



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

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

SUBJECT : Gender Sensitivity Training After Activity Report

DATE : August 20, 2025

AFTER ACTIVITY REPORT

I. Basic Information

- Activity Title: Gender Sensitivity Training
- Date: August 13-14, 2025
- Participants: 27 Female and 8 Male
- Total Participants: 35
- Venue: Richmond Hotel Ortigas, Pasig City
- Facilitator/Speaker: Ms. Reina Olivar – GAD Consultant

II. Training Overview

The Gender Sensitivity Training is aimed to enhance participants' understanding of gender concepts, promote gender equality, and foster a more inclusive environment. The sessions covered essential topics related to gender and development, socialization, legal frameworks, and strategies for gender mainstreaming.

III. Topics Covered

1. Basic Gender and Development (GAD) Concepts - Introduction to gender, sex, and related terminologies.
2. SOGIE-SC (Sexual Orientation, Gender Identity and Expression, and Sex Characteristics) - Understanding diversity and inclusivity.
3. Agents of Socialization - How society influences gender roles and expectations.
4. Status of Filipino Men and Women - Discussion on gender disparities and challenges.
5. International Commitments on Women's Empowerment and Gender Equality - Review of global frameworks such as CEDAW and SDG
6. Laws on Gender Mainstreaming - Overview of policies promoting gender equality.
7. Anti-Sexual Harassment and Safe Spaces Act - Legal protections and preventive measures against gender-based violence.
8. Vision of a Gender-Fair Society - Group activity where participants envisioned and proposed solutions for a gender-equal community.

IV. Highlights and Observations

- Participants gain a clear understanding of key gender concepts by clarifying terms like sex, gender, gender identity, gender expression, and sexual orientation.
- Participants were able to understand the difference between biological sex and gender as a social construct, while actively challenging common gender stereotypes and biases.
- Participants actively engaged in discussions on how gender stereotypes shape

V. Challenges Encountered

- Some participants confuse gender sensitivity with promoting women's rights only, rather than understanding it as promoting fairness for all genders.

VI. Recommendations

- Use real-life scenarios and workplace-specific examples to increase relevance.
- Provide space for participants' personal reflection on beliefs, language, and behaviors.
- Conduct refresher sessions, peer learning groups, and follow-ups.

VII. Conclusion

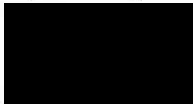
With the help of Gender Sensitivity Training, participants came to the realization that they held unconscious biases or were previously unaware of systemic gender inequalities. While some initially responded with defensiveness or resistance, these reactions often gave way to more open and reflective engagement. Discussions around gender roles in the family, workplace, and media sparked lively and sometimes emotional conversations, highlighting the deeply personal nature of the topic. As the training progressed, participants frequently expressed a desire for more in-depth or follow-up sessions to better navigate real-world situations. By the end, many reported a renewed or strengthened commitment to treating others with greater respect and fairness, indicating a positive shift in awareness and attitude.

Action Photos



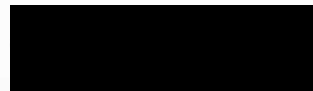


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