

Integrating Gender in CHARMP2 Planning and Monitoring



Gender challenges in the Cordillera

Women in the Cordillera play a crucial role in agriculture. They are typically involved in the entire agricultural process from the preparation of the fields to planting, weeding, harvesting, storing and milling of the produce. Men are engaged mainly in opening, building and plowing the rice fields.

In recent years, more burden has been put on farmers, particularly on women who take up the primary roles both as nurturers and income earners. As a result, more women than men have become migrant workers.

Moreover, Cordilleran women have limited opportunities for political participation, both in the indigenous and government structure. The traditional governing body among indigenous communities is the council of elders,

which is, without exception, constituted of male members. The exclusion of women is so severe that when *ator* or *dapay* meetings are being conducted, women are not allowed to even walk by, much less participate. Their sole contribution toward these meetings is the preparation of food for the event. At the barangay and municipality levels of local government, the national trend holds with very few women taking up leadership positions.

The *ator* or *dapay*: “as a socio-political institution, Dap-ay elements include member families, leaders, customary law, code of conduct, sanctions, and traditional ceremonies and rituals. To community members, it’s a place where male members of the ward gather for meetings and rituals. It consists of a hut and an open meeting place made of stone slabs.”

Source: <http://www.new.kasapi.org/index.php/news/30-dap-ay-sagada-s-indigenous-socio-political-institution>

Gender strategy

To raise women status in the Cordillera, the Second Cordillera Highland Agricultural Resources Management Project (CHARMP2) embraced a gender strategy to facilitate gender equitable participation in their planned activities. To achieve this, the Project applies the following measures:

- At the participatory project investment planning sessions in the communities, women and men will be initially consulted separately to allow women to express their views freely until a unified plan is generated.
- In the direct employment created by project activities such as reforestation, infrastructure construction, etc, the project will ensure that women have the opportunity to fully participate.
- Micro-finance and skills training for women groups will be provided.
- Many project activities will promote the formation of groups with women comprising at least 40% in membership.

These measures are now embodied in the Project’s documents, including the logical framework, annual work plan and budgets, subproject/activity plans and M&E forms. For instance, a gender target of at least 40% in membership and 30% in leadership positions for women was explicitly indicated in the Project’s logical framework. Such should be the women’s participation in community organisations partnering with the Project. Thus, gender concerns are monitored in project planning and implementation of subprojects and activities.

The CHARMP2 Project Support Office, in hiring Project staff, implements a policy that gives preference for women, assuming qualifications are equal among applicants. The Project’s gender focal person sits as a permanent member of the Project’s Staff Selection Committee.

A gender mainstreaming strategic focus for IFAD projects in the Philippines was developed by the IFAD Philippines Gender Network (IFAD PGN). It aims to provide a common framework for mainstreaming gender in IFAD projects in the country that is consistent with the Philippine’s gender and development (GAD) policy.

Gender and community participatory planning

The CHARMP2 started its activities in the field with all the 170 target barangays by preparing barangay project investment plans. It is also at this point where CHARMP2's gender mainstreaming began to evolve.

Steps in community participatory planning

1. Community orientation
2. Participatory planning
 - a. Identification and prioritisation of proposed subprojects and activities to be supported by the Project.
 - b. Sectoral workshops (e.g., women, elders, irrigator associations, forest management groups and the like). Each sector identifies and ranks proposed projects based on their felt needs.
 - c. Community prioritisation. Results of sectoral workshops are presented to the community for validation.

“...during the presentation of their investment plan, the women and men had a brief debate on what would be first-rank between a domestic water supply (DWS) and a community irrigation system (CIS) project. The men argued that the CIS rehabilitation should be prioritised to improve water flow into the rice fields. The women argued otherwise, indicating that the DWS must be constructed first because they don't have a system at the moment and they need water for their daily home chores. Eventually, the men agreed with the women.”

(As narrated by Mr. Jerry Banawa, former CHARMP2 provincial coordinator for the province of Abra during one of the prioritisation workshops).

3. Inclusion of investment plan into local government plans. The investment plan is endorsed by the community to the barangay development council (BDC). The BDC is the government body at the barangay level tasked to formulate, implement and monitor community plans by mobilising people's participation. In the Philippines, the barangay is the smallest local government unit. The BDC further endorses the plan to the municipal development council (MDC), then to the provincial development council (PDC).

In the final selection of subprojects to be supported, the Project adopts the checklist prescribed under the National Economic and Development Authority's (NEDA) Harmonised GAD guidelines to ensure that proposed projects will benefit both men and women. Likewise, the Project is also guided by the gender mainstreaming focus for IFAD projects in the Philippines by integrating suggested activities such as but not limited to

- a. co-sponsoring workshops, consultative meetings and trainings with members of the IFAD Philippines Gender Network (IFAD PGN)—in terms of policy;
- b. conducting orientation sessions on GAD, value formation and gender orientation to Project staff, partners, beneficiaries and livelihood skills training for women (e.g., farmers, business school)—in terms of people;
- c. collecting and maintaining a database on gender disaggregated data, advocating greater women participation in projects and activities and incorporating enabling policies for access of women to Project services—in terms of projects and activities;

- d. formulating a Project gender plan to serve as a cohesive guide for all Project staff - in terms of enabling mechanisms.

These activities are constantly monitored to track the attainment of desired gender outcomes in the Project.

The Project prepares a GAD plan and updates it annually. Table 1 shows a glimpse of the said plan.

Composition of peoples' organisations

In organising partner peoples' organisations (POs) in the barangays, the Project advocates the ratio of at least 40% and 30% women in membership and leadership positions, respectively. The suggested ratio is also encouraged in the formation of barangay participatory monitoring and evaluation teams (BPMET). In cases where there are already existing POs, which already have their own set of officers and members, these POs are encouraged to review their membership structure to consider the women-to-men ratio.

In a series of trainings provided to the POs, gender topics are incorporated to sustain gender advocacy throughout the duration of the Project.

Project implementation

The results of CHARMP2's efforts to make the Project gender-sensitive looks promising. The level of women's participation in many subprojects and activities is beyond target. As of this writing, based on the profiling of POs and its members, the CHARMP2 has already reached 12,377 individuals in the communities covered. About 46% were women.

Gender Mainstreaming Strategic Focus

Scope of focus

Defined in terms of the life of the project and its logframe and project priorities in collaboration with government, non-government organisations, private sector, civil society partners and the target sectors.



Strategic goal

Equal access to economic opportunities and representation and equitable allocation of resources between rural women and men to enable poor rural people to raise their incomes, improve food security to feed their families, strengthen their resilience and have greater control over their lives.

Objectives

Provide the IFAD/Philippine-assisted projects with a common framework on gender equality and women empowerment (GEWE), applicable concepts and tools that would facilitate GEWE mainstreaming particularly in project design, implementation, monitoring and evaluation to maximise project impacts (indicated/presented in the logframe, baseline survey, KM, impact assessment);

Support the Philippine government and IFAD in the complementation of project activities to achieve GEWE; and

Optimise resources; define clear mechanisms for harmonisation and complementation to create substantial results/impacts relevant to gender equality and women empowerment.

Source: IFAD Philippines Gender Network (2011), Gender Mainstreaming Strategic Focus for IFAD Projects in the Philippines

Table 1. Gender and development plans of the CHARMP2.

Component	Gender issue/ concern	GAD objective	Identified GAD activity	Target	GAD performance indicator	GAD budget ('000)
1. Social Mobilisation Participatory Investment Planning and Land Tenure	Access of rural, indigenous women to social security, land, income-generating activities and participation in decision-making	Ensure participation of women in community development	Separate consultation with women to allow them to express their views freely in participatory investment planning (PIP) workshops	170 PIPs reviewed annually	Increased percentage of rural, indigenous women involved in PIP.	1,500
		Ensure women in leadership positions	Strengthening peoples' organisations	170 groups	30% of women in leadership positions	4,788
2. Community Watershed Conservation, Forest Management and Agroforestry	Employment and livelihood skills for women	Give equal opportunity for women to participate in reforestation/ agroforestry projects	Selection of eligible women's groups/ members for direct employment in reforestation projects	More women actively attending or participating in reforestation projects	30% of members participating in reforestation projects are women	3,000
				Women benefiting from agroforestry projects	Number	1,000
3. Agriculture, Agribusiness and Income-Generating Activities	Awareness among women of their economic rights and opportunities	Raise women's income through: improved standards of production	Workshops in value chain development, organic certification and product development	More women benefiting from workshops	At least 50% of participants are women involved in value chain development	80,000
					At least 50% of the beneficiaries are women engaged in income-generating activities	

Both men and women have an equal chance of participating in reforestation, agroforestry, agribusiness and income generation and related activities such as trainings.

Though construction of larger rural infrastructure, particularly farm-to-market roads, irrigation systems and domestic water supply systems require the employment of males, the construction of footpaths involves women.

Monitoring gender in project activities

Gender disaggregation is basic information collected using the Project M&E forms. Reports submitted by Project staff, including those of partner agencies and local government units, indicate the number of participating males and females.

The harmonised GAD guidelines seek to promote the twin goals of gender equality and women empowerment. Specifically, they aim to

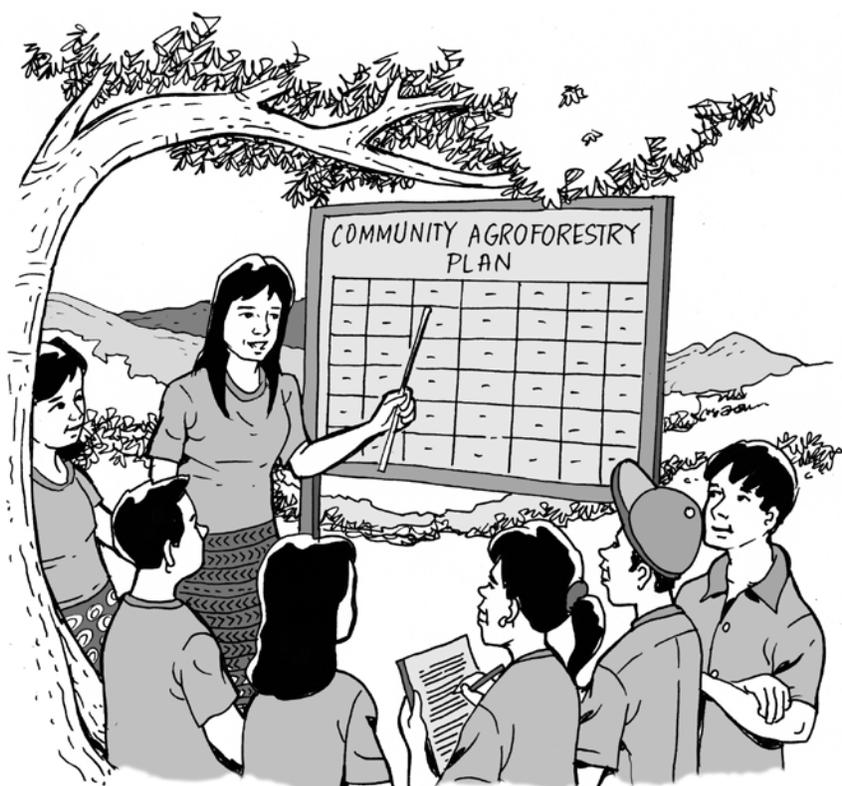
1. Provide NEDA, official development assistance donors, Philippine government agencies and development practitioners with a common set of analytical concepts and tools for integrating gender concerns into development programs and projects and
2. Help achieve gender equality in and empower women through projects and programmes.

Source: Harmonized Gender and Development Guidelines for Project Development, Implementation, Monitoring and Evaluation (2007), 2nd ed. NEDA, NCRFW, ODA-GAD

With inputs from the IFAD gender specialist for the Philippines, the Project conducted gender analysis and harmonisation workshops with LGU partners focused on

- Gender division of labour, access and control women and men have over inputs required for their labor and the benefits of their labor;
- The impact of development on women and men;
- Policies and plans to determine whether these are gender-sensitive; and
- Participation rates of women and men in activities.

The workshops heightened awareness of Project staff as well as local government partners on gender concerns and issues, consequently resulting in gender sensitising the Project logframe, preparation of the annual work



plan and budget (AWPB), subproject and activity plans and designs and, ultimately, the implementation of subprojects and activities.

Applicable gender-related indicators are being monitored and regularly reported to the Department of Agriculture in compliance with the Philippine Republic Act 9710 or the Magna Carta for Women and to IFAD for its results and impact management system.

In a workshop on NEDA's harmonised GAD guidelines, facilitated by IFAD Philippines in December 2012, the Project garnered a score of 18.84 for project identification and design and 16.25 for project implementation. Based on the guidelines, this rating is gender-responsive in both aspects. Along with other result indicators, gender indicators applicable to the Project are monitored and included in succeeding evaluation studies.

Table 2. A few samples of first-level RIMS indicators being monitored along with other Project indicators.

Indicator	Unit
People trained in infrastructure management	Number
	Male
	Female
Groups managing infrastructure formed/strengthened	Number
People in groups managing infrastructure formed/strengthened	Number
	Male
	Female
Groups managing infrastructure with women in leadership position	Number
Land under irrigation schemes constructed/rehabilitated	Ha
People in natural resource management groups formed/strengthened (PO members)	Number
	Male
	Female
Natural resource management groups with women in leadership positions	Number
Land under improved management practices	Ha
People trained in crop production and technologies	Number
	Male
	Female
Roads constructed	Km
Marketing groups with women in leadership position	Number
Community groups formed/strengthened	Number
Community groups with women in leadership positions	Number
Village/community plans formulated	Number
Drinking water systems constructed/rehabilitated	Number

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Acronyms and abbreviations

BDC	barangay development council
CHARMP2	Second Cordillera Highland Agricultural Resources Management Project
GAD	gender and development
GEWE	gender equality and women empowerment
IFAD	International Fund for Agriculture Development
IFAD PGN	IFAD Philippines Gender Network
Logframe	logical framework
MDC	municipal development council
NEDA	National Economic and Development Authority
PDC	provincial development council
PIP	project investment planning

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