



EMPOWERING WOMEN AND GIRLS TOWARDS GENDER FAIRNESS AT UP MANILA





SCHOLARLY OPPORTUNITIES FOR FIRST-GENERATION WOMEN STUDENTS



Among 558 female students starting their degree attainments at UP Manila for the Academic Year 2022-2023, an outstanding number of 498 were first-generation females. Paving the way for academic achievement in their families, first-generation women are remarkable examples of upholding excellence despite generational limitations. This highlights the University's commitment to providing quality education to women from families with no prior collegiate background by ensuring that they have equal access and opportunities as everyone else.

UP Manila recognizes the potential of students, no matter their "upbringing." Moreover, UP Manila supports first-generation women by providing support to hone their talents, enrich their academic and societal knowledge, and learn the necessary skills to build a promising future for themselves and their communities.



GENDER FAIR ACCESS TO SCHOLARSHIPS

Championing inclusivity and dedication to making quality education accessible, UP Manila offers an array of scholarships to students, regardless of gender. The University presents opportunities for financial assistance to deserving and qualified students from various backgrounds. UP Manila also offers specialized scholarships targeting underrepresented groups, reinforcing inclusivity and gender fairness in education.

UP Manila aims to achieve a fair and competent learning environment where students of any gender can exercise their intellect with the support and guidance of the university, both academically and financially.





GENDER EQUITY IN SENIOR ACADEMIC ROLES

As the country's prime Health Sciences Center, UP Manila takes pride in its dedicated academic staff. Reflecting their hard work and loyalty, the university had 418 senior academic staff in 2023. Among the 418 honorable senior staff, 204 were extraordinary female scholars. This shows how UP Manila values academic freedom and diverse perspectives in students and staff alike, by actively advocating for gender equality up to its staff in higher positions.

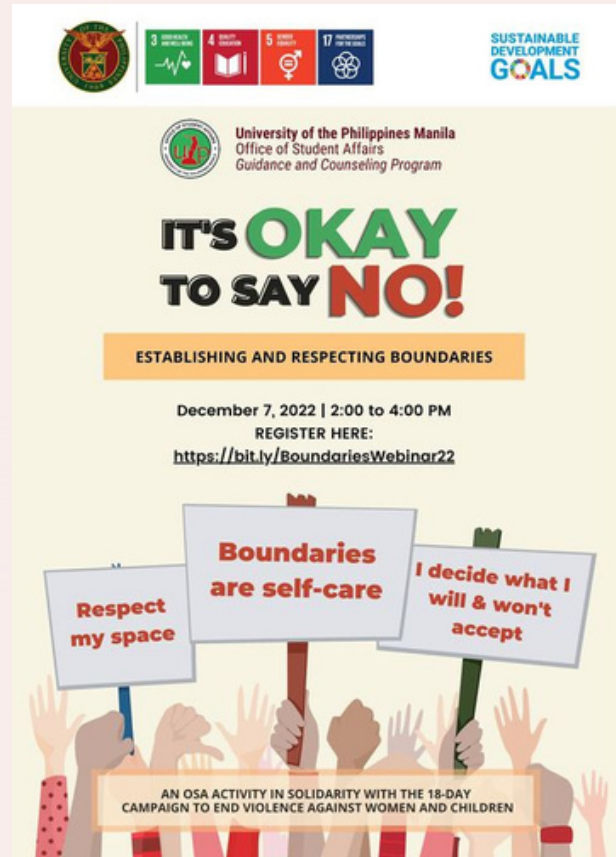


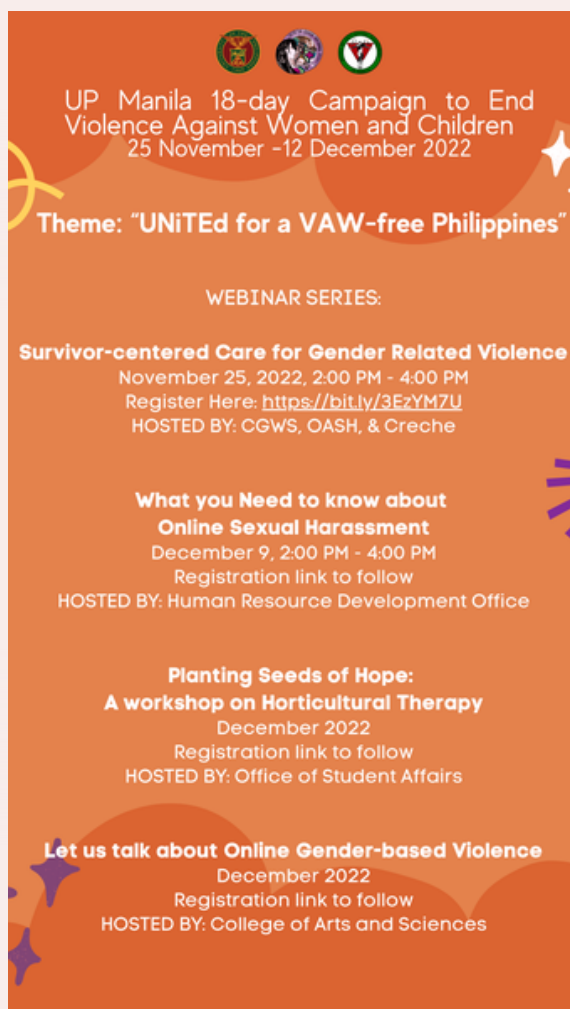
UP Manila exemplifies its aim for honor and excellence by ensuring equal opportunities in academia for both men and women, focusing on efficiency, capability, and merit as opposed to ascribed gender roles. This, in turn, empowers women by enabling them to make a stand and contribute greatly to the academe without gender-based restrictions.



CONCRETE ACTION ON NON-DISCRIMINATION

UP Manila strongly abhors any form of discrimination or harassment within its system, by or towards its constituents. Sexual harassment is especially common in workplaces deeming it an important factor to eliminate. Such actions include a wide range of indecent behaviors, including unwelcome sexual advances, inappropriate comments or jokes related to an individual's sex, sexual orientation, or gender identity, as well as any other conduct that creates a hostile or uncomfortable environment.



UP Manila 18-day Campaign to End Violence Against Women and Children
25 November -12 December 2022

Theme: "UNiTed for a VAW-free Philippines"

WEBINAR SERIES:

Survivor-centered Care for Gender Related Violence
November 25, 2022, 2:00 PM - 4:00 PM
Register Here: <https://bit.ly/3EzYM7U>
HOSTED BY: CGWS, OASH, & Creche

What you Need to know about Online Sexual Harassment
December 9, 2:00 PM - 4:00 PM
Registration link to follow
HOSTED BY: Human Resource Development Office

**Planting Seeds of Hope:
A workshop on Horticultural Therapy**
December 2022
Registration link to follow
HOSTED BY: Office of Student Affairs

Let us talk about Online Gender-based Violence
December 2022
Registration link to follow
HOSTED BY: College of Arts and Sciences

The UP Anti-Sexual Harassment Code is a comprehensive framework that protects teaching and non-teaching personnel, UP workers, staff, organizations, and UP students from sexual harassment. The Code addresses malicious staring or leering, unsolicited flirting, sexist remarks, and inappropriate gestures. Such actions, though often dismissed as minor, are treated with seriousness under the policy as they contribute to an unsafe and discriminatory atmosphere.

To further increase awareness and comprehension of sexual harassment prevention, UP Manila makes various resources available to the public such as primers on the Safe Spaces Act or Bawal Bastos Law, UP Gender Guidelines, and the entire UP Anti-Sexual Harassment Code.



POLICIES TO PREVENT DISCRIMINATION FROM EMPLOYMENT DISADVANTAGES

True to its values, UP Manila upholds honor and excellence by ensuring an objective selection process for its staff based on merit which is specified in the comprehensive and systemwide UP System Merit Selection Plan (UP-MSP). The University does this to ensure that unbiased employment and promotion opportunities, department transfers, or other human resource actions are exercised within the organization.



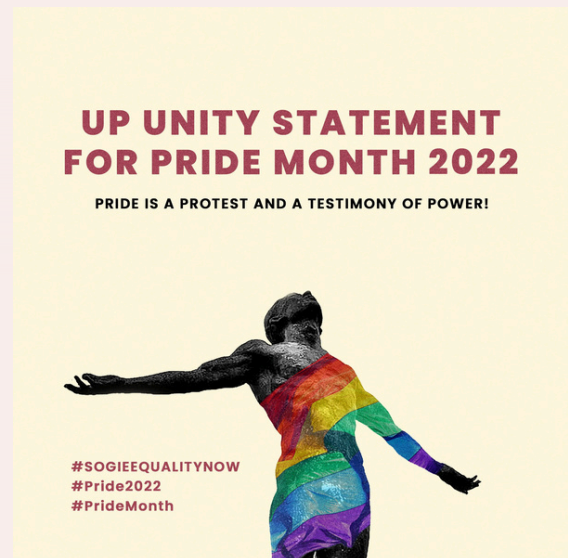


UP Manila advocates for Equal Employment Opportunity Principles or EEOP which states that the university's employment practices are designed to enable all individuals to enjoy equal opportunities regardless of background and personal circumstances. Discrimination is also prohibited in its hiring process as UP Manila strives to create a workplace where everyone is respected and valued.



SAFER SPACES FOR TRANSGENDER PEOPLE

As an institution that values equality, non-discrimination, and facilitating a safe space for all, UP Manila ensures to demonstrate this same dedication to members of the transgender community. In fact, revisions to the UP Gender Guidelines are currently being drafted by the UP Gender Committee to include more provisions guaranteeing the safety and liberty of transgender individuals within the university.





The University of the Philippines - Philippine General Hospital (UP-PGH) also provides health services to the transgender community through the Division of Sexual Health ([DSH](#)) under PGH's Department of Obstetrics and Gynecology. These health services include consultations for gender-affirming treatment side effects, counseling on sexual health-related mental health issues, sex education, and more services that target various matters that may be too sensitive for a transfolk to share in a non-specialized facility. These steps show how UP Manila continuously makes an effort to advocate for sexual education and inclusivity.



RECOGNITION AND SUPPORT FOR MATERNITY AND PATERNITY NEEDS

UP Manila fosters a healthy environment for its employees by crafting policies that consider their welfare. The University recognizes the basic need to have paternal and maternal support for employees going through pregnancy by adhering to the Civil Service Commission Memorandum Circular No. 05, s. 2021 which tackles the rules on leaves in the workplace.

UP Manila released a thorough memorandum on the guidelines for the grant of expanded maternity, paternity, and adoption leaves ([Memo No. CCDP 2021-393](#)). This memorandum is pursuant to Republic Act No. 11210 or the 105-Day Expanded Maternity Leave Law.

Empowering both men and women involved in a pregnancy highlights UP Manila's unwavering dedication to providing the necessary support and regard to its employees by responding to their needs.



FOSTERING A HEALTHY ENVIRONMENT FOR CHILDREN

UP Manila believes that a healthy workforce does not stop at individual employee needs but extends to ensuring that the workers' families are also supported. The existence and functions of the UP Manila Crèche and Child Development Center serve to put this belief into practice by cultivating the young minds of the beloved children of UP Manila and PGH staff.

The Crèche also aims to mold and guide these children to become virtuous members of society by teaching them valuable social skills, critical thinking, and effective communication to prepare and open their minds to the joy of lifetime learning and skill-making.



LEARNING THROUGH COLLABORATION

The UP Manila Learning Resource Center (UPM LRC) is a testament to the University's commitment to a holistic education for students. UPM LRC provides training, workshops, and seminars on various topics not only on academic subjects but also for character development and values. Apart from imparting guidance from faculty to students, the UPM LRC also opened its services to free tutorial sessions, including a peer-to-peer session that students, no matter what gender, could sign up for through the UPM LRC [Facebook page](#).

This enables students to build a collaborative and competent environment to hone their aptitudes with people whom they can resonate with. The absence of gender restrictions on who can participate in UPM LRC's tutorial sessions further empowers female students to take on leadership roles and hone their skills while building meaningful connections with fellow scholars.





FORMIDABLE FEMALE GRADUATES

For the Academic Year 2022-2023, a total of 1,410 scholars in broad subject areas (STEM, Medicine, Arts and Humanities/Social Sciences) graduated from the University. Among these remarkable graduates, 1,014 were female, representing the majority. Based on subject area, there were 739 females out of 946 total degree finishers in STEM, 92 out of 177 in Medicine, and 183 out of 287 in the Arts and Humanities/Social Sciences. These figures prove how UP Manila is a safe and empowering space for females to thrive in and receive equal opportunities for educational breakthroughs. UP Manila aims to promote an equal learning environment for its students, all while instilling competence and mindfulness among its valuable scholars.

