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Advancing Human Resource Development for Women in Science and Engineering in the Philippines

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Although the Philippines ranks highly in gender parity overall, significant gaps persist in STEM—especially in engineering, manufacturing, construction, and leadership roles. Women hold ~45% of bachelor's degrees in science & technology, but only ~25% in engineering/manufacturing/construction. Barriers include female stereotype reinforcement, gendered career opportunities, workplace bias and discrimination and limited role models. Strategic recommendations to advance Women in STEM include funding for mentorships and scholarships; improve STEM teaching practices; Support gender-responsive HR; and Ensure flexible & safe workplaces.

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