

GOAL

5 GENDER EQUALITY



MCCStories

Journeying Back, Advancing Forward

“VXI x MCC Training equipped me with knowledge, enhanced my skills, improved my English proficiency, boosted my confidence, and provided me with opportunities for growth. I can say that now more than ever, I am ready to enter the business process outsourcing industry

Kyla R. Payabyab
MCC x VXI Batch 3 Trainee





GOAL 5: GENDER EQUALITY

PROPORTION OF WOMEN RECEIVING DEGREES

The MCC UNA (First-Generation Special Admissions Program) is a targeted initiative designed to support first-generation college students, particularly young women whose parents have not completed a four-year college degree. This program seeks to eliminate the educational barriers these students often face, empowering them to pursue higher education and achieve their academic and career goals.

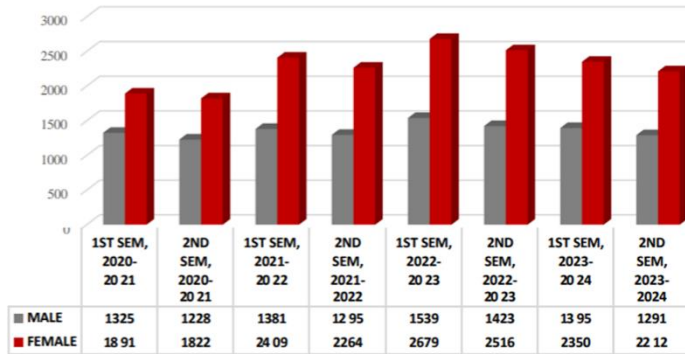
Eligible students in the MCC UNA program are granted automatic admission, provided they meet the standard requirements and submit a Certificate of Eligibility from the City Social Welfare and Development Office (CSWDO). This streamlined process facilitates their transition into higher education, offering first-generation students access to academic opportunities that might otherwise be unavailable to them. Additionally, they become part of MCC's "CRIMSON TRIBE," a supportive community designed to help them succeed.

For the 2023-2024 academic year, MCC proudly welcomed 67 first-generation students into the UNA program, 32 of whom were women. This reflects MCC's commitment to empowering women and promoting gender equity in education.

ACADEMIC YEAR/ SEMESTER	Sex					
	M	%	F	%	Total	
2020-2021	1st Sem	1,325	41.20	1,891	58.80	3,216
	2nd Sem	1,228	40.26	1,822	59.74	3,050
2021-2022	1st Sem	1,381	36.44	2,409	63.56	3,790
	2nd Sem	1,295	36.39	2,264	63.61	3,559
2022-2023	1st Sem	1,539	36.49	2,679	63.51	4,218
	2nd Sem	1,423	36.13	2,516	63.87	3,939
2023-2024	1st Sem	1,395	37.25	2,350	62.75	3,745
	2nd Sem	1,291	36.85	2,212	63.15	3,503

Table 1. Enrollment Data based on Gender Distribution from A.Y. 2020-2024.

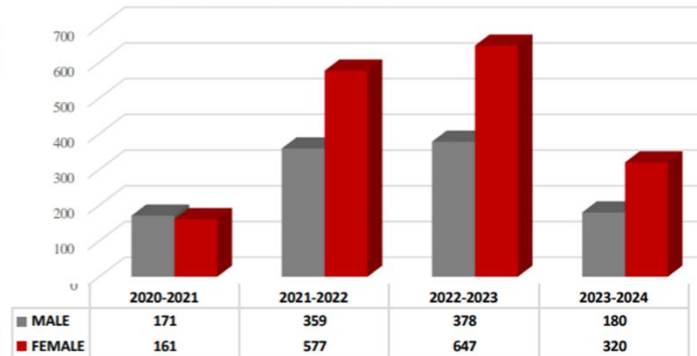
COMPARATIVE REPORT ON THE ENROLLMENT DATA BASED ON GENDER DISTRIBUTION FROM A.Y. 2020-2024



ACADEMIC YEAR	Sex				
	M	%	F	%	Total
2020-2021	171	51.51	161	48.49	332
2021-2022	359	38.35	577	61.65	936
2022-2023	378	36.88	647	63.12	1,025
2023-2024	180	36.00	320	64.00	500

Table 3. Graduation Data based on Gender Distribution from A.Y. 2020-2024.

COMPARATIVE REPORT ON THE GRADUATION DATA BASED ON SEX DISTRIBUTION FROM A.Y. 2020-2024





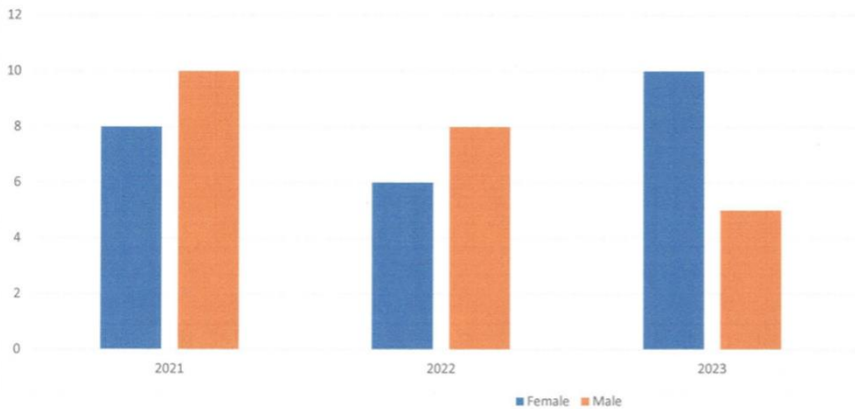
GOAL 5: GENDER EQUALITY

PROPORTION OF SENIOR FEMALE ACADEMICS

At MCC, women hold 63% of senior academic positions, with 12 out of 19 leadership roles occupied by female academics. This strong representation underscores the college’s commitment to fostering a campus culture that prioritizes gender equity and empowers women to assume key leadership roles.

MCC actively supports the advancement of women by providing professional development opportunities and leadership training, reinforcing the institution’s belief that diverse leadership strengthens the overall effectiveness of the college. By ensuring women are well-represented in decision-making positions, MCC is cultivating an inclusive educational environment where diverse perspectives drive innovation and success.

SENIOR FEMALE MANAGERS



SENIOR ACADEMICS STAFF		
DR. MARILYN ARCILLA	<i>OIC-Vice President for Academic Affairs</i>	
DR. ARVINA SARMIENTO	<i>Dean, Institute of Teacher Education</i>	<ul style="list-style-type: none"> - KASERIN P. ICMAT <i>BECEd & BEEd</i> - ALYZZA CANDY V. GOMEZ <i>BSEd English & Filipino Program</i> - CELTER CRIS P. TORRES <i>BPEd & BSEd Social Studies Program</i> - AERISH ANGERIE M. ARCILLA <i>BSEd Mathematics & CPed Program</i>
MS. JENNYFER MERZA	<i>Dean, Institute of Hospitality and Tourism Management</i>	<ul style="list-style-type: none"> - GIEZEL S. AQUINO <i>BSTM Program Head</i> - JOVEN G. OCAMPO <i>BSHM Program Head</i>
DR. MYRNA CALMA	<i>Dean, Institute of Business and Computing Management</i>	<ul style="list-style-type: none"> - DENNIS L. TACADENA <i>Assistant Dean</i> - BENJAMIN B. DOROTEO <i>BSCA Program Head</i>
MR. GLEN NOLASCO	<i>Dean, Institute of Arts and Sciences</i>	<ul style="list-style-type: none"> - JULIAN CLOEI GATBONTON <i>Faculty in-charge, ABHistory</i> - JOYCE ANN SANCHEZ <i>Faculty in-charge, BS Biology</i> - APRIL ANN GALANG <i>Faculty in-charge, Social Sciences</i> - DANICA TARAPE <i>Faculty in-charge, Mathematics and Natural Sciences</i> - MARY ROSE OCAMPO <i>Faculty in-charge, Languages and Literature</i> - AMIEL ALFONSO <i>Faculty in-charge, Physical Education</i>
MEN – 7		
WOMEN - 12		





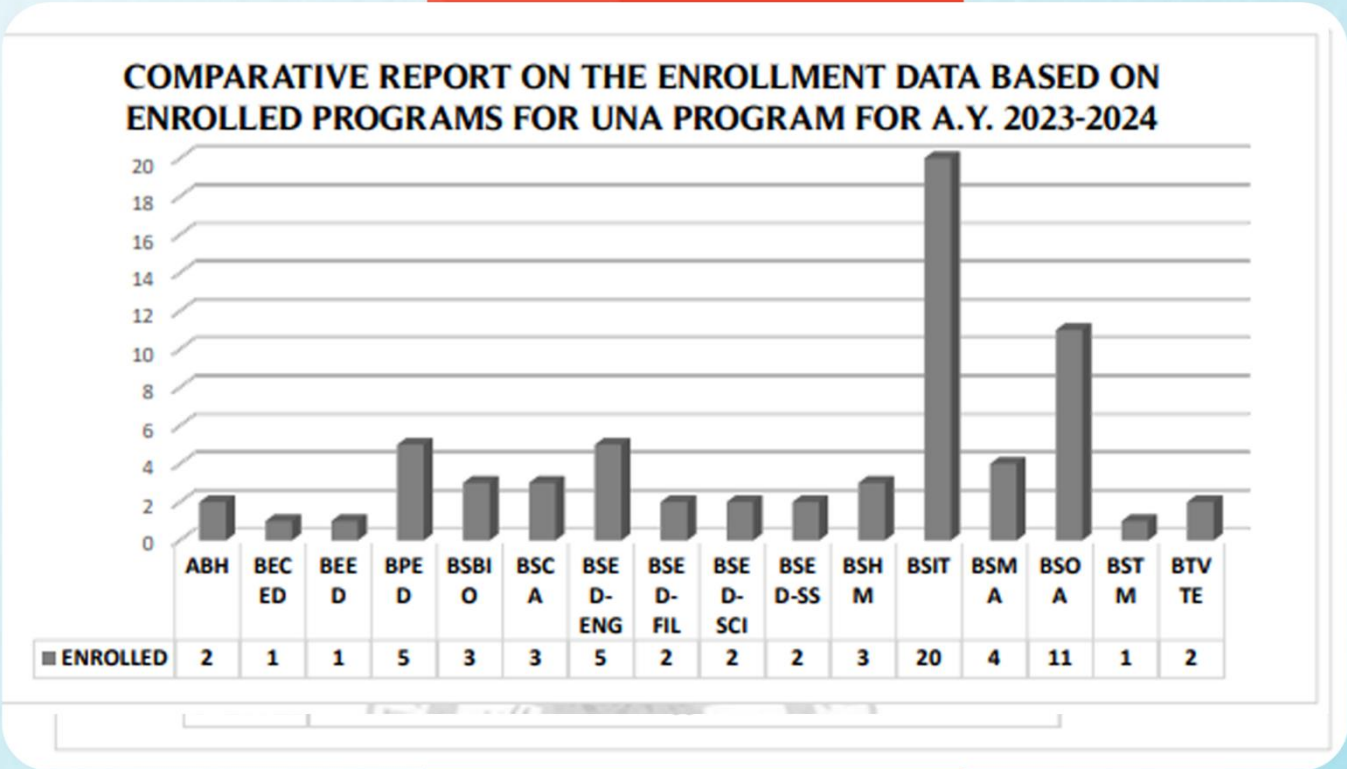
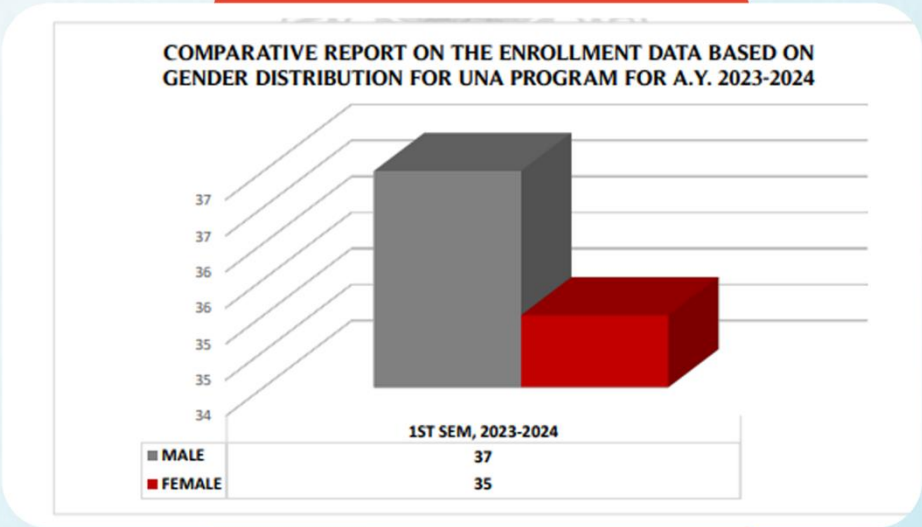
GOAL 5: GENDER EQUALITY

PROPORTION OF FIRST-GENERATION FEMALE STUDENTS

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STUDENT ACCESS MEASURES

MCC deepened its commitment to gender equality and workforce readiness through an innovative training program developed in partnership with VXI Global Holdings BV Philippines. Launched as a strategic initiative, this program was designed to equip non-formal learners in the Mabalacat community with specialized skills for careers at VXI Global Solutions Contact Center Services and within the broader Business Process Outsourcing (BPO) industry.

The trainees who received intensive, industry-focused training in key areas such as English language proficiency, customer service, and essential soft skills. Tailored to meet VXI's high standards, the program ensured that each trainee gained the competencies necessary for success in the demanding BPO sector.

Through this initiative, MCC directly enhanced the trainees' employability, addressed workforce gaps in the local area, and advanced its mission to provide education closely aligned with industry requirements. This program underscored MCC's proactive stance on workforce development and gender equality, empowering both male and female trainees to pursue successful careers in high-growth fields.

MCCStories
Journeying Back, Advancing Forward

“ Signing up for the MCC x VXI training was easily one of the best decisions I've made for myself. The whole learning process was fun and engaging. I gained so much knowledge about BPO, and felt more than ready for the job interview. It made me really grateful for the experience I've had with the training and all that came with it!



Kriscell Anne T. Faust
MCC x VXI Batch 3 Trainee



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Journeying Back, Advancing Forward

“ VXI x MCC Training one of the most intensive trainings I attended. The modules and activities were designed and delivered comprehensively to really develop our skills.



Angelica Q. Tumapang
MCC x VXI Batch 3 Trainee



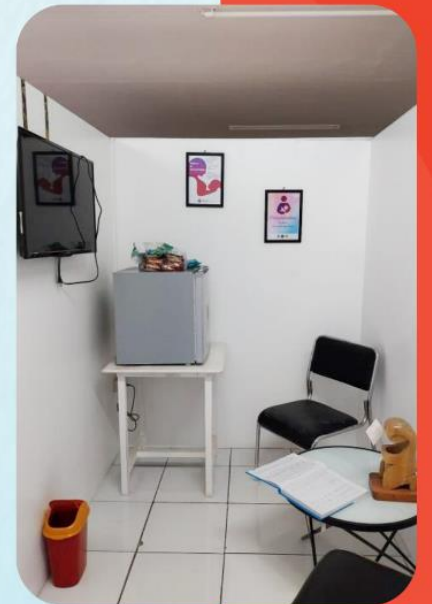


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WOMEN'S PROGRESS MEASURES

In 2023, MCC took a significant step toward supporting women, especially working mothers, by establishing a Breastfeeding Section on campus. This dedicated space, which aligns with MCC's Working Juana Policy, allows staff and students to breastfeed their children in a comfortable, supportive environment. This initiative underscores the college's ongoing commitment to the well-being of mothers and families, providing essential support for women balancing work, studies, and motherhood.

The Working Juana Policy, inspired by the Juana-At-Work Policy and formalized under Executive Order No. 102, Series of 2021, was specifically designed to address the unique challenges that working mothers face. The policy offers flexible work arrangements and various support services to help female employees successfully manage their professional and family responsibilities. This initiative highlights MCC's dedication to fostering an inclusive, gender-responsive workplace where women can advance in their careers without having to choose between their professional aspirations and family care.



MABALACAT CITY-GENDER AND POPULATION OFFICE FACEBOOK PAGE

CITY OF MABALACAT ISSUES EO IN SUPPORT FOR WORKING MOTHERS OF THE LGU

WE ARE WINNING THIS!

As part of the Celebration of the 10th Women's Month, the City Government of Mabalacat is proud to announce the issuance of Executive Order No. 102-S, March 15, 2021 (WORKING JUANA POLICY) a new gender-responsive policy supported by the City GFPS and approved by our City GFPS Chairperson/ City Mayor Hon. Crisostomo C. Garbo. It aims to provide assistance to family caregiving for working mothers of the City Government of Mabalacat. It will also help in easing the multiple-burden experienced by our working moms.

Some of the additional provisions of this EO include: 15-minute nap for mothers, priority grant for leave, child-minding centers, mental health and psycho-social services.

THE STATE RECOGNIZES THE ROLE OF WOMEN IN NATION-BUILDING AND SHALL ENSURE THE FUNDAMENTAL QUALITY BEFORE THE LAW OF WOMEN AND MEN.

ARTICLE 2, SECTION 14, 1987 PHILIPPINE CONSTITUTION

CHR APPROVES
OK TO SA GENDER OMBUD

chrrregion3

MCC, PARA SA INCLUSIVITY

Juana-At-Work Policy

MCC AND COMMUNITY COLLEGE N.A.

