



SPECTRUM

Gender is a spectrum of colors

The Official Publication of Tarlac State University Center for Gender and Development

11 Years of Bringing Gender Equality to Reality

CGAD Goes ASEAN

Gender Issue: Vulnerability of Sex

**CGAD PROJECTS AGENDA FOR
GENDER STUDIES**

**MX—THE NEW GENDER
HONORIFIC**

CGAD BAGS THIRD BEST PAPER IN
2ND GENDER AND DEVELOPMENT
CONGRESS IN REGION 3

ORANGE CAMPAIGN

Teen Talk: Teenage Pregnancy

CGAD Over the Years

CHILDCARE@20

FEATURED STUDY: The State of TPJ System

**SEX DISAGGREGATED DATA OF TSU
EMPLOYEES AND STUDENTS**

**SPECIAL ISSUE: 18 DAY CAMPAIGN
ON VIOLENCE AGAINST WOMEN**

THE GENDER AND DEVELOPMENT
ADVOCATES OF TSU

COMPLIMENT OR HARASSMENT? GAD

on the Go

**18 Things We Can Do
to End VAW**



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TARLAC STATE UNIVERSITY CENTER FOR GENDER AND DEVELOPMENT



VISION

TARLAC STATE UNIVERSITY is envisioned to be a premier University in the Asia Pacific.

MISSION

TARLAC STATE UNIVERSITY commits to promote and sustain the offering of quality and relevant programs in higher and advance education ensuring equitable access to education for people empowerment, professional development, and global competitiveness.

1. Provide high quality instruction through qualified, competent and adequately trained faculty members and support staff.
2. Be a premier research institution by enhancing research undertakings in the fields of technology and sciences and strengthening collaboration with local and international institutions.
3. Be a champion in community development by strengthening partnership with public and private organizations and individuals.

CORE VALUES

*E*xcellence and Enhanced Competence
*Q*uality
*U*nity
*I*ntegrity and Involvement
*T*rust in God, Transparency and True Commitment
*Y*earning for Global Competitiveness

TSU-CGAD VISION

TSU-Center for Gender and Development (CGAD) is envisioned as the leading office of Gender Awareness and Responsiveness to the University's institutional plans in consonance with the Philippine Plan for Gender Responsive Development (PPGRD) 1995-2025.

TSU-CGAD GOALS

TSU-CGAD aims to promote gender-consciousness-raising, advocacy and affirmative action that would include training/educational programs, information dissemination, research, extension and documentation.

TSU-CGAD OBJECTIVES

1. To conduct trainings and seminars on gender sensitivity in order to elevate awareness on gender concerns/issues in the TSU community.
2. To encourage and strengthen instruction, research, extension, and advocacy programs on gender equality.
3. To institutionalize the integration of gender concepts in academic curricula.
4. To serve as an avenue in resolving gender-related concerns.

FROM THE PRESIDENT'S DESK

Not a Walk in the Park



Dr. Myrna Q. Mallari

There will always be time when we look back on beginnings. Beginnings tell us how much we've gone from our starting point. We, as University, has gone a long way in gender mainstreaming. It's been 11 years, since we were able to establish an office for Gender and Development. Those 11 years show the collaborative efforts of the TSU community to change our traditional perspective on gender.

It was never easy. The first series of Gender and Development seminars and trainings were mostly participated by women. There was this mentality that GAD is only directed to women and will not be beneficial to men. But such kind of thinking changed as GAD engendered changes in our policies. Leave benefits are not only given to women in maternal leave, but we also for men in paternity leave and for solo parents. Pregnant students were afforded their rights to education as they can not be expelled for the sole reason of pregnancy; members of the LGBTQ community and PWDs were protected from gender-based violence and vilification. We have PWD employees and scholars. We have made efforts to make our facilities gender-responsive. We have generated positive outputs on gender-responsive research and extension services.

Age, sex, religion, race, were not anymore a requisites for employment, scholarship, career progression, and personal development. All these are products of our 11 years of dedicating to gender and development. We thank everyone who were and are still a part of this commitment.

We may have gone a long way, but we will keep going.

VICE PRESIDENT'S THOUGHTS

Heaps of our Commitment



***Dr.* Glenard T. Madriaga**

What you are holding right now is more than a publication – more than a collection of words, scribbles, articles, in-depth studies and figures. It is a spectrum of colors sprawled on each page, a symbol of the Center of Gender and Development Office's never-ending pursuit of gender awareness and responsiveness. It is an embodiment of the CGAD's strong advocacy and affirmative action to promote gender sensitivity not only within Tarlac State University but to the community as well.

As the Vice President for Research and Extension Services, working with the Director and staff of the Center of Gender and Development for TSU has been life changing. More than achieving its goals and meeting its objectives that are aligned with Philippine Plan for Gender Responsive Development (PPGRD) 1995-2025, I believe that this Office has gained a much more beautiful achievement and that is being able to touch the lives of many through its on-going information dissemination, seminars and trainings on gender equality.

The CGAD has always been supportive of the vulnerable groups, indigenous women girls and other marginalized sectors in education. Some women professors and personnel at Tarlac State University have been encouraged to be part of the International Women's Peace Group, signature campaigns, community volunteer work and all other activities initiated by the CGAD. One day, years later, we will all have stories to tell. One day, a myriad of people will thank this Office for what it has done for them and I will be glad I was a part of it. It will feel like certain colors which mesh together – a spectrum indeed.

These are CGAD's heaps of research works and achievements--its unmatched support for gender equality – perfectly embodied in one publication. May you take pleasure in reading every page.

Thank you very much.



From Womb to Tomb



***Dr.* Rita E. Pulmano**

For years, nations focused on economic development as a main ingredient towards national development. This however, did not ensure development and sustainability. From merely looking at the macro level, government considered the development of human resources. The concept that national development starts if employees are not only effective at work, but also at home. Hence, the use of “gender filter” in various government programs.

A consciousness of the different impacts of development on men and women, and that gender does matter in the overall scheme of things. It starts from womb and end in tomb. It is included in almost all programs and activities in the society involving men, women, children, and the marginalized and vulnerable groups.

The last 10 years of GAD did not only reflect our efforts to change traditional perspective of the community towards sex and gender, it also manifested the challenge we faced in really identifying the gender issues arising in our society. These efforts are reflected in our programs: capacity-building, research, extension, and our auxiliary program.

We have been a vital instrument in incorporating GAD concepts in the classroom, at work, and in various government operations through our capacity programs. Through our extension programs, we helped various instrumentalities of the government in establishing GAD in their respective offices and come up with their GAD Plan and Budget. Two of the biggest on-going extension project we were able to extend in 2017 is the crafting of the Tarlac Province GAD Code and the “Alay-Gabay” program with the Guidance and Counselling Office for the Children in Conflict with the Law. More so, our Gender Studies showed promising start as the two researches conducted did not only received recognitions, but were also used as baseline in the development of intervention program. Lastly, we continue our services to parent-employee in child rearing through our auxiliary program.

These among others are only parcels of what we have achieved by incorporating a “gender filter”. Nonetheless we will spell out sustainability in these projects. As a growing community of gender advocates, we give our collective efforts of attaining gender equality and equity.

AN ASSOCIATE EDITOR'S NOTE

A Spectrum of Colors



***Ms.* Suzanne P. Cruz**

Welcome to the first issue of “Spectrum”!

This year marks the 11th year since the establishment of GAD as an instrument of promoting gender equality. Hence, we bring you this issue to celebrate gender and share accounts of where we are now standing as an institution. We hope that you find this issue informative, entertaining, as well as engaging.

The Merriam-Webster Dictionary defines “spectrum” as a continuum of colors formed when a beam of white light is dispersed. It pertains to band of colors, as seen in a rainbow, produced by separation of the components of light. Spectrum reflects the many aspects of gender in the society.

In her *HeForShe* campaign speech, Emma Watson once stood for the appreciation of gender as she averred that “It is time that we see gender as a spectrum instead of two opposing ideals”. It is part of our advocacy to make the society see gender as mere concept of male and female but to see beyond the physical constructs. Gender and Development goes beyond what sexes can do, but how society constructs them. It involves race, religion, power relationship, age, economy, politics, etc.

November 25th to December 12 also marks observance of the 18-Day Campaign to End Violence Against Women (VAW) , we will provide you with insights on this annual celebration and planned events.

Let’s celebrate gender as we celebrate life!



11 YEARS OF BRINGING

2006

The Gender and Development was established. Dr. Rita E. Pulmano was designated as the GAD Director.

2007

The Gender and Development building was constructed in the Main Campus.

2008

GAD provided gender-related seminars to the National Transmission Commission (NTC) for the families affected by the Luzon Transmission Line upgrading project at the NIA Office in Concepcion Tarlac as part of MOA between TSU and Transco.

2012

In cooperation with the NSTP, series of seminars on Gender Sensitivity and Violence Against Women in COS, CT, CAFA, and CHK were conducted.

CGAD conducted its first capacity-building extension program in LGU Gerona.

GAD conducted a lecture-forum on "Life after 45" for faculty and employees of TSU during the Women's Month Celebration.

A "Cervical and Prostate Cancer Awareness" Seminar was held on March 5, 2010 in TSU.

The anti-cervical cancer vaccine was availed by 53 TSU employees, administered by the University Health

2009

2010

2011

GENDER EQUALITY TO REAL-

2015

GAD Office became a Center.

The operations of GAD was done in accordance with CHED Memorandum No.1 s. 2015 .

The Center for Gender Studies was established.

2016

CGAD conducted its first Research Agenda Setting.

IPWG-WARP (World Alliance of Religions Peace) Summit was held in Seoul, South Korea which was attended by Dr. Rita E. Pulmano (as one of the official Philippine delegates) together with two CGAD College Coordinators (Engr. Victoria C. Antallan and Prof. Ma. Theresa C. Agustin)

2014

Institutionalization of Gender Sensitivity Orientation for First Year Students and Newly Hired TSU Employees.

"Walk for a Cause" was held. Proceeds went to the "Baon Para Kay Bunso" Program.
ChildCare held its first Educational Trip.

2013

CGAD was tapped by the Provincial Government of Tarlac to Draft the Revised GAD Code of Tarlac Province.

The Center for Gender Studies generated its first research output entitled "State of Tarlac Provincial Jail System" which won first place in the Midyear 2017 In-House Review of Completed Researches.

2017



VAW-free community starts with *me*



I know my rights and I will not allow anyone to violate these. I won't allow myself to become a victim of violence and I know what to do, where to go, and whom to go to in case it happens.



From the perspective of a woman/girl

I respect women and girls and I won't be an instrument in committing violence against women and children. I will be a positive influence to other men and boys in building a community that is respectful of everyone's right to be free from abuse and violence



From the perspective of a man

We are one with the government and our immediate community in addressing violence against women and girls. We will continue to foster collaboration in ensuring that there will be zero tolerance to VAW, and initiate efforts within our means to help address the issue when it happens.



From the perspective of the private sector and non-government organizations

We are staunch advocates of Anti-VAWC. We will continue to provide and improve our services for our clients so that they can live a life that is free from VAW.



From the perspective of a government agency

Being the smallest unit of government closest to the communities, we are doing our share in attaining our vision ofVAWC-free community. Our Barangay VAW Desk is functional and residents of our Barangay are aware of anti-VAW laws.



From the perspective of Barangay

We foster an environment that does not only nurture the minds and intellects of our students, faculty and staffers, but also ensures their safety from abuses, especially against women and children. We have mechanisms in the campus like a Committee on Decorum and Investigation (CODI) where students, faculty and employees can seek help.



From the perspective of the academe/training institutions



What is it about?

Campaign Background

The 18-Day Campaign to End Violence Against Women (VAW) is observed annually from November 25 to December 12 to raise awareness among all stakeholders that VAW is a public issue of national concern. It supports the Philippine Government's goal to protect the human rights of women and its commitment to address all forms of VAW. The following issuances provide the national legal mandates for the annual campaign:

- Proclamation 1172 s. 2006 – Declaring 25 November to 12 December as the 18-Day Campaign to End Violence Against Women (VAW)
- Republic Act 10398 (2013) – Declaring November 25 of Every Year as National Consciousness Day for the Elimination of Violence Against Women and Children.

In Support to the Worldwide Campaign on VAW

The 16 Days of Activism Against Gender-Based Violence begun in 1991, linking November 25 (International Day Against VAW) and December 10 (International Human Rights Day) to emphasize that VAW is a human rights violation. It is further strengthened with the launching in 2008 of the United Nations (UN) Secretary-General's UNiTE to End VAW Campaign which envisions a world free from all forms of violence against women and girls. For the UN, this vision can only be realized through meaningful actions and on-going political commitments of national governments, backed by adequate resources.

The Philippine Campaign to End VAW

The Philippine government has participated in this worldwide campaign to eliminate VAW since 2002. Recognizing that human trafficking is a form of VAW, Presidential Proclamation 1172 s. 2006 extended the national campaign to 18 days, to include December 12, a historic date that marked the start of opening for signature in year 2000 of the UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UN Convention Against Transnational Organized Crime.

The 2017 18-Day Campaign to End VAW

In 2016, the Inter-Agency Council on Violence Against Women (IACVAWC) adopted the theme “VAW-free community starts with Me” for the 18-Day Campaign to End Violence Against Women (VAW). The Council also agreed that the said theme shall be used every year from 2016 to 2021.

The theme shifts the 18-Day Campaign To End VAW to positive advocacy as it enjoins everyone to pursue the common vision of a VAW-free community, and highlights what can be done to achieve such.

Results of the National Demographic and Health Survey (NDHS) conducted by the Philippine Statistics Authority (PSA) in 2013 show that one out of five (20%) of women aged 15 to 49 years has experienced physical violence. The NDHS is conducted every five years. It should be noted that survey results are more indicative of the prevalence of violence in the country, since the administrative data on number of clients served by service providers like the police, social workers, and health workers only capture cases reported to these offices. Considering such prevalence, the 2017 Campaign to End VAW shall focus on Primary Prevention, to reduce incidents of VAW in the country.

REALITY CHECK: VAW IN NUMBERS

1 in 5 women experienced physical violence since age 15 (2013 NDH Survey among women aged 15-49).

6 in 100 women reported having experienced sexual violence (2013 NDH Survey among women aged 15-49).

4% of women experienced physical violence during pregnancy (2013 NDH Survey among women aged 15-49).

Only 3 of 10 women sought help to stop the violence (2013 NDH Survey among women aged 15-49).

A total of 31,580 cases of violations of RA 9262 were filed before the Philippine National Police from January to December 2016 (PNP WCPC 2016 Report).

A total of 15,749 cases of violations of RA 9262 were filed before the Philippine National Police from January to June 2017 (PNP WCPC 2017 Report).

As of June 2017, 88.44% or 37,178 out of 42,036 Barangays in the Philippines have established Barangay VAW Desk (DILG Report).

18 Things We Can Do to End **VAW**



1. Respect women and girls in your home, workplace, and community.
2. Join male groups promoting Anti-VAW efforts and participate in discussions to broaden your awareness on the advocacy.
3. Enlighten/advise perpetrators to seek help and join the male Anti-VAW supporters.

4. Empower yourself. Know your rights and available courses of actions in case these rights are violated.
5. Speak out and report to the authorities in case your rights are violated.
6. Encourage others to fight for their rights.



7. Equip yourselves with apt trainings and capacity development sessions to improve service delivery for your clients.
8. Develop monitoring and evaluation strategy to assess the service to your clients supporters.
9. Let people know that you provide the services! We need to inform the public that there are government offices that they can turn to and trust to assist them towards healing and seeking justice.

10. Ensure that your Barangay VAW Desk is functional. You can use the Barangay VAW Desk Handbook developed by PCW and DILG with partner agencies to guide you on what to do.

11. Establish linkages with local and national government agencies, as well as other organizations near your barangay where you can refer victim-survivors of VAW for needed assistance which the barangay is not able to provide.

12. Promote harmonious family and community relationships in your barangay which is grounded on mutual respect for human rights, and take proactive steps to attain a VAW-free community.





13. Support the Anti-VAW efforts of the government and your immediate community.
14. Establish your own Action Desks where employees and clients can go to in case VAW happens.
15. Develop internal rules to proactively ensure that your workplace is VAW-free.

16. Include concepts of VAW and women's human rights in lesson plans/lesson guides of your teaching staff.

17. Continually conduct/spearhead anti-VAW advocacies in your campus, and if possible, to your immediate community through extension programs.



Live a Life Free from **VAW**.
 A life free from **VAW** – it's our
 right! Freedom from **VAW**
 starts with knowing and
 respecting each person's
 rights .

ORANGE CAMPAIGN

Here's the list of activities for the 2017 18-Day Campaign to End VAW:

Kick-off Activity

To jumpstart the observance of 18-Day Campaign to End Violence Against Women a Kick-off Activity will be held simultaneously in the three campuses of Tarlac State University on November 21 at 6:45 am.

Seminar on Violence Against Women

To raise awareness on VAW and involve students in the VAW-Free campaign, a seminar on RA 9262 or the Violence Against Women Act will be held at TSU Main AVR on December 4.

Orange Your Icon

Now on its third year in the Philippines, the ORANGE YOUR ICON FOR 18 DAYS ADVOCACY INITIATIVE aims to strengthen the anti-VAW advocacy by enjoining new audiences to join the cause to end VAW. The idea is to attract the public's curiosity on why major landmarks or icons nationwide are colored orange, thereby providing opportunities for advocates to explain the Anti-VAW advocacy. By participating in this initiative, government offices and private organizations are declaring their support to the anti-VAW advocacy and zero-tolerance for VAW to the public's attention.

Online Advocacy

From November 25 to December 12, you may post your thought on VAW and how can you help to eliminate it. Use the official hashtag: #VAWFreePH And #VAWFreeTSU.

Dissemination of IEC Materials

Information Dissemination Materials on RA 7877, RA 8353, RA 9208, RA 9262, and the Magna Carta of Women will be distributed to students and University Personnel.

The TSU Advocacy

Towards a VAW-Free Community

Initiated by the Philippine Commission on Women, the “VAW-Free Community Starts With Me” Nationwide Campaign started in 2016. To promote a community free from gender-based violence, Tarlac State University Officials wore the campaign shirt to show their support this advocacy. As a bright and optimistic color, orange represents hope and a future free from violence against women and girls.



CGAD Bags Third Best Paper Award in Regional in 2nd Gender and Development Regional Research Congress

By: Suzanne P. Cruz

“Thank you for presenting this research. This is a real social issue happening right now. If this is the reality in Tarlac Provincial Jail, same is true in other jails in the country” asserts research evaluator Prof. Thelma B. Estera to researchers Dr. Rita E. Pulmano, Suzanne P. Cruz, and Engr. Michelle D. Rivera during their research presentation in the 2nd GAD Regional Research Congress on November 14 at Central Luzon State University Research and Extension Training Amphitheatre.

TSU CGAD’s research entitled “State of Tarlac Provincial Jail System: Baseline Towards the Development of Intervention Program” along with eleven research studies on GAD were presented for the professional category by various universities and colleges in the region during the 2-day Research Congress in Nueva Ecija.

“It was our first time to participate in this Research Congress, and it is an honor for us to be selected as Third Best Research Paper. We hope to generate more gender-responsive researches that will have impact in the community” says Dr. Pulmano.

The research entitled Gender and Development: Push and Pull Migration, Transnational Experience and Well-being of Filipina Overseas Migrant Returnees by Peachy Araza of CLSU won “Best Paper” while the research conducted by Chrisdell C. Munsayac and Dr. Irene G. Bustos entitled “Gender Issues and Problems of First Year College Students in CLSU” won the “Second Best Paper” Award.



GAD Goes ASEAN:

Dr. Mallari Attends First Working Group Conference

By: Suzanne P. Cruz

Gender is an important agenda of ASEAN Community. According to Prof. Aurora De Dios a Philippine Representative in ASEAN Commission on the Promotion and Protection of Women and Children's Rights "Gender equality is a key element of social justice. While gender mainstreaming is essential for securing human rights and social justice for women and men, it also increasingly recognizes that incorporating gender perspective in different areas of development will ensure the effective of other social and economic goals."

With the continuous promotion of gender equality not only in the country but in the ASEAN Region, Consortium State Universities in the Philippines participated in the first ASEAN Working Group Conference in Gender and Development (GAD) in various ASEAN Countries on July 16-21, 2017.

Tarlac State University President Dr. Myrna Q. Mallari was among the delegate chosen by the Commission on Higher Education to represent the Philippines in the said activity together with Eleanor BA Fernandez and Head of the Delegation Maria Helen F. Dayo of CHED; Feliciano P. Jacoba, President of Nueva Ecija University of Science and Technology; Gilbert P. Arce President of University of Northern Philippines; Tereso A. Abella, President of Central Luzon State University; Jesus Rodrigo F. Torres, President of Rizal Technological University. The Philippine Delegation were tasked to establish partnership and benchmark on GAD Programs of Universities in Thailand.

Rajamangala University of Technology-Suvarnabhumi

The first University to receive the Philippine delegation was the Rajamangala University of Technology-Suvarnabhumi (RUTS) on July 9. Assistant to the President Dr. Anurak Mekpayom, Vice President Pongwit Wudhiwiriya, Vice President Surachai Muchajib, and Assistant Professor Dr. Chatpong Sooka welcomed Dr. Mallari and other delegates. The PH Delegation found that there is no specific GAD program in the university. Neither do they have a case of sexual harassment in the campus. Cases of sexual harassment are brought to the Social Development Department.

No Gender Equality Policy

After the visit in RUTS, PH delegation was welcomed by Secretary-General Dr. Suphat Champatong in the Office of Higher Education Commission (OHEC). After the presentation on GAD Programs of the Philippines and proposal in the forthcoming CHED-led ASEAN Meeting, a discussion on GAD programs followed. According to Dr. Champatong, there is no gender equality policy in Thailand. Gender equality according to the participants is not an issue in Thailand. According to Officials of RUTS, there is no specific office on women and gender equality. Although there is no written policy on GAD being implemented in the university, they are practicing.

LGBT a Taboo

According to the participants from OHEC issues of LGBT was said to be taboo in Thai universities especially cross-dressing within campuses. The Issues on LGBT were also expressed by the officials of RUTS, where according to them, there was no clear or explicit expression of LGBT being allowed in Thai Universities. gender equality. The RUTS Officials also assure the Philippine University is protecting rights of both women and men and recognizes their respective capabilities.

Burapha University

On July 20, PH delegates visited the Burapha University wherein Senior Faculty and Director for International Affairs Salman R. Khan accommodated the participants. The PH delegation led by Dr. Mallari and Ms. Fernandez expressed great appreciation of Dr. Khan for coming over to a meeting at the Philippine Embassy under such a short invitation. Dr. Mallari was able to impress the relevance of the said meeting that may merit the Burapha University, a partner of TSU.

The SUC Presidents presented and shared their respective GAD programs in the university. They were able to showcase their activities and its structure within the university context that created GAD Offices, tasked to address gender mainstreaming in the curriculum and research activities, including gender-responsive extension programs.





ASEAN to Enhance Economic Opportunities for Women

MANILA, 30 August 2017 – In response to ASEAN Chair President Rodrigo Duterte’s call for gender equality at the 30th ASEAN Summit in Manila, Philippines, some 150 leading figures from ASEAN countries gathered at a forum to explore public-private partnership strategies to overcome discrimination of women and barriers in accessing economic opportunities, particularly trade.

The forum was jointly organized by the ASEAN Women Entrepreneurs Network (AWEN) in partnership with the Philippine Department of Trade and Industry, the Philippine Commission on Women, the Women’s Business Council of the Philippines, the U.S. Agency for International Development (USAID), and the ASEAN Coordinating Committee on Micro, Small, and Medium Enterprises.

According to the Study on the Projected Gender Impact of the ASEAN Economic Community published in 2016 by the ASEAN Secretariat, in order to reap the full benefits of trade expansion and economic integration, trade and non-trade policies and programmes need to avoid bias toward a particular sex or social gender.

Undersecretary Zenaida Maglaya, Regional Operations Group of the Department of Trade and Industry, Philippines said, “Today’s discussion was organized specifically as a response to the mandate from ASEAN Leaders to mainstream gender equality across the ASEAN Community.”

“At USAID, we believe that gender equality and women’s empowerment can unlock human potential on a transformational scale. We see across ASEAN the economic advancements made when women have equal access to opportunities and gender disparities, such as the gender income gap, are addressed,” said Ryan Washburn, Acting USAID ASEAN Principal Officer. “Regional policies that promote gender equality play an important role in bolstering economic growth and shared prosperity,” Ryan added.

A study by McKinsey Global Institute in 2015 study showed that the world would gain US\$28 trillion by 2025 with the elimination of the disparities borne by women in the work force. This value is greater than that of the combined economies of the United States and China in 2016.

“Today’s discussion is important in setting the course for the future direction of women’s roles not only in their own communities but also in the region’s economic growth potential,” according to Ms. Pacita Juan, Chairperson of AWEN.

Supported and published by USAID through its Philippines’ Trade-Related Assistance for Development (TRADE) Project, a book entitled *Women Beyond Borders, the Beginning of GREAT Women in ASEAN* was launched at the forum. Written by Jeannie Javelosa, one of Philippines’ leading women entrepreneurs, the book outlines the story of an advocacy-driven brand which fosters women’s economic empowerment in the region. This brand includes the GREAT Women in ASEAN initiative sponsored by USAID through its ASEAN Connectivity through Trade and Investment (ACTI) Project. GREAT Women stands for *Gender Responsive Economic Actions for the Transformation of Women*.

ACTI is one of the many U.S. initiatives in support of ASEAN and its ten Member States. The United States partners with ASEAN to support economic integration, expand maritime cooperation, cultivate emerging leaders, promote opportunity for women, and address transnational challenges. ASEAN commemorates its 50th anniversary this year as it also celebrates 40 years of partnership with the U.S.

Source: ASEAN Secretariat. <http://asean.org/asean-to-enhance-economic-opportunities-for-women/>



WHY FAVOR WOMEN?

By Suzanne P. Cruz

Arguably, the concept of gender and development is not entirely acceptable to some people. The reason as to why men should also share in household chores and women to do productive role is questionable to some. It is common to overhear questions and comments such as “Why is there such a thing as ‘Violence Against Women?’”, “Women are actually more violent than men”, “There should also be a Men’s Desk”. The question as to why the state and international organizations provide policies that specifically protects the rights of women has its deep roots.

History and the Contributions of Women

Not only did history tell us that women were oppressed in their right for education because during the earlier times, more men avail education as evinced by the number of scholars and historical accounts mostly written by males. Historical materials record more data on the participation of men on war, politics, diplomacy and administration. Women are usually excluded and, when mentioned, are usually portrayed in sex-stereotypical roles such as wives, mothers, daughters and mistresses (Purvis, 2014).

The Poorest People

The majority of the world’s poorest people are women, who are further affected by discrimination if they belong to minority groups. Women suffer disproportionately from discriminatory labor practices and are frequently forced into underground or informal sectors. Members of racially discriminated groups do not enjoy equal access to health, education or justice, and such access is further limited for women (UN, 2016).

The Economic Hardship

According to the United States Census Bureau’s Current Population Survey in 2014, women working full time is only paid 79% of what is being paid to men. The gap has narrowed since the 1970s, due largely to women’s progress in education and workforce participation and to men’s wages rising at a slower rate. But progress has stalled in recent years, and the pay gap does not appear likely to go away on its own.

The Most Discriminated Women

The 1995 Fourth World Conference on Women, held in Beijing, recognized that “Many women face additional barriers to the enjoyment of their human rights because of such factors as their race, language, ethnicity, culture, religion, disability or socioeconomic class or because they are indigenous people, migrants, including women migrant workers, displaced women or refugees.”

Furthermore, According to the American Association of University Women (AAUW) “Among full-time workers in 2014, Hispanic, African American, American Indian, and Native Hawaiian women had lower median annual earnings compared with non-Hispanic white and Asian American women. But within racial/ethnic groups, African American, Hispanic, American Indian, and Native Hawaiian women experienced a smaller gender pay gap compared with men in the same group than did non-Hispanic white and Asian American women.”

Vulnerability

Women are not vulnerable by nature but suffers from imposed disadvantages such as discrimination, biases, and a lot of societal, historical, and cultural factors. Hence, the concept of gender empowerment does not imply that women are the weaker sex, due to biological structures, but because women needs substantive equality and a better place in this society.



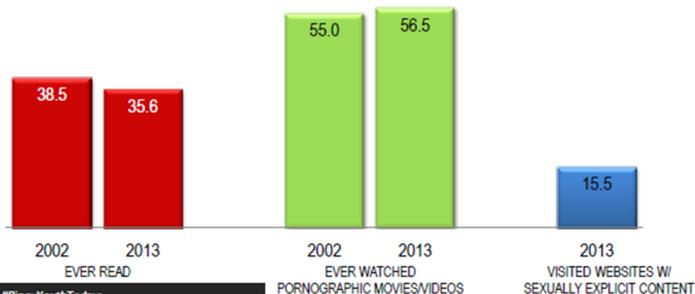
Painting by Bobbie Russon and Lisa Snook



It's THE reality. The highest percentage of pregnancy comes from the youth. So let's talk about this gender issue. To show this reality, here are some data from Young Adult Fertility and Sexuality Study in 2013.

Levels of various forms of exposure to pornographic materials remain unchanged in the past decade

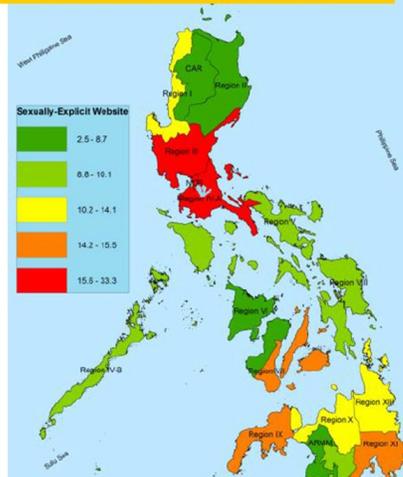
PERCENT OF YOUTH WHO HAVE BEEN EXPOSED TO PORNOGRAPHIC/SEXUALLY-EXPLICIT MATERIALS



#PinoyYouthToday:
Results from the 2013 Young Adult Fertility and Sexuality Study
Feb 6, '14, GT-Toyota Asian Center Auditorium, UP Diliman
UPPI - DRDF

#Pornography

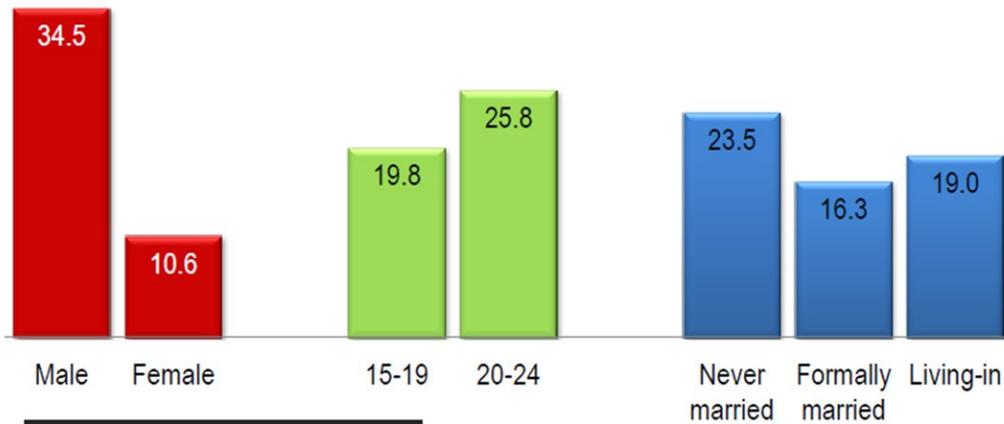
PERCENT OF YOUTH WHO VISITED WEBSITES WITH SEXUALLY-EXPLICIT CONTENT



Viewing of websites with sexually-explicit content:
Highest in NCR (33.3%);
Lowest in ARMM (2.5%)

Higher levels of sending/receiving sex videos among males, older youth and the never-married

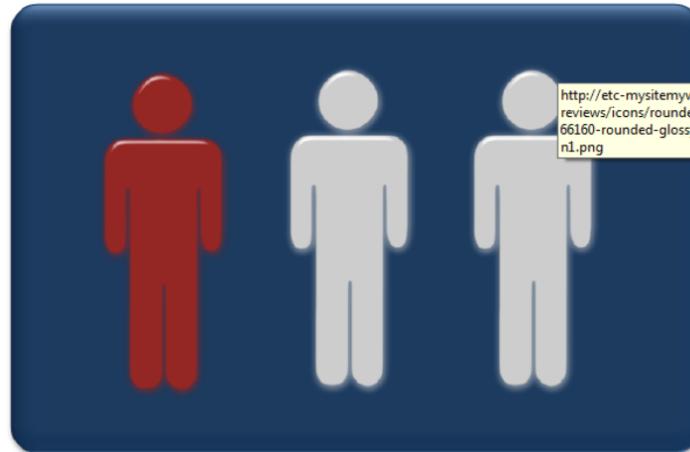
PERCENT OF YOUTH WHO HAVE SENT OR RECEIVED SEX VIDEOS THROUGH CELLPHONE OR INTERNET



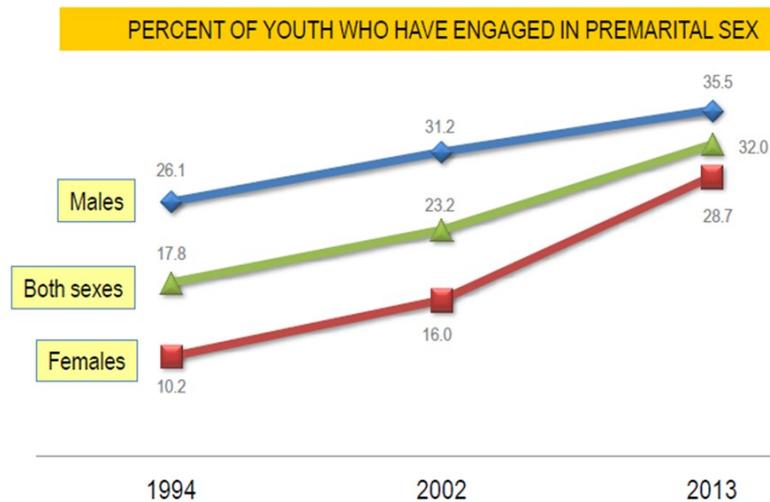
Pinoy youth have also engaged in other media-related sexual activities

- 1 in 100 has recorded himself/herself having sex
- 4 in 100 had sex with someone they met online or through text messages
- 6 in 100 have engaged in phone sex

1 IN 3 PINOY YOUTH has engaged in premarital sex

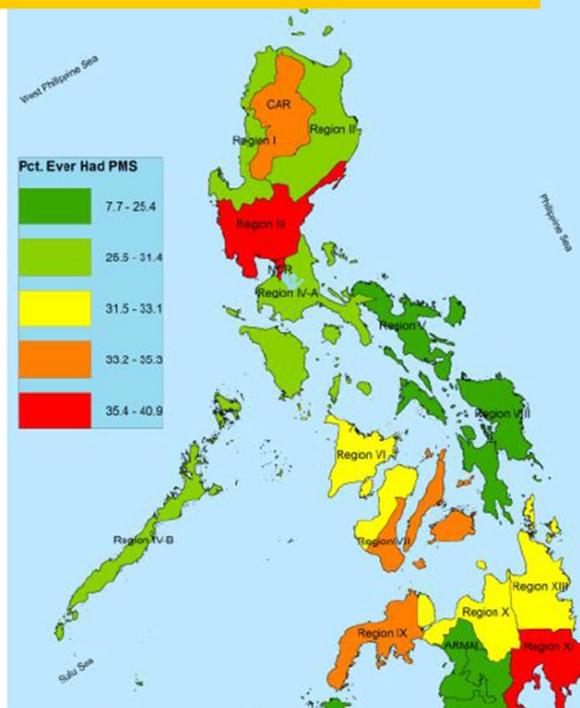


Narrowing gap in levels of premarital sex between males and females



Highest levels of PMS in NCR (40.9%) & Central Luzon (39.1%); Lowest in ARMM (7.7%)

PERCENT OF YOUTH WHO HAVE ENGAGED IN PREMARITAL SEX

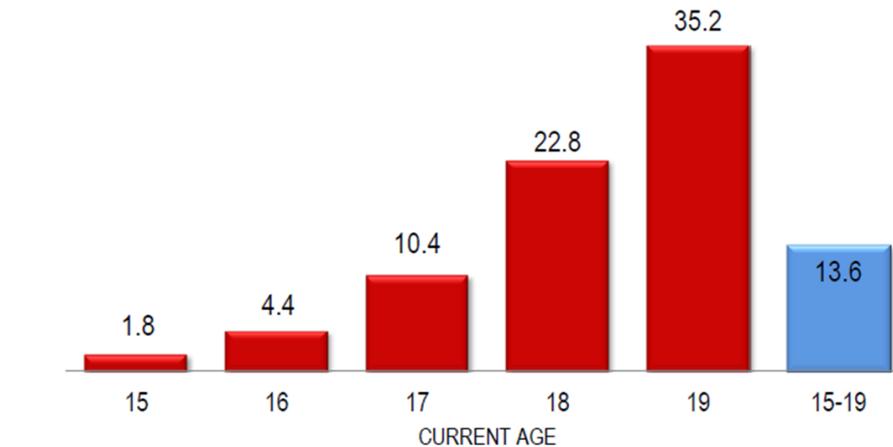


Pinoy youth have also engaged in other risky sexual activities

- 7.3% have engaged in casual sex
- 3.5% have FUBU experience
- 5.3% of male youth have MSM experience
- 3.1% of ever-married youth (including those living-in) have extramarital sex experience
- Most of these risky sexual activities are unprotected against the risk of pregnancy and/or STIs

The proportion of teenage females who have begun childbearing increases with age

PERCENT OF FEMALE TEENAGERS WHO HAVE BEGUN CHILDBEARING

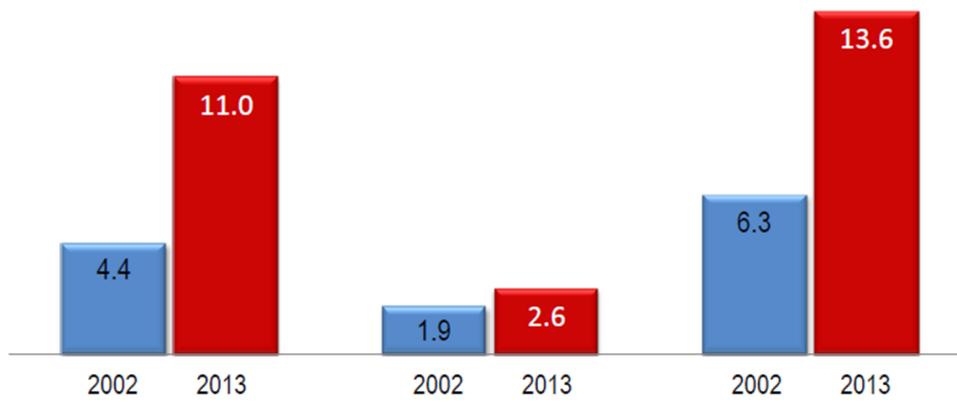


Increased teenage fertility in the past decade

% OF FEMALES 15-19 WHO ARE MOTHERS

% OF FEMALES 15-19 WHO ARE PREGNANT WITH 1ST CHILD

% OF FEMALES 15-19 WHO HAVE BEGUN CHILDBEARING

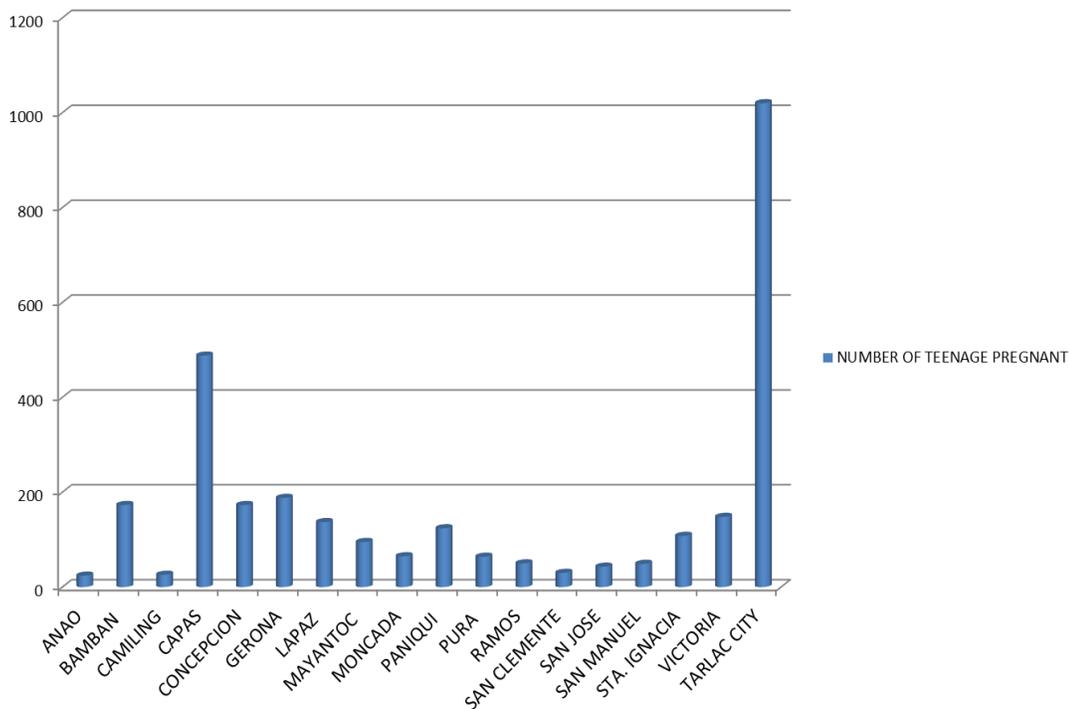


Source: Natividad, J/ (2014). 2013 Young Adult Fertility and Sexuality Study.

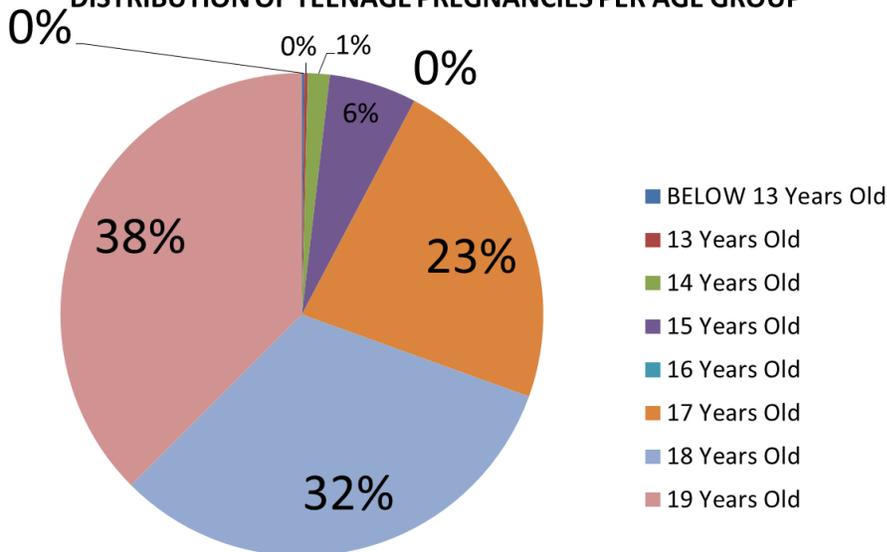


Teenage pregnancies comprise 15.29% of total number of pregnancies in Tarlac Province in 2015. This data is alarming. The number of young adolescent pregnancies is expected to increase with the coming years.

NUMBER OF PREGNANT TEENAGERS



DISTRIBUTION OF TEENAGE PREGNANCIES PER AGE GROUP



Source: Teenage Deliveries Report (2015). Tarlac Provincial Hospital

Personal Details

Title

Mx



According to the Merriam Webster Dictionary (Retrieved June 2016), “The gender-neutral Mx. is used as a title for those who do not identify as being of a particular gender, or for people who simply don't want to be identified by gender.”

Pronounced to sound like mix or mux, the title Mx. (which, like other honorifics, is styled without the period in British English) is used increasingly on various official forms in the UK, including driver's licenses and banking documents (Merriam Webster, 2015).

Although the earliest print evidence of Mx. is from a 1977 issue of an American magazine called *Single Parent*, the title has not seen much official or published use in the US. It did, however, appear twice recently in *The New*

York Times: a June 4th article noted Mx. as someone's preferred honorific, and a June 5th article all about Mx. made it clear that the June 4th use was an exception. The title simply isn't familiar enough to the newspaper's readers to be fully adopted (Merriam Webster, 2015).

It's not clear whether or when Mx. will catch on in the US. The timeline for such developments can be long, as the title Ms. taught us not all that long ago. Coined in 1901, the now-commonplace Ms. wasn't fully adopted by *The New York Times* until 1986. Mx. seems to be moving more rapidly—it was added to *Merriam-Webster Unabridged* in April 2016 (Merriam Webster, 2015).

The Gender-Neutral Honorific now in Unabridged



COMPLIMENT OR HARASSMENT?

ANO ANG SEXUAL HARASSMENT?

“Work, education or training-related sexual harassment is committed by an employer, employee, manager, supervisor, agent of the employer, teacher, instructor, professor, coach, trainer, or any other person who, **having authority**, influence or moral ascendancy over another in a work or training or education environment, demands, requests or otherwise requires any **sexual favor** from the other, regardless of whether the demand, request or requirement for submission is accepted by the object of said Act.”— RA 7877.



Sexually Harassing Conduct

Can consist of:

<u>VISUAL</u>	<u>PHYSICAL</u>	<u>VERBAL</u>
Posters	Hugs	Sexual
Cartoons	Massage	Comments: Girl, Hunk, Babe
Elevator Eyes	Gifts	Jokes
Leering	Touching	Cat Calls
	Blocking Paths	Whistling

Araw-araw, mga babae ang kadalasang nabibiktima ng sexual harassment sa mga pampublikong sasakyan, kalsada, at kahit na sa paaralan...

PERO SAMA-SAMA SILANG LUMALABAN

ANG KALIGTASAN NG MGA KABABAIHAN AY ANG PROBLEMA HINDI LAMANG NG BIKTIMA KUNDI NG LAHAT.

- ⇒ **Panghihipo**
- ⇒ **Paninilip**
- ⇒ **Sextexting**
- ⇒ **Bastos na pananalita**
- ⇒ **Pamimilit na makipagkita**
 - o pakikipagdate
- ⇒ **Malalaswang biro**
- ⇒ **Pangiinsulto sa iyong Kasarian**
- ⇒ **Pornograpiya**

HUWAG MATAKOT. MAGSUMBONG!

Kapag ito’y hindi mo gusto, ito ay isang harassment.



CENTER FOR GENDER AND DEVELOPMENT: Tel (045) 606-8196 or
CP #: 0915-8300-875/TSU CIVIL SECURITY:982-0716 /
TSU STUDENT DEVELOPMENT: (045) 606-8131 / GUIDANCE OFFICE:
(045) 606-8130/POLICE STATION:045-982-2102/ NBI:045-982-1348/
Email: tsucgad@gmail.com/ Facebook: TSU Center for Gender and Development /
Gender and Development Office TSU Main Campus Romulo Blvd. San Vicente, Tarlac City
Tarlac City

GENDER STUDIES CORNER

CGAD PROJECTS AGENDA FOR GENDER STUDIES

Gender Sensitivity, Awareness, Awareness Equality and Promotion through Research and Research Activities.

Directed towards its suggested theme and aim of augmenting gender researches in the University, the Center for Gender and Development (CGAD) laid out its plan for the next three to five years in its first Research Agenda Setting on July 25, 2016 at the Tarlac State University Audio-Visual Room.

Together with the University Research Office and represented by GAD and Research Coordinators of respective Colleges in the University, Dr. Rita E. Pulmano, GAD Coordinator identified the research priorities, goals, and Outcomes of the Center for Gender Studies.

Gender Perspective in Research

According to Dr. Pulmano, one of the misconceptions of the faculty and personnel who are conducting research is that Gender Studies is confined in the field of Social Sciences, and Colleges such as the College of Education or the College of Social Sciences are the ones who should be conducting such.

“I encourage the researchers from the Science and Technology or STEM to conduct gender researches. You only need to have put a gender perspective in your research. Think of something, a technology perhaps, that will make the lives of men and women in the community easier. You can make something that will benefit the farmers, the men with tough jobs, the women, the children, the differently-abled, or the indigenous people. Those are gender-researches.” She stressed.

TSU Research Direction

“Research Readiness Towards Development and Competitiveness in the Asia Pacific Region by 2020”

GAD Framework:

The Center for Gender Studies Research (Research) – with its suggested theme “*Gender Sensitivity, Awareness, Equality and Promotion through Research and Research Activities*” – aims to:

- R**espond to the research needs that are in line with the Philippine Plan for Gender Responsive Development, 1995-2025;
- E**xpedite the conduct of studies about Gender-related concerns/issues among the purported Vulnerable Groups, Indigenous Women and girls, and other marginalized sectors in education;
- S**trengthen the research-culture of the University along Gender Sensitivity and Awareness by facilitating Colloquia/Workshops that will either develop or enhance the research capacity of one and all;
- E**ducate continuously both the Academe and Administration through the Documentation/ Archives of completed researches and publications;
- A**ssess the quality of impact of ongoing GAD-related studies/projects over the University and local community;
- R**eview protocols that will protect the rights and welfare of research participants and to ensure that research-studies are conducted in an ethical manner;
- C**onsult periodically with TSU-URO with matters pertaining to the Conduct and Monitoring of ongoing GAD-related studies/projects;
- H**armonize Gender-Responsive Research Program with GAD Planning and Budgeting

Goal

TSU as the regional hub on academic gender research in development by 2020.

Outcome

Colleges and units continuously producing knowledge products and resources on gender and development that address existing and emerging academic and community gender issues.

THE CENTER FOR GENDER AND DEVELOPMENT RESEARCH AGENDA

- GAD Research Focusing on the role of women in development programs;
- Gender Responsive Research to Address existing women’s issues;
- Development of tools to measure gender sensitivity;
- Produce research on gender studies within disciplines;
- Gender Responsive Research in the context of academe.

Suzanne P. Cruz is the current Chairperson of the Center for Gender Studies. She is a graduate of Bachelor of Arts in Communication of the University of the Philippines Baguio. After serving as a full time instructor for over five years in TSU, Ms. Cruz transferred to the Center for Gender and Development and was designated as the head of the Center for Gender Studies in 2016.



FEATURED STUDY

THE STATE OF TARLAC PROVINCIAL JAIL SYSTEM

Baseline for the Development of an Intervention Program

Abstract— Gender and Development is an approach underscoring the marginalized and vulnerable sectors of the society, among such are inmates and prisoners who are at risk of physical and mental hazards. The Magna Carta of Women categorizes female inmates and prisoners as Women in Especially Difficult Circumstances (WEDC) where necessary services and interventions are provided to protect their rights. Such vulnerability is also experienced by male inmates, especially in the current status of penitentiary systems in the country. With the continuous anti-drug campaign of the Duterte Administration, jail population ballooned, while limited resources are used to manage the needs of inmates. As such understanding the state of penitentiary system including the status of inmates and conditions of facilities is necessary to provide gender-responsive actions to this gender issue.

This study focuses on examining the status of Tarlac Provincial Jail (TPJ) system. Specifically it aims to attain the following objectives: (1) To describe the TPJ in terms of inmate population crime index, and distribution (2) To describe the human resource management of TPJ (3) To describe the profile of inmates (4) To evaluate the TPJ system in terms of management facilities and programs (5) To evaluate health and safety conditions of inmate facilities (6) to determine best practices of TPJ (7) To determine existing gender issue in the TPJ (8) To propose an intervention program for inmates, staff, and facilities.

This study is a descriptive research employing gender analysis through the use of sex-disaggregated data. Questionnaires were used as the primary research instrument to gather data. Interview and focus group discussion were also utilized relative to the items in the questionnaire while five point Likert Scale was used to evaluate the quality management, facilities, and programs. More so, in evaluating the Health and Safety conditions of the facilities, a validated questionnaire was adopted and employed in the study.

Based on the data gathered, 90% of the inmate population are male, majority are between 22 to 34 years old, while the mean age of female is 38 years old. Majority of male and female inmates are high school graduate with drug-related offenses.

At the present, the number of inmates is over 1,300 with a congestion rate of 153.55%. Tarlac City has the highest number of inmates comprising (48%). However, due to extreme overpopulation, TPJ lacks the basic facilities and resources to provide services that ensure health and safety conditions of male and female inmates. Gender issues such as pregnancy, HIV cases, mental conditions, etc. were identified. The primary output of this research is an intervention program for the employees and inmates through capacity building environmental program and extension services of TSU.

This research conducted by **Dr. Rita E. Pulmano, Suzanne P. Cruz, and Engr. Michelle D. Rivera** won first place in the **2017 Midyear In-House Review Social Sciences** category and won “*Third Best Paper*” award during the 2nd Gender and Development Research Congress in Region 3.



Introduction

Morality is the basis for actions on which norms and principles are declared in what we call “human rights”. Article 5 of the Universal Declaration of Human Rights states that “No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.” Consistent with the international standards, jails and prisons in the Philippines give emphasis to humane safekeeping and development of offenders (inmates and prisoner) as they have rights to exercise albeit given the status of law offenders.

Recognition of the rights of law offenders is essential to comply with the national and international standards. However, it is said that some of these rights are illusive. According to the International Center for Prison Studies, the Philippine correctional system is considered as the fourth most populated penitentiary setting in the world (Retrieved from Time, June 2017), with 300% occupancy causing extreme overcrowding. Resources of these jails are not enough to cater the increasing needs of a relentlessly growing population. With the continuous anti-drug operation as part of the war-against-drug campaign under the governance of President Rodrigo Duterte, the number of offenders is expected to further rise in the coming years.

The Tarlac Provincial Jail (TPJ) is among the penitentiary system facing the same challenge—the dearth of resources to manage its ballooned population. The number of both male and female offenders have been increasing dramatically in the last few months, while number of facilities remains the same, hence, causing risks and vulnerabilities to the physical, mental, and social well-being of the inmates. As such, understanding the status and condition of both male and female offenders is vital to correctional institutions at the present. As members of the vulnerable sectors, the needs of men and women, the condition of the inmates, and management system of the Tarlac Provincial Jail should be explored, hence, the conduct of this research.

The Center for Gender and Development has its vision in consonance with the Philippine Plan for Gender-Responsive Development (PPGD) of development for men and women that is equitable sustainable free from violence respectful of human rights supportive of self-determination and actualization of human potentials. More so, as the conduct of researches on emerging gender issues in the society is among the National Higher Education Agenda as declared in CMO No.1 s. 2015. Towards the end, this research may serve as a baseline towards the formulation of intervention program for the inmates in the light of addressing gender issues in the Province of Tarlac.

FEATURED STUDY

METHODOLOGY

Research Design

This study centers on identifying the present conditions of the Tarlac Provincial Jail system. It seeks to determine socio-demographic profile of inmates and assess their view in terms of correctional services provided to them by the Tarlac Provincial Jail.

As such, both the quantitative and qualitative research design will be utilized. In the quantitative aspect, a structured questionnaire will be used to collect data from the participants. Hence, results of the study will be based from the analyzed data. In the qualitative aspect, observations interviews and focus group discussions will be utilized. Furthermore, gender analysis will be used to analyzed discrepancies, needs, participations, and impact TPJ Management to the life of male and female inmates. The use of sex disaggregated data will be utilized as part of gender analysis in this research.

Ethical Considerations

Vulnerability spells out one important consideration in this research. According to the Harvard University Committee on the Use of Human Subjects, prisoners are considered as vulnerable subjects in research because of possible coercion (Harvard University, Retrieved June 2017). As such, voluntary participation of inmate respondents were solicited. Consistent with the guideline, the researchers sought the participation of inmate representatives to gather data from the inmates specifically on the survey part who are also the group leader of each cell. Also, the researchers explained to the participants that the survey is voluntary; hence, no coercion in the process of data-gathering occurred. Additionally, the inmates handed the research instruments to the participants, and delivered them to the researchers personally. The survey was done inside the 19 cells of the Tarlac Provincial Jail

in May 2017.

Research Instrument

The questionnaire serves as the major research instrument in this research. The questionnaire was developed and validated by expert in Gender and Development. Statements were written in Filipino and the choice of language was basic to ensure that participants will easily understand the composition of the questionnaire. The five-point likert scale was utilized to evaluate the quality of services, management, facilities, and programs of the Tarlac Provincial Jail.

Research Population

A total of 310 male inmates representing 30% of the male inmate population and 70 female inmates representing 67.3% of the female population participated in the said survey and requested to answer a questionnaire, a focus-group discussion follows. Cluster sampling was utilized as the sampling method.

For the purpose of providing a clear definition on the use of the term "inmate", "prisoner", and "offender". The following definitions are provided:

Inmate- anyone who has been deprived of his liberty or freedom against his/her wishes and is awaiting for his/her trial.

Prisoner- anyone who has been deprived of his liberty or freedom against his/her wishes after conviction of a crime.

Offender- pertains to both inmate and prisoner.

Designing and Data-Gathering

Upon the approval of the proposal by the University Research Office, the researchers designed the instrument where validation follows.

The researchers closely coordinated with the Tarlac Provincial Jail Warden PSSupt. Col. Elsa Miranda for the conduct of the said study. Upon the approval of Col. Miranda, the researchers visited the Tarlac Provincial Jail to discuss the objective and research process with the inmates and prisoners, where an informed consent was given to the respondents. Following the guidelines in using inmates and prisoners as human subjects, the researchers asked leaders/representatives from each cell

to facilitate in the data gathering. The researchers visited each cell and explained the content and instructions on answering the research questionnaire. Representatives/Group Leaders were asked to receive copies of the questionnaire and distribute to the participants who agreed to participate in the survey. The participants were asked to answer the questionnaires inside their cell.

The second part of the research process is the collection of qualitative data. The researchers conducted an interview with the Tarlac Provincial Jail Officials and a focus group discussion with representatives of male and female inmates and staff of TPJ.

More so, collection of documents such as inmate profile, population, and schedule of activities were done with the Records Officer of the TPJ. Confidentiality of profile was considered in this process.

Lastly, evaluation of facilities and health and safety parameters was done by an Environmental Health and Safety expert. The Oklahoma Department of Corrections Annual Health and Safety Evaluation Instrument was used in auditing the facilities and health and safety conditions of the TPJ System.

Instrumentation

The source of data includes interview, focus-group discussion observation and evaluation. Checklist was used as a tool for recording information. It systematized and facilitated the recording of observation and evaluation, and helped to ensure the consideration of the important parameters of the study.

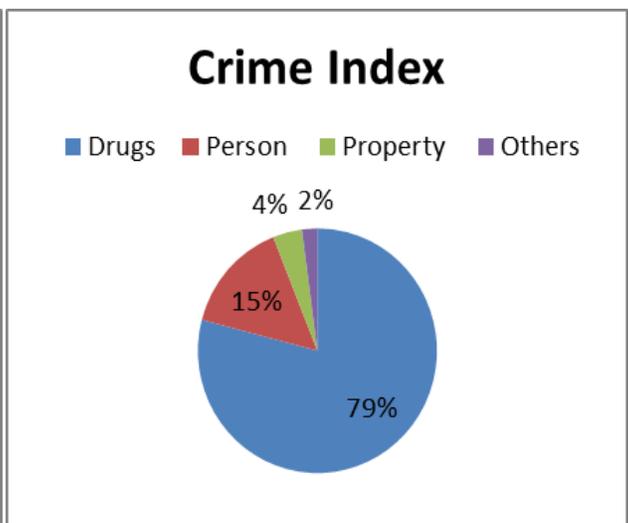
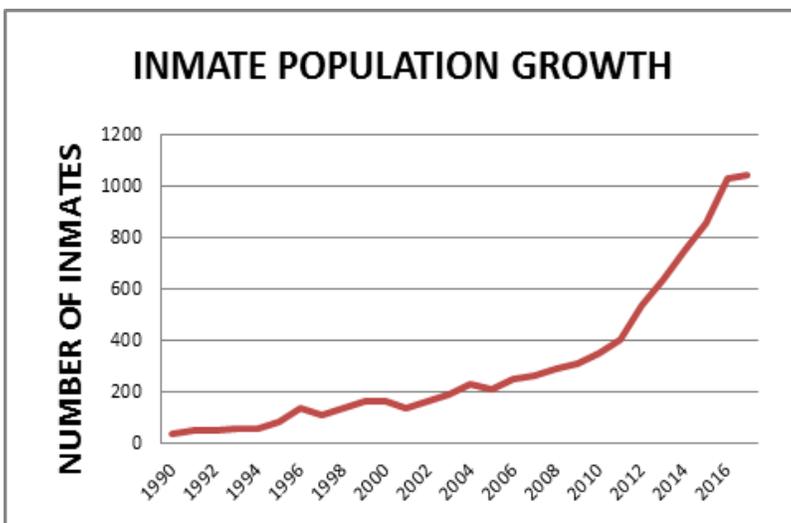
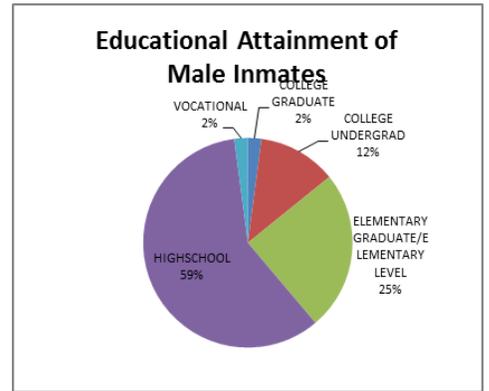
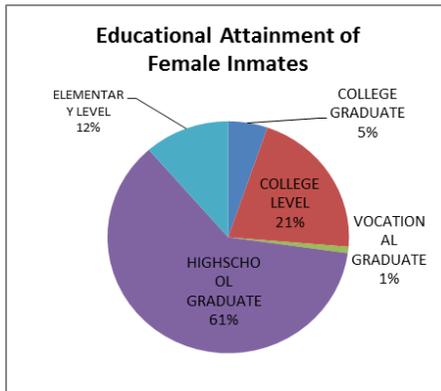
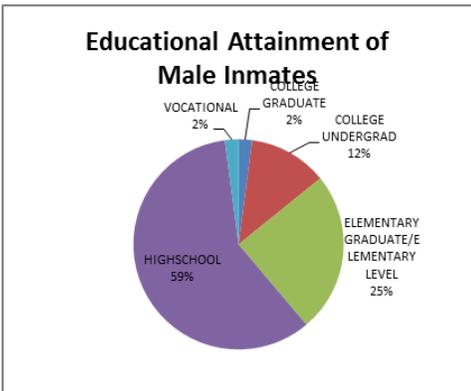
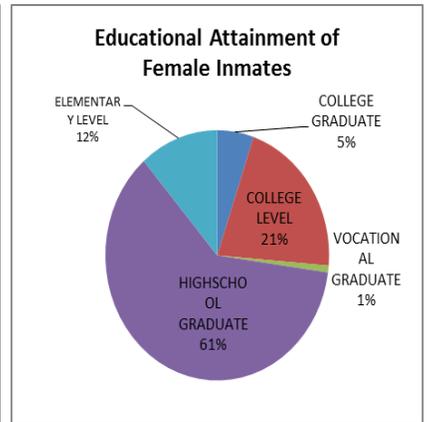
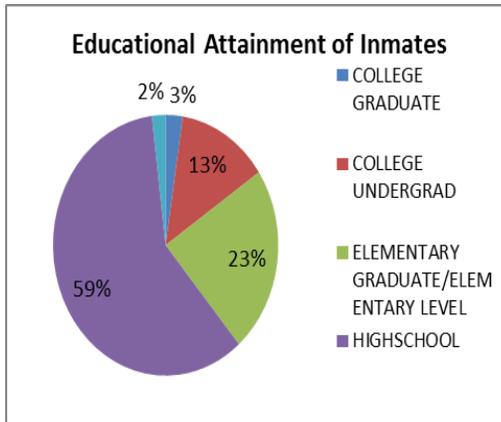
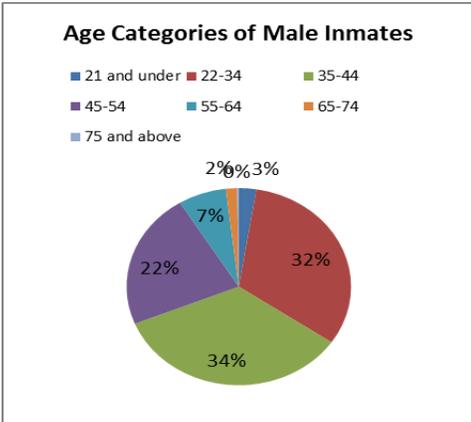
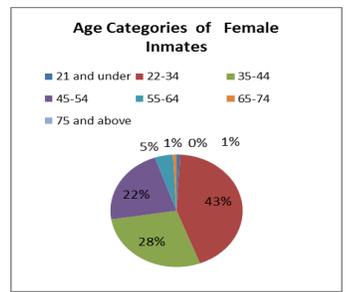
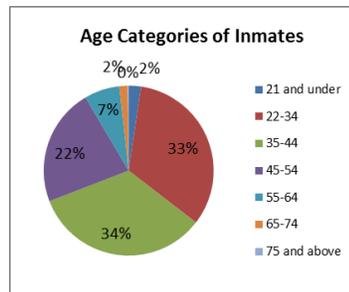
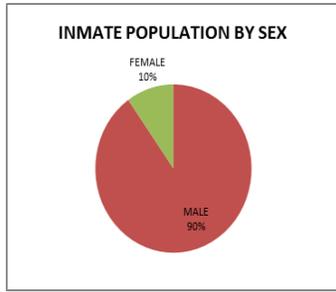
Statistical Treatment

This research entails the use of descriptive statistics. Univariate analysis was used to look at distribution and central tendency in terms of profile and population of the inmates and prisoners. Moreover, the evaluation of jail management, correctional services, and facilities entailed the use of a 5-point Likert scale to represent the following responses:

- 5- Strongly Agree 4-Agree
- 3-Neutral 2-Disagree
- 1-Strongly Disagree

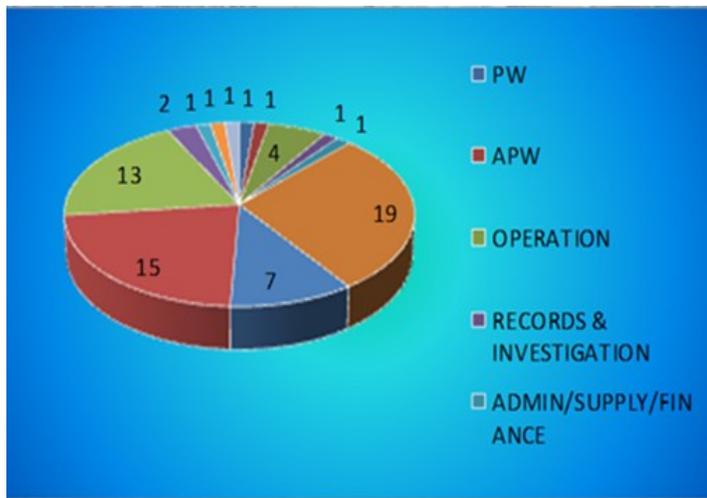
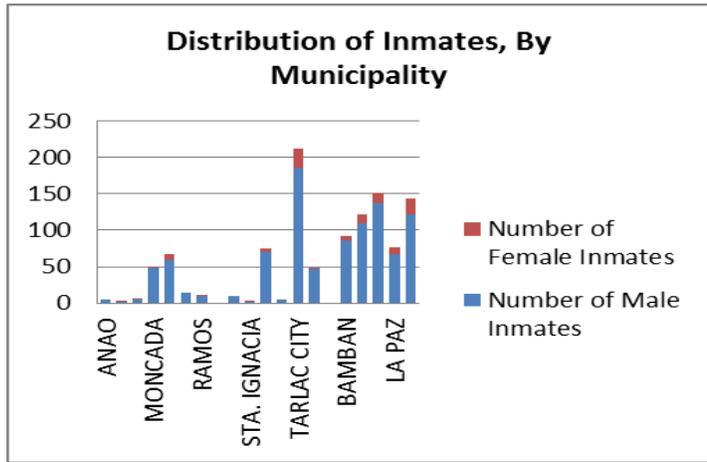
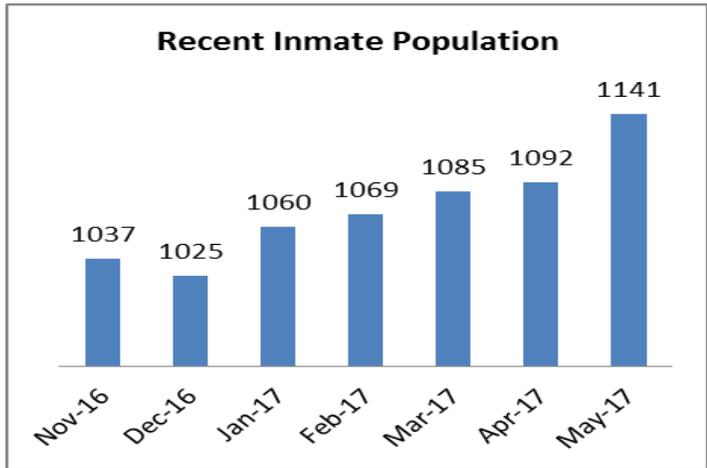
FEATURED STUDY

RESULTS AND DISCUSSION



FEATURED STUDY

CITY/ MUNICIPALITY	ADULT		TOTAL
	MALE	FEMALE	
PROVINCE OF TARLAC			
1st DISTRICT			
Anao	5	0	5
Camiling	2	1	2
Mayantoc	5	1	5
Moncada	48	2	48
Paniqui	59	8	59
Pura	14	0	14
Ramos	10	1	10
San Clemente	0	0	0
San Manuel	9	0	9
Sta. Ignacia	2	1	2
2nd DISTRICT			
Gerona	71	4	71
San Jose	4	0	4
Tarlac City	186	26	186
Victoria	47	1	47
3rd DISTRICT			
Bamban	86	6	86
Capas	110	12	110
Concepcion	137	14	137
La Paz	67	9	67
Other Provinces	122	22	122
TOTAL INMATE POPULATION	984	108	1092



Employment Status of Inmates

As of May 2017, TPJ has a total personnel strength of **67** broken down as follows:

Permanent-----	8
Casual -----	15
Job Order-----	44
Total	67

Maximum Authorized Capacity of TPJ is 400 inmates. With the TPJ's population, the jail guard to population ratio is 1:33 (day time) and 1:72 (night time). The ideal is 1:7 while 1:1 for escorting purposes.

Educational Profile

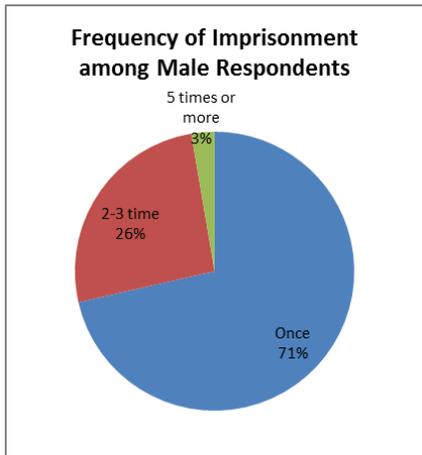
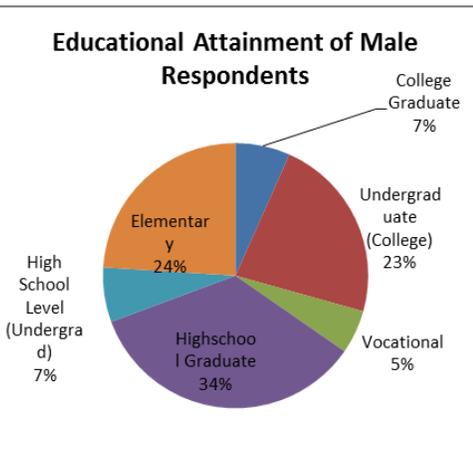
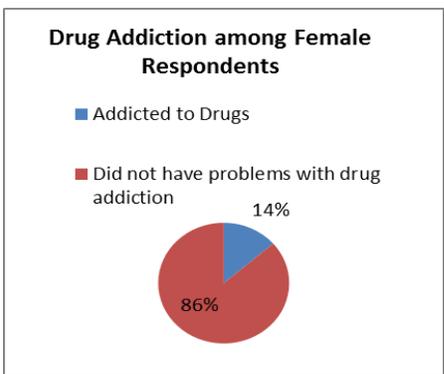
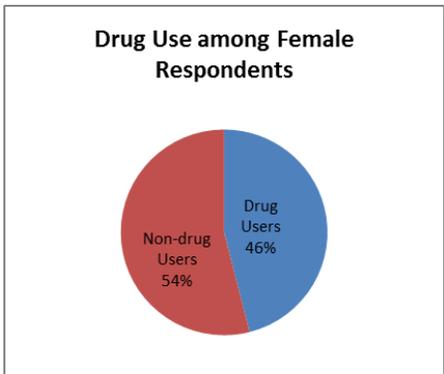
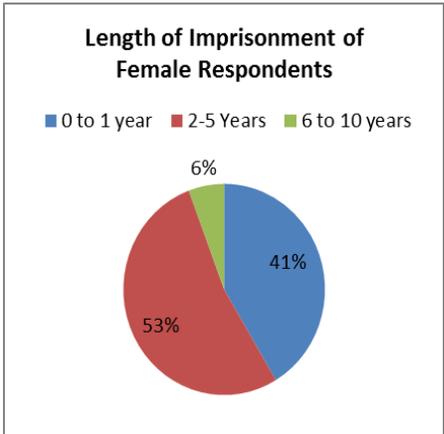
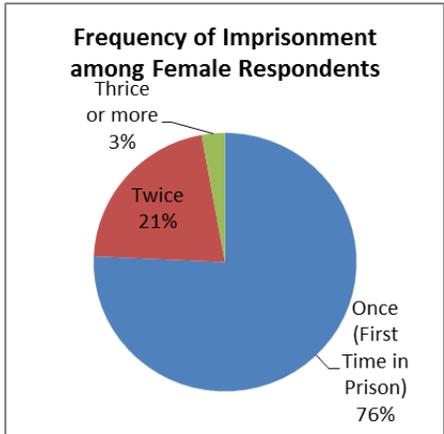
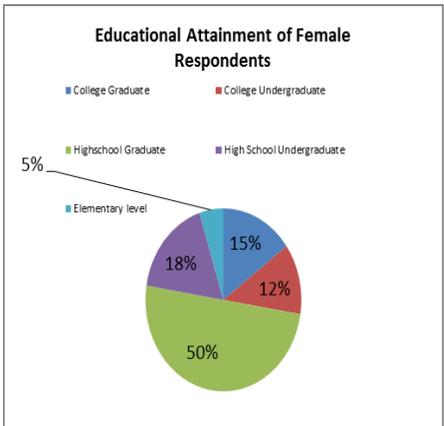
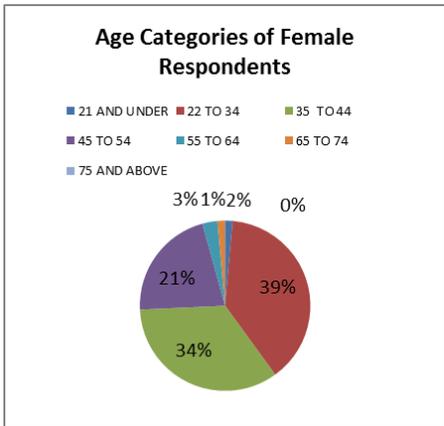
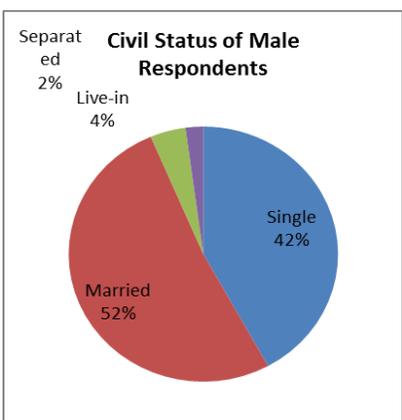
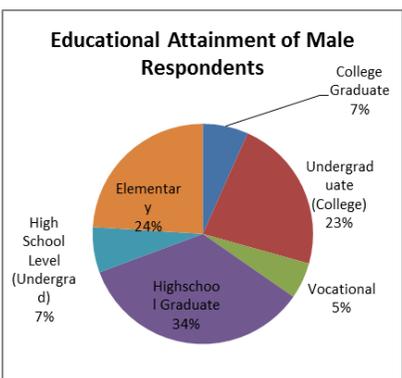
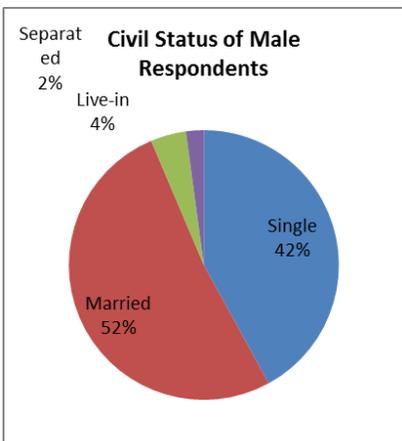
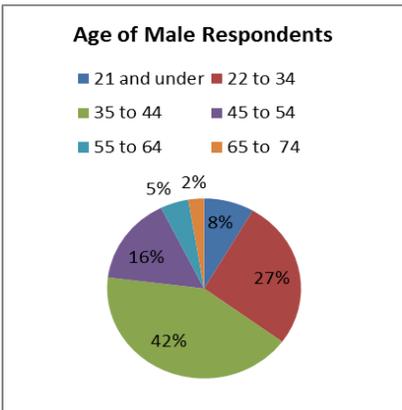
Out of 67 personnel of TPJ, one (1) is master's degree, thirty four (34) are college graduates, thirty (31) are under-

graduates, and one (1) is high school graduate.

Eligibility Profile

Civil Service Commission-----	6
Board Passers -----	4
NAPOLCOM Examination-----	7

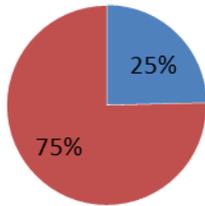
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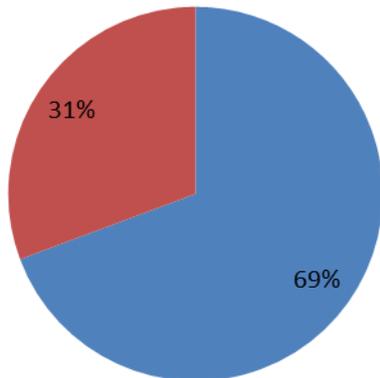
Drug Addiction among Male Respondents

- Addicted to Drugs
- Did not have problems with drug addiction



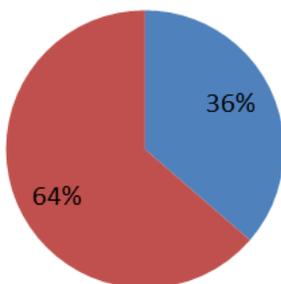
Visitation to Male Respondents

- Visited by Family and Friends
- No Visitors



Drug Use Among Male Respondents

- Drug Users
- Non-Users



Criteria	Scores		
	FEMALE	MALE	AVERAGE MEAN
Presence Support from Management	3.76	3.35	3.55
Observance of Control	4.27	4.17	4.22
Establishment of Good Relationship with other Inmates	4.43	4.32	4.37
Establishment of Good Relationship with TPJ Personnel	4.57	4.19	4.38
Proper Implementation of House rules	4.59	4.22	4.40
Observance of Humane Safekeeping	4.50	4.32	4.41
Establishment of Trust with TPJ Staff	4.30	4.12	4.21
Occurrence of Bullying in TPJ	3.19	2.61	2.90
Provision of Needs	3.06	3.30	3.18
Policies are well-explained	4.11	4.31	4.21
Presence of Emotional Management	3.81	2.14	2.98
Observance of Decency	4.51	4.37	4.44
Presence of Vague Management Decisions	2.89	3.31	3.10
Presence of Unfair Disciplinary Action	2.39	2.98	2.68
Provision of Necessary and sufficient facilities	2.61	3.96	3.29
Observance of Fair Punishment to Violators	4.20	3.90	4.05
Non-occurrence of Harassment from TPJ Staff	4.29	4.07	4.18
Non-occurrence of Harassment from Inmates	4.00	3.62	3.81
Presence of Trust with fellow Inmates	4.11	4.10	4.11
Presence of Inmates Programming	4.31	4.31	4.31
Non-occurrence of Abuse	4.13	4.02	4.08
Provision of Medical Support	3.24	3.88	3.56
Observance of Appropriate Clothing	4.46	4.10	4.28
Sufficient Space for the Conduct of Activities	2.36	2.22	2.29
Availability of Sufficient Water Supply	4.34	4.02	4.18
Availability of Food	2.74	2.35	2.55
Facilities can cater the needs of inmates	1.83	2.29	2.06
Observance of Cleanliness within TPJ	4.27	3.80	4.03
Provision of Separate Facilities for Men and Women	4.59	4.22	4.40
Provision of Recreational Activities to inmates	4.51	4.25	4.38

Tendencies	Female	Male
Admitted they Hurt Themselves inside TPJ	2	21
Admitted they Hurt Themselves inside and Outside TPJ	1	5
Admitted they tried committing suicide inside TPJ	1	12
Admitted they tried committing suicide outside TPJ	3	3
Admitted they tried committing suicide inside and outside TPJ	1	1

FEATURED STUDY

On Management

Based on results of the survey from inmates of Tarlac Provincial Jail, inmate management is properly implemented. Factors such as safekeeping, observance of decency, inmate programming, and inmate welfare activities are present. Likewise, house rules and control are observed based on the scores given by the respondents. This suggests that although the TPJ is extremely populated inmates are treated with respect by staff and personnel. The number of recreational activities such as sports and spiritual gatherings are present and conducted on a regular basis.

Moreover, relationship between and among inmates and staff are established and maintained in TPJ, as reflected in the high mean score of 4.37 and 4.38 on the said criteria. Likewise, establishment of trust between inmates and staff are present as reflected in the mean score of 4.11 and 4.21. Support from management however, is lower with a mean score of 3.55.

Despite the proper treatment given to inmates, there are some criteria given with lower scores by the respondents. Non-occurrence of harassment among inmates scored 3.8. Based on the survey, emotional management in TPJ is low with a mean of 2.90. It can also be noted that the TPJ scores in provision of needs, food, and facilities scored lowest in the survey.

On Facilities

It can be noted however, that facilities and space were given the lowest scores in the evaluation, since the major problem in the TPJ is the rapid increase in inmate population resulting to extreme overcrowding.

Jail Facility	Capacity	Population	Rate of Congestion
Tarlac Provincial Jail	450	1141 (as of May 2017)	153.55%

Capacity Population and Rate of Congestion

As shown in Table 6, the congestion rate in TPJ is already 153.55%. Ideally, each of the 19 cells in TPJ should house only 25 inmates. However, due to lack of facilities, each cell houses an average of 50 inmates. More than half of the inmates use the gymnasium, lobby, hallway, and other spaced they find to sleep. The worst scenario is during rainy seasons when inmates suffer difficulty in looking for a place to sleep and stay. Although the management has done ways to provide the inmates with sleeping facilities, such as the construction of triple decker beds, the facilities and space are not enough to provide their needs. Hence, the immediate construction of at least 14 new cells/dormitories is a requirement to house the present population and at least 12

new cells for the expected number of incoming inmates with drug-related violations. Every month an average number of 23 inmates enter in TPJ, the number increases each month. Likewise, cases against inmates should be processed immediately to increase the number of released inmates, especially those who are not convicted. The construction of a new building was proposed since 2015 and attributed to the GAD Fund of the Province, however, the approval of the said project was not facilitated.

On Inmate Program

2016 Budget	P 17,573,002.00
Budget of Inmate for food per day	P50.00

2016 Budget of TPJ

Water and food comprise the basic needs of the inmates. However, in 2016, the Tarlac Provincial Jail has a budget of Php 17,573,002.00. With a thousand of inmates, the budget is only allocated for food. Each inmate is given a budget of P50.00 per day for their food which covers breakfast, lunch, and dinner. According to the TPJ staff, the budget is only sufficient to provide the most basic need of inmates—food. Other expenses should be requested to the Provincial Capitol or other means.

Budget for maintenance, activities, projects, and other expenses are lacking. Hence, the low score in evaluation in terms of availability of food inside the TPJ. Donation coming from spiritual groups and non-government organizations supplement the lack of budget for food and supplies. Rice, clothes, and sleeping facilities are donated to provide the growing needs of the TPJ.



Photo courtesy of Tarlac Provincial

FEATURED STUDY

While inmates are considered as physically and mentally vulnerable, health and safety conditions and programs of the TPJ was evaluated. In doing so, an expert in the field of Environmental

Management Safety evaluated facilities and Health and Safety programs of the TPJ.

Although initiative were done by the TPJ management to improve the conditions of the TPJ, Health and Safety conditions of the offenders and staff is suffering.

According to the Provincial Jail Warden, regular inspection were done to ensure cleanliness of facilities. However, with an extremely overcrowded cell, and very limited space to provide the needs of the inmates and prisoners, health and safety programs are oftentimes hard to implement. Cells become kitchen and storage areas of the inmates. The four corners of their bed are only their private space.

Moreover, the criterion for Hazard is not met together with hazard reporting.

With the lack of resources especially on financial aspect, the TPJ could not implement health and safety programs. As such, hazard reporting is also absent. Inmates who suffer accidents are taken to the clinic. However, the attending nurse is only available from 8 am to 5 pm. There are certain times where she is unable to discharge her duties due to seminars and meetings. In case of unavailability, staff and inmates attend to the needs of the patient. In worse cases, the patient is brought to the Tarlac Provincial Hospital which is a 20-minute drive from the TPJ. First aid trainings were provided to the personnel to facilitate such incidents.

Hazard control is only partially met. The management is very strict with the entering of visitors. Full-body check is required. However, on aspects such as fire-control and security, most of the criteria is not met. The TPJ has only 8 CCTVs; not enough to secure the 19 cells and perimeter area of the TPJ.

Management leadership criteria was met since the management demonstrates policy, goals, objectives, and interest of health and safety in TPJ. Likewise, regular site inspection, incident reviews and program reviews were conducted, hence, meeting the criteria. One health and safety program in TPJ is the Troup Information Education every Monday and the designation of a Maintenance Officer that oversees Health and safety program in TPJ. Employee participation is also observed and has met the criteria of Correction Annual Health and Safety Evaluation.

Implementation pertains to the tools provided by the management which includes budget, information, personnel, assigned responsibility, adequate expertise and authority, line accountability, and program review and procedure. The

TPJ acquired a mean score of 2 with a verbal descriptor of "partially met". One factor that lacking is health and safety budgets and funding procedures being reviewed periodically.

In terms of survey and hazard analysis, TPJ is lacking. Specifically, the conduct of survey violations standard, environmental survey, and comprehensive hazard evaluation by health professional or engineer. Elements of hazard reporting is also not present with a mean score of 1.2.

Criteria on Inspection are met, while accident investigation is not present. In terms of data analysis, the TPJ is lacking since analysis of severe and high risk cases are not properly documented and disseminated to staff.

Moreover, hazard control and emergency preparedness are partially met in TPJ. Part of the emergency preparedness program of the TPJ is posting of Information education and Communication materials within the facilities of TPJ. Medical program is also present since the management of TPJ is aware of the medical needs of the inmates, however, criteria on availability of health care provider on-site for all shifts are not present, since, only one rural health worker serve as the full-time medical staff of TPJ and are only present during weekdays and regular office hours. Medical check-up is only available during Mondays when a medical doctor visits.



Photo courtesy of Rappler

In addition to the abovementioned criteria, safety and health trainings is also among the parameters evaluated in this research. The TPJ lacks some of the criteria such as lack of attendance of newly hired employees to Occupational Health and safety Training and preparedness on overall safety and health programs.

Best Practices in Tarlac Provincial Jail

Although lack of facilities and overpopulation remains to be unaddressed in Tarlac Provincial Jail, there are good practices that can be observed especially in terms of management.

a. Outsourcing

Even though the financial capacity of TPJ is very limited, projects are still being put-up. Based on the data gathered from interview and review of documents, outsourcing was often resorted as a means to provide the needs of the TPJ and its inmates. The skilled inmates are often tapped as manpower to put up donated projects from stakeholders. Since 2014 to present, outsourcing from stakeholders and linkages such as IWS, TEI, On Semiconductor, TPJEA Inc, etc. was the means of the TPJ Management to supplement the needs of the inmates especially on facilities. Since a number of inmates are skilled workers, manpower are provided. With free labor and donations, the TPJ saved at least a million pesos alone in 2015 from government fund. Likewise, immediate rehabilitation and construction of facilities to provide the needs of inmates were done.

FEATURED STUDY

OUTSOURCED PROJECT			
Year	Project/Activity	Source	Impact
2015	Tables, Chairs, benches, and wooden trusses for the Nipa hut inside TPJ	15 used electric post were donated by TEI	-Visitation are became more accommodating to visiting families, old nipa hut which served as visitation area was change
2015	Construction of TPJ Warehouse	Electric post donated by TEI	-Rice and other food supplies are more secured. -Likelihood of stealing food supplies are lessened
2015	New TPJ Kubo and CR	Electric post donated by TEI	-inmates who work at the Organic Farm has a place to rest
2015	Construction of Multi-purpose Hall	-Wood materials donated by TEI -Roofing are provided by the Provincial Government	-Saved Php 100,000.00 from government expenditure

2015	Construction of triple decker beds for inmates	Wood posts donated by TEI	-Saved approximately Php.150,000.00 from government fund
2015	Uniform for indigent inmates	Cash gift worth Php5,000.00 was donated by Jesus Cultural Missionary Sowers	-Inmates who do not have the financial capacity to buy orange uniforms are provided with new one
2015	Construction of pathway and grotto of the Virgin Mary	Financial assistance from TPJEA Inc.	-provided peaceful conveniences to visitors and peaceful atmosphere especially to Catholic devotees
2015	Construction of TPJ facilities	8 trucks of wood were donated by On Semiconductor and IWS	-Saved the government approximately Php 600,000.00.

Outsourced Projects

b. Inmates Welfare and Development Activities

One way to development the well-being of inmates and re-integrate them into the society is the provision of welfare program. This is part of the continuous programming of inmates.

Sports development such as zumba and taeko for women and basketball tournament for men are done. Celebration such as Women's Month, Family Day, Open House, Holiday Celebrations and Competitions are also done. While for the inmates who wanted to get married, they were allowed to wed inside the TPJ.

More visitation facilities were also built to cater the number of families who visits in TPJ. Likewise, inmates who show sign of depression due to lack of support from family are asked to visit them.



Photo courtesy of Tarlac Provincial Jail

c. Spiritual Activities

With the mental hazard caused by their condition and environment, and with lack of professional to deal with the mental issues of the inmates, spiritual activities served as means to recover.

The year 2015 marked the successive construction projects of TPJ from donated materials. The donation of electric posts from TEI yielded to the construction of a Multi-purpose Center which now serves as the spiritual facility to allow inmates to attend church services. The said facility was built with a bathroom and a pulpit for priests and ministers to deliver their sermons. From the financial assistance of TPJEA Inc., a grotto was built for Catholic devotees of Virgin Mary.

Also the wood supplies coming from TEI gave rise to the warehouse that serves as storage room for food supplies. Since security of food supplies was an issue due to tendency of some employees to take some food supplies, the warehouse was constructed. Trucks of wood materials donated by the International Wiring System and On Semiconductor paved way for the construction of other TPJ facilities.

FEATURED STUDY

One hundred percent (100%) of the inmates in TPJ have religious affiliations. At the present, Roman Catholic comprise the biggest religious group with 550 members or 54% of the total inmate population. The Iglesia Ni Cristo has 423 members or 41% of the total population. Other religion comprise 5% of the total population.

Based on the gathered data through interview and focus group discussions, inmates resort to religious activities as a means of psychological counseling. Bible study and fellowship are encouraged to help inmates mentally recover. With the variation in religious affiliation, a Committee on Religion was created to coordinate with spiritual activities of the inmates. Since the multi-purpose center serves as the worship center of inmates, scheduling of worship services were done to facilitate their activities. Furthermore, through outsourcing, a swimming pool was built to serve as baptism facility for inmates.

c. Livelihood Program

Based on the results of the evaluation many of the male respondents are skilled worker. The most common previous jobs of the male inmates are the following:

Job	Frequency
Driver	78
Construction Worker	63
Technician	63
Welder	44
Electrician	28

Most Frequent Previous Jobs of Male Inmates

As such, inmates with background in automotive are given a chance to earn by servicing vehicles. Also, all women are given a chance to earn by making bracelet from beads.

The major livelihood program in the TPJ is basket weaving. At the present there are 48 male workers. Seventy to eighty (70-80) rattan baskets are weaved every day, where each inmate can earn P12.00 to P18.00 for each basket depending on the size of baskets. Furniture weaving are also part of the livelihood program in TPJ.

d. Education

Due to large number of elementary graduates among inmates, the alternative learning system was implemented. Through the Department of Education, inmates who wish to pursue their studies are scheduled for classes and are given free materials to accomplish their class requirements.

Skills training were also provided by TESDA. In 2015, food processing, basic reflexology, massage therapy were conducted. Training on Beadmaking, cosmetology, and welding were also conducted. In 2016, furniture making was introduced to the inmates. Although a number of skills training

were given to the inmates, one problem observed by the management is the low level of completion among inmates. Hence, only a few pursue National Certificate Assessment from TESDA.

e. Agricultural Projects

To supplement shortage in food and to serve as livelihood program for the inmates, the “Gulayan sa Panlalawigang Pii-tan” started. Inmates cultivate organic vegetables that can be sold to visitors or can be consumed by inmates.

Also the TPJ started cultivating tilapia in their fish ponds. The TPJ cooperative manage the said fishing facility, where income goes to the TPJ projects.

f. Community Service

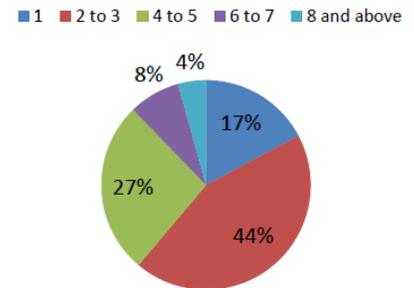
Trustworthy inmates are tapped by the government for emergency situations and government projects. For instance, cleaning and maintenance of Maria Cristina Park, cleaning of San Isidro Sports Complex, and maintenance of other government offices. The inmates were also tapped in bagging sands during the occurrence of typhoon that damaged the Tarlac Dike. The TPJ were among the first to come to conduct temporary measures to eliminate further damage on the tarlac Aquino Bridge. As such, inmates who conducts community service are given monetary allowance as a payment for their service, which they also use to purchase their needs in TPJ.

GENDER ISSUES AND INTERVENTION

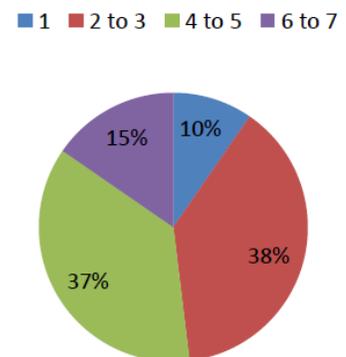
Based on the sex disaggregated data the TPJ is extremely dominated by male inmates, where 10% are female. Based on the site inspection, men and women are given separate facilities such as laundry area, comfort rooms, and dormitories. The TPJ likewise acquired 4.40 mean in terms of provision of separate facilities for men and women.

The mean age of the male population is 39.5, where majority of the inmates are married and have children. Based on the results of the survey, the male respondents have a relatively high number of children.

Number of Children of Male Respondents



Number of Children Among Female Respondents



FEATURED STUDY

On Productive and Reproductive Role

Based on the survey conducted, 44% of the male parent respondents have to 2-3 children. Twenty seven percent (27%) have 4-5 children, 8% have 6 to 7 children, and there are 4% who have 8 children and above.

Among the female mothers, majority or 38% of have 2-3 children, 37% have 4 to five children, 15% have 6 to 7 children, and only 10% have one child. It can be noted that female respondents have higher number of children in terms of percentage.

Since majority of the inmates are considered as living in and below the poverty line, and has low level of educational attainment, the wives and partners of these male inmate shoulder the responsibility of both raising and providing for their children, especially among inmates with a big number of children. As a numbers of head of the family are detained, many of the family also suffer the consequences.

Various researches have shown the effect of detainment of a parent to children. According to Schafer, et. al. (2013) "Children of incarcerated parents are at increased risk for both internalizing and externalizing behavior problems, cognitive delays and difficulties in school." Shehadeh, et, al. (2015) further recommends the psychological care and support to family members with incarcerated parent due to impact of parental detention to well-being of young children. More so, based on a world wide study, when a father is incarcerated, his family's income falls 22%. After release, family income is 15% lower than it was the year before his incarceration (Youth.gov, Retrieved June 2017). The economic impact of detainment of a man as the head of the family is often shouldered by the female. The children likewise becomes victims of this financial loss. Education and basic needs are usually sacrificed due to lack of income. Hence, the tendency of living in poverty becomes higher. According to Powell, et. al (2015) parental incarceration increases the risk of a child living in poverty or experiencing household instability, independent of any other factors present in that child's life.

Another gender issue is the detainment of a mother. As women are usually the ones who take the reproductive role of raising the children, this role are taken

not by father but usually by grandparents (Youth.gov, 2015). The average age of female inmates are 38 years; the age group of 22 to 34 years old has the highest frequency count in terms of population, and this age group are well represented in the survey. Hence, it can be inferred at the age of 22 to 34, women inmates who have children who are still in their nurturing age. These children are possibly in grade school and needs someone to play the reproductive role. Without the mother who nurtures the child, negative impact on children's behavior and development may occur.

As the number of inmates rapidly grows, hence, the number of families who suffer financial. Psychological, and physical consequences. As the number of parental detainment increases, hence, the number of children in the Province that may suffer psychological issues and the higher possibility of them living in poverty.

On Mental Condition

Although majority of the inmates are supported by their family, there are a number of inmates without filial support. As shown in the data presented more males admitted on physical harm and suicide attempts, hence, the need to immediately attend to the mental conditions of these inmates. Results of the survey also suggest the conduct mental programs especially to inmates who cannot handle the effect of imprisonment.

With the number of newly detained inmates it is also important that they were given a way to adjust in the correctional environment, as such an induction program should be carefully set by the TPJ to prevent possibility of physical harm and suicide caused by the impact of incarceration.

On Rehabilitation

At the present, 90% of the female inmates are with drug offenses, and majority of the male inmates are with the same violation. Forty six (46%) of female and 36% of male respondents admitted on drug use while 25% of male respondents and 14% of female respondents admitted on drug addiction. The case of drug use and addiction however is often neglected in a correctional setting, where resources are often scarce and access to assistance and professional are limited.

According to the World Health Organizations, drug treatment is important even in closed settings such as prisons to properly address the issue on addiction and eliminate possibility of recidivism or the tendency of a convicted criminal to

repeat the offense (Meriam Online Dictionary, 2017). The United Nations Office on Drugs and Crime (nd), drug program is important by developing strategies which involves inmates, jail staff, Health care service providers, faith groups, NGOs in health and social community and the local and national government.

According to UN, the following strategy may be applied : advice and information services; drug education; pharmacotherapies – detoxification, withdrawal and maintenance treatments; risk reduction programmes; psychosocial programmes including family based initiatives – structured group work, counseling/psychotherapy and residential drug treatment programmes (also known as rehabilitation programmes ; drug free wings; physical activity and sports programmes; support groups (United Nations Office on Drugs and Crime, n.d.). At the present, none of the stated programs above are given to inmates with drug offenses. Also inmates which have worse cases of drug addiction, especially those with violation of Section 15 of Comprehensive Dangerous Drugs Act should be given immediate rehabilitation program, or may be brought to rehabilitation centers for treatment.

As such it is important that proper rehabilitation are both given to male and female inmates to allow them to reintegrate into the society after detainment by eliminating the use of drugs in their lifestyle.

Communicable Disease and HIV AIDS

In 2015, the TPJ recorded a case of HIV in a male inmate who is a member of the LGBT community. According to the Department of Health occurrence of HIV among inmates is low (Consensus Report on HIV Estimate in the Philippines, 2005). However the risk of transmission is still possible, especially among undetected cases of HIV.

With the relentless detainment of offenders with drug violations, monitoring of mental conditions of inmates are often neglected. The use of drugs and the spread of HIV are often related due to the use of syringe among drug users. Hence, extensive monitoring of HIV cases should be properly done. Likewise, proper education and information campaign are deemed necessary to prevent spread of HIV Virus in prison.

Pregnancy

Occurrence of childbirth among female inmates is common among prisons. At the present, there are two female inmates in TPJ who gave birth. Inmates who are pregnant prior to detainment should be properly monitored. As declared in the Republic Act 9710 or the Magna Carta of Women, Women in Especially Difficult Circumstances such as women in detention the “Local government units are therefore mandated to deliver the necessary services and interventions to WEDC under their respective jurisdictions. ”As such it is important that proper maternal care are given to these inmates since they are vulnerable. At the present, only one physician is available to look into the health conditions of the 1141 inmates in TPJ. Lack of gynecologist and health professional to cater the needs of female inmates is one of the issues found. As such, it is important that the same level of health care as that provided to women outside jail, including access to obstetricians, gynecologists, midwives and birthing practitioners appropriate to their culture. Although pregnant inmates give birth at the hospital, no regular check-ups were given to them.

On Pre-release Programs

Prison policies and programmes are seldom specifically tailored to the needs of women, especially in the vital area of pre-release programmes and resettlement. Offenses of women inmate are often non-violent, hence, the possibility for shorter sentences. As such, reintegration programs should be conducted prior to their release to improve the offender's employability, social and human relations skills in order to facilitate a successful reintegration of the inmate in the society.

On the Rights of WEDC

Republic Act 9710 or the Magna Carta of Women provides that women inmates should be provided with services and interventions as they comprise the “Women in Especially Difficult Circumstances”.

Among the rights given to the WEDC are the following:

- temporary and protective custody
- medical and dental services
- psychological and psychiatric evaluation,
- counseling and Critical Incident Stress Debriefing (CISD)
- legal services
- productivity 102 skills, capability building, and/or livelihood assistance
- education
- job placement
- financial assistance, and
- transportation assistance.

Hence, it is encouraged that government offices such as DSWD, DOLE, TESDA, DOH, DOJ, and LGUs to provide gender-responsive, rightsbased and culture-sensitive services and interventions to women inmates. Hence, it is important to tap the services of these offices to provide the inmates with needs especially legal services, livelihood assistance, and medical assistance which are needed by the female inmates at most.

In order to continuously monitor the needs of male and female inmates, a sex-disaggregated data should be gathered and analyzed. Developing a suitable gender-sensitive prison system and being able to understand and address the particular health needs of women in prison properly and effectively requires the conduct of analysis on sex-disaggregated data.

On Men

The two main problems found with male inmates in TPJ is the higher risk of physical harm and suicide compared with female detainees, and health and safety problems.

Jail Facility	Capacity	Population	Rate of Congestion
Male dorm/cell	400	1035 (as of May 2017)	158.75%
Female dorm/cell	50	113 (as of May 2017)	126%

Congestion Rate between Male and Female Dorms

As presented in the results and discussion, male comprise 90% of the inmate population. At the present 17 cells built to house 400 male inmates is the present available facility. As such the congestion rate is higher with facilities for males than female. In comparison, the jail facility for male is 32.75% higher than that of the female.

Due to overpopulation more than half of the male population, utilizes the court as sleeping facilities. Without proper facilities to house the inmates, stress, depression, and aggression are more likely to occur (Guerrero & Marco, 2012). Guerrero and Marco (2012) argues that overcrowding can increase the prevalence of diseases, particularly infectious and psychiatric disorders, it may also hinder the work of social rehabilitation and lead to inhuman, cruel or degrading treatment. As a result Tuberculosis and other non-communicable diseases are among the common health problems with male inmates.

Aside from overpopulation, gender analysis on male inmates is not conducted. Inmate programming in TPJ does not include analysis of age, physical, and mental conditions of inmates. Gender analysis among inmates is important to determine the most appropriate custody classification for the said inmate. Likewise, no induction programs are given to new inmates for them to adjust in the correctional system.



Photo courtesy of Tarlac Provincial Jail

WOMEN'S MONTH CELEBRATION IN TPJ

RECOMMENDATIONS FOR THE PROVINCIAL GOVERNMENT AND TARLAC PROVINCIAL JAIL

- The Provincial Government should come up with immediate measures to expedite trials of inmates, especially among the elderly population;
- A psychological program to lessen risk of poor developmental outcomes may be given to the children of inmates.
- The rights of the families of WEDC should be observed, especially on the provision of capability building and livelihood assistance.
- The TPJ should come up with a classification of inmates based on their previous jobs and skills. As such, more livelihood programs may be developed to maximize the potential of these inmates for them to earn even while inside the penitentiary system.
- A gender-sensitive jail policy has to be developed in TPJ for every prison system to meet the basic health and welfare needs of men and women in prison.
- Inmates who are to be released should be given an orientation to facilitate his/her re-integration to society.
- The Provincial Government should increase the budget for the Tarlac Provincial Jail, especially on food and basic necessities of inmates;
- The immediate construction of 50 new cells are recommended to cater the present inmate population;
- Addition of jail guards and TPJ employees are also required to augment security in the TPJ;
- Continue and augment the educational program not only for inmates but as well as to personnel with low educational background;
- The Provincial Government of Tarlac may also provide scholarship programs to TPJ employees who wish to pursue a Master's Degree.
- The Department of Health Tarlac should conduct HIV awareness Seminar and drug-testing to inmates to ensure safety in TPJ.
- Construction of an isolation facility following Health and Safety standards to eliminate the spread of communicable diseases such as Tuberculosis.
- The Department of Health should conduct regular check-up and monitoring of patients with TB and other communicable diseases.
- Programs to help drug-users cope with their mental and physical needs is also recommended.
- The Province of Tarlac may consider the establishment of a rehabilitation center to cater the needs of growing numbers of drug users and drug dependents

- The Tarlac Provincial Jail should consider the temporary transfer of prisoners with violation of Section 15 of Comprehensive Dangerous Drugs Act to rehabilitation facilities in order for them to deal with their addiction.
- Provision of medical needs of inmates especially during hot seasons where cases of hypertension and skin disease are high is deemed necessary.
- The addition of health care professional that will look into the physical condition of the growing number of inmates is also necessary.
- Maternal care to pregnant female inmates should be properly provided;
- Addition of sufficient and functional facilities such as comfort room for women should be considered.
- Additional vehicles, firearms, and investigative equipment are also needed to facilitate operation in TPJ
- Addition of CCTV perimeter lights and other security equipment is highly recommended to avoid cases of runaway;
- Construction of gender sensitive facility such as CR to visitor's area and playground for children is recommended to lighten the mood of the jail to child -visitors.
- Analysis of sex-disaggregated data should be regularly conducted to further understand the needs of inmates.
- Construction of facilities for pregnant inmates may also be considered. Also, inmates who gave birth inside prison should be given a time to nurture the child inside prison.
- Among the major issues found is the presence of pregnant women, lack of functional and safe facilities, lack of psychological programs, and need for gender-responsive programs for male and female inmates.

RECOMMENDATIONS FOR INTERVENTION PROGRAM OF TARLAC STATE UNIVERSITY

- The Tarlac State University and the Tarlac Provincial Jail may come up with a Memorandum of Agreement for the services that maybe provided by TSU;
- Through the University Extension Office of TSU, the Guidance and Counseling Office may be tapped to provide counseling and critical stress debriefing to inmates with mental health issue.
- Through the University Extension Office of TSU, the College of Technology, College of Education, and other colleges maybe tapped to provide skills training for male and female inmates;
- Through the University Extension Office of TSU, members of the Environmental Health and Management

Committee may be asked to provide consultancy services for the TPJ to improve the health and safety conditions of inmates;

- Through the University Extension Office, the Center for Gender and Development may provide free GAD trainings and seminars to TPJ personnel and inmates to lessen cases of gender-based violence.
- Through the University Extension Office, the Sports Development Office may come up with fitness programs for male and female inmates.

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GAD *ON the GO*

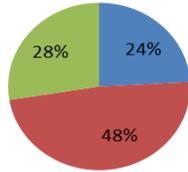


The Center for Gender and Development augmented its undertakings in advocacy programs of strengthening, empowering, different sectors of society towards an equitable, sustainable, free from violence, and respectful of human rights community and University. The number of capability building seminars and trainings conducted this year reflect the intensification of commitment of the Office to educate and inform students, employees, and partner agencies in Gender and Development concepts and Human Rights. We have played a key role to mechanize gender mainstreaming efforts of different government agencies in the Province such as the Provincial Government of Tarlac, Municipality of Gerona, PNP, NFA, DepED, and Women's Group such as Soroptimist International Tarlac Chapter among others. With the establishment of Center for Gender Studies in 2015, we were able to conduct our first Research Agenda Setting and First Research Colloquium in the latter part of 2016, where 17 research proposals were presented. At the end of 2016, the Office was tapped to craft the Gender and Development Code of Tarlac Province, where the Office provided the Resource Persons to discuss the Guidelines of the Philippine Commission on Women, Provide substantive inputs, and craft the code, which will serve as the basis for all the Gender and Development Codes of 18 municipalities in the Province. The Center was also able to produce its operational manual, and is among the Offices initiating Environmental Health and Safety practices.

CAPACITY-BUILDING

Seminars Conducted

- SEMINAR FOR FACULTY AND PERSONNEL
- SEMINAR FOR STUDENTS
- SEMINARS TO GOVERNMENT AGENCIES



Participants	Number
Students	1,125
Faculty and Personnel	555
Participants from Partner Agencies	680
Total	2,360

The Center for Gender and Development conducted a total of 29 seminars in 2016, 14 of which are capability building seminars on Gender Sensitivity Orientation, Magna Carta of Women, and Violence Against Women for students. Twenty four percent (24%) or 7 are seminars and trainings for faculty and personnel, and the rest (8 seminars), are conducted as per request of different government agencies and units in the Province of Tarlac comprising 28% of the conducted seminars. Altogether, 2,360 participants benefitted from the capacity building program of the Center for Gender and Development.



GENDER SENSITIVITY ORIENTATION AND GAD MAINSTREAMING FOR THE MUNICIPALITY OF GERONA



SEMINAR ON THE UPDATING OF GAD CODE FOR THE PROVINCIAL GOVERNMENT OF TARLAC



GENDER SENSITIVITY ORIENTATION FOR THE PROVINCIAL GOVERNMENT OF TARLAC



VAWC SEMINAR FOR NFA



GENDER SENSITIVITY ORIENTATION FOR DEP-ED TEACHERS



GAD CONCEPTS GENDER SENSITIVITY GENDER ROLES AND STEREOTYPING AND UNDERSTANDING GENDER ROLES AND ITS INTERPLAY IN TIMES OF CONFLICT AND OTHER CRISIS SITUATION AT CAMP O'DONNELL, CAPAS TARLAC.

SEMINARS CONDUCTED IN 2016

TITLE OF ACTIVITY	DATE	PARTICIPANTS	#	VENUE	SPEAKER	AMOUNT
JANUARY TO JUNE						
Gender Sensitivity Orientation	01-18-16	NSTP Faculty	35	COENG Library	Dr. Rita E. Pulmano	
HIV AIDS Awareness Seminar	01-29-16	COS Students	129	Amphitheater	Dr. Rommel Hernandez	5,520
Gender Sensitivity Orientation	02-13-16	COED Students	304	Alumni Center	Dr. Rita E. Pulmano/Engr. Michelle Rivera	7,329
Gender Sensitivity Orientation	02-15-16	CT Students	132	Open hall San Isidro Campus	Engr. Michelle Rivera	6,800
Gender Sensitivity Orientation	03-05-16	NSTP Students	201	EB5 Eng. Building	Engr. Michelle Rivera	3,760
Gender Sensitivity Orientation	03-07-16	NSTP Students	200	EB5 Eng. Building	Engr. Michelle Rivera	3,760
Teenage Reproductive Health	03-07-16	CBA,CASS,CPA Students	217	Alumni Center	Prof. Lucila Sunga	4,715
Anti-Sexual Harassment	03-11-16	COS Students	93	Alumni Center	Prof. Winifredo Luis	4,400
Anti-Sexual Harassment	03-22-16	Students Leaders	108	Alumni Center	Prof. Winifredo Luis	4,400
HIV AIDS Awareness Seminar	03-28-16	COE Students	110	EB8 Eng. Building	Dr. Rommel Hernandez	4,400
Gender Sensitivity Orientation	04-25-16	Security Guard	48	Main AVR	Dr. Rita E. Pulmano	
Anti-Sexual Harassment	05-16-16	COENG Students	85	EB 7 Eng. Building	Atty. Marlon Baldovino	4,919
Gender Sensitivity Orientation	05-16-16	NSTP Students	85	CBA room 216	Engr Michelle Rivera	2,960
MAG NA CARTA	05-27-29-16	TSUFPU	133	LAGUNA	Dr. Rita E. Pulmano	524,600
Gender Sensitivity Orientation	06-12-13-16	NASA	127	BATAAN	Dr. Rita E. Pulmano	325,200
SALAMAT DOC	06-17-16	TSU Employees	52	AVR	Dr. June Masagca	4,915
JULY TO DECEMBER						
Anti-Violence Against Women	07-09-16	COED Students	136	Alumni Center	Prof. Winifredo Luis	7,200
Gender Sensitivity Orientation	10-12-16	COED STUDENTS	110	Amphitheater	Engr. Michelle Rivera	7,200
MAG NA CARTA of Women	10-12-16	COED STUDENTS	110	Amphitheater	Ms. Suzanne Cruz	
Incorporating Gender Message to Curriculum: Faculty Team Building	09-10-17	COED Faculty	50	Grand Harbor Hotel, Subic	Dr. RITA E. PULMANO	37,000
Violence Against Women and Children	11-29-16	CT CCS Students	144	CT San Isidro	BONG	4,000

SEMINARS AND TRAININGS



Gender Sensitivity Orientation (GSO) on 13 February 2016



Gender Sensitivity Orientation on 07 March 2016



Anti-Sexual Harassment Seminar for the College of Science (COS) students held on 11 March 2016



AIDS Awareness Seminar on 28 March 2016



Anti-Violence Against Women and Children of the COED BEED (Generalist) students on 9 July 2016



Magna Carta of Women Seminar October 12, 2016



Gender Sensitivity Seminar October 12, 2016

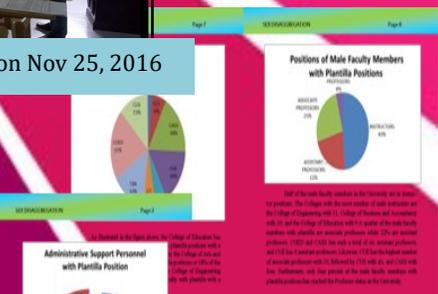
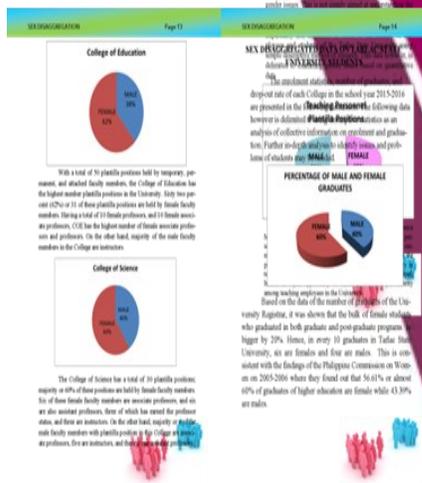


Seminar on RA 9262 on Nov 25, 2016

Gender Analysis

The Office was able to come up with an analysis of sex disaggregated data of TSU employees and students, presented during the ore-planning of the VPRES. Twenty copies of the said reference material is reproduced and disseminated among Colleges and Units in the University. The said material now serves as a basis for the Gender and Development Plan and Budget of CGAD, and used to being utilized by the Provincial Government of Tarlac for identifying Gender Issues in higher education in the province, towards their implementation of policies and programs.

RESEARCH



SEX DISAGGREGATION OF TARLAC STATE UNIVERSITY FACULTY, PERSONNEL, AND STUDENTS

2016

DRAFT

EXTENSION SERVICES

Office	Number of Seminars Conducted	Participants
Provincial Government of Tarlac	4	469
National Food Authority	2	134
Municipality of Gerona	1	47
DepEd Camiling West Central Elementary School	1	30
Total	8	680

The Center for Gender and Development provides extension programs as per request of the partner agencies and community. The Office was able to provide eight (8) seminars and trainings as part of its extension programs, with a total of 680 participants.

SEMINARS CONDUCTED OUTSIDE THE UNIVERSITY (EXTENSION)

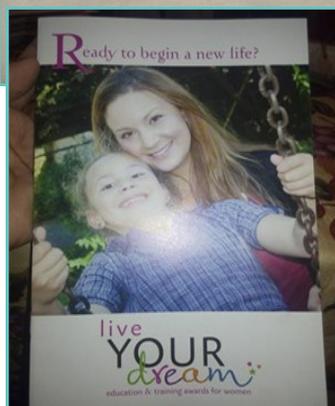
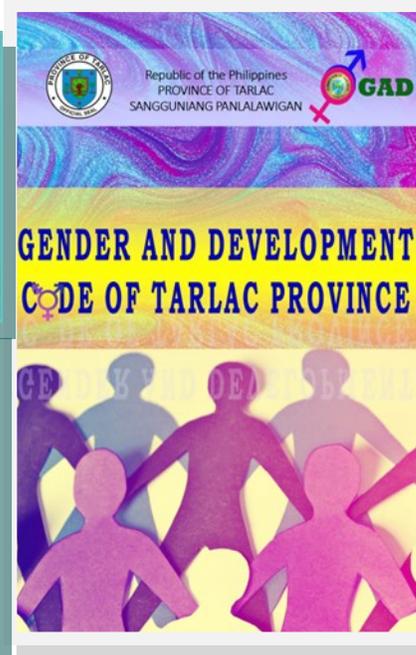
Title of Seminar	Date	Participants	Participants	Venue	Speaker
GAD Plan and Budgeting	03-29-30-2016	Provincial Planning and Development Office Provincial Government of Tarlac	40	La Maja Rica Hotel	Dr. Rita E. Pulmano
Gender Sensitivity Orientation	09-26-2016	Provincial Government of Tarlac Employees	130	Session Room, Tarlac Capitol	Dr. Rita E. Pulmano
GAD key Concepts and Gender Sensitivity Seminar/Workshop	09-28-2016	NFA Employees	72	NFA Office, Aguso	Dr. Rita E. Pulmano
Gender Sensitivity Orientation of the Provincial Government of Tarlac	10-18-19-2016	Provincial Government of Tarlac Employees Social Worker	224	Session Room, Tarlac Capitol	Dr. Rita E. Pulmano
RA 9262: Violence Against Women and Children	11-28-2016	National Food Authority Employees	62	NFA Office, Aguso Tarlac	Dr. Rita E. Pulmano
GAD Code of Tarlac Province Review and Overview of New Guidelines	12-12-2016	Provincial Government of Tarlac Officials and Employees	75	Session Hall, Tarlac Capitol	Dr. Rita E. Pulmano
Gender Sensitivity Orientation and GAD Concepts	12-21-2016	DepEd Teachers Camiling West Central Elem. School	30	Fisherman's Diner Function Room	Suzanne P. Cruz
GAD Mainstreaming and Gender Sensitivity Orientation	12-27-2016	Municipality of Gerona Officials	47	Municipal Hall Gerona	Dr. Rita E. Pulmano

EXTENSION SERVICES

Reaching the Community

The Provincial Government of Tarlac requested for the updating and crafting of the GAD Code of Tarlac Province. Dr. Rita Pulmano served as the Resource Person during the Review of existing GAD Code and Overview of New Guidelines set by the Philippine Commission on Women on December 12. The said meeting was represented by the Provincial Offices, Units, and Organizations of Tarlac Province. The Provincial Government of Tarlac further requested the Office serve as author for the GAD Code.

Suzanne Cruz served as the evaluator for the “Live Your Dream” Education and Training Awards for Women Of the Soroptimist International on December 27, 2016. The Soroptimist Live Your Dream Awards (formerly the Women’s Opportunity Awards) assists women who provide the primary source of financial support for their families by giving them the resources they need to improve their education, skills and employment prospects.



Ms. Louella P. Capitulo is the Chairperson of Gender-Responsive Extension Program. She is a faculty of Tarlac State University College of Arts and Social Science and a former faculty member of the Central Luzon State University. A graduate of University of the Philippines Baguio with a degree in Bachelor of Arts in Social Sciences.



ADVOCACY PROGRAM

The Center for Gender and Development successfully initiated activities for the two National Celebrations namely: 18 Day Campaign on Violence Against Women and Women's Month.



Activities for Women's Month
Juana Walk
Seminar on HIV Awareness
Seminar on Gender Sensitivity Orientation
Seminar on Anti-violence Against Women
Seminar on Sexual Harassment
Zumba
Literary Contest
Flag Raising Ceremony
Boodle Fight



Juana Walk



Seminar on HIV Awareness



Zumba



Juana Walk



2017



18-Day Campaign Launching



VAWC Seminar in NFA



VAWC Seminar in CT



Kick-off Activity in PICC



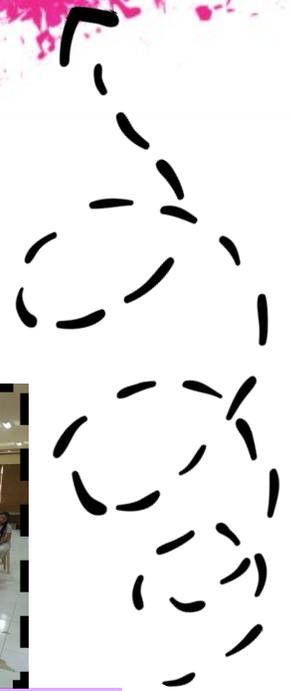
NATIONAL WOMEN'S MONTH 2017



Anti-Sexual Harassment Seminar in CT



Law on Rape Seminar



Teenage Pregnancy Seminar



Anti-Trafficking in Persons Seminar



Women Inspiring Women Forum



Alalay Para Kay Juana

AUXILIARY SERVICES

Child Care @ 20

Anchoring its support to the employee and community, Tarlac State University established its Child Care Program. At the present, Child Care continue with its provision of pre-school education and child caring services. As a Center, it prepare a child caring environment and facilitate their learning through activities and materials to promote holistic development of children. As their parents play important role in the University as employees, it provides their children with learning and care that is a requisite to their total human development.

The Child Care Center was established in 1997, offering preparatory classes to outside clients of the University. In 2006, the Child Care Center became the auxiliary services program of the Center for Gender and Development. It was in 2013, when Child Care became exclusive for children of TSU Employees.

The Child Care Center has become the a helping arm to the TSU employees who are having difficulties with child rearing and looking after their children during working days. The Child Care with capable staff and safe facilities became an avenue to reduce tardiness and absenteeism of working parents.

Products of Child Care Center have shown competence and advancement after the 10-month program. Many of the former pupils are honor students in kindergarten and gradeschool.



Ms. Virginia Serquiña is the present Child Care Teacher. She is a graduate of Bachelor of Elementary Education of Tarlac State University. She started working in the University in July 2010 as one of the Child Care Teachers.

2016 BENEFICIARIES OF CHILD CARE SERVICES

EMPLOYEE	OFFICE
Oliver Cura	Guidance and Counseling Unit
Arlyn Cura	COED
Nicolas Z. Diaz	CCS
Earl Alexander V. Dizon	Business Center
Arra T. Evidante	Admin Office
Rosita M. Ferrer	Admin Office
Winniefe F. Guttierrez	Admin Office
Erwin P. Lacanlale	CASS
Claire Lagrana	COS
Jerome Legaspi	CCS
Yvette Legaspi	CBA
Michelle D. Rivera	IMO
Irene Ugay	CBA

THROWBACK: Two Decades of Child Care Services

CHILD CARE



SEX DISAGGREGATION

OF TARLAC STATE UNIVERSITY

FACULTY, PERSONNEL, AND STUDENTS

As a Center for gender and development in the province, the TSU CGAD conducts an annual analysis of sex disaggregated data of major stakeholders in the University, among such are the employees and the students.

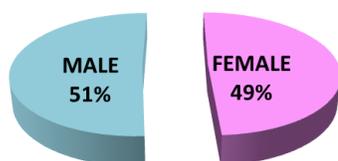
Sex-disaggregated data are data that are collected and analyzed separately on males and females. This typically involves asking the “who” questions...who provides labor, who makes the decisions, who owns and controls the land and other resources. Or it may involve asking men and women about their individual roles and responsibilities (Doss & Kieran, 2014).

This report represents the result of sex disaggregation of Tarlac State University faculty, personnel and students on the school year 2015-2016 which was conducted on July to November 2016. The data presented in this report were gathered from the University Registrar’s Office, Human Resource Management Office of the University, Sports and Development, and the Office of Scholarship. The report begins with the analysis of male and female TSU employees followed by the data on students graduation and dropping-out rate. Sex disaggregated data sports participation are likewise included. As a minimum requirement of the Philippine Commission on Women, this report serves as the baseline for the Gender and development Plan and Budget comprising 5% of the total GAA. The disaggregated data shows the actual set-up of the University portraying the gender issues specially on the number of individuals in a particular College/department/unit. This report may serve as a baseline for future gender studies in the University. Further analysis on the cause and effects of the number of males and females may be needed as an in depth analysis.



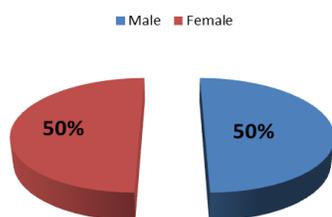
Gender and development entails understanding the situation of both sex in a given context. The Center for Gender and Development continuously gather and analyses sex disaggregated data of employees and students to identify gender issues. This is not simply aimed at understanding the situation of women, but of both sex in order to develop better policies and programs. The following data will identify both impartiality and disparities in terms of the number of employees and students of the Tarlac State University using simple descriptive method of research. This data however, is delimited to showing quantitative data on sex.

Teaching Personnel Plantilla Positions



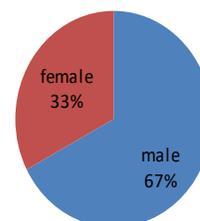
Based on the data gathered from the Human Resource Management Office the number of male and female teaching personnel with plantilla positions are almost equal. The male only outnumbered the female by four, hence showing an almost equal portion of the graph. This suggests there is no gender disparity in terms of acquiring plantilla positions among teaching personnel, hence, an equal opportunity of career growth and job security among teaching employees in the University.

Administrative Officials

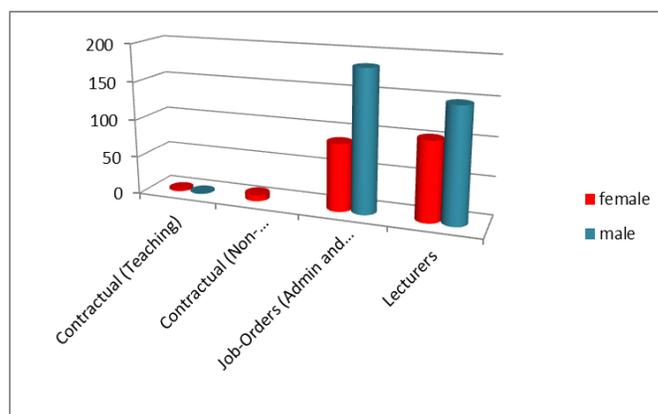


The number of administrative officials including the deans, directors, and heads of different offices and Colleges were identified. The data shows that there is an equal number of administration officials, comprising 50% of both sex. This suggests an equal participation of both sex on decision-making process of the university. Likewise, it can be implied that the perspective of both genders are incorporated into policies and programs of the university, hence, showing a balanced structure in power and authority. It can be noted however, that the top positions in the University were occupied mostly by female. This suggests that leadership capabilities of women are well-recognized in the University at the present.

Administrative Support Personnel with Plantilla Positions



In terms of the number of administrative support personnel with plantilla position, the male outnumbered the female by 26%. There is a total of 185 female administrative officials and 85 male administrative officials designated among different offices and units in the university. Among the offices with the most number of employee is the General Services Office with 47 male and 2 females followed by the Civil Security with 44 males and 3 females.

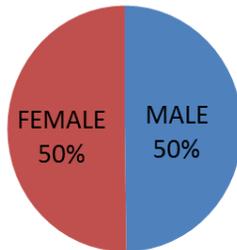


The figure above shows the statistics on male and female employee without plantilla positions. Females are outnumbered by males by 132 or 24.72%. This suggests that job-order positions are more common to male than female. Among these non-item positions, the offices with the highest number of male employees are the General Services Office with 47 male employees followed by the Civil Security, Physical Plant Office, and MISO with 44, 22, and 14 respectively. It can be noted however, that the pile of male job-orders occupy the male-stereotyped positions such as technicians, security guards, painters, and janitors. Furthermore, majority of males among the non-plantilla position have the lowest salary.

**SEX DISAGGREGATION OF TEACHING PERSONNEL
WITH PLANTILLA POSITIONS**

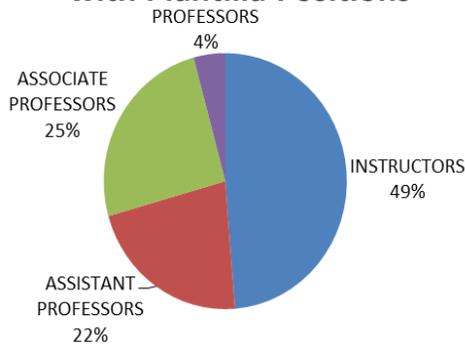
The following data shows the percentage of male and female faculty personnel in the University with plantilla positions. The data was taken from the TSU Human Resource Management and Development Office; included in the list are temporary, permanent, and attached teaching personnel per College as of July 2016.

**NUMBER OF TEACHING PERSONNEL
WITH PLANTILLA POSITIONS**



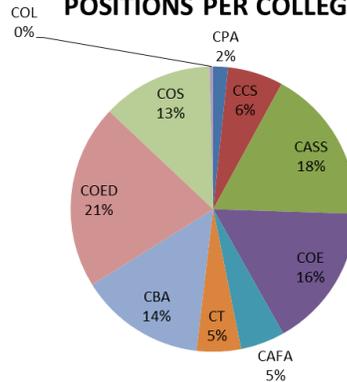
Based on the data gathered, there is a total of 239 faculty personnel with plantilla positions, 119 of which are male and 120 are female. This denotes an equal distribution of plantilla positions to both sex. Hence, it can be implied that competition for gaining plantilla position is healthy and balanced. Since gender disparity is not observed in terms of distribution of plantilla, it suggests that equal opportunities are given to both sex in attaining career stability and growth in the University.

**Positions of Male Faculty Members
with Plantilla Positions**



Half of the male faculty members in the University are with instructor positions. The Colleges with the most number of male instructors are the College of Engineering with 11, College of Business and Accountancy with 10; and the College of Education with 9. A quarter

**PERCENTAGE OF PLANTILLA
POSITIONS PER COLLEGE**

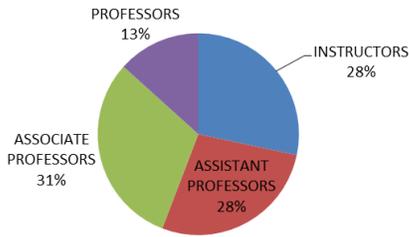


As illustrated in the figure above, the College of Education has the highest percentage of faculty members with plantilla positions with a total of 50 plantilla positions or 21%; followed by the College of Arts and Social Sciences with a total of 42 faculty plantilla positions or 18% of the total plantilla positions in the University. The College of Engineering ranks three in terms of the most number of faculty with plantilla with a total of 39 plantilla positions or 16%.

On one hand, the most populated college in the University, the College of Business and Accountancy has a total of 34 plantilla positions or 14% of the total plantilla. On the other hand, the College of Science has a total of 30 faculty plantilla positions comprising 13% of the total plantilla positions in the University. The College of Computer Studies has 6% or 15 faculty plantilla positions while the College of Technology and the College of Architecture and Fine Arts ranks third on the least number of faculty plantilla positions with 5% each. The College of Public Administration has only 4 faculty plantilla positions or 2%; while the College of Law has the least number of plantilla positions with only one.

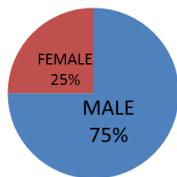
ter of the male faculty members with plantilla are associate professors while 22% are assistant professors. COED and CASS has each a total of six assistant professors, and COE has four assistant professors. Likewise, COE has the highest number of associate professors with 10, followed by COS with six, and CASS with four. Furthermore, only four percent of the male faculty members with plantilla positions has reached the Professor status in the University.

Positions of Female Teaching Personnel with Plantilla Positions



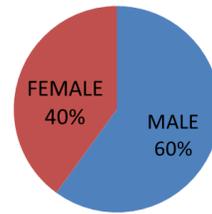
As of July 2016, there are a total of 120 female teaching personnel in the University with plantilla positions. Out of these 120 faculty members, 31% or 37 are associate professors, 28% or 33 are assistant professors; 28% or 34 are instructors; and the remaining 13% or 16 are professors. It can also be observed that plantilla positions (from instructors to professors) among female faculty members are more distributed than that of the male. This suggests that more female gain higher academic positions in the University even though there is an equal number of male and female faculty members with items and both sex are given equal opportunities in gaining higher status. Furthermore, the number of female teaching personnel who have reached the professor status is remarkably higher than the number of male professors in the University with 16 female professors and only four male professors.

COLLEGE OF PUBLIC ADMINISTRATION



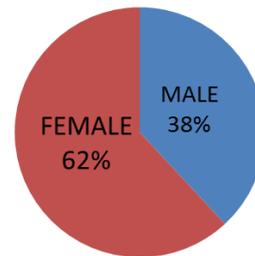
The College of Public Administration and Local Government has a total of four plantilla positions. Three of these plantilla positions are given to male faculty members whose academic positions are instructor. The remaining plantilla position is held by female who has an associate professor status in the University.

COLLEGE OF COMPUTER STUDIES



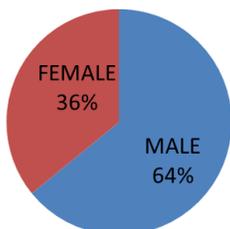
Sixty percent of the faculty members with plantilla in the College of Computer Studies are male. Four of these male faculty members are instructors, three are assistant professors and two are associate professors. On the other hand, there are only six female teaching personnel with plantilla, one of which has a temporary status and one is an attached faculty.

College of Arts and Social Sciences



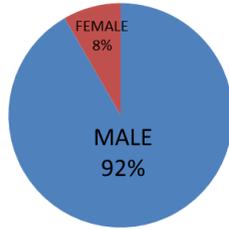
Plantilla positions in the College of Arts and Social Sciences are predominantly held by female faculty members. Out of 42 plantilla positions in the College 26 are given to female permanent, temporary, and attached faculty members. Nine of these 26 plantilla positions are held by attached faculty members who are designated among non-teaching units in the University. Moreover, the College has the highest number of female instructors and assistant professors with a total of eight and 11 respectively. Also, the College has four female associate professors and three female professors.

College of Engineering



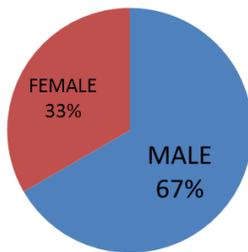
The College of Engineering (COE) is the third College in TSU with the most number of plantilla positions. Majority or 64% of these plantilla positions are given to male faculty members. According to the data gathered as of July 2016, COE has the highest number of male instructors with plantilla positions with a total of 11. Also, COE has the highest number of male associate professors in the University with a total of 10. Fourteen female faculty members in the COE are with plantilla positions, where three are instructors and four are assistant professors. The College has the second highest number of female associate professor with a total of seven.

College of Architecture and Fine Arts



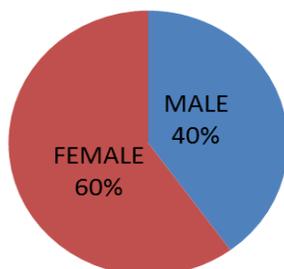
The College of Architecture and Fine Arts teaching personnel and students are predominantly male. This is also reflected in the number of plantilla positions of the College where only one plantilla position is given to female faculty member, the remaining 11 plantilla positions are held by male faculty members. Majority or seven of these faculty members are instructors, two are assistant professors, and two are associate professors. Disparity is not only observed in number of plantilla positions but also with the number of female faculty members.

College of Technology



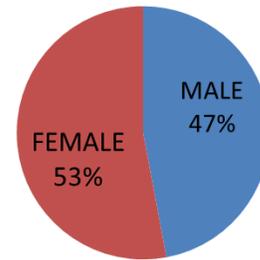
Like the College of Architecture and Fine Arts, the percentage of plantilla positions in the College of Technology is 5%. Out of 12 plantilla positions eight are owned by the male faculty members, majority of which are instructors. The College has also one assistant professor and one associate professor. All the female faculty members of the College are with instructor position.

College of Science



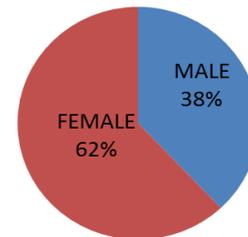
The College of Science has a total of 30 plantilla positions; majority or 60% of these positions are held by female faculty members. Six of these female faculty members are associate professors, and six are also assistant professors, three of which has earned the professor status, and three are instructors. On the other hand, majority or 6 of the male faculty members with plantilla position in this College are associate professors, five are instructors, and there is one assistant professors.

College of Business and Accountancy



The College of Business and Accountancy has a total of 34 plantilla positions, where 53% or 18 are held by female faculty members and 14 are held by male faculty members. The College has the second highest number of male instructors in the University with a total of ten instructors. The College has also three male assistant professors and three associate professors. Among the female faculty members with plantilla, majority or eight of them has landed the associate professor status in the University; six are assistant professors, and four are instructors

College of Education

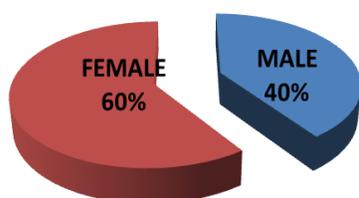


With a total of 50 plantilla positions held by temporary, permanent, and attached faculty members, the College of Education has the highest number plantilla positions in the University. Sixty two percent (62%) or 31 of these plantilla positions are held by female faculty members. Having a total of 10 female professors, and 10 female associate professors, COE has the highest number of female associate professors and professors. On the other hand, majority of the male faculty members in the College are instructors.

SEX DISAGGREGATED DATA ON TARLAC STATE UNIVERSITY STUDENTS

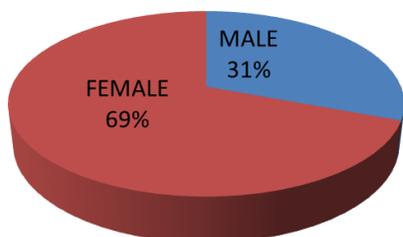
The enrolment statistics, number of graduates, and drop-out rate of each College in the school year 2015-2016 are presented in the preceding discussion. The following data however is delimited to using descriptive statistics as an analysis of collective information on enrolment and graduation. Further in-depth analysis to identify issues and problems of students may be needed.

PERCENTAGE OF MALE AND FEMALE GRADUATES



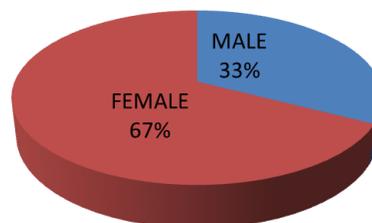
Based on the data of the number of graduates of the University Registrar, it was shown that the bulk of female students who graduated in both graduate and post-graduate programs is higher by 20%. Hence, in every 10 graduates in Tarlac State University, six are females and four are males.

DOCTORATE



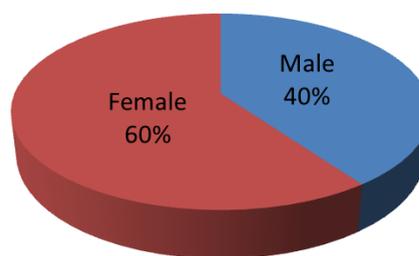
In terms of number of graduates in doctorate program, male accounts for 31% while 69% are female. This suggests that more female student pursue the highest level of academic degree. Education tops the list of the most number of graduates in doctorate program with 7 graduates, six of which are female while business administration and public administration has one and two graduates respectively.

MASTERAL

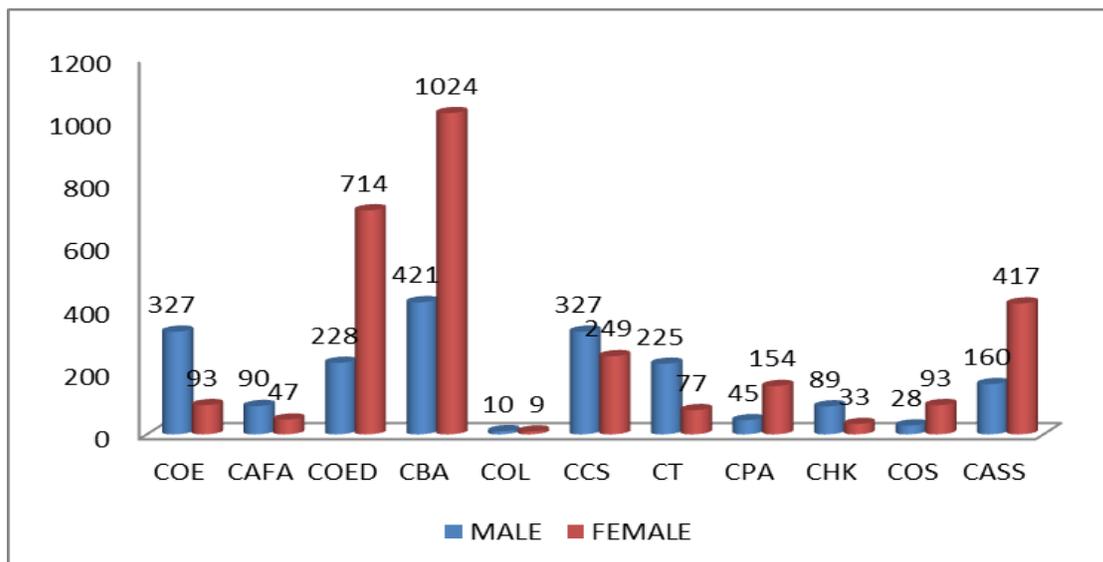


During the school year 2015-2016, the University was able to produce 95 graduates of Master's program 67% of which are female. The number of male graduates are less than half of that of the female. The program with the most number of graduate is the Master of Arts in Education with 68 graduates or 72% of the total graduates for the said school year. Majority of the graduates in this program are public school teacher who enrolled in graduate school to comply with the requirements for promotion or accreditation. Fifty one (51) of these graduates are female, which suggests that the number of female teachers are still higher than the males. This bulk of graduates may be rooted to gender role stereotypes of teacher being mostly female, especially in basic education in the country.

UNDERGRADUATE



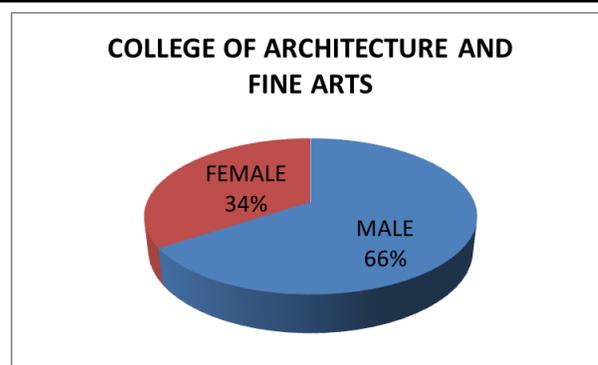
The ratio of male-female graduates in higher education programs in TSU is exactly the same with the ratio of male-female in the undergraduate program. As shown in the figure above, male comprise for 40% of the total number of graduates while women comprise for 60%. During the School Year 2015-2016, a total of 4,860 students graduated in tertiary level.



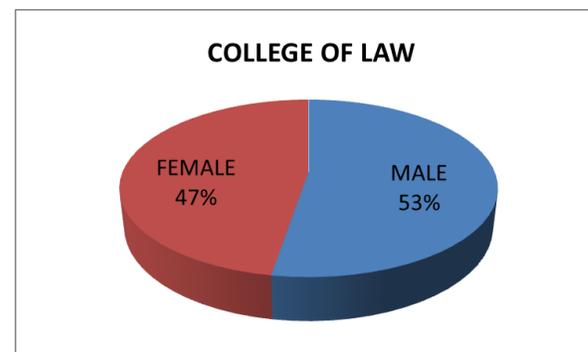
Based on the data gathered from the University Registrar, there is a total of 4,860 graduates in undergraduate programs in TSU during the School Year 2015-2016. Twenty nine point seventy three percent (29.73%) of these graduates comes from the College of Business and Accountancy (CBA) with 1,445 graduates followed by the College of Education (COED) with 19.38% or 942 graduates. Given that the CBA and COED are among the two most female-dominated Colleges in the University, the high percentage of female graduates in undergraduate program (60%) comes from these two Colleges with the highest number of enrolment as well.

Furthermore, the programs which has the lowest number of female graduates are the College of Law with 9; College of Human Kinetics with 33 and the College of Architecture with 47. It can be noted, however, that the mentioned Colleges are among the least populated Colleges in the University, hence, the, number of graduates.

Moreover, the Colleges that produced the highest number of male graduates are the College of Business and Accountancy with 421 graduates followed by the College of Engineering (COE) and College of Computer Studies (CCS) which has both 327 graduates. Although CBA is a female-dominated course, it still produced the highest number of male graduates while COE and CCS, being male-dominated courses ranks two and three for the most number of male producing graduates per College. It can also be noted that the College which has the lowest number of male graduates are the College of Law with only 10 male graduates, College of Science with only 28 male graduates, and the College of Public Administration with only 45 male graduates.

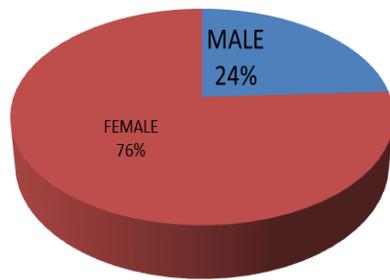


The College of Architecture and Fine Arts is among the least populated College in the University. With 137 graduates in S.Y. 2005-2006, sixty six percent (66%) are male, while 34% are female. Being a male-dominated College, CAFA was able to produce 68 male graduates in Architecture and 22 male graduates in Advertising and 30 female graduates in Architecture and 17 female graduates in advertising. Hence, Architecture is still a more popular choice for male enrollees, while advertising is appealing for both male and female enrollees.



Having established in 2007, the College of Law is the latest established college in the University. In 2015-2016, the College produced 19 graduates, 10 of which are female and 9 are male. With the relatively few number of graduates, it can be implied that the program is not a popular choice of post-graduate programs in the Province.

COLLEGE OF EDUCATION

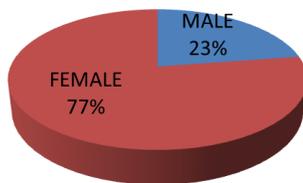


College of Education ranks two of the Colleges with the most number of graduates after CBA. With a total of 942 graduates, COED produced 228 male and 714 female graduates during the school year 2015-2016. The program with the highest number of graduate is the Elementary education comprising of 461 graduates, while Secondary Education has 432 graduates. Forty one percent (41%) of the total graduates of the College of Education are female who took up Elementary Education, while 34% are females who took up secondary education. It can be noted that Industrial Education is not a popular choice among students with only 5.20% of male and female graduates.

In terms of the number of male graduates Secondary Education has the highest percentage of graduates with 11.67% followed by the elementary education with 7.74%, and Industrial Education with 4.77%.

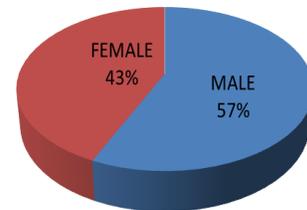
The data shown above tell us that education is still an overwhelmingly female profession due to the number of graduates. The disparity is most apparent in Elementary education where 84.16% of graduates of the said programs are all female. This data is parallel with the nationwide data on the number of public teachers.

COLLEGE OF PUBLIC ADMINISTRATION



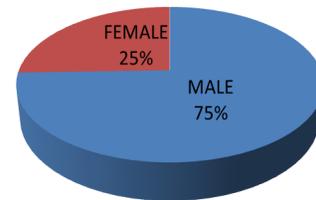
The College of Public Administration like the CBA and COED are among the most female dominated Colleges in the University. With a total of 199 graduates or a total of 4.09% of the total graduates in TSU, CPA is considered to be among the least populated Colleges. One hundred fifty four (154) females students accounting for 77% of the total number of students who completed the program, graduated in 2015-2016.

COLLEGE OF COMPUTER STUDIES



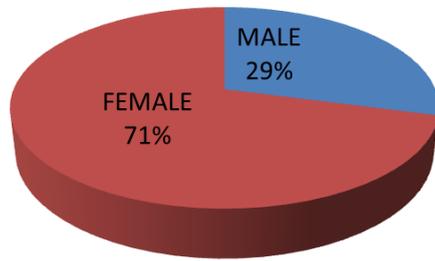
The College of Computer Studies is among the colleges which has a relatively high number of male enrollees. Hence, the number of graduates is consistent with that of the enrolment rate. In 2015-2016, the College was able to produce 11.85% of the graduates in the University with a total of 576. The degree program which produced the highest number of graduates is the Bachelor of Science in Information Technology comprising of 403 graduates, 60.5% of which are male. The number of male and female graduates in computer science is not in extremes having 49 and 41 respectively. Although programs under computer studies is more appealing to male, the number of female graduates in the program Bachelor of Science in Information System is higher than that of the males by 18%.

COLLEGE OF TECHNOLOGY



Apparently, the College of Technology is a highly male-dominated College with only 25% of females enrolled in their program. With the Bachelor of Science in Nutrition and Food Technology (BSNFT), which are predominantly female, the percentage of female in the College used to be higher. However, with the transfer of BSNFT in the College of Science, the number of female rapidly declined. The College offers four programs Mechatronics, Electronics and Information Technology under the BSIT; and Electrical Technology, and Automotive technology under the BIT department, all of which are gender-stereotyped courses. In 2015-2016 the graduates of the College comprised 6.21% of the total graduates in TSU. Of the four programs offered in the College, only two have female graduates, the Mechatronics Technology and the Electronics and Information Technology having a total of 77 female graduates. However, under the Automotive and Electrical Technology programs, no female graduate was produced.

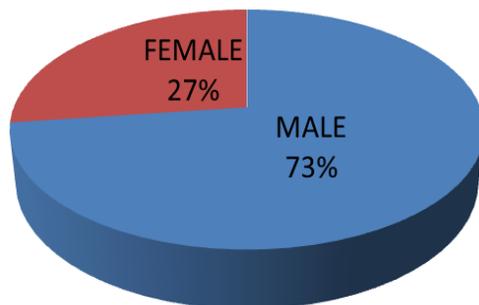
College of Business and Accountancy



Gender disparity in terms of graduate is pronounced in the College of Business and Accountancy. The figure above shows that out of 1,445 graduates in the year 2015-2016, 71% are female while 29% are male. The data revealed that more than half or 52% or 756 of the total graduates of CBA are from the Bachelor of Science in Business administration; Accounting Technology and HRM follows with a total of 275 and 210 graduates respectively. Out of the 756 graduates in Business Administration, 72.8% are female. Other courses such as Accountancy, accounting Technology, entrepreneurship, and HRM has almost twice female graduates than that of the male.

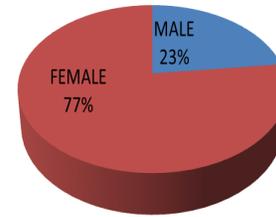
On the same school year, the female graduates in Accountancy in the country comprises 18.35% of the total number of male and female graduates in College in the Philippines. This suggests that Business and Accountancy is still the top choice of the female high school graduates in the country for the past years. Furthermore, it can be noted that among the courses offered in CBA, Entrepreneurship lags behind producing only 65 graduates which only accounts for 4.48% of the total number of graduates.

COLLEGE OF HUMAN KINETICS



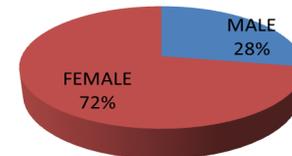
In the year 2015-2016, the College of Human Kinetics produced a total of 122 graduates which has the second least number of graduates in the University. With 89 male graduates comprising 73% of the total graduates, CHK is considered as highly male-dominated. This gender disparity can be attributed to the fact that more men engages in sports and athletics events, likewise, the difference in the number of sports for men and women.

COLLEGE OF SCIENCE



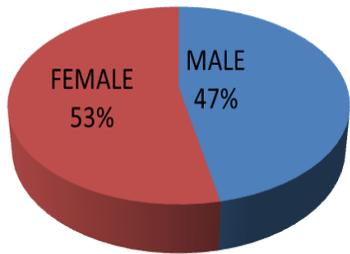
The College of Science has the least number of graduates in the University during the school year 2015-2016, with only 2.49% of the total graduates. The College offers three major programs, BS Nursing, BS Food Technology, and BS Chemistry. Of these three programs BS Chemistry produced the most number of graduates, with a total of fifty five graduates, Nursing with 34 graduates, and Food Technology with 32 graduates. It can also be noted that there is a wide gap between the numbers of male and female graduates; most of the female graduates in this program is from BS Chemistry with 38 graduates. Moreover, the number of male and female graduates in Nursing is on extremes with 32 female and only 2 males. Moreover, it can be inferred that Food Technology is not appealing to male students, since only nine out of 32 graduates of Food Technology is male.

COLLEGE OF ARTS AND SOCIAL SCIENCES



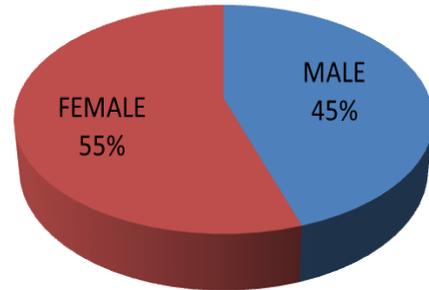
The College of Arts and Social Sciences ranks third on the Colleges that produces graduates in TSU. With a total of 577 graduates or 11.87% of the total number of graduates in 2015-2016, the College has a very high percentage of female graduates. According to the data of the University Registrar, Psychology produced the highest number of graduates (40. 73%), followed by communication arts with 32.58% of graduates, while AB English and Criminology produced 15.94% and 10.15% respectively. Among these four degree programs, Psychology has the most number of female graduates, where three out of ten students in the College are female graduate of Psychology. On the same manner, Communication Arts has a relatively large percentage of female graduates (2 out of 10 graduates of CASS). According to CHED Commissioner Patricia Licuanan (in Inquirer, July 2016), women liberal arts are among the courses with high female enrolment in the country including home economics and teaching.

PERCENTAGE OF GRADUATES IN DIPLOMA COURSES



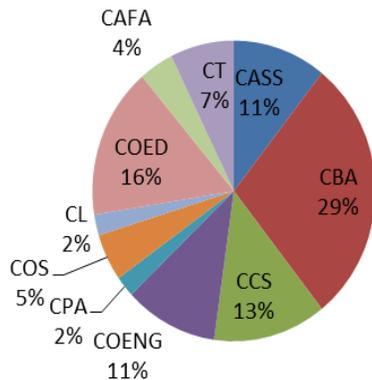
The University also offers undergraduate and post-graduate courses. In 2015-2016, a total of 139 students graduated in diploma courses in the University. BSIT Ladderized SPE in Systems Design produced one graduate, Associate in Information technology has the most number of graduates with a total of 117 graduates. Diploma in Industrial Technology has one male graduate while Diploma in Public Administration has a total of 20 graduates. It can also be observed that there is more female graduate in diploma courses on the year 2015-2016 than that of the male.

DROP-OUT PERCENTAGE



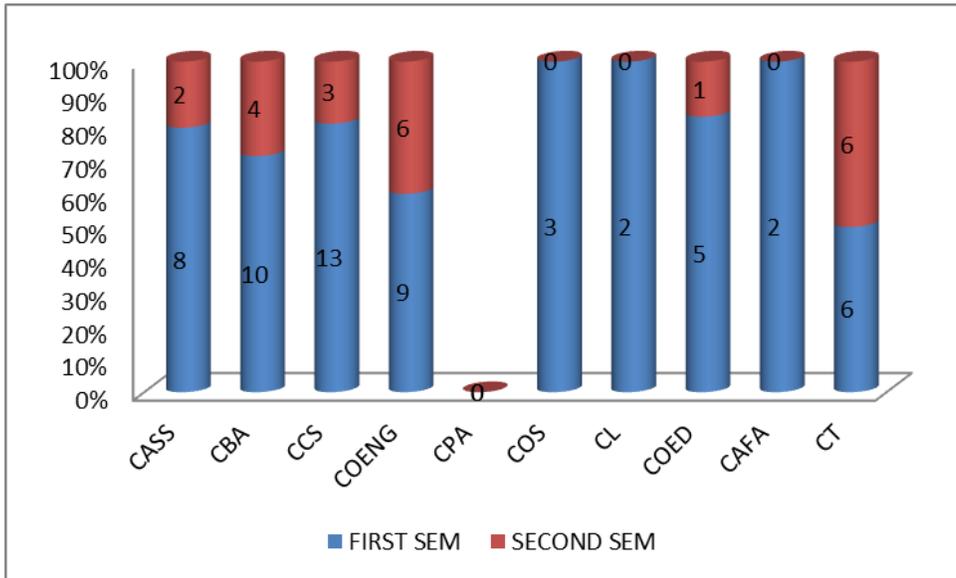
In 2015-2016, it was observed that the number of female drop-outs among undergraduate students in the University is a bit higher than that of the male by 10%. Although the completion rate of female students during the said school year is higher than the male, the drop-out rate in female is also higher. A total of 108 drop-outs among female students and 87 among male students was observed on the said period. Furthermore, the drop-out rate on College students in the University is at 0.21% which is considered minimal. Among the issues seen on the problem of dropping out is the financial capacity of the parents to support their students, shifting of courses, and pregnancy among others.

PERCENTAGE OF DROP-OUTS PER COLLEGE



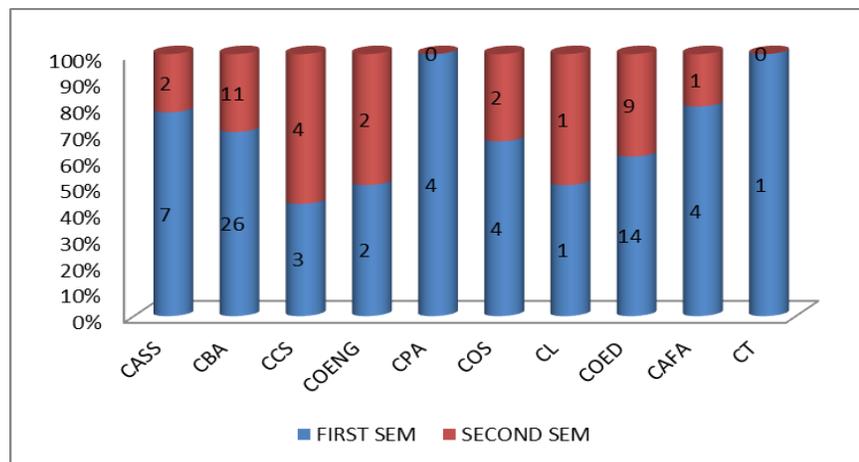
The percentage of drop-outs per College in 2015-2016 is shown on the figure above. College of Business and Accountancy has the highest percentage of drop-outs, with a total of 54 students who did not complete the program, 39 of which are female. College of Education has a total of 32 drop-outs or 16% of the total number of drop-outs in the University. Seven to Eight students who drop-out in the College of Education are female. It was observed that College of Computer Studies has the third most number of drop-outs in the University, with seven out of ten drop-outs are all males. Furthermore, the least populated Colleges have the least number of drop-outs, namely: COL, CPA and COS.

On one hand, the percentage of Male drop-outs is highest among male-dominated Colleges. College of Technology has the highest percentage of male drop-outs with 92.30%; followed by the College of Engineering with 73.9% male drop-outs, and the College of Computer Studies with 73.07% of male drop-outs. On the other hand, the Colleges having the highest percentage of female drop-outs are the following: College of Education with 78.13% , College of Business and Accountancy with 72.22%, and College of Science with 66.68.



A comparison on the drop-out rate of each College on the two semesters is presented on the figures above. As shown dropping out of male students is more recurrent during first semesters with 66.66% of the total number of students who dropped-out in 2015-2016. The Colleges with the most number of male drop-outs during first semester are CCS, CBA, and COENG, while the Colleges with the least male-drop-outs during first semester are COL, COS, and CAFA.

On the same manner dropping-out among female students is more prevalent during first semesters. Sixty one percent (61%) of the female drop-outs were in the first semester, while 29.69% dropped out in the second semester and 9.25% during summer classes.



SEX DISAGGREGATED DATA ON ENROLLMENT

A.Y. 2015-2016

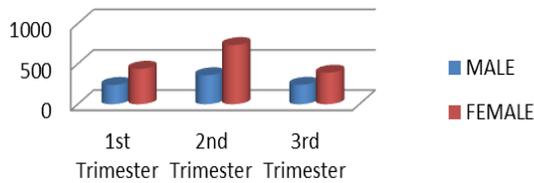
Analysis of enrolment in a university is essential to identify disparities and trends on student admission and changes that may have an impact on the school operation and policies. The following data will discuss the numbers of male and female enrolees among different Colleges in the University based on the data given by the University Registrar’s Office.

ENROLLMENT STATISTICS OF UNDERGRADUATE STUDENTS ON FIRST SEMESTER AND POST-GRADUATE STUDENTS ON FIRST TRIMESTER 2015-2016		
PhD Level or Equivalent	81	0.39%
Master’s Program	679	3.27%
Undergraduate Program	19,992	96.15%
Diploma Program	120	0.58%
TOTAL	20,792	

The table above shows the number of enrolees at the start of school year in both post-graduate and undergraduate programs in the university. It shows that the biggest bulk of students comes from the undergraduate program with 96.15% or 19,992 college students out of 20,792 enrolees. Master’s program has a total of 679 enrolees comprising 3.27%

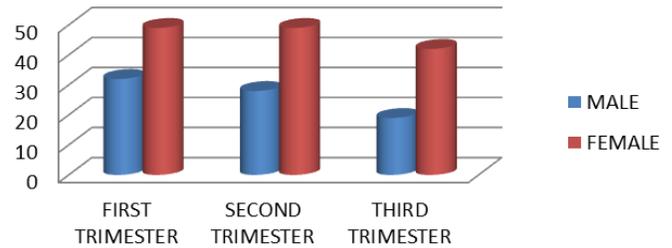
of the enrolees. Diploma program has a total of 120 enrolees or 0.58% of the total number, while the least number of enrolees comes from the PhD Level or equivalent with only 0.39% or 81 enrolees. It can be noted that the number of undergraduate and post-graduate students are in extremes, especially on the PhD Level with a very few number of enrolees.

Master's Degree Enrollment Rate in 2015-2016, by Sex



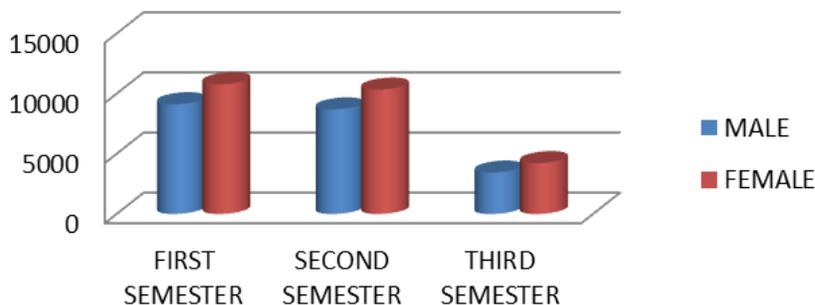
In 2015-2016, there is a total of 679 enrollees in the Master's program in TSU. In three trimesters the number of female who pursue higher education is higher by 24% to 34%. In every 10 enrollees in the Master's program, six are females while only three to four are males. This suggests a disparity by gender in terms of enrolment. In the first trimester, 64.80% or 440 are female, while 239 or 35% are male. In the second trimester, the number of male and female enrollees have increased significantly with a total of 734 female enrollees and 360 male enrollees. The number of enrollees in the third trimester however, decreased by almost half of the number of enrollees in the second trimester with 241 male enrollees and 391 female enrollees.

Doctorate Degree Enrollment Rate in 2015-2016, by Sex



The Doctorate Program has the least number of enrollees in 2015-2016 with only 81 male and female students. Among the three trimesters, the number of female enrollees is higher by 21-37%. The ratio of male to female enrollees among three trimesters is 3:7 to 4:6. In the first trimester, there is a total of 32 male enrollees and 49 female enrollees. The following trimester, the number of female enrollees is still 49 while the number of male enrollees decreased by four. The decrease in the number of male enrollee is apparent in the third trimester, where there is only a total of 19 male enrollees while the number of female enrollees decreased by seven. This suggests that retention and continuation of the highest level of education in TSU in 2015-2016 is more consistent with female, while there is a consistent decline in the number of enrolment among male students in Doctorate Program.

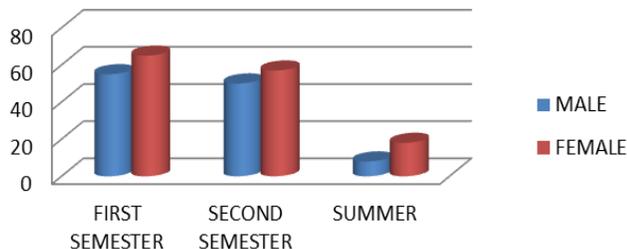
Undergraduate Enrollment Rate in 2015-2016, by Sex



In 2015-2016, the University has a total of 19,992 enrollees in 11 Colleges comprising 96% of the total enrolment in the University. The first semester of the school year has the highest number of enrollees with a total of 19,992 students. However, the number of enrollees in second semester declined by 4.36% or 869 students did not enroll in the University in second semester. Moreover, the number of female undergraduate students is consistently higher than that of the male in the first and second semester, where the percentage of female enrollees is higher by eight percent.

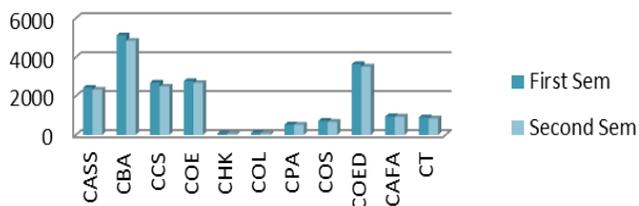
The University Registrar has recorded a total of 7672 enrollees in the undergraduate program in the third semester, where 3,443 are male and 4,229 are female.

Diploma Certificate or Associate Number of Enrollees, by Sex



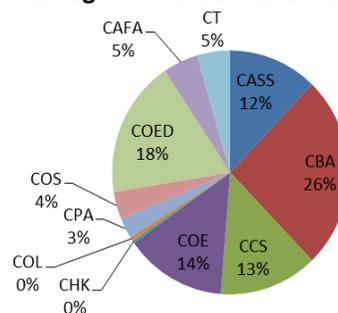
In 2015-2016, the College of Computer Studies was the only College in the University to accept enrollees for diploma courses, with a total of 120 students in the first semester, 107 in the second semester, and 26 students in the third semester. Like the statistics on graduate and post-graduate program, the number of female enrollees is also higher by 7% to 8% on the first and second semesters respectively. In the third semester, there is a total of eight male enrollees and 18 female enrollees.

First Semester Versus Second Semester Enrollment Rate Per College



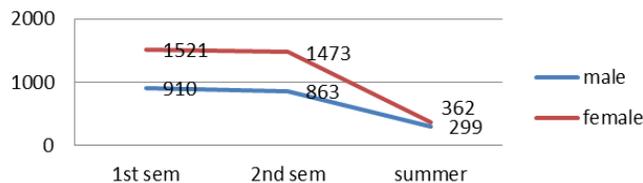
The comparison on the number of enrollees between the two regular semesters is shown above. The data shows, that all Colleges in the University has experienced a decrease in enrolment rate on the second semester in 2015-2016. The College with the highest number of decline of enrollees is the CBA with 283, followed by the CCS with 203 and COED with 127. CASS has a total of 95 students who did not enroll in the second semester, while COE has 93; CHK has two; COL has 16; CPA has 14; COS has 44; CAFA has 12 and CT has 60. The total number of students who did not enroll in second semester is 949.

Distribution of Undergraduates Enrollees Per College in First Semester 2015-2016



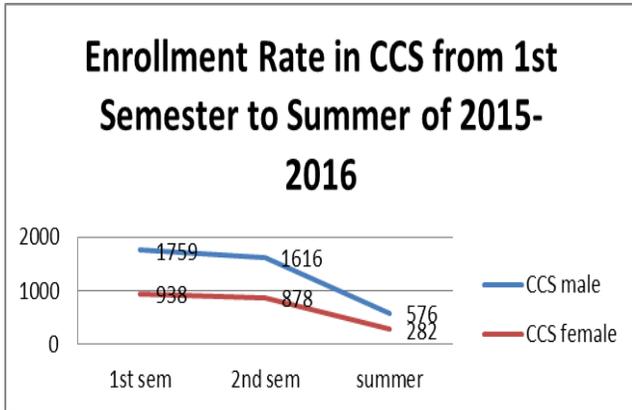
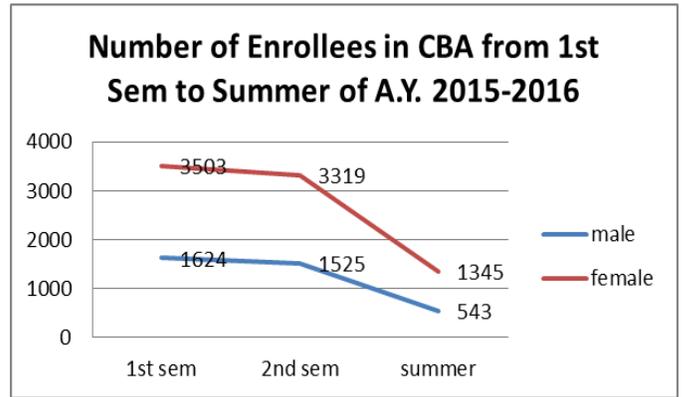
Among the 11 Colleges in the University, the CBA has the most number of enrollees with 26% or 5,127 students in the first semester of 2015-2016; the College of Education follows with a total of 3,645 students or 19%; COE ranks third with 14% or a total of 2,775 enrollees. The number of enrollees of CCS is close with that of COE with 2697 students. CHK has the least number of enrollees with almost 1% followed by COL with almost 1% and CPA with 3%. The distribution of data between first and second semester is almost the same, except for the CBA whose percentage of enrollees decreased by one percent.

Enrollment Rate in CASS from 1st Sem to Summer of A.Y. 2015-2016

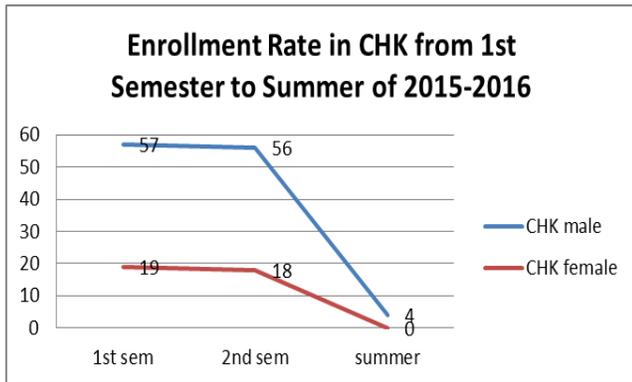


The data on enrolment rate in the College of Arts and Social Sciences is illustrated in the Figure above. The number of female enrollees compared with that of the male is significantly higher. Out of four degree programs offered in this College, three are largely female namely: BA Communication, BA English, and BA Psychology. The number of male students in BS Criminology is higher by more than a quarter with 489 males and 282 females. Also, BS Criminology has the highest number of enrollees of the four programs with 771 enrollees; followed by the BA Psychology with 697 enrollees; BA Communication has 594 enrollees; and BA English has 369. Furthermore, it was illustrated that there is a significant difference in terms of the number of male and female enrollees in first and second semesters. Female enrollees comprised 62.56% of the total number of enrolment in the first semester and 63.05% of the total enrolment in the second semester.

The College of Business and Accountancy has the highest percentage of enrolment in the entire University. The number of female enrollees compared with that of the male is particularly higher with 68.32% or 3,503 female out of 5,127 total enrollees in the College on the first semester. The percentage of female enrollees is the same on the succeeding semester with a total of 3319 female enrollees out of 4,844 students who enrolled. Likewise, the decline in the number of students from first to second semester is higher among females with a total of 184 female student students who did not enroll, while the decline among male students is 99. It is also shown that more female students or 71% enroll during second semester of the school year.

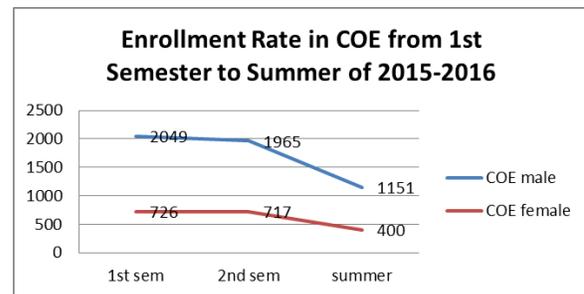


The College of Computer Studies largely comprises of male students as portrayed in the figure above. Across the three semesters in 2015-2016, the percentage of male enrollees ranges from 65-67% of the total enrolment. The biggest bulk of male students enrolled in bachelor of Science in Information Technology with 697 male enrollees or 26% of the total number of enrollees. Bachelor of Science in Technical Service Management follows with a total of 613 enrollees or 23% of the total enrollees. Bachelor of Science in Computer Studies is also male dominated with 227 male enrollees and only 129 female enrollees. The number of male students among the four degree programs offered in CCS is consistently higher on the two semesters of 2015-2016.



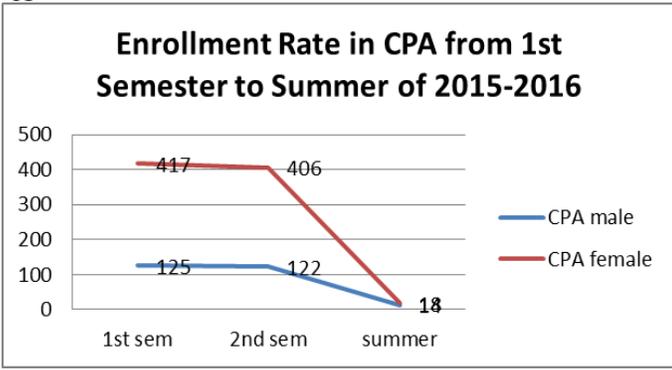
The figure above illustrates the enrolment rate of the College of Human Kinetics as a separate College in TSU. The College has a total of 76 enrollees where majority are male students. Seventy five percent of the students in the CHK in the first and Second semesters of 2015-2016 are female.

The number of male students in the College of Engineering is enormously higher than that of the female. The figure above shows that of the two semesters in 2015-2016, majority of the students who land on Engineering courses are male. The gender gap of students in Engineering is significantly large even in the enrolment of third semester. Majority of the male enrollees in the first semester comes from the Bachelor of Science in Civil Engineering with a total of 884 students or 43.14% of the total number of enrollees; less than half of the number of male students in this program are female. Gender disparity in terms of enrolment is also apparent in the Bachelor of Science in Electrical Engineering where 88% or 451 out of 512 are females. The Bachelor of Science in Electronics Engineering has the second least number of enrollees among the five degree programs, majority or 74.41% are males. On the other hand, the Bachelor of Science in Industrial Engineering is the only program where female students outnumbers the male in terms of

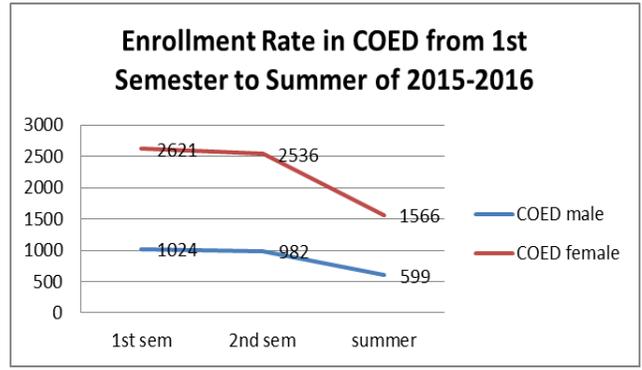


enrolment, however, although this course comprises of largely female, it is the least populated of the offered programs.

While enrolment is higher among male in COE, the number of students who shifted, dropped, or did not enroll in the College is significantly higher among males students. The number of male enrollees declined by 86 or 4.19% in the second semester while the decline in the enrolment among female students declined by only 12 or 1.65%. This suggests that retention is relatively higher among females, despite the low number of female enrollees in the College.

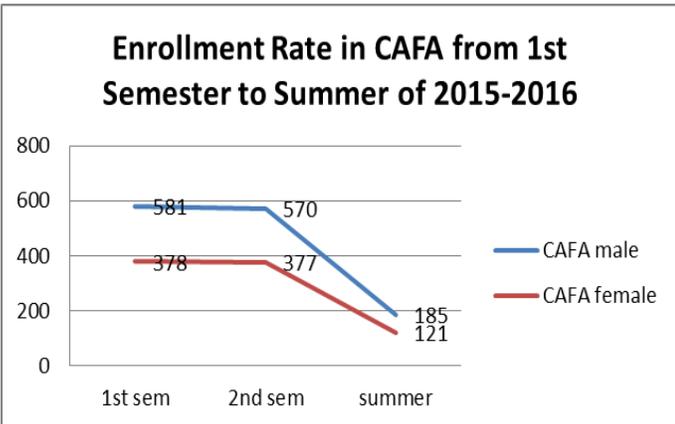


Public Administration is more appealing to female students than among male as shown on the Figure above. The data shows that the gender gap is large in terms of enrolment with an almost 8:2 female to male enrollee ratio in the College. However, in terms of non-enrolment, males are relatively fewer than that of the female. The number of male and female students who take summer classes is almost the same.

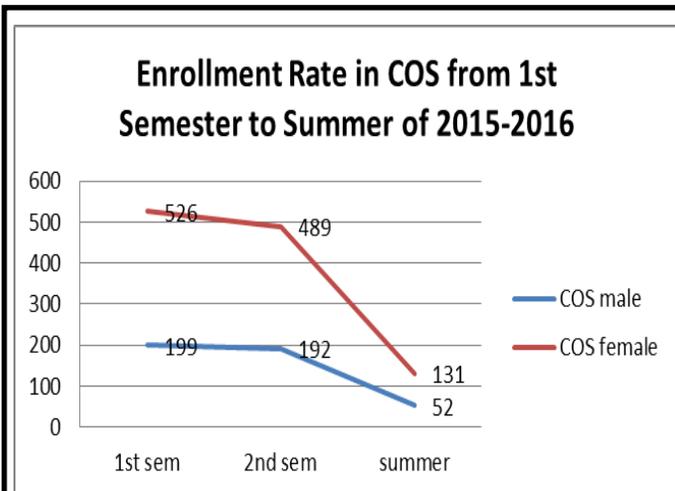


The College of Education has the second largest population in the University comprising of 3645 students or 18% of the total population in the first Semester of 2015-2016. The gender gap in terms of enrolment is very high 71% of the students in the said College are female, making COED the second most preferred course of female high school graduates.

The ratio of male to female enrollees in Pre-School Education is 9:1 and 8:1 in Elementary Education. The gender disparity in enrolment is even larger when it comes to the number of students in Basic Education programs. The gender disparity in enrolment of secondary education relatively decreased. Among the secondary education programs, those who are taking up English and Filipino as their majors are predominantly female with 79% and 83% female students respectively. Language subjects are more appealing to female students. However, majors such as TLE Soc Sci, MAPEH and Industrial Arts have more male enrollees. Industrial Arts and Civil Technology are the only programs which have more number of male students than female with 85% and 92% male students respectively. Among the highest number of male enrollees in COED are those who are taking up Generalist as major with 162 students, followed by MAPEH with 152, and Physical Education with 120. When it comes to female enrolment, the most popular choices of female enrollees as reflected in the number of enrolment is the Bachelor of Elementary Education major in Generalist, with 875 students comprising of almost a quarter of the total population (24%).

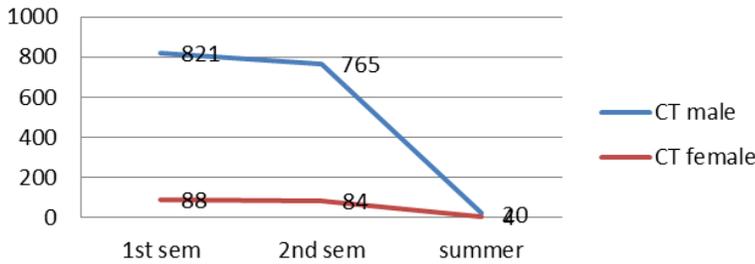


Gender gap is prominent in the College of Architecture and Fine Arts where majority of the students are male with a male to female ratio of 6:4. The gender disparity is high in the bachelor of Science in Architecture program where 489 are males and 305 are female. The bachelor of Fine Arts is among programs in the University with the least number of enrolment (83 males and 73 females).



The trend in enrolment in the College of Science is the same with the preceding Colleges discussed where the number of enrolment decreases from first semester to second semester. The figure above shows that the decline in terms of enrolment is relatively higher among female students where there is a total of 37 non-enrollees. However, the College is still dominated by female with a significantly large number of female enrollees. In the first semester, 63% of the female enrollees are female, majority of which comes from the BS Food Technology with a total of 187 female students, BS Chemistry has 116 female students, and BS Math has 90 female students who enrolled. The said programs tops the most populated degree programs in the College. Male students in COS is highest in BS Food Technology with 55 enrollees followed by the BS Chemistry with 49 students, and BS Mathematics with 47 students. BS Nursing is still more appealing among female students with 75 female enrollees and only 19 male enrollees.

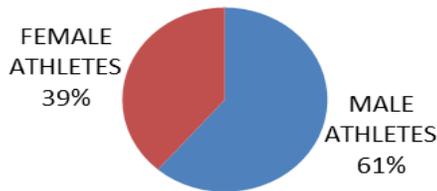
Enrollment Rate in CT from 1st Semester to Summer of 2015-2016



Sex disaggregated data reveals that Industrial Technology courses are still not a common choice among female student. The figure above shows a large gender gap in terms of enrolment where only 9.68 are female. According to the data of the University Registrar, the Automotive Technology has no female enrollee, while Electrical Technology has one. Mechatronics which has the highest number of students comprising of 281 has only 13 female students. Of the four courses in CT, Electronics and Information technology has the highest percentage of female comprising of 21%.

SEX DISAGGREGATED DATA ON TSU ATHLETES

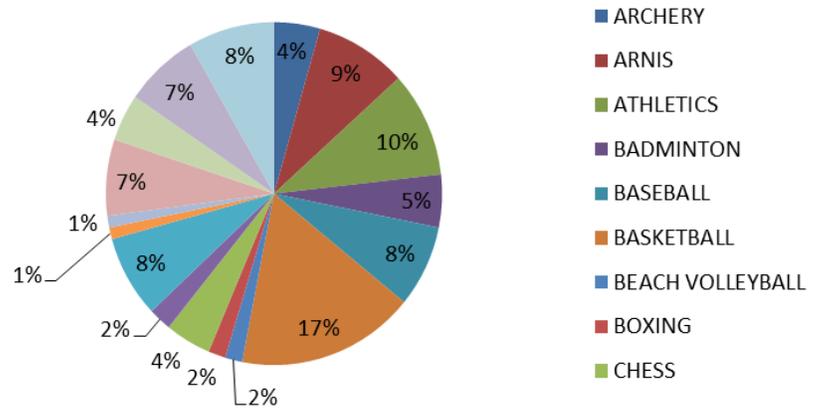
Sex Disaggregated Data on TSU Athletes



Based on the data given by the Sports and Development Office of the University, more male students join the varsity team. There is a total of 111 male athletes comprising 61% of the total number of athletes in 2015-2016. A total of 70 female athletes coming seven Colleges in the University are part of the athletics team on the same year.

The figure shows the different events played by the male and female athletes in TSU in 2015-2016. Basketball has the highest number of athletes comprising 17% of the total athletes in the University. Athletics is the next event with the highest number of players comprising 10% of the total number of athletes. Arnis, has the third highest number of players with 9%; followed by the volleyball, baseball, and karatedo. While the event with the least number of players are: beach volleyball, lawn tennis, and boxing.

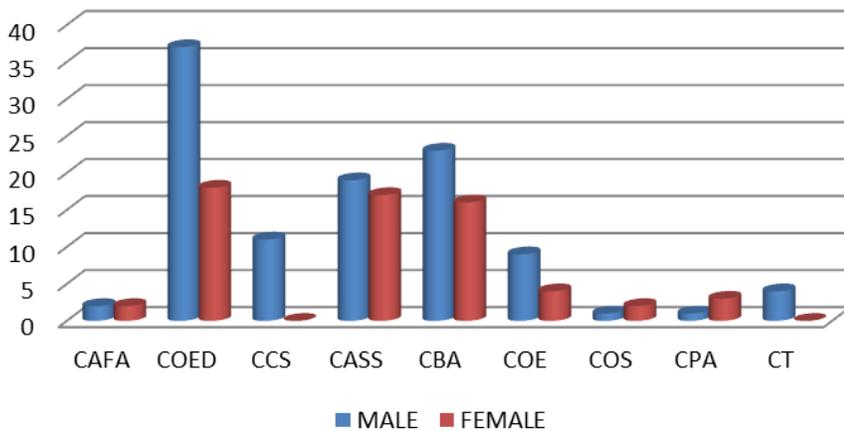
Distribution of Athletes Per Event



Apparently, the events with the lowest number of male athletes are those that require less number of players or those that require single player. Among such is the lawn tennis and chess which has 2 players each; beach Volleyball, Boxing, and Table tennis which has 3 male players each; and badminton which has four.

On the other hand, the female basketball team has the largest number of female athletes comprising of 14 members mostly coming from CASS and COED. Arnis and Karatedo are the next event being played by most female athletes of COED, CBA, and CASS. Compared to the number of events where there are male athletes, there are five events for female without athletes namely: baseball, beach volleyball, boxing, lawn tennis, and volleyball.

Distribution of Athletes Per College



The College of Education where Physical Education is offered is the College which produced the highest number of athletes, with 37 males and 18 female athletes. The College of Business and Accountancy is the second college with the highest number of male athletes with a total of 23 athletes; while CASS is the next College with the highest number of female athletes. Moreover, all players in the College of Computer Studies and College of Technology are male. The College of Science, College of Public Administration, College of Architecture and Fine Arts, and College of Technology has the least number of athletes.

SEX DISAGGREGATED DATA OF TSU SCHOLARS

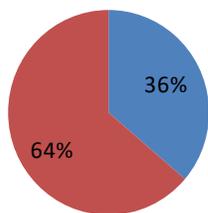
In the second semester of 2015-2016, the Tarlac State University has a total of 3,007 recipients from 39 scholarship grants and providers. Based on the data given by the Scholarship Office, 64% of the recipients or 1917 are female students while 36% or 1,090 are male students. This implies that more female students avail and are granted financial support from these providers.

The TD 3rd District Cong. Noel Villanueva has the highest number of recipients with 360 male and 640 female students. The Tarlac State University College Scholarship Program (Partial) follows with a total of 166 male and 356 female students; and the TD Sagip Party List Ranks three on the most number of beneficiaries with a total of 96 males and 206 female beneficiaries.



Student Scholars (2nd Sem 2015-2016)

■ male ■ female





TARLAC STATE UNIVERSITY CENTER FOR GENDER AND DEVELOPMENT ORGANIZATIONAL CHART



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DR. GLENARD T. MADRIAGA
Vice President-RES



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Director, CGAD



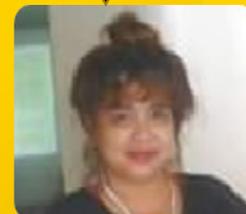
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College of Computer Studies



Dr. Mellany Masangkay
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GAD Coordinators



SPECTRUM

Gender is a spectrum of colors.

The Official Publication of Tarlac State University Center for Gender and Development

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TARLAC CITY, PHILIPPINES