



Tarlac State University
GENDER AND DEVELOPMENT OFFICE



2019 Annual Accomplishment Report

**SUMMARY OF ACTIVITIES FOR 2019
RESEARCH, EXTENSION, CHILD CARE CENTER, AND CAPACITY
BUILDING**

ROADMAP B – EXECUTIVE, FACULTY, AND PERSONNEL

KEY RESULTS AREA	DATE	ACTIVITY	VENUE	PERSONS/OFFICE INVOLVED
Faculty Competency Development Plan (Teaching) & Personnel Competency Development Plan (Non-teaching)	January 11, 2019	“Gender and Development (GAD) Planning and Budgeting Session”	TSU Main AVR	GAD Staff and Coordinators
	March 4, 2019	“Seminar on the Canons of Ethics in Public Service: A Must Towards an Accountable-Governance”	TSU Main AVR	Dr. Rita E. Pulmano, GAD Staff and Coordinators, Faculty and Personnel of the University
	May 27-29, 2019	“2019 Gender-Responsive Seminar and Team Building of TSU Faculty and Personnel Union”	Monte Vista Hot Spring and Conference Resort, Pansol, Calamba, Laguna and Shercon Resort, Mataas na Kahoy, Batangas	GAD Office & TSUFPU
	October 29, 2019	“Gender Sensitivity Orientation for the Newly-hired Employees of TSU”	Engineering AVR, TSU Main Campus	Dr. Rita E. Pulmano, Christal Galle S. Aguas, Manuel Alejandro R. Bulos, Jericson M. Montes, HRDMO Staff, Newly hired employees of TSU
Personnel Competency Development Plan (Non-teaching)	May 24-26, 2019	“Annual Gender-Responsive Team Building Workshop and Educational Trip”	Monte Vista Hotspring and Conference Resort, Pansol, Calamba, Laguna	GAD Office & TSU NASA

**ROADMAP C – ACADEMIC PERFORMANCE
INSTRUCTIONAL QUALITY**

KEY RESULTS AREA	DATE	ACTIVITY	VENUE	PERSONS/OFFICE INVOLVED
Student Support Services Development Plan	January 21 & 28, 2019	“Work Ethics and Anti-Sexual	TSU Gymnasium, Main Campus	GAD Office & CTCC Unit

Student Support Services Development Plan		Harassment Seminar		
	February 13, 2019	"Mx. Warrior 2019"	TSU Gymnasium, Main Campus	Dr. Rita E. Pulmano, TSU Supreme Student Council
	February 23, 2019	"HIV Awareness and Reproductive Health Seminar"	TSU Amphitheater, Lucinda Extension Campus	Dr. Rommel Hernandez, Jericson A. Montes, Manel Alejandro Bulos, CTE – Generalist Organization and Students
	March 11, 2019	"Seminar on Gender and Sexuality"	TSU Amphitheater, Lucinda Extension Campus	Manuel Alejandro R. Bulos, Jericson A. Montes, Christal Galle S. Aguas, CTE-SC and Organization Officers
	March 21, 2019	Child Care Center Moving Up Ceremony	TSU Main AVR	Dr. Rita E. Pulmano, GAD Staff, Child Care Pupils, and their Parents
	March 30, 2019	"Seminar on Teenage Pregnancy"	Engineering Building (EB) Room 207, TSU Main Campus	Prof. Mary Jane S. Rigor, GAD Staff, NSTP Instructors
	April 8, 2019	"Seminar on Teenage Pregnancy"	TSU Gymnasium, Main Campus	Dr. Lucila O. Sunga, Manuel Alejandro R. Bulos, Jericson A. Montes, NSTP Students
	April 13, 2019	"HIV, Tuberculosis and Hepatitis Awareness and Prevention Seminar for the CET-NSTP Students"	Engineering Building-AVR, TSU Main Campus	Dr. Rommel M. Hernandez, Ms. Sylyn D. Rico, Manuel Alejandro Bulos, Jericson A. Montes, NSTP Instructors, and Students
	April 22, 2019	"Work Ethics and Anti-Sexual Harassment Seminar"	TSU Gymnasium, Main Campus	Mr. Jeremiah Paul Silvestre, Prof. Winifredo L. Luis, Ms. Laarni T. Capinding, GAD Staff and CTCC Staff
	May 6, 2019	"Breaking the Barriers to Mental Health Stigma: Change Starts with You"	Engineering AVR, TSU Main Campus, San Vicente, Tarlac City	Mr. Jeremiah Paul C. Silvestre, Ms. Laarni T. Capinding, Jericson A. Montes, Manuel Alejandro Bulos, NSTP Students

Student Support Services Development Plan	September 16, 2019	"You Matter: A Mental Health Awareness Seminar"	Engineering Building Room 212 and 213, Tarlac State University-Main Campus	Mr. Jeremiah Paul C. Silvestre, Ms. Laarni T. Capinding, GAD Staff, CET-SC, CET Students
	October 18, 2019	"MASAGANA: Linggo ng Pangangalakal – Mental Health Awareness Seminar"	Academic Building, TSU Lucinda Extension Campus	Christal Galle S. Aguas, Manuel Alejandro R. Bulos, Jericson M. Montes, Ms. Shiela Jane Gonzales
	November 22, 2019	"Math Manipulative Exhibit"	Child Care Center, gad Building	Child Care Pupils, CTE Students, Dr. Joanne Marie Escalona
	November 25, 2019	"KABANATA: Kabataan Balasik na Natitigmak ng mga Tagatupad"	Mini Theater – Smith Hall, TSU Main Campus	Mr. Jeremiah Paul Silvestre, Mr. Louis Adonis Silvestre, Prof. Gladie Natherine Cabanizas, CASS Student Council and Students
	November 25, 2019	"CINE JUANA: Digital Shorts Competition"	PICC, Pasay, Metro Manila	CASS – ABCOMM Majarlika Productions: Lance Harvey Berber, Jenna Perciano, Agatha Faye Lingat, Angelica Lagman, Lyra Sophia Rivera, Raizen Bantula, Kyle Cedric Ocampo, Ivan Fabian, Johnreynald Quintero
	December 7, 2019	"Child Sexual Abuse Prevention Seminar"	Academic Building AVR, TSU Lucinda Extension Campus and Engineering AVR, TSU Main Campus	Ms. Catherine V. Gacutan, Christal Galle Aguas, Geneva Joy De Guzman, NTSP Students
	December 9, 2019	"VAW Forum Towards a VAW-Free TSU"	TSU Gymnasium, Main Camps	Prof. Winifredo L. Luis, GAD Staff, and Coordinators

**ROADMAP C – ACADEMIC PERFORMANCE
RESPONSIBLE OFFICE/PLAN OWNER**

KEY RESULTS AREA	DATE	ACTIVITY	VENUE	PERSONS/OFFICE INVOLVED
Research Publication and Presentation Development Plan	May 20, 2019	“3 rd GAD Research Colloquium with the theme “Enhancing Research Readiness and Competitiveness through Gender-Responsive Research in the University”	Training Center Red Building, Lucinda Extension Campus, Tarlac City	Dr. Armee N. Rosel, Dr. Rita E. Pulmano, Manuel Alejandro Bulos, Jericson Montes, Christal Galle Aguas, Virginia Serquiña
	November 13-15, 2019	“National Gender and Development Research Congress”	RET Amphitheater, Central Luzon State University, Science City of Munoz, Nueva Ecija	Dr. Niño B. Corpuz, Dr. Daisy T. Inalvez, Dr. Jessica Marie Dela Peña, Prof. Juvy V. Galamay
Training and Professional Development Services Plan	September 6, 2019	2019 National GAD Budget Forum	Double Dragon Plaza, Pasay City	Dr. Rita E. Pulmano & Mr. Jesus S. Danganan
Academe-Government Agencies Linkages Development Plan	January 30, 2019	Public hearing relative to the proposed ordinance entitled: “An ordinance enacting the Gender and Development Code of Tarlac City”	Tarlac City Legislative Building	Ms. Sheila Jane Gonzales (GAD Coordinator)
	February 7-8, 2019	“Two-Day Training Workshop on Gender Responsive Planning and Budgeting for 2020”	La Maja Rica Hotel and Restaurant, Tarlac City	Dr. Rita E. Pulmano
	February 14, 2019	RGADC III Technical Working Group Meeting	Maimpis, City of San Fernando, Pampanga	Dr. Rita E. Pulmano
	March 21, 2019	“Anti-Sexual Harassment Seminar”	AVR, Gerona Municipal Hall	Prof. Gherold C. Benitez
	March 22, 2019	“GAD Planning and Budgeting for CY-2020”	AVR, Gerona Municipal Hall	Dr. Rita E. Pulmano
	March 28, 2019	“Gift Giving Program” of the Civil Service Commission Tarlac	DSWD-Tarlac Home for Women, Tarlac City	GAD Staff and Coordinators, HDRMO
	May 28, 2019	“2 nd Quarter Meeting of the RGADC III”	Research, Extension, and Training (RET) Conference	Manuel Alejandro Bulos

Academe- Government Agencies Linkages Development Plan			Hall, CLSU, Science City of Muñoz, Nueva Ecija	
	June 21, 2019	"2 nd Quarter Meeting of the PGT GFPS/TWG/M&E"	Tarlac Agricultural University, Camiling, Tarlac	Dr. Rita E. Pulmano and Ms. Shiela Jane Gonzales
	July 10, 2019	RGADC III Technical Working Group (TWG) Meeting and Workshop on Guidelines on the Certification of Regional Pool of Gender and Development Resource Persons (RPGRP)	NEDA Regional Office 3 Building, DMGC, Maimpis, City of San Fernando, Pampanga	Dr. Rita E. Pulmano
	July 26, 2019	"Seminar on R.A. 9710 known as Magna Carta of Women"	Old Session Hall, Provincial Capitol Building, Barangay San Vicente, Tarlac City	Dr. Rita E. Pulmano, Prof. Christine Janelle M. Santiago
	August 9, 2019	"Gender Sensitivity Training" for the Doctrine and Capability Integration Center, Training and Doctrine Command, Philippine Army	TSU Hotel, Lucinda Campus, Tarlac City	Mr. Oliver Cura
	September 18-20, 2019	"Three-Day Levelling Session on Gender and Development (GAD) Concepts, Gender Analysis (GA) Tools, and GAD Planning and Budgeting"	The Bella Plaza, San Sebastian, Tarlac City	Dr. Rita E. Pulmano, Prof. Christine Janelle M. Santiago, and Ms. Maria Tiara Fatima F. Galang
	October 8, 2019	"Gender Sensitivity Training for PGT Male Employees"	Bulwagan ng mga Gobernador, Provincial Capitol Building, Barangay San Vicente, Tarlac	Dr. Rita E. Pulmano, Prof. Christine Janelle M. Santiago
	October 22, 2019	"Gender Analysis and GAD Tools"	Marawi High School, Camiling, Tarlac	Dr. Rita E. Pulmano, Prof. Christine Janelle M. Santiago
	December 6, 2019	"4 th Quarter Meeting of the PGT GFPS/TWG/M&E"	Municipal Compound, Pura Tarlac	Dr. Rita E. Pulmano

	December 9, 2019	4 th Regional Gender and Development Committee (RGADC) III Meeting	Diosdado Macapagal Government Center, Maimpis, City of San Fernando, Pampanga	Dr. Rita E. Pulmano and Dr. Niño B. Corpuz
	December 11, 2019	"Gender Analysis and Tools"	Moncada Public Plaza, Moncada, Tarlac	Dr. Rita E. Pulmano, Prof. Christine Janelle Santiago

OTHER ACCOMPLISHMENTS

AREA	DATE	ACTIVITY	VENUE	PERSONS/OFFICE INVOLVED
Annual Celebration/Campaign	March 12, 19, & 26, 2019	"Kick-Off Activity for the 2019 National Women's Month Celebration"	All campuses of the University	Dr. Rita E. Pulmano, GAD Staff and Coordinators
	March 15, 2019	"Serbisyo Para Kay Juana"	Child Care Center, GAD Building	Dr. Rita E. Pulmano, GAD Staff, Rank and file employees of the University
	March 20, 2019	Radio Guesting at 91.1 Muews Radio Tarlac	Tarlac City, Tarlac	Dr. Rita E. Pulmano, Christal Galle S. Aguas
	November 26, 2019	"Kick-off Activity for the 18-Day Campaign to End Violence Against Women (VAW) – Flag-raising ceremony"	All campuses of the University	Dr. Rita E. Pulmano, GAD Staff and Coordinators

GAD OFFICE 2019 MILESTONE ACHIEVEMENTS AND ACCOMPLISHMENTS

- The institutionalization of the “Work Ethics and Anti-Sexual Harassment Seminar” for the Student Interns of the University. As of this year, three sessions of the said seminar were conducted by the Gender and Development Office in partnership with the Counseling, Testing, and Career Center dated January 21, 28 & April 22, 2019, respectively. A total of 2,704 student interns were able to attend the seminar – 1, 174 males and 1, 530 females. Mr. Jeremiah Paul C. Silvestre served as the Resource Speaker for the Work Ethics while Prof. Gherold C. Benitez and Prof. Winifredo L. Luis served as the Resource Speakers for the Anti-Sexual Harassment.
- The TSU Supreme Student Council led by Mr. Adrian N. Eliorico (TSU-SSC President) and Dr. Rita E. Pulmano (GAD director) organized the first-ever “Mx. Warrior 2019” at the University. It aimed to educate and uphold respect among all genders in society by recognizing the beauty and intelligence of our LGBTQIA+ students. Mx. Warrior 2019 held on February 13, 2019, at the TSU Gymnasium. The activity was not only intended to showcase the beauty, personality traits, intelligence, and talent of the candidates but also to intensify the support to the LGBT community in the University. It generally aimed to educate and uphold respect among all genders in society.
- Seminar on the “Canons of Ethics in Public Service: A Must Towards an Accountable-Governance” was conducted by the Gender and Development as one of the activities for the 2019 National Women’s Month participated by the faculty and personnel of the University. Dr. Corazon A. David was invited to serve as the Resource Speaker on the said seminar and discussed a relevant topic on “Women Empowerment: Health, Wealth, Safety and Well-being in the Workplace”.
- Through coordination with the Human Resource Development Management Office, Tarlac State University was able to provide gifts and personal hygiene kits to the residents of the DSWD-Tarlac Home for Women in the “Gift Giving Program” organized by the Civil Service Commission – Tarlac. Moreover, the Gender and Development Office was able to extend its “Serbisyo Para Kay Juana” activity for the Women’s Month Celebration for the residents.
- GAD Office conducted the 3rd GAD Research Colloquium: “Enhancing Research Readiness and Competitiveness through Gender-Responsive Research in the University”. Fourteen (14) Research Proposals were presented and reviewed during the said colloquium.
- Dr. Rita E. Pulmano, GAD director and Mr. Jesus S. Danganan attended the “7th National GAD Budget Forum for National Government Agencies (NGAs), Attached Offices, Bureaus, State Universities and Colleges (SUCs), and Government-Owned and Controlled Corporations (GOCCs) last September 6, 2019, at the Double Dragon Plaza, Pasay City, Manila.

- Dr. Rita E. Pulmano together with GAD Coordinators; Prof. Christine Janelle M. Santiago and Ms. Ma. Tiara Fatima F. Galang participated in the “Three-Day Levelling Session on Gender and Development (GAD) Concepts, Gender Analysis (GA) Tools, and GAD Planning and Budgeting” organized by PGT-GAD.
- Dr. Niño B. Corpuz was awarded as “1st Best Paper” during the National Gender and Development Research Congress at the Luzon State University (CLSU), Science City of Muñoz, Nueva Ecija. Along with him, Dr. Daisy T. Inalvez, Dr. Jessica Marie Dela Peña, and Prof. Juvy V. Galamay also presented their completed research in the said event.
- Majarlika Productions’ “Blager” 2nd Place in #JuanParaKayJuana category of the CINE JUANA: Digital Shorts Competition organized by the Philippine Commission on Women in line with the annual 18-Day Campaign to End Violence Against Women (VAW).
- As a major activity for the annual conduct 18-Day Campaign to End Violence Against Women, the Gender and Development Office conducted a forum titled “VAW Forum Towards a VAW-Free TSU”. It aimed to provide knowledge and awareness to the participants about basic concepts of VAW and to educate them about where to seek help in cases of violence.
- GAD Office conducted thirteen (13) capacity building through seminar/training to students specifically on Mental Health Awareness Seminar, Teenage Pregnancy Seminar, and Reproductive Health Seminar; three (3) Gender Sensitivity Orientation/Training to the University’s faculty and personnel; and seven (7) gender-responsive seminar/trainings to partner agencies namely; Provincial Government of Tarlac, LGU Gerona, TRADOC, and LGU Moncada.

I. CAPACITY BUILDING

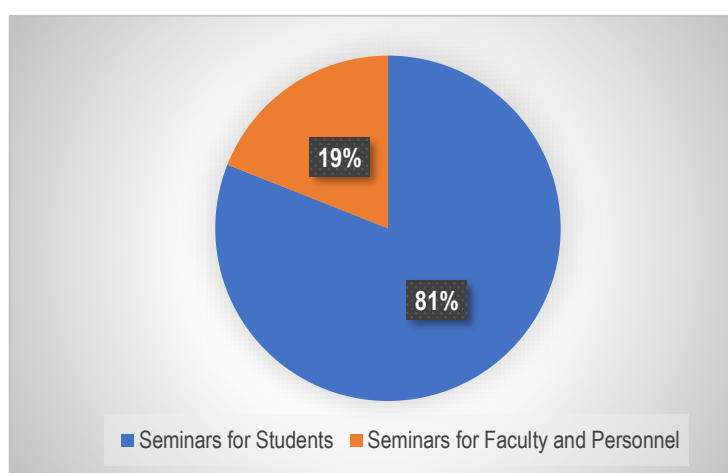


Figure 1. Seminars Conducted in 2019

SEMINAR FOR STUDENTS

Title of the Activity	Date	Participants			Venue	Speaker/s	Amount
		M	F	Total			
Work Ethics and Anti-Sexual Harassment Seminar	January 21 & 28, 2019	CCS, CET, CCJE, CTE, COS, CBA Student Interns	750	1,207	1,957	TSU Gymnasium Mr. Jeremiah Paul C. Silvestre, Prof. Gherold Benitez, & Prof. Winiffredo Luis	₱82,085.00
HIV Awareness & Reproductive Health Seminar	February 23, 2019	CTE – Generalist	7	153	160	TSU Amphitheater Dr. Rommel M. Hernandez	₱6,160.00
Seminar on Gender and Sexuality	March 11, 2019	CTE – Organization Officers	31	37	68	TSU Amphitheater Mr. Manuel Alejandro R. Bulos	₱3,905.00
Seminar on Teenage Pregnancy	March 30, 2019	NSTP Students	100	272	372	Engineering Building AVR, TSU Main Campus Prof. Mary Jane S. Rigor	₱49,280.00
Seminar on Teenage Pregnancy	April 8, 2019	NSTP Students	169	429	598	TSU Gymnasium Dr. Lucila O. Sunga	
HIV, Tuberculosis, and Hepatitis Awareness and	April 13, 2019	NSTP Students	379	222	601	Engineering Building AVR, TSU Main Campus Dr. Rommel M. Hernandez, Ms. Sylyn D. Rico	

Prevention Seminar								
Work Ethics and Anti-Sexual Harassment Seminar	April 22, 2019	CASS, CET, CTE Student Interns	424	323	747	TSU Gymnasium	Mr. Jeremiah Paul C. Silvestre & Prof. Winifredo Luis	₱45,716.00
“Breaking the Barriers to Mental Health Stigma: Change Starts with You”	May 6, 2019	NSTP Students	56	211	267	Engineering Building AVR, TSU Main Campus	Mr. Jeremiah Paul C. Silvestre & Ms. Laarni T. Capinding	₱13,970.00
“You Matter: A Mental Health Awareness Seminar”	September 16, 2019	CET Students	59	29	88	Engineering Building Room 212 and 213, TSU Main Campus	Mr. Jeremiah Paul C. Silvestre & Ms. Laarni T. Capinding	₱9,075.00
“MASAGANA: Linggo ng Pangangalakal – Mental Health Awareness Seminar”	October 18, 2019	CBA Students	18	76	85	Academic Building AVR, TSU Lucinda Campus Extension	Mr. Jeremiah Paul C. Silvestre & Ms. Laarni T. Capinding	₱9,487.50
“KABANATA: Kabataan Balasik na Natitigmak ng mga Tagatupad”	November 25, 2019	CASS Students	42	60	102	Mini Theater, Smith Hall, TSU Main Campus	Mr. Jeremiah Paul C. Silvestre, Mr. Louis Adonis Silvestre, and Prof. Gladie Natherine Cabanizas	₱7,645.00
Child Sexual Abuse Prevention Seminar	December 7, 2019	NSTP Students	37	51	88	Academic Building, TSU Lucinda Extension Campus & Engineering AVR, TSU Main Campus	Ms. Catherine Gacutan	₱4,598.00
VAW Forum Towards A VAW-Free TSU	December 9, 2019	Students of the University	370	736	1,106	TSU Gymnasium	Prof. Winifredo L. Luis	₱30,175.00

Table 1: List of Seminar Conducted for Students

Work Ethics and Anti-Sexual Harassment Seminar

The Gender and Development Office in partnership with Counseling, Testing and Career Center conducted the “Work Ethics and Anti-Sexual Harassment Seminar” to the Student Interns of the University last January 21 & 28, 2019 at the TSU Gymnasium. The seminar was intended to create awareness of ethical issues among student interns/trainees of the University as well as educate them about sexual harassment which can help them handle any sexual harassment issue or complaint with greater confidence.



HIV Awareness & Reproductive Health Seminar

The Gender and Development Office in collaboration with “THE GENERALIST”- College of Education facilitated the “HIV Awareness and Reproductive Health Seminar for the Generalist Students” held last February 23, 2019, at the Tarlac State University, Amphitheatre. The activity is intended to tackle concepts and issues concerning Reproductive Health and HIV/AIDS in the province and on how to address these issues especially when they are confronted with these concerns and to reduce the transmission of HIV and STI among the Most At-Risk Population i.e. the youth and mitigate its impact at the individual, family, and community level.

Dr. Rommel M. Hernandez served as the Resource Speaker on the “HIV Awareness and Reproductive Health Seminar” which aimed to make students better understand their sexuality and provide them with information on the alarming conditions of teenage pregnancies and HIV/AIDS in the Province. Hence, TSU-GAD staff and The Generalist members facilitated the conduct of the aforementioned-seminar.



Seminar on Gender and Sexuality

The Gender and Development Office in collaboration with the College of Education-CSC conducted a “Seminar on Gender and Sexuality” held last March 11, 2019, at TSU-Amphitheatre, Lucinda Campus. The activity is intended to integrate aspects of learning regarding Gender and Sexuality, allowing students to apply what they learn. This seminar also clarifies the definition of gender and sexuality and reviews evidence showing how sex and gender differ from each other.

Mr. Manuel Alejandro R. Bulos served as Resource Speaker on the “Seminar on Gender and Sexuality”, where he discussed the different categorization of Sex Assigned at Birth, Gender Identity, Gender Orientation, and Gender Expression. The seminar also aims to give insights on identifying Gender Spectrum and is necessary that student leaders discuss gender and sexuality to their community.



Seminar on Teenage Pregnancy

The Gender and Development Office in collaboration with the National Service Training Program (NSTP) uphold student’s rights and welfare and the offices’ objective to continually adhere to the sustainable development goals i.e. to achieve a better and more sustainable future for all. A “Seminar on Teenage Pregnancy” was held last March 30, 2019, at Engineering Building (EB) Room 207. The activity was intended to integrate aspects of learning regarding Teenage Pregnancy.

Prof. Mary Jane S. Rigor served as Resource Speaker on the “Seminar on Teen Pregnancy” discussed awareness on students for the prevention of teenage pregnancy, boundaries in all relationships and practice assertive responses, and the reality/risks of pregnancy options: abortion, adoption, and parenting - introducing and affirming abstinence as a healthy choice.



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Dr. Lucila O. Sunga served as the Resource Speaker on the “Seminar on Teen Pregnancy”. She imparted awareness on students for the prevention of teenage pregnancy, boundaries in all relationships and practice assertive responses, and the reality/risks of pregnancy options: abortion, adoption, and parenting - introducing and affirming abstinence as a healthy choice. The seminar has 429 Female and 169 Male attending participants – a total of 598 Attendees.



HIV, Tuberculosis, and Hepatitis Awareness and Prevention Seminar

The Gender and Development Office in collaboration with the National Service Training Program Office organized and facilitated the “HIV, Tuberculosis and Hepatitis Awareness and Prevention Seminar for the CET-NSTP Students” held last April 13, 2019, at the Tarlac State University, Engineering Building-AVR. The activity is intended to tackle concepts and issues concerning HIV/AIDS in the province and on how to address these issues especially when they are confronted with these concerns and to reduce the transmission of HIV and STI among the Most At-Risk Population i.e. the youth and mitigate its impact at the individual, family, and community level. Likewise, the activity aimed to become a platform and to foster a greater understanding of Tuberculosis and discuss the reality and risks of Hepatitis as two of the major causes of death when an individual is diagnosed with HIV.

Dr. Rommel M. Hernandez served as the Resource Speaker for the 1st batch and Ms. Sylyn D. Rico for the 2nd batch on the “HIV, Tuberculosis and Hepatitis Awareness and Prevention Seminar” which aimed to make students better understand their sexuality, and provide them with information on the alarming conditions of HIV/AIDS in the Province and make the students more aware on how to prevent such incidence. Hence, TSU-GAD staff and the CET-NSTP Instructors facilitated the conduct of the aforementioned-seminar.



Work Ethics and Anti-Sexual Harassment Seminar

The Gender and Development Office in collaboration with Counseling, Testing and Career Center conducted “Work Ethics and Anti-Sexual Harassment Seminar for the Student Interns of the University” held last April 22, 2019, at Tarlac State University Gymnasium attended and participated by seven 747 students; 424 male and 323 female. The activity is intended to create awareness of ethical issues among student interns/trainees of the University as well as educate student interns about sexual harassment which can help them handle any sexual harassment issue or complaint with greater confidence.

Mr. Jeremiah Paul Silvestre served as Resource Speaker on the “Work Ethics” which aimed to understand the importance of developing a work ethic based on quality, professionalism, and integrity and understand the implications of proper ethics and social etiquette in a culturally diverse setting and the environment. Moreover, Prof.

Winifredo L. Luis served as Resource Speakers to talk about Anti-Sexual Harassment aimed to understand and follow workplace policy regarding sexual harassment and it helps to promote and maintain a comfortable and work environment. Hence, TSU-GAD staff and CTCC staff facilitated the conduct of the aforementioned-seminar.



“Breaking the Barriers to Mental Health Stigma: Change Starts with You”

The Gender and Development Office in collaboration with the National Service Training Program (NSTP) uphold student’s rights and welfare and the offices’ objective to continually adhere to the sustainable development goals i.e. to achieve a better and more sustainable future for all. “Breaking the Barriers on Mental Health Stigma: Change Starts with You” was held last May 6, 2019. The activity was intended to increase learnings on the symptoms and warning signs for the common mental health problems and develop participants’ confidence when responding to a person who may have mental health issues.



Mr. Jeremiah Paul C. Silvestre served as the 1st Resource Speaker for the Seminar. He imparted awareness of students and instigate strategies for helping themselves or others who are suffering from a mental illness. He focused more on the well-being of an individual and shared hotlines that provide mental health care. Meanwhile, Ms. Laarni T. Capinding served as the 2nd Resource Speaker. She discussed positive and negative stresses – how these affect a person’s emotions and distress. She also provided meditation practice and instilled a positive outlook to every student. This

seminar advocates that everyone should not hesitate to ask for help and seek professional guidance. The seminar has 211 Female and 56 Male attending participants – a total of 267 Attendees.

“You Matter: A Mental Health Awareness Seminar”

TSU-GAD in partnership with CET-Student Council conducted a seminar on the Mental Health seminar titled: “You Matter: A Mental Health Awareness Seminar” on September 16, 2019, at the Engineering Building Room 212 and 213, Tarlac State University-Main Campus. It seeks to give awareness to young people on needed facts, empower students with the knowledge and encourage dialogue for students to attain the help they need. Mr. Jeremiah Paul C. Silvestre and Ms. Laarni T. Capinding served as Resource Speakers in the said seminar where they both imparted mental health awareness information in order to increase learnings on the symptoms and warning signs for the common mental health problems of the students. Furthermore, they discussed positive and negative stresses – how these affect a person’s emotions and distress and provided meditation practice and instilled a positive outlook to every student.



“MASAGANA: Linggo ng Pangangalakal – Mental Health Awareness Seminar”

The College of Business and Accountancy Student Council conducted a seminar, “MASAGANA: Linggo ng Pangangalakal – Mental Health Awareness Seminar” in partnership with GAD Office on October 18, 2019, at the Academic Building, TSU Lucinda Extension Campus. Mr. John Paul Silvestre and Ms. Laarni T. Capinding served as Resource Speakers. Mr. Silvestre focused on Mental Health Awareness whereas Ms. Capinding focused on “Self-care”, the positive and negative stresses and how these affect a person’s emotions and distress.



“KABANATA: Kabataan Balasik na Natitigmak ng mga Tagatupad”

The College of Arts and Social Sciences Student Council in partnership with TSU-GAD conducted a seminar titled “KABANATA: Kabataan Balasik na Natitigmak ng mga Tagatupad” last November 25, 2019, at the Mini Theater – Smith Hall, TSU Main Campus. Topics on Social Media Etiquette, Coming Out, and Discipline was discussed by Mr. Jeremiah Paul C. Silvestre, Mr. Louis Adonis G. Silvestre and Prof. Gladie Natherine Cabanizas as Resource Speakers.



Child Sexual Abuse Prevention Seminar

The Gender and Development facilitated the “Child Sexual Abuse Prevention Seminar conducted by the NSTP Office held on December 7, 2019, at the Academic Building, TSU Lucinda Extension Campus and Engineering AVR, TSU Main Campus. The first batch of the seminar was attended by 53 participants (9 males; 44 females) from CBA. On the other hand, a total of 35 participants (28 males; 7 females) from CET. Ms. Catherine Gacutan, a faculty of the NSTP Office and a Social Worker in the City Social Welfare and Development Office in Tarlac served as the Resource Speaker in the seminar.



VAW Forum Towards A VAW-Free TSU

As one of the major activities for the 18-Day Campaign to End Violence Against Women (VAW), the Gender and Development Office conducted the “VAW Forum

Towards a VAW-Free TSU” last December 9, 2019, at the TSU Gymnasium. Prof. Winifredo L. Luis served as the Resource Speaker on the forum where he discussed first the R.A. 9262 known as the “Anti-Violence Against Women and their Children (VAWC) Act of 2004” later on the Open Forum for VAW. The said forum was facilitated by GAD Staff and GAD Coordinators. A total of 1,106 participants from different colleges of the University attended the forum.



SEMINAR FOR FACULTY/PERSONNEL OF THE UNIVERSITY

Title of the Activity	Date	Participants			Venue	Speaker/s	Amount	
		M	F	Total				
Gender and Development (GAD) Planning and Budgeting Session	January 11, 2019	GAD Staff and Coordinators	5	25	30	TSU Main AVR	Dr. Rita E. Pulmano	₱7,800.00
Seminar on the “Canons of Ethics in Public Service: A Must Towards an Accountable Governance	March 4, 2019	Faculty/Personnel of the University	70	47	117	TSU Main AVR	Dr. Corazon A. David	₱35,475.00
Annual Gender-Responsive Team Building	May 24-26, 2019	TSU-NASA Officers and Members	49	55	104	Monte Vista Hotspring and Conference Resort, Pansol Calamba, Laguna	Mr. Marlon C. Dela Cruz and Mr. Jeremiah Paul C. Silvestre	₱499,216.00

2019 Gender-Responsive Seminar and Team Building of TSUFPU	May 27-29, 2019	TSUFPU Officers and Members	30	38	68	Shercon Resort, Mataas na Kahoy, Batangas	Dr. Rita E. Pulmano	₱385,000.00
Gender Sensitivity Training	October 29, 2019	Newly hired employees of TSU	59	60	119	Engineering AVR, TSU Main Campus	Dr. Rita E. Pulmano, GAD & HRDMO Staff	₱15,000.00

Table 2: List of Seminars Conducted for Faculty and Personnel of the University

Gender and Development (GAD) Planning and Budgeting Session

As a major aspect of its proceeding efforts to give technical assistance on the preparation of the Gender and Development (GAD) Plan and Budget and the GAD Accomplishment Report of the Tarlac State University, the Gender and Development Office along with College and Office GAD Coordinators conducted a session on “Gender and Development (GAD) Planning and Budgeting”. The purpose of the session was to finalize the 2018 Gender and Development (GAD) Accomplishment Report and 2020 GAD Plan and Budget in compliance with the requirements of the Commission on Higher Education (CHED), Commission on Audit (COA) and the Philippine Commission on Women (PCW).



Seminar on the “Canons of Ethics in Public Service: A Must Towards an Accountable Governance”

The Gender and Development Office in collaboration with Human Resource Development and Management office organized and facilitated the “Seminar on the Canons of Ethics in Public Service: A Must Towards an Accountable-Governance” held last March 4, 2019, 2019 at the Tarlac State University, Main AVR.

Dr. Corazon A. David served as the Resource Speaker on the seminar which aimed to equip the University employees with the necessary knowledge, skills and values on work ethics as a policy of the government as well as the University towards

promoting high standards of ethics and accountability in public service. Hence, the GAD Director (Dr. Rita E. Pulmano), TSU-GAD staff, TSU-GAD-Coordinators and HRDMO Director (Mr. Marlon C Dela Cruz) and HRDMO Staff (Ms. Michelle Q. Parajas) facilitated the conduct of the aforementioned-seminar.



Annual Gender-Responsive Team Building of TSU-NASA

The Tarlac State University Non-Academic Staff Association (TSU-NASA) in collaboration with the Gender and Development Office have conducted an Annual Gender-Responsive Team Building Workshop and Educational Trip held on May 24, 25, and 26, 2019 at the Monte Vista Hotspring and Conference Resort, Pansol, Calamba, Laguna which aimed to build support and camaraderie among employees and promote good working relationships. Moreover, Mr. Jerimiah Paul C. Silvestre of the Psychology Department together with Mr. Marlon C. Dela Cruz served as Resource Speakers during the conduct of the “Values Seminar”.



2019 Gender-Responsive Seminar and Team Building of TSUFPU

The Tarlac State University Faculty and Personnel Union conducted the 2019 Gender-Responsive Seminar and Team Building of TSU faculty and personnel on May 27-29, 2019 at the Monte Vista Hot Spring and Conference Resort, Pansol, Calamba, Laguna and Shercon Resort, Mataas na Kahoy, Batangas. The activity aimed to build rapport and camaraderie among employees and promote good working relations through workshops and teambuilding.



Gender Sensitivity Training for the Newly hired Employees of TSU

The TSU-HRDMO and GAD Office conducted and facilitated the annual “Gender Sensitivity Orientation” for the newly hired employees of TSU held on October 29, 2019, at the Engineering AVR, TSU Main Campus. The orientation aimed to strengthen the awareness and knowledge of the participants on gender issues and to advocate gender equality and equity in every activities, programs, and project of the University. GAD Staff and HRDMO Staff facilitated the said seminar attended by both newly hired teaching and non-teaching personnel.



II. RESEARCH (CENTER FOR GENDER STUDIES)

Gender and Development Research Colloquium

For the Center for Gender Studies, a total of 10 Research Proposals were presented and reviewed during the 3rd GAD Research Colloquium held on May 20, 2019, at the Training Center, RED Building, TSU Lucinda Extension Campus. Dr. Rita E. Pulmano, GAD Director and Dr. Armee N. Rosel, VP for Research and Extension Services served as the internal evaluators whereas Prof. Jennifer C. Joseph from the University of the Philippines-Baguio served as the external evaluator during the conduct of the said research colloquium. At present, one research proposal is on-going for UREC compliance whilst nine research proposals are on-going for RERC compliance.



TITLE	RESEARCHER/S
1. A Measure of Employability Self-Efficacy of Technical Vocational Senior High School Students: Scale Development and Initial Validation	Rosanna E. Pablico Andie Rafael E. Quiballo
2. Stresses, Mental Health Concern and the Help-Seeking Behavior Among Freshmen Engineering and Technology Students	Niña C. Garcia Marjolene Faustino Roxanne De Leon
3. CHANCE and CHALLENGES: The Transition of Indigenous Graduates to the Labour Market	Elsie M. Canlas Bryan Jan S. Dizon
4. The Intervening Role of Gender on Materialism and Impulse Buying of Young Professionals	Wilmark J. Ramos
5. Evaluating the Relationship Between Social Support and Burnout among Student Service Employees (SAS) in the Province of Tarlac	Marie Shiela Garcia – Medina
6. Job Demands, Job Resources and Work Engagement of Guidance Counselors	Maria Shiela Garcia – Medina
7. Recharging Campus Journalists: Training Skills Impact	Gladie Natherine G. Cabanizas
8. Malasakit: Redefining Gender Roles in the Workplace	Grace Ann C. Hasegawa Gladie Natherine G. Cabanizas
9. State of the DSWD Tarlac Home for Women	Rita E. Pulmano Manuel Alejandro R. Bulos Christal Galle S. Aguas
10. The Risk of Solo-Parenting: A New Social Phenomena	Rita E. Pulmano Manuel Alejandro R. Bulos Jericson A. Montes

Table 3: List of Research Proposals presented in the GAD Research Colloquium

Mid-Year In-House Review for Completed Researches

There are three (3) GAD-related Researches that were completed and presented during the Mid-Year In-House Review for Completed Researches held on June 14, 2019, at the Training Room, RED Building, TSU Lucinda

Extension Campus. Meanwhile, Dr. Niño B. Corpuz was awarded “1st Place” in the Social Sciences, Business, and Education category.

TITLE	AUTHOR	CATEGORY
1. Exploring the Experiences of Men as Early Childhood Educators	Niño B. Corpuz	Social Sciences, Business, and Education
2. Delivery of Health Services in an Adopted Community Positive Outcomes and Areas for Refinement	Alma Corpuz	Science Technology, Engineering, and Mathematics
3. Disaster Risk Reduction and Management of Tarlac City	Mervin Mohammed	Science Technology, Engineering, and Mathematics

Table 4: List of GAD-related Researches presented in Mid-Year In-House Review for Completed Researches

Year-End In-House Review of Completed Researches

Five (5) completed GAD-related researches were presented in the Year-End In-House Review of Completed Researches held on December 6, 2019, at the Training Room, RED Building/Academic Building AVR, TSU Lucinda Extension Campus. Provided in the table below is the list of researches presented in the said activity. All of which are categorized in the Arts, Business, Law, Education and Social Sciences.

TITLE	PRESENTER
1. Amidst Difficulties: Challenges and Coping Mechanisms of Farmers in a Flood-Prone Community	Jersey Pangilinan
2. Archetypes of Women in Philippine Fictions and Real-life Situations	Ninez Tulo
3. Victim Survivor of Forced Labor Among Aetas: A Case Study in Tarlac	Ramil Las Igan
4. Employability Self-Efficacy Scale for Technical-Vocational Senior High School Students	Rosana Pablico
5. An Ergonomic Risk Assessment in Relation to Productivity in an Aerospace Components Manufacturing Company	Anna Angeles

Table 5: List of Completed Researches in the Year-End In-House Review

Gender Analysis

The Gender and Development Office annually conducts “Sex Disaggregation of Tarlac State University Faculty, Personnel, and Students” from September to December 2019. The data presented in this gender analysis were gathered from the Human Resource Development Management Office (HRDMO), Office of the University Registrar, Scholarship and Endowment Office, Sports Development Management Office, and the University Medical Clinic. The sex-disaggregated data usually begin with the analysis and

discussion of male and female TSU employees, followed by TSU graduates and enrollees. Data on scholarship, student-athletes and medical cases among employees and students are likewise included in this gender analysis.



III. EXTENSION SERVICES

Seminars Conducted as Extension Program for 2019

Title of the Activity	Date	Participants	Participants			Venue	Speaker/s	Amount
			M	F	Total			
“Two-Day Training Workshop on Gender Responsive Planning and Budgeting for 2020”	February 7-8, 2109	PGT Employees	17	21	38	La Maja Rica Hotel and Restaurant, Tarlac City	Dr. Rita E. Pulmano	N/A
Anti-Sexual Harassment Seminar	March 21, 2019	LGU Gerona	16	18	34	Gerona Municipal Hall AVR	Prof. Gherold C. Benitez	N/A
GAD Planning and Budgeting for CY-2020	March 22, 2019	LGU Gerona	8	23	31	Gerona Municipal Hall AVR	Dr. Rita E. Pulmano	N/A
Seminar on R.A. 9710 “Magna Carta of Women”	July 26, 2019	PGT Employees	15	66	81	Old Session Hall, Provincial Capitol Building, San Vicente, Tarlac City	Dr. Rita E. Pulmano Prof. Christine Janelle M. Santiago (Facilitator)	N/A
Gender Sensitivity Training	August 9, 2019	Doctrine and Capability	23	12	35	TSU Hotel, Lucinda	Mr. Oliver Cura	N/A

		Integration Center, Training and Doctrine Command, Philippine Army				Extension Campus		
Gender Sensitivity Training	October 8, 2019	PGT Male Employees	73	1	74	Bulwagan ng mga Gobernador, Provincial Capitol Building, San Vicente, Tarlac City	Dr. Rita E. Pulmano Prof. Christine Janelle M. Santiago (Facilitator)	N/A
Gender Analysis and GAD Tools	October 22, 2019	Marawi High School Teachers	32	9	41	Marawi High School, Camiling, Tarlac	Dr. Rita E. Pulmano Prof. Christine Janelle M. Santiago (Facilitator)	N/A
Gender Sensitivity Training/Gender Analysis and GAD Tools	December 11, 2019	LGU Moncada Employees				Moncada Public Plaza, Moncada Tarlac	Dr. Rita E. Pulmano Prof. Christine Janelle M. Santiago (Facilitator)	N/A
Team Building cum Gender Sensitivity Seminar	December 17-28, 2019	LGU Gerona Employees				Tarlac Recreational Park, San Jose, Tarlac	Dr. Rita E. Pulmano, Mr. Jeremiah Paul C. Silvestre, Mr. Marlon C. Dela Cruz Prof. Christine Janelle M. Santiago (Facilitator)	N/A

Table 6: Seminars Conducted as Extension Program for 2019

“Two-Day Training Workshop on Gender Responsive Planning and Budgeting for 2020”

Dr. Rita E. Pulmano was invited to serve as Resource Speaker during the Two-Day Training Workshop on Gender Responsive Planning and Budgeting for 2020 held at the Café Maja Rica Hotel & Restaurant, Tarlac City. The activity anticipated its continuing effort of Tarlac Province in gender mainstreaming in its respective Plans, Programs, and Activities (PPAs).



Anti-Sexual Harassment Seminar

On March 21, 2019, Prof. Gherold C. Benitez was invited to serve as the Resource Speaker in the seminar “Anti-Sexual Harassment” for the ASH Committee members and Department Heads AT AVR – Gerona Municipal Hall.



GAD Planning and Budgeting for CY-2020

Dr. Rita E. Pulmano, director of GAD served as a resource person in the GAD Planning and Budgeting for CY-2020 on March 22, 2019, at AVR – Gerona Municipal Hall.



Seminar on R.A. 9710 “Magna Carta of Women”

On the 26th of July 2019, Dr. Rita E. Pulmano and Ms. Sheila Jane L. Gonzales served as Resource Speakers in the seminar on R.A. 9710 known as Magna Carta of Women for the Provincial Government of Tarlac employees. The seminar took place at the Old Session Hall, Provincial Capitol Building, Barangay San Vicente, Tarlac City.



Gender Sensitivity Training

Mr. Oliver Cura, GAD Resource Pool, served as the Resource Speaker in the GAD Gender Sensitivity Training last August 9, 2019, at the TSU Hotel, Lucinda Campus, Tarlac City. The participants came from Doctrine and Capability Integration Center, Training and Doctrine Command, Philippine Army (DACIC, TRADOC, PA)



Gender Sensitivity Training for PGT Male Employees

On the 8th day of October 2019, Dr. Rita E. Pulmano was invited to be the Resource Speaker in the “Gender Sensitivity Orientation” at the Provincial Capitol Building, San Vicente, Tarlac City. The said seminar was attended by PGT employees and facilitated by Prof. Christine Janelle M. Santiago, GAD Coordinator of CBA and other PGT-GAD staff.



Gender Analysis and GAD Tools

On October 22, 2019, Dr. Rita E. Pulmano served as Resource Speaker for “Gender Sensitivity Orientation” at Marawi High School, Camiling, Tarlac. Among the participants of the seminar were the teaching and non-teaching personnel of Marawi HS where Gender Equality Movement-Central Luzon and other legal issues and mandates were emphasized. Along with Dr. Pulmano, Prof. Christine Janelle M. Santiago served as a facilitator in the said seminar.



Gender Sensitivity Training/Gender Analysis and GAD Tools

Dr. Rita E. Pulmano, director of GAD Office was invited to serve as a Resource Speaker in the recent Gender Analysis and Tools Seminar held on December 11, 2019, at the Moncada Public Plaza, Moncada Tarlac. The training/seminar was facilitated by Prof. Christine Janelle M. Santiago, CBA GAD Coordinator.



GAD-RELATED EXTENSION PROJECTS/ACTIVITIES/PROGRAMS

PROJECT TITLE	DATE/ DURATION	BENEFICIARIES	VENUE	PERSONS/ OFFICE INVOLVED
Guidance Counseling Service Learning: Para sa mga Bituin ng Kinabukasan	March 10-17, 2019	Tarlac Lingap Center, DSWD	San Juan De Mata, Tarlac City	College of Teacher Education
Awareness Campaign Seminar on Teenage Pregnancy and HIV	March 18, 2019	Cardona National High School	Cardona, Gerona, Tarlac	College of Science
Edukasyon Tulong-tugon sa mga Katutubong Mahawang	March 23, 2019 – July 13, 2019	Asosasyon ng Katutubong Mahawang	Sitio Sapang Kawayan, Brgy. Aranguren, Capas Tarlac	College of Teacher Education
Orientation on Anti-Sexual Harassment Law (ASH)	March 21, 2019	LGU Gerona	Municipal Hall, Gerona, Tarlac	CASS, GAD Office
Stress Management Seminar	July 1, 2019	Maluid-Cabrera Elementary School	Brgy. Maluid, Victoria, Tarlac	College of Teacher Education
Gender and Development Seminar	October 28, 2019	Maluid-Cabrera Elementary School	Brgy. Maluid, Victoria, Tarlac	College of Teacher Education
Seminar on Sexual Harassment	November 18, 2019	Maluid-Cabrera Elementary School	Brgy. Maluid, Victoria, Tarlac	College of Teacher Education
Violence Against Women and their Children	December 2, 2019	Maluid-Cabrera Elementary School	Brgy. Maluid, Victoria, Tarlac	College of Teacher Education
Magna Carta of Women	December 6, 2019	Maluid-Cabrera Elementary School	Brgy. Maluid, Victoria, Tarlac	College of Teacher Education

Reproductive Health and Responsible Parenthood	December 9, 2019	Maluid-Cabrera Elementary School	Brgy. Maluid, Victoria, Tarlac	College of Teacher Education
Development Trainings for DSWD Tarlac Home for Women Staff	July 22, 2019 & August 12, 2019	Tarlac Home for Women, DSWD	DSWD Tarlac Home for Women, TPH Compound, Tarlac City	College of Arts and Social Sciences
Awareness Campaign Seminar on Teenage Pregnancy and HIV	September 16, 2019	Beunlag National High School	Cardona, Gerona, Tarlac	College of Science
Gender Sensitivity Training	October 8, 2019	Provincial Government of Tarlac	Provincial Capitol Building, Brgy. San Vicente, Tarlac City	GAD Office, College of Business and Accountancy
Gender and Development Seminar	October 23, 2019	Provincial Government of Tarlac	Provincial Capitol Building, Brgy. San Vicente, Tarlac City	GAD Office
Workshop on Wellbeing	October 26, 2019	CFC – Youth for Christ Central Luzon	Botolan People’s Park, Zambales	Psychology Department, CASS
Capacity Building Training/Seminar on Suicide Prevention in School Setting for Teachers	October 29, 2019	Gerona Junior Colleges, Inc.	Main AVR, Gerona Junior Colleges, Inc.	Psychology Department, CASS
Parenting Seminar	November 14, 2019	Marian School of Gerona, Inc.	Main AVR, Marian School of Gerona, Inc.	Psychology Department, CASS
Seminar on How to Deal with Depression	November 30, 2019	San Nicolas de Tolentino Parish, Concepcion, Tarlac	Concepcion, Tarlac	Psychology Department, CASS
Awareness Campaign Seminar on Teenage Pregnancy and HIV	December 13, 2019	Batang-Batang Victoria	Batang-Batang Victoria, Tarlac	College of Science
Gender Sensitivity Orientation and Entrepreneurial Mind-Setting	December 16, 2019	Aranguren Integrated School (AIS)	Brgy. Aranguren, Capas, Tarlac	College of Business and Accountancy

Table 7: GAD-Related Extension Projects (generated through <https://tsueso.com/>)

IV. ANNUAL CELEBRATIONS

The Gender and Development Office has successfully initiated national celebrations namely” National Women’s Month and 18-Day Campaign to End Violence Against Women.

2019 National Women’s Month Celebration

Activities for the 2019 National Women’s Month Celebration	Description
1. Seminar on the Canons of Ethics in Public Service: A Must Towards an Accountable Governance	The seminar aims to orient the teaching and non-teaching personnel on their rights and duties as government employees and on the proper way of addressing the needs and requests of their clients as part of public service.
2. Seminar on Gender and Sexuality	This is a collegiate seminar about Gender and Sexuality that will be useful for the personal growth and development of the students.
3. Serbisyo Para Kay Juana	Personal care services such as haircut, manicure, and pedicure provided to rank and file male and female employees of the University.
4. #JuanaSays	Juana Says is a daily dose of inspirational quotes from Filipino women from different fields, sectors or professions including heads of government agencies, private corporations or companies.
5. Purple Fridays	Purple Fridays is an advocacy activity that calls for the support of women and men advocates to advance women’s rights and gender equality, break the gender stereotypes and stop gender-based violence and discrimination against women.
6. Production and Distribution of IEC Materials	Law on women’s rights such as R.A. 9262, R.A. 7877, etc., in the form of brochures and bookmarks, were reproduced and distributed to different colleges and units in the University.

Table 7: List of Activities for National Women’s Month

2019 National Women’s Month Celebration Kick-off Activity

As part of the activities for the celebration of the 2019 National Women’s Month, the Gender and Development together with the GAD coordinators from the different colleges, the GAD Office hosted the flag-raising ceremony every Tuesdays of March to raise awareness among TSU community about the annual celebration of the National Women’s Month. Moreover, one of the highlights of the program was the Trivia Questions conducted by GAD staff and coordinators. Bookmarks and string bags were given to the winners. Such bookmarks that contain the RA 9710 or the Magna Carta of Women were distributed to the students of the university.



On March 15, 2019, the Gender and Development Office conducted the “Serbisyo Para Kay Juana” among female and male employees of this University. It aimed to provide personal care services such as haircuts, manicures, and pedicure particularly to the rank and file employees of the University.



Moreover, the Tarlac State University represented by RES Staff has supported and participated in the Fun Walk organized by the Provincial Capitol of Tarlac as one of their activities on the 2019 National Women’s Month on March 15, 2019 – from SM City Tarlac to Diwa ng Tarlac.



Last March 20, 2019, Dr. Rita E. Pulmano, the director of Gender and Development accompanied by Ms. Christal Galle S. Aguas was invited to 91.1 Muews Radio Tarlac to an interview about Gender and Development concepts. Likewise, Dr. Pulmano specified the Tarlac State University's activities for the celebration of the 2019 National Women's Month.



On March 28, 2019, the Tarlac State University in collaboration with the College GAD Coordinators and Human Resource Management and Development Office attended and sponsored the Gift Giving Program of the Civil Service Commission and the DSWD Tarlac for the Twenty-Nine Women and Children of Tarlac Home for Women. This is part of the celebration of the TSU-GAD of the National Women's Month.



Another activity that the Gender and Development Office has conducted as part of their activity is the extended Serbisyo Para Kay Juana for the residents of Tarlac Home for Women held last March 29, 2019, at Provincial Hospital Compound, San Vicente, Tarlac City. Likewise, string bags were also given to the residents of Tarlac Home for Women.



2019 18-Day Campaign to End Violence Against Women (VAW)

Activities for the 18-Day Campaign to End Violence Against Women	Description
1. Kick-off Activity for the 18-Day Campaign to End Violence Against Women: Flag-raising Ceremony	A university-wide simultaneous hosting of the Flag-raising ceremony in support of the campaign against VAW. It aimed to disseminate and raise awareness against VAW within the University.
2. Forum on VAW – VAW Forum Towards a VAW-Free TSU	This forum aimed to orient students about the basic concepts and statistics on VAW in the Philippine setting.
3. Orange Your Icon for 18 Days Advocacy Initiatives	The activity 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.
4. Poster and Slogan Making Contest	This activity aims to positively influence the youth (students) in taking a more active role in mainstreaming gender equality ad anti-VAWC advocates within the university and the community.

5. Production and distribution of IEC materials	VAW-Free brochures and bookmarks were reproduced and distributed within the University.
6. Online Advocacy: #VAWfreePH	For wider dissemination of the campaign against VAW, the #VAWfreePH was propagated across social media.

Table 8: List of Activities for the 2019 18-Day Campaign to End VAW

On November 25, 2019, Majarlika Productions - students from the College of Arts and Social Sciences won 2nd Place in #JuanParaKayJuana category of the CINE JUANA: Digital Shorts Competition organized by the Philippine Commission on Women held on November 25, 2019, at the PICC Pasay, Metro Manila. The masterpiece of Majarlika Productions is titled “Blager” which revolves around a man who shares his story in a vlog as he witnessed the series of violence done by his fellow men to women. In his vlog, he emphasized that he should make a move to give awareness to other men to stop the violence and to encourage them to aid and support women in their hardships.



The annual conduct of the 18-Day Campaign to End Violence Against Women (VAW) starts from November 25 to December 12 by virtue of Republic Act 10398 or the Act declaring November 25 of every year as the National Consciousness Day for the Elimination of VAWC, government agencies are mandated to raise awareness on the problem of violence and the elimination of all forms of violence against women and girls. In line with this, the TSU-GAD hosted the Flag-raising Ceremony last November 26, 2019, in front of the Administration Building, TSU Main Campus as the “Kick-off Activity” to disseminate and raise awareness on the national campaign within the university.



Meanwhile, College coordinators from CTE, COS, and CCJE hosted the Flag-raising Ceremony at the TSU – Lucinda Extension Campus on the same date. Faculty/personnel and students from the Lucinda Extension Campus showed their support to the campaign by wearing an orange ribbon as the official color of the campaign.



In line with the 18-Day Campaign to End Violence Against VAW activities, the Gender and Development Office conducted “VAW Forum Towards a VAW-Free TSU” on December 9, 2019, at the TSU Gymnasium. Prof. Winifredo L. Luis served as Resource Speaker in the said forum. Likewise, GAD staff and GAD coordinators facilitated the event. A total of 1,106 attendees (370 males; 736 females) from different colleges of the University participated in the said forum.



V. GAD ADVOCACY

The Gender and Development Office was able to reproduce and distribute Information, Education, and Communication (IEC) Materials such as R.A. 9262 – Anti-Violence Against Women and their Children (VAWC) Act of 2004, R.A. 8353 – An Act Expanding the Definition of the Crime of Rape and Reclassifying the same as Crime Against Persons, R.A. 7877 – The Anti-Sexual Harassment Act of 1995, and R.A. 9208 as amended by R.A. 10364 - The Anti-Trafficking in Persons Act of 2003, as amended by the Expanded Anti-Trafficking in Persons Act of 2012. Each Guidance Offices and other units and offices of the University were given 20 copies of the aforementioned IEC materials.



VI. AUXILIARY SERVICES

Child Care Program

The Child Care Program maintain their goal to offer pre-school education and Child-Caring. At present, a total of 19 Child Care Pupils enrolled under the Child Care Program of the Gender and Development Office.

Pupil	Parent/Guardian
1. Alerre, Maria Angelika Joy D.	Renalie Allere
2. Corpuz, Fred Ian Louwi G.	Wilfredo Corpuz
3. Diaz, Erin Louise G.	Nick Diaz
4. Abellar, Ma. Zelyn Marguerite	Ronald / Menchie Abellar
5. Frany, Yuan Harij C.	Maria Wendy Frany
6. Herrera, Malaika Carolina B.	Jefferson Herrera
7. Maborang, Maria Adelaina T.	Hazel Maborang

8. Manansala, Lucas Mateo	Sweet Angel Manansala/ Myrna Q. Mallari
9. Rivera, Euro Franco D.	Michelle Rivera
10. Salangsang, Celestina Tatiana G.	Dustine Gio Salangsang
11. Santillan, Althea Erza T.	Daniel Santillan
12. Serquina, Alleyah Worship A.	Virginia C. Serquina
13. Tatu, Calvin S.	Leonides Tatu
14. Tonelada, Yuan Simon A.	Criselda A. Tonelada
15. Tulo, Remie Mierangela B.	Ninez B. Tulo
16. Tulo, Soming Florina B.	Ninez B. Tulo
17. Valencia, Kiefer Deyvid G.	Ferdinand Valencia
18. Lacsina, Kian Jeffrey P.	Deanna Lacsina
19. Ramos, Joseph Inigo G.	Lilia Galang

Child Care Program Activities for 2019

Moving Up Ceremony

For almost two decades, the Child Care Center continue its provision of pre-school education and child-caring services to promote holistic development for the children of TSU faculty and personnel. Through the efforts of Gender and Development, a Moving Up Ceremony was conducted on March 21, 2019. This activity became a tradition over many years as it marks the completion of their journey in the Child Care Center with their teacher and friends.



“Math Manipulative”

On November 22, 2019, the Child Care Pupils participated in the exhibit showcasing “Math Manipulative” conducted by the students from CTE – Bachelor of Early Childhood Education as part of their requirement on their subject ECED 6 – Numeracy Development. The said activity was facilitated by Dr. Joanne Marie Escalona, faculty and GAD Coordinator of CTE.



“Child Care Center Year-End Party”



VII. SEMINARS/MEETING ATTENDED

Public hearing relative to the proposed ordinance entitled: “An Ordinance enacting the Gender and Development Code of Tarlac City”

On January 30, 2019, Ms. Sheila Jane L. Gonzales, GAD Focal Point/GAD Coordinator attended the public hearing relative to the proposed ordinance entitled: “AN ORDINANCE ENACTING THE GENDER AND DEVELOPMENT CODE OF TARLAC CITY” held at Tarlac City Legislative Building. The said public hearing pertains to the Committee on Women, Children, and Family chaired by Hon. Ana A. Aguas.



RGADC III Technical Working Group Meeting

On the 14th day of February 2019, Dr. Rita E. Pulmano, the director of Gender and Development attended the RGADC III Technical Working Group Meeting at Maimpis, City of San Fernando, Pampanga. The agenda of the meeting was the discussion of the proposed pilot test on the provision of Cross-Dressing among students with Sexual Orientation, Gender Identity Expression (SOGIE) by the RGADC III in State Universities and Colleges (SUCs) in Central Luzon.

2nd Quarter Meeting of the RGADC III

On May 28, 2019, Mr. Manuel Alejandro R. Bulos, chairperson for Gender Studies represented the GAD Office during the 2nd Quarter Meeting of the RGADC III at the Research, Extension, and Training (RET) Conference Hall, CLSU, Science City of Muñoz, Nueva Ecija. The agendas of the said meeting include a) Activities and deliverables under the RGADC III FY 2019 Work Program; b) Monitoring of RGADC III member's GAD Plan and Budget (PB) and GAD Accomplishment Report (AR); and c) Presentation of GAD best practices.



2nd Quarter Meeting of the PGT GFPS/TWG/M&E

On the 21st of June 2019, Dr. Rita E. Pulmano and Ms. Shiela Jane Gonzales, CBA's GAD Coordinator attended the 2nd Quarter Meeting of the PGT GFPS/TWG/M&E at the Tarlac Agricultural University, Camiling, Tarlac. The committee addressed the following agenda: a) Monitoring of Compliance on the submission of 2018 GAD AR and 2020 GPB indorsed to DILG-PO b) Presentation of Updated GAD Code and Children's Code; c) PGT GAD FY 2019 Work Program; d) Requirements under Social Protection; and TAU Presentation of GAD AR and Best Practices.



RGADC III Technical Working Group (TWG) Meeting and Workshop on Guidelines on the Certification of Regional Pool of Gender and Development Resource Persons (RPGRP)

Dr. Rita E. Pulmano, the director of the Gender and Development attended the RGADC III Technical Working Group (TWG) Meeting and Workshop on Guidelines on the Certification of Regional Pool of Gender and Development Resource Persons (RPGRP) on July 10, 2019, at the NEDA Regional Office 3 Building, DMGC, Maimpis, City of San Fernando, Pampanga. The said activity aimed to review the PCW's proposed guidelines on the certification of RPGRP and identify potential experts from member regional line agencies (RLAs), local government units (LGUs) and State Colleges and Universities (SUCs) of the RGADC III.

2019 National GAD Budget Forum

On September 6, 2019, Dr. Rita E. Pulmano and Mr. Jesus S. Danganan attended the 2019 National GAD Budget Forum at Double Dragon Plaza, Pasay City. The subject of the forum is as follows: Overview of the GAD Agenda (GAD Strategic Framework and GAD Strategic Plan), Updates on GAD Planning and Budgeting Submission Process, and Use of Harmonized Gender and Development Guidelines (HGDG) in GAD Planning and Budgeting.



Three-Day Levelling Session on Gender and Development (GAD) Concepts, Gender Analysis (GA) Tools, and GAD Planning and Budgeting

Dr. Rita E. Pulmano, with the GAD coordinators; Ms. Ma. Tiara Fatima F. Galang and Prof. Christine Janelle M. Santiago attended the Three-Day Levelling Session on Gender and Development (GAD) Concepts, Gender Analysis (GA) Tools, and GAD Planning and Budgeting on September 18-20, 2019 at the Bella Plaza, San Sebastian Village Gate 2, Tarlac City.



4th Quarter Meeting of the PGT GFPS/TWG/M&E

Dr. Rita E. Pulmano attended the “4th Quarter Meeting of the PGT GFPS/TWG/M&E” last December 6, 2019, at the Municipal Compound, Pura Tarlac. The committee discussed the following agenda: a.) Monitoring of compliance on the submission of 2019 Annual GAD AR and preparation of GPB 2021 for endorsement to DILG (PGT/City/Municipalities); b.) Institutionalizing Gender Responsive Local Governance: Regional Roll-Out on Gender Responsive Project Proposals; c.) Updating designation of permanent and alternate GAD Focal Persons; d.) PGT PPDO-GAD Work Plan 2020; and e.) Presentation of GAD AR and Best Practices of Municipality of Gerona.



4th Quarter RGADC III Meeting

On December 9, 2019, Dr. Rita E. Pulmano and Dr. Niño B. Corpuz attended the 4th Regional Gender and Development Committee (RGADC) III Meeting at Diosdado Macapagal Government Center, Maimpis, City of San Fernando, Pampanga.

Agenda of the said meeting include a.) Request of Aurora State College of Technology (ASCOT) and Pampanga State Agricultural University (PSAU) for inclusion as members of the RGADC III; b.) 2019 RGADC III Accomplishment Report; c.) RDC resolution on adolescent pregnancy as a national social emergency requiring inter-agency action; and d.) Presentation of GAD Research.



Conclusively, Tarlac State University will take part in the Technical Working Group to craft an Action Plan in supporting the declaration of adolescent pregnancy as a national social emergency requiring inter-agency action - a call to action focusing on adolescent pregnancies where a request for a whole-of-government approach in translating the 2019 declaration into corresponding policies, budgets, and programs to rapidly address the issue of adolescent pregnancy in the Philippines. Meanwhile, Dr. Niño B. Corpuz presented his research titled “Exploring the Experiences of Men as Early Childhood Educators of Tarlac State University (TSU). His research was awarded “1st Best Paper” in the recently concluded National Gender and Development Research Congress at CLSU Nueva Ecija.



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