Opening Remarks

Training in Integrating Gender Sensitivity in Developing Instructional Materials

Faculty and Staff of the College of Mathematics and Natural Sciences

Our role as educators

Not merely to deliver content

Shape perspectives

Influence attitudes

Create spaces where inclusivity, fairness, and respect for diversity flourish

Purpose of this training

- Develop inclusive and equitable instructional materials

- Uphold gender-sensitive teaching practices

- Create safe, respectful, and empowering learning spaces

…the journey toward <mark>gender equality</mark> remains a formidable <mark>challenge</mark>.

Global Gender Gap 2024

INSIGHT REPORT

JUNE 2024

WORLD ECONOMIC FORUM

Global Gender Gap

WORLD
ECONOMIC
FORUM

68.5% closed

The gender gap is narrowing, but the collective rate of progress has slowed down. Without a bold push forward, it will take 134 years to reach full parity.

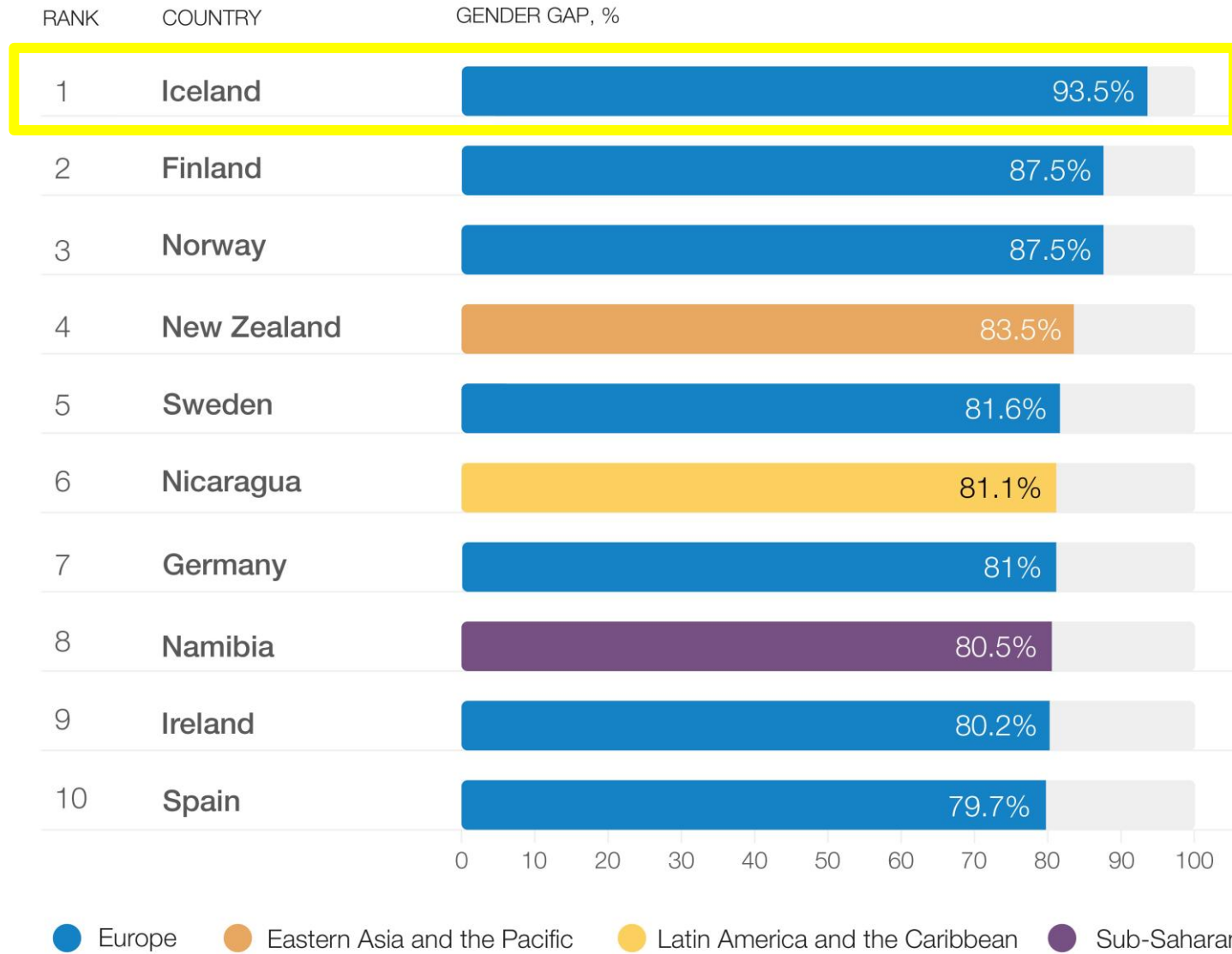**Source:** Global Gender Gap Report 2024

Global Gender Gap Report 2024

The Global Gender Gap Index 2024 Rankings

WORLD ECONOMIC FORUM

RANK	COUNTRY	GENDER GAP, %
1	Iceland	93.5%
2	Finland	87.5%
3	Norway	87.5%
4	New Zealand	83.5%
5	Sweden	81.6%
6	Nicaragua	81.1%
7	Germany	81%
8	Namibia	80.5%
9	Ireland	80.2%
10	Spain	79.7%

0 10 20 30 40 50 60 70 80 90 100

⬤ Europe   ⬤ Eastern Asia and the Pacific   ⬤ Latin America and the Caribbean   ⬤ Sub-Saharar

Source: World Economic Forum, Global Gender Gap Index 2024

Generations to parity in regions

WORLD
ECONOMIC
FORUM

1 generation = **25 years**,

Europe
3

Central Asia
9

Northern
America
4

Southern Asia
7

Eastern Asia
and the Pacific
7

Middle East and
Northern Africa
7

Latin America
and the Caribbean
2

Sub-Saharan
Africa
4

Eastern Asia and the Pacific: ~175 years to parity

Sub-Saharan Africa: ~100 years to parity

Source: Global Gender Gap Report 2024

GOLDEN PADDLERS
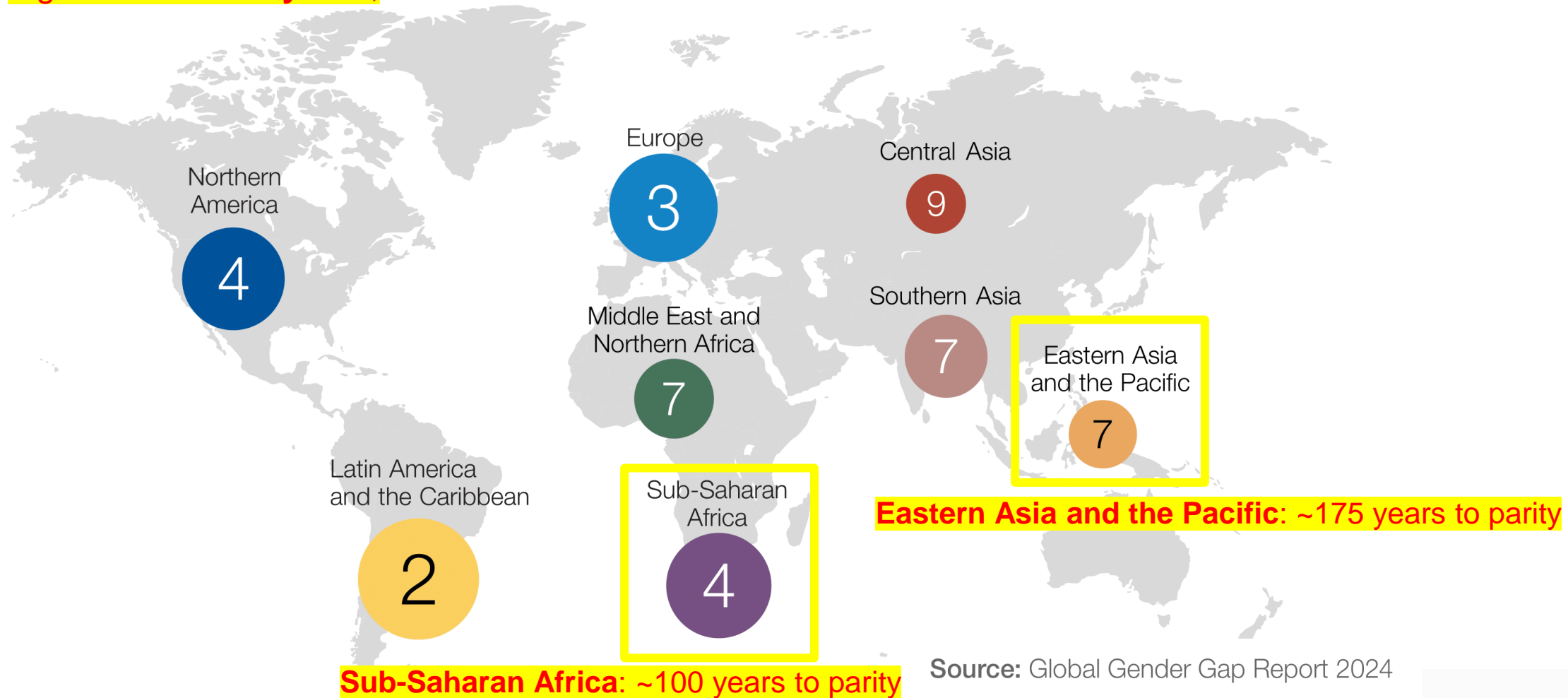
Year of projected parity in regions

Northern America

2081 — Latin America and the Caribbean

2097 — Europe

2125 — Sub-Saharan Africa

2131 — Northern America

2205 — Eastern Asia and the Pacific

2199 — Middle East and Northern Africa

2191 — Southern Asia

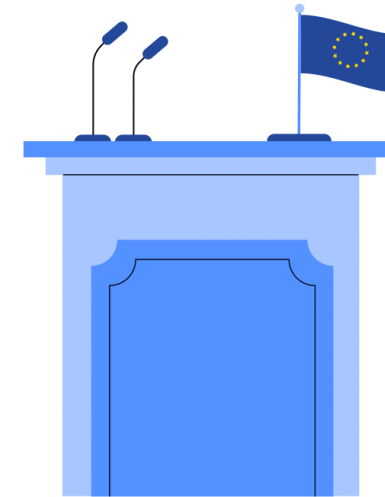2249 — Central Asia
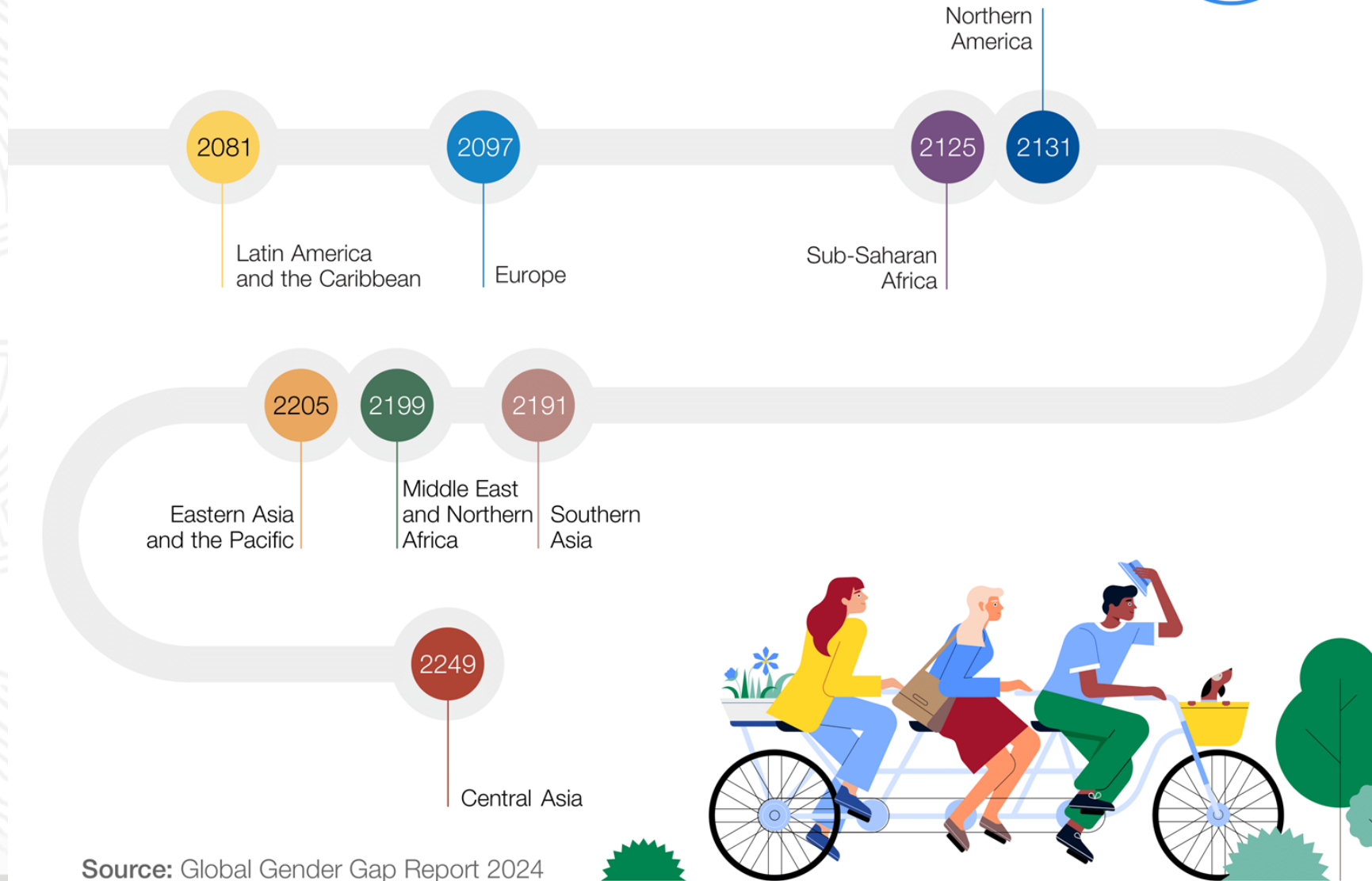
Source: Global Gender Gap Report 2024

Largest gender gaps

The two largest gaps to bridge are in Economic Participation and Opportunity, and Political Empowerment
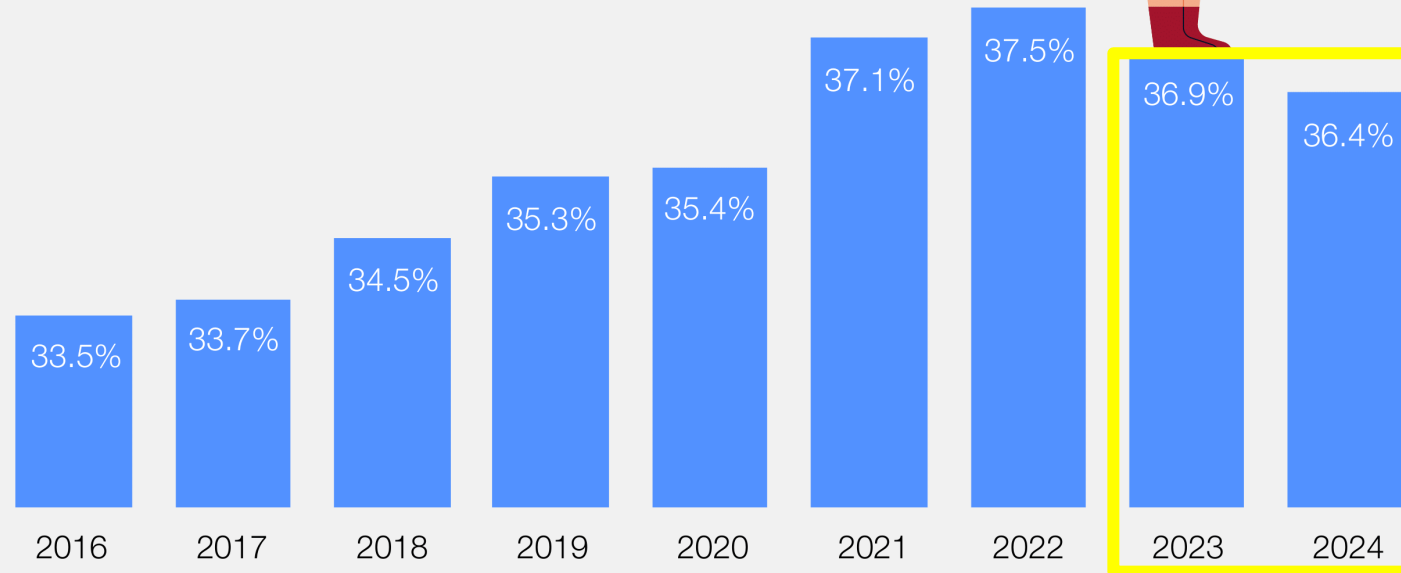
WORLD ECONOMIC FORUM

60.5%

Economic

22.5%

Political

Source: Global Gender Gap Report 2024
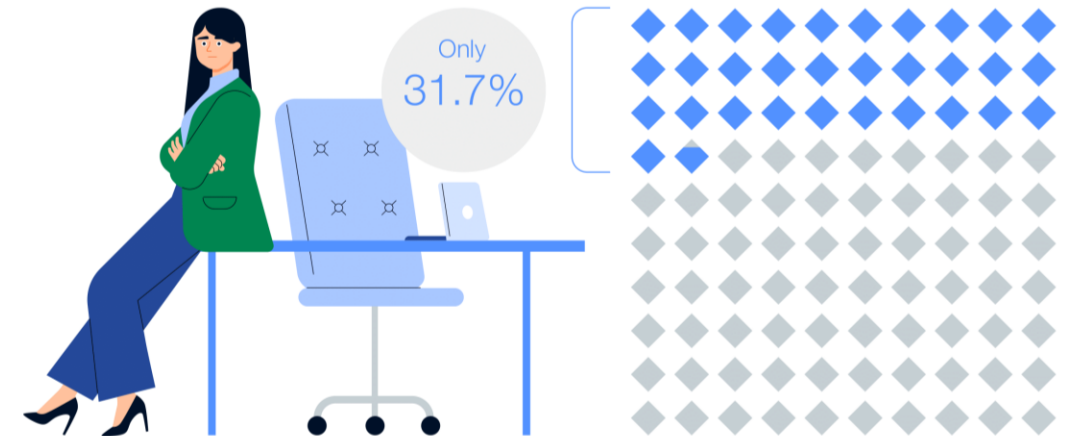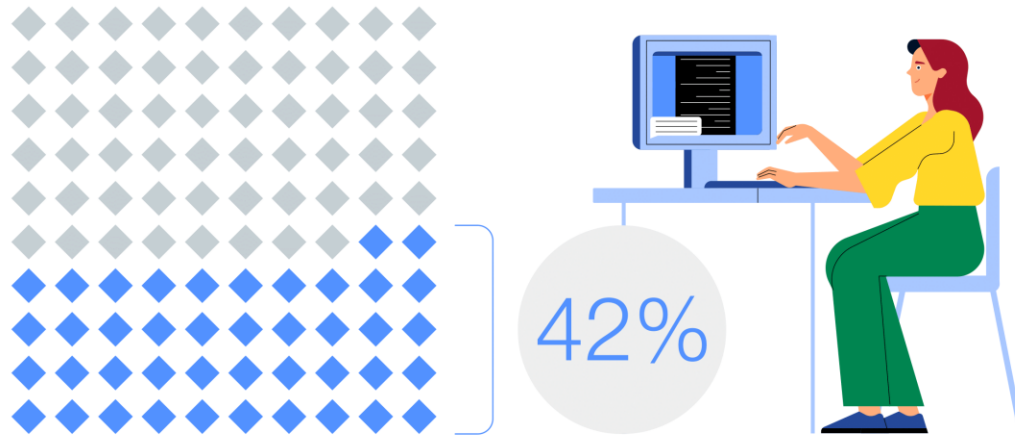
Workforce representation

Women represent 42% of the global workforce, but only 31.7% of senior leadership

WORLD ECONOMIC FORUM

42%

Only 31.7%

Source: Linkedin Economic Graph

Women in STEM, by Industry

WORLD ECONOMIC FORUM

Industries with the highest shares of women in STEM roles

23.8%	22.8%	22.2%	21.9%	21.9%	20.3%
Infrastructure	Education	Technology, Information and Media	Oil, Gas and Mining	Utilities	Manufacturing
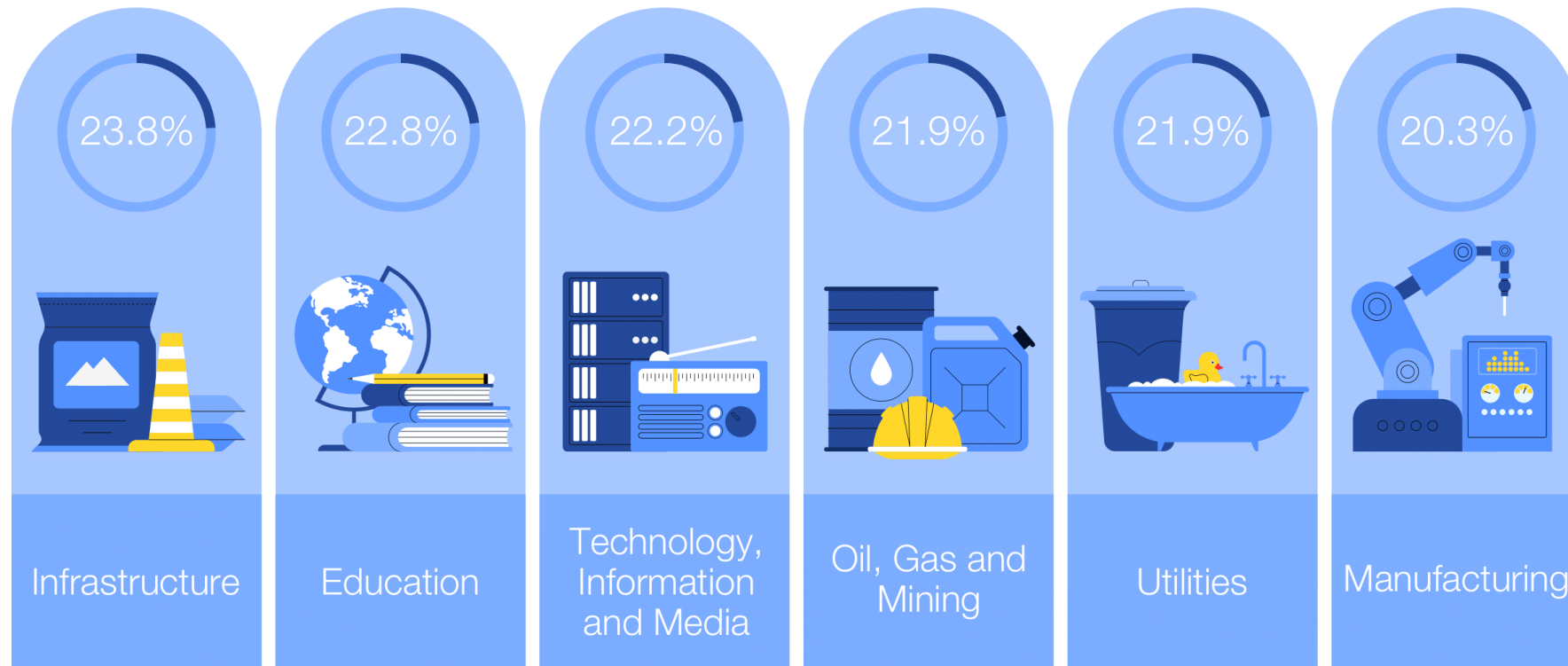
Source: Linkedin Economic Graph, Global Gender Gap

Economy Profile

Philippines

	Score (Imparity = 0, parity = 1)	Rank (out of 146 countries)	Index Edition
	0.779	25th	2024

Global Gender Gap Index 2024 Edition

- Philippines score
- average score

Overview		2024		▼ 2023	
Index and Subindex		Score	Rank	Score	Rank
Global Gender Gap Index		0.779	25th	0.791	16th
Economic Participation and Opportunity		0.775	20th	0.789	17th
Educational Attainment		1.000	1st	0.999	32nd
Health and Survival		0.968	86th	0.968	86th
Political Empowerment		0.373	34th	0.409	30th

Global Gender Gap Index Indicators — 2024

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male (Min / Max)	Min Max
Economic Participation and Opportunity	20th	0.775		-	-	-
Labour-force participation rate %	98th	0.693		-22.30	50.24 ◆ 72.54	0-100
Wage equality for similar work 1-7 (best)	36th	0.713		-	-	-
Estimated earned income int'l $ 1,000	43rd	0.696		-3.07	7.02 ◆ 10.09	0-150
Legislators, senior officials and managers %	12th	0.947		-2.73	48.63 ◆ 51.37	0-100
Professional and technical workers %	1st	1.000		17.10	41.45 ◆ 58.55	0-100
Educational Attainment	1st	1.000		-	-	-
Literacy rate %	1st	1.000		-	-	-
Enrolment in primary education %	1st	1.000		1.72	89.51 ◆ 91.22	0-100
Enrolment in secondary education %	1st	1.000		7.24	90.17 ◆ 97.41	0-200
Enrolment in tertiary education %	1st	1.000		10.61	29.74 ◆◆ 40.35	0-200
Health and Survival	86th	0.968		-	-	-
Sex ratio at birth** %	139th	0.928		-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-
Political Empowerment	34th	0.373		-	-	-
Women in parliament %	70th	0.376		-45.40	27.30 ◆ 72.70	0-100
Women in ministerial positions %	94th	0.211		-65.22	17.39 ◆ 82.61	0-100
Years with female/male head of state (last 50)	8th	0.462		-18.41	15.79 ◆ 34.21	0-50

Global Gender Gap 2024
INSIGHT REPORT
JUNE 2024

WORLD ECONOMIC FORUM

Economy Profile

Philippines

	Score	Rank	Page 2 of 2
	0.779	25th	

Complementary Targets and Contextual Indicators — 2024

General indicators

Indicator Unit	Value
GDP US$ billions	404.28
GDP per capita, PPP constant '17, int'l. $ 1000	8.58
Population sex ratio female/male, %	0.97
Population growth rate %	1.46

Indicator Million people	Female	Male	Value
Total population	56.88	58.68	115.56

Work participation and leadership

Indicator Unit	Value
Gender wage gap (OECD countries only)	n. a.
Share of women's membership in boards (OECD countries only)	n. a.
Firms with female majority ownership % firms	35.00
Firms with female top managers % firms	29.90

Indicator 1-7 (best)	Value
Advancement of women to leadership roles	5.20

Indicator Million people	Female	Male	Value
Labour-force	16.69	23.82	40.51

Indicator Unit	Female	Male	Value
Share of workers in informal sector % workers	n. a.	n. a.	n. a.
Unemployed adults % of labour force (15-64)	3.01	2.52	2.72
Workers employed part-time % of employed people	31.48	28.83	29.90
Proportion of time spent on unpaid domestic and care work %	n. a.	n. a.	n. a.

Access to finance

Indicator 0-1 (Equal rights)	Value
Access to financial services	Equal rights
Inheritance rights for widows and daughters	Uneven rights
Access to land assets	Restricted rights
Access to non-land assets	Restricted rights

Civil and political freedom

Indicator Unit	Value
Year women received right to vote year	1937
Number of female heads of state to date number	2
Seats held in upper house % total seats	29.20

Indicator Yes/No	Value
Election list quotas for women, national	Yes
Party membership quotas, voluntary	Yes

Indicator 0-1 (Equal rights)	Value
Access to justice	Equal rights
Freedom of movement	Equal rights

Family and care

Indicator Unit	Value
Unmet family planning % women 15-49	16.70
Early marriage %	8.50
Mean age of women at birth of first child years	n. a.

Indicator 0-1 (Equal rights)	Value
Right to divorce	Restricted rights

Indicator Shared days	Female	Male	Value
Length of paid parental leave	105.00	7.00	0

Education and skills

Graduates %	Female	Male	Value
STEM	n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary	53.37	46.63	1.14
Arts & Humanities	57.02	42.98	1.33
Business, Admin. & Law	n. a.	n. a.	n. a.
Education	76.68	23.32	3.29
Engineering, Manuf. & Construction	24.48	75.52	0.32
Health & Welfare	71.87	28.13	2.55
Information & Comm. Technologies	48.13	51.87	0.93
Natural Sci., Mathematics & Statistics	61.97	38.03	1.63
Social Sci., Journalism & Information	69.98	30.02	2.33

Graduates Attainment %	Female	Male	Parity
Vocational training	5.30	6.68	6.01
PhD graduates	0.21	0.14	0.17
Graduates from tertiary education	n. a.	n. a.	n. a.

Health

Indicator Unit	Value
Prevalence of gender violence in lifetime % women	6.00
Births attended by skilled personnel % live births	84.40
Maternal mortality deaths per 100,000 live births	78.00
Total fertility rate births per woman	2.75

Indicator 0-1 (Equal rights)	Value
Reproductive autonomy	Unequal rights

*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

**For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

PH Performance in the Global Gender Gap Report (2024)

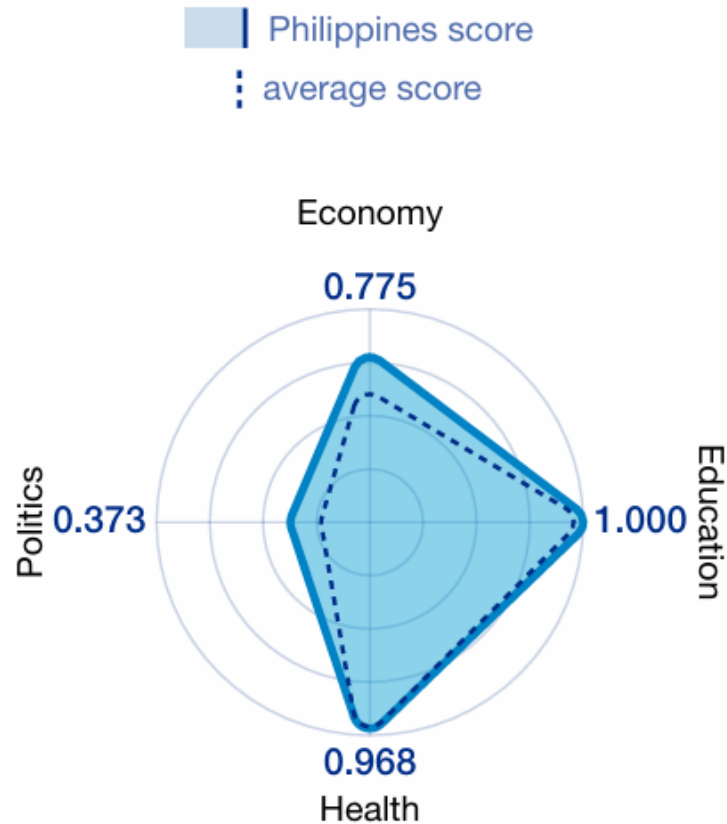| Economy Profile	Score (imparity = 0, parity = 1)	Rank (out of 146 countries)	Index Edition
Philippines	0.779	25th	2024

PH Performance in the Global Gender Gap Report (2024)

Global Gender Gap Index 2024 Edition

Philippines score
average score

Overview	2024		2023	
Index and Subindex	Score	Rank	Score	Rank
Global Gender Gap Index	0.779	25th	0.791	16th
Economic Participation and Opportunity	0.775	20th	0.789	17th
Educational Attainment	1.000	1st	0.999	32nd
Health and Survival	0.968	86th	0.968	86th
Political Empowerment	0.373	34th	0.409	30th

PH dropped 9 ranks, relative performance declined

Full parity in educational attainment, ranked 1ˢᵗ globally

Global Gender Gap Index Indicators — 2024

Indicator	Rank	Score*	Compare with Global average (0–1)	Difference F-M	Female vs Male (Min – Max)	Min Max
📖 **Educational Attainment**	1st	1.000		-	-	-
Literacy rate %	1st	1.000		-	-	-
Enrolment in primary education %	1st	1.000		1.72	89.51 ◆ 91.22	0-100
Enrolment in secondary education %	1st	1.000		7.24	90.17 ◆ 97.41	0-200
Enrolment in tertiary education %	1st	1.000		10.61	29.74 ◆ 40.35	0-200
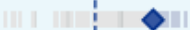
PH leads in the proportion of women in professional and technical roles, ranked 1st

Global Gender Gap Index Indicators   2024

Indicator	Rank	Score*	Compare with Global average (0 – 1)	Difference F-M	Female vs Male (Min – Max)	Min Max
Economic Participation and Opportunity	20th	0.775		-	-	-
Labour-force participation rate %	98th	0.693		-22.30	50.24 ◆──◆ 72.54	0-100
Wage equality for similar work 1-7 (best)	36th	0.713		-	-	-
Estimated earned income int'l $ 1,000	43rd	0.696		-3.07	7.02 ◆ 10.09	0-150
Legislators, senior officials and managers %	12th	0.947		-2.73	48.63 ◆ 51.37	0-100
Professional and technical workers %	1st	1.000		17.10	41.45 ◆──◆ 58.55	0-100

Areas for improvement

Global Gender Gap Index Indicators — 2024

Indicator	Rank	Score*	Compare with Global average (0–1)	Difference F-M	Female vs Male (Min)	(Max)	Min Max
🏛 Political Empowerment	34th	0.373		-	-		-
Women in parliament %	70th	0.376		-45.40	27.30 ◆	◆ 72.70	0-100
Women in ministerial positions %	94th	0.211		-65.22	17.39 ◆	◆ 82.61	0-100
Years with female/male head of state (last 50)	8th	0.462		-18.41	15.79 ◆	◆ 34.21	0-50

PH Education and Skills – Percentage Graduates Parity Insights

Education and skills			
Graduates %	Female	Male	Value
STEM	n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary	53.37	46.63	1.14
Arts & Humanities	57.02	42.98	1.33
Education	76.68	23.32	3.29
Engineering, Manuf. & Construction	24.48	75.52	0.32
Health & Welfare	71.87	28.13	2.55
Information & Comm. Technologies	48.13	51.87	0.93
Natural Sci., Mathematics & Statistics	61.97	38.03	1.63
Social Sci., Journalism & Information	69.98	30.02	2.33

PH Education and Skills – Percentage Graduates Parity Insights

Fields where women dominate:

Strong female graduation advantage
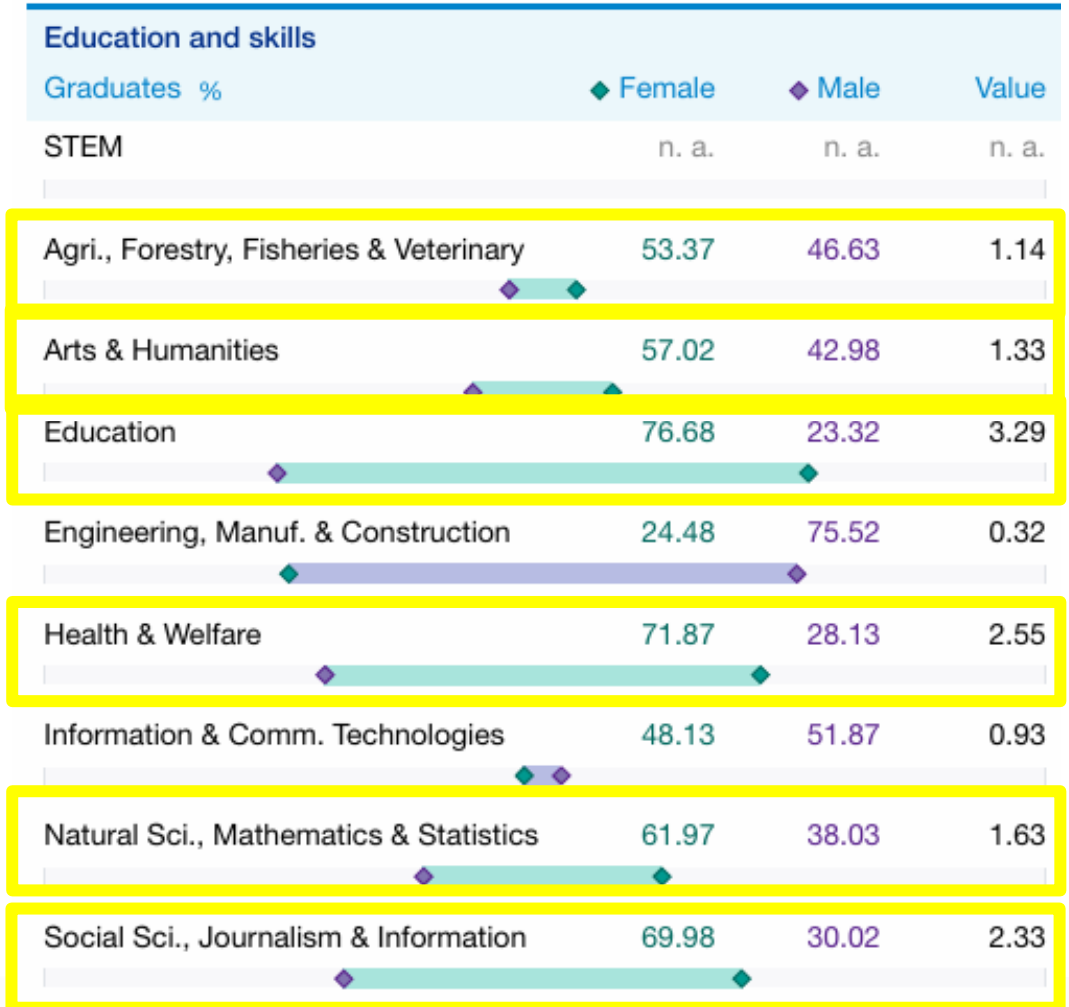
Education and skills			
Graduates %	◆ Female	◆ Male	Value
STEM	n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary	53.37	46.63	1.14
Arts & Humanities	57.02	42.98	1.33
Education	76.68	23.32	3.29
Engineering, Manuf. & Construction	24.48	75.52	0.32
Health & Welfare	71.87	28.13	2.55
Information & Comm. Technologies	48.13	51.87	0.93
Natural Sci., Mathematics & Statistics	61.97	38.03	1.63
Social Sci., Journalism & Information	69.98	30.02	2.33

PH Education and Skills – Percentage Graduates Parity Insights

Fields where women dominate:

Widest gender gaps favoring women

Education and skills Graduates %	Female	Male	Value
STEM	n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary	53.37	46.63	1.14
Arts & Humanities	57.02	42.98	1.33
Education	76.68	23.32	3.29
Engineering, Manuf. & Construction	24.48	75.52	0.32
Health & Welfare	71.87	28.13	2.55
Information & Comm. Technologies	48.13	51.87	0.93
Natural Sci., Mathematics & Statistics	61.97	38.03	1.63
Social Sci., Journalism & Information	69.98	30.02	2.33
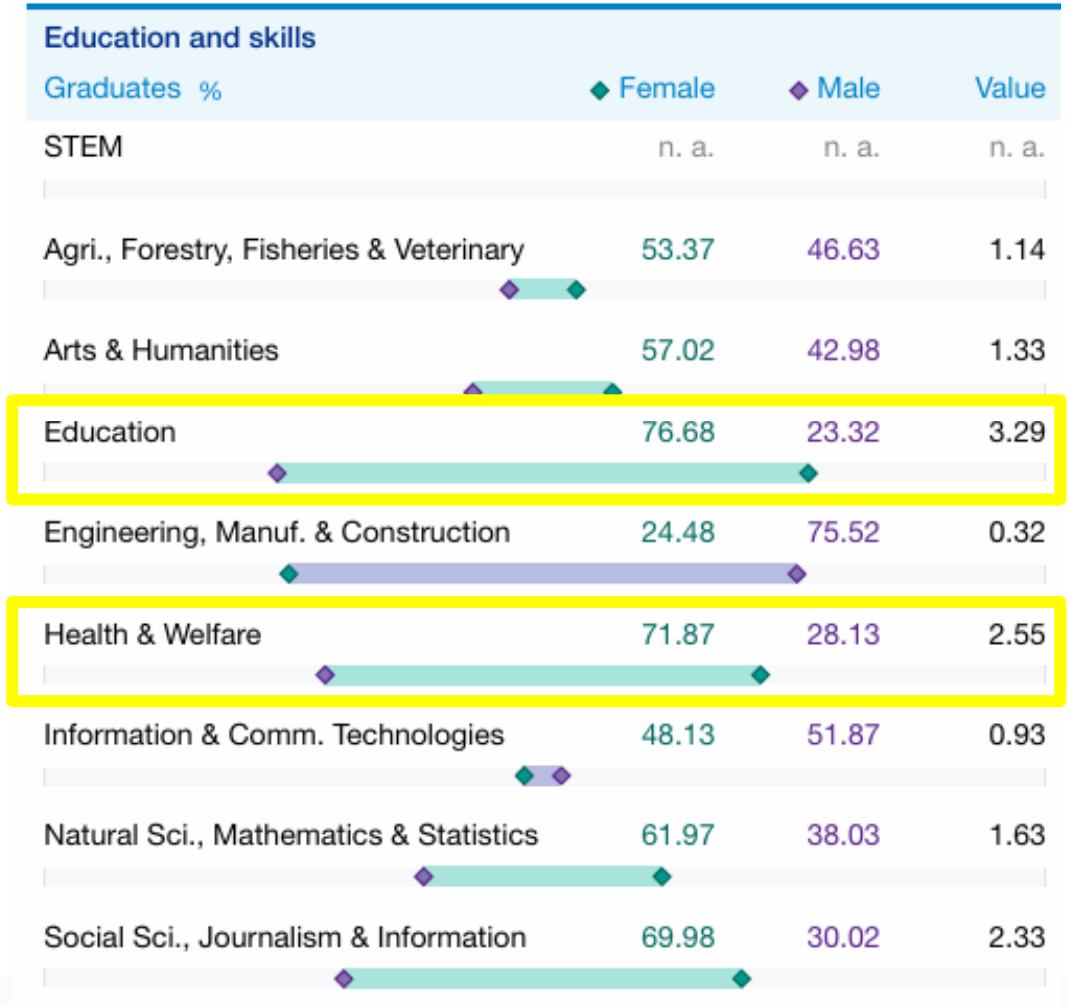
PH Education and Skills – Percentage Graduates Parity Insights

Field with gender imbalance against women:

This is the **largest male-dominated field**

Education and skills			
Graduates %	◆ Female	◆ Male	Value
STEM	n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary	53.37	46.63	1.14
Arts & Humanities	57.02	42.98	1.33
Education	76.68	23.32	3.29
Engineering, Manuf. & Construction	24.48	75.52	0.32
Health & Welfare	71.87	28.13	2.55
Information & Comm. Technologies	48.13	51.87	0.93
Natural Sci., Mathematics & Statistics	61.97	38.03	1.63
Social Sci., Journalism & Information	69.98	30.02	2.33
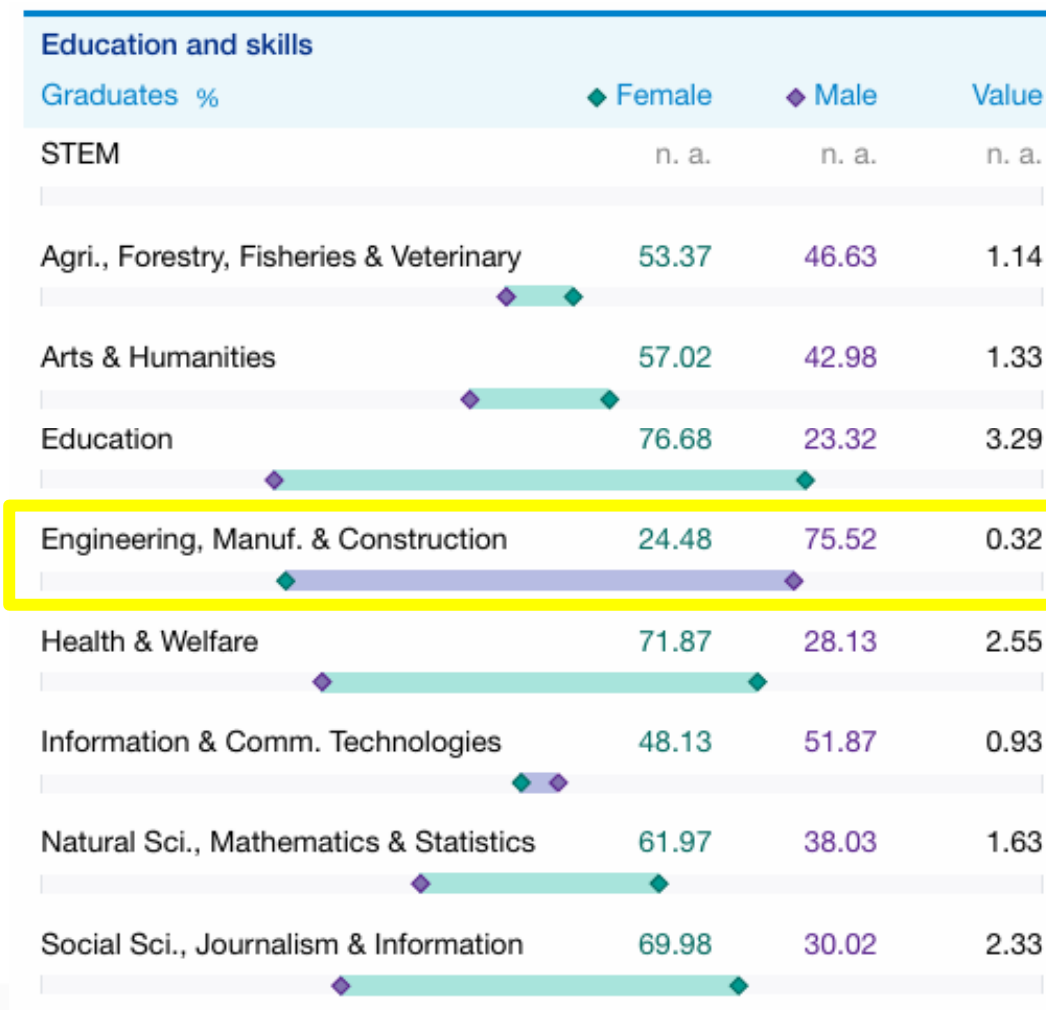
PH Education and Skills – Percentage Graduates Parity Insights

Field approaching parity:

Closest to parity
(closing the digital gender divide)

Education and skills			
Graduates %	◆ Female	◆ Male	Value
STEM	n. a.	n. a.	n. a.
Agri., Forestry, Fisheries & Veterinary	53.37	46.63	1.14
Arts & Humanities	57.02	42.98	1.33
Education	76.68	23.32	3.29
Engineering, Manuf. & Construction	24.48	75.52	0.32
Health & Welfare	71.87	28.13	2.55
Information & Comm. Technologies	48.13	51.87	0.93
Natural Sci., Mathematics & Statistics	61.97	38.03	1.63
Social Sci., Journalism & Information	69.98	30.02	2.33

Global Gender Gap Report, 2024

- The report uses a **gender parity score**, measured on a **0 to 1 scale**, where:

- **1 indicates full parity** (i.e., men and women are equal), and

- Scores closer to **0 indicate larger gender gaps**.

Gender parity score

$$\text{Parity score} = \frac{\text{Female value}}{\text{Male value}}$$

- If women and men are **equal** on that indicator → the score is **1.00** (full parity)

- If women **lag behind** men → the score is **less than 1.00**.

- If women **outperform men** → the score is still capped at **1.00** to focus on closing gaps **where women are disadvantaged** (i.e., the index does not penalize countries where women outperform men).

Important notes

- The index **does not measure levels** (e.g., whether a country is rich or poor, or has high or low literacy overall), but rather **relative gaps** between genders.

- Scores **above 1.0** are **capped at 1.0** to reflect **parity as the goal**, not female advantage.

- The goal of the Global Gender Gap Report is **equality** not reversal of inequality.

- Scores over 1.000 are informative in local institutional data, but not in the global index.

Interpretation based on parity score

Range	Meaning
0.97 – 1.00	☑ Full Parity
0.90 – 0.96	Near Full Parity
0.70 – 0.89	Moderate Parity
0.50 – 0.69	Partial Parity
Below 0.50	Significant Gap Remains
Above 1.00	Beyond Parity (used in local analysis)

CSU parity scores in enrolment in tertiary education, % and graduates, % versus PH performance in GGGR, 2024

	Enrolment in Tertiary Education, %						Graduates, %						Philippines, GGGR 2024			Philippines, GGGR 2023		
	2024-2025			2023-2024			CSU, 2024			2022-2023								
	Female	Male	Value	Female	Male	Value	Female	Male	Value	Female	Male	Value	Female	Male	Value	Female	Male	Value
Philippines, GGGR 2024, 2023	40.35	29.74	1.36	41.22	30.18	1.37												
CSU Overall	57.32	42.68	1.34	57.71	42.29	1.36	62.71	37.29	1.68	63.77	36.23	1.76	55.77	44.23	1.61	55.77	44.23	1.61
Agriculture, Forestry, Environmental Science	56.56	43.44	1.30	56.23	43.77	1.28	58.89	41.11	1.43	63.55	36.45	1.74	53.37	46.63	1.14	53.37	46.63	1.14
Computing, Information Sciences	37.69	62.31	0.60	38.47	61.53	0.63	41.83	58.17	0.72	42.42	57.58	0.74	48.13	51.87	0.93	48.13	51.87	0.93
Education	71.00	29.00	2.45	71.82	28.18	2.55	71.49	28.51	2.51	76.43	23.57	3.24	76.68	23.32	3.29	76.68	23.32	3.29
Engineering	43.74	56.26	0.78	45.46	54.54	0.83	54.90	45.10	1.22	50.17	49.83	1.01	24.48	75.52	0.32	24.48	75.52	0.32
Natural Sciences, Mathematics	63.84	36.16	1.77	63.73	36.27	1.76	65.49	34.51	1.90	70.39	29.61	2.38	61.97	38.03	1.63	61.97	38.03	1.63
BS Biology	69.87	30.13	2.32	69.14	30.86	2.24												
BS Chemistry	69.23	30.77	2.25	65.89	34.11	1.93												
BS Applied Math	55.76	44.24	1.26	58.06	41.94	1.38												
BS Math	59.73	40.27	1.48	56.94	43.06	1.32												
BS Physics	57.35	42.65	1.34	55.66	44.34	1.26												
Social Sciences, Humanities	75.15	24.85	3.02	75.95	24.05	3.16	80.08	19.92	4.02	74.82	25.18	2.97	69.98	30.02	2.33	69.98	30.02	2.33

	Enrolment in Tertiary Education, %						Graduates, %					
	2024-2025			2023-2024			2023-2024			2022-2023		
	Female	Male	Sum	Female	Male	Sum	Female	Male	Sum	Female	Male	Sum
CSU	6278	4675	10953	5637	4130	9767	834	496	1330	1019	579	1598
Agriculture, Forestry, Environmental Science	1530	1175	2705	1345	1047	2392	169	118	287	272	156	428
Computing, Information Sciences	689	1139	1828	634	1014	1648	64	89	153	70	95	165
Education	1293	528	1821	1157	454	1611	158	63	221	201	62	263
Engineering	751	966	1717	746	895	1641	157	129	286	145	144	289
Natural Sciences, Mathematics	851	482	1333	650	370	1020	93	49	142	126	53	179
BS Biology	378	163	541	336	150	486			0			0
BS Chemistry	99	44	143	85	44	129			0			0
BS Applied Math	121	96	217	90	65	155			0			0
BS Math	132	89	221	82	62	144			0			0
BS Physics	121	90	211	59	47	106			0			0
Social Sciences, Humanities	1164	385	1549	1105	350	1455	193	48	241	205	69	274

Actual enrolment data (I-IV levels, 1st Semester, SY 2024-2025); graduation % (SY 2023-2024)

CSU parity scores in enrolment in tertiary education, % versus PH performance in GGGR, 2024

Indicator	Score	Female	Male	Interpretation	Explanation
Educational attainment					
Enrolment in tertiary education %					
PH, GGGR 2024	1.36	40.35	29.74	Beyond parity	Female's enrolment is 36% higher than male's
CSU, 2024	1.34	57.32	42.68	Beyond parity	Female enrolment exceeds male by 34%; high female representation
Agriculture, Forestry, Environmental. Sciences	1.30	56.56	43.44	Beyond parity	Female enrolment outpaces male; suggests a feminizing trend in agri-related fields
Computing, Information Sciences	0.60	37.69	62.31	Partial parity	Male-dominated field; clear gender gap needs targeted action
Education	2.45	71.00	29.00	Beyond parity	Strong female dominance; reflects common global pattern in teacher education
Engineering	0.78	43.74	56.26	Moderate parity	Male-skewed, but gap is narrower than in ICT; suggests partial inclusivity
Natural Sciences, Mathematics	1.77	63.84	36.16	Beyond parity	Strong female dominance; nearly 2 females per male
Social Sciences, Humanities	3.02	75.15	24.85	Beyond parity	Highly female-dominated; over 3 females per male enrollee

CSU mirrors national performance — with stronger female presence

Indicator	Score	Female	Male	Interpretation	Explanation
Educational attainment					
Enrolment in tertiary education %					
PH, GGGR 2024	1.36	40.35	29.74	Beyond parity*	Female's enrolment is 36% higher than male's
CSU, 2024	1.34	57.32	42.68	Beyond parity	Female enrolment exceeds male by 34%; high female representation
Agriculture, Forestry, Environmental. Sciences	1.30	56.56	43.44	Beyond parity	Female enrolment outpaces male; suggests a feminizing trend in agri-related fields
Computing, Information Sciences	0.60	37.69	62.31	Partial parity	Male-dominated field; clear gender gap needs targeted action
Education	2.45	71.00	29.00	Beyond parity	Strong female dominance; reflects common global pattern in teacher education
Engineering	0.78	43.74	56.26	Moderate parity	Male-skewed, but gap is narrower than in ICT; suggests partial inclusivity
Natural Sciences, Mathematics	1.77	63.84	36.16	Beyond parity	Strong female dominance; nearly 2 females per male
Social Sciences, Humanities	3.02	75.15	24.85	Beyond parity	Highly female-dominated; over 3 females per male enrollee

Persistent gender gaps in male-dominated fields

Indicator	Score	Female	Male	Interpretation	Explanation
Educational attainment					
Enrolment in tertiary education %					
PH, GGGR 2024	1.36	40.35	29.74	Beyond parity	Female's enrolment is 36% higher than male's
CSU, 2024	1.34	57.32	42.68	Beyond parity	Female enrolment exceeds male by 34%; high female representation
Agriculture, Forestry, Environmental. Sciences	1.30	56.56	43.44	Beyond parity	Female enrolment outpaces male; suggests a feminizing trend in agri-related fields
Computing, Information Sci.	**0.60**	37.69	62.31	Partial parity	Male-dominated field; clear gender gap needs targeted action
Education	2.45	71.00	29.00	Beyond parity	Strong female dominance; reflects common global pattern in teacher education
Engineering	**0.78**	43.74	56.26	Moderate parity	Male-skewed, but gap is narrower than in ICT; suggests partial inclusivity
Natural Sciences, Mathematics	1.77	63.84	36.16	Beyond parity	Strong female dominance; nearly 2 females per male
Social Sciences, Humanities	3.02	75.15	24.85	Beyond parity	Highly female-dominated; over 3 females per male enrollee

Fields with strong parity or reversal of historical norms

Indicator	Score	Female	Male	Interpretation	Explanation
Educational attainment					
Enrolment in tertiary education %					
PH, GGGR 2024	1.36	40.35	29.74	Beyond parity	Female's enrolment is 36% higher than male's
CSU, 2024	1.34	57.32	42.68	Beyond parity	Female enrolment exceeds male by 34%; high female representation
Agriculture, Forestry, Environmental. Sciences	**1.30**	56.56	43.44	Beyond parity	Female enrolment outpaces male; suggests a feminizing trend in agri-related fields
Computing, Information Sciences	0.60	37.69	62.31	Partial parity	Male-dominated field; clear gender gap needs targeted action
Education	**2.45**	71.00	29.00	Beyond parity	Strong female dominance; reflects common global pattern in teacher education
Engineering	0.78	43.74	56.26	Moderate parity	Male-skewed, but gap is narrower than in ICT; suggests partial inclusivity
Natural Sciences, Mathematics	**1.77**	63.84	36.16	Beyond parity	Strong female dominance; nearly 2 females per male
Social Sciences, Humanities	**3.02**	75.15	24.85	Beyond parity	Highly female-dominated; over 3 females per male enrollee

CMNS parity scores in enrolment in tertiary education, %, versus PH performance in GGGR, 2024

Indicator	Score	Female	Male	Interpretation	Explanation
Educational attainment					
Enrolment in tertiary education %					
PH, GGGR 2024	1.36	40.35	29.74	Beyond parity*	Female's enrolment is 36% higher than male's
CSU, 2024	1.34	57.32	42.68	Beyond parity	Female enrolment exceeds male by 34%; high female representation
Natural Sciences, Mathematics	1.77	63.84	36.16	Beyond parity	Strong female presence, especially in Biology and Chemistry
Biology	2.32	69.87	30.13	Beyond parity	Very high female representation
Chemistry	2.25	69.23	30.77	Beyond parity	Female enrolment more than double male enrolment
Applied Mathematics	1.26	55.76	44.24	Beyond parity	Moderate female lead, nearing full parity
Mathematics	1.48	59.73	40.27	Beyond parity	Consistent female advantage
Physics	1.34	57.35	42.65	Beyond parity	Balanced but still favors female enrolment

Beyond Parity is used in institutional reporting to highlight female-overrepresentation. GGGR officially caps parity at 1.000 to emphasize eliminating disadvantage, not reversing it.

CSU significantly outperforms PH average in Natural Sciences and Mathematics

Indicator	Score	Female	Male	Interpretation	Explanation
Educational attainment					
Enrolment in tertiary education %					
PH, GGGR 2024	1.36	40.35	29.74	Beyond parity*	Female's enrolment is 36% higher than male's
CSU, 2024	1.34	57.32	42.68	Beyond parity	Female enrolment exceeds male by 34%; high female representation
Natural Sciences, Mathematics	1.77	63.84	36.16	Beyond parity	Strong female presence, especially in Biology and Chemistry
Biology	2.32	69.87	30.13	Beyond parity	Very high female representation
Chemistry	2.25	69.23	30.77	Beyond parity	Female enrolment more than double male enrolment
Applied Mathematics	1.26	55.76	44.24	Beyond parity	Moderate female lead, nearing full parity
Mathematics	1.48	59.73	40.27	Beyond parity	Consistent female advantage
Physics	1.34	57.35	42.65	Beyond parity	Balanced but still favors female enrolment

Beyond Parity is used in institutional reporting to highlight female-overrepresentation. GGGR officially caps parity at 1.000 to emphasize eliminating disadvantage, not reversing it.

Applied Math and Physics show more balanced enrolment

Indicator	Score	Female	Male	Interpretation	Explanation
Educational attainment					
Enrolment in tertiary education %					
PH, GGGR 2024	1.36	40.35	29.74	Beyond parity*	Female's enrolment is 36% higher than male's
CSU, 2024	1.34	57.32	42.68	Beyond parity	Female enrolment exceeds male by 34%; high female representation
Natural Sciences, Mathematics	1.77	63.84	36.16	Beyond parity	Strong female presence, especially in Biology and Chemistry
Biology	2.32	69.87	30.13	Beyond parity	Very high female representation
Chemistry	2.25	69.23	30.77	Beyond parity	Female enrolment more than double male enrolment
Applied Mathematics	1.26	55.76	44.24	Beyond parity	Moderate female lead, nearing full parity
Mathematics	1.48	59.73	40.27	Beyond parity	Consistent female advantage
Physics	1.34	57.35	42.65	Beyond parity	Balanced but still favors female enrolment

Beyond Parity is used in institutional reporting to highlight female-overrepresentation. GGGR officially caps parity at 1.000 to emphasize eliminating disadvantage, not reversing it.

CSU vs. PH Performance in Global Gender Gap Report in Education and Skills, Graduation %

Indicator	Score, CSU	Interpretation	Score, PH	Interpretation	CSU vs. PH
Education and skills					
Graduates, %					
Overall	1.68	Beyond parity	1.61	Beyond parity	CSU has stronger female representation overall
Agriculture, Forestry, Environmental. Sciences	1.43	Beyond parity	1.14	Beyond parity	Moderate female advantage at CSU
Computing, Information Sciences	0.72	Moderate parity	0.93	Near full parity	Male-dominated at CSU
Education	2.51	Beyond parity	3.29	Beyond parity	Very strong female advantage
Engineering	1.22	Beyond parity	0.32	Significant gaps	CSU outperforms PH in female engineering graduates
Natural Sciences, Mathematics	1.90	Beyond parity	1.63	Beyond parity	Strong female representation
Social Sciences, Humanities	4.02	Beyond parity	2.33	Beyond parity	Female-dominated at CSU

CSU Achieves Beyond Parity in Most Fields

Indicator	Score, CSU	Interpretation	Score, PH	Interpretation	CSU vs. PH
Education and skills					
Graduates, %					
Overall	1.68	Beyond parity	1.61	Beyond parity	CSU exceeds national average in gender parity
Agriculture, Forestry, Environmental. Sciences	1.43	Beyond parity	1.14	Beyond parity	CSU has stronger gender inclusion than PH
Computing, Information Sciences	0.72	Moderate parity	0.93	Near full parity	Male-dominated at CSU
Education	2.51	Beyond parity	3.29	Beyond parity	Very strong female advantage
Engineering	1.22	Beyond parity	0.32	Significant gaps	CSU outperforms PH in female engineering graduates
Natural Sciences, Mathematics	1.90	Beyond parity	1.63	Beyond parity	Strong female representation
Social Sciences, Humanities	4.02	Beyond parity	2.33	Beyond parity	CSU shows highest gender imbalance (female-dominated)

Computing and Information Sciences is the Only Field with a Notable Gender Gap

Indicator	Score, CSU	Interpretation	Score, PH	Interpretation	CSU vs. PH
Education and skills					
Graduates, %					
Overall	1.68	Beyond parity	1.61	Beyond parity	CSU exceeds national average in gender parity
Agriculture, Forestry, Environmental. Sciences	1.43	Beyond parity	1.14	Beyond parity	CSU has stronger gender inclusion than PH
Computing, Information Sciences	**0.72**	Moderate parity	**0.93**	Near full parity	Male-dominated at CSU
Education	2.51	Beyond parity	3.29	Beyond parity	Very strong female advantage
Engineering	1.22	Beyond parity	0.32	Significant gaps	CSU outperforms PH in female engineering graduates
Natural Sciences, Mathematics	1.90	Beyond parity	1.63	Beyond parity	Strong female representation
Social Sciences, Humanities	4.02	Beyond parity	2.33	Beyond parity	CSU shows highest gender imbalance (female-dominated)

Engineering Shows a Breakthrough in Gender Inclusion

Indicator	Score, CSU	Interpretation	Score, PH	Interpretation	CSU vs. PH
Education and skills					
Graduates, %					
Overall	1.68	Beyond parity	1.61	Beyond parity	CSU exceeds national average in gender parity
Agriculture, Forestry, Environmental. Sciences	1.43	Beyond parity	1.14	Beyond parity	CSU has stronger gender inclusion than PH
Computing, Information Sciences	0.72	Moderate parity	0.93	Near full parity	Male-dominated at CSU
Education	2.51	Beyond parity	3.29	Beyond parity	Very strong female advantage
Engineering	**1.22**	Beyond parity	**0.32**	Significant gaps	CSU outperforms PH in female engineering graduates
Natural Sciences, Mathematics	1.90	Beyond parity	1.63	Beyond parity	Strong female representation
Social Sciences, Humanities	4.02	Beyond parity	2.33	Beyond parity	CSU shows highest gender imbalance (female-dominated)

Both CSU and PH performance show strong female dominance in Education and Social Sciences

Indicator	Score, CSU	Interpretation	Score, PH	Interpretation	CSU vs. PH
Education and skills					
Graduates, %					
Overall	1.68	Beyond parity	1.61	Beyond parity	CSU has stronger female representation overall
Agriculture, Forestry, Environmental. Sciences	1.43	Beyond parity	1.14	Beyond parity	Moderate female advantage at CSU
Computing, Information Sciences	0.72	Moderate parity	0.93	Near full parity	Male-dominated at CSU
Education	**2.51**	Beyond parity	**3.29**	Beyond parity	Very strong female advantage
Engineering	1.22	Beyond parity	0.32	Significant gaps	CSU outperforms PH in female engineering graduates
Natural Sciences, Mathematics	1.90	Beyond parity	1.63	Beyond parity	Strong female representation
Social Sciences, Humanities	**4.02**	Beyond parity	**2.33**	Beyond parity	Female-dominated at CSU

Our responsibility

- **Integrate gender-sensitive content in syllabi, modules, and guides**
- **Challenge stereotypes**
- **Promote equitable representation in examples and narratives**

CSU parity scores in enrolment in tertiary education, % and graduates, % versus PH performance in GGGR, 2024

	Enrolment in Tertiary Education, %						Graduates, %						Philippines, GGGR 2024			Philippines, GGGR 2023		
	2024-2025			2023-2024			CSU, 2024			2022-2023								
	Female	Male	Value	Female	Male	Value	Female	Male	Value	Female	Male	Value	Female	Male	Value	Female	Male	Value
Philippines, GGGR 2024, 2023	40.35	29.74	1.36	41.22	30.16	1.37												
CSU Overall	57.32	42.68	1.34	57.71	42.29	1.36	62.71	37.29	1.68	63.77	36.23	1.76	55.77	44.23	1.61	55.77	44.23	1.61
Agriculture, Forestry, Environmental Science	56.56	43.44	1.30	56.23	43.77	1.28	58.89	41.11	1.43	63.55	36.45	1.74	53.37	46.63	1.14	53.37	46.63	1.14
Computing, Information Sciences	37.69	62.31	0.60	38.47	61.53	0.63	41.83	58.17	0.72	42.42	57.58	0.74	48.13	51.87	0.93	48.13	51.87	0.93
Education	71.00	29.00	2.45	71.82	28.18	2.55	71.49	28.51	2.51	76.43	23.57	3.24	76.68	23.32	3.29	76.68	23.32	3.29
Engineering	43.74	56.26	0.78	45.46	54.54	0.83	54.90	45.10	1.22	50.17	49.83	1.01	24.48	75.52	0.32	24.48	75.52	0.32
Natural Sciences, Mathematics	63.84	36.16	1.77	63.73	36.27	1.76	65.49	34.51	1.90	70.39	29.61	2.38	61.97	38.03	1.63	61.97	38.03	1.63
BS Biology	69.87	30.13	2.32	69.14	30.86	2.24												
BS Chemistry	69.23	30.77	2.25	65.89	34.11	1.93												
BS Applied Math																		
BS Math																		
BS Physics																		
Social Sciences																		

CSU parity scores in enrolment in tertiary education, % versus PH performance in GGGR, 2024

Indicator	Score	Female	Male	Interpretation	Explanation
Educational attainment					
Enrolment in tertiary education %					
PH, GGGR 2024	1.36	40.35	29.74	Beyond parity	Female's enrolment is 36% higher than male's
CSU, 2024	1.34	57.32	42.68	Beyond parity	Female enrolment exceeds male by 34%; high female representation
Agriculture, Forestry, Environmental. Sciences	1.30	56.56	43.44	Beyond parity	Female enrolment outpaces male; suggests a feminizing trend in agri-related fields
Computing, Information Sciences	0.60	37.69	62.31	Partial parity	Male-dominated field; clear gender gap needs targeted action

CMNS parity scores in enrolment in tertiary education, %, versus PH performance in GGGR, 2024

Indicator	Score	Female	Male	Interpretation	Explanation
Educational attainment					
Enrolment in tertiary education %					
PH, GGGR 2024	1.36	40.35	29.74	Beyond parity*	Female's enrolment is 36% higher than male's
CSU, 2024					
Natural Sciences, Mathematics					
Biology					
Chemistry					
Applied Mathematics					
Mathematics					
Physics					

Beyond Parity is used in i... 1.000 to emphasize elimi...

CSU vs. PH Performance in Global Gender Gap Report in Education and Skills, Graduation %

Indicator	Score, CSU	Interpretation	Score, PH	Interpretation	CSU vs. PH
Education and skills					
Graduates, %					
Overall	1.68	Beyond parity	1.61	Beyond parity	CSU has stronger female representation overall
Agriculture, Forestry, Environmental. Sciences	1.43	Beyond parity	1.14	Beyond parity	Moderate female advantage at CSU
Computing, Information Sciences	0.72	Moderate parity	0.93	Near full parity	Male-dominated at CSU
Education	2.51	Beyond parity	3.29	Beyond parity	Very strong female advantage
Engineering	1.22	Beyond parity	0.32	Significant gaps	CSU outperforms PH in female engineering graduates
Natural Sciences, Mathematics	1.90	Beyond parity	1.63	Beyond parity	Strong female representation
Social Sciences, Humanities	4.02	Beyond parity	2.33	Beyond parity	Female-dominated at CSU

Gratitude to

- **Florence Almadin**, College GAD Focal Person

- **Marjorie Escartin**, GAD Director

- **Dr. Minie Bulay**, IMDB Chair

- All faculty and staff in attendance