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## THE EMPLOYMENT SITUATION OF MEN AND WOMEN IN 1988 AND 1998: A REVIEW

### Overview

Like its other Asian neighbors the Philippine labor market is still affected by economic slowdown brought about by the financial crisis which started in the middle of 1997. The problem was further worsened by the prolonged dry season which highly affected its agricultural sector.

This paper presents a comparison of the 1988 and 1998 employment situation of men and women in the Philippines. Data used were the average of the results of the four (4) survey rounds of the Labor Force Surveys conducted by the National Statistics Office in January, April, July and October for the period under review.

### Labor Force

About 11.646 million of the country's labor force in 1998 were women while men accounted for 19.408 million. Overall, the economically active population expanded in 1998 at 31.1 percent (+4.609 million) for men and at 34.6 percent (+2.996 million) for women from 14.799 million and 8.650 million, respectively in 1988.

The labor force participation rates (LFPR) of women went up to 49.2 percent in 1998 from 48.3 percent in 1988. Conversely, the LFPR of men declined by 0.9 percentage points (83.3% in 1998 vs. 84.2% in 1988).

### Table A

**Table A - Summary Statistics of the Employment Situation of Men and Women  
Philippines: 1988 and 1998**  
(In thousands except rates)

Indicator	1988		1998		Increment		Growth Rate (%)	
	Men	Women	Men	Women	Men	Women	Men	Women
Labor Force	14,799	8,650	19,408	11,646	4,609	2,996	31.1	34.6
LFPR (%)	84.2	48.3	83.3	49.2	-0.9	0.9	-	-
Employed	13,516	7,690	17,534	10,378	4,018	2,688	29.7	35.0
Employment Rate (%)	91.3	88.9	90.3	89.1	-1.0	0.2	-	-
Unemployed	1,283	960	1,875	1,269	592	309	46.1	32.2
Unemployment Rate (%)	8.7	11.1	9.7	10.9	1.0	-0.2	-	-

Source of data: Labor Force Survey, National Statistics Office.

## Employment

Despite the economic slowdown, employment in 1998 expanded by 31.6 percent (+6.706 million) to 27.912 million from 21.206 million in 1988. Of these, women accounted for 10.378 million, a 35.0 percent growth from 7.690 million a decade ago. Meanwhile, men posted a much lower growth of 29.7 percent, i.e. from 13.516 million in 1988 to 17.534 million in 1998.

Correspondingly, women employment rate increased slightly to 89.1 percent from 88.9 percent whereas, the employment rate of men declined from 91.3 percent to 90.3 percent. (*Table 1*)

## Sectoral Employment

Employment in the **agricultural sector** increased among men (9.0% or +671,000) and women (11.7% or +294,000) in 1998 from 7.459 million and 2.510 in 1988, respectively.

However, the sector's share to total women employment went down from 32.6 percent in 1988 to 27.0 percent in 1998.

Conversely, employment gains were observed in the **services sector** not only among women (+2.169 million) but also among men (+2.243 million).

More than half of the employed women in 1988 (53.7%) and 1998 (60.7%) were absorbed by the services sector. Translated into actual figures, the sector's female employment numbered 4.128 million and 6.297 million, respectively. In particular, large increases were posted by employed women engaged in transportation, storage and communication (108.3% or +52,000), financing, insurance, real estate and business services (93.0% or +133,000) and community, social and personal services (51.6% or +1.1 million). Among men, 28.5

percent (3.849 million) and 34.7 percent, (6.092 million), respectively were in the services sector.

On the other hand, an additional 1.101 million men and 225,000 women were absorbed in the **industrial sector** in 1998. In terms of their proportional share to total employment, men in industry accounted for 18.9 percent (3.307 million) in 1998, slightly higher than 16.3 percent (2.206 million) ten years ago. Although women posted additional employment of 21.4 percent (from 1.052 million in 1988 to 1.277 million in 1998) its share to total women employment contracted from 13.7 percent to 12.3 percent, respectively.

## Occupation Group

Large increases in male and female employment were noted in all occupations except the agricultural, animal husbandry and forestry workers, fishermen and hunters whose growth posted the lowest at 9.0 percent for men and 11.3 percent for women. Obviously, men were dominant in administrative, executive and managerial posts and agricultural and production works. Meanwhile, there were more women in professional fields, clerical, sales and in services. Noteworthy, is the increasing trend of women holding executive and managerial positions, i.e. from 49,000 in 1988 to 187,000 in 1998 (+138,000)

## Class of Worker

Wage and salary workers comprised nearly half of the employed men and women (49.7% vs. 47.9%) in 1998. Men wage and salary workers grew by 42.2 percent (2.586 million). Women on the other hand, recorded a higher growth at 44.5 percent (+1.530 million).

Likewise, female own-account workers increased by 43.8% (+1.036 million), while male own-account workers posted a 23.2 percent (+1.331 million) growth.

On the other hand, negligible increases were noted among unpaid family workers from 1.659 million to 1.760 million (6.1% or +101,000) for men and 1.884 million to 2.006 million (6.5% or +122,000) for women. Noticeably, growth in employment was primarily in remunerative type of work.

### **Hours of Work**

Female with full-time employment (*working 40 hours or more a week*) increased by 34.4 percent (+1.605 million) to 6.266 million in 1998 while men engaged in full-time jobs posted a lower growth of 22.2 percent (+2.076 million) from 9.366 million in 1988. A much higher increase was noted among men in part-time work (*worked less than 40 hours a week*) at 44.9 percent (+1.805 million) compared to only 33.7 percent (+980,000) for women.

### **Area**

Male and female employment in the urban areas during the period expanded by 68.7 percent (+3.079 million) and 69.4 percent (+2.135 million), respectively. Although, rural employment increased by merely 10.4 percent among men and 12.0 percent among women, still over one half (54.2%) of the total employed are based in the area.

### **Age Group**

Some 21.7 percent (3.811 million) of the employed men and 19.7 percent (2.047 million) of women were in the 15-24 years age group. Young workers registered an increase of 11.3 percent (+387,000) for men and 11.5 percent (+211,000) for women.

On the other hand, working adults (25 years and over) posted bigger increments of 42.3 percent (2.476 million) for women and 36.0 percent (3.631 million) for men.

### **Marital Status**

Larger employment gain was noted among married women (39.3% or +1.764 million). This is higher by about 9.2 percentage points compared to employed married men (30.1% or +2.755 million). Similarly, working divorced/separated women increased by 80.7 percent, i.e. from 114,000 in 1988 to 206,000 in 1998. This suggests growing participation of women in the world of work either as provider or contributor to family income.

### **Highest Grade Completed**

Data show that over the period, high growth rates were noted in the employment of men and women with college (55.7% vs. 59.8%) and high school education (45.7% vs. 61.6%).

However, employment of persons with no education at all contracted by 3.5 percent (-19,000) for men and 12.1 percent (-43,000) for women.

### **Unemployment**

The economic slump in 1998 accordingly brought the number of unemployed women to 1.269 million, an increase 32.2 percent (+309,000) from its 1988 level of 960,000. Compared to men, a much higher growth was noted as the figure grew by 46.1 percent (+592,000) to 1.875 million.

Unemployment rate of women in 1998 remained relatively unchanged over a span of 10 years (10.9% vs. 11.1%) while unemployment rate of men rose to 9.7 percent from 8.7 percent during the period.

### **Age Group**

From 1988, unemployed men aged 25 years and over swelled by 51.6 percent (+331,000) while the younger age group (15-24 years) grew by 40.4 percent (+260,000) in 1998.

Unemployed women posted comparatively lower increments than men at 37.2 percent (162,000) and 27.6 percent (+145,000), respectively. Women in these age groups most likely look for work either because they have ample time to go back to work, in as much as the children are already grown-up or in school or due to economic necessity.

### **Highest Grade Completed**

Over the period, high school educated men without jobs swelled by 51.7 percent (+281,000) to 825,000. Among women, the number reached 498,000, higher by 48.7 percent (+163,000) than its 1988 level. On the other hand, unemployed men and women

with college education posted respective increments of 38.1 percent (+143,000) and 31.4 percent (+106,000).

Apparently, men and women with high school and college education found it hard to get employment. The situation may be explained by the mismatch in the education/skills to the needs of the existing industries.

### **Area**

The number of jobless men and women nearly doubled in the urban areas. In 1998, unemployed men in the area rose by 47.8 percent to 1.144 million (+370,000) while women climbed by 47.7 percent to 694,000 (+224,000). Unemployed women in the rural areas also increased but at a slower rate at 17.3 percent (+85,000) from 490,000 a decade ago. Men without jobs, however went up by 43.6 percent (+222,000) from 509,000

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#### **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**

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**Table 1 – Employment Situation of Men and Women in the Philippines: 1988 and 1998**  
(In thousands except rates)

Indicator	1988		1998		Increment		Growth Rate (%)	
	Men	Women	Men	Women	Men	Women	Men	Women
<b>Total Employed</b>	<b>13,516</b>	<b>7,690</b>	<b>17,534</b>	<b>10,378</b>	<b>4,018</b>	<b>2,688</b>	<b>29.7</b>	<b>35.0</b>
<b>Sector / Major Industry Group</b>								
<b>Agriculture, Fishery and Forestry Industry</b>	7,459	2,510	8,130	2,804	671	294	9.0	11.7
Mining and Quarrying	2,206	1,052	3,307	1,277	1,101	225	49.9	21.4
Manufacturing	146	14	111	9	-35	-5	-24.0	-35.7
Electricity, Gas and Water	1,171	1,011	1,500	1,216	329	205	28.1	20.3
Construction	70	15	124	19	54	4	77.1	26.7
<b>Services</b>	819	12	1,572	33	753	21	91.9	175.0
Wholesale and Retail Trade	3,849	4,128	6,092	6,297	2,243	2,169	58.3	52.5
Transportation, Storage and Communication	1,007	1,864	1,534	2,779	527	915	52.3	49.1
Financing, Insurance, Real Estate and Business Services	967	48	1,749	100	782	52	80.9	108.3
Community, Social and Personal Services	246	143	397	276	151	133	61.4	93.0
Industry Not Elsewhere Classified	1,629	2,073	2,412	3,142	783	1,069	48.1	51.6
	1	-	4	1	3	-	-	-
<b>Major Occupation Group</b>								
Professional, Technical and Related Workers	428	733	597	1,056	169	323	39.5	44.1
Administrative, Executive and Managerial Workers	135	49	382	187	247	138	183.0	281.6
Clerical Workers	412	480	526	723	114	243	27.7	50.6
Sales Workers	943	1,828	1,341	2,756	398	928	42.2	50.8
Service Workers	756	1,125	1,252	1,704	496	579	65.6	51.5
Agricultural, Animal Husbandry and Forestry Workers, Fishermen and Hunters	7,366	2,502	8,030	2,785	664	283	9.0	11.3
Production and Related Workers, Transport Equipment Operators and Laborers	3,474	973	5,379	1,152	1,905	179	54.8	18.4
Occupation Not Adequately Defined	1	-	28	14	27	-	-	-
<b>Class of Worker</b>								
Wage and Salary Workers	6,125	3,437	8,711	4,967	2,586	1,530	42.2	44.5
Own – Account Workers	5,732	2,368	7,063	3,404	1,331	1,036	23.2	43.8
Unpaid Family Workers	1,659	1,884	1,760	2,006	101	122	6.1	6.5
<b>Hours Worked</b>								
Worked Less Than 40 Hours	4,016	2,912	5,821	3,892	1,805	980	44.9	33.7
Worked 40 Hours and Over	9,366	4,661	11,442	6,266	2,076	1,605	22.2	34.4
Did Not Work / Not Reported	132	116	270	221	138	105	104.5	90.5

**Table 1 – Employment Situation of Men and Women in the Philippines: 1988 and 1998 (Cont'n)**  
(In thousands except rates)

Indicator	1988		1998		Increment		Growth Rate (%)	
	Men	Women	Men	Women	Men	Women	Men	Women
<b>Total Employed</b>	<b>13,516</b>	<b>7,690</b>	<b>17,534</b>	<b>10,378</b>	<b>4,018</b>	<b>2,688</b>	<b>29.7</b>	<b>35.0</b>
<i><b>Area</b></i>								
Urban	4,479	3,076	7,558	5,211	3,079	2,135	68.7	69.4
Rural	9,036	4,614	9,975	5,166	939	552	10.4	12.0
<i><b>Age Group</b></i>								
15-24 Years	3,424	1,836	3,811	2,047	387	211	11.3	11.5
25 Years and Over	10,091	5,853	13,722	8,329	3,631	2,476	36.0	42.3
<i><b>Marital Status</b></i>								
Single	4,064	2,413	5,189	2,981	1,125	568	27.7	23.5
Married	9,147	4,487	11,902	6,251	2,755	1,764	30.1	39.3
Widowed	241	669	322	934	81	265	33.6	39.6
Divorced/Separated	60	114	119	206	59	92	98.3	80.7
Unknown	2	7	2	5	0	-2	-	-
<i><b>Highest Grade Completed</b></i>								
No Grade Completed	541	354	522	311	-19	-43	-3.5	-12.1
Elementary	6,509	3,465	7,336	3,810	827	345	12.7	10.0
High School	4,267	2,022	6,215	3,268	1,948	1,246	45.7	61.6
College	2,192	1,848	3,412	2,953	1,220	1,105	55.7	59.8
Not Reported	6	2	48	36	42	34	-	-
<b>Total Unemployed</b>	<b>1,283</b>	<b>960</b>	<b>1,875</b>	<b>1,269</b>	<b>592</b>	<b>309</b>	<b>46.1</b>	<b>32.2</b>
<i><b>Age Group</b></i>								
15 -24 Years	643	526	903	671	260	145	40.4	27.6
25 Years and Over	641	436	972	598	331	162	51.6	37.2
<i><b>Highest Grade Completed</b></i>								
No Grade Completed	28	26	34	34	6	8	21.4	30.8
Elementary	335	260	479	287	144	27	43.0	10.4
High School	544	335	825	498	281	163	51.7	48.7
College	375	338	518	444	143	106	38.1	31.4
Not Reported	1	1	18	6	17	5	-	-
<i><b>Area</b></i>								
Urban	774	470	1,144	694	370	224	47.8	47.7
Rural	509	490	731	575	222	85	43.6	17.3

Source of data: Labor Force Survey, National Statistics Office.