



Misamis University
PHILIPPINES



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Development Goals
Report

GENDER EQUALITY

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GENDER EQUALITY

Gender equality is valued by Misamis University reflected in its policies and practice of inclusive enrollment, competency and qualifications based recruitment, selection and hiring of employees, and in the conduct of its function of instruction, research and extension.



MU ADMISSION POLICY

2024 Administrative Handbook

Student Handbook Article 3, Section 2

“Misamis University is open to applicants without regard to ethnic or national origin, religion, age, socio-economic, gender or sex status. The university does not discriminate against individuals with physical or mental disabilities who are otherwise eligible for admission to the program. An applicant for admission must furnish evidence of good character, and of sufficient academic preparation [see admission requirements] and the ability to do the work required.”

Administrative Handbook Article 1

“Recruitment, selection, and hiring of employees occur when there is a need to fill up vacant positions due to death, incapacity, termination, resignation or leave of absence of a regular or on-probationary employee or for additional employee due to an increase in enrollment, new course offerings in a particular college or personnel requisition of a department.

Misamis University shall promote equal employment opportunities for qualified applicants based on abilities, knowledge, skills, and qualifications rather than age. Except when age is a bona fide occupational qualification in the normal conduct of a position. Handicapped workers may be employed when their employment is necessary to prevent curtailment of employment opportunities and when it does not create unfair competition in labor costs or impair or lower working standards.”





PROMOTING GENDER-EQUAL ACCESS TO DIGITAL SKILLS: ICT TRAINING FOR HOSPITAL SUPPORT STAFF



Misamis University promotes gender-equal access to digital competencies through its ICT training initiative for hospital support staff, a program designed in alignment with the university's Gender and Development Policy, RA 9710 (Magna Carta of Women), and SDG 5 on Gender Equality. Recognizing that support personnel in healthcare settings—particularly women—often face unequal access to digital skills development, the College of Computer Studies partnered with Mayor Hilarion A. Ramiro Sr. Medical Center to deliver inclusive, needs-based ICT training that addresses gender gaps in digital literacy. By providing equitable participation opportunities, hands-on training modules, and targeted capacity-building support, the initiative strengthens digital readiness in the healthcare workplace while empowering staff of all genders to engage confidently in computer-based tasks and benefit from gender-responsive professional development.



SEWING OPPORTUNITIES: MU AND PARTNERS SUPPORT WOMEN'S LIVELIHOOD



The College of Arts and Sciences facilitated the turnover of sewing machines for the Barangay Guimad Women's Association (BAGUIWA) on the 16th of October 2025 at Barangay Guimad, Ozamiz City. The manual sewing machine was co-contributed by CAS and BAGUIWA. Meanwhile, the electric sewing machine was pledged by employees of the Bangko Sentral ng Pilipinas (BSP) - Employees' Welfare Committee (EWC) Ozamiz. The ceremony was graced by the CAS Dean, Dr. Haydee Villanueva, along with the CAS faculty and students; BSP Personnel; MUCEP staff; and Hon. Cristy Mae P. Caño (Guimad Barangay Captain), Barangay Counselors, and BAGUIWA members.

With the advocacy in helping mothers, BAGUIWA has led a livelihood project that supplies laboratory gowns for the Misamis University Bookstore and rents out graduation togas to nearby public schools. This program is one of the components under the Barangay Guimad Integrated Development Approach (BAGUIDA) established in 2003 by CAS Former Dean Atty. Anthony Awa.



EMPOWERING WOMEN ACROSS SECTORS: OROQUIETA CITY WATER DISTRICT SEMINAR IN CELEBRATION OF WOMEN'S MONTH



In celebration of Women's Month, the Oroquieta City Water District conducted a seminar with the theme "Babae sa Lahat ng Sektor, Aangat ang Bukas sa Bagong Pilipinas" on March 31, 2025, at Piduan Curtain Falls, Don Victoriano, Misamis Occidental. The event was led by Mr. John Harold Japay, the Division Manager and a second-year JD student, with MU Law Dean Atty. Rabindranath S. Polito delivering a lecture on Laws Protecting Women.




ATO NI BAE! MU LABAN EMPOWERS COMMUNITY THROUGH GENDER SENSITIVITY AND FREE LEGAL AID




On March 31, 2025, the Misamis University Legal Assistance Bureau and Advocacy Network (MULABAN) successfully conducted ATO NI BAE!, a community-focused initiative combining gender sensitivity discussions with free legal consultations and notarization services. Held in partnership with the Plaridel Municipal Government, the Municipal Social Welfare and Development Office (MSWDO), and the Integrated Bar of the Philippines – Misamis Occidental Chapter, the event provided attendees with practical knowledge on gender issues and accessible legal support. CLEP Director and MULABAN Director Atty. Lulu B. Enerio guided the activity, while resource speakers, including lawyers from the Public Attorney's Office and CLEP 2 students, led engaging discussions and assisted in legal consultations.




**SUSTAINABLE
DEVELOPMENT GOALS**

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