



Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**

May 9, 2023

FOR : The Regional Executive Director  
DENR, MIMAROPA Region  
1515 L&S Building  
Roxas Blvd., Ermita, Manila

THRU : The Provincial Environment and  
Natural Resources Officer  
Puerto Princesa City, Palawan

FROM : The Community Environment and  
Natural Resources Officer

SUBJECT : **SUBMISSION OF INDIVIDUAL LEARNING REPORT**

In compliance with the Regional Special Order No. 247, series of 2020, we are submitting herewith the Individual Learning Report on the training, *re: "Gender Sensitivity Training (GST), Orientation on Harmonized Gender and Development Guidelines (HGDG) and Gender Mainstreaming Evaluation Framework) GMEF)"*, conducted by DENR-PENRO Palawan on April 25-26, 2023 via Zoom, attended by the following personnel, to wit:

1. FII Arnil D. Junia
2. CO1 Mishelle D. Arruira
3. FTII Emilyn A. Villanueva
4. LMI Edelyn A. Evangelista

For information and record.

  
LEONARD T. CALUYA



M. Rodriguez St. Poblacion District I, Brooke's Point Palawan 5305  
Mobile Phone: Globe: 0945-257-1402; Smart: 0912-429-0856  
Email/Gmail: cenro\_brkspt@yahoo.com; [cenrobrkspt@gmail.com](mailto:cenrobrkspt@gmail.com)



## INDIVIDUAL LEARNING REPORT

Part 1 (*To be prepared by the participant*)

|                             |   |
|-----------------------------|---|
| <b>Name of Participant:</b> | <b>ARNIL D. JUNIA</b>   |
| <b>Office/Service:</b>      | <b>CENRO BROOKE'S POINT/ Conservation and Development Section</b>   |
| <b>Training Title:</b>      | <b>GENDER SENSITIVITY TRAINING (GST), ORIENTATION ON HARMONIZED GENDER AND DEVELOPMENT GUIDELINES (HGDG) AND GENDER MAINSTREAMING EVALUATION FRAMEWORK (GMEF)</b> |
| <b>Learning Providers:</b>  | <b>DENR-PENRO PALAWAN</b>   |
| <b>Inclusive Dates:</b>     | <b>April 25-26, 2023</b>  |
| <b>Venue:</b>               | <b>Webinar: CENRO Brooke's Point Multi-Purpose/Conference Hall</b>  |

### **I. EVALUATION OF THE COURSE:**

#### *Technical Content:*

This training aims to enhance awareness of DENR personnel on gender concerns, setting up responses to gender issues and further broaden the knowledge on guidelines/tools in gender mainstreaming. The entire training incorporates lectures and topics relative to the following:

1. Gender Sensitivity Training
2. Orientation on Harmonized Gender and Development Guidelines (HGDG)
3. Gender Mainstreaming Evaluation Framework (GMEF)

#### *Impressions/Comment:*

- a) The topics were well presented and discussed. The Resource Speaker is very knowledgeable on the topics that she presented and concise with PowerPoint presentation. The explanation of the topics is clear and understandable.
- b) The presentation of Ma'am Lorelie S. Astrera regarding the Harmonized Gender and Development Guidelines (HGDG) is very important that need to be consider in the implementation of the activities/programs/projects relative to Gender and Development (GAD).
- c) The venue selected exudes ambiance that helped in absorbing the topics discussed although some participants were attended via zoom.
- d) The pre-test and post-test activity is big help to assessed the knowledge of the participants before and after the discussion.

### **II. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANTS WORK/FUNCTION**

This training helped me to understand the basic concepts, principles and process relevant to Gender and Development (GAD). It is important that we should respect and embrace the differences of each and everyone so we can attain the gender equality.

As an employee of DENR, it will be my guiding tool in dealing with clients that we should be equal in giving assistance to all clients regardless of sex, religion and economic status/situations.

### III. RECOMMENDATIONS

This kind of training should be attended by all employees not only GAD members to have more understanding on the relevance of Gender and Development (GAD) in the implementation of programs/projects/activities of our agency. The agency should also consider hiring females Forest Protection Officers (FPO's) and engaging female employees in forest related activities such as LAWIN Patrolling, Forest Protection and Law Enforcement (FPO), and Forest Extension Officer (FEO).

### IV. POST LEARNING ACTION PLAN/PROPOSAL

| PROPOSED PLAN/ ACTIVITY/ OUTPUT                     | TIME FRAME                 |
|---|----------------------------|
| • Participation of all employees in GAD activities. | March 2024 (Women's Month) |

#### Part 2 (To be accomplished by Supervisor)

How will you support the post Learning Action Plan/Proposal?

**Provide technical support and regular monitoring of the implementation of action plan/ project proposal.**

Have you discussed any concerns / resources needed by your subordinate so that he/she can effectively transfer/apply the skills and knowledge gained from the training?

**Yes. To effectively apply the knowledge and skills gathered during the training and apply in actual situation.**

Would you be willing to send him/ her again to other training/seminars/conference?

Yes \_\_\_\_ No \_\_\_\_ Others \_\_\_\_

If yes, please specify courses

**Environmental course.**

Submitted by:

  
**ARNIL D. JUNIA**  
Attendee

Noted/ Confirmed by:

  
**LEONARD T. CALUYA**  
Supervisor



Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**  
Brooke's Point, Palawan - 5305  
Email Address: cenro\_brkspt@yahoo.com

## INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)

|                             |   |
|-----------------------------|---|
| <b>Name of Participant:</b> | MISHELLE D. ARRUIRA   |
| <b>Office/Service:</b>      | PLANNING AND SUPPORT UNIT   |
| <b>Training Title:</b>      | GENDER SENSITIVITY TRAINING (GST), ORIENTATION ON HARMONIZED GENDER AND DEVELOPMENT GUIDELINES (HGDG) AND GENDER MAINSTREAMING AND EVALUATION FRAMEWORK (GMEF). |
| <b>Learning Providers:</b>  | DENR-PENRO, PALAWAN, REGION IV-MIMAROPA   |
| <b>Inclusive Dates:</b>     | April 25-26, 2023   |
| <b>Venue:</b>               | Via Zoom  |

### I. EVALUATION OF THE COURSE:

- **Technical Content:**
  1. Gender Sensitivity Training (GST).
  2. Orientation on Harmonized Gender and Development Guidelines (HGDG).
  3. Gender Mainstreaming and Evaluation Framework (GMEF).
- **Impression/Comments:** All the topics that has been presented and discussed were all useful, fruitful and important for the everyday of our lives on how we treat with respect all the people that's surround us and be gender sensitive.
- The speaker during the event tried her best and imparted their knowledge and experiences to help and guide not only in all government agencies and sectors but also to the students and private individual as well on how to be gender sensitive.

### II. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANT'S WORK/FUNCTION:

As one of the DENR personnel implementing the programs, projects and activities in order to enhance awareness on gender concerns, among the topics and discussion regarding the Gender Sensitivity Training (GST), Orientation on Harmonized Gender and Development Guidelines (HGDG), and Gender Mainstreaming and Evaluation Framework (GMEF), is one of the most beneficial, interesting and valuable topic that was shared. It also gives idea to the participants how to be gender sensitive, and setting-up responses to issues and further broaden the knowledge on guidelines/tools in gender mainstreaming.

### III. RECOMMENDATIONS:

Follow-up/ refresher training/ learning events relative to this topics.

### IV. POST LEARNING ACTION PLAN/PROPOSAL:

| Proposed Plan/Activity/Output   | Time Frame |
|---|------------|
| <ul style="list-style-type: none"><li>• Re-echoing Activity (Monday Forum)</li><li>• Sharing of knowledge to other people.</li><li>• Apply knowledge/ insights learned from the learning event.</li></ul> |            |

**Part 2 (To be prepared by the Supervisor)**

How will you support the post Learning Action/Proposal?

Provide technical support and give her time and opportunity to re-echo her learning in the attended training in connection with the above mentioned post learning action/plan proposal.

Have you discussed any concerns/resources needed by your subordinate so that he/she can effectively transfer the skills and knowledge gained from the training?

Yes

Would you be willing to send him/her again to other training/seminar/conference?

Yes ✓ No        Others       

If yes, please specify courses.

Any training that can provide her continuous improvement to implement efficiently the tasks and responsibilities given to her. ENR Advance course will be one of it.

**Submitted by:**

  
**MISHELLE D. ARRUIRA**  
Attendee

April 28, 2023  
Date

**Noted/Confirmed by:**

  
**LEONARD T. CALUYA**  
Supervisor



Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**  
Brooke's Point, Palawan - 5305  
Email Address: cenro\_brkspt@yahoo.com

OFFICE OF THE CENRO  
BROOKE'S POINT, PALAWAN

RECEIVED  
DATE: MAY 02 2023  
CH : 2023-1905  
BY : [Signature]

INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)

|                      |   |
|----------------------|---|
| Name of Participant: | EMILYN A. VILLANUEVA  |
| Office/Service:      | MONITORING AND ENFORCEMENT SECTION  |
| Training Title:      | GENDER SENSITIVITY TRAINING (GST), ORIENTATION ON HARMONIZED GENDER AND DEVELOPMENT GUIDELINES (HGDG) AND GENDER MAINSTREAMING AND EVALUATION FRAMEWORK (GMEF). |
| Learning Providers:  | DENR-PENRO, PALAWAN, REGION IV-MIMAROPA   |
| Inclusive Dates:     | April 25-26, 2023   |
| Venue:               | Face to Face, DENR PENRO Palawan Puerto Princesa City   |

I. EVALUATION OF THE COURSE:

Technical Content:

Learning Event has three topics to wit;

- Gender Sensitivity Training (GST).
  - Sex Characteristic
  - Gender Expression
  - Gender Identity
  - Gender Roles
  - Gender Socialization
  - Gender Division
  - Sexual Orientation
- Orientation on Harmonized Gender and Development Guidelines (HGDG).
  - Gender Based Violence (Gender Stereotyping, Multiple Burden, Marginalization, Subordination)
  - Gender Equality to Gender Equity
  - Sustainable Development Goal Modernization
- Gender Mainstreaming and Evaluation Framework (GMEF).
  - Entry Points of Gender Mainstreaming (Policy, People, Enabling Mechanisms, Programs, Projects and Activities)
  - Gender Analysis

Impression/Comments:

The Learning provider/ speaker Ms. Lea Astrera gave a fruitful presentation and a very clear explanation of the subject Gender Sensitivity, Orientation on Harmonized Gender and Development Guidelines and Gender Mainstreaming and Evaluation Framework, all information were conveyed properly thus the whole orientation are really informative, fruitful, interesting and useful and applicable all the time, explained on how gender plays vital role in society, acknowledgement the different rights, roles and responsibilities of all genders.

## II. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANT'S WORK/FUNCTION:

The topic of Gender Sensitivity Training (GST), Orientation on Harmonized Gender and Development Guidelines (HGDG) and Gender Mainstreaming and Evaluation Framework (GMEF) is timely because in our normal situation we are facing the Gender Inequality, Gender Based Violence, Gender Stereotyping, Multiple Burden, Marginalization and Subordination in our society, community, peer, school, environment and even in our workplace which lead us to difficulties, circumstances, problems, uncertainly and cause changes to the way we lives and bring us stress or sometimes anxiety. As a DENR Female Employee, Public Servant and a wife this training helps and teaches me to understand different rights, roles and responsibilities of all human behind their gender in society, learned to accept with respect and love for our fellow, clientele in office, to my kids and to my husband I learned to be Gender Sensitive, support each other in everything they want to do as long as it is not bad and doesn't hurt others. If all the head of office and supervisor of departments, agencies, company, national government etc. learn to be gender sensitive, ensure gender equality and women's empowerment, integrating gender concerns into action in the design of development, policies, programs and projects including budgets will result to address gender- related issues in all aspect. Women's is not only a "WOMEN" it play a vital role in the society, we must treat each everyone equality and equity, sustainable, free from violence, respectful of human rights, supportive of self-determination and love each other as a brothers and sisters and same as we love by our Almighty God. All employee and a public servant must have healthy environment, mind and wellbeing to perform our jobs well, more productive and efficient in providing services to the clients.

## III. RECOMMENDATIONS:

Follow-up/ refresher training/ learning events relative to this topics.

## IV. POST LEARNING ACTION PLAN/PROPOSAL:

| PROPOSED PLAN/ ACTIVITY/ OUTPUT  | TIME FRAME                     |
|--|--------------------------------|
| <ul style="list-style-type: none"><li>Conduct re- echo at the CENRO level to share important points of view on lectures/ topics during the learning events</li></ul> | Monday Forum                   |
| <ul style="list-style-type: none"><li>Apply knowledge/ insights learned from the learning event.</li></ul>   | Whenever and wherever possible |

### Part 2 (To be prepared by the Supervisor)

How will you support the post Learning Action/Proposal?

Provide technical support and give her time and opportunity to re-echo her learning in the attended training in connection with the above mentioned post learning action/plan proposal.

Have you discussed any concerns/resources needed by your subordinate so that he/she can effectively transfer the skills and knowledge gained from the training?

Yes


Would you be willing to send him/her again to other training/seminar/conference?

Yes ✓ No        Others       

If yes, please specify courses.

Follow- up/ refresher training/ learning events relative to Gender Sensitivity Training (GST), Orientation on Harmonized Gender and Development Guidelines (HGDG) and Gender Mainstreaming and Evaluation Framework (GMEF) because this topics is relevant to the people/employee to perform well in a workplace and more productive and efficient in providing services to the clients.

Submitted by:

  
EMILYN A. VILLANUEVA  
Attendee

May 02, 2023  
Date

Noted/Confirmed by:

  
LEONARD T. CALUYA  
Supervisor



## INDIVIDUAL LEARNING REPORT

Part 1 (*To be prepared by the participant*)

|                             |   |
|-----------------------------|---|
| <b>Name of Participant:</b> | <b>EDELYN A. EVANGELISTA</b>  |
| <b>Office/Service:</b>      | <b>CENRO BROOKE'S POINT/ Regulations and Permitting Section</b>   |
| <b>Training Title:</b>      | <b>GENDER SENSITIVITY TRAINING (GST), ORIENTATION ON HARMONIZED GENDER AND DEVELOPMENT GUIDELINES (HGDG) AND GENDER MAINSTREAMING EVALUATION FRAMEWORK (GMEF)</b> |
| <b>Learning Providers:</b>  | <b>DENR-PENRO PALAWAN</b>   |
| <b>Inclusive Dates:</b>     | <b>April 25-26, 2023</b>  |
| <b>Venue:</b>               | <b>Webinar: CENRO Brooke's Point Multi-Purpose/Conference Hall</b>  |

### I. EVALUATION OF THE COURSE:

#### *Technical Content:*

This training aims to enhance awareness of DENR personnel on gender concerns, setting up responses to gender issues and further broaden the knowledge on guidelines/tools in gender mainstreaming. The entire training incorporates lectures and topics relative to the following:

1. Gender Sensitivity Training
2. Orientation on Harmonized Gender and Development Guidelines (HGDG)
3. Gender Mainstreaming Evaluation Framework (GMEF)

#### *Impressions/Comment:*

- a) The topics were well presented and discussed. The Resource Speaker is very knowledgeable on the topics that she presented and concise with PowerPoint presentation. The explanation of the topics is clear and understandable.
- b) The presentation of Ma'am Lorelie S. Astrera regarding the Harmonized Gender and Development Guidelines (HGDG) is very important that need to be consider in the implementation of the activities/programs/projects relative to Gender and Development (GAD).
- c) The venue selected exudes ambiance that helped in absorbing the topics discussed although some participants were attended via zoom.
- d) The pre-test and post-test activity is big help to assessed the knowledge of the participants before and after the discussion.

### II. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANTS WORK/FUNCTION

This training helped me to understand the basic concepts, principles and process relevant to Gender and Development (GAD). It is important that we should respect and embrace the differences of each and everyone so we can attain the gender equality.

As an employee of DENR, it will be my guiding tool in dealing with clients that we should be equal in giving assistance to all clients regardless of sex, religion and economic status/situations.

### III. RECOMMENDATIONS

This kind of training should be attended by all employees not only GAD members to have more understanding on the relevance of Gender and Development (GAD) in the implementation of programs/projects/activities of our agency. The agency should also consider hiring females Forest Protection Officers (FPO's) and engaging female employees in forest related activities such as LAWIN Patrolling, Forest Protection and Law Enforcement.

### IV. POST LEARNING ACTION PLAN/PROPOSAL

| PROPOSED PLAN/ ACTIVITY/ OUTPUT  | TIME FRAME                 |
|--|----------------------------|
| <ul style="list-style-type: none"><li>Consolidation of the transaction and determination of clients gender in preparation of GAD report.</li></ul> | December 2023              |
| <ul style="list-style-type: none"><li>Participation of all employees in GAD activities.</li></ul>  | March 2023 (Women's Month) |

#### Part 2 (To be accomplished by Supervisor)

How will you support the post Learning Action Plan/Proposal?

**Provide technical support and regular monitoring of the implementation of action plan/ project proposal.**

Have you discussed any concerns / resources needed by your subordinate so that he/she can effectively transfer/apply the skills and knowledge gained from the training?

**Yes. To effectively apply the knowledge and skills gathered during the training and apply in actual situation.**

Would you be willing to send him/ her again to other training/seminars/conference?

Yes ☒ No ☐ Others ☐

If yes, please specify courses

**Lands Policies, Forestry, Environmental Policies, Biodiversity, GIS Mapping and mining related courses.**

Submitted by:

  
**EDELYN A. EVANGELISTA**  
Attendee

Noted/ Confirmed by:

  
**LEONARD T. CALUYA**  
Supervisor

Date: April 28, 2023