JOSÉ RIZAL UNIVERSITY
Find your Inner Hero

SDG 5: GENDER EQUALITY

Institutional Report | 2026

José Rizal University (JRU) is committed to Sustainable Development Goal 5: Gender Equality by promoting inclusive education, equal opportunities, women's leadership, and a safe, discrimination-free academic environment.

Institutional data reflect positive progress, with female graduates increasing from 53.32% in SY 2024–2025 to 56.05% in SY 2025–2026, while women comprise 60% of senior academic staff. These figures highlight women's strong participation and representation in the University.

JRU further advances gender equality through non-discrimination policies, family-friendly benefits, childcare and breastfeeding facilities, mentoring programs, and protection against harassment. Beyond the campus, the University extends its advocacy through community engagement initiatives such as "Her Voice, Her Power: A Women Empowerment Initiative," conducted on March 5, 2025, at Tahanan Sta. Luisa, Antipolo City, which promoted confidence-building, skills development, and potential livelihood opportunities among young women.

The University also strengthens gender awareness and inclusivity through ALUNSINA's SOGIESC 101 and Women Empowerment Workshop**,** conducted in partnership with La Dama Filipina on August 16, 2025, as well as its "Let's Talk Facts!" information campaign. These initiatives promote gender sensitivity, respect for diverse identities, and awareness through education and meaningful dialogue.

Through these institutional policies, student-led advocacies, and community-based initiatives, JRU continues to advance women's empowerment, gender equality, and inclusivity, fostering a safe, equitable, and supportive environment for all.

1. Institutional Context and SDG Alignment

José Rizal University integrates Sustainable Development Goal 5: Gender Equality into its institutional policies, academic programs, student support services, and community engagement initiatives to promote equal opportunities, women's empowerment, and an inclusive educational environment. The University's commitment is reflected in its gender-responsive admission policies, non-discrimination and anti-harassment measures, maternity and paternity benefits, childcare and breastfeeding facilities, and women's mentoring and leadership development programs. Institutional data further demonstrate women's active participation in higher education, with 56.05% of graduates in SY 2025–2026 being female, compared with 53.32% in the previous academic year, and 60% of senior academic positions held by women. JRU also advances gender awareness and empowerment through initiatives such as *Her Voice, Her Power*, ALUNSINA's *SOGIESC 101 and Women Empowerment Workshop*, and the *Let's Talk Facts!* campaign, promoting confidence, respect for diverse identities, and inclusive participation. These institutional efforts contribute to SDG Targets,

particularly in addressing discrimination, promoting gender-sensitive support systems, recognizing shared care responsibilities, strengthening women's participation and leadership, and reinforcing institutional accountability. Through these initiatives, JRU continues to foster a university environment where individuals, regardless of gender, are supported, protected, and empowered to achieve their full potential.

2. Institutional Objectives

In alignment with Sustainable Development Goal 5: Gender Equality, José Rizal University aims to strengthen its commitment to providing an inclusive, equitable, and empowering academic environment through the following institutional objectives:

1. **Promote Equal Access to Education and Academic Achievement.** Monitor and assess gender-disaggregated data on student enrollment, participation, retention, and graduation to ensure equitable educational opportunities and improve women's academic success.
2. **Strengthen Women's Representation and Leadership.** Promote equal opportunities for women in academic, administrative, and decision-making positions while supporting professional development, career advancement, and leadership participation.
3. **Ensure Gender Equality and Protection Against Discrimination.** Strengthen the implementation of institutional policies on equal opportunities, non-discrimination, gender-based sexual harassment prevention, and accessible reporting and grievance mechanisms.
4. **Promote Gender-Responsive Support Services and Workplace Practices.** Maintain and enhance maternity and paternity benefits, childcare and breastfeeding facilities, mentoring opportunities, and other institutional support systems that promote the wellbeing of students and employees.
5. **Advance Gender Awareness, Inclusivity, and Education.** Implement gender sensitivity training, SOGIESC awareness programs, and educational campaigns that promote respect, understanding, and acceptance of diverse gender identities and expressions, including initiatives led by ALUNSINA and other student organizations.
6. **Empower Women and Girls Through Community Engagement.** Strengthen outreach and extension programs, such as *Her Voice, Her Power: A Women Empowerment Initiative*, that provide women and girls with opportunities for skills development, confidence-building, self-expression, leadership, and potential livelihood generation.
7. **Strengthen Institutional Monitoring and Accountability.** Establish measurable indicators, maintain verifiable documentation, evaluate the effectiveness of gender-responsive policies and programs, and identify opportunities for continuous improvement in advancing SDG 5 across the University.

3. Governance, Policies, and Accountability

3.1 Equal Opportunity and Non-Discrimination

José Rizal University upholds gender equality and equal opportunities through institutional policies that promote fairness, inclusivity, and respect for all students and employees, regardless of sex, gender identity, or gender expression. The University's Student Handbook, Employee Handbook, and Admission Policy (AM 14.4) provide institutional frameworks

supporting non-discrimination, equitable educational access, and protection of individual rights. Based on institutional records, JRU's policy on non-discrimination against women was established in 2009 and reviewed in 2021, while its policy protecting transgender individuals was established in 2019 and reviewed in 2024. The University also implements admission monitoring through its Adhub system and provides student support and mentoring opportunities to promote equitable participation. Furthermore, policies protecting individuals who report discrimination from educational or employment disadvantage, established in 2013 and reviewed in 2024, reinforce the University's commitment to fairness, accountability, and protection against retaliation.

3.2 Safe Learning and Working Environment

José Rizal University is committed to maintaining a safe, respectful, and gender-sensitive learning and working environment through institutional policies addressing discrimination, harassment, and inappropriate conduct. These protections support the objectives of Republic Act No. 7877 (Anti-Sexual Harassment Act of 1995) and Republic Act No. 11313 (Safe Spaces Act)**.** The University complements its institutional policies with gender awareness and empowerment initiatives, including ALUNSINA's SOGIESC 101 and Women Empowerment Workshop, conducted in partnership with La Dama Filipina on August 16, 2025, and the *Let's Talk Facts!* information campaign. These initiatives encourage informed discussions on gender-related issues, respect for diverse identities, and the prevention of discriminatory behavior. The University's Student and Employee Handbooks also serve as references for addressing complaints and protecting the rights and welfare of members of the academic community.

3.3 Gender-Responsive Decision-Making

José Rizal University promotes gender-responsive institutional governance by encouraging women's participation in academic leadership, supporting equitable opportunities, and integrating gender equality into institutional planning and student development initiatives. Based on the University's reported workforce data, 21 of 35 senior academic staff members (60%) are women, demonstrating substantial female representation in senior academic positions. Gender equality initiatives are further supported through institutional collaboration, including student development activities, community outreach, and student-led advocacy programs such as ALUNSINA and *Her Voice, Her Power*. The University's maternity and paternity policies, both reviewed in 2024, also reflect its recognition of shared family responsibilities and the importance of supporting employees' professional and personal wellbeing. Through policy monitoring, leadership participation, and gender-responsive programs, JRU continues to promote accountability and inclusive institutional decision-making.

4. Access to Education and Student Outcomes

José Rizal University promotes equitable access to higher education by implementing inclusive admission policies, monitoring women's participation in degree programs, and supporting students throughout their academic journey. Through its Admission Policy (AM 14.4), Adhub admission monitoring system, and student support initiatives, the University seeks to provide equal educational opportunities regardless of gender. Institutional data for SY 2025–2026 reflects women's continued participation in higher education, with 695 female graduates out of 1,240 total graduates (56.05%), compared with 53.32% in SY 2024–2025. The University also monitors graduation outcomes across academic disciplines, including

STEM, Medicine, and Arts and Humanities/Social Sciences, to identify participation patterns and opportunities for improvement.

4.1 Student Access and Educational Outcomes

The following table presents the available institutional data relevant to women's access, participation, and academic achievement.

Measure	Reported 2025–2026 Result	Primary Evidence / Responsible Office
Total student enrollment	6,586 students, 1st Semester SY 2025–2026	Registrar
Female graduates	695 of 1,240 graduates (56.05%)	Registrar
Female STEM graduates	59 of 224 STEM graduates (26.34%)	Registrar
Female Medicine graduates	211 of 274 graduates (77.01%)	Registrar
Female Arts and Humanities / Social Sciences graduates	425 of 742 graduates (57.28%)	Registrar

4.2 Women's Participation and Graduation Outcomes

Institutional graduation data demonstrates positive progress in women's educational achievement over three academic years. The proportion of female graduates increased from 55.23% in SY 2023–2024 to 56.05% in SY 2025–2026, with a temporary decrease to 53.32% in SY 2024–2025.

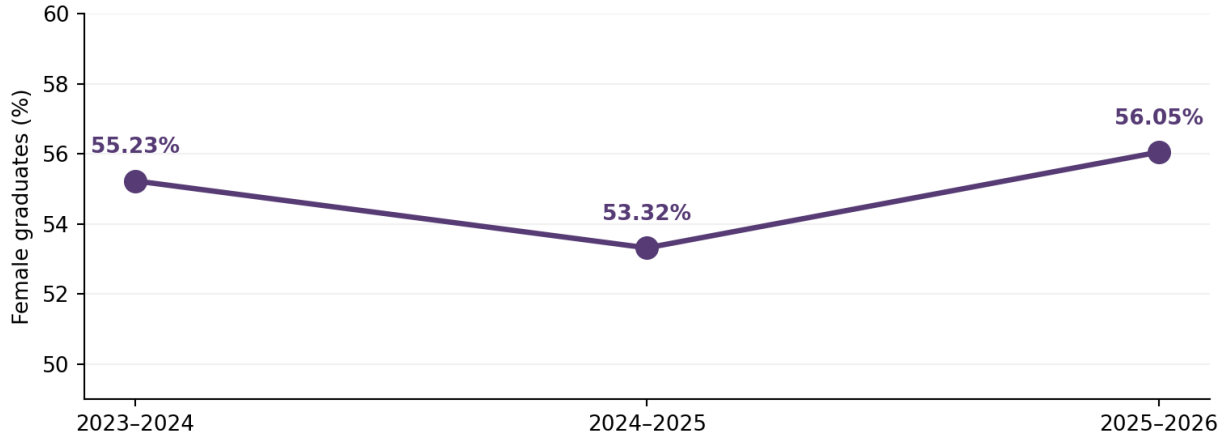


Figure 1. Female graduates as a percentage of total graduates, SY 2023–2024 to SY 2025–2026.

Academic Year	Total Graduates	Female Graduates	Female Percentage
SY 2023–2024	1,110	613	55.23%
SY 2024–2025	1,324	706	53.32%
SY 2025–2026	1,240	695	56.05%

The data indicate that women consistently represented more than half of the University's graduates during the three academic years. In SY 2025–2026, women accounted for 77.01%

of graduates in Medicine, 57.28% in Arts and Humanities/Social Sciences, and 26.34% in STEM. While these figures demonstrate substantial female representation in several academic disciplines, the lower proportion of women graduating from STEM programs highlights an area for further institutional assessment and potential targeted support.

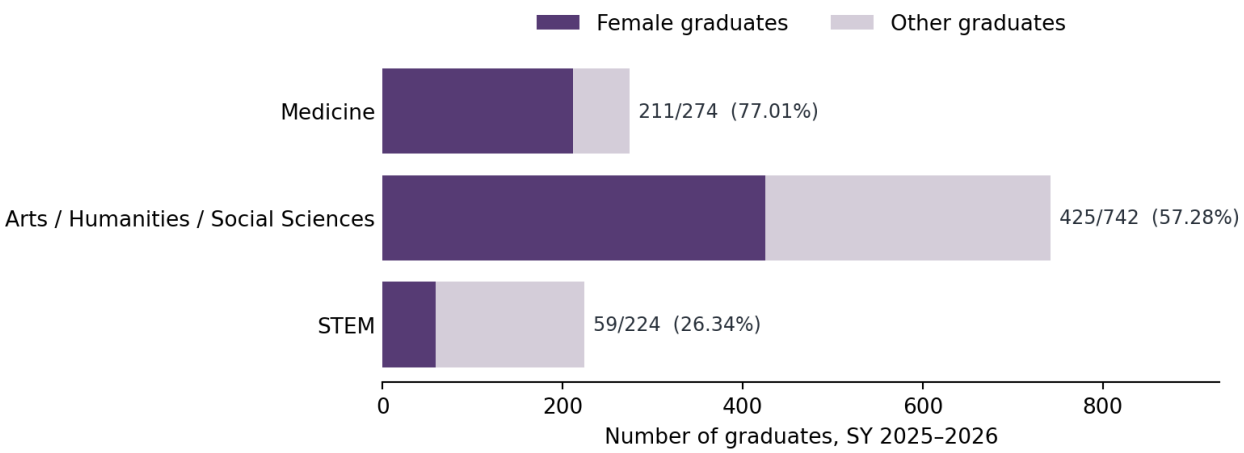


Figure 2. Female graduates by academic discipline, SY 2025–2026.

4.3 Institutional Support for Women's Educational Participation

José Rizal University supports women's educational participation through inclusive admission policies, access to financial assistance, mentoring opportunities, and gender-responsive student services. The University's Adhub system facilitates monitoring of student applications and admissions, while its Student Socioeconomic Support Survey provides additional information about students' educational and socioeconomic backgrounds.

Furthermore, the University provides childcare and breastfeeding facilities to help address the needs of student parents and supports women's personal and academic development through mentoring and empowerment initiatives. These measures contribute to reducing potential barriers to educational participation and promoting a more inclusive learning environment.

4.4 Key Findings and Areas for Improvement

The University's institutional data reflect sustained female representation in degree completion, particularly in Medicine and Arts and Humanities/Social Sciences. However, women's comparatively lower representation among STEM graduates indicates the importance of further examining gender-related participation patterns across academic programs.

Moving forward, JRU aims to strengthen gender-disaggregated enrollment monitoring, establish cohort-based retention and completion indicators, and identify appropriate initiatives to encourage women's participation in traditionally underrepresented disciplines. These efforts will support evidence-based institutional planning and continuous improvement toward SDG 5: Gender Equality**.**

5. Women’s Representation and Employment Equity

José Rizal University demonstrates its commitment to SDG 5: Gender Equality by promoting women's representation in academic employment, supporting equal employment opportunities, and implementing gender-responsive workplace policies. Institutional

workforce data for the 2026 submission reflects women's substantial participation in senior academic positions, with 21 of 35 senior academic staff members (60%) being women. The University also maintains policies addressing non-discrimination, maternity and paternity benefits, and protection against retaliation for reporting discrimination. These measures support a workplace environment that recognizes women's professional contributions, encourages career development, and promotes shared family responsibilities.

5.1 Women's Employment and Leadership Representation

Based on the University's reported academic workforce data, there are 98 academic staff members and 35 senior academic staff members. Among the senior academic staff, 21 are women, representing 60% of this leadership category. This demonstrates substantial female representation in senior academic positions and provides an institutional indicator of women's participation in academic leadership.

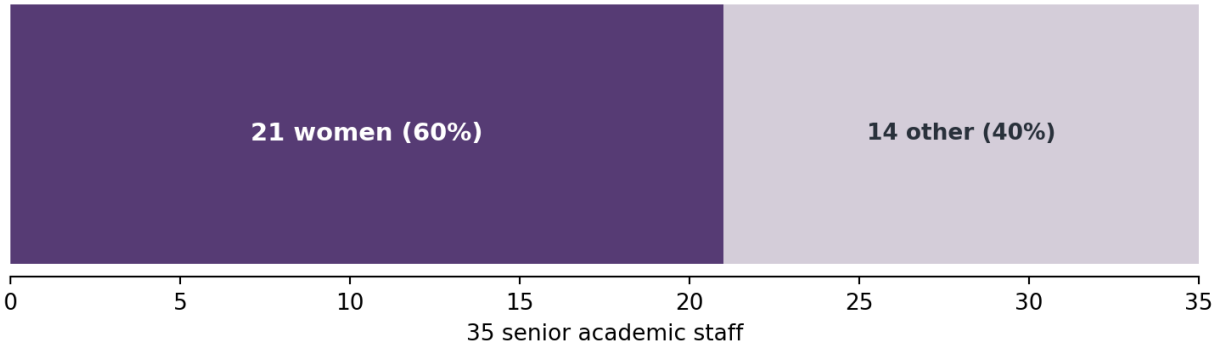


Figure 3. Representation of women among senior academic staff (21 of 35).

Measure	Reported Result	Primary Evidence / Responsible Office
Total employees in reported workforce dataset	133 employees	AHR
Total academic staff	98 academic staff	AHR
Women among senior academic staff	21 of 35 (60%)	AHR

5.2 Equal Employment Opportunities and Non-Discrimination

José Rizal University supports equitable employment practices through its institutional policies on non-discrimination and employee protection. The University's policy on non-discrimination against women, established in 2009 and reviewed in 2021, reinforces its commitment to promoting fairness and equal opportunities. Its non-discrimination policy for transgender individuals, established in 2019 and reviewed in 2024, further strengthens an inclusive workplace environment.

Additionally, the University's policies protecting individuals who report discrimination from educational or employment disadvantage, established in 2013 and reviewed in 2024, provide a framework for safeguarding employees' rights and promoting accountability.

5.3 Gender-Responsive Workplace Support

Recognizing the importance of balancing professional responsibilities and family wellbeing, JRU implements maternity and paternity policies that support employees with caregiving responsibilities. The maternity policy, established in 2019 and reviewed in 2024, supports

women's continued participation in employment, while the paternity policy, established in 1996 and reviewed in 2024, promotes shared parental responsibilities.

The University also provides childcare and breastfeeding facilities accessible to students, faculty, and staff. These provisions contribute to a more supportive workplace by recognizing caregiving responsibilities and helping employees balance family and professional commitments.

5.4 Employment Equity and Continuous Improvement

José Rizal University 's reported 60% female representation among senior academic staff reflects women's substantial presence in academic leadership. However, a comprehensive assessment of employment equity requires additional gender-disaggregated information on faculty composition, administrative employment, supervisory positions, professional development participation, and compensation.

Moving forward, the University aims to strengthen workforce monitoring, assess women's participation in leadership and professional development opportunities, and conduct appropriate compensation reviews based on comparable positions, qualifications, responsibilities, and employment arrangements. These efforts will support evidence-based improvements in gender equality, professional advancement, and institutional accountability.

6. Gender Equality Programs and Community Engagement

José Rizal University advances gender equality through student-led initiatives, awareness campaigns, and community outreach programs that promote women's empowerment, gender sensitivity, self-confidence, and inclusive participation. These initiatives support Sustainable Development Goal 5: Gender Equality, which promotes women's full and effective participation and equal opportunities for leadership.

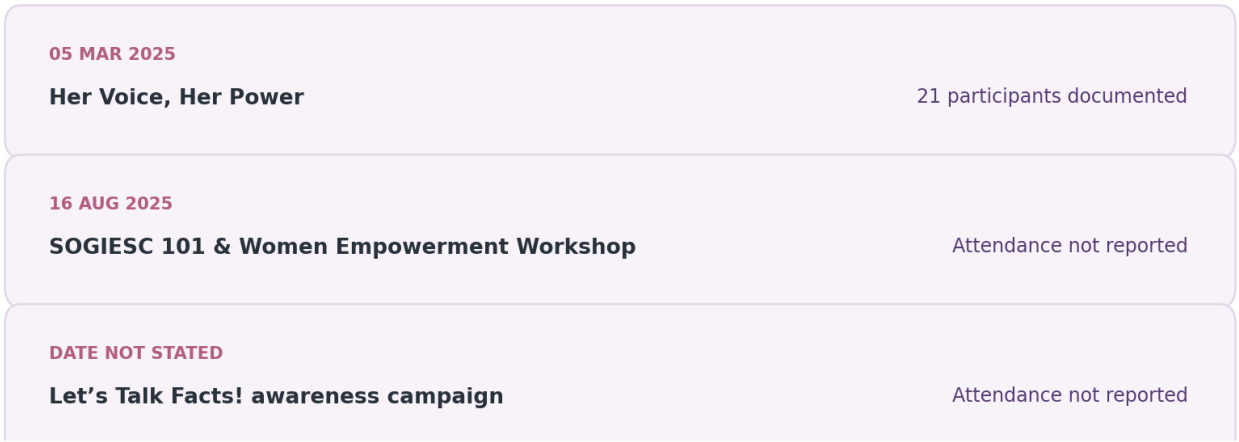


Figure 4. SDG 5 activities identified in the report; participation figures are shown only where documented.



Activity Description

On March 5, 2025, the José Rizal University Central Student Council (CSC), together with its partner organizations, conducted Her Voice, Her Power: A Women Empowerment Initiative at Tahanan Sta. Luisa, Antipolo City, Rizal. The activity brought together 21 participants in an initiative dedicated to promoting women's empowerment, self-confidence, personal development, and gender equality.

The program aimed to provide young women with opportunities to recognize their strengths, develop their capabilities, and appreciate their potential to become empowered individuals within their communities. Through its advocacy, the initiative emphasized the importance of creating supportive and inclusive environments where women and girls are encouraged to express themselves, pursue opportunities, and participate meaningfully in society.

The initiative also highlighted the importance of skills development and potential livelihood opportunities as pathways toward greater independence and empowerment.

Documented Outcomes and Impact

The initiative recorded the participation of 21 individuals, demonstrating the University's direct engagement with young women through a community-based gender equality advocacy program.

The activity contributed to JRU's institutional efforts to:

- Promote women's empowerment and awareness of gender equality.

- Encourage confidence-building, self-expression, and personal development.
- Advocate for equal opportunities and meaningful participation among women and girls.
- Strengthen student leadership and community engagement in support of SDG 5.
- Foster collaboration between student organizations and community partners in advancing women's rights and empowerment.

Impact Statement

- Through Her Voice, Her Power, JRU reached 21 participants in a community-based women's empowerment initiative, strengthening its advocacy for gender equality and inclusive opportunities. The activity demonstrates how student-led community engagement can provide a platform for promoting women's confidence, self-expression, and personal development.

7. Conclusion

José Rizal University demonstrates its continuing commitment to Sustainable Development Goal 5: Gender Equality through inclusive educational opportunities, women's leadership, gender-responsive institutional policies, and community empowerment initiatives. Institutional data highlights positive progress, with female graduates representing 56.05% of total graduates in SY 2025–2026, while women account for 60% of senior academic staff, reflecting their substantial participation in academic achievement and leadership.

Beyond institutional representation, JRU strengthens gender equality through non-discrimination policies, maternity and paternity benefits, childcare and breastfeeding facilities, and initiatives promoting gender awareness and women's empowerment. Programs such as Her Voice, Her Power**,** SOGIESC 101 and Women Empowerment Workshop, and Let's Talk Facts! demonstrate the University's efforts to extend gender equality advocacy beyond academic policies by promoting confidence, inclusivity, respect for diverse identities, and opportunities for personal and community development.

While these accomplishments reflect meaningful institutional efforts, JRU recognizes the importance of continuously strengthening gender-disaggregated data collection, monitoring educational and employment outcomes, and evaluating the effectiveness of its policies and programs. Through sustained collaboration, evidence-based planning, and institutional accountability, JRU remains committed to empowering women and girls, eliminating gender-based barriers, and fostering a safe, equitable, and inclusive university community where everyone has the opportunity to thrive.