase yields of rice fields. Since the income of most households comes from the agricultural livelihood in the area, it is expected that the income per household will increase in the following years due to the increase in demand for agricultural products and other crops.
 - Increase of family income because of savings in watering their plants and operation & maintenance. The subproject will also contribute to the increase of family income most especially because most of the population is dependent on Agriculture.
 - Sanitation of irrigation water is the main positive effect of the subproject on the Environment and the community.
 - According to the women members of the Aliwes Irrigators Association, Inc., Mainit, Bontoc, Mt. Province the irrigation system will support the Natural Resources

Management (Reforestation, ANR, and Agroforestry) project activities. Given that the residents in Barangay Mainit, Bontoc, Mt. Province are mostly farmers, it will boost the socio-economic well-being of the barangay.

- In Sadanga, the IP members mentioned that the sub-project will not only benefit the adult farmers who regularly till the farms but also women and children who regularly water their crops will benefit through the safe access of the improved irrigation canal at the same time will serve as their pathway.

4. Foot Path.

- Provide safer access to all users especially to children, elderly, pregnant mothers, and differently-abled persons with the concreting of footsteps/footpath and installation of handrails; The footpath going to the barangay and connecting to its sitios are both slippery during the dry and wet season and is attributed to the type of the terrain and soil in the area.
- Ease the manual hauling of agricultural products of men and women and reduce travel time by 50%;
- In barangay Uma, Lubuagan, Kalinga, the barangay is accessible through a footpath. Access from the community to their agricultural production area of rice, coffee, and other agricultural products is also through footpaths and footsteps. The barangay has no operational Barangay Health Station (BHS). Health services are being provided by a midwife hired by the MLGU of Lubuagan, barangay health workers (BHWs), and health personnel augmentation by the Department of Health (DOH) under the supervision of the Municipal Health Officer of Lubuagan at Lower Uma BHS. In cases of illnesses and situations beyond the capability of the BHS, the services of Lubuagan Municipal Health Office (MHO) and the Kalinga District Hospital (KDH) are ready. These facilities are located at barangay Poblacion around three kilometres or one and half hour hike. With the improvement of the existing Footpath, health services will be easier and transportation of medical supplies going to the barangay will be faster and safer. The design of the steps' height was not too high so that it will not be hard for the senior citizens, PWDs, pregnant women, and children to climb through it.
- High School and College students who pass the footpath every week will benefit when they go to their families to get their supplies every week. The installed handrails will also make the footpath safe and accessible to PWDs, the elderly, women, and children.

5. Trading Center. The current issue is that no trading center was ever constructed in the whole of Bauko, Mt. Province. Small-time trading activities are only done during market days in barangays along the provincial road.

- Besides, most of the vendors are women farmers of the locality selling fruits and vegetables, heirloom rice, woven, and other local products, therefore, they are exposed to health risks like inhalation of dust and harmful vehicle emissions, illnesses caused by the exposure to cold temperature will be minimized since the vendors will be staying inside the trading center especially that the municipality is situated in a high altitude.
- The sanitation, quality, and safety of the food products being sold by women and children will also be guaranteed as these are not exposed to pollution.

- Local products are also expected to be showcased in the said trading center. Moreover, it will promote the expansion of trade and business and the establishment of other livelihood activities.
- This will open jobs and opportunities for workers to be recruited, both men and women. It is also anticipated that with the operationalization of the Trading Center, training on financial management, trade, and business development, and postharvest handling will soon be provided to the farmers by the LGU in coordination with the offices of DA, DTI, and DOST.

To date also, DTI conducted finance facilitation wherein 29 beneficiaries were linked to and provided with financial assistance. Forty-eight (48%) were women, 14 out of the 29 beneficiaries. Moreover, six (6) PO Project beneficiaries were also assisted with their loan applications to Financing Institutions. There was a total of 68 beneficiaries wherein 57% are women: 39 female and 29 male.

Activity 10. Sex-disaggregated indicators to be established for project performance M&E system; monitoring will be on-going to ensure activities are effectively carried out and targets reached; progress reports to include gender-related achievements and constraints

INREMP has developed two M&E systems: (a) Project Performance Monitoring System (PPMS) and (b) Integrated Project Management Information System (IPMIS). Both systems capture all data/information especially sex-disaggregated data relevant all throughout the project implementation.

Activity 11. Mid-term review Mission to assess gender related achievements and constraints to GAP implementation and propose adjustments for better project performance

Target No. 7 was proposed to be lowered to 25% since women are more interested in livelihood projects rather than working in construction areas. More women prefer flexibility in working hours, not far from their residence and more on women-oriented livelihood activities. This proposal was pointed out during the midterm review mission conducted in 2017 and was included in the aide memoire/MOU. This was already raised during the project restructuring and was reflected in the amended Design Monitoring Framework.

Annex 1
PHOTO DOCUMENTATION:
Gender Equality and Women Participation in the Project

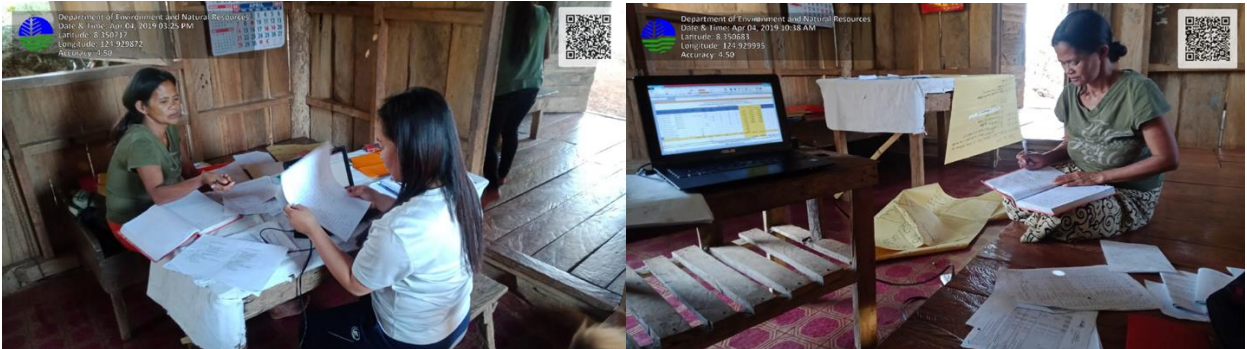


Figure 1. Women members of the PO-PBPUKIPFA, Inc. leading their financial monitoring activity at Sitio Panginoman, Vista Villa, Sumilao, Bukidnon. April 4, 2019.



Figures 2 and 3. Hands-on PO-Training Workshop on Fermented Plant Juice of PO-GUDAFA where women are actively participating.



Figure 5. Lay-out of Contour Hedge Row of PO BAMATFA for Conservation Farming



Figure 6. Training on conservation farming of International Center for Research in Agroforestry (ICRAF) for BURB and LLRB at Brgy. Dansolihon, Cagayan de Oro City on July 2, 2019 where both men and women were given the chance in the training.



Figure 7. Cacao Production Training/Workshop of PO AIFSI led by DTI with assistance from Kennemer Foods, IncSan Isidro, Damulog, at Bukidnon on July 4, 2019.



Department of Environment and Natural Resources
Date & Time: Jul 12, 2019 12:01 PM
Latitude: 8.309912
Longitude: 124.573855
Accuracy: 3.10



Figure 8. Training on Cacao post-harvesting and processing under INREMP with POS BUEMAHIFA and KAB-UTT at Brgy. Dansolihon, Cagayan de Oro city on July 12, 2019. Were the resource person is led by female Agriculturist.



Department of Environment and Natural Resources
Date & Time: Jul 16, 2019 12:25 PM
Latitude: 7.544089
Longitude: 124.916933
Accuracy: 3.22



Figure 9. Monthly meeting and Ceremonial Release of Checks to PO BKSUFA, led by PO President Norma Adem, at Brgy. New Kidapawan, Kibawe, Bukidnon on July 16, 2019.



Figure 10. Monthly meeting of PO NIFFAI on Aug 1, 2019.



Figure 11. Strategic planning of PO-NAMASA, INC., together with the Department of Trade and Industry (DTI), at Brgy. Sayawan, Impasugong, Bukidnon on Aug 9, 2019.



Figure 12. Provincial INREMP Council meeting on November 12, 2019. Activities includes awarding of checks for Livelihood Enhancement Support and Conservation farming headed by PENR Officer, CENR Officer –Mr. Severino Dalutag, representative from the office of LGU- Balbalan Mr. Hermie D. Jacinto, NCIP Provincial Director-Atty. Catherine Apaling, Ms. George Padala of LGU-Tabuk and Ms. Karen Duyan representative from academe.



Figure 13. Photos captured during the conduct of activities in support to GAD in Apayao. The training about Gender and Development and Gender Sensitivity was conducted by the PPMO participated in by employees of DENR Apayao, POs/IPOs and other partner implementing agencies.



Figure 14. The beneficiaries of Banao Bodong Tribal Association locate existing land uses. With the assistance of the staff, they put pin and thread to these locations for digitization in the Google map for presentation.



Figure 15. Picture taken during the In-house workshop of INREMP Mt. province for Community Mapping at CENRO Sabangan Mt. Province



Figure 16. PES orientation with KADIPO, Bauko, Mountain Province (14 Dec 2020); Resource and community mapping exercises with BSJCBFMAI, Malaybalay City (26 Jul 2021), with BLUPENTRAS, Valencia City (23 Jul 2021), and with PHSTLOA, Baungon in Bukidnon.



Figure 17. Community validation and consultation conducted by NCIP in CAR.



Figure 18. ADSDPP formulation and updating in CAR.



Figure 19. Meetings and onsite monitoring.



03/12/2019
5:02 PM

Figure 20. First aid training in support to Gender participated in by the PO members and their children.



51 Q 277189 1875220
accuracy: 5m

Altitude
1558 m

14/11/2019

Figure 21. Grafting training with the PO beneficiaries in the established agro plantation.



Figure 22. Grafting training with the PO beneficiaries in the established agroforestry plantation.



Figure 23. Training and workshop on simple bookkeeping and process of liquidation for INREMP Beneficiaries



Figure 24. Forest Patrolling and monitoring in CAR