



June 27, 2023

MEMORANDUM

FOR The Regional Executive Director
DENR MIMAROPA Region
: 1515 DENR By the Bay Building, Roxas Boulevard
Barangay 668, Ermita, Manila

THRU : The Assistant Regional Director for Management Services

FROM : The OIC, PENR Officer

SUBJECT : **SUBMISSION OF ACCOMPLISHMENT REPORT IN THE
CONDUCT OF GENDER SENSITIVITY AND
HARMONIZED GENDER AND DEVELOPMENT
GUIDELINES (HGDG) APPLICATION TRAINING**

Respectfully submitted is the Accomplishment Report in the Conduct of Gender Sensitivity Training and Harmonized Gender and Development Guidelines (HGDG) Application Training which was held on June 15-16, 2023 at MPMPC-One Stop Shop Brgy. 3, Mamburao, Occidental Mindoro. This is in accordance with the Approved Gender and Development Plan and Budget FY 2023.

For information and record.


ERNESTO E. TAÑADA



ACCOMPLISHMENT REPORT IN THE CONDUCT OF GENDER SENSITIVITY TRAINING ON JUNE 15, 2023

The Gender Sensitivity Training started at exactly 10:00 AM in Mindoro Progressive Multi-Purpose Cooperative- One Stop Shop Function Hall Brgy. 3, Mamburao, Occidental Mindoro. The prayer was done via video, the beat of Philippine National Anthem was headed by Forester Ellie J. Nuñez, and the welcome remarks by the OIC PENRO Ernesto E. Tañada. Afterwards, the Master of Ceremonies, GAD Staff Leanne R. Pacasit started a roll call to check the attendance and to acknowledge the participants, which are from CENRO San Jose, CENRO Sablayan, and PENRO Mamburao.

GAD Staff Pacasit introduced the Resource Person- Ms. Araceli Bayubay-Mercado, who is an agripreneur enthusiast, has more than 20 years of extensive working experience in national and local government, and a certified member of Philippine Commission on Women as an independent GAD consultant.

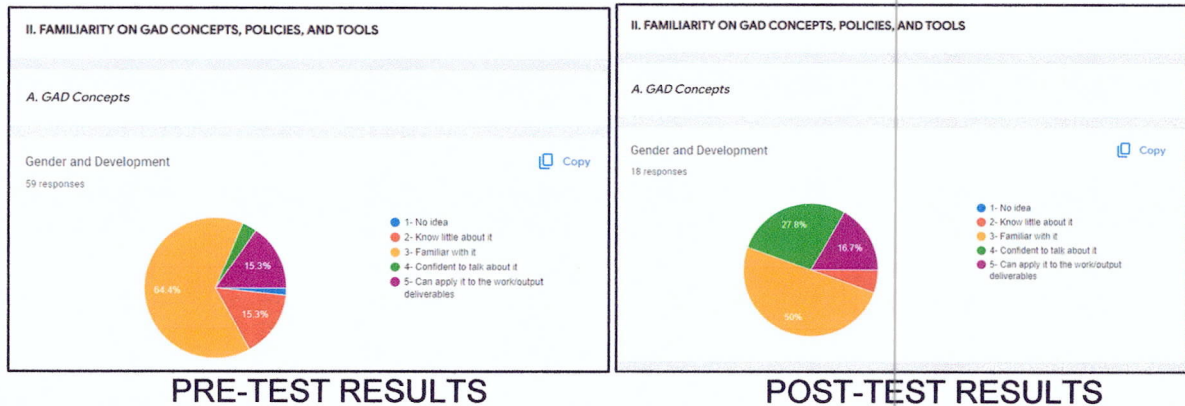
To officially start the Gender Sensitivity Training, Ms. Araceli asked any expectation about the training. She mentioned that sex is what you had born with and constant while gender is what you had become. She also mentioned the gender bias, which is the tendency to prefer one gender over another and the gender lens, which means those making plans, programs and decisions view things with particular attention to gender imbalances or biases in what is being presented.

To assess the knowledge of the participants regarding the gender lens, Ms. Araceli asked to form a group and make a role play that shows gender lenses. It was entitled: *"Ano Ang Susunod na Kabanata?"*. Each group were given situations such as (1) *PAMILYA*; a couple who is already 5 years married when they got pregnant with a baby girl, (2) *TRABAHO*; a dedicated and hardworking employee is a candidate for promotion but her supervisor demands indecent proposal for return, (3) *KOMUNIDAD*; Glyza wanted to run for the upcoming SK Elections but was not supported by her relatives as they believe that politics are only for men, (4) *MEDIA*; Perla wanted to be an artist that's why she used each and every beauty products and join in every beauty contest, (5) *PAARALAN*; Albert answered honestly in an exam wherein he was asked about his parents' job. Unfortunately, for his teacher, it was unusual and considered wrong that his father is a househusband and his mother is the one working. All groups did the role play excellently but it was Trabaho and Komunidad group who was announced as best groups. After the role play, Ms. Araceli briefly discussed the mission and vision of GAD and the gender mainstreaming entry points namely Policy, People, Enabling Mechanisms and Programs, Activities Projects.

To formally end the training, the certificate of appreciation were given and presented to Ms. Araceli B. Mercado by the MSD Chief Abe R. Francisco and the GAD Focal Person Emiliza A. Calabio. Total of 75 participants attended the Gender Sensitivity Training in which 27 or 36% are male and 48 or 64% are female.



PHOTO DOCUMENTATION



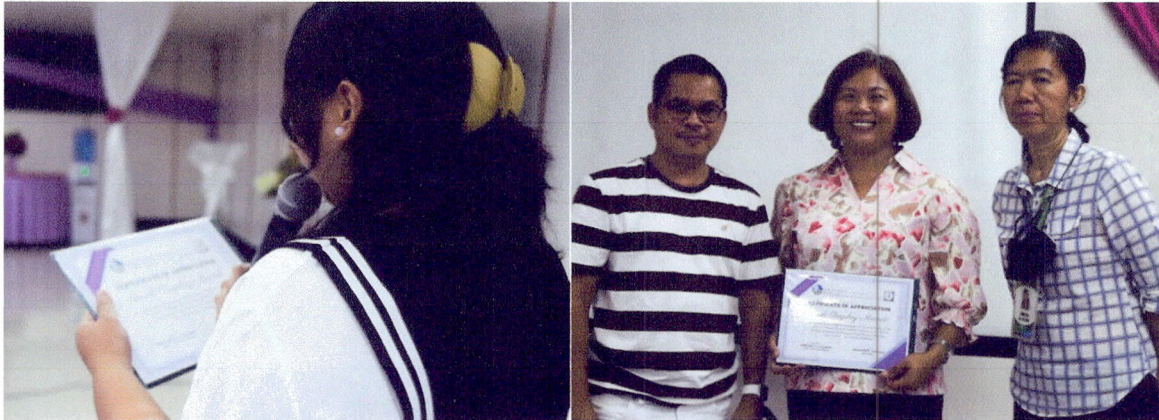
Discussion and Participation



The preparation and the actual role play



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Giving certificates to Resource Person

Prepared by:


MONICA GLAIZA D. CENTENO
PENRO- GAD Staff

Reviewed and checked by:


EMILIZA A. CALABIO
SVEMS/ GAD Focal Person



ATTENDANCE

THE CONDUCT OF GENDER SENSITIVITY TRAINING
JUNE 15, 2023

	NAME	SEX		POSITION	SIGNATURE
		M	F		
1	RONALD F. TENDIDO % FO. GUINOD	✓		FR	
2	WILFREDO T. AQUINO	✓		IND II	
3	EMILITA A. CALABO		✓	STAFF	
4	Helen M. Alcobier		✓	ADA VI	
5	ERNESTO L. DELOS RYES	✓		CLERK	
6	ABE N. FRANCISCO	✓		CLERK MOD	
7	RODOLFO S. ORALLA	✓		LDO-II	
8	ELLIE J. NUNEZ	✓		FOR II	
9	NILDA T. MANCANA		✓	FR	
10	MERRY Ann C. LACAP		✓	CI	
11	SUSAN A. VALENTIN		✓	LMO II	
12	GERMAN F. GILAG		✓	FR	
13	SERRA M. URICTA		✓	ADA VI	
14	Herold S. Castro	✓		ECOMS I	
15	April D. Amoroso - Castro		✓	FDR I	
16	Ma. Menchie A. Quinones		✓	LMI	
17	JOHN PAUL M. SANTENCES	✓		Forest Ranger	
18	PACACIT, UANNE R.		✓	GAD STAFF	
19	VICTORIA N. ZUBIRI		✓	Engng Aide	
20	Quinina Joie A. Lopez		✓	Forest Ranger	
21	Ann Cheryl Jane H. Vargas		✓	Records Officer I	
22	FERLINDA S. CASTILLO		✓	LMO III	
23	Vernadette C. Fulgenio		✓	FI II	
24	AMADO J. ABIANG	✓		FOR II	
25	Ryza Elaine C. Bernales		✓	AOI (Supply Officer)	
26	SARAH A. MATERAZO		✓	ADMIN AIDE VI	
27	maria Jessica del Rosario		✓	CASHIER I	
28	Henry A. Marmol	✓		ISAT II	
29	MILAGROS V. TANDAO		✓	PT I	
30	JOHN SEAN T. FULCAN	✓		LMO I	



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	NAME	SEX		POSITION	SIGNATURE
		M	F		
31	Planza, Mercy A.		✓	For. I	
32	REYNALDO A. DAIRO	✓		ECOMS II	
33	Margaret P. Untre		✓	LMOI	
34	ALVIN E. SANICO	✓		FI	
35	JACKIELOH P. DIMALAO		✓	FT II	
36	Anna Ritahelle D. Nicandor		✓	PMF	
37	Jane Frances T. Senosa		✓	CMEMP EO	
38	MA. TERESA P. DAIRO, JR.		✓	ECOMS II	
39	LUCILLE B. CRISTIANO		✓	TR	
40	Nino Colegado	✓		FI	
41	ALEXIS JOY D. BELARMINO		✓	FORESTER I	
42	Jonilyn M. Bitongan		✓	LMOI	
43	Mary Dominique B. Lavadia		✓	ENGR. II	
44	ROLANDO L. MATANGUIHAN	✓		LMO III	
45	NILS P. SALVADOR	✓		DMS II	
46	ORLIND B. GACUAN	✓		SEMC	
47	TERENST PINEDA		✓	GAD STAFF	
48	Neil Anthony de munda	✓		ECOMS II	
49	Donebelle S. Mesina		✓	Accountant III	
50	JOHN SYRIES V. RAGMAT	✓		ADA IV	
51	Soledad Alonzo		✓	FR	
52	MONICA GLAIZA D. CENTENO		✓	GAD STAFF	
53	Jon Erik Casapin		✓	AO IV	
54	Celsa B. Almazan	✓		SUEWS	
55	JOSEPHINE S. TAYANAN		✓	Budget Officer II	
56	ERNESTO E.	✓		OLC PERMAN	
57	SHILA ALAH Z. ABUTAN		✓	PLANNING OFFICER I	
58	Michelle C. Balanza-Urrala		✓	Planning Officer I	
59	Lehen D. Bantista		✓	FI / JD	
60	Lourdiza D. Villavicencio		✓	Document	
61	Dolly Joy Anna H. Roan		✓	ADA VI	
62	MARY GRACE C. ROBLES		✓	FORESTER I	
63	DONITA ROSE M. ROBISO		✓	FI	



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	NAME	SEX		POSITION	SIGNATURE
		M	F		
64	HECTOR S. ARAGONET JR.	/		FORESTER III	
65	ROMMAYO S. TRIA	/		LMO III	
66	KRISTOFFER DE JESUS	/		EFIS WOODEN	
67	Asageli B. Mercado		-	Resource Specialist	
68	LOREN KAYE GARCIA	✓		FT II	
69	RUTHIE C. ALVARADO		/	ADA VI	
70	MARYANNA A. GARCIA		/	LMO III	
71	RANDY T. PAGUO	-		FR	
72	RONNELE T. ESTEVEZ	-		FT I	
73	Angeth S. Salgumbao		/	Forester I	
74	MARYAN M. BAROW		/	FR	
75	Karina Tricia D. Sy		✓	ECOMS I	
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**ACCOMPLISHMENT REPORT IN THE CONDUCT OF
HARMONIZED GENDER AND DEVELOPMENT GUIDELINES (HGDG) APPLICATION
TRAINING ON JUNE 16, 2023**

The Harmonized Gender and Development Guidelines (HGDG) Application Training started at exactly 8:00 AM in Mindoro Progressive Multi-Purpose Cooperative-One Stop Shop Function Hall Brgy. 3, Mamburao, Occidental Mindoro. The participants were composed of the members of Gender and Development Focal Point System from PENRO, CENRO Sablayan, and CENRO San Jose.

Right after the prayer, which was led by the Planning Officer Shyla Alah Z. Abutan, the GAD Staff Leanne Pacasit asked the participants to briefly re-discuss the Gender Sensitivity Training which was held on June 15, 2023 as a review and preparation for the HGDG training. Then, the Resource Person Araceli B. Mercado instantly proceeded in which she mentioned that Gender Analysis is needed to each and every project to identify the impact of the project if it will be conducted and planned with women and men. According to Ms. Mercado, some of the projects were not gender-responsive because others do not know how to use the HGDG tool. She emphasized that this tool serves as a guide in ensuring that the GAD perspective is integrated into the design, implementation, management, and M&E of programs and projects, and in determining the corresponding budget of the program or project that may be attributed to their GAD Budget.

To check the participants' understanding with regards to the usage of HGDG tools, the workshop has been conducted per office.

The CENRO San Jose presented the Foreign Assisted and Special Projects Service specifically the Bamboo Nature Project. The bamboo weaving and design was assigned to female and the making of handicrafts and furniture was assigned to male. They also planted bamboo trees thru Enhanced National Greening Program. After using the HGDG tools box 9, they had concluded that the project were not gender sensitive with the following reasons; first, the machinery equipment used was too heavy for female, second, the capacity of men and women should not be limited as male can also do the bamboo weaving and design and female can also make furniture, lastly, the gender requirement must be mentioned in every projects. Recommendations were also stated such as: (1) Gender And Development must be present from planning to implementation and (2) there must be GAD Specialist who solely focus on GAD events.

The CENRO SABLAYAN used the Patents and recognized that the report does not include the total of female and male participants, but it is sex-disregarded. They also mentioned that years ago, only the male spouse is in the title of land but now, both spouses are included. They also raised that their GAD Focal Person is due to retirement and the former GAD Staff's resignation has no proper turn over which led to a slow process of pending papers.

The PENRO used the Salamat Mabuhay Programs which is an organizational-focused program for senior citizens. They concluded that there is a minimal access of benefits of seniors and minimal presentation of male in every gathering. They then



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recommended putting livelihood programs that is income-generated and senior citizen hub for relaxation of seniors, services vehicle for seniors, creation of zumba and ballroom dancing.

The HGDG Training was participated by a total of 67 attendees wherein 18 or 26.87% are male and 49 or 73.13% are female and the token and the certificate of appreciation were given to the Resource Person, Ms. Araceli B. Mercado at the end of the training.

PHOTO DOCUMENTATION
June 16, 2023



PENRO employees (left) and CENRO San Jose employees (right) during workshop



Presentation of the Workshop- Usage of Gender Analysis (HGDG tools



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The Participants from CENRO San Jose, CENRO Sablayan and PENRO Mamburao

Prepared by:


MONICA GLAIZA D. CENTENO
PENRO- GAD Staff

Review and checked by:


EMILIZA A. CALABIO
SVEMS/ GAD Focal Person



ATTENDANCE
HARMONIZED GENDER AND DEVELOPMENT
GUIDELINES (HGDG) APPLICATION TRAINING
June 16, 2023



	Name	Sex		Position/ Designation	Signature
		M	F		
1	EFREN L. DELOS REYES	M		CEPRO	
2	JOSEPH E. ALMADOEN		✓	FR	
3	MONICA GLAIZA D. CENTENO		✓	GAD STAFF	
4	EMILITA A. CALABO		✓	Chief COS/COOS	
5	SARAH A. MATERAZO		✓	Admin Aide VI	
6	NILDA T. MANUEL		✓	FR	
7	Ann Cheryl Jane H. Vargas		✓	AO I / RO I	
8	Nino Aloysius P. Colegado	✓		FTI	
9	Ma. Teresita P. David, Jr.		✓	ECONOMIST II	
10	REYNALDO A. DAÑO	✓		ECONOMIST II	
11	LUCILLE B. CASTIANO		✓	FR	
12	NILO P. SALVADOR	✓		DMO IV	
13	John B. Bantista		✓	FI/JO	
14	Karina Tricia D. Sy		✓	ECONOMIST I	
15	Orlino B. Gacuan	✓		SEMS	



ATTENDANCE
HARMONIZED GENDER AND DEVELOPMENT
GUIDELINES (HGDG) APPLICATION TRAINING
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	Name	Sex		Position/ Designation	Signature
		M	F		
16	TERENST PINEDA		✓	END STAFF	tp
17	JOHN SENER B. FULANE	✓		LMO I/DPLI	94/
18	RONALD E. TENDILLO (FA BUINOD)	✓		FR	
19	Quinina Joie A. Lopez		✓	FR	J. Lopez
20	DOLANDO L. MATANGUIHAN	✓		LMO III	
21	MARIA JESSICA DEL ROSARIO		✓	AO I	Maria
22	JOHN SYRIES PAGMAT	✓		AOA IV	
23	HENRY A. MARMOL	✓		ISA II	
24	JON ERICA CAUKAPIN		✓	AO IV	Jon Erica
25	PHYLA GLAH Z. ABUTAN		✓	P.O I	
26	MICHELLE C. BALANZA-UMAY		✓	P.O II	Michelle
27	ALVIN E. SANIWO	✓		FII	
28	Lyzee Elaine A. Bernabe		✓	AOI (Supply Officer)	
29	Gemma F. Cagayon		✓	FR/Receiving- Releasing Clerk	gfcagayon
30	Jomilyn M. Pitongan		✓	LMO I/DPH	JM



ATTENDANCE
HARMONIZED GENDER AND DEVELOPMENT
GUIDELINES (HGDG) APPLICATION TRAINING
June 16, 2023



	Name	Sex		Position/ Designation	Signature
		M	F		
31	Margaret P. Yntuc		✓	LMOI	<i>[Signature]</i>
32	Abel R. Francisco	✓		CSO	<i>[Signature]</i>
33	AGUIÑO, WILFARDO	✓		LMOI	<i>[Signature]</i>
34	MARY DOMINIQUE B. LAVADIA		✓	ENGR. II	<i>[Signature]</i>
35	DALLY JOY AMRA A. MOCA		✓	ADA VI	<i>[Signature]</i>
36	SUSAN A. VALENTIN -		✓	LMO II	<i>[Signature]</i>
37	VICTORIA U. ZUBIRI		✓	ENGR. BIDE	<i>[Signature]</i>
38	Serna M. Uricola		✓	ADA VI	<i>[Signature]</i>
39	MERRY ANN C. LACAP -		✓	SI/RECORDS	<i>[Signature]</i>
40	MA. MENCHIE A. GUINTONES		✓	LM I	<i>[Signature]</i>
41	Jane Frances T. Senosa		✓	CMEMP ED	<i>[Signature]</i>
42	PACASIT, LIANNE R.		✓	GAD STAFF	<i>[Signature]</i>
43	JOSEPHINE S. TANADA		✓	Budget Officer II	<i>[Signature]</i>
44	RITCHIE C. ALVARADO		✓	ADA VI	<i>[Signature]</i>
45	MILAGROS V. TANFOD		✓	# 1	<i>[Signature]</i>



ATTENDANCE
HARMONIZED GENDER AND DEVELOPMENT
GUIDELINES (HGDG) APPLICATION TRAINING
June 16, 2023



	Name	Sex		Position/ Designation	Signature
		M	F		
46	APRIL D. AMORES - CASTRO		✓	FORESTER I / Chief Fdw Utilization	
47	HEROLD S. CASTRO	✓		ECOLOGIST / CHIEF OPS	
48	Pianza, Mercy		✓	FOR I / PO	
49	FERLINDA S. CASTILLO		✓	LMO III	
50	LOREN KAYE A. GARCIA	✓		FT II	
51	ALEXIS JOY D. DELARMINO		✓	FOR I	
52	Helen M. Alcobar		✓	ADA VI	
53	Vernadette C. Triguero		✓	Forest Tech. II	
54	JACKIELOU P. DUMILBO		✓	Forest Tech II	
55	NANDY T. PAGUIO	✓		FR	
56	Lourdita Villavicencio		✓	Domestic	
57	Araceli B. Desando		✓	Resource Speaker	
58	RHODORA A. GARCIA		✓	LMO III	
59	Augustine S. Saligumbol		✓	Forester I	
60	MARYJEAN M. BAROW		✓	FR	



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HARMONIZED GENDER AND DEVELOPMENT
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	Name	Sex		Position/ Designation	Signature
		M	F		
61	Ronnele T. Estaca	-		Forest Technician	<i>[Signature]</i>
62	Donebelle S. Mesina		/	Accountant III	<i>[Signature]</i>
63	MARY URMAGE C. POPLES		/	FI	<i>[Signature]</i>
64	-Anna Ritchelle D. Nicanor		/	PMF	<i>[Signature]</i>
65	-SHYLA ALAH Z. ABUTAN		/	PLANNING OFFICER I	<i>[Signature]</i>
66	ERNESTO E. TANADA	/		DENRO	<i>[Signature]</i>
67	'DONITA ROSE M. RODRISO		/	FR	<i>[Signature]</i>
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