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PROTECT WILDLIFE

GENDER ACTION PLAN

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ABBREVIATIONS

BCC	Behavior Change Campaign
BMB	Biodiversity Management Bureau
CBFM	Community-Based Forest Management
COP	Chief of Party
CSO	Civil Society Organization
C4C	Campaigning for Conservation
DAO	DENR Administrative Order
DCOP	Deputy Chief of Party
DENR	Department of Environment and Natural Resources
DOST	Department of Science and Technology
DTI	Department of Trade and Industry
FGD	Focus group discussion
FPIC	Free and Prior Informed Consent
GAD	Gender and Development
GBV	Gender Based Violence
GGGI	Global Gender Gap Index
GMEF	Gender Mainstreaming Evaluation Framework
GREAT Women	Gender Responsive Economic Actions for the Transformation of Women
HGDG	Harmonized Gender and Development Guidelines
IP	Indigenous People
KAP	Knowledge, Awareness, Practices
KII	Key Informant Interview
LGU	Local Government Unit
M&E	Monitoring and Evaluation
MSME	Micro, Small and Medium Enterprises
NCIP	National Commission on Indigenous Peoples
NEDA	National Economic and Development Authority
NGO	Non-Governmental Organization
NMC	National Muslim Commission
PACBRMA	Protected Area Community-Based Resource Management Agreement
PCW	Philippine Commission on Women
PPP	Public-Private Partnership
RA	Republic Act
R&D	Research & Development
MSME	Micro, Small and Medium-sized Enterprises
UN	United Nations
USAID	United States Agency for International Development
USG	United States Government
WEDGE	Women's Empowerment Development and Gender Equality

EXECUTIVE SUMMARY

The Philippines ranks seventh in the World Economic Forum's 2015 Global Gender Gap Report. Despite this positive development, there are substantial gender disparities that remain particularly in rural areas. Many women, particularly those who are indigenous and/or Muslim in Palawan and Zamboanga/Sulu Archipelago, often lack access to resources, information, land ownership, and leadership representation. In the 2013-2016 Women's Empowerment Development and Gender Equality (WEDGE) Plan prepared by the Philippine Commission on Women, crucial gender concerns were elaborated that are relevant to biodiversity conservation and protection of wildlife. Among these are:

- Participation of women and marginalized groups such as the indigenous peoples in local decision-making processes.
- Access to tenure and use rights to forest lands, fisheries, and ecotourism areas.
- Access to finance, technology, social rights and privileges, formal education and capacity building opportunities

In accordance with USAID and Philippine Government gender policies, Protect Wildlife aims to help advance gender equality and women empowerment by engaging both women and men stakeholders to achieve Project outcomes and building their skills and confidence to prepare them for future leadership and decision-making roles in biodiversity conservation and wildlife protection. This requires that gender concerns be mainstreamed at every stage of the project cycle, including Monitoring & Evaluation.

The activities in this Gender Plan will thus focus on the following:

- Training of project staff and stakeholders on the utilization of different gender assessment checklists from the Harmonized Gender and Development Guidelines for a gender responsive planning and mainstreaming process.
- Gender analysis to examine the differences in women's and men's roles and responsibilities, social perceptions, and power dynamics, in resource allocation and decision-making in Protect Wildlife's priority sites.
- Integration of gender interventions, arising from the results of gender analysis, and the into Protect Wildlife's technical assistance activities. Illustrative interventions are included in the plan; and
- Collection of sex-disaggregated data and documentation of successful gender mainstreaming initiatives for use in planning, policy making and M&E. Protect Wildlife output indicators on which sex-disaggregated data will be gathered are provided in the plan.

Protect Wildlife's Gender Specialist will lead the implementation of the Gender Plan, working closely with the technical assistance teams at both the national and field levels and coordinating with implementation partners. The Gender Plan implementation activities for Year 1 is in support of the overall Protect Wildlife Year 1 work plan.

1 CONTEXT

1.1 PROTECT WILDLIFE ACTIVITY OBJECTIVES

Protect Wildlife is a multipronged yet fully integrated program that will address diverse drivers and threats to marine and terrestrial biodiversity. It has five mutually reinforcing objectives that will support efforts to reduce biodiversity loss by fostering:

1. Effective behavior change to improve attitudes and behavior toward biodiversity and wildlife, and increase stakeholder support for biodiversity conservation;
2. Active private and public sector involvement in biodiversity conservation and conservation financing, and sustainable livelihood options for local communities;
3. Integration of biodiversity into national and local development, and resource management plans;
4. A solid biodiversity research and development system that can generate information required for conservation planning and policy-making; and
5. A strong environmental enforcement system at the national level and at target sites.

Protect Wildlife's strategy to achieve its objectives is built on an ecosystem approach. It recognizes the unique conditions within each landscape and seascape and will tackle threats to biodiversity within the context of local economic development, systems of governance, and social and cultural norms. It requires a holistic understanding of why conservation of the natural environment is not just about protecting wildlife but also about the livelihoods of the women and men in local communities, their well-being and their quality of life.

1.2 RELEVANT GENDER CONCERNS

The Philippines is considered a leader in gender equality, ranking seventh in the World Economic Forum's 2015 Global Gender Gap Index (GGGI), which indicates improved performance from its position in 2014. The GGGI is based on four indicators: health and survival, educational attainment, economic participation, and political empowerment. The improvement in gender equality in 2015 is attributed to economic participation where women are better represented than men in skilled jobs and leadership positions. Women also continue to have higher enrolment rates in secondary and tertiary education than men, and have a literacy rate of 97%.

However, behind this positive development are some gender issues and substantial gender disparities. Significant among them are the lower labor force participation rates and lower earned income of women than men, particularly of rural women who lack gainful employment opportunities, who work in agriculture and fisheries as unpaid family labor, who work as volunteers in community activities, and who opt to be home-based workers so they can continue to care for her home and children. While women may be active, the tasks they do and the services they provide for the well-being of their families and community are often invisible and undocumented. These are often considered an extension of their reproductive roles as mothers and care takers of their family, and as members of an extended family and community.

Many rural women suffer from their limited access to resources, services and information that are needed for their livelihood and socio-economic development. Many indigenous women, including the Muslims, also often lack access to resources, information, land ownership, and even leadership representation in people's organizations (PO) and local development bodies. The Philippine Commission on Women (PWC) has these

access problems among the critical gender issues in the environment sector, along with lack of safeguards for women and indigenous peoples (IPs) from the adverse impacts of continuing environmental degradation.

In the area of biodiversity conservation and protection of wildlife, the crucial gender concerns raised in relevant gender studies and were validated during the gender analysis with selected communities in Mt. Mantalingahan Protected Landscape (MMPL) in Palawan, and mangrove and coastal residents of Zamboanga City are the following:

- Lower rate of participation of women (relative to men) and marginalized groups in local decision-making processes and resource management activities. An example is the Protected Area Management Board of MMPL which consist of various levels of government representatives, local and civil society organizations or groups, and the private sector. The PAMB is made up of 80% men and 20% women. The disparity is due, in part, to the fact that elected government officials are mostly men (especially at the barangay level). Similarly, by custom, traditional leaders are mostly men so that indigenous groups are always represented in the PAMB by men.

  There are two key reasons why gender is often missing in natural resource management initiatives. First is the lack of specificity about men and women as separate entities within the stakeholder engagement process which leads to lumping them together into "community members" or "households". Second is the assumption that local community leaders and household heads truly represent and are fully knowledgeable about the practices, needs and desires of every community or household member. Due to time constraints in activity implementation, there is tendency to rely on quick consultations with local leaders or heads of households to generate critical information about resource users than conduct of good consultation processes.

- Limited access to tenure and use rights to forest lands, fisheries, and ecotourism areas. Community-based tenure arrangements, for example, does not give particular attention to gender differences and the exclusion of women in the issuance of stewardship agreements thus perpetuating gender inequality (M. Z. Toribio, 2011).

- Women's roles in fisheries not duly recognized. Although women are and have always been present in aquaculture and the fishing industry, their participation, in most instances is neither socially acknowledged nor economically remunerated. This is primarily due to the fact that the stages they become involved in are not as visible as actual fishing. Women play a major role in selling fish, and processing of fish and fishery and other marine products (e.g., drying of seaweeds) and marketing. While their roles differ from those of men, women are integral parts of the industry and thus cannot be ignored. (WWF2012 Philippine Case Study)

- Limited access to finance, technology, social rights and privileges, formal education and capacity building opportunities. A study of the University of the Philippines Visayas (I.M. Siason. 2013) revealed that technical assistance, training, and extension in the coastal sector are often designed for male fishers, without fully considering the fact that women are just as active in the industry particularly in post-harvest. Women are left behind in learning new technologies. Their usual source of knowledge are experience and observation.

An IFAD-FAO working paper (Philippine case) by D. Fletscher and L Kenney (2011) argues that women are constrained by a host of economic, social and cultural factors in accessing financial services which could allow them to diversify their income-earning activities. Property rights in rural areas and control of assets are heavily biased against women thus creating a natural exclusion of women from credit. Because women have lower literacy rates, they are prevented from fully comprehending information when these are accessible.

Although the Department of Environment and Natural Resources (DENR) has an established gender focal point for planning and budgeting at the national, regional, provincial, and local levels, gender mainstreaming has not been fully implemented at the field level, particularly in biodiversity conservation and protected area management. There have been recent initiatives to build gender mainstreaming capability for these areas. The integration of gender concerns into local government unit (LGU) plans, programs and policies has also remained weak despite the required annual allocation of gender budgets.

1.3 GENDER POLICIES OF USAID AND THE PHILIPPINE GOVERNMENT

The United States Agency for International Development (USAID) policy on gender equality and female empowerment calls for the integration into the project strategy suitable actions and interventions that will advance gender equality and female empowerment. Both gender equality and female empowerment are viewed as integral parts of the core development objectives of a program. They are deemed vital to the attainment of sustainable development outcomes.

With this policy, expected outcomes of USAID's investments are to include (a) the reduction of gender disparities in accessing, managing, and benefiting from resources, wealth, opportunities and services; (b) reduction of gender based violence; and (c) increased capability of women and girls to realize their rights and influence decision-making at the household, community and societal levels.

The USAID's Philippines Country Development Cooperation Strategy for FY 2012-2016 upholds the integration of gender to all stages of the development process. Furthermore, it supports the creation of opportunities for greater participation of women in economic activities, access to services, management of the environment and natural assets, and policy-making.

The Government of the Philippines' gender policy is elucidated in the Women in Development and Nation Building Act (Republic Act 7192, 1992) which ensures the fundamental equality of women and men. The policy is strengthened by the Magna Carta of Women (Republic Act 9710, 2009), which guarantees substantive rights to women and their protection from discrimination. Under these laws, all government agencies, including LGUs, are to mainstream gender and development (GAD) into planning, budgeting and monitoring and evaluation activities; establish GAD focal points; and maintain gender statistics and sex-disaggregated databases for planning, programming and policy formulation.

The National Economic and Development Authority (NEDA) and the Philippine Commission on Women (PCW) issued the 2016 edition of the Harmonized Gender and Development Guidelines (HGDG) to serve as a guide in the integration into development processes of the GAD perspective. The recently-published Enhanced Gender Mainstreaming Evaluation Framework (2016) by the PCW provides a tool by which the gender mainstreaming efforts of national agencies and LGUs can be measured. In addition, the Women's Empowerment Development and Gender Equality Plan 2013-2016 (WEDGE) outlines relevant gender issues and proposed indicators in the chapter on environment and climate change.

The DENR, one of the national agencies that are at the forefront with respect to GAD, has come up with more specific GAD guidelines, which include:

- DENR Administrative Order (DAO) No. 95-07, as subsequently amended: Guidelines for the Implementation of GAD in DENR;
- DENR Administrative Order No. 2013- 19: Guidelines on Ecotourism Planning and Management in Protected Areas (Section 2.4-5; Section 5); and
- DENR Roadmap for GAD: 2014-2017.

- The Gender-Responsive Environment and Natural Resources (ENR) Enterprises in the Philippines (GREEN Kits - 2011) for upland and coastal ecosystems. This is a two-volume technology kit providing livelihood options to ENR-based men and women entrepreneurs, produces and workers.
- The Environment and Social Management Guidelines (ESMG -2011) which is a tool for assessing programs and projects for microenterprises that are not covered by the DENR's Environmental Impact Assessment System. It is a set of guidelines in assessing the gender-responsiveness and environmental soundness of micro and small enterprises (specifically those that are women-led).
- The Gender-responsive Toolkit on Ecotourism Planning and Management that integrates biodiversity conservation in planning sustainable forms of tourism in natural resource management (2013)

Provisions for gender equality are found in the Local Government Code (RA 7160, 1991). The Indigenous Peoples Rights Act (RA 8371, 1997) also has specific provisions on the equal rights and opportunities of IP women and men.

1.4 KEY DEFINITIONS

Gender Equality concerns women and men, and it involves working with men and boys, women and girls to bring about changes in attitudes, behaviors, roles and responsibilities at home, in the workplace, and in the community. Genuine equality means more than parity in numbers or laws on the books; it means expanding freedoms and improving overall quality of life so that equality is achieved without sacrificing gains for males or females. *(USAID Gender Equality and Female Empowerment Policy)*

Gender Integration involves identifying, and then addressing, gender inequalities during strategy and project design, implementation, and monitoring and evaluation. Since the roles and power relations between women and men affect how an activity is implemented, it is essential that project managers address these issues on an ongoing basis. *(USAID Gender Equality and Female Empowerment Policy)*

Female Empowerment is achieved when women and girls acquire the power to act freely, exercise their rights, and fulfil their potential as full and equal members of society. While empowerment often comes from within, and individuals empower themselves, cultures, societies, and institutions create conditions that facilitate or undermine the possibilities for empowerment. *(USAID Gender Equality and Female Empowerment Policy)*

Gender Mainstreaming: "The process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal of mainstreaming is to achieve gender equality." (*1997 UN Economic and Social Council*)

Gender Discrimination is any exclusion or restriction made on the basis of gender roles and relations that prevents a person from enjoying full human rights (PCW *Gender Mainstreaming Evaluation Framework*).

Gender Analysis is a systematic analytical process used to identify, understand, and describe gender differences and the relevance of gender roles and power dynamics in a specific context. Such analysis typically involves examining the differential impact of development policies and programs on women and men, and may include the collection of sex-disaggregated or gender-sensitive data. Gender analysis examines the different roles, rights, and opportunities of women and men and relations between them. It also identifies disparities, examines why such disparities exist, determines whether they are a potential impediment to

achieving results, and looks at how they can be addressed. (*USAID Tips for Conducting a Gender Analysis at the Activity or Project Level)*

Sex Disaggregated data pertains to data that is broken down by sex. These data are collected and analyzed separately on men and women. This typically involves asking the "who" questions in an agricultural household survey: who provides labor, who makes the decisions, who owns and controls the land and other resources.

Gender Disaggregated data, in addition to analyzing men and women separately, these data takes into consideration the "how" and "why" questions which throws light on the barriers and constraints to men's and women's participation and benefitting equally from a development project.

2 GUIDING PRINCIPLES, ACTIVITIES AND METHODOLOGY

2.1 GUIDING PRINCIPLES

Protect Wildlife aims to achieve gender equality and enhance the participation and leadership of stakeholders in biodiversity conservation and wildlife protection in the target regions. The guiding principles listed below provide the framework for the implementation of the strategy:

1. We will engage both women and men stakeholders in our target regions to achieve Protect Wildlife outcomes.
2. We will seek opportunities to build the skills and confidence of women and men to prepare them for future leadership and decision-making roles in biodiversity conservation and wildlife protection.
3. We will incorporate gender issues and concerns, derived from sound gender analysis, at every stage of the program cycle, where it is appropriate and necessary. This will clearly define critical gender needs, gaps, potential risks, impacts and opportunities that Protect Wildlife can help address.
4. We will evaluate and prioritize activities giving serious consideration to the potential impact of increasing women's participation, especially in decision-making on access and control of natural resources, on advancing gender equality and women's empowerment.
5. We will apply innovative market-driven approaches to identify new and expanded opportunities for women's inclusion and participation as entrepreneurs and leaders in biodiversity conservation.
6. We will consider and carefully address unique challenges and needs of women in conflict-affected target areas.
7. We will use sex-disaggregated data and gender-related information to monitor gender gaps over time, report on successes, continuing challenges and persistent risks, and share best practices on gender integration.
8. We will ensure that the Project's and partners' efforts to promote gender equality and women's empowerment in biodiversity conservation are coordinated and consistent, and adhere to USAID and Government of the Philippines (GPH) gender policies.
9. We will integrate gender considerations in the Protect Wildlife Project management and staffing, annual work planning, technical assistance delivery, and monitoring and evaluation.
10. We will recommend measures to improve the policies of DENR, PCSD, NCIP, and local governments on gender mainstreaming based on the learnings and lessons of Protect Wildlife Project.

2.2 KEY ACTIVITIES

Our activities will focus on the following:

- Training on gender analysis and gender-responsive planning. The training will be held for Protect Wildlife staff and stakeholders that will include DENR, Palawan Council for Sustainable

Development (PCSD), provincial and city/municipal LGUs, civil society organization (CSO) and university partners.

- Gender analysis. As part of the situational analysis, this will examine the differences in women's and men's roles and responsibilities, social perceptions, and power dynamics, in resource allocation and decision-making in Protect Wildlife's priority sites. The project team will gain a better understanding of the ways in which these dynamics affect the extent women and men contribute to and benefit from Protect Wildlife interventions, especially in Mindanao where gender-specific power dynamics define the roles and relationships within their families and communities.

- Planning and implementation of gender mainstreaming interventions (e.g., gender-targeted campaigns promoting biodiversity conservation among women and men in the local communities; capacity building on wildlife enforcement for both women and men; use of gender-sensitive language for local plans, ordinances and protocols; giving due consideration to the time challenges of women and men when scheduling community activities) in strategic approaches of Protect Wildlife. This will entail an examination with a gender lens of work plan activities set out for each of the SAs to identify opportunities to introduce gender interventions. The design of activities and/or the delivery of technical assistance will be adjusted to respond to specific gender concerns raised in the gender analysis.

- Collection of sex-disaggregated data. The quantitative and qualitative content of the gender database and the use of sex-disaggregated and gender-disaggregated related data for monitoring the results of gender mainstreaming efforts will be defined.

Gender Mainstreaming: What it IS and ISN'T

- *Focused on the substantive work of the project/organization; not just about achieving gender balance in the organization*
- *Identifies concrete actions to promote gender equality; not just about doing gender analysis*
- *Makes explicit gender perspectives and the goal of gender equality; cannot make these invisible*
- *A complementary strategy to women's empowerment; does not eliminate targeted activities for women to promote gender equality*
- *Requires catalyst resources to support management in fulfilling its responsibilities; does not eliminate gender units and gender focal points*

(Adapted from Concept to Action: Gender Mainstreaming in Operational Activities, Carolyn Hannan, OSAGI, 2000)

2.3 METHODOLOGIES

2.3.1 TRAINING ON GENDER ANALYSIS AND RESPONSIVE PLANNING

Two types of training will be implemented. The first will focus on staff of Protect Wildlife to level off on gender policies, understand key concepts and gender mainstreaming process and agree on detailed gender actions for priority sites in Palawan, Zamboanga City and Tawi-Tawi.

The second type of training will be for DENR field units, PCSD, LGUs, CSO and university and other local partners. This training will focus on deepening gender awareness, the development of local capability to undertake gender analysis and use its results in gender-responsive planning. This training will allow these organizations to perform their gender-related mandates and support Protect Wildlife gender mainstreaming activities.

General Scope of Training on Gender

Module 1- Understanding Gender Concepts and Gender Issues

Module 2 - Gendered roles of women and men

Module 3 - Gender Analysis Tools and Methods

Module 4: Integrating Gender into Project Planning Cycle using the Harmonized Gender and Development Guidelines on Natural Resource Management

Module 5: Strengthening Institutional Preparedness for Gendered Policies and Programs and budget

The Gender Specialist will develop the design and lead the delivery of both training. In the design phase, activities will include the review of gender analysis and planning tools that can be adapted to biodiversity conservation and wildlife protection activities, and to IP and Muslim groups; an assessment of GAD resources that are available in the target sites (gender studies, trained focal points, local gender policies and programs); and a Training Needs Assessment (TNA) of potential training participants. The guidelines, tools, and checklists that have been developed by NEDA, PWC and the NewCAPP/UNDP will be useful materials. The methods, results and lessons from the initial gender analysis in selected project sites are to provide the basis for recommending specific tools and processes for replication and scaling up.

Existing trained focal points for GAD of DENR and the PCSD may be tapped to provide support to the training.

2.3.2 GENDER ANALYSIS

Gender Analysis will form part of the situational analysis in each priority site of the project The analysis will identify the opportunities as well as the constraints/barriers to effective participation of women and men in biodiversity conservation programming. Through gender analysis, the causes of gender disparities will be uncovered. The Gender Specialist will lead this effort.

Initial gender analysis was carried out in defined land and resource management units -- tenured forestlands (i.e., area covered by a Protected Area Community-Based Management Agreement), ancestral domain in southern Palawan, and selected community-managed coastal areas in Zamboanga City. Methods used included key informant interviews (KIIs), focus group discussions (FGDs), and the observation of community activities. The Gender Specialist will review the tools and process adopted, and suggest refinements for subsequent gender analyses in remaining sites and the new sites that have yet to be identified.

Sources of information for the gender analysis will be multi-level. It will include upland farmers, fisherfolks/coastal communities, local enforcement groups, various local governance bodies, LGUs, and DENR and National Commission on Indigenous Peoples (NCIP) field units. The gender analysis will substantially cover a target landscape and provide information on gender issues at different levels of resource management.

The gender analysis will use analytical filters to help extract the details of the situation, organize data and disclose direct comparisons and similarities between women and men. Five gender filters will be employed to identify gender imbalances. Each of these filters will be translated into specific questions.

- Task details of family and community responsibilities. Data generated by this filter will help identify certain family and community responsibilities that may constrain their participation in Protect Wildlife implementation activities.
- Time needed for responsibilities. Women usually have more family responsibilities than men. They therefore have more time challenges than men regarding participation in resource management or advocacy activities.
- Participation and representation in organizations. The membership and representation of women and men in community organizations will be analyzed including conditions that may support or limit membership and leadership by women and men, and how women and men influence decisions that affect all the members and the wider community. Examples are these organizations are: fishers and upland farmer's associations, watershed/marine protected area management councils, barangay enforcement brigades.
- Task details of organizational responsibilities. The specific skills requirements and accountabilities of women and men who are holding responsible positions in community organizations, in the barangay/LGU, in development councils; or are involved in advocacy and community service delivery tasks (e.g., Barangay Health Worker). These need to be identified to indicate barriers to higher levels of participation of men and women.
- Remuneration. The kinds and levels of remuneration often differ for women and men. Data generated by this filter will help identify certain tasks that are remunerated by cash or by goods; the groups that can be expected to provide essential labor without tangible remuneration; and the less advantaged households that need particular kinds of remuneration.

Gender Analysis: General Scope

- *Access and control over natural resources;*
- *Decision-making structures;*
- *Power relations in households*
- *Cultural and social structures particularly within IPs and Muslims;*
- *Informal and formal community leadership*
- *Legal, institutional, customary laws and regulations*
- *Policies, investments and interventions with negative effect on gender equity.*

Gender analysis will also identify potential unintended negative consequences of Protect Wildlife activities (see examples below) and actions that it can take to prevent, monitor and mitigate them.

- Increasing women's access to resources (increased income, credit, and potentially social capital) may exacerbate gender disparities within households and communities placing women at increased risk for gender violence. Actions to mitigate these potential consequences include joint decision-making in households (which based on other project experience has demonstrated reductions within household violence), integration of gender based violence awareness and prevention messaging in community outreach, and promotion of both women and men as champions across all interventions.

- Increasing the participation of women in decision-making processes and other interventions may intimidate men or create a gender gap e.g. waning participation of men. Such can be prevented or mitigated through dialogues, joint decision-making, transparent discussion on the consequences of participation and continuing information, education and communication with women and men in the community.

The gender analysis tools and process will result in potential knowledge products – how to plan, conduct, analyze results, and use these for planning biodiversity conservation and resource management; how to direct research and guide interpretation; how to improve local policies and support programs; and how to intentionally formulate programs and projects that will enhance gender mainstreaming in conservation areas.

2.3.3 GENDER MAINSTREAMING

In some instances, gender concerns can be very simple to address – women's lack of participation, and related influence in decision-making can be resolved by changing the meeting time to when women are available or having one woman be able to cast multiple votes for other women in an association or organization. In a project of the Gender Responsive Economic Actions for the Transformation of Women (GREAT Women) and the PCW, women were provided alternative livelihood opportunities and directly engaged in mangrove care.

Protect Wildlife will identify the most pertinent interventions in its target areas. A number of its activities provide opportunities for gender interventions. In the course of annual work planning, the Gender Specialist will be guiding the concerned teams and partners in developing the appropriate gender interventions that will remove barriers to equal participation of women and men. Found in the next chapter are illustrative interventions for the five strategic approaches of Protect Wildlife, which consider the results of the initial gender analysis.

Successes in these gender responsive interventions will be used as examples to Protect Wildlife's national (Biodiversity Management Bureau/BMB, NCIP) and sub-national partners (province and LGUs, PCSD in Palawan) to encourage them to likewise adopt responsive gender planning and implementation of their programs and processes. Learnings and lessons from the Protect Wildlife will be discussed with the BMB, NCIP, local government units, governance bodies, and community organizations. Protect Wildlife will also review current policies of DENR, PCSD, NCIP, and local government units on gender mainstreaming with the intent to identify and recommend measures and tools for improvements and/or modification of relevant provisions.

2.3.4 COLLECTION OF SEX-DISAGGREGATED

Gender mainstreaming actions will be assessed on a periodic basis. Sex-disaggregated data will be collected and analyzed to show the difference between women and men on a specific parameter or indicator and also to show progress in reducing gender inequalities or gaps in the delivery of assistance. The analysis of these data will be useful inputs to policy-making and planning and design/redesign of gender-sensitive interventions.

A list of some of these sex-disaggregated data that will be collected and analyzed by gender and age is found in Chapter 4. It includes data on training as well as participation in policy discussions at the national, regional, and local levels. It also includes data on participation in activities designed to increase access to productive economic resources (assets, credit, income, or employment).

The Gender Specialist and Monitoring and Evaluation (M&E) Specialist will collaborate with BMB, DENR and NCIP field units, and local government units to define each of the indicators, the method for collecting, organizing and presenting the data, and the responsibility centers for data collection/ generation, analysis and reporting. Measures to improve gender responsiveness of Protect Wildlife activities will be incorporated in operational planning and implementation. Results (data and analysis of baseline and periodic assessments) will form part of the Monitoring, Evaluation and Learning (MEL) Plan for Protect Wildlife.

3 CHALLENGES AND OPPORTUNITIES FOR GENDER INTEGRATION

To the greatest extent possible, women will be engaged in both the design and implementation of Project Wildlife activities, through gender-responsive consultations to ensure that the voices of women and men, particularly in local communities are heard.

As a cross-cutting theme, gender will be woven into interventions across all objectives. In this chapter, we present a consolidated list of interventions, categorized by strategic approach or SA. Key findings of the initial gender analysis have been incorporated into each SA. The adoption and effectiveness of these mainstreaming interventions will periodically be reviewed during implementation.

TABLE 1: ILLUSTRATIVE GENDER MAINSTREAMING INTERVENTIONS BY PROTECT WILDLIFE OBJECTIVE

SA 1. Attitudes and behavior toward biodiversity and its conservation in target areas improved at a statistically-significant level	
Gender Challenges/ Barriers	**Opportunities/Rationale for Gender Integration**
Environmental education and protection group meetings are held in the morning, when women are busy with home-based activities and men are working in their farms. Many women, particularly those from Muslim and indigenous communities are traditionally bound to household activities. Sometimes the venue requires travel and related expenses. IP women have relatively lower literacy skills than men. They thus lack confidence to participating in large group discussions, especially about technical topics.	• Train Protect Wildlife field staff on gender awareness and sensitivity and to identify women and men participants with strong leadership skills and connections in the community (to lead behavior change campaigns or BCC in target communities). • Train and mentor local partners and members on gender awareness and sensitivity and how to use the information for improving support and assistance to biodiversity conservation. • Coordinate with the offices of the National Muslim Commission (NMC) and the NCIP at target sites (Palawan, Zamboanga City and Sulu Archipelago) to reach women stakeholders. • Engage NGOs in the project areas which have representation of women in leadership positions and have strong networks of female stakeholders. • Ensure gender parity in the selection of BCC leads. • Include gender engagement in the Campaigning for Conservation (C4C) training. • Encourage people's associations and communities to send women to meetings, BCC sessions and workshops; provide for the transportation expenses of local participants who need to travel. • Schedule community meetings at times when women and men are able to participate; consult women re schedule and venue for meetings and training. • When appropriate, hold separate meetings for women to give them more confidence building opportunities. • Conduct situational analysis, threat analysis, and knowledge, attitudes and practices (KAP) assessments with gender-sensitive lens. • Acknowledge and promote IP men's and women's traditional roles/ knowledge/ practices in biodiversity management (with consideration of Free and Prior Informed Consent or FPIC). • Use gender-fair language in campaign plans, messages and materials; • Develop education and information materials and methods that are appropriate to the level of literacy of target women/IP participants (e.g. more visual, less narrative e.g. use of exercises, role play, drama) • Generate appropriate sex-disaggregated data for the monitoring of changes over time and documentation of successes and best practices in gender integration

SA 2. Private and public sector involvement in biodiversity conservation and conservation financing intensified	
Gender Challenges/ Barriers	**Opportunities /Rationale for Gender Integration**
Fewer women participate in the formal economy. Women often lack access to resources and access to finance. Women are usually engaged in livelihood activities that are extensions of their reproductive work, which would mostly be micro economic activities such as selling food, tending sari-sari stores, basket weaving. Upland/rural women face greater market-related barriers. They have mobility constraints in taking their products to wholesalers and retail customers; with limited access to training opportunities, the quality of their products may not meet the standards of buyers. IP women and men have limited access to market information and rely on traders who advance loans for production who dictate the price of goods.	• Consider the needs and welfare of women and indigenous peoples in all private investment activities. This will determine investment activities that may have potential negative effects on these vulnerable groups (e.g., hydropower interventions). • Identify and assess livelihood opportunities, and micro, small and medium-sized enterprise (MSME) investment that will help raise rural household incomes, develop women entrepreneurship as well as promote environmental protection (e.g., crab fattening which may encourage planting and protection of mangroves) • Identify and analyze existing and potential livelihoods and enterprises for women with the intent to capacitate them to move and/or link towards higher value chains in producing marketable goods and services. • Promote biodiversity-friendly and "green" enterprises that may be based on local practical knowledge and skills, especially of women (e.g., food herbs for nutraceuticals, herbs for medicines, or beauty products). These will not only benefit the local people, especially women and other disadvantaged groups, but could also have positive impacts on the natural environment (e.g., conservation of certain species for sustainable use). • Ensure gender equality in developing local capacity/training to sustain livelihoods and MSME investments, and in providing access to technology and market information. • Engage LGUs in programs that support livelihood activities for women. LGUs are mandated to allocate budgets for their GAD programs. • Link women and men producers with private and government agencies (Department of Science and Technology, Department of Trade and Industry, credit organizations, provincial LGUs) to increase access to microfinance, expand women's access to more profitable segments of non-timber forest products processing and packaging or eco-tourism value chains. • Link with private and government agencies which can help women make the necessary investments to level up their economic operations, improve product quality and secure and maintain certification for their products (e.g., organic products). • Where appropriate, assist POs/IP groups to negotiate fair payment for ecosystem services they provide (e.g. water for domestic use and irrigation of lowlanders) • Generate suitable sex-disaggregated data for the monitoring of changes over time and documentation of successes and best practices in gender integration.
SA 3. Biodiversity conservation competencies for LGUs and CSOs improved	
Gender Challenges/ Barriers	**Opportunities/Rationale for Gender Integration**
The DENR and most LGUs have a gender focal point for planning and budgeting, but the laws and policies pertaining to gender mainstreaming are not always translated into programs, activities and projects that benefit the women and men in the communities. LGU ordinances, policies, projects on natural resources/biodiversity management sometimes do not consider the role, needs, issues of women and men in natural resource management which may result in conflicts or non-compliance to ordinances or policies.	• Integrate GAD to conservation training for LGUs and CSOs, covering gender analysis in resource management, key economic sectors, and provision of social and infrastructure services especially access to potable water and climate hazard susceptibility/ vulnerability assessments. • Assist DENR, LGUs and CSOs on how they can prioritize gender concerns in their conservation programs, activities and projects. • Review local level access and use rights in biodiversity management areas, participation in decision-making, and advice LGU leaders on specific policy reforms and local arrangements/solutions to improve access and user rights of women and men in the sites. • Include women, IPs and other disadvantaged groups as participants and beneficiaries in joint conservation initiatives of LGUs and communities and partnerships with private investors. • Train LGUs and CSOs on using gender-fair language in ordinances, guidelines, rules, and agreements. • Promote women's leadership in LGUs in biodiversity conservation; conduct leadership development training specifically for women (customized to their needs) • Ensure equitable participation of women and men in different decision-making bodies of LGUs. • Generate appropriate sex-disaggregated data for the monitoring of changes over time and documentation of successful activities that mainstream gender concerns.

Women are under-represented in conservation planning and management, and enforcement committees/groups.	Start from small practice such as recording attendance and maintaining meeting minutes to record women's inputs. Build up the documentation and track the consultative inputs as well as improvement in the women's participation. • Depending on specific context, advocate to create or strengthen women's organization/participation in carrying out conservation activities. Include women in enforcement training and establish enforcement procedures that clearly identify the roles that women can perform and mechanisms for participation. • Integrate gender mainstreaming in PA management plans, LGU development plans, local ordinances and policies, and budgets. The Philippines requires 5% of the total budget of government agencies and LGUs to be allocated to GAD. • Promote and support increased participation of women in local governance bodies and technical working groups of LGUs and DENR. Support increased participation of women in watershed management councils, technical working groups, Protected Area Management Boards (PAMBs), the Fisheries and Aquatic Resources Management Councils (FARMCs). • Support the legal recognition (based on Magna Carta, RA7192,IPRA Sec. 64) of women as primary forest users and mandatory rules on gender equitable representation in executive committees can increase women's representation and participation in forest management
SA 4. Capacities of universities to advance biodiversity conservation education, research, monitoring and innovation enhanced	
Gender Challenges/ Barriers	**Opportunities/Rationale for Gender Integration**
Research on women's participation and role in biodiversity management should be bolstered. Many men and women see their relation with nature mainly as extractors of resources. As population rises, dependence of women and men on the extractive activities will also rise.	• Work with higher education institutions in Palawan, Zamboanga City and Sulu Archipelago which support women students and promote women to leadership positions to ensure that women have equal opportunity to participate Protect Wildlife research activities. • Engage academic institutions who share the same gender advocacy in other sites (to be identified). • Encourage and promote researches that reveal and understand gender differentiated biodiversity practices. The different knowledge and skills especially traditional knowledge, practices by women and men may provide a wide range of solutions to address issues of habitat degradation and biodiversity loss. • Promote research into the dynamics of the marine/forest ecosystem and the consequent dissemination of new science-based information to counter folkloric myths about production. • Include researches that support the field testing and scaling up of production technologies that can be adopted to improve the livelihoods of women.
SA 5. Competencies of national government agencies in enforcing biodiversity conservation-related laws and policies enhanced	
Gender Challenges/ Barriers	**Opportunities/Rationale for Gender Integration**
Gender policies have not been fully supported or enforced by the government sector key stakeholders.	• Facilitate the designation and strengthening of Gender Focal Persons in the DENR field units, LGUs, academe and NGO partners as counterparts in gender analysis and in the planning and implementation of gender- responsive Protect Wildlife work plans. • Engage established DENR Gender Focal Points at national, regional, and field levels to ensure that gender mainstreaming is planned, implemented and monitored in national, regional, and local conservation programs. • Review and adapt the GPH Harmonized GAD Guidelines for Natural Resource Management that are relevant to biodiversity conservation. • Establish partnerships among academia, CSO or other resource institutions to build a pool of knowledgeable gender focal persons who will be available to assist in Protect Wildlife site activities or undertake respective gender mainstreaming actions.

4 MONITORING AND EVALUATION

Two data sets will be established for the M&E of gender plan implementation. The first will consist of sex-disaggregated data to determine the relative participation of women and men, and the benefits that women and men derive from Protect Wildlife interventions. The list of sex-disaggregated data that Protect Wildlife will maintain is consistent with the MEL plan. These data will show where gender gaps exist and whether gender gaps are being narrowed by project interventions. The

Indicators
1. Number of male and female training participants
2. Number of women and men in decision-making, coordination and implementation bodies created/supported by Protect Wildlife
3. Number of women and men in leaderships positions in resource management organizations (PO tenure holders, councils, management boards, etc.)
4. Number of women and men deriving economic benefits from financing initiatives for livelihoods and local enterprises
6. Number of women and men engaged in behavioral change campaigns
7. Number of women and men engaged in on-site and off-site enforcement
8. Number of local and national policies that were reviewed with recommendations for improving gender mainstreaming

The second dataset focuses on women and the youth (i.e., below 35 years old). Found below are examples of output level indicators that are specifically related to women and youth, and the associated indicative targets. These indicators will drive activities and demonstrate a commitment to women empowerment and youth engagement.

Indicators	Target
1. Percentage of Protect Wildlife trainees from public and non-government sector institutions that are women	40%
2. Percentage of Protect Wildlife trainees from public and non-government sector institutions who are less than 35 years old	45%
3. Percentage of Protect Wildlife trainees from communities who are women	50%
4. Percentage of Protect Wildlife trainees from communities who are less than 35 years old	50%
5. Percentage of direct beneficiaries of Protect Wildlife livelihood and economic enterprise development activities who are women	50%
6. Percentage of direct beneficiaries of Protect Wildlife livelihood and economic enterprise development activities who are less than 35 years old	33%
7. Percentage of people engaged in Protect Wildlife biodiversity conservation/enforcement activities who are women	40%
8. Percentage of people engaged in Protect Wildlife biodiversity conservation/enforcement activities who are less than 35 years old	40%

In addition to generating the above datasets, Protect Wildlife will accomplish and submit annually to USAID and BMB/DENR the GAD Checklist for Project Monitoring and Evaluation, a tool used to measure the gender mainstreaming efforts of national agencies and LGUs, as required under the 2016 Harmonized Gender and Development Guidelines of the PCW. The GAD Checklist is included in the MEL plan.

Performance against targets will be monitored quarterly and analyzed using "how" and "why" questions which should throw light on the barriers and constraints to men's and women's participation in Protect Wildlife activities. Information gathered will be used to create a learning feedback loop to stakeholders. Successful mainstreaming activities and women-led initiatives will be documented and shared with partners and other USAID projects.

5 IMPLEMENTATION WORK PLAN

The Gender Specialist, who reports to the Deputy Chief of Party (DCOP), will lead all preparatory and coordination work with respect to the implementation of the Gender Plan. The Gender Specialist will coordinate all gender-related activities and targets with the technical assistance teams at the national and field levels.

The implementation plan for Year 1 is found below. The programming of the indicated activities may need to be adjusted from time to time to harmonize gender plan activities with the implementation of the overall Protect Wildlife Year 1 work plan.

TABLE 2: WORK PLAN FOR YEAR 1

Activities	2016			2017									Other Teams Involved
	O	N	D	J	F	M	A	M	J	J	A	S	
Review of available gender mainstreaming and gender analysis tools in the context of protected area conservation management/ natural resource management													
Develop gender analysis FGD questions and design													
Orient Manila-based and field staff on gender policies, concerns and conduct of gender analysis													All SA and Site Teams
Conduct initial gender analysis with domain and tenure holders in Southern Palawan													Palawan Site Team
Conduct gender analysis with selected Mangrove and Fishing communities in Zamboanga City													Zamboanga Site Team
Refinement of draft Gender Plan with findings from initial gender analysis; refinement of gender analysis tools and methods													
Complete gender analysis in priority sites for Year 1 • MMPL domain and tenure holders • Priority coastal communities in Zamboanga City • Tenure holders within buffer zone of Pasonanca Natural Park • Priority MPA areas in Tawi-Tawi													Palawan, Zamboanga and Tawi-tawi Site Teams
Conduct workshop for PCSD, DENR, LGU, CSO gender focal points on gender policies (updated), gender analysis and gender responsive													Palawan and Zamboanga Site Teams

Activities	2016			2017									Other Teams Involved
	O	N	D	J	F	M	A	M	J	J	A	S	
planning of biodiversity conservation areas													
Assistance to SA teams in gender mainstreaming activities (e.g., development of gender-sensitive operating guidelines, adoption of gender-fair language, livelihood and enterprise ventures for women, etc.)													Concerned SA Teams
Establish and maintain sex-disaggregated database													
Monitor progress of gender mainstreaming activities, document good practices and successes													
Prepare and submit quarterly reports and GAD checklist													

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