



PROMOTING WOMEN'S EMPOWERMENT AND GENDER EQUALITY AT UP MANILA

The University of the Philippines Manila has an unwavering commitment to promoting women's empowerment and advancing gender equality. The university employs a holistic approach, encompassing education, awareness, support, and advocacy, with the goal of creating an inclusive and equitable environment for all its members.



FIRST-GENERATION FEMALE STUDENTS

In Academic Year 2021-2022, UP Manila welcomed 613 women into its academic program, out of which an impressive 219 were first-generation female students. This underscores UP Manila's commitment to empowering women from families with no prior university attendees. These pioneering women exemplify resilience and determination, representing a brighter future not only for themselves but for their communities.

UP Manila continues to support their educational journeys, fostering an environment where every woman can thrive. Through equitable access to education, UP Manila empowers these students to become leaders and change-makers, promoting gender equality and societal transformation.



PROMOTING GENDER DIVERSITY IN SENIOR ACADEMIC ROLES

In UP Manila's academic landscape, inclusivity and gender diversity are paramount. Out of 622 academic staff members, a significant 614 hold senior positions. Among these accomplished individuals, 399 are dedicated senior female academics. This achievement illustrates UP Manila's commitment to providing equal opportunities and support for women to excel in academia. It's a testament to the university's belief in nurturing talent regardless of gender, ensuring diverse perspectives and expertise at the highest levels of education and research. UP Manila continues to empower women to thrive and contribute significantly to academic excellence.



EMPOWERING THROUGH EDUCATION

The Office of Student Development Services of the University of the Philippines is instrumental in providing vital support to students, and the data speaks volumes. In Academic Year 2021-2022, the Student Learning Assistance System Online (SLAS) showcased a significant presence of women. Data revealed that 76.01% of SLAS applications, accounting for 583 out of 767 applicants, were females. This statistic underscores UP Manila's dedication to ensuring that women have equitable access to educational resources ([Link](#)).



A COMMITMENT TO NON-DISCRIMINATION

UP Manila takes a firm stance against discrimination and sexual harassment. Sexual harassment, encompassing unwanted sexual behavior, advances, or offensive remarks related to a person's sex, sexual orientation, or gender identity, is unequivocally condemned.

The UP Anti-Sexual Harassment code, a comprehensive policy, extends its protective umbrella over teacher personnel, non-teaching personnel, students, other UP workers, and UP organizations. The Code addresses various offenses, including but not limited to malicious leering, sexual flirtation, sexist remarks, and unwanted physical advances. It creates a safe and respectful academic environment, ensuring that gender-related discrimination and harassment have no place within the institution.

Furthermore, UP Manila provides valuable resources regarding Republic Act No. 11313, known as the "Safe Spaces Act" or the "Bawal Bastos Law." These resources include the full text of the law and its implementing rules and regulations, fostering awareness and compliance with this important legislation.

(Sources: [1](#), [2](#), [3](#), [4](#), [5](#))



UP Anti-Sexual Harassment Code

Sexual harassment is unwanted, unwelcome, uninvited behavior of a sexual nature or inappropriate sexual advances or offensive remark about a person's sex, sexual orientation, or gender identity.

The Code covers teaching personnel, non-teaching personnel, students, other UP workers and UP organizations

Offenses covered by the Code are: malicious leering or ogling; sexual flirtation; inquiries about another person's sex life and gender orientation; communicating sexist remarks, causing discomfort, embarrassment, offense or insult; display of sexually-offensive pictures; sexual advances or propositions; touching of private parts; forced kissing; and requesting sexual favors in exchange for academic or employment advancement.

For more information, please contact:
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CENTER FOR GENDER AND WOMEN'S STUDIES (CGWS)

The University recognizes the significance of gender equality and women's empowerment. In 1999, the UP Board of Regents established the Center for Gender and Women's Studies (CGWS) to bridge gaps in research, healthcare delivery, and education related to gender issues. The CGWS plays a pivotal role in promoting a gender-sensitive framework in the curriculum of UP Manila, making education more inclusive.

The CGWS collaborated with key units such as the PGH Women's Desk, the Office of Anti-Sexual Harassment, and the Child Protection Unit to further its mission. In support of the Sustainable Development Goal #5: Gender Equality of the United Nations, the CGWS has developed an e-learning platform. This platform provides access to gender-related courses that cater to diverse learners, offering flexibility in learning styles and ensuring understanding of critical content related to gender and sexuality in health and social development.

(Sources: [1](#), [2](#))



DIVISION OF SEXUAL HEALTH (DSH)

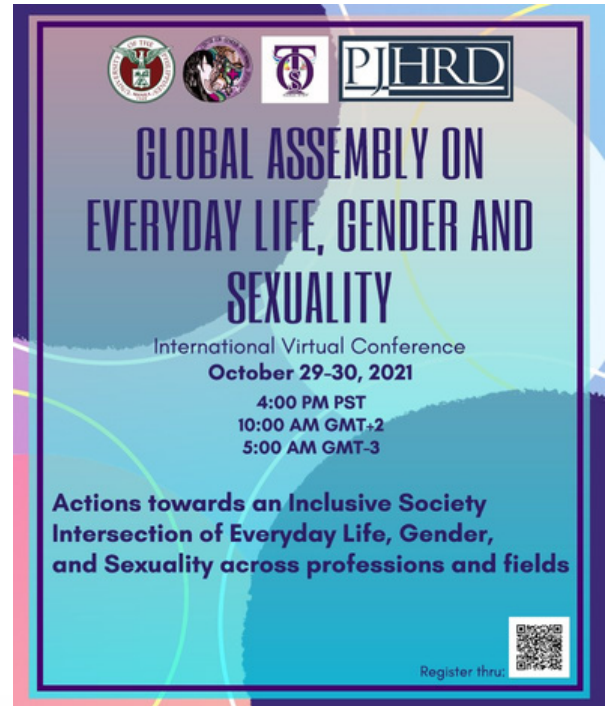
On 29 November 2021, UP Manila inaugurated the Division of Sexual Health (DSH), the first of its kind in the country. The DSH is dedicated to promoting wellness and addressing pathologic conditions related to sexual and reproductive health. Sexual health, as defined by the World Health Organization, refers to a state of physical, emotional, mental, and social well-being in relation to sexuality. It requires a positive and respectful approach to sexuality experiences, free from coercion, discrimination, and violence. The establishment of the DSH underscores UP Manila's commitment to comprehensive sexual health education and care.

(Sources: [1](#), [2](#))



NON-DISCRIMINATION POLICIES FOR TRANSGENDER INDIVIDUALS

UP Manila is dedicated to fostering an inclusive and equitable environment for all individuals, including transgender members of its community. The University takes significant strides in promoting awareness and understanding of gender diversity through initiatives like the Global Assembly on Everyday Life, Gender, and Sexuality. This international assembly serves as a platform for professionals and stakeholders interested in the intersections of everyday life, gender and sexuality. It provides a safe space for discussing and exchanging information, innovations, and developments related to gender and sexuality across the gender spectrum ([Link](#)).



MATERNITY AND PATERNITY POLICIES

UP Manila recognizes the importance of maternity and paternity support for its employees. In line with Civil Service Commission Memorandum Circular No. 05, s. 2021, the University issued guidelines (Memo No. CCDP 2021-393) outlining the grant of expanded maternity, paternity, and adoption leave. These guidelines align with Republic Act No. 11210, the “105-Day Expanded Maternity Leave Law,” and aim to promote the well-being of UP Manila’s workforce.

The Human Resource Development Office further commemorates Women’s Month by conducting webinars that enhance employee comprehension of these crucial laws. These initiatives empower employees by deepening their understanding of the legal foundations surrounding maternity leave benefits.

(Sources: [1](#), [2](#))



CHILDCARE FACILITIES FOR STUDENTS, STAFF AND FACULTY

Recognizing the multifaceted nature of education, UP Manila takes pride in offering support through the Crèche and Child Development Center. This dedicated center caters to the young children of employees and staff of UP Manila and PGH, guiding them towards becoming responsible, healthy, and ethical members of Philippine society. The center's mission includes developing social skills, fostering independence, and promoting a lifelong love for learning. The CRÈCHE Brochure is printed and distributed among UP Manila and PGH Employees.

(Sources: 1)



REPORTING DISCRIMINATION

UP Manila's commitment to gender equality and non-discrimination is firmly embedded in its policies. The University's "Guidelines on Promoting Women's Empowerment and Gender Equality" are integrated into the broader framework of the University of the Philippines GAD policies. These guidelines affirm the University's dedication to human rights, gender equality, and the principles outlined in the Magna Carta of Women (Republic Act No. 9710) and its implementing rules and regulations. The University condemns all forms of discrimination and violence, working tirelessly to create

violence, working tirelessly to create a gender-friendly environment that ensures full participation of women and marginalized groups in academic and societal life.

In conclusion, UP Manila's commitment to promoting women's empowerment, gender equality, and non-discrimination extends across its educational, workplace, and societal spheres. These policies and initiatives underscore the University's dedication to fostering an inclusive, equitable, and respectful environment for all members of its community ([Link](#)).

