



Republic of the Philippines
OFFICE OF THE SECRETARY
Elliptical Road, Diliman
1100 Quezon City

January 17, 2023

MEMORANDUM ORDER

No. 09
Series of 2023

SUBJECT : ADOPTION OF THE DEFINITION OF WOMEN-OWNED AND WOMEN-LED BUSINESSES IN THE DEPARTMENT OF AGRICULTURE

This is connection with the gender mainstreaming efforts of the Department of Agriculture pursuant to Republic Act 9710 or the Magna Carta of Women (MCW) which aims to pursue gender equality and women empowerment (GEWE), particularly in the agriculture and fishery sectors.

As one of the member agencies of the Micro, Small and Medium Enterprises Development Council (MSMEDC), the Department of Agriculture is circulating the attached MSMEDC Resolution No. 1 Series of 2022 on the subject "*Solidifying Support to Women Entrepreneurship by Adopting the International Finance Corporation Definition of Women-owned or led Businesses*" for adoption by all Operating Units (OUs) in the department.

The following definition, therefore, shall be used in formulating policies; developing and monitoring programs, projects, and activities (PPAs); providing benefits or incentives for women's entrepreneurship; and collecting sex-disaggregated data (SDD) to support interventions for women's economic and financial inclusion:

- **Women-owned businesses** are businesses where at least fifty-one percent (51%) of the company is owned by a woman or women.
- **Women-led businesses** are businesses where at least twenty percent (20%) is owned by a woman or women, AND at least one (1) woman acts as Chief Executive Officer (CEO), or Chief Operating Officer (COO), or President, or Vice President AND at least thirty (30%) of the board of directors, where a board exists, is composed of women

This memorandum shall take effect immediately and supersedes all orders, memoranda and other issuances inconsistent herewith.

Done this 20th day of January 2023.



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DOMINGO F. PANGANIBAN
Senior Undersecretary

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DEPARTMENT OF AGRICULTURE
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