

The training should be designed to move around the experiential learning circle illustrated below:

MANDATORY TRAINING FOR JUDGES IN THE PHILIPPINES⁴⁷



In the Philippines, the Philippine Judicial Academy conducts the training for judges and court personnel in the country. The trainings are mandatory pursuant to an Administrative Order issued by the Supreme Court Chief Justice directing all members of the judiciary to attend. A total of 80 training workshops are conducted per year, and the trainings are for 2-3 days consisting of different modules such as 'Gender Sensitivity and Its Relevance in the Courts' Decisions and Proceedings'.

The training also adopts an experiential learning approach and activities suited for adult learners are introduced such as role-playing, problem-solving exercises and an interactive critique by a panel of experts. The objectives of the training, which covers all four modes of the experiential learning circle, are:

- to enable participants to internalise the concept and issues of gender and development;
- to understand that women and men are different and have different needs;
- to identify best practices and any gaps where gender sensitivity is most wanting and apply the concepts, processes and competencies they have acquired to these situations;
- to learn and develop skills in handling cases involving women and children, whether as victims or alleged offenders, in a gender sensitive manner and thus contribute to a women and child-friendly court system;
- to continuously look for and adopt gender-sensitive behaviour and language in the performance of their tasks and lead by example as gender-sensitive persons.

47. Presentation of Adolfo S. Azcuna, Chancellor, Philippine Judicial Academy, Philippines, 5 September 2013