



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

FROM : **Head Secretariat, GAD Focal Point System (GFPS)/
Division Chief, Planning & Policy Formulation Division (PPFD)**

SUBJECT : **AFTER ACTIVITY REPORT - Gender Sensitivity Training
(2 batches)**

DATE : **June 30, 2025**

1. Reference: Gender and Development Plan and Budget (GPB) 2025
2. Training Summary

Date	Venue	Female	Male	Total
June 24-25	Richmonde Hotel Ortigas	17	13	30
June 26-27	Richmonde Hotel Ortigas	24	16	40

3. The Gender Sensitivity Training was designed to enhance participants' awareness, understanding, and application of core gender concepts, gender issues, and the requirements for gender mainstreaming. This training directly supports the mandates outlined in the Magna Carta of Women (RA 9710) and the agency's specific Gender and Development (GAD) mandate.
4. The training began by introducing fundamental Gender Development Concepts, clearly distinguishing between gender and sex and defining related key terminologies. A dedicated module focused on SOGIE-SC (Sexual Orientation, Gender Identity and Expression, and Sex Characteristics) to foster a comprehensive understanding of diversity and inclusivity within the context of sexual and gender identity.
5. The subsequent session on agents of socialization explored how various societal influences shape and reinforce established gender roles and expectations. This was complemented by a discussion on the status of Filipino men and women, providing an overview of current gender disparities and specific challenges faced by each group. The training also reviewed international commitments on women's empowerment and gender equality, covering key global frameworks such as CEDAW and the Sustainable Development Goals (SDGs).
6. A significant portion of the training detailed legal compliance and protection. Participants reviewed the Anti-Sexual Harassment and Safe Spaces Act, focusing on the legal protections and necessary preventive measures against gender-based violence. Furthermore, the session provided an overview of laws on gender

mainstreaming, reviewing the policies and legal mandates specifically designed to promote gender equality within organizations.

7. The training concluded with a practical application exercise. The group activity, titled "Vision of a Gender Fair Society," required participants to collaboratively envision a community with gender-equal opportunities and propose concrete, implementable solutions to achieve this vision.
8. RA 11313 proved to be the most relatable topic to the participants. This is evident in the "Akala ko, Yun Pala... Kaya...." Exercise. Most of the answers generated contained similar message: "Akala ko okay lang magbiro sa mga babae/LGBTQIA+, yun pala hindi kaya hindi na ako magbibiro ng hindi respectful sa mga babae at LGBTQIA+".
9. Qualitative Remarks from the participants include:
 - *The speaker is well knowledgeable.*
 - *We found the training very beneficial for personal growth, specifically in highlighting where we could improve our interactions with colleagues. The engaging and inclusive atmosphere created by the trainer was excellent. We appreciate the teaching provided.*
 - *The speaker demonstrated excellent preparation for the topic and provided clear, well-delivered explanations.*
 - *The speaker was successful in translating the GAD concepts into simple terms, resulting in high comprehension across the audience*
 - *Very helpful, informative training. She provided sample/situations are very timely and well explained.*
 - *The resource person was able to convey in simple terms and words about GAD so that everyone can easily understand it.*
 - *Explanations and insights are informative and entertaining. Sensitive to participants and provides breaks. Always makes the discussions light and fun which minimizes boredom and catches interest of participants.*





[REDACTED]
JOCELYN H. GORONIO
GFPS Head Secretariat

Noted by:

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ANNA LIZA P. INCIONG
GFPS, Chairperson