



OFFICE OF THE CAMPUS GENDER AND DEVELOPMENT

NARRATIVE REPORT



Gender-Inclusive Innovation: Transforming Bakery Skills and Production into Sustainable Livelihood Through Food Research, Digital Packaging, and Financial Empowerment for Faculty and Staff

I. INTRODUCTION

In support of promoting entrepreneurial capacity and livelihood empowerment among educators and staff, the Campus Gender and Development (GAD) Office of Cebu Technological University – Tuburan Campus conducted a one-day Seminar-Workshop on March 7, 2025, at the CTU-Tuburan Social Hall. The event was titled: *“Transforming Bakery Skills and Production into Sustainable Livelihood Through Food Research, Digital Packaging, and Financial Empowerment.”*

This activity was conceptualized as a response to the growing need for faculty and staff to acquire practical livelihood skills that can serve both personal and community-level economic benefits. The program aimed to equip participants with knowledge in baking, packaging innovations, and sustainable business practices while reinforcing the university's GAD advocacy on economic empowerment, especially among women.

II. OBJECTIVES

The Faculty Training Workshop on Gender-Fair Education was designed to achieve the following objectives.

1. To understand the principles and importance of gender-fair pedagogy in curriculum development;
2. To identify and eliminate gender biases in syllabi, test questions, and learning materials;
3. To integrate gender-sensitive language and representation in instructional materials; and
4. Apply strategies for creating an inclusive and gender-sensitive classroom environment.

III. HIGHLIGHTS OF ACTIVITIES

The event opened with a short message from the campus GAD Chairperson, Ms. Virnalyn C. Porte, emphasizing the university's commitment to practical and inclusive development programs. The workshop unfolded through three main components:

A. First Session: Empowering Faculty and Staff with Essential Bakery Skills Hands-on Bakery Skills Demonstration: *Hands-on Bakery Skills Demonstration*

- Participants learned techniques for preparing bread and pastries using cost-effective ingredients.
- Facilitators walked through the step-by-step processes of dough mixing, kneading, proofing, and baking.
- The session provided tips on flavor variation and product shelf life enhancement.

Speakers & Topics:

- **Mrs. Vicel Albaño, FIC Director: *Hands-on Bakery Skills Demonstration***





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B. Second Session: Empowering Faculty and Staff with Essential Bakery Skills Hands-on Bakery Skills Demonstration: *Food Research and Product Innovation*

- Emphasis was placed on using local ingredients and culturally rooted recipes.
- Participants were encouraged to explore food innovation in line with sustainable practices.

Speakers & Topics:

- **Mrs. Monifel G. Calderon**, Production Chair: *Food Research and Production Innovation*



C. Third Session: Digital Literacy: *Digital Packaging*

- Resource speakers introduced packaging strategies that align with modern consumer appeal using digital design tools.
- Basic costing, budgeting, and pricing models were also discussed to guide participants in launching small-scale food businesses.
- Gender and financial inclusivity principles were integrated in the discussion to encourage balanced participation in livelihood ventures.

Speakers & Topics:

- **Mr. Efraim Christian A. Genson**, ICT Instructor: *Digital Packaging*



IV. EVALUATION

The Seminar-Workshop received strong positive feedback from the **48 participants**, composed of CTU faculty and non-teaching staff. An evaluation tool was distributed at the end of the event to assess the clarity, relevance, organization, and usefulness of the sessions.



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Evaluation Overview

The evaluation covered key areas including clarity and usefulness of seminar materials, preparedness of speakers and organizers, clarity of topic delivery, and overall satisfaction with the entire month-long celebration.

Summary of Results

1. Participants

- **Female** : 67.6%
- **Male** : 32.4%

2. Time Allocation

- **Excellent**: 58.8%
- **Very Good**: 32.4%
- **Good**: 8.8%

Interpretation: A combined 96% rated the clarity of materials as "Excellent" or "Very Good," indicating that most participants found the allotted time for the seminar was sufficient.

3. Clarity of Seminar and Activity Materials

- **Excellent**: 52.9%
- **Very Good**: 32.4%
- **Good**: 14.7%

Interpretation: A combined 98% rated the clarity of materials as "Excellent" or "Very Good," indicating that most participants found the resources easy to understand and well-prepared.

4. Usefulness of Seminar Materials

- **Excellent**: 61.8%
- **Very Good**: 23.5%
- **Good**: 14.7%

Interpretation: With 96% of respondents rating the materials as either "Excellent" or "Very Good," the content was perceived as relevant and beneficial to the participants.

5. Preparedness of Resource Speakers and Organizers

- **Excellent**: 50%
- **Very Good**: 35.3%
- **Good**: 14.7%

Interpretation: The majority recognized the resource persons and organizers as highly prepared, reflecting the strength of planning and coordination efforts.

6. Clarity in Delivering Topics and Activities

- **Excellent**: 52.9%
- **Very Good**: 29.4%
- **Good**: 17.6%

Interpretation: A high percentage (88%) affirmed that the topics and activities were clearly communicated and easy to follow.

7. Overall Rating of the Seminar/Activities

- **Excellent**: 55.9%
- **Very Good**: 32.4%
- **Good**: 11.8%

Interpretation: The participants gave an overwhelmingly positive assessment of the entire Gender-Inclusive Innovation, with 98% rating it as "Excellent" or "Very Good."

Thematic Summary of Comments and Suggestions

A. Positive Feedback

- ✓ Participants praised the hands-on format of the workshop, highlighting how the baking demonstration and packaging session were easy to follow and directly applicable.
- ✓ Many attendees expressed that the activity helped them realize the income potential of baking as a livelihood, especially for stay-at-home parents or retiring employees.





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- ✓ The facilitators and speakers were described as approachable, knowledgeable, and well-prepared, making the sessions informative and inspiring.



B. Suggestions for Improvement

- ✓ To empower them to transform their existing practical skills.

C. Key Learnings and Reflections

- ✓ Many realized that with basic skills, passion, and creativity, they can turn everyday interests like baking into income-generating activities.
- ✓ The session on digital packaging opened participants' eyes to the role of branding, aesthetic presentation, and customer appeal in selling food products.
- ✓ Attendees reflected on the importance of equal access to training opportunities for men and women in building financially empowered communities.
- ✓ The emphasis on using local ingredients and promoting community-based enterprises resonated with many, who expressed intent to explore native recipe innovations.
- ✓

V. CONCLUSION

The **Gender-Inclusive Innovation: Transforming Bakery Skills and Production into Sustainable Livelihood Through Food Research, Digital Packaging, and Financial Empowerment for Faculty and Staff** was a successful initiative that provided both practical skills and economic empowerment tools to faculty and staff of CTU-Tuburan Campus. The program effectively integrated the university's Gender and Development goals by encouraging inclusive participation in livelihood education and entrepreneurship.

Participants demonstrated enthusiasm, creativity, and commitment during the hands-on sessions. The positive evaluation results confirmed the relevance and timeliness of such initiatives, especially in building economic resilience at the individual and community levels. The workshop's success reinforces the importance of continuing GAD-led development programs that address both skill-building and financial empowerment.

VI. RECOMMENDATIONS

1. Consistently offer and expand upon such practical, skill-building workshops, seminars and related support services.
2. Encourage **mandatory participation** to maximize inclusivity and representation.

VII. REFERENCE

1. https://www.ctu.edu.ph/tuburan/2025/03/31/empowering-march-cebutech-tuburan-international-womens-month-celebration/?fbclid=IwZXh0bgNhZW0CMTAAYnJpZBExbVcyY3RJbW9wbEJRTW9HUgEeg_rX-Nsywl4zXvVYyG4_4ZsrHMMKuy5oZPaMd51X7esonFt41o5Bn1_aICM_aem_OelmFGPiX05-lhxtGndbmg
2. <https://www.facebook.com/share/p/15TQGTiK1s/>

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