

## MDGs INDICATORS ON EMPLOYMENT

### Share of Women in Wage Employment in the Non-Agricultural Sector

*(Fourth of a Series)*

#### Background

In 2000, member countries of the United Nations adopted the Millennium Declaration which was translated into a roadmap setting out goals, known as the Millennium Development Goals (MDGs). The eight MDGs, set to be achieved by 2015, are 1) eradicate extreme poverty and hunger; 2) achieve universal primary education; 3) promote gender equality and empower women; 4) reduce child mortality; 5) improve maternal health; 6) combat HIV/AIDS, malaria and other diseases; 7) ensure environmental sustainability; and 8) develop a global partnership for development. Each goal is accompanied by certain targets with time-bound and measurable indicators.

The employment indicators of the MDGs were of fairly recent development. It was only in February 2007 that the Secretary-General of the United Nations began a two-year devoted effort in the Commission for Social Development to actions which "promote full and productive employment and decent work for all" as a vehicle for poverty reduction. Resolutions guided the work of the Inter-Agency and Expert Group (IAEG) in their efforts to include a new target for employment in the MDGs (Goal 1 Target 1.B), bringing to five (5) the total employment indicators in the MDG.

#### MDGs EMPLOYMENT INDICATORS

##### GOAL 1: Eradicate extreme poverty and hunger

**Target 1.B:** *Achieve full and productive employment and decent work for all, including women and young people*

##### Indicators:

- 1.4 Growth rate of labor productivity (GDP per person employed)
- 1.5 Employment-to-population ratio
- 1.6 Proportion of employed people living below the poverty line (Working poverty rate)
- 1.7 Proportion of own-account and contributing family workers in total employment

##### GOAL 3: Promote gender equality and empower women

**Target 3.1:** *Eliminate gender disparity in primary and secondary education, preferably by 2005, and in all levels of education no later than 2015*

##### Indicator:

- 3.2 Share of women in wage employment in the non-agricultural sector

This issue of LABSTAT Updates focuses on the MDG Employment Indicator 3.2 *Share of Women in Wage Employment in Non-Agricultural Sector*. This indicator measures the degree to which women have equal access to paid employment and thus their contribution into the monetary economy. It also

indicates the provision of regular monetary income for them.

A high share of women in wage and salary employment may also indicate that they have greater independence in decision-making in their households and personal development.

**Women’s participation in wage employment generally increased over time**

For the period 1995 to 2011, women’s share in wage employment in the non-agricultural sector was consistently below 50 percent with the highest share posted in 2006 and 2010 (42.0%) and lowest in 1996 (39.0%). This denotes that through the years, men remained to have a higher share than women.

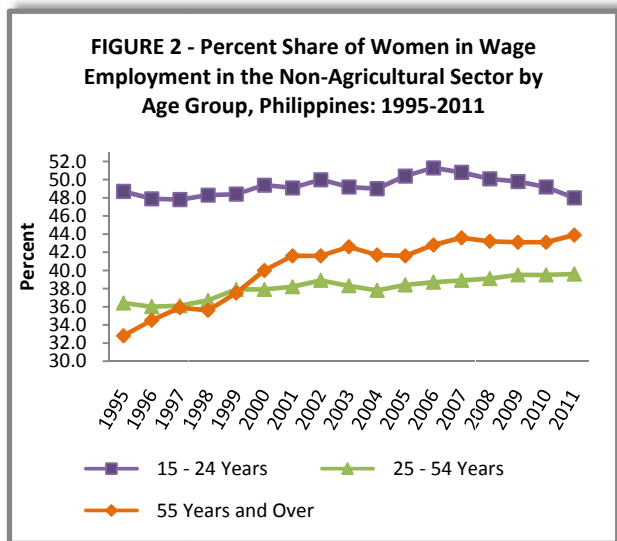
Nevertheless, the over-all trend showed that women’s participation was slightly increasing over time, indicating that the traditional role of women as homemaker/child rearer has gradually changed. This was also manifested in the employment-to-population ratio of women which had an upward trend from 1995 to 2011 (See LABSTAT Updates Vol. 16 No. 33 December 2012). These observations signify progress in addressing gender inequality.

The percent share of women to total wage and salary workers in the non-agricultural sector consistently improved from 1997 to 2002. It experienced a dent from 2003 to 2004 and was almost constant from 2006 to 2011 (Figure 1).

**Women’s share was highest in youngest age group**

By age group, the employed young (15-24 years old) women had consistently the highest proportion to wage employment in the non-agricultural sector ranging from 47.8 percent to 51.3 percent from 1995 to 2011. Next were those in their prime ages (25-54 years old) but this was only from 1995 to 1999, with proportions ranging from 36.0 percent to 37.9 percent. From 2000 onwards, the proportion of women in wage employment in the non-agricultural

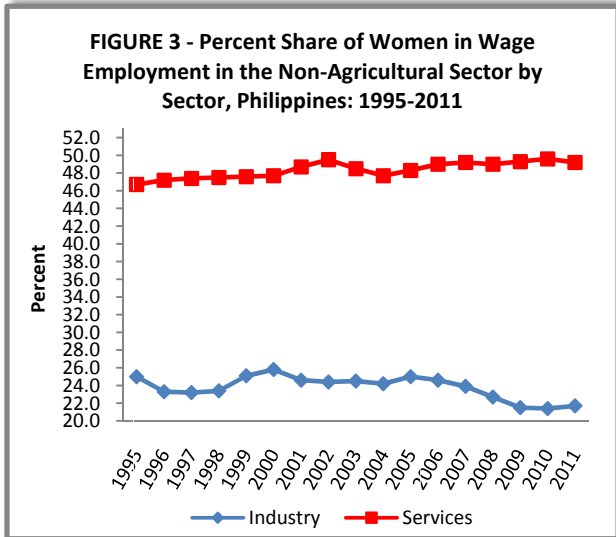
sector was higher for the elderly (55 years and over) than those in their prime ages. In these years, the proportions of women in wage employment for the elderly ranged from 40.0 percent to 43.9 percent (Figure 2).



**Nearly Equal Men and Women Participation in Wage Employment in Services Sector**

In the services sector, the proportion of women in wage employment ranged from 46.7 percent to 49.6 percent during the period 1995 to 2011, indicating that men and women were nearly equal in their participation in wage employment. On the other hand, wage employment in

the industry sector was dominated by men as the women accounted for around one-fourth from 1995-2008 then slipped to one-fifth thereafter (Figure 3).



**Region VIII posted the highest percent share of women wage earners**

All regions exhibited fluctuating women’s shares in non-agricultural wage employment but all of them, except for Region XI and Autonomous Region in Muslim Mindanao (ARMM), were generally increasing over time.

In 2011, Region VIII had the highest share of women in non-agricultural wage employment (44.9%). Except for the two regions (Region XI: 37.7% and ARMM: 36.8%) earlier mentioned, the rest of the regions recorded shares of at least 40 percent (Table 1).

**Most women in wage employment worked in private households**

Around 25 percent of women who were wage and salary earners in the non-agricultural sector worked in private households from 2004 to 2011. They were also commonly found in wholesale and retail trade, repair of motor vehicles, motorcycles and personal and household goods (14.5% to 15.7%); manufacturing (12.7% to 16.9%); education (12.5% to 13.1%) and public administration and defense, compulsory and social security (9.6% to 10.8%). It is worth mentioning that the shares of women in manufacturing declined through the years and shifted particularly to wholesale and retail trade and real estate, renting and business activities. Their shares remained fairly constant in the rest of the non-agricultural industries (Table 2).

**Women wage and salary earners were mostly laborers and unskilled workers**

For same period covered, the highest proportion of women in wage employment in the non-agricultural sector were employed as laborers and unskilled workers which ranged from 27.8 percent to 29.4 percent. It was followed by service workers and shop and market sales workers with continuously increasing shares to total from 16.7 percent in 2004 to 19.3 percent in 2011. Women were also largely employed as professionals (16.0% to 16.6%) and as clerks (15.1% to 17.7%) (Table 3).

**DEFINITION OF TERMS**

*Share of Women in Wage Employment in the Non-Agricultural Sector*

- the percentage share of female workers in wage employment in the non-agricultural sector to total wage employment in the non-agricultural sector.

*Wage Employment*

- employed persons who worked for pay, in cash or in kind in private households, private establishments, government/government-controlled corporations or in own-family operated farm and business.

*Non-Agricultural Sector*

- refers to economic activities under the industry sector (mining and quarrying; manufacturing; electricity, gas and water; and construction) and services sector (wholesale and retail trade, repair of motor vehicles; motorcycles and personal and household goods; hotels and restaurants; transport, storage and communications; financial intermediation; real estate, renting and business activities; public administration and defense compulsory; education; health and social work; other community, social and personal service activities; private household with employed persons and extra-territorial organizations and bodies).

**INTERPRETATION GUIDELINES**

Share of women employment in non-agricultural sector may vary from 0 (only men) to 100 percent (only women). Equal numbers of women and men in the sectors would give an indicator value of 50 percent.

Progress is assessed by an increase in the value of the indicator (often aiding poverty reduction). Due to growing levels of development and related structural economic changes, production tends to move from the agricultural sector towards the non-agricultural sectors. At the same time, this causes a movement to paid employment jobs away from the other types of jobs, with an accompanying emergence of monetized industrial and services sectors. The extent to which women have access to paid employment could thus reflect their integration into the monetary economy while benefiting from a more regular and largely monetary income. This in turn would be expected to have a positive impact on women's autonomy and decision-making powers.

In some countries, non-agricultural wage employment represents only a small portion of total employment. Therefore, this indicator should be considered together with additional information on the situation of women in the labour market: for instance, the share of women in total employment – by status in employment, level of education, level of remuneration, wage differentials, and women's and men's access to social protection – as well as in unemployment and in the economically active population.

Another indicator that can be used for similar analysis is female share of employment by International Standard Industrial Classification of All Economic Activities (ISIC) category. That indicator may be analyzed together with share of wage employment in non-agricultural employment.

**Reference:** International Labour Office (ILO). (2012). *Decent Work Indicators: Concepts and definitions*, ILO Manual First Edition. Geneva: ILO.

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TABLE 1 - Share of Women in Wage Employment in the Non-Agricultural Sector, Philippines: 1995-2011

(In Percent)

AGE GROUP/SECTOR/REGION	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
<b>PHILIPPINES</b>	<b>39.4</b>	<b>39.0</b>	<b>39.1</b>	<b>39.6</b>	<b>40.4</b>	<b>40.9</b>	<b>41.2</b>	<b>41.9</b>	<b>41.3</b>	<b>40.7</b>	<b>41.4</b>	<b>42.0</b>	<b>41.9</b>	<b>41.7</b>	<b>41.9</b>	<b>42.0</b>	<b>41.8</b>
15 - 24 Years	48.7	47.9	47.8	48.3	48.4	49.4	49.1	50.0	49.2	49.0	50.4	51.3	50.8	50.1	49.8	49.2	48.0
25 - 54 Years	36.4	36.0	36.1	36.7	37.9	37.9	38.2	38.9	38.3	37.8	38.4	38.7	38.9	39.1	39.5	39.5	39.6
55 Years and Over	32.8	34.5	35.9	35.6	37.5	40.0	41.6	41.6	42.6	41.7	41.6	42.8	43.6	43.2	43.1	43.1	43.9
Industry	25.0	23.3	23.2	23.4	25.1	25.8	24.6	24.4	24.5	24.2	25.0	24.6	23.9	22.7	21.5	21.4	21.7
Services	46.7	47.2	47.4	47.5	47.6	47.7	48.7	49.5	48.5	47.7	48.3	49.0	49.2	49.0	49.3	49.6	49.2
Activities Not Adequately Defined	37.5	33.3	42.8	25.0	5.3	20.0	-	-	-	-	-	-	-	-	-	-	-
National Capital Region	40.3	41.2	41.2	41.2	42.6	43.1	42.8	42.9	42.4	41.6	42.5	42.3	42.1	41.8	42.0	41.7	41.2
Cordillera Administrative Region	33.3	37.8	37.2	34.2	35.1	35.0	34.8	36.7	39.4	40.5	40.0	42.0	42.4	39.8	41.7	40.3	40.8
Region I - Ilocos Region	37.8	36.6	39.0	38.9	38.4	38.4	39.0	39.4	37.8	37.1	37.6	39.1	39.9	39.1	40.2	40.7	41.7
Region II - Cagayan Valley	44.6	41.2	40.1	40.7	39.4	38.1	39.2	41.1	40.2	39.9	38.7	40.4	41.1	40.3	40.7	41.8	41.1
Region III - Central Luzon	38.9	37.3	34.9	35.9	38.3	38.0	37.6	40.1	38.8	37.8	39.3	39.7	39.8	39.9	40.5	40.4	40.4
Region IV - Southern Tagalog	40.0	38.6	39.0	39.8	40.7	41.4	42.4	43.3	-	-	-	-	-	-	-	-	-
Region IV-A - CALABARZON	-	-	-	-	-	-	-	-	41.7	41.6	42.3	43.3	42.8	42.9	42.7	43.0	43.4
Region IV-B - MIMAROPA	-	-	-	-	-	-	-	-	40.7	41.4	43.0	43.2	43.1	42.7	44.8	44.1	44.5
Region V - Bicol Region	38.4	38.3	39.7	40.7	40.1	42.1	41.7	42.2	42.9	42.1	41.4	41.4	40.9	41.8	42.1	41.8	40.9
Region VI - Western Visayas	42.4	40.3	42.6	42.4	41.8	42.8	44.0	45.0	43.5	43.0	42.8	43.2	44.1	45.0	43.8	44.1	43.7
Region VII - Central Visayas	36.8	38.8	37.4	38.9	40.5	40.8	39.4	39.6	42.5	41.6	42.8	43.1	42.3	42.2	42.6	43.3	42.9
Region VIII - Eastern Visayas	38.7	38.4	38.9	38.2	40.6	41.4	44.0	41.9	43.1	43.5	45.4	45.4	45.3	44.2	45.3	45.0	44.9
Region IX - Zamboanga Peninsula	38.2	35.4	35.8	37.0	37.2	37.4	37.7	39.0	38.7	37.5	38.9	40.2	40.7	40.8	40.4	40.4	40.6
Region X - Northern Mindanao	35.1	35.4	37.2	37.2	37.1	38.4	42.2	40.3	39.6	38.4	39.5	41.5	43.0	41.3	40.9	41.9	41.8
Region XI - Davao Region	39.8	40.3	41.0	42.0	41.4	42.6	42.4	41.9	40.3	40.3	40.5	41.0	39.5	39.6	39.2	38.6	37.7
Region XII - SOCCSKSARGEN	40.2	39.1	39.4	38.2	38.0	39.7	39.9	41.9	42.9	42.2	42.7	42.9	43.1	42.3	43.0	41.8	42.1
Caraga	-	39.4	37.2	40.3	40.7	39.0	37.8	37.7	39.3	39.4	39.5	40.8	41.1	39.9	40.5	40.0	40.1
Autonomous Region in Muslim Mindanao	43.1	37.7	35.7	36.0	36.4	36.5	39.5	41.9	38.0	38.1	36.0	38.0	36.6	37.4	36.6	40.3	36.8

Notes: 1. The Caraga Region was created through Republic Act No. 7901 on February 25, 1995.

2. Starting with the April 2002 round of LFS, the NSO adopted the regional grouping under E.O.36 signed on September 19, 2001. It provides the reorganization of the Administrative Regions in Mindanao, hence, Region IX (Western Mindanao), XI (Southern Mindanao) and XII (Central Mindanao) were renamed Zamboanga Peninsula, Davao Region and SOCCSKSARGEN, respectively. Meanwhile, Region X retained its name as Northern Mindanao.

3. Starting July 2003 round of LFS, the NSO adopted the new regional grouping per E.O. 103 signed on May 17, 2002 wherein Region IV was divided into Region IV-A as CALABARZON and Region IV-B as MIMAROPA while Aurora province was transferred to Region III.

4. Data from 1995-1996 were adjusted based on the 1980 Census-based population projections, those from 1997-2005 were adjusted based on 1995 Census-based population projections and those from 2006 onwards were adjusted based on 2000 Census-based population projections.

Source of basic data: National Statistics Office, Labor Force Survey.

**TABLE 2 - Percent Distribution of Women in Wage Employment in the Non-Agricultural Sector  
by Major Industry Group, Philippines: 2004-2011**

MAJOR INDUSTRY GROUP	2004	2005	2006	2007	2008	2009	2010	2011
<b>TOTAL NUMBER (000)</b>	<b>5,511</b>	<b>5,633</b>	<b>5,800</b>	<b>6,083</b>	<b>6,148</b>	<b>6,486</b>	<b>6,854</b>	<b>7,075</b>
<b>Percent</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Mining and Quarrying	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Manufacturing	16.8	16.9	16.2	15.4	14.3	12.7	12.9	12.9
Electricity, Gas and Water Supply	0.4	0.3	0.3	0.4	0.3	0.4	0.3	0.3
Construction	0.5	0.5	0.4	0.5	0.5	0.5	0.6	0.5
Wholesale and Retail Trade, Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	14.9	14.7	14.8	14.5	14.8	15.2	15.3	15.7
Hotels and Restaurants	5.0	5.1	5.2	5.2	5.3	5.5	5.4	5.5
Transport, Storage and Communications	1.7	1.9	2.2	2.3	2.2	2.2	2.2	2.2
Financial Intermediation	3.1	3.3	3.2	3.1	3.3	3.1	3.1	3.3
Real Estate, Renting and Business Activities	3.1	3.3	3.8	4.0	4.3	4.5	4.8	5.1
Public Administration and Defense; Compulsory Social Security	9.9	9.7	9.6	9.9	10.6	10.5	10.8	10.6
Education	12.7	13.1	12.8	12.6	12.9	13.0	12.7	12.5
Health and Social Work	4.3	4.3	3.9	3.9	4.0	4.2	4.3	4.1
Other Community, Social and Personal Service Activities	4.5	4.0	3.9	3.7	3.5	3.7	3.7	3.8
Private Household with Employed Persons	23.0	22.7	23.6	24.3	23.9	24.3	23.7	23.3
Extra-Territorial Organizations and Bodies	*	*	*	*	*	*	*	*

Notes: 1. Data from 2004-2005 used employment data based on 1995 Census-based population projections.

2. Data from 2006 onwards used employment data based on 2000 Census-based population projections.

\* Less than 0.05 percent.

Source of basic data: National Statistics Office, Labor Force Survey.

**TABLE 3 - Percent Distribution of Women in Wage Employment in the Non-Agricultural Sector  
by Major Occupation Group, Philippines: 2004-2011**

MAJOR OCCUPATION GROUP	2004	2005	2006	2007	2008	2009	2010	2011
<b>TOTAL NUMBER (000)</b>	<b>5,511</b>	<b>5,633</b>	<b>5,800</b>	<b>6,083</b>	<b>6,148</b>	<b>6,486</b>	<b>6,854</b>	<b>7,075</b>
<b>Percent</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Officials of Government and Special-Interest Organizations, Corporate Executives, Managers, Managing Proprietors and Supervisors	5.1	5.1	4.8	4.9	5.2	5.0	5.0	4.9
Professionals	16.3	16.3	16.2	16.0	16.6	16.5	16.4	16.3
Technicians and Associate Professionals	6.7	6.5	6.5	6.4	6.2	6.4	6.2	6.2
Clerks	15.1	15.9	15.7	16.0	16.8	16.9	17.5	17.7
Service Workers and Shop and Market Sales Workers	16.7	16.8	17.3	17.4	17.8	18.6	18.6	19.3
Farmers, Forestry Workers and Fishermen	*	*	*	*	*	*	*	*
Trades and Related Workers	7.1	6.9	6.2	5.9	4.9	4.3	4.4	4.2
Plant and Machine Operators and Assemblers	3.7	3.7	3.8	3.8	3.5	2.8	3.1	3.4
Laborers and Unskilled Workers	29.1	28.6	29.2	29.4	28.9	29.2	28.5	27.8
Special Occupations	0.3	0.3	0.2	0.2	0.2	0.2	0.2	0.2

Notes: 1. Data from 2004-2005 used employment data based on 1995 Census-based population projections.

2. Data from 2006 onwards used employment data based on 2000 Census-based population projections.

\* Less than 0.05 percent.

Source of basic data: National Statistics Office, Labor Force Survey.