

## Gender Gap in The Philippines: How Do We Fare in the Global Context?

The Philippines ranks 10th place out of 144 countries in the Global Gender Gap report released by the World Economic Forum (WEF, 2017), falling three notches from 7th place in 2016. This report measures how much countries are able to close the gender gap between men and women based on four categories: *labor force participation, educational attainment, health and survival, and political empowerment.*

Despite the drop in ranking, the country maintained its status as **Asia's most gender equal country**. The drop in ranking was due mainly to the wage difference between men and women for similar work done. Meanwhile, the country fared well in other areas of economic opportunities such as women handling managerial and executive positions, and labor force participation.

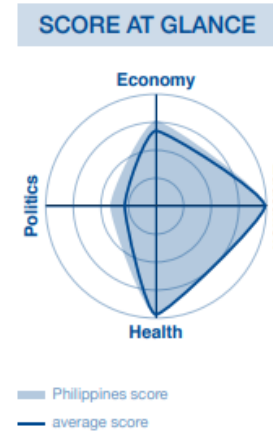


Figure 1: Rank 10 out of 144 countries. The Philippines' score versus global average score

Separately, Bloomberg conducted an analysis of member countries and published the 2018 Gender Equality Index. Their findings aim to equip market stakeholders with comparative information on gender-equality, and inform us of social and governance challenges that need attention. Below are some of the findings, highlighting how much participation women had in the workplace, as well as their firms' behaviors:



Figure 2: Bloomberg's findings: Gender Equality Index 2018

While the Philippines has made strides in bridging the gender gap, our experiences in our social reality confront us to do more. The WEF points to areas that require attention, a few that we can focus on are:

- *Workforce Participation* (non-discrimination laws, hiring women; discouraged job seekers)
- *Economic Leadership* (firms with female top managers; firms with female (co-)owners; research & development personnel)
- *Access to Assets* (women's access to land use, control and ownership; mean monthly earnings; women's access to financial services)
- *Family* (women's unmet demand for family planning; family support/dependence)
- *Education and Skills* (higher female high school and college graduates)

We hope to make UPOU an institution that helps shorten the gender gap, as it contributes to nation-building. The doors of the Office of Gender Concerns are open to those we may assist in various gender-related concerns, as well as facilitate projects, researches, and educational endeavors that help bridge the gender gap.

### References:

- ❑ Bloomberg. (2018). Bloomberg gender equality index. Retrieved from [http://sse.com/media/494977/2018\\_Bloomberg\\_GEI-Booklet\\_FINAL.pdf](http://sse.com/media/494977/2018_Bloomberg_GEI-Booklet_FINAL.pdf)
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