

# Gender Equality in the Philippines



International  
Labour  
Organization

## The Challenge



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Despite gains achieved by women's groups, trade unions, international organizations, government agencies and non-government organizations in the last three decades, most women in the Philippines still remain marginalized and disadvantaged in the world of work.

Women workers, especially in the informal economy, continuously face discrimination in accessing credit, benefits, and opportunities to improve their lives and that of their families.

## The Response

The International Labour Organization Country Office for the Philippines (ILO CO-Manila) has been actively promoting the rights and welfare of women workers through various measures. Recognizing the fact that gender equality is in the heart of Decent and productive work, the ILO has been actively building the capacities of relevant government agencies, trade unions, employers organizations, civil society, the academe and workers in the informal economy in various degrees and means.

Through the years, ILO CO-Manila promoted gender mainstreaming in projects and programmes of its tripartite partners particularly employers and trade unions through technical and financial assistance.

Since 2007, the ILO approach to simplify gender mainstreaming was gearing up partners through the Participatory Gender Audit (PGA). The Office has trained more than 100 PGA facilitators who in turn have conducted PGA in various United Nations (UN) agencies, government offices and local government units. In January 2012, the result of the Department of Labor and Employment (DOLE) PGA as conducted by ILO Manila was finalized. The PGA was conducted to assess the extent of gender mainstreaming work in DOLE in terms of coherence in its policies, programmes, implementation mechanisms and results. It was also conducted to integrate gender in its Labor and Employment Plan (LEP).

Several programmes for women workers are in place such as capacity building for women in trade unions through promotion of gender equality and non-discrimination at the workplace with emphasis on increasing women's participation in trade union leadership; and awareness raising programme on the role of freedom of association and collective bargaining in organizing and promoting gender equality in export processing zones (EPZs) in order to reduce the existing rights gaps. In 2012-2013 biennium, around 150 young women aged 35 and below participated in leadership trainings all over the country.

## Key Statistics

- Preliminary results of the October 2013 Labour Force Survey (LFS) showed a 0.1 per cent increase in the Labour Force Participation Rate (LFPR) for females at 49.8 per cent from 48.7 per cent in 2012.
- The share of women in non-agricultural wage employment has risen since 1995, in part due to legislation aimed at promoting women's rights at work, but remains under 50 per cent.
- Female unemployment rate for October 2013 was relatively lower at 5.9 per cent or 927 thousand compared to male at 6.8 per cent or 1.7 million.
- The percentage between women's basic pay and men's basic pay remains low when looking at all occupations, but varies considerably between occupational groups.

Sources: LFPR, Phils 2005-2013;  
Decent Work Country  
Profile, 2012

## Achievements

- Conducted trainings to integrate gender equality provisions in collective bargaining.
- Helped formulate along with the Overseas Development Assistance-Gender and Development (ODA-GAD) the checklist called Harmonized GAD Guidelines for projects and programmes.
- Conducted participatory gender audit (PGA) for UN agencies such as United Nations Development Programme (UNDP), United Nations Population Fund (UNFPA), UNHABITAT, UNAIDS, United Nations Children's Fund (UNICEF) and government agencies like Department of Labor and Employment (DOLE) and Philippine Overseas Employment Administration (POEA) and Department of Foreign Affairs (DFA) in 2014.
- Conducted training of facilitators on PGA to UN Gender Mainstreaming Committee (UN GMC), Philippine Commission on Women (PCW), Department of Social Welfare and Development (DSWD), local government units (LGUs) in Makati and Quezon City.
- Continuously promoting ILO Equality Conventions No. 100 and 111 and other gender relevant conventions such as Conventions No. 183 and 156.

## Relevant ILO Conventions and Recommendations

- Equal Remuneration Convention, 1951 (No. 100)
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- Maternity Protection Convention, 2000 (No. 183)
- Workers with Family Responsibilities Convention, 1981 (No. 156)
- Domestic Workers Convention, 2013 (No. 189)

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