





**Tarlac State University**  
**GENDER AND DEVELOPMENT**

# **ANNUAL REPORT 2018**

**A YEAR OF ACCOMPLISHMENTS**

**SUMMARY OF ACTIVITIES FOR 2018  
RESEARCH, EXTENSION, CHILD CARE CENTER, AND CAPACITY BUILDING**

<b>PROGRAM/ACTIVITY</b>	<b>DATE</b>	<b>VENUE</b>	<b>PERSONS INVOLVED</b>
Meeting with MSWDO for "Alay-Gabay Project for CICL/CAR"	January 25, 2018	Gerona, Tarlac	CCTC, CGAD
Submission of 2019 GAD Planning and Budgeting to PCW	January 31, 2018		CGAD
Presentation of the "Alay-Gabay Project" Accomplishment Report (Post-activity-report, updated work plan, etc.)	February 7, 2018	Gerona, Tarlac	LGU Gerona, CGAD, CTCC, and UESO
Seminar-Workshop for the Parents of CICL/CAR	February 10, 2018 February 17, 2018	Gerona, Tarlac	CGAD, CTCC, and HR
Intake Interview and Psychological Test for the CICL/CAR	February 12, 19, & 24, 2017	Gerona, Tarlac	CGAD, CTCC,
2-Day Conference of LGU Pura for the GAD Plan and Budget 2019 and GAD AR 2017	February 22, 2018	Pura, Tarlac	CGAD Director and Research Assistant II
Scoring and Report Writing of the Intake Interview and Psychological Test for the CICL/CAR	February 26, 2018	Gerona, Tarlac	CGAD, Guidance Counsellors, and Psychology Department
Radio Guesting at PIA-NOLCOM Radio Program over DZTC 828 Khz.	March 8, 2018	Tarlac City, Tarlac	CGAD Director
Let's Zumba for the Celebration of Women's Month	March 8, 14, & 22, 2018	TSU Gymnasium	TSU Faculty and Personnel
Girl, Boy, Bakla, Tomboy: The Science Behind the Rainbow	March 11, 2018	Metropolitan Medical Center, Binondo, Manila	CGAD Director, Staff, and Coordinators
2018 GAD Research Colloquium	March 13, 2018	Training Room, RED Building, TSU Villa Lucinda Campus	CGAD
#SerbisyoParaKayJuana #TSUsalutesallwomen	March 16, 2018	Gender and Development Building	TSU Faculty and Personnel (Women)

<ul style="list-style-type: none"> <li>• Gender Sensitivity Orientation</li> <li>• Reproductive Health Seminar</li> <li>• Human Rights Seminar</li> <li>• Pressure and Stress Management Seminar</li> </ul>	March 17, 2018	TSU Villa Lucinda Campus	CCJE, COED, CASS, CET, COS students
The Role of Men and Women in Environmental Sustainability Video Advocacy Contest	March 27, 2018	TSU Main Business Center AVR	CGAD
2 <sup>nd</sup> Annual Commemoration of the declaration of Peace and Cessation of War (DPCW) “A Call for building a World of Peace and Realizing Justice”	March 27, 2018	Tarlac State University-Main Campus	CGAD, TSU Faculty, and Students
Series of Group Counselling for CILC/CAR for Alay-Gabay Project	April 2,9,23, and 30, 2018	Gerona, Tarlac	CGAD, CTCC, and CASS
2-Day Workshop and 2019 GAD Plan and Budget of PGT	April 24-25, 2018	Tarlac Provincial Capitol, Tarlac City, Tarlac	CGAD Director, Staff, and CPAG-GAD Coordinator
Seminar on Magna Carta of Women and Gender Sensitivity Awareness	April 26, 2018	Alvindia-Aguso High School, Aguso, Tarlac City	CGAD Director and Staff
Adolescent Sexuality and Reproductive Health Seminar	April 27, 2018	TSU Villa Lucinda Campus	Dr. Lucila Sunga, CGAD Staff, and COED Students
Child Care Center Summer Art Class Week 1	April 24-27, 2018	GAD Building, TSU Main Campus	CGAD, Child Care
Child Care Center Summer Art Class Week 2	May 2-10, 2018	GAD Building, TSU Main Campus	CGAD, Child Care
Gender Sensitivity Awareness	May 10, 2018	Camp Aquino, San Miguel, Tarlac City, Tarlac	CGAD Staff, GAD Coordinator, NOLCOM
2018 Annual Gender Responsive Educational Trip and Team Building	May 15-16, 2018	Dawal Beach Resort,	CGAD Director and Staff

for Non-Academic Staff Seminar		Candelaria, Zambales	
Saliksiklaban 2018	May 17-18, 2018	CCS Main AVR	CGAD, SSC, TDTCO
Moving Forward Ceremony of CICL/CAR for Alay-Gabay Project	June 6, 2010	Gerona, Tarlac	LGU Gerona, CGAD, and CTCC
GAD Planning and Budgeting Training	June 14, 2018	Mayantoc, Tarlac	GAD Director
1 <sup>st</sup> International Multi-Sector Development Extension Services Conference	July 4-6, 2018	Vigan City, Ilocos Sur	Ms. Laarni T. Capinding and Ms. Sheila Jane L. Gonzales
Seminar-Workshop for GFPS Executive Committee and Technical Working Group	July 5-7, 2018	The Bella Plaza, San Sebastian, Tarlac City	GAD Director and Staff; CET GAD Coordinator
Gender Sensitivity Orientation for the Newly-Hired Employees of TSU	July 27, 2018	TSU Main AVR	Prof. Ninez B. Tulo and Mr. Oliver Cura
Discussion of the R.A. 7877 Anti-Sexual Harassment Act of 1995 among CPAG Students	August 3, 2018	TSU Main AVR	GAD Director
RDC III – RGADC 3 <sup>rd</sup> Quarter CY 2018 Meeting and Three-Day Gender and Development Levelling Session	August 28-30, 2018	Maimpis, City of San Fernando, Pampanga	GAD Director, GAD Coordinator
2018 Mid-Year In-House Review	August 29, 2018	RED Building, TSU Villa Lucinda Campus	GAD Research Assistant II
Gender Sensitivity Orientation for 1 <sup>st</sup> Year Students	September 1, 2018	TSU Gymnasium	Engr. Michelle Rivera, GAD Staff
Gender Sensitivity Orientation Among PGT Employees	September 6, 2018	Tarlac Provincial Capitol, Tarlac City	GAD Director; GAD Technical Staff
Gender Sensitivity Orientation and Anti-Sexual Harassment Seminar Among CCJE Students	September 7, 2018	Alumni Center, TSU Villa Lucinda Campus	GAD Director and Staff
Meeting and Presentation of Alay-Gabay Project Phase 2	September 12, 2018	GAD Office	MSWDO; CGAD, Persons-Involved in the Project

Gender Sensitivity Orientation and Rights and Responsibilities of a Teacher Seminar	September 17, 2018	TSU Gymnasium	GAD Staff; Practice Teaching Supervisors; COED-STO
Gender Sensitivity Orientation for Leaders on Livelihood Ventures and Cooperative Development	September 18, 2018	Camp Macabulos, San Vicente, Tarlac City	GAD Director and Staff
Presentation of the "Alay-Gabay Project" Phase 2 to LGU Gerona, High School Principal, and Representatives	September 19, 2018	Gerona, Tarlac	GAD, Persons-Involved in the Project
GAD Quarterly Meeting	October 2, 2018	Tarlac Provincial Capitol, Tarlac City	Research Assistant
Presentation of the "Alay-Gabay Project" Phase 2 to Barangay Chairpersons	October 3, 2018	Gerona, Tarlac	GAD, Persons-Involved in the Project
Gender and Stress Management Seminar	October 6, 2018	Amphitheater, TSU Villa Lucinda Campus	GAD Staff
2-Day Seminar on GAD Planning and Budgeting	October 10-11, 2018	Sangguniang Bayan Hall, Camiling, Tarlac	GAD Director; Mr. Oliver Cura
18-Day Campaign to End Violence Against Women Meeting and Preparation Plan	October 12, 2018	VIP Lounge, TSU Main Campus	GAD Staff and Coordinators
Gender Sensitivity Training Among Organic Personnel	October 16, 2018	Camp O'Donnell, Capas, Tarlac	GAD Director; GAD Technical Staff
Focus Group Discussion on Gender and Development (GAD) Issues	October 18, 2018	Bacolor, Pampanga	GAD Representative
Program Extension Chairperson Capacity Building on Community Development	October 22-23, 2018	TSU Hostel, Villa Lucinda Campus	GAD Extension Services Chairperson
18-Day Campaign to End Violence Against Women Preparation: Designation of Tasks	October 26, 2018	VIP Lounge, TSU Main Campus	GAD Staff, GAD Coordinators, and SSC Representatives
18-Day Campaign to End Violence Against Women Preparation: Finalization of Activities	November 9, 2018	TSU Main AVR	GAD Staff, Coordinators, SSC, and CSC Representatives

and Designation of Tasks			
3 <sup>rd</sup> Gender and Development (GAD) Research Congress in Luzon	November 14-16, 2018	CLSU, Science City of Muñoz, Nueva Ecija	2 GAD Coordinator (Representative)
18-Day Campaign to End Violence Against Women	November 25 – December 15	Tarlac State University	GAD
Kick-Off Activity for the 18-Day Campaign to End Violence Against Women	November 20, 2018	Tarlac State University-Main Campus	GAD Staff and GAD Coordinators
RDC III – RGADC 4 <sup>th</sup> Quarter 2018 Meeting	November 27, 2018	Maimpis, City of San Fernando, Pampanga	GAD Director
Radio Guesting at PIA-NOLCOM Radio Program over DZTC 828 Khz	November 29, 2018	Tarlac City, Tarlac	GAD Director
Seminar on Magna Carta of Women (RA 9710)	December 7, 2018	Aguso, Tarlac City	GAD Director and Technical Staff
Sex-Disaggregation of TSU Faculty, Personnel, and Students	December 2018	Tarlac State University	GAD Staff



Tarlac State University  
**GENDER AND DEVELOPMENT**  
Accomplishment Report  
2018



### Meeting with MSWDO for “Alay-Gabay Project for CICL/CAR



On the 25<sup>th</sup> day of January 2018, Ms. Laarni T. Capinding together with GAD staff had a meeting with the Municipal Social Welfare and Development staff in which the updated work plan for the “Alay-Gabay Project” for Children-In Conflict with the Law (CICL) or Children At-Risk(CAR) was presented.

The goal of the extension project was to help LGU Gerona to eliminate numerous Children in Conflict with the Law (CICL) and the Children at Risk (CAR) by providing series of seminar-workshop for the parents of CICL and CAR, psychological tests, series of group counseling, seminar on handling youths, and wellness and self-care.

### Submission of 2019 GAD Planning and Budgeting to PCW

In accordance with Section 36 of the Magna Carta of Women (MCW) and the guidelines set under Joint Circular 2012-01 issued by the Philippine Commission on Women (PCW), the National Economic and Development Authority (NEDA) and the Department of Budget and Management (DBM), the PCW calls on all government agencies and instrumentalities [except local government units (LGUs) and local water districts (LWDs), which shall follow the guidelines set in the PCW-DILG-DBM-NEDA Joint Memorandum Circular (JMC)

#### GAD PLANNING AND BUDGETING





2013-01, as amended by JMC 2016-01, and PCW Memorandum Circular (MC) 2016-06, respectively] to prepare and submit their FY 2019 GAD Plan and Budget (GPB) and FY 2017 GAD Accomplishment Report (GAD AR) to PCW. The Tarlac State University - Gender and Development prepared and submitted their FY 2019 GAD Plan and Budget (GPB0 and FY 2017 GAD Accomplishment Report (GAD AR) to the Philippine Commission on Women on January 31, 2018.

### **Presentation of the “Alay-Gabay Project” Accomplishment Report (Post-activity-report, updated work plan, etc.)**



On February 7, 2018, CGAD together with Ms. Laarni t. Capinding, the Project Leader of “Alay-Gabay” presented the accomplishment report of the project as well as the post-activity reports, updated work plan, and other documents involved in the project to the Local Government Unit of Gerona, Tarlac. These involve the 1<sup>st</sup> Phase of the project which is the series of seminar-workshop for the parents such as “Positive Discipline”, “Enhancing your relationship with your children”, “Parenting with Love and

Limits”, “Communicating with your teens”. The primary objective of this activity is to strengthen the protective factors associated with families, particularly parent-child relations, communication, parental supervision, discipline, and family ties. Aside from that, CGAD together with TSU-Counseling, Testing, and Career Center (CTCC) conducted a series of psychological tests and group counseling. The purpose of these activities was to screen potential participation in the Alay-Gabay counseling group and conduct a short training on small group counseling skills and ethics and Alay Gabay Counseling modules.

### **Seminar-Workshop for the Parents of CICL/CAR**



As part of the work plan of the Alay Gabay Project, the Gender and Development and Counseling, Testing, and Career Center in partnership with Municipal Social Welfare Development Office of Gerona conducted a Seminar-Workshop for the Parents of CICL/CAR held on February 10 & 17, 2018 Gerona, Tarlac.

### **Intake Interview and Psychological Test for the CICL/CAR**



The main focus of the “Alay Gabay” Project is the Children-In Conflict with the Law (CICL) or the Children at Risk (CAR) in which the Intake Interview and the administration of the Psychological Tests for the persons involved were conducted on February 12 & 19, 2018 at Gerona, Tarlac.

### **2-Day Conference of LGU Pura for the GAD Plan and Budget 2019 and GAD AR 2017**

On February 22, 2018, Dr. Rita E. Pulmano, the director of GAD was invited to serve as the Resource Speaker on the “2-Day Conference of LGU Pura for the GAD Plan and Budget 2019 and GAD AR 2017” held at Pura, Tarlac.



## Scoring and Report Writing of the Intake Interview and Psychological Test for the CICL/CAR

After the Intake Interview and Psychological Tests held last February 12 and 19, 2018, the Tarlac State University – Counseling, Testing, and Career Center with the guidance counselors and Psychology Department conducted the scoring and report writing of the Intake Interview and Psychological Tests for the CICL/CAR last February 26, 2018 held in Gerona, Tarlac.



## Radio Guesting at PIA-NOLCOM Radio Program over DZTC 828 Khz

Last March 8, 2018, Dr. Rita E. Pulmano, the director of CGAD was invited by the PIA-NOLCOM Radio Program over DZTC 828 kHz. She was interviewed by the radio DJ (disk jockey) about the celebration of the National Women’s Month Celebration. Dr. Pulmano announces as well as the activities for the celebration. The activities include production and distribution of IEC materials, Serbisyo Para Kay Juana, Announcement of National Women’s Month Celebration (NWMC) in flag raising ceremony, Purple Thursdays, and online advocacy.



## Let's Zumba for the Celebration of Women's Month

One of the activities conducted by the Gender and Development is a series of Zumba for Women entitled "Let's Zumba for the Celebration of Women's Month". This activity was supported by the College GAD Coordinator, other faculty members, and personnel in the University. The series of Let's Zumba for the Celebration of Women's Month was held on March 8, 14, and 22, 2018 at the TSU Gymnasium.



## Girl, Boy, Bakla, Tomboy: The Science Behind the Rainbow

The Tarlac State University – Gender and Development was invited to participate to "The Master's upcoming learning session entitled "Girl, Boy, Bakla, Tomboy: The Science Behind the Rainbow" last March 11, 2018. The aforementioned-learning session was held at Metropolitan Medical Center – College of Arts, Science, and Technology AVR-Visual Room, Binondo, Manila. The learning session includes the discussion of the Psychology of Women, Transgender Psychology, and training on Gender Sensitivity.



## 2018 GAD Research Colloquium

On March 13, 2018, Gender and Development Research Colloquium 2018 was conducted by the Gender Development office at Training Room, RED Building, TSU Villa Lucinda Campus. The theme of this year's GAD Research Colloquium is "Research Readiness towards Development and Competitiveness in the Asia Pacific Region by 2020" attended and participated by some faculty members coming from the different colleges of the university.



## Serbisyo Para Kay Juana

Within the celebration of the National Women's Month held every March of the year, one of the most awaited activity that the Gender and Development Office is conducting within Tarlac State University Grounds is the "Serbisyo Para Kay Juana". The activity provided direct services and other transactions with the public to offer treats like freebies, discounts, or distribution of IEC materials on March 16, 2018



## GAD-related Seminars

As one of the objectives of the Gender and Development which is to conduct training and seminars on gender sensitivity or any GAD-related seminar/workshop/training in order to elevate awareness on gender concerns/issues in the Tarlac State University Community. In line with this, series of seminars such as Gender Sensitivity Orientation, Reproductive Health Seminar, Human Rights Seminar, and Pressure and Stress Management are conducted last March 17, 2018. The director of Gender and Development invited some competent resource speakers from the different faculty members of the university. They include the following: Ms. Niña C. Garcia and Prof. Winifredo L. Luis. On the other hand, students from the College of Criminal Justice Education, College of Education, College of Arts and Social Sciences, College of Technology, and College of Science served as the participants in the said seminars.



## The Role of Men and Women in Environmental Sustainability Video Advocacy Contest

During the celebration of the International Women's Month, one of the activities that the Gender and Development has conducted is a contest on the Role of Men and Women in Environmental Sustainability Video Advocacy held on March 27, 2018, at TSU Business Center Main AVR



## **2<sup>nd</sup> Annual Commemoration of the declaration of Peace and Cessation of War (DPCW) “A Call for building a World of Peace and Realizing Justice”**

On the 27<sup>th</sup> day of March 2018, the Tarlac State University – Gender and Development and International Women’s Peace Group (IWPG) unite as they celebrated the 2<sup>nd</sup> Annual Commemoration of the declaration of Peace and Cessation of War (DPCW) “A Call for building a World of Peace and Realizing Justice”. The students, personnel, and faculty members of the University participated in the Peace Parade followed by a program.



## **Series of Group Counselling for CILC/CAR for Alay-Gabay Project**

The TSU-GAD in partnership with Counselling, Testing, and Career Center and College of Arts and Social Sciences (CASS) conducted a total of eight (8) sessions of group counselling to contribute to the overall effectiveness of the “Alay-Gabay” program through targeting a reduction in recidivism and enhancing the CILC/CARs psychological well-being. It was led by Ms. Laarni Capinding, Mr. Daniel T. Dizon, Dr. Marie Paz H. Angeles, Mr. Jersey P. Pangilinan, Mr. Marlon C. Dela Cruz, Mr. Andie Rafael Quiballo, Dr. Edwin P. Lacanlale, Dr. Enrico T. Tañedo, and COESSE – The Psychological Society. Sessions on Group Counselling held last April 2,9,23, & 30, 2018 at Gerona, Tarlac.



## 2-Day Workshop and 2019 GAD Plan and Budget of PGT

The Provincial Government of Tarlac invited Dr. Rita E. Pulmano to serve as a resource speaker on the 2-Day Workshop and 2019 GAD Plan and Budget of PGT last April 24-25, 2018 at Tarlac Provincial Capitol, Tarlac City, Tarlac. Along with Dr. Pulmano, Ms. Maria Fatima Tiara Galang, GAD coordinator of the College of Public Administration and Governance served as resource speaker in the said workshop. Furthermore, the PGT-GAD Staff and TSU-GAD Staff served as facilitators of the workshop.



## Seminar on Magna Carta of Women and Gender Sensitivity Awareness

Alvindia-Aguso High School conducted its annual Gender and Development Seminar last April 26, 2018, at Aguso, Tarlac City. The seminar focused on the Implementation of Magna Carta for Women (RA 9710) and Gender Sensitivity and Awareness. Through this seminar, Republic Act 9710 or also known as “Magna Carta of Women” aims to educate women and men on the basic human rights of women. Moreover, the gender sensitivity awareness aims to promote and encourage a general understanding of gender-related challenges including violence against women and the gender disparity as well as showing how values and norms influence reality, reinforce stereotypes and support the structures that cause inequalities.





## Adolescent Sexuality and Reproductive Health Seminar

As a member of young adolescents being enrolled in the university, school-based sexual and reproductive health education is becoming one of the most important ways to help the adolescents to recognize and prevent risks and improve their reproductive health. In accordance with this, Gender and Development conducted a seminar on Adolescent Sexuality and Reproductive Health Seminar among COED students of the university last April 27, 2018, at TSU Villa Lucinda Campus, Tarlac City. Dr. Lucilla o. Sunga served as the Resource Speaker whereas TSU-GAD staff served as the facilitators of the said seminar.



## Child Care Center Summer Art Class

The Gender and Development – Child Care Center conducted Summer Art Class sessions on April 24-27, 2018 and the following week, May 2-10, 2018.



## Gender Sensitivity Awareness

On the 10<sup>th</sup> day of May 2018, Ms. Sheila Gonzales, GAD coordinator of the College of Business and Accountancy served as Resource Speaker during the Gender Sensitivity Awareness seminar among AFP Tarlac held at Camp Aquino, San Miguel, Tarlac. CGAD staff and GAD NOLCOM served as facilitators of the aforementioned seminar.



## 2018 Annual Gender Responsive Educational Trip and Team Building for Non-Academic Staff Seminar

The director of the Gender and Development was invited to be the Resource Speaker on the 2018 Annual Gender Responsive Educational Trip and Team Building for Non-Academic Staff headed by the Tarlac State University Non-Academic Staff Association held on May 15-16, 2018 at Dawal Beach Resort, Candelaria, Zambales.



## Saliksiklaban 2018

Being the first University Undergraduate Research Competition, the Supreme Student Council together with the Technology Development, Transfer and Commercialization Office and the Center for Gender and Development conducted the Saliksiklaban 2018. It is the very first university-wide undergraduate research competition which is aimed at giving recognition to the best researches in the university.

Two categories were open for this year: STEM and Social Sciences. The activity was held last May 17-18, 2018 at the College of Computer Studies Audio Visual Room.



## Moving Forward Ceremony of CICL/CAR for Alay-Gabay Project

After four (4) months of the implementation of the “Alay Gabay” Project, a Moving Forward Ceremony for the Children In Conflict With the Law (CICL) and/or Children at Risk (CAR) of Gerona, Tarlac was held led by the Gender and Development with the project leader, Ms. Laarni T. Capinding. The Moving Forward Ceremony was held last June 6, 2018, at Gerona, Tarlac. CICL/CAR has undergone several group counseling, psychological tests, and seminars.



## GAD Planning and Budgeting Training

Dr. Rita E. Pulmano, the director of Gender and Development was invited as guest and resource speaker during the GAD Planning and Budgeting Training held on June 14, 2018, at SB Session Hall, Municipal Hall, Mayantoc, Tarlac. The activity aimed at mainstream Gender and Development programs and activities and be able to come up on more Gender-Responsive Planning and Budgeting for CY 2019.



## 1<sup>st</sup> International Multi-Sectoral Development Extension Services Conference

On July 4-6, 2018, Ms. Laarni T. Capinding from Counseling, Testing, and Career Center and Ms. Sheila Jane L. Gonzales, GAD coordinator of College of Business and Accountancy attended the 1<sup>st</sup> International Multi-Sectoral Development Extension Services Conference held at the University of Northern Philippines, Vigan City, Ilocos Sur. The theme of the aforementioned conference is “Making the Change, Taking the Challenge in Development Extension”.



## Seminar-Workshop for GFPS Executive Committee and Technical Working Group

The TSU-GAD and the PGT-GAD in coordination with PCW conducted a Seminar-Workshop for GAD Focal Point System (GFPS) Members and Other Officials and Employees (Capacity Building Program on GAD) held on July 5-7, 2018 at the Bella Plaza, San Sebastian, Tarlac City. Dr. Rita E. Pulmano, GAD Director, served as one of the Resource Speakers and facilitators in the said event.



## Gender Sensitivity Orientation for the Newly-Hired Employees of TSU

On July 27, 2018, Prof. Ninez B. Tulo and Mr. Oliver Cura, the GAD Coordinators of COED and Guidance were invited to be the Resource Speaker on the Gender Sensitivity Orientation for the Newly-Hired Employees of Tarlac State University held at TSU Main AVR.



## **Discussion of the R.A. 7877 Anti-Sexual Harassment Act of 1995 among CPAG Students**

On the 3<sup>rd</sup> day of August 2018, Dr. Rita E. Pulamano was invited by the College of Public Administration and Governance during the Internship Orientation of the 4<sup>th</sup> Year Students of CPAG held at the TSU Main AVR. She discussed to the students the Republic Act 7877 also known as the Anti-Sexual Harassment Act of 1995.



## **RDC III – RGADC 3<sup>rd</sup> Quarter CY 2018 Meeting and Three-Day Gender and Development Levelling Session**

The director of TSU-GAD, Dr. Rita E. Pulmano presented the TSU-CGAD's Best Practices during the RGADC meeting on August 28, 2018, at the DMGC, Maimpis, San Fernando, Pampanga.



## 2018 Mid-Year In-House Review

The three (3) GAD-related researches that were endorsed to URO were presented during the 2018 Midyear In-House Review for Completed Researches held last August 30, 2018, at the TSU Red Building, Lucinda Campus. One of which ranked third in the Social Sciences Category i.e. *"Emergence of New Family Structure: House Husbands Managing the Home"* by Douglas C. Ferrer from the College of Education.

*"Emergence of New Family Structure: House Husbands Managing the Home"* by Douglas C. Ferrer

*"Wika ng Kababaihan sa Biblia: Tungo sa pagbuo ng Glosaryo ng Terminolohiya ng Kababaihan"* by Rebecca M. Mercado

*"Integrasyon ng Edukasyong Gender sa Pagtuturo ng Filipino"* by Jessica Marie I. Dela Peña, Daisy T. Inalvez, and Juvy V. Galamay

## Gender Sensitivity Orientation for 1<sup>st</sup> Year Students

On September 1, 2018, Gender Sensitivity Orientation was conducted among First-Year Students of this university through the TSU-NSTP Orientation for ROTC, CWTS, LTS held at the TSU Gymnasium. Engr. Michelle Rivera served as the Resource Speaker in the said activity with the GAD Staff as the facilitators.



## Gender Sensitivity Orientation Among PGT Employees

The TSU-GAD in partnership with the PGT-GAD conducted a Gender Sensitivity Training for the PGT Employees on September 6, 2018, at the Bulwagan ng mga Gobernador, Provincial Capitol, Tarlac City. The TSU-GAD Director, Dr. Rita E. Pulmano served as the Resource Speaker. The TSU-GAD Staff and PGT-GAD Staff served as the facilitators of the said event.



## Gender Sensitivity Orientation and Anti-Sexual Harassment Seminar Among CCJE Students

The TSU-GAD in partnership with the PGT-GAD conducted a Gender Sensitivity Orientation and Orientation Program on Sexual Harassment for the 4<sup>th</sup> Year Students of the College of Criminal Justice Education on September 7, 2018, at the Alumni Center, TSU Lucinda Campus. The TSU-GAD Director, Dr. Rita E. Pulmano and the PGT-GAD Focal Person, Col. Elsa F. Miranda served as the Resource Speakers and the TSU-GAD Staff and PGT-GAD Staff served as the facilitators of the said event.





## Meeting and Presentation of Alay-Gabay Project Phase 2

The TSU-GAD together with the LGU-Gerona and the faculty involved in the “Alay-Gabay Project” had a forum with regards to the expanded implementation of the Memorandum of Agreement between TSU and Local Government of Gerona on September 12, 2018, at the GAD Office. In connection to this, the Project Leader, Ms. Laarni Capindig and Mr. Jeremiah Paul Silvestre, the Chairperson for Extension Services of the College of Arts and Social Sciences presented the ALAY GABAY PROJECT: Enabling the Youth Towards Community Growth to the LGU-Gerona, module for the said activity.



## Gender Sensitivity Orientation and Rights and Responsibilities of a Teacher Seminar

The COED – Student Teachers Organization with the TSU-GAD conducted a seminar on Gender Sensitivity Orientation and Knowing the Rights and Responsibilities of a Teacher among Student Teachers held on September 17, 2018, at the TSU Gymnasium. Dr. Corazon A. David served as the Resource Speaker on the said event. The COED Supervisors, TSGU-GAD Staff, and the Student Teachers Organization served as the facilitators.



## **Gender Sensitivity Orientation for Leaders on Livelihood Ventures and Cooperative Development**

On September 19, 2018, the PGT-GAD in partnership with the TSU-GAD conducted a Gender Sensitivity Training for Leaders on Livelihood Ventures and Cooperative Development held at the Conference Room, Camp General F. Macabulos, Tarlac City. The director of TSU-GAD, Dr. Rita E. Pumano served as the Resource Speaker. The TSU-GAD Staff and PGT-GAD Staff facilitated the said seminar.



## **Presentation of the “Alay-Gabay Project” Phase 2 to LGU Gerona, High School Principal, and Representatives**

On September 19, 2018, The TSU Alay-Gabay Project Committee together with the LGU-Gerona and the Representatives from different High Schools in Gerona had a meeting and orientation with the extension program “Alay-Gabay Project”. The main agenda of the said event was the Planning and Scheduling of IEC in Secondary Schools. The meeting and the orientation were held at the Gerona Municipal Hall.



## GAD 3<sup>rd</sup> Quarterly Meeting

On October 2, 2018, Manuel Alejandro R. Bulos, Research Assistant II, TSU-GAD attended the Gender and Development Quarterly Meeting at Tarlac Provincial Capitol Building, San Vicente, Tarlac City. The meeting is intended to gather all GAD Focal Point System/Monitoring and Evaluation (GFPS/M&E) members to discuss the GAD Plan and Budget (GPB), Monitoring and Evaluation of the LGU GPB, Production of IEC materials, and other matters.



## Gender and Stress Management Seminar

The College of Education – Generalist Department together with Gender and Development conducted a seminar on “Gender and Stress Management” last October 6, 2018, held at TSU Amphitheater, Lucinda Campus. Mr. Manuel Alejandro R. Bulos, Research Assistant of TSU-GAD served as the Resource Speaker in the said seminar.



## **2-Day Seminar on GAD Planning and Budgeting**

Dr. Rita E. Pulmano, the director of TSU-GAD together with Mr. Oliver Cura was invited to be the Resource Speaker on the “2-Day Seminar on GAD Planning and Budgeting last October 10-11, 2018 at the Sangguniang Bayan Hall, Camiling, Tarlac. She served as the Resource Speaker cum subject matter expert on the proper implementation and utilization of LGU Camiling’s GPB as well as a comprehensive plan on GAD Programs for the coming years.



## **Gender Sensitivity Training Among Organic Personnel**

Last October 16, 2018, Dr. Rita E. Pulmano was invited to be the Resource Speaker to talk about Gender Sensitivity Training among the twenty-two (22) organic personnel as part of their In-House Training. The training aimed to recognize the advantages and disadvantages of gender sensitivity in the workplace. The said training was held at AVR, Non-Commissioned Officer School, TRADOC, PA, Camp O'Donnell, Capas, Tarlac. Furthermore, Ms. Christal Galle Aguas served as the facilitator of the said training.



## **Program Extension Chairperson Capacity Building on Community Development**

On October 22-23, 2018, Ms. Christal Galle S. Aguas, Program Extension Chairperson of GAD-Extension Services together with Mr. Manuel Alejandro R. Bulos attended the 2-Day Seminar on Capacity Building on Community Development held at TSU Hostel, Villa Lucinda Campus. The seminar primarily talks about the process of Community Development.



## **18-Day Campaign to End Violence Against Women Preparation: Finalization of Activities and Designation of Tasks**

Last November 9, 2018, the Gender and Development in partnership with the Supreme Student Council called a meeting regarding the upcoming annual celebration of 18-Day Campaign to End Violence Against Women. The board has discussed and agreed on the final activities and designation of tasks on the aforementioned-celebration.



### 3<sup>rd</sup> Gender and Development (GAD) Research Congress in Luzon

College GAD Coordinators Prof. Juvy Galamay and Ms. Danica B. Reyes attended the 3<sup>rd</sup> Gender and Development (GAD) Research Congress in Luzon” last November 14-16, 2018 at the Research, Extension, and Training (RET) Amphitheater, CLSU, Science City of Muñoz, Nueva Ecija. The research congress aims to establish an avenue for the researchers and GAD advocates to showcase their gender-responsive researchers. Findings of which can be used as a guide in gender mainstreaming.



### 18-Day Campaign to End Violence Against Women

An annual celebration of the 18-Day Campaign to End Violence Against Women is celebrated every November 25-December 12. This aims to raise awareness among all stakeholders that VAW is a public issue of national concern. It supports the Philippine Governments’ goal to protect the human rights of women and its commitment to address all forms of gender-based violation.

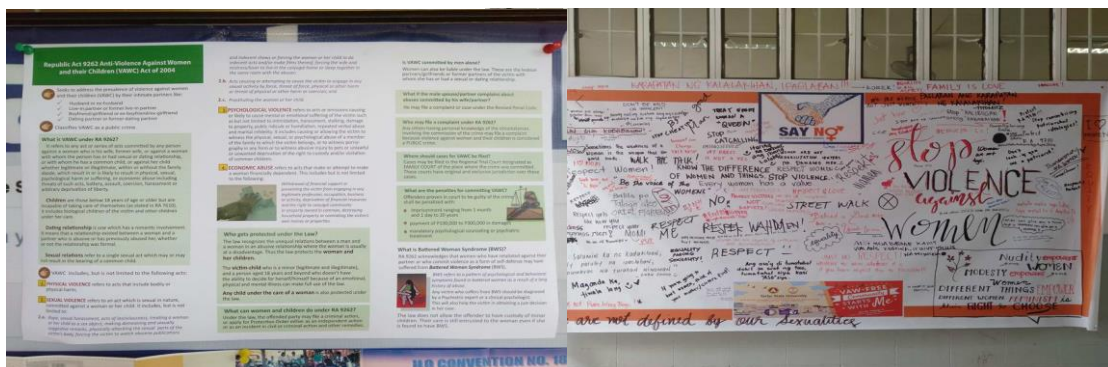


## Kick-Off Activity for the 18-Day Campaign to End Violence Against Women

As one of the main event of TSU-GAD which is the 18-Day Campaign to End Violence Against Women, the Gender and Development in partnership with the College GAD Coordinators and Student Leaders, activities for the campaign to End Violence Against Women are conducted. The 18-Day campaign to End VAW started with a Kick-Off Activity held on November 22, 2018, in front of the Administration Building of this University. Dr. Rita E. Pulmano had a little discussion on the aim of the campaign and encourage the audience to support the campaign to end violence against women.



Furthermore, the activity also includes the production and distribution of Advocacy Materials such as R.A. 9262 – Anti-Violence Against Women and their Children (VAWC) Act of 2004, online advocacy using the hashtag #VAWfreePh, and activation of all LED televisions all over the University to display VAW-related video clips to encourage everyone to support the campaign. Another highlight of the campaign is the posting of Freedom Walls in all campuses in which gives the opportunity to write their own perceptions on Violence Against Women.



## Research and Extension Services Planning 2018

On November 23-24, 2018, the Gender and Development participated in the Research and Extension Services Planning 2018 at Clearwater Beach Resort, Bagac Bataan. One of the highlights of the planning is the presentation of each director from different offices under Research and Extension Services in which the Director of GAD presented the Road Map of Gender and Development for 2019-2020.



The Research and Extension Services also showed their support during the Gender and Development Office's activity which is the 18-Day Campaign to End Violence Against Women 2018 by wearing the campaign shirt on the first day of the planning. As the Philippine Commission on Women (PWC) said, the orange shirt symbolizes violence in which it aims to strengthen the anti-VAW advocacy





## RDC III – RGADC 4<sup>th</sup> Quarter 2018 Meeting

Dr. Rita E. Pulmano, the director of Gender and Development attended the 4<sup>th</sup> Quarter Meeting of the RGADC III last November 27, 2018, at the NEDA Region3 Building, DMGC, Maimpis City of San Fernando, Pampanga. The agenda of the said RGADC meeting include the presentation of GAD best practices, RGADC III Accomplishment for 2018, RGADC III Work Program for 2019, and PIA request for RGADC III membership.



## Radio Guesting at PIA-NOLCOM Radio Program over DZTC 828 Khz

On the 29<sup>th</sup> day of November 2018, Dr. Rita E. Pulmano, the director of Gender and Development was invited to guest at the PIA-NOLCOM Radio Program over DZTC 828 kHz at Tarlac City, Tarlac. She was interviewed about the 18-Day Campaign to End Violence Against Women.

In addition to that, she also shared the activities that the Tarlac State University – Gender and Development has prepared to support the said annual campaign which include 18-Day Campaign to End VAW, Kick-Off Activity, Orange Your Icon for 18 Days Advocacy Initiative, Production and Distribution of Advocacy Materials about VAW, Online Advocacy using the #VAWfreePH all-over social media, and “VAW-free Community Starts with Me” Fun Walk 2018.



## Seminar on Magna Carta of Women (RA 9710)

In commemoration of the 18-Day Campaign to End Violence Against Women (VAW) from November 25 to December 12, 2018, with the theme “VAW-Free Community Starts With Me” and through the observance of the National Consciousness Day for the Elimination of Violence Against Women and Children on November 25, 2018, the National Food Authority – Tarlac Provincial Office conducted a seminar on Republic Act 9710 or also known as “Magna Carta of Women”. The director of Gender and Development was invited to be the Resource Speaker of the aforementioned seminar held on December 7, 2018, at the National Food Authority Provincial Office, Agusos, Tarlac City. Along with Dr. Pulmano, Ms. Christal Galle S. Aguas, GAD Technical Staff served as a facilitator in the activity.



## Sex-Disaggregation of Tarlac State University Faculty, Personnel, and Students

**SEX DISAGGREGATION**  
of  
**TARLAC STATE UNIVERSITY**  
FACULTY, PERSONNEL, AND STUDENTS  
7  
2016

**SEX DISAGGREGATION** 2016-2017

**SEX DISAGGREGATION**

Gender and development involve the understanding of the circumstance of both sexes in a given setting. The Tarlac State University – Gender and Development Office constantly accumulate and analyze sex-disaggregated data of employees and students to distinguish sex issues among the aforementioned stakeholders. The gathered sex-disaggregated data of the TSU employees and students were accurately validated by the Human Resource Management and Development Office.

This is not just focused on understanding the circumstance of women in particular yet of both sexes with the end goal to grow better policies and programs. The accompanying data will distinguish both fair-mindedness and differences as far as the number of employees and students of the Tarlac State University utilizing the descriptive method for research. This discussion, in any case, is delimited to inspecting sexual orientation or gender issues dependent on quantitative data.

**A. SEX-DISAGGREGATED DATA OF TSU EMPLOYEES**

Based on the data gathered from the Human Resource Development and Management Office, the TSU employees composed of administrative officials, administrative support personnel with plantilla positions, personnel without plantilla positions, and teaching personnel with plantilla positions.

**Chart 1**  
Male and Female TSU Employees

Sex	Count	Percentage
Male	676	67%
Female	534	33%

The chart above shows that the population of male TSU employees is massive compared to that of female employees. The male employees have a total of six hundred seventy-six (676) with an allotment of sixty-seven percent (67%) whereas female employees have a total of five hundred thirty-four (534) with an allotment of forty-four percent (44%). This indicates that there is a gender

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The Tarlac State University - Gender and Development conducts annual discussion and analysis on the sex-disaggregated data of significant contributor in the university. Among such are the administrative officials, faculty, personnel, and students. This publication shows the outcomes of the sex-disaggregated data of Tarlac State University faculty, personnel, and students for the academic year 2016-2017 which was conducted from September to December 2018. The data presented in this kind of work were gathered from the Human Resource Development Management Office (HRDMO), Office of the University Registrar, Scholarship and Endowment Office, Sports Development Management Office, and the University Medical Clinic. The discussion and analysis begin with the TSU employees and faculty followed by the graduates and enrollees. Data on scholarship, student-athletes and medical cases among employees and students are likewise included in this research.

Prepared by:

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*Director, GAD*