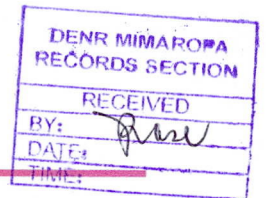




Republic of the Philippines
Department of Environment and Natural Resources
PROVINCIAL ENVIRONMENT AND NATURAL RESOURCES OFFICE
PROVINCE OF PALAWAN

Bgy. Sta. Monica, Puerto Princesa City, Palawan
EMAIL : penropalawan@denr.gov.ph
TelFax No. (048) 433-5638/ 434-8791



May 16, 2023

MEMORANDUM

FOR : The Regional 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 Provincial Environment and
Natural Resources Officer

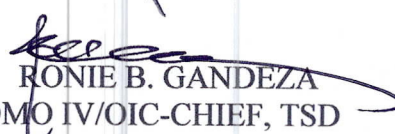
SUBJECT : INDIVIDUAL LEARNING REPORTS


Respectfully forwarded are the memoranda on various dates with regards to the Individual Learning Reports of the following personnel:

CENR OFFICE	Name of Participants	Title of Training/Workshop Attended	Inclusive Dates
Quezon, Palawan	Jennifer S. Galvero Margelyn S. Madapat	Gender Sensitivity Training (GST) and Orientation on Harmonized Gender & Development Guidelines (HGDG) and Gender Mainstreaming Evaluation Framework (GMEF)	April 25-26, 2023
	Elany P. Salico	Organizing the Community Managed Savings and Credit Association (CoMSCA) Training of Trainers	April 12-14, 2023
Coron, Palawan	Bonifacio SJ. Albag Jr. Razel Joy B. Cubillas Darius T. Jagmis Jojie M. Montañez Helen Grace A. Rodriguez Lovely Ann R. Villademos	Onboarding and Orientation to New Entrants in the Government Service	April 12-14, 2023

For information and record.

“ For the PENRO “


RONIE B. GANDEZA
DMO IV/OIC-CHIEF, TSD
In-Charge, Office of the PENRO

DENR-PALAWAN
PENRO-RECORDS
RELEASED
By: 
Date: 19 MAY 2023 23-1425



Republic of the Philippines
Department of Environment and Natural Resources
MIMAROPA Region
COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE
National Highway, Bgy. Alfonso XIII, Quezon, Palawan
Email: cenroquezon@denr.gov.ph

May 8, 2023

MEMORANDUM

FOR : The Provincial Environment and Natural Resources Officer
Sta. Monica, Puerto Princesa City

FROM : The Community Environment and Natural Resources Officer
Quezon, Palawan

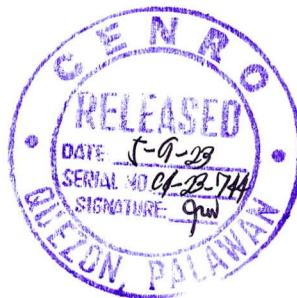
SUBJECT : **INDIVIDUAL LEARNING REPORT ON GENDER TRAINING (GST) AND ORIENTATION ON HARMONIZED GENDER & DEVELOPMENT GUIDELINES (HGDG) AND GENDER MAINSTREAMING EVALUATION FRAMEWORK (GMEF).**

**DENR PENRL
PALAWAN RECORDS
RECEIVED**
BY: [Signature]
DATE: APR 2023 ON 23-4403

Respectfully forwarded is the Individual Learning Report of **JENNIFER S. GALVERO** in her attendance to Gender Sensitivity Training (GST) and Orientation on Harmonized Gender & Development Guidelines (HGDG) and Gender Mainstreaming Evaluation Framework (GMEF) at PENRO Training Hall, Sta. Monica, Puerto Princesa City, Palawan on April 25-26, 2023.

The said training is in connection with the Magna Carta for Women (R.A. No. 9710) and the effect of SOGIE BILL to our society and to government entity and its personnel as well.

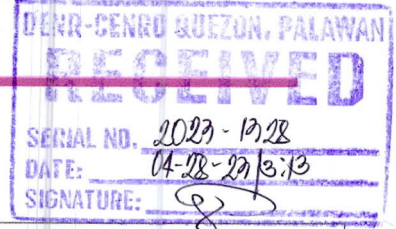
For your information and record.



[Signature]
RENATO S. GONZAGA



Republic of the Philippines
Department of Environment and Natural Resources
MIMAROPA Region
COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE
National Highway, Bgy. Alfonso XIII, Quezon, Palawan
Email: cenroquezon@denr.gov.ph



INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)

Name of Participants:	JENNIFER S. GALVERO
Office/Service:	Planning & Support Unit (PSU)
Training Title:	GENDER SENSIVITY TRAINING (GST) AND ORIENTATION ON HARMONIZED GENDER & DEVELOPMENT GUIDELINES (HGDG) AND GENDER MAINSTREAMING EVALUATION FRAMEWORK (GMEF)
Learning Providers:	PENRO PALAWAN
Inclusive Dates:	APRIL 25-26, 2023
Venue:	PENRO TRAINING HALL, STA. MONICA, PUERTO PRINCESA CITY, PALAWAN

I. EVALUATION OF THE COURSE:

a. Technical Content:

Introductory Topics/Discussion

- Magna Carta of Women (Republic Act No. 9710) – a comprehensive law that seeks to eliminates discrimination against women and legal bases of Internal Commission of Women
- Gender Equality and Women Empowerment 2020 Policy & 2023 Policy – which GEWE 2020 Policy was strengthen and increased the empowerment on equality not only for women but also for LGBTQIA+
- Adoption of Gender Mainstreaming in all government agencies and SUCs to implement the GAD Plan and Budget.

Gender Sensitivity

- Sex – natural distinguishing, biological determines characteristics
- Gender – cultural, differentiate people based on roles, perceptions and social expectations it is also learned and acquired
- Gender Roles
 - *Traditional gender attributes are marked by inequality: Traditional gender roles put women and men on unequal terms
- Gender Norms – the social rules and expectations that keep the gender system impact.
- Gender Biases
 - Example: Gender stereotyping, sticky floors & glass ceilings, political empowerment, economic marginalization
- Sexual Orientation – attraction to others that is shaped at an early age (10 years of age)
- Gender Identity – “one’s sense of oneself as male, female or transgender” (age 4-5)
- Gender expression – way in which a person acts to communicate her or his gender within a given culture. It signals how a person feels.
 - *The Gender sensitivity teach us the “Respect and Acceptance” and become a Gender Sensitive.



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MIMAROPA Region
COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE
National Highway, Bgy. Alfonso XIII, Quezon, Palawan
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- Gender Equality – no discrimination in opportunities and access, control and use of resources.
 - Everyone is protected from all forms of gender based violence
 - Exercise their voice & participate in decision-making
 - Provided equal conditions.
- Equity – giving of equal resources/tools
- Gender and Development (GAD) – an approach to development that focuses on social, economic and cultural forces that determine how differently women and men access and control development resources and benefits.

Gender Mainstreaming

- Gender Mainstreaming – integrating women and men's concerns and experiences in the design, implementation, monitoring and evaluation of policies, programs and projects.
- Four (4) entry points of Gender Mainstreaming in Government Agency; 1) Policy, 2) People, 3) Enabling Mechanisms, consultations & 4) Programs, Projects and Activities.
- PIME – Planning, Implementation, Monitoring & Evaluation
- Philippine GAD Planning & Budgeting Policy – budget shall at least be 5% of the total agency budget appropriations shall be drawn from the agency's MOOE, CO & PS.
 - Shall not constitute an additional budget.
- Level in Gender Mainstreaming – 1) foundation formation 2) installation of strategic Mechanisms, 3) GAD Application, 4) commitment enhancement & institutionalization & 5) replication and innovation.
- Gender Analysis Framework and Tools – the comparison of the relative advantages & disadvantages faced by women & men in various spheres of life, including family, workplace, school, community and political system.

Harmonized Gender and Development Guidelines (HGDG)

- Harmonized Gender and Development Guidelines (HGDG) – gender analysis tools, assesses the gender – responsiveness of government program & project, guidelines that served the NEDA proponent.
- HGDG Checklist consists of 4 parts – 1) Program/Project Development Guidelines, 2) Sector specific Design Guidelines & FIMME Checklist, 3) Program/Project Implementation, Monitoring & Evaluation & 4) Program/Project GAD checklists for Funding Facilities.
- Gender Equality Results
- Gender Issues in the natural resource management sector are related to inequalities in the status and condition of women and men in different resource areas
- Gender Analysis Steps (Harvard Analytical Framework) – 1) collect Sex Disaggregated Data (SDD), 2) Analyze the data by considering the factors behind the gender patterns of division of labor, access and controls of resources, needs and priorities.
- Gender responsive – a response/action on a specific issue on Gender and Development
- Documents needed to accomplish the HGDG Checklist; 1) Program/Project documents – Program design and conceptualization, budget, timeline of implementation, monitoring and evaluation framework, 2) Supporting documents – evidences to support the assessment (e.g. attendance sheets, photos, activity report, etc.)



Republic of the Philippines
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“GAD is about development for all! GAD calls for a rethinking of development content and process”.

Impression/Comment:

The Gender and Development or the equality of men and women is good and needs empowerment. But the SOGIE will bring confusion and complications especially to our kids of how we brought them up and orient them because it is conflict with the law of GOD and what the Bible teach.

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

As a public servant and government employee also a GADFPS member it is very important to be equipped and attend GST, GM and HGDG.

III. RECOMMENDATIONS:

1. To suggest/recommend that all employee shall attend the Gender Sensitivity Training so that all DENR employee will become “Gender Sensitive and Responsive”.

IV. POST LEARNING ACTION PLAN/PROPOSAL:

Proposed Plan/Activity/output/Time Frame

To support GAD program, activities and projects in our Office and conduct reecho during Monday Forum this month of May CY 2023.

Part 2 (To be accomplished by Supervisor)

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

Extend support through giving motivational and encouraging advice that promote and develop an individual skills as a woman personnel of this Office.

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

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

Yes ☒ No ☐ Others ☐



Republic of the Philippines
Department of Environment and Natural Resources
MIMAROPA Region
COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE
National Highway, Bgy. Alfonso XIII, Quezon, Palawan
Email: cenroquezon@denr.gov.ph

If yes, please specify courses


GAD related trainings and seminars

Submitted by:


JENNIFER S. GALVERO
Forest Technician I

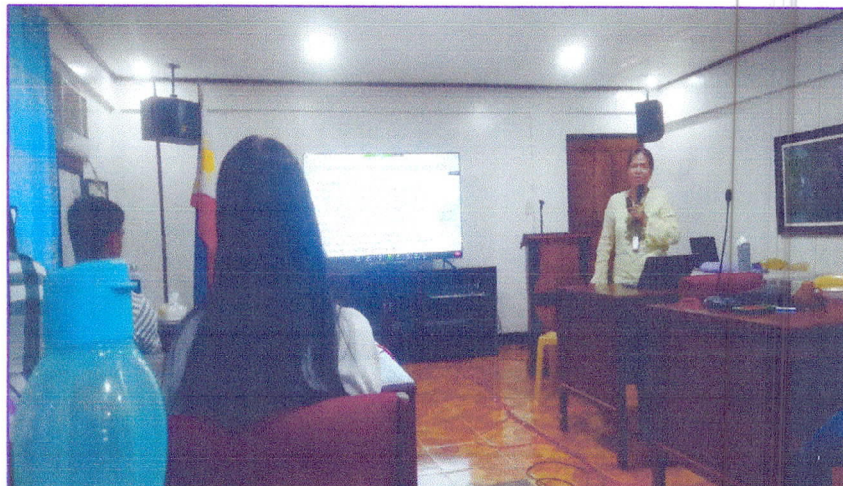
April 28, 2023
Date

NOTED/Confirmed by:


RENATO S. GONZAGA
OIC-CENRO/ Concurrent PASu, MMPL



Republic of the Philippines
Department of Environment and Natural Resources
MIMAROPA Region
COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE
National Highway, Bgy. Alfonso XIII, Quezon, Palawan
Email: cenroquezon@denr.gov.ph



Photos above are taken during seminar on Gender Sensitivity Training (GST), Orientation on Gender Mainstreaming (GM) and Harmonized Gender Development Guidelines (HGDG) on April 25-26, 2023 at PENRO Training Hall, PENRO, Puerto Princesa City, Palawan.



Republic of the Philippines
Department of Environment and Natural Resources
MIMAROPA Region
COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE
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May 3, 2023


MEMORANDUM

FOR : The Provincial Environment and Natural Resources Officer
Sta. Monica, Puerto Princesa City

FROM : The Community Environment and Natural Resources Officer
Quezon, Palawan

SUBJECT : **INDIVIDUAL LEARNING REPORT ON GENDER TRAINING (GST) AND ORIENTATION ON HARMONIZED GENDER & DEVELOPMENT GUIDELINES (HGDG) AND GENDER MAINSTREAMING EVALUATION FRAMEWORK (GMEF).**

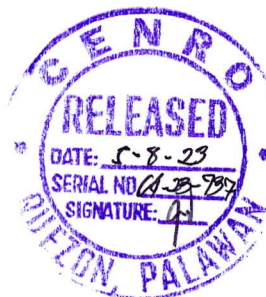
**DENR PENRO
PALAWAN RECORDS
RECEIVED**

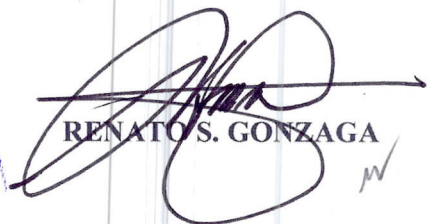
BY: 
DATE: 5-8-2023 CN 231403

Respectfully forwarded is the Individual Learning Report of **MARGELYN S. MANDAPAT** in her attendance to Gender Sensitivity Training (GST) and Orientation on Harmonized Gender & Development Guidelines (HGDG) and Gender Mainstreaming Evaluation Framework (GMEF) at PENRO Training Hall, Sta. Monica, Puerto Princesa City, Palawan on April 25-26, 2023.

The said training is in connection with the Magna Carta for Women (R.A. No. 9710) and the effect of SOGIE BILL to our society and to government entity and its personnel as well.

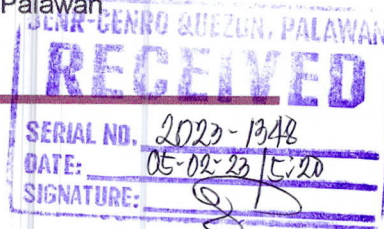
For your information and record.




RENATO S. GONZAGA



Republic of the Philippines
Department of Environment and Natural Resources
MIMAROPA Region
COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE
National Highway, Bgy. Alfonso XIII, Quezon, Palawan
Email: cenroquezon@denr.gov.ph



INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)

Name of Participants:	MARGELYN S. MANDAPAT
Office/Service:	Planning & Support Unit (PSU)
Training Title:	GENDER SENSIVITY TRAINING (GST) AND ORIENTATION ON HARMONIZED GENDER & DEVELOPMENT GUIDELINES (HGDG) AND GENDER MAINSTREAMING EVALUATION FRAMEWORK (GMEF)
Learning Providers:	PENRO PALAWAN
Inclusive Dates:	APRIL 25-26, 2023
Venue:	PENRO TRAINING HALL, STA. MONICA, PUERTO PRINCESA CITY, PALAWAN

I. EVALUATION OF THE COURSE:

a. Technical Content:

Introductory Topics/Discussion

- Magna Carta of Women (Republic Act No. 9710) – a comprehensive law that seeks to eliminates discrimination against women and legal bases of Internal Commission of Women
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- Gender Biases
 - Example: Gender stereotyping, sticky floors & glass ceilings, political empowerment, economic marginalization
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- Gender Equality – no discrimination in opportunities and access, control and use of resources.
 - Everyone is protected from all forms of gender based violence
 - Exercise their voice & participate in decision-making
 - Provided equal conditions.
- Equity – giving of equal resources/tools
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“GAD is about development for all! GAD calls for a rethinking of development content and process”.

Impression/Comment:

The entire seminar is beneficial in order that the DENR personnel understand the importance of gender and development (GAD) and its purpose, also, to develop respect and understanding that men and women have equal rights in every aspect of our life. However, I do not agree with the concept of SOGIE law. Respecting the behaviour and gender roles of an individual is well and good, but accepting the untoward behaviour of other gender is not acceptable for me, because it is against the law of God and it will create confusion for the next generation to identify the worldly and Godly activities.

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

The learning event is useful for government employee, especially member of GADFPS for them to be equipped on how to implement gender and development in the office, and to familiarize the tools use in gender analysis, in order to determine if the personnel of an agency is gender sensitive or responsive using GMEF and HGDG.

III. RECOMMENDATIONS:

It is recommended that 100% of the agency's personnel could attend the same training and to have further evaluation on the effect of SOGIE in the society, especially on the mankind considering the law of God.

IV. POST LEARNING ACTION PLAN/PROPOSAL:

To support GAD program, activities and projects in our Office and conduct reecho during Monday Forum this month of May CY 2023.

Part 2 (To be accomplished by Supervisor)

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

Provide necessary resources, like, time, supplies + materials needed.

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

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



Republic of the Philippines
Department of Environment and Natural Resources
MIMAROPA Region
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National Highway, Bgy. Alfonso XIII, Quezon, Palawan
Email: cenroquezon@denr.gov.ph

Yes ☒ No ☐ Others ☐

If yes, please specify courses

Integration of GAP in Land Disposition and other related trainings and refresher courses.

Submitted by:

NOTED/Confirmed by:

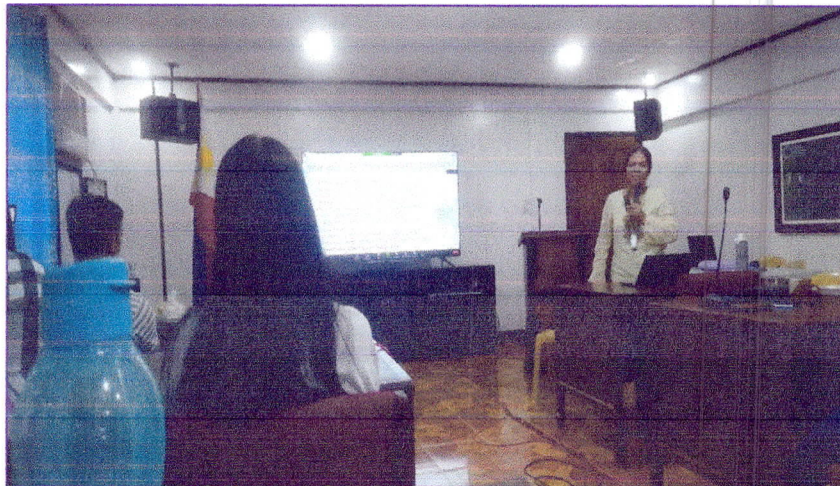

MARGELYN S. MANDAPAT
Forest Technician II


RENATO S. GONZAGA
OIC-CENRO/ Concurrent PASu, MMPL

May 2, 2023
Date



Republic of the Philippines
Department of Environment and Natural Resources
MIMAROPA Region
COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE
National Highway, Bgy. Alfonso XIII, Quezon, Palawan
Email: cenroquezon@denr.gov.ph



Photos above are taken during seminar on Gender Sensitivity Training (GST), Orientation on Gender Mainstreaming (GM) and Harmonized Gender Development Guidelines (HGDG) on April 25-26, 2023 at PENRO Training Hall, PENRO, Puerto Princesa City, Palawan.



Republic of the Philippines
Department of Environment and Natural Resources
MIMAROPA Region
COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE
National Highway, Bgy. Alfonso XIII, Quezon, Palawan
Email: cenroquezon@denr.gov.ph

April 27, 2023

MEMORANDUM

FOR : The Provincial Environment and Natural Resources Officer
Sta. Monica, Puerto Princesa City

FROM : The Community Environment and Natural Resources Officer
Quezon, Palawan

SUBJECT : **INDIVIDUAL LEARNING REPORT ON ORGANIZING COMMUNITY MANAGED SAVINGS AND CREDIT ASSOCIATION-TECHNICAL WORKING GROUP TRAINING OF TRAINERS HELD AT SUNLIGHT GUEST HOTEL, MALVAR STREET, PUERTO PRINCESA CITY, PALAWAN ON APRIL 12-14, 2023.**

**DENR PENRO
PALAWAN RECORDS
RECEIVED**

BY: 
DATE: 05-04-2023 23:4232

Respectfully forwarded is the Individual Learning Report of ECOMS II **ELANY P. SANICO** who attended the training on Organizing Community Managed Savings and Credit Association-Technical Working Group Training of Trainers on April 12-14, 2023 held at Sunlight Guest Hotel, Malvar Street, Puerto Princesa City, Palawan.

The said training is intended to organized local folks in the community to form among themselves a group that will established a mini bank/CoMSCA in their village to support the effort and activities aimed to protect and conserve the environment.

For your information and record.




RENATO S. GONZAGA

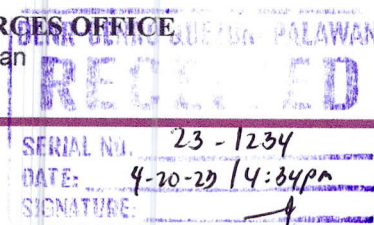


Republic of the Philippines
Department of Environment and Natural Resources
MIMAROPA Region

COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE

National Highway, Bgy. Alfonso XIII, Quezon, Palawan

Email: cenroquezon@denr.gov.ph



INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)

Name of Participant:	ELANY P. SANICO
Office/Service:	DENR-CENRO QUEZON, PALAWAN
Training Title:	ORGANIZING THE COMMUNITY MANAGED SAVINGS AND CREDIT ASSOCIATION (CoMSCA) TRAINING OF TRAINERS
Learning Providers:	USAID SIBOL
Inclusive Dates:	APRIL 12-14, 2023
Venue:	SUNLIGHT GUEST HOTEL, PUERTO PRINCESA CITY, PALAWAN

I. EVALUATION OF THE COURSE:

• **Technical Content:**

The training aims to organize and develop teams of CoMSCA expert from key institutions line agencies and offices, understand the purpose and concepts CoMSCA and integration of the environmental fund in CoMSCA. The following are the topics discussed during the training:

- Module 1- Groups, Leadership and Election
- Module 2-Development of Policies and Rules for Social Fund, Share Purchase and Credit Activities
- Module 3-Development of Group Constitution
- Module 4-Record Keeping and How to Manage a Saving Meeting
- Module 5-First Share Purchase/Savings Meeting and Role Play of the First CoMSCA Meeting and Role play of the CoMSCA Meeting following the CoMSCA Meeting Guide
- Module 6-First Loan Disbursement Meeting
- Module 7-First Loan Repayment Meeting
- Module 8- Daily Slot Savings
- Module 9-Share-Out/Action Audit Graduation
- Simulation of First Share Purchase, First Loan Release and Payment
- Formation of Field Officer and Village Agent
- Re-entry Planning on CoMSCA Formation

• **Impression/Comments:**

The following are the impression/comments during the attended lecture session, to wit:

- ✚ The lecture session was very clear, concise and informative.
- ✚ The objective of lecture session was clearly communicated.
- ✚ The topics are relevant and important.
- ✚ The speakers speak to the point with good explanation.
- ✚ The time and schedule was well managed.



Republic of the Philippines
 Department of Environment and Natural Resources
 MIMAROPA Region
COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE
 National Highway, Bgy. Alfonso XIII, Quezon, Palawan
 Email: cenroquezon@denr.gov.ph

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

- ✚ As soon as the CoMSCA materialized in the Office the collected contribution for environmental fund is a big help to support the efforts and activities for conservation and protection of environment. The generated environmental fund can be used in environmental activities such as tree planting, coastal clean up and producing IEC materials etc.

III. RECOMMENDATIONS:

The undersigned recommends to conduct the following activities, to wit:

- ✚ Sharing of knowledge learned/acquired in the training to the personnel of CENRO-Quezon, Palawan, NGP and CBFM POs and IP communities of MMPL.
- ✚ Replicate the CoMSCA to the personnel of CENRO-Quezon, Palawan, NGP and CBFM POs and IP communities of MMPL.

Proposed Plan/Activity/Output	Time Frame
1. Conduct re-echo of the attended CoMSCA training to the personnel of CENRO-Quezon, Palawan during Monday Forum at CENRO Office.	April 24, 2023
2. Conduct orientation regarding CoMSCA and identify interested personnel of CENRO Quezon, Palawan to engage in CoMSCA.	May 15, 2023
3. Formation of CoMSCA members and election of potential leaders (chairperson, record-keeper box-keeper money-counters) and assigning of key holders)	May 16-17, 2023
4. Conduct meeting regarding overview of CoMSCA and identify interested Indigenous People of Sitio Kakawitan, Bgy. Tagusao, Quezon, Palawan within MMPL to engage in CoMSCA.	June 14, 2023
5. Formation of CoMSCA members and election of potential leaders (chairperson, record-keeper box-keeper money-counters) and assigning of key holders).	June 15-16, 2023

Part 2 (To be prepared by the Supervisor)

How will you support the post Learning Action/Proposal?

- ✚ Discuss the proposed learning action/proposal with the concerned personnel as well as providing necessary administrative and technical assistance to the personnel.

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



Republic of the Philippines
Department of Environment and Natural Resources
MIMAROPA Region
COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE
National Highway, Bgy. Alfonso XIII, Quezon, Palawan
Email: cenroquezon@denr.gov.ph

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

Yes ☒ No ☐ Others ☐

If yes, please specify courses.

Any learning event related to designation and position of the undersigned.

Submitted by:


ELANY P. SANICO
Attendee

Noted/Confirmed by:


RENATO S. GONZAGA
OIC CENRO/Concurrent PASu of MMPL

April 20, 2023
Date



INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)

Name of Participant:	BONIFACIO SJ, ALBAG JR.
Office/Service:	DENR-CENRO Coron/Monitoring Enforcement Section
Training Title:	Onboarding and Orientation to New Entrants in the Government Service
Learning Providers:	HRDS MIMAROPA
Inclusive Dates:	April 12-14, 2023
Venue:	Via Zoom Meeting App

I. EVALUATION OF THE COURSE:
<ul style="list-style-type: none">• Technical Content: The topics discussed were the following: Day 1- April 12, 2023 The orientation aims to capacitate, and orient the newly hired personnel of the DENR Through its brief history, mandate, mission, vision, core values, priority programs, quality policy, and organizational structure. I. Introduction of DENR (by Edna A. Tarrosa-HRDS) * Historical Background * PRRD * Mandate, Mission and Vission * 10 Major Programs * DENR Core Values II. Duties and Responsibilities (Ma. Cristina C. Rendorio) * Basic Duties of an Employee * Office Regulations III. DENR SPMS/IPCR Preparation (by John Philip M. Merceed) * SPMS Background * SPMS Process IV. Statement of Assets, Liabilities and Net Worth(by Donna Jane C. Pelaez) Day 2- April 13,2023 1. Code of Conduct and Ethical Standards for Public Officials and Employees (by Atty. Joseph Delos Santos) * RA No. 6713 – The Code of Conduct * Public Accountability * 2017 Rules on Administrative Cases in the Civil Service II. Phil health (by Claryn Servilla) * RA 11223- An act Instituting Universal Health Care for ALL Filipinos * Phil health Contribution * Service Coverage * Entitlement to Benefits

<p>III. Pag-IBIG (by Heidy Bental) Day 3- April 14,2023 * GSIS (by Rafael Castillo) * Overview of RA 8291 Or GSIS Act of 1997 * Benefits and Services Offer</p>	
<ul style="list-style-type: none">• Impressions/Comment: * The Learning event provides useful information and ideas to the employees of the organization where it strengthens the knowledge about the frontline service of the DENR, Further, the said event tackled the Benefits offered by the different financial sectors which can be helpful in saving time and money in the future.	
<p>II. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANTS WORK/FUNCTION</p> <ul style="list-style-type: none">• The kind of learning event is important since I'm a new hired as a Permanent Position from a Contractual and Now I'm Forest Ranger , the organization will be great help for us in providing quality services.	
<p>III. RECOMMENDATIONS</p> <ul style="list-style-type: none">• The next batch of new entrant should be better a Face to Face Orientation to adequately address their concerns.	
<p>IV. POST LEARNING ACTION PLAN/PROPOSAL</p>	
PROPOSED PLAN/ ACTIVITY/ OUTPUT	TIME FRAME
Preparation of report pertaining to participation in this learning event	12 TH Day of April 2023

Part 2 (To be accomplished by Supervisor)

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

Full support by providing technical assistance.

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?

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

Yes / No others

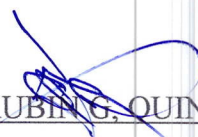
If yes, please specify courses:

Submitted by:


BONIFACIO SJ, ALBAG JR.
Attendee

April 12 - 14, 2023
Date

Noted by:


QUERUBING, QUINTANA
Supervisor



Republic of the Philippines
Department of Environment and Natural Resources
MIMAROPA Region
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES
OFFICE**
Coron, Palawan - 5316
Email Address: cenrocoron@denr.gov.ph

**DENR PENRO
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RECEIVED**

BY: [Signature]
DATE: 05-06-2023 CN 23.4139

INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)

Name of Participant:	RAZEL JOY B. CUBILLAS
Office/Service:	DENR-CENRO Coron/Regulation & Permitting Section
Training Title:	Orientation on New Entrants in the Government Service
Learning Providers:	HRDS MIMAROPA, PHILHEALTH, PAG-IBIG, GSIS
Inclusive Dates:	April 12-14, 2023
Venue:	Via Zoom Meeting App

I. EVALUATION OF THE COURSE:

- **Technical Content:**

The topics discussed were the following:

Day 1- April 12, 2023

The orientation aims to capacitate, and orient the newly hired personnel of the DENR through its brief history, mandate, mission, vision, core values, priority programs, quality policy, and organizational structure.

I. Introduction of DENR (by Edna A. Tarrosa- HRDS)

- Historical Background
- PRRD
- Mandate, Mission and Vision
- 10 Major Programs
- DENR Core Values

II. Duties and Responsibilities (by Ma. Cristina C. Rendorio)

- Basic Duties of an Employee
- Office Regulations

III. DENR SPMS/IPCR Preparation (by John Philip M. Merced)

- SPMS Background
- SPMS Process

IV. Statement of Assets, Liabilities and Net Worth (by Donna Jane C. Pelaez)

Day 2- April 13, 2023

I. Code of Conduct and Ethical Standards for Public Officials and Employees (by Atty.

Joseph Delos Santos)

- RA No. 6713 – The Code of Conduct
- Public Accountability
- 2017 Rules on Administrative Cases in the Civil Service

<p>II. Philhealth (by Claryn Sevilla)</p> <ul style="list-style-type: none"> ○ RA 11223 – An act Instituting Universal Health Care for All Filipinos ○ Philhealth Contribution ○ Service Coverage ○ Entitlement to Benefits <p>III. Pag-IBIG (by Heidy Bental)</p> <ul style="list-style-type: none"> ○ Benefits and Services <p>Day 3- April 14, 2023</p> <p>I. GSIS (by Rafael Castillo)</p> <ul style="list-style-type: none"> ○ Overview of RA 8291 or GSIS Act of 1997 ○ Benefits and Services Offer 	
<p>● Impressions/Comments:</p> <ul style="list-style-type: none"> ○ The learning event provides useful information and ideas to the employees of the organization where it strengthens the knowledge about the frontline services of the DENR. Further, the said event tackled the benefits offered by the different financial sectors which can be helpful in saving time and money in the future. ○ The respective resource speakers were able to address all of the queries and concerns regarding the topics they've discussed. 	
<p>II. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANT'S WORK/FUNCTION</p> <ul style="list-style-type: none"> ○ This kind of learning event is important since I'm a newly hired personnel of the DENR. Hence, as a Land Management Inspector, the introduction in the organization will be a great help for us in providing quality services to the customers. In addition, I gained a lot of knowledge and information on how an employee/organization should do in order to manage, protect, and conserve our natural resources and at the same time being guided under RA 6713 to be an effective and efficient employee of the government. 	
<p>III. RECOMMENDATIONS</p> <ul style="list-style-type: none"> ○ The next batch of new entrants should get a face-to-face orientation to adequately address their concerns. Since our experience in virtual orientation affected by several factors such as unstable internet connection and power outages. ○ Provide necessary documents/file for the participants whenever conducted an activity thru online platforms if possible. 	
<p>IV. POST LEARNING ACTION PLAN/PROPOSAL</p>	
PROPOSED PLAN/ ACTIVITY/ OUTPUT	TIME FRAME
Application of the new learnings.	This year forward

Part 2 (To be accomplished by Supervisor)

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

As a newly hired personnel of DENR I will help thru application of all the learnings I gained during the orientation and share knowledge with others.

Full support by providing technical assistance.

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

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

Yes / No others

If yes, please specify courses:

Technical writing

Submitted by:


RAZEL JOY B. CUBILLAS

Attendee

Noted by:


RODNEY G. VERIAN
OIC-CENR Officer

April 19, 2023

Date



INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)

Name of Participant:	DARIUST. JAGMIS
Office/Service:	DENR-CENRO Coron/Monitoring Enforcement Section
Training Title:	Onboarding and Orientation to New Entrants in the Government Service
Learning Providers:	HRDS MIMAROPA
Inclusive Dates:	April 12-14, 2023
Venue:	Via Zoom Meeting App

I. EVALUATION OF THE COURSE:

- Technical Content:
The topics discussed were the following:
Day 1- April 12, 2023
The orientation aims to capacitate, and orient the newly hired personnel of the DENR Through its brief history, mandate, mission, vision, core values, priority programs, quality policy, and organizational structure.
- I. Introduction of DENR (by Edna A. Tarrosa-HRDS)
 - * Historical Background
 - * PRRD
 - * Mandate, Mission and Vission
 - * 10 Major Programs
 - * DENR Core Values
- II. Duties and Responsibilities (Ma. Cristina C. Rendorio)
 - * Basic Duties of an Employee
 - * Office Regulations
- III. DENR SPMS/IPCR Preparation (by John Philip M. Merceed)
 - * SPMS Background
 - * SPMS Process
- IV. Statement of Assets, Liabilities and Net Worth(by Donna Jane C. Pelaez)

Day 2- April 13,2023

1. Code of Conduct and Ethical Standards for Public Officials and Employees (by Atty. Joseph Delos Santos)
 - * RA No. 6713 – The Code of Conduct
 - * Public Accountability
 - * 2017 Rules on Administrative Cases in the Civil Service
- II. Phil health (by Claryn Servilla)
 - * RA 11223- An act Instituting Universal Health Care for ALL Filipinos
 - * Phil health Contribution
 - * Service Coverage
 - * Entitlement to Benefits

<p>III. Pag-IBIG (by Heidy Bental) Day 3- April 14,2023 * GSIS (by Rafael Castillo) * Overview of RA 8291 Or GSIS Act of 1997 * Benefits and Services Offer</p>					
<p>• Impressions/Comment: * The Learning event provides useful information and ideas to the employees of the organization where it strengthens the knowledge about the frontline service of the DENR, Further, the said event tackled the Benefits offered by the different financial sectors which can be helpful in saving time and money in the future.</p> <p>The speakers/presenters are they had delivered their respective topics diligently, professionally and resourcefully. I think that the discussion could have been more interactive if this course/seminar will be conducted face to face.</p>					
<p>II. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANTS WORK/FUNCTION</p> <p>• The kind of learning event is important</p> <p>This learning event equipped the participants with enough knowledge and skills and capacitate the ability in the government service.</p>					
<p>III. RECOMMENDATIONS</p> <p>• The next batch of new entrant should be better a Face to Face Orientation to adequately address their concerns.</p>					
<p>IV. POST LEARNING ACTION PLAN/PROPOSAL</p> <table border="1"><thead><tr><th>PROPOSED PLAN/ ACTIVITY/ OUTPUT</th><th>TIME FRAME</th></tr></thead><tbody><tr><td>Preparation of report pertaining to participation in this learning event</td><td>12TH Day of April 2023</td></tr></tbody></table>		PROPOSED PLAN/ ACTIVITY/ OUTPUT	TIME FRAME	Preparation of report pertaining to participation in this learning event	12 TH Day of April 2023
PROPOSED PLAN/ ACTIVITY/ OUTPUT	TIME FRAME				
Preparation of report pertaining to participation in this learning event	12 TH Day of April 2023				

Part 2 (To be accomplished by Supervisor)
How will you support the post Learning Action Plan/Proposal?

Full support by providing technical assistance.

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?

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

Yes / No others

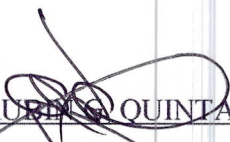
If yes, please specify courses:

Submitted by:


DARIUS T. DAGMIS
Attendee

April 12 - 14, 2023
Date

Noted by:


QUERUBÉN QUINTANA
Supervisor



Republic of the Philippines
Department of Environment and Natural Resources
MIMAROPA Region
COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE
Coron, Palawan - 5316
Email Address: cenro_coron@yahoo.com

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BY: [Signature]
DATE: 05-08-2023 CN 22-4139

INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)

Name of Participant:	JOJIE A. MONTAÑEZ
Office/Service:	DENR-CENRO Coron/Monitoring Enforcement Section
Training Title:	Onboarding and Orientation to New Entrants in the Government Service
Learning Providers:	HRDS MIMAROPA
Inclusive Dates:	April 12-14, 2023
Venue:	Via Zoom Meeting App

I. EVALUATION OF THE COURSE:

- **Technical Content:**
The topics discussed were the following:
Day 1- April 12, 2023
The orientation aims to capacitate, and orient the newly hired personnel of the DENR Through its brief history, mandate, mission, vision, core values, priority programs, quality policy, and organizational structure.

I. Introduction of DENR (by Edna A. Tarrosa-HRDS)

- * Historical Background
- * PRRD
- * Mandate, Mission and Vision
- * 10 Major Programs
- * DENR Core Values

II. Duties and Responsibilities (Ma. Cristina C. Rendorio)

- * Basic Duties of an Employee
- * Office Regulations

III. DENR SPMS/IPCR Preparation (by John Philip M. Merceed)

- * SPMS Background
- * SPMS Process

IV. Statement of Assets, Liabilities and Net Worth(by Donna Jane C. Pelaez)

Day 2- April 13,2023

I. Code of Conduct and Ethical Standards for Public Officials and Employees (by Atty. Joseph Delos Santos)

- * RA No. 6713 – The Code of Conduct
- * Public Accountability
- * 2017 Rules on Administrative Cases in the Civil Service

II. Phil health (by Claryn Servilla)

- * RA 11223- An act Instituting Universal Health Care for ALL Filipinos
- * Phil health Contribution

<ul style="list-style-type: none"> * Service Coverage * Entitlement to Benefits <p>III. Pag-Ibig (by Heidy Bendal)</p> <p>Day 3- April 14,2023</p> <ul style="list-style-type: none"> * GSIS (by Rafael Castillo) * Overview of RA 8291 Or GSIS Act of 1997 * Benefits and Services Offer 	
<ul style="list-style-type: none"> • Impressions/Comment: * The Learning event provides useful information and ideas to the employees of the organization where it strengthens the knowledge about the frontline service of the DENR, Further, the said event tackled the benefits offered by different financial sectors which can provide support in saving time and money in the future. 	
<p>II. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANTS WORK/FUNCTION</p> <ul style="list-style-type: none"> • This kind of learning event is important since I'm a newly hired employee to Permanent Position from a Contractual. Now, I'm a Forest Ranger, the organization will be great help for me in providing quality services while following the standard and the supervision of the authority. 	
<p>III. RECOMMENDATIONS</p> <ul style="list-style-type: none"> • The next batch of new entrants should have a Face to Face Orientation regarding the topics discussed with the concerned personnel to adequately address their concerns. 	
<p>IV. POST LEARNING ACTION PLAN/PROPOSAL</p>	
PROPOSED PLAN/ ACTIVITY/ OUTPUT	TIME FRAME
Preparation of report pertaining to participation in this learning event.	12 TH Day of April 2023

Part 2 (To be accomplished by Supervisor)

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

Full support by providing technical assistance.

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?

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

Yes / No others

If yes, please specify courses:

Submitted by:


JOJIE A. MONTAÑEZ
Forest Ranger

Noted by:


QUERUBÍN QUINTANA
Supervisor

April 20, 2023
Date



INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)

Name of Participant:	HELEN GRACE A. RODRIGUEZ
Office/Services:	CENRO Coron, Palawan
Training Title:	Orientation to New Entrants in the Government Service of DENR
Learning Providers:	MIMAROPA Regional Office, GSIS, & Pag-IBIG Fund
Inclusive Dates:	April 12-14, 2023
Venue:	Via Zoom

1. EVALUATION OF COURSE:

- **Technical Content:**

The topics discussed and activities conducted during the training are:

- Introduction to the DENR (DENR Mandate, Vision, Mission, Core Values, Priority Programs, Head/Officials)
- Benefits of being a permanent government employee, mandatory requirements to be submitted every year (SALN, IPCR, etc.)
- Legal Basis, Do's and Don'ts, Disciplinary Actions and Authority, Norms of Conduct
- Financial Education
- Government Service Insurance System
- Pag-IBIG Fund

- **Impression/Comments:**

The training is very informative and useful for the Newly Entrants and Newly Promoted personnel of the DENR since most of us do not have an idea/information about the dos' and don'ts and benefits as a government official. Financial Education is also one of the very important topics discussed.

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

It is very useful and important to the participants, especially to the newly entrants, to know the benefits of working in the government and provide basic information about the DENR as the office we are working.

3. RECOMMENDATIONS

A face-to-face orientation is highly recommended for the next batch of newly entrants and newly promoted personnel to give more attention and understanding to every discussion/topics since online seminars/trainings is very challenging due to the following factors:

- Unstable Internet Connections
- Venue (if within office, participants may be easily distracted)
- Electricity

4. POST LEARNING ACTION PLAN/ PROPOSAL	
Proposed Plan/Activity/Output	Time Frame
In-depth discussion on office benefits of a government employee	Within the year

Part 2 (To be accomplished by Supervisor)

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

I will help and coordinate with PENRO HRMO if the proposal is possible and will encourage all Section Heads and personnel, especially the previous batch of newly entrants since they do not have this kind of orientation, to attend and participate on the said activity.

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 Other

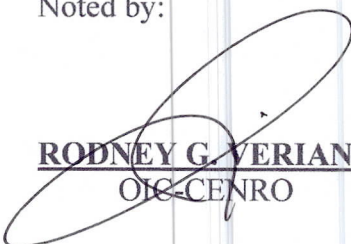
If yes, please specify courses:

Technical Writing

Submitted by:


HELEN GRACE A. RODRIGUEZ
 Forest Ranger

Noted by:


RODNEY G. VERIAN
 OIC-CENRO

April 20, 2023
 Date



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

DENR PENRO
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BY: [Signature]
DATE: 05-08-2023 CN 234139

INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)

Name of Participant:	Lovely Ann R. Villademosa
Office/Service:	CENRO Coron Palawan
Training Title:	ORIENTATION TO NEW ENTRANTS IN THE GOVERNMENT SERVICE OF DENR
Learning Providers:	MIMAROPA Regional Office, GSIS & Pag-IBIG Fund
Inclusive Dates:	April 12-14, 2023
Venue:	Via Zoom

I. EVALUATION OF THE COURSE:

• **Technical Content:**

The topics discussed and activities conducted during the training are:

- Introduction to the DENR (Mandate, Vision, Mission, Core Values, Priority Programs and Head/Officials)
- Duties and Responsibility of Employees
- Preparation of SALN and SPMS/IPCR Preparation
- Code of Conduct & Ethical Standards for Public Officials and Employees
- Pag-IBIG Fund and PhilHealth
- Government Service and Insurance System

• **Impressions/Comment:**

The training is very helpful, informative and useful for the Newly Entrants in the and Newly Promoted personnel of the DENR since most of us do not have an idea/information about the dos' and don'ts and benefits as a government official.

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

It is very useful and important to the participants, especially to the newly entrants, to know the benefits of working in the government and provide basic information about the DENR as the office we are working.

III. RECOMMENDATIONS

A face-to-face orientation is highly recommended for the next batch of newly entrants and newly promoted personnel to give more attention and understanding to every discussion/topics since online seminars/trainings is very challenging due to the following factors:

- a. Unstable Internet Connections
- b. Venue (if within office, participants may be easily distracted)
- c. Electricity

IV. POST LEARNING ACTION PLAN/PROPOSAL

PROPOSED PLAN/ ACTIVITY/ OUTPUT	TIME FRAME
In-depth discussion on office benefits of a government employee	Within the year

Part 2 (To be accomplished by Supervisor)

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

I will help and coordinate with PENRO HRMO if the proposal is possible and will encourage all Section Heads and personnel, especially the previous batch of newly entrants since they do not have this kind of orientation, to attend and participate on the said activity.

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. _____

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

Yes / No Others

If yes, please specify courses

Technical Writing

Submitted by:


LOVELY ANN R. VILADEMOSA
Engineering Aide


ARNEL D. CABANILLAS
Land Management Officer II/ Chief, RPS

April 20, 2023

Date