

# **FOSTERING WOMEN LEADERS IN THE SCIENTIFIC AND ENGINEERING FIELDS**

A stylized map of the Philippines is overlaid on the national flag. The map is colored in shades of blue, white, and red, matching the flag's colors. The flag itself is divided into three main sections: a blue triangle at the top, a white triangle at the bottom, and a red triangle on the right side. A yellow sun with rays is positioned in the center of the white section, and a yellow star is in the upper right corner of the white section.

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# PAST SITUATION

- ❖ **Few women taking up engineering courses**
- ❖ **Faculty of Engineering essentially men**
- ❖ **Political leaders mostly men**
- ❖ **No woman at the helm of S&T Agency**



# Table 1. Status of Filipino Women based on 2009 Gender Gap Rankings

INDEX/SUB-INDEX	RANK
Over-all Gender Gap Index	9
Economic Participation and Opportunity	11
Educational Attainment	1
Health and Survival	1
Political Empowerment	19

\*SOURCE: [www.weforum.org/pdf/gendergap/report2009.pdf](http://www.weforum.org/pdf/gendergap/report2009.pdf)



# CURRENT SITUATION IN GENERAL

- ❖ **Two women Presidents since 1986**
- ❖ **Many women in the Cabinet**
- ❖ **Many women in Congress and the Judiciary**
- ❖ **Many women heads of Local Government**



# CURRENT SITUATION IN S&T

- ❖ **First woman secretary of DOST (2001-2010)**
- ❖ **Two women deans of UP College of Engineering since 2005**
- ❖ **47% of students and 23% of faculty are female**



# CURRENT SITUATION IN S&T

- ❖ **Women graduates at BS level outnumber men in the sciences, especially in the natural sciences and in medical and allied fields**
- ❖ **Men graduates at BS level outnumber women in engineering and technology**



# CURRENT SITUATION IN S&T

- ❖ **Women graduates at MS level outnumber men, at ratio of 3 to 1, in allied and medical fields**
- ❖ **Men R&D personnel in engineering outnumber women**
- ❖ **In DOST, women comprise 43% of its officials**



# THE POLICY ENVIRONMENT

- ❖ **Philippine Constitution ensures fundamental equality of men and women before the law**
- ❖ **The Philippine Development Plan for women (1989-1992) – to translate policy to action**





# THE POLICY ENVIRONMENT

- ❖ **The Philippine plan for gender sensitiveness (1995-2025) – Blueprint for a comprehensive gender and development (GAD) program**
- ❖ **RA 9336 mandates government offices to provide budget for GAD projects**
- ❖ **Partnership of NGO's with government**



# BEST PRACTICES

## ❖ **Women-friendly practices:**

- **Provision of facilities at work for women with babies and young children**
- **Flexible working hours**
- **Allowing part of work load to be done at home**



# BEST PRACTICES

- ❖ **Sex-disaggregated data as basis for responsive programs**
- ❖ **Recognition of women's contributions to S&T**



# RECOMMENDATIONS

- ❖ **Access to education that will give strong foundation in the Sciences and Mathematics, also development of a woman as a well-rounded individual**



# RECOMMENDATIONS

- ❖ **Instill discipline of continuous learning**
- ❖ **Link up S&T-oriented women organization to more effectively implement programs**

