



SUSTAINABLE DEVELOPMENT GOALS

5 GENDER EQUALITY



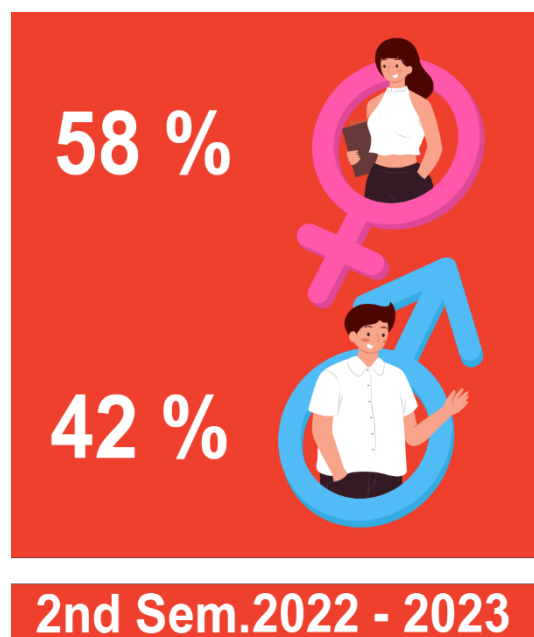
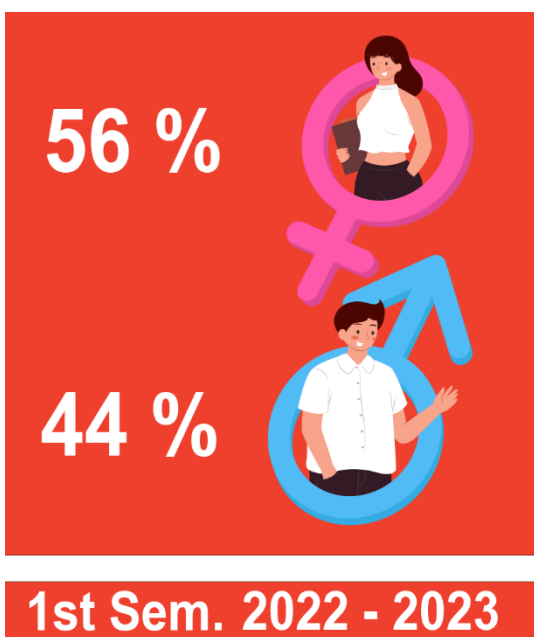
2022 REPORT



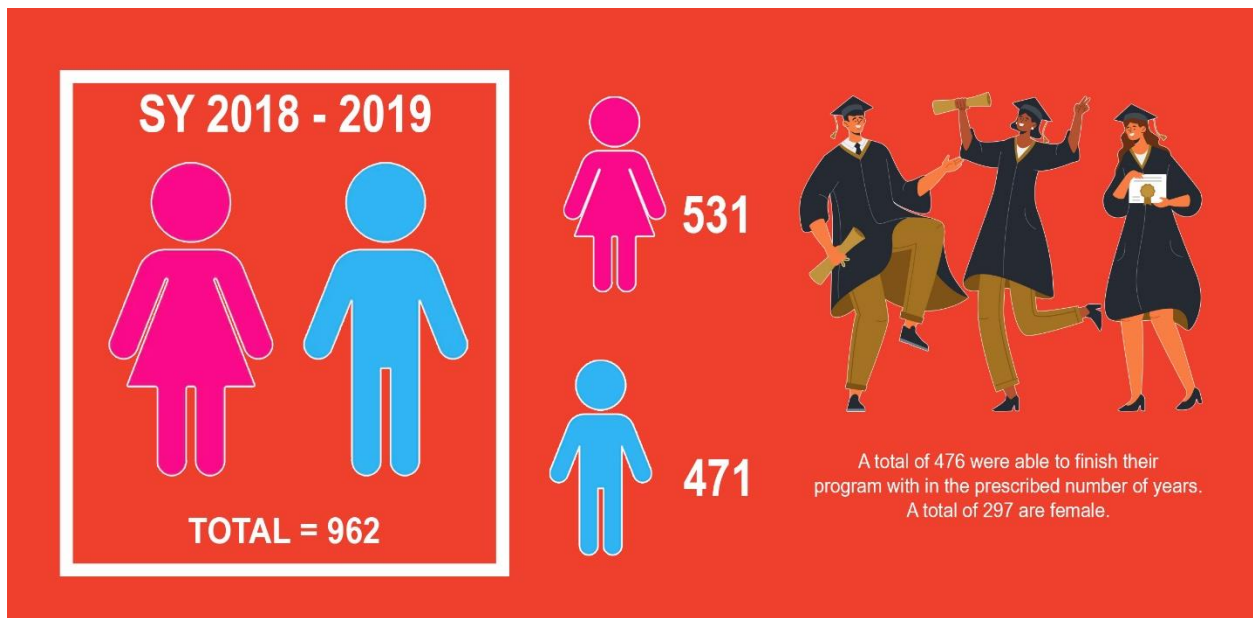
ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

Mountain Province State Polytechnic College (MPSPC) has taken a proactive role in promoting gender equality and inclusion. Through the implementation of several policies and schemes, MPSPC has ensured equal opportunities for women in education and employment, while also providing a safe and respectful learning environment for all. These policies and schemes have brought significant transformations in the college's gender dynamics, empowering women, and promoting diversity.

The MPSPC Student Manual has an admission policy which states that the institution accepts enrollees regardless of age, sex, nationality, religious belief, socioeconomic status, and political affiliations. The same manual provides for the non-rejection of female and LGBTQ individuals who passed the examinations administered by the Guidance Office in enrolling in the programs of their choice. Aligned to this policy is the Admission and Registration Procedure which includes the assistance of the Guidance Office in the processing of enrollment of persons with disabilities and pregnant women to provide ease for these individuals from the long process. This policy is reflected by the number of female enrollees in the School Year 2022-2023. The Admission Office reported that predominantly, there are more female students enrolled at MPSPC compared to their male counterparts. For the first semester, SY 2022-2023, out of 6374 enrollees, 3596 are females while 2778 are males. As for the second semester School Year 2022-2023, a total of 5911 students enrolled in the different programs offered in MPSPC with female students and 2462 male students.



The same office keeps track of the students' enrollment until graduation such that in the School Year 2018-2019, there was a total 962 first year students enrolled in different programs offered in MPSPC having 531 female students while 431 male students. From these, only 476 students were able to finish their programs within the prescribed number of years. A total of 297 of the number are females.



Additionally, the MPSPC On-The-Job Manual provides specific policy to support women's access to education. It provides leave of absence for students who wish to defer enrolment for a particular period. If a student gets pregnant during the duration of her internship, she is accorded a special leave of absence upon the recommendation of a government physician giving her an opportunity to still continue with her studies after giving birth. However, there were no female interns who availed of the special leave of absence in 2022.

As for the mentoring scheme offered to female students, the Mathematics Society of the Teacher Education Department conducts an annual mentoring cum training for third-year Mathematics major students to aid in their preparation for helping the Department of Education as coaches and trainers.

MPSPC also strives to ensure equal representation and opportunities for women in faculty and senior academic positions through the implementation of the Employees College Code stipulating that "opportunity for employment in the College shall be open to all qualified citizens" thus giving both men and women equal opportunity to be employed in the College. This is reiterated in the Faculty Manual which states that "There shall be equal employment opportunity for men and women at all levels of position in the agency, provided they meet the minimum requirements of the position to be filled. As of 2022, there are 40 female employees out of 73 employees of MPSPC having senior academic staff positions.

MPSPC further adheres to Republic Act 11210 otherwise known as An Act Increasing the Maternity Leave Period to One Hundred Five (105) Days for Female



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Workers with an Option to Extend and the Republic Act 8187 or the Philippines' Paternity Leave Act of 1996. These are embodied in the Personnel Policy Manual on maternity leave enabling employees to fulfill their family obligations without compromising their professional growth. Six female employees availed of the maternity leave in 2022.

The College abides by Republic Act No. 7877, or the Anti-Sexual Harassment Act of 1995, and the Policy on Sexual Harassment in the Workplace being reiterated in the Personnel Policy Manual. MPSPC strictly prohibits any form of discrimination, be it physical, verbal, or sexual, within the workplace ensuring a safe and respectful environment for all MPSPC employees. Moreover, the grievance machinery outlined in the faculty manual guarantees that complaints of harassment are addressed promptly and impartially, further reinforcing the institution's commitment to the well-being of its members.



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