



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**

DATE : March 24, 2025

AFTER ACTIVITY REPORT

I. Basic Information

- Activity Title: Gender Sensitivity Training
- Date: March 4-7, 2025
- Batch 1 Participants: 32
- Batch 2 Participants: 31
- Total Participants: 63
- Date & Venue: Richmonde 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 5.
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

- Active participation was observed, with engaging discussions on gender roles and biases.
- The group activity allowed participants to apply their learning by envisioning and designing policies for a gender-fair society.
- Many participants expressed appreciation for the session on the Safe Spaces Act, as it provided clarity on workplace protections.
- There was a strong call for continued gender sensitivity initiatives and institutional support for gender mainstreaming.

V. Challenges Encountered

- Some participants initially had misconceptions about gender and SOGIE-SC, but these were addressed through open discussions.
- Time constraints limited deeper discussions on some legal frameworks.

VI. Recommendations

- Conduct follow-up sessions focusing on specific gender laws and policies.
- Integrate interactive learning methods, such as role-playing and case studies, to enhance engagement.
- Encourage organizational leadership to participate in gender sensitivity training to reinforce inclusive policies.

VII. Conclusion

The Gender Sensitivity Training successfully increased participants' awareness of gender issues and legal protections. The interactive sessions and group activities fostered meaningful discussions, equipping attendees with the knowledge to contribute to a more gender-inclusive environment. Future training sessions should focus on deepening the discussion on gender mainstreaming and institutional implementation of gender-responsive policies.

Action Photos





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