



MEMORANDUM

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**

DATE : **25 November 2025**

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

1. Basic Information

- Activity Title: Gender Sensitivity Training
- Date: November 12-13, 2025
- Participants: Female: 15 Females and 16 Males
- Total Participants: 31
- Venue: Richmonde Hotel Ortigas, Pasig City
- Facilitator/Speaker: Ms. Reina P. Olivar - GAD Consultant


2. The Gender Sensitivity Training seeks to strengthen participants' foundational knowledge and practical competence in gender concepts and issues, thereby facilitating the successful application of gender mainstreaming requirements as stipulated by the Magna Carta of Women (RA 9710) and the agency's GAD mandate.
3. The training session commenced with an introduction to fundamental Gender Development Concepts, which served to clarify the crucial distinction between sex and gender, alongside other essential terminology. This foundational segment ensured a shared understanding of core terms necessary for subsequent modules.
4. A dedicated training module focused on SOGIE-SC (Sexual Orientation, Gender Identity and Expression, and Sex Characteristics). This segment was specifically designed to foster a deep, inclusive, and comprehensive understanding of the diversity inherent within sexual and gender identity.
5. Analysis was conducted on the impact of various agents of socialization (societal influences) on the construction and maintenance of conventional gender roles. This examination provided context for how established expectations are shaped and reinforced within communities.
6. The session included a critical discussion providing an overview of gender disparities currently prevalent in the Philippines. This overview highlighted the



specific and often unique challenges confronted by both Filipino male and female populations in the contemporary environment.

7. A significant portion of the training was dedicated to reviewing the legal and policy mandates related to gender equality.
8. International Commitments: A review of key international commitments on women's empowerment and gender equality was conducted. This included an emphasis on critical global frameworks such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Sustainable Development Goals (SDGs).
9. National Legislation: The session reviewed the statutory policies and legal mandates covered in laws on gender mainstreaming, which are designed to operationalize and promote gender equality at the national level.
10. Gender-Based Violence (GBV) Legislation: A comprehensive discussion was provided on the Anti-Sexual Harassment and Safe Spaces Act. This segment detailed the statutory safeguards available under the law and the essential preventive measures required to combat gender-based violence.
11. To conclude the applied learning segment, participants engaged in a group activity titled "Vision of a Gender Fair Society." This collaborative exercise mandated that participants first conceptualize a community characterized by genuine gender-equal opportunities. Following this envisioning phase, the groups were required to collaboratively articulate concrete, actionable proposals for the successful attainment of that community vision.
12. The implementation of Gender Sensitivity Training (GST) is particularly critical for PCSO Job Order (JO) and newly hired employees as it immediately integrates them into the agency's commitment to gender mainstreaming and legal compliance.
13. For new employees, GST provides the foundational knowledge necessary to understand and apply gender concepts, ensuring that from their first day, they operate without bias in their professional interactions and decision-making. For Job Order personnel, who are often on the front lines of service delivery, this training is essential to guarantee that all customers are treated equitably and sensitively, aligning their work practices with the requirements of the Magna Carta of Women (RA 9710) and the agency's broader Gender and Development (GAD) mandate.
14. By equipping these key staff members with gender-sensitive skills from the start, PCSO secures its compliance, enhances the quality and fairness of its public services, and actively fosters an inclusive and respectful organizational culture across all levels of employment.




JOCELYN H. GORONIO
GFPS Head Secretariat

Noted by:


ANNA LIZA P. INCIONG
GFPS, Chairperson