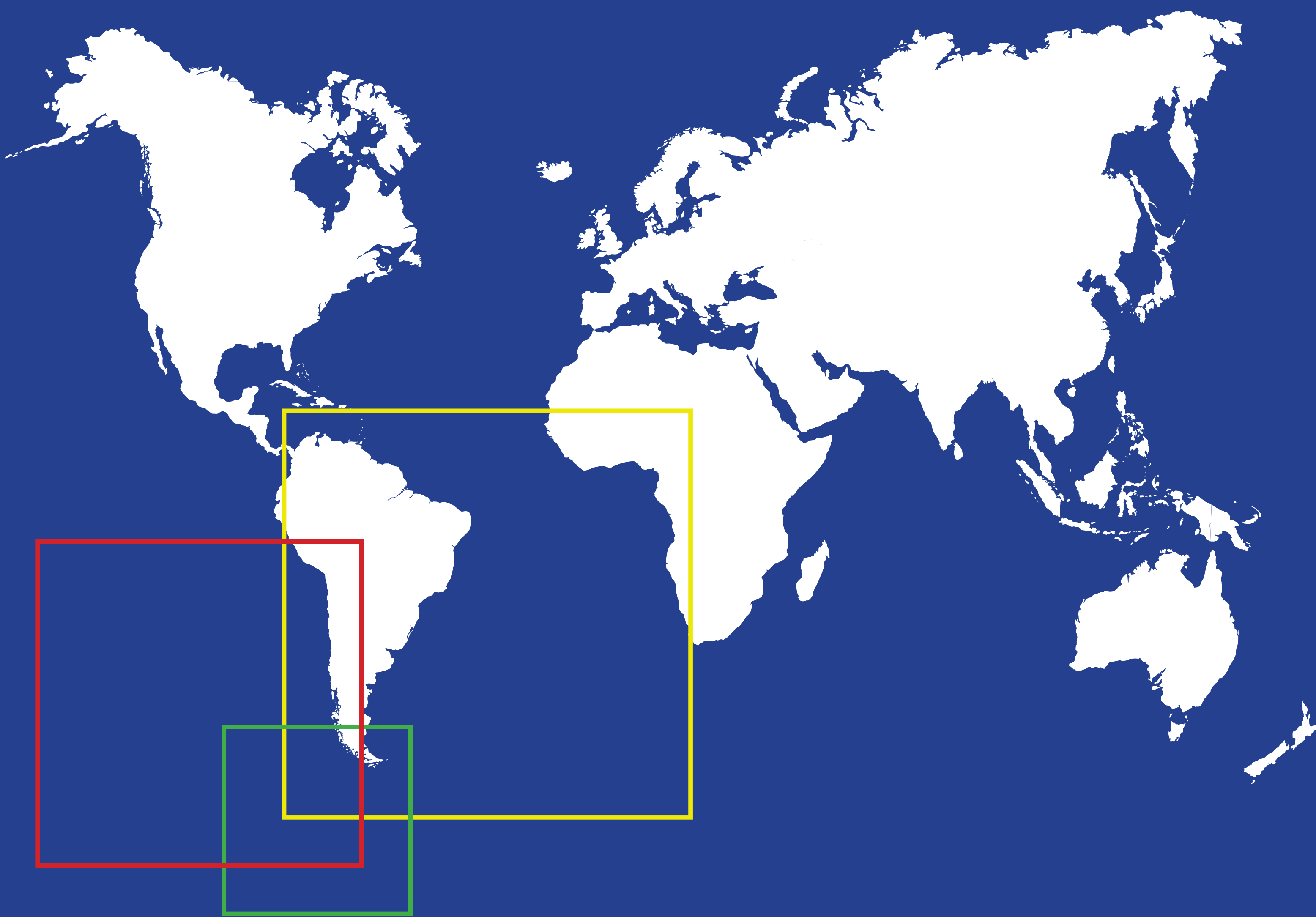
International Labour Office

Decent Work Country Profile The PHILIPPINES



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The PHILIPPINES

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Preface

Decent work is integral to efforts to reduce poverty and is a key mechanism for achieving equitable, inclusive and sustainable development. It involves opportunities for work that is productive and delivers a fair income, provides security in the workplace and social protection for workers and their families, and gives people the freedom to express their concerns, to organize and to participate in decisions that affect their lives.

Monitoring progress towards decent work is an important concern for the International Labour Organization (ILO), the Governments of its member States, Employers and Workers. The ILO Declaration on Social Justice for a Fair Globalization (2008) thus recommends that, among other measures, member States may consider "the establishment of appropriate indicators or statistics, if necessary with the assistance of the ILO, to monitor and evaluate progress made" (Para. II.B.ii). Yet, the multifaceted nature of the Decent Work Agenda, that combines access to full and productive employment with rights at work, social protection and the promotion of social dialogue, means that such measurement is a complex task.

In September 2008, the ILO convened an international Tripartite Meeting of Experts (TME) on the Measurement of Decent Work, and consequently, adopted a framework of Decent Work Indicators, that was presented to the 18th International Conference of Labour Statisticians in December 2008. The Governing Body endorsed the proposal to test the framework in a limited number of pilot countries by developing Decent Work Country Profiles.

The project " Monitoring and Assessing Progress on Decent Work" (MAP) (2009–2013) with funding from the European Union, works with government agencies, employers' and workers' organizations, as well as research institutions to strengthen the capacity to self-monitor and self-assess progress towards decent work. The MAP project covers various countries in the world, including the Philippines, and facilitates the identification of decent work indicators that are relevant at the national level, supports data collection, and uses the collected data for an integrated policy analysis of decent work in order to make them relevant for decent work country programmes and national development policies. The MAP project also provides guidelines and manuals on measuring and assessing progress on decent work from the pilot countries' experience.

Decent Work Country Profiles cover ten substantive elements corresponding to the four strategic pillars of the Decent Work Agenda (full and productive employment, rights at work, social protection and the promotion of social dialogue): employment opportunities; adequate earnings and productive work; decent hours; combining work, family and personal life; work that should be abolished; stability and security of work; equal opportunity and treatment in employment; safe work environment; social security; and, social dialogue, workers' and employers' representation.

Profiles thus bring together all available data on decent work, including statistical and legal framework indicators, as well as a summary of trends, progress, and gaps – both in decent work and in data on decent work.

Their aim is to help policymakers and development practitioners better evaluate progress toward decent work, and inform national planning and policymaking.

The Profiles provide key information for designing and monitoring the Decent Work Country Programmes (DWCP) and represent an advocacy tool to mainstream decent work into national development policies. They are developed with constituents in mind, and are intended to facilitate social dialogue and greater engagement of social partners in the design and implementation of policies and programmes for decent work and broader national development objectives.

The Profiles compile in one document all available data on decent work, statistical and legal indicators, as well as analysis of trends on decent work. The compiled decent work indicators can serve as a reliable baseline at the stage of defining decent work targets, and as a powerful instrument for the monitoring and evaluation of the DWCP and national policies.

The Decent Work Country Profile for the Philippines aims to provide information on all the elements of decent work in the country by analysing statistical and legal indicators within the framework of national labour and social policies, over the period 1995–2010 (depending on data availability). The purpose of the document is to give baseline information on the state of decent work in the Philippines, the progress made in decent work, and highlight the gaps that still remain, in both decent work and its measurement. It is also intended as an advocacy tool for the development of future national policies and development plans.

The Decent Work Country Profile for the Philippines aims to critically assess progress towards the achievement of decent work in the Philippines and to further inform social dialogue at the national level.

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The Philippines Decent Work Country Profile has been prepared by the national consultants, Ms Nelia R. Marquez and Atty. Rosa Maria T. Juan-Bautista, in close collaboration with the Bureau of Labor and Employment Statistics (BLES) of the Department of Labor and Employment (DOLE) headed by OIC-Director Teresa V. Peralta, with the participation of the National Statistics Office (NSO), together with the technical assistance of the ILO experts from the ILO Bangkok Regional Office, ILO Country Office for the Philippines and ILO Geneva.

The legal and statistical indicators were compiled according to a national list of decent work indicators and analysed within the social and economic context that has prevailed in the Philippines during the last decade. The draft Profile was subjected to a technical review by constituents and stakeholders during the *Tripartite Validation Workshop of the Philippines Decent Work Country Profile* held in Manila, on 20 − 21 March 2012, with the participation of the Department of Labor and Employment – Bureau of Labor and Employment Statistics (BLES) and its other bureaus and attached agencies, various government agencies, the National Statistics Office (NSO), research institutes, as well as representatives from the employers' organizations and trade unions.

The main results of the Profile are important inputs for the design and implementation of the Philippines Decent Work Country Programme. The Profile also represents an important advocacy tool for mainstreaming decent work into the Philippines Development Plan, as well as the Labor and Employment Plan.

The International Labour Office and the Bureau of Labor and Employment Statistics (BLES) would particularly like to thank the representatives of the Philippines employers' and workers' organizations, the NSO, other government agencies and private institutions, as well as the academe, for their contribution to the Philippines Decent Work Country Profile.

They would also like to thank the European Union for financing this study and supporting the entire process of the preparation and validation of the Profile, under the ILO/EC MAP Project.

In addition, the International Labour Office would like to thank the ILO officers of the ILO Bangkok Regional Office, ILO Country Office for the Philippines and ILO Geneva who have contributed to the development of the Profile.

Some statements made in the Decent Work Country Profile for the Philippines may not reflect the positions of the above-named institutions and individuals. Any errors or omissions remain the sole responsibility of the International Labour Office.

Summary

After two decades of underperforming, the Philippine economy has in recent years returned to a respectable rate of GDP growth not seen since the 1970s. Similar gains have also been observed for labour productivity, which in 2010 grew at its highest rate (4.7 per cent) since 2000. The resurgence of growth, however, has not been broad-based or inclusive, having instead benefitted only a small segment of the population. Moreover, notwithstanding the possible "buffer" provided by consumption-led growth through remittances and services, the country's recent economic performance has remained inferior to many of its Asian neighbours.

In employment terms, recent years have seen the structure of the economy change somewhat, with labour increasingly leaving the agricultural sector and employment shares growing in the service sector. Industry, meanwhile, has continued to stagnate, with its share of employment slipping to 15 per cent of total employment. This trend in particular has set the Philippines apart from several of its ASEAN neighbours, with the lack of a solid – and growing – industrial base attributed by some as the root cause of the country's high unemployment and sluggish rates of poverty reduction.

The Philippines Development Plan (2011 – 2016), which provides the strategic policy framework for the country, places emphasis on inclusive growth through decent and productive work. However, the highly skewed income distribution pattern and the rapid population growth rates of earlier decades as yet makes it difficult for the country to achieve its poverty reduction goals. The robust expansion in overseas employment has to some extent offset the deficit in domestic employment growth but there has been minimal progress in terms of wage share in GDP, investment ratio and female share in total employment. At the same time, however, price inflation has been largely contained. Improvements have also been seen in the rising trend in the adult secondary school graduation rate and functional literacy rate. Other positive developments include the steady decline in the proportion of children (5−17 years old) who do not attend school, as well as the continued low incidence of HIV.

The Government has declared the promotion of full employment as a state policy as stipulated in both the Constitution and the Labor Code. The Philippines has also ratified the Employment Policy Convention, 1964 (No. 122), which further supports the country's commitment to employment. However, this enabling policy environment for full employment has not translated into job creation. The employment-to-population ratio (EPR− related to the MDG indicator on employment) stayed virtually stagnant throughout the 16-year period. This shows that employment generation barely caught up with the growth in the working-age population. Similarly, labour force participation rates (LFPR) and unemployment rates (based on the new data series) remained relatively unchanged, with the latter being a problem largely affecting the youth and the educated. Added to this, is the significant proportion of youth who are neither in education nor in employment. With the working-age population projected to grow by around one-and-a-half million annually in the next ten years, generating new employment opportunities to ease the problems of unemployment and underemployment will raise major concerns. Those who are becoming unemployed have no minimum safety net as the country has no unemployment benefit/insurance available for them and employment services, both public and private, are not always efficient and accessible.

Nevertheless, some gains can be noted in terms of the marked increase in the share of wage and salary workers in total employment, mostly in services, bringing about a corresponding reduction in the share of self-employment and unpaid family work (related to the MDG indicator on vulnerable employment). Furthermore, more employment

opportunities were opened to women. This can be seen by their slow but rising trend in the employment-to-population ratio and the increasing share of females in non-agricultural wage employment (also related to the MDG indicator on employment).

There has been no recent progress in the Philippines as concerns adequate earnings and productive work. Average real daily basic pay has been declining over time, indicating that workers' pay has not caught up with price increases, while the manufacturing wage index has exhibited a similar trend. As a consequence, the proportion of low-paid employees to total employment remained unchanged between 2001 and 2010, with the exception of government workers who posted markedly low proportions compared to other groups of employees. The latest statistics (2006) on the working poverty rate (also related to the MDG1b indicator on employment) have similarly made no progress since the preceding decade. This implies that a significant proportion of workers in the country receive earnings that are insufficient to meet their basic daily needs and elevate themselves above poverty. Data also show that while the working poverty rate was lower for female workers, the proportion of low-paid women employees was higher than for male employees in the same situation.

There are mixed results with respect to decent hours. The proportions of men and women who work excessive hours, considering all jobs, declined slightly between 2004 and 2010. On the other hand, the proportion of employed men who work excessive hours in their primary jobs decreased marginally over the years, while that for women has slightly increased. Likewise, the share of women employed to the total of employment with excessive hours has grown over the years. On average, women worked slightly longer hours than men, whether in their primary job or in all jobs they may have.

The self-employed comprised the highest proportion of workers engaged in excessive hours of work in their primary jobs. On the other hand, wage and salary workers comprised the biggest percentage share of workers to the total of employment with excessive hours in their primary jobs (they also reported the longest work-week hours).

With around 20 per cent of the employed wanting additional work, underemployment remains a concern, and one that has been more serious than unemployment through the years. With limited employment opportunities, insufficient earnings and high poverty rates, the bulk of the working population could not afford to be out of work and had no choice but to engage in some form of economic activity, no matter how little or inadequate.

Visible underemployment rose slightly in the 16-year period since 1995 (10.2 per cent to 11.1 per cent). This is in contrast to time-related underemployment over the shorter time period between 2005 and 2010 which was on the decline (11.8 per cent to 9.6 per cent). It should be noted, however, that these statistical indicators have different definitions.

As regards combining work, family and personal life, a rising trend in the proportion of men becoming economically inactive due to household/family duties was observed which was contrasted by the declining trend found in women in similar situations. This could suggest that men are now sharing in these duties, which represents a break from tradition. It was also noted that while the proportion of married men who were employed has remained unchanged, a growing proportion of married women have entered employment. On the downside, an increasing trend of economic inactivity was observed among young women and men aged 15 to 24 years old and this was accompanied by a high proportion of youth who are neither in school nor in employment, particularly among young women.

Family structures have also been changing, with a decline in the proportion of employed men who are household heads, and an increase in the proportion of women who take on this role.

It is also noted that a large proportion of establishments in the non-agriculture sector, employing at least 20 workers, have implemented some flexible working time arrangements and various child and family care programmes. They have even granted non-statutory leave benefits to their workers enabling them to attend to personal and family concerns. This reflects the recognition of the importance of maintaining the balance between one's work life, family and personal concerns acknowledging that such arrangements could lead to a more productive and effective work environment.

As concerns work that should be abolished, there was slight progress in reducing the economic activity rate of children 5 to17 years old in recent years for both boys and girls; in 2010, 9.0 per cent and 5.4 per cent, respectively and across age groups. In addition, the high proportion of working children who currently do not attend school (54.8 per cent in 2010) despite free basic education and compulsory elementary schooling, as well as the issue of children working as labourers and unskilled workers, all remain serious concerns. Added to this, are the children who are engaged in domestic work − 9.8 per cent in 2010. There will be an attempt to better capture child labour in statistics through the 2011 Survey on Children and by including the age group 5−14 in inquiries related to working hours in the Labor Force Survey.

While security of work is a basic right under the Philippine Constitution and provisions on job security are enshrined in the Labor Code, instability and uncertainty of work continue to persist for both women and men, with women worse affected as the wage gap of short-term/seasonal/casual workers has been widening through time. The problem is most apparent in industry (particularly in construction at 40 per cent in 2010) as the proportion of its employees in precarious work, based on the Labour Force Survey (LFS), is twice that in agriculture and services. It is also the only sector where the deficit is growing over time. With respect to equal opportunity and treatment in employment, the various pieces of legislation to promote the interests of women at work have led to a growing share of women in total employment and in non-agricultural wage employment. Although gradual, considerable improvement in women's share in managerial occupations and a decreasing tendency of the labour market to be segmented on the basis of sex are observed. However, wages still remain a concern. While the all-occupation gender wage gap remained low, progress in favour of women was quite erratic. The fluctuating gaps in each occupational group indicated variability in the wages of women and men over time. Laws, policies and programmes need to carry out gender analysis with a thorough assessment of the possible effects on women and men. Furthermore, the policy environment should guarantee equal opportunity and treatment for both women and men.

As regards the safety of the work environment, the regulatory framework on labour standards enforcement of 2004 and various programmes implemented since then which are aimed towards a safe work environment have largely contributed in creating a safer work environment. This is evidenced by the sharp decline in the incidence rate of occupational injuries, both fatal and non-fatal. Also, the average days lost due to temporary incapacity cases remained manageable. However, this achievement is negated by a high incidence of occupational diseases and the low and declining labour inspectors' ratio.

Considerable progress has been achieved in the share of the population covered by the national health insurance programme (74 per cent in 2010) and it seems the country might be able to achieve the target universal coverage by 2016. However, this stands in contrast to the increasing trend in healthcare expenditures financed out of pocket by private households which indicates that government and other institutions have been disbursing proportionally less of total healthcare spending than private households/individuals have been spending on their own.

Decent work deficits have been noted in the minimal share of social security benefits in GDP (1.7 per cent in 2009) and the low share of the economically active population who have been contributing to the Social Security System (SSS) and the Government Service Insurance System (GSIS) pension schemes. This has translated to a low share of the population aged 60 years and over benefiting from a pension. It should be noted that a large proportion of the self-employed, who accounted for about 30 per cent of the total employed, have not been SSS contributors.

With regard to social dialogue, workers' and employers' representation, of significant importance is the dramatic decline in union membership and Collective Bargaining Agreement (CBA) coverage which defined the labour market in the period under consideration. This is a global phenomenon and not unique to the Philippines. Nevertheless, social dialogue on issues of mutual concern have taken new directions through the formation of national and industry tripartite councils, and recently through the institutionalization of industry voluntary codes of practice. Responsive conciliation and preventive mediation mechanisms have been adopted which aim to attend to strike notices before these materialize into actual strikes and have contributed to the relatively lower incidence of actual strikes and thus fewer work disruptions.

Introduction

The Philippines Decent Work Country Profile tracks the progress made in the country from 1995 to 2010, as well as the remaining challenges and gaps that need to be addressed, by taking into account the national laws and policies formulated and the programmes implemented over this period. The analysis covers 11 thematic areas based on the international framework for measuring decent work as recommended in 2008 by the Tripartite Meeting of Experts on the Measurement of Decent Work. The ten substantive elements of decent work analysed in the economic and social context are: employment opportunities; adequate earnings and productive work; decent hours; combining work, family and personal life; work that should be abolished; stability and security of work; equal opportunity and treatment in employment; safe work environment; social security; and social dialogue, workers' and employers' representation.

An activity of this magnitude would not have been possible without the comprehensive database of the Labour Force Survey (LFS), the major source of labour market information in the country (made available by the National Statistics Office). For purposes of presenting annual data, the averages of the survey estimates for January, April, July and October were used. While the LFS provides the most complete and reliable source of data in assessing progress made towards decent work, limitations to data comparability over time should be noted due to: (1) adjustments in the census-based population benchmarks that affected the levels of the estimates; and (2) revision of the definition of unemployment in April 2005 to include the availability criterion in accordance with the international standard.

In particular, LFS data from 1995−1996 were adjusted based on the 1980 Census-based population projections, those from 1997−2005 were adjusted based on the 1995 Census-based population projections and those from 2006 onwards were adjusted based on the 2000 Census-based population projections. While the levels of the data estimates could be affected, the proportions (relating two variables) or shares in percentage terms to totals would not necessarily be, since the numerators and denominators are both adjusted. However, there will be comparability issues in the case of indicators where unemployment is a component due to the revision in its definition in April 2005 that led to lower estimates. For levels and rates relating to unemployment and unemployment-related indicators, for example, persons in the labour force, or the LFPR, the 2005 data are the averages of the April, July and October estimates. These and other revisions to the LFS were considered in interpreting the data.

Changes also occurred in the national accounts data series beginning in 1998 with the adoption of the updated 1993/2008 SNA and in poverty estimates due to the 2011 refinements in its estimation methodology. To guide data analysis and interpretation, there are footnotes in pertinent statistical tables.

In addition to the LFS, this report also relied on the results of the BLES Integrated Survey, a nationwide survey covering around 23,700 non-agricultural establishments employing 20 or more workers, of the Bureau of Labor and Employment Statistics, as well as administrative data generated by other government offices, for example for HIV-positive cases, social security, labour relations and overseas employment, among others. It is in this area of data gathering that a number of challenges were encountered in the preparation of this Profile particularly in the timeliness of data and their accessibility.

This Profile starts with an overview of the economic and social structure and trends that provide the context for the analysis of decent work in the country over the 16-year period – 1995 to 2010. This is followed by the narrative chapters on the ten elements of decent work. Each chapter contains boxed Legal Framework Indicators and ends with charts containing indicators that graphically show the trends over the years.

For the purposes of this Profile, additional statistical indicators are included to enhance the analysis of decent work progress in the country. It should be noted that since the decent work concept is concerned with improving the situation of working people and their families, the analysis focuses on the outcome indicators and their changes over time (in terms of growth rates, percentages, proportions). In only a few cases (such as average real daily basic pay and the number of strikes and lockouts) are magnitudes and nominal values represented.

This Country Profile ends with Annexes that contain the list of Philippine decent work indicators, their definitions and data sources; explanatory briefs on the revisions and changes on certain indicators that affected the comparability of the data series over time; and other useful information.

It is hoped that this Profile will provide the baseline for further in-depth studies on decent work that clarify its links to institutional outputs and processes, provide policy implications and guidance, and elaborate on its sectoral and regional dimensions. While the current indicators are limited due to availability of data, additional indicators could be developed that capture emerging or as yet uncovered concerns: the collection of better data or additional data is encouraged as a means to advance the process of self-monitoring and self-assessing progress toward decent work.

Lastly, and most importantly, it is hoped that this Profile will serve as a useful tool for advocacy on the decent work agenda, for the crafting of evidence-based laws and policies, and for the development and monitoring of plans, programmes and projects in pursuit of decent work and national development goals in the Philippines.

Abbreviations

ADB	Asian Development Bank
ASEAN	Association of South-East Asian Nations
APEC	Asia-Pacific Economic Cooperation
BITS	BLES Integrated Survey
BLES	Bureau of Labor and Employment Statistics
BLR	Bureau of Labor Relations
BSP	Bangko Sentral ng Pilipinas
BWC	Bureau of Working Conditions
BWSC	Bureau of Workers with Special Concerns
CBA	Collective bargaining agreement
CFO	Commission on Filipinos Overseas
DOH-NEC	Department of Health, National Epidemiology Center
DOJ	Department of Justice
DOLE	Department of Labor and Employment
DSWD	Department of Social Welfare and Development
ECC	Employees' Compensation Commission
EPR	Employment-to population ratio
ESCAP	Economic and Social Commission for Asia and the Pacific
FIES	Family Income and Expenditures Survey
FLEMMS	Functional Literacy, Education and Mass Media Survey
GDP	Gross Domestic Product
GSIS	Government Service Insurance System
ILO	International Labour Organization
IRWS	Industrial Relations at the Workplace Survey
ISCO	International Standard Classification of Occupations
ISIC	International Standard Industrial Classification of All Economic Activities
LC	Labor Code
LFPR	Labour Force Participation Rate
LFS	Labour Force Survey
MDG	Millennium Development Goal
NCRFW	National Commission on the Role of Filipino Women (now PCW)
NEDA	National Economic and Development Authority
NSCB	National Statistical Coordination Board
NSO	National Statistics Office
NWPC	National Wages and Productivity Commission
OSHC	Occupational Safety and Health Center
OIS	Occupational Injuries Survey
PCW	Philippine Commission on Women
PhilHealth	Philippine Health Insurance Corporation
POEA	Philippine Overseas Employment Administration
PSIC	Philippine Standard Industrial Classification
PSOC	Philippine Standard Occupational Classification
RTWPB	Regional Tripartite Wages and Productivity Board

SNA	System of National Accounts
SSS	Social Security System
TESDA	Technical Education and Skills Development Authority
TME	Tripartite Meeting of Experts on the Measurement of Decent Work
UN	United Nations

Contents

List of Tables with Decent Work Indicators

List of Legal Framework Indicators

1 Economic and social context for decent work

The Philippines is a diverse and culturally rich country of some 7,100 islands, located in the Pacific Rim of Southeast Asia. Its population grew annually at 2.04 per cent between 2000 and 2007 and its economic growth in recent years has been hampered both by the financial crisis that plagued the Asian countries in 1997−1998 and the global financial crisis in 2008−2009. However, the impact of these crises on the domestic economy has been somewhat diminished through the country's membership of ASEAN and APEC, which has allowed for preferential trade agreements between member markets (i.e., for the export of Philippine goods and services), as well as the import of essential commodities needed to prime the economy.

The 1987 Philippine Constitution emphasizes the primacy of a just and dynamic social order. This is to ensure prosperity and to free the Filipino people from poverty through policies which include the provision of adequate social services and the promotion full employment. Complementarily, social justice is enjoined to be promoted in all phases of national development, thus further affirming labour as a primary social and economic force.

The Philippine Development Plan for 2011−2016 notes that economic and social progress has proved unsatisfactory up until 2010. Growth has not only been erratic (and oftentimes comparably low), but has failed to benefit the majority of Filipinos, and in short has failed to be inclusive. Moreover, globalization and faster recent economic growth should have widened opportunities for Filipinos entering the labour market, yet unemployment and vulnerable employment remained higher than many of the Philippines' neighbours, and job creation has continued to be a challenge.

The Philippine Labor Code (enacted in 1974), and its subsequent amendments, implementing rules and regulations, provide the legislative and policy framework for labour governance in the Philippines, which is also supplemented by specific issuances from the Office of the President and the Department of Labor and Employment (DOLE).

The DOLE – together with its bureaus and attached agencies – is mandated to: facilitate employment and provide technical-vocational skills training; enforce labour standards and resolve labour disputes; promote social protection and welfare of workers including Overseas Filipino Workers (OFWs); and, ensure industrial peace through social partnership towards the achievement of its organizational outcomes: a workforce that is gainfully employed, globally competitive, secure, safe and healthy (see Legal Framework Indicator 1).

The Philippine Labor and Employment Plan 2011−2016, a sectoral plan of the Philippine Development Plan (covering the same period) and crafted through tripartite consultations, elaborates on the policies and programmes that underscore the strategic objectives of the decent work agenda, i.e., full and productive employment, rights at work, social protection and the promotion of social dialogue.

Economic performance in the Philippines since the 1960s has been erratic. Since 1981, economic growth has averaged only 3 per cent annually which is well below the post-war growth rates of several high-performing Asian economies (Philippine Development Plan 2011−2016, 2011). More recently, the financial crisis of 1997−1998 and the global economic downturn of 2008 and 2009 have also had a negative influence on the Philippine economy. The GDP grew at an annual average rate of 4.6 per cent in the period 1999−2010, although there was considerable variation between periods.

Legal Framework Indicator 1. Labour administration

Law, policy and institutions: The Department of Labor and Employment (DOLE) is responsible for the formulation and implementation of policies and programmes in the field of labour and employment. It consists of seven bureaus, six staff services, 16 regional offices (the DOLE does not exercise supervision over labour concerns in the Autonomous Region of Muslim Mindanao), 83 field offices with four satellite offices, 12 agencies attached to it for policy and programme supervision and/or coordination and 38 overseas posts. In 2011, it has a total manpower complement of 8,407 and operates on a budget of PhP6.390B.

The various bureaus, attached agencies, and offices within DOLE are clustered to facilitate policy formulation and programme implementation. The different clusters on Labor Relations, Employment and Manpower Development, Labor Standards and Social Protection are headed by the three Undersecretaries and supported by three Assistant Secretaries.

The DOLE serves around 39 million workers comprising the country's labour force in 2010, including the more than 4 million temporary migrants working in more than 200 countries. Its clients include trade unions, workers' organizations and employers and/or employers' groups. There are more than 200 existing Tripartite Industrial Peace Councils and Industry Tripartite Councils serving as mechanisms for social dialogue in addressing labour and employment issues.

The DOLE also maintains linkages with non-governmental organizations, government agencies, the academe, partner international organizations, and with the international community, particularly the host countries where its Overseas Filipino Workers are based.

Inclusive growth through decent and productive work as the major agenda of the DOLE is realized through institutionalization of job search assistance services; capacity building services; social partnership promotion and dispute resolution services; professional regulation services; technical-vocational education, skills, competency and productivity training services; services to safeguard fair and just terms and conditions of employment; social protection and welfare services; and work accidents/illnesses prevention, work compensation and rehabilitation services.

The Philippine Development Plan 2011–2016 provides the strategic policy framework for the Philippines in the medium-term while the Philippine Labor and Employment Plan 2011–2016 provides the strategic directions for labour and employment.

Evidence of implementation effectiveness: No information provided by ILO supervisory bodies.

Ratification of ILO Conventions: The Labour Administration Convention, 1978 (No. 150) has not been ratified by the Philippines.

Sources:
1. NATLEX database (http://www.ilo.org/dyn/natlex/country_profiles.basic?p_lang=en&p_country=PHL)
2. National legislation.

The pace of growth between 1999 and 2002 was comparably slow, ranging from 2.9 per cent to 4.4 per cent, before accelerating to an average of 5.7 per cent per year between 2003 and 2007 (with peaks of 6.7 per cent and 6.6 per cent in 2004 and 2007, respectively). By 2009, global economic trends had conspired to reduce growth to 1.1 per cent; however, by 2010 a strong rebound was observed, with GDP expanding by 7.6 per cent (see Table 1).

Growth rates varied across broad sectors over the 12-year period. The services sector was the main growth driver (5.3 per cent), followed by industry (4.0 per cent) and agriculture (3.5 per cent). The structure of the economy shifted away both from agriculture (14.1 per cent to 11.6 per cent) and industry (33.8 per cent to 32.6 per cent) toward services (52.1 per cent to 55.8 per cent).

Over the same period, employment expanded but at a slower pace than output, with a rate of 2.7 per cent on a yearly average. Its trend was characterized by a "boom and bust" pattern triggered by political events and extreme weather conditions (for example, presidential impeachment proceedings in 2000, a military mutiny in 2003, prolonged drought in 2000 and 2005 and destructive typhoons in 2006 and 2009). Growth in employment was also driven by the services sector, its share to total employment expanding to 51.8 per cent in 2010 from 44.9 per cent in 1999. The share of agriculture (38.8 per cent in 1999) continued to decline but remained significant at 33.2 per cent in 2010, while that of industry remained virtually stagnant at 15 to 16 per cent.

Investment is a key engine for higher growth and job creation, particularly if it is labour intensive. Domestic investments, measured in terms of capital formation at constant 2000 prices, from 1999 to 2010 exhibited a highly fluctuating trend with positive and negative growth rates alternating almost every other year. However, it is of inter-

Table 1. Economic and social context for decent work

Decent Work Indicator	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
GDP by branch of economic activity, at constant 2000 prices																
Growth rate, in %	..	..	..	..	**3.1**	**4.4**	**2.9**	**3.6**	**5.0**	**6.7**	**4.8**	**5.2**	**6.6**	**4.2**	**1.1**	**7.6**
Agriculture	..	..	..	..	9.6	3.4	3.4	3.3	4.7	4.3	2.2	3.6	4.7	3.2	-0.7	-0.2
Industry	..	..	..	..	-1.5	6.5	1.0	2.9	4.3	5.2	4.2	4.6	5.8	4.8	-1.9	11.6
Services	..	..	..	..	4.5	3.3	4.0	4.2	5.5	8.3	5.8	6.0	7.6	4.0	3.4	7.2
% distribution	..	..	..	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Agriculture	..	..	..	13.3	14.1	14.0	14.0	14.0	14.0	13.6	13.3	13.1	12.9	12.8	12.5	11.6
Industry	..	..	..	35.3	33.8	34.5	33.8	33.6	33.3	32.9	32.7	32.5	32.2	32.4	31.5	32.6
Services	..	..	..	51.4	52.1	51.6	52.1	52.4	52.7	53.5	54.0	54.4	54.9	54.8	56.0	55.8
Labor productivity[1], at constant 2000 prices																
Level, in PhP'000	..	..	..	**125**	**124**	**130**	**126**	**127**	**131**	**135**	**139**	**145**	**150**	**154**	**151**	**158**
Agriculture	..	..	..	44	45	49	48	48	50	51	51	53	55	56	55	55
Industry	..	..	..	259	256	277	264	273	276	281	292	307	317	337	327	344
Services	..	..	..	143	144	144	141	141	145	150	154	161	166	169	166	170
Growth rate[2], in %	..	..	..	..	**-1.0**	**5.5**	**-3.1**	**0.5**	**3.0**	**3.4**	**2.5**	**3.2[a]**	**3.7**	**2.5**	**-1.7**	**4.7**
Agriculture	..	..	..	..	2.7	9.4	-2.9	0.8	3.8	2.8	0.1	2.0[a]	3.8	1.1	-0.8	0.6
Industry	..	..	..	..	-0.9	8.0	-4.6	3.3	1.2	1.9	3.7	5.0[a]	3.2	6.3	-2.8	5.2
Services	..	..	..	..	0.7	0.4	-1.9	-0.6	3.1	3.6	2.9	2.8[a]	3.1	1.8	-1.9	2.8
Real GDP per capita in PPP$																
Level	2527	2616	2691	2617	2639	2697	2717	2758	2837	2968	3051	3153	3303	3382	3364	3560
Growth rate, in %	2.3	3.5	2.9	-2.7	0.8	2.2	0.7	1.5	2.9	4.6	2.8	3.3	4.8	2.4	-0.5	5.8
Real GDP per capita, in constant 2000 PhP																
Level	..	..	..	44264	44666	46630	46881	47638	48955	51184	52561	54226	56684	57896	57437	60646
Growth rate, in %	..	..	..	..	0.9	4.4	0.5	1.6	2.8	4.6	2.7	3.2	4.5	2.1	-0.8	5.6
Wage share in GDP[3], in %	**25.3**	**26.0**	**27.2**	**28.3**	**27.1**	**26.2**	**25.2**	**24.5**	**24.5**	**27.6**	**27.7**	**27.8**	**27.8**	**27.8**	**28.6**	..
Capital formation, at constant 2000 prices																
Growth rate, in %	..	..	..	..	-13.1	1.1	24.0	15.7	-0.4	-2.2	3.0	-15.1	-0.5	23.4	-8.7	31.6
As % of GDP	..	..	..	22.5	19.0	18.4	22.1	24.7	23.4	21.5	21.1	17.0	15.9	18.8	17.0	20.8
Inflation rate, in % (2000 base year)	**6.7**	**7.5**	**5.6**	**9.3**	**5.9**	**4.0**	**6.8**	**3.0**	**3.5**	**6.0**	**7.6**	**6.2**	**2.8**	**9.3**	**3.2**	**3.8**
Poverty indicators[4]																
Poverty incidence, in %																
Families	..	..	..	..	..	..	..	..	20.0	..	..	21.1	..	..	20.9	..
Population	..	..	..	..	..	..	..	..	24.9	..	..	26.4	..	..	26.5	..
Subsistence incidence, in %																
Families	..	..	..	..	..	..	..	..	8.2	..	..	8.7	..	..	7.9	..
Population	..	..	..	..	..	..	..	..	11.1	..	..	11.7	..	..	10.8	..
Income gap, in %	..	..	..	..	..	..	..	..	27.7	..	..	27.2	..	..	25.7	..

Decent Work Indicator	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Magnitude of poor, in millions																
Families	..	..	..	..	..	..	..	..	3.29	..	..	3.67	..	..	3.86	..
Population	..	..	..	..	..	..	..	..	19.80	..	..	22.17	..	..	23.14	..
Magnitude of core/ food poor, in millions																
Families	..	..	..	..	..	..	..	..	1.36	..	..	1.51	..	..	1.45	..
Population	..	..	..	..	..	..	..	..	8.80	..	..	9.85	..	..	9.44	..
Annual per capita threshold, in PhP																
Poverty	..	..	..	..	..	..	..	..	10976	..	..	13348	..	..	16841	..
Food	..	..	..	..	..	..	..	..	7577	..	..	9257	..	..	11686	..
Income inequality																
Ratio of income of top 10% of families to bottom 10%	..	..	23.1	..	..	22.6	..	..	20.2	..	..	18.9	..	..	17.7	..
Gini coefficient	..	..	0.487	..	..	0.482	..	..	0.461	..	..	0.458	..	..	0.448	..
Employment by branch of economic activity																
Growth rate, in %	**2.6**	**5.9**	**1.9**[b]	**1.0**	**4.2**	**-1.0**	**6.2**	**3.1**	**1.9**	**3.2**	**2.2**	**2.0**[c]	**2.8**	**1.6**	**2.9**	**2.8**
Agriculture	-1.2	4.5	-2.8[b]	-3.1	6.8	-5.5	6.6	2.5	0.9	1.4	2.2	1.6[c]	0.9	2.1	0.1	-0.7
Industry	4.8	7.0	4.5[b]	-0.9	-0.6	-1.4	5.8	-0.4	3.1	3.3	0.5	-0.4[c]	2.5	-1.4	0.9	6.0
Services	6.1	6.9	5.9[b]	5.6	3.8	2.9	6.1	4.8	2.3	4.5	2.8	3.1[c]	4.4	2.1	5.4	4.2
% distribution, total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Agriculture	43.4	42.8	39.5	37.9	38.8	37.1	37.2	37.0	36.6	36.0	36.0	35.8	35.1	35.3	34.4	33.2
Industry	16.1	16.3	17.4	17.1	16.3	16.2	16.2	15.6	15.8	15.8	15.6	15.3	15.3	14.8	14.5	15.0
Services	40.5	40.9	43.1	45.1	44.9	46.7	46.6	47.4	47.6	48.2	48.5	48.9	49.6	49.9	51.1	51.8
Men	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Agriculture	51.1	49.8	46.3	45.0	46.0	45.0	45.1	44.8	44.3	43.7	43.6	43.5	42.7	42.9	41.9	40.5
Industry	17.6	18.4	19.8	19.5	18.3	18.0	18.4	18.1	18.2	18.2	17.8	17.6	17.9	17.5	17.5	18.2
Services	31.3	31.8	33.9	35.5	35.7	37.1	36.5	37.1	37.6	38.1	38.6	38.8	39.5	39.6	40.6	41.2
Women	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Agriculture	29.9	31.0	27.9	25.9	27.1	23.9	24.6	24.8	24.3	23.3	23.7	23.6	23.2	23.2	22.5	21.8
Industry	13.6	12.7	13.2	12.9	12.9	13.3	12.6	11.8	12.0	12.0	12.0	11.6	11.1	10.5	9.9	9.9
Services	56.5	56.4	58.9	61.2	60.0	62.8	62.8	63.4	63.7	64.7	64.3	64.8	65.7	66.3	67.6	68.3
Female share of employment by branch of economic activity, in %	**36.4**	**36.8**	**37.0**	**37.2**	**37.8**	**37.4**	**38.5**	**39.1**	**38.4**	**37.9**	**38.4**	**38.7**	**38.8**	**38.5**	**39.0**	**39.2**
Agriculture	25.1	26.6	26.2	25.5	26.4	24.0	25.5	26.2	25.5	24.5	25.3	25.4	25.6	25.3	25.5	25.7
Industry	30.6	28.6	28.1	28.2	30.0	30.6	30.0	29.5	29.1	28.6	29.6	29.3	28.3	27.2	26.6	25.9
Services	50.9	50.8	50.5	50.6	50.5	50.3	51.9	52.3	51.4	50.8	50.9	51.3	51.3	51.2	51.5	51.6
Adult functional literacy rate, 25-64 years old, in %	**82.7**[d]	..	..	..	..	..	..	..	**83.4**	..	..	..	..	**85.8**	..	..
Men	81.2[d]	..	..	..	..	..	..	..	81.9	..	..	..	..	84.1	..	..
Women	84.0[d]	..	..	..	..	..	..	..	84.9	..	..	..	..	87.6	..	..

Decent Work Indicator	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Adult secondary-school graduation rate, 25+ years old, in %	**38.5**	**41.6**	**43.1**	**43.6**	**44.3**	**45.0**	**44.8**	**45.3**	**47.0**	**48.2**	**49.5**	**50.2**	**51.0**	**52.0**	**53.0**	**54.0**
Men	39.6	42.6	43.9	44.1	44.7	45.5	45.3	45.5	46.7	47.5	48.5	49.2	49.8	50.6	51.5	52.5
Women	37.4	40.7	42.3	43.1	44.0	44.6	44.4	45.1	47.2	48.9	50.4	51.1	52.1	53.3	54.5	55.5
Children not in school[5],% of children population	..	..	..	..	..	..	..	..	..	..	..	**17.9**	**17.4**	**16.0**	**15.1**	**14.4**
5-9 years old	..	..	..	..	..	..	..	..	..	..	..	19.8	18.3	17.0	15.4	13.9
10-14	..	..	..	..	..	..	..	..	..	..	..	8.3	8.2	6.8	6.7	6.5
15-17	..	..	..	..	..	..	..	..	..	..	..	31.4	31.9	30.2	29.5	29.4
Boys	..	..	..	..	..	..	..	..	..	..	..	**19.8**	**19.3**	**17.8**	**16.9**	**16.2**
5-9 years old	..	..	..	..	..	..	..	..	..	..	..	20.7	19.4	18.0	16.6	15.1
10-14	..	..	..	..	..	..	..	..	..	..	..	9.9	9.8	8.4	8.2	8.0
15-17	..	..	..	..	..	..	..	..	..	..	..	35.6	35.9	34.1	33.0	33.1
Girls	..	..	..	..	..	..	..	..	..	..	..	**15.9**	**15.5**	**14.0**	**13.3**	**12.4**
5-9 years old	..	..	..	..	..	..	..	..	..	..	..	18.8	17.2	15.9	14.2	12.6
10-14	..	..	..	..	..	..	..	..	..	..	..	6.8	6.5	5.1	5.1	4.8
15-17	..	..	..	..	..	..	..	..	..	..	..	27.1	28.0	26.2	26.1	25.6
Working age population who are HIV positive[6] per 100,000 persons	**0.2**	**0.3**	**0.2**	**0.3**	**0.2**	**0.1**	**0.2**	**0.2**	**0.2**	**0.2**	**0.2**	**0.3**	**0.4**	**0.7**	**1.1**	**2.3**
Men	0.3	0.3	0.2	0.3	0.2	0.1	0.2	0.2	0.2	0.3	0.3	0.5	0.7	1.3	2.1	4.4
Women	0.2	0.2	0.1	0.3	0.1	0.1	0.2	0.1	0.1	0.2	0.1	0.2	0.1	0.1	0.2	0.3
15-24 years old	0.1	0.1	0.1	0.1	0.1	*	0.1	*	0.1	0.1	0.1	0.2	0.2	0.6	1.2	2.6
25+	0.3	0.3	0.2	0.4	0.2	0.2	0.2	0.2	0.2	0.3	0.2	0.4	0.5	0.8	1.1	2.2

Notes:

1 Defined as Gross Domestic Product at constant 2000 prices divided by total employed.

2 MDG indicator on employment.

3 Defined as total compensation of employees as a percentage share of GDP. Estimates of GDP and compensation of employees based on Philippines SNA prior to 2011 revision/rebasing.

4 FIES, conducted every three years, is the source of data on poverty estimation. It has the household as its primary enumeration unit. But in the computation of family income and expenditures, those members of the households who are not related by blood or consanguinity are taken out.

5 LFS began collecting data on school attendance for ages 5-24 years in April 2005 survey round. The Department of Education collects administrative data on school enrolment for primary and secondary education with age group breakdown 6-11 and 12-15 (official school-age population), respectively.

6 The Philippine HIV and AIDS Registry is the official record of the total number of laboratory-confirmed HIV positive individuals, AID cases and deaths, and HIV positive blood units in the Philippines. The Registry is a passive surveillance system. Except for HIV confirmation by the National Reference. Laboratories all other data submitted to the Registry (example, place of residence) are secondary and can not be verified. Exclude cases of Filipinos working overseas because data on working age population from the LFS exclude these workers.

a For comparability of 2006 growth rate with that of 2005, the labor productivity for these two years both used employment data based on 1995 Census-based opulation projections.

b For comparability of 1997 growth rate with that of 1996, the employment data for these two years both used employment data based on 1980 Census-based population projections.

c For comparability of 2006 growth rate with that of 2005, the employment data for these two years both used employment data based on 1995 Census-based population projections.

d 1994 data.

* Less than half the unit used.

Sources: NSO, LFS/FIES/FLEMMS and CPI; DOH-NEC; NSCB; and WB-World Development Indicators.

est to note that investment rates declined steadily between the 1997-8 Asian financial crisis and 2007, then picked up thereafter. As a proportion of GDP, domestic investments averaged 20 per cent. Compared with other major ASEAN economies[1], annual net foreign direct investments (FDI) to the

1 Philippines, Malaysia, Indonesia, Thailand, Singapore, Vietnam.

Philippines have comprised just 4 per cent of total inflows. Data from Bangko Sentral ng Pilipinas (BSP) showed that on average, FDI in these other economies was between two and 12 times as much as the Philippines. This reflects the low competitiveness of the country, which has been weighed down by poor infrastructure, high costs of doing business and governance weaknesses (World Bank, 2010).

Growing at a modest pace of 1.9 per cent annually, labour productivity (related to the MDG indicator on employment) stagnated between 1999 and 2002 but rose steadily from 2003, until it was interrupted by the global financial crisis. Productivity growth during the period grew hand-in-hand with that of GDP, while employment growth was low and erratic. During the crisis years of 1999, 2001 and 2009, when GDP growth was at its lowest, negative growth in productivity was also observed. Employment expanded during these years but it was led by growth in part-time employment, which is generally an indicator of labour underutilization, low productivity and low earnings.[2]

Growth in labour productivity by sector also varied during the period 1999 to 2010. Generally, the trend was seen to be increasing in the industry sector but erratic and declining in both agriculture and services.

Sectoral disparities in productivity were also prevalent in real terms. In 2010, productivity in industry (Philippine pesos (PhP) 344,000) was more than six times than in agriculture (PhP55,000) and twice that of services (PhP170,000). These ratios remained about the same after 1998. It is interesting to note that the shares of industry in GDP and in employment remained stagnant, yet its labour productivity was the highest among all sectors.

Recent trends in real GDP per capita – measured in purchasing power parity (PPP$) terms – mirrored growth patterns in GDP and labour productivity: volatility from 1999 to 2002, accelerated growth from 2003 to 2007, slowdown in 2008, decline in 2009 and recovery in 2010. It grew by 2.6 per cent annually, increasing from $2,639 to $3,560 with growth peaks in 2004, 2007 and 2010 and lows in 1999, 2001 and 2009. In constant 2000 Philippine pesos, real GDP per capita grew annually by 2.7 per cent.

Economic growth between 1995 and 2010 can be described as a period of "jobless growth". The fruits of economic growth have not been shared equitably with labour as is indicated by the slow growth of the employees' percentage share of wage or compensation in terms of GDP (based on estimates before the adoption of the updated 2003/2008 SNA) over time. From an annual share of 25.3 per cent in 1995, the wage share grew to only 28.6 per cent in 2009.

The average annual rate of inflation (the base year of the Consumer price index is 2000) over the period 1995–2010 stood at 5.7 per cent, with considerable year-on-year fluctuations, most recently due to fluctuations in global oil and commodity prices.

Despite accelerated economic growth in recent years, this was not enough to influence poverty reduction. On the contrary, the incidence of poverty rose from 24.9 per cent in 2003 to 26.5 per cent in 2009. This translated to 23.14 million Filipinos living below the poverty line in 2009 (PhP16, 841), an increase of 3.34 million from 2003. However, a slight improvement was observed in the subsistence incidence, which fell from 11.1 per cent to 10.8 per cent of the total population during the same period, along with a 2 percentage point decline in the income gap (25.7 per cent in 2009 from 27.7 per cent in 2003). The contraction in income gap means that on average, the income of the poor in 2009 would have needed to be increased by 25.7 per cent of the poverty threshold for them to be able to climb above the poverty line.

The lack of progress in poverty reduction can be partly explained by the lack of inclusive growth in the Philippines (that is, the benefits of growth not reaching all groups of society, particularly those in rural agricultural areas), and linked to this, the growing gap between the rich and the poor. The Gini coefficient – a key measure of income inequality – has hardly improved in recent years, falling from 0.487 in 1997 to 0.448 in 2009.

It is of interest to note, however, that the ratio of income shares of the richest to the poorest deciles of families over the same period narrowed from

[2] For further breakdown of the sub-sectoral composition of employment growth (sub-industry groupings), see Chapter 2 of the Philippine Labor and Employment Plan 2011-2016.

23.1 to 17.7. It could be that the middle income class suffered the most from falling levels of income during this period (Virola et al, 2010).

Over the past five decades, the Philippine population expanded more than three-fold, from 27 million in 1960 to 92.3 million in 2010. The annual population growth rate, compared with its neighbouring countries, declined over the period but at a significantly slower pace, from 3.1 per cent in 1960–1970 to 1.9 per cent in 2000–2010. This rapid expansion placed the country as the 12th most populous in the world despite its relatively small land area.

High population growth has placed tremendous pressures on the labour market, resulting in high unemployment and underemployment. For the period 1995–2010, according to the LFS, the working-age population expanded from 43.156 million to 60.717 million (or at an annual average rate of 2.5 per cent or 1.252 million). This was 58 per cent higher than the annual generation of employment during the same period, which amounted to 792,000.

Based on the work done by the Inter-agency Working Group on Population Projections, the country's working-age population by 2020 is estimated to reach 77.949 million or roughly an additional 15 million individuals who have already been born. To absorb this additional labour supply in productive employment, the economic growth will most likely have to be higher and more "job-rich" than it is today. However, concerns related to economic growth should also be addressed, including human capital development, distortions in the labour market such as high capital-labour ratio, and restrictive contractual arrangements (World Bank, 2010).

While women's share of total employment increased from 1995 to 2010, its growth was relatively slow, rising from 36.4 per cent to 39.2 per cent. During the same period, the proportional shares of women in industry declined from 30.6 per cent to 25.9 per cent, while their proportions in agriculture and services remained fairly constant at around 25 per cent and 50 per cent, respectively. Notably, the percentage share of men workers in industry hardly changed at 18 to 20 per cent, while that of women in industry fell from 13.6 per cent in 1995 to 9.9 per cent in 2010. The latter shift took place largely toward services, where women accounted for close to 70 per cent in 2010.

A marked increase was observed in the secondary school graduation rate of adults (25 years old and over), from 38.5 per cent in 1995 to 54.0 per cent in 2010. The rate for women (37.4 per cent) was slightly lower than that of men (39.6 per cent) in 1995 but as from 2003, women began to obtain higher graduation rates, settling at 55.5 per cent in 2010, compared to 52.5 per cent for men.[3]

Nevertheless, improvements in the secondary school graduation rate were not accompanied by progress in the adult functional literacy rate (25–64 years old). Statistics in 2008 placed the rate at 85.8 per cent compared with 82.7 per cent in 1994. Literacy rates of adult women have been consistently higher than that of men, 87.6 per cent against 84.1 per cent, as noted in the latest literacy survey.

Complementary to the advancement in the adult secondary school graduation rate is the decline in the proportion of children not attending school, which decreased to 14.4 per cent in 2010 from 17.9 per cent in 2006. As the proportions were lower for girls than for boys (also by age group), this indicates that girls stayed in school longer thus resulting in relatively higher adult secondary school graduation rates for women.

Of remaining concern are the proportions of children not attending school in 2010, which were still high for children aged 5 to 9 years: 13.9 per cent for all children, 15.1 per cent for boys and 12.6 per cent for girls. These rates were about half as compared to those children aged 15to17 years who are already employable under the law. Of particular concern are the numbers of children in employment who are not currently attending school, which represent more than half of the total of working children (See Table 6.1, Chapter 6).[4]

[3] Gains in secondary graduation rates do not necessarily translate into better labour market outcomes. An important observation in this regard is the high proportion of "educated unemployed" in the Philippines. See Chapter 2 for a further discussion of this issue.

[4] Drop-out rates are another important measure of educational performance, and with it, a supplementary conduit through which progress on decent work can be assessed. Data on drop-out rates are available from the Department of Education (www.deped.gov.ph).

HIV incidence among the working-age population is an important health indicator and determinant of the socio-economic context for decent work. While HIV incidence remains relatively low, the rate has been increasing of late. The number of HIV positive cases per 100,000 of the working-age population remained between 0.1 and 0.3 in the decade leading up to 2006; however, the rate grew substantially thereafter, from 0.4 in 2007 to 1.1 in 2009 and 2.3 in 2010.[5]

Between 1995 and 2010, HIV prevalence among women remained fairly low at 0.1 – 0.3 cases per 100,000, while for men this range was broader at 0.1 – 4.4. Lower rates were noted for youth from 1995–2008 (0.1 – 0.6) compared to adult incidences. In 2009 and 2010, these climbed to 1.2 and 2.6, respectively, which were higher than those of adults at 1.1 and 2.2 for the same years. These statistics, as monitored by the Department of Health, National Epidemiology Center (DOH–NEC), in particular the Philippine HIV and AIDS Registry, are based only on the number of people who sought treatment and are thus underestimated. The data also exclude cases of OFWs who are not considered as part of the working-age population in the LFS. Their number was reported at 24 in 1995 and increased to 174 in 2010 – the majority of whom were male.

A key feature of the Philippine labour market is the large number of Filipinos working overseas.[6] The annual outflow of OFWs began in the 1970s with the modest deployment of 14,366 in 1972. Since then, annual deployment has grown exponentially, breaching the one million mark in 2006 (1.063 million), and continuing to grow until 2009. In 2010, growth of OFWs slipped to 3.4 per cent, down from 15.1 per cent in 2009. Approximately three-quarters of OFWs are land-based workers.

[5] Other health indicators provide important additional information on the decent work landscape, however data gaps currently prevent the Philippines from including many. Future data on incidence rates of tuberculosis (in the working-age population), for example, would provide instructive additional data on the health of the working-age population, and with it, implications for the achievement of safe and productive workplaces.

[6] OFWs are not counted in the LFS as part of the country's working-age population and hence not part of the labour force. OFWs are considered as part of the labour force of the foreign countries where they are currently employed.

The majority of OFWs are women. Statistics of the Philippines Overseas Employment Administration (POEA) revealed that three-fifths (61.6 per cent) of annual deployment of new hires over the nine-year period 2001–2009 are women who had to leave their homes and endure years of separation from their families. Nevertheless, their employment share as compared to the total of new hires has slipped from 68.9 per cent in 2001 to 52.7 per cent in 2009. Women workers are dominant in three major occupation groups: services (55.7 per cent) e.g., domestic workers or caregivers; professionals and technical workers (27.7 per cent) e.g., nurses and teachers; and production and related workers (11.2 per cent) e.g., factory workers.

In addition to helping ease the pressure of unemployment, overseas employment generates foreign exchange remittances that serve as an economic stimulus in the domestic economy, boosting both consumption and economic growth. Data indicate that the share of remittances to Gross National Income in the 2000–2010 decade has been substantial, ranging from 7.9 to10 per cent. It also shows that remittances have helped keep the Philippine economy afloat in times of economic crisis (BLES, 2006).

Nonetheless, it should be noted that remittances come not only from Filipino nationals who are temporary migrants but also from Filipinos permanently residing abroad, many of whom have already acquired citizenships in their countries of residence. The Commission on Filipinos Overseas (CFO) estimates the number of Overseas Filipinos in 2010 at 9.453 million, almost equally shared between Filipinos with permanent residence status (4.424 million or 46.8 per cent) and Filipinos who are temporary migrants (4.324 million or 45.7 per cent). The rest (705,000 or 7.5 per cent) are classified as irregulars/undocumented workers.

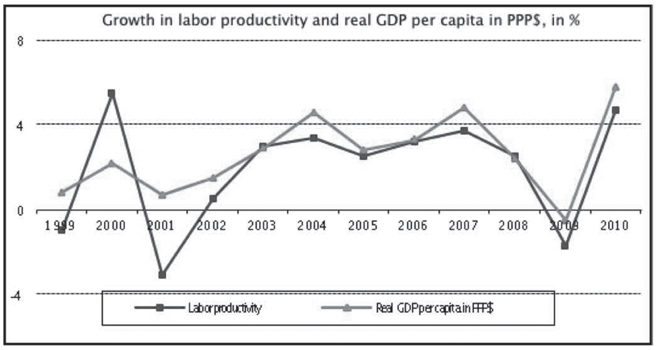
Summary Assessment

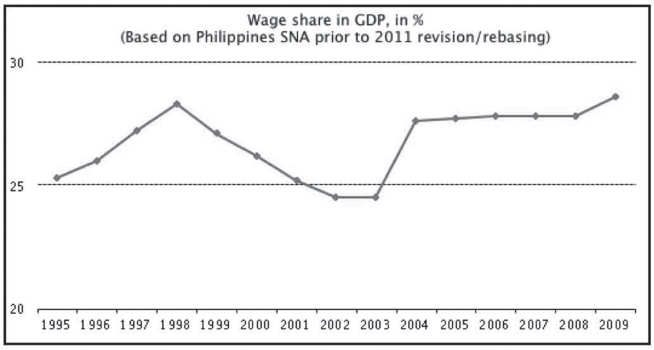
The greatest challenge for the Philippines is to drive the economy to a higher level of growth and job creation. Both GDP and labour productivity barely grew from 1999 to 2002 and it was only in recent years (since 2003, except during the global financial crisis of 2009) that modest and sustained growth was achieved. Furthermore, employment shedding in the agriculture sector has continued from over two-fifths in 1995 down to one-third in 2010, with the main growth of employment shares occurring in services rather than industry.

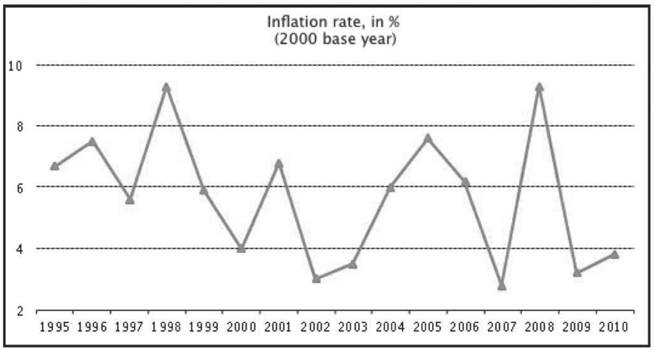
Recent economic growth has by and large failed to be inclusive in terms of the broad sharing of its benefits and the sufficient creation of decent and productive employment. This is in part a consequence of earlier decades, during which a highly skewed income distribution pattern emerged, alongside rapid population growth. With the working-age population projected to grow by around one-and-a-half million annually in the next ten years, generating new employment opportunities to ease the problems of unemployment and underemployment will remain foremost policy concerns.

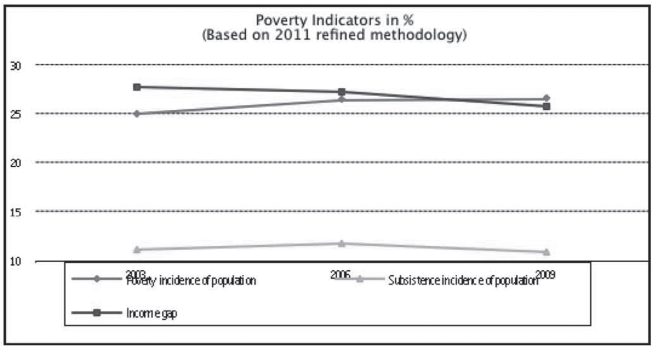
Minimal progress can be observed in a number of indicators, such as the wage share in GDP, the investment ratio and the female share in total employment. At the same time, recent rates of price inflation have been lower than historically observed. Improvements are also seen in the rising trend in the adult secondary school graduation rate and the functional literacy rate, as well as in the steady decline in the proportion of children (5−17 years old) not attending school. Other positive observations were the low HIV incidence and the robust expansion in overseas employment, which has provided both a spur to the domestic economy (via remittances) and an outlet to offset weak domestic employment growth.

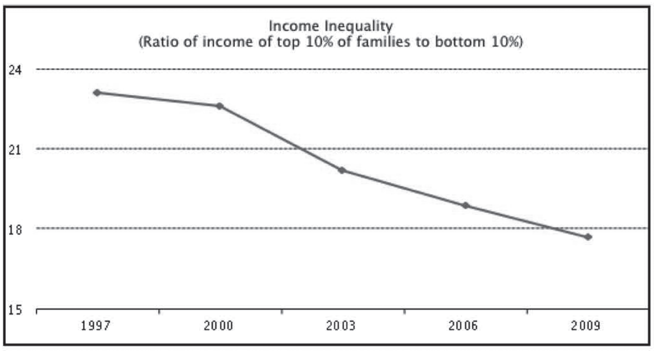
ECONOMIC AND SOCIAL CONTEXT FOR DECENT WORK

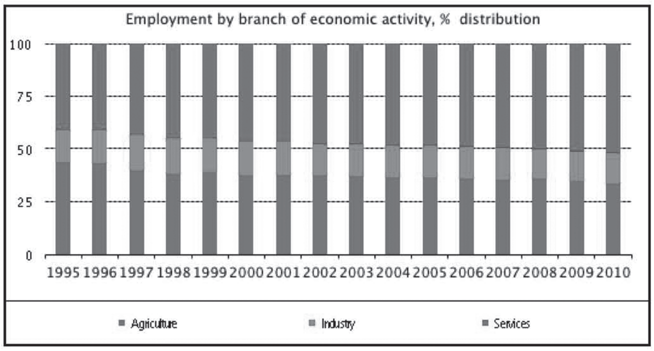


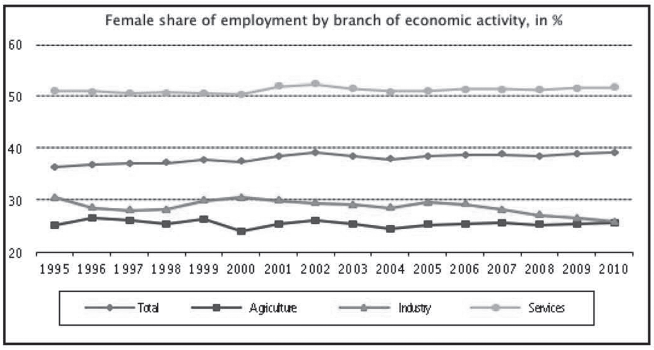


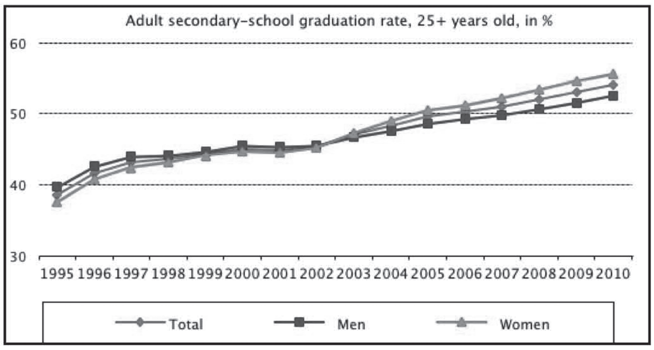


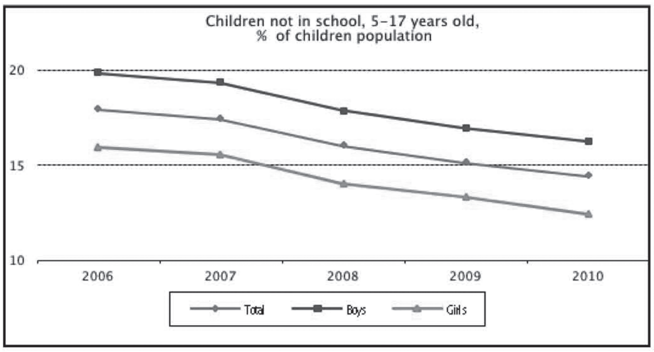


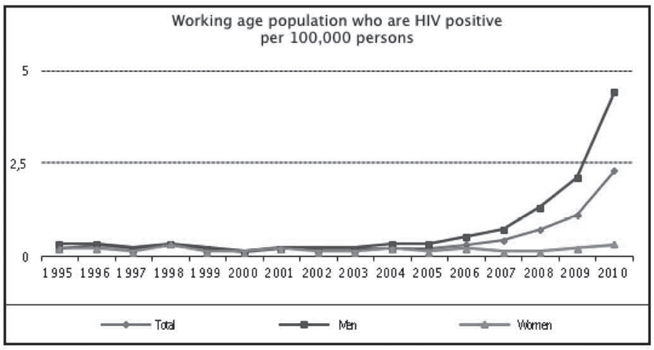












See Table 1 for Notes and Sources.

2 Employment opportunities

Full employment, as a state policy, is expressly declared in the Philippine Constitution, consistent with the aim of social justice. The policy equally stresses full protection of labour and underscores equal opportunities for all.

The DOLE, as the lead agency in the implementation of the Labor Code, has institutionalized employment facilitation and skills training programmes, as well as projects to increase labour demand and improve labour supply using pro-employment labour market policies that foster flexibility, efficiency and equity, supported by a system of public employment services.

The Philippine Labor and Employment Plan 2011–2016 outlines strategies to improve employment levels and access to employment opportunities (see Legal Framework Indicator 2).

The indicators on employment opportunities reflect the quantity and quality of work available. These provide an assessment of the status of employment from 1995 to 2010 by sex and age group distributions (see Table 2).

The employment-to-population ratio (MDG indicator on employment) has remained static between 1995 and 2010 at just under 60 per cent, something that may be explained by the modest economic growth rates of the period, and the concomitant lag between employment growth (at 792,000 per year, on average) and growth in the working-age population (1.252 million, on average, per annum). It should be noted that the working age in the Philippines has no maximum limit but the minimum employable age is 15.

While the female EPR increased slightly from 43.3 per cent in 1995 to 46.3 per cent in 2010, the male rate declined from 75.7 per cent to 72.5 per cent. At the same time, the youth EPR fell from 42.2 per cent in 1995 to 37.4 per cent in 2010, relative to those in the prime age bracket of 25 to 54 years, (71.5 per cent to 73.0 per cent) and to those who are 55 years old and over (54.0 per cent to 53.6 per cent).

Notwithstanding the lack of movement in the EPR, unemployment rates were fairly stable, albeit quite high (around 9 per cent between 1995 and 1999, and 11 per cent between 2000 and 2004). The figure fell sharply to 7.8 per cent in 2005 but this is attributable to the break in the data series on unemployment (see Annex I). Between 2007 and 2010, unemployment remained at a lower rate of around 7 per cent, before falling again amid economic recovery in 2010.

Unemployment rates as an indicator of the health of the labour market should always be interpreted with other indicators on employment, working time and earnings. This is particularly true for a country like the Philippines, where a significant proportion of the workforce is engaged in agriculture and non-wage employment, and where poverty often negates the ability of people to be officially unemployed.

Notwithstanding 2005, when men's and women's rates were close to one-another, women in the Philippines have since the mid-1990s seen higher rates of unemployment than men. Beginning in 2006, however, female unemployment rates fell below those of men. This decline came with a concomitant improvement in their EPR during the same period, indicating an overall improvement in employment opportunities for women.

Unemployment is a particular problem for young people in the Philippines. In 2010, youth (aged

Legal Framework Indicator 2. Government commitment to full employment

Law, policy or institutions: The Constitution and the Labor Code declare the promotion of full employment as a state policy. The Philippine Development Plan 2011–2016 adopts a framework of inclusive growth that is anchored in sustained growth and generation of massive employment.

The Philippine Labor and Employment Plan 2011–2016 outlines the strategies to improve employment levels and access to employment opportunities. On one hand, employment levels will be improved through the generation of 1 million local employment opportunities on average per year largely in industry and services sectors; formulation of a national industrial policy; pursuit of policies and programmes on key job generating areas such as tourism, business process outsourcing, mining, housing, agribusiness, logistics, shipbuilding, infrastructure; and other high-potential industries; formulation through social dialogue of policies that promote employment-rich growth; promotion of better business environment; promotion of employment-intensive undertakings through infrastructure; promotion of entrepreneurship; promotion of productive investment and entrepreneurship among overseas Filipinos and their families; and development and harmonization of green jobs. On the other hand, access to employment will be improved through adoption of reforms in employment facilitation, addressing the job and skill mismatch, and enhancing human capital through education and training.

In pursuit of the Plan, the key programmes being implemented by DOLE are as follow:

Employment Facilitation Program, placement of jobseekers is facilitated through DOLE intermediaries both in the public and private sectors. This is made possible through the provision of technical supervision and assistance, capacity building, monitoring, and system of incentives and rewards for the Public Employment Service Offices (PESOs) and the Private Employment Agencies (PrEAs). The Local Government Units (LGUs) and/or the DOLE Regional Offices conduct regular job fairs and undertake livelihood and capacity building programmes. Complementing this is JobsFit 2020, a programme that disseminates information, through the Industry Career Guides, on the new and emerging industries and preferred skills by employers.

DOLE Integrated Livelihood Program (DILP), a convergence of different capacity-building programmes for livelihood and self-employment, to (1) enhance the existing livelihood/self-employment undertakings of workers in the informal economy into viable and sustainable businesses that will provide income at par with the minimum wage earners; (2) engage unemployed workers in livelihood undertakings to make them productive, and the rank and file wage workers in collective enterprises/undertakings to augment their income; and (3) restore the lost livelihood/productive resources of workers who were affected by natural calamities and disasters.

Special Program for Employment of Students (SPES), (amendments to Republic Act No. 7323), encourages the employment of students through incentives granted to employers, allowing them to pay only 60 per cent of their salaries or wages and 40 per cent through education vouchers to be paid by the government. The key features are: (1) any person or entity employing at least 10 persons may employ poor but deserving students between 15 and 25 years old; (2) students enrolled in high school shall only be employed during summer and/or Christmas vacations while those in tertiary, vocational or technical education may be employed at any time of the year; and (3) the period of employment shall be from 20 to 52 working days only, except during Christmas vacation, employment shall be from 10 to 15 days which may be counted as part of the students' probationary period should they apply in the same company or agency after graduation.

To ensure the availability of qualified labour, the Technical and Skills Development Authority (TESDA), an attached agency of DOLE, undertakes technical-vocational skills training, retraining and upgrading of workers. This is in response to the requirements for highly skilled, flexible and more productive workers in the light of fast technological and structural changes. It implements Training-for-Work Scholarship (TWSP), a direct financial intervention in the provision of training programmes to supply highly critical skills and competencies needed by the economy, particularly by the five priorities and other key employment generating industries, or those directly connected to existing jobs for immediate employment. It also funds the Private Education Student Financial Assistance (PESFA) program. In cooperation with CHED, TESDA, through PESFA, offers educational grants or financial assistance to qualified and deserving college freshmen both in degree and non-degree courses.

In 2011, the Community-Based Employment Program (CBEP) was launched. The CBEP covers government undertakings, whether infrastructure or non-infrastructure, that provide employment to skilled, semi-skilled, and low-skilled workers in the community where the project is undertaken. The programme has three components, namely: (1) infrastructure projects – government or private-public partnership (PPP) initiatives implemented at the local community that generate jobs i.e., construction of roads, bridges, flood control structures, school buildings, water systems (RA6685 & EO 94, s. 1999); (2) non-infrastructure projects – job generation initiatives that cover social infrastructure i.e., reforestation, coastal resource management, livelihood and self-employment programs; And (3) emergency employment – emergency response income support programmes that create employment in distressed/remote areas or those affected by contingencies.

The CBEP is intended to support the achievement of the national goal of inclusive growth through poverty alleviation by providing income support and job opportunities to the most vulnerable and disadvantaged segment of the population. In 2011, around 42 per cent (515,582) of the total 1.238 million jobs came from public works projects of the national government. The CBEP monitoring intends to create an internet database portal that will contain the names and demographic profiles of the beneficiaries including the occupation, employment duration and wage/income.

An Inter-Agency Committee (IAC) at the national level has been institutionalized to monitor and coordinate the various programmes/projects enrolled under CBEP. The IAC is chaired by DOLE with NEDA as Co-Chair. NAPC and DPWH serve as lead stewards for non-infrastructure and infrastructure, respectively. The Presidential Management Staff performs oversight and advisory functions.

Evidence of implementation effectiveness: The CEACR welcomed the Government's analysis of the labour market, including level and trends of employment and underemployment. Furthermore, the establishment of the Worktrep Entrepreneurship Program (UnladKabuhayan Program Laban saKahirapan) to support the sustainability of self-employed workers; and the Magna Carta for Small Enterprises aiming to promote, support, strengthen and encourage the growth and development of micro, small and medium enterprises was taken note of. The Government emphasized its concern about the fact that employment lags behind economic growth and that one in every five Filipino is under-employed, in particular in less developed regions. To enhance the employability of youth, the Philippines launched the Philippine Program for Youth in 2007; the Working Youth Centre; the Youth Entrepreneurship Support project; and the Youth Education-Youth Employability project.

Ratification of ILO Conventions: The Employment Policy Convention, 1964 (No. 122) was ratified by the Philippines on 13 January 1976.

Sources:

1. Labor and Employment Policy Reforms and Program Implementation for the First 100 Days of President Benigno S. Aquino III Administration, Department of Labor and Employment
2. NATLEX database (http://www.ilo.org/dyn/natlex/country_profiles.basic?p_lang=en&p_country=PHL)
3. CEACR, Observation concerning Convention 122, 2009 (http://webfusion.ilo.org/public/db/standards/normes/appl/appl-displayAllComments.cfm?conv=C122&ctry=0840&hdroff=1&lang=EN)
4. National legislation

15–24 years old) comprised only one-fifth (21.3 per cent) of the labour force but more than half (51.1 per cent) of the total unemployed. Youth jobless rates were more than twice the national rates and more than three times the adult (ages 25 and over) unemployment rates (in both the old and new data series). Unemployment rates of the prime and elderly age groups averaged at 5 per cent and 2 per cent, respectively, as against that of the youth which stood at 17 per cent, based on the new data series.

Young women, in particular, are disproportionately affected by unemployment: in 1995, unemployment among young women stood at 24 per cent – some 6.4 percentage points higher than men. By 2010, however, this gap had declined to 3 percentage points (19.5 per cent against 16.5 per cent).

Based on the new data series, the LFPR has shown little change between 2005 (64.7 per cent) and 2010 (64.1 per cent). The LFPR of men also marginally dipped during this time, from 79.6 per cent to 78.5 per cent, while the LFPR of women fluctuated between 48 and 50 per cent. With hardly any change in the LFPR, the labour force participation gap during the six-year period remained the same. The overall downward trend in the LFPR can be attributed largely to the declining trend in participation among the youth (48.0 per cent to 45.4 per cent). The LFPR of those in the prime age bracket varied within a narrow band of 76.4 to 76.9 per cent.

The declining trend in the youth EPR and LFPR from 2006 to 2010 is not supported by an increasing trend of youth in education. On the contrary, the proportion of youth not in education and not in employment increased gradually from 24.5 per cent in 2006 to 25.2 per cent in 2010, with the proportion of men averaging at 18 per cent, and 31 per cent for women. It is noted too that an increasing proportion of the youth population was economically inactive due to household/family duties (see Table 5, Chapter 5).

Table 2. Employment opportunities

Decent Work Indicator	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Employment-to-population ratio[1], in %	**59.5**	**61.0**	**59.0**	**57.9**	**58.7**	**56.5**	**59.6**	**59.7**	**59.1**	**59.5**	**59.4**	**59.1**	**59.3**	**58.9**	**59.2**	**59.3**
Men	75.7	77.0	74.7	73.2	73.2	70.9	73.5	72.9	73.2	74.2	73.4	72.7	72.9	72.8	72.6	72.5
Women	43.3	44.9	43.5	42.8	44.2	42.1	45.8	46.6	45.2	44.9	45.5	45.6	45.9	45.2	45.9	46.3
15-24 years old	42.2	43.9	42.2	40.2	40.6	37.6	40.2	39.6	39.1	39.7	39.3	38.5	38.4	37.4	37.6	37.4
25-54	71.5	72.8	70.1	69.3	70.3	68.6	72.6	73.0	72.3	72.0	72.0	72.2	72.6	72.5	72.8	73.0
55+	54.0	54.8	53.4	52.8	53.2	51.6	53.7	54.0	53.4	53.7	53.6	53.0	53.4	52.9	53.3	53.6
Unemployment rate[2], in %	**9.5**	**8.6**	**8.8**	**10.3**	**9.8**	**11.2**	**11.1**	**11.4**	**11.4**	**11.8**	**7.8**	**8.0**	**7.3**	**7.4**	**7.5**	**7.4**
Men	8.9	7.9	8.2	9.8	9.7	10.9	10.8	11.1	11.0	11.5	7.8	8.2	7.5	7.6	7.6	7.6
Women	10.7	9.7	9.8	11.0	10.0	11.6	11.6	11.8	11.9	12.4	7.8	7.6	7.0	7.1	7.2	6.9
15-24 years old	19.8	17.7	18.3	21.4	21.0	24.2	23.3	24.2	23.2	23.9	17.2	17.8	16.8	17.4	17.6	17.6
25 and over	6.1	5.5	5.7	6.7	6.4	7.2	7.3	7.5	7.8	8.2	5.1	5.1	4.7	4.6	4.7	4.6
25-54	6.3	5.6	5.8	6.8	6.5	7.4	7.6	7.8	8.0	8.1	5.6	5.7	5.1	5.1	5.2	5.1
55+	5.4	5.2	5.5	6.3	5.5	6.0	6.4	6.3	7.1	8.2	2.3	2.3	2.3	2.2	2.2	2.1
Youth not in education and not in employment (15-24 years)[3], % of youth population	..	..	..	..	..	..	..	..	..	..	..	**24.5**	**24.9**	**24.6**	**24.7**	**25.2**
Men	..	..	..	..	..	..	..	..	..	..	..	18.0	18.4	17.8	18.0	18.7
Women	..	..	..	..	..	..	..	..	..	..	..	31.2	31.5	31.7	31.6	31.9
Labor force participation rate[2], in %	**65.8**	**66.7**	**64.7**	**64.6**	**65.1**	**63.6**	**67.1**	**67.4**	**66.7**	**67.5**	**64.7**	**64.2**	**64.0**	**63.6**	**64.0**	**64.1**
Men	83.0	83.5	81.3	81.2	81.1	79.6	82.4	82.0	82.2	83.8	79.6	79.3	78.8	78.8	78.6	78.5
Women	48.5	49.8	48.2	48.1	49.2	47.7	51.8	52.8	51.4	51.2	49.9	49.3	49.3	48.6	49.4	49.7
15-24 years old	52.6	53.3	51.6	51.2	51.4	49.6	52.4	52.3	50.9	52.2	48.0	46.8	46.1	45.3	45.6	45.4
25-54	76.3	77.1	74.4	74.4	75.2	74.1	78.6	79.2	78.5	78.4	76.6	76.6	76.5	76.4	76.7	76.9
55+	57.0	57.7	56.4	56.4	56.3	54.9	57.4	57.6	57.5	58.5	55.0	54.2	54.7	54.1	54.5	54.8
Labor force participation gap[2]	**34.5**	**33.7**	**33.1**	**33.1**	**31.9**	**31.9**	**30.6**	**29.2**	**30.8**	**32.6**	**29.7**	**30.0**	**29.5**	**30.2**	**29.2**	**28.8**
Youth unemployment rate[2], 15-24 years, in %	**19.8**	**17.7**	**18.3**	**21.4**	**21.0**	**24.2**	**23.3**	**24.2**	**23.2**	**23.9**	**17.2**	**17.8**	**16.8**	**17.4**	**17.6**	**17.6**
Men	17.5	15.4	16.4	19.5	19.1	22.1	20.8	21.8	20.8	21.6	15.8	16.8	15.7	16.2	16.2	16.5
Women	24.0	21.7	21.5	24.7	24.4	27.9	27.4	28.0	27.2	27.8	19.5	19.4	18.4	19.4	19.8	19.5
Unemployment[2] by level of education, % distribution	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
No schooling	2.0	2.2	2.1	2.2	1.8	1.9	2.0	1.9	2.0	2.4	0.7	0.7	0.7	0.5	0.5	0.5
Primary	23.3	23.4	23.5	24.1	21.7	21.8	21.3	20.6	20.9	20.7	15.2	15.2	15.1	14.0	13.3	13.1
Secondary	42.6	42.2	42.6	42.4	42.7	42.3	43.2	42.8	42.2	43.0	44.5	45.7	46.1	45.5	45.2	45.2
Tertiary	31.6	31.6	31.1	30.6	33.0	32.9	33.5	34.7	34.9	34.0	39.5	38.5	38.2	40.0	41.1	41.2
Not reported	0.4	0.6	0.7	0.8	0.8	1.1	0.0	*	*	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Men	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
No schooling	1.8	2.0	1.9	1.8	1.5	1.6	1.6	1.5	1.7	2.0	0.6	0.6	0.7	0.6	0.4	0.6
Primary	24.3	24.6	24.6	25.3	23.1	23.4	22.4	22.0	22.3	22.4	17.3	17.6	17.6	16.6	16.2	15.9
Secondary	45.0	43.6	44.4	44.3	44.1	43.8	46.0	45.5	44.0	43.9	45.7	46.4	46.8	46.8	46.7	46.7
Tertiary	28.5	29.0	28.3	27.6	30.5	30.1	30.0	31.0	32.0	31.7	36.4	35.3	35.0	36.1	36.8	36.8
Not reported	0.6	0.8	0.8	0.9	0.9	1.2	0.0	*	*	0.0	0.0	0.0	0.0	0.0	0.0	0.1

Decent Work Indicator	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Women	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
No schooling	2.3	2.4	2.4	2.6	2.2	2.5	2.6	2.5	2.3	2.8	0.9	0.7	0.7	0.4	0.6	0.4
Primary	22.1	21.8	22.0	22.2	19.5	19.5	19.7	18.6	18.9	18.0	11.9	10.9	10.9	9.6	8.6	8.3
Secondary	39.4	40.4	40.3	39.7	40.7	39.9	39.2	38.9	39.5	41.5	42.7	44.4	44.7	43.5	42.8	42.6
Tertiary	36.0	35.0	34.8	35.0	36.9	37.4	38.6	40.0	39.3	37.6	44.6	43.9	43.7	46.6	48.2	48.7
Not reported	0.2	0.4	0.5	0.5	0.7	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1
Employment by class of worker, % distribution	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Wage and salary workers	46.2	46.5	49.5	49.9	49.6	50.7	49.5	48.7	50.1	52.1	50.5	51.1	52.2	52.4	53.3	54.5
Employers	3.5	3.7	3.6	3.6	4.8	4.8	5.3	5.5	5.2	5.1	4.7	4.4	4.3	4.2	4.1	3.9
Self-employed	35.5	34.3	33.3	33.4	32.0	32.3	32.2	32.4	32.4	31.7	32.8	32.2	31.5	31.3	30.6	30.1
Unpaid family workers	14.8	15.5	13.7	13.1	13.6	12.2	13.0	13.3	12.3	11.2	12.0	12.3	12.1	12.2	12.0	11.5
Men	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Wage and salary workers	46.7	47.1	50.1	50.5	50.1	50.7	50.1	49.3	50.6	52.8	50.9	51.5	52.7	52.9	54.1	55.4
Employers	4.2	4.5	4.3	4.3	6.1	6.1	6.9	7.3	6.8	6.6	6.0	5.6	5.4	5.3	5.2	4.9
Self-employed	37.8	37.2	35.8	35.3	33.6	33.8	33.0	33.3	33.4	32.5	34.4	33.8	33.0	32.8	32.0	31.4
Unpaid family workers	11.3	11.2	9.8	9.8	10.2	9.4	10.0	10.1	9.2	8.1	8.7	9.1	8.9	9.0	8.8	8.4
Women	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Wage and salary workers	45.4	45.5	48.4	48.8	48.8	50.8	48.6	47.9	49.3	51.0	49.9	50.4	51.3	51.4	52.0	53.1
Employers	2.3	2.2	2.4	2.4	2.7	2.6	2.8	2.8	2.7	2.6	2.5	2.5	2.5	2.4	2.5	2.3
Self-employed	31.4	29.5	28.9	30.1	29.2	29.9	30.9	31.0	30.7	30.2	30.1	29.8	29.1	28.8	28.4	28.2
Unpaid family workers	20.9	22.8	20.3	18.7	19.2	16.8	17.7	18.3	17.3	16.1	17.5	17.4	17.0	17.4	17.2	16.4
Proportion of self-employed and unpaid family workers in total employment[4], in %	**50.3**	**49.8**	**46.9**	**46.5**	**45.6**	**44.5**	**45.2**	**45.7**	**44.6**	**42.8**	**44.8**	**44.5**	**43.6**	**43.5**	**42.6**	**41.7**
Men	49.1	48.4	45.6	45.1	43.8	43.2	43.0	43.4	42.6	40.7	43.1	42.9	41.9	41.8	40.7	39.8
Women	52.3	52.3	49.2	48.8	48.5	46.7	48.6	49.3	48.0	46.4	47.6	47.2	46.1	46.1	45.6	44.6
Agriculture	74.0	74.5	73.4	72.6	68.7	67.1	66.9	67.0	66.6	64.7	68.2	67.9	67.2	67.0	66.4	65.6
Industry	20.7	18.7	17.1	17.7	17.7	18.5	18.4	18.6	18.1	17.0	17.6	17.5	16.6	16.4	16.7	15.8
Services	36.6	36.4	34.8	35.4	35.6	35.6	37.1	38.0	36.6	34.9	36.2	35.9	35.1	34.8	34.0	33.8
Share of wage employment in non-agricultural employment, in %	**65.5**	**66.1**	**67.8**	**66.9**	**66.4**	**66.3**	**65.0**	**64.0**	**65.4**	**66.9**	**65.7**	**66.0**	**66.7**	**66.8**	**67.2**	**67.9**
Men	72.3	72.6	73.8	72.7	72.1	71.5	71.1	69.8	70.9	72.6	71.0	71.0	71.6	71.8	72.3	72.8
Women	57.2	58.0	60.2	59.6	59.5	59.9	57.9	57.4	58.8	60.1	59.5	60.1	60.9	61.0	61.3	62.1
Wage and salary workers in non-agricultural employment, % distribution	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Men	60.6	61.0	60.9	60.4	59.6	59.1	58.8	58.1	58.7	59.3	58.6	58.1	58.1	58.3	58.1	58.1
Women[1]	39.4	39.0	39.1	39.6	40.4	40.9	41.2	41.9	41.3	40.7	41.4	42.0	41.9	41.7	41.9	42.0

Notes:

1 MDG indicator on employment.

2 Definition of unemployment revised beginning April 2005 to include availability criterion in conformance with international standard. Thus, data series beginning 2005 not strictly comparable with previous. 2005 data refer to averages of the estimates for April, July and October.

3 LFS began collecting data on school attendance for ages 5-24 years in April 2005 survey round.

4 The MDG indicator on employment «proportion of own-account workers and contributing family workers in total employment» was changed to «proportion of self-employed and unpaid family workers» in order to use national terminology. The computation conforms to the international standards.

* Less than half the unit used.

Source: NSO, LFS.

Legal Framework Indicator 3. Unemployment insurance

Law, policy or institutions: There is no law or institution providing for unemployment insurance.

Qualifying conditions: N/A

Benefits (level and duration): N/A

Evidence of implementation effectiveness: No information provided by ILO supervisory bodies.

Coverage of workers in law: N/A

Coverage of workers in practice: N/A

Ratification of ILO Conventions: The Social Security (Minimum Standards) Convention, 1952 (No. 102), and the Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168) have not been ratified by the Philippines.

Sources:
1. NATLEX database (http://www.ilo.org/dyn/natlex/country_profiles.basic?p_lang=en&p_country=PHL)
2. National legislation.

The educated unemployed (those with secondary and tertiary education) comprised a large proportion of the total number of unemployed persons. Their share rose from 74.2 per cent in 1995 to 77 per cent in 2004 and from 84 per cent in 2005 to 86.4 per cent in 2010. More than 90 per cent of unemployed women had a secondary or tertiary education in 2010 – higher than the equivalent proportion for men, which was around 84 per cent.

Furthermore, a higher proportion of unemployed women reached or completed tertiary education than their male counterparts, the latter having higher proportions in terms of secondary education. These high proportions could indicate possible job mismatches, particularly for those with tertiary education. It could also reflect the fact that unemployed youth with high education levels have a higher "reservation wage," as they can afford to wait for better job offers. Most of these young people are unmarried and not heads of households as indicated by the LFS data. Traditionally, unmarried young people still live with their families.

While employment opportunities as depicted by the data series on EPR and the unemployment rate showed little improvement over the 16-year observation period, there are indications that the "quality" or structure of employment progressed over time as indicated below.

Regarding status in employment, two trends are noteworthy. The first shows the steady increase over time in the proportion of wage and salary workers to total employment (46.2 per cent in 1995 to 54.5 per cent in 2010). Wage employment opportunities, mostly in services were enjoyed both by men and women workers although the increase in the said proportion is higher for men (46.7 per cent to 55.4 per cent) than for women (45.4 per cent to 53.1 per cent). The second trend reflects strong differences since 1995 between men and women in terms of vulnerability: proportionally there were more men in self-employment (31.4 per cent) than women (28.2 per cent) and more women as unpaid family workers (16.4 per cent) than men (8.4 per cent) in 2010.

Given the national terminology, the MDG indicator on vulnerable employment is estimated by the proportion of self-employed and unpaid family workers.[1] This proportion exhibited a marked decline, though still significantly high, from 50.3 per cent in 1995 to 41.7 per cent in 2010. More than half of employed women (52.3 per cent) in 1995 were self-employed or unpaid family workers, but this proportion fell to 44.6 per cent in 2010. This decline may be interpreted as

[1] This cannot be used as a proxy indicator of informal employment. The proportion excludes employers and their employees engaged in informal business undertakings; and employees in formal enterprises in informal work arrangements, meaning without security of tenure, benefits and social protection. This exclusion may be considerable. Based on the 2008 Informal Sector Survey of the NSO, the ESCAP Statistics Division, using the international definitions, estimates informal employment in the country at 67.7 per cent of total employment (Heintz, 2010).

an improvement in the wage employment opportunities of women, and potentially, an improvement in job quality.[2] Men also reported a lower proportion of self-employed and unpaid family workers (from 49.1 per cent in 1995 to 39.8 per cent in 2010).

A closer look at the changes in self-employment and unpaid family work in total employment across sectors reveals mixed results. Between 1995 and 2010, the largest reduction in the proportion of such workers occurred in agriculture (74.0 per cent to 65.6 per cent), bearing in mind that the agricultural share to total employment had fallen as well (43.4 per cent to 33.2 per cent). In contrast, services, which recorded the largest expansion over the 16-year period (40.5 per cent to 51.8 per cent), experienced only a modest reduction in the proportion of self-employed and unpaid family workers (36.6 per cent to 33.8 per cent).

The increasing share over time of wage employment in non-agricultural employment, although slight − 65.5 per cent in 1995 to 67.9 per cent in 2010 − presents another trend that reflects structural change in employment. This change was confined almost entirely to women workers (57.2 per cent to 62.1 per cent), while the proportion of men remained much the same at between 72 and 73 per cent.

However, the share of women workers in total non-agricultural wage employment (related to the MDG indicator on employment) grew slightly from 39.4 per cent to 42 per cent during the 16-year period.

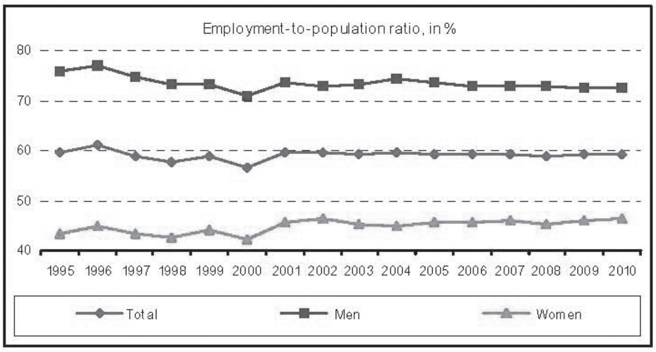
Summary Assessment

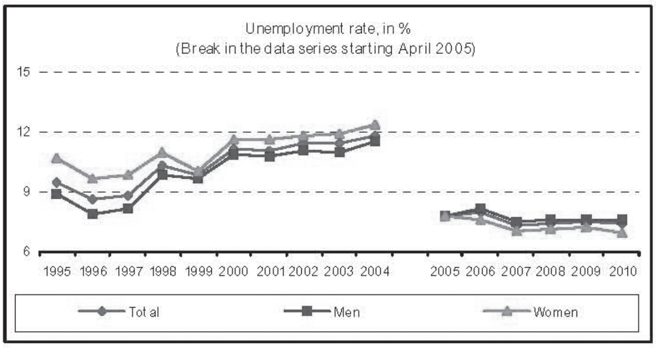
The employment-to-population ratio stayed virtually stagnant throughout the 16-year period as employment generation barely caught up with the growth in the working-age population. Similarly, labour force participation rates and unemployment rates (based on the new data series) remained relatively unchanged, with the latter being a problem largely affecting the youth and the educated. In addition, a quarter of youth are neither in education nor in employment.

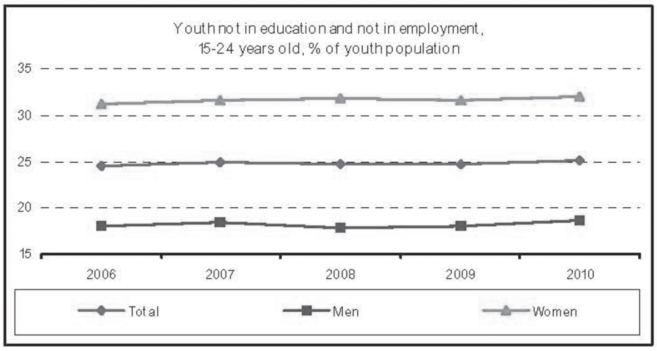
Nevertheless, some gains are noted in the rising share of wage and salary workers in total employment, which mostly occurs in services (which has gained employment share at the expense of agriculture) and has precipitated a corresponding reduction in the employment share of self-employment and unpaid family work. Furthermore, progress has been achieved in addressing gender inequality, with rising female employment-to-population ratios and their increasing share in non-agricultural wage employment.

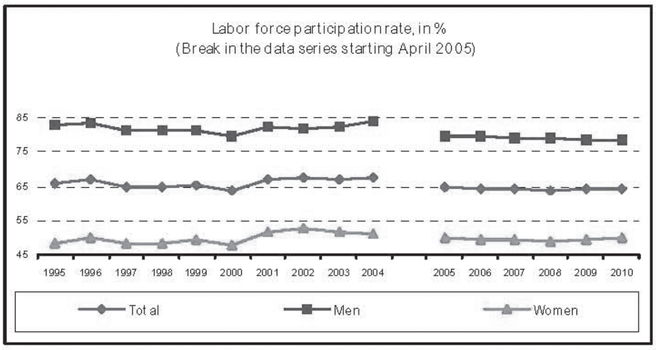
[2] More so than own account work and unpaid family work, wage employment is generally more likely to comprise key elements of decent work, including fair remuneration, access to social protection, and the protection of the rights to associate and collectively bargain (in a union or other representative group). Other aspects of employment quality are discussed in Chapter 3 (Adequate earnings and productive work) and Chapter 4 (Decent hours).

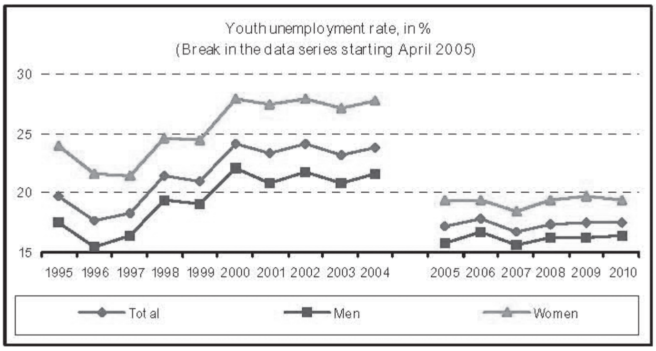
EMPLOYMENT OPPORTUNITIES

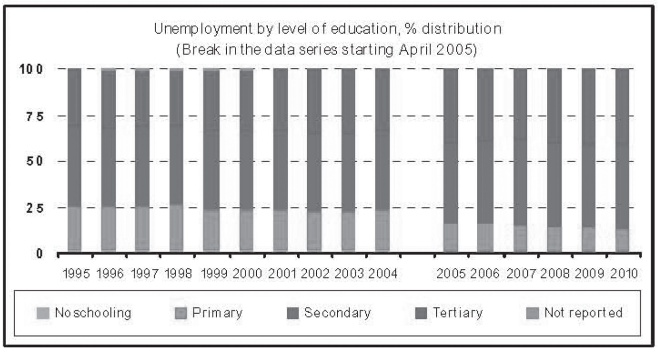


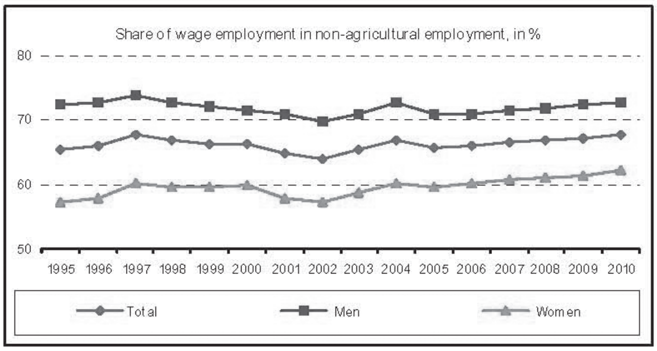












See Table 2 for Notes and Source.

3 Adequate earnings and productive work

Adequate earnings and productive work are an important requisite of decent work that allows workers and their families to have sufficient income to enjoy a reasonable standard of living. A key concern in this regard for developing countries is the ability of men and women to earn sufficient income to prevent them from falling below the poverty threshold. Statistics on the working poor and other poverty indicators, monitored over time, provide indications as to whether or not the poverty situation has improved and provide a basis for assessing the impact of national poverty reduction policies and programmes.

The share of the working poor in total employment in a country reveals the extent of participation of the working poor in the labour market. The higher the working poverty rate (MDG indicator on employment), the bigger the decent work deficit in terms of adequate earnings.[1]

The working poverty rate in the Philippines in 1997 was 27.7 per cent and rose to 28.2 per cent in 2006. Despite the increase in the proportion of the workers living in a household with a per capita income below the national poverty threshold in 2006, the poverty incidence in the same year was higher at 32.9 per cent.[2] In other words, the share of the working poor to the total employed is not proportional to the ratio of the poor individuals to the total population. Even if the difference is not large (4.7 percentage points) this situation may nonetheless result in a higher dependency ratio among the poor (see Table 3).

According to the most recent data, from 2006, working poverty rates in the Philippines were higher among men than women (30.9 per cent compared to 24.1 per cent, respectively), and have been consistently so since 1997. Literally, this indicates that there are more employed men in poor households in the country than employed women. However, this is to be expected since, in terms of proportion, there are more men who are employed than women.

The data show that the working poor are most likely to be found in agriculture, with the rate rising from 48.3 per cent in 1997 to 50.1 per cent in 2006. The same increasing trend is observed among those in the industry and services sectors, which recorded working poverty rates of 14.9 per cent and 21.6 per cent respectively in 2006.

By employment type, the highest rates of working poverty are found among unpaid family workers (44.7 per cent) and the self-employed (33.6 per cent), although these rates did decline slightly between 1997 and 2006. On the other hand, in 2006, working poverty rates of wage and salary workers (22.2 per cent) and employers (20.4 per cent) were lower, but in the case of wage and salary workers, they had increased 3.4 percentage points since 1997.

Another important indicator of adequate earnings and productive work is the proportion of low-paid employees to total employment. Low-paid employees are those who receive hourly basic pay which is below two-thirds of the median hourly basic pay (see Annex III for a discussion on the conceptual differences between the working poor and low-paid employees).

The proportion of low-paid employees remained unchanged at around 14 per cent between 2000 and 2010. Differences between men and women were evident, with men's rates remaining stable at

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1 The methodology for calculating working poverty in the Philippines is included in Annex III.

2 The poverty incidence cited is based on the old 2003 methodology. It is used for comparability with the working poverty rate which is based on the same methodology. At the time of writing of this Profile, the NSCB has yet to release the official statistics on the working poverty rate based on the 2011 refinements of the poverty estimation methodology. It is possible that the working poverty rates will be lower when the refined methodology on poverty estimation is applied. Poverty incidence of the population based on this methodology went down by as much as 5.1 percentage points in 2003; 6.5 percentage points in 2006; and 6.1 percentage points in 2009.

Table 3. Adequate earnings and productive work

Decent Work Indicator	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Working poverty rate[1] (nationally-defined poverty line[2]), in %	..	..	**27.7**	..	..	**28.1**	..	..	**25.1**	..	..	**28.2**	..	..	..	..
Men	..	..	30.2	..	..	31.2	..	..	27.6	..	..	30.9	..	..	..	..
Women	..	..	23.6	..	..	23.2	..	..	21.0	..	..	24.1	..	..	..	..
Agriculture	..	..	48.3	..	..	49.9	..	..	46.6	..	..	50.1	..	..	..	..
Industry	..	..	18.5	..	..	19.5	..	..	17.1	..	..	21.6	..	..	..	..
Services	..	..	13.5	..	..	14.3	..	..	12.0	..	..	14.9	..	..	..	..
Wage and salary workers	..	..	18.8	..	..	21.4	..	..	18.8	..	..	22.2	..	..	..	..
Employers	..	..	17.5	..	..	21.8	..	..	21.1	..	..	20.4	..	..	..	..
Self-employed	..	..	34.9	..	..	34.2	..	..	30.6	..	..	33.6	..	..	..	..
Unpaid family workers	..	..	44.9	..	..	44.1	..	..	42.8	..	..	44.7	..	..	..	..
Low-paid employees[3] (below 2/3 of median hourly basic pay), % of employed	..	..	..	..	..	..	**14.1**	**14.3**	**14.9**	**14.8**	**12.8**	**12.7**	**13.8**	**14.6**	**14.9**	**14.5**
Men	..	..	..	..	..	..	12.4	12.8	13.3	13.1	10.4	10.2	11.2	12.4	12.5	12.1
Women	..	..	..	..	..	..	16.8	16.6	17.4	17.6	16.5	16.8	17.8	18.1	18.6	18.2
Agriculture	..	..	..	..	..	..	13.8	13.6	14.6	14.6	12.0	11.7	13.1	14.2	14.1	13.9
Industry	..	..	..	..	..	..	10.5	12.2	12.5	12.1	10.1	9.9	10.8	12.7	12.7	12.1
Services	..	..	..	..	..	..	15.6	15.5	15.9	15.8	14.2	14.4	15.1	15.5	16.0	15.6
Category of employee	..	..	..	..	..	..	*28.5*	*29.3*	*29.7*	*28.4*	*25.3*	*24.9*	*26.4*	*28.0*	*27.9*	*26.6*
Private household	..	..	..	..	..	..	63.7	65.0	68.0	71.8	73.9	73.2	73.1	74.8	75.5	73.8
Private establishment	..	..	..	..	..	..	27.4	28.6	29.0	27.5	23.4	22.5	23.9	26.1	25.7	24.2
Worked for government/ government corporation	..	..	..	..	..	..	9.0	7.6	7.4	8.0	4.9	4.9	6.3	7.0	7.2	7.7
With pay in own family-operated farm or business	..	..	..	..	..	..	33.3	35.8	33.1	35.7	28.9	32.0	35.9	36.8	34.5	37.8
Average real daily basic pay[4], at 2000 PhP	..	..	..	..	..	..	**208.14**	**205.81**	**202.21**	**194.10**	**189.04**	**189.92**	**188.05**	**179.95**	**181.71**	**184.55**
Men	..	..	..	..	..	..	205.08	203.06	200.91	192.37	189.38	191.99	189.56	180.11	181.65	183.43
Women	..	..	..	..	..	..	213.03	210.10	204.32	196.96	188.53	186.80	185.77	179.72	181.80	186.23
Major occupation group, total																
Officials of government and special interest-organizations, corporate executives, managers, managing proprietors and supervisors	..	..	..	..	..	..	457.63	463.86	468.42	463.96	447.40	456.69	454.35	434.70	429.84	436.01
Professionals	..	..	..	..	..	..	448.65	446.07	432.50	423.18	388.59	375.82	376.83	360.14	368.14	380.70
Technicians and associate professionals	..	..	..	..	..	..	301.28	315.27	299.66	285.30	277.43	301.58	276.18	265.41	271.37	267.80
Clerks	..	..	..	..	..	..	241.12	239.24	235.56	226.68	226.77	239.85	238.16	228.67	231.52	237.78
Service workers and shop and market sales workers	..	..	..	..	..	..	182.12	182.17	179.98	174.49	163.54	159.93	161.63	153.81	156.60	157.44
Farmers, forestry workers and fishermen	..	..	..	..	..	..	106.86	105.24	102.10	107.26	104.52	116.62	125.35	110.55	109.70	110.88

Decent Work Indicator	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Trades and related workers	..	..	..	..	..	..	185.94	185.42	185.90	180.85	176.33	180.22	177.79	169.94	170.44	169.46
Plant and machine operators and assemblers	..	..	..	..	..	..	207.55	200.73	200.90	193.42	191.54	191.42	196.12	184.85	185.48	186.74
Laborers and unskilled workers	..	..	..	..	..	..	113.16	111.92	111.37	108.58	105.08	106.10	105.01	99.90	100.47	102.19
Special occupations	..	..	..	..	..	..	299.59	317.12	339.68	321.58	334.56	332.33	351.32	314.50	328.33	309.12
Men																
Officials of government and special interest-organizations, corporate executives, managers, managing proprietors and supervisors	..	..	..	..	..	..	453.73	459.43	475.47	465.84	448.23	463.82	457.79	429.61	421.18	438.92
Professionals	..	..	..	..	..	..	485.03	482.72	475.56	459.26	428.17	411.47	427.27	403.75	405.84	416.23
Technicians and associate professionals	..	..	..	..	..	..	310.31	327.04	311.24	299.50	294.01	322.90	294.68	280.84	294.69	288.29
Clerks	..	..	..	..	..	..	249.27	242.55	241.80	229.69	228.38	234.93	241.85	234.39	239.02	243.50
Service workers and shop and market sales workers	..	..	..	..	..	..	213.73	216.51	213.23	205.12	192.80	190.93	191.04	181.49	183.78	186.39
Farmers, forestry workers and fishermen	..	..	..	..	..	..	108.89	106.17	103.22	107.77	107.02	118.46	129.13	112.50	111.96	112.88
Trades and related workers	..	..	..	..	..	..	193.50	192.71	192.70	187.71	182.52	188.35	184.52	175.70	175.81	175.08
Plant and machine operators and assemblers	..	..	..	..	..	..	207.68	199.91	199.74	192.16	190.66	191.52	196.18	183.83	183.67	185.73
Laborers and unskilled workers	..	..	..	..	..	..	123.12	121.48	121.52	118.46	117.27	120.63	116.64	111.59	112.38	113.57
Special occupations	..	..	..	..	..	..	313.72	326.06	349.31	334.89	350.00	341.95	366.73	322.87	341.65	323.56
Women																
Officials of government and special interest-organizations, corporate executives, managers, managing proprietors and supervisors	..	..	..	..	..	..	464.30	471.65	456.97	460.95	446.13	445.93	449.08	442.14	442.56	431.90
Professionals	..	..	..	..	..	..	432.87	430.22	414.19	407.77	371.67	360.84	355.85	341.34	351.81	365.40
Technicians and associate professionals	..	..	..	..	..	..	291.98	302.01	287.28	269.72	259.92	279.01	257.24	249.08	246.73	245.89
Clerks	..	..	..	..	..	..	236.87	237.49	232.29	225.07	225.93	242.55	236.04	225.53	227.11	234.44
Service workers and shop and market sales workers	..	..	..	..	..	..	143.28	139.15	136.94	133.59	124.53	119.91	123.84	117.95	121.56	119.86
Farmers, forestry workers and fishermen	..	..	..	..	..	..	86.54	92.94	86.58	90.50	74.75	88.68	81.30	74.44	80.34	85.33
Trades and related workers	..	..	..	..	..	..	155.87	155.46	157.99	150.32	149.10	141.57	144.87	136.17	136.14	133.93
Plant and machine operators and assemblers	..	..	..	..	..	..	206.52	206.62	209.08	201.53	195.71	191.01	195.89	189.28	194.76	191.48
Laborers and unskilled workers	..	..	..	..	..	..	98.01	97.83	95.25	91.85	85.77	83.35	86.39	80.86	81.18	83.40
Special occupations	..	..	..	..	..	..	191.42	202.49	200.92	179.87	188.60	214.51	205.49	217.67	188.40	209.90

Decent Work Indicator	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Branch of economic activity																
Agriculture	..	..	..	..	..	..	103.40	100.52	98.88	97.70	94.12	95.90	93.55	89.58	90.71	91.52
Industry	..	..	..	..	..	..	208.90	205.89	204.62	196.47	190.16	195.05	192.46	183.59	183.84	183.06
Services	..	..	..	..	..	..	239.17	236.72	231.63	222.18	214.11	213.34	212.43	203.23	204.85	209.33
Category of employee																
Private household	..	..	..	..	..	..	106.89	103.73	100.95	92.56	82.98	82.79	86.99	79.55	78.66	80.19
Private establishment	..	..	..	..	..	..	192.85	189.01	188.34	180.90	177.51	181.93	180.75	173.85	175.15	177.11
Worked for government/ government corporation	..	..	..	..	..	..	345.90	358.40	346.28	332.59	323.64	314.09	307.00	289.10	295.99	302.68
With pay in own family-operated farm or business	..	..	..	..	..	..	196.20	172.85	174.46	150.40	148.87	144.74	160.01	135.10	156.74	134.30
Minimum hourly basic pay as % of median hourly basic pay, non-agriculture in Metro Manila	..	..	..	..	..	..	**100.0**	**98.1**	**90.1**	**89.3**	**93.4**	**96.7**	**107.2**	**106.1**	**100.1**	**104.5**
Manufacturing wage index (2000=100)	..	..	..	..	..	..	**93.6**	**92.0**	**92.3**	**87.7**	**84.0**	**85.0**	**86.5**	**82.6**	**82.9**	**82.7**
Workers certified,% of workers assessed	**49.1**	**51.1**	**41.1**	**27.2**	**53.2**	**63.7**	**78.1**	**43.3**	**35.2**	**58.9**	**48.4**	**62.4**	**73.5**	**78.5**	**82.6**	**83.0**
Men	..	..	..	..	..	..	..	..	..	55.5	54.1	67.1	72.1	76.8	81.7	81.9
Women	..	..	..	..	..	..	..	..	..	62.1	33.0	47.6	75.9	80.4	83.8	84.3

Notes:
1 MDG indicator on employment.
2 Statistics on working poor based on poverty threshold estimates using the old 2003 methodology for estimating poverty before the 2011 refined methodology.
3 The expression "low-paid employees" was used instead of the indicator «low pay rate (below 2/3 of median hourly earnings)» because it refers to employees paid below 2/3 of median hourly basic pay not earnings.
4 LFS began collecting data on basic pay in January 2001 survey round. The inquiry is on basic pay per day in cash or in kind (imputed value) of employees from their primary jobs and not their total earnings. Not all employees were able to report their basic pay from their primary jobs as they were paid on commission basis and as such posed difficulty in determining their pay on a per day basis. This group of workers accounted for about 7% of total employment and 12% of wage and salary employment in 2010. The proportions were 2% and 5% respectively in 2001.
Sources: NSO, LFS and Merged files of the LFS and FIES; NWPC; and TESDA.

around 12 per cent, and women's rates rising from 16.8 per cent to 18.2 per cent.

By sector, the proportions did not change substantially through the years either. In 2010, the services sector still reported the highest proportion of low-paid employees at 15.6 per cent, followed by agriculture at 13.9 per cent and industry at 12.1 per cent.

Private households had a very high proportion of low-paid employees at 63.7 per cent in 2001, rising to 75.5 per cent in 2009 then decreasing to 73.8 per cent in 2010. A slight improvement among workers in private establishments was observed as the proportion of the low-paid, 27.4 per cent in 2001, dropped to 24.2 per cent in 2010.

Notably, workers in government/ government corporations posted the lowest proportion of low-paid employees at less than 10 per cent during the 2000–2010 decade. It should be mentioned that workers in government have had annual wage increases since 2009 and the last tranche will take effect in 2012 when their salaries will have approximately doubled from their 2008 wage levels. During this time, low-paid employees in their own family-operated farm or business accounted for 37.8 per cent of their total employment. Overall, in 2010, one out of every four employees was low-paid.

There has been a steady increase in the nominal average daily basic pay[3] of employees from PhP222.29 in 2001 to PhP306.53 in 2010, which represents an increase of PhP84.24 or around 4 per cent annually

3 LFS collects data on basic pay only; allowances are excluded. Average daily basic pay relates to the remuneration of employees for normal time prior to deductions of social security contributions, withholding taxes, etc. While basic pay reported by respondents in the LFS may be monthly or hourly, these are translated to a daily basis in the data processing.

in nominal terms. Despite the nominal pay increases, these were not adequate to make up for price inflation of around 5 per cent during the same period. Nevertheless, on average, erosion of the purchasing power of the daily pay was only 1.3 per cent.

While real basic pay decreased since its 2001 level (PhP208.14), it increased by 1.0 per cent (PhP181.71) during the global crisis in 2009 and by 1.6 per cent (PhP184.55) in 2010. It should be noted that inflation rates dropped considerably in 2009 and 2010 (see Table 1, Chapter 1).

For four years (2001−2004), women reported a higher average than men as regards real daily basic pay. However, from 2005 to 2008, men's pay surpassed women, and in 2009, women's pay was marginally higher and continued to slightly increase in 2010.

With regard to pay by sector, the impact of the global economic crisis in 2008 was most evident in industry where real pay of employees fell by at least 4 per cent. Employees in electricity, gas and water supply jobs, in particular, were the most affected with a 4.6 per cent drop in real basic pay. Modest wage recovery occurred after 2009, with basic pay in services reaching PhP209.33 in 2010, followed by industry at PhP183.06 and agriculture at PhP91.52.

It is worth noting that while the services sector had the highest average pay it also had the highest proportion of low-paid employees among all sectors, thus indicating possible wide variations in pay among employees in this sector.

In terms of category of employees, the average real basic pay of workers in private establishments was the least affected by rising prices as their average daily pay in real terms decreased annually by an average of only 0.9 per cent. The most disadvantaged group consisted of employees who work in their own family-operated farm or business where the average annual loss was 3.6 per cent, followed by employees in private households who faced an average decline of 3.0 per cent. Employees in government and in government corporations suffered an annual average diminution of only 1.4 per cent in their daily pay in real terms.

If one considers major occupation groups, officials of government and special interest-organizations, corporate executives, managers, managing proprietors and supervisors received the highest average real daily basic pay (PhP436.01 in 2010) and faced low erosion in their real values (an average of 0.5 per cent).

The second highest paid group consists of professionals whose real daily pay ranged from PhP360.14 (2008) to PhP448.65 (2001). This occupational group suffered the biggest wage erosion, averaging 1.8 per cent during the period. The lowest paid category consisted of farmers, forestry workers and fishermen from 2001 to 2005, and subsequently of labourers and unskilled workers from 2006 to 2010.

It is also relevant to note that the ratio of the average real daily basic pay of officials and managers to that of farmers, forestry workers and fishermen narrowed over time from 4.3 in 2001 to 3.9 in 2010. However, the ratio of the pay of the same occupation to that of labourers and unskilled workers widened from 4.0 to 4.3 during the same period. This indicates that the basic pay of labourers and unskilled workers, who are generally minimum wage earners, was being increasingly left behind by those of the highest wage earners.

The average daily basic pay of women in real terms was generally lower than that of their male counterparts, except in the occupation group that includes plant, machine operators and assemblers. Women in this group demonstrated the lowest employment share (less than 10 per cent) and the narrowest gender wage gap compared to other occupational groups (see Table 8, Chapter 8). This means that although women account for only a small proportion of workers in this occupation group, their basic pay was relatively higher than that of their male counterparts.

On the whole, the decreases in the average daily pay in real terms of wage and salary workers indicate that ad hoc salary increases are generally insufficient to compensate workers for rises in the cost of living.

The minimum wage is defined as the lowest wage rate fixed by law that an employer shall pay the employees. Under the Labor Code, wages paid to any employee are defined as: "remuneration or earnings, however designated, capable of being

Legal Framework Indicator 4. Statutory minimum wage

Law, policy or institutions: The Constitution grants all workers the right to a living wage. Minimum wage is defined as the lowest wage rate fixed by law that an employer shall pay his/her employees. Underpayment of minimum wage is illegal and may be contested at the DOLE Regional Offices. The Wage Rationalization Act (Republic Act No. 6727) and Art. 99 Labor Code provide for the mechanism for the determination of minimum wages through the National Wages and Productivity Commission (NWPC) and the Regional Tripartite Wages and Productivity Boards (RTWPBs) in all regions of the country. The NWPC is composed of the DOLE Secretary as ex-officio Chairman and the Director-General of the NEDA as ex-officio Vice Chairman. Other members of the Commission are two representatives each from the worker and employer sectors which are appointed by the President for a term of five years. The Executive Director of the NWPC serves as Secretariat and ex-officio member. It has the power to prescribe rules and guidelines for the determination of appropriate wages in the country. Minimum wage rates for agricultural and non-agricultural employees and workers are prescribed by the RTWPBs.

Republic Act No. 6727 provides for various criteria for fixing the minimum wage: needs of workers and their families, capacity to pay of employers/industry, comparable wages, and requirements of national development. The various RTWPBs can issue only one wage order in a year and no petition for wage increase may be entertained, except when there is a supervening condition. In addition to the minimum wages that must be paid by the employers to their respective workers, employers are also obliged by law to grant 13th month pay to their employees. Domestic workers are excluded from Wage Orders, as well as farm tenancy or leasehold, home workers and cottage industry duly registered in accordance with the law. In addition, pursuant to Section 3, Article 121b of Republic Act No. 6727 and Section 1, Rule VIII of the amended Rules of Procedure on Minimum Wage Fixing, as embodied in the NWPC Guidelines No. 02 Series of 2007, distressed establishments, new business enterprises, retail/service establishments employing not more than ten workers, and establishments adversely affected by natural calamities may be exempted from Wage Orders upon application. Further, under Republic Act No. 9178, barangay micro-business enterprises are exempted from the coverage of minimum wage rate.

Minimum wage levels: Minimum wage levels vary depending on industry and region. The latest Wage Order was issued by RTWPB for the National Capital Region on May 26, 2011. The minimum wages for non-agriculture and agriculture workers are PhP426.00 and PhP389.00, respectively. Wages of employees in organized establishments may be fixed in their respective CBAs, which should not be lower than the minimum wages fixed by RTWPBs.

Evidence of implementation effectiveness: No information provided by ILO supervisory bodies.

Coverage of workers in law: Employees in private establishments accounted for 40.4 per cent (14.565 million) of 36.035 million of total employed *(2010 NSO-LFS).*

Coverage of workers in practice: Minimum wage earners accounted for 26 per cent (0.778 million) of 2.991 million employees in non-agricultural establishments employing 20 or more workers in 2008 *(2007/2008 BLES-BITS).* BITS coverage excludes public administration and defence, compulsory social security; public education and health; and extra-territorial organizations and bodies.

Ratification of ILO Conventions: The Minimum Wage Fixing Convention, 1970 (No. 131) has not been ratified by the Philippines.

Sources:
1. NATLEX database (http://www.ilo.org/dyn/natlex/country_profiles.basic?p_lang=en&p_country=PHL)
2. TRAVAIL legal database (http://www.ilo.org/dyn/travail/travmain.byCountry2)
3. National legislation.

expressed in terms of money, whether fixed or ascertained on a time, task, piece, or commission basis, or other methods of calculating the same, which is payable by an employer to an employee under a written or unwritten contract of employment for work done or to be done, or for services rendered or to be rendered and includes the fair and reasonable value of board and other facilities customarily furnished by the employer to the employee" (see Legal Framework Indicator 4).

The National Wages and Productivity Commission (NWPC) and the Regional Tripartite Wages and Productivity Boards (RTWPBs) are created by Republic Act No. 6727 to implement the mechanism for minimum wage determination. NWPC Policy Guidelines No. 1 Series of 2005 provides that the determination of wages above the minimum shall be left to collective bargaining in the organized sector or to employer-employee negotiations in the unorganized sector. The minimum wage levels to be set by the RTWPBs may serve the purpose of providing workers and employers with a reference figure for the purpose of salary and wage negotiations.

Recently, a two-tiered wage system was introduced as part of a reform to the current minimum wage system. The system aims to broaden the coverage of minimum wages, improve compliance and promote labour productivity. The first tier is a mandatory regional floor wage to protect the most vulnerable workers. It is to be estimated based on regional poverty thresholds, average wages, as well as on parameters relating to region-specific socio-economic conditions. The second tier is an industry-specific wage advisory which will guide enterprises in adjusting wages above the floor wage. The development of advisories will be based on, among other things, changes in labour productivity and industry growth. The two-tiered wage system is to be implemented by the RTWPBs in accordance with guidelines set by the NWPC Commission.

In early 2012, the DOLE issued Department Order No. 118-12 that includes provisions for the implementation of a fixed and performance based compensation scheme for drivers and conductors in the public utility bus transport industry.

In order to show the proportion of the minimum hourly basic pay as a percentage of median hourly basic pay, the non-agriculture basic pay in Metro Manila (the most developed region in the country), was used in the absence of a national minimum wage. With the daily minimum basic pay in Metro Manila in 2001 at PhP250.00, the equivalent hourly rate is PhP31.25 for an eight-hour working day. The computed median hourly basic pay from the LFS for the same year was also PhP31.25 which resulted in the minimum hourly basic pay in terms of a percentage of the median hourly basic pay at 100 per cent.

The minimum hourly basic pay remained the same until 2004, while the median hourly basic pay steadily increased (all through 2010) thus resulting in a decline in its share of the median from 98.1 per cent in 2002 to 89.3 per cent in 2004. With the annual increases in minimum basic pay from 2005 to 2008, these shares then rose to 106.1 per cent by 2008 and 104.5 per cent in 2010. That the minimum hourly basic pay is higher than the median hourly basic pay indicates that there are a considerable number of employees who earn less than the minimum wage.

Another element of adequate earnings and productive work is the manufacturing wage index which is derived on the basis of average daily basic pay in manufacturing (as collected by the LFS). The Consumer Price Index (CPI) base year used for the nominal index is 2001, the year when the LFS began the collection of basic pay data. Translated to 2000 prices, the index of 93.6 in 2001 was on the downtrend to 82.7 in 2010. The largest drops in the index − of 4.2 to 5.0 per cent − occurred in 2004, 2005 and 2008 when inflation rates were high (6 per cent, 7.6 per cent and 9.3 per cent, respectively). Nevertheless, the average annual decline in the manufacturing wage index in real terms was 1.3 per cent, similar to that of the all-employee average real daily basic pay.

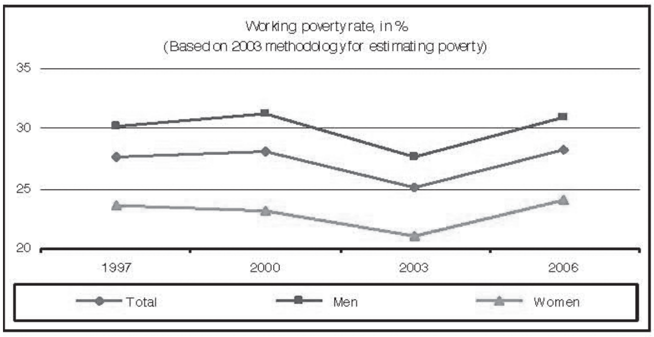
The proportion of workers certified relative to the total workers assessed by the Technical and Skills Development Authority (TESDA)[4] was observed to be rather low and erratic from 1995 to 2005 with the lowest at 27.2 per cent in 1998, but in 2006, the proportions began to rise. The improving proportions of those who passed the assessment are indicative of improvements to the competency and potentially the productivity of these workers. In 2010, the proportion of certified workers was 83 per cent, with women performing relatively better than men between 2006 and 2010.

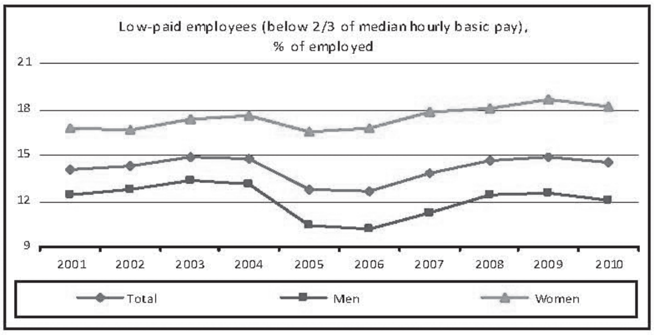
Summary Assessment

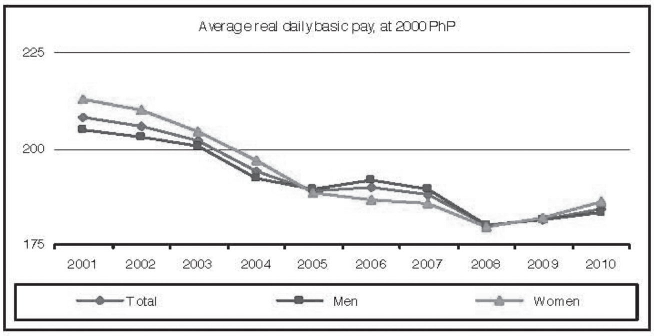
The absence of progress in this element of decent work is probably the weakest point among recent labour market developments in the Philippines. Average real daily basic pay declined over time, indicating that workers' pay did not catch up with price increases. The manufacturing wage index also exhibited a similar trend. As a result, the proportion of low-paid employees to total employment remained unchanged between 2001 and 2010, with the exception of government workers. Similarly, the latest statistics (2006) on the working poverty rate have not progressed from the previous decade, thus pointing to the prevalence of workers with incomes too low to lift themselves and their families out of poverty. Data also show that while the working poverty rate is lower for female workers, the proportion of low-paid women employees is higher than for male employees in the same situation.

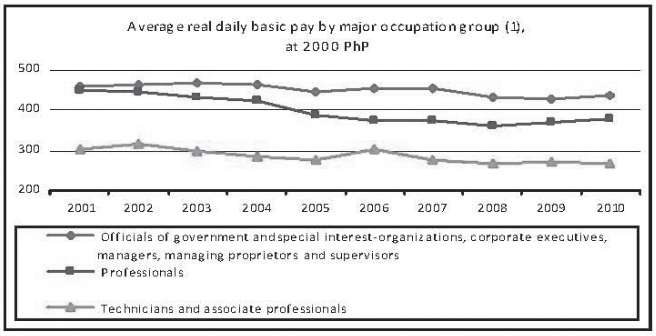
[4] This proportion is used as proxy indicator for employees with recent job training, the recommended TME indicator in the element of decent work. The underlying assumption is that certified workers would have higher productivity and therefore could command higher pay.

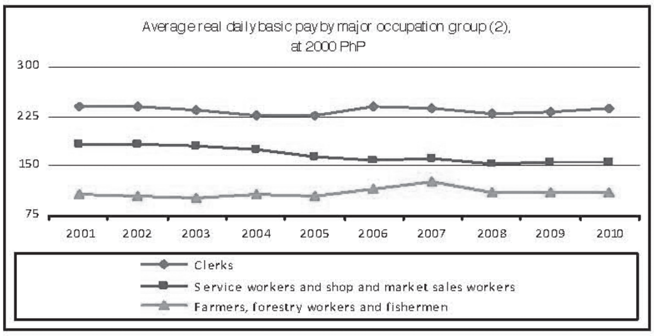
ADEQUATE EARNINGS AND PRODUCTIVE WORK

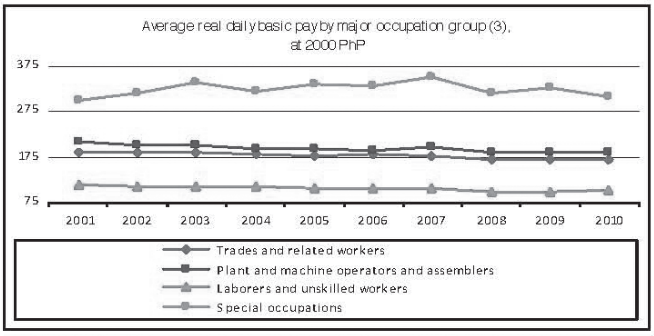


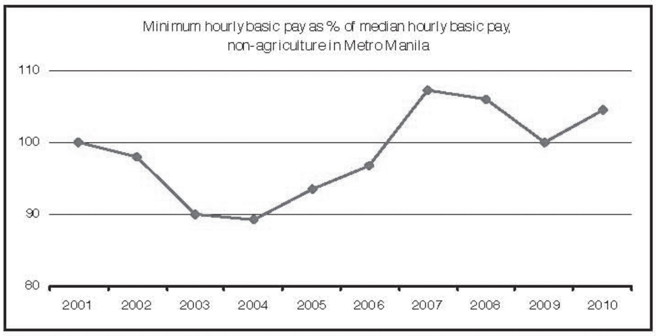


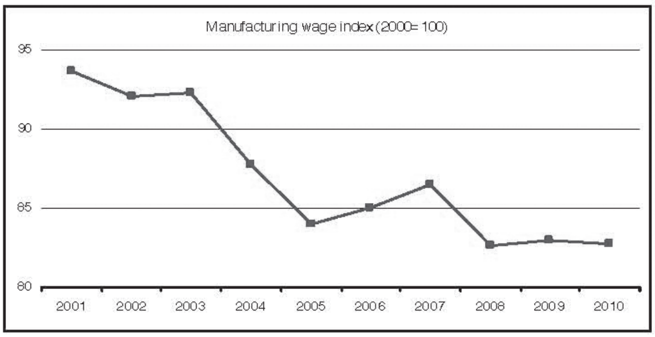


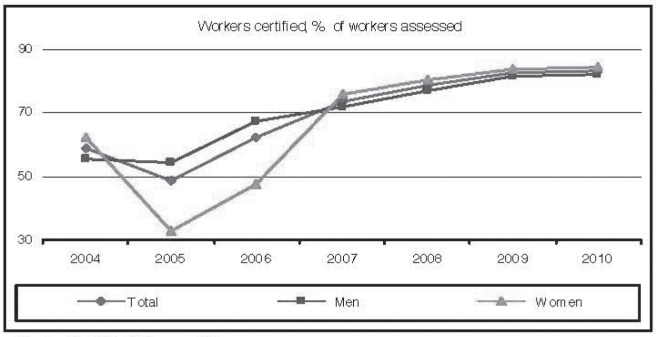












See Table 3 for Notes and Sources.

4 Decent hours

Decent hours of work, a clearly desirable working condition in employment, may be defined as the normal hours of work prescribed by law. In the Philippines, any employee should not exceed eight hours of work a day. Work that is performed beyond eight hours a day is considered as overtime and therefore should be paid over and above the regular wage. For the private sector, there is a mandatory weekly rest of one day. In other words, there are six regular working days a week equivalent to 48 hours. The rest period of one day can be determined and scheduled subject to a collective bargaining agreement or to such rules and regulations as prescribed by the DOLE Secretary (see Legal Framework Indicator 5).

The Philippine Labor Code, however, contains some exceptions to the 48-hour working week, as follows: (1) managerial employees; (2) officers or members of managerial staff; (3) domestic servants and persons in the personal service of another if they perform such services in the employer's home or minister to the personal comfort, convenience, or safety of the employer as well as members of the employer's household; (4) workers who are paid by results including those who are paid by piece work; and (5) non-agricultural field personnel if they regularly perform their duties away from the principal or branch office or place of business of the employer. In the case of public service, the regular working time is eight hours a day, five days a week or equivalent to 40 hours.

Contrary to government employees, sick leave and vacation leave are not statutorily granted to workers in the private sector although it may be stipulated in their collective bargaining agreements. Nevertheless, private employees can avail themselves of a yearly five-day service incentive leave upon rendering one year of service (see Legal Framework Indicators 5 and 6).

The proportion of 26 per cent of employed with excessive hours in all jobs in 2005 minimally improved to reach 24.6 per cent in 2010. This slight improvement was noted for both women and men although the proportions of women remained higher than those for men, at 27.5 per cent and 22.7 per cent, respectively. This implies that the proportion of workers working decent hours (working 48 hours or less) in all jobs only negligibly improved (see Table 4).

The improvement in decent hours does not hold true when viewed in terms of primary jobs, as the proportion of workers with excessive hours in this respect did not change substantially after 1995 − at a little over one-fifth of total employed. However, the proportion of men with excessive hours in primary jobs slowly decreased from 20.8 per cent in 1995 to 19.7 per cent in 2010. The proportions for employed women fluctuated but rose slowly from 25.1 per cent to 26.4 per cent over the same period.

By class of worker, the lowest proportion of employed persons with excessive hours in their primary job was among unpaid family workers, with a decrease from 11.6 per cent in 1995 to 12.5 per cent in 2010. Meanwhile, the highest proportions were found among the self-employed, at 28.2 per cent in 1995 and 29.5 per cent in 2010. It is only among employers and wage and salary workers where between 1995 and 2010, the proportions of those with excessive hours in a primary job declined, from 26.1 per cent to 22.2 per cent and 21.0 per cent to 20.5 per cent, respectively.

Women accounted for less than half of the total employed workers with excessive hours, in both classifications: all jobs and primary jobs. Their shares nevertheless increased, from 42.1 per cent in 2005 to 43.9 per cent in 2010 (all jobs), and

Legal Framework Indicator 5. Maximum hours of work

Law, policy or institutions: The Labor Code defines working hours as all time during which an employee is required to be on duty or to be at a prescribed workplace; and all time during which an employee is suffered or permitted to work. Rest periods of short duration during working hours shall be counted as hours worked. Employers are obliged to grant 60 minutes breaks for regular meals and not less than 24 hours off after six consecutive workdays. Overtime work must be compensated with 25 per cent more than the regular wage if the work is done on a regular work day and 30 per cent if it is performed on a holiday or rest day.

Number of hours allowed: Shall not exceed eight hours/day. Health personnel in cities and municipalities with a population of at least one million or in hospitals and clinics with a bed capacity of at least 100 shall hold regular office hours for eight hours a day for five days a week. Where the exigencies of service require, health personnel may work for six days or 48 hours, with additional compensation. Yet, workers may work overtime and work on rest days under specific circumstances (Arts. 89 and 92 LC). Workers are entitled to 10 per cent more than their regular pay if their working hours are between 10:00 pm and 6:00 am. Children under the age of 15 may work up to four hours a day and up to 20 hours a week. They are not permitted to work between 8:00 pm and 6:00 am. For children aged 15 to 17, working hours should not exceed eight hours a day or not more than 40 hours a week and shall not be allowed to work between 10:00 pm and 6:00 am the following day.

Evidence of implementation effectiveness: No information provided by ILO supervisory bodies.

Coverage of workers in law: Employees in private establishments accounted for 40.4 per cent (14.565 million) of 36.035 million total employed *(2010 NSO-LFS).*

Coverage of workers in practice: 59.2 per cent (8.627 million) of 14.565 million employees in private establishments actually worked 40–48 hours *(2010 NSO-LFS).*

Ratification of ILO Conventions: The Hours of Work (Industry) Convention, 1919 (No. 1), and the Hours of Work (Commerce and Offices) Convention, 1930 (No. 30) have not been ratified by the Philippines.

Sources:
1. NATLEX database (http://www.ilo.org/dyn/natlex/country_profiles.basic?p_lang=en&p_country=PHL)
2. TRAVAIL legal database (http://www.ilo.org/dyn/travail/travmain.byCountry2)
3. National legislation

from 40.9 per cent in 1995 to 46.3 per cent in 2010 (primary job).

Of those with excessive hours in their primary job, wage and salary workers accounted for half of the total in 2010, up from 43.5 per cent in 1995. Consequently, other categories of workers saw their shares decrease during the same period: self-employed to 39.8 per cent, unpaid family workers to 6.4 per cent and employers to 3.8 per cent.

When analysed in terms of standardized hour bands, it was noted that for all jobs, the shares of workers working less than 40 hours a week, both men and women, did not change over time. The declining share of workers with excessive hours was taken up by those who may be considered as working decent hours. In 2010, workers who worked 40 to 48 hours per week comprised 41.7 per cent of the total, with 44.7 per cent of men workers and a lower proportion of women workers at 37 per cent.

On the other hand, the distribution of persons by working hours in their primary job showed that the peak number of hours worked for one week is still 40 to 48 and that this trend remained largely unchanged over the observation period. However, workers working less than 20 hours increased 3 percentage points to 12.4 per cent between 1995 and 2010, with growth observed for both men and women.

With about one-third of the employed working less than 40 hours, two-fifths working 40 to 48 hours and one-fourth working excessive hours, the average weekly hours of work in all jobs was approximately 43 hours from 2006 to 2010.

In their primary job, women worked slightly longer hours than men in both 2000 and 2010. In

Legal Framework Indicator 6. Paid annual leave

Law, policy or institutions: The Labor Code provides for service incentive leave. Proclamation No. 84 determines the regular holidays, special (non-working) days, and special holiday (for all schools) for the year 2011. Further, Presidential Decree No. 1083 recognized five Muslim holidays which shall be observed in selected provinces of the country. Non-statutory benefits may be granted by the employer or through CBAs. Service incentive leave does not apply to government employees, domestic workers, managerial employees, field personnel and those whose time and performance are unsupervised by the employer, those already enjoying this benefit, those enjoying vacation leave with pay of at least five days, and those employed in establishments regularly employing less than ten employees or in establishments.

Qualifying conditions: One year of employment.

Levels of leave: five days per year. CBAs may provide for vacation leave, emergency leave, birthday leave, bereavement leave, and other leave benefits. Furthermore, workers are entitled to 10 per cent of their basic wages on regular holidays. If they work on a regular holiday they are entitled to at least twice their basic wage. However, the "no work, no pay" policy is imposed in case of a special holiday (Proclamation No. 84). Workers in the public sector are entitled to 1.25 days each of vacation leave and sick leave for every month of service.

Evidence of implementation effectiveness: No information provided by ILO supervisory bodies.

Coverage of workers in law: No information can be provided considering the qualifying conditions.

Coverage of workers in practice: 69.6 per cent (1.796 million for vacation leave) and 17.7 per cent (0.456 million for service incentive leave) of 2.582 million employees in non-agricultural establishments employing 20 or more workers in 2003 (2002/2003 BLES-BITS).

Ratification of ILO Conventions: The Holidays with Pay Convention, 1936 (No. 52), the Holidays with Pay (Agriculture) Convention, 1952 (No. 101) and the Holidays with Pay Convention (Revised), 1970 (No. 132) have not been ratified by the Philippines.

Sources:
1. NATLEX database (http://www.ilo.org/dyn/natlex/country_profiles.basic?p_lang=en&p_country=PHL)
2. National legislation.

2010, workers in the services sector worked the longest hours per week, at 47.3 hours, and those in agriculture the shortest at 31.8 hours per week. By class of worker, wage and salary workers worked the longest hours per week (from 44 to 46 hours) between 1995 and 2010. Working hours among unpaid family workers, meanwhile, were shortest at around 30, and remained largely unchanged over the period.

In terms of average weekly hours actually worked per employed person, there was around one hour difference in the number of hours worked per week between all jobs and primary jobs, except in 2007 when the difference was more noticeable at 2.4 hours. It was during this year that economic growth reached a peak coupled with a high growth in full-time employment. There is no considerable difference between the average hours of work between all jobs and primary jobs indicating that multiple job holding is not common in the Philippines; LFS data indeed show that less than 10 per cent of employed persons hold other jobs.

Underemployment is a concern in the Philippines, and is highest in regions where poverty incidence is also high. Total underemployment has not substantially changed since 1995, with about one out of every five employed persons wanting additional work (although a slightly declining trend has been discernible). The same ratio was noted for men, while women recorded a lower rate at less than 20 per cent. The rates were higher among the self-employed and unpaid family workers than among wage and salary workers. On the other hand, the visible underemployment rate was about half of the total rate. The rates for women remained lower than those for men and were highest among unpaid family workers.

Time-related underemployment is one of the proposed indicators in the element of decent hours.

Table 4. Decent hours

Decent Work Indicator	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Employed with excessive hours (more than 48 hours actually worked per week), % of employed																
In all jobs[1]	..	..	..	..	..	..	..	..	..	..	**26.0**	**25.3**	**25.0**	**25.2**	**24.7**	**24.6**
Men	..	..	..	..	..	..	..	..	..	..	24.6	23.6	23.3	23.4	22.8	22.7
Women	..	..	..	..	..	..	..	..	..	..	28.3	28.0	27.8	28.1	27.6	27.5
In primary job	**22.4**	**21.5**	**23.2**	**22.1**	**21.6**	**24.0**	**21.5**	**22.2**	**22.6**	**23.2**	**23.6**	**23.0**	**22.6**	**23.0**	**22.5**	**22.3**
Men	20.8	19.8	21.7	20.0	19.5	21.9	18.6	19.5	20.1	20.6	21.3	20.5	20.1	20.3	19.8	19.7
Women	25.1	24.4	25.8	25.6	25.0	27.5	26.0	26.5	26.5	27.5	27.3	26.9	26.6	27.1	26.6	26.4
Wage and salary workers	21.0	20.6	22.3	20.7	20.2	22.1	19.7	20.7	21.3	22.1	22.9	22.3	21.5	21.5	21.3	20.5
Employers	26.1	22.1	27.0	25.7	21.0	23.5	18.9	19.5	19.0	19.5	22.0	22.1	22.9	22.4	22.7	22.2
Self-employed	28.2	27.3	28.6	27.7	28.0	30.6	28.6	28.8	29.0	29.4	28.6	27.9	28.4	29.6	28.8	29.5
Unpaid family workers	11.6	11.1	12.3	12.0	11.5	14.9	11.4	12.8	12.3	12.8	13.7	13.0	12.6	12.5	11.8	12.5
Employed with excessive hours (more than 48 hours actually worked per week), % distribution																
In all jobs[1]	..	..	..	..	..	..	..	..	..	..	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Men	..	..	..	..	..	..	..	..	..	..	57.9	57.2	57.0	57.0	56.4	56.2
Women	..	..	..	..	..	..	..	..	..	..	42.1	42.8	43.0	43.0	43.6	43.9
In primary job	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Men	59.1	58.1	58.9	56.8	56.2	57.2	53.3	53.5	54.9	55.2	55.6	54.8	54.4	54.5	53.9	53.7
Women	40.9	41.9	41.1	43.2	43.8	42.8	46.7	46.5	45.1	44.8	44.4	45.2	45.6	45.5	46.1	46.3
Wage and salary workers	43.5	44.6	47.5	46.8	46.5	46.6	45.5	45.5	47.3	49.5	49.0	49.6	49.5	49.0	50.4	50.0
Employers	4.1	3.8	4.2	4.2	4.7	4.7	4.7	4.8	4.4	4.3	4.4	4.2	4.3	4.1	4.1	3.8
Self-employed	44.8	43.6	41.1	41.8	41.5	41.1	42.9	42.0	41.6	40.1	39.6	39.2	39.5	40.3	39.1	39.8
Unpaid family workers	7.7	8.0	7.2	7.1	7.3	7.6	6.9	7.7	6.7	6.2	7.0	6.9	6.7	6.7	6.3	6.4
Employed by hours actually worked per week, % distribution																
In all jobs[1], total	..	..	..	..	..	..	..	..	..	..	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Less than 20 hours	..	..	..	..	..	..	..	..	..	..	11.9	12.5	11.5	11.1	11.9	11.1
20-29	..	..	..	..	..	..	..	..	..	..	10.5	11.0	10.9	10.2	10.8	10.3
30-39	..	..	..	..	..	..	..	..	..	..	11.3	11.3	11.6	11.3	11.7	11.3
40-48	..	..	..	..	..	..	..	..	..	..	39.0	38.4	39.8	41.0	39.5	41.7
49 and over	..	..	..	..	..	..	..	..	..	..	26.0	25.3	25.0	25.2	24.7	24.6
Not reported	..	..	..	..	..	..	..	..	..	..	0.0	0.0	0.0	0.0	0.0	0.0
Did not work	..	..	..	..	..	..	..	..	..	..	1.3	1.4	1.2	1.3	1.5	1.1
Men	..	..	..	..	..	..	..	..	..	..	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Less than 20 hours	..	..	..	..	..	..	..	..	..	..	9.8	10.5	9.6	9.1	9.9	9.1
20-29	..	..	..	..	..	..	..	..	..	..	10.1	10.7	10.5	9.8	10.6	9.9
30-39	..	..	..	..	..	..	..	..	..	..	12.5	12.6	12.7	12.4	12.9	12.5
40-48	..	..	..	..	..	..	..	..	..	..	41.8	41.3	42.8	44.1	42.4	44.7
49 and over	..	..	..	..	..	..	..	..	..	..	24.6	23.6	23.3	23.4	22.8	22.7
Not reported	..	..	..	..	..	..	..	..	..	..	0.0	0.0	0.0	0.0	0.0	0.0
Did not work	..	..	..	..	..	..	..	..	..	..	1.2	1.3	1.1	1.2	1.4	1.1

Decent Work Indicator	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Women	..	..	..	..	..	..	..	..	..	..	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Less than 20 hours	..	..	..	..	..	..	..	..	..	..	15.2	15.7	14.6	14.1	14.9	14.0
20-29	..	..	..	..	..	..	..	..	..	..	11.0	11.5	11.5	10.8	11.2	10.8
30-39	..	..	..	..	..	..	..	..	..	..	9.4	9.4	9.9	9.5	9.8	9.4
40-48	..	..	..	..	..	..	..	..	..	..	34.5	33.8	35.0	36.0	34.9	37.0
49 and over	..	..	..	..	..	..	..	..	..	..	28.3	28.0	27.8	28.1	27.6	27.5
Not reported	..	..	..	..	..	..	..	..	..	..	0.0	0.0	0.0	0.0	0.0	0.0
Did not work	..	..	..	..	..	..	..	..	..	..	1.5	1.6	1.3	1.5	1.6	1.2
	..	..	..	..	..	..	..	..	..	..		1.6	1.3	1.5	1.6	1.2
In primary job, total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Less than 20 hours	9.4	10.9	9.9	10.4	10.4	10.1	12.7	13.5	13.1	13.8	13.2	14.0	12.9	12.4	13.3	12.4
20-29	11.4	12.0	10.4	11.2	11.2	10.8	12.3	12.1	11.9	11.7	11.4	11.9	11.8	11.1	11.8	11.2
30-39	13.2	13.4	12.2	12.4	12.9	11.9	12.4	11.9	11.9	11.2	11.4	11.5	11.9	11.6	11.8	11.5
40-48	42.4	41.1	43.1	42.1	42.5	41.9	39.3	38.2	38.9	38.0	38.9	38.0	39.5	40.6	39.0	41.2
49 and over	22.4	21.5	23.2	22.1	21.6	24.0	21.5	22.2	22.6	23.2	23.6	23.0	22.6	23.0	22.5	22.3
Not reported	*	*	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Did not work	1.2	1.1	1.3	1.8	1.5	1.3	1.8	2.1	1.6	2.0	1.5	1.6	1.4	1.5	1.6	1.3
Men	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Less than 20 hours	7.3	8.3	7.5	8.6	8.2	8.3	10.7	11.6	11.2	12.1	11.3	12.1	11.1	10.6	11.5	10.6
20-29	10.2	11.1	9.4	10.4	10.5	10.4	12.3	12.2	11.9	11.9	11.5	12.0	11.8	11.0	11.9	11.2
30-39	14.1	14.5	13.1	13.6	14.0	13.1	14.0	13.4	13.3	12.6	12.9	13.0	13.3	13.0	13.4	13.0
40-48	46.6	45.4	47.2	45.9	46.4	45.1	42.7	41.3	41.9	40.9	41.5	40.8	42.4	43.6	41.8	44.2
49 and over	20.8	19.8	21.7	20.0	19.5	21.9	18.6	19.5	20.1	20.6	21.3	20.5	20.1	20.3	19.8	19.7
Not reported	*	*	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Did not work	1.0	1.0	1.1	1.5	1.3	1.2	1.7	2.0	1.5	1.9	1.5	1.5	1.3	1.4	1.6	1.3
Women	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Less than 20 hours	13.2	15.3	13.9	13.6	13.8	13.1	15.9	16.6	16.1	16.8	16.4	17.0	15.7	15.2	16.2	15.2
20-29	13.4	13.5	12.0	12.6	12.5	11.5	12.3	12.0	12.0	11.5	11.3	11.8	11.8	11.2	11.5	11.1
30-39	11.6	11.5	10.5	10.3	11.0	9.9	10.0	9.5	9.6	8.7	8.9	9.0	9.6	9.3	9.5	9.2
40-48	35.1	33.8	36.1	35.8	36.0	36.5	33.8	33.3	34.2	33.4	34.6	33.6	34.8	35.7	34.5	36.7
49 and over	25.1	24.4	25.8	25.6	25.0	27.5	26.0	26.5	26.5	27.5	27.3	26.9	26.6	27.1	26.6	26.4
Not reported	0.0	*	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Did not work	1.6	1.4	1.7	2.1	1.8	1.5	2.0	2.2	1.6	2.2	1.5	1.7	1.4	1.6	1.7	1.3
Average weekly hours actually worked per employed person																
In all jobs[1]	..	..	..	..	..	..	..	..	..	..	**42.8**	**42.2**	**43.8**	**42.9**	**42.3**	**42.8**
Men	..	..	..	..	..	..	..	..	..	..	42.8	42.1	43.6	42.7	42.1	42.6
Women	..	..	..	..	..	..	..	..	..	..	42.8	42.4	44.1	43.1	42.6	43.0
In primary job	**42.0**	**41.2**	**42.5**	**41.8**	**41.6**	**42.7**	**40.9**	**40.8**	**41.1**	**41.2**	**41.6**	**41.1**	**41.4**	**41.8**	**41.2**	**41.7**
Men	42.3	41.5	42.8	41.8	41.6	42.5	40.5	40.4	40.8	40.8	41.3	40.7	41.1	41.4	40.8	41.3
Women	41.5	40.5	41.9	41.8	41.5	43.0	41.5	41.3	41.5	41.9	42.1	41.7	42.0	42.5	42.0	42.3
Agriculture	35.2	34.1	34.8	33.6	33.8	35.0	32.1	31.7	32.0	32.0	32.5	31.7	32.2	32.3	31.4	31.8
Industry	44.4	43.5	45.0	44.2	43.9	44.6	42.9	43.1	43.3	43.3	44.0	43.3	43.6	44.2	43.2	44.1
Services	48.3	47.6	48.4	47.8	47.5	48.1	47.1	47.0	47.2	47.4	47.6	47.2	47.3	47.9	47.2	47.3

Decent Work Indicator	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Wage and salary workers	45.4	44.7	46.0	45.2	44.9	45.4	44.0	44.1	44.3	44.3	45.0	44.3	44.4	44.8	44.2	44.5
Employers	42.6	40.5	42.9	42.2	40.5	40.9	37.9	37.7	37.6	37.6	39.3	39.4	40.0	39.2	39.1	39.4
Self-employed	41.7	41.0	41.7	40.8	31.9	42.2	40.7	40.4	40.6	40.6	40.5	40.1	40.6	41.2	40.5	41.0
Unpaid family workers	32.2	30.8	31.7	31.6	31.6	33.7	30.4	30.5	30.4	30.3	31.4	31.1	31.2	31.6	30.6	31.3
		30.8	31.7	31.6	31.6	33.7	30.4	30.5	30.4	30.3	31.4	31.1	31.2	31.6	30.6	31.3
Difference, between average weekly hours actually worked in all jobs and primary job	..	..	..	..	..	..	..	..	..	..	**1.2**	**1.1**	**2.4**	**1.1**	**1.1**	**1.1**
Men	..	..	..	..	..	..	..	..	..	..	1.5	1.4	2.5	1.3	1.3	1.3
Women	..	..	..	..	..	..	..	..	..	..	0.7	0.7	2.1	0.6	0.6	0.7
Underemployment rate, total[2], in %	**20.0**	**21.0**	**21.9**	**21.6**	**22.1**	**21.7**	**17.2**	**17.0**	**17.0**	**17.6**	**21.0**	**22.6**	**20.1**	**19.3**	**19.1**	**18.8**
Men	21.8	23.0	23.8	23.9	24.9	24.0	19.8	19.7	19.6	20.1	23.6	25.4	22.9	22.0	21.7	21.3
Women	16.9	17.7	18.6	17.8	17.5	17.8	13.0	12.8	13.0	13.5	16.8	18.1	15.8	14.9	15.0	14.8
Wage and salary workers	18.7	19.7	20.8	21.0	22.1	21.2	17.3	16.8	16.7	17.0	20.0	21.5	18.6	17.9	17.8	17.5
Employers	15.9	18.6	16.9	18.0	19.2	19.2	16.1	17.3	18.0	17.0	17.9	19.0	18.0	16.8	16.7	16.6
Self-employed	21.6	22.8	23.8	22.8	22.9	22.8	17.2	17.7	17.6	18.7	23.3	25.0	22.8	21.7	21.6	21.2
Unpaid family workers	21.4	21.6	22.6	22.0	21.4	21.9	16.9	16.1	16.4	18.1	20.0	21.9	20.3	20.0	19.2	19.0
Visible underemployment rate[3], in %	**10.2**	**11.2**	**10.7**	**11.5**	**11.7**	**11.1**	**11.0**	**11.1**	**10.5**	**11.0**	**12.6**	**13.9**	**12.0**	**11.8**	**11.8**	**11.1**
Men	10.3	11.3	10.6	12.0	12.4	11.6	12.2	12.5	11.7	12.2	13.8	15.2	13.3	13.1	13.0	12.2
Women	10.0	10.9	10.8	10.7	10.5	10.1	9.0	8.8	8.7	9.0	10.8	11.8	10.1	9.7	9.8	9.4
Wage and salary workers	7.3	8.5	7.6	8.8	9.3	8.6	9.4	9.3	8.6	8.8	9.9	10.9	9.1	8.9	9.2	8.4
Employers	8.9	11.0	9.7	10.4	10.7	10.6	11.3	12.3	12.4	12.2	11.6	12.2	11.0	11.2	10.9	11.0
Self-employed	11.9	12.9	13.1	13.9	13.9	13.4	12.2	12.7	12.2	12.9	16.0	17.5	15.4	15.1	15.0	14.6
Unpaid family workers	15.3	15.7	16.2	16.2	15.5	15.4	13.7	13.0	13.0	15.0	15.4	17.4	16.1	15.8	15.5	15.0
Time-related underemployment rate[1/4], in %	..	..	..	..	..	..	..	..	..	..	**11.8**	**12.2**	**10.5**	**10.3**	**10.3**	**9.6**
Men	..	..	..	..	..	..	..	..	..	..	12.4	12.9	11.2	11.0	11.0	10.2
Women	..	..	..	..	..	..	..	..	..	..	10.8	11.1	9.4	9.0	9.2	8.7
Wage and salary workers	..	..	..	..	..	..	..	..	..	..	9.7	10.1	8.3	8.2	8.4	7.7
Employers	..	..	..	..	..	..	..	..	..	..	8.8	9.0	8.5	8.5	8.3	8.0
Self-employed	..	..	..	..	..	..	..	..	..	..	14.6	14.9	12.9	12.5	12.5	12.0
Unpaid family workers	..	..	..	..	..	..	..	..	..	..	14.1	15.4	14.6	14.0	13.8	13.0

Notes:

[1] LFS began collecting data on the number of persons with more than one job and hours worked in all jobs in April 2005 survey round. 2005 data refer to averages of the estimates for April, July and October.

[2] Total employed who wanted additional work (wanted additional hours of work in their present job, or to have additional job, or a new job with longer working hours) as a percentage share of total employed.

[3] Total employed who wanted additional work and worked less than 40 hours in primary job as a percentage share of total employed. Visible underemployment is the concept used in the Philippine LFS.

[4] Total employed who wanted additional work and worked less than 40 hours in all jobs as a percentage share of total employed. Definition of time-related underemployment not stricly comparable with international standard as availability for additional work not asked in the LFS.

* Less than half the unit used.

Source: NSO, LFS.

Unlike the Philippine national concept, which measures total and visible underemployment relative to one's *primary job*, time-related underemployment relates to those underemployed who worked less than 40 hours a week *in all jobs.* The same hour threshold is used to determine visible underemployment in the Philippines.

Data show that the time-related underemployment rate[1] fell from 2005 (11.8 per cent) to 2010 (9.6 per cent), with the same trend evident for both men and women. In relative terms, a lower proportion of women in time-related underemployment was observed at 8.7 per cent in 2010, compared to 10.2 per cent of men.

By class of workers, the rates were also highest for unpaid family workers and the self-employed at about 12 to 15 per cent. The rates for wage and salary workers did not differ greatly from those for employers (8 to 10 per cent).

Interestingly, over the long-term − from 1995 to 2010 − the visible underemployment rate exhibited increasing trends for men and for the different categories of workers, while for women it generally declined. It is noted that lower proportions of the employed, both men and women, were in time-related underemployment, all of which implies that more individuals were already underemployed in their primary jobs. These mixed findings point to the need to further examine the underemployment indicator in order to ascertain *inter alia* the appropriate measures to monitor labour underutilization in the Philippines.

Summary Assessment

Mixed results are recorded within this element of decent work in the Philippines. The proportions of workers (men and women combined) who work excessive hours across all jobs declined slightly between 2004 and 2010, with a rising trend evident among women and a falling trend among men. Likewise, the percentage share of women in respect to the total number of employed with excessive hours grew over the years. On average, women worked slightly longer hours than men, whether in their primary job or in all jobs.

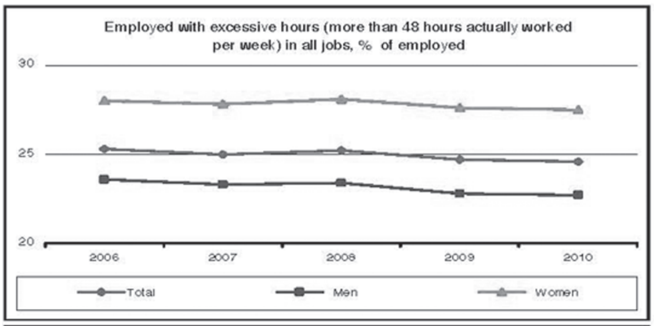
Among all categories of workers, the self-employed had consistently the largest share of workers working excessive hours in their primary jobs (between 1995 and 2010). However, in terms of proportional distribution, wage and salary workers have since 1996 (and until 2010) made up the largest percentage of workers with excessive hours in their primary jobs (they also reported the longest work-week hours).

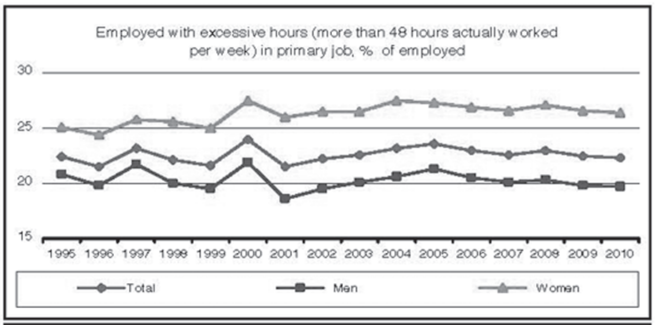
With around 20 per cent of the employed wanting additional work, underemployment remains a key concern, and one that has been more serious than unemployment through the years. With limited employment opportunities and high poverty rates, the bulk of the working population has had no choice but to engage in some form of economic activity, no matter how little or inadequate.

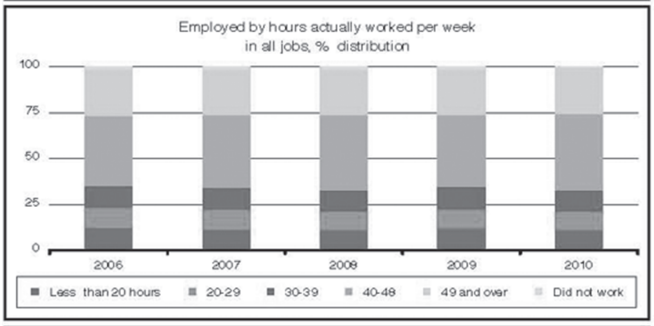
Visible underemployment rose slightly as from 1995 (10.2 per cent to 11.1 per cent). This is in contrast to time-related underemployment − over the shorter time period since 2005 − which was on the decline (11.8 per cent to 9.6 per cent). It should be noted, however, that these statistical indicators have different definitions.

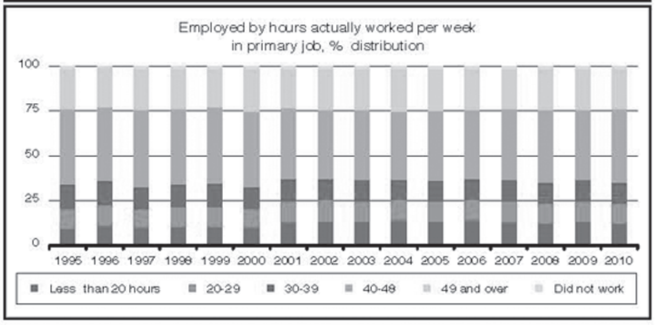
[1] The statistics on time-related underemployment presented in this Profile do not strictly conform to the international standard which has the additional criterion of availability to work additional hours. Also, the Resolution concerning the measurement of underemployment and inadequate employment situations, adopted by the Sixteenth International Conference of Labour Statisticians (October 1998) suggests that those who have actively sought to work additional hours should be distinguished from those who have not.

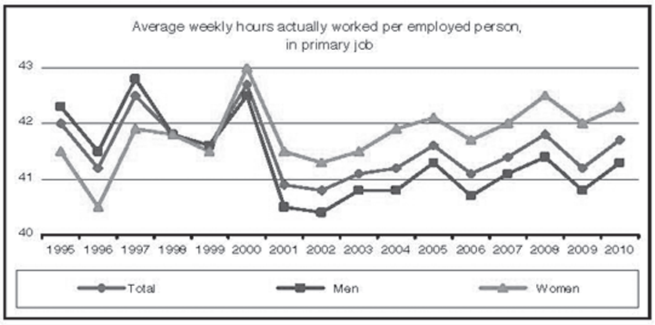
DECENT HOURS

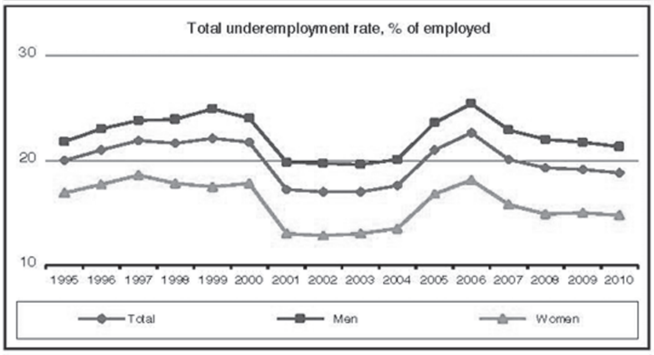


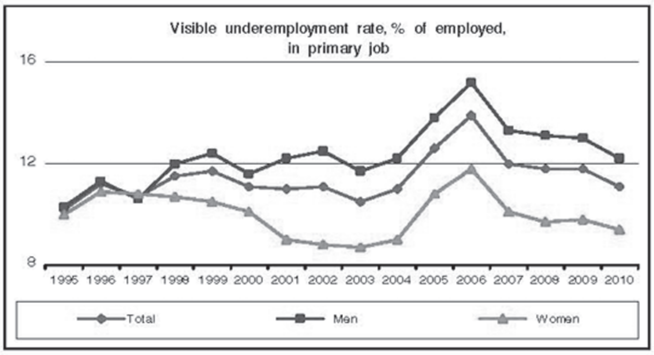


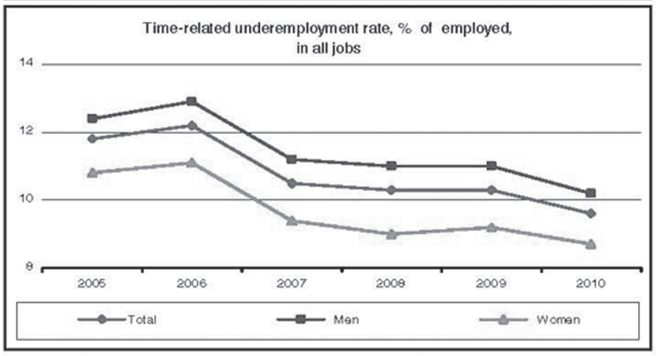












See Table 4 for Notes and Source.

5 Combining work, family and personal life

Traditionally in the Philippines, gender roles are divided between women who are responsible for childcare and household upkeep, and men who are responsible for generating income for the household. The role of the woman in the home is typically not limited to housekeeping but also includes child bearing and rearing, as well as other social functions attached to being the home-maker. However, in recent decades, women have begun joining the labour force in greater numbers, often to augment household incomes to overcome rising living costs. With rising female education levels, as well as expanding employment opportunities, the options for women have thus broadened beyond these traditional roles.

In the absence of indicators identified by the ILO for the decent work element "combining work, family and personal life", three statistical indicators are used in this chapter: (1) economic inactivity rate due to household/family duties, (2) proportion of the employed who are married and (3) proportion of the employed who are household heads. The first indicator measures the segment of the working-age population which is outside of the labour force, voluntarily or involuntarily, due to household/family duties, e.g., taking care of young children or the elderly. The other two indicators indicate the proportions of employed persons who are doubly burdened as workers and as family members, and who have to strike a balance between potentially competing demands on their time and attention.

The economic inactivity rate of women due to household/family duties, though erratic, fell from 31.8 per cent in 2005 to 31 per cent in 2010. On the contrary, the inactivity rate of men − which was significantly lower − actually increased slightly (1.9 per cent to 2.9 per cent), in line with their declining labour force participation rates (see Table 5 and Table 2, Chapter 2).

The slow rise of the employment-to-population ratio of women (45.5 per cent to 46.3 per cent) during this period is notable even though it still lagged behind that of men. The improvement in the EPR of women was matched by their falling unemployment rates (7.8 per cent to 6.9 per cent). Although the percentage share of unemployed women as compared to the total of the economically inactive population was still considerable at more than 90 per cent from 2005 to 2010, it nevertheless dropped from 94.3 per cent to 91.6 per cent during this time. If these trends were to continue they would possibly indicate a shift in family roles, whereby men assume greater housekeeping responsibilities and women venture increasingly into the world of work.

An increase in the trend of youth inactivity due to household/family duties is also observed: from 11.1 per cent in 2005 to 12.2 per cent in 2010. Interpreted together with their increasing share of the economically inactive (more than two-fifths), these rates possibly explain earlier-described increases in the shares of youth not in education and not in employment (around one-fourth of the total youth population; see Table 2, Chapter 2).

For comparability of the economic inactivity rate due to household/family duties and LFPR, the previous analysis covered 2005 to 2010 in order to take into account the revision of the definition of unemployment starting with the April 2005 LFS as it affects the participation rate.

Data further show that since 1995, among employed women, increasing proportions are married with a rise from 59.5 per cent in 1995

Table 5. Combining work, family and personal life

Decent Work Indicator	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Economically inactive due to household/family duties% of working age population	**18.0**	..	..	..	**17.1**	..	**16.3**	**15.7**	**16.7**	**17.3**	**16.9**	**17.1**	**17.3**	**17.7**	**17.2**	**17.0**
Men	1.0	..	..	..	1.2	..	1.2	1.2	1.3	1.5	1.9	2.5	3.0	2.9	2.8	2.9
Women	35.0	..	..	..	32.9	..	31.3	30.1	31.9	33.1	31.8	31.5	31.6	32.3	31.4	31.0
15-24 years old	9.9	..	..	..	10.5	..	9.1	9.0	9.8	11.4	11.1	12.0	12.5	12.7	12.2	12.2
25-54	22.2	..	..	..	20.2	..	19.9	19.1	20.1	20.5	20.5	20.4	20.5	20.8	20.3	20.2
55+	20.1	..	..	..	19.2	..	18.1	17.1	18.3	17.5	15.7	15.2	15.8	16.1	15.8	15.0
% distribution	**100.0**	..	..	..	**100.0**	..	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Men	2.8	..	..	..	3.6	..	3.8	3.8	3.8	4.2	5.7	7.4	8.7	8.1	8.1	8.4
Women	97.2	..	..	..	96.4	..	96.2	96.2	96.2	95.8	94.3	92.6	91.3	91.9	91.9	91.6
15-24 years old	17.1	..	..	..	18.3	..	17.0	17.3	17.8	19.9	19.7	21.6	22.1	21.9	21.5	21.5
25-54	64.7	..	..	..	63.7	..	64.5	64.3	64.5	65.1	66.3	65.6	64.7	64.5	64.7	64.9
55+	18.2	..	..	..	18.0	..	18.5	18.5	17.7	15.1	14.0	12.8	13.3	13.5	13.9	13.6
Employed who are married, % of employed	**63.7**	**64.0**	**65.0**	**64.9**	**64.7**	**64.7**	**64.0**	**64.3**	**65.4**	**66.2**	**65.6**	**65.4**	**64.9**	**64.7**	**64.7**	**64.4**
Men	66.2	66.6	68.1	68.0	67.2	67.6	66.5	66.4	67.9	68.8	67.9	67.5	66.9	66.5	66.3	66.0
Women	59.5	59.6	59.7	59.9	60.4	59.8	60.0	60.9	61.3	61.9	61.9	62.2	61.9	61.8	62.1	61.8
15-24 years old	10.3	13.4	14.4	13.2	12.8	12.5	11.7	11.9	15.1	17.3	15.5	15.0	14.5	14.1	14.6	14.8
25-54	79.1	78.9	79.5	79.0	78.4	78.2	77.9	77.6	78.4	79.1	78.4	78.4	77.6	77.0	76.7	75.9
55+	77.8	77.6	77.2	77.6	77.1	76.2	76.1	76.4	76.3	75.9	76.2	76.1	76.1	75.9	75.7	75.8
% distribution	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Men	66.0	65.7	66.0	65.7	64.7	65.5	63.9	63.0	64.0	64.6	63.8	63.2	63.0	63.2	62.6	62.4
Women	34.0	34.3	34.0	34.3	35.3	34.5	36.1	37.0	36.0	35.4	36.2	36.8	37.0	36.8	37.4	37.6
15-24 years old	3.6	4.7	4.8	4.3	4.1	3.9	3.7	3.7	4.6	5.3	4.7	4.6	4.4	4.2	4.3	4.4
25-54	78.4	78.4	79.0	78.7	78.6	78.8	78.4	78.1	78.4	79.3	79.5	80.4	80.2	80.1	79.8	79.3
55+	18.0	16.9	16.1	17.0	17.4	17.3	17.9	18.2	17.0	15.4	15.9	15.0	15.4	15.7	15.9	16.3
Employed who are household heads, % of employed	**43.9**	**43.9**	**44.8**	**44.4**	**43.7**	**43.9**	**42.4**	**41.6**	**44.0**	**45.0**	**43.5**	**42.4**	**41.8**	**41.4**	**40.6**	**40.2**
Men	62.2	63.0	64.0	63.3	62.6	62.3	61.1	60.6	63.3	64.3	62.9	61.5	60.4	59.5	58.4	57.8
Women	11.9	11.2	12.2	12.5	12.6	13.0	12.4	11.9	13.1	13.2	12.4	12.2	12.5	12.5	12.6	13.0
15-24 years old	2.7	4.9	5.4	4.1	3.7	3.2	2.5	2.3	5.8	7.0	5.4	4.3	3.7	3.5	3.5	3.5
25-54	51.5	51.6	52.5	51.5	50.2	50.0	48.5	47.0	49.9	51.3	49.5	48.5	47.6	46.6	45.4	44.6
55+	72.9	72.1	71.9	71.7	71.5	72.1	70.7	69.9	70.7	70.8	70.2	69.9	69.7	69.8	69.3	69.5
% distribution	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Men	90.1	90.6	89.9	89.5	89.1	88.9	88.7	88.8	88.6	88.9	89.1	88.9	88.4	88.4	87.9	87.4
Women	9.9	9.4	10.1	10.5	10.9	11.1	11.3	11.2	11.4	11.1	10.9	11.1	11.6	11.6	12.1	12.6
15-24 years old	1.4	2.5	2.6	2.0	1.8	1.5	1.2	1.1	2.6	3.1	2.5	2.0	1.7	1.6	1.7	1.6
25-54	74.2	74.6	75.6	75.0	74.4	74.3	73.7	73.1	74.0	75.7	75.5	76.7	76.3	75.9	75.1	74.5
55+	24.5	22.9	21.8	23.0	23.8	24.2	25.1	25.8	23.4	21.2	22.0	21.3	22.0	22.5	23.2	23.9

Source: NSO, LFS.

to 61.8 per cent in 2010. Among employed men, those married remained at about two-thirds during the 16-year period. The proportions of married youth increased through time (10.3 per cent to 14.8 per cent), while the proportions of married adults declined. This implies not only that youth are faced with high unemployment rates but that they also carry family responsibilities at a relatively young age that could pose difficulties in their work and personal lives.

The distribution of married persons who are employed indicates an increasing proportion of women, from 34.0 per cent in 1995 to 37.6 per cent in 2010 and thus a decreasing share of married men. The annual rate of increase in married women was higher at 3.1 per cent, compared to 2.0 per cent for married men. About 80 per cent of persons who were married and employed were in their prime age. According to the LFS, half of the workers in government were women and around 70 per cent of them were married.

The fact that two out of every three employed persons were married underscores the importance of combining work, family and personal life, in particular for the married women, many of whom still fulfil traditional gender roles in childcare and household upkeep.

Another important indicator is the proportion of employed persons who are household heads. These proportions gradually declined, although in 2010 around two out of every five employed persons were still heads of households. This could mean that increasingly, a household member other than an employed person is taking over the care and organization of the household, thus relieving the employed member of the additional burden (alongside his/her employment). It is interesting to note that the proportional share of employed men who are household heads has been falling, while the trend for women has been inching up − similar to that of employed and married women.

Another interesting observation is the (albeit slow) increase in the proportion of employed youth who are household heads. In terms of the percentage distribution of household heads, the share of women is similarly on the rise, while the employed adult still predominates.

Earlier, it was noted that a greater proportion of women than men was working excessive hours and that this again impinges on balancing their work, family and personal responsibilities (see Table 4, Chapter 4).

The enactment in 1992 of Republic Act No. 7192, otherwise known as the "Women in Development and Nation Building Act", recognizes the potential of women and encourages their active participation in the development process. In order to ensure the implementation of this law, as well as the institutionalization and mainstreaming of gender issues in legislation, policies, programmes and projects of government, the Annual Appropriations Act mandates government agencies to allocate a minimum of 5 per cent of their total budget for gender and development matters. The oversight government agency, The Philippine Commission on Women (PCW), has a mandate which is limited to government entities, but it also works closely with non-governmental organizations on the development and welfare of women in the private sector.

The government has also enacted laws that provide for family leave. Maternity leave allows a woman employee to fulfil a mother's role of child bearing and rearing while paternity leave allows men employees to effectively lend support to their legitimate spouse in her period of recovery and/or in the nursing of the newly-born child (see Legal Framework Indicator 7). The Magna Carta of Women (Republic Act No. 9710) provides for gynaecological leave benefits to women workers who have undergone gynaecological surgeries. In addition, any woman employee who becomes a victim of violence may benefit from a paid leave under Republic Act No. 9262.

Republic Act No. 10028 or the "Expanded Breastfeeding Promotion Act of 2009" is another law that benefits working mothers, and in response to changing family structures with more single-parents resulting from migration and other social and economic factors, Republic Act No. 8972 was enacted. It grants leave to single parents to perform parental duties and responsibilities where their physical presence is required (see Legal Framework Indicator 8).

Legal Framework Indicator 7. Maternity leave

Law, policy or institutions: Section 14-A of Republic Act No. 1161 as amended by Republic Act No. 7322 and Republic Act No. 8282 provides for maternity leave benefits to women employees.

Qualifying conditions: At least three months contributions within the preceding 12 months of the childbirth or miscarriage to the SSS; and notification to the employer or the SSS if self-employed, voluntary member or those already separated from t. The maternity benefits shall be paid only to the first four deliveries or miscarriages.

Benefits (level and duration): 100 per cent of salary for 60 days, 78 days in case of caesarian delivery. Under the GSIS, civil servants who have worked for more than two years are entitled to 100 per cent of their salary. If they have worked between one and two years, they receive maternity benefits in proportion to their length of service. 50 per cent of the salary is granted for a service period of less than one year.

Financing: Maternity leave is financed by the SSS out of members' contribution.

Evidence of implementation effectiveness: No information provided by ILO supervisory bodies.

Coverage of workers in law: No information can be provided considering the qualifying conditions. However, women accounted for 29.4 per cent (4.283 million) of 14.565 million employees in private establishments. In the public sector, women accounted for 51.2 per cent (1.550 million) of 3.025 million employees *(2010 NSO-LFS).*

Coverage of workers in practice: N/A

Ratification of ILO Conventions: The Maternity Protection (revised), 1952 (No. 103), the Maternity Protection Convention, 2000 (No. 183), and the Social Security (Minimum Standards) Convention, 1952 (No. 102) have not been ratified by the Philippines.

Sources:
1. NATLEX database (http://www.ilo.org/dyn/natlex/country_profiles.basic?p_lang=en&p_country=PHL)
2. TRAVAIL legal database (http://www.ilo.org/dyn/travail/travmain.byCountry2)
3. National legislation.

The DOLE has issued several advisories on the adoption of flexible work arrangements, aimed at giving private employers flexibility in fixing hours of work which is compatible with business requirements and the employees' need for a balanced work life. The adoption of flexible arrangements is voluntary and thus, must have the consent of both management and employees. The flexible work schedule, which is also implemented in the public sector, has created a more productive and effective work environment, as compared to environments where there is a lack of such an arrangement, and has helped employees combine work and family responsibilities.

The BLES integrated survey indicated that in 2010, establishments implemented programmes to help workers balance their work and family responsibilities. These include the implementation of a flexible work schedule (27.7 per cent), compressed workweek (16.8 per cent), work and family programmes (50.6 per cent), as well as the conduct of seminars on balancing work (13.0 per cent). Some establishments (7.0 per cent) even allow children to be brought to the workplace where childcare facilities (waiting/play room, breastfeeding area and child/day care centres) are available.

Establishments also allow the following non-statutory leave arrangements as follows:

– use of leave benefits to attend to urgent family concerns (65.3 per cent)

– extended maternity leave with pay (27.5 per cent) and without pay (32.1 per cent)

– extended paternity leave with pay (23 per cent) and without pay (25.3 per cent)

– flexible holiday schedule (23.6 per cent)

– time off in lieu of extra hours worked (18.5 per cent)

Legal Framework Indicator 8. Parental leave

Law, policy or institutions: Republic Act No. 8972 grants parental leave to solo parents. Republic Act No. 8187 provides for paternity leave benefits to married male employees both in the private and public sectors.

Qualifying conditions: One year of employment.

Benefits (Levels and duration): Single parents are entitled to at least seven days of parental leave. Married male employees are entitled to seven days of paternity leave for the first four deliveries of the legitimate spouse with whom he is cohabiting.

Financing: Employer of the worker who availed himself of parental leave is obliged to pay the seven days paid leave.

Evidence of implementation effectiveness: No information provided by ILO supervisory bodies.

Coverage of workers in law: No information can be provided considering the qualifying condition.

However, men employees who are married accounted for 61.4 per cent (6.309 million) of 10.282 million men employees in private establishments. In the public sector, married men employees (1.108 million) accounted for 75.1 per cent of 1.475 million men employees *(2010 NSO-LFS).*

Coverage of workers in practice: N/A

Ratification of ILO Conventions: The Workers with Family Responsibilities Convention, 1981 (No. 156) has not been ratified by the Philippines.

Sources:
1. NATLEX database (http://www.ilo.org/dyn/natlex/country_profiles.basic?p_lang=en&p_country=PHL)
2. TRAVAIL legal database (http://goo.gl/tBb6M)
3. National legislation.

– career break (15 per cent)

– study leave (11.9 per cent)

Summary Assessment

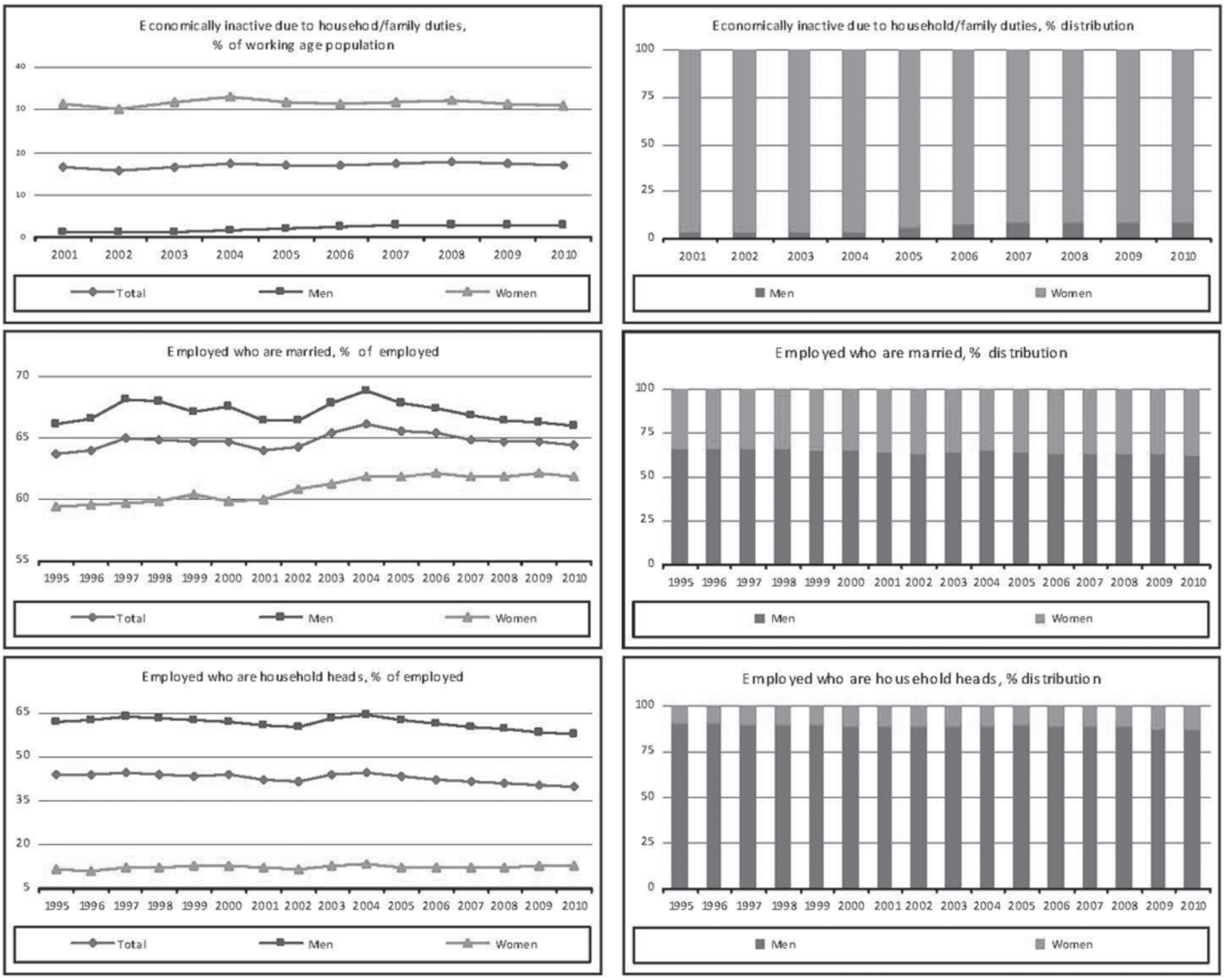
A rising trend in the proportion of men becoming economically inactive due to household/family duties was contrasted by the declining trend found in women in similar situations. This suggests that men are now sharing in these duties, which represents a break from tradition and a possible advancement in terms of gender equality in the labour market. It was also noted that while the proportion of married men who were employed remained unchanged, a growing proportion of married women are now in employment. On the downside, an increasing trend of economic inactivity is observed among the youth (15 to 24 years) and this was accompanied by a high proportion of youth who are neither in school nor in employment, particularly among women.

During the time period under consideration, family structures were also seen to be changing, with a decline in the proportion of employed men who are household heads, and an increase in the proportion of women who take on this role.

The proportion of the employed that are household heads is in decline in the Philippines – something which may suggest that non-working family members are increasingly taking on family responsibilities to relieve the burden placed on employed relatives. The decline is attributable to the declining proportions of employed male household heads rather than women (whose shares are actually on the rise).

It is also noted that a large proportion of establishments in the non-agriculture sectors, which have at least 20 workers, have implemented flexible working time arrangements and child and family care programmes. Some have even granted non-statutory leave benefits to their workers enabling them to attend to personal and family concerns. This reflects the growing recognition of the importance of maintaining the balance between one’s work life, family and personal concerns, and with it, the acknowledgment that such arrangements may improve workplace efficiency and productivity.

COMBINING WORK, FAMILY AND PERSONAL LIFE



Source: NSO, LFS.

6 Work that should be abolished

International conventions stipulate the need to abolish two main forms of unacceptable employment, child labour and forced labour. As early as 1923, the Philippines already had a law, Act No. 3071, regulating the employment of women and children in shops, factories, industrial, agricultural and mercantile establishments, and other places of work in the country. Since then, the Philippines has become a signatory to various international agreements formulated by the UN and the ILO regarding the protection of children and the promotion of youth welfare.

The Philippines has ratified the following ILO Conventions: the Abolition of Forced Labour Convention, 1957 (No. 105), the Minimum Age for Employment Convention, 1973 (No. 138), the Worst Forms of Child Labour Convention, 1999 (No. 182), and the Forced Labour Convention, 1930 (No. 29). Likewise, the protection of labour has been explicitly stipulated in the Philippine Constitution and the Labor Code.

Pursuant to the international conventions and the basic State policies, legislations on child and forced labour have been enacted. In compliance with the UN Convention on Rights of the Child, Republic Act No. 7610 was passed to provide a strong deterrence and protection against child abuse, exploitation and discrimination. Later, Republic Act No. 7658 strengthened Republic Act No. 7610 by prohibiting the employment of children below 15 years of age in public and private undertakings. This was amended in 2003 by Republic Act No. 9231 which provides for the elimination of the worst forms of child labour and affords stronger protection for the working child (See Legal Framework Indicator 9).

According to the national definition, child labour refers to any work or economic activity performed by a child that subjects him/her to any form or exploitation or is harmful to his/her health and safety or physical, mental or psychosocial development (DOLE Department Order No. 65-04).

The Philippine Revised Penal Code criminalizes slavery (Article 272), exploitation of child labour (Article 273) and services rendered under compulsion in payment of debt (Article 274).

Forced labour and slavery, as defined in the Anti-Trafficking in Persons Act of 2003 (Republic Act No. 9208), refer to the extraction of work or services from any person by means of enticement, violence, intimidation or threat, use of force or coercion, including deprivation of freedom, abuse of authority or moral ascendancy, debt-bondage or deception (see Legal Framework Indicator 10).

The law defines trafficking in persons as those activities which refer to the recruitment, transportation, transfer or harbouring, or receipt of persons with or without the victim's consent or knowledge, within or across national borders by means of threat or use of force; or other forms of coercion, abduction, fraud, deception, abuse of power or of position, taking advantage of the vulnerability of the person; or the giving or receiving of payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation which includes at a minimum, the exploitation or the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery, servitude or the removal or sale of organs. The recruitment, transportation, transfer, harbouring or receipt of a child for the purpose of exploitation shall also be considered as "trafficking in persons".

Legal Framework Indicator 9. Child labour

Law, policy or institutions: The State recognizes the vital role of the youth in nation-building and shall promote and protect their physical, moral, spiritual, intellectual and social well-being.

General age for admission to employment: 15 years old. Republic Act No. 7658 (Prohibiting the Employment of Children Below 15 Years of Age in Public and Private Undertakings) amended Section 12, Article VIII of Republic Act No. 7610. Exceptions are permitted if the child works directly under the sole responsibility of his/her parent/guardian and his/her employment does not interfere with his/her education. Furthermore, children under the age of 15 may be employed in public entertainment or information if their employment is essential. This exception is subject to the conditions of DOLE Department Order No. 65-04 requiring submission by the employers of, among others, working permit, proof of schooling, proof of age and medical certificate.

Admission to hazardous work: 18 years old. Children under the age of 18 are prohibited from being employed as models in any advertisement directly or indirectly promoting alcoholic beverages, intoxicating drinks, tobacco products, gambling or any form of violence or pornography. Republic Act No. 9231 (Elimination of the Worst Forms of Child Labor and Affording Stronger Protection for the Working Child) prohibits the worst forms of child labour which include debt bondage and serfdom and forced labour. Child discrimination is prohibited (140 LC). In addition, the exploitation of child labour is penalized under the Revised Penal Code. The introduction of Republic Act No. 9231 in 2003 provides for stronger protection for the working child and the removal of children working in the worst forms of child labour. The Child and Youth Welfare Code requires employers to submit reports and maintain a register on child employees.

Evidence of implementation effectiveness: The Philippines has stepped into the second phase of the Time Bound Programme 2009-13 aiming to reduce child labour by 75 per cent. However, based on the 2001 survey on children, the CEACR expressed its deep concern at the situation and high number of children working.

The CEACR asked the Government to increase the age of completion of compulsory education for children from 12 to 15 years. Furthermore, the serious concern expressed by the CRC at the increasing number of children who are not able to go to school, currently estimated at 4.2 million, was taken note of (CRC/C/PHL/3-4, 20 March 2009, para. 211). The CRC was also concerned about the inadequate access to education for certain vulnerable groups of children (CRC/C/PHL/CO/3-4, 22 October 2009, para. 65). The Government stated that Child Hope Asia Philippines helps to educate about 2,500 street children yearly.

The CEACR observed that the trafficking of children for labour and sexual exploitation is prohibited by law but remains an issue of concern in practice. The Inter-Agency Council Against Trafficking recorded 15 convictions for violation of Republic Act No. 9208 (as of October 2009). Furthermore, the Inter-Agency Quick Action Team established under the Sagip Batang Mangagagawa, an inter-agency monitoring mechanism, conducted a total of 793 rescue operations which resulted in the rescue of 2,698 child labourers as of June 2008.

While the recruitment of children under the age of 18 into the armed forces is prohibited by law (sections 3(a) and 22(b) of Act No. 7610 and section 4(h) of Republic Act No. 9208), the CEACR urged the Government to also end the practice of recruitment of children under the age of 18 into armed groups or the armed forces.

The International Trade Union Confederation (ITUC) alleged that there are at least one million children in domestic work based on estimates provided by the Visayan Forum Foundation and that some of those children are subject to physical, psychological and sexual abuses and injuries and to harmful and hazardous conditions. Thus, the CEACR urged the Government to adopt the Domestic Workers' Bill (Batas Kasambahay), which is under consideration by the House Committee on Labour and Employment.

The Government stated in its report that, as of June 2009, the Department of Labor and Employment has closed down 15 establishments which employed 46 minors in prostitution or lewd or obscene performances.

Ratification of ILO Conventions: The Minimum Age Convention, 1973 (No. 138), and the Worst Forms of Child Labour Convention, 1999 (No. 182) were ratified by the Philippines on 4 June 1998 and 28 November 2000, respectively.

Sources:

1. NATLEX database (http://www.ilo.org/dyn/natlex/country_profiles.basic?p_lang=en&p_country=PHL) legislation
2. National legislation.
3. CEACR, Observation concerning Convention 138, 2009 (http://webfusion.ilo.org/public/db/standards/normes/appl/appl-displaycomment.cfm?hdroff=1&ctry=0840&year=2009&type=O&conv=C138&lang=EN)
4. CEACR, Observation concerning Convention No. 182, 2009 (http://webfusion.ilo.org/public/db/standards/normes/appl/appl-displaycomment.cfm?hdroff=1&ctry=0840&year=2009&type=O&conv=C182&lang=EN)
5. CEACR, Direct request concerning Convention No. 182, 2009 (http://webfusion.ilo.org/public/db/standards/normes/appl/appl-displaycomment.cfm?hdroff=1&ctry=0840&year=2009&type=R&conv=C182&lang=EN)
6. Bureau of Workers with Special Concerns (http://www.bwsc.dole.gov.ph/bwscweb/)

Legal Framework Indicator 10. Forced labour

Law, policy or institution: Services rendered under compulsion in payment of debt are unlawful under the Revised Penal Code. The Anti-Trafficking in Persons Act (Republic Act No. 9208) makes human trafficking punishable with imprisonment up to a life time and allows any person to file a complaint for trafficking. The law also defines trafficking in human beings. Art. 1703 of the Civil Code makes all contracts amounting to involuntary servitude void.

Evidence of implementation effectiveness: The CEACR repeatedly requested the Government to amend or repeal its legislation. In particular: section 142 and 154 of the revised Penal Code which imposes imprisonments involving compulsory labour on "incitement to sedition" and publication of false information which may endanger the public order; section 263(g) of the Labor Code concerning compulsory education by the Secretary of Labor and Employment; and section 272(a) of the Labor Code which makes the participation in an illegal strike punishable by imprisonment involving compulsory labour.

The Inter-Agency Council Against Trafficking reported 11 convictions on the violation of Act No. 9208 were registered as of November 2008.

Ratification of ILO Conventions: The Forced Labour Convention, 1930 (No. 29), and the Abolition of Forced Labour Convention, 1957 (No. 105) were ratified by the Philippines on 15 July 2005 and 17 November 1960, respectively.

Sources:
1. NATLEX database (http://www.ilo.org/dyn/natlex/country_profiles.basic?p_lang=en&p_country=PHL)
2. National legislation.
3. CEACR, Direct request concerning Convention 29, 2010 (http://webfusion.ilo.org/public/db/standards/normes/appl/appl-displaycomment.cfm?hdroff=1&ctry=0840&year=2010&type=R&conv=C029&lang=EN)
4. CEACR, Observation concerning Convention 105, 2010 (http://webfusion.ilo.org/public/db/standards/normes/appl/appl-displaycomment.cfm?hdroff=1&ctry=0840&year=2010&type=O&conv=C105&lang=EN)

Specifically, the law outlines eight acts as constitutive of trafficking in persons and defines seven acts deemed to promote trafficking in persons. It also indicates acts that qualify as trafficking which merit the imposition of a higher penalty.

The term "children" refers to persons below 18 years of age, or those over that age who are unable to fully take care of themselves or protect themselves from abuse, neglect, cruelty, exploitation or discrimination because of a physical or mental disability or condition. "Child abuse" refers to the maltreatment, whether habitual or not, of the child which includes any of the following:

(1) psychological and physical abuse, neglect, cruelty, sexual abuse and emotional maltreatment; (2) any act by deeds or words which debases, degrades or demeans the intrinsic worth and dignity of a child as a human being; (3) unreasonable deprivation of his basic needs for survival, such as food and shelter; or (4) failure to immediately give medical treatment to an injured child resulting in serious impairment of his growth and development or in his permanent incapacity or death.

To implement the provisions of the laws on child labour, the Department of Justice (DOJ) and the Department of Social Welfare and Development (DSWD) in coordination with other government agencies, were tasked to prepare a comprehensive programme to protect children against child prostitution and other sexual abuse; child trafficking; obscene publications and indecent shows; other acts of abuse, and circumstances which endanger child survival and normal development. In 2010, the DSWD served 4,749 cases of child abuse; of these, 69 were child labourers, of whom 55 were girls (Philippine Statistical Yearbook, 2011).

Furthermore, the DOLE, through the Bureau of Workers with Special Concerns (BWSC), is tasked with the development of policies, programmes, projects and systems, as well as the provision of advisory assistance to the DOLE Secretary and the Regional Offices relative to the development and protection of disadvantaged workers that include young workers and working children; all of which is aimed towards their economic and social development.

The BWSC handles the implementation of programmes geared towards the prevention and elimination of child labour. Based on its 2010 Year-End Report, a total of 2,685 children, 740 of whom are girls, were prevented / removed from the worst forms of child labour through its *Sagip Batang Manggagawa* programme. This programme also includes the provision of educational assistance to child labourers and livelihood assistance to their parents. With respect to the issuance of permits for working children pursuant to Republic Act No. 9231, a total of 2,574 permits were issued to children engaged in public entertainment, public information, or family undertakings.

The DOJ chairs the Inter-Agency Council against Trafficking (IACAT) which is a body created to coordinate and monitor the implementation of the Anti-Trafficking Law. Based on the latest IACAT report, there were 62 convictions and 67 persons convicted between 2003 and 2011 for violation of the law. Of these, two convictions were for forced labour.

The DSWD implements the Integrated Social Protection Project for Survivors of Human Trafficking in order to improve access to prevention, protection, reintegration and rehabilitation services especially for women victims/survivors and their families. In 2010, the DSWD assisted 334 victims of trafficking (NSCB, Philippine Statistical Yearbook, 2011).

As the data provided by IACAT on forced labour are limited to cases brought to and decided by Philippine courts, these will not be discussed in this chapter. Also, in the absence of official estimates on child labour, this chapter will focus on assessing progress vis-à-vis working children.

In 1995, the NSO, in collaboration with the ILO, conducted a pioneering survey on the status of working children. Entitled "1995 Survey of Children 5−17 Years Old", the scope and coverage of the survey included all children of all sample households in the LFS. This survey was part of ILO's International Programme for the Elimination of Child Labour (IPEC)'s "Action Programme in Reporting the State of the Nation's Working Children: A Statistical Programme for Advocacy on the Elimination of Child Labour and the Protection of Working Children in the Philippines".

A follow-up survey of the same title was conducted in 2001, also in collaboration with ILO−IPEC. These are the only two surveys conducted in the country on working children so far. Their scope is extensive but they are not comparable to the current data series on working children being generated by the LFS. While the 1995 and 2001 surveys showed the conditions of work and the working arrangements for all working children, they cannot provide the data that would be able to identify the extent of child labour due to the fact that there was no international definition on child labour at the time. A third survey on working children is currently being conducted by the NSO in collaboration with the ILO and estimates on child labour can now be researched with the availability of international definitions.

As a consequence of these initial efforts to measure the extent of working children, and beginning in October 2003, economic information about children 5 to 9 years of age was incorporated as a regular feature of the LFS. Data on children 10 to17 years of age had already been included in this survey since 1956 (see Annex I). When the minimum employable age was set at 15 years old under the Philippine Labor Code in 1974, the LFS employment data series used this age as a cut-off point, starting in 1976, to determine the economically active population.

Despite the inclusion of some inquiries on working children in the LFS, the data collected so far have been inadequate to capture the extent of child labour as defined internationally. Nevertheless, the economic activity rate of children (or the proportion of working children to the total population of children) can at present provide an indication.[1] This rate dropped from 9.5 per cent in 2004 to 7.2 per cent in 2010, which means that the number of working children who were 5 to 17 years old stood at 2.095 million in 2010, having declined from 2.356 million in 2004 (see Table 6.1). Falls in this rate were evident for both boys (from 12.0 per cent to 9.0 per cent) and girls (from 6.8 per cent to 5.4 per cent), respectively.

[1] In 2012, the Labour Force Survey questionnaire will be refined to broaden the age group to be inquired on the working hours and class of worker to include children aged 5-14. The new questionnaire will be implemented in 2013.

Table 6.1. Work that should be abolished

Decent Work Indicator	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Economic activity rate of children, % of children population, by age	..	..	..	..	..	..	..	..	..	**9.5**	**9.0**	**8.6**	**8.3**	**7.6**	**7.7**	**7.2**
5-9 years old	..	..	..	..	..	..	..	..	..	1.7	1.5	1.2	1.1	0.8	0.8	1.1
10-14	11.3	11.6	10.9	9.7	10.2	7.5	9.5	9.5	7.8	8.7	7.8	7.3	6.7	5.7	5.9	5.3
15-17	27.7	29.6	27.5	25.6	26.5	22.3	24.4	24.4	22.8	24.1	23.6	23.4	22.9	21.8	21.9	20.8
Boys	..	..	..	..	..	..	..	..	..	**12.0**	**11.2**	**10.7**	**10.3**	**9.4**	**9.5**	**9.0**
5-9 years old	..	..	..	..	..	..	..	..	..	2.0	1.7	1.4	1.3	0.9	0.9	1.2
10-14	14.4	14.5	13.3	12.2	13.1	9.6	12.0	11.9	9.7	11.1	9.8	9.1	8.3	7.0	7.3	6.5
15-17	36.1	37.2	34.8	32.7	34.0	28.5	31.0	30.6	28.9	31.2	30.0	29.4	29.1	28.0	27.6	26.6
Girls	..	..	..	..	..	..	..	..	..	**6.8**	**6.6**	**6.4**	**6.2**	**5.6**	**5.8**	**5.4**
5-9 years old	..	..	..	..	..	..	..	..	..	1.4	1.2	1.0	1.0	0.7	0.7	0.9
10-14	8.2	8.6	8.4	7.1	7.2	5.2	6.8	6.9	5.8	6.3	5.7	5.4	5.1	4.3	4.5	4.2
15-17	18.8	21.3	19.7	18.1	18.4	15.5	17.2	17.6	16.3	16.9	17.0	17.2	16.7	15.7	16.2	14.9
Working children, not currently attending school, % of working children, by age	..	..	..	..	..	..	..	..	..	..	..	**56.7**	**57.9**	**58.5**	**56.2**	**54.8**
5-9 years old	..	..	..	..	..	..	..	..	..	..	..	20.3	21.7	17.6	15.6	13.4
10-14	..	..	..	..	..	..	..	..	..	..	..	33.6	34.4	32.1	31.2	27.3
15-17	..	..	..	..	..	..	..	..	..	..	..	72.3	73.0	72.8	70.7	71.1
Boys	..	..	..	..	..	..	..	..	..	..	..	**60.2**	**61.0**	**62.4**	**59.1**	**58.2**
5-9 years old	..	..	..	..	..	..	..	..	..	..	..	23.3	21.4	20.4	17.6	13.8
10-14	..	..	..	..	..	..	..	..	..	..	..	38.3	39.2	37.9	35.9	32.3
15-17	..	..	..	..	..	..	..	..	..	..	..	74.8	74.9	75.3	72.6	73.1
Girls	..	..	..	..	..	..	..	..	..	..	..	**50.8**	**52.7**	**51.6**	**51.3**	**49.1**
5-9 years old	..	..	..	..	..	..	..	..	..	..	..	15.7	22.0	13.9	12.8	10.6
10-14	..	..	..	..	..	..	..	..	..	..	..	25.4	26.2	22.3	23.2	19.2
15-17	..	..	..	..	..	..	..	..	..	..	..	67.9	69.4	68.2	67.4	67.6
Working children by major industry group, % distribution	..	..	..	..	..	..	..	..	..	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Agriculture, hunting and forestry	..	..	..	..	..	..	..	..	..	58.2	56.8	55.0	55.6	55.6	55.1	54.0
Fishing	..	..	..	..	..	..	..	..	..	6.3	6.3	6.4	6.0	5.6	6.2	6.2
Wholesale and retail trade, repair of motor vehicles, motorcycles and personal and household goods	..	..	..	..	..	..	..	..	..	15.0	15.1	16.5	16.2	17.0	16.6	17.2
Private households with employed persons	..	..	..	..	..	..	..	..	..	8.7	9.1	9.5	9.7	9.3	10.0	9.8
Others	..	..	..	..	..	..	..	..	..	11.7	12.7	12.6	12.4	12.4	12.1	12.8

Decent Work Indicator	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Working children by major occupation group, % distribution	..	..	..	..	..	..	..	..	..	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Farmers, forestry workers and fishermen	..	..	..	..	..	..	..	..	..	5.8	6.8	7.3	6.6	5.1	4.5	3.9
Service workers and shop and market sales workers	..	..	..	..	..	..	..	..	..	11.5	11.5	12.6	12.9	14.0	14.8	15.4
Laborers and unskilled workers	..	..	..	..	..	..	..	..	..	77.3	75.5	74.5	75.0	75.3	76.2	76.0
Others	..	..	..	..	..	..	..	..	..	5.4	6.1	5.7	5.6	5.5	4.5	4.8

Source: NSO, LFS.

By age group, the economic activity rate of working children aged 10 to14 exhibited a considerable decline from 11.3 per cent in 1995 to 5.3 per cent in 2010, while the rates for those aged 15 to17 decreased to 20.8 per cent from 27.7 per cent.

Between 2006 and 2010, data show that more than half of working children were not attending school, although the proportion dipped slightly from 56.7 per cent to 54.8 per cent over the period. Although combining work with school may in some cases be detrimental to childhood development, it is nonetheless a positive sign that the numbers of working children attending school are on the rise.

Some 71.7 per cent of working children aged 15 to 17 years were not attending school in 2010. Similarly, the equivalent percentages for those aged 10 to 14 and 5 to 9 years were 27.3 per cent and 13.4 per cent, respectively. Linked to this, it should be recalled that 15 years is the minimum employable age in the Philippines, with 6 to 11 years denoting primary and elementary school years and 12 to 15 marking secondary and high school years. Under the Republic Act No. 9155, Governance of Basic Education Act (2001) education is compulsory and free for all at the elementary level.

Encouragingly, the proportion of children who are working and attending school increased slightly among both boys and girls of all ages over the period of observation. The proportion in 2010 was higher among girls (50.9 per cent) than boys (41.8 per cent); and girls' shares were also the highest in the age groups 5 to 9 years (86.6 per cent) and 10 to 14 years (72.7 per cent). Since a higher proportion of working girls still go to school, this leads to higher secondary school graduation rates for adult women than for adult men (see Table 1, Chapter 1).

The distribution of working children by major industry and occupation groups shows interesting recent trends. Agriculture, hunting and forestry still make up the dominant economic activity for about half of working children, although their annual share in these occupations fell from 58.2 per cent in 2004 to 54.0 per cent in 2010. Overall, the agriculture sector employs about one-third of workers in the Philippines, and within this, it is commonplace for children to help on farms and in related economic activities.

Falling shares in working children in agriculture may be linked to rising shares in other sectors, most notably 'wholesale and retail trade' for which the share of working children increased from 15.0 per cent in 2004 to 17.2 per cent in 2010. The share of children working in private households (domestic work) likewise increased from 8.7 per cent to 9.8 per cent over the same period.

Despite a slight decline between 2004 and 2010, more than three-fourths of working children were employed as labourers and unskilled workers in the Philippines. Less significant was the share of those employed as farmers, forestry workers and fishermen, which fell from 5.8 per cent to 3.9 per cent in the same period. Shares of working children in service jobs (service

Table 6.2. Working children exposed to hazards, 2001

(Reference Period: Past 12 months. In thousands except percent.)

Exposure to hazardous environment	Total		Boys		Girls	
	Number	Percent	Number	Percent	Number	Percent
Total	**4018**	**100.0**	**2548**	**100.0**	**1470**	**100.0**
Exposed to any hazardous environment	2388	59.4	1673	65.7	714	48.6
Physical hazards only	1061	26.4	727	28.5	334	22.7
Chemical hazards only	171	4.3	125	4.9	46	3.1
Biological hazards only	142	3.5	93	3.6	49	3.3
Combination of hazards	1014	25.2	728	28.6	285	19.4
Not exposed to any hazards	1519	37.8	807	31.7	711	48.4
Not reported	112	2.8	67	2.6	45	3.1

Note: Unlike the LFS which has the past week as the reference period, the surveys on working children had the past 12 months as the reference period. Thus, the estimates were higher because of the longer reference period. Due to differences in tabulation formats on hazard exposure of the 1995 and 2001 surveys, only the data for the latter year was presented.

Source: NSO, 2001 Survey of Children 5-17 Years Old.

workers, shop and market sales workers) meanwhile, rose from 11.5 per cent to 15.4 per cent.

Information on children in hazardous work is available from the 1995 and 2001 Surveys of Children (aged 5 to17 years). The share of working children who were exposed to a hazardous environment was recorded at 59.4 per cent in 2001, with boys more exposed to hazards (65.7 per cent) than girls (48.6 per cent). Among the various types of environmental hazards, working children were mostly exposed to physical hazards, at 26.4 per cent, and least to chemical (4.3 per cent) and biological (3.5 per cent) hazards. However, about one-fourth of these working children were exposed to a combination of work hazards. It is observed that the degree of exposure among the girls to any hazards at work was relatively less, compared to that of boys (see Table 6.2).

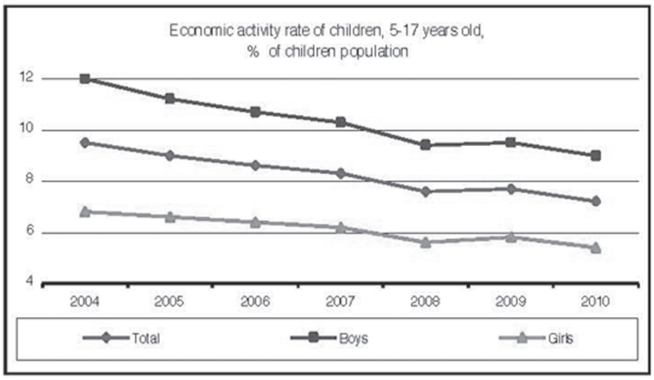
Summary Assessment

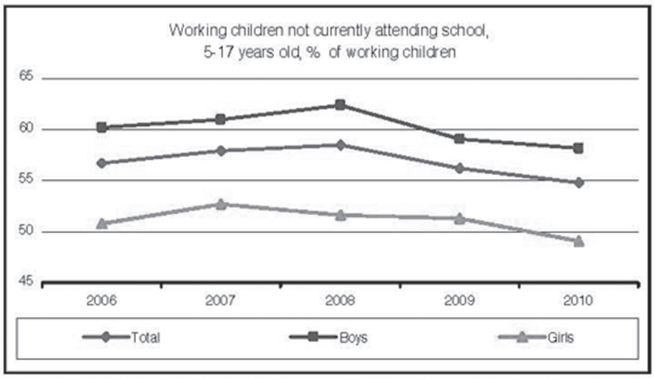
The legal and policy environment for the abolition and prevention of child labour and forced labour is well developed in the Philippines, and the country is also a signatory to associated UN and ILO conventions. Implementation of national laws are also supplemented by designated bodies such as the Inter-Agency Council Against Trafficking and specific programmes such as the Sagip Batang Manggagawa programme, which provides financial and educational assistance to child labourers and their families. At the same time, the means to accurately determine the extent of child labour as defined internationally remains lacking, and this is something that will be improved through revisions to the next national labour force survey.

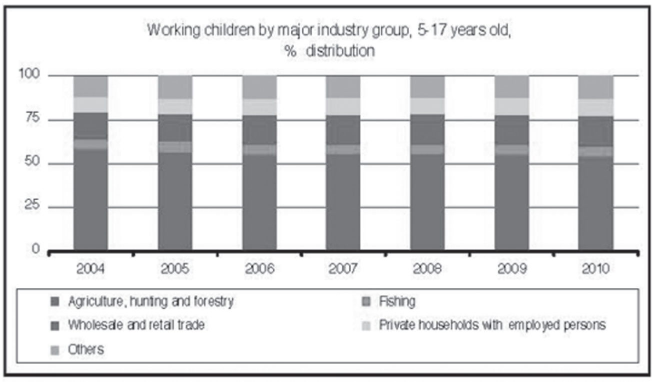
Under current national definitions, the numbers of "economically active" children (i.e., the share that is working out of the total child population) has declined since 2004, with more significant declines present among specific age groups, such as those aged 10 to 14 where the share fell by more than half between 1995 and 2010. This is clearly a positive trend when considering progress toward decent work in the country.

Of remaining concern however, is the more than half of working children who are not attending school, even though this share is in decline for both girls and boys. By occupation, data show that the majority of economically active children can be found in agriculture, hunting and forestry. Data also reveal worryingly high shares of working children – and particularly boys – exposed to hazards at work, in particular physical hazards. These underscore the continued challenges the country faces in eliminating unacceptable and dangerous forms of work and ensuring that children have the best opportunities for personal and educational development.

WORK THAT SHOULD BE ABOLISHED







Source: NSO, LFS.

7 Stability and security of work

Security of work is a basic right that is enshrined in the Philippine Constitution and is one of the pillars of the Philippine Labor Code. To ensure job stability, the Code provides that an employer shall not terminate the services of an employee except for any predetermined just (Article 282) or authorized (Article 283) causes. Where termination is inevitable and for a just cause, employers must comply with the procedural due process required by the Code i.e., giving a 30-day notification to afford the worker an opportunity to be heard (see Legal Framework Indicator 11).

Despite this, insecurity of employment continues to persist in some sectors of the economy as employers resort to the hiring of workers under precarious work arrangements – any work arrangements that differ from the commonly perceived norm of "full-time protected regular wage and salary employment." Such work arrangements are short-term, contingent, low paying and do not provide the usual non-wage benefits and social security normally found in regular employment contracts (Esguerra, 2010).

One data item in the LFS that relates to the issue of security of work of employees is the nature of employment which may be: permanent; short-term/seasonal/casual; and/or working for different employers on a day-to-day or week-to-week basis. Yet, the data collected in the LFS are deemed insufficient as the current LFS is not intended to capture the nature of work and working conditions in so-called non-standard and contingent employment, which is increasingly becoming the norm in many industries that employ a large number of young workers in urban areas. However, in the proposed refinement of the LFS questionnaire, an item of inquiry on employment tenure and duration of employment would be included.

For the period 1996−2010, the annual growth rates of employees in precarious work were highly erratic but their share in total employment did not change considerably, from 13.9 per cent in 1995 to 14.6 per cent in 2010 (see Table 7, Household Survey Data). In addition, their shares in wage and salary employment gradually declined from 30.1 per cent in 1995 to 26.9 per cent in 2010. On the other hand, the number of employees with permanent work arrangements grew from 69.9 per cent to 73.1 per cent.

The concept of precarious work is premised on the existence of an employer-employee relationship and relates to security of tenure. Precarious paid employment (short-term/seasonal/casual employees and those who work for different employers on day-to-day or week-to-week basis) varied across sectors but was more apparent in industry than in agriculture and services. In 2010, 26.5 per cent of industrial workers were in precarious work – more than twice as many as recorded in agriculture (12.7 per cent) and in services (12.4 per cent). By sex, slightly more males (15.8 per cent) were found to be in precarious work than women (12.8 per cent). The proportions have stayed almost unchanged since 1995.

It is noted that at a total of 61.4 per cent, the combined shares (see Table 2, Chapter 2) of employees in precarious work (13.7 per cent), self-employed workers and unpaid family workers (43.5 per cent) and employers in their own family-operated farm or business (4.2 per cent) may well be an indicator of vulnerable employment in the Philippines.[1]

[1] On the other hand, the ESCAP Statistics Division, using international definitions, estimates informal employment in the country in 2008 at 67.7 per cent (Heintz, 2010).

Legal Framework Indicator 11. Termination of employment

Law, policy or institutions: Security of tenure is a right guaranteed by the Constitution. In fact, the Supreme Court pronounced that such a right should not be lightly denied on so nebulous a basis as mere speculation (City Service Corp. Workers Union vs. City Service Corp., March 29, 1985). The Code provides for substantial and procedural due process requirements that must be complied with in the termination of employment of any worker.

Substantive requirements for dismissals: In cases of regular employment, the employer shall not terminate the services of an employee except for any of the just or authorized causes. An employee who is unjustly dismissed from work shall be entitled to reinstatement without loss of seniority rights and other privileges and to his full back wages, inclusive of allowances, from the time such benefits are withheld from him up to the time of his actual reinstatement.

Procedure for individual dismissals: If the termination of employment is based on Art. 282 LC, the employer must notify and hear the employee. The law requires the employer to give the worker two written notices before termination of employment. The first notice must contain the particular acts or omission that may be a ground for dismissal while the subsequent notice serves to inform the employee of the employer's decision regarding his termination. If the termination of employment is based on Art. 283 LC, the employer must notify the employee and DOLE 30 days in advance. If disease is invoked as a ground for termination of employment, there must be a certification by a competent public health authority that the disease is of such nature or at such a stage that it cannot be cured within a period of six months even with proper medical treatment.

Collective dismissals for economic reasons: No statutory definition of collective dismissal. Specific legal requirements apply to the dismissal of any employee for economic reasons (installation of labour-saving devices, redundancy, retrenchment to prevent losses or the closing or cessation of operation of the establishment) (Art. 283 LC).

Severance pay: In case of termination due to installation of labour-saving devices or redundancy, the worker affected shall be entitled to a separation pay equivalent to at least one month pay or at least one month pay for every year of service, whichever is higher. In case of retrenchment and closure or cessation of business operation, the separation pay shall be equivalent to one month pay or at least half a month pay for every year of service, whichever is higher. If the termination of employment is based on a health condition the employee may be entitled to one month separation or half a month salary for every year of service, whichever is higher.

Evidence of implementation effectiveness: No information provided by ILO supervisory bodies.

Coverage of workers in law: Employees in private establishments accounted for 40.4 per cent (14.565 million of 36.035 million total employed *(2010 NSO-LFS).*

Coverage of workers in practice: 2,314 establishments notified 36,583 employees and the DOLE (Art 283 LC) on termination of employment in 2010 *(BLES Job Displacement Monitoring System).* The terminated workers accounted for 0.3 per cent of 14.565 million employees in private establishments.

Ratification of ILO Conventions: The Termination of Employment Convention, 1982 (No. 158) has not been ratified by the Philippines.

Sources:
1. NATLEX database (http://www.ilo.org/dyn/natlex/country_profiles.basic?p_lang=en&p_country=PHL)
2. National legislation.
3. EPLex Database (http://www.ilo.org/dyn/eplex/termmain.showCountry?p_lang=en&p_country_id=156)
4. Philippine Supreme Court Decision.

Short term/seasonal/casual workers[2] in 2010 were estimated at 4.513 million, 1.7 times higher than the figure of 2.629 million which prevailed 16 years earlier. Among them, about two-thirds were men (68.0 per cent in 1995 and 64.7 per cent in 2010).

By sector, approximately two-fifths, rising to nearly one half, of precarious workers were found in services (between 1995 and 2010), while the rest was distributed between agriculture (24.4 per cent) and industry (27.6 per cent), both experiencing declining shares.

[2] For comparability of the household-based data on employment and wages of these workers, those who worked for multiple employers (approximately 3 per cent of total employed and decreasing through time) are excluded from the following discussion.

Table 7. Stability and security of work

Decent Work Indicator	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
HOUSEHOLD SURVEY DATA Employees in precarious work[1], % of employed	**13.9**	**13.1**	**14.0**	**13.7**	**13.3**	**14.4**	**14.1**	**13.6**	**14.5**	**14.6**	**13.2**	**14.1**	**14.7**	**13.7**	**13.4**	**14.6**
Men	15.0	14.2	15.1	15.0	14.4	15.7	15.4	14.9	15.8	15.8	14.1	15.1	15.7	14.6	14.4	15.8
Women	12.0	11.4	12.1	11.6	11.4	12.2	12.1	11.6	12.4	12.8	11.7	12.6	13.2	12.2	11.7	12.8
Agriculture	12.0	11.5	11.8	12.0	12.9	13.2	13.1	12.5	13.4	13.1	10.6	11.5	12.0	11.5	11.3	12.7
Industry	24.0	23.0	24.2	23.6	22.1	25.2	24.6	24.3	25.4	25.8	25.2	26.7	26.9	24.9	24.4	26.5
Services	12.0	10.9	11.8	11.4	10.5	11.5	11.3	10.9	11.7	12.2	11.3	12.1	12.8	11.9	11.6	12.4
Short-term, seasonal or casual employees Number, in 000	**2629**	**2566**	**2774**	**2730**	**2676**	**2937**	**3106**	**3198**	**3525**	**3797**	**3519**	**3852**	**4112**	**3832**	**3964**	**4513**
Men	1789	1745	1881	1857	1788	1980	2045	2093	2329	2495	2277	2476	2634	2465	2556	2922
Women	839	821	893	873	888	957	1061	1106	1196	1302	1242	1376	1478	1367	1408	1591
Agriculture	685	653	646	614	675	718	762	817	919	966	777	905	957	875	962	1101
Industry	844	852	944	905	840	934	963	957	1046	1113	1101	1167	1187	1068	1058	1246
Services	1100	1061	1183	1211	1162	1284	1381	1425	1559	1717	1641	1780	1968	1889	1945	2166
% distribution	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Men	68.0	68.0	67.8	68.0	66.8	67.4	65.8	65.4	66.1	65.7	64.7	64.3	64.1	64.3	64.5	64.7
Women	31.9	32.0	32.2	32.0	33.2	32.6	34.2	34.6	33.9	34.3	35.3	35.7	35.9	35.7	35.5	35.3
Agriculture	26.1	25.4	23.3	22.5	25.2	24.4	24.5	25.5	26.1	25.4	22.1	23.5	23.3	22.8	24.3	24.4
Industry	32.1	33.2	34.0	33.2	31.4	31.8	31.0	29.9	29.7	29.3	31.3	30.3	28.9	27.9	26.7	27.6
Services	41.8	41.3	42.6	44.4	43.4	43.7	44.5	44.6	44.2	45.2	46.6	46.2	47.9	49.3	49.1	48.0
Average real daily basic pay, at 2000 PhP	..	..	..	..	..	..	**146.70**	**144.24**	**142.67**	**138.71**	**136.59**	**138.51**	**135.50**	**128.58**	**128.00**	**129.31**
Men	..	..	..	..	..	..	150.70	147.74	147.42	143.26	143.00	144.60	141.95	134.51	133.70	135.14
Women	..	..	..	..	..	..	139.11	137.63	133.56	130.07	125.18	127.93	124.36	118.29	118.00	119.03
Agriculture	..	..	..	..	..	..	96.64	95.28	90.76	88.87	87.11	89.12	87.05	82.86	84.34	85.49
Industry	..	..	..	..	..	..	166.12	165.47	166.54	161.82	158.72	168.51	155.78	150.15	150.46	151.22
Services	..	..	..	..	..	..	160.18	157.65	156.47	150.66	143.15	141.04	144.92	135.84	135.39	136.68
ESTABLISHMENT SURVEY DATA[2] Employees in precarious work[3], % of employed	..	..	..	..	..	..	..	..	**19.2**	**19.6**	..	..	..	**18.0**	..	**21.2**
Industry	..	..	..	..	..	..	..	..	19.6	20.6	..	..	..	19.6	..	23.2
Services	..	..	..	..	..	..	..	..	18.9	18.9	..	..	..	17.0	..	20.1
Casual employees Number, in 000	..	..	..	..	..	..	..	..	**158**	**141**	..	..	..	**147**	..	**171**
Industry	..	..	..	..	..	..	..	..	75	66	..	..	..	60	..	60
Services	..	..	..	..	..	..	..	..	83	75	..	..	..	87	..	110
% distribution	..	..	..	..	..	..	..	..	**100.0**	**100.0**	..	..	..	**100.0**	..	**100.0**
Industry	..	..	..	..	..	..	..	..	47.5	46.8	..	..	..	40.8	..	35.4
Services	..	..	..	..	..	..	..	..	52.5	53.2	..	..	..	59.2	..	64.6

Notes:

1 Workers whose nature of employment is short-term or seasonal or casual or those who worked for different employers on day-to-day or week-to-week basis.

2 Refer to non-agricutural establishments employing 20 or more workers. The survey coverage excludes public administration and defence, compulsory social security; public education and health; and extra-territorial organizations and bodies.

3 Workers whose nature of employment is casual, seasonal, contractual or project-based.

Sources: NSO, LFS; and BLES, BITS.

Workers in unstable and uncertain forms of employment such as the ones mentioned are often low-paid. Since 2001, their average real daily basic pay has remained about 70 per cent of the all-employee average (see Table 3, Chapter 3). The pay of women relative to men was consistently lower and the wage gap observed to be widening through time, 7.7 per cent in 2001 to 11.9 per cent in 2010. Those in the services sector had a lower average real daily basic pay than in industry, in contrast to that of the all-employee pay where those in services were paid more.

The BITS also provides information on the degree of employment insecurity in the formal sector of the economy. Results revealed that around one-fifth of the total workforce was in short-term (contractual/project-based), seasonal and casual work arrangements, with figures reaching 19.2 per cent in 2003 and 19.6 per cent in 2004. This proportion went down to 18.0 per cent in 2008 then up to 21.2 per cent in 2010. The sectorial proportions of these non-regular workers are slightly higher in industry than in services (see Table 7, Establishment Survey Data).

From the same survey, the non-regular workers were placed at around half a million, 501,000 in 2003; 473,000 in 2004; 541,000 in 2008; and 645,000 in 2010. On the average, casual workers comprised close to 30 per cent of these numbers (31.5 per cent in 2003, down to 26.5 per cent in 2010).

Security of tenure is a contentious issue in the Philippines. Several studies indicate that the employment protection policies in the Philippine Labor Code have served as a major barrier of entry for many workers, including vulnerable workers and college-educated unemployed, to the modern industrial and services sectors. The laws on regularization (probationary law), termination of workers and minimum wage in the long run are said by some to constitute “labour market rigidities” that have served as a major hindrance in attracting foreign investments and business expansion and eventually inhibiting the creation of jobs. In this way, the unintended consequence of a regulation meant to provide job security has been to heighten insecurity (Esguerra, 2010).

The emphasis on “tenure” ignores the fact that possibly the majority of regular rank-and-file and production workers are employed on a no-work-no-pay basis. While these workers do have security of tenure, their actual work and earnings can be highly irregular or unstable, subject to fluctuations in product demand, and even unavoidable slack time. On the other hand, there are also some non-regular workers who enjoy high incomes.

On paper, it has been observed that together with Indonesia and Vietnam, the conditions pertaining to the use of fixed-term contracts in the Philippines are among the most restrictive in Asia. As it is not clear to what extent these labour market regulations are binding, further analysis has to be carried out to better understand the causes of labour market segmentation and rigidities and their impacts on mobility and employment generation in the country (World Bank, 2010).

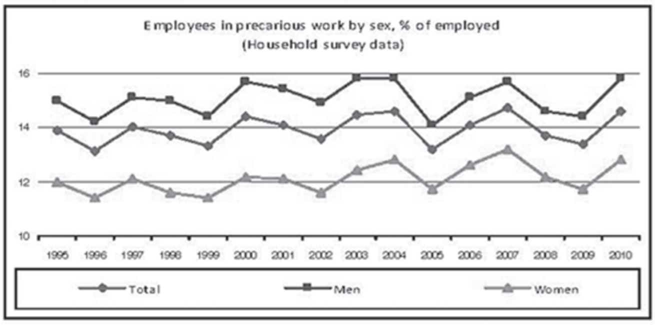
To balance the needs of employers and workers in terms of flexibility, such as the need to outsource labour vis-à-vis the equally legitimate demands by workers for stability and protection, the DOLE issued Department Order No. 18-A-11 in 2011 which governs contracting and sub-contracting arrangements. Specifically, it elaborates on: the distinctions between legitimate contracting or subcontracting and those not done in good faith; rights of contractors’ employees; required employment contracts; duties of the principal; security of tenure of contractors’ employees; observance of required standards of due process-requirements of notice; and requirements for mandatory registration of legitimate contractors, among others. Several bills have also been filed with the Philippine Congress regarding security of tenure.

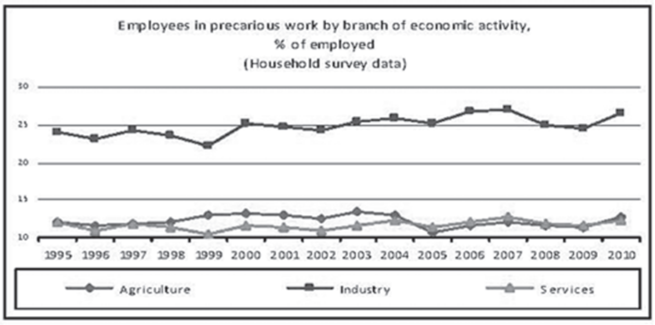
Summary Assessment

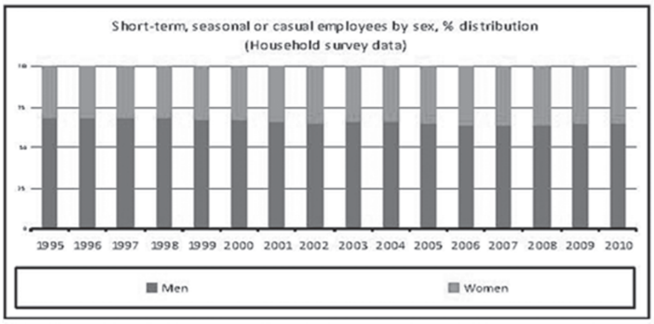
While security of work is a basic right under the Philippine Constitution and provisions on job security are enshrined in the Labor Code, instability and uncertainty of work continued to persist for both women and men in the time period under consideration, with women worst affected as the wage gap of short-term/seasonal/casual workers has been widening through time. The problem is most apparent in the industry sector as the proportion of its employees in precarious work, based on the Labor Force Survey (LFS), is twice that in agriculture and services, and it is the only sector where the deficit is growing over time.

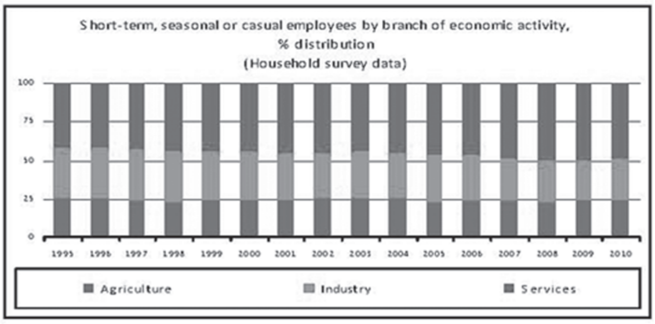
In the sense that stability and security of work is often determined as much by tenure of employment as earnings, this chapter is closely linked to developments examined in Chapter 10, on social security.

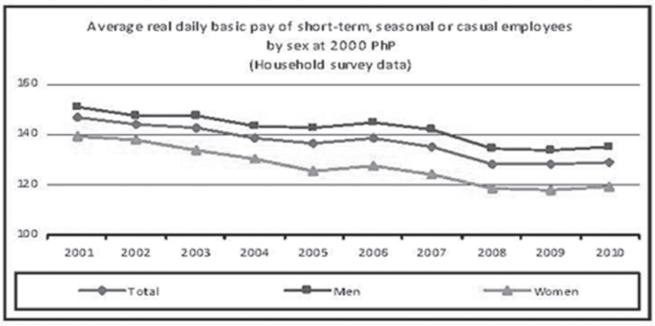
STABILITY AND SECURITY OF WORK

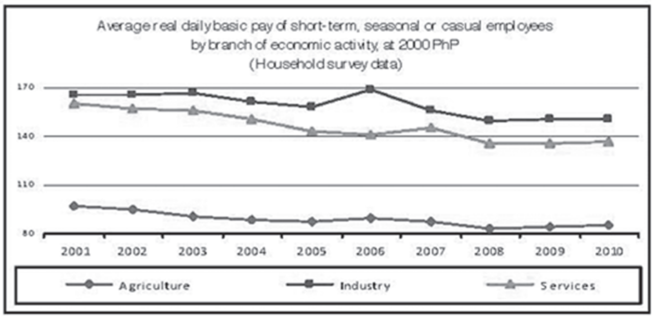


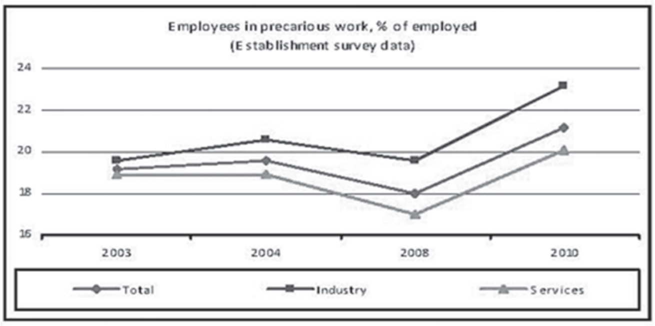


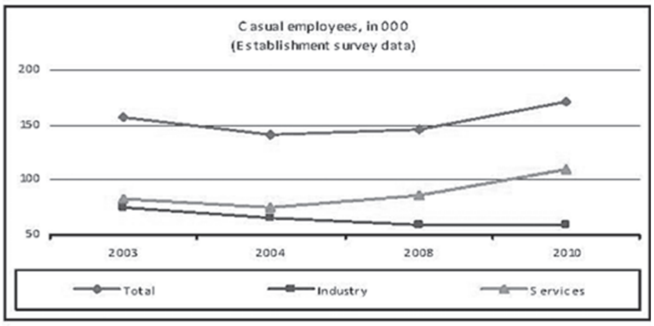


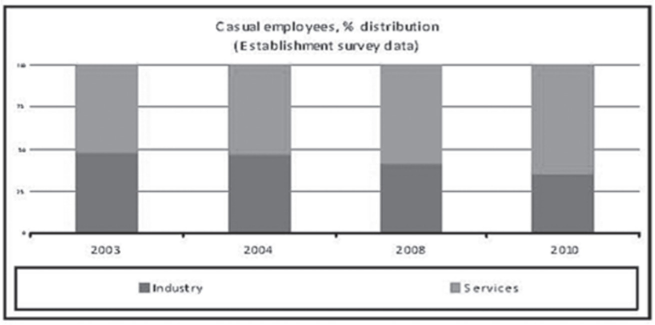












See Table 7 for Notes and Sources.

8 Equal opportunity and treatment in employment

The Philippine Constitution recognizes the role of women in nation building and further promotes the equality of women and men. It is the duty of the State to ensure equality before the law in all aspects of national life by rectifying or ending all practices and systems that are disadvantageous or discriminatory to women by reason merely of their sex in cases where it is not a relevant factor in making a distinction (De Leon, 2005).

Women are afforded with special protection embodied in Section 14 Article XIII of the Constitution which provides that the State shall protect working women by providing safe and healthful working conditions, taking into account their maternal functions, and such facilities and opportunities that will enhance their welfare and enable them to realize their full potential in the service of the nation (see Legal Framework Indicator 12).

Equal opportunity and treatment are afforded also to marginalized members of the society, such as the indigenous cultural communities and indigenous peoples (ICCs/IPs), disabled persons, and migrant workers.

The Indigenous Peoples' Right Act of 1997 (Republic Act No. 8371) recognizes and promotes the rights of ICCs/IPs and further declares their right to be free from any form of discrimination with respect to recruitment and conditions of employment, while the Magna Carta for Disabled Persons (Republic Act No. 7277) declares that no disabled person shall be denied access to opportunities for suitable employment.

Recognizing the contribution of overseas migrant women workers and their particular vulnerabilities, the Migrant Workers and Overseas Filipinos Act of 1995 (Republic Act No. 8042) declares as a State policy to apply gender sensitive criteria in the formulation and implementation of policies and programmes affecting migrant workers and the composition of bodies tasked for the welfare of migrant workers.

The Labor Code was promulgated with a basic policy to ensure equal work opportunities regardless of, *inter alia,* sex, race or creed. It makes it unlawful for any employer to discriminate against any woman employee with respect to terms and conditions of employment solely on account of her sex. Further, it prohibits discrimination against any person on account solely of his/her age.

Articles 136, 137 and 138 of the Labor Code are provisions that further protect women workers against discrimination. Article 136 declares as unlawful to require as a condition of employment or continuation of employment that a woman employee shall not get married or to dismiss a female employee who contracts marriage. Moreover, Article 137 makes it unlawful to deny or to discharge any woman employee for the purpose of preventing her from enjoying the benefits provided for in the Code. Article 138 stipulates that special women working in bars, lounges, night clubs and other similar establishments are deemed employees of such establishments.

The Labor Code also mandates the Secretary of Labor to establish standards in order to ensure the safety and health of women workers. The Code requires establishments to maintain a clinic or infirmary that shall provide free family planning services to their employees. Also, the DOLE is encouraged to develop and prescribe incentive bonus schemes to promote family planning among female workers in any establishment or enterprise.

Legal Framework Indicator 12. Equal opportunity and treatment

Law, policy or institutions: The Constitution recognizes the role of women in nation-building and equality of men and women before the law. Furthermore, it determines that the State shall protect working women by providing them with safe and healthful working conditions. The Labor Code declares it as a basic policy for the State to ensure equal work opportunities regardless of sex, race or creed. Arts. 288 and 289 LC provide the penal provisions for the willful commission of discrimination against women. Republic Act No. 6725 has been enacted to prevent discrimination against women. The Magna Carta for Disabled Persons determines that a qualified disabled employee should be given the same terms and conditions of employment as a qualified able-bodied person. Further, Republic Act No. 8371 prohibits commission of discriminatory acts against indigenous cultural communities/indigenous peoples while Republic Act No. 8042 espouses the adoption of gender sensitive criteria in policy and programme implementation affecting migrant workers and the composition of bodies tasked for the welfare of migrant workers. While finding that the gender gap has slightly narrowed, the Philippine Labor and Employment Plan noted that men continued to dominate the workforce and that their participation rate in the labour force exceeded that of women.

Evidence of implementation effectiveness: The CEACR pointed out that specific laws are needed for the full implementation of the Magna Carta of Women, adopted in 2009. The Government was requested to amend article 130 of the Labor Code concerning night work when reviewing discriminatory legislation pursuant to section 12 of the Magna Carta of Women (Republic Act No. 9710). Even though section 11(a) of the Magna Carta of Women obliges the Government to take affirmative action in order to increase the number of women in third level positions in Government to a "50-50 gender balance" within the next five years, currently, women employed in the public sector are concentrated in second-level positions (78 per cent in 2007), while men are likely to be in executive or managerial positions. Women are often concentrated in vocational training leading to traditionally female jobs. Thus, the CEACR requested the Government to address occupational segregation and to promote women's access to a wider range of jobs.

Having noted that the intensive inspection strategy (LSEF–BLITZ) has not addressed sexual harassment, the CEACR asked the Government to ensure effective enforcement of the Anti-Sexual Harassment Act. While the Government indicated an absence of complaints in relation to sexual harassment, the CEACR pointed out that the reason for such an absence could be a lack of awareness of the legal provisions, lack of confidence in, or absence of, practical access to procedures, or fear of reprisals.

In addition, the United Nations Committee on Economic, Social and Cultural Rights (E/C.12/PHL/CO/4, 1 December 2008, paragraph 16) and the United Nations Committee on the Elimination of Racial Discrimination (CERD/C/PHL/CO/20, 23 September 2009, paragraph 22) have been concerned about activities affecting the right of indigenous peoples to their ancestral domains, lands and natural resources, as recognized in the 1997 Indigenous Peoples Rights Act.

Coverage of workers in law: 36.035 million employed persons accounted for 59.3 per cent of 60.717 million working-age population. Women accounted for 39.2 per cent (14.114 million) of total employed (2010 NSO-LFS).

Ratification of ILO Conventions: The Equal Remuneration Convention, 1951 (No. 100), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) were ratified by the Philippines on 29 December 1953 and 17 November 1960, respectively.

Sources:
1. NATLEX database (http://www.ilo.org/dyn/natlex/country_profiles.basic?p_lang=en&p_country=PHL)
2. National legislation
3. CEACR, Observation concerning Convention 111, 2010 (http://webfusion.ilo.org/public/db/standards/normes/appl/appl-displaycomment.cfm?hdroff=1&ctry=0840&year=2010&type=O&conv=C111&lang=EN)
4. CEACR, Direct request concerning Convention 111, 2010 (http://webfusion.ilo.org/public/db/standards/normes/appl/appl-displaycomment.cfm?hdroff=1&ctry=0840&year=2010&type=R&conv=C111&lang=EN)

In addition to the Labor Code, various statutes were enacted to address the concerns of working women. Republic Act No. 6725 prohibits discrimination against women in the workplace, while Republic Act No. 7877 prohibits and denounces *inter alia* sexual harassment and advances in employment. Republic Act No. 7192 recognizes the role of women in nation-building and Republic Act No. 9262 punishes economic violence, in addition to physical and sexual violence. Recently, Republic Act No. 9710 has incorporated many key provisions of the UN Convention on the Elimination of All Forms of Discrimination Against Women and is deemed a comprehensive women's rights law.

In the case of International School Alliance of Educators vs. Quisumbing, *et al.* (June 1, 2000), the Supreme Court pronounced that employees should be given equal pay for work of equal value. It declared that persons who work with substantially equal qualifications, skill, effort and responsibility, under similar conditions, should be paid similar salaries (see Legal Framework Indicator 13).

Legal Framework Indicator 13. Equal remuneration of men and women for work of equal value

Law, policy or institutions: The Labor Code makes it unlawful for any employer to discriminate against any woman employee with respect to terms and conditions of employment solely on account of her sex. Art. 135 prohibits and penalizes the payment of lesser compensation to a female employee as against a male employee for work of equal value. Art. 248 declares it an unfair labour practice for an employer to discriminate in regard to wages in order to encourage or discourage membership in any labour organization. Art. 97 LC defines wage as the remuneration or earnings, however designated, capable of being expressed in terms of money, whether fixed or ascertained on a time, task, piece, or commission basis, or other method of calculating the same, which is payable by an employer to an employee under a written or unwritten contract of employment for work done or to be done, or for services rendered or to be rendered and includes the fair and reasonable value, as determined by the Secretary of Labor, of board and lodging, or other facilities customarily provided by the employer. The Supreme Court in International School vs. Quisumbing et al. (June 1, 2000) declared that discrimination, particularly in terms of wages, is frowned upon by the LC.

Evidence of implementation effectiveness: The CEACR strongly urged the Government to amend section 135(a) of the Labor Code or section 5(a) of the 1990 Rules implementing the Republic Act No. 6725 which define "work of equal value" to mean "activities, jobs, tasks, duties or services ... which are identical or substantially identical", whereas equal remuneration for men and women entails not only equal remuneration for equal, the same or similar work, but also for work that is of a different nature but nevertheless of equal value.

Statistical information in the Government's report indicates that the employment rate of men who have graduated from the Technical and Vocational Education and Training programmes is higher than that of women, and that the percentage of women working as labourers and unskilled workers is higher than the percentage of men.

The CEACR noted concerns raised by the Public Services Labor Independent Confederation regarding the large pay gap between women and men in the public sector, a large proportion of which, according to Public Services Labor Independent Confederation, can be attributed to discriminatory factors in the wage-setting process. The Kilusang Mayo Uno Labor Center pointed out that violations of minimum wage laws are occurring in particular in industries where women predominate, such as garments, electronics and food manufacturing. The Government was requested to ensure that rates of remuneration in occupations predominantly employing women are not set below the level of the rates applied to occupations predominantly employing men carrying out work of equal value.

Coverage of workers in law: 19.626 million employees accounted for 54.5 per cent of 36.035 million total employed. Women comprised 38.2 per cent (7.489 million) of total employees (2010 NSO-LFS).

Ratification of ILO Conventions: The Equal Remuneration Convention, 1951 (No. 100), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) were ratified by the Philippines on 29 December 1953 and 17 November 1960, respectively.

Sources:
1. NATLEX database (http://www.ilo.org/dyn/natlex/country_profiles.basic?p_lang=en&p_country=PHL)
2. National legislation.
3. CEACR, Observation concerning Convention 100, 2010 (http://webfusion.ilo.org/public/db/standards/normes/appl/appl-displaycomment.cfm?hdroff=1&ctry=0840&year=2010&type=O&conv=C100&lang=EN)
4. CEACR, Direct request concerning Convention 100, 2010 (http://webfusion.ilo.org/public/db/standards/normes/appl/appl-displaycomment.cfm?hdroff=1&ctry=0840&year=2010&type=R&conv=C100&lang=EN)
5. Supreme Court Decision.

Article 248 of the Labor Code makes it an unfair labour practice for an employer to discriminate in regard to wages in order to encourage or discourage membership in any labour organization.

The DOLE has issued department orders to empower women workers. Department Order No 25-02 requires self-defence orientation for migrant women workers during pre-departure orientation seminars, while DOLE Department Order No. 112-11 provides details for the availment of gynaecological disorder leave and benefits accorded in Republic Act No. 9710.

Recently, the night work prohibition for women in the Labor Code was amended by Republic Act No. 10151 which gave women equal access to employment opportunities. The amendment requires employers to provide safe working conditions and sleeping/rest quarters in the establishment as well as transportation from the work premises to the nearest point of the workers' residence. This provision of law will certainly provide a safe place for women to stay after work when it is not yet safe to go home, especially those working on night shifts in business process outsourcing (BPO) companies, particularly call centres.

The employment-to-population ratio of women rose from 43.3 per cent in 1991 to 46.3 per cent in 2010. Since these ratios are low, relative to at least 70 per cent of men over the same 16-year period, it is expected that on the whole, women would have relatively lower participation in total employment (see Table 2, Chapter 2).

Due to comparability issues with regard to data on employment by major occupation group based on the 1997 and 1992 Philippine Standard Occupational Classification (PSOC), the analysis will be limited to data based on the 1992 PSOC.

Overall, the female share in occupational employment has grown slightly since the 1990s; from 36.4 per cent in 1995 to 39.2 per cent in 2010 (see Table 8). Moreover, in certain occupational areas requiring high educational attainment, women have outperformed men in recent years. In 2010, for example, women accounted for more than half (51.9 per cent) of technicians and associate professionals, up from 49.1 per cent in 2001. They also continued to dominate the professional category (68.1 per cent in 2001 to 68.5 per cent in 2010). Meanwhile, although women accounted for more than half (52.7 per cent in 2010) of total employment among officials of government and special-interest organizations, corporate executives, managers, managing proprietors and supervisors, their share had decreased from 59.0 per cent in 2001.

The proportions change when managers, managing proprietors and supervisors are excluded for comparability purposes with ISCO groups 11 (legislators and senior officials) and 12 (corporate executives). Data reveal that women comprised two-fifths of the employed in these two occupation groups in 2001. Their shares were erratic from 2002 to 2007 at about 37 to 40 per cent, and subsequently fluctuated around 42 to 43 per cent from 2008 to 2010. This indicates that the declining trend in the excluded occupation groups (19.0 per cent down to 10.5 per cent) accounts for the reduction in the women's share in employment in the major occupation groups, and that women hold on to the higher executive/managerial positions (although their shares were seen to be rather erratic through time).

It is also noted that the women's share in the clerical group was substantial (more than three-fifths of the occupational total in 2010) although it cannot be said that this group is female-dominated as their share was not at least 80 per cent (Anker, 2003). On the other hand, the traditionally male-dominated occupation groups of farmers, forestry workers and fishermen (85.3 per cent of occupational employment in 2010) and plant and machine operators and assemblers (90.3 per cent) remained gender-dominated.

While women's employment shares remained stagnant in the category of professionals, with increasing shares among technicians and associate professionals, plant and machine operators and assemblers, and in special occupations (including armed forces), the share of women in the other occupation groups all decreased between 2001 and 2010.

The considerable shares of women in some occupation groups, particularly in the higher occupational hierarchy suggest that equal opportunity and treatment in employment are accorded to women in jobs in which they can ably compete. This observation is coherent with the computed index of dissimilarity that continuously fell from 0.368 in 1995 to 0.305 in 2010. This means that there is no tendency for the Philippine labour market to be segmented on the basis of sex. An increase in the index (ranges from 0 to 1) would mean a greater tendency for men and women to work in different jobs. Full occupational integration is a situation in which the occupational distribution for each sex is the same as the occupational distribution among the total employed population.

Nevertheless, the share of women in wage employment in the non-agricultural sector (MDG indicator on employment) slightly progressed from 39.4 per cent in 1995 to 42.0 per cent in 2010. This implies that substantially more than half of women are still unable to access more remunerative employment opportunities outside of agriculture.

Table 8. Equal opportunity and treatment in employment

Decent Work Indicator	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Female share in occupational employment, in % Based on 1977 PSOC[1]	**36.4**	**36.8**	**37.0**	**37.2**	**37.8**	**37.4**	..	..	..	..	..	..	..	..	..	..
Professional, technical and related workers	64.0	63.2	63.7	63.6	63.3	63.8	..	..	..	..	..	..	..	..	..	..
Administrative, executive and managerial workers	31.9	33.6	33.2	32.8	33.7	35.2	..	..	..	..	..	..	..	..	..	..
Clerical and related workers[2]	56.1	57.3	58.3	57.9	58.7	58.1	..	..	..	..	..	..	..	..	..	..
Sales workers[3]	68.2	67.5	66.4	67.0	66.6	67.3	..	..	..	..	..	..	..	..	..	..
Service workers[4]	54.9	55.6	56.3	57.4	57.7	57.4	..	..	..	..	..	..	..	..	..	..
Agricultural, animal husbandry and forestry workers, fishermen and hunters	25.2	26.7	26.3	25.6	26.5	24.0	..	..	..	..	..	..	..	..	..	..
Production and related equipment workers, transport operators and laborers	20.1	18.5	18.1	17.9	18.8	18.8	..	..	..	..	..	..	..	..	..	..
Occupations, n.e.c.	38.5	33.3	41.2	35.0	32.4	39.5	..	..	..	..	..	..	..	..	..	..
Based on 1992 PSOC[1]	..	..	..	..	..	..	**38.5**	**39.1**	**38.4**	**37.9**	**38.4**	**38.7**	**38.8**	**38.5**	**39.0**	**39.2**
Officials of government and special interest-organizations, corporate executives, managers, managing proprietors and supervisors	..	..	..	..	..	..	59.0	57.8	57.5	57.3	57.4	57.9	57.6	54.8	53.4	52.7
Professionals	..	..	..	..	..	..	68.1	68.2	68.3	68.4	68.3	68.8	69.3	68.6	68.4	68.5
Technicians and associate professionals	..	..	..	..	..	..	49.1	50.3	50.9	50.1	51.9	50.9	51.2	50.7	51.9	51.9
Clerks	..	..	..	..	..	..	67.1	66.4	66.2	64.9	65.1	64.1	63.1	63.8	62.0	62.4
Service workers and shop and market sales workers	..	..	..	..	..	..	53.3	52.5	51.2	49.7	50.1	51.2	51.3	50.6	50.8	50.7
Farmers, forestry workers and fishermen	..	..	..	..	..	..	17.0	16.6	16.0	13.9	14.1	15.2	15.3	14.3	14.3	14.7
Trades and related workers	..	..	..	..	..	..	28.3	27.6	26.8	25.8	25.6	25.1	24.5	21.9	21.2	20.7
Plant and machine operators and assemblers	..	..	..	..	..	..	8.1	7.7	7.9	8.6	9.0	9.2	9.4	9.6	8.5	9.7
Laborers and unskilled workers	..	..	..	..	..	..	45.4	46.4	44.8	43.4	44.6	44.1	43.5	43.2	43.3	42.8
Special occupations[5]	..	..	..	..	..	..	14.8	11.3	9.8	12.6	12.3	12.2	13.8	12.9	14.7	19.2
Index of Dissimilarity[6]	**0.368**	**0.364**	**0.375**	**0.390**	**0.377**	**0.400**	**0.349**	**0.346**	**0.343**	**0.338**	**0.343**	**0.335**	**0.328**	**0.326**	**0.315**	**0.305**
Female share of employment[7] in ISCO-88 groups 11 and 12, in %	**31.9**	**33.6**	**33.2**	**32.8**	**33.7**	**35.2**	**40.0**	**37.4**	**39.9**	**39.0**	**38.8**	**38.5**	**38.8**	**41.7**	**42.7**	**42.2**

Decent Work Indicator	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Share of women in wage employment in the non-agricultural sector[8], in %	**39.4**	**39.0**	**39.1**	**39.6**	**40.4**	**40.9**	**41.2**	**41.9**	**41.3**	**40.7**	**41.4**	**42.0**	**41.9**	**41.7**	**41.9**	**42.0**
Gender wage gap[9], in %	..	..	..	..	..	..	**-3.9**	**-3.5**	**-1.7**	**-2.4**	**0.5**	**2.7**	**2.0**	**0.2**	**-0.1**	**-1.5**
Officials of government and special interest-organizations, corporate executives, managers, managing proprietors and supervisors	..	..	..	..	..	..	-2.3	-2.7	3.9	1.1	0.5	3.9	1.9	-2.9	-5.1	1.6
Professionals	..	..	..	..	..	..	10.8	10.9	12.9	11.2	13.2	12.3	16.7	15.5	13.3	12.2
Technicians and associate professionals	..	..	..	..	..	..	5.9	7.7	7.7	9.9	11.6	13.6	12.7	11.3	16.3	14.7
Clerks	..	..	..	..	..	..	5.0	2.1	3.9	2.0	1.1	-3.2	2.4	3.8	5.0	3.7
Service workers and shop and market sales workers	..	..	..	..	..	..	33.0	35.7	35.8	34.9	35.4	37.2	35.2	35.0	33.9	35.7
Farmers, forestry workers and fishermen	..	..	..	..	..	..	20.5	12.5	16.1	16.0	30.2	25.1	37.0	33.8	28.2	24.4
Trades and related workers	..	..	..	..	..	..	19.4	19.3	18.0	19.9	18.3	24.8	21.5	22.5	22.6	23.5
Plant and machine operators and assemblers	..	..	..	..	..	..	0.6	-3.4	-4.7	-4.9	-2.6	0.3	0.1	-3.0	-6.0	-3.1
Laborers and unskilled workers	..	..	..	..	..	..	20.4	19.5	21.6	22.5	26.9	30.9	25.9	27.5	27.8	26.6
Special occupations	..	..	..	..	..	..	39.0	37.9	42.5	46.3	46.1	37.3	44.0	32.6	44.9	35.1

Notes:

1 The 1977 and 1992 PSOC are patterned after ISCO 1968 and ISCO-88, respectively.

2 Include clerical supervisors.

3 Include managers, working proprietors and supervisors (wholesale and retail trade).

4 Include managers, working proprietors and supervisors (catering and lodging services), officers and enlisted personnel of armed forces.

5 Include officers and enlisted personnel of armed forces and occupations, n.e.c.

6 A summary indicator of occupational segregation. It ranges from 0 to 1, with 0 meaning no occupational segregation and 1 being complete segregation between the two sexes. It is computed as: $1/2 \Sigma |W_i/W - M_i/M|$ where W_i and M_i are the shares of the employed women and men in the ith major occupation group relative to their respective totals, employed women (W) and employed men (M).

7 ISCO-88 groups 11 and 12 refer to legislators and senior officials, and corporate managers. Data from 1995-2000 and 2001-2010 not strictly comparable because of differences in coverage.

8 MDG indicator on employment.

9 Defined as the difference between average daily basic pay of men and women as a percentage of average daily basic pay of men.

Source: NSO, LFS.

The gender wage gap is an important measure of discrimination and equal opportunity in the labour market. It is an indicator – assessed by occupation – of the degree to which the pay of women is lower than that of men (positive value) or the extent to which the pay of women is higher than that of men (negative value). The gender wage gap is defined as the difference between the average daily basic pay of men and women, expressed as a percentage of the average daily basic pay of men.

In 2010, women service and sales workers were paid an average daily basic pay that is 35.7 per cent lower than their men counterparts. Women were also paid less in the occupational groups of labourers and unskilled workers (26.6 per cent), farmers, forestry workers and fishermen (24.4 per cent) and trades and related workers (23.5 per cent). The gap is less among professionals (12.2 per cent), technicians and associate professionals (14.7 per cent) and narrowest among legislators, executives and managers (1.6 per cent) and clerks (3.7 per cent). On the contrary, women plant and machine operators and assemblers are paid 3.1 per cent more than men.

While there were more women found in certain occupational groups, their average daily basic pay is lower than that of men because these women may be occupying lower-ranking positions. It is only among the officials of government and special interest-organizations, corporate executives, managers, managing proprietors and supervisors where the average daily wage rate of women is sometimes higher than that of men over time (see Table 3, Chapter 3).

The gender wage gap at the all-occupation level exhibited an erratic trend. It has low analytical capacity because the wage data relates to a mix of occupational groups with wide differences in job content.

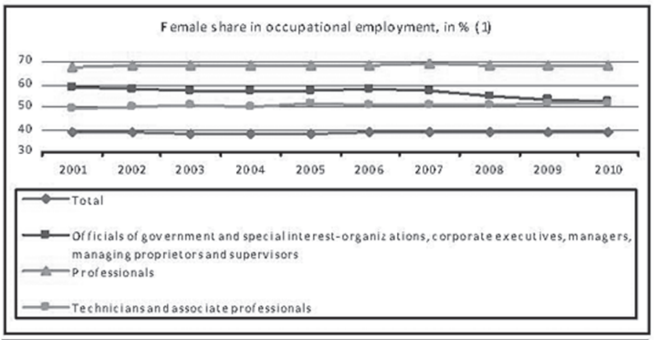
As mentioned in Chapter 1, overseas employment of Filipinos is dominated by women workers. The increased opportunities in the household services and care-giving fields have resulted in the feminization of migration in the Philippines. Annual deployment data from 2001 to 2009 show that women on the average comprised 61.6 per cent of the total overseas workforce. The growth in overseas employment that helped ease the domestic unemployment problem has appeared to be disadvantageous to women, particularly those in household services and care-giving occupations. These types of work are not only low-paid but the women are exposed to various exploitative practices, including sexual abuse and other forms of harassment (NCRFW and ADB, 1995).

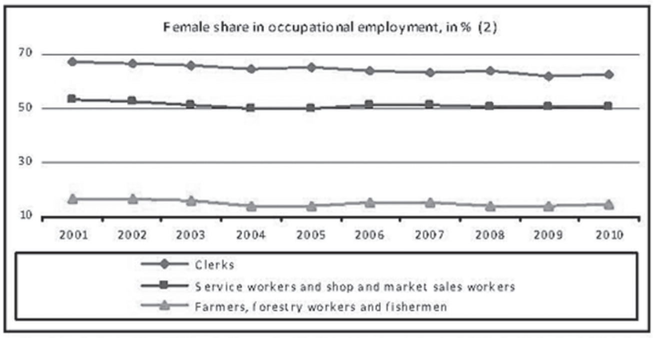
The passage of the Migrant Workers and Overseas Filipino Act of 1995 and as amended by Republic Act No. 10022 in 2010 is a major effort on the part of the government to protect the rights and interests of migrant workers. The signing of bilateral labour agreements also helps ensure the protection of Filipino migrant workers.

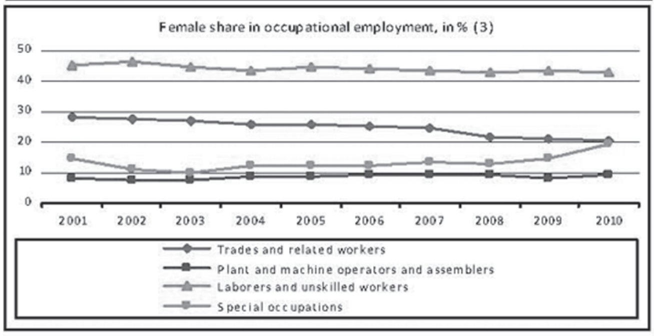
Summary Assessment

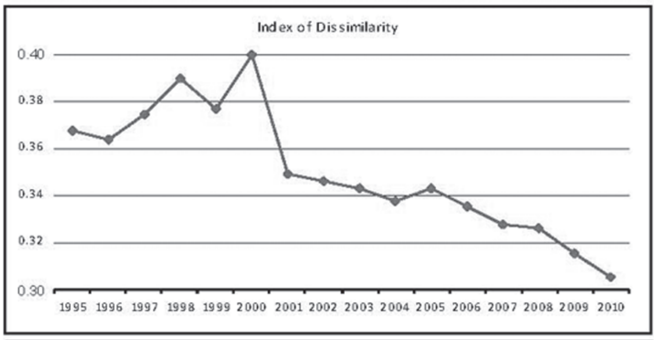
The various pieces of legislation enacted to promote the interests of women at work have led to a growing share of women in total employment and in non-agricultural wage employment. Although gradual, a considerable improvement in the women’s share of managerial occupations is observed, as well as a decreasing tendency of the labour market to be segmented on the basis of sex. However, wages still remain an overriding concern. While the all-occupation gender wage gap remained low, progress in favour of women has been quite erratic. The fluctuating gaps in each occupational group indicate some variability in the wages of women and men over time.

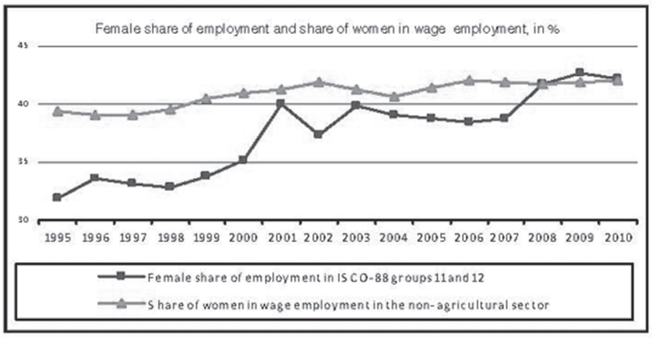
EQUAL OPPORTUNITY AND TREATMENT IN EMPLOYMENT

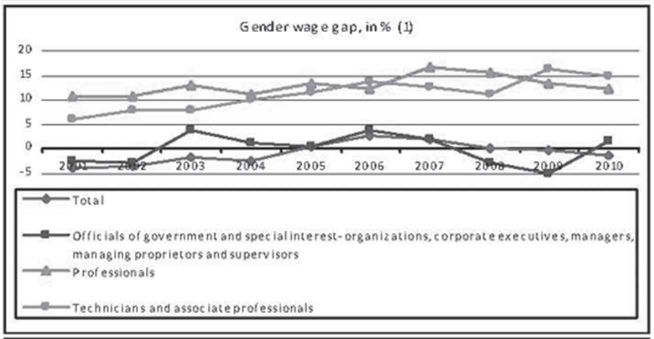


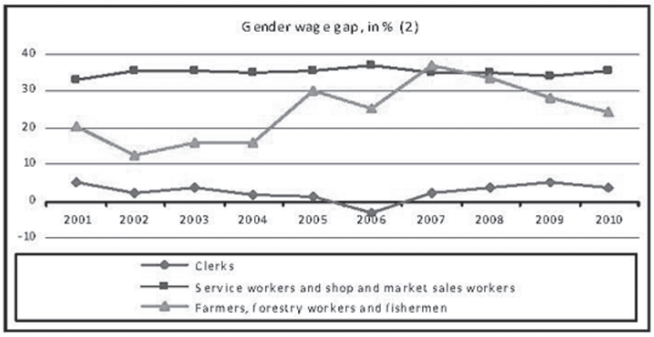


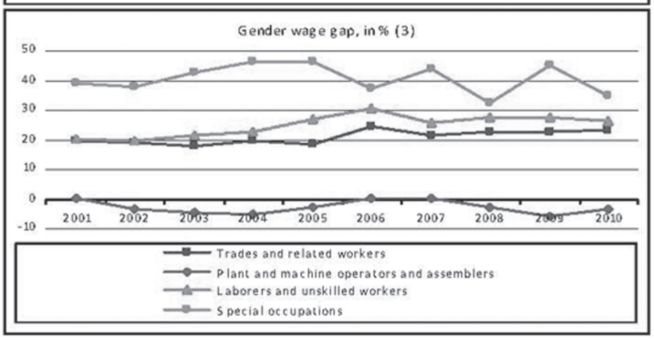












See Table 8 for Notes and Source.

9 Safe work environment

The policy on social justice emanating from the Philippine Constitution has been translated into action through directives to the State with an emphasis on the duty to give protection to labour, as a primary social economic force, as well as to enforce the right to just and humane conditions of work. This right ensures, in particular, safe and healthful working conditions, equal opportunity to promotion and rest, leisure, and reasonable limitations of working hours. In essence, a worker has the right to be protected against unfair labour practices.

Article 162 of the Labor Code on occupational health and safety applies to all establishments, workplaces, and other undertakings, including agricultural enterprises, whether operated for profit or not, except (1) those engaged in land, sea and air transportation, and (2) residential places exclusively devoted to dwelling purposes.

The Bureau of Working Conditions (BWC) develops policies and programmes and performs advisory functions in the administration and also with respect to the enforcement of laws relating to working conditions. The Occupational Safety and Health Center (OSHC), an attached agency of the DOLE, is the national authority for research and training pertaining to safety and health at work (see Legal Framework Indicator 15).

In compliance with the basic mandate of DOLE to protect the rights of workers and promote their welfare, the BWC implements the Labor Standards Enforcement Framework (LSEF) which encourages the proactive participation of establishments in the process of enforcing labour standards through: (1) training and advisory visits for establishments employing less than ten workers, (2) inspections for establishments employing at least ten workers, including those with complaints, regardless of employment size; and (3) self-assessment for unionized establishments with certified collective bargaining agreements, regardless of employment size. The LSEF envisages the creation of a culture of safety, health and welfare at the workplace and an ethic of self-regulation and voluntary compliance with labour laws.

The Employees' Compensation Program (ECP) provides a package of benefits and services for public and private sector employees and their dependents in the event of work-connected contingencies such as sickness, injury, disability or death. The ECP is implemented through the Social Security System and Government Service Insurance System, while the Employees' Compensation Commission (ECC), a quasi-judicial corporate entity, initiates, rationalizes and coordinates the policies of the ECP. Compensation claims for work-related injuries and diseases are filed with the SSS for employees in the private sector and with the GSIS for employees of the government. Employers do not pay the benefits but they are required to remit a fixed regular monthly contribution to a special fund called the State Insurance Fund (SIF). In the public sector, government agencies remit monthly contributions to the SIF of PhP100 per employee every month (see Legal Framework Indicator 14). Penalties of fine and/or imprisonment are imposed to employers for failure to remit or delay the remittance of contributions to the SIF. The SSS and the GSIS manage these funds through wise investments and bank deposits placements.

Five decent work indicators are presented to measure safe work environments. Data on injuries and diseases are sourced from the BITS and the OIS, a preceding survey.

Legal Framework Indicator 14. Employment injury benefits

Law, policy or institutions: The Labor Code made it a state policy to promote and to develop a tax-exempt employees' compensation programme where employees and their dependents, in the event of work-connected disability or death, may promptly secure adequate income benefits, and medical or related benefits. The Employees' Compensation Program (ECP) provides a package of benefits for public and private sector employees and their dependents in the event of work-connected contingencies such as sickness, injury, disability or death. The Program is implemented through the SSS and GSIS while the ECC, a quasi-judicial corporate entity, initiates, rationalizes and coordinates the policies of the ECP. Own-account workers are not covered. Employees in the private sector and public sector are covered starting on the first day of their employment. Filipino seafarers are also compulsorily covered under the SSS. Land-based contract workers are only subject to coverage under the ECP if their employer, natural or juridical, is engaged in any trade, industry or business undertakings in the Philippines.

Qualifying conditions: The injury sustained must be the result of an accident arising out of and in the course of employment. Intentionally incurred injuries; injuries which resulted from the employee's intoxication; and notorious negligence are not covered. Employees are obliged to submit medical reports certifying their disability.

Benefits (level and duration): Income Benefit for Temporary Total Disability (TTD): 90 per cent of the average daily salary credit determined by the system, capped at PhP 200/day for private sector workers and PhP 90/day for government employees for a maximum of 120 days. If the injury or sickness requires more extensive treatment the employee may be eligible for up to 240 days.

Income Benefit for Permanent Total Disability (PTD): Monthly income benefit, plus 10 per cent of the benefit for each dependent child for up to five children. For the private sector employees, the monthly income benefit for PTD shall be 15 per cent more than the SSS benefit; and for government employees, the monthly income benefit is 20 per cent more than the GSIS basic monthly pension (BMP). Income Benefit for Permanent Partial Disability (PPD): Monthly income benefit equal to the monthly income benefit paid for PTD according to the schedule of payments beginning with the first month of disability and shall continue for a period depending on the body part injured.

Workers suffering permanent disabilities are entitled to medical services, appliances and supplies for injury or sickness, rehabilitation services and carer's allowance.

Financing: The administering agencies, SSS for the private sector and GSIS for the government sector, collect employers' contribution to the SIF. Private employers remit a contribution of PhP10 and PhP30 per employee every month for employees with monthly salary credit of PhP14, 500 and below and with monthly salary credit of at least PhP15, 000, respectively. In the public sector, government agencies remit monthly contribution of PhP100 per employee every month.

Evidence of implementation effectiveness: No information provided by ILO supervisory bodies.

Coverage of workers in law: 17.590 million (14.565 million employees in private establishments and 3.025 million in public sector) accounted for 48.8 per cent of 36.035 million total employed (2010 NSO-LFS).

Coverage of workers in practice: 8.736 million (7.373 million in private establishments and 1.363 million in public sector) accounted for 24.2 per cent of 36.035 million total employed (2010 SSS and GSIS data on coverage; 2010 NSO-LFS on private and public sector employment).

Ratification of ILO Conventions: The Social Security (Minimum Standards) Convention, 1952 (No. 102), and the Employment Injury Benefits Convention, 1964 (No. 121) have not been ratified by the Philippines.

Sources:
1. NATLEX database (http://www.ilo.org/dyn/natlex/country_profiles.basic?p_lang=en&p_country=PHL)
2. National legislation.
3. Employees' Compensation Commission (http://www.ecc.gov.ph)
4. Government Service Insurance System (http://www.gsis.gov.ph)
5. Social Security System (http://www.sss.gov.ph)

The incidence rate of fatal occupational injuries per 100,000 employed persons has declined over time. Between 2000 and 2002, the rate rose 25 per cent, from 9.47 per 100,000 to 11.84 per 100,000 employees, however thereafter it declined, falling to 3.95 in 2009. The difference in the incidence rate between the industry and services sectors is not significant although a higher rate was observed in services. Most of the improvements in the rates, however, came from services where the fatality

Legal Framework Indicator 15. OSH labour inspection

Law, policy or institutions: The Constitution guarantees the right to work under humane conditions. The Secretary of Labor and Employment and duly authorized persons are vested with visitorial and enforcement powers pursuant to the Labor Code. S/he has access to the employer's records and premises at any time of the day/night; and may issue compliance orders in order to give effect to labour standard provisions of the LC. The Occupational Safety and Health Center, created by virtue of Executive Order No. 307 on November 1987, is envisioned as the national authority for research and training on matters pertaining to safety and health at work. It provides the expertise and intervention mechanism to improve workplace conditions in the Philippines. The Center adopts a multi-sectorial strategy with its partners to fulfil its mandate. The Labor Standards Enforcement Framework (LSEF) was implemented starting 2004 (Department Order No. 57-04) and aims to create a culture of voluntary compliance with labour standards and to expand the reach of DOLE through partnership with labour and employers' organizations as well as other government agencies and professional organizations. Within its framework, a voluntary mode of self-assessment is encouraged in establishments with at least 200 workers and in unionized establishments with CBAs regardless of the number of workers. Inspections shall only be undertaken in workplaces with ten to 199 workers. Advisory services are provided by DOLE for workplaces with less than ten workers and those registered as Barangay Micro-Business Enterprises. The LSEF, reformulated in early 2012 (Memorandum Circular No. 01 s. 2012), will now cover all establishments employing ten-and over for inspection and self-assessment will be implemented only in unionized establishments with certified CBAs regardless of employment size. Training and advisory visits will still be the approach for establishments with less than ten workers. Rule 1040 mandates the establishment of a Health and Safety Committee in every place of employment. It will serve as the planning and policy-making group in all matters pertaining to safety and health within the establishment to eliminate work hazards.

Evidence of implementation effectiveness: No information provided by ILO supervisory bodies.

Coverage of workers in law: Employees in private establishments (14.565 million) accounted for 40.4 per cent of 36.035 million total employed (2010 NSO-LFS).

Coverage of workers in practice: In 2010, inspections on general labour standards including occupational safety and health were conducted in 35,391 establishments covering 287,062 workers. Workers accounted for 5.1 per cent of total employed (5.669 million) in 778,000 establishments (2010 DOLE administrative data for workers covered by inspection; 2010 NSO-List of Establishments for employment).

Ratification of ILO Convention: The Labour Inspection Convention, 1947 (No. 81), its 1995 Protocol, and the Labour Inspection (Agriculture) Convention, 1969 (No. 129) have not been ratified by the Philippines.

Sources:
1. NATLEX database (http://www.ilo.org/dyn/natlex/country_profiles.basic?p_lang=en&p_country=PHL)
2. National legislation.
3. Occupational Safety and Health Center (http://www.oshc.dole.gov.ph/123)

rate fell from 12.54 per 100,000 employees in 2002 to 1.99 in 2007, before climbing sharply in 2009 to 3.15 (see Table 9).

The incidence rate of non-fatal occupational injuries per 1,000 employed persons also declined from 13.99 in 2000 to 6.14 in 2009. While the incidence rates at the sectorial levels have been minimized, industry still recorded double digit rates which were more than three times that of services. The 2009 rates for permanent incapacity and temporary incapacity were low at 0.05 at 6.09, respectively.

Translating the fatal and non-fatal incidence rates to a common base of 100 employed persons yields a percentage share of 1.4 per cent of total employed who suffered from work-related work injuries in 2000, which then decreased to 0.6 per cent in 2009.

The average days lost in terms of temporary incapacity cases due to occupational injuries refer to working days (consecutive or staggered) an injured person was absent from work, starting the day after the accident. During the period 2000–2009, the trend in the incidence rates of temporary incapacity cases was opposite to that of lost working time (see Table 9). This means that even if the incidence rates decreased, the average number of days lost was higher as this trend is correlated to the level of seriousness of the injuries. Nevertheless, average days lost amounted to a little over a week (7.8 days in 2000 and 7 days in 2009), with

Table 9. Safe work environment

Decent Work Indicator	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Incidence rate of occupational injuries, fatalities per 100,000 employed persons	..	..	..	..	..	**9.47**	..	**11.84**	**7.12**	..	..	..	**3.98**	..	**3.95**	..
Industry	..	..	..	..	..	9.30	..	10.98	5.52	..	..	..	7.12	..	5.44	..
Services	..	..	..	..	..	9.73	..	12.54	8.39	..	..	..	1.99	..	3.15	..
Incidence rate of occupational injuries, non-fatalities per 1,000 semployed persons	..	..	..	..	..	**13.99**	..	**8.42**	**9.68**	..	..	..	**6.95**	..	**6.14**	..
Industry	..	..	..	..	..	23.08	..	14.06	15.53	..	..	..	12.63	..	11.36	..
Services	..	..	..	..	..	5.78	..	3.80	5.07	..	..	..	3.46	..	3.38	..
Permanent incapacity	..	..	..	..	..	0.10	..	0.13	0.05	..	..	..	0.06	..	0.05	..
Temporary incapacity	..	..	..	..	..	13.90	..	8.29	9.63	..	..	..	6.89	..	6.09	..
Average days lost due to temporary incapacity cases	..	..	..	..	..	**7.77**	..	**15.06**	**6.79**	..	..	..	**6.92**	..	**6.97**	..
Industry	..	..	..	..	..	7.49	..	17.02	6.27	..	..	..	7.32	..	7.35	..
Services	..	..	..	..	..	8.79	..	9.12	8.06	..	..	..	6.04	..	6.31	..
Incidence rate of occupational diseases, per 1,000 employed persons	..	..	..	..	..	..	..	..	**23.22**	..	..	..	**16.19**	..	**25.10**	..
Industry	..	..	..	..	..	..	..	..	36.70	..	..	..	24.55	..	42.88	..
Services	..	..	..	..	..	..	..	..	12.62	..	..	..	11.07	..	15.68	..
Labor inspectors per 100,000 employees in private establishments	..	..	..	**2.8**	**2.2**	**2.4**	**2.2**	**2.1**	..	**1.7**	..	**1.6**	..	..	**1.4**	**1.5**

Note: Data on occupational injuries and diseases collected through survey of non-agricultural establishments employing 20 or more workers. The survey coverage excludes public administration and defence, compulsory social security; public education and health; and extra-territorial organizations nd bodies.

Sources: BLES, BITS and OIS; DOLE-BWC; and NSO, LFS.

more days lost in the industry than service sector during the same period.

The incidence rate of occupational diseases per 1,000 employed persons refers to the proportion of workers who suffer from an abnormal condition or disorder – other than one resulting from an occupational injury – which is caused by exposure over a period of time to risk factors associated with work activity, such as contact with certain chemicals, inhalation of coal dust, or carrying out repetitive movements.

As is the case for occupational injuries, shares of occupational diseases in industry were higher than in services – rising from 36.7 in 2003 to 42.88 in 2009. Overall, occupational disease incidence during this time rose just under 2 percentage points to 25.1 per 1,000 employees. Given that these shares were significantly higher than those for non-fatal injuries across all observation years, it is a logical conclusion to draw that work-related diseases are currently a greater obstacle to safer work environments in the Philippines than occupational injuries.

Despite these trends, the overall reduction in the incidence of occupational injuries and diseases does suggest that the health and safety programme interventions of the DOLE (which include the Zero

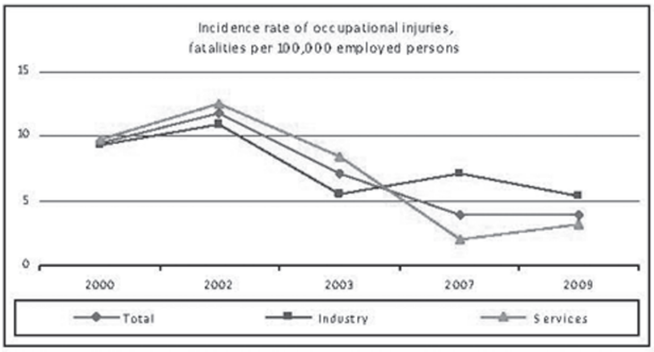
Accident Program; Safety Milestone Recognition Program; Kapatiran Work Improvement in Small Enterprises (WISE)-TAV Program, as well as various health and safety training courses for establishments) have together helped advance a safer work environment in many enterprises in the country, albeit with significant challenges remaining.

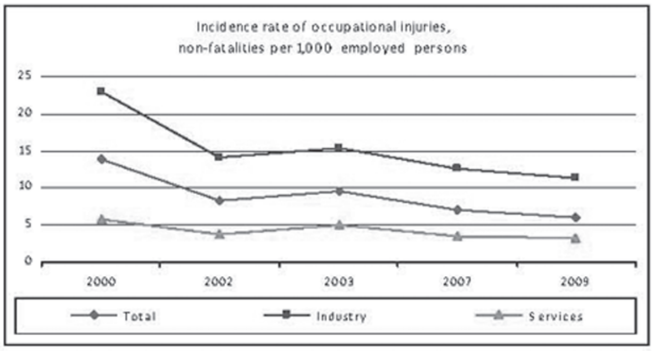
Labour inspection coverage in the Philippines remains weak. In 1998, the ratio of inspectors per 100,000 employees in private establishments was 2.8, and this figure continued to fall to 1.5 in 2010. In practice, it must also be noted that currently, inspection is limited to establishments employing ten to 199 workers. However, the ratios may increase with the hiring of additional inspectors (termed *labor compliance officers*) in 2012.

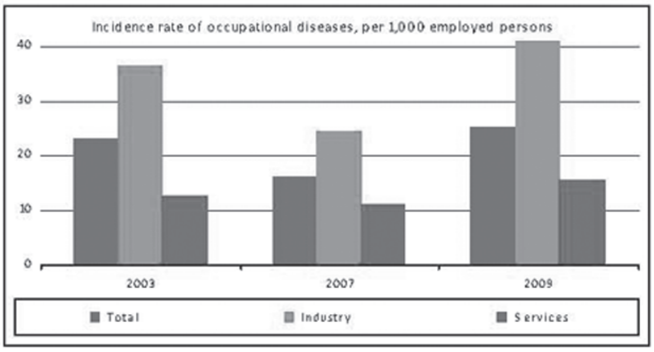
Summary Assessment

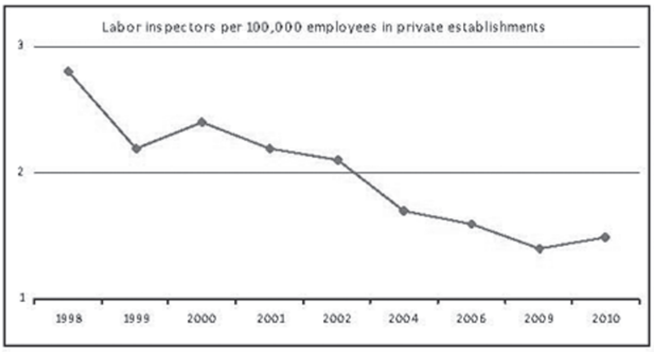
The regulatory framework for the enforcement of labour standards, as well as the various programmes directed at a safe work environment implemented since 2000 have largely contributed to creating a safer work environment today. This is evidenced by the sharp decline in the incidence rate of occupational injuries, both fatal and non-fatal. Also, the average days lost due to temporary incapacity cases remained manageable. However, this achievement is counter balanced by both a high incidence of occupational diseases and the low and declining labour inspectors' ratio, which may improve with the hiring of additional inspectors.

SAFE WORK ENVIRONMENT









See Table 9 for Notes and Sources.

10 Social security

It is the policy of the State to establish, develop and promote a social security system that shall endeavour to extend social security protection to workers and their beneficiaries who find themselves in conditions of disability, sickness, old age, and death, and other contingencies resulting in the loss of income or financial resources.

The first attempt of the government to provide social protection to workers in the private sector was the enactment of Social Security Act of 1954 (Republic Act No. 1161) which was implemented in 1957. The Social Security System covers, since 1960 (Republic Act No. 2658), all enterprises with at least one employee. The amendment also included a more liberalized approach to and an increased amount of benefits. Over time, the social services extended by the SSS to its members have been expanded according to the demand of members for efficient and prompt service and the continuing pressure of the times.

A private employee may retire upon reaching the retirement age as agreed upon in the CBA and may receive the retirement benefits stipulated therein. In the absence of a CBA, an employee may retire upon reaching the age of 60, with the compulsory retirement age being set at 65 years. The worker may receive benefits not lower than those provided for in the Labor Code (see Legal Framework Indicator 16).

The Government Service Insurance System, established in 1936, covers all government workers irrespective of their employment status except contractual employees who have no employee-employer relationship with their agencies. However, members of the judiciary and constitutional commissions, labour arbiters and prosecutors, uniformed members of the Armed Forces of the Philippines, the Philippine National Police, the Philippine Coast Guard, the Bureau of Jail Management and Penology, and the Bureau of Fire Protection have separate retirement schemes under special laws. Before the enactment of these special laws, these government employees were covered by the GSIS retirement schemes.

In case of incapacity for work due to sickness, the SSS provides for an income replacement benefit while the Philippine Health Insurance Corporation (PhilHealth) provides for assistance in terms of costs incurred for room and board, drugs and medicines, laboratories, operating room and professional fees (see Legal Framework Indicator 17). In September 2011, PhilHealth implemented the per-case payment programme which is a provider payment method that reimburses a pre-determined fixed rate for each treated case.

In case of incapacity to work due to disability, the SSS provides for a monthly pension and lump sum disability benefit to any member with at least one monthly contribution paid to the SSS prior to the semester of contingency (see Legal Framework Indicator 18).

The Philippine pension system for public employees is very fragmented and significant differences exist in entitlement conditions, pension formulas and average pensions (Mesa-Lago, 2011), causing the data on pension schemes for the public sector to be limited to those supplied by GSIS.

The TME recommended indicator pegged 65 years old as the age of the population to benefit from pension; however, this Country Profile uses the age of 60 instead since many employees retire from work at this age, which is considered optional for a retirement with a pension benefit.

Legal Framework Indicator 16. Pension

Law, policy or institutions: The SSS provides for old-age pensions payable in monthly or in lump sums. A worker in the private sector may retire or be retired by his employer upon reaching the retirement age stipulated in the CBA or other applicable employment contract or retirement plan. The employee shall be entitled to receive such retirement benefits as he may have earned under existing laws and any collective bargaining agreement and other agreements.

SSS covers private-sector employees, professionals, household workers, and self-employed persons up to age 60 earning at least PhP1,000 a month. Voluntary coverage is possible for Filipino citizens working abroad; insured persons who are no longer eligible for compulsory coverage; and non-working spouses of insured persons.

GSIS offers various retirement programmes for government civilian employee members as well as those in public corporations.

The Armed Forces of the Philippines Retirement and Separation Benefits System (AFP-RSBS) mandatorily covers uniformed military officers and soldiers.

The Philippine National Police (PNP), Bureau of Jail Management and Penology (BJMP) and Bureau of Fire Protection (BFP) are under the Retirement and Benefits Administration Service (RBAS) while the Philippine Coast Guard (PCG), judges and justices, members of the Constitutional Commissions, labour arbiters and prosecutors have separate retirement schemes.

Qualifying con ditions:

SSS: *Retirement under CBA*. Any employee may retire or be retired by his employer upon reaching the retirement age established in the collecting bargaining agreement.

Optional Retirement. In the absence of a retirement plan or other applicable agreement providing for retirement benefits of employees in an establishment, an employee may retire upon reaching the age of 60 years or more if he has served for at least five years in said establishment.

Compulsory Retirement. Where there is no retirement plan or agreement, an employee shall be retired upon reaching the age of 65 years.

An underground mining employee may retire upon reaching the age of 50 years or more if he has served for five years in the company, but not more than 60 years which is the compulsory retirement age.

120 monthly contributions are needed.

GSIS: Different conditions are imposed by the three retirement laws. Under Republic Act No. 8291, the retiree must have rendered at least 15 years in service and must be at least 60 years old and must not be a permanent disability pensioner. Under Republic Act No. 660, the retiree’s last three years of service prior to retirement must be continuous and his/her appointment must be permanent in nature. In addition, he/she must also meet the age and service requirements under the “Magic 87” formula where the retiree’s age and length of service add up to at least 87 years. Under Republic Act No. 1616, the retiree must be in the government service on or before May 31, 1977 and must have rendered at least 20 years of service, regardless of age and employment status. In addition, his/her last three years in service prior to retirement must be continuous. Retirement under Presidential Decree No. 1146 can only be availed by those who were in the service after May 31, 1977 but prior to June 24, 1997. He/she must be at least 60 years old and must be in the service for at least, either three or five years, depending on the type of package to be availed of.

AFP-RSBS: Presidential Decree No. 361 provides that upon attaining 60 years of age with at least 15 years of active service, or upon accumulation of 30 years of satisfactory active service, whichever is earlier, a military person shall be compulsory retired. Upon accumulation of at least 20 years of satisfactory active service, an officer or enlisted man may be retired from the active military service.

Regular retirement in PNP, BFP, BJMP and Coast Guard is at age 56 regardless of years of service or 20 years of service regardless of age (with the exception in the Coast Guard which requires 30).

The retirement age of judges and justices is at 60 years old with 15 years of service while the compulsory retirement age is at 70 years old regardless of years of service.

Benefits (level and duration):

SSS: In the absence of an applicable agreement or retirement plan, an employee who retires shall be entitled to retirement pay equivalent to at least half a month’s salary for every year of service. A fraction of at least six months being considered as one whole year. For workers who are paid by results and do not have a fixed monthly rate, the basis for determination of the salary for 15 days shall be considered as their average daily salary.

The retirement benefits are in the form of a monthly pension and lump sum amount. The monthly pension is a lifetime cash benefit paid to a retiree who has paid at least 120 monthly contributions to the SSS prior to the semester of retirement. The lump sum amount is granted to a retiree who has not paid the required 120 monthly contributions. It is equal to the total contributions paid by the member and by the employer including interest.

The monthly pension depends on the paid contributions of members, including the credited years of service (CYS) and the number of dependent minor children but not to exceed five. The amount of monthly pension will be the highest of the sum of PhP300 plus 20 per cent of the average monthly salary credit plus 2 per cent of the average monthly salary credit for each CYS in excess of ten years; or 40 per cent of the average monthly salary credit; or PhP1,200, provided that the CYS is at least ten or more but less than 20 or PhP2,000, if the CYS is 20 or more. The monthly pension is paid for not less than 60 months.

A retiree has the option to receive the first 18 months' pension in a lump sum discounted at a preferential rate of interest to be determined by the SSS. The option should be exercised upon filing of the first retirement claim. Only advance payments shall be discounted on the date of the payment. The dependents' pension and 13th month pensions are excluded from the 18 months lump sum pension.

For a member who retires after age 60 and who has contributed the required 120 monthly contributions, the monthly pension shall be the higher of the following: the monthly pension computed at the earliest time the member could have retired or had been separated from self-employment or ceased to be self-employed plus all adjustments thereto; or the monthly pension computed at the time when the member actually retires.

GSIS: Republic Act No. 8291 provides for a five-year lump sum or cash payment with instant pension. Under the five-year lump-sum scheme, the retiree will receive a lump sum equivalent to 60 months of the basic monthly pension and will receive a monthly pension after five years. The retiree also has the option to receive a cash payment equivalent to 18 times the basic monthly pension and a monthly pension immediately after his retirement date.

Under Republic Act No. 660, the pensioner has three options, namely: automatic pension, initial three-year lump sum and five-year lump sum. Under the automatic pension option, the pensioner below 60 years old may choose to receive either an automatic monthly pension for life or an option to avail him/herself of a lump sum. Under the three-year lump sum option, pensioners who are at least 60 years old but less than 63 years old on the date of retirement may receive a three-year lump sum while under the five-year lump sum option, pensioners who are 63-65 years old can avail themselves of a five-year lump sum.

Republic Act No. 1616 is considered as "take all retirement." Gratuity is payable by the last employer based on the total creditable service converted into gratuity months multiplied by the highest compensation received and the refund of retirement premiums consisting of personal contributions plus interest and government share without interest.

A retiring member under Presidential Decree No. 1146 is entitled to either old-age pension or cash payment, depending on his age and years in service. A qualified member may avail him/herself of a basic monthly pension for five years or a cash payment equal to 100 per cent of the average monthly compensation for every year of service.

AFP-RSBS: Upon a member of personnel's separation or retirement from the service, he/she is refunded in one lump sum all his/her contributions. In addition, under Presidential Decree No. 1638, when an AFP officer or enlisted personnel is retired from the AFP, he/she shall receive a gratuity equivalent to one month of base and longevity pay of the grade next higher than the permanent grade he/she last held for every year of service. The gratuity is payable, at his/her option, in one lump sum or a monthly retirement pay.

Members of the PNP, BFP, BJMP and Coast Guard are entitled to a retirement benefit either through pension equal to 50 per cent of the last salary (75 per cent in the Coast Guard) plus longevity pay and an additional 2.5 per cent for each year after 20 years of service, or a lump sum for three years (or five years in PNP) and then a life pension.

Upon retirement, justices and judges receive a lump sum (gratuity) equivalent to five years of the highest monthly salary earned plus highest aggregate allowance. Thereafter, they receive a monthly annuity for life based on that sum.

Financing:

SSS: Financed out of member contributions. Employer: 7.07 per cent of employee's gross monthly earnings (earnings between PhP1,000 and PhP15,000 pesos); Employee: 3.33 per cent of gross monthly earnings. Voluntarily insured persons pay the combined insured person and employer contributions of 10.4 per cent of gross monthly earnings. These contributions also pay for maternity and sickness benefits.

GSIS: Monthly contributions of members are based on monthly compensation. Personal share for life insurance and retirement benefits are 2 per cent and 7 per cent, respectively, while government share for life insurance and retirement benefits are 2 per cent and 10 per cent, respectively.

AFP-RSBS: Under Presidential Decree No. 1656, an amount equivalent to 5 per cent of monthly base pay is automatically deducted from the salary. Starting with PhP200 million in seed money from the government, the RSBS was principally funded through contributions from members of the AFP and income from its investments.

Evidence of implementation effectiveness: No information provided by ILO supervisory bodies.

Coverage of workers in law: 17.590 million (14.565 million employees in private establishments and 3.025 million in public sector) accounted for 48.8 per cent of 36.035 million total employed(2010 NSO-LFS).

Coverage of workers in practice: 8.736 million (7.373 million in private establishments and 1.363 million in public sector) accounted for 24.2 per cent of 36.035 million total employed (2010 SSS and *GSIS data on coverage; 2010 NSO-LFS on private and public sector employment*).

Ratification of ILO Conventions: The Social Security (Minimum Standards) Convention, 1952 (No. 102), and the Old-Age and Survivors' Benefits Convention, 1967 (No 128) have not been ratified by the Philippines.

Sources:
1. NATLEX database (http://www.ilo.org/dyn/natlex/country_profiles.basic?p_lang=en&p_country=PHL)
2. National legislation.
3. ISSA Country Profiles (http://www.issa.int/Observatory/Country-Profiles/Regions/Asia-and-the-Pacific/Philippines/Scheme-Description)
4. Social Security System (http://www.sss.gov.ph)
5. Government Service Insurance System (http://www.gsis.gov.ph)
6. Mesa-Lago, Carmelo, et.al. (2011). Pension in the Philippines.

Legal Framework Indicator 17. Incapacity for work due to sickness/sick leave

Law, policy or institutions: The Social Security Act of 1997 (Republic Act No. 8282) created the Social Security System for the promotion of social justice and provision of meaningful protection to members and their dependents against, among others, sickness. Sick leave is not statutorily granted. However, sick leave may voluntarily be granted by employers or may be stipulated in collective bargaining agreements.

The National Health Insurance Act of 1995 (Republic Act No. 7875), as amended by Republic Act No. 9241, instituted a National Health Insurance Program that shall provide health insurance coverage and ensure affordable, acceptable, available and accessible health care services for all citizens of the Philippines. The law paved the way for the creation of the Philippine Health Insurance Corporation (PhilHealth), mandated to provide social health insurance coverage to all Filipinos in 15 years' time. For the Employed Sector Program, monthly premiums are shared between the employee and the employer and are remitted to PhilHealth by the employer through accredited payment centres nationwide.

The SSS provides for an income replacement benefit while PhilHealth provides for assistance to costs incurred for room and board, drugs and medicines, laboratories, operating room and professional fees.

Qualifying conditions:

SSS: A member who has paid at least three monthly contributions in the 12-month period immediately preceding the semester of sickness or injury and is confined for more than three days in a hospital or at home for at least four days. Further, to enjoy sickness benefit, all company sick leaves with pay of the employee for the current year have been used up and the employer has been notified; or if separated, voluntary or self-employed members, the SSS directly.

In no case shall the daily sickness benefit be paid longer than 120 days in one calendar year, nor shall any unused portion of the 120 days of sickness benefit granted under this section be carried forward and added to the total number of compensable days allowable in the subsequent year. The daily sickness benefit shall not be paid for more than 240 days on account of the same confinement.

PhilHealth: The following must first be met to avail oneself of PhilHealth benefits: (a) Payment of at least three monthly premiums within the immediate six months prior to confinement; (b) Confinement in an accredited hospital for at least 24 hours (except when availing of outpatient care and special packages) due to an illness or disease requiring hospitalization and attending physicians must also be PhilHealth-accredited; and (c) Availment is within the 45 days allowance for room and board.

Benefits (level and duration):

SSS: For each day of compensable confinement or fraction thereof, a member shall be paid by his employer, or the SSS, if such person is unemployed or self-employed, a daily sickness benefit equivalent to 90 per cent of his average daily salary credit.

A member can be granted sickness benefit for a maximum of 120 days in one calendar year. Any unused portion of the allowable 120 days sickness benefit cannot be carried forward and added to the total number of allowed compensable days for the following year. The sickness benefit shall not be paid for more than 240 days on account of the same illness. If the sickness or injury still persists after 240 days, his claim will be considered a disability claim.

The compensable confinement shall begin on the first day of sickness, and the payment of such allowances shall be promptly made by the employer every regular payday or on the fifteenth and last day of each month, and similarly in the case of direct payment by the SSS, for as long as such allowances are due and payable. Such allowance shall begin only after all sick leaves of absence with full pay to the credit of the employee member shall have been exhausted. One hundred per cent of the daily benefits provided in the preceding paragraph shall be reimbursed by the SSS to said employer upon receipt of satisfactory proof of such payment and legality thereof.

PhilHealth: As part of inpatient coverage, PhilHealth provides subsidy for room and board, drugs and medicines, laboratories, operating room and professional fees for confinements of not less than 24 hours. For outpatient coverage, covered are day surgeries, dialysis and cancer treatment procedures such as chemotherapy and radiotherapy in accredited hospitals and free-standing clinics. The following shall not be covered except when, after actuarial studies, PhilHealth recommends their inclusion subject to approval of its Board of Directors: fifth and subsequent normal obstetrical deliveries, non-prescription drugs and devices, alcohol abuse or dependency treatment, cosmetic surgery, optometric services, and other cost-ineffective procedures as defined by PhilHealth.

Financing:

SSS: Beginning as of the last day of the calendar month when an employee's compulsory coverage takes effect and every month thereafter during his employment, the employer shall deduct and withhold from such employee's monthly salary, wage, compensation or earnings, the employee's contribution in an amount corresponding to his salary, wage, compensation or earnings during the month in accordance with the schedule in the Social Security Act.

The contributions to the SSS of the self-employed member shall be determined in accordance with the Social Security Act and provided that the monthly earnings declared by the self-employed member at the time of his registration with the SSS shall be considered as his monthly compensation and he shall pay both the employer and employee contributions.

As the contribution of the Government to the operation of the SSS, Congress shall annually appropriate out of any funds in the National Treasury not otherwise appropriated, the necessary sum or sums to meet the estimated expenses of the SSS for each ensuing year.

PhilHealth: The amount of premium shall not exceed 3 per cent of the members' respective monthly salaries to be shared equally by the employer and employee. The member's monthly contribution shall be deducted and withheld automatically by the employer from the former's salary, wage or earnings. The employer's counterpart in the payment of contribution shall not in any manner be charged to the employee.

Evidence of implementation effectiveness: No information provided by ILO supervisory bodies.

Coverage of workers in law: No information can be provided considering the qualifying condition.

Coverage of workers in practice: 7.373 million in private establishments were SSS members; 22.441 million were registered PhilHealth members (2010 SSS and PhilHealth data on coverage).

Ratification of ILO Conventions: The Social Security (Minimum Standards) Convention, 1952 (No. 102), and the Medical Care and Sickness Benefits Convention, 1969 (No. 130) have not been ratified by the Philippines.

Sources:
1. NATLEX database (http://www.ilo.org/dyn/natlex/country_profiles.basic?p_lang=en&p_country=PHL)
2. National legislation.
3. Social Security System (http://www.sss.gov.ph)
4. Philippine Health Insurance Corporation (http://www.philhealth.gov.ph)

Based on the trend for the share of population aged 60 and above who benefit from a pension, there was an increase in the SSS and GSIS pension coverage, from 8.3 per cent in 2000 to 15.2 per cent in 2010 or almost double in the span of the decade. The private sector accounted for the larger proportion of covered persons –12.1 per cent, against the 3.2 per cent of the public sector.[9] Private sector coverage remained quite low, largely due to the low participation of self-employed persons in the pension schemes. In 2010, just 6.3 per cent out of the total 10.858 million self-employed workers in the country were actively contributing SSS members.

Similarly, the proportions of the economically active who contribute to a pension scheme remained stable and low at between 26 and 28 per cent between 2000 and 2010 (combined total of GSIS and SSS contributors).

The third indicator reflects social security benefits as a percentage share of GDP. Social security benefits consist of social security payments made to government and private employees and their beneficiaries by the social security fund agencies (GSIS, SSS, PhilHealth). These benefits include retirement and survivorship pensions, sickness, disability and death benefits or other related allowances or benefits. The data were based on the Philippines SNA prior to the 2011 revision/rebasing.

While the share of the population benefitting from a pension has risen in recent years, the share of social security benefits to GDP showed little improvement, remaining low comparatively to other countries at similar levels of development.

In terms of health care expenditures not financed out of pocket of private households, the trend shows that the proportions decreased from 50.0 per cent in 1995 to 45.7 per cent in 2007. This is a concerning trend, since it indicates that increasingly, the burden of healthcare spending is falling to households, rather than the state. At the same time, however, coverage of the national health insurance programme more than doubled between 2000 and 2010 (from 38 per cent to 74 per cent), thus putting the Philippines on track to meet its national development goal of universal healthcare coverage by 2016 (under the Philippine Development Plan 2011–2016).

Summary Assessment

Considerable progress has been achieved with regard to national health insurance coverage, which at 74 per cent in 2010 keeps alive the possibility of achieving the national target of uni-

Legal Framework Indicator 18. Incapacity for work due to invalidity

Law, policy or institutions:

SSS: Republic Act No. 8282 established the SSS and provides for disability benefits. The new SSS Disability Program is a re-designed disability programme that implements the revised manual of disability assessment. It adopts the World Health Organization's definition of disability that states as any "restriction or lack (resulting from impairment) of ability to perform an activity in the manner or within the range considered normal for a human being."

GSIS: The disability benefits are granted due to the loss or reduction in earning capacity caused by the loss or impairment of the normal functions of the employee's physical and/or mental faculties as a result of an injury or disease.

Qualifying conditions:

SSS: A member who suffers partial or total disability with at least one monthly contribution paid prior to the semester of contingency is qualified.

GSIS: The loss in earning capacity shall be determined on the basis of the employee's actual loss of income from the usual occupation and the capacity to engage in any other gainful occupation because of impairment. A disability may either be permanent total, permanent partial or temporary total.

Benefits (level and duration):

SSS: There are two types of benefits, the monthly pension and the lump sum amount. The monthly pension is a cash benefit paid to a disabled member who has paid at least 36 monthly contributions to the SSS prior to the semester of disability. The lump sum amount is granted to those who have not paid the required 36 monthly contributions.

The amount of the monthly pension will be based on the member's number of paid contributions and the years of membership. The lowest monthly pension is PhP1,000 for members with less than ten credit years of service (CYS); PhP1,200 with at least 10 CYS; and PhP2,400 with at least 20 CYS.

Only totally and permanently disabled members will receive a lifetime monthly pension. However, the pension will be suspended if the pensioner recovers from the illness, resumes employment or fails to report for an annual physical examination when notified by the SSS. The member may request for a domiciliary or a home visit if the disability inhibits the member from reporting for re-examination by the SSS physician at any of the SSS branch offices.

The monthly pension of a partially disabled member is paid up to a certain number of months only according to the degree of disability. If the member suffers from a deteriorating and related permanent partial disability, the percentage degree of disability of a previously granted claim shall be deducted from the percentage degree of disability of the current claim. The monthly pension is also given in a lump sum if the duration of the pension is payable for less than 12 months.

For permanent total disability, the lump sum benefit is equivalent to the monthly pension times the number of monthly contributions paid to the SSS or 12 times the monthly pension, whichever is higher. For permanent partial disability, the lump sum is equivalent to the monthly pension times the number of monthly contributions times the percentage of disability in relation to the whole body or the monthly pension times 12 times the percentage of disability, whichever is higher.

In addition to the monthly pension, a supplemental allowance of PhP500.00 is paid to the total or partial disability pensioner. The allowance will provide additional financial assistance to meet the extra needs arising from the disability.

GSIS: Any member with a permanent total disability may receive cash payment in the amount equivalent to the computed basic monthly pension multiplied by the number of months as recommended by the GSIS medical evaluator. Any member with a partial total disability may opt to receive a basic monthly pension or a cash payment equal to 18 times the basic monthly pension.

Evidence of implementation effectiveness: No information provided by ILO supervisory bodies.

Coverage of workers in law: No information can be provided considering the qualifying condition.

Coverage of workers in practice: 7.373 million in private establishments were SSS members; 1.363 million were GSIS members (2010 SSS and GSIS data on coverage).

Ratification of ILO Conventions: The Social Security (Minimum Standards) Convention, 1952 (No. 102), and the Invalidity, Old-Age and Survivors' Benefits Convention, 1967 (No. 128) have not been ratified by the Philippines.

Sources:
1. NATLEX database (http://www.ilo.org/dyn/natlex/country_profiles.basic?p_lang=en&p_country=PHL)
2. National legislation.
3. Social Security System (http://www.sss.gov.ph)
4. Government Service Administration (http://www.gsis.gov.ph)

Table 10. Social security

Decent Work Indicator	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Share of economically active population contributing to a pension scheme[1], in %	..	..	..	..	..	**26.3**	**25.0**	**24.9**	**24.8**	**24.3**	**25.1**	**25.9**	**26.2**	**27.3**	**26.8**	**27.7**
SSS[1]	..	..	..	..	..	22.2	21.0	21.0	20.9	20.6	21.3	22.2	22.5	23.6	23.2	24.2
GSIS	..	..	..	..	..	4.1	4.0	3.9	3.9	3.7	3.8	3.7	3.7	3.7	3.6	3.5
Share of population aged 60 and above benefiting from old age pension, in %	..	..	..	..	..	**8.3**	**8.5**	**8.8**	**9.7**	**11.1**	**11.3**	**12.7**	**13.3**	**14.1**	**14.7**	**15.2**
SSS	5.2	5.6	6.3	6.4	6.3	6.5	6.7	6.8	7.7	8.7	9.0	10.2	10.7	11.1	11.6	12.1
GSIS	..	..	..	..	..	1.9	1.9	1.9	2.0	2.4	2.3	2.6	2.7	3.1	3.1	3.2
Social security benefits[2], % of GDP	**1.4**	**1.3**	**1.4**	**1.5**	**1.6**	**1.7**	**1.9**	**1.9**	**1.9**	**1.8**	**1.7**	**1.7**	**1.7**	**1.6**	**1.7**	..
Health-care expenditures not financed out of pocket by private households, % of total health-care expenditures	**50.0**	**51.7**	**53.5**	**53.7**	**56.7**	**59.5**	**56.1**	**53.2**	**53.1**	**53.1**	**50.8**	**47.7**	**45.7**	..	..	..
Estimated share of population covered by national health insurance program, in %	..	..	..	..	..	**38.0**	**48.0**	**54.0**	**52.0**	**83.0**	**64.0**	**79.0**	**73.0**	**76.0**	**86.0**	**74.0**

Notes:

[1] SSS data on Overseas Filipino Workers excluded in the computation as they are not counted as part of the country's economically active population/labor force.

[2] Estimates of GDP and social security benefits based on Philippines SNA prior to 2011 revision/rebasing.

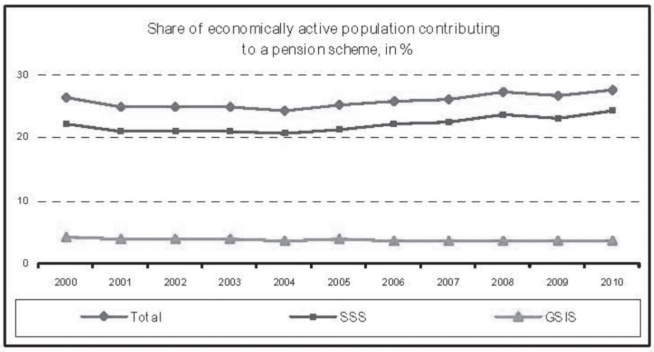
Sources: SSS; GSIS; NSO, LFS; NSCB; PhilHealth; and Mesa-Lago, Carmelo et al. Pensions in the Philippines (2011).

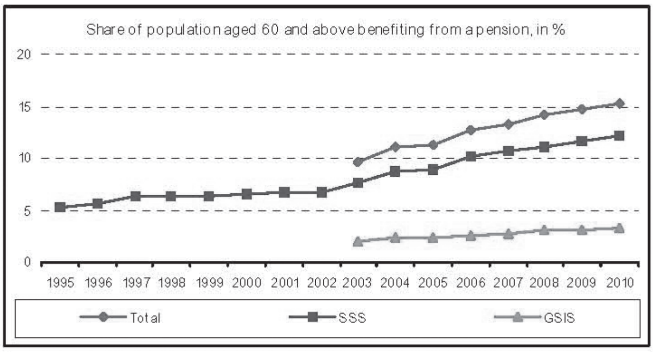
versal coverage by 2016. However, this stands in stark contrast to the increasing trend in healthcare expenditures financed out of pocket by private households, indicating that government and other institutions are disbursing proportionally less of total healthcare spending than private households/individuals are spending on their own.

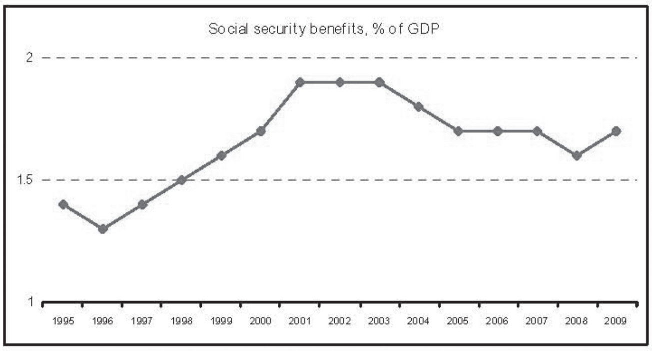
Decent work deficits are also noted in the low share of social security benefits to GDP (1.7 per cent in 2009) and the low share of the economically active population who contribute to the SSS and the GSIS pension schemes. This translates to a low share of the population aged 60 years and over who benefit from a pension. It should be noted that a large proportion of the self-employed, who account for about 30 per cent of the total employed, are not SSS contributors.

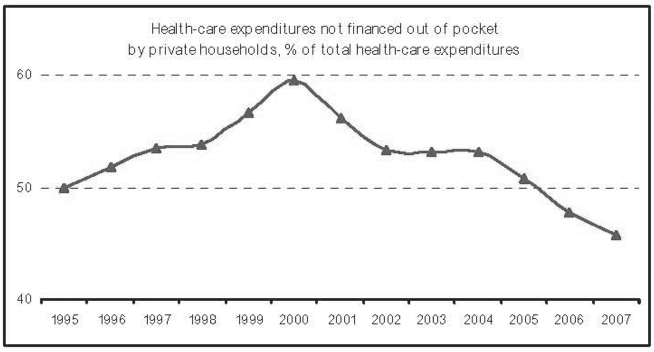
The national social security system was designed with regular, formal employment in mind and part-time workers have limited ability to participate in the system. However, the formalization of the economy should not be a precondition for access to social security benefits and social security should be provided to all workers and their families, either in the formal or in the informal economy. This is the principle of universalism and non-discrimination of the social protection floor concept. Social security strategies should be designed in such a way that they can contribute to the formalization of the economy by providing incentives to people to join adapted social protection and social security programmes.

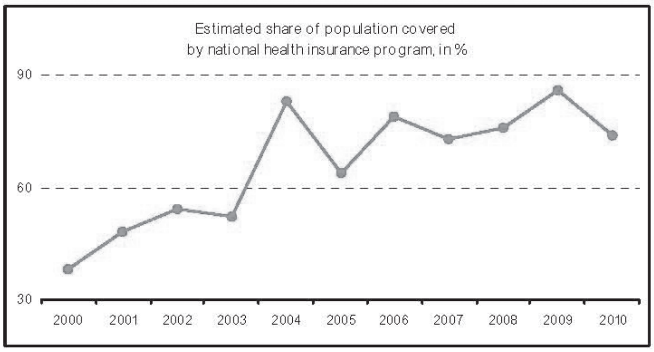
SOCIAL SECURITY











See Table 10 for Notes and Sources.

11 Social dialogue, workers' and employers' representation

As rights enshrined in its Constitution, the Philippines recognizes and guarantees workers' rights to self-organization and collective bargaining in order to promote and protect workers' interests and peaceful concerted activities, including the right to strike in accordance with the law. However, workers can only exercise their right to organize at their establishment, enterprise and at national levels subject to certain limitations, foremost of which, is the compulsory requirement for workers' unions to be duly registered with the government before they can legally operate. The right to organize and bargain collectively is available to workers in the private sector, and while the right to organize is also available to workers in the public sector, they are not allowed to bargain terms and conditions which have been fixed by the civil service laws (see Legal Framework Indicators 19 and 20).

Available data which provide an indication of the extent to which workers can collectively represent and voice concerns in work-related matters and participate in defining their conditions at work, include data on trade union membership, collective bargaining, work stoppages and government initiated tripartite bodies organized to encourage dialogues between the government, workers' and employers' groups.

There is a strong indication that trade unionism has reached a peak and is becoming less prevalent, based on the BITS, a BLES survey. The union density rate (proportion of union membership to total employees) fell sharply from 30.5 per cent in 1995 to 10.6 per cent in 2010, and was seen to be in a continuous decline in both the industry (38.8 per cent in 1995 to 15.7 per cent in 2010) and services sector (23.6 per cent to 7.9 per cent) (see Table 11).

The decline in union density may be attributable to the growing number of short-term, seasonal or casual employees in private establishments, which at 2.056 million in 1995 almost doubled to 3.707 million in 2010 (NSO, LFS). The large share of small establishments (employing less than ten workers) and the large proportion of workers in self-employment and unpaid family work also restrict union formation efforts. In 2010, around 90 per cent of some 778,000 establishments were small-sized but accounted for only 30 per cent of the 5.669 million employed (NSO, List of Establishments). In addition, more than two-fifths of total employed were self-employed and unpaid family workers during the same year (NSO, LFS).

Men still comprise the bulk of union members and officers, although their share declined from 67.9 per cent in 1995 to 62.1 per cent in 2010. At the same time, women's union membership rose from 32.1 per cent to 37.9 per cent over the same period. While industry was home to more than half of union members in 1995, subsequent growth in the service sector helped increase its share of union members to almost half in 2010.

With union density in decline, the collective bargaining coverage rate also fell from 19.7 per cent in 2003 down to 10.9 per cent in 2010. This downward trend was reported in both the industry and the services sector. At the same time, data

Legal Framework Indicator 19. Freedom of association and the right to organize

Law, policy or institutions: The right of all workers to self-organization and peaceful concerted activities, including the right to strike in accordance with the law is expressly granted in the Constitution. The Labor Code has declared it as state policy to foster the free and voluntary organization of a strong and united labour movement and to promote the enlightenment of workers concerning their rights and obligations as union members and as employees. The violation of the right to self-organization is considered an unfair labour practice.

Civil servants have the right to form associations if their purpose is not contrary to the law. Supervisory employees in the private sector shall not be eligible for membership in a labour organization of the rank and file employees but may join, assist, or form a separate labour organization. This right is not available to managerial employees, confidential employees, co-operative members, employees of international organizations, religious objectors, and non-employees.

Registration with the Bureau of Labor Relations or with the DOLE Regional Office where the establishment is located is required for the labour organization to acquire legal personality and for it to be entitled to the rights and privileges granted under the law. The application for registration must be supported by at least 20 per cent of all the employees in the bargaining unit where the union seeks to operate. If the applicant for registration is a federation or a national union, it must show proof of the affiliation of at least ten locals or chapters, each of which must be a duly recognized collective bargaining agent in the establishment or industry in which it operates.

High-ranking government employees; uniformed members of the Armed Forces of the Philippines, Philippine National Police, Bureau of Fire Protection, Bureau of Jail Management and Penology; managerial employees; confidential employees; and employees of the cooperative who are members of that same cooperative are not covered by the law. Ambulant, intermittent and itinerant workers, self-employed people, rural workers and those without any definite employers may form labour organizations for their mutual aid and protection.

Evidence of implementation effectiveness: There are three active cases against the Philippines at the CFA. Case no. 2815 has been filed by the Trade Federation 4, Trade Federation for Metals, Electronics, Electrical and other Allied Industries – Federation of Free Workers (For the Cirtek Employees Labour Union – FFW). Case no. 2745 and case no. 2528 were submitted by Kilusang Mayo Uno concerning anti-union policies in Export Processing Zones and violent attacks against trade unionists. The CFA follows-up on six further cases. The ITUC has alleged that killings, kidnappings, disappearances and anti-union tactics, including harassment and arrests against trade unionists and impunity is prevalent in the Philippines. The Conference Committee on the Application of Standards was deeply concerned at the continuing allegations of violence against trade unionists.

The CEACR emphasized on several occasions that there are certain discrepancies between the Labor Code and Convention 98 which the Government indicated to be addressing through legislative reforms within the framework of tripartite consultations. The adoption of resolution No.4, on 29 June 2010, by the Public Sector Labor-Management Council lowering the percentage of minimum membership requirement, previously set at 30 per cent, for purposes of registration was noted with satisfaction. The CEACR considered section 242-A (d) of the Labor Code, as amended by Act No. 9481 of 2007, which requires unions to submit a list of members at least once a year or upon request, as an interference in trade union internal affairs.

Coverage of workers and employers in law: N/A due to exclusions, i.e., managerial employees, confidential employees, etc.

Coverage of workers in practice: According to a survey on non-agricultural establishments employing 20 and over, union density rate was 10.6 per cent (0.319 million out of 3.020 million employees) in 2010 (2009/2010 BLES-BITS).

Ratification of ILO conventions: The Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) were both ratified by the Philippines on 29 December 1953.

Sources:

1. NATLEX database (http://www.ilo.org/dyn/natlex/country_profiles.basic?p_lang=en&p_country=PHL) and national legislation.
2. CEACR, Observation concerning Convention 87, 2010 (http://webfusion.ilo.org/public/db/standards/normes/appl/appl-displaycomment.cfm?hdroff=1&ctry=0840&year=2010&type=O&conv=C087&lang=EN)
3. CEACR, Direct request concerning Convention 87, 2010 (http://webfusion.ilo.org/public/db/standards/normes/appl/appl-displaycomment.cfm?hdroff=1&ctry=0840&year=2010&type=R&conv=C087&lang=EN)
4. CFA,Cases against the Philippines (http://webfusion.ilo.org/public/db/standards/normes/libsynd/index.cfm?Lang=EN&hdroff=1&CFID=238857&CFTOKEN=53790120)
5. ILCCR: Examination of individual case concerning Convention No. 87, 2009. (http://www.ilo.org/ilolex/cgi-lex/pdconv.pl?host=status01&textbase=iloeng&document=836&chapter=13&query=Philippines%40ref&highlight=&querytype=bool

show slightly higher collective bargaining coverage rates as compared to the union density rates, which indicate that collective bargaining agreements also benefited non-union members in the establishments. Relative to the total of workers covered by CBAs, the shares of the sectors and

Legal Framework Indicator 20. Collective bargaining right

Law, policy or institutions: The right of all workers to collective bargaining and negotiations is enshrined in the Constitution and supported by the Labor Code which declares it as state policy to promote and emphasize the primacy of free collective bargaining and negotiations, including voluntary arbitration, mediation and conciliation, as modes of settling labour or industrial disputes. The implementing rules of the LC provide for two kinds of bargaining: 1) collective bargaining may take place in a single enterprise where it involves negotiation between one certified labour union and one employer; 2) multi-employer bargaining may be resorted to in relation to negotiations between and among several certified labour unions and employers.

The determination of an exclusive bargaining representative shall be done through certification, run-off or consent election or through voluntary recognition. In all cases, whether the petition for certification election is filed by the employer or a legitimate labour organization, the employer shall not be considered party to such certification election. The agreement negotiated by the employees' bargaining agent should be ratified or approved by the majority of all the workers in the bargaining unit. The representation aspect of the ratified CBA lasts for five years while all other provisions may be renegotiated not later than three years after its execution. After ratification, the CBA should be registered with the Bureau of Labor Relations or with the DOLE Regional Office that has jurisdiction over the establishment.

The stipulations of a CBA are binding. However, the legislation regulating ordinary contracts is not applicable to CBAs. A CBA, as a labour contract within the contemplation of Article 1700 Civil Code which governs the relations between labour and capital, is not merely contractual in nature but impressed with public interest, thus, it must yield to the common good (Davao Integrated Port Stevedoring Services vs. Abarquez). Either party may terminate or modify a CBA by written notice at least 60 days prior to its expiration date. It shall be the duty of both parties to keep the status quo and to continue in full force and effect the terms and conditions of the existing agreement during the 60-day period and/or until a new agreement is reached by the parties.

The Constitution grants the right to strike. Government employees do not have the right to strike. A valid strike presupposes a labour dispute. It must be grounded on either a CBA deadlock or a ULP. Further, it must observe certain procedural requirements such as notice of strike, strike vote, strike vote report, cooling-off period, strike ban and non-commission of prohibited activities. After receipt of notice of strike, the National Conciliation and Mediation Board (NCMB) may conduct dispute or preventive mediation or arbitration. During such proceedings strikes or lockouts are not permitted.

The Secretary of Labor and Employment may assume jurisdiction over a labour dispute or certify it for compulsory arbitration through the NLRC, if it is likely to cause a strike or lockout in an industry which is considered indispensable to national interest. A return-to-work order is an indispensable consequence of the assumption or certification order issued by the DOLE Secretary in national interest cases. Injunctions against validly declared strikes and lockouts may not be issued unless illegal acts are committed or threatened to be committed in the course of such strikes and lockouts. Union members or union organizers may be arrested or detained on grounds of national security or in a case of commission of a crime. Foreign nationals with valid working permits issued by DOLE may exercise their right to self-organization and join or assist labour unions for purposes of collective bargaining if they are nationals of a country which grants the same or similar rights to Filipino workers.

Evidence of implementation effectiveness: The ITUC repeatedly alleged acts of anti-union discrimination and employer interference, as well as cases of replacement of trade unions by non-independent company unions, dismissals and blacklisting of activists in export processing zones (EPZs) and other special economic zones. Having previously noted that reported acts of anti-union discrimination and interference were related to certification procedures and elections, the CEACR noted with satisfaction the adoption of Republic Act No. 9481 on 25 May 2007 which provides in section 258 A that an employer is not party to certification process and is therefore not authorized to oppose a petition for certification election.

Furthermore, the CEACR noted with interest the establishment of the National Tripartite Industrial Peace Council (TIPC), a high-level monitoring body on the application of international labour standards, on 20 January 2010.

Coverage of workers and employers in law: N/A

Coverage of workers in practice: According to a survey on non-agricultural establishments employing 20 and over, collective bargaining coverage rate was 10.9 per cent (0.330 million out of 3.020 million employees) in 2010 (2009/2010 BLES-BITS).

Ratification of ILO conventions: The Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) were both ratified by the Philippines on 29 December 1953.

Sources:

1.. NATLEX database (http://www.ilo.org/dyn/natlex/country_profiles.basic?p_lang=en&p_country=PHL)
2.. National legislation.
3.. CEACR, Observation concerning Convention 98, 2010 (http://webfusion.ilo.org/public/db/standards/normes/appl/appl-displaycomment.cfm?hdroff=1&ctry=0840&year=2010&type=O&conv=C098&lang=EN)
4.. CEACR, Observation concerning Convention 87, 2010 (http://webfusion.ilo.org/public/db/standards/normes/appl/appl-displaycomment.cfm?hdroff=1&ctry=0840&year=2010&type=O&conv=C087&lang=EN)

Table 11. Social dialogue, workers' and employers' representation

Decent Work Indicator	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Union density rate[1], % of employees	**30.5**	..	..	..	..	..	..	..	**20.2**	**16.3**	..	..	..	**12.5**	..	**10.6**
Industry	38.8	..	..	..	..	..	..	..	22.7	20.1	..	..	..	16.8	..	15.7
Services	23.6	..	..	..	..	..	..	..	18.1	13.3	..	..	..	9.9	..	7.9
Union membership[1], % distribution	**100.0**	..	..	..	**100.0**	..	..	..	**100.0**	**100.0**	..	**100.0**	..	**100.0**	..	**100.0**
Men	67.9	..	..	..	64.4	..	..	..	68.9	64.6	..	65.3	..	63.0	..	62.1
Women	32.1	..	..	..	35.6	..	..	..	31.1	35.4	..	34.7	..	37.0	..	37.9
Industry	57.8	..	..	..	59.4	..	..	..	50.9	54.0	..	54.4	..	50.5	..	51.9
Services	42.2	..	..	..	40.6	..	..	..	49.1	46.0	..	45.6	..	49.5	..	48.1
Collective bargaining coverage rate[1], % of employees	..	..	..	..	..	..	..	..	**19.7**	**17.3**	..	..	..	**13.1**	..	**10.9**
Industry	..	..	..	..	..	..	..	..	23.2	21.1	..	..	..	17.4	..	15.9
Services	..	..	..	..	..	..	..	..	16.7	14.5	..	..	..	10.5	..	8.3
Collective bargaining coverage[1],% distribution	..	..	..	..	**100.0**	..	..	..	**100.0**	**100.0**	..	**100.0**	..	**100.0**	..	**100.0**
Men	..	..	..	..	63.9	..	..	..	..	..	..	64.3	..	62.4	..	61.3
Women	..	..	..	..	36.1	..	..	..	..	..	..	35.7	..	37.6	..	38.7
Industry	..	..	..	..	60.1	..	..	..	53.3	53.0	..	55.3	..	50.1	..	50.9
Services	..	..	..	..	39.9	..	..	..	46.7	47.0	..	44.7	..	49.9	..	49.1
Strikes and lockouts[2]																
Number	**94**	**89**	**93**	**92**	**58**	**60**	**43**	**36**	**38**	**25**	**26**	**12**	**6**	**5**	**4**	**8**
Agriculture	3	3	2	2	0	2	0	0	3	1	1	1	0	1	1	1
Industry	68	63	65	57	32	36	32	22	25	16	21	7	4	3	3	5
Services	23	23	26	33	26	22	11	14	10	8	4	4	2	1	0	2
Rates of days not worked per 1,000 employees in private establishments	**69.6**	**57.1**	**71.2**	**58.9**	**23.0**	**32.4**	**19.9**	**34.0**	**13.3**	**4.3**	**10.1**	**3.5**	**0.9**	**2.9**	**0.5**	**2.3**
Agriculture	1.8	0.2	1.1	14.8	0.0	4.5	0.0	0.0	0.8	0.7	0.4	0.1	0.0	4.4	0.2	0.4
Industry	152.7	125.2	169.2	106.1	51.6	78.8	45.8	77.3	21.8	10.6	17.2	9.5	1.6	3.4	1.5	7.4
Services	37.6	28.7	19.8	40.7	12.5	11.1	10.2	18.5	13.4	1.7	9.6	1.1	1.0	1.9	0.0	0.1
Tripartism																
Tripartite Industrial Peace Councils established	..	..	..	..	..	..	..	..	8	9	25	14	7	1	5	31
Industry Tripartite Councils established	..	18	16	18	16	22	15	16	17	20	6	5	8	5	26	38
Agriculture	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	8
Non-agriculture	..	..	..	..	..	..	..	..	..	..	..	..	..	..	21	30

Notes:

[1] Data collected through survey of non-agricultural establishments employing 20 or more workers. The survey coverage excludes public administration and defence, compulsory social security; public education and health; and extra-territorial organizations and bodies.

[2] Exclude government workers who are not allowed to go on strike.

Sources: BLES, BITS and IRWS; NCMB; DOLE-BLR; and NSO-LFS.

Legal Framework Indicator 21. Tripartite consultations

Law, policy or institutions: The Constitution recognizes the shared responsibility between workers and employers and the role of the state in regulating the relations between workers and employers. Art. 275 of the Labor Code declares tripartism a state policy and Executive Order 403 established the Tripartite Industrial Peace Council. Tripartism requires the representation of workers and employers in policy-making decisions of the government.

Evidence of implementation effectiveness: The Government indicated in its report that the TIPC has taken measures to examine the Home Work Convention, 1996 (No. 177), the Private Employment Agencies Convention, 1997 (No. 181), the Seafarers' Identity Documents Convention (Revised), 2003 (No. 185), and the Maritime Labour Convention, (MLC) 2006. TIPC decided to recommend the ratification of Conventions No. 185 and No. 177. A task force was created in order to review existing policies and the provisions of Convention 181 in preparation for ratification. The Government indicated the establishment of the Maritime Industry Tripartite Council in the domestic seafaring industry to facilitate reforms for the eventual ratification of the MLC, 2006.

Ratification of ILO Conventions: The Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) was ratified by the Philippines on 10 June 1991.

Sources:
1. NATLEX database (http://www.ilo.org/dyn/natlex/country_profiles.basic?p_lang=en&p_country=PHL)
2. National legislation.
3. CEACR, Observation concerning Convention 144, 2010 (http://webfusion.ilo.org/public/db/standards/normes/appl/appl-displaycomment.cfm?hdroff=1&ctry=0840&year=2010&type=O&conv=C144&lang=EN)

those for men and women were relatively similar as those for union membership.

A climate of relative industrial peace continues to prevail as the number of strike/lockout cases remained in single-digit numbers (four to eight cases) from 2007 to 2010, and from a high of 94 cases in 1995 to 12 cases in 2006. The decline in the actual strikes in all sectors, and particularly in industry, is attributed to the settlement of strike notices through conciliation and mediation at the rate of about four out of every five notices filed (904 in 1995 with a continuous drop to 276 in 2010).

The issuance of DOLE Department Order 107 in 2010 (Single Entry Approach Prescribing a 30-day Mandatory Conciliation-Mediation Services on All Labor and Employment Cases) and the implementation of Project SpeED (Speedy and Efficient Delivery of Labor Justice) underscore the importance of alternative dispute resolutions, as well as the speedy disposition of all labour disputes.

Workdays lost or days not worked due to strikes decreased sharply from 69.6 days in 1995 to 10.1 in 2005 and from 3.5 in 2006 to 2.3 in 2010. The improvement in the rate of days not worked from 1995 to 2010 is most apparent in industry, which recorded the highest rate among sectors in 1995 at 152.7 and a very significant low at 7.4 in 2010. The services and agriculture sectors also showed declining rates for this period.

This measure of the severity of strikes and lockouts is calculated in terms of the number of days not worked per 1,000 employees in private establishments. Considered to be among the most useful measures for comparing strike information at both the national and international levels, this indicator is better suited for comparisons than to show absolute numbers of strikes and lockouts.

Although collective bargaining is the cornerstone of the country's overall industrial relations policy, the DOLE has encouraged the formation of workers' and employers' organizations in the spirit of cooperation and mutual understanding. These take the form of Tripartite Industrial Peace Councils (TIPCs), as well as Industry Tripartite Councils (ITCs), at the national, regional, city/municipal and provincial levels. These councils institutionalize the conduct of social dialogues and tripartite consultations on policies and programmes affecting labour and management (see Legal Framework Indicator 21).

The institutionalization of the TIPCs through Executive Order No. 403 in 1990 led to the creation of a total of 100 TIPCs by 2010. The national TIPC at the national level is lodged with the BLR and it primarily serves as a forum for tripartite advisement and consultation among organized labour, employer and government in the formulation and implementation of labour and employment policies, as well as a clearinghouse for the recommendation and ratification or denunciation of ILO conventions.

Some 246 ITCs were established from 1996 to 2010. In addition, there are seven existing National Industry Tripartite Councils (NITCs) in the automotive, banking, construction, clothing and textile, hotels and restaurants, sugar and maritime industries. These NITCs serve as monitoring bodies to ensure the full implementation of the provisions of all tripartite instruments, international conventions, codes of conduct and social accords, as well as their compliance by concerned sectors.

The employers who are key players and partners in the tripartite cooperation are represented by the Employers' Confederation of the Philippines, and the People Management Association of the Philippines, while labour representatives include those from the Trade Union Congress of the Philippines, Alliance of Progressive Labor, Lakas Manggagawa Labor Center, Federation of Free Workers, Trade Union of the Philippines and Allied Services, National Confederation of Labor, and Pambansang Diwa ng Manggagawang Pilipino.

Labour and employers groups are likewise represented in the NWPC Board and RTWPBs, as well as in institutions such as SSS, TESDA, ECC and OSHC. At the establishment level, grievance committees, Labor Management Councils and quality circles serve as venues for handling labour and employment issues between workers and management.

Another positive development in social partnership between management and labour is the formal adoption of industry-level voluntary codes of good practice. Such codes emanate from labour and industry partners and are not mandated by government. They are a means of co-regulation, where the tripartite partners observe shared responsibility in settling their differences in the spirit of self-governance and self-regulation, thus further enhancing the tripartite engagement of the social partners in the industry. A total of 14 voluntary codes of practice from various industries, including educational institutions, hotels and restaurants, business process outsourcing, banana, hospital, broadcast, bus transport, and wood-based industries have been signed to date. The signing of these codes proves that the industry partners are at one with the government in ensuring compliance with minimum core labour standards and in upholding stable employment relations through constant social dialogue and tripartism. The adoption of these codes also boosts efforts to wean industries from dependence on government interventions as a means to settle industrial disputes and disagreements.

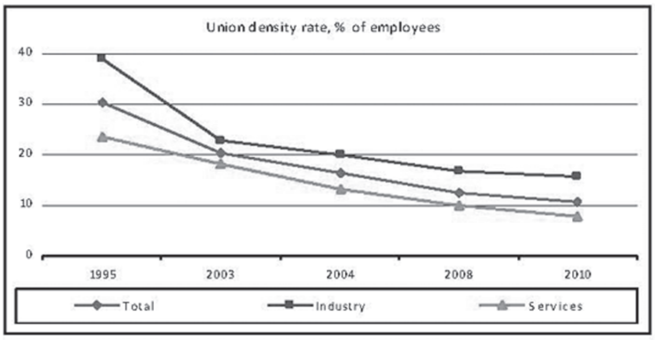
Summary Assessment

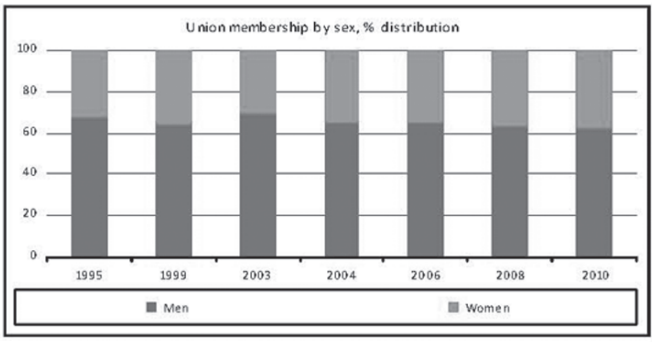
Recent progress in the area of employers' and workers' representation and social dialogue in the Philippines has been mixed, with concerning trends evident in the decline in both union membership and collective bargaining agreement coverage since 1995, and more positive signs in industrial harmony and the growth of new mechanisms for bipartite industrial relations management.

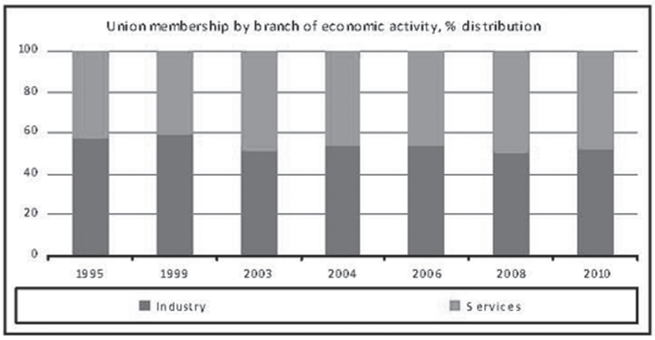
In particular, social dialogue on issues of mutual concern has taken new directions with the formation of national and industry tripartite councils, and recently the institutionalization of industry voluntary codes of practice. On another positive note, a relatively peaceful industrial climate has developed with a lower incidence of actual strikes and thus fewer work disruptions. This achievement was made possible by the adoption of responsive conciliation and preventive mediation mechanisms which aim to attend to strike notices before these materialize into actual strikes.

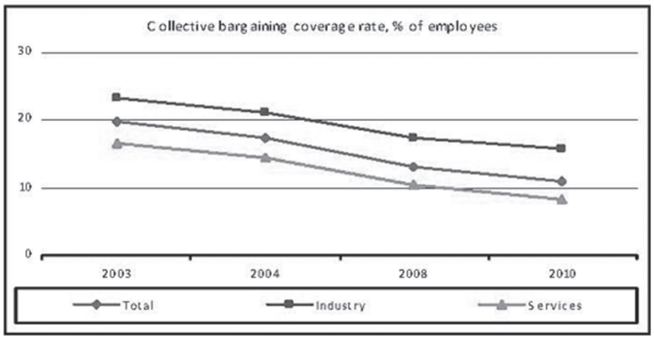
It is important to relate the indicators on social dialogue to underlying trends in the economy and the labour market. The increasing use of contractual employment arrangements, unsustained economic growth, the large share of micro and small establishments and a high proportion of vulnerable employment are just some of the factors that account for recent developments in the area of social dialogue.

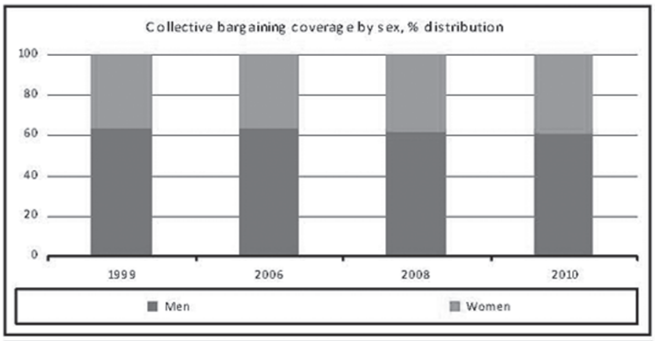
SOCIAL DIALOGUE, WORKERS' AND EMPLOYERS' REPRESENTATION

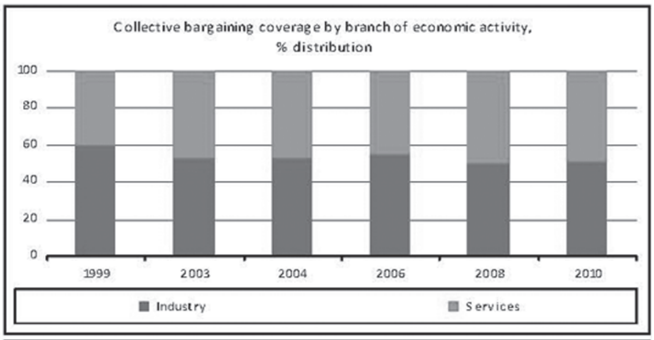


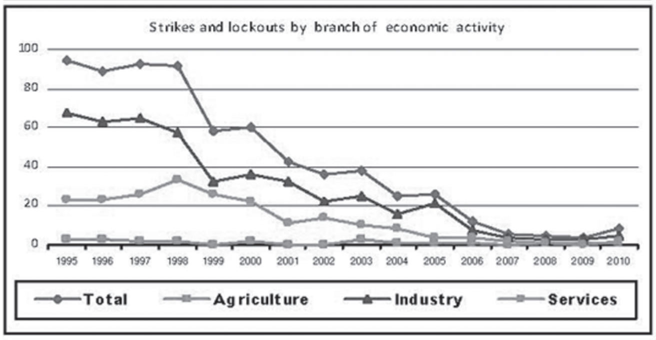


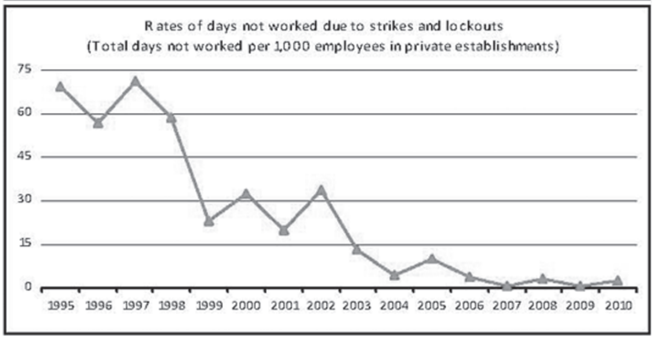


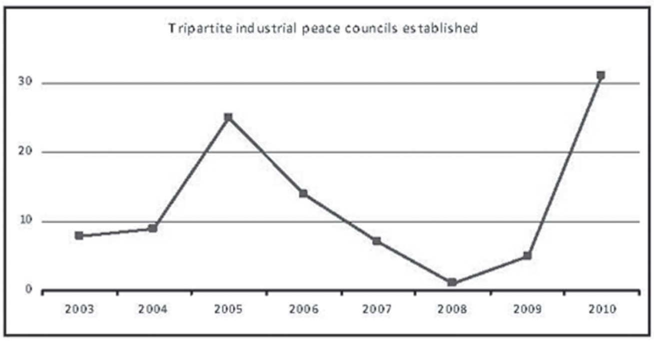


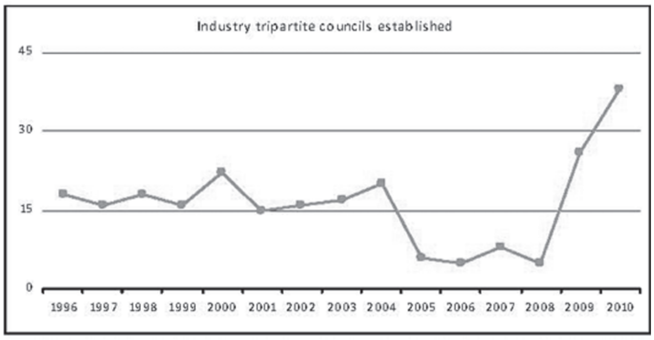












See Table 11 for Notes and Sources.

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Annex I. Philippine Decent Work Indicators: Definitions and data sources

Indicator and Definition	Data Source
Economic and social context for decent work	
Gross Domestic Product – value of all goods and services produced domestically.	NSCB, National Accounts of the Philippines
Labour productivity – Gross Domestic Product at constant 2000 prices divided by total employed.	NSCB, NAP; NSO, LFS
Real GDP per capita 1) Real GDP per capita in PPP$ – GDP at constant 2005 international $ divided by total population. Purchasing Power Parity (PPP) rate – defined as the number of units of a country's currency that is required to buy the same amount of goods and services in the country as one US$ would buy in the US. PPP as a rate of conversion ensures that money exchanged for a dollar buys the same volume of goods and services in every country. By equalizing prices, PPP rates deliver a measure of relative GDP which is based on what constitutes "real" income, the volume of goods and services embodied in GDP. The method of using PPP is analogous to measuring GDP in different years at fixed base year prices. 2) Real GDP per capita in PhP – GDP at constant 2000 prices divided by total population.	WB-World Development Indicators NSCB, NAP
Wage share in GDP – total compensation of employees as a percentage share of GDP.	NSCB, NAP
Capital formation – consists of fixed capital, changes in inventories and intellectual property products.	NSCB, NAP
Inflation rate (CPI) – year-on-year change of Consumer Price Index, expressed in per cent.	NSO
Poverty indicators 1) Poverty incidence – proportion of families (or individuals) with per capita income/expenditure less than the per capita poverty threshold to the number of families (or individuals). 2) Subsistence incidence – proportion of families (or individuals) with per capita income/expenditure less than the per capita food threshold to the number of families (or individuals). 3) Income gap – average income shortfall, expressed in proportion to the poverty threshold, of individuals with income below the poverty threshold. Poverty threshold – refers to minimum income/expenditure required for a family/individual to meet the basic food and non-food requirements. Food threshold – refers to the minimum income/ expenditure required for a family (or individual) to meet the basic food needs, which satisfy the nutritional requirements for economically necessary and socially desirable physical activities.	NSCB, Official Poverty Statistics
Income inequality 1) Ratio of income of top 10 per cent of families to bottom 10 per cent – ratio of percentage share of total family income of top 10 per cent of families to percentage share of total family income of bottom 10 per cent of families. 2) Gini coefficient – a measure of the extent to which the distribution of income/expenditure among families/ individuals deviates from a perfectly equal distribution, with limits 0 for perfect equality and 1 for perfect inequality.	NSO, FIES
Employment by branch of economic activity – percentage distribution of total employed by branch of economic activity.	NSO, LFS
Female share of employment by branch of economic activity – total employed women in i^{th} branch of economic activity as a percentage share of total employed in the i^{th} branch of economic activity.	NSO, LFS
Education of adult population 1. Adult functional literacy rate – total adults who possess a higher level of literacy which includes not only reading and writing skills but also numerical skills, as a percentage share of the total adult population 25–64 years old. The skills must be sufficiently advanced to enable the individual to participate fully and efficiently in activities commonly occurring in his/her life situation that require a reasonable capability of communicating by written language.	NSO, FLEMMS
2) Adult secondary-school graduation rate – total adults who completed high school education as a percentage share of total adult household population 25 years old and over.	NSO, LFS

Indicator and Definition	Data Source
Children not in school (% by age) – total children, 5–17 years old, not currently attending school in i^{th} age group as a percentage share of total household population of children in i^{th} age group.	NSO, LFS
Working-age population who are HIV positive per 100,000 persons – total persons reported as HIV positive divided by total working-age population, then multiplied by 100,000. HIV positive – refers to the presence of HIV infection as documented by the presence of HIV antibodies in the sample being tested by SACCL, which is the National Reference Laboratory for HIV.	DOH-NEC; NSO, LFS
Employment opportunities	
Employment-to-population ratio – total employed as a percentage share of total working-age population. Working-age population refers to household population 15 years old and over: This consists of: a) Persons who are present at the time of visit of the enumerator--- – whose usual place of residence is the sample household regardless of their length of stay in the household, – whose usual place of residence is outside the sample household but have stayed temporarily with the sample household for at least 30 days, – whose usual place of residence is outside the sample household but have stayed with the sample household even for less than 30 days provided that they have been away from their usual place of residence for 30 days or more; b) Persons who are not present at the time of visit but are expected to return within 30 days from date of departure to their usual place of residence, which is the sample household; c) Students abroad/tourists who have been away for one year or less and are expected to be back within a year from date of departure. These also include those attending training abroad, medical treatment and missionaries. **Excludes:** Persons in institutions who are not expected to return within 30 days; members of the Armed Forces of the Philippines who have been away from their usual place of residence for more than 30 days; Filipinos, whose usual place of residence is in a foreign country, who are and will be in the Philippines for less than one year from arrival; foreign ambassadors, ministers, consuls or other diplomatic representatives, and members of their families, regardless of the length of their stay; and citizens of foreign countries who are chiefs and officials of international organizations like UN, ILO or USAID and members of their families, regardless of their length of their stay. Overseas Filipino Workers and employees in Philippine embassies, consulates and other missions are also excluded.	NSO, LFS
Unemployment rate – total unemployed as a percentage share of total labour force.	NSO, LFS
Youth not in education and not in employment, 15–24 years – total unemployed youth who are not currently attending school plus total youth not in the labour force who are not currently attending school, as a percentage share of total youth household population.	NSO, LFS
Labour force participation rate – total labour force as a percentage share of total working-age population. Labour force participation gap – labour force participation rate of men less labour force participation rate of women.	NSO, LFS
Youth unemployment rate, 15–24 years – total unemployed youth as a percentage share of total youth labour force.	NSO, LFS
Unemployment by level of education – percentage distribution of total unemployed by highest grade completed.	NSO, LFS
Employment by class of worker – percentage distribution of total employed by class of worker. Class of worker categories: a) Wage and salary workers (or employees) b) Employers in own family-operated farm or business c) Self-employed without any paid employee d) Unpaid family workers (worked without pay) in own family-operated farm or business.	NSO, LFS
Proportion of self-employed and unpaid family workers in total employment – total self-employed plus total unpaid family workers, as a percentage share of total employed.	NSO, LFS
Share of wage employment in non-agricultural employment – total wage and salary workers in non-agricultural employment as a percentage share of total non-agricultural employment.	NSO, LFS
Adequate earnings and productive work	
Working poverty rate – total employed living in a household whose members are estimated to be below the poverty threshold, as a percentage share of total employed. It is assumed that a household cannot have poor and non-poor members; either all members are poor or all members are non-poor since poverty is a characteristic of the household.	Merged files of the LFS and FIES, NSO
Low-paid employees (below two-thirds of median hourly basic pay) – total wage and salary workers with hourly basic pay below two-thirds of the median hourly basic pay, as a percentage share of total employed. Hourly basic pay of an employee is a derived indicator. It was computed as basic pay per day divided by the corresponding normal working hours per day during the reference week. Basic pay – pay for normal time, prior to deductions of social security contributions, withholding taxes, etc. It excludes allowances, bonuses, commissions, overtime pay, benefits in kind, etc. Normal working hours – refer to the usual or prescribed working hours of a person in his/her primary job/business which is considered a full day's work. These include the overtime hours if the person regularly works overtime. On average at the national level, normal working hours is around eight (8) per employee.	NSO, LFS

Indicator and Definition	Data Source
Average real daily basic pay of employees – average daily basic pay of wage and salary workers deflated by the Consumer Price Index (2000=100), total and by major occupation group.	NSO, LFS
Minimum hourly basic pay as a percentage of median hourly basic pay, non-agriculture in Metro Manila – minimum hourly basic pay in non-agriculture as a proportion of median hourly basic pay in non-agriculture.	NWPC; NSO, LFS
Manufacturing wage index – Nominal wage index in manufacturing in year t divided by Consumer Price Index in year t (2000=100), then multiplied by 100. Nominal wage index formulated as $(w_t / w_0) \times 100$ where: w_t = average daily basic pay in manufacturing in year t w_0 = average daily basic pay in manufacturing in base year	NSO, LFS
Workers certified, as a percentage of workers assessed (certification rate) – total workers certified as a percentage share of total workers assessed under the Philippine Technical and Vocational Education and Training Qualification and Certification System. Worker certified – refers to an individual who is provided certification after he/she has met the competency standards of the job. Worker assessed – refers to an individual who undergoes an assessment process to determine whether he/she can perform to the standards expected in the workplace based on the defined competency standards. This ensures the productivity, quality and global competitiveness of the worker.	TESDA
Decent hours	
Employed with excessive hours (more than 48 hours actually worked per week) – total employed who worked more than 48 hours per week as a percentage share of total employed (in all jobs or primary job). Hours worked – refer to: (1) hours actually worked during normal periods of work; (2) over-time; (3) time spent at the place of work on activities such as the preparation of the workplace, repairs and maintenance, the preparation and cleaning of tools, and the preparation of receipts, time sheets and reports; (4) time spent at the place of work waiting or standing-by for customers or for such reasons as lack of supply of work, breakdown of machinery, or accidents, or time spent at the place of work during which no work is done but for which payment is made under a guaranteed employment contract; and (5) time corresponding to short rest periods at the workplace, including tea and coffee breaks. Primary job – determined in accordance with the following priority rules: 1) if only one job, then it is the primary job regardless of permanency or hours worked in the job; 2) if more than one job, the primary job is that which is permanent regardless of hours worked; 3) if more than one permanent job, consideration is given to the job where more hours of work are spent; 4) if equal hours are spent in the permanent jobs, the primary job is that which provides more income.	NSO, LFS
Employed by hours actually worked per week – percentage distribution of total employed by hours actually worked per week in standardized hour bands. Standardized hour bands per week: Less than 20 hours, 20–29, 30–39, 40–48, 49 and over.	NSO, LFS
Average weekly hours actually worked per employed person – average weekly hours worked by total employed persons at work.	NSO, LFS
Underemployment rate – total employed who wanted additional work (wanted additional hours of work in their present job, or to have additional job, or a new job with longer working hours) as a percentage share of total employed.	NSO, LFS
Visible underemployment rate – total employed who wanted additional work and worked less than 40 hours in primary job as a percentage share of total employed.	NSO, LFS
Time-related underemployment rate – total employed who wanted additional work and worked less than 40 hours in all jobs as a percentage share of total employed.	NSO, LFS
Combining work, family and personal life	
Economically inactive due to household/family duties – total persons who did not look for work due to household/family duties as a percentage share of total working-age population.	NSO, LFS
Employed who are married – total employed who are married as a percentage share of total employed.	NSO, LFS
Employed who are heads of households – total employed who are household heads as a percentage share of total employed. Household head – adult member of the household who is responsible for the care and organization of the household or the one who is regarded as such by the members of the household. The following may be considered as the household head: a. one who is responsible for the care and organization of the household; b. one who makes the final decision even if he/she does not contribute to the finances of the household; c. the oldest member of the household and is regarded as the household head; and d. the household member who is now working abroad as an Overseas Filipino Worker and is still regarded as the household head.	
Work that should be abolished	
Economic activity rate of children – total working children in i^{th} age group as a percentage share of total household population of children in i^{th} age group.	NSO, LFS

Indicator and Definition	Data Source
Working children not currently attending school – total working children not currently attending school in i^{th} age group as a percentage share of working children in i^{th} age group.	NSO, LFS
Stability and security of work	
Employees in precarious work *(household survey data)* – total wage and salary workers whose nature of employment is short-term or seasonal or casual plus total wage and salary workers who worked for different employers on day-to-day or week-to-week basis, as a percentage share of total employed. Short-term or seasonal or casual workers – wage and salary workers whose employment had lasted or expected to last less than one year since it started. Worked for different employers or customers on day-to-day or week-to-week basis – for odd job workers/stevedores not on payroll or not connected with union/market and other cargo handlers receiving pay from individual customers.	NSO, LFS
Employees in precarious work *(establishment survey data)* – total employees hired on casual, seasonal or contractual/ project-based basis as a percentage share of total employed. Casual worker – worker whose work is not usually necessary and desirable to the usual business or trade of the employer. The employment is not for a specific undertaking or seasonal in nature. Seasonal worker – worker whose employment, specifically its timing and duration, is significantly influenced by seasonal Contractual/ project-based worker – worker whose employment has been fixed for a specific project or undertaking, the completion or termination of which has been determined at the time of engagement. An agency-hired worker (or hired through a contractor) is excluded.	BLES, BITS
Average real daily basic pay of short-term, seasonal or casual workers *(household survey data)* – average daily basic pay of short-term, seasonal or casual workers deflated by the Consumer Price Index (2000=100).	
Equal opportunity and treatment in employment	
Occupational segregation by sex 1) Female share in occupational employment – total employed women in i^{th} major occupation group as a percentage share of total employed in the i^{th} major occupation group. 2) Index of dissimilarity – a summary indicator of occupational segregation. It ranges from 0 to 1, with 0 meaning no occupational segregation and 1 being complete segregation between the two sexes. It is computed as: 1/2 _IW_i/W – M_i/ MI where W_i and M_i are the shares of the employed women and men in the i^{th} major occupation group relative to their respective totals, employed women (W) and employed men (M).	NSO, LFS
Female share of employment in ISCO-88 groups 11 and 12 1977 PSOC-based data: Total employed women who are legislative officials, government administrators and government executives, and managers, as a percentage share of total employed in the same occupational groups. 1992 PSOC-based data: Total employed women who are officials of government and special-interest organizations, corporate executives and specialized managers, as a percentage share of total employed in the same occupational groups.	
Share of women in wage employment in the non-agricultural sector -percentage share of women in total wage and salary workers in non-agriculture.	NSO, LFS
Gender wage gap – difference between average daily basic pay of men and women as a percentage of average daily basic pay of men.	NSO, LFS
Safe work environment	
Incidence rate of occupational injuries, fatalities per 100,000 employed persons – total cases of occupational injuries resulting in deaths whether death occurs immediately after the accident or within the same year as the accident, per 100,000 employed persons. **Incidence rate of occupational injuries, non-fatalities per 1,000 employed persons** – total cases of occupational injuries resulting to permanent (or temporary) incapacity for work per 1,000 employed persons. Permanent incapacity – case where an injured person was absent from work for at least one day, excluding the day of the accident, and 1) was never able to perform again the normal duties of the job or position occupied at the time of the occupational accident, or 2) will be able to perform the same job but his/her total absence from work is expected to exceed a year starting the day after the accident.	BLES, BITS; BLES, 2000 OIS BLES, BITS; BLES, 2000 OIS
Temporary incapacity – case where an injured person was absent from work for at least one day, excluding the day of the accident, and 1) was able to perform again the normal duties of the job or position occupied at the time of the occupational accident or 2) will be able to perform in the same job but his/her total absence from work is expected not to exceed a year starting the day after the accident, or 3) did not return to the same job but the reason for changing the job is not related to his/her inability to perform the job at the time of the occupational accident.	
Average days lost due to temporary incapacity cases – total workdays lost of cases of occupational injuries resulting to temporary incapacity per case of occupational injury resulting to temporary incapacity. Workdays lost – refer to working days (consecutive or staggered), an injured person was absent from work, starting the day after the accident. If the person is still absent from work by the end of the reference year, his/her days lost cover the period from the day after the accident up to the end of the reference year. Temporary absences from work of less than one day for medical treatment are not included in days lost.	BLES, BITS; BLES, 2000 OIS

Indicator and Definition	Data Source
Incidence rate of occupational diseases, per 1,000 employed persons – total cases of occupational diseases per 1,000 employed persons. Occupational disease – refers to an abnormal condition or disorder other than one resulting from an occupational injury caused by exposure over a period of time to risk factors associated with work activity such as contact with certain chemicals, inhaling coal dust, carrying out repetitive movements. These refer to new cases recognized, diagnosed and recorded during the year.	BLES, BITS
Labour inspectors per 100,000 employees in private establishments – total labour inspectors divided by total wage and salary workers in private establishments, then multiplied by 100,000.	DOLE-BWC; NSO, LFS
Social security	
Share of economically active population contributing to a pension scheme – total SSS and GSIS members (who made one contribution in the year) as a percentage share of total labour force.	Mesa-Lago, Carmelo et al. Pensions in the Philippines (2011); NSO, LFS
Share of population aged 60 and above benefiting from old-age pension – total pensioners (formerly employed in the private and public sectors) who receive old-age/retirement pensions on a lifetime cash benefit paid every month as a percentage share of total household population 60 years old and over.	SSS; GSIS; NSO, LFS
Social security benefits, as a percentage of GDP – total social security benefits as a percentage share of Gross Domestic Product. Social security benefits – social security payments to government and private employees and their beneficiaries by social security funds (Government Service Insurance System, Social Security System, National Health Insurance Program and Employees Compensation Program). These may take the form of retirement and survivorship pensions, sickness, disability and death benefits or other related allowances or benefits.	NSCB, NAP
Health-care expenditures not financed out of pocket by private households, as a percentage of total health-care expenditures – total (public and private) health-care expenditures financed either by government, pre-paid private insurance, employers or non-governmental organizations as a percentage share of total health-care expenditures.	NSCB, Philippine National Health Accounts
Estimated share of population covered by national health insurance programme – total estimated beneficiaries (members and dependents) of the National Health Insurance Program as a percentage share of total population.	PhilHealth
Social dialogue, workers' and employers' representation	
Union density rate – total employees who are union members as a percentage share of total employees.	BLES, BITS; BLES, 1995 and 1999 IRWS
Collective bargaining coverage rate – total employees covered by CBAs as a percentage share of total employees.	BLES, BITS; BLES, 1999 IRWS
Strikes and lockouts Strike – any temporary stoppage of work by the concerted action of employees as a result of an industrial or labour dispute. It excludes general strike, political strike, mass leave, sympathy strike and the like. Lockout – temporary refusal of an employer to furnish work to his employees as a result of an industrial or labour dispute.	NCMB
Rates of days not worked – total days not worked by workers involved due to strikes and lockouts divided by employees in private establishments, then multiplied by 1,000.	NCMB; NSO, LFS
Tripartite industry councils – tripartite councils that serve as forum for tripartite advisement and consultations among labour, employers and government sectors in the formulation of labour and employment policies.	DOLE-BLR

Annex II. Summary of the changes/revisions in LFS and other data series

Change/ Revision	Description/Start of Series	Remarks
Standard classifications	The 1977 PSIC is patterned after ISIC rev. 2 while 1994 PSIC as amended with ISIC rev.3. The 1977 and 1992 PSOC are patterned after ISCO 1968 and ISCO-88, respectively.	The LFS used these Philippine classifications starting with the January 2001 survey round. The updated 1993/2008 SNA-based Philippines SNA used the 1994 PSIC as amended starting with the 1998 new series.
Population benchmark	LFS data from 1995–1996 were adjusted based on the 1980 Census-based population projections, those from 1997–2005 were adjusted based on the 1995 Census-based population projections and those from 2006 onwards were adjusted based on the 2000 Census-based population projections.	While the levels of the data estimates would be affected, the proportions (relating two variables) or percentage shares to totals would not be, since the numerators and denominators are both adjusted.
Unemployment	In April 2005, the definition of unemployment was revised to include the availability criterion. This led to lower estimates of unemployment.	This affected the comparability of unemployment rates and related indicators (labour force participation rate, unemployment by level of education, new entrants to the labour force) starting April 2005 compared to earlier data series because of the exclusion of persons without jobs and looking for work during the reference week but not available for work within two weeks from the date of interview.
Working children (5-14 years old)	April 2005 to present: 5–14 years old (demographic, industry and occupation only) October 2003–January 2005: 5–14 years old (demographic and economic characteristics) May 1956 –July 2003: 10–14 years old (demographic and economic characteristics)	
New data series		
• Basic pay	Inquiry began in January 2001 LFS.	Limited to employees with basic pay. Inquiry excludes those employees paid on commission basis because of the difficulty in translating their pay into a daily basis.
• School attendance	Inquiry began in April 2005 LFS.	Inquiry covered persons 5–24 years old. Data on children (5–17 years old) not in school and youth (15–24) not in education and not in employment presented for the Country Profile starting 2006. There were data interpretation issues on school attendance when the inquiry was first asked in April 2005. Those on school vacation were not considered as schooling thus resulting in relatively high non-school attendance. This affected comparability of estimates with those of 2006 onwards.
• Employed with more than one job and hours worked in all jobs	Inquiry began in April 2005 LFS	

Change/ Revision	Description/Start of Series	Remarks
• National Account estimates	GDP, GDP per capita, labour productivity and capital formation based on the updated 1993/2008 SNA that was adopted beginning 1998 data series.	Aside from the revisions in the national accounts statistics, the base year for constant prices has been changed from 1985 to 2000. The linked series or estimates for years prior to 1998 still being computed.
• Poverty incidence (refined methodology)	Starting 2003.	Main features of the refinements are: 1) use of a provincial food bundle developed based on an indicative national food bundle that passed the Test of Revealed Preference, and 2) use of a standard/benchmark for non-food basic needs that is comparable across space and over time. These enhancements were to ensure that province-specific characteristics are captured in the estimation of provincial poverty statistics, the food bundle chosen for the province is "superior" over another bundle based on preferences, that is the former will provide the least cost but with same level of utility. The refined methodology led to lower estimates of poverty.

Annex III

Poverty estimation

Official poverty estimation methodology

Per Executive Order No. 352, known as Designation of Statistical Activities that will Generate Critical Data for Decision-making of the Government and Private Sector, the computation of poverty estimates is the responsibility of the National Statistical Coordination Board (NSCB) using the official poverty estimation methodology approved by the NSCB Executive Board. Under the Executive Order, the development of the poverty methodology was assigned to the Technical Committee on Poverty Statistics or TC PovStat (previously called the Technical Working Group on Income and Poverty Statistics). The TC PovStat is composed of noted experts in the area of poverty statistics from the academe, producers and users of poverty statistics from both government and non-government organizations.

2003 Methodology

In accordance with NSCB Resolution No. 1, Series of 2003 "Approving the Proposed Methodology for Computation of Provincial Poverty Statistics," the estimation of poverty starts with the computation of the food threshold, which is determined by using regional menus priced at the provincial level. The one-day menus were determined by the Food and Nutrition Research Institute using low-cost, nutritionally adequate food items satisfying basic food requirements of 2,000 calories, which are 100 per cent adequate for the Recommended Energy and Nutrient Intake (RENI) for energy and protein and 80 per capita adequate for the RENI for vitamins, minerals and other nutrients. These menus were used to estimate the per capita per day food cost. This is then multiplied by 30.4 days (approximate number of days per month) to get the monthly food threshold or by 365 days (30.4 days/month x 12 months) to get the annual per capita food threshold.

Food threshold is then defined as the minimum income/expenditure required for a family/individual to meet the basic food needs, which satisfies the nutritional requirements for economically necessary and socially desirable physical activities. If the per capita income/expenditure of a family/individual is less than the per capita food threshold, the family/individual is considered as "food poor" or "subsistence poor." Then "subsistence incidence" can be computed by obtaining the proportion of families/individuals who have a per capita income/expenditure lower than the per capita food threshold to the total number of families/individuals.

After the computation of the food threshold, the estimation of the poverty threshold to include the additional income required for the sustenance of the minimum non-food basic needs follows. Non-food basic needs include the following: clothing and footwear; fuel, light and water; housing maintenance and other minor repairs; rental or occupied dwelling units; medical care; education; transportation and communications; non-durable furnishing; household operations; and personal care and effects.

To compute for the poverty threshold, the food threshold is divided by the proportion of the food expenditures (FE) to total basic expenditures (TBE) derived from the latest Family Income and Expenditure Survey (FIES) using the FE/TBE's of families within the +/- ten percentile of the food threshold. The resulting estimate is the annual per capita poverty threshold.

Poverty threshold then refers to the minimum income/expenditure required for a family/individual to meet the basic food and non-food requirements. If the income/expenditure of a family/individual is less than the per capita poverty threshold, the family/individual is considered as "poor" and getting the proportion of families/individuals with per capita income/expenditure lower than the per capita poverty threshold to the total number of families/individuals will result in "poverty incidence".

2011 Refinements in the methodology

The refinements in the official poverty estimation methodology were approved by the NSCB Executive Board on 1 February 2011. The first feature of the refinements is the adoption of provincial food bundles to capture province-specific characteristics in the estimation of provincial poverty statistics. The provincial food bundles have the following characteristics:

1. Visualizable – the food items can actually be cooked together and eaten as a viand.

2. Nutritionally adequate – satisfies the 100 per cent RENI for energy and protein and 80 per cent RENI for vitamins and minerals.

3. Locally available – this is ensured, as only the food items that have available prices from the National Statistics Office and Bureau of Agricultural Statistics were adopted in the food bundle.

4. Design based on an indicative national food bundle – the provincial food bundles were developed by starting with a national reference food bundle to enhance consistency across space in order to consider specific characteristics of the province.

5. Least cost for the province as compared with the other provincial food bundles – all provincial food bundles were subjected to the Test of Revealed Preference.[1]

The second refinement is the use of the average FE/TBE ratio nationally determined from the 2000, 2003, 2006 and 2009 FIES instead of a different FE/TBE ratio for each FIES year. This ratio will be used for 12 years for the indirect estimation of the non-food component. This enhancement was done to ensure that the parameters are fairly stable since FE/TBE ratios do not change dramatically over time; and to ensure consistency over time for at least two administrations (two terms of the President).

Note:
[1] Suggested by Dr. Martin Ravallion of the World Bank Research Group, a poverty expert, to ensure that the food items that are being used in the provinces are comparable and to avoid rich provinces having superior food bundles as compared with the other provinces.

Sources:
FAQs on Official Poverty Statistics of the Philippines, National Statistical Coordination Board, June 2007.
Statistically Speaking, Refinements in Measuring Poverty, Dr. Romulo A. Virola, NSCB Secretary General, February 2011.

Working poor

Statistics on the working poor come from the merged files of the second phase of the FIES (conducted every three years) and the LFS. The FIES is carried out in two phases: the first phase (covering the first six months of the reference year) is conducted at the same time as the July round of the LFS and the second phase (covering the remaining six months of the reference year) simultaneously with the LFS January round (after an FIES reference year). The working poor are those who belong to households in the FIES whose per capita income is below the official poverty line or threshold as established by the NSCB.

As poverty is a characteristic of the household, one which has been classified as poor would have members counted as poor. It was assumed that a household cannot have poor and non-poor members; either all members are poor or all members are non-poor.

Although the FIES asks for the wages and salaries of household members in paid employment, this information is not encoded; only that of the household is taken into account since the intention of the survey is to determine family income (and family expenditures) and not individual income.

This means that even if the income of an individual from paid employment is above the national poverty line, he/she will be classified as poor if the household to which he belongs is categorized as poor, particularly if the only source of family income is from this person's work. Conversely, when the individual income from paid employment is below the poverty line, he/she will be classified as non-poor if the household to which this person belongs is categorized as such since other household member/s who earn higher wages or salaries cover up for the income deficiency.

This will explain any differences between the statistics on low-paid employees from the LFS (individual concept) and those on the poor employees from the merged FIES-LFS data (household concept), e.g., higher proportion of employed men who are poor than women (merged FIES-LFS data) and lower proportion of low-paid men employees than women (LFS).

Annex IV. Daily minimum wage rates

In PhP, as of July 2012

Region	Wage Order (WO) No./ Date of Effectivity	Non-Agriculture	Agriculture	
			Plantation	Non-Plantation
NCR[a]	WO 17/June 3, 2012	409.00 – 446.00	409.00	409.00
CAR[b]	WO 15/June 18, 2012	263.00 – 280.00	246.00 – 262.00	246.00 – 262.00
I[c]	WO 15/July 25, 2012	233.00 – 253.00	233.00	205.00
II[d]	WO 15/May 16, 2012	247.00 – 255.00	235.00 – 243.00	235.00 – 243.00
III[e]	WO 16/June 24, 2011	279.00 – 330.00	264.00 – 300.00	244.00 – 284.00
IV-A[f]	WO 15/May 15, 2012	255.00 – 349.50	251.00 – 324.50	231.00 -304.50
IV-B[g]	WO 05/November 11, 2010	252.00 – 264.00	210.00 – 219.00	190.00 – 199.00
V[h]	WO 15/April 7, 2012	228.00 – 252.00	228.00	228.00
VI[i]	WO 20/ May 31, 2012	235.00 – 277.00	245.00	235.00
VII[j]	WO16/September 22, 2011	260.00 – 305.00	240.00 – 287.00	240.00 – 287.00
VIII [k]	WO 16/June 1, 2011	253.00	228.00 – 234.00	213.50
IX[l]	WO 17/November 25, 2011	267.00	242.00	222.00
X[m]	WO 16/July 24, 2011	271.00 – 286.00	259.00 – 274.00	259.00 – 274.00
XI[n]	WO 17/January 1, 2012	301.00	291.00	291.00
XII[o]	WO 17/April 18, 2012	270.00	248.00	243.00
XIII[p]	WO 11/November 11, 2011	258.00	248.00	228.00
ARMM[q]	WO 13/September 2, 2011	232.00	232.00	232.00

Note: Minimum wage rate consists of basic pay and cost of living allowance.

[a] Provides integration of PhP22.00 COLA and grants PhP30.00 COLA (PhP20.00 upon effectivity and PhP10.00 on Nov 1, 2012.

[b] Granted PhP8.00 wage increase.

[c] Granted PhP5.00 – PhP8.00 wage increase.

[d] Granted PhP10.00 wage increase and integrated PhP15 COLA under W.O. No. 10 into the basic pay.

[e] Granted additional PhP14.00 COLA; PhP4.00 under W.O. No. 15 was integrated into the basic pay on Jan. 1, 2012.

[f] Granted PhP2.00 – PhP90.00 wage increase to be implemented for a period of 5 years (for workers receiving below (PhP255); PhP12.50 Conditional Temporary Productivity Allowance (for workers receiving above PhP255).

[g] Granted PhP12.00 wage increase.

[h] Granted PhP3.00 – PhP23.00 wage increase.

[i] Granted PhP12.00 wage increase.

[j] Granted PhP20.00 wage increase.

[k] Granted PhP15.00 COLA to be given in 2 tranches: PhP10.00 on June 1, 2011 and PhP5.00 on Sept. 1, 2011; integrated into the basic pay the PhP8.00 COLA under W.O. No. 14.

[l] Granted PhP12.00 wage increase.

[m] Integrated the PhP17.00 COLA effective for 6 months; to be integrated into the basic pay thereafter.

[n] Granted PhP15 COLA: PhP5 effective Jan. 1, 2012 and PhP10 effective May 1, 2012.

[o] Integrated the PhP15 COLA under W.O. No. 16. Granted PhP10 COLA for Non-Agriculture; PhP8 COLA (upon effectivity) for Agriculture sector and additional PhP4 (Plantation) and PhP6 COLA (for Non-Plantation) effective Dec. 1, 2012; PhP6 COLA (upon effectivity) for retail/service establishments and additional PhP4 (for retail/service with more than 10 workers) and PhP6 (for retail/service with not more than 10 workers) effective Dec 1, 2012.

[p] Granted PhP11.00 wage increase and PhP4.00 COLA.

[q] Granted PhP10.00 COLA.

Source: National Wages and Productivity Commission.

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