



BUREAU OF
LABOR AND
EMPLOYMENT
STATISTICS

DEPARTMENT OF LABOR AND EMPLOYMENT
Manila, Philippines

LABSTAT

Updates

Vol. 1 No. 16

September 1997

A Profile of Employed Men and Women: 1987 - 1996

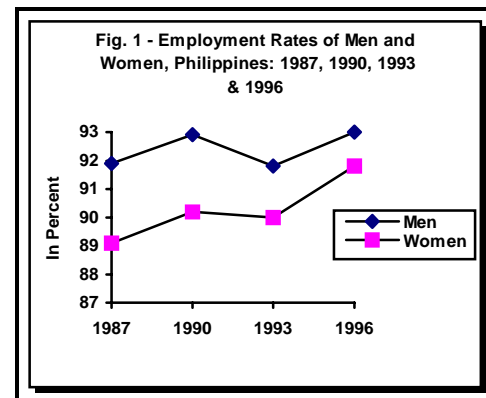


Employed persons are those 15 years old and over who were reported either at work or with a job or business although not at work during the week preceding the survey period. A person who worked for one hour during the reference week is considered employed.

The Philippine employment grew by 32.0 percent from 20.8 million in 1987 to 27.4 million in 1996. On the average (1987-1996), men comprised about 63.0 percent of the total employed while women accounted for 37.0 percent.

Although both men and women posted increasing employment levels, men expanded at a slower rate at 30.6 percent (from 13.3 million in 1987 to 17.3 million in 1996) than women at 34.4 percent (from 7.5 million to 10.1 million, respectively). (Table 1)

Employment rates highest at 91.8 percent for women and 93.0 percent for men



Note: Employment Rate is the proportion of the total number of employed persons to the total number of persons in the labor force.

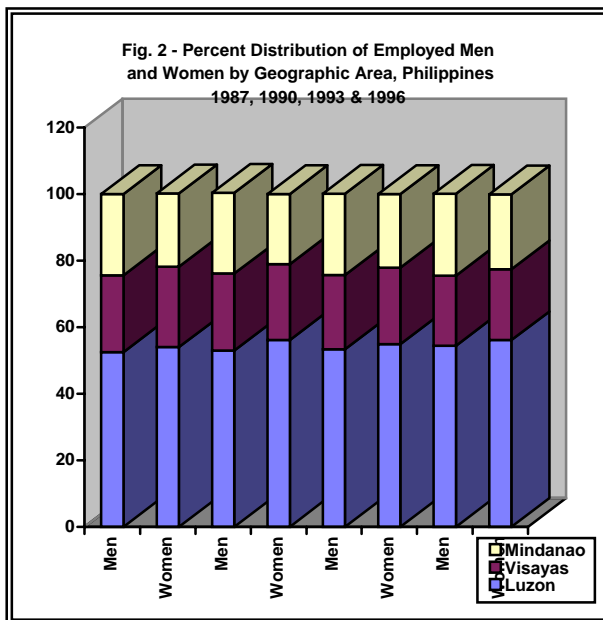


Employment rates of men and women generally increased during the period except in 1993 when they dropped compared to their 1990 level. The decline in the employment rates of men

(from 92.9% to 91.8%) and women (from 90.2% to 90.0%) maybe due to the spill over effects of the power crisis and natural and man-made calamities which stifled the economy in the early 1990's. (Fig. 1)

Women employment rates on the other hand, were lower but slowly catching up with men. From 89.1 percent in 1987, it rose by 2.7 percentage points to 91.8 percent in 1996. Meanwhile, employment rate of men barely gained by 1.1 percentage points from 91.9 percent to 93.0 percent, respectively.

Majority of the employed men and women are in Luzon



Majority of the country's employed men (52.5% to 54.4%) and women (54.0% to 56.1%) were based in Luzon. While Luzon absorbed increasing proportion of the employed during the period, working men (24.4% to 24.6%) and

women (22.0% to 22.5%) in Mindanao remained almost unchanged. The Visayas which claimed the least, posted declining shares of employed men (from 23.1% to 21.1%) and women (from 24.2% to 21.3%). (Fig. 2)

Employed men and women cluster within the 25-54 years age group

Employed men and women in 1987 up to 1996 were clustered in the 25-54 age bracket. The proportion of employed women in this age category gradually increased from 62.6 percent in 1987 to 64.8 percent in 1996. The same pattern was observed among employed men, i.e. from 61.4 percent in 1987, it increased to 64.6 percent in 1996. (Table 1)

A downtrend in the proportion of employed young women in ages 15-24 was observed in the same period. From 24.1 percent in 1987, the figure continued to decline to 22.7 percent in 1990, 22.5 percent in 1993, and 20.9 percent in 1996. Similar trend was noted among employed young men.

More women have reached college level than men

Most of the employed men and women in the years under review have attended elementary education, an average of 45.8 percent for men and 41.5 percent for women. Likewise, there were more employed men with high school education than women in all years with a ratio of 2:1, i.e. for every two men, a woman has at least attended high school. However, a higher proportion

of women have reached college level than men (23.9% vs. 16.0% in 1987), (26.5% vs. 17.0% in 1990), (25.6% vs. 16.7% in 1993) and (28.3% vs. 19.4% in 1996). (Table 1)

Most of the employed men and women are married

☛ Most of the employed women in 1987 (57.5%) and 1996 (60.5%) were married. These figures however were lower compared to that of men, i.e. 67.3 percent and 68.3 percent, respectively. In absolute terms, working married women increased from 4.3 million in 1987 to 6.1 million in 1996. (Table 1)

☛ Single men and women comprised the second biggest proportion of the employed in all years but at a declining rate, from 30.3 percent in 1987 to 29.1 percent in 1996 for men and from 32.2 percent to 28.8 percent for women.

Wage and salary workers slice the biggest proportion of the employed men and women

☛ The biggest proportion of the employed are the wage and salary workers. This holds true to both employed men and women. Women wage and salary workers increased to 4.7 million (46.3%) in 1996 from 3.4 million (44.5%) in 1987 or a growth of 39.9 percent over a span of ten years. Meanwhile, men wage and salary workers grew at a much faster rate (44.6%), from 5.8 million (43.9%) in 1987 to 8.4 million (48.6%) in 1996. (Table 1)

☛ Own-account workers comprised the second biggest group for both men and women in all years. It accounted for 40.9 percent of the employed men in 1996, a decline of 2.8 percentage points from 43.7 percent in 1987. Women own-account workers on the other hand, remained unchanged (from 31.4% to 31.7%) during the same period.

☛ A larger proportion of employed women were unpaid family worker than men (23.0% vs. 11.4%). Women's share however, shrunk to 22.0 percent in 1996 from 24.1 percent a decade ago. Among men, unpaid family workers dwindled to 10.5 percent from 12.5 percent.

Majority of employed men and women work for 40 hours or more a week

☛ In all years, most of the employed men and women worked full-time (working for 40 hours or more a week). However, the proportion of men (72.0%) and women (62.8%) in full-time employment in 1987 declined to 67.9 percent and 60.9 percent, respectively, in 1996. (Table 1)

☛ More women worked less than 40 hours a week (underemployed) than men in 1987 (36.3% vs. 27.2%), 1990 (36.1% vs. 28.4%), 1993 (40.3% vs. 32.2%) and 1996 (38.5% vs. 31.5%).

Agricultural sector absorbs the bulk of men and women work force but at a declining rate; modest increases in employment are noted in construction for men and in trade for women

- ☛ Agriculture remained the biggest job provider to both men and women though at a declining rate (*from 56.4% in 1987 to 48.4% in 1996 for men and from 32.7% to 30.3% for women, respectively*). (Table 1)

Employed women in wholesale and retail trade, community, social and personal services, and financing, insurance, real estate and business services increased from 4.0 million (53.6%) in 1987, to 5.7 million (56.5%) in 1996. Correspondingly, men employment in these sectors including the men-dominated transportation, storage and communication, and construction industries went up from 33.7 percent in 1987 to 41.4 percent in 1996.

- ☛ Men employed in manufacturing also increased slightly from 8.4 percent in 1987 to 8.9 percent in 1996. Conversely, women employment in this sector slightly declined to 12.0 percent in 1996 from 12.6 percent ten years ago. Despite the downtrend, it absorbed a larger proportion of women workers than men in 1987 (*12.6% vs. 8.4%*), 1990 (*12.2% vs. 8.3%*), 1993 (*12.6% vs. 8.5%*) and 1996 (*12.0% vs. 8.9%*).

More men occupy managerial posts but women are slowly catching up; women are still stereotyped in sales, clerical and services

- ☛ A larger proportion of women were engaged in the following occupations than men: professional, technical and related workers, sales workers, clerical workers and service workers. Whereas, men dominate in administrative, executive and managerial posts and agricultural and production works. However, women holding managerial positions were increasing over time.(Table 1)

FOR INQUIRIES:

Regarding this report contact **Labor Relations Statistics Division** at 527-3578

Regarding other statistics and technical services contact **BLES Databank** at 527-3577

Or write to BLES c/o **Databank, 3/F DOLE Bldg., Gen. Luna St., Intramuros, Manila 1002**

FAX 527-3579 E-mail: Irsd@manila-online.net Website: <http://www.manila-online.net/bles>

**TABLE 1 - Characteristics of Employed Men and Women
Philippines: 1987, 1990, 1993 & 1996**
(In percent except total)

Characteristics	1987		1990		1993		1996	
	Men	Women	Men	Women	Men	Women	Men	Women
Total	13,254	7,542	14,347	8,185	15,468	8,975	17,308	10,134
Age Group	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
15 - 19 years	11.8	11.8	10.8	10.3	10.1	10.1	10.1	9.1
20 - 24 years	13.4	12.3	12.6	12.4	12.2	12.4	12.4	11.8
25 - 34 years	25.9	24.0	24.7	23.2	25.3	26.6	26.6	24.1
35 - 44 years	20.2	21.0	21.8	23.3	22.3	23.1	23.1	23.7
45 - 54 years	15.3	17.6	15.9	16.9	15.7	14.9	14.9	17.0
55 - 64 years	8.9	9.2	9.5	10.0	9.7	8.5	8.5	9.9
65 years and over	4.7	4.0	4.8	4.0	4.7	4.4	4.4	4.3
Highest Educational Attainment	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
No Grade	4.1	5.4	3.6	3.8	3.4	3.5	3.1	3.4
Elementary	48.5	44.6	46.6	42.6	45.8	42.0	43.0	38.0
High School	31.3	26.0	32.8	27.0	33.9	28.6	34.2	30.1
College	16.0	23.9	17.0	26.5	16.7	25.6	19.4	28.3
Not Reported	0.1	0.1	0.1	0.1	0.1	0.2	0.2	0.2
Marital Status	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Single	30.3	32.2	30.4	31.6	29.4	30.3	29.1	28.8
Married	67.3	57.5	67.1	58.4	68.1	59.2	68.3	60.5
Widowed	1.8	8.6	2.1	8.5	1.9	9.0	1.8	8.7
Divorced/Separated	0.5	1.5	0.5	1.5	0.5	1.5	0.6	1.9
Class of Worker	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wage and salary	43.9	44.5	45.7	45.7	44.8	44.1	48.6	46.3
Own-account	43.7	31.4	42.4	31.1	44.3	33.0	40.9	31.7
Self-employed	39.9	29.6	38.4	29.3	40.5	31.2	36.6	29.5
Employer	3.7	1.8	4.0	1.8	3.8	1.9	4.4	2.2
Unpaid family	12.5	24.1	11.9	23.2	10.9	22.9	10.5	22.0
Hours Worked	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Less than 40 hours	27.2	36.3	28.4	36.1	32.2	40.3	31.5	38.5
40 hours and over	72.0	62.8	70.8	63.1	67.0	58.6	67.9	60.9
Did not work/ Not Reported	0.7	0.9	0.7	0.9	0.8	1.1	0.7	0.7

**TABLE 1 - Characteristics of Employed Men and Women
Philippines: 1987, 1990, 1993 & 1996 (Con't.)**
(In percent except total)

Characteristics	1987		1990		1993		1996	
	Men	Women	Men	Women	Men	Women	Men	Women
Major Industry Group	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture, fishery and Forestry	56.4	32.7	53.1	31.3	53.4	32.7	48.4	30.3
Mining	1.0	0.1	0.8	0.1	0.8	0.1	0.6	0.1
Manufacturing	8.4	12.6	8.3	12.2	8.5	12.6	8.9	12.0
Electricity, gas and water	0.5	0.2	0.5	0.2	0.6	0.2	0.6	0.1
Construction	5.6	0.2	6.7	0.2	7.0	0.2	9.0	0.2
Wholesale and retail Trade	7.5	24.7	8.0	24.5	7.5	25.0	8.2	26.1
Transportation, storage and communication	6.8	0.6	7.6	0.6	8.4	0.7	9.1	0.8
Financing, insurance, real estate and business services	1.8	1.9	1.9	2.1	1.9	2.2	2.4	2.6
Community, social and personal services	12.0	27.0	13.1	28.7	11.8	26.2	12.7	27.8
Industry, n e c	-	-	0.1	-	0.1	-	-	-
Major Occupation Group	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Professional, tech'l and related workers	3.2	9.9	3.6	10.8	3.4	9.8	3.4	10.3
Administrative, executive and managerial workers	1.0	0.6	1.3	0.9	1.4	1.2	1.8	1.4
Clerical workers	3.3	6.1	3.1	6.6	2.9	6.7	3.0	6.9
Sales workers	7.0	24.2	7.3	24.2	6.9	24.6	7.6	25.8
Service workers	5.3	14.3	6.1	14.8	6.0	13.2	6.5	14.4
Agr'l, animal husbandry, fishermen and hunters	55.8	32.7	52.3	31.0	52.9	32.5	47.9	30.1
Production and related workers, transport eqpt. operators and laborers	24.4	12.2	25.8	11.3	26.3	11.8	29.7	11.1
Occupation, n e c	-	-	0.4	0.5	0.1	0.2	0.1	0.1

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