



## WOMEN IN EMPLOYMENT: A PROFILE (1989-1999)

### OVERVIEW

A decade ago, the Philippines has adopted the 1989-1992 Philippine Development Plan for Women (*PDPW*) to guide efforts in creating a planning environment sensitive to gender concerns and to promote greater participation of women in decision-making and in economic and social development and its benefits.

Since then, both government and non-government organizations have taken deliberate efforts to accelerate women's development. While a lot remains to be done, some gains have been achieved in certain areas specifically on the employment of women. This update takes a look at the changes on the profile of employed women over the ten-year period.

Data on this update were based on the average of four survey rounds (*January, April, July and October*) of the Labor Force Survey (*LFS*) conducted by the National Statistics Office (*NSO*) in 1989, 1994 and 1999.

### LABOR FORCE

Of the total labor force in 1999, 37.8 percent (*12.140 million*) were women as contrasted to 62.2 percent (*19.942 million*) for men. From 1989-1994, men posted a higher average annual growth than women (*3.0% vs. 2.8%*). The next five years, economically active women grew by 3.7 percent (*+383,200*) annually compared to only 2.9 percent for men (*+502,400*). *Table 1*

Labor force participation rates (*LFPR*)\* of men were higher than women throughout the ten-year period. However, the *LFPR* of women which slightly fluctuated to 48.2 percent in 1994 from 48.7 percent in 1989, jumped to a high of 50.2 percent in 1999. The *LFPR* of men on the other hand, declined to 83.0 percent in 1994 and 83.1 percent in 1999 from 83.8 percent in 1989.

\* *Labor Force Participation Rate (LFPR)* - the proportion in percent of the total number of persons in the labor force to the total household population 15 years old and over.

## EMPLOYMENT

A total of 10.937 million employed in 1999 were women while men claimed a total of 18.042 million. Comparing the average annual rates for 1989-1994, employed men and women posted almost the same growth (2.8% vs. 2.9%). However, in 1994-1999 women with gainful employment significantly increased by 3.9 percent compared to only 2.7 percent among their male counterpart.

The employment rate\* among women during the period was slightly lower than men. Yet, their participation in employment posted an uptrend while men registered a decline in 1989 (89.0% vs. 91.9%); 1994 (89.4% vs. 91.2%) and 1999 (90.1% vs. 90.5%).

### Sectoral Employment

In proportion to total employment, the services sector was the major employer of women throughout the ten-year period. It claimed more than half of the total in 1999 (59.5% or 6.504 million); 1994 (55.3% or 5.054 million) and 1989 (54.6% or 4.363 million). Employed women however, fell in agriculture (from 31.0% in 1989 to 28.2% in 1999) as well as, in industry from 14.4 percent to 12.3 percent, respectively.

From 1989-1994, employment in the services sector expanded at the same rate as the agricultural sector (3.2% each) while the industry grew by a mere 1.1 percent. In the next five years, the service sector continued to absorb a large number of the employed women. It posted an average increase of 5.7 percent (+290,000) annually. The industry likewise registered a 2.1 percent growth (+26,000) in employment while agriculture lagged behind at 1.5 percent.

### Occupational Employment

Though declining in proportion, most of the employed women in 1989 (30.8%), 1994 (31.3%) and 1999 (28.1%) were agricultural workers while sales workers claimed the second largest with 24.8 percent, 25.2 percent and 26.1 percent, respectively.

Over the period, more women were absorbed in better paying jobs, like in administrative, executive and managerial positions. From 47,000 in 1989, it posted the largest average annual increase of 27.7 percent (+13,000) in 1994 and 17.0 percent (+19,000) in 1999 compared to other occupation groups that registered a single-digit growth.

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\* *Employment Rate - the proportion in percent of the total number of persons employed to the total number of persons in the labor force.*

## **Class of Worker**

Wage and salary workers accounted for the largest proportion of the employed (*45.4% in 1989 and 47.9% in 1999*). Own-account workers had almost one-third of the total while the remaining were unpaid family workers. Over the period, the first two groups of workers posted increasing growth rates while the unpaid family workers declined to 0.9 percent in 1994-1999 from 2.8 percent in 1989-1994.

## **Age Group**

About two-thirds of the employed women belonged to ages 25 to 54 years while 15 to 24 years age bracket accounted for about one-fifth. The older group (*35 years and over*) posted increasing proportions (*from 52.8% in 1989 to 58.8 percent in 1999*) while the younger group (*15 to 34 years*) posted a decline from 47.0 percent to 41.2 percent, respectively.

Notably, employed women between 25 to 34 years of age rose every year by an average of 4.0 percent (*+81,800*) from 1994-1999 compared to only 1.1 percent (*+21,800*) reported 5 years ago. Increases were also observed among those in ages 45 to 54 years with respective growth rates of 6.4 percent from 2.9 percent. Conversely, young women 20 to 24 years of age grew only by 0.9 percent in 1994-1999, a sharp decline from 2.9 percent recorded from 1989-1994.

## **Marital Status**

Married women comprised more than half of the employed (*60.8%*) in 1999 while less than one-third (*27.8%*) were single. Both single and married women posted almost the same employment growth of nearly 3.0 percent in 1989-1994. However, the next five years (*1994-1999*), with the reduction in the value of earnings of households due to increases in prices of basic commodities, an additional 4.8 percent (*+257,600*) among married women annually opted to work while single women grew by barely 1.5 percent.

## **Educational Attainment**

A growing proportion of employed women had high school education and college education from 1989 (*26.6% and 25.0%*) to 1994 (*29.5% and 25.8%*) and 1999 (*31.7% and 28.5%*). Those with elementary education in contrast continued to decline from 44.0 percent to 41.0 percent and 36.6 percent, respectively.

Evidently, it is hard for women without education to find a job based on its negative growth during the period. On the other hand, the number of women with high school education steadily went up by 5.4 percent (*1989-1994*) and 5.8 percent (*1994-1999*). Likewise, those with college education have grown faster on the latter half of the decade (*6.4%*) compared to only 3.6 percent during the first half.

## Hours Worked

More than one half of women had full-time work (*worked 40 hours and over a week*) while more than one-third were visibly underemployed (*worked less than 40 hours a week*). Over the period, the proportion of women working full-time shrunk in 1999 (60.0%) from 1989 (62.0%) while visibly underemployed increased to 38.1 percent from 36.4 percent, respectively.

## UNEMPLOYMENT

Throughout the decade, unemployed men outnumbered women. Men comprised more than half of the total unemployed persons while women accounted for declining proportions: 44.8 percent in 1989, 41.2 percent in 1994 and 38.8 percent in 1999. *Table 3*

During the first half of the decade, the number of unemployed men expanded more than three times that of women (5.2% vs. 1.8%). In the latter half however, women without work further grew by an annual average of 2.3 percent (+24,600) while men reported a slightly lower growth of 4.6 percent (+71,400).

Women consistently registered higher unemployment rates than men in 1989 (11.0% vs. 8.1%), 1994 (10.6% vs. 8.8%) and

1999 (9.9% vs. 9.5%). However, in contrast to their male counterpart, women posted declining rates during the period.

## Age Group

The younger group (*15 to 34 years old*) comprised more than three-fourths of the unemployed women from 1989-1999. The respective proportions however, declined among those in the age brackets 20 to 24 years (*from 29.2% to 28.7%*) and 25 to 34 years (*from 23.5% to 21.1%*). Correspondingly, some increases were noted in the older groups (*35 to 65 years and over*) specifically in ages 35-44 years which posted the highest annual growth of 3.8 percent in 1989-1994 and 6.4 percent in 1994-1999.

## Highest Grade Completed

From 71.7 percent in 1989, the proportion of unemployed women with high school and college education went up to 75.6 percent in 1994 and 77.3 percent in 1999.

Levelwise, high school educated women without work rose by an annual average of 3.5 percent (1989-1994) and 2.9 percent (1994-1999) while those with college education posted almost the same growth of 2.5 percent and 2.6 percent, respectively.

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**Table 1 - Employment Situation of Men and Women, Philippines: 1989, 1994 & 1999**  
*(In thousands except rates)*

INDICATOR	1989		1994		1999		Ave. Annual Growth Rate (%)			
							1989-1994		1994-1999	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Labor Force	15,134	8,986	17,430	10,224	19,942	12,140	3.0	2.8	2.9	3.7
<i>LFPR (%)</i>	<i>83.8</i>	<i>48.7</i>	<i>83.0</i>	<i>48.2</i>	<i>83.1</i>	<i>50.2</i>	-	-	-	-
Employed	13,913	7,996	15,888	9,144	18,042	10,937	2.8	2.9	2.7	3.9
<i>Employment Rate (%)</i>	<i>91.9</i>	<i>89.0</i>	<i>91.2</i>	<i>89.4</i>	<i>90.5</i>	<i>90.1</i>	-	-	-	-
Unemployed	1,222	990	1,542	1,080	1,899	1,203	5.2	1.8	4.6	2.3
<i>Unemployment Rate (%)</i>	<i>8.1</i>	<i>11.0</i>	<i>8.8</i>	<i>10.6</i>	<i>9.5</i>	<i>9.9</i>	-	-	-	-

**Table 2 – Number and Percent Distribution of Employed Women  
Philippines: 1989, 1994 and 1999**  
(In thousands except percent)

INDICATOR	1989		1994		1999		Average Annual Growth Rate (%)	
	Number	Percent	Number	Percent	Number	Percent	1989-1994	1994-1999
<b>Total Employed</b>	<b>7,996</b>	<b>100.0</b>	<b>9,144</b>	<b>100.0</b>	<b>10,937</b>	<b>100.0</b>	<b>2.9</b>	<b>3.9</b>
<b>Sector / Major Industry Group</b>								
<b>Agriculture, Fishery and Forestry</b>	<b>2,481</b>	<b>31.0</b>	<b>2,872</b>	<b>31.4</b>	<b>3,087</b>	<b>28.2</b>	<b>3.2</b>	<b>1.5</b>
<b>Industry</b>	<b>1,150</b>	<b>14.4</b>	<b>1,215</b>	<b>13.3</b>	<b>1,345</b>	<b>12.3</b>	<b>1.1</b>	<b>2.1</b>
Mining and Quarrying	19	0.2	8	0.1	8	0.1	-11.6	0.0
Manufacturing	1,098	13.7	1,166	12.8	1,291	11.8	1.2	2.1
Electricity, Gas and Water	18	0.2	19	0.2	23	0.2	1.1	4.2
Construction	15	0.2	22	0.2	23	0.2	9.3	0.9
<b>Services</b>	<b>4,363</b>	<b>54.6</b>	<b>5,054</b>	<b>55.3</b>	<b>6,504</b>	<b>59.5</b>	<b>3.2</b>	<b>5.7</b>
Wholesale and Retail Trade	1,999	25.0	2,325	25.4	2,878	26.3	3.3	4.8
Transportation, Storage and Communication	50	0.6	63	0.7	109	1.0	5.2	14.6
Financing, Insurance, Real Estate and Business Services	150	1.9	192	2.1	303	2.8	5.6	11.6
Community, Social and Personal Services	2,164	27.1	2,474	27.1	3,214	29.4	2.9	6.0
Industry Not Elsewhere Classified	2	0.0	3	0.0	1	0.0	-	-
<b>Major Occupation Group</b>								
Professional, Technical and Related Workers	800	10.0	888	9.7	1,091	10.0	2.2	4.6
Administrative, Executive and Managerial Workers	47	0.6	112	1.2	207	1.9	27.7	17.0
Clerical Workers	506	6.3	592	6.5	757	6.9	3.4	5.6
Sales Workers	1,982	24.8	2,305	25.2	2,854	26.1	3.3	4.8
Service Workers	1,145	14.3	1,292	14.1	1,741	15.9	2.6	7.0
Agricultural, Animal Husbandry and Forestry Workers, Fishermen and Hunters	2,465	30.8	2,862	31.3	3,070	28.1	3.2	1.5
Production and Related Workers, Transport Equipment Operators and Laborers	1,041	13.0	1,083	11.8	1,207	11.0	0.8	2.3
Occupation Not Adequately Defined	10	0.1	12	0.1	11	0.1	-	-
<b>Class of Worker</b>								
Wage and Salary Workers	3,630	45.4	4,112	45.0	5,240	47.9	2.7	5.5
Own – Account Workers	2,541	31.8	2,950	32.3	3,525	32.2	3.2	3.9
Unpaid Family Workers	1,824	22.8	2,082	22.8	2,172	19.9	2.8	0.9
<b>Hours Worked</b>								
Worked Less Than 40 Hours	2,911	36.4	3,444	37.7	4,172	38.1	3.7	4.2
Worked 40 Hours and Over	4,957	62.0	5,558	60.8	6,564	60.0	2.4	3.6
Did Not Work / Not Reported *	128	1.6	142	1.6	202	1.8	2.2	8.5

\* Include persons with a job/business even though not at work because of temporary illness/injury; vacation, or other leave of absence; bad weather, strike/labor dispute, or other reasons.

**Table 2 – Number and Percent Distribution of Employed Women  
Philippines: 1989, 1994 and 1999 (Cont'n)**  
*(In thousands except percent)*

INDICATOR	1989		1994		1999		Average Annual Growth Rate (%)	
	Number	Percent	Number	Percent	Number	Percent	1989-1994	1994-1999
<b>Total Employed</b>	<b>7,996</b>	<b>100.0</b>	<b>9,144</b>	<b>100.0</b>	<b>10,937</b>	<b>100.0</b>	<b>2.9</b>	<b>3.9</b>
<b>Age Group</b>								
15-19 Years	867	10.8	888	9.7	910	8.3	0.5	0.5
20-24 Years	944	11.8	1,082	11.8	1,130	10.3	2.9	0.9
25-34 Years	1,954	24.4	2,063	22.6	2,472	22.6	1.1	4.0
35-44 Years	1,794	22.4	2,186	23.9	2,623	24.0	4.4	4.0
45-54 Years	1,366	17.1	1,562	17.1	2,062	18.9	2.9	6.4
55-64 Years	747	9.3	940	10.3	1,190	10.9	5.2	5.3
65 Years and Over	323	4.0	423	4.6	551	5.0	6.2	6.1
<b>Marital Status</b>								
Single	2,457	30.7	2,818	30.8	3,036	27.8	2.9	1.5
Married	4,702	58.8	5,364	58.7	6,652	60.8	2.8	4.8
Widowed	712	8.9	819	9.0	1,019	9.3	3.0	4.9
Divorced/Separated	119	1.5	140	1.5	225	2.1	3.5	12.1
Unknown	5	0.1	4	0.0	4	0.0	-	-
<b>Highest Grade Completed</b>								
No Grade Completed	336	4.2	328	3.6	311	2.8	-0.5	-1.0
Elementary	3,522	44.0	3,748	41.0	3,998	36.6	1.3	1.3
High School	2,125	26.6	2,694	29.5	3,469	31.7	5.4	5.8
College	2,002	25.0	2,362	25.8	3,122	28.5	3.6	6.4
Not Reported	10	0.1	13	0.1	38	0.3	-	-

*Note: Details may not add up to totals due to rounding.  
Source of data: National Statistics Office, Labor Force Survey.*

**Table 3 – Number and Percent Distribution of Unemployed Women  
Philippines: 1989, 1994 and 1999**  
*(In thousands except percent)*

INDICATOR	1989		1994		1999		Average Annual Growth Rate (%)	
	Number	Percent	Number	Percent	Number	Percent	1989-1994	1994-1999
<b>Total Unemployed</b>	<b>990</b>	<b>100.0</b>	<b>1,080</b>	<b>100.0</b>	<b>1,203</b>	<b>100.0</b>	<b>1.8</b>	<b>2.3</b>
<b>Age Group</b>								
15-19 Years	262	26.5	266	24.6	316	26.3	0.3	3.8
20-24 Years	289	29.2	333	30.8	345	28.7	3.0	0.7
25-34 Years	233	23.5	248	23.0	254	21.1	1.3	0.5
35-44 Years	84	8.5	100	9.3	132	11.0	3.8	6.4
45-54 Years	52	5.3	55	5.1	68	5.7	1.2	4.7
55-64 Years	38	3.8	44	4.1	49	4.1	3.2	2.3
65 Years and Over	34	3.4	34	3.1	41	3.4	0.0	4.1
<b>Highest Grade Completed</b>								
No Grade Completed	32	3.2	25	2.3	27	2.2	-4.4	1.6
Elementary	247	24.9	238	22.0	238	19.8	-0.7	0.0
High School	359	36.3	422	39.1	484	40.2	3.5	2.9
College	350	35.4	394	36.5	446	37.1	2.5	2.6
Not Reported	1	0.1	2	0.2	8	0.7	-	-

*Note: Details may not add up to totals due to rounding.  
Source of data: National Statistics Office, Labor Force Survey.*