

## **BLR Organizes Gender and Development Capacity Building Seminars**



As part of its Gender and Development Program (GAD), the Bureau of Labor Relations (BLR) organized GAD Capacity Building seminars on 19-20 June 2017 at the BLR Conference Room.

The activities aimed to promote gender equality in the workplace, engage and empower the employees to continuously improve the delivery of its services by identifying gaps in the areas of work and formulating strategies to achieve its targets and objectives effectively and efficiently.

The Bureau commenced its GAD Capacity Building activities on 19 June 2017 with a series of learning sessions. Ms. Myra Flor M. Ampong, BLR GAD Focal discussed the GAD Planning and Budgeting and Harmonized Development Gender and Development Guidelines (HGDH). She emphasized formulating GAD activities or interventions addressing gender issues in accordance with 8-Point Labor and Employment Agenda and with Commission on Audit MC No. 2014-001 or the Guidelines in the Audit of GAD Funds and Activities. Ms. Melo Villafranca, GAD Alternate and BLR Planning Officer, facilitated the Workshop on Gender Assessment by assessing the BLR PAPs based on the HGDG.

Meanwhile, Ms. Cristina R. Gali and Ms. Jennifer R. Lavina of DOLE - Human Resources and Developments Service (HRDS) talked about DOLE Code of Conduct,

Harmonizing Gender and Development in Organizational Development and the Updates on Personnel Matters on 20 June 2017.

Ms. Gali emphasized the HRDS' interventions in promoting gender equality in terms of staff development and in providing equal treatment and opportunities to male and female applicants for promotions and hiring. On the other hand, Ms. Laviña tackled the updates on personnel matters and elucidated the new qualification standards for the positions of LLCOs and the Labor Attaches. Thereafter, an open forum followed wherein issues and concerns on personnel matters were threshed-out by the BLR employees and were noted by the said resource persons.

Mr. Edwin Pajares of Commission on Civil Service - Office of the Legal Affairs comprehensively discussed the topics on CSC Guidelines on the Availment of Public Sector Employees of the Special Leave Benefits under R.A.9710, Magna Carta of Women, CSC Resolution 1700653 Series of 2017 or the Guidelines on the Mandatory Drug Test for Public Officials and Employees to Ensure a Drug-Free Government Service and the CSC Rules on Sexual Harassment in the public sector. Mr. Pajares expounded the procedures in prosecuting the sexual harassment cases before the Committee on Decorum and Investigation (CODI) of the government agency or office as an additional information to the participants especially to BLR lawyers who are involved in the handling of administrative cases of DOLE personnel.

The resource persons commended the BLR for conducting the activities as an initiative for providing the DOLE employees an equal opportunity for enhancement. "We highly appreciate the BLR for coming up with this capacity efforts for our employees to keep updated with our policies", Ms. Lavina said.

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