



**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 2**

**DATE** : April 16, 2026

## AFTER ACTIVITY REPORT

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### I. Basic Information

- Activity Title: Gender Sensitivity Training for PCSO Employees (Batch 2)
- Date: April 07-08, 2026
- Total Number of Participants:
  - Male: 17
  - Female: 23
  - Total: 40
- Date & Venue: Richmonde Hotel Ortigas, Pasig City
- Facilitator: Ms. Reina P. Olivar – GAD Consultant

### II. Training Overview

The Gender Sensitivity Training was conducted to strengthen participants' awareness and understanding of gender equality, inclusivity, and gender-responsive practices. The activity encouraged participants to recognize gender biases and promote respect and fairness in the workplace.

### 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.

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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 activity increased participants' understanding of gender-related issues and the importance of creating an inclusive and gender-sensitive work environment. Interactive discussions and group activities also encouraged participants to apply gender-responsive approaches in their daily work and interactions.

#### **VI. Conclusion**

The Gender Sensitivity Training successfully enhanced participants' awareness of gender equality, inclusivity, and respect in the workplace. The activity reinforced the importance of continuous gender mainstreaming efforts in promoting a safe and gender-fair working environment.





Prepared by:



**JOYCE ANN S. PASAGUE**  
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Noted by:



**BELEN E. BALTAZAR**  
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