



# Investing in Decent Work for women: Not just right, but smart!



## QUICK FACTS ON THE SITUATION OF WOMEN IN THE PHILIPPINES

### WOMEN IN POPULATION

The Philippines ranks 12<sup>th</sup> among the highest population globally, 7<sup>th</sup> in Asia and 2<sup>nd</sup> in South-East Asia. In 2007, the Philippines had a projected population of 44.6 million for men and 44.1 million for women. This is expected to increase in 2008 to 45.5 million for men and 44.9 million for women.

The 2003 National Demographic and Health Survey (NDHS) by the National Statistics Office (NSO) showed a steady decline in fertility at 3.5 children per woman from 6.0 children per woman in 1970. Women in poor households tend to bear more children. Those who did not attend school at all bear an average of 5.3 children per woman, about double of those with a college education at 2.7 children per woman.

### WOMEN IN LABOUR FORCE

Based on the preliminary results of the October 2007 round of the Labor Force Survey (LFS) of the NSO, the country's labor force grew by 1.1 percent from 35.5 million in October 2006 to 35.9 million the following year. Labor force participation rate of women is 36.5% compared to 63.5% of men.

STATISTICS	MALE	FEMALE
Unemployment to working age population	6.48%	3.68%
Percentage of employees to total employed	51.47%	50.12%
Percentage of part-time workers to total employed	37.30%	37.94%
Economic activity rate of children 10-14 years old	90.12%	93.25%
Percentage of employed working 40-48 hours a week to total employed	40.70%	33.57%
Visible underemployment rate	15.23%	11.89%
Proportion of low-paid employees to total employees	10.94%	26.25%
Opportunities for Work	73.99%	73.92
Freedom of choice of employment	90.89%	94.34%
Productivity	66.27%	52.21%

*SOURCE: Department of Labor and Employment, October 2007*

Unpaid family workers the majority of whom are women decreased by 2.9 percent (-125,000) from 4.3 million in October 2006 to 4.18 million in October 2007.

### EDUCATION

The 2003 Functional Literacy, Education and Mass Media Survey results showed that 8 out of 100 (more than 2 million) Filipino women and 11 out of 100 (around 3 million) Filipino men cannot read and write. Girls have fared better in terms of enrolment indicators in elementary and secondary education. At public elementary level during the school year 2006-2007, the female Net Enrollment Ratio (NER) was computed at 76.90 percent while the male NER was a little bit lower at 75.28 percent.

Average Dropout Rate (ADR) at the elementary level was lower for females at 0.93 percent compared to the male ADR of 1.57 percent. This means that only one in every 100 girls and 2 in every 100 boys failed to complete school year 2006-2007. There was greater disparity between girls and boys in high school where the respective ADRs are equivalent to 120 girls for every 100 boys.

Higher education enrollment during the school year 2005-2006, females accounted for more than half of the total 2,483,645 enrollees at 54.48 percent compared to males at 45.52 percent. Based on school year 2005-2006 data of the Commission on Higher Education, the most common field of study for young women are health related programs while young men are more on engineering, technology and related programs.

### UNION MEMBERSHIP

There were 252,000 male union members compared to 138,000 female union members in non-agricultural establishments in 2004. Female union members represent only 14.3% of the total 962,000 total female paid employees. Slight increases were registered in 2006 when male union members numbered 262,000 male union members and female union members totaled 139,000. The majority were from the manufacturing industry, comprised of 116,000 male union members and 68,000 female union members.

In June 2006, there were 21,944 male union officers and 7,058 female union officers. There were also more male union presidents with 2,913 as compared to 560 female union presidents.

## WOMEN OVERSEAS WORKERS

The 2006 Survey on Overseas Filipinos conducted by the NSO estimated a total of 1.52 million overseas Filipino workers (OFWs) deployed all over the world during the period April to September 2006 of which 751,000 are male while 764,000 are female. In 2007, the Philippine Overseas Employment Office was able to deploy 1.07 million Filipinos. 75.7% or 809,740 were land-based while the rest (24.3% or 269,452) were sea-based. The two major occupational groups of OFWs - seafaring and domestic service - have very strong gender dimension because they tend to reflect the employers' preferences: men for seafarers and women for domestic service. While some women OFWs have technical, administrative and similar posts, the majority are in jobs vulnerable to abuse and exploitation which includes domestic service and entertainment.

## WOMEN IN POLITICS AND GOVERNANCE

In the 2007 Senatorial election, there were 4 women elected out of 37 women senatorial candidates, of which only 1 was among the top 12 winning senators. Women's participation in the senatorial election in 2004 was higher at 10 women out of 48 senatorial candidates, with 3 women elected. Currently, there are 4 women senators out of 23. More women-51 Representatives were elected to the 14th Congress in 2007. They accounted for 21.25 percent of the total 240 Representatives. During the 13th Congress, only 37 women had representation in Congress, with 15.74 percent of the total 235 seats. A total of 21 Party-list Representatives were given seats in the House of Congress, two of which were representing women's organization.

## INDIGENOUS WOMEN

While indigenous peoples belong to the marginalized sectors in the society, indigenous women tend to face double discrimination. In some areas, they even face discrimination among indigenous communities, experiencing limited opportunities to participate in leadership and decision-making. Many indigenous women belong to low income, unemployed and underemployed sectors of society. However, indigenous women in some areas managed to gain better access to leadership, decision making processes, ancestral domains, income and employment opportunities as shown in case studies and project interventions - such as in Ifugao and Lake Sebu.

## MATERNAL MORTALITY

The number of maternal deaths per 100,000 live births has declined, from 209 deaths in 1993 to 162 deaths in 2006. In the same year, 6 out of 10 married women, 15 to 49 years old, were at risk of conceiving a child with an elevated risk of mortality. These women were considered at risk either because they become pregnant at an early age, were too old or have more than 3 previous births at an unacceptably short birth interval. It is unlikely that the Millennium Development Goal target in 2015 of 52 deaths in the maternal mortality ratio (MMR) will be met.

## HIV/AIDS

As of December 2007, women with HIV/AIDS were recorded in 1,023 cases (33.54%) with 56.79 percent belonging to the 25-39 age groups and another 20.23 percent in the 19-24 age groups. HIV/AIDS cases were higher for men at 2,027 (66.46%), with 56.83 percent aged 25-39 years and 22.89 percent aged 40-49 years. There were 11 cases with no reported age and gender. The prevalence of HIV and AIDS has been kept below the national target of one percent (1%) of the population. However, figures on HIV and AIDS cases suggest the infection has spread, not reversed.

## VIOLENCE AGAINST WOMEN

From Jan to Oct 2007, there were 1,443 reported cases of Violation of the Anti- Violence against Women and their Children Act. For the past eight years, the number of violence against women (VAW) cases reported to the police continues to decline after it peaked at a record high of 9,132 cases in 2001. From January to October 2007, the Philippine National Police (PNP) documented a total of 4,687 VAW cases. Physical injuries and/or wife battering remain to be the most prevalent, albeit decreasing in the latter years - from 5,668 in 2001 to 1,892 in 2006. During the first three quarters of 2007, there were 1,498 cases reported to the police.

## WOMEN IN THE JUDICIARY

Women in the judiciary have been slowly increasing. In 2001, 19 percent of the total incumbent judges in the first and second level courts, including Shari'a courts, were women, although this increased to 24 percent in 2002; 25 percent in 2003; and 26 percent in 2004. Shari'a courts, which are special courts for Muslim law, have remained all-male, except in 1996 when there was 1 woman judge in the Shari'a Circuit Court. In the Supreme Court, there were 3 women out of 15 justices in 2001; 4 out of 15 in 2002; 4 out of 14 in 2003; 5 out of 15 in 2004; and 5 out of 15 in 2007.

## RELEVANT PHILIPPINE LAWS ON WOMEN

Numerous laws have also been enacted to promote gender equality in the country, including:

- Women in Development and Nation Building Act (RA 7192)
- Party-List Law Act 1995 (women-distinct sector partylist elections);
- Anti-Sexual Harassment Law 1995 (define mechanisms);
- Anti-Rape Law 1997(now a crime against person);
- Solo Parents Welfare Act 2000;
- Anti-Trafficking in Persons Act 2003; and
- Anti-Violence against Women and their Children Act 2004.
- Magna Carta of Public Health Workers (RA 7305)
- Rooming In and Breastfeeding Act of 1992 (RA 7600)
- National Health Insurance Act (RA 7875)
- Joint Circular No. 2004-1 on Nat'l GAD Planning and budgeting

## GENDER-RELATED CONVENTIONS

Gender-related conventions ratified by the Philippines:

- CEDAW Convention on the Elimination of All Forms of Discrimination against Women, 1979 United Nations
- ILO C89 Night Work (Women) Convention (Revised), 1948
- ILO C100 Equal Remuneration Convention, 1951
- ILO C111 Discrimination (Employment & Occupation), 1958
- ILO C118 Equality of Treatment (Social Security), 1962