

5 GENDER EQUALITY

MMSU's Commitment

Help achieve gender equality and empowerment of all women and girls by instituting relevant policies and programs anchored on respect for the dignity of the human person.



2023 WOMEN'S MONTH CELEBRATION and CAMPAIGN on EQUAL OPPORTUNITY, ANTI-SEXUAL HARASSMENT

Mariano Marcos State University (MMSU) officially launched its month-long Women's Month celebration on March 3, emphasizing its commitment to women empowerment and gender equality. This year's theme, "WE for gender equality and inclusive society", aims to break the divide in equality. Several activities were conducted during the month-long celebration including gender podcasts, outreach programs, gender conferences, and cultural contests, such as the Inabel fashion contest. With this continuing program of the university, it is aimed at bringing unity that comes from shared values. Within the same month, MMSU launched an awareness campaign on its Equal Opportunity Policy (EOP) and Rules on Anti-Sexual Harassment (ASH) on March 28, emphasizing its commitment to social justice and human rights.

Highlights

	2020	2021	2022	2023
Proportion of First-Generation Female				
- Number of students	12,603	14,451	14,875	15,559
- Number of students starting a degree	3,883	3,925	4,710	4,489

- Number of first-generation starting a degree	870	1,021	1,673	969
- Number of women starting a degree	2,232	2,351	2,708	2,462
- Number of first-generation women starting a degree	614(28%)	678	975	583
Proportion of Senior Female Academics				
- Number of employees	1,171	1,504	1,456	1,523
- Number of academic staff	467	764	655	732
- Number of senior academic staff	74	64	333	344
- Number of female senior academic staff	37 (50%)	19 (30%)	177	183
Proportion of Women Receiving Degrees				
Number of Graduates	1,145	-	2,478	3,113
- Number of graduates (STEM)	875	182	744	1,053
- Number of graduates (Medicine and Allied health fields)	111	40	329	373
- Number of graduates (Arts and Humanities / Social Sciences) : 159	159	324	1,163	1,308
Number of Female Graduates	538 (47%)	-	1,475	1,053
- Number of female graduates (STEM)	368 (42%)	89	353	652
- Number of female graduate (Medicine)	70 (63%)	16	262	70
- Number of female graduates (Arts and Humanities / Social Sciences)	100 (63%)	161	860	331

Key Activities and Accomplishments

MMSU sustains its commitment to gender equality. These initiatives are embedded in the annual GAD Plan and Budget (GPB) of the University, the implementation of which is lodged to the GAD Focal Point System.

- **Conduct of Reecho Training-Workshop on Gender Analysis (GA) and Use of GA Tools for R&D Management and Implementation, and Gender Statistics.** In the pursuit of equity and women's empowerment, MMSU is committed to enhancing the social relevance and quality of research outputs. This process requires capacity development especially for the R&D researchers to integrate gender analysis in the management and implementation of programs

and projects. This project aims to equip technical staff with basic knowledge on basic gender analysis and utilization of available gender analysis tools which will ensure that gender mainstreaming strategies are consciously integrated in all stages of R&D management and implementation.

- **Training-Workshop on Using the Gender Analysis Framework and Monitoring and Evaluation (GAME) Tools in Gender Responsive AANR Development Projects.** This two-day training workshop was comprised of a comprehensive lecture series, namely: the GAME Tools Framework to intensify the AANR sector and fundamentals of gender and development and the importance of gender-responsive projects, gender analysis framework, and tools for AANR, and an overview of the harmonized gender and development guidelines checklists (Generic Design Checklist and PIMME Checklist).
- **2023 International Health Research Forum on Gender-Directed Support to Inclusive Health Research.** This forum aims to acquaint and equip audiences in the health science professions with new and alternative ways to do research work in their fields of expertise in the contexts of community development, climate change, and disaster risk management, and cultural sensitivity. This forum also coincides with the National Women's Month Celebration in MMSU.
- **Institutional Benchmarking.** The Gender and Development Focal Point System of Mariano Marcos State University conducted benchmarking activities in four institutions in Region III and CAR on September 27 to 29. Led by GFPS Chief Nataliza Llapitan, GAD college coordinators and staff visited Bataan Peninsula State University (BPSU), Central Luzon State University (CLSU), Benguet State University (BSU), and the PhilRice office in Muñoz, Nueva Ecija. This activity aims to consolidate a database to monitor and analyze the administrative and academic performance of personnel through a gendered lens.
- **Gender Talks: Uplifting Lives Together Podcast.** This inspirational podcast on Gender Talks: Uplifting Together is one of the activities of MMSU in celebration of Women's Month with a focus on advancing gender equality and building an inclusive society. This activity aimed to tackle specific issues and concerns of women and girls providing them a platform to share good practices and address gaps, challenges, and commitments in pursuing gender and development. By fostering dialogue and sharing success stories, the podcast promotes a culture of respect and equity for all.
- **Community Outreach Program.** The Women's Circle of MMSU, in collaboration with the PLSS MMSU Chapter and supported by the Gender and Development Office, conducted an impactful activity titled "Community Outreach: Educating and Creating Awareness on Women's Health." It imbibes MMSU's core values of spirituality and responsibility living out of these values for social transformation and providing evidence-based community interventions. This is also to promote wellness and sexual and reproductive health literacy to women and girls in the age range 13-18 and empower them to take responsibility for their health, understand their health options, and identify services promoting their overall well-being.
- **Providing a space for discussions on feminist issues, women's empowerment, and gender equality.** The Women's Circle of MMSU, in partnership with the Gender and Development Office, conducted the empowering event titled "Babai, Agtugaw Ta, Kinababai, Pagtungtungan Ta" which aims to celebrate the achievements, milestones, and accomplishments of women across various fields and to discuss and address roadblocks and challenges encountered by women leaders in the quest towards development and inspire actions to promote a gender-responsive policy in the university. The event also emphasized that embracing diversity fosters an inclusive society, where every individual's distinct characteristics, genders, strengths, and challenges are recognized.

- **Purple Wednesday.** The activity was actively supported by employees and students from various colleges and units of Mariano Marcos State University, symbolizing their commitment to women's empowerment and gender equality. It aimed to inspire everyone in the university to contribute to promoting gender equality and the empowerment of all women and girls, fostering a more inclusive and equitable environment within the institution.
- **Rubuat ken Aruat: The Ilokano Identity through Traditional Clothing.** In collaboration with the MMSU Advocates for Cultural Development (MACD), this activity aimed to highlight Ilokano identity and creativity through traditional clothing. As part of the National Women's Month Celebration, all employees participated by wearing Inabel or Indigenous attire, showcasing the rich cultural heritage of the region while celebrating women's empowerment and contributions to society. This event not only honored Ilokano craftsmanship but also reinforced the importance of cultural preservation and pride in local traditions.
- **We Belong 3.0: A Gathering of Men and Women Students in Indigenous Cultures.** This activity is an identity appreciation activity for MMSU students enlisted as members of indigenous groups recognized by the National Commission on Indigenous Peoples. It is an initiative of the University through the re-organized members of the MMSU Advocates for Cultural Development (MACD). This undertaking recognizes the role of men and women in IP groups as they are important contributors to nation-building.
- **Implementation of the Magic 5: Creating Safe Spaces for Schools, Workplaces and Communities.** The Mariano Marcos State University College of Industrial Technology, in collaboration with its Gender and Development arm, has launched an extension program centered around the five foundations of creating safe spaces. This program aims to upskill and empower community members by addressing crucial topics such as (1) the role of the family as a protective factor in creating safe spaces, (2) the influence of spirituality in promoting safe spaces, (3) mental health wellness across all genders, (4) the realities of teenage pregnancy, and (5) fostering respect through "Hoy! Huwag kang Bastos: Creating Safe Spaces Using the Anti-Sexual Harassment Act." Through this training, teachers and non-teaching staff are equipped with the knowledge and skills to cultivate environments where individuals feel safe, respected, and valued, which is particularly important in schools, workplaces, and diverse communities.

Relevant Research and Development Projects in SDG 5: Gender Equality

Title	Researcher/s	Fund Source
Feminist Stylistic Analysis of Princess Animated Films	E Oamil, J Fabre	GAA
Gender Analysis on the Skills and Attitude towards Information and Communication Technology Learning of the Senior High School Students	J Panilo, MC Diego, R Cabrera	GAA