

**5 GENDER  
EQUALITY**



**2023**  
**SUSTAINABILITY REPORT**





## ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

Mountain Province State Polytechnic College (MPSPC) is deeply committed to fostering a culture of gender equality and inclusion across all its campuses and community. The institution strives to provide equal opportunities for all students, employees, and stakeholders regardless of gender, ethnicity, or background, while maintaining a safe and supportive environment where everyone can thrive. Through the implementation of progressive policies, gender-responsive programs, and awareness initiatives, MPSPC has made significant progress in transforming the gender culture across all its campuses. The college actively empowers women by addressing barriers to participation in academics, sports, and leadership, while also promoting diversity and respect for all gender identities across all its campuses.

### **Institutional Marketing for Career and Education Access**

MPSPC actively promotes its academic programs annually to senior high school students across Mountain Province and its nearby provinces like Kalinga, Benguet, and Ilocos Sur, ensuring that all students, regardless of gender or background, have access to the information and resources necessary to make informed decisions about their future career paths. Through a comprehensive outreach initiative, the institution engages with students from diverse communities, providing them with detailed information about the wide range of academic programs offered, from technical courses to degree programs. This outreach initiative also emphasizes the sense of community and belonging that MPSPC offers, with a strong focus on inclusivity and equal opportunities for all, making students feel welcomed and accepted.

Additionally, the college also actively promotes gender diversity by encouraging female students to pursue enrollment in traditionally male-dominated fields such as criminology and engineering. Through institutional marketing efforts, MPSPC highlights its commitment to breaking gender stereotypes and ensuring equal opportunities in all academic disciplines. By fostering an inclusive environment and offering resources and support tailored to female students, MPSPC aims to inspire more women to enter these fields, thereby contributing to a more diverse and balanced workforce.

These outreach efforts highlight not only the various educational opportunities at MPSPC but also emphasize the broad support services available to all students. These services, including scholarships, financial assistance, and other resources, are designed to promote equal access to higher education. The college is particularly committed to making higher education accessible to students from marginalized or economically disadvantaged backgrounds, ensuring that every student—regardless of gender, ethnicity, or socioeconomic status—receives individualized support and attention and has the chance to pursue their academic aspirations, making them feel cared for and important.

MPSPC provides guidance on scholarship eligibility, application processes, and financial aid options, with a special emphasis on empowering women and underrepresented groups to overcome financial and social barriers to education. The institution also offers a range of student support services, including mentorship, career counseling, and skills development workshops. These services have helped students to succeed, grow, and achieve their full potential. Through these efforts, MPSPC is dedicated to fostering a campus culture of equality, respect, and opportunity, where students of all genders can confidently pursue their educational and career goals.

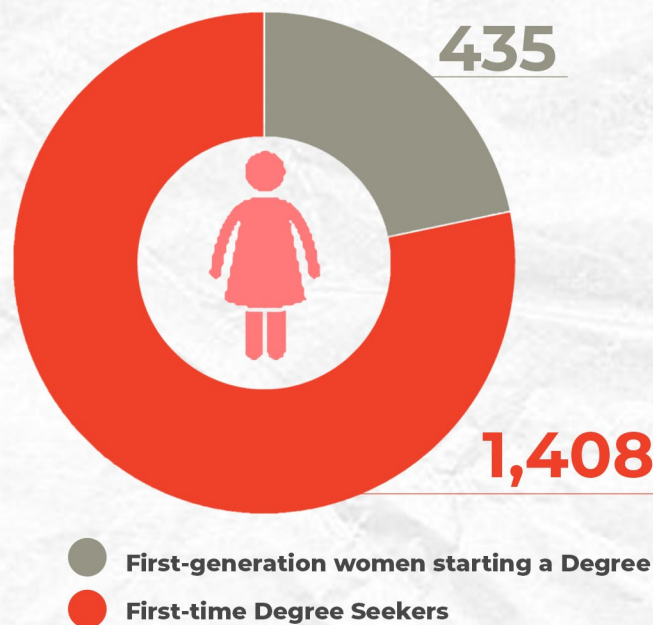
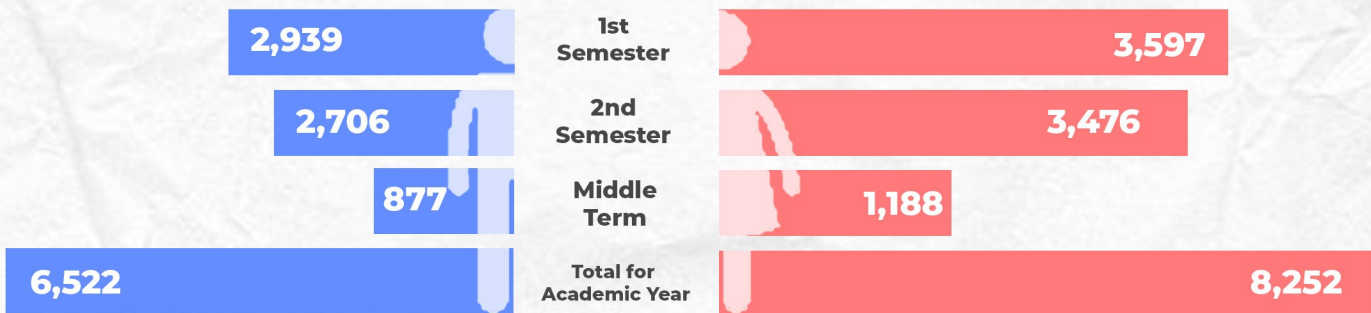


## Inclusive Admission and Enrollment Support

All applicants, regardless of age, gender, nationality, religious belief, socio-economic status, or political affiliation, receive equal consideration for enrollment, as outlined in the MPSPC Student Manual's comprehensive, non-discriminatory admission policy. All academic departments are required to admit eligible female and LGBTQ+ students who have successfully met the criteria set by the guidance office's assessment procedures. In addition, female applicants are provided with pre-enrollment career mentoring, designed to assist them in making informed decisions regarding their academic pathways and future professional trajectories.

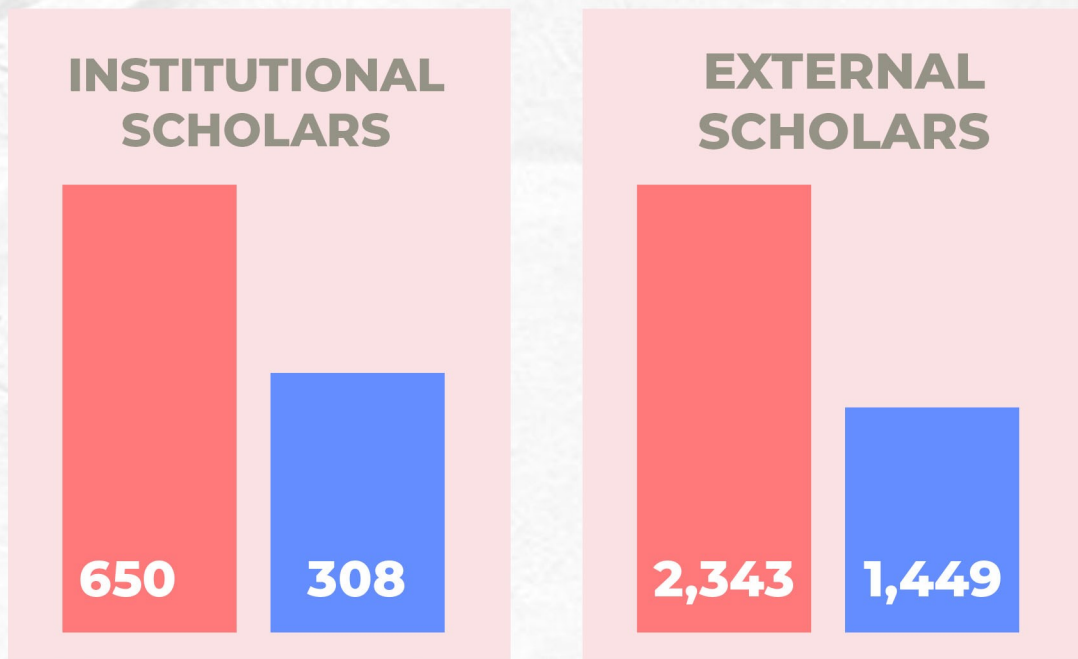
To further advance inclusivity and accessibility in accordance with institutional policies, MPSPC has instituted a priority lane system specifically designed for pregnant students and persons with disabilities (PWDs) in compliance with the Ease of Doing Business and Efficient Government Service Delivery Act of 2018 (Republic Act No. 11032), also known as the ARTA Law, which mandates that government agencies establish efficient service delivery mechanisms, including the creation of priority lanes for vulnerable groups, which include pregnant women, persons with disabilities (PWDs), and senior citizens., thereby optimizing their access to essential services and resources across campus. This initiative is a direct reflection of the institution's commitment to ensuring equitable support for all students, particularly those with specific accessibility needs, fostering an environment that promotes equal opportunity for all.

### The enrollment data for the academic year 2023-2024 further demonstrates MPSPC's focus on inclusive practices:





# SCHOLARSHIP & FINANCIAL AID



■ Female  
■ Male

MPSPC provides equal opportunities for scholarships and grants, particularly for financially deserving students. As of the fiscal year 2023, the Scholarships and Grants Office recorded a total of 4,730 scholars:

This scholarship distribution underscores the college's commitment to supporting education for diverse groups within the institution.

## Adoption of the Magna Carta of Women (RA 9710)

In line with Republic Act 9710, or the Magna Carta of Women, MPSPC has taken the following actions to fully integrate the provisions of the law:

### 1. Non-Discrimination Based on Pregnancy:

MPSPC strictly adheres to the law by ensuring that female students are not subjected to expulsion, suspension, or denial of admission based on pregnancy. This serves as a testament to the institution's commitment to fairness, ensuring that all students, regardless of their pregnancy status, are treated fairly and equitably, with access to educational opportunities without prejudice.





## **2. Pregnancy leave and academic flexibility:**

Pregnant students are fully supported by the institution, allowing them to continue attending their regular classes. Flexible arrangements can be made based on a mutual agreement between the student and faculty, ensuring that they receive the necessary accommodations to balance their academic responsibilities with health considerations related to pregnancy. These arrangements demonstrate the institution's commitment to inclusivity and its respect for each student's unique needs. However, they are also entitled to one semester to one year or 5 to 12 months of leave of absence upon the recommendation of their physician, allowing them to focus on their health and well-being without fearing academic penalties. This can be availed of before the start of a semester. Upon their return, they are given opportunities to make up for any missed classes and exams. For student interns who become pregnant during their internship, MPSPC provides a special leave of absence, granted upon the recommendation of their physician. This policy ensures that interns can prioritize their health and well-being, allowing them to take time off as needed without jeopardizing their internship progress.

For faculty and staff, female employees are granted 105 days of paid maternity leave, which can be extended to 120 days for those who undergo cesarean sections. This leave also includes support for women experiencing pregnancy complications. Male employees are entitled to 7 days of paid paternity leave to support their spouses during childbirth. Both maternity and paternity leave are fully paid, ensuring employees can return to their positions or equivalent roles without discrimination. These measures are designed to support gender equality and promote shared family responsibilities in the institution.

## **3. Support Services for Pregnancy Students:**

The college provides support to pregnant students throughout their academic journey by offering counseling services to address their educational and personal needs. These services, which are readily available, are designed to help pregnant students navigate their studies successfully, providing guidance on time management, academic accommodations, and emotional support to ensure they can complete their studies without unnecessary stress.

## **Anti-sexual harassment and family-friendly workplace policies**

MPSPC enforces a strict zero-tolerance policy toward sexual harassment, ensuring a safe and respectful environment for all students, faculty, and staff. The College adheres to the provisions of Republic Act 7877, also known as the Anti-Sexual Harassment Act of 1995, through its established Rules and Regulations for the Implementation of the Act. These regulations outline clear procedures for reporting, investigating, and addressing allegations of sexual harassment within the institution. Moreover, the college's grievance machinery guarantees that complaints of harassment are addressed promptly and impartially, further reinforcing the institution's commitment to the well-being of its members.

The College also complies with CSC Memorandum Circular No. 11, series of 2021, or the Revised Administrative Disciplinary Rules on Sexual Harassment Cases (Amendment to the Sexual Harassment Provisions in the 2017 Revised Rules on Administrative Cases in the Civil Service), which further strengthens the mechanisms for preventing, addressing, and resolving cases of sexual harassment within government agencies. The strict implementation of these policies proves how MPSPC strives to foster a campus environment free from harassment, where all individuals feel safe, respected, and supported.

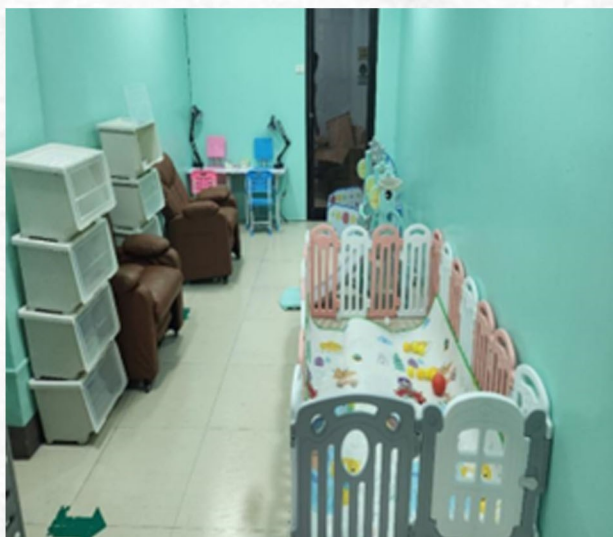




As outlined in the previous sections, MPSPC is fully committed to implementing the provisions of the Magna Carta of Women (RA 9710) and complies with the mandates of Republic Acts 11210 and 8187. The College ensures that both female and male employees are granted maternity and paternity leave, respectively, in accordance with these laws. Through these provisions, MPSPC supports its employees in balancing their family responsibilities with their professional growth. These policies not only promote a healthy work-life balance but also contribute to the well-being of employees, allowing them to focus on family care without compromising their career development.

MPSPC is also fully committed to fostering a family-friendly workplace by implementing policies and facilities that support the well-being of its students, employees, and visitors. One of the key initiatives is the establishment of a free breastfeeding and child-minding facility, which is accessible to all students, employees, and guests of the institution. This facility complies with Republic Act 10028, the Expanded Breastfeeding Promotion Act of 2009, and reflects the college's dedication to providing a nurturing and supportive environment.

The facility not only demonstrates MPSPC's commitment to complying with the law but also reinforces the institution's focus on creating an inclusive and family-oriented campus. The provision of this facility aims to break down barriers to education and employment for those with family care responsibilities, ensuring that students and employees with children can pursue their academic and professional goals without compromising their parental duties. This initiative further solidifies MPSPC's role as an accommodating institution, dedicated to supporting the diverse needs of its students and employees.



## Mentorship and Academic Completion

Mentorship activities play a pivotal role in advancing gender equality and inclusivity in the institution. Through targeted mentorship initiatives, MPSPC places a strong focus on empowering women by connecting them with mentors who help navigate academic, personal, and career challenges unique to their experiences.

In line with this goal, the college partnered with Don Mariano Marcos Memorial State University (DMMMSU) for a sports exchange with a focus on mentorship and gender inclusivity on December 14–15, 2023. This initiative by MPSPC and DMMMSU represents more than just a sports exchange but also a shared journey of mentorship, growth, mutual respect, empowerment, and advocacy for women's participation in sports.





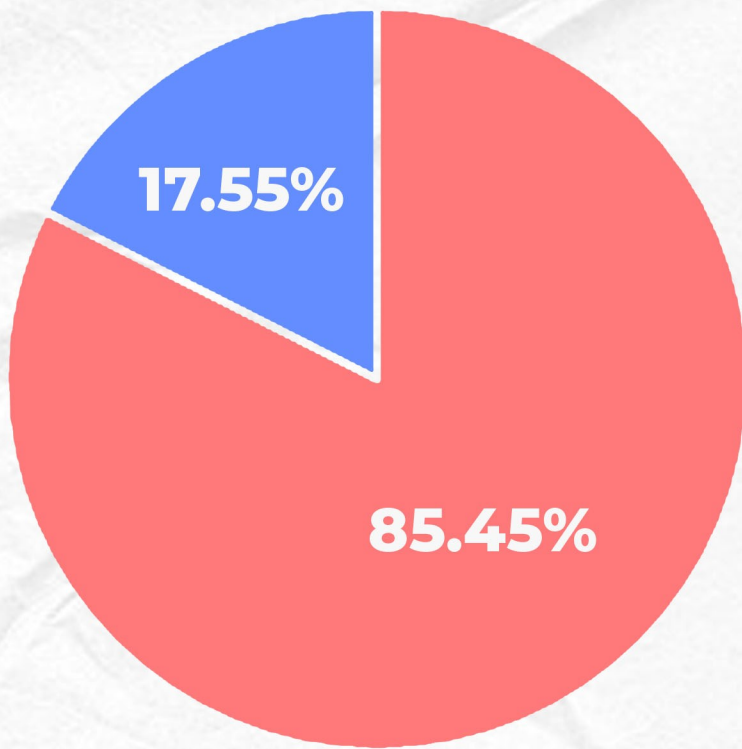
MPSPC is actively committed to enhancing research capacity and promoting knowledge-sharing through the Department of Science and Technology's (DOST) Balik-Scientist Program. This program aims to develop research capabilities within state universities and colleges (SUCs) and private higher education institutions by fostering partnerships with experts and scientists. Through this program, MPSPC welcomed Dr. Guillermo Mendoza, a Balik-scientist from the University of Illinois specializing in agroforestry and geo-spatial technologies. Dr. Mendoza's contributions have been invaluable, as he mentored researchers, conducted peer teachings, and led training sessions, strengthening MPSPC's research capabilities and extending his expertise to both faculty and students.



The college also actively promotes research mentorship to support students' academic growth and deepen their engagement in scientific inquiry. Through dedicated faculty mentorship, students are guided in completing their theses, research projects, and feasibility studies, benefiting from the expert insight and personalized support of faculty advisers. This mentorship plays a crucial role in promoting academic success, ensuring that each student receives meaningful guidance. Advisers are thoughtfully matched with students based on compatibility and shared academic interests, without bias toward gender, fostering equal opportunities. This inclusive approach not only enhances the quality of students' research experiences but also cultivates an environment where all students, regardless of gender or background, are empowered to achieve their intellectual and professional goals.



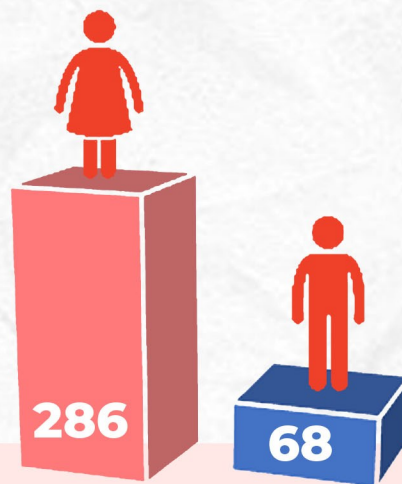




**894**  
Graduates

Female  
Male

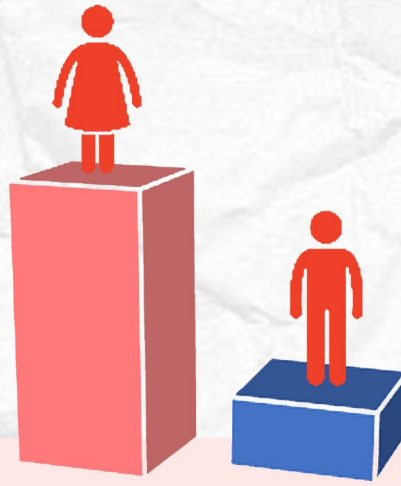
This commitment to inclusive mentorship and support has been instrumental in achieving high graduation rates, as demonstrated in the 2023-2024 academic year, where MPSPC produced a total of 894 graduates, with 82.45% of them being female. This success reflects the college's dedication to fostering an empowering and equitable learning environment that supports all students, particularly women, in reaching their academic and professional goals.



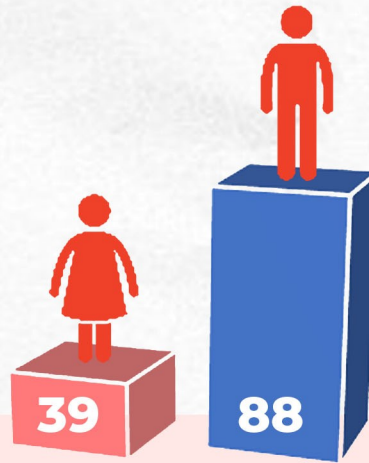
**• Graduates who completed their course requirements within the prescribed duration for their program**







• **STEM Graduates**



• **Arts and Humanities/  
Social Sciences Graduates**

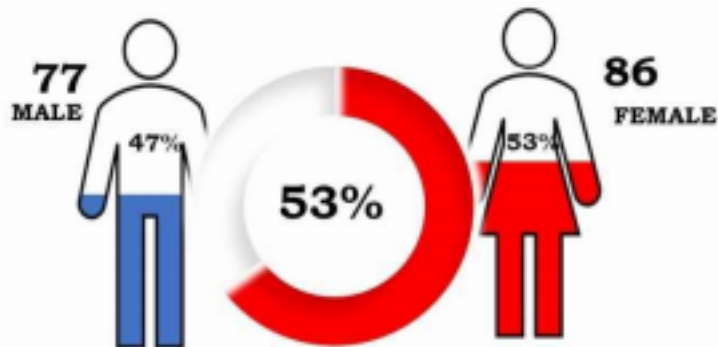
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## Equal Employment Opportunities

MPSPC is fully dedicated to promoting equality and fairness in the workplace through the implementation of its Equal Employment Opportunity Policy (EEOP). The implementation of this policy ensures that all individuals, regardless of gender, ethnicity, age, disability, or other personal characteristics, have equal access to employment opportunities within the institution. By actively promoting a diverse and inclusive environment, MPSPC strives to eliminate any form of discrimination in recruitment, hiring, training, promotions, and other career development opportunities. The college's commitment to equal employment opportunity is reflected in its continuous efforts to foster a workplace where all employees are valued and provided with the same opportunities for professional growth and success. Equal opportunity for employment and representation are also stipulated in the College Code and Faculty Manual. As of 2023, MPSPC employed 474 staff members, including 257 permanent employees and 214 job-order employees. Of these, 300 were female and 174 were male, with senior academic staff comprising 86 females and 77 males, illustrating a balanced gender representation in leadership.







**SENIOR ACADEMIC STAFF**

