SDG 5. Gender Equality



Empowering Every Voice

The University translates its commitment to gender equity into sustained action through the observance of National Women's Month, International Women's Day, Pride Month, and the 18-Day Campaign to End Violence Against Women and their Children. To institutionalize these efforts, the Gender and Development (GAD) Focal Point System was trained to integrate the Harmonized Gender and Development Guidelines (HGDG) and the Gender Mainstreaming Evaluation Framework (GMEF) into core university operations. These efforts are further guided by the newly crafted GAD Agenda for 2026-2031, a strategic six-year roadmap designed to champion equity and mainstream GAD principles across all sectors.

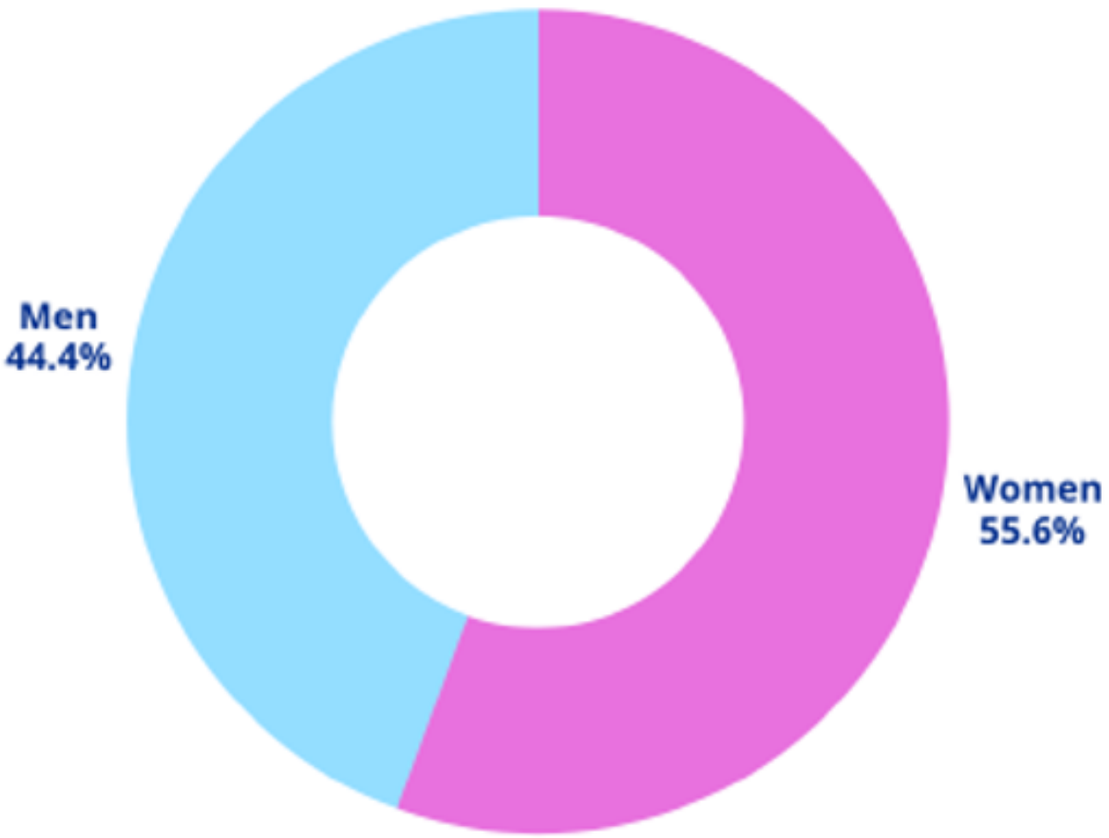
The University's inclusive mission is further realized through diverse alliances and responsive infrastructure. By institutionalizing MOVE KATROPA, TAU recognizes men as vital allies in advocating for women's welfare, while the Inclusion and Diversity Festival provides a platform for LGBTQIA+ advocates, Persons with Disabilities (PWDs), Indigenous Peoples, and solo parents. These social initiatives are complemented by tangible support services, such as the inaugural Gender Support Sessions for Transgender Students and the provision of a dedicated lactation facility for nursing mothers. Collectively, these efforts ensure that TAU remains a safe and equitable environment, directly contributing to the global advancement of Gender Equality.



SDG 5. Gender Equality

Institutional Performance

Our Gender Metrics



Of the University's total population of 7,673 students and employees, 55.6% are women and 44.4% are men. This demographic profile translates to a near-parity ration where, for every 4 men, there are 5 women within our institution. This distribution represents a remarkably balanced ecosystem, highlighting a strong and positive representation of women across both the academic student body and the professional workforce.

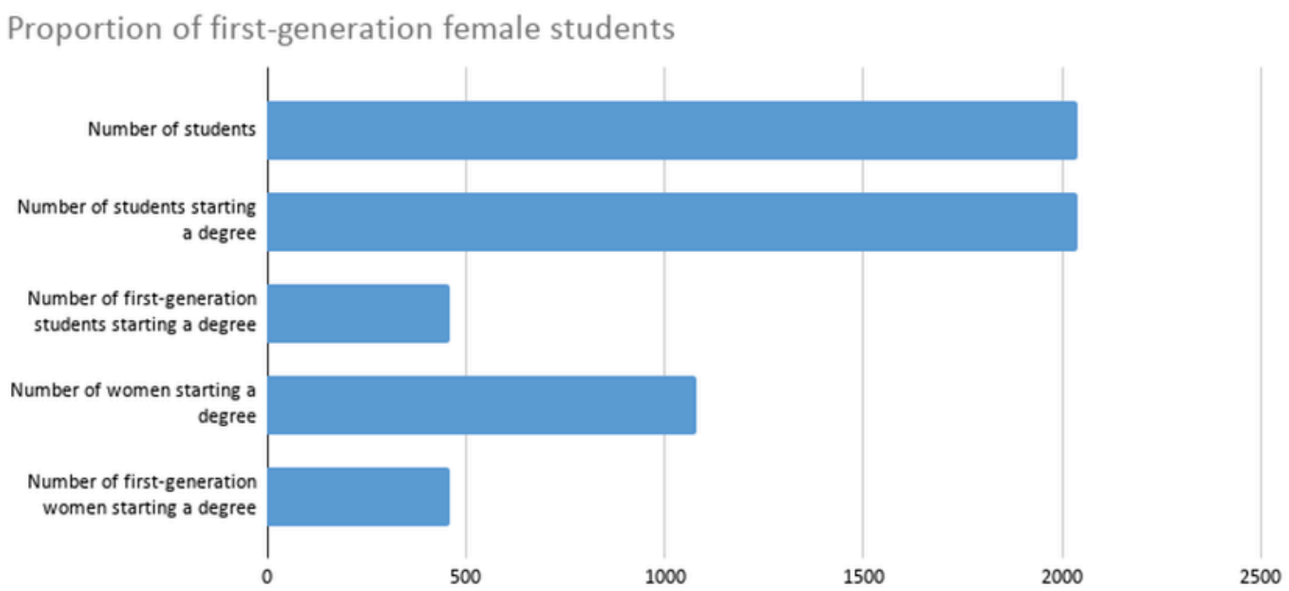
By ensuring that women are well-represented in classrooms, laboratories, fields, and offices, TAU fosters a culture where diverse perspectives drive our institution's efforts in instruction, research, extension, production, and governance.



SDG 5. Gender Equality

Proportion of first-generation female students

The institution demonstrates a strong commitment to expanding access to higher education, particularly for women and historically underrepresented groups.



The University ensures SDG 5 (Gender Equality) in that it shows great adherence to the structural challenges in the way of women accessing higher education through obtaining 42.59% as the proportion of first-generation women among the new women entering the organization.

Within the group of women going into TAU, 42.59% are first-generation college students. This shows that the institution is acting as a primary means of social mobility because it gives women degrees despite their parents having not graduated from university.

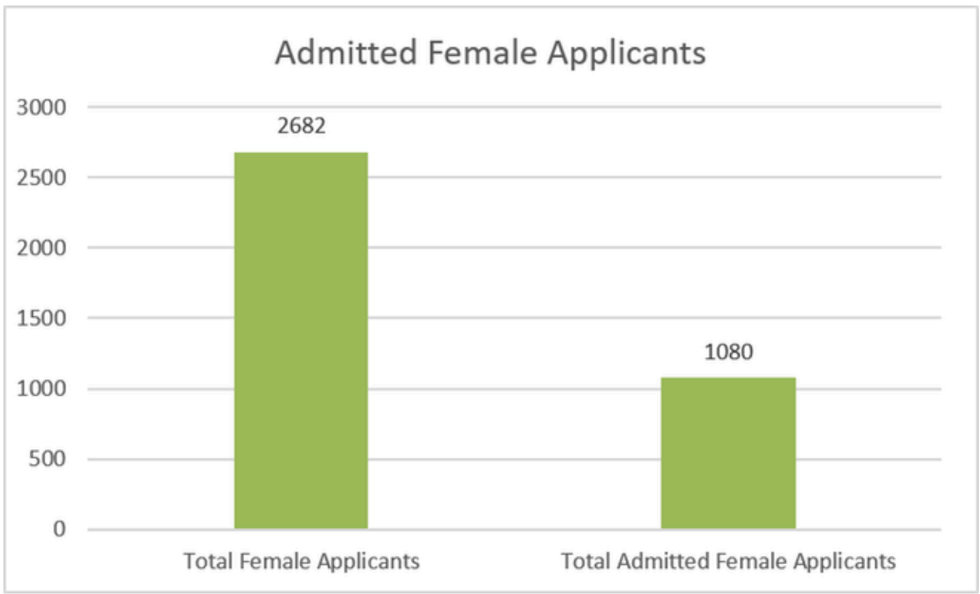
There is an overwhelming number of females in the intake group, representing 52.94% of the total number of degree-seeking new students (1,080 out of 2,040). This indicates that there is gender equality in accessing degree courses.

The percentage for first-generation students as a group is 22.55%, which means there are 460 first-generation freshmen among the total freshman intake of 2,040. Significantly, 100% of the first-generation freshman students are women, indicating that the efforts of institutions to promote first-generation students converge with gender equality issues.

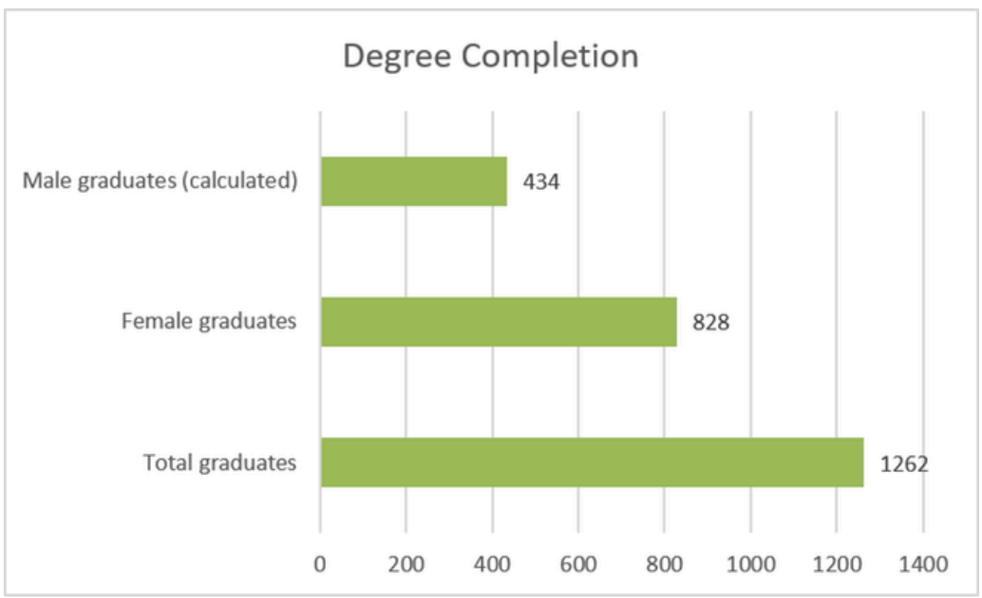


SDG 5. Gender Equality

Gender-disaggregated student access and degree-completion data



In 2025, Tarlac Agricultural University (TAU) recorded 2,682 female applicants, of whom 1,080 were admitted, representing 40.27% of the total female applicants. These figures demonstrate the University's efforts to monitor women's access to higher education. The data also provide a basis for assessing admission outcomes and identifying opportunities to promote more inclusive and equitable educational opportunities for women.

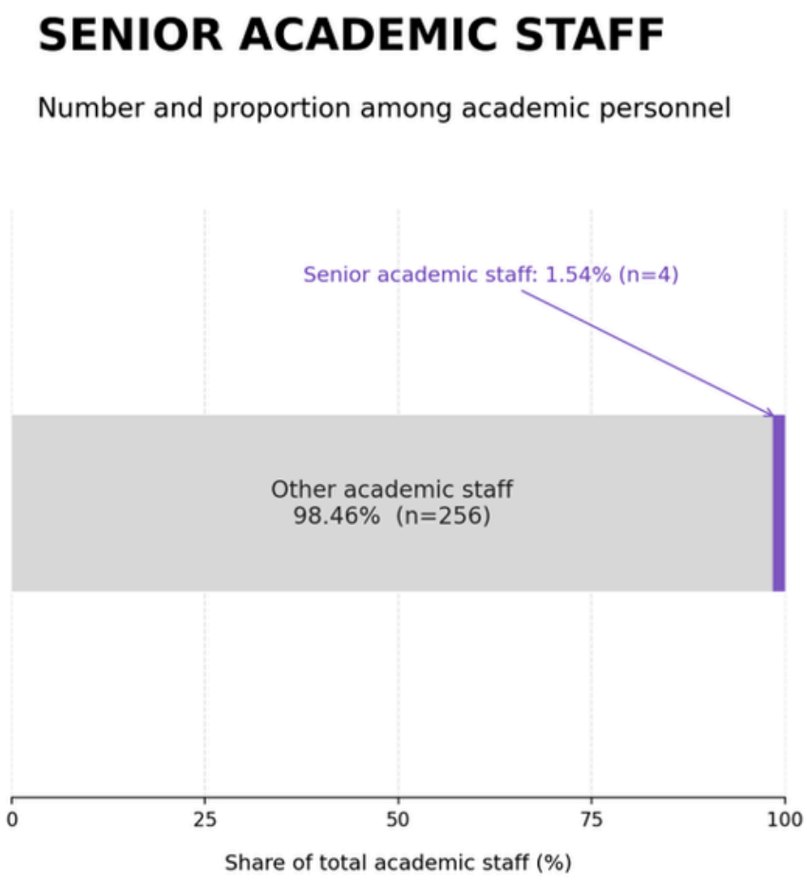


In 2025, Tarlac Agricultural University recorded a total of 1,262 graduates, comprising 828 female graduates and 434 male graduates. Women accounted for approximately 65.61% of the total graduates, indicating higher female representation in degree completion. These figures provide a basis for monitoring gender representation in academic achievement and assessing the University's progress toward promoting inclusive and equitable access to higher education



SDG 5. Gender Equality

Number and proportion of senior female academic staff



260

Total academic staff

4

Senior academic staff

1.54%

Proportion of senior staff

4 of 4

Senior staff are female

The university has a total of 544 employees, including 260 academic staff and 4 senior academic staff, all of whom are female. Female senior academic staff represent 1.54% of the total academic staff. These figures provide a baseline for assessing women's representation in academic leadership and identifying opportunities to strengthen gender equality and women's participation in higher-level academic positions.

5 GENDER EQUALITY

SDG 5. Gender Equality

Highlights

Evidence of women's career progression and support programs

Tarlac Agricultural University (TAU) supports women's professional development and continued participation in academic and institutional life through its mentoring initiatives, employee benefits, and gender-responsive policies. The Women's Peer Mentoring Program provides female students with academic guidance, career preparation, and opportunities to develop leadership skills. The University also implements maternity leave benefits and paternity leave provisions to support employees' family responsibilities and promote a more inclusive working environment. Furthermore, its planned Child Research and Development Laboratory of Experiences (CRADLE) aims to provide childcare services that can help student-parents continue their education. Institutional measures for monitoring graduation outcomes and addressing discrimination further demonstrate the University's commitment to equitable opportunities. These initiatives provide a foundation for supporting women's academic and professional development, although continued monitoring of women's advancement into senior academic and leadership positions would help assess their long-term impact.

Empowering ALL: TAU GAD formalizes advocacy



The Gender and Development (GAD) Office of TAU organized MOVE KATROPA with the participation of men as their partners towards gender equality, non-violence against women, and family responsibilities. The activity was held on December 4, 2025. The gathering was marked by legal orientation about the laws concerning violence against women and the formal adoption of the constitution and by-laws of the organization.

5 GENDER EQUALITY

SDG 5. Gender Equality

Rainbows, Resilience, and Revolution: TAU's Inclusion Festival unites marginalized sectors



The Inclusion and Diversity Festival of TAU saw the participation of LGBTQIA+ activists, people with disabilities, single parents, indigenous peoples, and international students. These include dialogues about access and inclusiveness, single parenting, indigenous peoples, and gender inclusiveness, apart from Pride parade and community activities.

Gender and Development Orientation with NSTP



The GAD Unit of TAU in collaboration with the National Service Training Program has facilitated an orientation among the students undertaking Civic Welfare Training Service, Literacy Training Service and the Reserve Officers' Training Corps. This was meant to introduce gender and development perspectives in community work. The activity was conducted on September 13, 2025.

5 GENDER EQUALITY