

Improving role of women in the Global workforce

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The Philippines has done well in terms of international metrics of gender equality

- We have a “Matriarchal society”
 - Father knows what is best but Mother has the last word in any argument

The country is a signatory to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)

- ▶ In the workplace, Filipino women experience a low labor force participation at 45.96 percent in 2022.

A study that same year by the Philippine Institute for Development Studies shows that women earn 18.4 percent less than men.

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- ▶ Women account for 67% of the global health and social care workforce.
 - ▶ Yet women's contributions to health and the health labor market remain markedly undervalued. Women in health tend to be clustered into lower status, low paid, and often unpaid roles

EQUITY ISSUES

- ▶ decent work free from all forms of discrimination
- ▶ harassment, including sexual harassment
- ▶ gender pay gap
- ▶ occupational segregation by gender
- ▶ Limited leadership roles

GLOBAL GENDER GAP INDEX

- established 18 years ago by the World Economic Forum

Benchmark gender parity across key areas:

- > economic participation and opportunity
- > Educational attainment
- > health and survival
- > Political empowerment

GLOBAL GENDER GAP INDEX

Among Asian Countries

Philippines - 25th place with gender parity score of 75%

Singapore - 48th place

Thailand - 65th place

Vietnam - 72nd place

In East Asia and Pacific

New Zealand - 4th place

Australia - 24th place

GLOBAL GENDER GAP INDEX

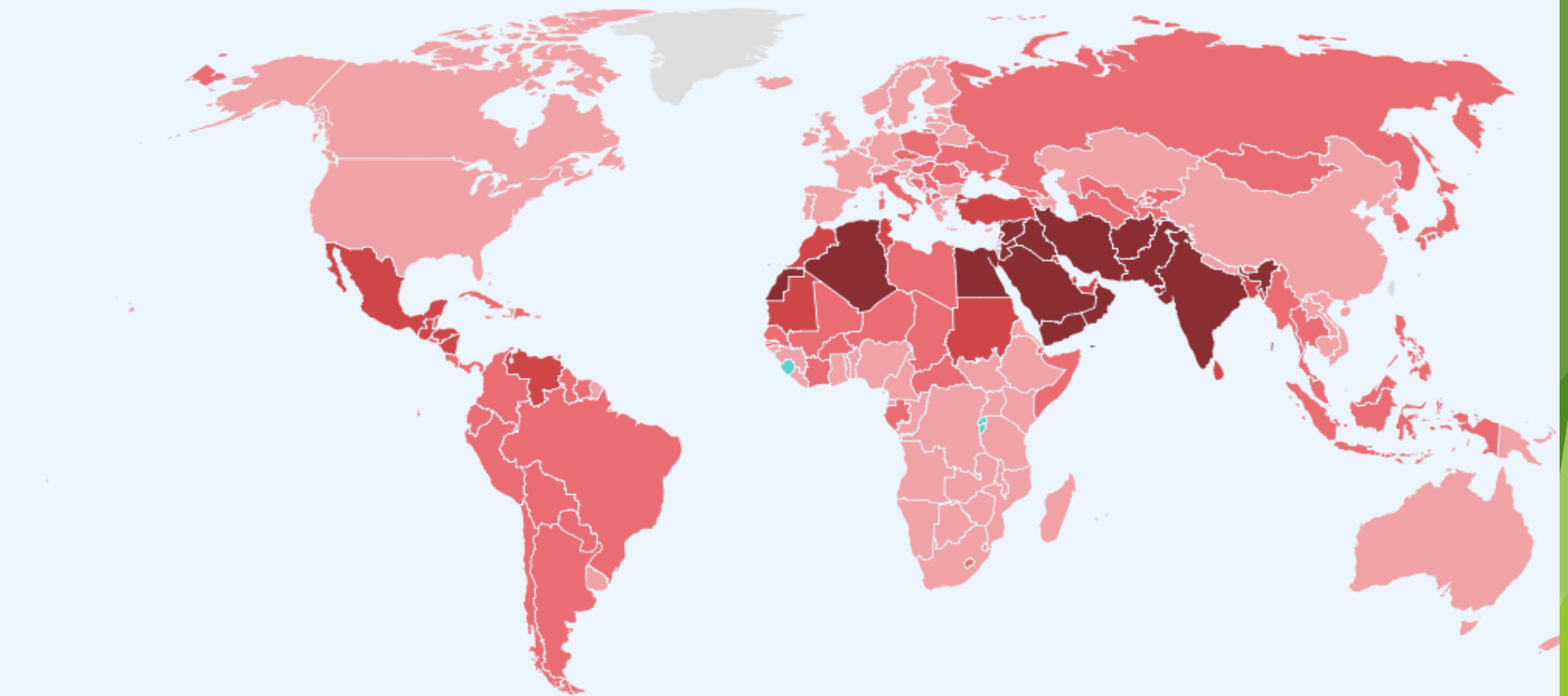
- ▶ East Asia and Pacific region ranked fourth
- ▶ European countries dominated
 - ▶ Iceland - 1st
 - ▶ Finland - 2nd
 - ▶ Norway - 3rd

The current global labor force participation rate for women is just under 47%. For men, it's 72%. That's a difference of 25 percentage points, with some regions facing a gap of more than 50 percentage points.

► Differences between male and female labour force

Gender gap in labour force participation rates

participation rates



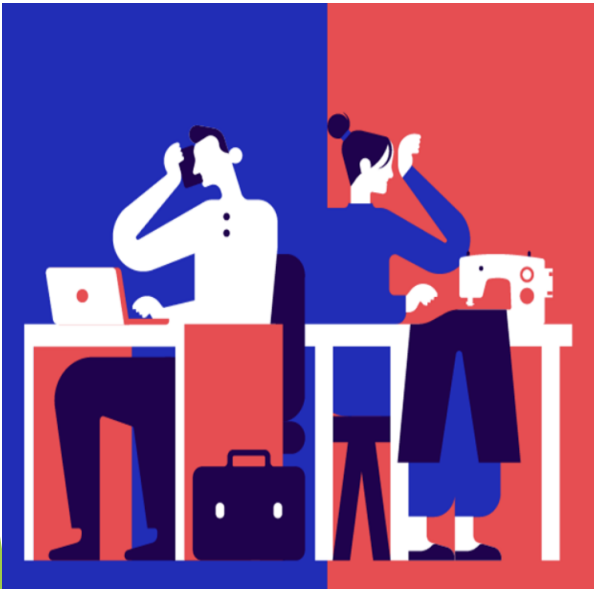
Gender gap magnitude (in percentage points)



0 15 30 45



International
Labour
Organization



Women in Medical Professions in the Philippines

1. Nursing: 94% are women
2. Midwives : 98% are women
3. Physicians : 54% are women

Medical Specialists:

Pediatricians - 70% are women

Ob GYN - 85% are women

Family Medicine - 60% are women

Surgery - 40% are women

Women in Medical Professions in the Philippines

1. Hospital MANAGEMENT


Healthcare leaders - increasing app 35% with top executive roles in hospitals

Hospital department heads - 40% are women

Medical Associations - 35% are women

Government Health Agencies - 40% are women

Academic Leadership I. Medical Schools 35-40% are women
(e.g. Dean, Assoc Dean)

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- ▶ These statistics reflect a growing trend towards Gender parity in Leadership in the healthcare sector in the Philippines
 - ▶ While progress is notable continued efforts toward gender equality and empowerment are essential for sustained growth and development



Thank you !