



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 : 10 September 2025

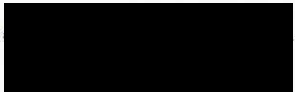
1. Reference: Gender and Development Plan and Budget (GPB) 2025
2. Basic Information
 - Activity Title: Gender Sensitivity Training
 - Date: September 8-9, 2025
 - Participants: Female: 13 Females and 14 Males
 - Total Participants: 33
 - Venue: Richmonde Hotel Ortigas, Pasig City
 - Facilitator/Speaker: Ms. Reina P. Olivar - GAD Consultant
3. The Gender Sensitivity Training is aimed to enhance participants' awareness, understanding, and application of gender concepts, gender issues, and the requirements for gender mainstreaming in line with the Magna Carta of Women (RA 9710) and the agency's GAD mandate.
4. The training introduced fundamental Gender Development Concepts, clarifying the distinction between gender and sex along with related key terminologies. The module on SOGIE-SC (Sexual Orientation, Gender Identity and Expression, and Sex Characteristics) focused on fostering a comprehensive understanding of diversity and inclusivity within the context of sexual and gender identity.
5. The session on agents of socialization explored how various societal influences shape and reinforce established gender roles and expectations. The discussion on the status of Filipino men and women provided an overview of current gender disparities and specific challenges faced by each group. The training reviewed international commitments on women's empowerment and gender equality, including key global frameworks such as CEDAW and the SDGs.
6. The segment on the Anti-Sexual Harassment and Safe Spaces Act detailed the legal protections and necessary preventive measures against gender-based violence. The session provided an overview of laws on gender mainstreaming, reviewing the policies and legal mandates designed to promote gender equality.



7. The group activity, "Vision of a Gender Fair Society," required participants to envision a community with gender-equal opportunities and collaboratively propose concrete solutions to achieve it.
8. Highlights and Observation
 - a. The module on SOGIE-SC particularly has high engagement, with participants asking clarifying questions about the nuances of identity and expression, demonstrating a strong willingness to understand and respect diversity.
 - b. Participants quickly grasped the significance of the Anti-Sexual Harassment and Safe Spaces Act, showing high attentiveness and immediately inquiring about internal reporting mechanisms.
 - c. The general attitude was receptive and positive, with few instances of resistance to the concept of gender mainstreaming. There was a notable commitment to reviewing language in official documents.
 - d. The participants displayed an overall high level of motivation and seriousness, confirming the training was timely and relevant to their roles within the PCSO.
9. Future training should be tiered to cater to varying levels of experience, ensuring advanced concepts are utilized by experienced personnel.
10. In conclusion, the GST for Job Order and Newly Hired Personnel acts as an essential organizational and legal orientation, transforming them from individuals into informed agents who actively support the PCSO's commitment to gender equality in both its internal operations and its external program delivery.
11. This training ensures that these staff members, who often interact directly with the public or are being introduced to the agency's operational ethics, are immediately equipped with the necessary knowledge to ensure equitable service delivery, challenge internal bias and foster a safe and inclusive workplace.






JOELYN H. GORONIO
GFPS Head Secretariat

Noted by:


ANNA LIZA P. INCIONG
GFPS, Chairperson