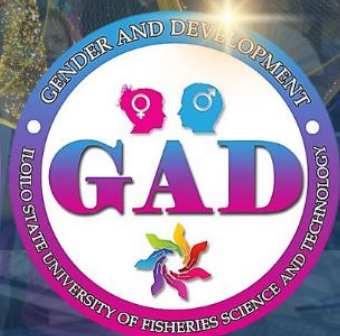


ILOILO STATE UNIVERSITY OF FISHERIES SCIENCE AND TECHNOLOGY

ESTAD

ni



JUANA

ESTADO NI JUANA REPORT

Introduction

In alignment with the Philippines' commitment to gender equality and women's empowerment, as embodied in the annual National Women's Month Celebration, the 'Estado ni Juana' report serves as a vital instrument for accountability and progress. This report is not merely a compilation of data, but a narrative of transformation, showcasing the tangible impact of gender mainstreaming initiatives. For Iloilo State University of Fisheries Science and Technology (ISUFST), the 'Estado ni Juana' provides a platform to highlight its dedication to creating an inclusive and equitable environment for all. It allows the institution to demonstrate how it has integrated gender perspectives into its core functions: education, research, and community engagement. By presenting concrete achievements and outlining ongoing efforts, this report underscores the university's role in advancing the status of 'Juana'—representing all Filipino women—and contributing to a more just and progressive society.

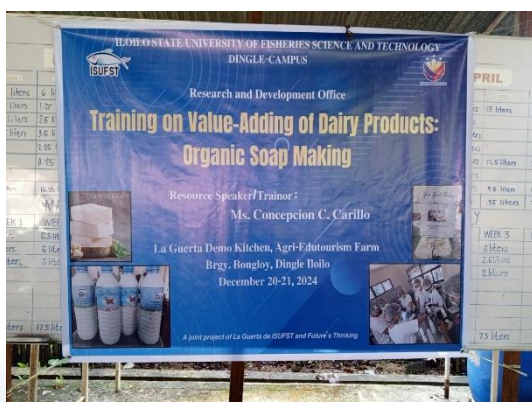
Anchoring on the Seven (7) Strategic Goal Areas under the Gender Equality and Women Empowerment (2019 – 2025) framework, ISUFST has diligently worked to translate policy into tangible outcomes. Our efforts, aligned with the established strategic goals, have resulted in demonstrable progress across various sectors. This presentation of accomplishments highlights ISUFST's commitment to fostering an inclusive environment where women's rights and opportunities are prioritized. By reporting on our achievements within the specific framework, ISUFST provides a clear and measurable account of its contribution to advancing gender equality and empowering women within their community and beyond.

3.1.1 Expanded Economic Opportunities for Women

The University under its Community and Extension Services Office, conducted various livelihood trainings to empower local residents specifically women and enhance their economic opportunities. These trainings focused on practical skills such as food processing, handicrafts, and basic business management, aiming to provide sustainable income sources. Participants gained hands-on experience, fostering a sense of self-reliance and community development.

Activities	Male	Female	Total
Training on Value-adding of Dairy Products focusing on Organic Soap Making	6	22	28
Empowering TERESSA (Training on Economic Resiliency, Equality and Safe Spaces Action)	10	59	69

Training on Value-adding of Dairy Products focusing on Organic Soap Making



Empowering TERESSA (Training on Economic Resiliency, Equality and Safe Spaces Action) - Training on Rooted Chips and Pickles





3.1.2. Accelerated Human Capital Development through Investing in Gender Equality and Women's Empowerment

The conduct of symposia on teenage pregnancy, mental health and HIV awareness directly confront issues that disproportionately affect women and girls, hindering their ability to fully participate in society. Teenage pregnancy, for example, often forces young women to abandon their education and economic opportunities, perpetuating a cycle of poverty and dependence. By providing accurate information and support, the symposium empowers them to make informed choices about their reproductive health, reclaiming agency over their bodies and futures. Similarly, addressing mental health and HIV awareness combats the stigma and discrimination that often prevent women from seeking necessary care. These initiatives promote a holistic approach to well-being, recognizing that women's empowerment is inextricably linked to their physical and mental health. Ultimately, by tackling these challenges, these programs contribute to creating a more equitable society where women can thrive and reach their full potential.

Activities	Male	Female	Total
Symposium on Early Sexual Initiation among Youth	312	489	801
Raising Awareness: The Impact of Teenage Pregnancy and Importance of Mental Health to Youth and Society	282	306	588
HIV Awareness	37	166	203



H . I . V A W A R E N E S S



Enrollment Data Showing Females Enrolled in Male Dominated Courses

The increasing enrollment of women in traditionally male-dominated courses represents a significant stride towards gender equality in education and professional fields. This shift challenges long-held stereotypes and expands opportunities for women in sectors like engineering, technology, and the sciences, where they have historically been underrepresented. By pursuing these courses, women not only acquire valuable skills and knowledge but also contribute to diversifying perspectives and innovation within these industries. This trend signals a growing recognition of women's capabilities and a commitment to dismantling barriers that have previously limited their access to certain fields, ultimately fostering a more inclusive and equitable academic and professional landscape.

Course	AY 2022-2023				AY 2023 - 2024				AY 2024- 2025			
	1 st Sem		2 nd Sem		1 st Sem		2 nd Sem		1 st Sem		2 nd Sem	
	M	F	M	F	M	F	M	F	M	F	M	F
BS Agriculture	720	583	674	555	563	481	543	473	484	400	480	384
BSIT	731	722	676	684	963	926	881	877	982	990	853	871
BS Fisheries	176	182	169	174	166	174	162	173	159	171	151	166
BLGA	35	38	40	41	38	60	31	61	31	67	30	61

Number of Scholarship Grantees

The increasing number of women availing themselves of scholarships signifies a powerful step towards educational equity and empowerment. These scholarships, often targeted or inclusive, provide crucial financial support, enabling women to pursue higher education and break down barriers that might

otherwise limit their academic and professional aspirations. By accessing these opportunities, women are not only gaining valuable knowledge and skills but also enhancing their economic prospects and contributing to the advancement of their communities. This trend underscores a growing recognition of the importance of investing in women's education, recognizing its ripple effect in fostering gender equality and driving social and economic development. The act of women actively seeking and securing these scholarships demonstrates their determination and highlights the positive impact of equitable access to educational resources.

	AY 2021-2022	AY 2022 – 2023	AY 2023 – 2024	TOTAL
Male	454	293	372	1,119
Female	785	587	634	2,006

Capability Trainings for GFPS

The University is actively engaged in capacity building for its Gender and Development Focal Point System (GFPS), recognizing the critical role it plays in advancing gender equality within the institution and its wider community. Through targeted training, workshops, and resource provision, the University aims to equip GFPS members with the necessary knowledge and skills to effectively implement gender-responsive policies and programs. This capacity-building effort encompasses areas such as gender analysis, mainstreaming, and monitoring and evaluation, ensuring that GFPS members are well-versed in the principles and practices of gender equality. By investing in the development of its GFPS, the University demonstrates its commitment to creating a sustainable and impactful framework for promoting gender equality and women's empowerment across all its operations.

Activity	Male	Female	Total
Gender Sensitivity Training and Gender Mainstreaming for GAD Focal Point System (GFPS)	24	26	50
Training on the Use of the Harmonized Gender and Development Guidelines (HGDG) for ISUFST-GFPS and Technical Staff	16	34	50
Training-Workshop for Committee on Decorum and Investigation (CODI) Members in Addressing Sexual Harassment Cases	18	32	50
GAD Agenda and Application of Gender Mainstreaming Evaluation Framework (GMEF)	0	6	6
Gender Fair Communication	24	26	50
Gender Responsive Planning and Budgeting	0	3	3
Orientation on the Formulation of GAD Agenda	26	24	50

GFPS

GENDER SENSITIVITY TRAINING AND GENDER MAINSTREAMING FOR GAD FOCAL POINT SYSTEM (GFPS)



TRAINING ON THE

USE OF THE HARMONIZED GENDER AND DEVELOPMENT GUIDELINES (HGDG) FOR ISUFST-AND TECHNICAL STAFF



3.1.3 Significant Reduction in Gender-Based Violence and Enhanced Gender

Perspective in Justice, Security and Peace

Conduct of Symposia on

- RA 7877 (Anti-Sexual Harassment Act of 1995)
- RA 11313 (Safe Spaces Act)
- RA 9262 (Anti-Violence Against Women and Their Children Act of 2004)

SYMPOSIUM

KAHAL: KULAY NG PAG ASA (A TALK ON "CREATING SAFE SPACES AND A VIOLENCE-FREE WORKPLACE FOR ALL")



LECTURES

KNOW, SPEAK AND ACT: PROTECTING YOURSELF AND OTHERS FROM SEXUAL HARASSMENT



LECTURES

KNOW, SPEAK AND ACT: PROTECTING YOURSELF AND OTHERS FROM SEXUAL HARASSMENT



Creation of the Committee on Decorum and Investigation

The establishment of a Committee on Decorum and Investigation underscores ISUFST's commitment to fostering a safe, respectful, and ethical environment. This committee plays a crucial role in addressing allegations of misconduct, harassment, and other violations of institutional policies. By providing a formal mechanism for reporting and investigating such incidents, the committee ensures that all members of the community have access to a fair and impartial process. This proactive approach not only promotes accountability but also sends a clear message that the institution prioritizes the well-being and dignity of its members. The creation of this committee is a vital step in creating a culture of transparency and justice, where individuals feel protected and empowered to report any form of inappropriate behavior.

CASES	NO. OF CASES HANDLED	NO. OF CASES RESOLVED
Sexual Harassment	2	2

3.1.5 Expanded Opportunities for Women's Participation, Leadership and Benefits in Science, Technology and Innovation, ICT, Infrastructure, and Energy

Participation of Women in Research and ICT

The deliberate employment of women in Research and Information and Communications Technology (ICT) sectors is a crucial strategy for fostering innovation and achieving gender equality in traditionally male-dominated fields. By actively recruiting and retaining women in these areas, ISUFST is not only tapping into a wider pool of talent but also promoting diverse perspectives that can lead to groundbreaking discoveries and technological advancements. Women bring unique insights and problem-solving approaches to research and ICT, enriching these fields and challenging existing biases. This intentional inclusion strengthens research outcomes and technological development, and also serves as a powerful signal, encouraging more women to pursue careers in these vital sectors, thus contributing to a more balanced and equitable workforce.

Personnel	Male	Female
Research and Development	3	11
Faculty Researchers	80	93
ICT Faculty	20	10

Number of Infrastructure that Undergone Gender Analysis (HGDG)

The University's integration of the Harmonized Gender and Development Guidelines (HGDG) into its various infrastructure projects demonstrates a commitment to gender-responsive development. By applying the HGDG framework, the University ensures that infrastructure projects, such as building construction, campus development, and facility upgrades, are designed and implemented with consideration for the diverse needs and experiences of all genders.

Planning Office Personnel

The Planning Office, with a staff composition of 10 male and 5 female members, presents a notable gender imbalance, skewed towards male representation. This profile suggests a potential need for conscious efforts to promote gender diversity within the office.

Personnel	Male	Female
Planning Office	10	5

3.1.6. Enhanced Women's Participation, Leadership and Benefits in Politics and Government Service

Number of Personnel Employed in the University

The University's workforce, characterized by a higher proportion of female employees compared to male, reflects a potential for a gender-balanced or even female-centric work environment. This demographic distribution suggests that the University has successfully created an inclusive workplace that attracts and retains female talent. This could lead to diverse perspectives and enriched decision-making processes across various departments and levels.

Year	Male	Female	Total
2022	180	204	384
2023	203	245	448
2024	230	274	504

Profile of the GFPS

The Gender and Development Focal Point System (GFPS) demonstrates a notable gender composition, comprising 19 male and 30 female members, highlighting a significant female presence within the group. This profile suggests a potential for balanced perspectives and collaborative decision-making in addressing gender-related issues. The higher number of female members indicates a strong commitment to ensuring women's voices are heard and their concerns are prioritized. However, it's also crucial to

ensure that the male members are actively engaged and supportive of gender equality initiatives, fostering a truly inclusive and collaborative environment. The dynamic interplay between the male and female members within the GFPS holds the potential to drive meaningful change and promote gender-responsive policies and practices within the institution.

Designation	Male	Female	Total
Execom	4	5	9
TWG	15	21	36
Secretariat	0	4	4
Total	19	30	49

3.1.7 Transformed Social Norms and Culture Promote Gender Equality and Women's Empowerment

Participation of Women in Sports

The increasing participation of women in sports signifies a powerful stride towards gender equality and empowerment. Beyond physical fitness, sports provide women with opportunities to develop leadership skills, build confidence, and challenge societal norms that have historically limited their involvement in competitive activities.¹ Their presence in sports at all levels, from grassroots to professional, disrupts stereotypes and inspires future generations of girls to pursue their athletic passions.² Moreover, the visibility of women in sports raises awareness about gender disparities and advocates for equal access to resources and opportunities. This participation fosters a sense of community and solidarity among women, demonstrating their strength, resilience, and unwavering determination to excel in all areas of life.

Campus	Male	Female	Total
Main Campus	71	52	123
Dumangas	14	12	26
Dingle	20	32	52
San Enrique	22	9	31
Total	127	105	232

Observance of National Women's Month Celebration

The observance of National Women's Month Celebration holds immense relevance as it provides a dedicated period to recognize and celebrate the achievements and contributions of women across all sectors of society. It serves as a crucial platform to raise awareness about gender equality issues, challenge existing stereotypes, and advocate for women's rights and empowerment. The University's engagement in this celebration underscores its commitment to fostering a culture of gender equality, recognizing the vital role women play in shaping the institution's future and contributing to its overall

success. It also serves as a reminder to continuously strive for a campus where all individuals, regardless of gender, can thrive and reach their full potential.



OBSERVANCE OF NATIONAL WOMEN'S MONTH CELEBRATION



18-Day Campaign to End VAWC

The University's observance of the 18-Day Campaign to End Violence Against Women and Children (VAWC) signifies a strong commitment to creating a safe and secure environment for its students, faculty, and staff. This campaign provides a crucial platform to raise awareness about the prevalence of VAWC, challenge harmful societal norms, and promote a culture of respect and gender equality. Through various activities, such as workshops, seminars, and awareness drives, the University aims to educate its community about the different forms of VAWC, the available support systems, and the importance of reporting incidents. This observance not only demonstrates the University's dedication to upholding human rights but also reinforces its role in fostering a campus environment where VAWC is not tolerated and where survivors feel empowered to seek help and justice. By actively participating in this campaign, the University contributes to a broader societal effort to eradicate VAWC and build a more equitable and violence-free future.

18-DAY CAMPAIGN TO END VAWC



18-DAY CAMPAIGN TO END VAWC



18-DAY CAMPAIGN TO END VAWC



18-DAY CAMPAIGN TO END VAWC



Printing and Distribution of IEC Materials

The printing and distribution of Gender and Development (GAD) related Information, Education, and Communication (IEC) materials represent a proactive strategy for raising awareness and promoting gender equality within the community. By making these materials accessible, the institution aims to educate and empower individuals, fostering a deeper understanding of gender equality principles and encouraging positive behavioral changes.



Linkages and Partnerships

ISUFST actively fosters linkages with both government and non-government agencies to promote gender equality and women empowerment. These partnerships enable the university to implement targeted programs, workshops, and initiatives that address specific needs within the community and the institution. Collaborations with government entities allow for the integration of national policies and frameworks into campus activities, while linkages with NGOs provide access to specialized resources and expertise in areas like women's rights advocacy, livelihood development, and health services. Through these collaborative efforts, ISUFST aims to create a supportive environment that champions gender equality, empowers women, and contributes to broader societal progress.



LGU - BAROTAC NUEVO

FOR THE PROJECT TERESSA



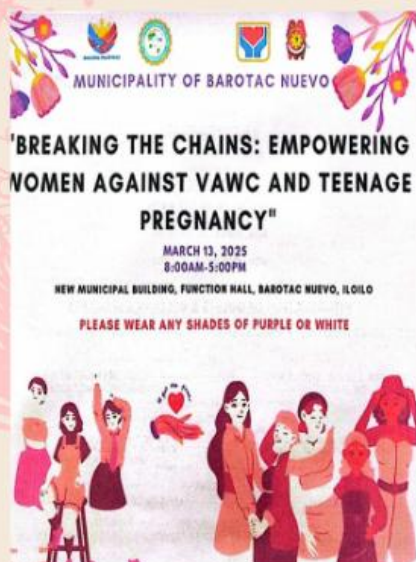
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FOR THE PROJECT TERESSA



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FOR THE PROJECT TERESSA





Mary Jean Belonio
TERESSA Beneficiary

EmpowHERed Juana

“Ang Project Teresa nagdala sang daku nga kabag-ohan sa amon kabuhi. Paagi sa libre nga training, natun-an namon ang paghimo sang rooted chips, pickled ampalaya, kag pickled kalabasa—mga produkto nga indi lang nami, kundi may dalá man nga pangabuhian. Tungod sini, may ekstra kami nga pangita, kag ang akon kita nakabulig gid sa pang-allowance sang akon mga kabataan. Daku gid ang akon pasalamat sa Project Teresa sa paghatag sang oportunidad nga mangin isa ako sa ila mga partisipante. Isa ini ka bugay nga nagbukas sang mas madamo nga kahigayunan para sa amon pamilya.”

LGU - BAROTAC NUEVO

T-RIVER PROJECT



DE LA SALLE UNIVERSITY

LOCALIZATION OF WOMEN AND CHILDREN'S POLICIES PROJECT



DE LA SALLE UNIVERSITY

LOCALIZATION OF WOMEN AND CHILDREN'S POLICIES PROJECT



DON JOSE S. MONFORT MEDICAL CENTER



DON JOSE S. MONFORT MEDICAL CENTER



Don Jose S. Monfort Medical Center · Follow

November 22, 2024 · 🌐

In line with the celebration of International Men's Day 2024, DJSMMC in partnership with ISUFST GAD Office provider free laboratory services to the 75 men employees of ISUFST.

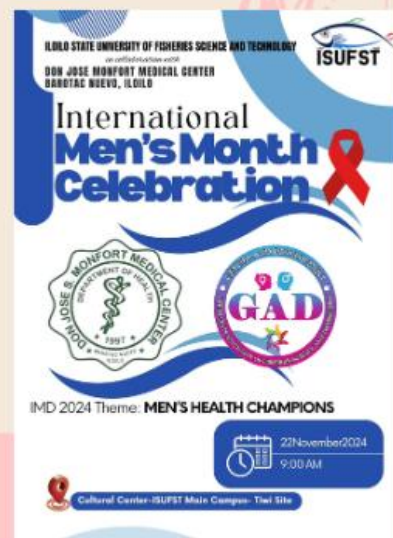
Eight 🇵🇭 Point Action Agenda #1: Bawat Pilipino, Ramdam ang Kalusogan 🌱



DON JOSE S. MONFORT MEDICAL CENTER



ISUFST Tawi-Sulu Celebrates International Men's Month 2024 with Focus on Men's Health



DEPED SDO PASSI CITY

