Community Management Plan

July 2019

PHI: Integrated Natural Resources and Environmental Management Project

Mat-i Higaanon Free Farmers Association, Inc.

Prepared by Higaanon community of Mat-i, Claveria for the Department of Environment and Natural Resources and the Asian Development Bank
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EXECUTIVE SUMMARY

The indigenous tribe of the Higaonon share a common root language, history and culture. They can be found in the northern and central regions of the island of Mindanao and are nomadic tribe, travelling from one mountain to another, looking for fertile soil for a fruitful and bountiful harvest. The name Higaonon is derived from the words “higa” that means living, “goan” which means mountains, and the word “onon” meaning people. The tribe is also known as “the people of the wilderness” and one of the least known ethnic groups that inhabit the hinterland of North-Central Mindanao. This is where the Higaonon people of the Indigenous People’s Organization Mat-i Higaonon Free Farmers Association (MAHIFFA) dwells.

The People’s Organization MAHIFFA is an indigenous farmers association purposely organized and registered as pre-requisite to avail any government projects especially in the Department of Environment and Natural Resources (DENR) as the lead agency in motivating the implementation of Integrated Social Forestry (ISF) Program and the Ancestral Domain Claim of the Indigenous People.

MAHIFFA formulated this community management plan in order for them to have a written guide for the policies of each operations inside the management area and to have smooth relationships with the people around the community and will serve as guide to govern the management area that will prevent adverse effect with regards to social and environmental impacts. This will also guide the PO to become a more effective group in the community with various plans on how to help improve their livelihood and to conquer poverty not just for the members but for the community as a whole.

This plan also recommends the training and capacity building needed by the organization especially for Indigenous People women whose role is to continuously maintain the organization’s harmonious operations. This document described the various cultural practices and governance mechanism that are still being used and are being followed by every member of the organization and shows how effective their traditions and practices are in managing their management area including the natural resources found therein.

The Council of Elders including sectoral leaders and organizational officers are in charge of the overall governance mechanism to ensure all laws and policies are properly implemented, followed and respected. Traditional Conflict resolutions or grievance redress mechanisms are also properly observed to be able to settle issues immediately and not to become uncontrollable.

This plan also shows various programs and projects that intend to provide benefits for all members particularly in terms of economic, social, cultural and environmental aspects. The plans and programs were identified thru series of consultations to determine its applicability, acceptability and effectiveness in addressing specific concerns, which do not and will not create adverse or negative impact to any members and especially to the entire area of management.

MAHIFFA also intends to circulate the CMP to other donor or funding agencies that in any way will be interested in supporting and recognizing their culture and practices in terms of natural
resources management, thereby providing technical and financial assistance to sustain and perpetuate the culture and traditions and environmental protection initiatives
I. INTRODUCTION

1. This community management plan is a roadmap for implementing the envisioned development of the community. It describes what our community wants to accomplish, what activities are required during the specified timeframe, and what resources (money, people and materials) are needed to succeed. This Community Management Plan (CMP) will become a framework for implementing various livelihood programs, conservation farming, and protection of the forest land activities that are decided by the community itself. It is important to emphasize that the community members are the main actors/authors in the preparation of this community management plan.

2. We believed that through this document, we were able to convey the dreams and aspirations of the people living in the community of Barangay and the Higaonon. This document covers and states our goals of collecting, documenting and describing our indigenous knowledge systems and traditional resource management practices, which will guide us in the implementation of our sustainable development plans. The indigenous knowledge systems consist of our traditional and communal view of our resources, the protection and conservation of the environment, as well as the conservation and management of our biodiversity. We hope that with this plan, we can make an effort to address environmental problems in our own little way. We hope to live in peace with each other and religiously implement all the projects that will be entrusted to us by the funding institution whether it be national, local or non-government organizations.

3. This document serves as the basis of the development that we seek for our people in the community. This shall be our guide in forging alliances with like-minded individuals or sectors including our fellow Indigenous Peoples (IPs) who have also worked for the sustainable development and protection of our own community. It is hoped that through the alliances with all the other stakeholders, we will be able to draw inspiration and strength to fulfill our dreams and aspirations in the future.

4. This community management plan is formulated through the efforts of the officers and members of the Peoples Organization in supplying the essential information through a focus group discussion through a workshop in order for them to catch thoroughly the importance or the objectives of the management plan to be applied on their own area of operations and guidelines for management. The officers also had a thorough consultations with the members of the community including the elders of the community. They also consider the different traditions of the members who belongs to the Higaonon tribe. Their indigenous knowledge which includes their traditional and communal view of conservation of the resources, protection and sustainable practices on the environment as well as in the conservation and management of our biodiversity.

II. LEGAL AND INSTITUTIONAL FRAMEWORK

A. Indigenous Peoples Rights Act of 1997 (RA 8371)

5. The Indigenous Peoples (IP) in the Philippines remain as the most marginalized sector of society. This status continues despite the tremendous progress made by communities, partners, and advocates over years of struggle. As a result of the
vigilance and sustained advocacy of the IP sector and its partners, the Indigenous Peoples’ Rights Act was enacted in 1997. This provided venues and legal backbone for recognizing the traditional rights of communities over their ancestral domain.

6. The IPRA provides for the recognition of the traditional rights of Indigenous Peoples over their ancestral domains through the issuance of Certificates of Ancestral Domain Titles (CADT). It recognizes the rights of ICC’s to define their development priorities through their own Ancestral Domain Sustainable Development and Protection Plan (ADSDPP) and exercise management and utilize the natural resources within their traditional territories.

B. NCIP Administrative Order No. 3, Series of 2012

7. The NCIP AO 3 underlines the state’s policy that no concession, license, permit or lease or undertaking affecting ancestral domains shall be granted or renewed without going through the free, prior and informed consent (FPIC) process required by the National Commission on Indigenous People (NCIP) to issue a Certification Precondition.

C. DENR-NCIP Memorandum of Agreement and Implementing Guidelines

8. The DENR and NCIP have entered into a Memorandum of Agreement (MOA) for the implementation of INREMP to ensure that provisions of the NCIP Administrative Order No. 3, Series of 2012 or the Revised Guidelines on Free and Prior Informed Consent and Related Processes of 2012, are fully considered and complied with.

9. Meanwhile, the Implementing Guidelines on the Memorandum of Agreement between DENR and NCIP for the Implementation of the INREMP in Municipalities with Indigenous People’s Communities was promulgated with the following objectives:

   a. Establish a common understanding and framework for the operationalization of the Memorandum of Agreement between DENR and NCIP for the implementation of the INREMP in areas with indigenous people’s communities;
   b. Set the requirements and procedures in ensuring compliance to NCIP Administrative Order No. 3, Series of 2012 or the Revised Guidelines on Free and Prior Informed Consent and Related Processes of 2012;
   c. Provide and ensure compliance with the procedure and the standards in the conduct of the required validation process; and
   d. Protect the rights of the ICCs/ IPs in the introduction and implementation of plans, programs, projects, activities and other undertakings that will affect them and their ancestral domains to ensure their economic, social and cultural well-being.

D. Basic Principles of ADB Safeguard Policy, 2009

10. ADB Policy on Safeguards requirement for Indigenous peoples recognizes the right of Indigenous People to direct the course of their own development. Different countries with different cultures define the term “Indigenous People” in various ways.
For operational purpose, the term Indigenous people is used to refer to a distinct, vulnerable, social and cultural group with following characteristics:

1. Self-identification as members of a distinct indigenous cultural group and recognition of this community by others;
2. Collective attachment to geographically distinct habitats or ancestral territories in the project area and to the natural resources in the habitats;
3. Customary, cultural, economic, social or political institutions that are separate from those of dominant society and culture; and
4. A distinct language, often different from the official language of the country or region.

11. According to ADB policy Indigenous people’s safeguards are triggered if a project directly or indirectly affects the dignity, human rights, livelihood systems or culture of Indigenous people or affects the territories, natural or cultural resources that Indigenous people own, use, occupy or claim as their ancestral property.

12. The SPS sets out the following principles for IP safeguards in all projects in which ADB is involved:

a. Screen early on to determine (i) whether Indigenous Peoples are present in, or have collective attachment to, the project area; and (ii) whether project impacts on Indigenous Peoples are likely.

b. Undertake a culturally appropriate and gender-sensitive social impact assessment or use similar methods to assess potential project impacts, both positive and adverse, on Indigenous Peoples. Give full consideration to options the affected Indigenous Peoples prefer in relation to the provision of project benefits and the design of mitigation measures. Identify social and economic benefits for affected Indigenous Peoples that are culturally appropriate and gender and inter-generationally inclusive and develop measures to avoid, minimize, and/or mitigate adverse impacts on Indigenous Peoples.

c. Undertake meaningful consultations with affected Indigenous Peoples communities and concerned Indigenous Peoples organizations to solicit their participation (i) in designing, implementing, and monitoring measures to avoid adverse impacts or, when avoidance is not possible, to minimize, mitigate, or compensate for such effects; and (ii) in tailoring project benefits for affected Indigenous Peoples communities in a culturally appropriate manner. To enhance Indigenous Peoples’ active participation, projects affecting them will provide for culturally appropriate and gender inclusive capacity development. Establish a culturally appropriate and gender inclusive grievance mechanism to receive and facilitate resolution of the Indigenous Peoples’ concerns.

d. Ascertain the consent of affected Indigenous Peoples communities to the following project activities: (i) commercial development of the cultural resources and knowledge of Indigenous Peoples; (ii) physical displacement from traditional or customary lands; and (iii) commercial development of natural resources within customary lands under use that would impact the livelihoods or the cultural, ceremonial, or spiritual uses that define the identity and community of Indigenous Peoples. For the purposes of policy application, the
consent of affected Indigenous Peoples communities refers to a collective expression by the affected Indigenous Peoples communities, through individuals and/or their recognized representatives, of broad community support for such project activities. Broad community support may exist even if some individuals or groups object to the project activities.

e. Avoid, to the maximum extent possible, any restricted access to and physical displacement from protected areas and natural resources. Where avoidance is not possible, ensure that the affected Indigenous Peoples communities participate in the design, implementation, and monitoring and evaluation of management arrangements for such areas and natural resources and that their benefits are equitably shared.

f. Prepare an Indigenous Peoples plan (IPP) that is based on the social impact assessment with the assistance of qualified and experienced experts and that draw on indigenous knowledge and participation by the affected Indigenous Peoples communities. The IPP includes a framework for continued consultation with the affected Indigenous Peoples communities during project implementation; specifies measures to ensure that Indigenous Peoples receive culturally appropriate benefits; identifies measures to avoid, minimize, mitigate, or compensate for any adverse project impacts; and includes culturally appropriate grievance procedures, monitoring and evaluation arrangements, and a budget and time-bound actions for implementing the planned measures.

g. Disclose a draft IPP, including documentation of the consultation process and the results of the social impact assessment in a timely manner, before project appraisal, in an accessible place and in a form and language(s) understandable to affected Indigenous Peoples communities and other stakeholders. The final IPP and its updates will also be disclosed to the affected Indigenous Peoples communities and other stakeholders.

h. Prepare an action plan for legal recognition of customary rights to lands and territories or ancestral domains when the project involves (i) activities that are contingent on establishing legally recognized rights to lands and territories that Indigenous People have traditionally owned or customarily used or occupied, or (ii) involuntary acquisition of such lands.

i. Monitor implementation of the IPP using qualified and experienced experts; adopt a participatory monitoring approach, wherever possible; and assess whether the IPP’s objective and desired outcome have been achieved, taking into account the baseline conditions and the results of IPP monitoring. Disclose monitoring reports.

13. Specific to INREM, the Indigenous People’s Development Framework (IPDF) “ensures that INREM subprojects are designed and implemented in a way that fosters full respect for IP identity, dignity, human rights, livelihood systems and cultural uniqueness as defined by the IPs themselves to enable them to (i) receive culturally appropriate social and economic benefits, (ii) do not suffer adverse impacts as a result of the project, and (iii) can participate actively in the project. For this purpose, an IP Plan (IPP) will be prepared in participating areas and an Ancestral Domain Sustainable Development and Protection Plan (ADSDPP) will be enhanced or formulated in areas covered by ancestral domain claims.”
III. DESCRIPTION OF THE PROJECT AREA/COMMUNITY AND ANCESTRAL DOMAIN

1. Physical-environmental status of the area

   a. Location and Coverage

   14. The management area of Mat-i Higaonon Free Farmers Association (MAHIFFA) is located at Sitios Mauswagon and Zone 14 (Abacahan) of Barangay Mat-i, Claveria, Misamis Oriental with a total area of 1,703 hectares.

   b. Accessibility

   15. From the town proper of the Municipality of Claveria, Barangay Mat-i is around 15 kilometers away and can be reached by single motor (habal-habal) or jeepneys through a concrete accessible road and national highway bound to Gingoog City, Misamis Oriental. However the farm areas of MAHIFFA is served by secondary roads that is made by logging activities before and is passable only by animals and human but not with any kind of vehicle.

   c. Topography and Elevation

   16. The elevation of the management areas ranges from 700 – 1,500 meters above sea level (masl) where around 376.71 hectares or 22% falls within 1,200 – 1,300 masl. Slope ranges also at 8% - 50% and above where 601.89 hectares is within 30% - 50% slope.

   d. Land Classification and Tenure

   17. PO MAHIFFA was organized and registered through the Securities and Exchange Commission (SEC) on September 22, 2014. Members of the organization are recipient of the Integrated Social Forestry (ISF) program of the Department of Environment and Natural Resources (DENR). ISF is individually awarded and recipients decided to unite and create an organization hence applied their areas for awarding of Community-Based Forest Management Agreement (CBFMA) and manage the area as an organization.

   e. Landmark and areas with cultural significance

   18. A creek in Malitbog, Bukidnon traverses the management area and drains to the Tagoloan River.

   f. Environmental Status of the Ancestral Domain

   19. The area tenured by MAHIFFA is primarily forestland described as secondary residual forest. Some areas are utilized by the natives for agriculture, source of materials for their practice of traditional medicine, place of sacred rituals and burial grounds, as well as source of traditional livelihood such as hunting, source of water, and source of non-timber forest products for various purposes.
<table>
<thead>
<tr>
<th>Land Cover Type</th>
<th>Area (has)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Crop</td>
<td>45.56</td>
</tr>
<tr>
<td>Grassland</td>
<td>147.25</td>
</tr>
<tr>
<td>Open Forest</td>
<td>1,118.33</td>
</tr>
<tr>
<td>Perennial Crop</td>
<td>35.46</td>
</tr>
<tr>
<td>Shrubs</td>
<td>356.08</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>1,702.68</strong></td>
</tr>
</tbody>
</table>

20. Using National Mapping and Resource Information Authority NAMRIA 2010 Map, the above table shows the various land cover types existing in the management area. As reflected, the management area is majority covered with open forest areas with around 66% of the total area. The area hence has a strength and potential for further rehabilitation to protect the resources therein.

### g. Identification of Land Use and Zoning Determination

21. Members of MAHIFFA represented by Sitios Mauswagon, and Abacahan participated a workshop conducted by the Watershed Management Project Coordination Office (WMPCO) – CENRO Initao in community mapping the management area. The objective of the activity is to delineate the land cover, land use, drainage, and potential area for the project intervention. Other information based on the community mapping as follows:

- i. Grassland areas greater than 50% slope
- ii. Inland water
- iii. Shrubs
- iv. Open and Closed Forest
- v. Wooded Grassland
- vi. Built-up Area
- vii. Sacred and Burial Grounds
- viii. Forest Reserve
- ix. Natural Boundaries
- x. Infrastructures

22. As agreed by the organization, the Executive Officers has given a full authority for the overall management of the organization and for its land uses and resources development.

23. The community map serves as the baseline data for the future NRM and other projects that may be implemented on the CMP area. The maps can be used to identify appropriate project intervention as identified in the protection and production area which may contribute to an increase of socio-economic benefits and environmental sustainability.
h. Policy on resource management and land use, sacred area, forest protection, resource use and harvesting

(i) General Governing Policy/Rituals

24. Traditionally, a designated Baylan or native priest is the only person authorized to conduct Salilaya or rituals such as Lagti, Panahod, Pamahandi, Pamulakaw, Ibabasok, Layag, Pangaso and other related rituals in accordance to the protocol requested by authorities. Tribal governance and execution of customary laws are led by the Tribal Datu (Chieftain) and the “Ininay Inamay” (Tribal elders).

(ii) Policy on Sacred Areas

25. The appointed tribal council or Clans of Datu settled in the scared area should construct a Tulugan (Priest house) and Kumba (Altar) for the Baylan. If anyone wants to enter the altar, he/she must offer any kind of monetary consideration for the sake of maintenance and other operating expenses in the area.
(iii) Policy on Forest Protection and Rehabilitation

26. Source of livelihood in farming such as areas for the production of rice, corn, vegetables, root crops, fruit trees, and banana and abaca plantation must be rehabilitated. All sacred places, hunting grounds and source of potable water must also be protected.

(iv) Policy on settlement areas

27. With full authority from the ancestors down to the off-springs, verbal or unwritten agreement on extra judicial partition for each clan seemed to be final to their culture. However, the existing written references in IPRA Law RA or 8371 and the government agencies assigned will guide the IPO to have interpreted written documents for consumption.

(v) Policy on resource use, harvesting and hunting

28. In order to start assigning land use and cultivating the area, farmers will wait for the sound of certain birds as a sign to proceed with slash-and-burn activities in agriculture lands. As a nomadic style was observed in agriculture, bountiful harvests were given priority within seven (7) years of cycle. Due to intermarriages with Dumagat, most of them have been adopted to alternative ways of farming. The IP members have their own customary practices in terms of resource use, harvesting, and hunting. On the other hand, Dumagats are also adopting such rituals, especially for harvesting but putting their own twist on the belief.

(vi) Policy on agricultural and agroforestry activities

29. Traditional first cropping season will start on the onset of the rainy season from the month of May to August, second cropping is from September to December, and third cropping, which is optional is from January to April. A ritual is a very basic activity and is always done before any activities, including harvesting, and is led by the Baylan.

2. Baseline Information on Indigenous People

a. Age Distribution

30. Majority of the MAHIFFA members are Male which is around 71% of the populace. However, women still partakes big role in the operation of the organization.

b. Livelihood

31. Farming is the major source of livelihood in the community. They also deal with firewood production and directly sell it to small markets. Since the community is an outskirt of Cagayan de Oro City, some of the residents opt to employ at the city proper.
c. Characteristics, History and Culture of the IP group

32. MAHIFFA is composed of two (2) clan IPs of Datu Manayo II Paulino Dagunio of Mt. Sumagaya/Lumot and under him is the clan of Datu Manlugsadan Ernesto Nanganlag of Abacahan.

33. The membership of the PO is composed of 70% IPs and 30% Dumagats or Non-IPs. The latter means “Barterer” or person who exchanged products with equal value since their entry to till and own the land within the management area is through exchange of valued things. Some of the entry of the Dumagats is also through negotiations and intermarriages.

34. Present and future NRM interventions can merely be a part of the cultural revival and strict implementation of the customary laws and indigenous activities of the IPs in the area.

3. Situational analysis

35. MAHIFFA inhabits the area of Northern Mindanao as where Higaonons stayed for farming. The whole area is considered to be endangering on natural grown forest however there is a gradual diminishing on the flora and fauna. However, the top range portion and other areas remain to be protected due to the presence of the source of spring potable water and preservation of culture and other related project interventions on Comprehensive Site Development.

36. The increase in population that trigger towards extraction of natural grown trees is addressed with the entry of the government project, intervention and supports, and leads to rehabilitate, and protect the remaining forest.

4. Issues, problems and opportunities

37. Present threat existing in the area includes conversion of land due to illegal cutting of tree and timber poaching. The clearing of forest areas for agriculture purposes and conducting Kaingin also contributes to reduction of forests.

38. Moreover, the presence of open grasslands and denuded areas on steep slopes dominated by cogon grass species with some areas of cultivation in the middle slopes area caused the landscape to change into grassland due to logging operations. Aside from that, being abandoned for animal pasture, being fallowed for future agricultural expansion, and frequent occurrence of grassfire or other causes such as natural calamities are some of the reasons for the landscape changing.

IV. ANCESTRAL DOMAIN GOVERNANCE

A. Vision

39. “MAHIFFA committed to be a premier provider of efforts and services through the unity of the organization. In order to continue our efforts in the protection and conservation of the natural resources and the environment.”
B. Goals and Objectives of Traditional Governance and Customary Laws

- To secure and protect the forestland, wildlife, and promote a peaceful community to live, invest and engage PO activities;
- To properly manage the area for the protection of natural forest, and rehabilitation of the denuded mountain ranges and areas within riparian zones;
- To initiate activities together with assistance of NGAs, NGOs and LGUs in programming series of training intended for technical trainer’s training, organizational management and development, linkages and marketing; and
- To participate and support programs and projects for livelihood and protection of natural resources so that the community will be able to help in restoring forest areas while generating income from livelihood.

C. Political Structure: Leadership and Governance

a. IP Political Structure

b. Organizational Structure
D. Management policies for various zones and land uses

a. Protection Forest

40. Seeds used for production are acquired from protection forest and other identified forest areas. This is to secure indigenous and endemic species for planting. However, harvesting of major forest products especially indigenous and endemic are strictly prohibited.

b. Production Forest

41. Collection and gathering of firewood and lumber are mainly from the plantation established by the community. Seeds for tree crops are also gathered here and only mature trees are allowed to be harvested.

E. Policy of Non-IP within the Management Area

42. The entrance of Dumagats and other settlers for land acquisition are in accordance to “Barter” system policy. Some Dumagats entered in the community through intermarriages and they are then considered as member of the community as well. Some Non-IPs are tapped and consultants and advisors and they respect and follow the customs and tradition of the Higaonon Tribe.

43. Non-IP who enter the community must properly coordinate with the tribal leader and present any documents/papers as a proof in of land acquisition. The tribal leader will submit resolution to the tribal chieftain to provide certification of consideration to for the Non-IP to stay and develop any project for environmental management.

F. Policy and Restrictions on Development Projects

44. Any proposed developmental projects that would enter and offer assistance and support in the area of MAHIFFA will be subjected to the process of proper orientation, scrutiny and deliberation prior to the acceptance.

G. Policy on involvement of IP members to Development Projects

45. All active members of the organization especially the IP members who always participate in all activities of the organization and who also have potential areas for the development project would be the first priority and would become beneficiaries. IP members have given the right to practice ritual since it is part of their tradition which is done before the implementation of the project.

H. Gender and Development/ Role of Women

46. Women are encourage to participate in all activities in implementing the project to capacitate them and so that they will know their role in the community and what are the things they can contribute for the development of the project. Such example during the conduct of meeting is that women are mostly assigned to jot down notes or
formulate the completeness of the minutes of every meetings. Women's participation in the management plan consists of being a decisive factor in implementing strategies such as the nursery operation. Women do bagging, pricking, collecting of soil media and putting fertilizers on the seedlings and seed beds, and watering. In field establishment men are responsible for land preparation like stripping, clear brushing/strip brushing, layouting, and planting. There still participation of the youth during INREMP activities for them to be aware on community activities and be able to identify how the youth can affects or what contribution they can give for the community.

V. DEVELOPMENT PLANS AND PROGRAMS

47. The community also identified various developmental activities that will address certain objectives. This development if realized could uplift the present condition of the community.
### a. For CBFM Area Development

<table>
<thead>
<tr>
<th>Activity</th>
<th>Objectives</th>
<th>Location</th>
<th>Estimated Cost</th>
<th>Source of Funds</th>
<th>No. of Beneficiaries</th>
<th>Year</th>
</tr>
</thead>
<tbody>
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<td>Boundary Delineation</td>
<td>To determine actual land area of CBFM</td>
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<td>2,500.00</td>
<td>MAHIFFA</td>
<td>10</td>
<td>2019</td>
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<tr>
<td></td>
<td>To establish permanent boundary landmarks of the CBFM</td>
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<td>CRMF Formulation</td>
<td>To have a meeting place to practice the culture and tradition of IPs</td>
<td>Mat-i, Claveria</td>
<td>10,000.00</td>
<td>MAHIFFA</td>
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<td>2019</td>
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### b. For Culture and Tradition

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<th>Objectives</th>
<th>Location</th>
<th>Estimated Cost</th>
<th>Source of Funds</th>
<th>No. of Beneficiaries</th>
<th>Year</th>
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### c. For Livelihood Development

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<th>Objectives</th>
<th>Location</th>
<th>Estimated Cost</th>
<th>Source of Funds</th>
<th>No. of Beneficiaries</th>
<th>Year</th>
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<td></td>
<td>To improve vegetative cover</td>
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<td>Commercial Tree Plantation (10 hectares)</td>
<td>To improve socio-economic income</td>
<td>Mauswagon and Abacahan</td>
<td>100,000.00</td>
<td>INREMP</td>
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<td>To improve vegetative cover</td>
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<tr>
<td>Conservation Farming (147 hectares)</td>
<td>To improve socio-economic income</td>
<td>Mauswagon and Abacahan</td>
<td>7,000,000.00</td>
<td>INREMP</td>
<td>63</td>
<td>2017-2020</td>
</tr>
<tr>
<td></td>
<td>To improve vegetative cover</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Financial and credit facilities</td>
<td>To establish a cooperative within the community</td>
<td>Mauswagon and Abacahan</td>
<td>500,000.00</td>
<td>MAHIFFA</td>
<td>100</td>
<td>2018</td>
</tr>
<tr>
<td>Livelihood Enhancement Facilities</td>
<td>To acquire decorticating machine or stripper for abaca processing and harvesting</td>
<td>Mauswagon and Abacahan</td>
<td>300,000.00</td>
<td>INREMP</td>
<td>100</td>
<td>2018</td>
</tr>
<tr>
<td>Product processing and marketing</td>
<td>To mobilize PO income and livelihood</td>
<td>Claveria, Misamis Or.</td>
<td>300,000.00</td>
<td>MAHIFFA, DENR</td>
<td>85</td>
<td>2020</td>
</tr>
<tr>
<td>Activity</td>
<td>Objectives</td>
<td>Location</td>
<td>Estimated Cost</td>
<td>Source of Funds</td>
<td>No. of Beneficiaries</td>
<td>Year</td>
</tr>
<tr>
<td>----------</td>
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</tr>
<tr>
<td>d. For Peace and Order Development</td>
<td>Settlement of boundary conflict</td>
<td>• To settle conflict and clarify each boundary claimed</td>
<td>Mauswagon and Abacahan</td>
<td>10,000.00</td>
<td>LGU, MAHIFFA</td>
<td>50</td>
</tr>
<tr>
<td>e. For Organizational Development</td>
<td>Training and capacity building</td>
<td>• To improve the learnings of POs in the operation of projects • To enhance technology relating to project implementation</td>
<td>Mat-i, Claveria</td>
<td>20,000.00</td>
<td>MAHIFFA</td>
<td>14</td>
</tr>
<tr>
<td></td>
<td>Gender Action Plan</td>
<td>• To empower women and familiarize their role in the community</td>
<td>Mat-i, Claveria</td>
<td>10,000.00</td>
<td>MAHIFFA</td>
<td>30</td>
</tr>
<tr>
<td>f. For Infrastructure</td>
<td>Access Road</td>
<td>• To transport agricultural products</td>
<td>Mat-i, Claveria</td>
<td>10,000,000.00</td>
<td>LGU, NGO</td>
<td>50</td>
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<tr>
<td></td>
<td>Trading Center</td>
<td>• To provide storage for products</td>
<td>Mat-i, Claveria</td>
<td>200,000.00</td>
<td>MAHIFFA, LGU</td>
<td>100</td>
</tr>
<tr>
<td>g. For Environment</td>
<td>Community Mapping and Land Use identification/assessment</td>
<td>• To delineate the future development of the area • To identify a suitable area for the NRM intervention • To identify the protection and production area</td>
<td>Mauswagon and Abacahan</td>
<td>11,000.00</td>
<td>INREMP</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>Reforestation (90 hectares) and Assisted Natural Regeneration (1410 has.)</td>
<td>• To establish and rehabilitate the denuded area for the protection and conservation area • To balance the ecosystem and enhance maintenance and protection</td>
<td>Mauswagon and Abacahan</td>
<td>2,310,000.00</td>
<td>INREMP</td>
<td>41</td>
</tr>
<tr>
<td>Creation of Bantay Lasang</td>
<td>• To establish monitoring team to guard the area against illegal activities within natural forest</td>
<td>Masuwagon and Abacahan</td>
<td>40,000.00</td>
<td>INREMP</td>
<td>8</td>
<td>2018</td>
</tr>
<tr>
<td>---------------------------</td>
<td>--------------------------------------------------------------------------------------------------</td>
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</tr>
</tbody>
</table>
| Deputation and logistics of Bantay Lasang | • To improve monitoring system  
• To empower the Bantay Lasang and authorize them for legal action | Masuwagon and Abacahan | 8,000.00 | INREMP | 8 | 2018 |
VI. CAPACITY BUILDING


49. MAHIFFA also supports and participates in all the programs and projects of different institutions who offer assistance in management capacitation, and organizational developments through trainings and IECs.

VII. CONFLICT RESOLUTION AND GRIEVANCE REDRESS MECHANISM

50. In case of boundary conflict within the CBFM area involving the members of the association, the chairman will call settlement for both parties. Conflict arising within the organization will be hands by the PO’s Grievance Committee, then to the Board of Directors, and may further be raised to the IP elders and be subjected to the barangay level in case the matter would not be resolved. However, if case needs other further appropriate action the conflict will be raised to the Barangay LGU.

51. In case of conflicts arising in support to the implementation of projects from government such as INREMP, the following process is being observed:

   i. The grievance shall be filed by the affected person with the PPMO who will act within 15 days upon receipt thereof.
   ii. If no understanding or amicable solution can be reached, or if the affected person does not receive a response for the PPMO within 15 days of registry of the complaint, he/she can appeal to the concerned RPCO, which will act on the complaint/grievance within 15 days of its filing.
   iii. If the affected person is not satisfied with the decision of the RPCO, he/she can appeal to the NPCO within 15 days of receiving the decision of the RPCO.
   iv. If the affected person is not satisfied with the decision of the NPCO, he/she as the last resort can submit the complaint to any court of law.
   v. Affected persons shall be exempted from all administrative and legal fees incurred pursuant to the grievance redress procedures. All complaints received in writing from affected persons will be documented and shall be acted upon immediately according to the procedures detailed above.

VIII. INFORMATION DISCLOSURE, CONSULTATION AND PARTICIPATION

52. The formulation of the MAHIFFA Community Management Plan (CMP) began with several consultations from most members of the Tribe. The Council of Elders were first consulted to get their approval in the formulation of the CMP, with the assistance from the DENR. Whenever there will be revisions or updates to any part of the plan to include
additional information as needed, a community assembly will be called for their ratification and approval. The CMP was also intended to serve as the business plan of the MAHIFFA to show their plans and programs and to address the needs and concerns of its members including the ancestral domain. It also aims to attract financial institutions that support the organization in terms of governance and livelihood support for external funding to support or finance other community needs. Publication or circulation of the CMP maybe allowed provided that a written consent will be issued by the Council of Elders or organization board officers through a resolution.

**IX. BENEFICIAL MEASURES**

53. The identified subprojects intend to provide incentives, economic benefits, environmental, and cultural protection and do not pose any adverse or negative impact to the community as every subprojects were properly consulted and agreed upon several community consultations. The consultation were attended by most members of the community including women and youth, to determine and voice out their concerns. The subprojects identified were just a few of the so many needs of the community however these are considered to be the most urgent.

**X. MITIGATING MEASURES**

54. Considering that there was no adverse impact identified as a result of the subproject identification, no mitigating measures were identified. However, it was also agreed that whenever unanticipated impacts occur in the future, the Tribal Leader and organizational officers will discuss the matter and develop an action plan.

**XI. IMPLEMENTATION ARRANGEMENTS**

55. The overall supervision in the implementation of subprojects will be the responsibility of the organization officers. There are also committee who will help and report to the organization on the progress of any undertakings. Barangay leaders and Local Executives will also be consulted to participate in all activities to provide governance, guidance, technical assistance and even financial support to ensure smooth implementation and avoid conflicts and adverse effects.

56. With regards to specific activities related to subprojects, concerned Committee Heads shall be responsible in the project implementation and monitoring. Reporting frequency and coverage period shall be agreed upon among the officers of the organization depending on the degree of urgency and nature of works/activities.

57. The NCIP will also be consulted when it comes to issues related to ancestral domain concerns, FPIC and other IP issues.

**XII. MONITORING, REPORTING AND EVALUATION**
58. Monthly monitoring and evaluation will be carried out by the PO through all its committees and subject to the agency involved for validation in order to facilitate the reporting of progress and ensure 100% satisfaction. However, MAHIFFA monitoring team will be conducting individual inspections to every accomplished intervention to support advances (cash or in kind) for a smooth financial management system.

XIII. BUDGET AND FINANCING

59. The present financial management system of the organization are cash deposits in bank, withdrawals in line with approved board resolution, monthly report on cash flow, annual financial reports, and keeping of book records.

60. All the benefits received from the project and programs implementation will be equally divided to all the members of the organization in order to encourage everybody to actively participate in all activities to implement well the project at the same time everyone will be benefited.

61. MAHIFFA has its own way of budgeting and in terms of financing their projects and every activities of the organization. The organization treasurer will be the one who is in charge of the releasing or disbursing with proper documentations. The board of directors of the organization will provide first resolutions in whatever transactions and what had been discussed by the officers. Then this will be approved by the president and the board. The secretary will carry this resolutions to their monthly meetings so that the members of the whole organization will be aware of the actions made by the officers especially the policies and to the bank transactions. Before they can withdraw to the bank they will execute first a resolution that will explains what, where, and how will the withdrawn funds will be used. Thereafter, the treasurer and the bookkeeper will formulate reports on the financial transactions made for the month. Finally, the said report will be presented every monthly meeting or scheduled assembly of the organization so that every member of the community will be properly informed of all the financial transactions made by the organization and how much are budgeted, funds received versus funds used and disbursed and the outstanding balances of the organizational funds.
ANNEXES
Annex 1. Development Map
## Annex 3. List of Projects Undertaken

<table>
<thead>
<tr>
<th>Name of Project/ Agency</th>
<th>Intervention</th>
<th>Area (has.)</th>
<th>Year of Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>National Greening Project</td>
<td>Plantation of Forest Trees</td>
<td>50.00</td>
<td>2011-2013</td>
</tr>
<tr>
<td>Integrated Natural Resources and Environmental Management Project</td>
<td>Reforestation</td>
<td>90.00</td>
<td>2017-2020</td>
</tr>
<tr>
<td>Integrated Natural Resources and Environmental Management Project</td>
<td>Assisted Natural Regeneration</td>
<td>141.00</td>
<td>2017-2020</td>
</tr>
<tr>
<td>Integrated Natural Resources and Environmental Management Project</td>
<td>Agroforestry</td>
<td>36.00</td>
<td>2017-2020</td>
</tr>
<tr>
<td>Integrated Natural Resources and Environmental Management Project</td>
<td>Commercial Tree Plantation</td>
<td>10.00</td>
<td>2017-2019</td>
</tr>
<tr>
<td>Integrated Natural Resources and Environmental Management Project</td>
<td>Conservation Farming</td>
<td>147.00</td>
<td>2017-2020</td>
</tr>
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</table>