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Decent Work in the Philippines: Equal Opportunity and Treatment in Employment

(Second of a Series)



The International Labor Organization (ILO) in its advocacy to promote the Decent Work Agenda describes decent work as "integral to efforts to reduce poverty and is a key mechanism for achieving equitable, inclusive and sustainable development. Decent work involves opportunities for work that is productive and delivers a fair income, provides security in the workplace and social protection for workers and their families, and gives people the freedom to express their concerns, to organize and to participate in decisions that affect their lives". (ILO, Country Profile, 2012, Preface)

The statistical measurement framework on decent work covers ten (10) substantive elements corresponding to the four (4) strategic pillars of the Decent Work Agenda. These elements include: (1) employment opportunities; (2) adequate earnings and productive work; (3) decent hours; (4) combining work, family and personal life; (5) work that should be abolished; (6) stability and security of work; (7) **equal opportunity and treatment in employment**; (8) safe work environment; (9) social security; and, (10) social dialogue, workers' and employers' representation. These elements of decent work are analyzed in economic and social context to help determine what constitute decency in society as well as the extent to which the achievement of decent work enhances national economic, social and labor market performance. (ILO, Country Profile, 2012)

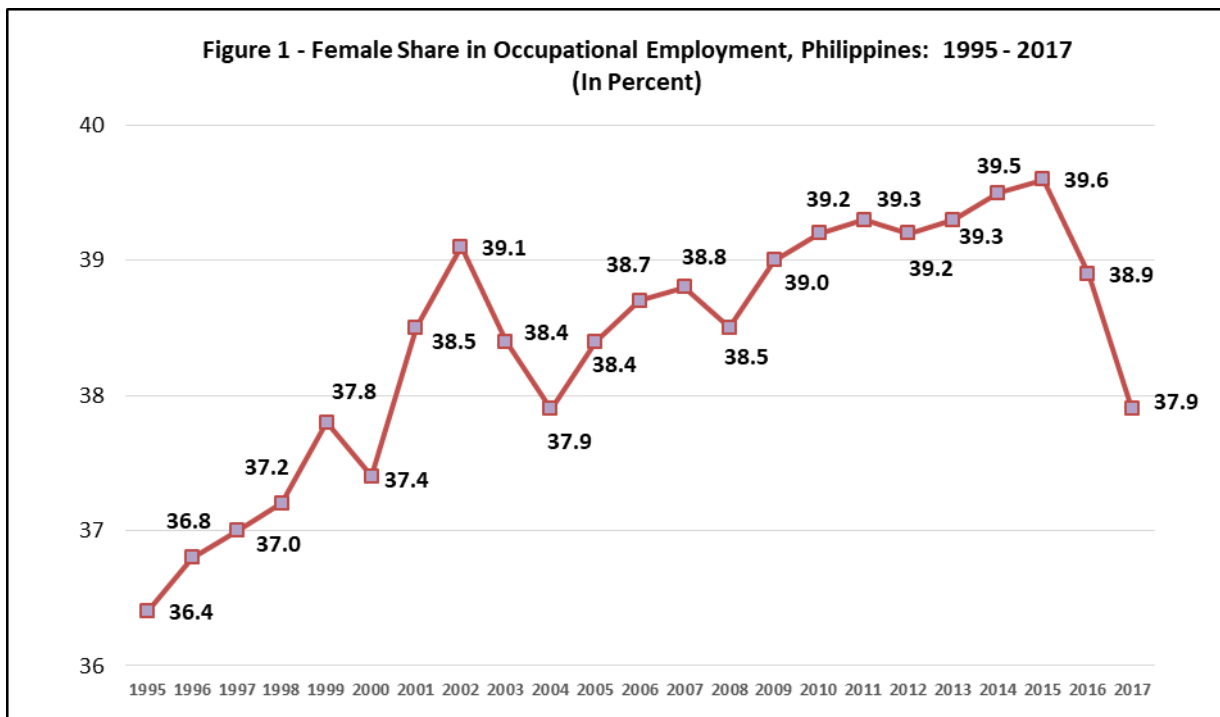
This issue of LABSTAT Updates presents statistics on another element of decent work which is Equal Opportunity and Treatment in Employment. Specifically, four (4) statistical indicators used to monitor this particular decent work element were analyzed covering the period 1995 to 2017. These four (4) indicators include: (1) female share in occupational employment; (2) female share of employment in senior and middle management; (3) share of women in wage employment in the non-agricultural sector; and (4) gender wage gap. Related tables and metadata can be downloaded at the OpenSTAT website at www.psa.gov.ph.

- Promoting equal opportunity and treatment in employment is a central element of the *Decent Work Agenda*. In the same way, the Philippine Constitution recognizes the role of women in nation building and promotes the equality of women and men. Likewise, the Phil. Labor Code seeks to ensure equal employment opportunities regardless of sex, race or creed.
- "It is the duty of the State to ensure equality before the law in all aspects of national life by rectifying or ending all practices and systems that are disadvantageous or discriminatory to women by reason merely of their sex in cases where it is not a relevant factor in making a distinction" (De Leon, 2005 as stated in the Decent Work Country Profile, The Philippines, 2012).
- As the country continually seeks to promote gender equality in terms of employment opportunities, statistics presented in this article shows the overall picture on how the country progresses in achieving this particular decent work element.

Female share in occupational employment remains unchanged over the 22-year period interval

- The female share in occupational employment followed a generally increasing to downward trend over the 22-year period. Specifically, while female share has grown slightly (1.5%) since the 1990s,

from 36.4 percent in 1995 to 37.9 percent in 2017, peaks of 39.6 percent (2016) and 39.1 percent (2002) were likewise posted during the period. (Figure 1)



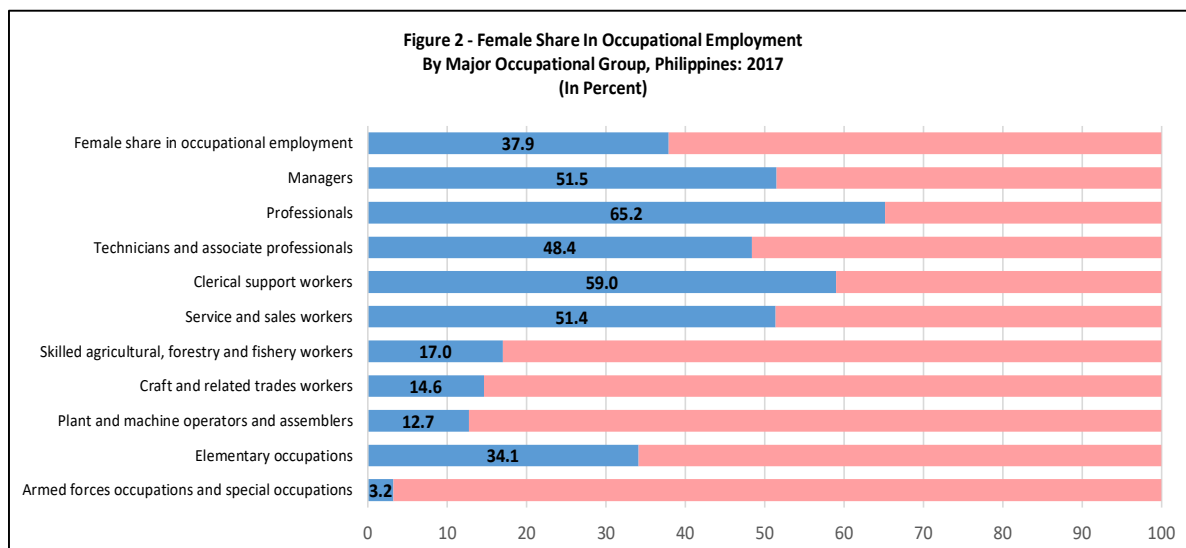
Source: Philippine Statistics Authority, Labor Force Survey.

Women employment dominated men in most occupations that require higher educational attainment

- By type of occupation, women generally outranked men on occupations requiring higher educational background in 2017. Specifically, women took the lead in the professional category and in the clerical support group with 65.2 percent and 59.0 percent shares, respectively. (Figure 2)
- A little over one-half of managers (51.5%) and service and sales workers (51.4%) were also women. The rest of the occupations can be

classified as traditionally male-dominated groups mostly requiring skills and physical strength.

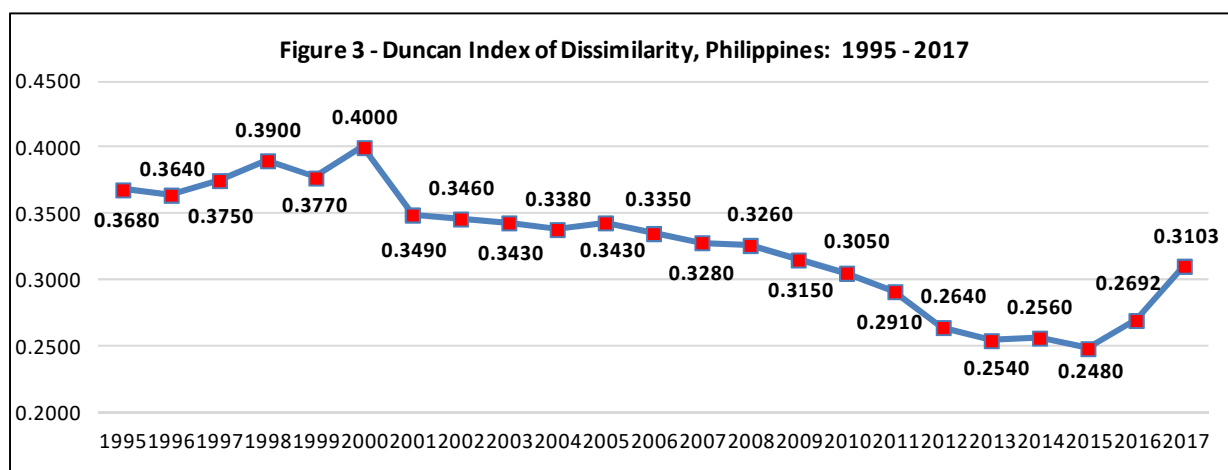
- Historical comparison on male and female employment by occupation group was not presented due to reclassification of occupations owing to varying Phil. Standard Occupational Classification (PSOC) adopted during the period under review. Standard occupational classifications used were 1977 PSOC, 1992 PSOC and 2012 PSOC.



Source: Philippine Statistics Authority, Labor Force Survey.

Decline in computed index of dissimilarity shows that women are starting to access traditional male jobs

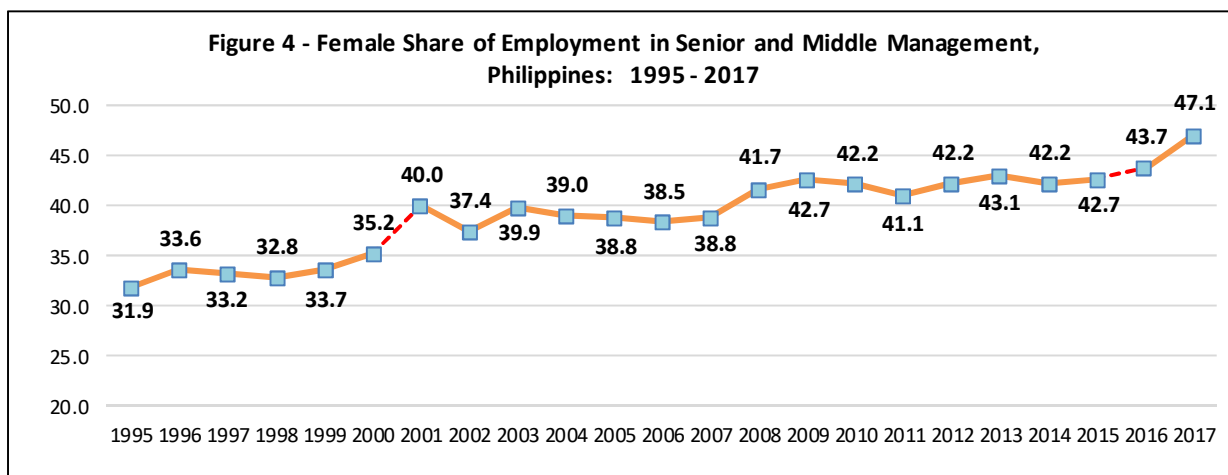
- The *Duncan Index of Dissimilarity*, also known as *Duncan Segregation Index*, best measures occupational segregation by gender. This index measures whether there is a large presence of women or men in a given occupation. It ranges from 0 to 1, with 0 meaning no occupational segregation and 1 meaning complete segregation between the two sexes. A decline in the index means a greater tendency of women (men) to do different jobs.
- The computed index of dissimilarity continuously fell from 0.368 in 1995 to 0.310 in 2017 (Figure 3). This is an indication that women are slowly gaining access to formerly predominated male jobs, suggesting that equal opportunity and treatment in employment is improving over time. Overall, this means that there is lesser tendency for the Philippine labor market to be segmented on the basis of sex.



Source: Philippine Statistics Authority.

Female share of employment in senior and middle management positions slightly improved in 2017

- The proportion of women employment in the senior and middle management level positions showed a generally increasing trend from 1995 to 2017 (Figure 4).
- Based on the 2012 PSOC which reclassified these occupations to include chief executives, senior officials and legislators; administrative and commercial managers, the share of female employment under senior and management level positions grew from 43.7 percent in 2016 to 47.1 percent in 2017.
- It should be noted that series of reclassifications were made on the coverage of this particular occupation relating to senior and middle management level positions based on the different updated PSOC adopted during the period under review.
- The following were the PSOC adopted during the period: 1977 PSOC (1995-2000); 1992 PSOC (2001-2015); and 2012 PSOC (2016-2017).



Source: Philippine Statistics Authority, Labor Force Survey.

Share of women in wage employment in the non-agricultural sector decreased at less than 1 percent

- The fast-paced development of an economy through industrialization and modernization results to consequential shifts in major production from agricultural sector to the non-agricultural sector. This in turn positively redounds to mass movement of workers to paid employment jobs, a relatively more stable source of income.
- The share of women in wage employment in the non-agricultural sector followed a generally increasing to decreasing trend over the 22-year period. Specifically, its share reached 39.4 percent in 1995 posting its peak at 42.0 percent in 2006 and 2010, respectively, while recording its lowest share in 2017 at 38.7 percent. This indicates that compared to men, women are less likely to have access to remunerative employment opportunities outside of agriculture industry. (Figure 5)



Source: Philippine Statistics Authority, Labor Force Survey.

Average daily basic pay of men are higher in most of the occupational groups

- Another indicator that measures equal opportunity and treatment in employment is the disparity between the wages of employed women and employed men in the country otherwise known as the *gender wage gap*.
- *Gender wage gap* is measured as the difference between the average daily basic pay of men and women as a percentage of the average daily basic pay of men. As such, a negative wage gap means that the average daily wage rates of women are higher than their male counterparts.
- It should be noted that while there were more employed women found in certain occupational groups, their average daily basic pay were comparably lower than that of men on the basis that most employed women may be occupying lower-ranking positions.
- Across occupation groups, gender wage gaps in 2017 were reportedly high in craft and related trades workers (25.5%); service and sales workers (24.4%); and elementary occupations (23.5%). These occupation groups showed higher average daily basic pay for men than women. (Table 1)

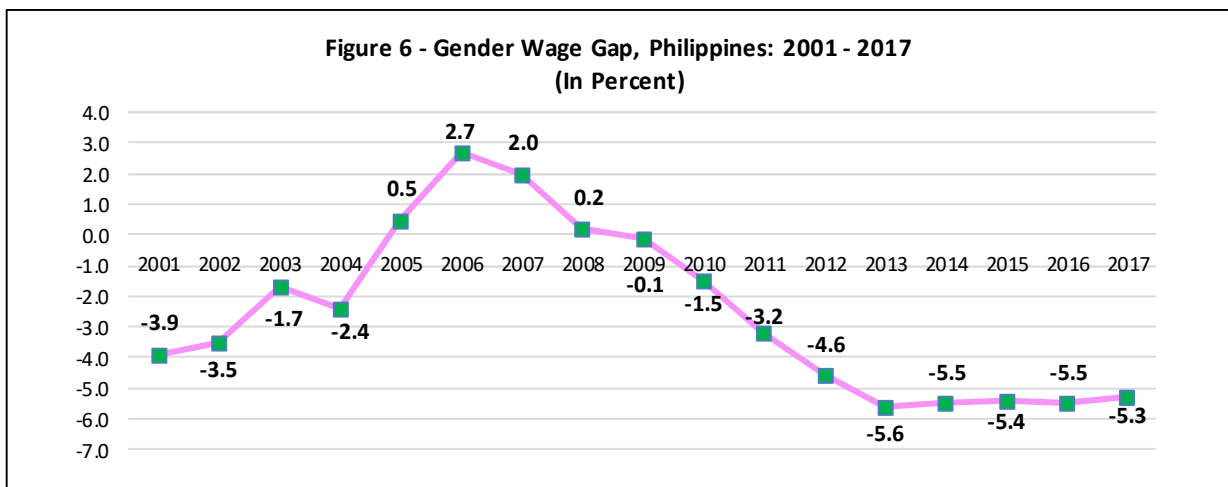
TABLE 1 – Gender Wage Gap by Major Occupation Group, Philippines: 2017

Major Occupation Group	Gender Wage Gap (%)	Average Daily Basic Pay (PhP)	
		Men	Women
All Occupations	-5.3	407.09	428.83
Managers	4.7	943.51	899.59
Professionals	9.3	921.05	834.99
Technicians and Associate Professionals	6.3	594.59	556.94
Clerical Support Workers	3.5	530.52	512.09
Service and Sales Workers	24.4	387.89	293.35
Skilled Agricultural, Forestry and Fishery Workers	-33.6	292.02	390.08
Craft and Related Trades Workers	25.5	383.05	285.54
Plant and Machine Operators and Assemblers	9.9	414.16	373.34
Elementary Occupations	23.5	272.09	208.19
Armed Forces Occupations and Special Occupations	-55.8	833.30	1,297.91

Source: Philippine Statistics Authority, Labor Force Survey.

- On the other hand, the two (2) occupational groups where women surpassed the average wage rates of men were recorded in armed forces occupations and special occupations (-55.8%) and skilled agricultural, forestry and fishery workers (-33.6).
- Meanwhile, the gender wage gap at the all-occupation level displayed an erratic trend over the 17-year period under review (Figure 6).

Specifically, statistics showed that while women dominated their male counterparts in terms of their average daily basic pay in 2017 as indicated by the -5.3 wage gap reported during the year, it cannot be generally concluded as such. It should be noted that wage data refers to a wide mix of occupational groups with different job contents.



Source: Philippine Statistics Authority, Labor Force Survey.

Metadata of Statistical Indicators on Equal Opportunity and Treatment in Employment

Indicator	Disaggregation	Description and Technical Notes	Data Source	Remarks
Occupational segregation by sex		<p>Ages 15+; Based on current status (past 7 days).</p> <p>Indicators defined as:</p> <ol style="list-style-type: none"> 1) Female share in occupational employment - <i>total employed women in i^{th} major occupation group as a percentage share of total employed in the i^{th} major occupation group.</i> 2) Duncan Index of Dissimilarity - <i>a summary indicator of occupational segregation. It ranges from 0 to 1, with 0 meaning no occupational segregation and 1 being complete segregation between the two sexes. It is computed as: $1/2 \sum W_i/W - M_i/M$ where W_i and M_i are the shares of the employed women and men in the i^{th} major occupation group relative to their respective totals, employed women (W) and employed men (M).</i> 	PSA, LFS	Source of definition for "index of dissimilarity" - ILO Manual on <i>Decent Work Indicators</i> , May 2012.
Female share of employment in senior and middle management (ISCO-88 and ISCO-08 groups 11 and 12)		<p>Ages 15+; Based on current status (past 7 days).</p> <p>Indicator defined as:</p> <p><u>1977 PSOC-based data:</u> <i>Total employed women who are legislative officials, government administrators and government executives, and managers, as a percentage share of total employed in the same occupational groups.</i></p> <p><u>1992 PSOC-based data:</u> <i>Total employed women who are officials of government and special-interest organizations, corporate executives and specialized managers, as a percentage share of total employed in the same occupational groups.</i></p> <p><u>2012 PSOC-based data:</u> <i>Total employed women who are chief executives, senior officials and legislators, administrative and commercial managers, as a percentage share of total employed in the same occupational groups.</i></p>	PSA, LFS	<p>ISCO-88 groups 11 and 12 correspond to:</p> <ol style="list-style-type: none"> a) 1995-2000 data: Legislative officials, government administrators and government executives (Code 20), and managers (Code 21) of 1977 Philippine Standard Occupational Classification (PSOC). These two groups make up Administrative, executive and managerial workers under the 1977 classification; b) 2001-2015 data: Officials of government and special-interest organizations (Code 11), and corporate executives and specialized managers (Code 12) of 1992 PSOC. 1977 PSOC-based data include other managers which are excluded in the 1992 PSOC-based data. Hence, the two data series are not strictly comparable. <p>ISCO-08 groups 11 and 12 correspond to:</p> <ol style="list-style-type: none"> a) 2016 data – onwards: Chief executives, senior officials and legislators (Code 11), and administrative and commercial managers (Code 12) of 2012 PSOC. 1992 PSOC-based data include other managers which are excluded in the 2012 PSOC-based data. Hence, the two data series are not strictly comparable.

Metadata of Statistical Indicators on Equal Opportunity and Treatment in Employment (*Cont'd.*)

Indicator	Disaggregation	Description and Technical Notes	Data Source	Remarks
Share of women in wage employment in the non-agricultural sector		Ages 15+; Based on current status (past 7 days). Indicator defined as: <i>Percentage share of women in total wage and salary workers in non-agriculture.</i>	PSA, LFS	This is a Millennium Development Goal indicator (MDG) on employment.
Gender wage gap	Major occupation group	Ages 15+; Based on current status (past 7 days) Indicator defined as: <i>Difference between average daily basic pay of men and women as a percentage of average daily basic pay of men.</i>	PSA, LFS	Source of definition for “gender wage gap” - ILO Manual on <i>Decent Work Indicators</i> , May 2012.

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1. Philippine Statistics Authority Decent Work Statistics (DeWS) – Table 3 Adequate Earnings and Productive Work (Philippine database). Retrieved from (http://stat.psa.gov.ph/PXWeb/pxweb/en/DB/DB_3K_E6/?tablelist=true&rxid=227f6805-9732-41b6-981c-ac178832d6db)
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3. International Labor Office, Decent Work Country Profile: The Philippines– Geneva: ILO, 2012. (https://www.ilo.org/integration/resources/pubs/WCMS_190710/lang-en/index.htm)
4. International Labour Organization (ILO) Decent Work – Decent Work and Sustainable Development Goals (<http://www.ilo.org/global/topics/decent-work/lang-en/index.htm>)

FOR INQUIRIES

Regarding this report, contact **LABOR STANDARDS AND RELATIONS STATISTICS DIVISION** at 376-1921

Regarding other statistics, contact **KNOWLEDGE MANAGEMENT AND COMMUNICATIONS DIVISION** at 462-6600 local 834

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