

**2008 SURVEY OF EMPLOYMENT  
IN NON-AGRICULTURAL ESTABLISHMENTS**

**STATISTICS ON FEMALE EMPLOYMENT**

*(Fifth of a series)*

*This issue of LABSTAT Updates is the fifth in the series of reports based on the results of the 2007/2008 BLES Integrated Survey (BITS). The BITS is a nationwide sample survey covering 6,460 non-agricultural establishments with at least 20 workers. This report presents statistics on female employment in the industry and services sectors of the labor market.*

## OVERVIEW

Women are considered as among the important cohorts of the working-age population. Their increasing participation in the labor market is one of the major trends that steer the growth of labor supply in recent decades.

Traditionally, women were expected to stay at home or to leave their careers once they get married and have children. Their work was once confined to repetitive and menial jobs with very little opportunities for advancement. Today, women managers and leaders can be found in all branches of the government and their employment predominates over men in certain sub-sectors such as education, health and finance.

This, notwithstanding, the status of women in some sectors remains largely unequal with that of men. On the average, women are still paid less than men and are under-represented in management.

The inclusion of gender issues in the Millennium Development Goals (MDG) once again underscores the important role played by women in nation building. One of the indicators under this goal is to monitor the changes overtime of the share of female workers in wage employment in the industry and services sectors. According to the framers of the MDGs, *"equal access to paid employment provides regular monetary incomes which empower women as they acquire greater autonomy and self-reliance in household and personal development and decision-making"*.

This LABSTAT Updates presents a snapshot of women wage employment in industry and services sectors as culled from the results of the 2007/2008 BLES Integrated Survey (BITS). Statistics in this report refers to the sum of female employment as of the payroll period June 30, 2008.

## SURVEY RESULTS

Total female employment in non-agricultural establishments with 20 or more workers was placed at 1.242 million as of June 30, 2008. As a proportion to total establishment workforce, female workers comprised 41.2% of the overall employment estimated at around 3.012 million. This suggests that while male workers made up the majority of the workforce, the share of women workers was just as considerable and trailing not far behind their male counterpart.

### *By Employment size*

Differences in female employment can be observed by the size of establishment employment. As can be gleaned from Table 1, large-sized establishments with 200 or more workers have higher proportion of women in their workforce at 44.6%. This proportion is well above the figures recorded in small-sized establishments and medium-sized establishments where the proportions of female employment to the total workforce were about the same at 36.9% and 34.5%, respectively.

### *By Broad Sectors*

Notable differences in female employment, likewise, exist between the two broad sectors of the labor market. More specifically, the proportion of women workers in services sector at 43.0% far exceeded the share of women employment in industry sector which stood at 38.4%. In terms of magnitude, female employment in the services sector at 808,004 almost doubled the number of those in the industry sector at 434,349.

**TABLE 1 – Total Employment in Non-Agricultural Establishments With 20 or More Workers by Sex, Employment Size and Sector, Philippines: June 2008**

Sex/Employment Size/Sector	Number	Percent (%)
<b>TOTAL EMPLOYMENT</b>	<b>3,011,801</b>	<b>100.0</b>
- Male	1,769,449	58.8
- Female	1,242,352	41.2
<b>BY EMPLOYMENT SIZE</b>		
20-99 Workers	<b>805,130</b>	<b>100.0</b>
- Male	507,711	63.1
- Female	297,419	36.9
100-199 Workers	<b>381,623</b>	<b>100.0</b>
- Male	250,046	65.5
- Female	131,577	34.5
200 or More Workers	<b>1,825,048</b>	<b>100.0</b>
- Male	1,011,691	55.4
- Female	813,357	44.6
<b>BY SECTOR</b>		
Industry	<b>1,130,866</b>	<b>100.0</b>
- Male	696,517	61.6
- Female	434,349	38.4
Services	<b>1,880,935</b>	<b>100.0</b>
- Male	1,072,931	57.0
- Female	808,004	43.0

*Note: Details may not add up to totals due to rounding of figures.*

*Source of data: Bureau of Labor and Employment Statistics, 2007/2008 BLES Integrated Survey.*

This difference can be attributed to the nature of economic activities that characterized each sector. By and large, industry jobs are more physical in nature as they involved the production of goods, extraction of natural resources and construction. On the other hand, many jobs in the services sector are better suited for women particularly those that involve education, health and personal care and clerical and accounting tasks.

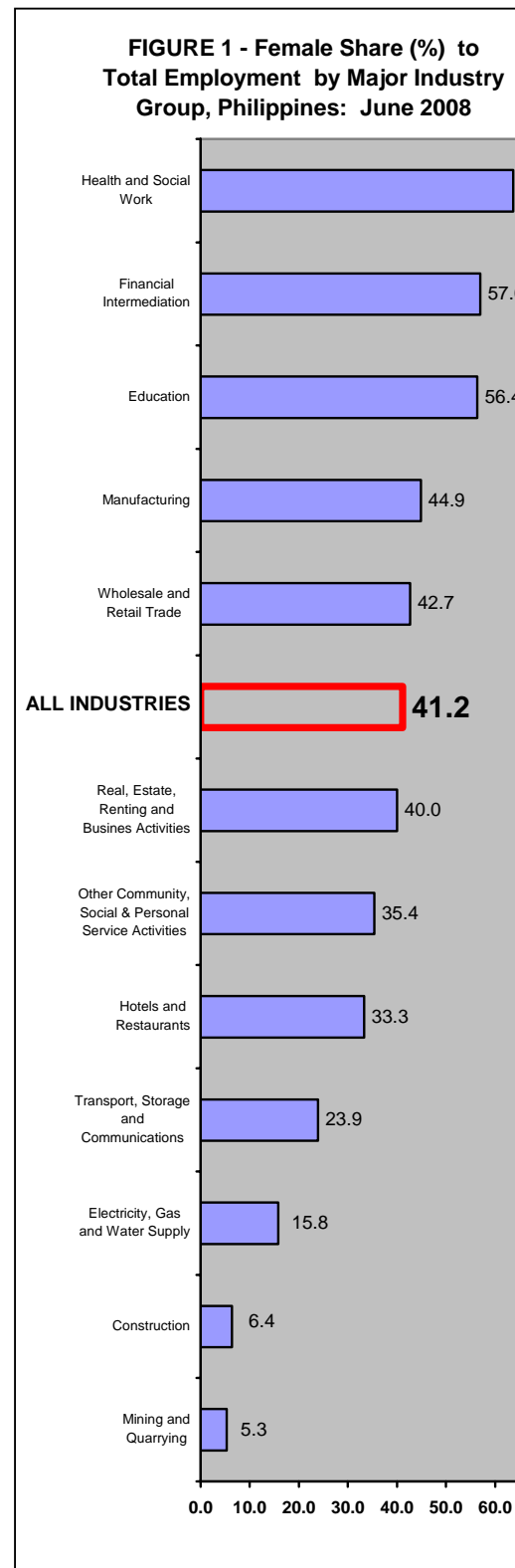
### By Industry

Across industry groups, three (3) sub-sectors particularly stood out in terms of the magnitude of female employment in their workforce. These are the sub-sectors where the proportion of female employment has crossed the 50.0% threshold, i.e., female comprised the majority of the workforce. The health and social work sub-sector easily topped the list with female occupying 63.7% of the total workforce. Financial intermediation ranked second at 57.0% followed closely by education at 56.4%. It is important to point out that two (2) of these sub-sectors are critical in the development of the country's human resources, namely, health and education.

Women employment, though not the majority, was also considerable in the three (3) largest sub-sectors in terms of employment. These include manufacturing; wholesale and retail trade; and real estate, renting and business activities which together accounted for 27.1% of total establishment employment. In these industries, female workers represent 44.9%, 42.7% and 40.0% of the total workforce, respectively.

Contrary to common expectation, women employment was less visible in hotels and restaurants and other community, social and personal service activities where they accounted for only 33.3% and 35.4% of the total workforce, respectively.

Lower still were their participation in transport, storage and communications (23.9%) and electricity, gas and water supply (15.8%). Moreover, their contribution to total employment was almost nil in construction (6.4%) and mining and quarrying (5.3%).



Source of data: Bureau of Labor and Employment Statistics, 2007/2008 BLES Integrated Survey.

#### FOR INQUIRIES:

Regarding this report contact **EMPLOYMENT AND MANPOWER STATISTICS DIVISION** at 527-3000 loc. 313  
 Regarding other statistics and technical services contact **BLES DATABANK** at 527-3000 loc. 317  
 Or Write to BLES c/o **Databank, 3/F DOLE Bldg. Gen. Luna St., Intramuros, Manila, 1002**  
 FAX 527-93-24 E mail: [blesemspd@yahoo.com](mailto:blesemspd@yahoo.com)  
 Or visit our website at <http://www.bles.dole.gov.ph>

**TABLE 2 – Female Employment in Non-Agricultural Establishments With 20 or More Workers by Major Industry Group, Philippines: June 2008**

Major Industry Group	Total Employment	Female Employment	
		Number	Percent Share
<b>TOTAL</b>	<b>3,011,801</b>	<b>1,242,352</b>	<b>41.2</b>
Mining and Quarrying	24,721	1,313	5.3
Manufacturing	919,387	412,461	44.9
Electricity, Gas and Water Supply	91,606	14,509	15.8
Construction	95,152	6,066	6.4
Wholesale and Retail Trade	367,460	156,798	42.7
Hotels and Restaurants	150,501	50,171	33.3
Transport, Storage and Communications	184,713	44,154	23.9
Financial Intermediation	172,620	98,455	57.0
Real Estate, Renting and Business Activities	614,529	245,775	40.0
Education	229,710	129,598	56.4
Health and Social Work	91,518	58,339	63.7
Other Community, Social and Personal Service Activities	69,884	24,714	35.4

*Note: Details may not add up to totals due to rounding of figures.*

*Source of data: Bureau of Labor and Employment Statistics, 2007/2008 BLES Integrated Survey.*