



This

CERTIFICATE OF COMPLETION

is awarded to

Melgie A. Alas

for having successfully completed the

Gender Equity, Disability and Social Inclusion (GEDSI)

**[credit of four (4) training hours, Human Resource
Management Program]**

held on March 22, 2024 via Zoom Platform.

Given this 22nd day of March 2024


NOEMI RABE-TORRES
Acting Director IV

Attested by:


MARIANNE V. ANDRADE
Chief Human Resource Specialist
Human Resource Division



CN: 2024-0542



This

CERTIFICATE OF COMPLETION

is awarded to

Mark June L. Aporador

for having successfully completed the

Gender Equity, Disability and Social Inclusion (GEDSI)

**[credit of four (4) training hours, Human Resource
Management Program]**

held on March 22, 2024 via Zoom Platform.

Given this 22nd day of March 2024


NOEMI RABE-TORRES
Acting Director IV

Attested by:


MARIANNE V. ANDRADE
Chief Human Resource Specialist
Human Resource Division



CN: 2024-0544



This

CERTIFICATE OF COMPLETION

is awarded to

Arlene B Gil

for having successfully completed the

Gender Equity, Disability and Social Inclusion (GEDSI)

**[credit of four (4) training hours, Human Resource
Management Program]**

held on March 22, 2024 via Zoom Platform.

Given this 22nd day of March 2024


NOEMI RABE-TORRES
Acting Director IV

Attested by:


MARIANNE V. ANDRADE
Chief Human Resource Specialist
Human Resource Division



CN: 2024-0586



This

CERTIFICATE OF COMPLETION

is awarded to

Antonette T. Montecino

for having successfully completed the

Gender Equity, Disability and Social Inclusion (GEDSI)
**[credit of four (4) training hours, Human Resource
Management Program]**

held on March 22, 2024 via Zoom Platform.

Given this 22nd day of March 2024


NOEMI RABE-TORRES
Acting Director IV

Attested by:


MARIANNE V. ANDRADE
Chief Human Resource Specialist
Human Resource Division



CN: 2024-0602



Paul Stephen N...



Cielo Mae Lacson



MARK JUNE AP...



LIEZA



Balaba, Jamver Jack...



Paul Stephen Nardiso



Cielo Mae Lacson



CSC RO X Technical S...



MARK JUNE APOFAD...



LIEZA



Gender Equity, Disability and Social Inclusion (GEDSI)

22 MARCH 2024 | 8:00 AM – 12:00 NN

Zoom Meeting


You are viewing CSC RO X Technical Staff Pax's screen


View Options


Recording

CSC ROX-Maglasang-Mundo, Cosette is talking...

View

**Gender, Equity, Disability and Social Inclusion (GEDSI)**
March 22, 2024







COURSE OBJECTIVES

After the seminar-workshop, participants must be able to:


- Identify the causes of social exclusion
- Understand the Gender Equity, Disability and Social Inclusion (GEDSI) Framework in the Philippine Setting
- Determine the gaps in the implementation of laws relative to GEDSI in their respective organizations
- Recommend ways on how to close the gaps in the implementation of GEDSI laws and policies




Macale, Louise Diam...




Cabuga_Nel_DP...




Cabuga_Nel_DPWH...




Roldan, Antonio...




Roldan, Antonio Elga...




PPA_Therese Ma...



PPA_Therese Mae Sako



LLUCH_SHANMI...





LLUCH_SHANMIKA_D...

Gender Equity, Disability and Social...

Attendance Link -
https://forms.gle/YS1zG34ySi_c1ZBnG6

We encourage everyone to use the Zoom Virtual Background. Thank you

CSC RO X Technical Staff Pax 8:37 AM



Messages addressed to "Meeting Group Chat" will also appear in the meeting group chat in Team Chat

Magarang, Amara_PLGU Lanao del... 8:37 AM

MA yes

Cecille Aya Marie Acedo 8:37 AM

CA Yes

ABATO, JHON ROY_CSC BUKIDNON 8:37 AM

AJ Yes

42 New Messages ↓

Who can see your messages? Recording On

To: Meeting Group Chat

Message Gender Equity, Disability and Social Inclusion (GEDSI)

Unmute

Start Video

Participants 65

Share Screen

Summary

AI Companion

Reactions


Apps

Notes

More

Leave

Type here to search



28°C 8:50 AM 3/22/2024

Zoom Meeting

</

CSC RO X Technical Staff Pax 8:15 AM

Welcome to the Gender Equity, Disability and Social Inclusion (GEDSI) Orientation.

While we wait, may we request you to rename your zoom name following this format:

Family Name, First Name_Office (e.g. Dela Cruz, Juana_CSC)

We also encourage everyone to use the Zoom Virtual Background. Thank you

CSC RO X Technical Staff Pax 8:15 AM



CSC RO X Technical Staff Pax 10 New Messages ↓

Who can see your messages? Recording On

To: Meeting Group Chat

Message Gender Equity, Disability and Social Inclusion (GEDSI)

🗨️ 📎 📄 📧

🔍



Type here to search





Gender, Equity, Disability and Social Inclusion (GEDSI)
March 22, 2024



INVENTORY OF GOVERNMENT HUMAN RESOURCES AS OF JUNE 30, 2023

CAREER		NON-CAREER		TOTAL	
MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
753,997	997,978	129,615	91,710	883,612	1,089,688
43.04%	56.96%	58.56%	41.44%	44.78%	55.22%



Marlowe L Cabural CSCPO-MISOC left

Deleonjosefino left

jhone 9:51 AM

Professions biases

Deleonjosefino joined as a guest

Roldan, Antonio Elgar III RPO X joined as a guest

ReanHecel Auditor-MOPH GINGOOG left

Joselito Rex Zaparta left

Rean Hecel Auditor-MOPH GINGOOG joined as a guest

Joselito Rex Zaparta joined as a guest

Meigie Alas_OME_MSU-IIT Iligan Cl., 9:54 AM

It is often easier for people to recognize inequalities rather than positive aspects due to their biases.

Deleonjosefino 9 New Messages ↓

Who can see your messages? Recording On

To: Meeting Group Chat

Message Gender Equity, Disability and Social Inclusion (GEDSI)

Message icons: Reply, Like, Share, etc.

SAR... 10:08 AM 3/22/2024

Zoom Meeting You are viewing CSC RO X Technical Staff Pax's screen View Options

← Jesse Urbina_CVO HALAGNA, KAT... Soriano, Sundry... BERUA, YASSIN... Iris →

View

Gender, Equity, Disability and Social Inclusion (GEDSI)
March 22, 2024

What is social construction?

- Social constructionism is the notion that people's understanding of reality is partially, if not entirely, socially situated
- In the social construction of GENDER, there are norms, roles and responsibilities that are expected of women and men

<https://courses.lumenlearning.com/cochise-sociology-os/chapter/the-social-construction-of-gender/>

Gender Equity, Disability and Social...

and treatment of all genders.

ALBARECE, JOAN A. 9:33 AM

motherhood

Hadji Satar, Reham_MSU-IIT 9:33 AM

Homemakers

Nurturers

Meige Alas_OME_MSU-IIT_Iligan CL... 9:34 AM

Ephesians 5:25-27 NIV
Husbands, love your wives,
just as Christ loved the church
and gave himself up for her to
make her holy, cleansing her
by the washing with water
through the word, and to
present her to himself as a
radiant church, without stain
or wrinkle or any other
blemish, but holy and
blameless.

Who can see your messages? Recording On

To: Meeting Group Chat

Message Gender Equity, Disability and Social Inclusion (GEDSI)


Unmute Start Video Participants 93 Share Screen Summary AI Companion Reactions Apps Notes More Leave

Type here to search

29°C 9:36 AM 3/22/2024

- QUIAMAN, LOP... Neil Brian Batoy Akut, Lendie Lo... Kiram, Ahmadse... Jocelyn Gamuta... PRC X Norhann...
- QUIAMAN, LOPE BAG... Neil Brian Batoy Akut, Lendie Lou, LG... Kiram, Ahmadserany P. Jocelyn Gamutan Neri PRC X Norhanna A. P.,

Recording


**Gender, Equity, Disability and Social Inclusion (GEDSI)**
March 22, 2024



Equity, Equality and Justice

Inequality

Unequal access to opportunities



1

Equality?

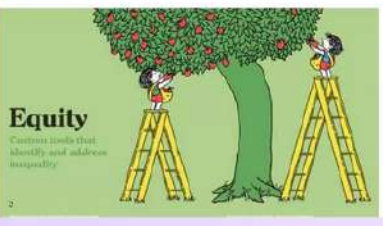
Equally distributed tools and assistance



2

Equity


Custom tools that identify and address inequality



3

Justice

Fixing the system to allow equal access to both tools and opportunities



4

Source:

Maganding, She... PRC X Norhann... Magarang, Ame... Fereve Pacatan DA-10 _Sarmien... ABATO, JHON R...
 Maganding, Sheryl M... PRC X Norhanna A. P... Magarang, Amara PL... Fereve Pacatan DA-10 _Sarmiento, Sk... ABATO, JHON ROY C...



Gender, Equity, Disability and Social Inclusion (GEDSI)
 March 22, 2024



Multi-dimensional causes of Social Exclusion

- Each influencing factor interacts with another
- It is social marginalization
- It is more than lack of access for money, housing or food - a person can be socially excluded without being in poverty
- It extends beyond income deprivation





Mich Casinillo



Christian Tampus

Ugsod, Nikka_DA

BAANG, REDFO...

Zoom user



Gender Equity, Disability and Social...

Roldan, Antonio Elgar III RPO X joined as a guest

Neri,Jocelyn LGU Alubijid joined as a guest

ReanHecal Auditor-MOPH GINGOOG left

Rean Hecal Auditor-MOPH GINGOOG joined as a guest

Jasmin Flores joined as a guest

Barcebal, Vanlon P. FOLDN joined as a guest

Macale, Louise Diamond Philip TE... 9:21 AM

opportunities differ from each situation, experience, perspective and the use of given tools.



Galupo, Jireh E. - PAG-IBIG FUND CDO left

Galupo, Jireh E. - PAG-IBIG FUND CDO joined as a guest

Pla, Michael joined as a guest

PRC X Norhanna A. Pangandaman-Paporo left

Who can see your messages? Recording On

To: Meeting Group Chat

Message Gender Equity, Disability and Social Inclusion (GEDSI)



9:23 AM

3/22/2024



Gender, Equity, Disability and Social Inclusion (GEDSI)

March 22, 2024



Equity, Equality and Justice

EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

<https://www.businessdisabilityinternational.org/when-is-equality-not-equality/>



CSC RO X Technical Staff Pax's screen

Gender Equity, Disability and Social Inclusion (GEDSI)

March 22, 2024

Join at menti.com | use code : 5658 9554

Who are EXCLUDED from the SOCIAL, ECONOMIC, POLITICAL and CULTURAL DOMAINS of LIFE?

Waiting for responses ...

Name	Response
Macle, Louise Diam...	
Cabuga_Nel_DP...	
Roldan, Antonio...	
PPA_Therese Ma...	
LLUCH_SHANMI ...	

Zoom Meeting Recording CSC ROX-Maglasang-Mundo, Cosette is talking... View Options

Gender Equity, Disability and Social...

Audience Link -
<https://forms.gle/Y51zG34ySjclZBnGG>

We encourage everyone to use the Zoom Virtual Background. Thank you

CSC RO X Technical Staff Pax 8:37 AM

Messages addressed to "Meeting Group Chat" will also appear in the meeting group chat in Team Chat.

Magarang, Amara_PLGU Lanao del... 8:37 AM

yes

Cecille Aya Marie Aceto 8:37 AM

Yes

ABATO, JHON ROY_CSC BUKIDNON 8:37 AM

Yes

42 New Messages ↓

Who can see your messages? Recording On

To: **Meeting Group Chat**

Message Gender Equity, Disability and Social Inclusion (GEDSI)

Unmute Start Video Participants Share Screen Summary AI Companion Reactions Apps Notes More Leave

Type here to search

Windows Taskbar: 28°C, 8:50 AM, 3/22/2024

BERUA, YASSIN... Iris ACEDO, CECILLE... Hadji Satar, Reh... Harriet Joy Grava

BERUA, YASSIN BATO Iris

ACEDO, CECILLE AYA ...

Hadji Satar, Reham...

Harriet Joy Grava

Gender, Equity, Disability and Social Inclusion (GEDSI)
March 22, 2024

What is Gender Mainstreaming?

- Gender Mainstreaming or Gender and Development (GAD) mainstreaming is the major global strategy for ensuring that the government pursues gender equality in all aspects of the development process to achieve the vision of a gender-responsive society where women and men equally contribute to and benefit from development.
- It endeavors to look more comprehensively at the relationship between men and women in their access to and control over resources, decision making, and benefits and rewards within a particular system

Source: <https://pcw.gov.ph/gender-mainstreaming/>



Gender Equity, Disability and Social...

Marlowe L Cabural CSCPO-MISOC left

Deleonjosefino left

jhona 9:51 AM

Professions biases

Deleonjosefino joined as a guest

Roldan, Antonio Elgar III RPO X joined as a guest

ReanHecel Auditor-MOPH GINGOOG left

Joselito Rex Zaparta left

Rean Hecel Auditor-MOPH GINGOOG joined as a guest

Joselito Rex Zaparta joined as a guest

Meigie Alas_OME_MSU-IIT_Iligan Cl., 9:54 AM

It is often easier for people to recognize inequalities rather than positive aspects due to their biases.

Deleonjosefino 14 New Messages ↓

Who can see your messages? Recording On

To: Meeting Group Chat


Message Gender Equity, Disability and Social Inclusion (GEDSI)

10:18 AM 3/22/2024

Zoom Meeting

Trisha E

Bitco, Celeste_P...

CSC

Cabuga_Nel_DP...

Chavez, Jean-CS...

Trisha E


Bitco, Celeste_PGMO ...


CSC R.O. X

Cabuga_Nel_DPWH-I...

Chavez, Jean-CSC FO ...

Recording


Gender, Equity, Disability and Social Inclusion (GEDSI)
March 22, 2024

AWE
Equality
Resilient
Society

Philippine Legal Framework

R.A. No. 7277 (as amended) - Magna Carta for Persons with Disability

- Prohibits discrimination against persons with disability in job application procedures, hiring, promotion, discharge of employees, job training, and other terms and conditions of employment are prohibited by the said law



Gender Equity, Disability and Social...

LLUCH, SHANNIKA_DPWH ICDED left

ACEDO, CECILLE AYA MARIE left

Maganding, Sheryl Me D - CSC FORUK left

MBHTE, Norlinah_TUCALO left

Johara Datu joined as a guest

BEDIA, APRIL GRACE _ RPO 10 left

BEDIA, APRIL GRACE _ RPO 10 joined as a guest

MBHTE, Norlinah_TUCALO joined as a guest

ReanHecel Auditor-MOPH GINGOOG left

Fabela, Leslie _ DOJ, RPO X left

Rean Hecel Auditor-MOPH GINGOOG joined as a guest

Jucy left

BERLUA, YASSIN BATO left

Jucy joined as a guest

Who can see your messages? Recording On

To: Meeting Group Chat

Message Gender Equity, Disability and Social Inclusion (GEDSI)

30°C

10:58 AM 3/22/2024