

# Women and the World of Work in the Philippines



## GENDERED LABOUR MARKETS ARE STILL AT PLAY:

In 2023, less women than men were in labour force



Source: World Bank Gender Data Portal.

In 2022, more women than men were in **vulnerable employment**



Source: World Bank Gender Data Portal.

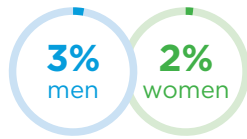
There are gender data gaps in informal employment in the Philippines

With a **global gender gap index** of

**78%**  
the Philippines ranked **25<sup>th</sup>**  
out of 146 countries.

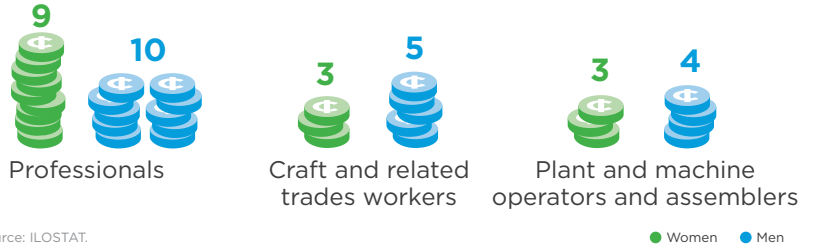
Source: World Economic Forum, Global Gender Gap Index 2024 edition.

In 2022, less women than men were **employers**



Source: UN DESA Gender Data Hub.

**Average hourly earnings** (PPP USD) in 2022



Source: ILOSTAT.

## TO SUPPORT WOMEN TO THRIVE AND SAFEGUARD THEIR ECONOMIC RIGHTS, GENDER-TRANSFORMATIVE ACTIONS NEED TO ADDRESS:

### Women's decision-making power

In 2022, women had **49%** of **managerial** positions

Source: SDG Global Database.

**41%** of **senior and middle management** positions



### Ownership of productive resources

**24%** Women owned a **debit card** in 2021

Source: World Bank Gender Data Portal.

**36%** Men owned a **debit card** in 2021



**6%** Women owned a **credit card** in 2021

Source: World Bank Gender Data Portal.

**10%** Men owned a **credit card** in 2021

**56%** men **47%** women owned an **account** at a financial institution or with a mobile money service provider in 2021

Source: World Bank Gender Data Portal.

**48%** men **39%** women made or received a **digital payment** in 2021

Source: World Bank Gender Data Portal.

**27%** men **25%** women **saved**

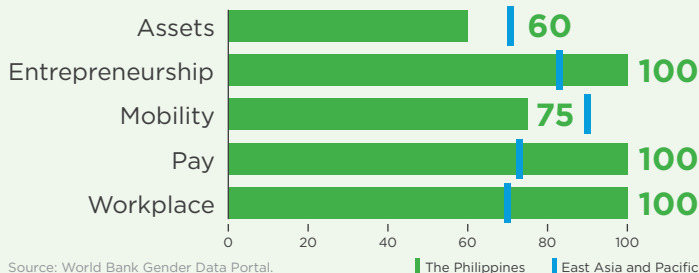
to start, operate, or expand a farm or business in 2017

Source: World Bank Gender Data Portal.

**16%** men **13%** women **borrowed**

### Gender-blind systems

Women, Business and the Law Index scores, in 2023



Source: World Bank Gender Data Portal.



As of 2023, **NO** law granted spouses **equal administrative authority** over assets during marriage

Source: World Bank Gender Data Portal.



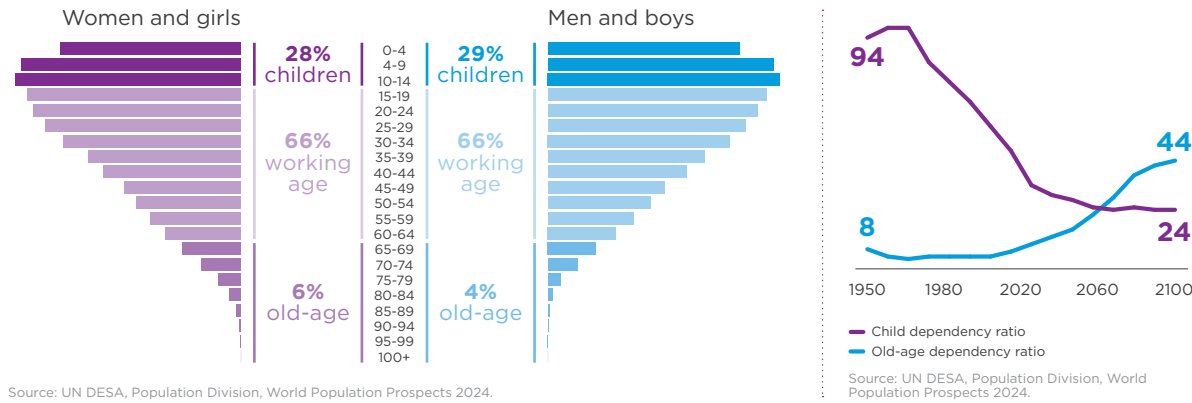
As of 2023, **NO** law mandated **equal ownership rights** to immovable property

Source: World Bank Gender Data Portal.

# Transforming Care Systems in the Philippines



## POPULATION STRUCTURE SHAPES THE DEMAND FOR CARE SERVICES

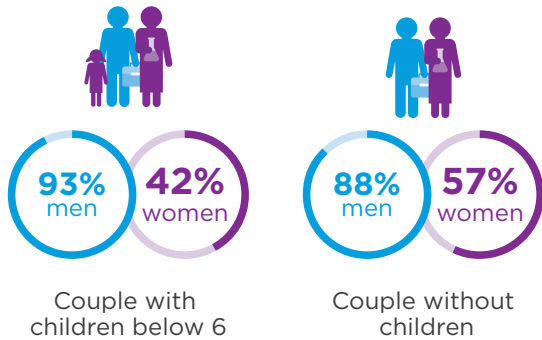


Demographic shifts present challenges and opportunities. While rising demands for unpaid care may hinder women's economic empowerment, they create potential for job creation.

## TO UNLEASH THE POWER OF GENDER-RESPONSIVE ECONOMIES, INVESTMENTS NEED TO:

### Tackle inequality of opportunities in the labour market

In 2021, prime-age (25-54 years) employment-to-population ratio was



**31%** Women worked **part-time** in 2022

**29%** Men worked **part-time** in 2022

Source: UN DESA Gender Data Hub.

**15%** Women aged 15 to 24 were **not in education, employment or training** in 2022

**10%** Men aged 15 to 24 were **not in education, employment or training** in 2022

Source: SDG Global Database.

### Expand care services and create decent care jobs



**There are gender data gaps in informal care employment in the Philippines**

## CARE-ENABLING AND GENDER-EQUALIZING ACTIONS NEED TO ADDRESS:

### Discriminatory social norms

In 2022, among women aged 20-24 years

**9%** were married or in a union **before age 18**

**2%** **before age 15**



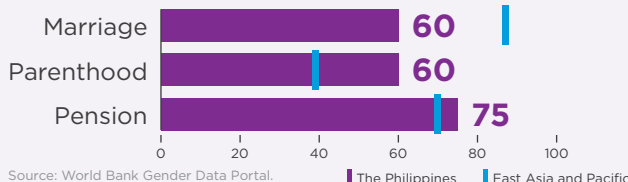
Source: SDG Global Database.

### Disproportionate unpaid care gaps

**There are gender data gaps in unpaid domestic and care work in the Philippines**

### Gender-blind systems

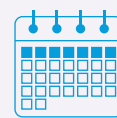
Women, Business and the Law Index scores, in 2023



In 2023, workers were entitled to



**105** days of **maternity leave**



**7** days of **paternity leave**

Source: World Bank Gender Data Portal.

As of 2023, there were **NO periods of absence due to childcare** accounted for in pension benefits

Source: World Bank Gender Data Portal.