



## The Underemployed Men and Women in the Philippines

**Underemployed** are persons who expressed the desire to have additional hours of work in their present job or in an additional job, or to have a new job with longer working hours. It can be categorized into two, namely: the **visibly underemployed** and the **invisibly underemployed**. The first category refers to those employed persons who worked less than 40 hours during the reference week and wanted to have additional hours of work. The second category applies to persons employed at full-time jobs (those working 40 hours or more a week) but still want additional work. The latter is basically a statistical concept characterized by low income, low productivity and underutilization of skill.

- **Underemployment prevalent among men; most women are visibly underemployed**

On the average, a little more than five million employed persons were underemployed from 1987 to 1996. Measured against the number of hours worked during the past week, it was noted that in 1993 and 1996, more than half or about



2.7 million worked less than 40 hours a week (*visibly underemployed*), while some 2.5 million (48.1%) spent 40 or more hours on their jobs each week (*invisibly underemployed*). However, in 1987 and 1990, the invisibly underemployed outnumbered the visibly underemployed by about 355,000 and 298,000, respectively. (Table 1)

In terms of sex composition, the level of the underemployed was consistently higher among men, ranging from 3.5 million to 3.7 million, than women (1.4 million to 1.7 million) during the years under review.

**Table 1- Number and Percent Distribution of Underemployed Persons by Hours Worked, Philippines: 1987, 1990, 1993 & 1996**

Hours Worked And Sex	1987		1990		1993		1996	
	(000)	(%)	(000)	(%)	(000)	(%)	(000)	(%)
<b>Both Sexes</b>	<b>5,029</b>	<b>100.0</b>	<b>4,986</b>	<b>100.0</b>	<b>5,232</b>	<b>100.0</b>	<b>5,326</b>	<b>100.0</b>
Worked < 40 hours	2,337	46.5	2,344	47.0	2,718	51.9	2,763	51.9
Worked 40 hours & over	2,692	53.5	2,642	53.0	2,514	48.1	2,563	48.1
<b>Men</b>	<b>3,605</b>	<b>100.0</b>	<b>3,466</b>	<b>100.0</b>	<b>3,547</b>	<b>100.0</b>	<b>3,691</b>	<b>100.0</b>
Worked < 40 hours	1,502	41.7	1,483	42.8	1,658	46.7	1,763	47.8
Worked 40 hours & over	2,103	58.3	1,983	57.2	1,889	53.3	1,928	52.2
<b>Women</b>	<b>1,424</b>	<b>100.0</b>	<b>1,520</b>	<b>100.0</b>	<b>1,684</b>	<b>100.0</b>	<b>1,635</b>	<b>100.0</b>
Worked < 40 hours	835	58.6	861	56.6	1,059	62.9	1,000	61.2
Worked 40 hours & over	589	41.4	659	43.4	625	37.1	635	38.8

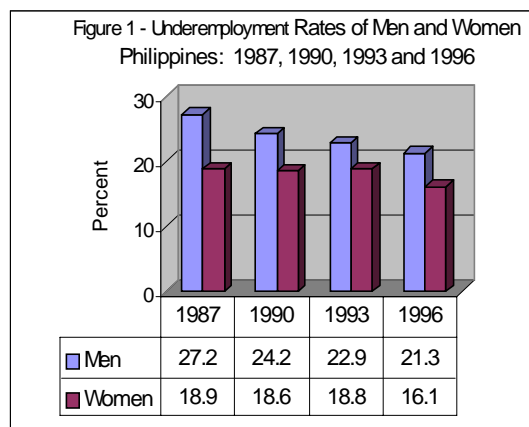
Source of Basic Data, National Statistics Office, Labor Force Survey

Of the underemployed men in all years, more than half had worked for 40 or more hours a week. However, there was a decline in the proportion of the **invisibly underemployed** men (from 58.3% in 1987 to 52.2% in 1996) while the **visibly underemployed** men posted increasing shares from 41.7% to 47.8%, respectively. (Table 1)

On the other hand, most of the employed women were visibly underemployed (56.6% in 1990 to 62.9% in 1993). The domestic and housekeeping chores may have prevented these women from wanting or engaging in full-time employment.

- **Lower underemployment rate among women**

**Underemployment rate** refers to the proportion of workers who wanted additional hours of work to total employment. Figure 1 shows that underemployment rates were declining from 1987 to 1996. Although both men and women exhibited decreasing underemployment rates, it is significant to note that women had a much lower under-employment rate than men.



- **Number of underemployed men and women relatively large in Regions IV and V**

Across regions, Region IV claimed the largest proportion of underemployed men and women in 1987 (14.5% and 13.3%) and 1990 (13.0% and 12.6%). However, a downtrend was noted in 1993 and 1996 as the proportion slid down to 11.6% for men and 11.1% for women.

Region V also posted remarkable increases among underemployed men in all years from a share of 10.7 percent in

1987, the number rose to 13.2 percent in 1996. Meanwhile, there is a decreasing trend among underemployed men in Regions II and X. (Table2)

On the other hand, the proportion of underemployed women were also relatively high in Regions V, VI and XI. Noticeably, the underemployed women were increasing in Regions II, X and CAR.

**Table 2- Percent Distribution of Underemployed Men and Women by Region, Philippines: 1987, 1990, 1993, and 1996**

Region	1987		1990		1993		1996	
	Men	Women	Men	Women	Men	Women	Men	Women
<b>Philippines (000)</b>	<b>3.605</b>	<b>1.424</b>	<b>3.466</b>	<b>1.520</b>	<b>3.547</b>	<b>1.684</b>	<b>3.691</b>	<b>1.635</b>
National Capital Region	6.1	8.7	6.7	8.0	3.5	3.6	3.9	3.9
Cordillera Administrative Region	-	-	1.7	2.0	2.0	2.1	2.1	2.8
Region I - Ilocos Region	6.9	8.6	5.3	6.4	4.7	4.3	4.5	4.8
Region II - Cagayan Valley	3.9	3.8	4.0	4.4	3.8	5.5	3.8	5.7
Region III - Central Luzon	7.9	7.2	6.9	6.8	4.9	4.4	6.2	6.2
Region IV - Southern Tagalog	14.5	13.3	13.0	12.6	12.9	14.7	11.6	11.1
Region V - Bicol Region	10.7	10.0	11.6	11.8	12.9	15.1	13.2	14.5
Region VI - Western Visayas	10.2	10.5	11.3	11.1	12.4	11.5	9.2	8.3
Region VII - Central Visayas	3.3	2.7	2.3	1.3	5.1	4.4	3.7	2.6
Region VIII - Eastern Visayas	6.5	5.2	8.0	7.4	7.1	5.5	7.6	6.2
Region IX - Western Mindanao	3.6	4.3	4.0	3.0	3.8	3.3	5.0	3.7
Region X - Northern Mindanao	8.0	5.8	7.9	7.5	7.8	7.7	7.0	8.7
Region XI - Southern Mindanao	12.1	11.5	9.5	10.2	12.4	9.9	11.7	10.4
Region XII - Central Mindanao	6.5	8.7	7.5	7.6	4.2	4.8	4.8	4.6
ARMM	-	-	-	-	2.5	3.2	2.7	3.1
Caraga	-	-	-	-	-	-	3.3	3.5

Source of Basic Data: National Statistics Office, Labor Force Survey

- **Agricultural workers comprise the bulk of the underemployed men and women**

Apparently, Table 3 shows that underemployment was prevalent among agricultural workers, comprising more than 55.0 percent of the total underemployed men and more than 40.0 percent of the underemployed women in all years.

Women workers in other occupational groups desiring additional hours of work

were those engaged in sales (20.9 to 22.3%), services (10.2% to 11.8%) and production works (11.5% to 13.7%) in all years. Among men, 22.2 percent to 28.0 percent in production and transport equipment operations still wanted additional hours of work. A relatively lower shares of men and women executives/managers and clerks needed more working hours.

**TABLE 3 - Percent Distribution of Underemployed Men and Women By Major Occupation Group, Philippines: 1987, 1990, 1993 and 1996**

Major Occupation Group	1987		1990		1993		1996	
	Men	Women	Men	Women	Men	Women	Men	Women
<b>Total (000)</b>	<b>3,605</b>	<b>1,424</b>	<b>3,466</b>	<b>1,520</b>	<b>3,547</b>	<b>1,684</b>	<b>3,691</b>	<b>1,635</b>
Professional, technical and related workers	2.1	7.3	2.5	6.5	2.0	6.2	2.1	6.8
Administrative, executive and managerial workers	0.5	0.2	0.8	0.7	0.9	1.0	1.3	0.9
Clerical workers	2.0	3.5	2.0	4.9	1.7	3.2	2.0	4.5
Sales workers	5.2	20.9	5.8	20.7	5.2	21.1	6.0	22.3
Service workers	3.5	11.4	3.7	11.8	4.1	10.2	4.3	10.9
Agricultural, animal husbandry, fishermen and hunters	62.7	43.2	62.7	43.3	62.4	46.7	56.2	41.0
Production and related workers, transport equipment operators and laborers	24.0	13.5	22.2	11.9	23.4	11.5	28.0	13.7
Occupation, n.e.c.	-	-	0.3	0.1	0.1	0.1	-	-

Source of Basic Data: National Statistics Office, Labor Force Survey

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