

Individual Action Plan (IAP) 2021

Economy: The Philippines

<p>Ratio of women's representation in leadership* in both the public and private sectors (* based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN; see https://careers.un.org/lbw/home.aspx?viewtype=SC)</p>	<ul style="list-style-type: none">• Women Candidates in Central Government and Local Elections – 20.25%¹• Women in Occupied Elective Positions – 23%²• Women Occupying CES (Career Executive Service) Positions – 43%³• Female Appointed Justices and Judges (2019) – 52.7%⁴• Percentage of Registered Business Establishments (Active) Owned by Women – 60.4%⁵• Proportion of Senior Management Roles held by Women in Businesses (Listed and Privately held Companies) – 48%⁶<ul style="list-style-type: none">◦ Businesses with Women CEOs – 38%◦ Businesses with Women COOs – 27%• Out of 1,121,128 MSMEs on Department of Trade and Industry (DTI) services, 58% are women-led⁷• 257,294 women led MSMEs registered and had their businesses licensed⁷ <p><u>From the Global Gender Gap Report 2021:</u></p> <ul style="list-style-type: none">• Economic participation and opportunity<ul style="list-style-type: none">◦ Female legislators, senior officials and managers – 50.5%• Economic Leadership<ul style="list-style-type: none">◦ Advancement of women to leadership roles – 5.57 (0 = worst score, 7 = best score)◦ Firms with female majority ownership, % firms – 69.2%
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¹ Commission on Elections (COMELEC), Sex-Disaggregated Data for 2019 National and Local Elections posted 14 April 2021.

Retrieved from

<https://comelec.gov.ph/?r=SpecialProjects/GenderandDevelopmentProgram/StatisticsPerElectivePositionBySex/2019nleNumberOfCandidatesAndElectedCandidatesBySex>

² PSA, Fact Sheet on Women and Men in the Philippines, March 9, 2021

³ Career Executive Service Board (CESB), CES Occupancy Figures Report as of December 28, 2018. Retrieved from

https://www.cesboard.gov.ph/2018/Public%20Documents/gender_occu/2018.pdf

⁴ Supreme Court of the Philippines, Gender Disaggregated Data. Retrieved from <https://sc.judiciary.gov.ph/gender-data/jbc/>

⁵ Department of Trade and Industry. Business Registration by Gender 1st Quarter 2021.

⁶ Grant Thornton, PHL tops 'Women in Business' survey. Retrieved from: <https://www.grantthornton.com.ph/news-centre/phl-tops-women-in-business-survey/>

⁷ Department of Trade and Industry. Sex Disaggregated Data on Business Name Registration and on DTI Services, January December 2017. Makati City, Philippines

- Firms with female top managers, % firms – 29.9%
- Political empowerment
 - Women in parliament – 28%
 - Women in ministerial positions – 13%
 - Years with female head of state (last 50) – 15.8%
- Political Leadership
 - Number of female heads of state to date – 2

From the State of Filipino Women Report 2015:

- Percentage of Women in 31 Peace Processes between 1992 and 2011
 - Negotiators – 9%
 - Signatories – 4%
 - Witnesses – 4.7%
 - Chief Mediators – 2.4%
- In the Philippine government panel for talks with the MILF (Moro Islamic Liberation Front), 40% of the peace negotiators, including the chair, are women. Women also comprised 69.2% of the secretariat, and 60% of the legal team.
- In the panel negotiation with the CPP/NPA/NDF (Communist Party of the Philippines/New People’s Army/National Democratic Front), women comprised 40% of the negotiators, 54.5% of the secretariat, and 66.7% of the technical committee members.
- Females occupy 31% of the top positions in Higher Education Institutions (HEIs).

From the Philippines’ 9th Periodic Report on the Implementation of the CEDAW:

- On the participation in local governance and decision-making, MCW mandates the State to support the inclusion of women in local decision-making. In 2019, women were active members and officers of rural and agricultural cooperatives and organizations. See table below:

Table 1 Women’s Participation in Agrarian Reform Communities

<i>Key Roles/Positions</i>	<i>Number of women in such position</i>
Members of Agrarian Reform Cooperatives	14,880
ARB (Agrarian Reform Beneficiaries) organizations	6,129 women