

# Gender Assessment

For Biodiversity Conservation in the ASEAN:  
The Case of Selected Protected Areas in Lao  
PDR, the Philippines, and Singapore











# EXECUTIVE SUMMARY

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The Convention on Biological Diversity (CBD) calls for Parties to promote gender mainstreaming in various activities on biodiversity conservation in protected areas (PA). The involvement of various stakeholders, especially the indigenous peoples and local communities, is greatly encouraged. In response to this call, the ASEAN Centre for Biodiversity (ACB) and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, on behalf of the German Federal Ministry for Economic Cooperation and Development jointly implemented the “Gender Assessment for Biodiversity Conservation in the ASEAN: The Case of Selected Protected Areas in Lao PDR, the Philippines, and Singapore.” The assessment aimed to: (a) generate updated information concerning gender in biodiversity conservation in PAs in the selected ASEAN Member States (AMS); (b) identify issues, challenges, and opportunities concerning gender in biodiversity conservation; (c) formulate a gender strategy/framework for biodiversity conservation; and (d) recommend activities for mainstreaming gender in the ASEAN Heritage Parks (AHP) Programme.

The assessment was undertaken in five selected AHPs, namely: (a) Lao PDR – Nam Ha National Protected Area; (b) Philippines - Mount Kitanglad Range Natural Park and Mount Malindang Range Natural Park; and (c) Singapore - Sungei Buloh Wetland Reserve and Bukit Timah Nature Reserve. Additionally, the assessment was also conducted in one National Protected Area in Lao PDR - Him Nam No National Protected Area. A desk review of relevant documents and reports was also undertaken to supplement the primary data gathered during the field visit and interviews.

AHPs were established to instill greater awareness, promote conservation, and provide a sense of pride and enjoyment of natural heritage sites in the ASEAN region. Integrating a gender perspective into conservation in AHPs and other PAs contributes toward the fulfillment of the Aichi Target 14 and the CBD Programme of Work on Protected Areas Article 8(j).

The main findings and recommendations of the field assessments and desk review are as follows:

1. All AMS are parties to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). The CEDAW, which was ratified by the United Nations (UN) General Assembly in 1981, serves as the international bill of rights of women (<http://www.un.org/womenwatch/daw/cedaw/history.htm>).
2. As stated in the 2016 ASEAN Secretariat Report, the laws and policies to promote gender equality and gender mainstreaming are clearly defined in the AMS. However, gender mainstreaming is still at different levels in different countries. There is limited impact due to issues with implementation, limited interdepartmental and ministerial coordination, as well as inadequate budget allocation.
3. In the organizations managing AHPs and other PAs in Singapore and the Philippines, men and women have equal opportunities since hiring is based on merit and qualifications. In Lao PDR, it was observed that senior positions in agencies overseeing the AHPs are occupied by men. The offering of equal opportunities in Singapore, not just in the AHPs and PAs, is based on the principle of meritocracy (CEDAW/C/SGP/1, 1999).
4. Reproductive roles (i.e. household work, child rearing) are shared between women and men in the three AMS visited.
5. The levels of awareness and skills on gender vary among AHPs and countries assessed. The results of this assessment revealed that gender has yet to be fully integrated in the programs, projects, and activities of AHPs in addressing commitments to comply with the three objectives of the CBD (i.e. conservation of genetic, species and ecosystems; sustainable use of these resources; and access and benefit sharing).

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6. Gender mainstreaming will involve a process of change, a transformation of unequal social and institutional structures into equal and just structures for both men and women. To facilitate gender mainstreaming in the AHPs, the Gender Plan of Action for AHPs (GPoA-AHPs) is proposed. The proposed GPoA – AHPs is consistent with the UN Environment Programme Gender Plan of Action (2006) and CBD Gender Plan of Action (2008) developed by the International Union for Conservation of Nature (IUCN) in collaboration with the CBD Secretariat. Its activities revolve in four spheres, namely policy, organization, delivery, and constituency.
  7. The proposed GPoA – AHPs is based on the results of the field assessments on gender in relation to biodiversity in the three AMS. This includes the consultations and focus group discussions that were undertaken with various stakeholders in the selected AHPs and PAs in Lao PDR, the Philippines, and Singapore.

The objectives of the proposed Gender Plan of Action for AHPs are to:

- promote gender equality in achieving the objectives of the AHP Programme, the CBD Programme of Work for PAs and, promote gender mainstreaming in ACB;
- mainstream a gender perspective into the program, projects, and activities of the Regional Action Plan (RAP) for the AHPs (2016 – 2020); and
- increase the effectiveness of the implementation of the AHP Programme and Programme of Work for PAs.

On the basis of the gender analysis with data and observations coming from only three AMS with five AHPs and one PA, the approved RAP for AHPs 2016 – 2020, the National Biodiversity Strategies and Actions Plans (NBSAPs), and AHP-level plans, the activities in the proposed GPoA-AHPs were identified for gender mainstreaming. Some of these activities, however, may not be applicable to some AHPs. These are open for revision, depending on the local situation of the AHP concerned. The activities are also dependent on the needs of and applicability in the AMS/AHPs.

8. The proposed GPoA-AHP outlines major strategies to mainstream gender perspectives in the AHP Programme such as generating support and strengthening the commitment for gender mainstreaming through awareness-raising for senior officials and establishment of a gender secretariat in ACB and AHPs. Another important aspect is the conduct of capacity development activities on gender mainstreaming for ACB and AHP personnel. In addition, it proposes the institutionalization of enabling mechanisms such as funding support, establishment of a gender database and knowledge management system on gender and biodiversity. With support from senior officials and strengthened capacities of ACB and AHP personnel on gender mainstreaming, the AHP RAP 2016-2020 and AHP Work and Financial Plans would lead to gender-responsive, more equitable sharing of opportunities and resources from biodiversity.

We, the Consultants, would like to thank the ASEAN Centre for Biodiversity (ACB) and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH for the trust to conduct this *“Gender Assessment for Biodiversity Conservation in the ASEAN: The Case of Selected Protected Areas in Lao PDR, the Philippines, and Singapore”*.

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<b>ACB</b>	ASEAN Centre for Biodiversity	<b>LWU</b>	Lao Women Union
<b>ACW</b>	ASEAN Commission on Women	<b>MEA</b>	Multilateral Environmental Agreement
<b>ADB</b>	Asian Development Bank	<b>MKRNP</b>	Mount Kitanglad Range Natural Park
<b>AEC</b>	ASEAN Economic Community	<b>MMRNP</b>	Mount Malindang Range Natural Park
<b>AHPs</b>	ASEAN Heritage Parks	<b>MOA</b>	Memorandum of Agreement
<b>AMS</b>	ASEAN Member State	<b>NBSAP</b>	National Biodiversity Strategy and Action Plan
<b>ASEAN</b>	Association of Southeast Asian Nations	<b>NCAW</b>	National Commission for the Advancement of Women
<b>ASCC</b>	ASEAN Socio-Cultural Community	<b>NCRFW</b>	National Commission on the Role of Filipino Women
<b>BMB</b>	Biodiversity Management Bureau	<b>NewCAPP</b>	New Conservation Areas in the Philippines Project
<b>BTNR</b>	Bukit Timah Nature Reserve	<b>NGO</b>	Non-Governmental Organization
<b>CBD</b>	Convention on Biological Diversity	<b>NPA</b>	National Protected Area
<b>CBFM</b>	Community-based Forest Management	<b>NParks</b>	National Parks Board
<b>CEDAW</b>	Convention on the Elimination of all Forms of Discrimination against Women	<b>NIPAS</b>	National Integrated Protected Area System
<b>CEPA</b>	Communication, Education and Public Awareness	<b>NTFPs</b>	Non-Timber Forest Products
<b>CIDA</b>	Canadian International Development Agency	<b>OECD</b>	Organization for Economic Cooperation and Development
<b>COP</b>	Conference of Parties	<b>PA</b>	Protected Area
<b>DAFO</b>	District Agriculture and Forestry Officer	<b>PACBRMA</b>	Protected Areas Community-based Resource Management Agreement
<b>DAO</b>	Department Administrative Order	<b>PAFO</b>	Provincial Agriculture and Forestry Office
<b>DENR</b>	Department of Environment and Natural Resources	<b>PAMB</b>	Protected Area Management Board
<b>DFRM</b>	Department of Forest Resources and Management	<b>PAPs</b>	Programs, Activities and Projects
<b>ECOSOC</b>	Economic and Social Council	<b>PBSAP</b>	Philippine Biodiversity Strategy and Action Plan
<b>EO</b>	Executive Order	<b>PCW</b>	Philippine Commission on Women
<b>FAO</b>	Food and Agriculture Organization	<b>PDR</b>	People's Democratic Republic
<b>FPIC</b>	Free and Prior Informed Consent	<b>PENRO</b>	Provincial Environment and Natural Resources Officer
<b>GAD</b>	Gender and Development	<b>PoWPA</b>	Programme of Work for Protected Areas
<b>GEF</b>	Global Environmental Facility	<b>PWD</b>	Persons with Disability
<b>Gen-Sec</b>	General Secretariat	<b>R.A.</b>	Republic Act
<b>GEWEF</b>	Gender Equality and Women Empowerment Framework	<b>RAP</b>	Regional Action Plan
<b>GIZ</b>	Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH	<b>SBWR</b>	Sungei Buloh Wetland Reserve
<b>GNI</b>	Gross National Income	<b>SDGs</b>	Sustainable Development Goals
<b>GPoA – AHP</b>	Gender Plan of Action for ASEAN Heritage Parks	<b>Sub-CAW</b>	Sub-Commission for the Advancement of Women
<b>GREAT</b>	Gender Responsive Economic Actions for the Transformation of Women	<b>UNDP</b>	United Nations Development Programme
<b>IPLCs</b>	Indigenous Peoples and Local Communities	<b>UNEP</b>	United Nations Environmental Programme
<b>ISB</b>	Institutional Strengthening of the Biodiversity Sector in the ASEAN	<b>UNESCO</b>	United Nations Educational, Scientific and Cultural Organization
<b>IUCN</b>	International Union for Conservation of Nature	<b>WESP</b>	World Economic Situation and Prospects
<b>KGV</b>	Kitanglad Guard Volunteers	<b>WSSD</b>	World Summit on Sustainable Development

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# INTRODUCTION

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The ASEAN Centre for Biodiversity (ACB), an intergovernmental center of excellence on biodiversity conservation, partners with GIZ in the implementation of the project “Institutional Strengthening of the Biodiversity Sector in the ASEAN (ISB)”.

One of the project’s activities is the conduct of the “Gender Assessment for Biodiversity Conservation in the ASEAN: The Case of Selected Protected Areas in Lao PDR, the Philippines, and Singapore”. The assessment was conducted in selected ASEAN Heritage Parks (AHPs) and protected area (PA) in Lao PDR, the Philippines, and Singapore. AHPs are protected areas with unique, diverse, and outstanding values in biodiversity conservation in the ASEAN region. These AHPs are managed by various relevant stakeholders, which include among others, the women and men of the indigenous peoples and local communities (IPLCs). ACB is the Secretariat of the AHP Programme.

The assessment of the current situation on gender and biodiversity conservation and the involvement of women in ASEAN PAs, especially the AHPs, is anchored on the Aichi Biodiversity Targets and the Sustainable Development Goals (SDGs), specifically SDG 5, which is to achieve gender equality and empower all women and girls (<http://www.unwomen.org/en/news/in-focus/women-and-the-sdgs/sdg-5-gender-equality#sthash.M5iz3o3n.dpuf>). Aichi Biodiversity Target 14 states that “By 2020, ecosystems that provide essential services, including services related to water, and contribute to health, livelihoods and well-being, are restored and safeguarded, taking into account the needs of women, indigenous and local communities, and the poor and vulnerable” (Gonzalez and Martin, 2007).

Integrating a gender perspective into the management of AHPs and other PAs contributes towards the fulfilment of the Programme of Work on Protected Areas (PoWPA) Article 8(j) of the Convention on Biological Diversity (CBD) specifically on carrying out participatory national reviews of the status, needs, and context-specific mechanisms for involving stakeholders, ensuring gender, and social equity in PA policy and management, at the level of national policy, PA systems, and individual sites. Likewise, this activity enhances and secures involvement of IPLCs and relevant stakeholders in PA management (Gonzalez and Martin, 2007; UNEP/CBD, 2008).



## A. The ASEAN and the AHP Programme

The Association of Southeast Asian Nations (ASEAN) was established in 1967 to bring peace, freedom, and prosperity for the people of Southeast Asia. The region is composed of 10 member states: Brunei Darussalam, Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, the Philippines, Singapore, Thailand, and Viet Nam.

The ASEAN Member States (AMS) have very spectacular and unique ecosystems and habitats of outstanding and useful plants, animals, insects, fish, corals, birds, and other biodiversity. The major natural habitats include high mountains, evergreen tropical forests, monsoon forests, limestone formations, wetlands, and marine and coastal waters.

The ASEAN is home to about 19 percent of all plant and animal species (IUCN Red list of Threatened Species, 2012). The ASEAN region is also home to 28 percent of all known coral reef areas; 95 percent of which are at risk from local threats. Nine AMS share the same seas and fisheries; five are linked to the Mekong River (Cambodia, Lao PDR, Myanmar, Thailand, and Viet Nam); three share the island of Borneo (Brunei Darussalam, Indonesia, and Malaysia); and three countries form part of the Coral Triangle (Indonesia, Malaysia, and the Philippines). The region has three megadiverse countries (Indonesia, Malaysia, and the Philippines) and it has four of the world's 34 biodiversity hotspots (Indo-Burma, the Philippines, Sundaland and Wallacea). (MacKinnon, J. R. and G. B. Villamor, 2004).

The ASEAN region established more than 2,000 PAs to ensure conservation of the rich and diverse flora and fauna. Thirty-eight of these PAs are classified as AHPs and the distribution is shown in Figure 1.

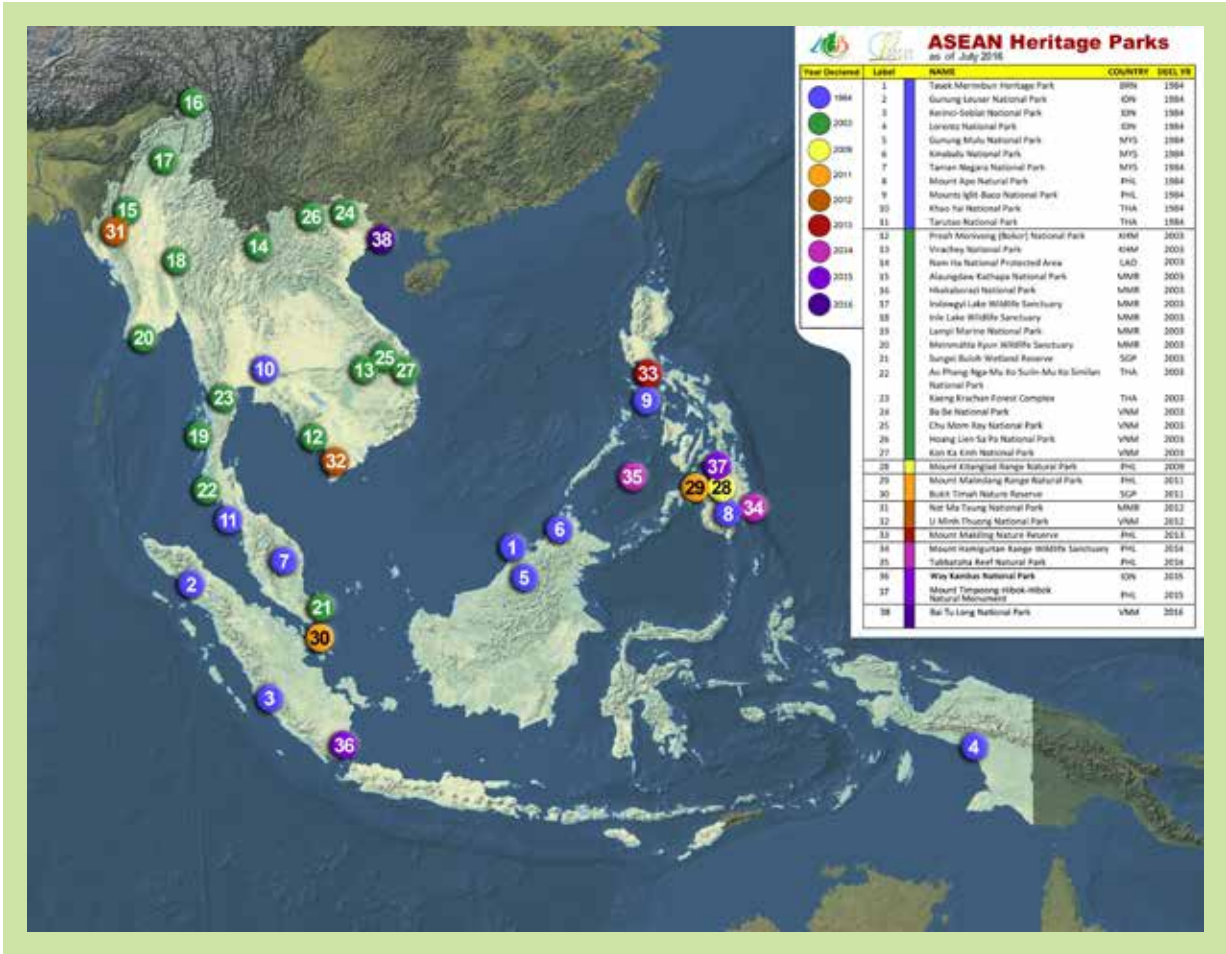


Figure 1. Distribution of ASEAN Heritage Parks in the ASEAN Region.

<sup>1</sup>ASEAN Heritage Parks are protected areas of high conservation importance, preserving in total a complete spectrum of representative ecosystems of the ASEAN region (ACB, 2010)

The AHPs, other than providing habitats of valuable flora and fauna, are also home to IPLCs with beautiful and diverse cultures and heritage. These IPLCs are very much dependent on biodiversity resources for their subsistence. The distribution of IPLCs in the AHPs is seen in Table 1. Their culture and traditional practices are some of the attractions in the parks. Conservation based on protection is largely dependent on the degree to which IPLCs identify actions as favorable to their access and use – mostly related to their economic and cultural interests.

**Table 1.** Distribution of IPLCs in the AHPs (ACB, 2016)

<b>ASEAN Member States</b>	<b>IPLCs in AHPs</b>
<b>Brunei Darussalam</b>	Dusuns of Tasek Merimbun Natural Heritage Park
<b>Cambodia</b>	Kreung, Kavet, Brao, Lao and Lun in Virachey National Park
<b>Indonesia</b>	Koro and Melayli in Gunung Leuser National Park and the Dani and Kamoro in Lorentz National Park
<b>Lao PDR</b>	Lao Leu, Thai Dam, Thueng, Hmong and Etong in Nam Ha National Protected Area
<b>Malaysia</b>	Orang Asli in Taman Negara National Park
<b>Myanmar</b>	Intha in Inle Lake Wildlife Sanctuary (Myanmar)
<b>Philippines</b>	Bukidnon and Higaonon in Mount Kitanglad Range Natural Park
<b>Singapore</b>	None
<b>Thailand</b>	Padaung tribe in Kaeng Krachan National Park
<b>Viet Nam</b>	Ha Dong and Dak Roong communes in Kon Ka Kinh National Park

The AHP Programme was developed to ensure that the AHPs are protected and they receive benefits from the best practices of management available. The Programme has the following components: capacity development; information sharing network; technical exchange program; public awareness and education; promotion of recreation, tourism and ecotourism; participation in joint research program; management improvement program; partnership and collaboration; involvement of indigenous and local communities and other stakeholders; development/review/updating of management plans; and sustainable financing. Various literature and studies recognize the importance of women in managing biodiversity. In the Gender and NBSAPs factsheet published by IUCN (undated), it was highlighted that the involvement of women in biodiversity conservation is closely linked with poverty alleviation, health and human well-being. It is therefore important that this is considered in the implementation of the AHP Programme.



## B. Gender Mainstreaming in Biodiversity Conservation

The Convention on Biological Diversity (CBD) explicitly recognizes in its preamble the vital role that women play in the conservation and sustainable use of biodiversity and affirms the need for the full participation of women at all levels of policy-making and implementation of biological diversity conservation (CBD, 1992). Goal D of the Strategic Plan for Biodiversity aims to “enhance the benefits to all from biodiversity and ecosystem services.” Aichi Biodiversity Target 14 points to biodiversity and its related ecosystem services as essential to human well-being. Men and women tend to rely on different forest products and their knowledge reflects their different responsibilities in the household and the community; and a gender-balanced community group performs consistently better in all forestry functions (protection of plantings, forest regeneration, biodiversity and watersheds and the allocation of forest-use permits) (CBD, 2008).

Gender refers to the social roles and relations between women and men. Gender roles are socially-constructed and differences and relations between men and women vary according to situation, place, time, and context. They influence structure, and decision-making within communities, institutions, and families (Schmink, 1992 as cited by Gonzales and Martin, 2007). Taking a gender perspective in biodiversity conservation and natural resources projects involves understanding and integrating the relations and differences between women and men (Gonzales and Martin, 2007).

**Figure 2** shows some of the reproductive activities of women in and out of their homes. On the other hand, men tend to gain better productive opportunities such as employment in biodiversity and natural resources-related jobs. This is not only by virtue of their stereotyped role as the economic providers for the family but also of the perceived job difficulty that is more appropriate for men.



Figure 2. Some activities and responsibilities of women in and out of homes.  
(Source: Illustration from WOMEN, Issue No. 11, June, 1998. Published by the Sudanese Women Movement. Adapted from UNESCO, 2004)

<sup>2</sup>Productive work includes the “production of goods and services for income or subsistence” and mainly considered as “work” because of economic value or such that they are “paid” to do it, and are mostly expected from males because of their roles as “household heads”. Reproductive work, on the other hand, involves the care and maintenance of the household and its members, and not considered as “real work” because of its unpaid nature (Oxfam, 1999). Gonzalez and Martin (2007) cited the following insights and advantages when gender is incorporated in the natural resource conservation and sustainable use of natural resources:

Gonzalez and Martin (2007) cited the following insights and advantages when gender is incorporated in the natural resource conservation and sustainable use of natural resources:

- a. ensures that women's and men's traditional rights over resource use in PA are not diminished with the development of projects and programs (Martin, 2004);
- b. helps in changing stereotypes harmful to conservation, such as the belief that women are incapable of participating together with men (Hill Rojas, 1999);
- c. contributes to resolving conflicts of interest in the definition and management of PAs, by recognizing the different interests and priorities of women and men, facilitates contact with external sources of financing interested in promoting gender initiatives (Aguilar et al., 2004);
- d. helps ensure the representation of diversity in environmental management and to identify local organizations responsible for it (Biermayr-Jenzano, 2003);
- e. increases opportunities for sustainable activities, such as those women who have traditionally carried out, or in which they have particular interest; and
- f. uncovers roles and interests which are usually ignored.

Incorporation of gender perspectives in natural resource management and other development initiatives is more popularly known as gender mainstreaming. It is defined as the “process of assessing the implication to women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. It is a strategy for making women's, as well as men's concerns and experiences, an integral dimension of the design, implementation, monitoring and evaluation of policies and program in all political, economic and societal spheres. The ultimate goal is to achieve gender equality.” (UNESCO 1997). Gender equality is achieved when men and women are being treated equally and have equal opportunities and responsibilities (Brugere, 2014).

The initial step in gender mainstreaming in biodiversity conservation is to identify needs, concerns, and issues of women and men in the sector, which is also referred to as gender analysis. Gender analysis requires understanding how historical, demographic, institutional, cultural, socio-economic and ecological factors affect relations between men and women of different groups, which partly determine forms of natural resource management (Schmink, 1999).

Specifically, gender analysis implies: (a) assessment of the roles and needs of men and women, including gender-based labor division; (b) understanding gender differentiated systems for access to resources, labor, uses, rights and the distribution of benefits and products; (c) focusing on gender relations, not just on women; (d) knowing that gender is a factor that influences how people respond both individually and collectively; and (e) perceiving the gender dimensions of institution at all levels of society using participatory methodologies (Abramovay and Lerner, 1996).

Gender analysis requires qualitative information and quantitative sex-disaggregated data, data from various stakeholder groups to capture the desired outcomes of the analysis.

## C. Legal Frameworks and Policies on Gender and Biodiversity

In 1979, the United Nations adopted the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). Considered as the international bill of rights for women, the CEDAW defines what constitutes discrimination against women and sets up action to end discrimination. Ratification or accession of a country to the CEDAW means that they are legally bound to put its provisions into practice.

In ASEAN, Indonesia, Lao PDR, the Philippines, and Viet Nam ratified the UN CEDAW while Brunei Darussalam, Cambodia, Malaysia, Myanmar, Singapore, and Thailand have acceded to it after the Convention came into force (<http://www.un.org/womenwatch/daw/cedaw/history.htm>). By signing the Convention, the AMS are bound to uphold gender equality in biodiversity through the following international legal instruments:

1. **Agenda 21 Global Action for Women Towards Sustainable and Equitable Development**

Adopted in June 1992, it underlines the importance of implementing international treaties through the enactment and enforcement of laws and regulations at the regional, national, state/provincial or local/municipal level in recognition that these laws and regulations are essential for the implementation of most international agreements in the fields of environment and development.

2. **Convention on Biological Diversity Preamble, Paragraph 13**

Adopted in December 1993, it recognizes the vital role that women play in the conservation and sustainable use of biological diversity and affirms the need for the full participation of women at all levels of policy-making and implementation for biological diversity conservation.

3. **Convention on Biological Diversity Preamble, 9th and 10th Conference of Parties (COP 9 and COP 10)**

- Decision X/19 on Gender Mainstreaming invites parties to consider gender as a core cross-cutting issue in the implementation of biodiversity-related activities.
- Decision IX/8 on Gender Mainstreaming promotes the mainstreaming of gender consideration in developing, implementing and revising their national and where appropriate, regional biodiversity strategies and action plans and equivalent instruments in the implementation of the three objectives of COP 10 of the CBD.



4. **1995 Beijing Declaration and Platform for Action**

Adopted in September 1995 during the Fourth World Conference on Women held in China, this calls upon governments, at all levels, to take actions to encourage, subject to national legislation and consistent with the CBD, the effective protection and use of the knowledge, innovations and practices of women of indigenous and local communities, including practices relating to traditional medicines, biodiversity and indigenous technologies, and endeavor to ensure that these are respected, maintained, promoted and preserved in an ecologically sustainable manner, and promote their wider application with the approval and involvement of the holders of such knowledge.

5. **The World Summit on Sustainable Development (WSSD) Plan of Implementation 2002**

Adopted in Johannesburg in September 2002, it promotes women's equal access to and full participation in decision-making at all levels, on the basis of equality with men. It calls for mainstreaming gender perspectives in all policies and strategies, the elimination of all forms of discrimination against women and the improvement of the status, health and economic welfare of women and girls through full and equal access to economic opportunities, land, credit, education and health care services.

6. **The Sustainable Development Goals (SDG)**

Adopted in September 2015, SDG recognizes that ending poverty must go hand in hand with a plan that builds economic growth and addresses a range of social needs, including education, health, social protection, and job opportunities, while addressing climate change and environmental protection. SDG also covers issues such as inequality, infrastructure, energy, consumption, biodiversity, and industrialization. Gender is Goal 5 of the SDG, specifically to achieve gender equality and empower women and girls.

7. **Aichi Biodiversity Targets**

Adopted in 2010, the Aichi Biodiversity Targets are included in the CDB Strategic Plan to serve as the framework for establishment of national and regional targets for the coherent and effective implementation of the objectives of the CBD. Specifically, Aichi Target 14 states that the needs of women, IPLCs, poor and vulnerable should be taken into account in the restoration and safeguarding of ecosystems

<sup>3</sup> ASEAN Political-Security Community (ASPC), ASEAN Economic Community (AEC), and ASEAN Socio-Cultural Community (ASCC)

## D. ASEAN Commitments on Gender and Biodiversity

ASEAN has maintained its efforts and support in the promotion of the status of women and has participated actively in the regional and international arena pertaining to the advancement of women. Specifically carrying out these thrusts is the ASEAN Committee on Women (ACW) which serves as the primary coordinating and monitoring body of the ASEAN on key regional priorities and cooperation in women's issues and concern. The ACW has prepared a Work Plan for 2016 – 2020 which aims to advance women's rights and gender equality in ASEAN through regional cooperation. The plan highlights women's leadership, non-gender stereotyping and social norm change, gender mainstreaming across the three pillars of ASEAN, elimination of violence against women (VAW), economic empowerment of women, and protection and empowerment of women in vulnerable situations ([www.pcw.gov.ph/international-commitments/acw](http://www.pcw.gov.ph/international-commitments/acw)); ASEAN Secretariat News, October 2016).

Although the social and gender issues are included in the ASEAN Socio-Cultural Community (ASCC) pillar, there are no specific provisions for gender and biodiversity. However, ASCC works towards achieving gender equality and the empowerment of all women and girls and it supports the initiatives of the AMS in strengthening national gender and age-disaggregated databases and analyses, including on poverty and equity, and establish a reliable regional database by sector to support ASEAN policies and programs. ASCC likewise envisions the achievement of a sustainable environment through the conservation and sustainable management of biodiversity and natural resources. It supports the full implementation of the Strategic Plan for Biodiversity 2011 – 2020 and the Aichi Targets which encourages all Parties to take into account the needs of women, indigenous local communities, and the poor and the vulnerable (ASCC Blueprint 2025, March 2016).



## II. THE GENDER ASSESSMENT FOR BIODIVERSITY CONSERVATION IN SELECTED ASEAN HERITAGE PARKS AND PROTECTED AREA IN LAO PDR, THE PHILIPPINES, AND SINGAPORE.

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The Gender Assessment Study aimed to conduct an assessment of gender roles in biodiversity conservation in five selected AHPs and one PA in Lao PDR, the Philippines, and Singapore.

### A. Specific Objectives

Specifically, the study aimed to:

- generate updated information concerning gender in biodiversity conservation in selected AHPs/PA;
- identify issues, challenges and opportunities concerning gender in biodiversity conservation in the AHPs/PAs;
- formulate a gender strategy/framework for biodiversity conservation for AHPs;
- recommend activities for mainstreaming gender in the AHPs.

### B. Limitations

Due to time and budget constraints, the basis of the gender analysis was limited to data from only three ASEAN Member States (AMS), with five AHPs and one PA, out of the total 38 AHPs in the ASEAN region.

In addition, there was difficulty in the interviews conducted in Lao PDR because of language issues. The questions had to be translated to their native dialect. This may have constrained the Lao women and men IPLCs interviewed to express themselves.

The activities that were identified for gender mainstreaming in the proposed GPoA-AHPs may not be applicable to all AHPs. Methodologies will depend on the local situation of the AHP concerned. The activities are also dependent on the needs of, and applicability in the AMS/AHPs.



## C. Methodology

### 1. Selection of Study Sites

The country's economic and development status and accessibility were used as criteria in the selection of AMS. The selected AMS for this study are Singapore (high income AMS) and the Philippines and Lao PDR representing lower middle income AMS, with the Philippines in the higher level and Lao PDR in the lower level (WESP, 2017). Two (2) AHPs were used in Singapore and the Philippines. Inasmuch as Lao PDR has only one AHP, one PA was selected as another study site. Figure 3 shows the location of the specific AHPs/PA.

The specific sites of the study were as follows:

- Lao PDR – Nam Ha National Protected Area (NPA) and Him Nam No National Protected Area;
- Philippines - Mt. Kitanglad Range Natural Park (MKRNP) and Mt. Malindang Range Natural Park (MMRNP);
- Singapore - Sungei Buloh Wetland Reserve and Bukit Timah Nature Reserve.



Figure 3: Locations of the selected study sites (in blue circles).

<sup>4</sup> High income country – those with GNI per capita of more than \$12,746 as established by WB in 2016, (WESP, 2017).

<sup>5</sup> Lower middle income country – those with GNI per capita between \$1,046 to \$4,125 (WESP, 2017).

## 2. **Collection of Data**

Primary data collection and site observations were done during the field visits, focus group discussions and key informant interviews in Lao PDR, the Philippines and Singapore. Available documents and reports on gender and biodiversity conservation were secured from the AHPs' staff for the review. These were supplemented by information obtained using online sources.

### a. **Document Review**

The documents reviewed include, among others, country reports to CEDAW; international and regional legal frameworks and policies on gender; work and financial plans of AHPs/PA; CBD and ASEAN reports; researches on gender and biodiversity conservation; and national laws and programs on gender. Likewise, documents such as the Regional Action Plan for AHPs (2016 – 2020); available management plans of AHPs; workshop reports and proceedings; ACB's plans and programs and other related documents at ACB, and multilateral environmental agreements (MEAs) were also reviewed. Some gender-related documents were accessed or sourced out from the web, reviewed, and also used as references in the development of the report.

### b. **Field Visits, Focus Group Discussions, and Key Informant Interviews**

Field visits were conducted in selected AMS and AHPs/PA from September – November 2016. Gender-related documents were collected from the AMS for reference purposes. Focus group discussions and key informant interviews were conducted using the guide questions as listed in Appendix 1. The following were key informants in the field visits:

- **Lao PDR**
  - ▶ Department of Forest Resource Management (DFRM) Director and staff
  - ▶ Deputy Head, Provincial Agriculture and Forestry Office (PAFO), Luang Namtha Province
  - ▶ Nam Ha National Protected Area manager and staff
  - ▶ Him Nam No National Biodiversity Conservation Area staff
  - ▶ Heads and some members of the indigenous and local communities
- **Philippines**
  - ▶ Department of Environment and Natural Resources (DENR) Gender and Development Secretariat
  - ▶ Biodiversity Management Bureau (BMB), DENR officials and staff
  - ▶ DENR – Region X - Assistant Regional Director for Operations, Planning officer, Gender and Development Secretariat, Provincial and municipal environment and natural resources officers and staff
  - ▶ Mount Kitanglad Range Natural Park (MKRNP) - Superintendent and staff, Kitanglad Group of Volunteers (KGVs); Members of the indigenous and local communities

- ▶ Mount Malindang Range Natural Park (MMRNP) - Superintendent and staff; Green Task Force and Bantay Lasang (Forest Guards); Members of the indigenous and local communities
  - ▶ DENR Gender and Development Secretariat
- **Singapore**
    - ▶ National Parks Board (NParks) officials and staff
    - ▶ Sungai Buloh Wetland Reserve (SBWR) Director and Deputy Director
    - ▶ Bukit Timah Nature Reserve Director and Deputy Director

Random interviews at the study sites of ethnic communities in Lao PDR and the Philippines were conducted. Respondents depended on the availability of interviewees at the time of site visits. Despite the language barrier, the chiefs of the villages in Lao PDR, as well as members of the ethnic groups, shared the requested information. The interviews were given in English and later translated and facilitated by the hired interpreter. During the interaction with some other ethnic groups, the members of the community were consulted by the chief during the discussion. Likewise, some of the staff of Nam Ha National Protected Area were also consulted by the manager during the discussion. In Singapore's PAs, there are no IPLCs or communities living inside.

### 3. **Data and Information Analysis**

The gender assessment findings collected during the field visits were grouped into four categories, namely: (a) roles and responsibilities; (b) access and control over resources; (c) use of traditional knowledge; and (d) public participation in decision making.

In the absence of sex-disaggregated data from the AHPs in the AMS, and the time and budget limitations for obtaining other primary sex-disaggregated data, the Sara Longwe Women's Empowerment Framework, as adapted by the Philippine Commission on Women (NCRFW/CIDA, 2003), referred to as the Gender Equality and Women Empowerment Framework (GEWEF), was used to analyze the mostly qualitative information generated from the field interviews and literature review. The GEWEF looks at attaining gender equality through an interconnected cycle of strategies and interventions progressing along the five levels of empowerment (welfare, access, conscientization, participation, and control), starting with welfare as the lowest level of empowerment and control over the means of production, which is the highest. Table 2 provides a description of each level and corresponding actions for empowerment and how it relates to biodiversity conservation.

<sup>6</sup>Implies that women are able to use and benefit from specific resources (including material, financial, human, social and political ones) (UNEP/CBD COP/9/INF/12/Rev.1 (2008)).

<sup>7</sup>Implies that women can obtain access to a resource as and can also make decisions about the use of that resource; control over land means that women can access land and use it; can own land (can be legal title-holders), and can make decisions about whether to sell or rent the land.

<sup>8</sup>Resources are means and goods, including those that are economic (household income) or productive (land, equipment, tools, work, credit); political (capability for leadership, information and organization); and time (UNEP/CBD COP/9/INF/12/Rev.1 (2008)).

**Table 2.** Gender Equality and Women's Empowerment Framework in Relation to Biodiversity Conservation

Level of Empowerment	Description	Action for Empowerment in Biodiversity Conservation	Empowerment issues
Control	Ultimate level of equality and empowerment; balance of control between men and women so that neither side dominates	Equal representation and active roles of women and men in development, recognition of contributions in resource use and allocation; maintaining and seeking higher goals in protected area planning and management	How can we sustain our actions and aim high? How do we maximize/harness women's strengths in such a way that these do not pose a threat to men's participation (i.e., overpowering men)?
Participation	Women have moved to a level where they take decisions along-side men	Organizing women into groups to have a stronger voice in decision-making over courses of action in biodiversity conservation, working collectively until they gain increased recognition and participation; enabling women to participate in consultations and other activities despite their reproductive functions	With what means? How do we enable women to actively participate in decision-making?
Conscientization	Recognition that problem stems from structural institutional discrimination	Recognition of women's role in reinforcing or changing their disadvantaged situation; raising the awareness of women of their rights to sustainable use of biodiversity and natural resources and that they, too, are crucial in biodiversity conservation and environmental management	What can we do about these problems?  How do we make women realize their importance and value in biodiversity conservation efforts?
Access	Involves equality in access to resources	Recognition that lack of access is a barrier to growth and well-being; enabling women to have their fair share of natural and material resources (such as information, skills trainings, financial assistance, programs and projects, etc.) by making these more accessible	Why do we have problems?  What are the constraints faced by women in accessing valuable resources?
Welfare	Addresses only basic needs without attempting to solve underlying structural causes	Empowerment involves the desire to understand own problems and needs; identifying and providing the basic needs such as food, water, shelter, clothing, etc.	What are our problems?  What are the basic needs that we need and how to we respond to these needs?



#### 4. Formulation of the Proposed Gender Plan of Action for ASEAN Heritage Parks

Based on the results of this assessment, the gender mainstreaming strategy for the AHPs is formulated. The proposed Gender Plan of Action for ASEAN Heritage Parks (GPoA – AHPs) is consistent with the UNEP Gender Plan of Action (2006) and CBD Gender Plan of Action (2008). The GPoA-AHPs employs the “Web of Institutionalization” model developed by Caren Levy (1999) as shown in **Figure 4**.

The web of institutionalization considers 13 elements or variables which form a web such that they are linked and interrelated in a particular way. The elements reinforce each other. Sustained institutionalization of gender issues requires the co-existence of all elements. If only one or a group of elements is put into place, it will almost certainly be insufficient to sustain gender equality as a regular part of development practice in the long term. These elements are put into place, operated and shaped by different agents or groups of people in a range of interrelated spheres of activity. These spheres are as follows: (i) policy; (ii) organizational; (iii) citizen; and (iv) delivery. The “citizen” sphere is also referred to as the “constituency” sphere (UNEP/CBD/COP/9/INF/Rev12).

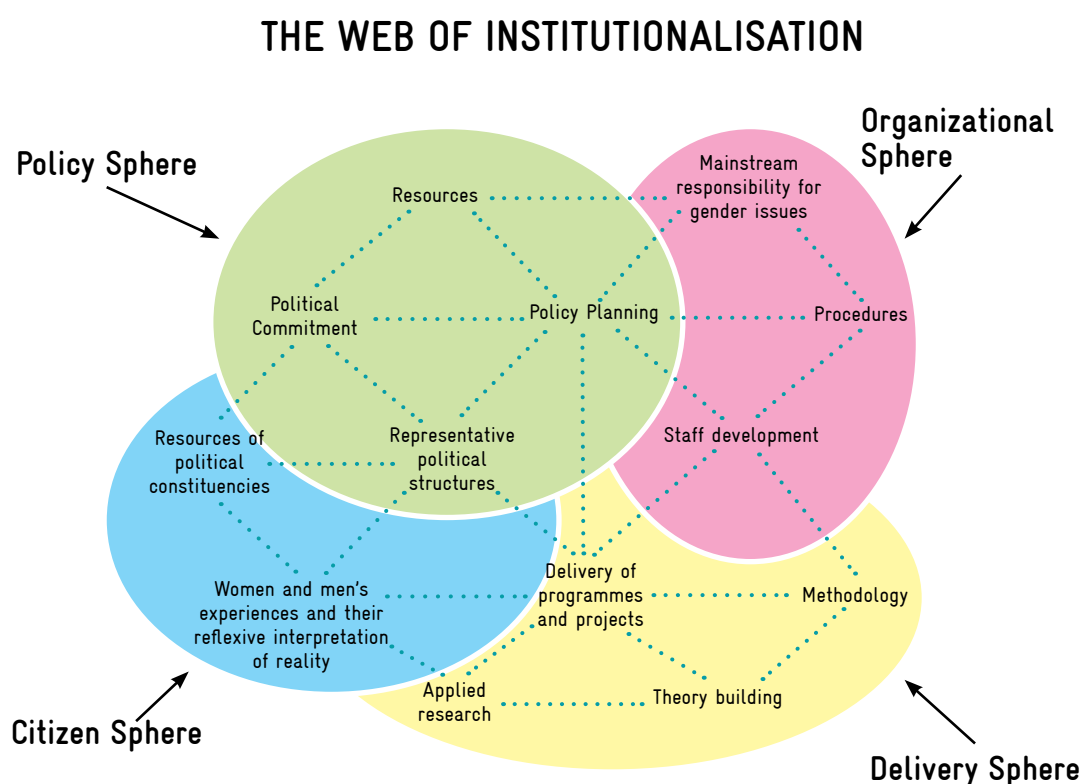


Figure 4. The Web of Institutionalization (UNEP/CBD, 2008)

<sup>9</sup>An approach to development which aims to identify and understand the roles of women and men in development and to challenge these existing relations so that they can equally benefit from development initiatives

### III. FINDINGS ON GENDER ASSESSMENT IN BIODIVERSITY CONSERVATION IN AHPs/PA IN SELECTED AMS

The understanding of key concepts of gender and development and how these are contextualized into the various aspects of biodiversity is one of the basic requirements in this assessment. Gender and development is considered a cross-cutting issue of the three objectives of the CBD (i.e. conservation of genetic, species and ecosystems; sustainable use of these resources; and access and benefit sharing), and provides the context of this assessment.

Women and men, gender, gender equality, gender gap, gender stereotyping, empowerment, gender mainstreaming, productive and reproductive work, practical and strategic gender needs/interests are some of the relevant gender language that were sought/searched in the documents reviewed. Furthermore, Quintos-Natividad (2013) best illustrates the gender journey to demonstrate where the reviewed policies and programs are, from the lowest level of being gender blind where gender and development (GAD) is invisible, to level up to being gender responsive wherein gender issues and gaps are felt, analyzed, and put into harmonized action into policies, programs and projects (Figure 5).

Gender sensitivity refers to the ability to recognize gender issues and to recognize women's different perceptions and interests arising from their different social position and gender roles. It is the beginning of gender awareness; more analytical and critical. Gender responsiveness refers to the consistent and systematic attention given to the differences between women and men in society with a view to addressing structural constraints to gender equality.

<sup>10</sup>Means that the different behavior, aspirations and needs of women and men are considered, valued and favored equally; their rights, responsibilities and opportunities will not depend on whether they are born female or male (UNEP/CBD COP/9/INF/12/Rev.1 (2008).

<sup>11</sup>The gap between women and men in terms of how they benefit from education, employment, services and so on (NCRFW 2003).

<sup>12</sup>Society's perceptions and value systems that instill an image of women as weak, dependent, subordinate, indecisive, emotional and submissive. Men, on the other hand, are strong, independent, powerful, dominant, decisive and logical. (NCRFW 2003).

<sup>13</sup>A process whereby people gain increasing power and control over their lives; it involves awareness, self-confidence, broadening of options and opportunities, and increasing access to, and control of, resources. Empowerment comes from 'inside', from the individuals themselves.

<sup>14</sup>In UNEP, gender mainstreaming involves ensuring that attention to gender equality is a central part of all environmental and sustainable development interventions, including analyses, policy advice, advocacy, legislation, research, and the planning, implementation monitoring and evaluation of program and projects (UNEP/CBD COP/9/INF/12/Rev.1 (2008).

<sup>15</sup>Paid work done outside the home and in the public arena (NCRFW 2003); involves production of goods and services for consumption and trade (Moser, 1993).

<sup>16</sup>Unpaid, domestic work mostly done within the private domain of the home (NCRFW 2003); involves the care and maintenance of the household and its members, to include among others, bearing and caring of children, preparing food, collecting water and fuel, shopping, housekeeping, and family health care (Moser, 1993).

<sup>17</sup>Met through actions that assist women and men to perform existing gender roles more easily; includes basic, daily needs such as food, housing, safe water, health services, and schools for children; tend to involve women as beneficiaries and perhaps participants; can improve conditions of women's lives (NCRFW 2003).

<sup>18</sup>Addressed through actions that challenge or change existing gender roles; needs related to the gender division of labor, power and control and respond to such issues as legal rights, domestic violence, equal wages, and women's control over their bodies; involve women as agents and enables women to become agents of change; can improve women's position in society; can empower women and transform relations (NCRFW 2003).

# GENDER JOURNEY

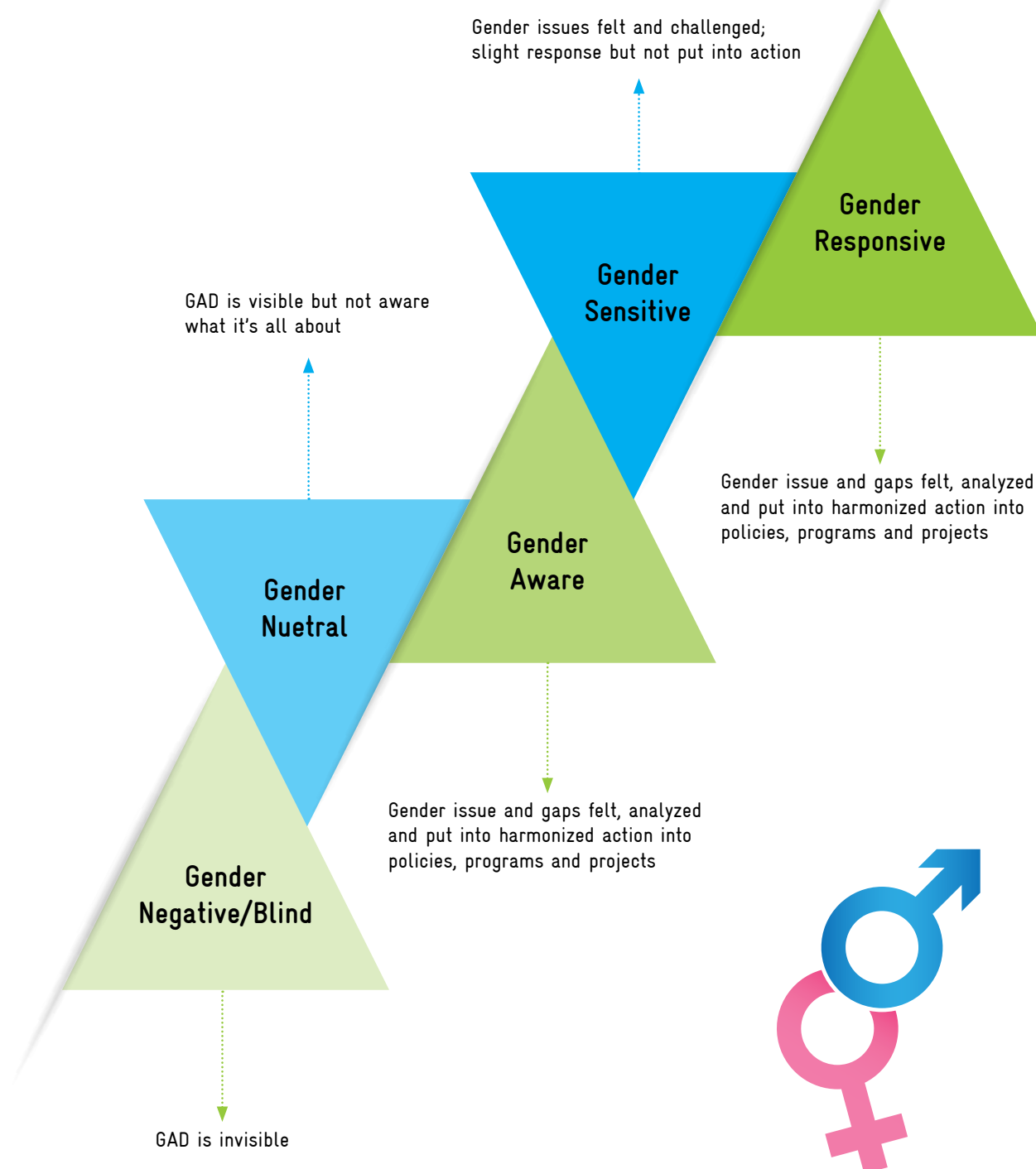


Figure 5. The gender journey (Source: Quintos-Natividad 2013)

<sup>19</sup> Gender awareness refers to the ability to view society from the perspective of gender roles and understand how that has affected women's needs in comparison to the needs of men (<http://www1.aucegypt.edu/src/engendering/definitions.html>)

## A. Document Reviews

The review focused on the extent of gender awareness as revealed in the content, use of gender-fair language and images in representative random documents gathered from the different AHPs and PA of the three AMS assessed and from ACB. The documents included flagship programs, activities, and projects which could be strategic entry points to mainstream gender and development in the AHPs.

### 1. The ASEAN Heritage Parks Regional Action Plan (RAP) (2016-2020)

Gender equality concerns related to Access and Benefit Sharing was elucidated in the document. This provides guidance in implementing gender in Access and Benefit Sharing in AHPs that will contribute to the achievement of the objectives of the CBD in the ASEAN Region, localized in all AHPs.

The most recent version of the document has likewise emphasized SDG 14 and 15 related to biodiversity and protected areas. Practically all the identified priority thematic areas are entry points for the integration of gender equality and women empowerment in the targets formulated under the AHP-RAP.

### 2. National Biodiversity Strategic Action Plans (NBSAPs)

NBSAPs are considered the principal instruments for the implementation of biodiversity conservation at the national level. The goals of gender mainstreaming into NBSAPs are to significantly contribute to the promotion of gender equality (Sasvari, et.al. 2010); minimize the possibility of biodiversity policies and programs having a negative impact on gender equality; and to maximize the efficiency and sustainability of conservation efforts.

#### *a. Lao PDR*

Lao PDR formulated its first NBSAP pursuant to Law No. 01/95 dated 06 May 2003. Later, the NBSAP 2016-2025 was also submitted, which took into consideration the cross-cutting issues and synergy between multi-lateral environmental agreements such as the United Nations Framework Convention on Climate Change (UNFCCC) with CBD but none on UN CEDAW. Both NBSAPs of Lao PDR did not emphasize any crosscutting reference to gender and development and women empowerment.

#### *b. Philippines*

The Philippines Biodiversity Strategic Action Plans (PBSAP) has gender as a core cross-cutting issue. PBSAP 2015-2028 is an updated plan which includes the CBD Strategic Plan for Biodiversity 2011-2020 and the 20 Aichi Biodiversity Targets. Gender is integrated in the document's program interventions, targets, and indicators. A corresponding Department Administrative Order No 2016-12 mandated the Adoption of the PBSAP 2015-2028, authorizing BMB of the DENR to coordinate the implementation and mainstreaming of PBSAP, including Government Offices and Controlled Corporations, government financial institutions and state universities and colleges.

Although the vision of PBSAP did not explicitly reflect gender equality, sex-disaggregated data which is the minimum standard for planning, implementing, monitoring and evaluating all types of programs, projects, activities are already specified in the PBSAP document. Gender-specific indicators, where appropriate, are included in each program intervention.



### *c. Singapore*

The Constitution of Singapore guarantees the principles of equality and non-discrimination. Specifically, Article XII guarantees the equal protection of all people under the law. The Government continues to promote work-life harmony for all Singaporeans, irrespective of gender, marital status or age (CEDAW/C/SGP 4, 2009). Working parents are eligible for a range of parental leave benefits. Paternity and shared paternal leave were introduced in 2013 to further support fathers in raising and caring for the child.

Singapore's NBSAP (2009) and the Singapore Index on Cities' Biodiversity developed by NParks in collaboration with the Secretariat of the CBD and the Global Partnership on Local and Subnational Action for Biodiversity were reviewed for keywords that could determine gender awareness or sensitivity.

## **B. Focus Group Discussions and Key Informant Interviews**

### **1. Lao PDR**

Most of Nam Ha NPA is covered by mixed deciduous forest and it has three large rivers that drain southward to the Mekong River. The park is home to a wide variety of ethnic groups which include the Tai Lue, Khamu, Khmong and Akha, living relatively traditional lifestyles. An estimated 90 percent of the shifting cultivation activity in the NPA is conducted by the villagers living in or near the NPA. ....NTFPs and a wide range of wildlife are harvested for food and for sale (<http://www.namha-npa.org>).

Him Nam No NPA has scenic landscapes, rugged karst mountains, and highly diverse flora and fauna. The NPA is host to a diverse population which include the Lao Loum and other ethnic communities in villages scattered in and around the NPA. It is the first NPA in Lao PDR where villages are directly involved and engaged in sustainable use and protection of the NPA (<http://www.hinnamno.org/>).

### *Roles and Responsibilities*

#### *a. Women in PAFO and DAFO*

Women were observed in the provincial and district offices (PAFO and DAFO) of Lao PDR. Out of 122 total number of employees, 68 (55.7 percent) are women. The Division Chief and Deputy Section Chief of Agriculture and Forest Development are women. Of the 12 staff in the Natural Resources and Environment Department, five (71.4 percent) are women. However, their roles are confined to office work, which connotes possible gender stereotyping that it is safer for women to stay in the office than do field work, which is male-dominated.

#### *b. Indigenous Peoples and Local Communities*

Lao PDR is one of the world's most ethnically-diverse countries. The country has 49 official ethnic groups belonging to four ethno-linguistic families: the Lao-Tai-Kadai (66.7 percent) in lowland areas; in the midland areas, the Mon-Khmer (20.6 percent) and the Hmong-lu Mien (8.4 percent); and the Chine-Tibet (3.3 percent) in highland areas (Lao PDR Gender Profile, 2005). They live inside and around the protected areas and are very dependent to biodiversity resources, especially the non-timber forest products, in the AHPs and PAs.

<sup>20</sup> Sex- disaggregated data - Statistical information that differentiates between women and men and allows one to see where the gaps are in their position or condition (NCRFW 2003)

Cultural differences play a big role in determining the role of women in this predominantly Buddhist country where majority of the population (65 percent) are Buddhists. Buddhism emphasizes a strong respect for nature and encourages its protection. The remaining population is composed of 31 percent Animists; 1% percent Muslim and Bahai; and 1 percent Christians. All Lao cultures place high emphasis on family units and social cultures. (Lao PDR Population Census, 2005).

Gender roles were heavily influenced by the livelihood activities in the villages. The gender division of labor in rural communities is often explained on the basis that men do the “heavy” work while women do the “light” work (Lao PDR Gender, Poverty and the Millennium Development Goals Country Gender Strategy, 2004).

In the four villages visited within Nam Ha NPA (Nam Ha Village, Palang Village, Quazu Village, and Domesai Village), there were similarities in terms of productive and reproductive tasks of women and men. In all four villages, men go to the fields early in the morning to work in their farms and/or gather rubber and NTFPs. While men are out in the fields, women and children stay at home and do reproductive work.

It was confirmed during the field visits that women are also able to do productive work because reproductive responsibilities are shared by the husband and older children in the households (Figure 6). It was also observed that the women in the villages weave Lao cloth for their own use as well as for selling.



Figure 6. Reproductive roles shared by all members of the family (husband cleaning the fish for the family's meal and older brother taking care of younger sibling)

In Him Nam No NPA, Lao women are economically active, mostly in agriculture. Both men and women are involved in planting and harvesting, especially in Nong Soang Village, wherein the community produces sticky rice. At the time of site visit, the men were seen hauling the sacks of rice using their motored vehicles to the area where the rice granary is located. The women were responsible in pouring the sacks of rice and evenly spreading them in the storehouse. The harvest was seen as some kind of a community affair, where children were just there to play and the elderly are also there to watch the activities (Figure 7 and Figure 8).

<sup>21</sup>Productive work includes the “production of goods and services for income or subsistence” and mainly considered as “work” because of economic value or such that they are “paid” to do it, and are mostly expected from males because of their roles as “household heads”. Reproductive work, on the other hand, involves the care and maintenance of the household and its members, and not considered as “real work” because of its unpaid nature (Oxfam, 1999)

World Bank and Asian Development Bank (2012) reported that traditionally, Lao women work in the fields (planting, weeding and harvesting crops) and tend smaller livestock such as pigs, poultry, and goats, while men undertake the agricultural tasks of plowing, constructing bunds, and preparing seedbeds and tend larger livestock such as cattle and buffalo. There is also a traditional gender division of labor in fishpond culture and rice-cum-fish cultivation agricultural sub-sectors. Women are especially engaged in managing fish ponds and fish culture in rice fields, while men are more often catching fish from the Mekong River and its tributaries.



Figure 7. Harvesting rice in Nong Soang Village; individuals with heads covered and some others wearing hats are women.



Figure 8. Women store the rice in the granary after the men hauled them from the field.

Women also play a key role in the processing and marketing of fishery products (<https://www.dol.gov>). Women would prepare fermented fish (Pa dek) and keep it in tightly-covered jars. According to Food and Agriculture Organization of the United Nations (2014), the most common among the fish species sourced from rice fields is Pa bin/math/croaking gourami (*Trichopsis vittata*). Women or men clean the fish, which are then dried and smoked on a stove. The fermented product is very popular and eaten with sticky rice or added in soups and other dishes to give taste.

Home gardens were observed in the backyards of IPLCs in the areas visited, especially in Him Nam No NPA. The home gardens ranged from fenced to elevated gardens. Women plant a variety of plants - herbs, shrubs, and vines in home gardens which they use to enrich their food - vegetables and spices. It is normal to find different species and different varieties – chili, mint, basil, onions, bananas, fruit trees and many others. Women plant the essential food ingredients at elevated sections near the kitchen for easy access whenever

needed. Medicinal plants used in the treatment of diseases and other ailments are also planted in home gardens.

### *Access and Control over Resources*

At the time of field visit, the rural and remote areas already have good road systems, cutting through the Nam Ha AHP. Basic services such as electricity, piped water, communication satellites, and water-sealed toilets could be observed in the community. Mechanized farm equipment were observed such as threshers and motorized vehicle used to haul the harvested rice to the backyard storage houses.

The AHPs and PAs are important economic resource base for the rural communities in Lao PDR. Forest products are important sources of livelihood for many villagers, and are important sources of income and providing food security for the households. During the visit, freshwater algae and NTFPs such as young rattan shoots were sold along the roads mostly by women and children.

Village households clear the forest around their villages and plant rice through shifting cultivation. Fifty-two percent of agricultural households are engaged in collection of forest products in the surrounding villages, including fuel wood (97 percent); bamboo (82 percent); tubers (93 percent); other herbs and vegetables (90 percent); and to a lesser extent, timber (18 percent). Women are responsible for collecting and gathering forest products, which include firewood, rattan and bamboo shoots, mushrooms and other wild vegetables, and *Melientha suavis* (medicinal plant). Men are exclusively involved in hunting forest animals such as squirrels, birds/wild fowl, fish, snakes, and rats.

Women are active in handicraft production, food processing, small-scale trading and services. Studies have also shown that women own and operate most of the registered small businesses in the country. However, women entrepreneurs have limited access to market information, technical training and financial services. As owners of micro and small businesses, they can be hampered by complex business registration, licensing and tax requirements. Likewise, women have limited mobility, and traditional customs do not allow women to work far from the village (ECOSOC, Lao PDR, 2008).

Ethnic Lao women have traditional rights to inherit and own land, but women in some upland ethnic groups can traditionally access land mainly through their husbands or male relatives.

Although more women than men are active in agriculture and fisheries, women farmers have limited access to agriculture extension services because of women's cultural and legal status which is mainly the basis for their control over productive resources such as land and the pre-conceived notion that "farming" and "fishing" are male-dominated. (<http://www.fao.org/docrep/W5830E.htm>)

### *Traditional Knowledge on the Use of Natural Resources*

Forest products are important sources of livelihood for many villagers. Women constantly collect NTFPs which have economic value and bring those to local markets and roadsides to sell. Some NTFPs are important sources of dietary supplements and some are used for medicinal purposes. (Lao PDR Gender, Poverty and the Millennium Development Goals Country Gender Strategy, 2004).

<sup>22</sup> Agricultural households – households with at least one member engaged in agricultural activity (Lao PDR National Gender Profile of Agricultural Households, 2010).



Women in the village plant common food ingredients which include herbs, shrubs, and vines in home gardens and use some as spices and others as medicine.

IPLCs are well aware of the various wildlife and where they are found in the AHPs and PAs. Presently, they are engaged by the park management as rangers to ensure protection of the park and prevent the loss of valuable wildlife inside the parks.

### Public Participation in Decision Making

In the local communities, men are usually the heads of the households and they represent their families at all official meetings to discuss village development and biodiversity conservation activities. Because many women, especially in ethnic minority villages, are illiterate, they are unable to adequately participate in discussions about village development and biodiversity conservation activities. (Lao PDR Gender Profile, World Bank, 2004)

In terms of leadership and decision-making, village officers are dominated by males. Except in Domesai Village, it is mostly the men who attend regular community meetings. Women also attend community meetings and the results were conveyed to the men for consensus decision-making. However, their reproductive responsibilities tend to hinder them from participating actively in decision-making and productive roles, such as employment in implementation of development programs, including those pertaining to biodiversity conservation.

Women in most ethnic groups have traditionally deferred to men in community decision making and in dealing with government officials, and in legal matters. This is particularly true in remote and ethnic communities where women have little direct contact with outsiders (Lao PDR Gender Profile, GRID, 2005).

Although women are both primary users and protectors of the forests, they are often ignored in livelihood and conservation development programs and less attention is given to gender in the design of development efforts (ADB, 2004: Lao PDR, Gender, Poverty and the MDGs).

## **2. The Philippines**

Mount Kitanglad Range Natural Park (MKNRP) is the ancestral domain of the Talaandig, Higaonon and Bukidnon. These ethno-linguistic groups share common historical and cultural ties with MKRNP, which they consider as the wellspring of their traditions. On the other hand, Mount Malindang Range Natural Park (MMRNP) is home to the Subanens.

The parks' staff are mostly members of the indigenous peoples and local communities, especially those that maintained the grounds.

### Roles and Responsibilities

#### *a. Women in the Park Office*

The activities of MKRNP are undertaken by six permanent staff (three males and three females) and 17 contract workers (three are females). The other AHP, MMRNP, is managed by a female park superintendent with a male assistant park superintendent and eight permanent staff (four females and four males). Male and female officials and staff of both parks go out to the forest, and work together to effectively manage the different activities of the park which include among others, conducting researches, monitoring the activities of the KGVs, Bantay Lasang, and the Green Task Force.

### *b. Indigenous Peoples and Local Communities*

Most of the contract workers in Mt. Kitanglad Range Natural Park are members of the IPLCs. The park management has tapped volunteers to form the KGV. They are deputized by the DENR as Special Deputy Environment and Natural Resources Officers and are instrumental in conducting biodiversity monitoring activities and in curbing forest degradation by reporting on illegal activities in the park. They report to the park superintendent. At present, there are 280 volunteers (28 villages x 10 volunteers/village), mostly males and members of the indigenous local communities. The KGV of MKRNP is provided with the Comprehensive Livelihood Emergency Employment Program, as incentives.

There are 65 barangays in 14 municipalities within the Mount Malindang Range Natural Park. Around 18,000 residents live in the buffer zone and around 900 in the core area, and the proportion of migrant settlers are increasing. In 2006, 80 percent of the population was Subanens or with Subanen lineage, who speak their own dialect (Roxas and Visser, 2006).

In MMRNP, the Green Task Force with 20 members (one female) was formed to lead the forest protection of the park. They are assigned in different municipalities focusing in hotspot areas for the protection of biodiversity resources in the barangays. Of the 132 Bantay Lasang (Forest Guards) that were hired, only 12 are females. They are all local residents from the 66 barangays in the buffer zones of the park. They support the forest rangers and the Green Task Force in forest protection and other conservation activities.

Women forest guards in both parks also go inside the forest but they do not go alone. Most of the time, they just do monitoring and protection activities near the park headquarters. They also participate actively in the conduct of environmental events in the park.

### *Access and Control over Resources*

MKRNP and MMRNP are protected areas under the National Integrated Protected Areas System (NIPAS) Law (Republic Act 7586). Furthermore, the National Commission on Indigenous Peoples has recognized the ancestral domains in Mount Kitanglad. These instruments make the application process for the Protected Areas Community-Based Resource Management Agreement (PACBRMA) quite complicated especially because applicants are asked to undergo the Free and Prior Informed Consent (FPIC) process. The stringent requirements prior to FPIC's Certificate of Precondition approval deter participation to PACBRMA even by IPLCs themselves.

The PACBRMA is another form of Community-based Forest Management a strategy for community-based resource management agreement with tenured migrant communities in protected areas where women can also participate. Control of the use of resources are still dependent on government policies, with the governance of Protected Area Management Boards composed of DENR and other national government agencies' regional, provincial, and local representatives including the IPLCs.

To legitimize resource access and use rights of upland migrant communities, the Community Based Forest Management (CBFM) program of DENR was officially adopted in 1995 through Presidential Executive Order (EO) No. 263 as the strategy for sustainable forest management. Women and men have equal opportunities to be awarded with this tenurial instrument. However, the control of these resources still falls under the governance of Protected Area Management Board (PAMBs) composed of DENR and other national government agencies' regional, provincial and local representatives including the IPLCs.

For example, one social enterprise established through the CBFM is the processing of essential oils in Imbayao, one of the buffer zone barangays of MKRNP. This project is being undertaken by the Imbayao Women's Association. During one of the annual national women's celebration, this project was given recognition by the national government for its contribution to the community. Another social enterprise of the CBFM in Imbayao is their Industrial Tree Plantation activity planted with *Paraserianthes falcata* and other indigenous tree species. These were planted by the members of the community (men, women, and children) and the trees have already grown to maturity, ready for harvest. However, when Executive Order No 23 Moratorium on Cutting and Harvesting of Timber was issued, they were prohibited to cut the planted commercial tree species. This is a clear illustration that control of use of resources still falls under government policies, which at times, do not consider the differentiated needs and concerns of women and men; in this case, the EO affected the livelihoods of women and men members of the community. Figure 9 shows these CBFM enterprises.

The IPLCs can access and gather NTFPs from the forests of MMRNP and MKRNP, which include rattan and bamboo. They also grow mostly root crops at the buffer zones for their food and other domestic use and some for sale. Some members of the IPLCs engage in subsistence fishing in the nearby rivers and creeks. However little this contribution to their food maybe, this is still valuable protein for their daily subsistence.



Figure 9. Social enterprises of people's organization in MKRNP

### *Traditional Knowledge on the Use of Natural Resources*

The members of the IPLCs in MKRNP and MMRNP know that the natural resources in the parks are important for these provide them with food and medicine and various ecosystem services. Protection of the biodiversity resources, especially the endangered plant and animal species, are undertaken by the KGV in MKRNP while that at MMRNP, by the Bantay Lasang and the Green Task Force.

Generally, men members collect rattan and some timber species from the forest for domestic use and for sale. They also hunt wildlife such as birds and other small animals such as frogs in MMRNP for their “Dampaan” festival. Women collect tree seeds, dried branches and leaves for making novelty items such as necklaces, bracelets, and house decors for sale to visitors.

The Imbayao Women's Association apply their traditional knowledge of propagating Citronella species to ensure sustainable supply for their essential oil processing enterprise. The men members of Barangay Imbayao replace the tree species cut for their domestic use by planting endemic tree species such as bitanghol (*Calophyllum blancoi*), bitaog (*Calophyllum inophyllum*), molave (*Vitex parviflora*), and kalingag (*Cinnamomum mercadoi*). Several households are also engaged in abaca and coffee plantation.

The IPLCs are also engaged by DENR in its National Greening Program wherein endemic tree species are planted and protected.

### *Public Participation in Decision Making*

The Protected Area Management Board (PAMB) is the governing body of national protected areas and parks in the Philippines. The MKRNP and MMRNP have a separate PAMB but both are chaired by the Regional Director of DENR-Region X (who is a female). It is composed of various stakeholders of the park, and include among others, leaders of the indigenous and local communities, barangay chairperson, municipal mayors, governors, non-governmental organizations (NGOs), the academe, and civic organizations.

The PAMB is composed of national officials and elected local government officials. At certain times, there are more male elected officials, thus more men are PAMB representatives even if there is a law (R.A. 9710 – Magna Carta of Women) stating that the PAMB should be composed of at least 40 percent women. The MKRNP PAMB is composed of 61 members (48 males and 12 females) while that of MMRNP is composed of 28 males and 10 females. Among the members of the PAMB of MMRNP are senior citizens, person with disability (PWD), woman representatives from the academe and from the indigenous peoples' community.

The IPLCs, through their Council of Elders, take an active role in the management and protection of the park. The Council of Elders are mostly composed of male members and they serve as adviser of PAMB on issues concerning the indigenous peoples in the park. One tribe in MKRNP is headed by a female elder. During meetings of the PAMB, there is open discussion and all can present their ideas on the topic. Decisions are based on consensus.

MKRNP and MMRNP management work closely with the PAMB and partner with recognized NGOs to ensure effective management and conservation of AHPs.

The following are some insights given by the members of the IPLCs.



I am one of the original members of the Protected Area Management Board (PAMB) of MMRNP, since the time it was declared as a NIPAS area. Our organization, Partnership for Rural & Technical Service, Inc. was engaged by DENR to implement a reforestation initiative in Brgy. Concepcion and Brgy. Don Victoriano portion of MMRNP. Women and men are involved in the various reforestation activities. There are more men than women in this endeavor. Land preparation and the bringing up of seedlings for planting are undertaken by men. Nursery management is sometimes a husband and wife activity, as well as boys and girls.

A 2 to 5 hectares village forests is being managed and protected by communities.

Rattan weaving is also common in the community. Men would collect the rattans (*Calamus* spp), and women weave into useful items then men would bring them to the market for sale. To contribute to the sustainable supply of rattan, our organization planted rattan."

(Afroniano Panorel, Executive Director, Partnership for Rural & Technical Service, Inc.).

"The Tonggo-Namut Peoples' Organization is composed of 151 members, 12 of whom are women. Sixty percent live in the buffer zone while 40 percent are inside the protected area. We have regular meetings, once a month, usually on a weekend. Tribal leaders are present and the group discusses the different issues concerning the organization. These include among others, projects being implemented with DENR, protection of the area, and rituals to be undertaken, if there are any. At present, we are engaged by DENR Region X in their National Greening Project (NGP) to produce seedlings (P100/day) and to do field planting (P150/day). Some members do the hauling of seedlings from the nursery to the planting area and others are engaged in watering and maintenance activities. These greatly help us. Although two Bantay Lasang (Forest guards) are employed to protect the area, all members of the Tonggo-Namut PO are participating in the protection of the park. We also plant vegetables and fruit trees and raise livestock for domestic use and for sale in the town.

(Porferia L. Acuram, President, Tonggo- Namut People's Organization at Tudela, Misamis Occidental, Philippines)".

### 3. Singapore

Singapore is a city-state; thus, it has no rural communities (CEDAW/C/SGP3, 2004). It has many green spaces such as national parks, nature reserves, and recreational areas for its population. Sungei Buloh Wetland Reserve (SBWR) was officially gazetted as a nature reserve in 2000 and is home to more than 500 species of tropical flora and fauna. There is a wireless trail wherein smartphone users can tap on to go on self-guided tour (SBWR: <http://lkcnhm.nus.edu.sg/dna/places/details/5>).

Bukit Timah Nature Reserve (BTNR) has one of the richest and the most diverse ecological systems and is home to endemic and important flora and fauna species in Singapore. BTNR has been recently renovated for better accessibility and to ensure safety of visitors. BTNR is a favorite spot of those looking to get close to nature. (BTNR: <https://www.nparks.gov.sg/gardens-parks-and-nature/parks-and-nature-reserves/bukit-timah-nature-reserve>).

#### Roles and Responsibilities

The everyday activities of Sungei Buloh Wetland Reserve include bird ringing, color flagging and bird counting, coastal clean-ups, reforestation and mangrove plantings, thematic guided walks: photography, drawing, and painting are under the supervision of the Director (male) and the Deputy Director (female). Overall, 60 percent of the officers and staff are males and 40 percent are females.

The other AHP, BTNR, has six staff, 50 percent of whom are female, under the supervision of a female Director and Deputy Director. The park manager and all the staff of BTNR deal with 400,000 visitors per year. Maintenance activities ensure that its attractions such as the Bukit Timah Hill, biking and mountaineering trails, visitor center, resting huts, guided walks and thematic tours are always in order. Visitors join various activities initiated by the park which include Nature Keeper's Camp and Kids for Nature Program for boys and girls aged seven to 11 years old.

### *Access and Control over Resources*

The cultural services of SBWR and BTNR will only be maximized if these are made accessible to visitors by having facilities that can easily be used by children, women, and the elderly. The AHPs offer people-friendly facilities such as gazebos, viewing pods, mangrove boardwalks, educational play areas, education trails, visitor center with interpretative displays, and interactive exhibits accessible to everybody. For the safety and comfort of its visitors, BTNR has reinforced the existing trail steps going up the Bukit Timah Hill (Figure 10). Smaller steps and boardwalks were constructed to avoid accidents or injuries for women, children and elderly.



Figure 10. Newly renovated trail steps to the Bukit Timah summit with smaller steps for women, children, and the elderly.

### *Public Participation in Decision Making*

Both women and men from the National Parks Board are involved in decision-making process in relation to the management of the parks, and they have equal opportunities of joining training programs and other related capacity building activities to improve themselves.

## IV. ANALYSIS OF RESULTS

Gender impacts different aspects of biodiversity and thus requires integration of gender-related actions in multiple fields.

In the review of documents gathered and key informant interviews, there was no clear indication of activities linking gender and biodiversity at the AHP/NPA level. In Lao PDR, although the Ministry of Natural Resources and Environment has developed a Gender Plan, it has not trickled down to the local levels. In the Philippines, although the DENR submits annual gender and development plans and budgets, activities are mainly focused on Women's Month celebrations and not much is on integration of gender and biodiversity at the protected areas. Same is true with Singapore, although they have been organizing events such as the National Family Week, there is no "marrying" of gender initiatives with biodiversity conservation programs.

As for career options for women and men in the biodiversity sector, in Lao PDR, men mostly occupy the higher positions in agencies overseeing the AHPs such as PAFO, DAFO, and park managers. Women were observed to be doing office work in AHP.

In Singapore and the Philippines, women have equal career opportunities with men in most organizations managing the AHPs and other PAs. This was observed during the field visits and interviews conducted for this assessment. In Singapore, the Director of the International Relations Branch of the National Biodiversity Centre of NParks is a woman. The Bukit Timah Nature Reserve is managed by two women supervisors and the Deputy Director of Sungei Buloh Wetland Reserve is also a woman. This is also true for the management of the selected AHPs visited in the Philippines, wherein the Regional and Provincial Directors are women including another Protected Area Superintendent in an adjacent coastal PA. The Division Chiefs and Director of the Biodiversity Management Bureau, that is the national body that manages the PAs in the Philippines, are all women. Gender equality is evident/manifested in both Singapore and the Philippines especially that women occupy higher management level positions (e.g. directors or division directors; protected area supervisors).

During the visit to the AHPs in the Philippines, women were observed to be occupying leadership positions even at the barangay level, as barangay chairpersons or councilors. In MKRNP, IPLC women are able to form women associations and they act collectively to improve their livelihood/economic status.

### A. Lao PDR

While the Lao Constitution emphasizes gender equality, its application is yet to be properly understood even at the ministry level. Widana (2014) stated that there are problems in Lao gender mainstreaming. These are as follows: (a) lack of knowledge of the gender concepts, and "gender" is taken for granted; (b) lack of capacity; (c) lack of resources (human, financial, technological); and, (d) inadequate orientation as regards gender in key positions.

There are still empowerment issues that need to be addressed, especially related to (1) the ability of women to control individual transformation in power relations (control over resources); and (2) women's and men's control over values and attitudes.

The Lao Government recently established a National Commission for the Advancement of Women (NCAW). This high-level body is mandated to develop and coordinate implementation of a national policy and action plan for women's advancement. The Lao Women's Union, one of four mass

organizations authorized in the 1991 Constitution, continues to support Lao women's development, as well as political mobilization through a network that extends to the village level. Under the leadership of Lao NCAW, a number of Ministries have begun to mainstream gender into their activities, while some are in the process of setting up teams to undertake the process. Sub-Commissions for the Advancement of Women (Sub-CAWs) have been established pursuant to Government Instruction in units within Ministries and equivalent organizations, as well in the provinces with a view to ensuring more practical implementation of gender mainstreaming. In accordance with the implementation of CEDAW, Lao PDR has steadily made progress toward gender equality and elimination of discrimination by legislative and policy reform on gender-related issues (UN ECOSOC, Lao PDR, 2008).

The summary of gender equality and women empowerment were identified using the NCRFW/CIDA (2003) adaptation of Sarah Longwe Women's Empowerment Framework (Table 3).

**Table 3.** Summary of gender situation in an AHP and PA in Lao PDR using the GEWEF

Level of Empowerment	Status and Issues	Actions for Empowerment
Control	Men and women of local communities have equal control over the in situ conservation and production of heirloom rice varieties such as sticky rice, and other genetic diversity that play a big role in their cultural identity especially those planted and maintained in home gardens.	<ul style="list-style-type: none"> <li>• Intentional continuous awareness raising activities on gender sensitivity and women's rights especially with IPLCs not only during Lao Women's Day and International Women's Day celebrations</li> <li>• Young women and men attend schools to develop self-confidence and learn leadership skills</li> </ul>
Participation	<p>In terms of leadership and decision-making, village officers are dominated by males.</p> <p>Men occupy higher positions in agencies where AHPs belong in the AMS. No women were observed to hold higher positions in AHP and in agencies responsible for protected areas.</p> <p>Traditionally, community meetings are attended by men. Women are becoming empowered to join meetings but need to share information with husband for collective decision-making</p>	<ul style="list-style-type: none"> <li>• Women from the IPLCs may need to form organizations for them to be represented during community meetings and also become future community leaders</li> <li>• The conduct of Community Education and Public Awareness Campaigns such as trainings, workshops and consultations should intentionally include women for them to be equipped with new information, and contribute improvements that can address challenging situations concerning them and their families</li> </ul>
Conscientization	<p>Gender stereotyping of tasks and roles is slowly waning – IPLC women and children are doing reproductive roles, while men are working in the fields. However, some men were also observed to help in drying of seeds for planting. Women are also doing productive work as observed in the visits at PAF0 and DAFO</p> <p>Women in most ethnic groups traditionally deferred to men in community decisions and in legal matters (Lao PDR Gender Profile, GRID, 2005)</p>	<ul style="list-style-type: none"> <li>• AHP management to network with Lao Women's Union and other organizations to ensure gender mainstreaming in AHP activities.</li> <li>• Provide alternative livelihoods for IPLCs so that they will not depend much on NTFPs</li> </ul>

Access	<p>Ethnic Lao women have traditional rights to inherit and own land but women in some upland ethnic groups have traditionally accessed land mainly through their husbands or male relatives.</p> <p>Although IPLC women are heavily engaged in agriculture and fisheries, they still lack access to agricultural extension services because society traditionally perceived agriculture as inappropriate for young girls and women to study and work (Lao PDR: Country Gender Profile, 2006).</p>	
Welfare	<p>Subsistence activities are based on natural resources, e.g., fish processing (Pa dek), planting and selling of vegetables and spices, agriculture (different varieties of rice), herbal medicine, NTFPs aside from bamboo and rattan, freshwater algae.</p> <p>There is one health center and school shared by 2-3 villages. This lessens the time women spent in bringing their children to school or to avail medical services.</p>	

## B. The Philippines

Gender responsive laws and policies are already in place, including budget provisions in the General Appropriations Act, as well as institutional and enabling mechanisms in local government units and other agencies. However, plans, programs, and activities lack gender perspective. The Magna Carta of Women requires all government agencies, from the national to the local levels, to ensure that their plans and budgets are gender responsive through the preparation and implementation of annual gender and development plans and budgets. However, based on this assessment, the DENR agencies as well as the regional and provincial offices still lack capacities in mainstreaming gender in their programs, activities, and projects. There is still a need to proactively capacitate not only implementers at the local levels but more importantly at the planning level wherein key performance indicators and budget are integrated into programs, activities, and projects. This law also provided for wider participation of women (40 percent) in all decision-making councils and governing boards. However, this is not being followed in the AHPs assessed, wherein the PAMBs are only 25 percent – 30 percent women. This may be due to the fact that members of PAMB are elected officials of the region down to the barangay level. If most of these elected officials are men, naturally there will be more men PAMB members.

Biodiversity conservation programs in the lower level lack gender perspective. Organizational (personnel) sex-disaggregated data is available in both AHPs - Mount Malindang Range Natural Park and Mount Kitanglad Range Natural Park. Based on this data, there was no bias observed in the hiring of office personnel and in designating of PAMB members. However, these are not being used for gender analysis and in coming up with GAD-related projects for DENR personnel.



There have been initiatives conducted on capacity development on gender mainstreaming for the DENR. The Philippine Commission on Women-GREAT Women Project, partnered with the Protected Areas and Wildlife Bureau of the Department of Environment and Natural Resources in the development of the Gender Responsive Toolkit on Ecotourism. This Tool Kit aims to provide information to local government units and protected area managers in preparing and developing their ecotourism management plans and ensuring that ecotourism strategies are gender responsive. Furthermore, the Capacity Building on Gender Mainstreaming in Local Conservation Area Planning and Management: A Guide for Developing Gender Responsive Plans and Strategies was developed in 2016 through the UNDP-Global Environmental Facility (GEF) – BMB – New Conservation Areas in the Philippines Project (NewCAPP). The Guide emphasized that gender mainstreaming is useful when it is applied conscientiously and as a routine in all phases of program and project planning, implementation, and review.

At the community level, it was also notable that there is less participation by women in reforestation projects than the men in the AHPs assessed in the Philippines. Women are encouraged to participate, but due to their reproductive roles, they are not as active as the men.

The combined efforts of the Philippine Commission on Women's Gender Responsive Economic Actions for the Transformation of Women (GREAT) Women Project and the Environmental Management Bureau (EMB) of the DENR prioritized the integration of gender dimension in environmental laws. Through gender-aware environmental laws, women micro and small entrepreneurs, local government units and NGOs have higher awareness on environmental laws and regulations for pollution prevention and environmental protection. In addition, Misamis Occidental, the major host province of MMRNP, has its Provincial Environmental Code which includes clean air and water management. This serves as guide as the government ventures into ecotourism and other projects such as the planned water bottling project by women in the MMRNP at Concepcion, Misamis Occidental; and the development of Guiban Falls for ecotourism purposes.

Local stakeholders, especially the indigenous cultural communities/indigenous peoples, are involved in various forms of participation in decision-making and implementation, communication, education and public awareness (CEPA), public consultations, public hearings, focus group discussions, key informant interviews and the like. The Council of Elders serve as advisers on biodiversity conservation in their portion of the park. Protection of forest and biodiversity resources, especially endangered plant and animal species, are undertaken by the KGV in MKRNP while that at MMRNP, by the Bantay Lasang and the Green Task Force.

Based on the observations and interviews conducted, gender stereotyping still prevails in the communities assessed. Women are not allowed to go inside the forest without a companion. Men are still protective of women, especially if it entails long walks such as foot patrols. The study revealed that although more and more women and men are getting involved in conservation programs, they are still being hindered by their traditional productive and reproductive roles.

The summary of gender equality and women empowerment status and issues as well as actions for empowerment were identified in Table 4.

**Table 4.** Summary of gender situation around selected AHPs in the Philippines using Philippines using the GEWEF

Level of Empowerment	Status and Issues	Actions for Empowerment
Control	<p>Women are entitled by law to be awarded with any tenurial instrument such as that for CBFM in PAs and buffer zones.</p> <p>Women and men have equal rights to own or acquire lands. However, for some indigenous tribes, women still need the consent of their husbands or Council of Elders.</p>	<ul style="list-style-type: none"> <li>Continuous information dissemination as regards gender equality in hiring, access to use of resources and acquiring of tenurial rights</li> <li>Undertake continuous intentional awareness raising activities not only during celebration of Gender Month (March) and International Women's Day. Importance of the role of women in biodiversity conservation should be emphasized</li> <li>The government, NGOs and donor agencies provide trainings and capital for the establishment of small and medium enterprises/ livelihoods for local communities, especially for women.</li> <li>The AHP management should network with the Philippine Commission on Women, gender focal points of DENR and other agencies for joint activities to ensure mainstreaming gender in AHP activities.</li> </ul>
Participation	<p>Participation of women in PA management is not as active as the men. Only 25 – 30 percent of women serve as members of the PAMBs in both Mount Malindang and Mount Kitanglad.</p> <p>There are only few females hired as Bantay Lasang, KGV, and Green Task Force because it is considered quite dangerous for women.</p> <p>Women lead the beautification of the parks and the conduct of environmental events like the celebration of Biodiversity Day.</p>	
Conscientization	<p>Stereotyping in terms of tasks and roles especially in IPLCs are still dictated by their culture and traditions</p> <p>Most men are protective of their wives, such that women usually stay at home to do reproductive work.</p> <p>More males are involved in productive work in connection with biodiversity protection and reforestation activities in the AHPs. Women work in the tree nursery.</p>	
Access	<p>Females and males have equal access to training programs and other resources. However, some reproductive roles hinder women to have access to such.</p> <p>Women in local communities have equal access to forest resources however, for women IPLCs, it is quite limited due to traditional lifestyles.</p>	
Welfare	<p>Women forest guards, whenever they go to the forest, are accompanied by male rangers to ensure their safety.</p>	

### C. Singapore

Singapore's Women's Charter gives women ownership rights to land and access to non-land assets. Section 51 of the Women's Charter enables the married woman to acquire, hold, and dispose of any property. It also gives equal rights and responsibilities to both wife and husband in the care of their children and home.

Singapore advocates equal opportunity policy for both sexes in all sectors of the economy based on the principle of meritocracy. These efforts were recognized by the United Nations Development Programme in its Human Development Report of 1997 where Singapore was described as one of the countries in enhancing the basic capabilities of both men and women (CEDAW/C/GP/1, 1999).

Singapore had notable accomplishments in pushing for gender equality and women's empowerment in terms of programs and policies. Being a pro-family society, it attaches great importance to family and to providing better work life for its population (CEDAW/C/SGP/4, 2009).

Funds to ensure the development and effective implementation of gender equality policies, the political authority, human and financial resources, and capacity are drawn from the full complement of Singapore's government agencies. In this, the ministries all work collectively (OECD GID-DB Singapore, undated).

Although Singapore had notable accomplishments in pushing for gender equality and women's empowerment in terms of programs and policies, in the 2011 CEDAW Concluding Observations, the UN CEDAW Committee expressed its "concern about the persistence of patriarchal attitudes and deep-rooted stereotypes regarding the roles and responsibilities of women and men within the family and society at large." The CEDAW Committee is particularly concerned with the discriminatory traditional cultural attitudes placed on the "head of household" concept, which are assigned to men, despite the legal equality accorded to both spouses. (<http://www2.ohchr.org/english/bodies/cedaw/docs/co/CEDAW-C-SGP-CO-4.pdf>)

AHPs in Singapore have a different scenario. There are no indigenous peoples and rural communities in Singapore AHPs. Development programs, activities, and projects in these AHPs are all for the improvement of the biodiversity-associated regulating, supporting, and cultural ecosystem services—for the enjoyment of equal rights, opportunities and treatment of women and men, and girls and boys, especially targeting the vulnerable sectors (i.e. senior citizens and children) of society.

The newly-renovated infrastructure and basic services provided in the protected areas are responsive to the needs and priorities that are centered on human well-being. Boys and girls, women and men benefit from the renovated infrastructure in Bukit Timah and Sungei Buloh, and the services resulting in a better environment.

Recruitment and selection of staff is through the principle of meritocracy. The staff of Sungei Buloh and Bukit Timah, in separate interviews, emphasized an added criterion which is the sheer passion of the applicant or love for nature and the environment that gives one the edge over the other equally-qualified applicants.

Singapore has since centered on human well-being, which is holistic, wherein women issues are considered social issues similar to the vulnerable groups of senior citizens and children and not as a separate concern. Bukit Timah Nature Reserve and Sungei Buloh Wetland Reserve are first and foremost biodiversity conservation areas (genetic, species, and ecosystems). In addition, these AHPs visited provide vital ecosystem services to the people of Singapore in general, regardless of gender: carbon sequestration, climate change regulation, and aesthetic landscape in an urban setting that is readily accessible to soothe its citizenry as well as its visitors.

Using the Gender Equality and Women Empowerment Framework, a summary of the gender status, issues, and actions for empowerment were identified in Table 5.

**Table 5.** Summary of gender situation around AHPs in Singapore using the GEWEF

Level of Empowerment	Status and Issues	Actions for Empowerment
Control	Women and men have equal opportunities in terms of productive work, based on meritocracy.	<ul style="list-style-type: none"> <li>The Singapore Government continues to address and eliminate gender stereotypes in education and mass media (CEDAW/C/SGP 4, 2009).</li> <li>The Singapore Civil Service has various flexible work policies, leave benefits and employee support schemes to assist officers in achieving work-life balance.</li> <li>Recruitment into the public sector is open and transparent, and the development of every individual, female or male, is based on merit.</li> <li>The Association of Women for Action and Research (AWARE) runs educational programs to raise awareness of issues on gender equality.</li> </ul>
Participation	<p>Women have equal rights and responsibilities with men in the care of children and home.</p> <p>Everyone can participate in the different activities offered by SBWR and BTNR.</p>	
Conscientization	<p>Persistence of patriarchal attitudes and deep-rooted stereotypes regarding the roles and responsibilities of women and men within the family and society at large (UN CEDAW Concluding Observations, 2012)</p> <p>Stereotyping in education and mass media (UN CEDAW Concluding Observations, 2012)</p>	
Access	<p>Women have equal access to education, trainings, employment opportunities, health care services. Women also have equal access to financial services</p> <p>Recruitment into the public sector is open and transparent, and the development of every individual, female or male, is based on merit.</p> <p>The opportunities in the Civil Service are open to both men and women.</p>	
Welfare	<p>Women's basic needs are met; promoting work-life harmony for human well-being (CEDAW/C/SGP 3, 2004)</p> <p>Child care center and family life programs are being provided for women (CEDAW/C/SGP/2, 2001).</p>	

## V. RECOMMENDATIONS AND WAYS FORWARD

Gender mainstreaming can be incorporated into AHP institutional processes along two tracks: (a) through gender-responsive development planning, especially mainstreaming gender concerns in programs, activities, projects; and (b) through mainstreaming gender concerns in the organizations themselves, including their policies, and work environment (NCRFW, 2003).

The recommendations in this report are mainly focused on how to operationalize gender mainstreaming in biodiversity conservation efforts in the ASEAN, particularly in AHPs, in order to achieve the gender and biodiversity goals stipulated in the SDGs, CBD, and Aichi targets. It is hoped that these recommendations will be taken into consideration by both the ACB and AMS.

### A. General Recommendations

People are critical in the success of gender mainstreaming; the policies or official statements of support for gender; and the enabling mechanisms or the systems and measures set up in agencies where the AHPs in the AMS belong. Gender mainstreaming leading to equality is not possible without the buy-in of top level management (PCW, 2016). Thus, there is a need to initiate discussions on the interplay of gender and biodiversity among the top level/senior officials of the organizations in the AMS responsible for the AHPs. ACB can be the “driver”, being the AHP Secretariat, and the AHP supervisors from the AMS, to enable them to steer gender mainstreaming in AHP programs and activities. A committed Gender Secretariat composed of the ACB and AHP supervisors needs to be institutionalized and capacitated to serve as the catalysts for gender mainstreaming in AHPs.

First, successful gender mainstreaming initiatives start with awareness-raising and capacity development of major players. Organizations such as the UN, ASEAN Committee on Women, and national women’s machineries can play an important role as advocates and mentors in gender mainstreaming.

Second, if done with a gender lens, the review and enhancement of AMS/AHPs biodiversity and natural resources policies, plans, and programs, especially the identification of gender key performance indicators as crosscutting issues and concerns, can result in gender responsive programs and activities at the AHP/PA level, which will lead to inclusive, more equitable use of, and benefits derived from biodiversity.

The Gender Assessment Study revealed that in Lao PDR, the Philippines, and Singapore, although these AMS have defined laws on gender, there is no specific law pertaining to gender in biodiversity conservation. Likewise, there is no study conducted on gender assessment for biodiversity conservation. The review revealed that gender mainstreaming has yet to reach the AHPs and protected areas, particularly in terms of management and implementation of programs, e.g. lack of participation of women in AHP management. Participation of the various stakeholders, especially the women in the local community and ethnic groups, should be ensured.

The following recommendations and ways forward on gender are dependent on the needs of AHPs/PAs and applicability of activities in the ASEAN Member States:

- Generate and/or strengthen commitment to gender mainstreaming of government and other agencies/organizations, especially on institutional policy. The commitment and



leadership of senior management is important since only senior management can properly oversee a cross-cutting theme which intersects the various management structures of the organization.

- Also, a gender analysis of other AHPs, which can be facilitated by ACB and trained AHP personnel on gender mainstreaming needs to be done. The results of the gender analysis for each AHP will be the basis for the development of the specific gender plan of action for that AHP. Targets and indicators for gender equality and women participation should be identified at the level of ACB and AHPs. Evaluation and monitoring activities should determine the involvement of women. Institutions and governance can have differential impacts on men and women living in protected areas and buffer zones. It is important that these differences be understood and considered for both women and men in order to ensure effective participation in the conservation and sustainable use of natural resources.
- Conduct regular consultations and make skills and leadership trainings and other capacity development activities available to women, indigenous peoples and local communities. Gender training, gender sensitization, and awareness building should be conducted at regular intervals, and participation of women should be encouraged.
- Build awareness and secure commitment of various stakeholders on gender mainstreaming. Exchange visits for AHP managers can be organized so that they can observe and learn more about good practices and gender mainstreaming in biodiversity conservation in other AHPs. Local officials should also be capacitated to raise the awareness of community members and other park stakeholders on gender sensitivity. Communication, Education and Public Awareness (CEPA) programs about the endangered or threatened species may also be provided to both women and men, emphasizing the consequences if certain biodiversity is lost.
- Conduct continuous documentation, monitoring, and evaluation of the gender mainstreaming process through shared reports. Information sharing, especially on good practices and lessons learned in AHPs, is very important.
- Establish linkages and networks with various stakeholders on AHP management and gender mainstreaming. Establish alliances with other relevant organizations in each AMS. Identify NGOs, and other relevant organizations who are actively working on gender mainstreaming in the AMS.
- Conduct research on issues related to women and indigenous and local communities, to include, among others, the impacts of women's and IPLC's participation in biodiversity conservation; and identification of enabling mechanisms and constraints of women's participation.
- Greater collaboration with communities and management of AHPs and protected areas in Lao PDR is recommended. Provision of alternative livelihood for the village is needed to meet the needs of IPLCs living inside and around the protected areas. Likewise, enforcement of more focused regulations on biodiversity conservation and collection of NTFPs should be strengthened.
- Attendance to formal education, especially by the younger generation among the IPLCs within and those surrounding the AHPs and other protected areas can greatly empower young women and men to later serve as leaders in their communities. Removing the language barrier can provide better productive opportunities and can improve the lives of IPLC families.

- In the case of the Philippines, there is a need to review and/or harmonize existing laws and policies of various DENR bureaus on the access and use of natural resources from the forests, especially those affecting the indigenous peoples and local communities and those involving the threatened species in the AHPs.
- Gender perspectives could be integrated into the country's national biodiversity conservation programs in the NBSAPs and should trickle down to the programs, activities, and projects (PAPs) of AHPs. Gender perspectives also need to be mainstreamed into the strategies for sustainable utilization of resources such as NTFPs in AHPs, especially those with indigenous peoples and local communities who constantly use biodiversity resources for food, fuel, and medicine. For access and benefit sharing, gender mainstreaming will also involve a process of change, a transformation of unequal social and institutional structures into equal and just structures for both men and women.
- Develop community-based enterprises and promote biodiversity-friendly livelihoods based on traditional, indigenous knowledge, and capacities of women and men.

## **B. The Proposed Gender Plan of Action in Asean Heritage Parks and Asean Centre for Biodiversity**

The Gender Plan of Action recommended for ASEAN Heritage Parks (GPoA – AHPs) was developed and based on the results of the field assessments and consultations with stakeholders from the six AHPs/PA in Lao PDR, the Philippines, and Singapore. References used include the approved Regional Action Plan for AHP 2016 – 2020, the CBD Gender Plan of Action (2008) and other related documents. The review of the gender status in the AHPs, especially those of women and the indigenous peoples and local communities provided some of the vital information for the development of the GPoA-AHPs. The Web of Institutionalization Framework, which was also used in the 2015-2020 Gender Plan of Action under the CBD, was used in formulating the GPoA-AHP.

The proposed GPoA – AHP is aimed to a) promote gender equality in achieving the objectives of the AHP Programme, the CBD Program of Work for Protected Areas and the ACB; b) mainstream a gender perspective into the implementation of the Regional Action Plan for the AHPs (2016 – 2020); and c) increase the effectiveness of the implementation of the AHP Programme and Programme of Work for Protected Areas.

The ACB, as Secretariat of the AHP Programme, should facilitate/coordinate the implementation of the GPoA-AHP. Table 6 provides the GPoA targets for the ACB and AHP Programme.

For each target and action of the GPoA-AHP, corresponding indicators and activities were identified as shown in Annex 2. The identified activities are dependent on the needs of, and applicability in the AMS/AHPs. These are open for revision depending on the local situation of the AHP.

To operationalize some components of the framework, the sequence of activities in Figure 22 is proposed.

**Table 6.** GPoA targets for mainstreaming gender in ASEAN Heritage Parks and ASEAN Centre for Biodiversity

SPHERES	TARGETS	
	AHP	ACB
Policy Sphere: Builds the appropriate policy framework which provides the mandate, political support and resources to make sure that gender mainstreaming takes place.	<ul style="list-style-type: none"> <li>• Mainstream gender and biodiversity in the various activities of the AHP RAP (2016-2020)</li> <li>• Secure funding support for gender and biodiversity activities</li> <li>• Strengthen commitment of high-level government officials towards gender equality and biodiversity</li> </ul>	<ul style="list-style-type: none"> <li>• Explore for funding support for gender and biodiversity</li> <li>• Strengthen commitment towards gender equality and biodiversity</li> </ul>
Organizational Sphere: Addresses gender equality in staffing, institutional capacity, staff development, accountability and related equal opportunity policies.	<ul style="list-style-type: none"> <li>• Establish a Gender Secretariat to facilitate gender mainstreaming in AHP</li> <li>• Strengthen gender mainstreaming capacities of AHP staff</li> <li>• Ensure gender equality is reflected in human resource management</li> <li>• Increase awareness of responsibility of AHP staff for gender mainstreaming</li> </ul>	<ul style="list-style-type: none"> <li>• Establish a Gender Secretariat to facilitate gender mainstreaming in AHPs</li> </ul>
Constituency Sphere: Mobilizes partners and builds on existing efforts, good practices and lessons learned to enhance effective and efficient gender mainstreaming	<ul style="list-style-type: none"> <li>• Build partnerships and establish networks to promote gender mainstreaming in AHP</li> <li>• Link the GPoA-AHP with related activities of other agencies</li> <li>• Build awareness of gender and biodiversity activities of AHPs among gender-related and women's organisations</li> </ul>	<ul style="list-style-type: none"> <li>• Strengthen mainstreaming capacities of AHP managers and AHP Committee members</li> </ul>
Delivery Sphere: Deals with ways, in which gender is addressed in the theory, methodology, and applied research upon which activities to be undertaken are based.	<ul style="list-style-type: none"> <li>• Collect and disseminate information on gender and biodiversity</li> <li>• Identify/develop/improve and promote implementation tools and methodologies to mainstream gender into biodiversity-related activities</li> <li>• Link gender, biodiversity, poverty eradication, and disaster risk reduction</li> <li>• Collaborate with other institutions to promote exchange programs on gender</li> </ul>	<ul style="list-style-type: none"> <li>• Develop/ Collect and disseminate information on gender</li> </ul>

To operationalize some components of the GPoA, the following sequence of activities in **Figure 11** is proposed:

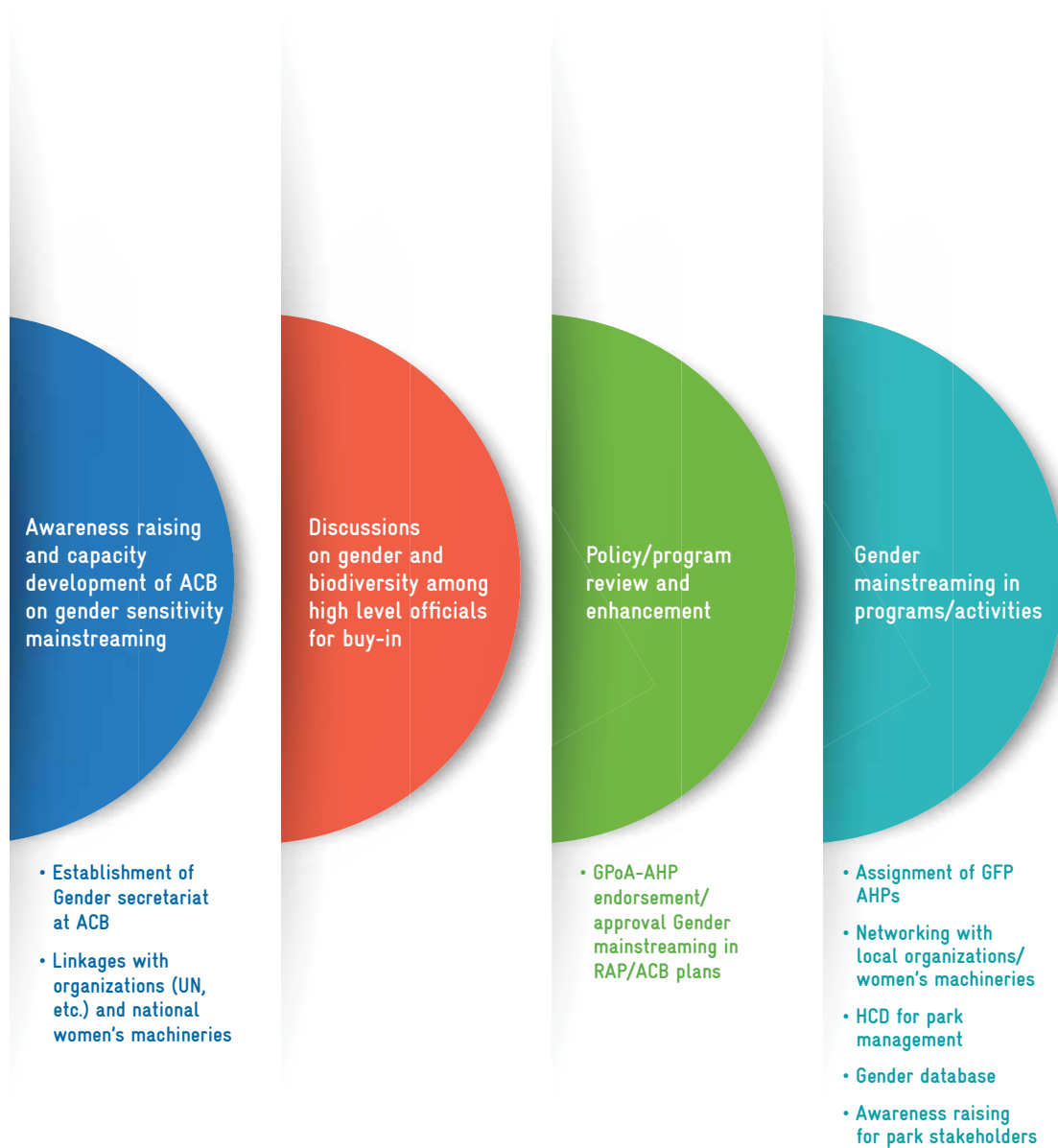


Figure 11. Proposed flow of activities for gender mainstreaming at ACB and AHPs

## VI. CONCLUSIONS

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All successful gender mainstreaming initiatives start with awareness raising and capacity development of major players. The ASEAN Centre for Biodiversity, as the Secretariat of the AHP Programme, could facilitate gender mainstreaming in AHP programs and activities. There should be a committed Gender Secretariat who will be capacitated and who would serve as the catalysts for gender mainstreaming. Organizations such as the ASEAN Committee on Women, and national women's machineries can play an important role as advocates and mentors in gender mainstreaming.

Gender mainstreaming is not possible without the buy-in and subsequent support of top level management, thus, there is a need to initiate discussions on the interplay of gender and biodiversity among the top level/senior officials, to further influence policy/program review and enhancement once the ACB and gender secretariat is fully equipped with the knowledge and skills on gender analysis and gender mainstreaming.

Review and enhancement of policies, plans and programs, if done properly, can result to gender responsive programs and activities at the AHP/PA level, which will lead to inclusive, more equitable use of, and benefits from biodiversity.



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## ANNEX 1

### GUIDE QUESTIONS DURING THE FOCUS GROUP DISCUSSION AND KEY INFORMANT INTERVIEW

#### A. National Organization which Manage the AHPs/PAs

Name: \_\_\_\_\_ Sex: \_\_\_\_\_

Position: \_\_\_\_\_ Organization: \_\_\_\_\_

1. Total number of Staff: \_\_\_\_\_ Males; \_\_\_\_\_ Females  
How many females in the executive management committee? \_\_\_\_\_
2. What is the pattern of women's participation, and quality of work in the organization?
3. What are the approaches and mechanisms to expand women's participation? What the impacts (positive and/or negative)?
4. Any national and international events on women participated by the organization?  
Describe said activity.
5. Are there gender policies in the country? Is there any law that restricts women to own or inherent lands? What are the existing policies, institutions, and laws to promote women's economic participation?
6. Are there procedures in place for integrating gender in the organization?
  - a. In hiring staff, do you consider the following:
    - Equitable participation of women
    - Balance representation of women and men in the senior and middle management
  - b. Do you have specific Gender and Development (GAD) plans for the organization?
  - c. Do you have gender-tailored trainings provided for the staff?
  - d. Do you have budget allocation for gender activities?
7. How do you rate the need for gender and development considerations in your organization?  
Please explain.
  - Necessary
  - Not necessary
  - Present condition is okay
8. Has the country ratified/acceded to the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW)?
9. Please give suggestions/comments/recommendations regarding gender considerations in your organization?
10. Please give suggestions/recommendations on how to mainstream gender in the various activities on biodiversity conservation in the AHP?



**B. ASEAN Heritage Parks Manager and Staff**

AHP: \_\_\_\_\_

Location: \_\_\_\_\_

AHP Manager/Staff: \_\_\_\_\_ Sex: \_\_\_\_\_

1. Total number of staff: \_\_\_\_\_

Total Females: \_\_\_\_\_; Total Males: \_\_\_\_\_

2. How do you hire or employ your staff?

Any consideration on whether female or male is to be selected/employed?

3. Do you know of any gender policy in the country/agency?

List, if there are any.

4. Do you have specific activities on GAD implemented in the AHP?

If yes, do you have budget allocation for said activities?

5. What is the pattern of women's participation, and quality of work in the AHP?

- Who does what? How? When? Where? Why? (Labor)
- Who uses what? How? When? Where? Why? (Access)
- Who controls what? How? When? Where? Why? (decision-making and control)
- Who knows what? How? When? Where? Why? (Information)
- Who benefits from what? How? When? Where? Why? (benefit sharing)
- Who is included in what? How? When? Where? Why? (participation)

6. What biodiversity conservation activities are being undertaken in the AHP?

Biodiversity Conservation Activities	MALE		FEMALES	
	Permanent	Temporary	Permanent	Temporary
Law enforcement/Patrolling				
IEC/Public awareness				
National Greening Program/Tree Planting				
Community organizing				
Tourism/Ecotourism				
Etc.				

### C. Indigenous Peoples and Local Communities

Name of respondent: \_\_\_\_\_ Sex: \_\_\_\_\_

Name of the organization/tribe: \_\_\_\_\_

Position in the organization/tribe: \_\_\_\_\_

1. Length of stay in residence (years): \_\_\_\_\_

2. No. of household members? \_\_\_\_\_

3. Source of income \_\_\_\_\_ How much: \_\_\_\_\_

Role of each member in generating income

4. What is the pattern of women's participation, and quality of work in the household (reproductive and productive roles)?

In the community (Communal roles)?

- Who does what? How? When? Where? Why? (Labor)
- Who uses what? How? When? Where? Why? (Access)
- Who controls what? How? When? Where? Why? (decision-making and control)
- Who knows what? How? When? Where? Why? (Information)
- Who benefits from what? How? When? Where? Why? (benefit sharing)
- Who is included in what? How? When? Where? Why? (participation)

5. What biodiversity conservation activities are being participated by ILCs in the AHP?

Activities	MALE		FEMALES	
	Permanent	Temporary	Permanent	Temporary
Law enforcement/Patrolling				
IEC/Public awareness				
National Greening Program/Tree Planting				
Community organizing				
Tourism/Ecotourism				
Etc.				
No activity participated in				

Who takes the lead? \_\_\_\_\_

6. Access to natural resources and resource use.

What resources? \_\_\_\_\_

To what extent do you have access? \_\_\_\_\_

7. Sharing of benefits, goods and services especially those arising from use of natural resources in AHP

Benefits, Goods, Services Shared	Men	Women	Senior Citizen	Youth	Children
	(Please check)				

8. Do you use traditional or herbal medicines? If yes, please identify.

Any traditional health practices? \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

9. Do you have rules and regulations that influence the way in which women and men use, manage and control natural resource? Yes \_\_\_\_\_ No \_\_\_\_\_

Rules and Regulations	For Men Only	For Women Only	For Both

10. Do your children go to school? Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, where? \_\_\_\_\_

11. Have you heard about gender? Gender mainstreaming?

Do you think it is good if women are allowed to do work done by men? Please explain.

12. Please give suggestions or recommendations on how you or your tribe can help in the effective implementation of the biodiversity conservation activities in the AHP? What can women, men or family do?

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

## ANNEX 2

**GPoA FOR MAINSTREAMING GENDER IN ASEAN HERITAGE PARKS AND ASEAN  
CENTRE FOR BIODIVERSITY**

ASEAN HERITAGE PARKS		
Targets	Actions	Indicators
Policy Sphere: BUILDS THE APPROPRIATE POLICY FRAMEWORK WHICH PROVIDES THE MANDATE, POLITICAL SUPPORT AND RESOURCES TO MAKE SURE THAT GENDER MAINSTREAMING TAKES PLACE.		
1. Mainstream gender and biodiversity in the various activities of the AHP RAP (2016-2020)	a. Integrate gender into the various activities of the AHP- RAP 2016 – 2020  <ul style="list-style-type: none"> <li>Conduct consultations with various stakeholders in the AHP to include among others, the IPLCs and women's groups regarding their gender and biodiversity-related issues and concerns</li> <li>Identify, prioritize and integrate gender activities in the implementation of AHP-RAP 2016-2020.</li> <li>Seek endorsement and approval for the mainstreamed gender activities in the AHP-RAP 2016-2020.</li> <li>Disseminate/ Communicate to AMS and AHPs the mainstreamed gender activities in the AHP-RAP 2016-2020.</li> </ul>	<ul style="list-style-type: none"> <li>Gender activities integrated in the implementation of AHP- RAP 2016-2020</li> <li>Mainstreamed gender activities endorsed and approved for integration in the AHP-RAP 2016-2020</li> <li>AMS and AHPs informed of the mainstreamed gender activities</li> <li>Implementation Report of AMS on mainstreamed gender activities in AHPs</li> <li>Number of women and men who participated in consultations</li> </ul>
2. Secure funding support for gender and biodiversity activities	a. Integrate approved gender activities into the AHP Work and Financial Plans	<ul style="list-style-type: none"> <li>Number of gender mainstreamed activities of AHP with budget allocation</li> </ul>

	b. Enhance awareness on gender and biodiversity and establish network with donors and other funding agencies	<ul style="list-style-type: none"> <li>• Forum conducted and mainstreamed gender activities provided with budget by donors and funding agencies</li> </ul>
	<ul style="list-style-type: none"> <li>• Conduct forum for donors and other funding agencies to communicate importance of gender and biodiversity, including lessons learned and good practices; and the gender-mainstreamed AHP-RAP 2016-2020</li> </ul>	<ul style="list-style-type: none"> <li>• Signed agreements with donors and funding agencies for selected gender mainstreaming activities of AHP</li> </ul>
	<ul style="list-style-type: none"> <li>• Identify activities to be funded by donors and other funding agencies.</li> </ul>	
	c. Develop projects within AHPs that can generate funds such as homestays, ecotourism and livelihoods with active participation of IPLCs and women's groups	<ul style="list-style-type: none"> <li>• Number of income generating projects implemented and participated actively by IPLCs and women's groups</li> </ul>
3. Strengthen commitment of high-level government officials towards gender equality and biodiversity	a. Enhance awareness and commitment of high-level government officials on gender and biodiversity	<ul style="list-style-type: none"> <li>• Forum on gender and biodiversity for Senior Management Officers carried out</li> </ul>
	<ul style="list-style-type: none"> <li>• Conduct forum with high level government officials in attendance (Officials of department, bureau, regional, provincial and district offices; PA Management Board; and national women's groups) to discuss gender and biodiversity and AHP-RAP 2016-2020.</li> </ul>	<ul style="list-style-type: none"> <li>• Signed MOA/ commitment agreements</li> <li>• Number of male and female participants in fora and other activities</li> </ul>
	<ul style="list-style-type: none"> <li>• Formulate Memorandum of Agreement (MOA) stating commitments and support of parties on identified activities (financial and other support)</li> </ul>	



Organizational Sphere: ADDRESSES GENDER EQUALITY IN STAFFING, INSTITUTIONAL CAPACITY, STAFF DEVELOPMENT, ACCOUNTABILITY AND RELATED EQUAL OPPORTUNITY POLICIES.		
1. Establish a Gender Secretariat to facilitate gender mainstreaming in AHP	Create a Gender Secretariat (Gen-Sec) in AHP	Gen-Sec created and capacitated
	<ul style="list-style-type: none"> <li>Establish Terms of Reference of the Gen-Sec</li> </ul>	
	<ul style="list-style-type: none"> <li>Provide resources (Financial and other support) to carry out activities</li> </ul>	
	<ul style="list-style-type: none"> <li>Capacitate Gen-Sec on gender sensitivity, gender analysis, and gender mainstreaming in biodiversity conservation</li> </ul>	
2. Strengthen gender mainstreaming capacities of AHP staff	Conduct assessment and analysis of knowledge, capabilities, and skills of AHP staff	Assessment and analysis of capacities on gender mainstreaming for AHP staff conducted
	a. Develop and implement a capacity development program on gender mainstreaming for AHPs	<ul style="list-style-type: none"> <li>Number of training modules developed.</li> </ul>
	<ul style="list-style-type: none"> <li>Organize workshops to identify capacity development activities on gender mainstreaming for the AHPs.</li> </ul>	<ul style="list-style-type: none"> <li>Number of trainings conducted</li> <li>Number of AHP staff who participated in gender capacity development program</li> <li>In-house gender expertise developed to support gender mainstreaming in all sections and AHP programs</li> <li>Number of women and men participated</li> </ul>
	<ul style="list-style-type: none"> <li>Develop training modules and other materials needed</li> </ul>	
	<ul style="list-style-type: none"> <li>Implement training modules</li> </ul>	
	b. Attendance of AHP staff to seminars and trainings on gender conducted by gender -related agencies.	<ul style="list-style-type: none"> <li>Number of and types of gender activities/ seminars/trainings attended</li> <li>Number of male and female AHP staff who participated</li> </ul>

	c. Monitor regularly how gender trainings has improved performance of AHP staff	<ul style="list-style-type: none"> <li>M&amp;E system to assess impacts of the gender training programs developed</li> </ul>
3. Ensure gender equality is reflected in human resource management	Develop a gender-sensitive Human Resources Policy for AHP considering parity of women and men in hiring and recruiting and the number of women and men in decision-making positions.	A gender-sensitive HR policy for AHP is developed
4. Increase awareness of responsibility of AHP staff for gender mainstreaming	Develop a manual for staff responsibilities for gender mainstreaming <ul style="list-style-type: none"> <li>Conduct orientation workshop for staff to ensure awareness of responsibilities and privileges from the organization.</li> <li>Identify good practices and lessons learned on gender mainstreaming of other organizations for sharing.</li> </ul>	<ul style="list-style-type: none"> <li>Manual for staff responsibilities developed</li> <li>Manual for staff responsibilities shared/ disseminated to AHP staff</li> </ul>
	Establish a system of incentives and rewards for AHP staff	System of incentives and rewards for AHP staff established
<b>Constituency Sphere: MOBILIZES PARTNERS AND BUILDS ON EXISTING EFFORTS, GOOD PRACTICES AND LESSONS LEARNED TO ENHANCE EFFECTIVE AND EFFICIENT GENDER MAINSTREAMING</b>		
1. Build partnerships and establish networks to promote gender mainstreaming in AHP	a. Identify and network with organizations and groups working on gender and biodiversity and environment	<ul style="list-style-type: none"> <li>Database of relevant partners on gender mainstreaming in AHPs in place</li> </ul>
	<ul style="list-style-type: none"> <li>Conduct a forum to identify and establish contribution or participation of identified organizations or groups to gender mainstreaming in AHP</li> </ul>	<ul style="list-style-type: none"> <li>Number of partnership agreements for gender mainstreaming forged</li> <li>Number of meetings conducted with partners and networks</li> </ul>
	<ul style="list-style-type: none"> <li>Formalize partnerships through a MOA/ partnership agreements</li> </ul>	<ul style="list-style-type: none"> <li>Number of women and men participants in fora</li> </ul>

2. Link the GPoA-AHP with related activities of other agencies	Build partnerships with Gender Focal Points of other agencies in the AMS and identify activities which could be conducted together	<ul style="list-style-type: none"> <li>Number of activities and initiatives carried out with other agencies</li> </ul>
3. Build awareness of gender and biodiversity activities of AHP among gender-related and women's organization	a. Disseminate available AHP materials and publications on gender and biodiversity, training modules, tool kits on gender mainstreaming, etc.	<ul style="list-style-type: none"> <li>AHP materials and publications on gender and biodiversity shared with women's organization and other gender-related organizations</li> </ul>
	b. Conduct seminars on gender in biodiversity conservation, environmental protection and sustainable livelihoods and provide technical assistance if needed.	<ul style="list-style-type: none"> <li>Information on gender in biodiversity conservation, environmental protection and sustainable livelihoods shared</li> </ul>
	c. Participate in regional and international events like Women's Day, International Biodiversity Day, among others, and promote AHP gender and biodiversity activities.	<ul style="list-style-type: none"> <li>Number of events participated and papers on gender and biodiversity issues on AHP presented</li> <li>Number of women and men stakeholders who participated</li> </ul>
<b>Delivery Sphere: DEALS WITH WAYS, IN WHICH GENDER IS ADDRESSED IN THE THEORY, METHODOLOGY, AND APPLIED RESEARCH UPON WHICH ACTIVITIES TO BE UNDERTAKEN ARE BASED.</b>		
1. Collect and disseminate information on gender and biodiversity	a. Establish and maintain a gender and biodiversity database for AHP	<ul style="list-style-type: none"> <li>Gender activities integrated in the implementation of AHP-RAP 2016-2020</li> </ul>
	<ul style="list-style-type: none"> <li>Identify who is doing what in gender and biodiversity work</li> <li>Collect and collate gender-biodiversity related materials into AHP knowledge management platform</li> <li>Share and exchange information in database with other AHPs, organizations and partners.</li> </ul>	<ul style="list-style-type: none"> <li>Mainstreamed gender activities endorsed and approved for integration in the AHP-RAP 2016-2020</li> <li>AMS and AHPs informed of the mainstreamed gender activities</li> <li>Implementation Report of AMS on mainstreamed gender activities in AHPs</li> </ul>
	b. Develop and conduct research projects on gender and biodiversity for the AHPs	<ul style="list-style-type: none"> <li>Number of women and men who participated in consultations</li> </ul>

	<ul style="list-style-type: none"> <li>• Conduct consultation workshop to identify and develop research projects on gender and biodiversity</li> </ul>	
	<ul style="list-style-type: none"> <li>› Review existing activities and programs of AHPs</li> <li>› Identify, prioritize and formulate proposals for research projects to be conducted</li> </ul>	
	<ul style="list-style-type: none"> <li>• Secure funding for the proposed research projects</li> </ul>	
	<ul style="list-style-type: none"> <li>• Conduct identified research projects researches and share of research results in AHP conference and other AHP related events</li> </ul>	
2. Identify/develop/improve and promote implementation tools and methodologies to mainstream gender into biodiversity-related activities	<ul style="list-style-type: none"> <li>a. Develop and promote gender tools and methodologies</li> </ul>	
	<ul style="list-style-type: none"> <li>• Review existing AHP tools from a gender perspective (e.g. principles, guidelines, work programs) and identify gender tools for implementation</li> </ul>	
	<ul style="list-style-type: none"> <li>• Develop/improve and promote identified "how-to" tools (e.g. guidelines, workshops)</li> </ul>	
	<ul style="list-style-type: none"> <li>• Monitor use of prescribed tools</li> </ul>	
3. Link gender, biodiversity, poverty eradication, and disaster risk reduction	<ul style="list-style-type: none"> <li>a. Contribute to safety and poverty reduction of AHP staff and IPLCs therein and ensure biodiversity conservation</li> </ul>	
	<ul style="list-style-type: none"> <li>• Conduct information dissemination on causes of disasters in AHPs and drills on disasters in AHP (flood, landslide, typhoons, earthquakes, forest fire, etc.).</li> </ul>	

	<ul style="list-style-type: none"> <li>Introduce and implement initiatives to enhance biodiversity conservation in AHPs (tree/enrichment planting, sustainable collection of NTFPs, etc.)</li> </ul>	
4. Collaborate with other institutions to promote exchange programs on gender	<ul style="list-style-type: none"> <li>Identify and implement areas/programs on gender for exchange program</li> <li>Identify partners in the exchange program.</li> </ul>	<ul style="list-style-type: none"> <li>Exchange areas/ programs identified and implemented</li> <li>Number and types of partnerships in the implementation of exchange programs</li> </ul>
<b>II. ASEAN CENTRE FOR BIODIVERSITY</b>		
<b>Policy Sphere: BUILD THE APPROPRIATE POLICY FRAMEWORK WHICH PROVIDES THE MANDATE, POLITICAL SUPPORT AND RESOURCES TO MAKE SURE THAT GENDER MAINSTREAMING TAKES PLACE.</b>		
1. Provide funding support for gender and biodiversity	Integrate gender in ACB's Work and Financial Plan and other programs and activities specific to: biodiversity conservation, sustainable use, and access and benefit sharing	<ul style="list-style-type: none"> <li>Number of projects with gender mainstreaming activities and budget</li> <li>Sex disaggregated data included as key performance indicators</li> <li>Budget allocated for gender mainstreaming</li> </ul>
2. Strengthen commitment towards gender equality and biodiversity	<ul style="list-style-type: none"> <li>Conduct forum for all members of AHP Committee and AHP managers</li> </ul>	<ul style="list-style-type: none"> <li>Number and types of forum conducted</li> <li>Number of women and men participants per AMS and other sectors</li> </ul>
	<ul style="list-style-type: none"> <li>Discuss gender activities of AHPs mainstreamed in the AHP-RAP 2016-2020</li> </ul>	
	<ul style="list-style-type: none"> <li>Identify activities to be undertaken by the AHP Committee and the AHP staff</li> </ul>	
	<ul style="list-style-type: none"> <li>Establish the basis for reporting gender mainstreaming efforts in biodiversity at ACB</li> </ul>	

Organizational Sphere: ADDRESSES GENDER EQUALITY IN STAFFING, INSTITUTIONAL CAPACITY, STAFF DEVELOPMENT, ACCOUNTABILITY AND RELATED EQUAL OPPORTUNITY POLICIES		
1. Establish a Gender Secretariat to facilitate gender mainstreaming in AHPs	<ul style="list-style-type: none"><li>• Create a Gender Secretariat (Gen-Sec) at ACB</li></ul>	<ul style="list-style-type: none"><li>• Number and types of gender-related trainings conducted</li><li>• Number and types of gender and biodiversity related trainings</li><li>• Number of women and men participated per training</li></ul>
	<ul style="list-style-type: none"><li>• Establish Terms of Reference of the Gen-Sec at ACB</li></ul>	
	<ul style="list-style-type: none"><li>• Explore for potential resources (Financial and other support) to carry out activities</li></ul>	
	<ul style="list-style-type: none"><li>• Capacitate Gen-Sec on gender sensitivity, gender analysis, and gender mainstreaming in biodiversity conservation</li></ul>	
Constituency Sphere: MOBILIZES PARTNERS AND BUILDS ON EXISTING EFFORTS, GOOD PRACTICES AND LESSONS LEARNED TO ENHANCE EFFECTIVE AND EFFICIENT GENDER MAINSTREAMING		
1. Strengthen mainstreaming capacities of AHP managers and AHP Committee members	Organize workshops/trainings on gender mainstreaming on a regular basis	<ul style="list-style-type: none"><li>• Number of Workshops/trainings conducted</li><li>• Number of women and men participated</li><li>• Gender activities introduced and implemented in the AHP</li><li>• Number of ACB personnel applying gender analysis</li></ul>
	<ul style="list-style-type: none"><li>• Monitor how gender training affect performance of AHP staff</li></ul>	
	<ul style="list-style-type: none"><li>• Monitor gender budget utilization in ACB and AHPs</li></ul>	
Delivery Sphere: DEALS WITH WAYS, IN WHICH GENDER IS ADDRESSED IN THE THEORY, METHODOLOGY AND APPLIED RESEARCH UPON WHICH ACTIVITIES TO BE UNDERTAKEN ARE BASED		
1. Develop/ Collect and disseminate information on gender	Develop and/or collect and disseminate/share gender, and gender in biodiversity- and natural resources management-related materials, publications, tool kits and training modules.	Number and types of gender related materials, publications, tool kits and training modules disseminated and shared
	Develop a gender portal at ACB for sharing and exchange of gender – related information in AHPs with other AHPs, organizations and partners.	Gender portal at ACB operationalized





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