

## DENR-PENRO COTABATO CONDUCT GENDER AND DEVELOPMENT AWARENESS SEMINAR AND LECTURE ON GENDER SENSITIVITY

The DENR-PENRO Cotabato in coordination of the Provincial Population Program Office of the Provincial Government of North Cotabato conducted a Gender Sensitivity Training on October 17-20, 2017 at the CDA Compound, Sandawa Phase I, Kidapawan City. This year GAD Activity was participated by thirty five (35) thirty five employees from both PENRO Cotabato and CENRO Matalam. The objective is to enhance the knowledge and skills of the DENR employees on Gender and Development concepts and promoting gender equality and sensitivity. The speakers of the Orientation seminar were Mr. Junmar C. Gonzalez, Angeles D. Porras and Atty. Diosdado T. Alave who discussed legal issues on gender sensitivity while Mr. Gonzales and Ms. Porras talked about gender role and gender biases.

The Gender Sensitivity Training is an initial effort to show how gender shapes the roles of women and men in society, including their role in development, and how it affects relations between them. It is given to those who have very little gender awareness or none at all. For people in government to appreciate GAD and eventually become its advocate, they first have to heighten their awareness of gender concerns and be willing to respond to gender issues. The activity started with Junmar C. Gonzalez asking the participants of who among them have attended a gender and sensitivity training and if anyone has an idea of how important the meaning of “gender sensitivity”. He also stated that for those who have attended the training, this would serve as a refresher course while for the “first-timers” it would be an important avenue for them to understand and appreciate the importance in undergoing the same training.



Prior to the conduct of the sessions, a pretest was conducted to assess the level of awareness and understanding on the level of gender sensitivity, gender and development and women empowerment.

Expectation setting also was conducted by the facilitator.

Expectations of participants were also set. The objectives, expected outputs, house rules and housekeeping were also presented. As stated the objectives include (1) to enhance appreciation and knowledge of GAD to heighten awareness of gender issues and concerns and willingness to respond to these gender issues and concerns in the personal life. Mr. Gonzales emphasized that it is important for the participants to be on

time for the sessions, cell phones must be in silent mode and all participants should be physically and mentally present.

To better understand the topic on sex and gender, a workshop was conducted looking into the attributes and characteristics of men and women. Mr. Gonzalez & Ms. Porras provided metacards to the participants with the following points to answer: Men or women have... (ang naa sa lalaki o babaye) or the attributes of men and women, men and women are... (unsa man ang lalaki o babaye) or the characteristics of the men and women. He also

explained the difference between “what men and women have” and “what men and women are”. With this workshop, he differentiated sex and gender.



During the discussion it was highlighted that men and women should know the differentiation of sex and gender. It is emphasized that gender are culturally formed, example boys are not allowed to play with dolls while girls are not allowed to play with toy guns. These are also learned behavior such

as women should be demure and conservative. In gender issues and biases, the facilitator mentioned that it should not limit on the stereotype that men are suppose to be the one who will find jobs while women

should be contained at home or women are ones who will do the households' chores such as doing the laundry, and prepare meals since this can be done by both men and women. In terms of subordination, women are still being treated as second class citizens; hence, women have lesser access to control and development of resources. Some of the identified gender biases and issues of women identified are multiple burdens, violence against women example physical battering, malnourished children are mostly women, chronic fatigue syndrome among women, and selected abortion to some areas. It was also discussed that male are preferred also to be given farm inputs than women. Both speaker also explained shared responsibility should be the target in order to achieve gender fairness in the workplace.

On the third day of the session, Atty Alave discussed the primary law on gender and development code like RA 9170 as women's human rights law that seeks to eliminate discrimination through the recognition, protection, fulfilment and promotion of the rights of Filipino women, especially those belonging in the marginalized sectors



of the society that includes, equal status given to men and women on their properties; Non-discriminatory and non-derogatory portrayal of women in media; provision for equal access and elimination of discrimination in education; non-discrimination in employment in the field of military, or police and Increasing the number of women in third level positions in government.

The training course was well appreciated by the participants as expressed in their impressions on said activity. They are thankful to the management for giving them the opportunity to undergo the said seminar. This transformed them to be a better person. They disclosed that they are now confident to discuss at least what gender is and how to relate with their colleagues and thus enhance their productivity in the workplace.