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SUBJECT : **Harmonized Gender and Development Guidelines (HGDG)
Orientation and Assessment Workshop**

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AFTER ACTIVITY REPORT

I. Introduction

The HGDG Training-Programs Assessment was conducted to evaluate the gender responsiveness of various employee welfare and development initiatives, particularly in Learning and Development and Capacity Building (HRD), Service Vehicle (GSD), and Training of PCSO Employees on PCSO Games and Products (PSDD). The objective was to determine whether these programs integrate gender-sensitive approaches and provide equal opportunities for all employees, regardless of gender.

The assessment was carried out using the HGDG tool, with results based on existing sex-disaggregated data, ensuring a data-driven and objective evaluation.

II. Summary of Findings

The overall assessment of the programs resulted in a gender-sensitive rating, achieving a total score of 13.96, indicating that gender considerations are embedded in the design and implementation of these initiatives. Below are the key findings per program:

1. Learning and Development and Capacity Building Programs

- Ensures equal access to training opportunities for male and female employees.
- Encourages participation in leadership and skills development training across genders.
- Uses inclusive learning materials.

2. Service Vehicle Provision

- Policies are in place to ensure fair access to vehicle services for both male and female employees.
- Consideration of safety measures, particularly for female employees traveling at night.
- Ensures the availability of designated seats for senior citizens, PWDs, and pregnant women to prioritize their comfort and safety.

- Need further enhancements in monitoring gender-disaggregated data on vehicle usage.
3. Training of PCSO Employees on PCSO Games and Products
- Inclusive training sessions open to all employees, regardless of gender.
 - Representation of both male and female trainers to promote diversity.
 - Encourages a gender-fair perspective in promoting PCSO games and products.

III. Basis of Assessment

The evaluation was based on existing data gathered from sex-disaggregated data, allowing for an evidence-based review of participation rates, access, and inclusivity in each program. The use of quantitative and qualitative gender analysis helped in identifying areas of strength and aspects needing improvement.

IV. Recommendations

While the programs have been assessed as gender-sensitive, the following recommendations can further enhance their impact:

- a) Enhance data collection mechanisms to ensure continuous monitoring of sex-disaggregated data in all employee programs.
- b) Strengthen gender mainstreaming by incorporating gender-responsive policies in program implementation.
- c) Conduct periodic gender audits to measure long-term progress in gender inclusivity across training and development initiatives.
- d) Increase gender awareness training for program implementers to ensure sustained commitment to gender sensitivity.

V. Conclusion

The assessment confirms that the Learning and Development and Capacity Building, Service Vehicle, and Training of PCSO Employees on PCSO Games and Products are gender-sensitive, reflecting efforts toward an inclusive and equitable workplace. By continuously using sex-disaggregated data and improving gender mainstreaming strategies, PCSO can further enhance its commitment to gender-responsive employee programs.

This report serves as a foundation for future gender-responsive planning, ensuring that all employees, regardless of gender, have equal opportunities to learn, grow, and contribute to the organization's success.

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