



FOR : Jeremy S. Regino
Chief of Staff, Office of the General Manager

FROM : The Chairperson, GAD Focal Point System (GFPS)/
Manager, Treasury Department

SUBJECT : **Gender Sensitivity Training Batch 1**

DATE : February 19, 2026

AFTER ACTIVITY REPORT

I. Basic Information

- Activity Title: Gender Sensitivity Training
- Date: February 5-6, 2026
- Total Number of Participants: 35
- Date & Venue: Richmond Hotel Ortigas, Pasig City
- Facilitator: Ms. Reina P. Olivar – GAD Consultant

II. Training Overview

The Gender Sensitivity Training was conducted as a structured learning program designed to enhance awareness and understanding of gender-related issues among participants. The session focused on recognizing and addressing biases, stereotypes, and unequal treatment based on gender. It highlighted the distinction between biological sex and socially constructed gender roles, encouraging participants to reflect on how these norms influence behavior, opportunities, and expectations in both personal and professional contexts. The training promoted equality by underscoring the importance of fair treatment and equitable access to resources regardless of gender, while also equipping participants with strategies to reduce unconscious bias in decision-making and workplace culture. By fostering respect for diverse gender identities and experiences, the program contributed to building inclusive environments where collaboration, communication, and productivity can thrive. Ultimately, the training provided participants with the awareness and tools necessary to challenge discriminatory practices, integrate gender-responsive approaches into daily operations, and strengthen social cohesion through fairness and inclusivity.

III. Topics Covered

The training program offered a comprehensive exploration of gender-related concepts and practical applications such as:

1. Basic Gender and Development (GAD) Concepts: Introduction to sex, gender, and related terminologies, with emphasis on understanding roles and stereotypes.
2. SOGIE-SC (Sexual Orientation, Gender Identity and Expression, and Sex Characteristics): Promoting inclusivity and respect for diversity while addressing misconceptions.
3. Agents of Socialization: Examination of how family, peers, media, religion, and institutions shape gender roles and perpetuate inequalities.
4. Status of Filipino Men and Women: Analysis of disparities in education, employment, leadership, and politics, with focus on challenges faced by marginalized groups.
5. International Commitments on Women's Empowerment and Gender Equality: Review of global frameworks such as CEDAW and Sustainable Development Goal 5, and their influence on national policies.
6. Laws on Gender Mainstreaming: Overview of national policies promoting gender equality and strategies for integrating gender perspectives into governance and organizations.
7. Anti-Sexual Harassment and Safe Spaces Act: Discussion of legal protections against gender-based violence and harassment, including preventive measures and workplace applications.
8. Vision of a Gender-Fair Society: Interactive group activity where participants envisioned a gender-equal community and proposed actionable strategies to promote inclusivity.

IV. Key Insights and Outcomes

The training was successful in increasing the understanding of gender concepts and their applicability. It also encouraged critical thinking about individual and organizational practices, reinforced understanding of legal frameworks and international commitments, and created a collective commitment to creating a gender-sensitive environment. The interactive exercises enabled the participants to translate the theoretical understanding into practice, making the training objectives both conceptual and applicable.

From the training sessions and the feedback from the participants, recommendations have been made to ensure the sustainability and effectiveness of gender sensitivity initiatives. First, there is a recommendation for continuous capacity building by conducting regular refresher training and advanced training to increase understanding and awareness about gender issues. Second, organizations are encouraged to adopt gender-sensitive approaches in their policies, especially in recruitment strategies, promotions, and task allocation. Third, monitoring and evaluation should be incorporated to assess the progress made in gender mainstreaming in the organization. This should also include periodic evaluations to assess the culture and inclusiveness of the working environment. Fourth, there should be a focus on increasing legal awareness by conducting regular training on legal issues such as the Safe Spaces Act and the Anti-Sexual Harassment Act to ensure compliance and commitment to gender issues. Fifth, there should be a focus on increasing community awareness by extending gender sensitivity training to the larger community beyond the working environment to promote inclusiveness at a larger

scale. Sixth, there should be leadership commitment to championing gender equality by becoming role models in creating a gender-sensitive environment.

VI. Conclusion

The Gender Sensitivity Training was found to be a worthwhile initiative in creating awareness and challenging stereotypical notions and attitudes to promote gender sensitivity among the participants. Not only was there a thorough grounding in gender issues and legal aspects, but there was also active participation in creating a vision for a gender-sensitive society. The insights gained and suggestions made during the training point to the importance of continued efforts in mainstreaming gender equality in society and organizations. Looking to the future, the recommendations made in this report point to the ways to take the training beyond the training itself to create a lasting culture to promote a more equitable society.



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