



International
Labour
Organization

The ILO in the Philippines

April 2025

A woman breaks barriers as construction supervisor in Cebu City, Philippines. © CCA/ILO

► At a glance

The Philippines joined the ILO in 1948

Key areas of collaboration

- Decent work and sustainable enterprises
- Labour market governance and rights at work
- Social protection
- Social dialogue

Constituents

- Department of Labor and Employment (DOLE)
- Department of Migrant Workers (DMW)
- Department of Economy, Planning, and Development (DEPDev)
- Department of Trade and Industry (DTI)
- Federation of Free Workers (FFW)
- Kilusang Mayo Uno (KMU)
- Nagkaisa Labor Coalition
- Public Services Labor Independent Coalition (PSLINK)
- SENTRO ng mga Nagkakaisa at Progresibong Manggagawa
- Trade Union Congress of the Philippines (TUCP)
- Employers' Confederation of the Philippines (ECOP)

Conventions ratified

The Philippines has ratified 41 ILO conventions, including 9 out of the 10 fundamental conventions.

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► Towards decent work for all in the Philippines

The Philippines has a robust partnership with the ILO, highlighting its commitment to inclusive growth and decent work. Despite economic growth, challenges like poverty, unemployment and a large informal economy with limited social protection persist. Rapid labour force expansion continues to outpace job creation.

ILO's collaboration with the Philippines focuses on strengthening labour market governance, promoting quality employment and social protection. As the first Asian country to launch a decent work programme with the ILO, the Philippines has joined global efforts to promote job creation, social protection and social justice. Through the Philippine Labour and Employment Plan, the collaboration also aims to reduce poverty, improve employability and boost competitiveness. Furthermore, the ILO supports the Philippines' dedication to international labour standards, including ratifying and implementing ILO conventions, ensuring that Filipino workers and their families enjoy decent, secure and sustainable livelihoods.

Labour market indicators

- Population (2024): 116 million
- Labour force participation rate (2024): 61.0%
- Employment growth (2024): 1.4%
- Unemployment rate (2024): 2.2%
- Jobs gap (2022): 6%
- Youth not in employment, education or training (2023): 17.1%

Source: ILOSTAT, ILO modelled estimates and Philippine Statistics Authority

► How do we work together?

- **Decent job creation and social protection:** Supporting the acceleration of decent job creation and enhancing social protection for just transition.
- **Child labour:** Strengthening freedom of association and action against child labour through quality education access and supportive measures.
- **Informal economy:** Promoting integrated strategies to formalize the informal economy and support recovery.
- **Labour administration:** Enhancing labour administration and governance to ensure compliance with labour standards.
- **Supply chains:** Building resilient, inclusive and sustainable supply chains to foster decent work in the country.
- **Digital transformation:** Driving inclusivity, competitiveness and responsibility in the digital economy. Expanding access to digital wage systems to enhance transparency, security and decent work conditions.
- **Trade for decent work:** Leveraging trade policies and agreements to advance decent work.
- **Safety and health at work:** Improving occupational safety and health, providing training programmes and supporting the development of national policies.
- **Rural workers' rights:** Strengthening workers' rights in rural sectors, focusing on empowering women.
- **Safe labour migration:** Promoting regular and safe migration in fishing and seafood industries through Ship to Shore Rights.
- **Climate resilience and just transition:** Building climate resilience.
- **Green and digital skills:** Advancing green and digital skill development to empower ASEAN youth and prepare them for the future of work.

► What have ILO and Philippines achieved together?

- **Integrated decent work into development planning:** Decent work has been integrated into national development plans to promote inclusive growth and reduce poverty. Enacted the Trabaho Para sa Bayan (Jobs for the Nation) Act to establish a National Employment Masterplan for sustainable job creation.
- **Reduction in child labour:** Progress in reducing child labour has included stronger laws, community-based interventions and the institutionalization of the National Council Against Child Labour.
- **Expanded social protection:** Improved health insurance coverage has been achieved through Universal Health Care and strengthened social safety nets.
- **Enhanced labour law compliance:** Labour Laws Compliance System upgraded to web and mobile applications for compliance with labour standards.
- **Promoted green jobs and resilience:** The Green Jobs Act supported climate-resilient employment and integrated social protection with disaster response measures.
- **Strengthened safety and health at work:** Stronger compliance with Occupational Safety and Health (OSH) Standards through a national law and strategy.
- **Advanced fair migration and governance:** Protections for migrant workers have been enhanced with fair recruitment and reintegration programmes.
- **Improved crisis response:** Cash-for-work, emergency employment programmes improved by ensuring minimum wage and extending social protection.



Workers rebuild coconut farms in Siargao. © Minette Rimando/ILO

What is the International Labour Organization?

The International Labour Organization is the United Nations agency for the world of work. We bring together governments, employers and workers to drive a human-centred approach to the future of work through employment creation, rights at work, social protection and social dialogue.