

BLR Employees Oriented on SOGIE

As part of the 2019 BLR Strategic Planning, GAD Mainstreaming and Organization Development, the Bureau of Labor Relations conducted a special learning session on Sexual Orientation, Gender Identity and Expression (SOGIE) and Gender Fair Writing on 28 May 2019 at the BLR Conference Room.

The activity was organized to promote awareness among BLR employees about the importance of gender role in society and to boost the government efforts in promoting and strengthening gender-responsive programs. It aimed to mainstream gender equality and diversity in the workplace.

Atty. Jazz Tamayo, President of the Rainbow Rights Philippines, a non-profit, non-partisan, and non-governmental organization that works toward the cause of human rights and gender equality, served as the resource person. Atty. Tamayo is engaged in political consultancy work in the Philippines and in other Asian countries. She has also been engaged by the UNDP to be its legal consultant for projects dealing with HIV and the Law, etc.



Atty. Tamayo explained the differences between Sexual Orientation, Gender Identity and Expression and discussed about Gender Fair Language. She shared that society's gender expectations have serious implications. They lead to the perpetuation

of gender biases that affect men and women on a personal level by limiting opportunities to pursue their full potential.

She discussed SOGIE and GFL in the context of intersectional lens and a holistic view of promoting gender equality through avoidance of stereotype in the roles of men, women and LGBT using the gender fair language.

She explained that sexual orientation is who am I attracted to; gender identity is how do I see myself, and gender expression is how you express yourself. She explained that persons of diverse SOGIE is different, but equal to all human beings.

The learning session was organized to raise the awareness level of BLR employees on gender-related issues and concerns to promote gender equality in the workplace.

END/Kim Margarete B. Martinez