

LIFE SATISFACTION AND CAREER CHALLENGES AMONG LESBIAN AND GAY TEACHING AND NON-TEACHING PERSONNEL

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Abstract: Exploring lives of lesbian and gays is a very delicate job which requires truthful and sincere treatment of the information gathered that are maybe useful in the study. Refusal for an intimate interview is anticipation much more when personal and confidential subject will be center of discussion. Many would evade interview when questions are too private while other will escape any sort of communication. Obviously, lesbian and gays are people who find satisfaction from simple things and sheer but sincere recognition of their deed. Their hearts melt easily when they are remembered and acknowledged of their contributions and philanthropy. They too, are sensitive individuals and cries foul when they experience unfair treatment harassed and discriminated. In certain context it seems that subtle, rather blatant anti-lesbian and gay behavior are more likely perpetrated by heterosexual (Jewell & Morrison, 2010). However, the nature of subtle discrimination, including lesbian and gay persons' experiences with these behaviors is not well understood. As such an explorative-qualitative approach was used to investigate five lesbian and ten gay teaching and non-teaching personnel at Iloilo State College of Fisheries. Informants were recruited through personal and open-minded interviews. They confessed the challenges they encountered in the college while they were already in service and how they were able to overcome the experiences. Fifteen participants were identified and considered in the study and each was treated with utmost confidentiality. All data were analyzed using life satisfaction questionnaire modified by the researcher. Findings indicated that informants were often more confident that discrimination happen when they become the target of blatant homographic behavior, while their experiences with subtle homonegativity were characterized by ambiguity or doubt whether they had been discriminated against. Informants were grouped according to gender, age, religion, highest educational attainment and length of year in service. Consequently, informants spent more time ruminating about subtle more tune ruminating about subtle lesbian and gay discrimination doubting their own interpretation of an event and questioning how they should react on these occurrences. Perhaps the most striking aspect of what it meant to be target of homonegativity was the feeling of not belonging or being "other". The challenges experienced by the participants include some with invalidating, dehumanizing and demeaning effects but did not affect lesbians and gays "work attitudes instead they continue to strive more and prove the world they are worthy of the promotion and recognitions they receive. What makes lesbian and gay unique individuals are their talents that carved their names to be at par worth rest of gifted personage in the world, gays and lesbians are people with resiliency, making them smile even in the darkest moment of their lives, the abilities to find ways and means to survive in spite all the odds, with strong determination to achieve their dreams and aspiration without stepping on others' foot and prove that whatever the world may pose they can survive.

Keywords: Desrcimation, harassment, dehumanized and challenged.

1. THE PROBLEM

Introduction:

Striving towards equality and life satisfaction across gender groups is important for lesbians and gays and for the development of well-functioning citizens. Over the last several decades, gay men and lesbian have struggled to achieve equality in society and have repeatedly contented with prejudicial attitudes and discriminatory behaviors from others. At university campuses, the types of attitudes directed toward gay men and lesbian women have changed overtime and contemporary forms of anti-gay/lesbian attitudes are becoming more subtle in nature.

Considerably, less attention has been paid to understanding whether a parallel trend has occurred with respect to the types of anti-gay/lesbian behaviors that are perpetrated homosexuals. The researcher has always been a witness of dehumanizing acts inflicted to lesbians and gays for he himself was a victims. Many times they get “booed” and jeered amidst the competition and denied the bigger slice of the prize they ought to receive. Worse is they are subjugated as vassals of parody and mockery that instead of going home with laughter and victory, they took the misery and agony. Since then, the researcher contemplated why lesbians and gays are treated this way the fact that they do not inflict harm to anybody. Their reason joining the liveliness is for them to show their talents and capabilities, as well as ploddingly spend their free time for enjoyment along with old friends and with new acquaintances. These are some of the many reasons why the researcher bravely explore the lives of gays and lesbians and seek answer why these people are subjected of ridicule, harassment and dehumanizing acts whose only goal is to give happiness and delight among the crowd. It has been a fervent wish of the researcher to build a house for lesbian and gay individuals especially homeless, uneducated and the forsaken.

The researcher achieved his goal of gathering information through an in-depth-interview as bases of a more profound understanding of the phenomenon. Involving lesbians and gay behavior. Through understanding the nature of lesbian and gay teaching and non-teaching personnel, society can be broadly informed in considering how perceived and lived experiences affect them both. Although there are a number of studies on the quality of life among lesbians and gay employees in the world. These may occur only in a more developed country.

The success stories of the world’s most influential lesbians and gay inspired the author to find out how each other of them dealt with challenges they experienced in their career and how satisfying their life is and how they affect lesbian and gay individuals in the world. She is a world renowned T.V host who came out on the cover of Time magazine, had hit sitcoms, now hosts a daily talk show, won numerous Emmy Awards and I married to an actress, another influential lesbian is known as the mother of social work founded the famous Hull House Chicago, which revolutionized the field of social work. She was a Nobel Peace Prize winner and has been in several long term relationships with other woman. She won the title of Miss Little Philippines, tagged as child wonder at the age of five. During her awkward age she shunned the limelight but shocked the movie and TV fanatics when she came out and pronounced her true sexuality. She is now happily married to a celebrity and a former candidate from a prestigious beauty pageant in the country.

On top of the list of the most influential gays in the Philippines is a T.V program emcee, an epitome of what a great talk show hosts is. He was able to establish a standard in hosting that is a based on truth and relevance. No wonder he tops the list because no one can do it better. Another notable gay is a world known Filipino writer who bravely declared he is a gay, bagged major awards here and abroad through his exemplary writing skills, the chairman of “Ang Ladlad.” He is fondly called “mother” by his associates and his not only one of the most popular hairdressers in the country but also has emerged to become the top philanthropist who have helped various young Filipinos in need. Through his organizations he was able to send people to school and help children with cancer. Another influential gay is a smart and spontaneous comedian that will drown you in laughter every time you watch him on T.V. with unexplainable mass appeal and spark about that sets him apart above and beyond else in the game.

The lesbian and gay challenged employees in a time of crisis are trying to strive for putting in with their peers but feel different due to their sexual orientation in a society that may not have acceptance. Homophobia according to Lips wide spread irrational fear and intolerance towards homosexuality. The intolerance is often displayed with verbal and physical homophobic gestures such as gay-bashing jokes, name calling, physical threats and violence which can cause to a hostile environment for lesbian and gay members.

Subsequently, this can lead to a copious amount of problems in the lesbians, gays, bisexual and transgender professional which can escalates to numerous health difficulties, deteriorating office performance, truancy, running away from home, substance abuse, sexuality transmitted diseases, harassment, violence and even suicide.

According to Pope Francis “If someone is gay and he searches for the Lord, and has a good will, who am I to judge? We should not marginalize people for this they must be integrated into society.”

A theoretical Stance:

My theoretical position is that of a constructivist, because I am interested in the ways by which my informants create meaningful experiences that have influenced their lives being lesbians and gays. I did not anchor my study in any frameworks and suspended a priori conceptualization.

The transcribed interviews conducted by the researcher were the basis to substantiate the data that each conveyed one main idea with regards to the experiences of lesbians, gays and transgender. With this, since I am utilizing narrative description as a research method, I did not identify a theory that would support the study and neither did I interpret the results. In the process, as the researcher I derived honest and truthful point of view of the informants based on their own understanding and interpretation of their lives as lesbians and gays.

Furthermore, using a process of narrative descriptive, the researcher kept a recorder of their interpretation and perceptions of the informants, as well as, method-related and coding discussion. This process aids the researchers in assessing and limiting their influence on the data collection and analysis in which the informants explicitly acknowledge their biases and address them as able.

Literature review to support the claim was done to substantiate the description of the informants. However review studies are limited to support this study wherein the researcher find difficulty in looking for available published articles on lesbians and gays, in the college library.

Philosophical Stance:

This study employs qualitative style which is discussed in different theoretical stance specifically though; ontology, epistemology, methodology and rhetoric.

Ontology views lesbian and gays are oppressed and rejected individuals and believed to be psychologically incapacitated to do things normally. The economic consequences of discrimination among lesbian and gay individuals causes job instability and high turnover resulting in greater unemployment and poverty rates for lesbian and gays as well as the wage gap between gay and straight workers. Result of the study declared that teaching and non-teaching personnel involved in the study showed commitment, hard work and dedication in their duties and responsibilities, and find satisfaction in life as they perform different function in the society, as creative, intelligent and normal human beings.

Epistemology addresses the question about the nature and origin of knowledge. On an epistemological view, man has no fixed nature and he shapes his beings as she lives. It further states that knowledge develops through experience and reality is constantly changing.

Epistemology as a theory views lesbian and gay professors and staff to have further developed their knowledge of teaching profession and office respectively in the day to day basis and how they relate to students and co-workers in the college. The knowledge they have gained as professors and staff equipped them with good values, right attitude and talents that ultimately helped them succeed in life and become productive members of society. The challenges they experienced in their career motivated them to strive harder and maintained good morale as harmonious human being.

Lesbian and gay teaching and non-teaching personnel, as they go along performing their tasks as professor and staff, become experts and perform their jobs efficiently and effectively supported by the rating they got and the monetary incentives with their performance based bonus result.

From the point of view of axiology, lesbian and gay individuals continue to face widespread of discrimination in the workplace. Studies showed that anywhere from 15% to 43% of gay people have experienced some form of harassment and discrimination in the workplace. Moreover to a staggering 90 of lesbian workers report some of the harassment and mistreatment on the job. These workplace abuses pose a real and immediate threat to the economic security of lesbian and gay workers however, the values of the professors as a lesbian and gay workers however, the values of the professors as lesbian and gays were developed as they dealt with their students and colleagues, fellow professors, and parent.

In their observations of the daily event events in the college, they have known how to give worth to a certain behavior or action that will encourage students to focus their attention in their studies and have inspired them to improve their worth

through education. Though lesbian and gay professionals uphold with them the highest degree of professionalism in dealing with their colleagues and subordinates, on the other hand, non-teaching staff maintains integrity and morality in dealing with co-workers and the rest of the student populace.

The values acquired at home with their teacher-parents helped them draw the margin between good and evil. AS they become professionals, these sets of values and behavior are modified by the people who lived with them in the environment they temporarily or permanently dwelt.

Right values motivated and inspired them to work hard for the betterment of the college compensating the salary they receive and in achieving life satisfaction until the journey ends upon retiring. Life satisfaction for them is having a favourable attitude of one's life as a whole rather than assessment of current feelings. Gender and Development Act of the country ensures that all government and public offices workers are judged in the workplace based on their skills, qualifications and equality of their work.

From the point of view of methodology, learning is multifaceted, the more the person associates with different group of people the more he becomes learned. Meeting people from different strata of society greatly sharpens the intellectual capacity of an individual. This stresses that professors acquire knowledge from their experiences not only from the environment they lived, but also through teaching their students in the college and through association to their colleagues. They may have realized that not all knowledge they have gained in teacher training institution are applicable to the particular community/society they are associated with. So, along the way they formed specific knowledge which they can apply for satisfying their lives as faculty and staff of the institution. They may have realized too that satisfaction in life cannot be measured as to what degree a person attained, but character building is also important in the attainment of one's goal in life despite the challenges they encountered.

From the rhetoric point of view, lesbian and gay faculty must at all times display utmost courtesy and decency in communicating with their associates to ensure professionalism in the flow or exchange of ideas that will enable them to be remarkably acceptable and respectable members of the organization.

Lesbian and gays exhibit different structures and styles in communicating. Communication can be non-verbal and verbal and either way both can be as effective means of expressing thoughts and ideas. It is done through actions, facial expressions, hand and body gestures, way of dressing, choice of reading materials use of multi-social media and tone of voice.

Such style of communicating benefits not only the students but also the people in the society. Scheduled dialogue among professors and staff of the college is very important in thrashing out problems and to immediately address their sentiments and issues for the good of students and the college itself.

Display of lesbian and gay behavior within the school campuses must be discretely exhibited in order to gain adulation and not discrimination. The use of gay "lingo" and jargons peculiar among lesbians and gay is a trademark of their identity and sexual orientation. To be in style as dictated by the trends and fads via the social media is a true replica indicating sexual preferences. This behavior must be properly channeled and modified through counselling and monitoring to bring such display of character to a very subtle and more acceptable way. The process of communication is the best way to improve their behavior for them not to be ridiculed nor ignored by the members of Iloilo State College of Fisheries community.

On the other side, the challenges encountered by teaching and non-teaching personnel at the star of their employment can be tremendous considerably being neophytes in the workplace. They do not mind wherever they will be assigned and who their boss will be, and knowing the nature of their work, that is, they do not refuse their place if assignment. It was inculcated to them that attaining satisfaction in life is not a dream, lesbians and gay life is full of challenges, yet inspiring. The sole motive is a self-actualization considering lesbian and gays cannot attain this level.

Likewise, the college will give support to the advocacies they trailed. Career has been an important aspect in the life of every person which could not be ignored. It can be formal which is conducted in environment which is conducive to learning. It can also be non-formal, in the sense, that it can be held in any place where learners can be gathered together. The subject matters are mostly academic in the former and in the latter; they could only be those that could develop their skills and abilities.

Being teaching and non-teaching lesbian and gay personnel of the college, they are considered public figures and no way for them to escape public exposure. Their job placed them in a pedestal worthy of the emulation and acceptance they are striving for.

Lesbian and gays professors and staff who perform their jobs based on set standards are always looked up their colleagues and idolized by the students for the charisma they exude in touching and changing lives. They become role models of good manners and right conduct though being gays and lesbian. They are dignified, socially and morally upright individuals, fair, honest compassionate and most of all successful in their chosen careers truly satisfied and fulfilled.

Domain of Inquiry:

The study aimed to explore the world of teaching and non-teaching lesbians and gays at Iloilo State College of Fisheries, School year 2014-2015.

Specifically, the study seeks to answer to the following explorative questions:

1. What were the personal and professional attributes of a lesbian or a gay?
2. How satisfying was their career as well as their lives?
3. What challenges did they experience and how did they overcome them?
4. What theory can be generated based on the findings of the study?

Significance of the Study:

Possible learning and experience gained from the study on the life satisfaction and career challenges among lesbian and gay individual and how they were able to overcome them may be of benefit and will supplement better understanding of people with anxiety and depressions. Specifically, result of the research will be of great significance to the following:

Lesbian and Gays gain the respect of the people in the community and in the organization where lesbians and gays form part of the workforce. It is necessary that they take pride in joining laudable undertakings where they will be visible to channel their God's given talents and capabilities not as third class citizens but as members of dynamic society, recognized by their contributions in government, in the field of science beauty and glamour, fashion and design, life preservation and wellness and in the tract of music and the arts.

State University of College Presidents will take pride in hiring lesbians and gay applicants to in order revitalize old school approaches and styles exercised by straight men and women in the organization knowing that lesbian and gay's creativity, artistry and dexterity will create effective and productive heads of schools are members of the lesbians and gays professionals who are not only experts in management jobs but administrative as well, making the institution a healthy environment for everybody and most of all without biases.

Human Resource Management Officer. A more strategic and systematic screening and hiring of employees will be properly disseminated to ensure a wider grasp of information relays and providing equal chances for job seekers that will serve as basis for the human resource officer in accepting applicants not by the masculine appeal or the perfect vital statistics one possesses but by his expertise, skills and talents regardless of sexual orientation.

Human-Rights Advocate. People working for the welfare and protection of human rights will be guided in their strongest commitment of strengthening advocacy in protecting lesbians and gay rights and their roles and contribution in society. What can be more meaningful and inspiring to know that people are behind every lesbian and gay individuals in all the pursuits they take for making a beautiful tomorrow not solely his own but for his family and loved ones.

Department of labor and Employment. Getting the right pay for the right job is a true exercise of fair judgement and recognition of one's performance in any department of employment. Findings of the study will help people in the department their right to choose the most competitive men and women to be hired for the job placement with set standard and qualification requirements and not because of gender issue and to eradicate the stereotyping.

Civil Service Commission. The will be guided with just and humane procedure of scrutinizing appointment of identified lesbians and gays who wishes to work in the government and private offices at the same time enjoy the privileges and protection provided by the commission under the Philippine Constitution.

Definition of Terms:

The purpose of defining the different vocabularies both conceptually and operationally in exploring life satisfaction and career challenges among lesbian and gay teaching and non-teaching personnel is purely to eradicate ambiguity of the terms used.

Lesbian is a woman who is attracted to another woman and may establish mutual and intimate relationship practicing husband and wife. As given in the study the term refers to a woman who acts like a man, dresses like a man and having illicit affair with another woman.

Gay is either a man or a woman who is emotionally linked with the same sex. As used in this study the terms to a man or a woman who is attracted with the same sex and maintains relationship as couples under one roof.

Life Satisfaction is an overall assessment of feelings, and attitude about one's life at a particular point in time ranging from negative to positive. In this study it refers to the way person evaluate his life and how he feels about what it is going to happen in the future.

Career challenges are professional disputes especially as being unjust especially to question formally the legality for which one was trained and undertaken as a permanent calling. As use in the study the term refers to the challenges experienced by teaching and non-teaching lesbians and gay personnel.

2. RESEARCH METHODOLOGY

This chapter presents the research methods, environment or the research locale, study participants, research instruments, data gathering procedure and data analysis on the life satisfaction and challenges among lesbian and gays.

Design:

A qualitative research was used to present the analysis and evaluation of the data which is produced in the form of narrative description of the phenomenon. Qualitative research is preferred when obtaining data on processes on how individual think about to perceive a certain issue, situation, practice, etc., or what their attitudes are toward something (David, 2012). The very nature of life satisfaction and career challenges is multifaceted, integrative; encompassing strategic and imprecise simply calls for this qualitative approach. Specifically, questioning with the use of interview technique, which is narrative data from the informants were gathered and analyzed. Typically, data are gathered from a variety of sources and by using several different methods (e.g. Observations & interviews). Research may also continue for an extended period of extended period of time so processes and developments can be studied as they happen (McLeod, 2008).

The qualitative study method often involves simply observing the challenges of the informants, it allow a researcher to investigate a topic in far more detail than might be possible and true.

The data collected can be analyzed using different theories (e. g. Grounded theory, interpretative phenomenological analysis, text interpretation, e. g. thematic coding) etc.

All the approaches mentioned here use preconceived categories in the analysis and they are ideographic in their approach, i.e. they focus on the individual case without reference to a comparison group.

The procedure used in this study means that the researcher provides a description of the behavior. This comes from the interviews and the other sources, such as observations and casual observations. The participants also report details of events from his or her point of view. The researcher then writes up the information from both sources above as the narrative description of the phenomenon, and interprets the information. Interpreting the information means the researcher decides what to include or leave out (McLeod, 2008). A good narrative description should always make clear which information is factual description in which inference or the opinion of the researcher.

Environment:

The ILOILO STATE COLLEGE OF FISHERIES-BAROTAC NUEVO CAMPUS (formerly BNPI) started in 1947 as Barotac Nuevo Junior High School with Mr. Jesus Tupas as principal, followed after ten (10) years by Miss Crispina Arandilla (later become Mrs. Crispina A. Quino). R.A. 1927 was approved in 1957 providing for the conversion of the

Barotac Nuevo High School into a fishery school to be known as Iloilo National School of fisheries. The school was transferred to its permanent site at Barangay Tiwi in 1959. What was left of BNHS was the semi-permanent building. In 1960, Dr. Augusto V. Araneta (Municipal Mayor) re-established the Barotac National High School with the support of Gov. Mariano Peñaflores. In 1965, R.A. 4005 was approved providing for the conversion of BNHS into Barotac Nuevo General Comprehensive High School until 1973 later to be known as Barotac Nuevo National Comprehensive High School offering Vocational Training (Automotive, Electronics, Electricity and Garments). On April 22, 1995, a law was passed under R.A. No. 7995, converting BNNCHS to Barotac Nuevo Polytechnic Institute offering Degree Programs in Information Technology, Education and Industrial Education. In 2001, RA 8292 which provide for SUC's to absorb all CHED supervised institutions in the Philippines and CHED Memo No. 27 Series of 2001 which provides for the integration of BNPI to NPSC and later amended by CHED Memo Order No. 27- As 2001 integrating the BNPI to ILOILO STATE COLLEGE OF FISHERIES, thus becoming what is now known as ISCOF- Barotac Nuevo Campus.

Iloilo State College of Fisheries, is located at Barotac Nuevo, Iloilo City with Tiwi and Poblacion, Barotac Nuevo as the main campuses and three external campuses, Dumangas, Dingle and San Enrique a subsidized institution of higher learning which aims to provide tertiary education in the entire province and neighboring provinces of Aklan, Capiz, Guimaras and as far as Mindanao and Luzon.

The college has grown into a leading fisheries and professional manpower development institution as it serves the region and the whole country. The Local Area Network (LAN) is established that links the different colleges and departments to the internet for the vast resources in the virtual world. The Administration and Operation of the college has been certified by Anglo Japan (AJA) Registrars. The College acquired 6-hectare lot near the town.

The College where the author is a full-time faculty is the first fisheries school in the country. A 30-minute ride from the Iloilo, called the Athens of Region VI. Barotac Nuevo is at the heart of equally progressive towns of the 4th Congressional District of Iloilo. Barotac Nuevo, where the college is situated typically a municipality that is away from the busy and noisy streets of the urban life. It is a resurgent municipality from a muddy pueblo in lieu of the sturdy white horse.

Gays and lesbians constituted two (2%) of the total population of the municipality. Most of them are working in the school either as instructors or professors while some are members of the non-teaching staff, whom the researcher approached them for interview. Marked by the increasing number of lesbians and gays employees in the institution, there is also a noticeable increase in the population of gays and lesbians in the enrollment each year.

Informants:

The informants included college full-time and part-time teaching and non-teaching personnel of Iloilo State College of Fisheries. At first they were hesitant and aghast for they might be in the limelight and be subject of social-media hype and controversies. But then they imposed trust to the researcher and they were indeed very nice and cooperative.

Specifically, there were 5 lesbians, one full-time professor, and two full-time instructors, and two are non-teaching jobs. Ten gay informants willingly submitted themselves to be the sources of informants, three were clerks, three were part-time instructors and two were full-time professors and two were department heads.

Purposive sampling technique was employed in this study, considering the fact that they are few in numbers and very difficult to convince as informants of the very fair and humanistic exploration.

Further the purposive sampling was used since this is a non-random sampling selection because prior knowledge suggests it is repetitive, or because of those selected information (Fraenkel and Wallen 2010). Fifteen (15) informants were considered in the exploration 5 lesbians comprised a full-time professor, and two full-time instructors while the two others are into a non-teaching jobs. Ten of the brave gay informants including the two deans, three full-time professors and three part-time instructors, while two others are into clerical jobs become the informants of the study.

Instruments:

The instrument used in the study to gather relevant data needed were the interview schedules modified by the researcher and were validated by experts in the sociology and behavioral psychology. The interview schedules were used to collect factual information from the informants.

It contained set of questions which guided the interviewer during the conduct of the interview. The researcher personally conducted the interview. According to Best (2008) the person administering the instrument has the opportunity to establish rapport, explain the purpose of the study and explain the meaning if each items that may not be clear to the informants, THE corrections and suggestion of the panel were considered before the final drafting of the instrument. The procedures to establish validity and reliability of the behavior questionnaire were adopted from the modified version of the instrument development scheme by Tibajares (2001). The instrument development had the following stages:

Stage 1: Initial Formulation of the Instrument:

The phase includes the initial listing of the categories that determined the challenges encountered by the lesbians and gays as provided by the review of literature and related studies. A draft of the interview schedule was constructed and submitted to a panel of experts for review and recommendations to establish its content validity. Reversions were made based on the adviser's recommendations.

Stage II. Trying Out:

In this phase the revised document was tried out to ten (10) selected students, teaching, and non-teaching personnel of the Iloilo State College of Fisheries who shall not form part of the actual number of informant s in fielding the final instruments.

To ascertain the validity of the researcher-made questionnaires the teaching and non-teaching were asked whether they understand the instruction or not or whether the statements are comprehensive or not.

Stage III. Completing the Instruments:

The final version of the researcher-made questionnaire was accomplished based on results if the try-outs and the suggestions of the adviser, The interview schedules that were employed to gather relevant information on life satisfaction and career challenges encountered by lesbian and gays; (1) Interview schedule for informants. The content of the interview schedules are discussed below: The questionnaire utilized by the researcher to gather life satisfaction and challenges by the informants is composed of three parts.

Part I gathers the important data through interview of each of the participants such as name, religion, highest educational attainment and length of service.

Part II is the interview proper were the informant were asked how satisfied they are on the different aspect of life such as, how satisfied they are in terms of their relationships with their family, friends and special someone, finances, promotion, health condition, leisure and recreation , their sexual life and their life as a whole.

Part III of the interview guide focused on career challenges they experienced and how they overcome them. There are three focal questions; first, is on the career challenges lesbian and gay teaching and non-teaching personnel encountered, second; how they were able to overcome those career challenges, and third, what is their stands on lesbians and gay contribution in the society.

Data-gathering Procedure:

The researcher requested permission from the office of the college president and deans of the colleges to conduct data-gathering needed in the study. Data-gathering was done since October 2015.

The researcher personally visited the offices of the deans and got their nod on when to start the distribution of the interview guides among the selective informants who serve as full-time instructors while the non-teaching informants were also personally interviewed by the researcher inside the offices where they work. Questionnaires were handed personally after permission was granted and a close door interview followed. Some of the informants were very vocal of their responses; while others requested that it will be in privy and a month-long of gathering the data was completed.

The virtue of patience was exercised during the interview process because of it was arranged based on the convenient time of the participants. Conducting the interview consent from the interviewee to record the conversation was sought. The researcher likewise explained to the interviewee the importance of recording the conversation. Even though conversations were recorded; the researcher still jotted down the important details the informants gave.

Data Analysis Procedure:

Prior to the analyses of the results, the researcher transcribed the interview noting only the relevant information. Other details of the interview not relative to the study were not included. Analyses of the relevant data gathered mainly employed thematic analysis procedure and the informant's answers were encoded. After which, individual answers of the informants were analyzed and reflected in specific chapters of this paper. Part of the analysis was the establishment of themes for the answers of the informants.

The themes then were used as basis for the development of theory as well as drawing conclusions and recommendations. Questionnaires were handed personally after permission was granted and close door interview followed. Some of the informants were very vocal of their responses while others requested in will be treated with secrecy and utmost confidentiality. This study is a qualitative study having data analysis; responses will be clustered according to themes and will be vividly discussed.

The following data analysis procedures or steps were employed: Determination of how satisfying life is based on the different aspects presented and identify challenges lesbian and gays, preparation and formulation of analysis matrix of information's response, encoding narrative data from interview and documents into their respective cell in the matrix, examination of narrative data in the cells and find out common themes, patterns and variances and establishment of synthesis based on the commonalities and patterns as well as variances of findings. Lastly, was the encoding of data from the interviews and documents into their respective cell in the matrix.

The findings indicated that informant 1, and 3, experienced discrimination, informants 2 and 5 experienced name calling, Informants 3 and encountered rejections while informant 4 experienced harassment yet all of them declared they all have satisfying lives. Informant Gay 1, 4 and 7 stated what challenged them is their health conditions on the other side informant 1 is still not a holder of a civil service eligibility and so is informant 8. Informants 2, 3, 5 and 6 experienced harassment both outside and within the workplace, while informant 9 experienced denial and disrespect inside and outside of the workstation. Despite the challenges they experienced in their careers they were all honest in declaring that as a whole they all have a satisfying life.

Trustworthiness and Ethical Consideration:

Trust is important in every research that concerns interviewing participants or informants. Prior to the administration of the interview schedule or interview proper the researcher sincerely talk to each of the participants. This would likewise establish rapport and confidence among the informants so that the veracity of the information given by the informants is brought about. On the other hand in the conduct of the study, the researcher took into consideration the ethical issues. In order to protect the informants of the study, the researcher established the trust and confidence within them in order to promote the integrity of the research, guard against misconduct and the impropriety that can be reflected in their institutions, and cope with the new challenging problem.

The researcher will respect the informants' rights, needs, values, and desires,.

Furthermore the researcher will be very careful in asking questions that might solicit sensitive answer about personal issues.

Establishing Objectivity:

The fact study's results are dependent upon participants' answer which were in a way dependent upon the researcher's interpretation, biases may set in. In order to avoid personal biases in the interpretation results, the researcher avoid personal interpretation of the participant's answer.

The researcher tried his best to clarify the participant's answer by asking a follow up questions. Description of life satisfaction from different aspects among the informants were judiciously transcribed by the author upon agreement on what contents may be included after the participants have read the draft. After which the interview guides were gathered by the author himself in order to ensure the safety and confidentiality of the data. Triangulation was likewise done through informants who could validate the results of the study.

3. LIVED EXPERIENCE OF LESBIAN TEACHING AND NON-TEACHING PERSONNEL

This part of the paper contains the careful transcription of the lived experiences of lesbians personnel of Iloilo State College of fisheries. The presentation of the transcriptions starts with answering personal and professional attributes; satisfaction of their career and lives; challenges they encountered how they cope with them.

PERSONAL AND PROFESSIONAL ATTRIBUTES:

Informant L #1

I am on my mid-forties, single and graduated the degree of Bachelor of Science in Fisheries Education, Major in Aquaculture and Roman Catholic by Religion. I am satisfied in the many aspects of my life as lesbians, because bravely, I can express what I feel, speak what I want and most of all get frenzy and enjoy the freedom to cherry-pick the musketeers I can count. While others are still afraid of coming out and show their true colors, I am proud to tell the world that I am lesbian. I am fortunate to be surrounded with people who are appreciative of what I love doing. I am into a relationship right now and I have no qualms over it. I am very much contented with our present set up. She works abroad and I working here but we don't close the day without exchanging pleasantries through our mobile phones.

Informant L #2

With all honesty I can attest that I have a very satisfying life as a lesbian. I have no fears of rejection because my friends especially my family has learned to recognize my existence. I consider them my vitamins which helped me, go through obstacles in life, energy drink that gave me strength to face everyday challenge and my oxygen that helps me alive and enjoy every minute of each day. I have my partner for seven years now. And we live together in a house where both of us share the rental. We spend our weekends when we are both available and free from work with our family and loved ones. I am very much comfortable with how our family accepted our being together. I am truly satisfied with my relationship with her because of the trust, support and acceptance she is giving to me.

Informant L #3

I am proud looking at them so descent and respectable with their accomplishments and I am strongly satisfied with what they become. I don't mind whether I got promoted or not with the little compensation I got I'm still happy knowing I am part of their success and so far I don't have serious ailments except cough and colds are the most current interruptions I have for staying healthy and fit.

I find happiness and enjoyment with my circle of friends while watching our favorite movies, playing bowling and billiards together that strengthens the bond and the relationships we have. My sexual life as a whole is perfectly satisfying because I got the attention, the love and care I needed so far. With my very supportive parents, loved one and friends I have a whole life so satisfying and enjoyable I thank Him and I can't ask for more.

Informant L #4

I consider myself a survivor, a silent worker and work-driven individual with simple dreams and sheer wishes. My being a lesbian caused my confusion and identity crisis when I was growing up. I was disoriented with my feelings and the choices of people to go with and spending time with much more to whom I shall give my trust. I am not like the typical woman, who cares out dressed in skirt and blouses or in spaghetti straps or with plunging neckline. I prefer jeans or slacks, polo shirts and rubber shoes because I feel comfortable sporting the latter. Now I know who I am and what are things that will suffice my needs are. My coming out as a lesbian made me a stronger person and gave me the way to express my feelings and desires. I have a satisfying life as a lesbian now that I am working as clerk in the college where I was once a page.

I am not into a serious relationship right now due to my financial condition. Out of my meager salary every "quincena" and every end of the month I had made my living condition a little better and had taught me to be wise and to make both ends meet.

Informant L #5

I can describe my life like a carousel of the many ups and downs I have encountered in my life as a lesbian but then I am happy and contented with what I have at this point of my life. My present relationship with my special friend is not that perfect because we sometimes clash of ideas and argue in some point but undeniably we always end up forgiving each other and show much love for each other. Technology has permeated our lives and no doubt for it has invaded my work.

LIFE AND CAREER SATISFACTION:**Informant L #1**

Teaching was not my first love. I wanted to be a certified public accountant. If only my parents had enough resources to sustain me in college I would not settle for a teaching job. But when I was chosen among the rooster of the region wide applicants to attend an international seminar I was challenged to put my foot forward and with dedication and efficiency I made it to the end. In as much that I am in the teaching career. I have to move up and seek for higher academic rank. Now I am the dean of the department I love, I am satisfied with all that I have and had wished for. Actually, I can't ask for more. I am satisfied and contented with what I have achieved. When I meet my students and I would know they are now working in prestigious companies, I feel elated. I feel I have done something for them. Knowing that my family and loved ones are in good shape and intact I only wish them a longer and healthier meaningful life. I always find item meeting my friends whenever there are occasions and make sure that I am there from them to give support in very simple way I can. Spending time either alone or with friends and family is very much treasured especially with the demands of my job. I make it a point to consult my doctor twice a year. This is to make sure I am in good health and free from any form of ailment aside from being required by the college I serve. My sex life is still on fire and satisfying although not as active as it was before. My life as a whole is satisfying and I thanks God for all the blessing I received.

Informant L#2

I am entertaining the thought that someday I may into another path that of a hospitality management which demands my expertise where promotion is fast and the salary is much higher. I wanted to do my vest but one thing that made me shrug my shoulders is because coaching had never been my cup of tea. It is not my forte because of my inadequacy in speaking and hesitant that I may not be liked by my students. However, all these years being exposed in the office world, I have learned to love it much more than my students learning the skills that mirrored my capacity to transfer my skills to them Given the chance to handle administrative function, I would rather choose to be coaching preparing the youths to be with the sports world that shall put the name of the institution one of the top performing state college in the region. I am truly satisfied with how my athletes find their niche in the world of sports specifically in table tennis. I felt frustrated when I tell my athletes to report for their rehearsals and finding the needed equipment not available. It makes my enthusiasm sink to the lowest level that I planned to quit and turn over the responsibility to others but when I see the enthusiasm and to the lowest level that I planned to quit and turn over the responsibility to others but when I see the enthusiasm and passion of students my fervor in coaching leaves on.

Spending my free time more productively, I prefer to stay at home indulge in horticulture and ornamental fish culture both as a hobby and for commercial purposes. The hobby becomes a source of joy, a therapy and a gainful engagement for I am not a party person because I hate noisy places with noisy people. Brisk walking every morning when the weather and time permits is what I do in order to keep me in shape and though I am on my early forties.

As I age I have come to realize that my sexual urge is not on top of my daily needs and priorities. The theory is true that as a person aged his desires and needs goes with age. The older the person becomes the lesser are his needs. Though I do it lesser than before still I do have a satisfying sexual life. My life as a whole is almost complete and very satisfying. I hope and pray this will go on and on like the lines of the song go.

Informant L # 3

Being a lesbian gives me the freedom to do the things I love doing and the opportunity of expressing my feelings without hurting others. I consider myself blessed and lucky because I am able to display my talent and ability I am amply satisfied with my life as a lesbian because I am brave to reveal my real sexual orientation.

Actually I just broke up with my girlfriend and though it hurts I'm trying hard pretending to be happy now much more I'm back to being free and single. Once again the situation is very inspiring and encourage.

As an instructress I was tasked to coach a softball team of women whom I discovered that many of the players and I share the same dilemma. As a coach I always put my best effort and find satisfaction in my career and my life as college instructress. I do not have any frustrations with my teaching job. Facing my students every day, talking to them and helping them to be the kind of citizens our country will have in the future may be too exhausting but I find it gratifying.

Informant L #4

Promotion is out of reach at the moment because I do not have civil service eligibility and have not earned leading to master's degree. Although I have my plan of enrolling in the graduate school to help secure my position in the department I work. I would feel hesitant with some degree of anxiety whether I could be productive or not but then when I see my friends appreciative of what I have accomplished. I am inspired and challenged to do better and I go the satisfaction every time my students qualify in the system-wide research congress held every competing against the best student among state colleges and universities in the region.

Informant L #5

I need to get update in order for me to make sure my performance is at par with my co-worker in the system where I work. In my office stint, gaining the respect and trust of the people around me is so rewarding and satisfying. It's more than the take home pay I receive.

I find it very challenging because actually, I am here for a vacation and was taken-in as encoder. It is where I can share my knowledge and skills as information technology graduate. Working with somebody like my boss who ever stopped in inspiring me makes life in the work place worth living. Knowing that my family is intact and in good health I can't ask for more but praise the Lord for all the beautiful things that I have. I'm starting to build my life because I'm barely 5 years in the organization. I'm not satisfied with my income for I run short of my finances. The relationship I have with my family right now considerably okay. As to my friends I have their one hundred support and I have to give back the same support they deserve. If there are people who can laugh and cry with of course they are my friends and family. Having night outs and do window shopping and island hopping gather us all and surely enjoy each other's company.

At twenty eight I do not complain about any sort of discomforts and health problems. I am physically healthy and mentally stable. I make sure that every year I submit myself for medical examination as required by the college. This is one way of monitoring government workers health status. I am sexually active and of course happy in what I do. As the saying goes enjoy life while able and capable. Because once we get older our need and drive diminishes. I am satisfied with my life as a whole if there are instruments to measure the level of satisfaction I got well I am the top of it.

CHALLENGES ENCOUNTERED AND COPING MECHANISMS:**Informant L #1**

Sang naga pangidaron pa lamang ako siyam ka tuig wala na ako gana maghampong upod sa mga kaingod namon nga mga kalanapud nga mga kabataan nga babaye lab nag gid kon balau-balay ang pagahampangon. Mas gusto ko mag upod hampang sa mga katubo-tubo ko ng amga lalake. Nalipay gid ko kon maghapang "pitiw kag irot-irot". Nanamin ko mag saka sa mga kahoy kag malagsanay o magpaninro pispis gamit ang tirador kay natakos ang akon ikasarang kaupod ang mga playmates ko nga mga lalake.

Masami ko sila nga kaupod paharab sang karabaw kag masuksok lawlaw nga delargo sang sa magsuksook ka bestida. Sang makatapos na ako sang kurso ko sa kolehiyo nag apply alp pbra apang wala ako mabaton sa ginaplayan ko nga trabaho kay lalakon-on ako. Madamo nga beses kon may mga kahiwatan o pagsalo-salo sang amon pamilya masami wala na ako ga adto kay kay bisan sila sa nagahambal nga tomboy ako mismo sa atubang ko mabatyagan ko ang kalami sang ila pagbaton sa akon. Wala sila gana magestorya sa akon.

Imbes magpadala ako s amalas-ay nila nga pas etima sa akon naghimakas gid ako mngaita obra agud pamatud-an sa ila nga bisan lalakin-on ako may ikasarang ako sa pagbuhi sang kaugalingon lp kag ara matun-an nila ako palangga-on kon may obra na ako. Daw kahapon lang ang baatyagon nga ginisika-sika ko nila apang subon masami na kami uloulopod sa lamesa kag sa mga family reunions.

Matuod ang halambalalanon nga kon tomboy ka kag kulang ka pa sa abilidad para batakon ang kaugalingon mo sa sociedad wala ka sing pagkilala kag pagtaha nga mabaton dapat osoyon ang buasdamlag indi paghulaton.

When I was growing up I had the feeling of confusion about my sexuality. I have experienced rejection and discrimination in my life. I was denied of the first job I applied and in many instances during our family gatherings, I don't hear them say but I can sense it. I redirected my attention to mfinding jobs and keep myself busy accepting tutorial in Mathematics. Now I gain acceptance from my relatives although it came later after I landed a job.

Informant L #2

Una nga adlaw ko sa school nagasakot ang kulba kag kakanyag nha nabatayagano. Ang una ko na pamangkoy sa hunahuna ko mabuot ayhan ang mga estudyante ko ayhan makuha ang ila pag taha bikang maestro nila bisan garugged maong pants ako kag nagapolo-shirt imbes sag prescribed teacher's uniform?

Masami ginakawatan nila ako msang pasiplat mila kag magyumo-yumo. Sa akon lang makibot kamo SA pila ka adlaw kon Makita nyo ako nga nnakapalda kag naka blouse suksok ang black high heeled shoes adlaw-adlaw. Isa ka adlaw samtang nagapanyaga ang halos tanan estudyante angpko gid ang pag-aphhotocopy ako sa tabuk lang sang eskwelahan.

Nabati ko gid ang pag-estoryahanay sang mga estudyante nga mga lalake ambot kon hungod o natabbuan lang kag pag labay ko nag langas-langas sila sa paghambal kag pag ayre arte sang inagi kag tomboy.

Pinamalhas ako kag dali-dali nagbalik sa classroom ko. May pagduhaduha man wala ko kabaridad sang ihatag sa akon ang responsibilidad sa paghanas kag magcoach sang akon mga estudyante. Nagdugang ang ila pagtaha sa akon sang madala namon pauli ang gold medals sa ginhiwat nga regional and national SCUUA table tennis women's category sang tuig 2013 and 2014.

I have experienced name bashing and name callings. But it did not affect me instead I took another challenge that of being the head coach of the women table tennis team. I finally gained the respect of my students when I coached the table tennis team of the college and won gold medals in the regional meet and in the national level.

What I considered a challenge in my career is the respect my students will give because they might be intimidated by the way I speak and eh way I appear in school. Often times they steal a look at me or stare at me questioning my sexual orientation because I a wearing rugged jeans and speaks like a man. Overcoming the experience, countless name bashing and name calling I look another challenge this time taking the peril of being the head coach of the women table tennis team from the time I was admitted in the institution I now work. I finally gained the respect from my students when the ladies table tennis team of the college and won gold medals for the school both in the regional meet and in the national level competition every year.

Informant L #3

Indi man ako mango suno sa mga grades ko apang ngaa indi ako makapasas sa licensure examination for the teachers nga ginakabig ko daku nga panghangkat sa akon trabaho bilang maestro sa kolehiyo.

Kaduha na akl magkuha sang pasinawan apang permi lang kabos ang score nga makuha ko sa passing percentage agud mangin is aka lsensiyado na nga maestro ako obra kag masami nagin biktima nagin biktima ako sang rejection kag discrimination sa una nga private school sa siyudad nga gin-applyan ko.

Ang inagyan nga mga kapaslawan wala nangin sablag sapagpadayub ko pangita sang obra. Manuglima naaka tuig sa college kon diin ako nagatudlo kag naton-an ko nga palanggaon ang akon propesyon pati na ang mga tao nga nagbaton sa akon kag wla magduda sang akon abilidad.

Passing the civil service examination is what I considered a great challenge in my career. I have tried twice but luck has been so unkind, I experienced rejection and discrimination the first time I applied in one of the secondary schools in the city. The experience did not stop me in searching for job. Now I am on my fifth year in the college and I love working with the people around me. I am not a saint I know I have my shortcomings but I make sure that I still willing to learn.

Informant L # 4

Daku nga panghangkat sang akon abilidad kag ikasarang ang saligan sang responsibilidad magluwas sa regular nga obligasyon sa departmeto kon sa diin ako isa ako ka manunudlo.

Ang katulad ko nga tinuga masami nagin biktima man sang pagpasipala kag pagpakanubo sang akon isigkatao. Masami ini nga nagakatabo sa mg pagbaton sang imbitasyon sang mga suod nga abyan indi mo abyan o kakilala manlang. Ang mga pabati-bati kag pag-insulto kalabanan ang mabaton sang mga katulad nakon nga giho lalakin-on kag asta tigasins.

Inimbitar ako sa despida sang akon friend nga nurse ang motif sang salo-salo puti sa malip-ot nga pulong tana nga makisalo dapat nakawhite. Nag-abot ko sa pagtipon nga naka itom naalaaala ko magsulod pro tungos wala na time para makapaalam sa friend o nangisog ko magsulod. Ginharang ako sa ganhaan kag ginhamabaln sang masakit nga mga tinaga. "Tomboy nga pasaway bal-an ny anga white ang motif nag-itom sya ya daw nga na".

Nahuy-an ko kag natandog ang "amor propio" ko daw manapungol ko. Dugay nga ulo-ulo ang ginhi, o sang mga tawo nga nakasaki sang hitabi. Tungod kay relihiyoso ang mga ginikanan ko kag sinsero sa pagpangayo patawad ang nagpakahuya sa kon pinasaylo ko siya apang ginbilinan ko sya nsang pahanomdom nga indi ya dapat paghimuon liwat sa bisan sin-o nga tao gin ang mapapreso sa iya.

My challenging moments rests on the added assignments in the office where I worked aside from victim of harassment. I learned to forgive the transgressor after he asked for forgiveness and look at the brighter side of life.

The lowest moment in my life is when I encountered people with homonegativity. I was stuck to frustration and dedspair when they seem not to understand and accept lesbians. Yet, on the other side whenever I heard appreciation and recognition of my accomplishments I am overjoyed, satisfied and considered myself a great winner.

Informant L #5

Mabudlay ang kabuhi sang is aka tomboy kag wala sing tupong kasakit ang balatyagonkon sa diin ang babaye nga gin palangga mo sing wala kapin kag kulang labi nag id nga kasalo mo sang tinuig isikway ka kag ibaylo sa is aka lalake.

Sa inslto kabalalan na akosa pagpasipalakag paghikay nangin bungo na akol nMasami ako ang ginalayasan kag ginapabay an sa kalisud. Nakapensar ko mag utas sang akon kabuhi apang daku ang kahadlok ko sa Diyos.

Madamo nga beses mawarnungan na ako nga itermiante sa trabaho ko apang nalooy and boss kop sa akon kag bisan pasaway ako ari pa gihapon ako sa bialang messenger. Anad na ji sang kabuhi nga pirnme kang ginabayaan ang bginapangamuyo ko nga tane makasulapo ako tinuga nga batunon kagpalanga-on ako ka gang akon pagkatawo.

So far I have bravely stormed the challenges I experienced in my life and that made me stronger individual and had escalated my level of confidence. Name calling from straight guys and rejection from the girl I courted so far are the challenges experienced in my life. I even have my second thoughts of extending or end my job but because I needed the job I learned to ignore suboptimal comments.

4. LIVED EXPERIENCES OF GAY TEACHING AND NON-TEACHING PERSONNEL

This part of the paper contains the careful transcription of the lived experiences of gay personnel of Iloilo State College of Fisheries. The presentation of the transcription starts with answering personal and professional attributes; satisfaction of their career and live; challenges they encountered and how coped with them.

PERSONAL AND PROFESSIONAL ATTRIBUTES:

Informant G # 1

I must say I have a satisfying life as a gay in as much that I am able to do the things I wanted without restrictions and fears. I do not have fears of being rejected because my presence and contribution in our municipality is recognized. Especially now that I can do what I feel doing without discrimination. I have had my relationship with someone whom I thought will last a little longer but the relationship last only for six years. Presently I am not into a serious relationship although I am dating somebody one in a while.

Informant G#2

My life as a gay was not as beautiful and nice like other gay had. I have through lots of heart aches and heartbreaks. It is more of an agony that being happy. I always ask myself why? After the last breakup, I came to introspect myself and discover that it was my entire fault because of being possessive.

Informant G #3

It was not easy for me to come out because my parents are both church leaders and having two aunties in the nunnery. I used to be an altar boy and at nine I know I was different because I prefer playing with my girl cousins over my male cousins with their plastic toy guns and sometimes doing gardening and fishing. Now I can say that I am brave to share my true identity and satisfied because I am now sure of myself and no denying that I am enjoying the company and affection I got from my special friend for three years now. I do not want to speculate but with the support we give to one another we are certain that our relationship will go a long way. We do not stay under one roof but we make sure we spend time together especially during special occasions.

Informant G# 4

Where I am now and how I become is because of the driving force that motivated to do my best. Undeniably gays are not that accepted in the society but because of my mentor who is also a gay somehow I was strong to hurdle all the obstacles I encountered in my life. I can say that my life as a gay is so satisfying in the sense that I got the love and support of my partner in all my undertakings. Someone inspires me to keep going every day. I pray that our May-December love affair will last a long, long time. Because I'm on my 50's while my special someone is 22 year old. But this doesn't make me think twice of giving my love and support to him because I see in him the dream to make life better for his family.

My dream of finishing a college degree was a dream-come-true when my teacher in college took me as a house help. He sent me to school and at the same time served as the library assistant. I considered it as one the most satisfying moments of my life. But four years later when I graduated and with the help my mentor I landed a job. I felt complete and I couldn't ask for more.

Informant G#5

I am proud to say that my life as a gay is so satisfying because I am accepted by my family and they support me in everything I do most of all they love my special friend.

Informant G#6

Indeed my life as a gay is so satisfying because I am loved by my parents, brother and sisters, accepted by my friends and most of all I gained the respect from my boss and colleagues in the college. Life is truly satisfying knowing that I earned what I worked hard for many years I am blessed to be working with the most gracious people in the institution. Financially stable, with a healthy family, supportive friends and with someone by my side whose unfailing love keeps me going each day no amount of challenges could erase the happiness and contentment I feel right now.

Informant G#7

What I have become and where I am now is a proof that my life as a gay is not only rewarding but satisfying too. What else do I have to ask to the lord, for He knows my true color and what is my mind and in my heart wish for, when I took the board exam I asked Him to make it easy for me and help me find a job right here in the municipality because I wanted to be near my family and loved ones. When I was already teaching, I wished for a promotion because of my love for the job I got it after five years in the service.

Informant G#8

I have lots of dissatisfying experiences in my life as a gay. My father could hardly find permanent job. I cut classes to do errands in order to earn a little penny to help my parents buy our daily needs at home. That's the reason why I finished my college degree for eight years. In my 22 years in the service I had been into relationships some were worth reminiscing while others were nightmares. The experience taught me to scrutinize people to work with. Sometimes I just shrug my shoulders when I recall the despicable episodes in my life look at the brighter side of it, I never dreamed of working in the college where I graduated. Financial constraints hindered my wish of having my in-the-city job training in the city. I was advised to undergo training in the school. My boss, the former campus administrator was impressed by my performance and my literacy in computer he advised me to apply as a student-assistant. I do my trainings and after five I do filing and encoding of pertinent papers needed by my boss.

Informant G #9

I am so contented with what is going on with my life as a gay. And I get inspired with the life story of Boy Abunda and Arnel Ignacio. I wish I could also find someone to care for me and accept me for who I am. I am contented with my present life, a stable job, with a little savings, and in good terms with my family and friends. One thing is lacking. I am 33 years old and waiting for a person who will complete my search for a satisfying life. I was accused of being irresponsible because of submitting pertinent papers late.

Informant G# 10

The younger years of my life as a gay have never been alright and interesting. Because of the many questions that get stocked in my head that caused my confusions and insecurities. Basically my life as a gay is not beautiful and satisfying as many people would think. What makes it challenging was my courage to come out and face the oppugn that come my

way. To show my bravery to overcome loneliness and to evade rejection was to stand up every time I fall and to fight discrimination that I experienced. My being gay was never been a hindrance in my job in finding the right partner is my ultimate goal knowing that gay like me is seldom treated fairly and could hardly found someone who will never betray and make fun with my feelings, owed lots of support from the people I worked with. Their acceptance and understanding of what I am is truly felt and sincerely appreciated.

They pushed me to do better in everything I do. I considered them my second family since the sat I became a part-time teacher of the college, I am a product of the college where I am serving now. Graduated cum laude, and about to finish a master's degree I feel a bit of satisfaction in life. I am on the last term of my master's degree and hoping for a promotion two years from now on.

LIFE AND CARTEER SATISFACTION:

Informant G#1

My finances are not so satisfying the fact that I am still pursuing my doctorate degree in education and aside from being the bread winner of the family. I was into an engineering course. I did not finish it and shifted to Bachelor of Science Industrial education for I want to be in teaching profession. When my students would come back and tell me they gainfully and would treat me to a dinner my heart sing with joy. Satisfied and proud I felt rewarded.

My relationship with my family and friends is so rewarding because I got all their support in everything I do and feel proud with all the laurels I reaped. My family and friends always inspire me and never failed to encourage me to survive harder. I considered them my precious gems inside my jewelry box. I use my free time to enjoy having the right choice of leisure and recreation. That is spending my free time with my loved ones. I'm a loner and most of the time I go to the city alone watch movies and dine alone in my favorite food court I don't feel answering from sorts of party. I am now on my early fifties and undeniably, I am experiencing many imbalances in my body causing my health condition to falter. I am under medication with losartan with my hypertension and virlix for my allergy. I have my share of a very active sexual life especially when I was younger. What remained strong is the desideration but not the deed.

Informant G #2

I enjoy the promotion I earned from an instructor to assistant professor. I am truly happy with all the beautiful things that came along my way. Financially I'm not that stable yet because I'm still helping my sister in her schooling aside from helping expenses inside the house. Nevertheless, I'm surviving and still can buy things I needed. Winning the attention and support of my family is like winning the jackpot prize. When other gays suffer insult and rejection I am motivated to do better because of the adulation and acceptance I got from them. During my free time I invite my friends and acquaintances to a food trip or to an Island trip. We used to visit far flung places unexploited and preferably away from homophobic.

My heart is now a t rest. Only time can speak when will I got to chance to meet another guy. I prefer straight men over bisexuals. Well other say that between the two set ups what lasts longer is gay to bisexual but I beg to disagree my being indifferent dictates that I go for straight dark and tall men. I am not against bisexual men having an affair with another bisexual man. I get turn on to dark-skinned straight men with pearly-white teeth, bold and massive. Earning the love and support of my family, friends and colleagues I have nothing to wish for.

Informant G #3

I am contented with the promotion I got. After all it's me who elevated me to the rank I deserve based on my educational attainment. I do not have a special flare for sports but I like watching them sometimes when I got bored. I am frail even when I was in my teens and I love my doctor because she considered me her son too. With my frequent consultations I had with her I treated her second mother. I don't have the exact measure of an active sexual life but we just enjoy the moment we were together. Where our conversation will took us and us togetherness will lead us it's all because we still love each other. I love my job as a teacher. I love dealin with students from all walks of life. The most satisfying experience I have is when I see my students get satisfaction and fulfillment with what I teach. In teaching, however, I get challenged because the salary I receive does not commensurate to my workload. My life as a whole is very satisfying having my family by my side in all my endeavors and with someone special who never failed of inspiring me.

Informant G #4

I am currently enrolled in one of the most prestigious universities in the country and I can say that a bit of a satisfying life is in the offing. God is good now, I am about to finish my doctorate degree I am truly satisfied and happy for all the blessings that came my way. I will be extra happy and very thankful for the promotion I will be getting soon. With overflowing love and unending support I received from my family and friends I have all the reason to thank the Lord because of I am so blessed of having them in my life. My joyous moment is when I'm with my grandchildren on weekends. We spend time together eating in our favorite restaurant or cooking and feasting on the most preferred pasta while watching the latest movie in town I myself can no longer remember the titles because of the many choices.

Informant G #5

I was barely eight months in the school where I transferred when I got promoted leaving aside the classroom where I used to stay after classes, I now sit in the office and observed teachers in the department where I am the head. The bundle of joy I got from my job made my day more inspiring and motivating to perform better. Sagittarian gays were born to be achieving better and more productive. Life become satisfying when one gets the rank based on his qualification and educational attainment. What challenges me in my career is the attitude of the people I worked with. So far, what challenges, the more I am challenged the more I work harder because I do believe that success is sweet it is won over battles or challenges. And problems. Research showed that there were more men who committed suicide than women but no gay had ever been reported to have done such act. Scientist at Karolinska Institute studied brain scans of 90 gay and straight men and women, and found out that size of the two symmetrical halves of the brains of gay men more closely resembled those straight women than they did straight men. (Le Vay, 1991). There are regions of the brains that are not directly involved in sexuality that seem to be feminized in gay males. For something as complex as sexual orientation, it is no surprise that everything from genes to environment may play a role in ultimately determining a perfect partner (Villain, 2001).

Informant G #6

A secured future is a guarantee of a life-long experience of a satisfying life as a gay individual. My teaching career opened the door for a small-scale business such as; mobile phone loading, a variety store and backyard hog-raising.

Informant G #7

After finishing a master's degree I was elevated to a deanship and right after I graduated a doctorate degree I was promoted vice president for academic affairs I am certain that my life as a gay is so satisfying because I have the love and trust of my family and friends who never raised an eyebrow when I am with a male friend and never questions my reason for remaining single and no string attached to any of the ladies who frequents our home and in my office. With my present academic rank I cannot ask for more through I'm a diabetic person, I had my reasons to enjoy life. I'm satisfied with my love life and career wise I have no qualms. My health condition is what I consider a challenge with my remaining years in the service I spent time for local travel once a year.

My growth as an educator is an enough proof of how satisfying my life us. I was promoted one of the key officials and enjoyed the respect of the people I worked with.

Informant G#8

It was June 2005, after my graduation when I was hired as secretary of the campus administrator, a short-lived job because my boss was transferred promoted to a more demanding job. Presently, I was appointed Human Resources Management manager Officer of the college. Today, I am love by many because I now do my job well and I'm not leaving my work despite the meager remuneration I receive for I find it pleasurable, satisfying and rewarding. I hope I pass the career examination. Acceptance of family, friends and the people I work with are just few of the many aspects that could testify of a satisfying life I have.

Informant G#9

After reading the questionnaire-checklist I came to realized that life satisfaction is not only guaranteed by the job I have and the salary I receive. But by the relationships I have with my family, friends, the choice of recreation, the religion I professed and of the many aspects of my life as a whole are contributory too. What really struck me is the last aspect, the sexual life. My life as a whole is satisfying. I must admit I am in search of the likes of what popular gays in the country have. I admired their courage o coming out and told the world they are into relationships for years now.

Informant G#10

Presently, I am enjoying the privilege I got from the college I serve. Physically, I could pass for a matinee idol but I am always disturbed by my allergies. However, my health condition does not affect my performance. The lack of high-tech laboratory facilities is what I considered a challenge in my teaching career. My life as a whole is no denying to be satisfying especially doing the things I love like driving my car on my way to school in the morning and on my home in afternoon. I could never have this contentment in my entire life if not because of my love for my career.

CHALLENGES AND COPING MECHANISM:**Informant G#1**

Ang ginakabig ko hangkat sa akon pagkamanunudlo amo ang makapasas sa pasinawan sang mga manunudlo kon diin duha na aka beses nga lumagapok ako. Narrevies ako kag nangin matotom sa pagtoon salamat sa Diyos sa ikatulo na beses nga pagkuha kosang pasinawan nakapasas ako.

Masami ang kapaslawan nagin rason para mag atubang sang bag o nga pangkangkat dapat naton usisaon ang aton kaugalingon kag dapit indi mangin mapagon ang pagsalig sa kaugalingon kag sa Ginoo. Ang kaisog dapat kapid sang katotom sa paglambot sang handom.

Ang mga katulad ko nga binabaye dapat mangisog sa pagpanag-iyang lugar sa sociedad agud maangkon ang pagtaha kag pagkilala sang ikasarang kag abilidad kasubong sang normal nga tinuga sang mahal nga Manogtuga.

I get so challenged when I knew my students are having values which are no longer tolerable. At first I do not have the idea of what teaching is, but when I was right there in the classroom I began to love teaching. For now I do not have any regret as a teacher. I find the job satisfying and very challenging especially in instilling in the minds of my students how they will become good contributors in the nation's development and progress. So far the challenges I considered was passing the licensure examination for teachers, I took twice but run short of the passing percentage and survived the third round. My life is about to end soon and I thank the lord for all the blessings and the time to enjoy life. Now I can tell the world that all the challenges I have experienced in my life and in my job laid the foundation of having a very satisfying life.

Informant #2

Isa ka panghangkat sa akon pakamanunudlo and Makita ko ang mga bumolutho liw-as sa husto nga banas sang pagpangabuhi. Daku nga kapaslawan para sa akon nga Makita sila nga wala magmadinalag-on sa ila kurso bisan nahatag ko na ang akon bugos nga ikasarang ko pagtudlo ang basehan.

Tama ang kasubo nga akon nabatyagan kon Makita ko sila nga wala malambot ang ila handom nga matawhay sa kinabuhi. Ang isa sa mga pagtilaw sang akon pagkamaestro amo nga ginaakusar ako sang nanay sang akon estudyante nga may pinilian kay wala madal sa mga boy scouts awardees and anak nya kay halin sa grade one asta sa grade six may medalya sya bilang boy scout of the year.

Una nga bes nakabais ko ginikana sa atubangan sang principal namon. Huo may boy scouts and girls scout membership ang mga high schools stydents apang indi na requirements ang mga campings kag jamboree para makagraduate sa sekundarya.

Sa karon kon madomdoman ko ang mga nagligad nga eksperyensya nagapasalamat ako sang daku kay nalambot ko ang handom nga propesyon kag nangin mapag-on ako sa mga pagtilaw sang panahon

What I considered a challenge in my career is when my students trod the wrong path instead of the right one. I feel bad knowing how much I tried to teach them the best I can, and wished for them a better life especially my advisory class make my heart shout for joy.

Many of them are now successful and happy with their families. I am proud and satisfied with the achievement of my students. I am into a relationship for four years now and the relationship goes stronger each day now that he graduated. Being a class adviser for ten long years in the secondary school made me feel challenged and having chosen as the most outstanding teacher was the most rewarding experience in my career. Teaching has been my dream since I was a child. I love to teach and I love my students. But challenges are always along the way; I was accused of being unfair and was harassed by one of the mothers of my students because her son was not awarded Boy Scout of the year when he has been awarded in his elementary years.

Informant G # 3

Nangin manunudlo sa is aka community college sa south, tungod sang abilidad kag prinsipyo nga indi mabudlay ang pagpangita sang pamulognan kon maukod ka kag detemindo. Apang indi makabaton sang injustisya labi na kon nagapati sya nga mas maalam sya bilang modern nga maestro kumpara sa traditional.

Sang pagbakasyon ko sa banwo ko nga natawhan ginganyat ko magtransfer matahom nga idea labi na kay malapit ako sa mga pamilya kay mga abyan ko.

Tungod sa paghimutig sang promotion nga nabal-an ko para sa akon nagresign ko sa una nga school nga akon natudloan kag nagapply ako transfer sa subong diri na ko nagateach kag naga pungko bilang officer-in-charge sang college sang technical courses.

I really enjoy my job as an educator. I have taught in different places in the country and I always put my best foot forward.

I feel so good when I am challenged by my students, especially when they ask me challenging questions I was denied of a promotion that's why when a friend told me to transfer I have no second thoughts and besides I want to be near with my family and friends. The most satisfying experience I had in my life is, in spite the meager salary I receive a nephew and a niece of mine finished college and are now employed. The most challenging experience I had was when I am given overloads plus an administrative function which I thought impossible for me to do it.

Infomant G # 4

Isa sa ginhandom sang tanan ga tudlo sa kolehiyo ang makatapos masters degree indi lang sa promotion nga ginsigahum kundi bugal nga nkaangot sa ngalan kag apelyido nga pamatuod sang pagkasamapaton sang is aka maestro sa linyada sang iya napili nga kurso.

Apang ang ini nga handom naalimunaw tungod sang trahedyang natabo sa akon utod. Nadisgrasya sa motorsiklo nga iya ginamaneho. Tungod nakainom makahulubog nga ilimnon natumna ya raso nacomatose kag nagtaliwan. Bilang bread winner sang pamilya pilit ginahimo ang tanan para sa mga pinalangga bisan wala na bisan singko sa balsa.

Sa karon pilit ako nagabangon kag nagaumpisa sa pagpulot kag pag-angot sang mga sinpad sang nabuka nga dlamguhanon. Nagapati ako nga ang tanan nga nagakatabo sa kalibutan may kabangdanan kag Diyos lang ang nakahibalosin tanan, subong enrolled ako sa isagraduate school sa isa kabantog nga kolehiyo sa syiudad.

I am a hypertensive individual and gets tired easily. My doctor advised me not to stay late at night, avoid, fatty and salty foods and refrain from eating chocolates, noodles, energy drinks, soft drinks and most of all liquors. At my age I experienced occasional insomnia and dizziness. Undeniably, my sexual life is lowering its intensity but still remains satisfying not on the physical intimacy but more on the emotional stability. After all we are on our eight years now and hoping that the relationship still remains strong and in alright. As a gay I had my share of career challenges but I always seek for the divine intervention praying that all things will fall into its proper places. Challenges never stopped me to continue my life's journey. One of the great challenges I ever had in my career is when my dream of finishing a master's degree vanished. Financially, I'm broke because of the untimely death of my brother in a motor cycle accident. Now I'm starting to pick up the broken pieces and trying my best to put them together.

Informant G # 5

Wala ako gainom whisky, beer o gin kag indi ako mahuyugon sa pagkadto sa mga imbitasyon. Bisperas sang fiesta san g banwa namon ka gang magtimbang nga abaga sang kalsada may videoke, ilimnan kag may banda sa kada gab-e nga selebrasyon. Halin ako sa bilasyonan kag sa tuyo nga mabakal palanyapunon naghapit ako sa banwa.

Madamo nga tawo ang nag ininom kag indo ko man kilala ang tao gulpi yak o ginkaptan sa kamot dungan hatag sang beer. Nakibot ko kag tungod indo ko marecall kon diin kami nagkita o nag meet nagbalibad ko apang gulpi ya ginbubo sa ulo ko ang serbesa tungod malapit ang munisipyo madasig ang pagdakop kag pagpriso sa iya.

Ang matuod nasal-an ya lang ako. Wala man gane sya kakilala sa akon labi na ako nga wala makakilala sa iya.

Bilang pagdisiplina sa tao nga pag-inom sang alcohol pakadto sa ulo imbes nga sa tiyan pinatulog ko siya sa karsel kag pinalimpio sa munisipyo. Ang hitabo nagtudlo sa akon nga dapat kilalahon sang mayo ang tawo kis-a saligan.

The experience always flashes back the moment I got bullied one time when I refused to go for a drinking spree. I accused them of harassment of a person and authority which in turn I gained respect after the male factor was placed in custody. The challenges I surpassed paved the way and helped me grab a seat in the institution and I sincerely thanked the people for believing in my ability and in my initiative in integrating change for the betterment of everybody in the college. I always appreciate and find satisfaction in working with the best people in the organization. The experience taught me to be selective of friends and people to trust.

Informant G # 6

Ang halos tanan nga baryo sa amon munucipalidad naimbitahan na ako mangin judge sa ila mga benefits shows subong sang miss gay search, digon, dance contest, super nanay kag madamo pa.

Pagkatapos sang judgement nagpatas ang duh aka contestants, bilang chief judge ako nagbreak sang tie ginhatag ko ang akon buto sa isa sang duh aka tiglawas

Lima kami nga hurado ka gang final verdict amo nga ang isa ang nangin reyna nakibot ko sang magpanaog sa stage ang napierde kag magsinggitan” ihaw”, “lutong macao”. Indi ya mabaton ang kalotusan,

Sugod sadto wala na ako nagabaton imbitasyon magjudge bisan nabal an ko indi na masulit ang amo nga insidente.

May mga agi nga conceited labi na ang mga bataon abi nila sila na ang the best. Ang challenge ko sa mga agi sa school indi ka mag-inaagi kon wala ka may napamatud-an kaya ng mga agi maalam, achievers and most of all beautiful individuals in and out.

I experienced being harassed when I was invited to be one of the judges in a beauty search in a fiesta. I was accused of being unfair. The experience stopped me in accepting invitations. I am contented with my life in general and waiting for the right partner to come my way and will accept and respect me for what I am. Meantime, my sexual life is on a fall back while my life as a whole is satisfying because my relationship with my family is founded with genuine trust and confidence aside from the strong moral support I got from my friends and office mates in the workplace.

Informant G # 7

At first my capacity to run the office was doubted but I had proven my worth. The trust and confidence of the people I served was the greatest challenge I have overcome. I worked silently and patiently now, I'm about to retire and I want to enjoy life the best way I can. Knowing what I want is like choosing the right direction to take in the journey of life. Living life to the fullest and sharing the blessings we have to the less fortunate is a true test of a satisfying life.

Informant G # 8

Ang trabaho ko amo ang pagplastar sang mga employee sang college kag pagtalupangod sang mga mayo nila nga hinimoan dugang ang pagrekomendar sang nagkadapat nga promotion sang mga empleyado.

Masami ginaakusar ako nga matamad bangud sang late nga pagsumiter sang mga papeles od dokumento apang ang matuod ang mga empleyado mismo ang makuri magsubmit sang ila papeles.

Tungod bataon ako sa ila wala nako nagabais pa ginaexeercise ko ang maximum tolerance labi no kon magsagad sila kumod. Sugo sang mga hitabo ngpensaran ko magbiya sa trabaho.

Apang matapos ang mga seminars kag training nga natapos ko ari pa ako sa opisina kon diin ako una nagumpisa bilang sekretaryo.

Kon may mas nakaintiende sang batasan sang mga tao sa college ina wal sing liwan kundi kami nga mga agi kay we exhude a dual personality.

The career is so challenging that sometimes I am accused of inefficiency. I even plan of leaving the job but the trainings and seminars I undergone helped me much especially with the nature and the demands of my job. I can't bring back the hands of time, but what matters to me now are my loved-ones and my family, what kept me busy is my quest for a master's degree. My life as a whole is satisfying and I look forwards for another step increment and more blessing aside from the joy I got from the job of my choice.

Informant G # 9

Sa edad ko nga 60 anyos kag retirable na ang panghangkat sa akon karera amo ang akon sakit nga diabetes. Ang halos katunga sang sweldo ko nagakadto sa insulin, maintenance kag vitamins ko. Apang ang masakit ko indi sablag sa mga pabisita ko sang mga matahom nga lugar sa akon kis-a sa kada tuig

My health condition is what I consider the greatest challenge at the moment. I am a diabetic person and is into insulin daily.

Lamharon pa lang ako sang magtuon inom whisky kaupod ang mga classmades pati na mga tambay. Wala ko pili kaberks sa tagayan masami libre kon kaisa may amot man ako. Natingala ako ngaa paborito ako nga kajamming sang mga pareho ko man nga palainom. Gali sang ulihi natalupangdan ko nagapangita lang gali ako sang acceptance ukon kasalo.

Ginalunod ko ang fear nga nabatyagan sa alcohol agud matago ang matuod ko nga pagkatao. Nangin sampat ang bonding kon may sigarilyo kag sumsuman.

Nagmamasakit ako kag nagniwang sa isa ka higayon may nag-imbatar sa akon mauupod sa ila charismatic renewal sa dalayon nga pamilit napasugot ako kag didto nagumpisa ang pagbag-o sang kabuhi ko

Nagbalik ang akon gana sa pageskwela kag sa malip-ot nga pulong nakagraduate ako kag isa na ko clerk sa college.. indi madali magbiya sa bisyo apang sa bulig sang mga brothers and sisters ko ni Christ nakabuhi na ako sa gahum sang alcohol kag nicotine.

Nagapangabuhi ako nga isahanon kag bug-os ang pagtuo sa Diyos nga ang pagbag-o nasa tawo ang kadawayan sa Ginoo. Agi man o tomboy basta himpit ang pagtuo palangga kita sang Ginoo.

For me one of the challenges I have overcome is my coming out and my search of peace in myself and with the people I worked with.

I was once a heavy-drinker and a chain-smoker. Until now I remained single and closeted. A friend of mine invited me to go with them in a soul searching activity sponsored by a community of renewed Christians and proved that miracles do happen to people who seek transformation because I was a living testimony.

My life in general is not that satisfying and I believe that I cannot have everything I wished for but for now I make the most of what I have. Who knows the beautiful life I wished for will come one day. What I considered a challenge is my coming out hoping to find peace in my life, and how to put an end to my vices. With the kind hearted people I worked with and the community where I belong I am not afraid to remain single and closeted.

Informant # 10

Ang pangduhaduha kon ayhan bala batunon ako sang tao kon mangisog ako ipakita ang matuod ko nga pagkatao. Dala ang kahadlok nga basi pangidlisian o kangilaran naghinay-hinay ako sa paglantad.

Ang pagkaagi ko indi nangin rason para mabudlayan ako makakita sang trabaho pagkagraduate ko. Madasig ang promotion ko tbangud sa ginpakita ko nga kaalam kag kapisan dugangan pa sang mayo nga pagtratar sang mga katrabaho ko. Subong isa na ako ka dean sang department nga gusto ko kag palangga ako sang mga co-teachers ko.

Ginadayon ko ang akon handom nga doctorate dgree sa isa sang mga bantug nga Universidad diri sa Pilipinas. Ang tanan nga eksperyensya ko sa kabuhi nagpabakud sang akon pagpati sa akon nga anak ako sang Dios.

What I can consider a challenge is when I took the courage of coming out and experienced rejection from people I consider my friends and discrimination from my officemates. My being gay had never been a hindrance in my job and I never stopped proving them wrong and showing my worth as a person. Now I am about to graduate in the doctorate degree in one of the prestigious university in the island. The experience made me believe I am a child of God too.

5. THEMATIC ANALYSIS

This chapter presents the themes generated from the translated transcripts of the informants. These themes are personal and professional attributed of teaching and non-teaching lesbians and gays which also include demographic of informants to enrich discussions; their lie and career satisfaction; and career challenges and coping mechanisms.

Demographics of the Lesbian and Gay Informants:

Among the lesbian informants three (60%) belonged to the teaching force and two (40%) belong to the non-teaching job. In terms of age three (60%) of the informants were younger and two (40%) were older. One hundred percent of the informants were Catholics. Two (40%) are still new in the service while (60%) have been in the service almost two decades and had been coach for softball women.

Among the gay informants four (80%) were younger while one (20%) are older. According to religion five (100%) of them are Catholics the informants were classified according to age as younger aging from 25-40 years old and older when ages ranged from 41-60 years old. ages ranged from 41-60 years old. Five (50%) of the gay informants were younger while (50%) were older among the informants two (40%) of them are into teaching while three others (60%) are not into teaching jobs.

Seven (70%) among the informants were into service from 0-15 years, two (20%) had been in the service 16-20 years now and one (10%) is serving the college for 21-35 years now.

Personal and Professional Attributes of Lesbian Informants:

This part of the paper discusses the personal and attributes of the lesbian informants. Figure 1 displays the themes under which personal dimension includes sexual orientation, support group, freedom and relationships, and professional dimension includes concepts on career and finances.

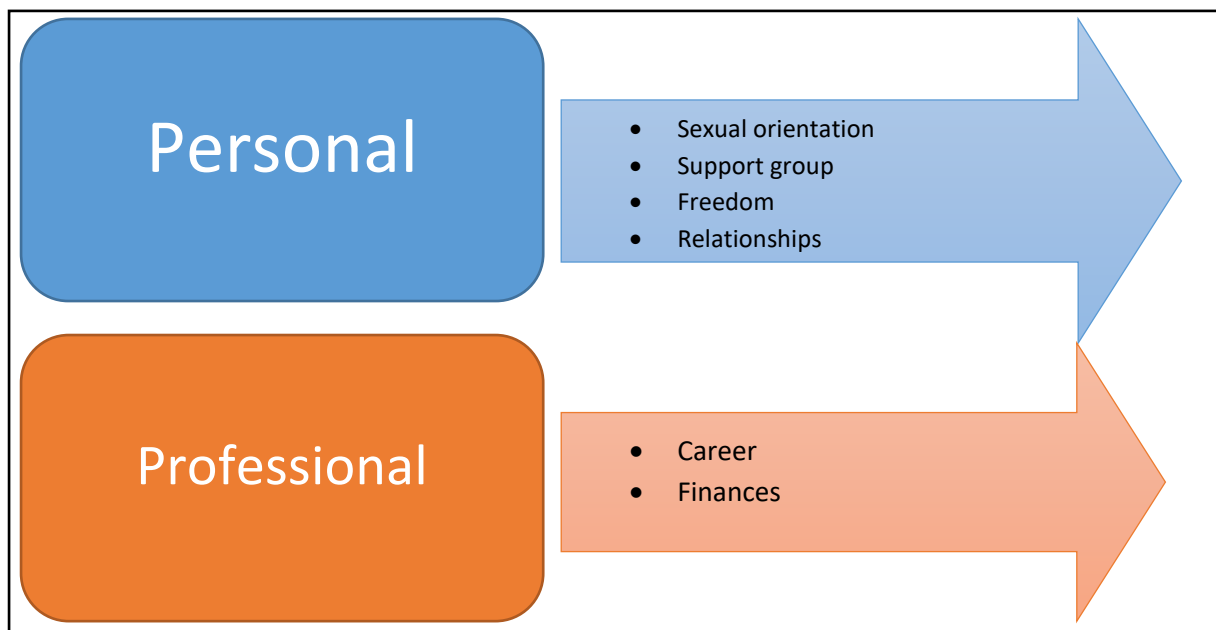


Figure 1: Dimensions of the Attributes of Lesbian Informants

Sexual orientation of lesbians is akin to either male counterparts as they prefer wearing jeans, slacks, t-shirt, rubber shoes. The preference of male-looking clothes does not necessarily mean they want to take the roles of being a man; instead, they want to express themselves by wearing clothes which make them feel comfortable.

Support group revolves around the family, friends and colleagues. When confronted by circumstances, lesbians still look for the family's approval. They are family oriented individuals particularly that they also provide financial support to the family.

Freedom is characterized by the answers of the informants as they do not have fears of rejection. The idea of coming out and reveal their true identity is a good start for them to accept who they are.

Relationship among lesbians are varied. Some confessed they are single, into a long distance relationship, living with partners, having been broken up with a girlfriend, and having a special friend. Just like normal couples, they also enjoyed dating and texting. Some even cohabitate by sharing rentals of the house.

Career spans from being a teacher, a coach in softball team, a college instructress. They have just been exhausted by their jobs but they also feel gratified. Other workers are silent and work-driven.

Finances depend largely on their kind of work. Others confess having meager income which stops her from having relationships. She has to make both ends meet, hence, just like other girls who also think about financing the family; lesbians have a fair share of life.

Career and Life Satisfaction of Lesbian Informants:

Moreover, questions regarding how satisfied they are in their lives and career, Figure 2 presents three dimensions of the sources of satisfaction for lesbians. Social dimension is event in their hope of having students accomplish tasks and family and love ones are on good health; personal satisfaction arises from their physical wellness and sexual gratification at varying degrees; and economic dimension are from their pursuance of further studies and hobbies.

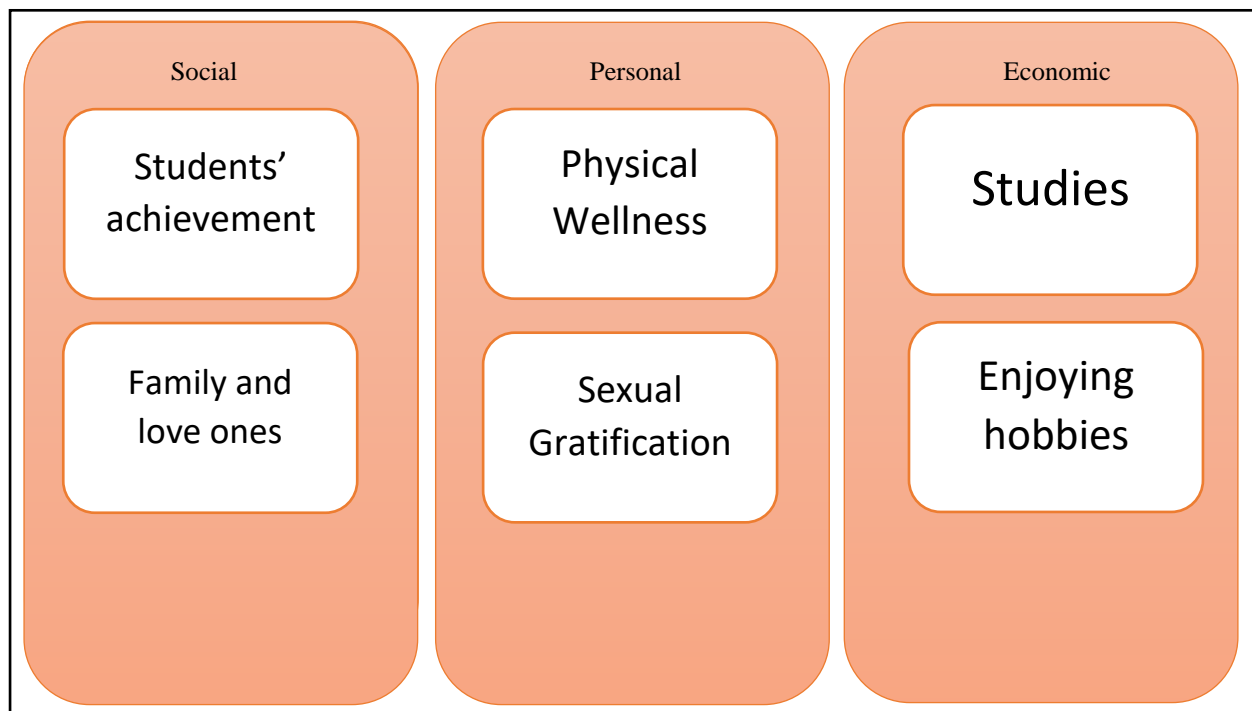


Figure 2: Dimension of Life and Career Satisfaction of Lesbian Informants

The social dimensions of the lesbians' satisfaction includes: students' achievements, family and loved ones. Students' achievements are what matters most to them. An informant, likes to see to it that her teams' performance is good. Others find satisfaction with students' accomplishments and students who quality for research congress. Therefore their career is their source of satisfaction. This includes salary and promotion. For instance, coaching not her cup of tea of one of the informants, yet she begins to love her work when she makes the team win medals in competitions. Others also get happy upon gaining trust, respect and confidence rom the colleagues and clientele. One informant mentions that her boss is inspiring. Although some are not satisfied with income, but the happiness they feel in the organization keeps them going.

Family and loved ones become so significant that informants include these as their source of satisfaction. Having supportive circles of friends, getting parental support, gaining trust, respect and confidence from people who surrounded them are most likely the reasons why they become satisfied no matter how challenging their life gets.

The second dimension for their satisfaction is categorized as personal which covers physical wellness and sexual gratification. Physical Wellness is also another source of joy. They need to be physically healthy especially having a strength-demanding job like coaching. Likely, some undergo regular physical exam as part of their work routine.

Sexual Gratification is not overly emphasized although some confessed they are sexually active. However, some of them might be into a relationship but not solely to gratify sexual urges but just to get company.

The third dimension as the source of satisfaction is economic in nature. Studies and hobbies qualify to this category. Studies are one of the sources of joy. They want to pursue graduate education, and once the graduate from their masters or doctorate degrees, they are then satisfied. However, one informant whose finances are not that lucrative, she suspends desire for promotion because she has not finished master's and has not passed the civil service exam.

Enjoying hobbies is one source of joy. Being a home buddy, one enjoys horticulture, ornamental fish culture. This a hobby which also generates extra income. Others travel per year but this depends on their financial status.

Challenges and Coping Mechanisms of Lesbian Informants:

Coming out and exposure their sexual orientation has never been without challenges. Most responses have initially a started with being confused of their sexual orientation at first, rejection and discrimination from people who do not necessarily belong to their support group, name bashing and name calling are experienced from with homonegativity. Nonetheless, they have coping strategies to shrug these challenges off and go on with life. Figure 3 shows the challenges against coping mechanisms.

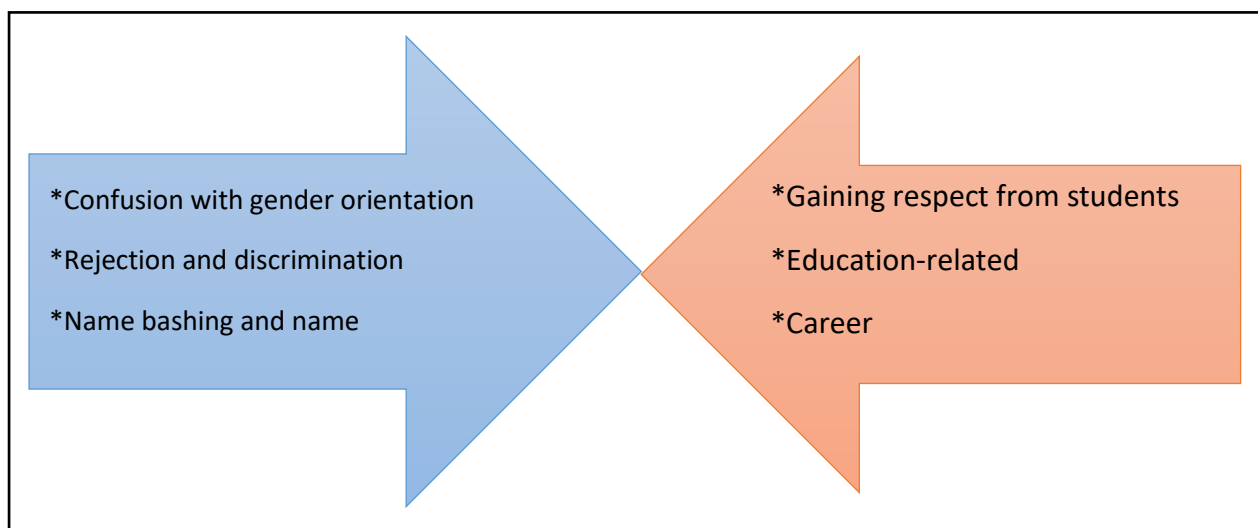


Figure 3: Challenges vis-à-vis Coping Mechanisms of Lesbian Informants

Most of the answers are detailed reactions to homonegativity; yet the discussion of this paper includes some challenges as their coping mechanisms. Although in the interview transcript, informants have not said that the challenges they maintain are also the coping strategies, they are labeled mechanisms her for the purpose of revealing that their pursuance of other activities other than their jobs provide leeway to alleviate problems. Confusion with gender orientation can be explained at how worried informants become about how students see her sexual orientation based on what she wear. She gets worried if students would not respect her anymore because of his ambiguous sexual identity. After having won gold medals, she was able to gain the respect of students.

Secondly, rejection and discrimination are expected for lesbians once they encounter people with homonegativity. Majority of them like to have a partner who can understand their identity. Their career has opened opportunities for them to be considered equals with straight gendered individuals. Thirdly, name bashing and name calling were experienced when they were not finically stable yet. Upon getting higher education and landing on a career, respect and trust are imminent.

The next section of this paper presents the thematic analysis of the lived experiences of the gay informants. This is subdivided into three: personal and professional attributes, career and life satisfaction, and challenges and coping mechanisms.

Personal and Professional Attributes Gay Informants:

Personal and Professional attributes of gay informants are summarized in figure 4. These are then transposed as themes that arise in the transcripts of the respondents.

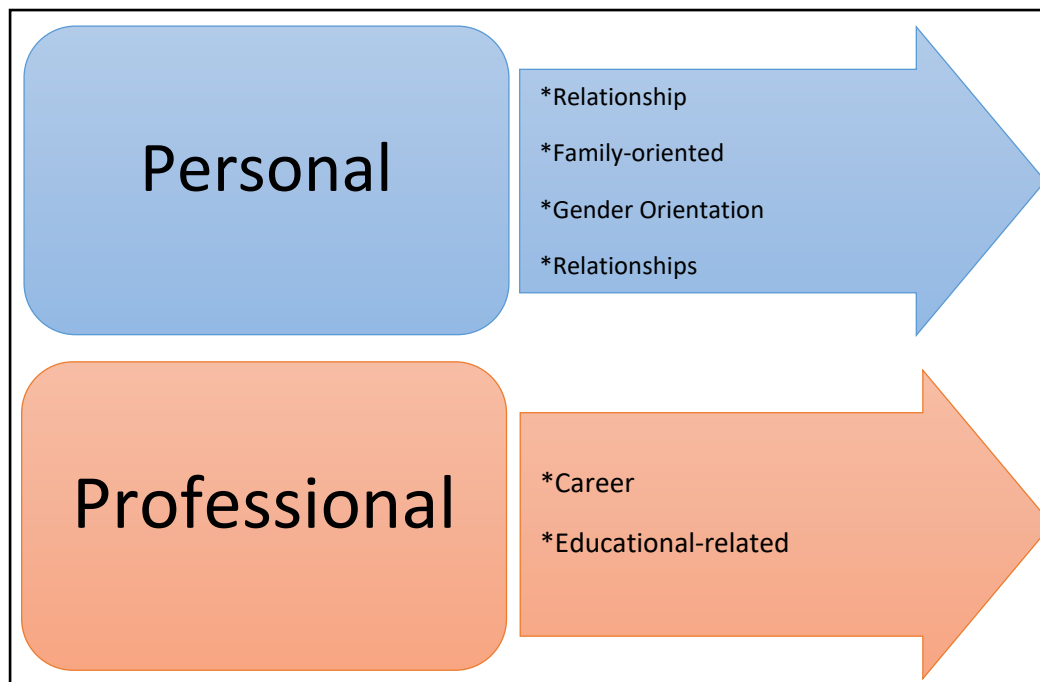


Figure 4: Dimensions of the Attributes of the gay Informants

Relationship has been varied among gay personnel. Others enjoy dating; some have been together with their loved ones for years. Most informants wish to have supportive partner even if they experience nightmarish relationships. However, it is also undeniable that they receive unfailing love from the significant other even if their partners are twice younger than they are. They do not necessarily cohabitate; they just want to have supportive partners. Never does it happen that they want to have partners who are rich and educated. Yet most answers only gays to find someone to care for them, accept them, and treat with respect.

Gay informants are family-oriented. They make their family as their inspiration to work hard. They help siblings and family members in the house finances. Some even take chances of taking examinations just to work in their locality and thus they would not be far from their loved ones. Family is also the source of guilt. One confession is about his parents who are church leaders, and being an altar boy when he was young, he has a hard time coming out to public and revealing his identity. Nevertheless, they never confess being insulted by family members. They confess having received love and acceptance from their family members.

Gender orientation had been evident when they were young, although they once experienced confusion and insecurities. One's preferences had been imminent when he liked to play with girl cousins than with boy cousins.

Landing on a career is very important to the informants. One informant admits that it makes him complete. Others enjoy promotion hence; they say that they earned what they have been working. They only dream to have a stable especially those who have little savings from their low remuneration. Despite that, they only like to be in good terms with the family and that makes life satisfying. Another attribute of the gay informants is that they value the respect and support of the colleagues.

Some attributes are education-related. For instance, some gay workers have not had a smooth sailing process. One confess having a hard time finishing college because he had been helping to earn for family daily needs. Hence, he got in as a student-assistant because of his computer skills. Another even worked as his teacher's house help. Despite financial constraints while in college, it is not a reason for them to stop believing that they soon will graduate.

Others may not have problems on finances. Hard work and perseverance helped them graduate with flying colors. Pursuing graduate studies help hope for promotion. They get inspired by their boss who served as mentor and motivator. Some got inspired by Boy Abunda and Arnel Ignacio. These role models helped them attain their goals.

Career and Life Satisfaction of Gay Informants:

Figure 5 shows the dimension of the career and life satisfaction of gay informants. Three dimensions are looked into; social, personal and economic. The dimensions are not mutually exclusive. They are only treated labels to name a category.

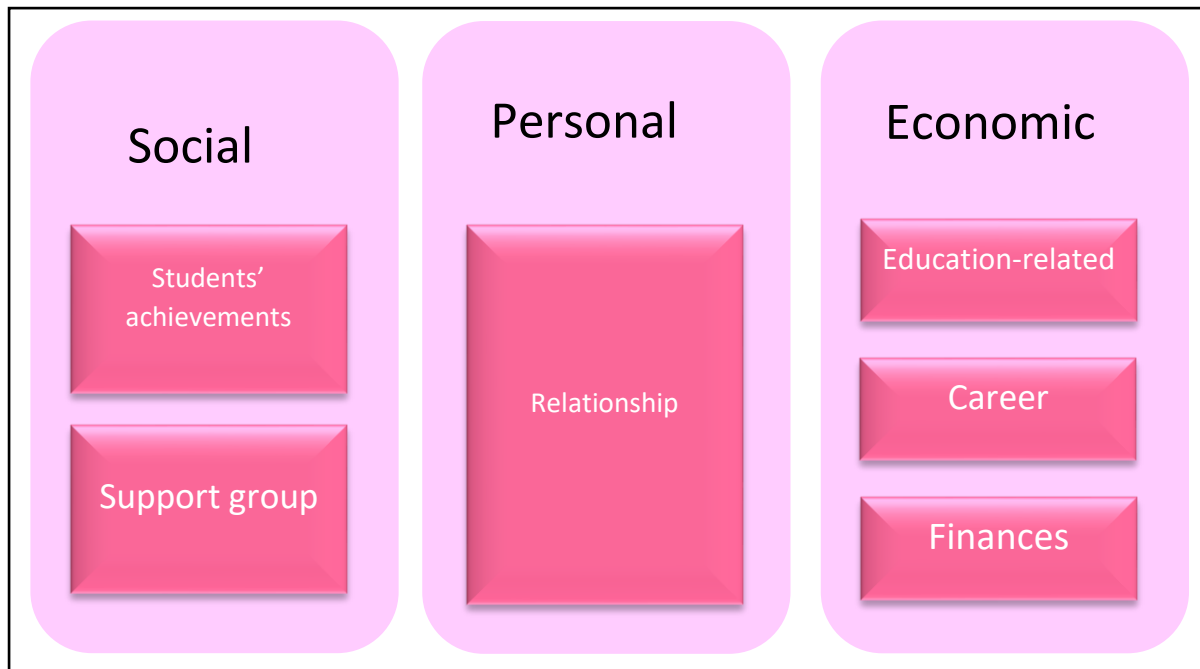


Figure 5: Dimensions of Life and Career Satisfaction of Gay Informants

There are different reasons why gay informants can be satisfied with their career or life in general. As teachers, informants' satisfaction depends on student's achievements. They get inspired with their work seeing their students achieves that dreams. One informant is a pro-student saying that he gets satisfied with his job if his students are satisfied with his teaching.

Another source of satisfaction is through their support group. Having supportive family, friends and colleagues, they cannot ask for more. One notable pattern of responses is that gays have expanded their family circle by treating other people not related to them as their family. For instances, one informant treats his doctor as his second mother and others treat their friends as their family. They enjoy spending time with the family. The love and trust they receive from their family and acceptance from their friends and colleagues complete them. They family-orientedness is shown by going out to restaurant and movies with their grandchildren.

They also have a healthy relationship with their loved ones. Only that they stay away from homophobic. They prefer straight men. They never ask anything from their partner, because the moments with their partner is worth valuing. There is just one informant when asked about his sexual life is struck by the question because he is not courageous in coming out.

They find satisfaction in their career especially they get promotion. One got promoted into admin function and was satisfied with ranking. More than anything else, their satisfaction is from people they are working with. Others are working as secretary, human resource management officer, instructor, dean, college key official. That would mean receiving different remuneration. Finances results from having career. Their satisfaction of their career largely depends on their salary. Others are dissatisfied because of the meager take home pay does not commensurate workload; but dissatisfaction is alleviated because other factors such as working with people whom they consider as their family.

An informant presents a research-oriented belief that gays are stronger than men emotionally because gays do not easily give up. For example, gays become breadwinners of the family, but they never stopped sustaining their family's needs. Even then, their career opens for business ventures, mobile phone loading, variety store and hog-raising. Moreover, they

are enjoying privileges from the schools, so, they are still satisfied. Having some *hobbies* make their loads lighter. They go on trips such as travelling locally every year. However, it depends on how much they earn because others cannot have the same privilege.

Education-related answers are intended to uplift their current status in their workplace. They pursue master's to become dean, and after doctorate to become vice president for academics. Education has bestowed on them the respect from the people. Hence, others really aim to pass career examination. Being enrolled in a prestigious university, graduating is considered a blessing.

Challenges and Coping Mechanism of Gay Informants:

Figure 6 presents the challenges and coping mechanisms of gay informants. Putting them in a category is a bias of the researcher because the transcripts never mention that they cope with a particular challenge in a particular way. Yet, by admitting that the problem has not been giving them reasons to give up, other activities have made them rejuvenate their strength to move on.

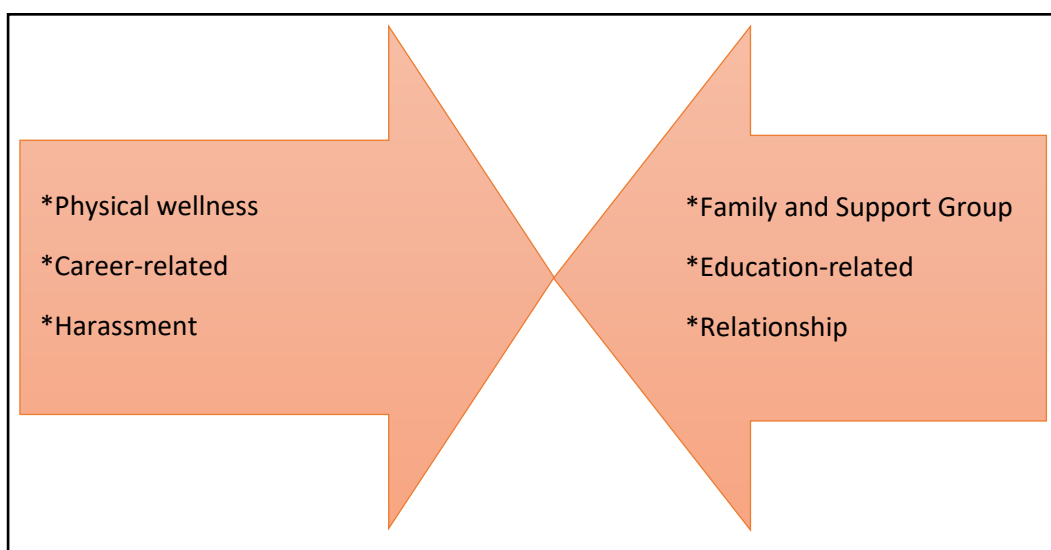


Figure 6: Challenges vis-à-vis Coping Mechanisms of Gay Informants

Physical wellness is considered for some informants. Others are disturbed by allergies; hypertension, hypertensive, insomnia and dizziness. Because of age, they experience faltering health conditions. One pessimistic idea comes out when he divulged his worries about retirement and death. However, he has not been negative about it. He admits that he has been preparing for that to happen.

Education-related range from taking examination and pursuing further education with minimal budget. According to one informant, LET is a challenge but passes it eventually; another informant considers finishing master's is a challenge because he is broke after his brother's motorcycle accident. Trainings and seminars helped them do their jobs well. No matter how they love their career, it is also considered as their challenge.

Career-related challenges have something to do with finding their real place in their career. One has thought in several places in the country before considering the option of teaching in their place. Another informant says that his teaching career becomes challenging if students ask him challenging questions. A realistic challenge is on doing orders which collapse teaching load plus administrative function. Gaining trust and confidence to do the job becomes one of the challenges that informants confess. An informant has even been accused of being inefficient for submitting reports late. However, receiving awards pay off all effort and sufferings.

Another notable answer that is considered a challenge is on *student's values*. He feels bad if students tread the wrong path but feels happy for students' success. Students' values have just been intolerable. Yet, the lack of high tech laboratory facilities is considered a challenge in teaching. Other than that, things are tolerable.

Harassment has been felt by the informants especially because of their social orientation. One feels harassed one time when a mother attacked him. She complained about his son not having received the Boy Scout of the Year award.

Another gets bullied upon his refusal for a drinking spree. Since he is not a drinker, others have been skeptical about his claim knowing that he is a gay. An informant is also harassed when he is accused of being an unfair judge of a beauty search. Spectators cannot accept his decision of breaking the tie. They constantly feel the *rejections and restriction*; yet, they have been fighting against discrimination, loneliness and rejection.

Family and Support Group poses a challenge especially if the informants have not started coming out yet. Single and closeted gays say it is not easy. However, they have never stopped supporting nephews and nieces to finish college. They say that living life to the fullest and sharing blessings to the less fortunate is their coping mechanism to go on with life.

Relationship becomes a challenge especially if they have not found the right partner yet. They only pray for a partner who can accept them and their sexuality. Anyway, what they have been longing for is a companion because they admit that their sexual life becomes low as they age. Passive sex life is a little challenge they can just overcome.

Axiom 4: Lesbians and gays strive for equal job opportunities and protection as members of institution.

Axiom 5: Lesbians and gays are depressed individuals with anxiety having considered as abnormal in their behavior.

Axiom 6: Lesbians and gays attained self-coincidence and active social-life as they showed active participation in any activities in the institution.

Axiom 7: Lesbians and gays life satisfaction is measured through perceived accomplishments and a set of evoked standards.

Axiom 8: They became active members of the institution despite of the challenges encountered as lesbians and gays.

Axiom 9: Lesbians and gay needs acceptance of members of society which brought inspirations towards their jobs and feel comfortable to the environment they worked with. Life satisfaction is a way a person evaluates his/her life and how she/he feels about where it is going in the future.

PART III: PROPOSITIONS AND PROOFS:

Propositions:

Propositions are based on the specific observations done by the researcher. These are established facts that serve as bases for the theory development. Related observations were combined to draft better propositions. The propositions are supported by proofs and facts from the study and from related literatures and studies compiled by the researcher.

Proposition 1: (for axioms 1 and 2) Lesbians and gay as faculty and staff members of the college experienced harassment and rejection in the institutions.

Proof: Lesbians and gays as members of the society should be treated fairly. "As one of the interviewees put it, my challenging moment rests on the added assignments aside from being harassed. As I have my experience of being harassed when I served as one of the judges in a beauty search in a barangay fiesta, I was accused of being unfair of my judging. Audience felt sorry as they have seen the scenario that had resulted embarrassment as judge in the said event. The experiences stopped me from accepting invitations. (United Nations Human Rights Council 2011) passed a resolution recognizing lesbians, gays and transgender rights and discrimination, which were followed up with a report from the United Nations human Rights Commission documenting violations of the rights of lesbians, gays and transgender people to protect them as members of the society.

Proposition 2: (for axioms 3, 4 and 5). Lesbians and gays were rejected and embarrassed in the society but are still striving for equal job opportunities.

Proof: Challenges and struggles that lesbians and gays meet across different interpersonal context will be protected. These people are an umbrella term that refers to any individual whose personality were embarrassed in a society they lived in. (Denny, Green & Cole, 2007). They are living in the society to be functional as they trailed in their line of specialization. They are working to provide their physiological needs and their families. In today's global economy, lesbian and gay takes pride of their role in the society, knowledge, skills and abilities in the work place are necessary to maintain to be competitive advantage despite of their experiences and challenges.

Proposition 3: (for axiom 6 and 7) the informants of the study achieved self-empowerment thus processing enhanced self-confidence and self-identity as well as active interaction/participation with co-workers despite of the experiences and challenges.

Proof: Lesbians and gay participated in the society as functional, they have permanent work that serves as an accomplishment and to establish their self-identity, they interact and participated activities that allow to empower themselves. This in turn, motivates them in finding life to be more challenging, the jobs assigned to them makes them inspiring and motivating to perform better, to achieved and be more productive in the society they lived in was a satisfaction in their field of endeavor.

Proposition 4: (for axiom 8 & 9) Lesbians and gays life satisfaction is fulfilled and compensated with their career as faculty and staff of the college.

Proof: Life satisfaction of these people was filled up with their career as government workers. As one of the interviewees put it, The Lord is my shepherd I shall not want, with my present academic rank I cannot ask for more. Although I'm a diabetic person I had my reasons to enjoy my life. I am truly satisfied with my love and career wise I have no qualms. My growth as an educator could be an enough proof of how satisfying my life is. I was appointed vice president for administrative affairs and I enjoyed the respect of the people I worked with. At my first my capacity to run the office was doubted but I had proven my worth. The trust and confidence of the people I served was the greatest challenge I have overcome. I work silently and patiently now I'm about to retire and I want to enjoy life the way I can. Knowing what you want is like choosing the right direction to take in the journey of life.

PART IV: THEORY DEVELOPED:

Despite of the challenges lesbians and gay had experienced in their career they were able to attained life satisfaction because of the overwhelming support they got from the college. Furthermore, the study was conducted to inspire lesbian and gay individuals to soar high and conquer greater heights despite the challenges they experienced in the society, therefore, a theory was developed as fruit of the solicitous exploration. The theory named Braganza's Theory of Self-Empowerment states that.

Braganza's Theory of Self-Empowerment aimed of developing interventions in creating social change and directing attention toward equality, uplift of self-worth and preservation of human dignity through adaptation, benevolence, competence and natural helping system. It includes perspectives of solving social problems due to unequal distribution of access, resources and opportunities. The theory was generated to serve mutual help, helping others, or working for their rights, rather than providing their needs.

The theory goes beyond ameliorating the negative aspect of being lesbian or gay instead it is a dynamic search for positive opportunities to make a better and descent life. Thus, protection of every lesbian and gay individuals, including their rights as human beings, due recognition and acceptable freedom of expression instead of fixing problems, identifying strengths instead of stereotyping and search for friendly environmental influences instead of dehumanizing victims.

Braganza's Theory calls for a distinctive language of understanding lay efforts to cope with stress, adapt to change and influence others. Self-Empowerment is a policy and measure designed to increase the degree of autonomy and self-determination in the lives of people and in communities in order to enable them to represent their interests in a responsible and self-determined way. Self-Empowerment among teaching and non-teaching lesbian and gays is to enable them to overcome their sense of powerlessness and lack of influence, and to recognize and eventually use their resources and chances of accomplishment and increase of self-responsibility and self-determination.

The challenges among lesbians and gays developed by the researcher were based on the result of the study, from the narrative description data. The model means that life satisfaction among lesbian and gays is affected by career challenges the experienced, social factors such as, socio-economic status of lesbian and gay's personal factors such as attitudes and motivation and exposure to the work place and in the society. However, life satisfaction of lesbians and gays in the college is fuelled through career challenges because they were the faculty and staff.

6. SUMMARY OF FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

This chapter presents the summary of findings, the conclusions and recommendations based from the narratives and findings made by the researcher. It also contains the experiences and challenges of the researcher about the study.

Summary of Findings:

The career development of gay and lesbian individual is compounded and complicated by two factors: one internal and the other external. Internally, gay people are at different stages identifying, tolerating and understanding, accepting and celebrating their same-sex feelings, attractions and behaviors. Consequently, their identity, development as a gay person interacts with the career choices they make.

Externally, gay people will enter occupations and work in environments with varying degrees of heterosexism and homonegativity. The environment can have profound effect on person's sense of belongingness and safety, and can determine their potential for career success or failure.

We live in a society that idealizes respect for diversity, but analogous to Alvin Toffler's premise in future shock, which suggested that technology, is advancing more quickly than people can emotionally and mentally adjust to the changes produced by it, Research indicates that many people's attitudes are not synchronous with this Canadian ideal regarding gays and lesbians. Gay people have become more visible and gay rights are being granted to them faster than many non-gay people have had time to accept. I look forward to the when gay people can walk hand-in-hand anywhere in this great country without hearing "faggot" or "dyke" shouted at them from other as they share their mutual affection.

The time to change is long overdue, and ultimately this change will begin in the hearts and souls of people like you. This study aimed to explore the life satisfaction of lesbians and gays relative to their struggle for career challenges. This qualitative study was conducted at Iloilo State College of Fisheries school year 2015.

Lesbian and gay teaching and non-teaching personnel experienced challenges most of the time, which is validated by their accomplishments as employed individual, even though most of the people rejected and embarrassed them in public. These informants were blessed of their achievement, capable to handle favourable and unfavourable matters to cope and adjust and to be accepted in the environment they lived in.

Despite the hardship that they experience, lesbian and gay teaching staff dreams to achieve and to soar high along with their field of specialization. On the other hand, these individuals are placing themselves in the level or degrees where descent lives are availed. They are responsible to handle things professionally, they were motivated and their behavior regulated the fact that they were 3rd citizens in the society. Their achievements in life as faculty and staff had given directions to become productive as human beings. As one of the thoughts of psychology is *purposivism*, this explains that lesbians and gay as an individual's, have definite purpose in their lives. They live in a society that have purpose, and this were verified through their statement when I interviewed them, they are functional as a persons, most of them are educators and serving students at the utmost of their responsibilities.

Friends play important roles throughout our lives by providing expressive, instrumental, and companionate support. We examined sexual orientation, gender, and age differences in the number of friend's people can rely on for expressive, instrumental, and companionate support. Additionally, we examined the extent to which people relied on same-gender versus cross-gender friends for these types of support. Sexual orientation differences in number of same-gender and cross-gender friends were generally small or non-existent, and satisfaction with friends was equally important to overall life satisfaction for all groups. However, the extent to which people's friendship patterns demonstrated gender-based homophily varies by sexual orientation, gender, and age.

Gay men and lesbians in particular receive more substantial social support from friends than heterosexual men and women. The importance of friendship among lesbians, gay men, and bisexual men and women can be sustained by minority stress theory. Minority stress theory proposes that lesbian and gay individuals are likely to experience rejection as a result of their marginalized sexual orientation and must learn to cope and adapt to a potentially "inhospitable social environment" The study showed that gay professionals were satisfied both in their life and career. While lesbians on the other hand, still they continue to strive for equality and recognition in the workplace.

The career development of gay and lesbian individual is compounded and complicated by two factors: one internal and the other external. Internally, gay people are at different stages identifying tolerating and understanding, accepting and celebrating their same-sex feelings, attractions and behaviors. Consequently, their identify development as a gay person interacts with the career choices they make.

The difference comes between 13-26 years when both males and females discover his or her same-sex attraction. This age can be difficult because lesbians and gays, youth not only have to deal with the same pressure that the typical adolescent period pervades but they also have significantly high stress levels in living in a heterosexist society that harbors homophobia. Externally, gay people will enter occupations and work in environments with varying degrees of heterosexism and homonegativity. The environment can have profound effect on person's sense of belongingness and safety, and can determine their potential for career success or failure.

We live in a society that idealizes respect for diversity, but analogous to Alvin Toffler's premise in future shock, which suggested that technology, is advancing more quickly than people can emotionally and mentally adjust to the challenges produced by it. However, education, gender and age are not significant determinants of life satisfaction in Asian countries. Be that as it may, education may have an indirect role as it tends to improve the job status of an individual and hence one's income and standard of living.

Research indicated that many people's attitudes are not synchronous with this Canadian ideal regarding gays and lesbians. Gay people have become more visible and gay rights are being granted to them. Faster than many non-gay people have had time to accept.

I look forward to the day when gay people can walk hand-in-hand anywhere in this great country without hearing "faggot" or "dyke" shouted at them from others as they share their mutual affection. The time for change is long overdue and ultimately this change will begin in the hearts and souls of people like you.

Analysis:

Lesbian and gay professional encountered many unique challenges that must be dealt with careful attention. Lesbians and gays are opposed group of individuals with special needs. According to American Psychologists Association (2002) ethics codes, psychologists are not supposed to engage in unfair discrimination based upon sexual orientation; such as denying people of their basic human right. The study analyzes life satisfaction comes from within an individual based on the individual's personal values and what he/she believed to be important and true.

For some it is the family, for others it is love, and for others it is money or other material items, either ways it varies from one person to one another. Life satisfaction can shift all of the time form events, situations, family and friend implications and many different things that all must be taken into consideration. On the other hand, life satisfaction is also affected by parenthood and couples introducing and the company of friends they have. Lesbian and gay community in the Philippines has steadily been gaining greater visibility in the news and information media. Lesbian and gays working in fashion and arts are often given measure of tolerance especially if they are successful. The explosion of online and social media has led to many different viewpoints on the subject of lesbians and gay rights, from citizens and even celebrities.

On the contrary, if and individual does not hold the acquisition of wealth as a high priority, his/her personal financial state will not make difference on how happy he or she is with life overall. Individuals reporting a high value on traditions and religion reported a higher level of satisfaction. Other people who reported higher levels of life satisfaction were people who valued creativity, and people who valued respect from himself and from others.

Hard times comes around and often people count on their peers and family to help them through, it is no surprise that a higher life satisfaction level was reported of people who had social support whether it is friends, family and church.

Findings:

The result of the study revealed that association between sexual orientation and well-being is consistent over the life course and not simply an artifact on the confounding measures of organization acceptance and work status. This study surveyed Ten (10) gay men and five (5) lesbians on their current life satisfaction and perceived expected years of life among men who have sex with men.

The study showed that gay professionals were satisfied both in their life and career. While lesbians on the other still continue to strive for equality and recognition in the workplace. The lesbian and gay challenged employees in a time of crisis are trying to strive for putting in their peers but feel different due to their sexual orientation. While many studies on life satisfaction have been conducted in Western countries, there is still a dearth id such in Asia and other parts of the world. The research found many factors such career or professional promotion, relationship with colleagues, d\friends and loved ones, achievements, region leisure and recreation, government support, health condition, sexual life and life as a whole. On a study conducted in a\marital status, and the role of government have a greater influence than income in Asia.

The importance of marital status on life satisfaction can be attributed to the culture which places great emphasis on family values. The standard of living is a better measure of quality of life than income as it takes into account non-monetary benefits such as better facilities, provided by the government. In an organization like the school, good governance and efficient utilization of resources for the benefit of the employees contributes to life satisfaction. Education, gender and age are not significant determinants of life satisfaction. Be that as it may, education has an indirect role as it tends to improve the job status of lesbian or gay individuals and hence their income and standard of living. Policies that are formulated to enhance life satisfaction should be geared towards strengthening family institutions, improving the standard of living and good governance, while pursuing socioeconomic stability.

Synthesis of Responses:

The informants freely declared that they were all satisfied with their lives as a whole. A life satisfaction measure developed in this paper is drawn from different theories such as judgment theory. This is based on the theoretical notion of life satisfaction being a function of a comparison between perceived life accomplishments and a set of evoked standards. The study is also anchored on the Psychoanalysis theory by Sigmund Freud. Psychoanalysis is a therapy as well as a theory. Freud believed that people could be cured by making conscious to unconscious thoughts and motivations, thus gaining insights.

Life satisfaction can also be looked at in a new way as influenced by a family. Life satisfaction is a pertinent topic as everyone's family influenced them in some way and most strive to have high levels of satisfaction in life within their own family. Greater life satisfaction within a family increases through communication and understanding each other's attitudes and perceptions. A family can make all the difference for someone's life satisfaction.

From the study, it was found out that most of life satisfaction came out from careers instead of sexual life. A satisfying career is an important component of life satisfaction. Doing something meaningful in a productive capacity contributes to one's feeling of life satisfaction. Internationally, the salary one earns is important. Income levels show a moderate correlation with individual evaluations of life satisfaction. However, in developed countries, the connection is weak and disappears for most part when individuals earn enough money to meet basic needs. (Kahneman & Deaton 2010).

Conclusion:

Conclusions were drawn based on the findings of the study. These are statements that generally answer the immediate problems of the study. Life satisfaction as the main concern is how lesbian and gay individuals gained respect from colleagues and people that surround them, enjoy the promotion they rightfully deserve based on the qualifications, performance and the acceptance they truly needed among their family and loved ones.

As a member of society, career challenges of lesbian and gays experienced, did not hinder their dreams to be achieved and soar high in terms of profession, promotion, achievements, health conditions and sexual life as a whole. As one of the schools of psychology explained, "the whole is more than the sum of all its parts", achieving profession as faculty and staff, teaching with passion to the students, preserving good values as educators and handling responsibilities with commitment this would commence Gestaltian thoughts.

Lesbian and gays like any normal human beings are gifted individuals. They had proven their worth and sincerity in dealing favourably and unfavourably towards their colleagues, determination in their field leads them to the best they can be, with heart and compassion to entertain and understand the negativities of other people is the challenge of their lives.

Lesbian and gays as unique creatures play an important role in the universe, they have thoughts, skill and knowledge to participate in activities in their surroundings, and they take their part as parents, brothers and sisters of their families, schools and societies. They could provide the physiological needs in the absence of their parents. Doing aesthetic things can attest that they are different from normal individuals. With these contributions people around the world must appreciate and give value to the participation of lesbians and gays as productive citizens. Wholeheartedly, individuals in the society will give support and accept them no matter what they are, they are part of the universe and live as normal beings to be accommodated and embraced along the way, their contribution is vital and genuine to credit.

It has long been accepted that factors inside the workplace such as residence milieu and characteristics, direct and indirect discrimination, drug and alcohol issues, safety and individual employee characteristics can contribute to the success as well as the achievement of other important outcomes such as appreciation of human diversity. Same sex marriage is not recognized and lesbians and gay are not protected by any civil rights law. Noncommercial, lesbian and gay relations between consenting parents are not a crime, although sexual conduct or affection that occurs in public may be subject to grave scandal prohibition on Article 200 of the Revised Penal Code of the Philippines. Despite this, the country has been ranked one of the most gay-friendly nations in the world, and the most gay-friendly in Asia. On a global survey covering 39 countries, only 17 of it had majorities accepting homosexuality, the Philippines ranked as the 10th most gay-friendly.

The survey titled The Global Divide on Homosexuality conducted by US based Pew Research Center showed that 79% of adult Filipinos agreed with statement that homosexuality should be accepted by society. Personal attributes of the teaching and non-teaching lesbian and gay personnel do not pose negative effect in their search for a satisfying life. Professional attributes of lesbian and gays influence their manner of overcoming challenges they experienced. Life satisfaction is how lesbian and gay individual gained respect from their colleagues, enjoy the promotion they rightfully deserve based on qualifications and performance and the acceptance they truly need from their family and loved ones. Career challenges experienced by lesbians and gays did not hinder their dreams of getting what they want in terms of their professions, promotion, finances, achievements, health condition, sexual life and their individual life as a whole.

Lesbians just like any normal human beings are gifted individuals. They had proven their worth and sincerity in dealing with their bosses and colleagues, determination to lead and be the best that they can be and the heart and compassion to understand the inadequacies of other people. Gays are individuals with a different brain structure according to a scientist making them the most unique creature in the animal kingdom and no doubt the most artistic, creative and dexterous individuals in the world.. Time and again researches have demonstrated that discrimination diminishes productivity, job satisfaction and mental and physical health of all employees United Nations evidently supported lesbian and gay rights through sponsoring the Human Rights Council 201 signed during the General Assembly Declaration of the worldwide laws regarding homosexual relationships and expression. Lesbian and gay marriage is a restricted freedom of expression. Other type of partnership or unregistered cohabitation will suffer corresponding penalty. Same-sex unions which are not recognized correspond to death penalty law.

Prevailing social attitudes of Filipinos about social orientation and identity issues are heavily influenced by the teaching of the Roman Catholic Church, most other citizen's affiliate with Christian or Islamic sect that generally looks upon homosexuality and cross dressing as signs of decadence and immorality. Judgment-type theory explains the theoretical notion of life satisfaction being function of a comparison between perceived life accomplishment and a set of evoked standards.

These are classified as to their derivative source (e.g. the life accomplishment of relatives, friends, associates, past experiences, self-concepts and strengths and position) (e.g. standard based on ideal, expected, deserved, minimum tolerable and predicted outcome. The explanation is anchored on the Psychoanalysis theory by Sigmund Freud (1856-1939). That is both a therapy as well as a theory. Freud believed that people could be cured by making conscious their unconscious thoughts and motivations, thus gaining insights. The aim of psychoanalysis therapy is to release repressed emotions and experiences. Psychoanalysis is a therapy as well as a theory. Freud believed that people could be cured by making conscious their unconscious thoughts and motivations, thus gaining insights. The aim of psychoanalysis therapy is to release repressed emotions and experiences.

Lesbians and gays are individuals with depressions and anxiety disorders that hinder them to speak out their ideas and thoughts because they feel inferior when people knew of their sexual orientation. The experience of being belittled discriminated and harassed caused them not to participate in any activity and remained backgrounds. Psychoanalysis as a therapy will help lesbians and gays to forget the past and look at the brighter side of life.

One of the simplest ways to remember the differences between classical conditioning by Pavlov and operant conditioning by Skinner is to focus on whether the behavior is involuntary or voluntary. Classical conditioning involves making an association between an involuntary response and stimulus, while operant conditioning is about making an association between a voluntary behavior and consequence. In operant conditioning learner is awarded with incentives, while classical conditioning involves not such enticements. Lesbians, and gays, when given responsibilities they performed the best they can. Many times they give their best not for monetary incentives but for honor and prestige.

The Cognitive Dissonance Theory of Leon Festinger, a psychologist states that people tend to seek consistency in their beliefs and perceptions. Cognitive dissonance is used to describe the feelings of discomfort that result from holding two conflicting beliefs. The belief that lesbians are born with the attributes of a woman is true but the behavior of dressing up like a man is in conflict with what is believed and should be real. Lesbians can be lesbians without sporting short hair, dressed up in gentleman manner, smoking and drinking and projecting to be a better father than a straight guy. On a study conducted linking religiosity, health status and life satisfaction using data from the National Survey of Black Americans a nationally representative sample of at least 18 years old. Findings reveal statistically significant effects for organizational religiosity on life satisfaction. In addition effects of socio-demographic correlates of religiosity, health and well-being, organizational religiosity maintains a strong, significant effect on life satisfaction on the other hand gays can still be gays without make up, imitating ladies hairdo and style, non-wearing of ladies dress, high heels and sporting colorful nails.

No orchestration

Recommendations:

Based from the findings and conclusions the following are the recommendations of the study.

1. Teaching and non-teaching lesbian and gay personnel of the college should strive to finish an academic degree and ensure descent job in order to gain respect and regard from people they deal with.
2. Regardless of social and economic status in life lesbians and gays should be respected and this is earned by trying to get out from stereo typed impressions that they are nothing but third class citizens'. This notion can be eradicated by successfully achieving their goals in life being a productive citizen of the country with world class accomplishments and globally acclaimed achievements.
3. In order to eradicate staggering harassment and mistreatment in the job, lesbians and gay teaching and non-teaching personnel of the college should learn to love their work, uphold the dignity of labor, practice industry that is borne out of responsibility and accountability and honesty in service for this is their bread and butter.
4. Lesbian and gays teaching and non-teaching personnel of the college must at all time display professionalism in their job and in dealing with other people to avoid verbal and physical abuse and workplace vandal.
5. In a society where standard and norms are important as the people's belief and culture it is necessary that lesbian and gay individuals must show respect among their fellowmen in order to ear the same favor. Performing job with professionalism and making themselves visible in programs and projects that could be an avenue for them to showcase their talents and skills.

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