

A Situationer: Employment of Women in the Formal Sector in the Philippines¹

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ABSTRACT

A situational analysis on the employment of women in the formal sector in the Philippines is one area which has not been given much attention in the past. But because of the holding of the Fourth World Conference on Women held in Beijing in 1995, the critical areas of concerns of women were exhaustively discussed in many fora even before and after the conference. It is very appropriate therefore to present available data to assess the current situation of women in the formal sector to find out if there is progress in their employment situation within the next decade of the UN's programme on women on equality, development and peace.

It is the objective of this paper to look into the employment situation of women in the formal sector as one aspect of critical areas of concerns for the advancement of the status of women. To provide a background on women's problems which hinder their development, the 11 critical areas of concerns on women as discussed in Beijing will be briefly presented. The data used in the situationer came from the Labor Force Survey (LFS) and the Annual Survey of Establishments (ASE). The situationer includes labor force participation rate, employment, unemployment, underemployment, occupation, class of worker and earnings as well as the kind of industry where women are found by type of worker.

KEY WORDS: Employed women, Unemployment, Underemployment, Labor force participation rate, Formal sector, Establishment.

1. INTRODUCTION

1.1 Objective of the Study

The main objective of this study is to look into the employment situation of women in the formal sector to find out the extent of their participation in the development and productive process. Employment in the Philippine economy has always been dominated by men. It is within this context that this study is undertaken to find out if employment opportunities for women have progressed or not.

The employment situation of women in the formal sector is one aspect which is being monitored among the identified critical areas of concerns of women not only in the Philippines but worldwide. The empowerment of women is believed to be the critical factor in the eradication of poverty where women contribute to the economy through their paid employment and unpaid work at home.

To provide a wider perspective or better insights into the perceived problems/constraints in improving the status of women, this paper will briefly present the United Nations' 11

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critical areas of concern which were contained in the Draft of the Plan for Action for Equality, Development and Peace presented and discussed in the Fourth World Conference on Women in Beijing, China. The conference held on September 4 to 15, 1995 was attended by representatives from various United Nations member nations and women all over the world. About one week earlier, representatives from Non-Governmental Organizations (NGOs) all over the world also convened for the same purpose.

1.2 Critical Areas of Concerns and Women Issues Worldwide

1.2.1 The persistent and increasing burden of poverty on women

Poverty is viewed as multidimensional considering that it encompasses economic, educational, social, political, cultural and technological facets of life. Poverty had driven countless of women to low status, low-paying occupations in domestic service or in organized prostitution, frequently as migrants away from their homes, at times across international borders, exposing them to considerable risk of economic exploitation and sexual abuse.

1.2.2 Inequality in access to education

Education is a basic human right and is an essential tool for achieving the goals of equality, development and peace. Equality in access to education is necessary if more women are to become agents of change.

1.2.3 Inequalities in health and access to appropriate health care services

The right to health is a fundamental human right vital to women's ability to participate in all areas of public and private life. Throughout their lives, women experience special health problems due to biological difference and social conditions, including lack of access to and inadequate health care services.

1.2.4 Violence against women

Violence against women is a violation of basic human rights. The Declaration on the Elimination of Violence Against Women in Nairobi condemns gender-based violence defined as violence encountered by women and girls, within the family and the community. This includes domestic violence, rape, sexual harassment and intimidation in the workplace, and in educational institutions, trafficking of women and girls and forced prostitution, harmful traditional practices and State-condoned violence against women.

1.2.5 Effects of armed or other kinds of conflict on women

Ethnic and religious conflicts are an on-going reality in nearly all region. If given an opportunity, women have shown an ability to resolve conflicts, at both national and international levels. Women and girls suffer the consequences of armed conflict and militarism in special ways due to their status in society and their sex. The impact of violence is experienced by women of all ages who are subjected to acts of terrorism, torture, disappearance, rape and displacement.

1.2.6 Inequality in women's access to and participation in the definition of economic structures and policies and the productive process itself

Women remain underrepresented in economic decision-making at national and international levels. Similarly women are largely absent from the policy formulation process in multilateral institutions which define the terms of Structural Adjustment Programmes, loans and grants. Discriminatory education and training, hiring and promotion practices, inflexible working conditions and inadequate sharing of family responsibilities continue to restrict women's employment, professional opportunities and mobility in the formal sector.

Legal and customary barriers to ownership or access to land, natural resources, capital, technology, and other means of production contribute to impeding the economic progress of women. The value of women's unremunerated contribution to the economy, whether in family enterprises, community service or domestic work, remains unrecognized and is therefore not reflected in national accounts.

The globalization of the economy is undermining women's self-reliant initiatives of savings, production and trade. The international and sexual division of labour has reinforced the segregation of women into a limited number of occupations. This trend is characterized by low wages, low skill levels and a lack of job security, in both the formal and informal sectors. Young and migrant female workers remain the least protected by labour and immigration laws.

1.2.7 Inequality between men and women in the sharing of power and decision-making at all levels

Despite the widespread movement toward democratization in the past decade, women have made little progress in attaining political power in legislative bodies or in achieving the target of 30 per cent in decision-making levels set by the Economic and Social Council. Discriminatory attitudes which permeate education and training, political party culture and government structures restrict women's political participation and deprives the world of women's leadership and vision. Only through the active participation of women at all levels of decision-making will equality, development and peace be achieved.

1.2.8 Insufficient mechanisms at all levels to promote the advancement of women

National machineries for the advancement of women have been established in almost every Member State. Created to advocate, implement, monitor, and mobilize support for policies which promote the advancement of women, national machineries are diverse in form and uneven effectiveness.

1.2.9 Lack of awareness of, and commitments to, internationally and nationally recognized women's human rights

Universal respect of the indivisible and inalienable human rights of women of all ages is the basis on which all efforts for the advancement of women are built. The international Conference on Population and Development has reaffirmed women's reproductive rights and the right to development. Both the Declaration of the Rights of the Child and the Convention on the Rights of the Child guarantee children's rights and uphold the principle of non-discrimination on the grounds of gender.

1.2.10 Insufficient use of mass media to promote women's positive contributions to society

Media can be powerful tools for development and social progress or reinforce exploitative stereotypes, particularly of women. Their lack of power and influence in the organizations which employ them, mainly at the writing and production levels, is evidenced by the failure to eliminate sex-biased stereotyping which characterizes so much of the output of the major international media organizations.

1.2.11 Lack of adequate recognition and support for women's contribution to managing natural resources and safeguarding the environment

Wars, civil strife and armed conflicts, population density, and wasteful consumption have all contributed to the worsening environment conditions.

1.3 The 30-Year Philippine Plan for Women

President Fidel V. Ramos issued Executive Order No. 273 entitled "Approving and Adopting the Philippine Plan for Gender-Responsive Development, 1995 to 2025." This is a successor plan of the Philippine Development Plan for Women (PDPW) for 1989-1992, which shall address and provide direction for mainstreaming gender concerns in development. This Plan serves as the vehicle in implementing the Platform of Action commitments of the country during the Fourth World Conference on Women in Beijing.

The President has ordered all government agencies, departments, bureaus, offices, and instrumentalities, including government-owned and controlled-corporations, at the national, sub-national and local levels: (1) To take appropriate steps to ensure the full implementation of the policies/strategies and programs/projects outlined in the Plan; and, (2) To institutionalize Gender and Development (GAD) efforts in government by incorporating GAD concerns, as spelled out in the Plan, in their planning, programming and budgeting processes.

The National Commission on the Role of Filipino Women (NCRFW) in coordination with the National Economic and Development Authority (NEDA) shall monitor the implementation of the Plan by various government agencies and conduct the periodic assessment and updating of the Plan every 6 years or upon every change of leadership.

Funding for the implementation of the Plan in the concerned agencies shall be charged against their budgetary appropriations for women which was set aside in accordance with the provisions of Republic Act No. 7192, otherwise known as the "Women in Development and Nation-Building Act."

2. ECONOMICALLY ACTIVE FILIPINO WOMEN

The concept and boundary of economic activity is a fundamental requirement in the correct application of the definitions of economically active population, employment and unemployment. Labor force surveys provide the basic data on employment and unemployment. For purposes of this paper, women in the formal sector were identified as those employed in establishments. However, due to the limited statistics on women working in the formal sector, the analysis was augmented by data from Labor Force Survey (LFS) since it is the most comprehensive source of employment data and longest series locally available.

2.1 Labor Force Participation

Participation of women in the labor force is measured in terms of the Labor Force Participation Rate (LFPR) which is the proportion of all economically active persons to the total population at a specified age limit. In the Philippines, the minimum working age is 15 years old. The LFPR by gender is the proportion of economically active males, or females, 15 years old and over to the total population of males, or females, 15 years old and over, as shown by the following equation:

$$\text{LFPR} = \frac{\text{Total Economically Active Population (Employed + Unemployed)}}{\text{Total Population 15 Years Old \& Over}} \times 100 \quad (1)$$

Economically active women refer to women who are either employed or unemployed during a specified period, usually "past week" or "past quarter" reference period.

Employed persons are those who are working or with a job but not at work during the reference period. The one-hour criterion, as advocated by ILO, is used to identify those who can be classified as employed. That is, a person who is engaged in any economic activity for at least one hour during the reference period is considered as employed. The reference period is one calendar week.

On the other hand, unemployed persons are identified on the basis of their reply to a series of questions. If they are without jobs during the reference period, they are asked whether they looked for work. If they did, then they are considered as unemployed. However, even if they did not look for work but their reason for not looking for work was valid, they are still considered unemployed. A valid reason can be any of the following: temporarily ill, believe that no work is available, awaiting results of previous job application, waiting for rehire/job recall, or bad weather.

The following table shows the LFPR for the third quarter round of the Labor Force Survey using the "Past Week" as the reference period.

Table 1
Labor Force Participation Rate of Population 15 Years Old and Over
by Sex, Third Quarter Round, LFS: Philippines

Year	Male	Female	Female/Male Ratio
1988	83.2	47.9	57.6
1990	81.8	47.5	58.1
1992	82.6	47.8	57.9
1994	81.6	47.3	58.0

Results show that men have very much higher participation rate than women, hovering around 81 to 83 per cent while that of women ranged from 47 to 48 per cent. It is observed that the ratio of the LFPR of women to that of men did not change much over a period of 6 years. This means that for every proportional increase in the number of economically active men, a corresponding increase in the number of women also occurs, thus the ratio has more or less been maintained through the years.

While the LFPR of women is relatively low compared to men, it is worth mentioning that this is higher than the LFPR of women in other developing countries as published in *ASEAN*

WOMEN like Indonesia (38.8%) and Brunei Darussalam (46.4%) in 1990. However, Thailand, Singapore and Malaysia women reported higher LFPRs than the Philippines for the same period with Thailand reporting the highest (73.8%).

In general, the participation rates of both men and women between 1988 and 1994 declined. By age group, Table 2 reflects that the LFPR of younger women (15-19 years old) and middle-aged women (35-44 years old) decreased but for women aged 20 to 24 years old participation rate increased from 48.2 per cent in 1988 to 52.9 per cent in 1994. There was also a slight increase in the participation of women 55 years old and over age groups.

On the other hand, the participation rates of all age groups among males between 1988 and 1994 had declined. A possible explanation is that the males may not have been employed locally but abroad and, therefore, may not have been captured in the LFS. Furthermore, the big decline was noted among the 15 - 19 age group for both males and females. Can this be a sign that most of the young people are now in school?

Table 2
Labor Force Participation Rate by Age Group and Sex,
Third Quarter Round, LFS: Philippines

Age Group	Male		Female	
	1988	1994	1988	1994
All Ages	83.2	81.6	47.9	47.3
15 - 19	50.5	45.0	30.9	26.3
20 - 24	82.2	80.8	48.2	52.9
25 - 34	97.4	96.9	50.9	50.9
35 - 44	98.9	98.6	58.9	57.0
45 - 54	97.7	97.1	60.1	59.0
55 - 64	89.8	87.5	50.3	50.5
65 & over	57.8	57.6	28.3	28.6

The age group which reported the highest participation is 45 to 54 among women and 35 to 44 among men. Despite the more than 50 participation rates of women aged 20 to 64 in 1994, the LFPR of those in the youngest and oldest age groups had pulled down the average to only 47.3 per cent, a slight decline of 0.6 percentage points over 1988 figure.

2.2 Employment Status

From 1988 to 1994, unemployment rates of women were observed to be higher than men by as much as 2.7 percentage points or about 38 per cent higher in 1990, as shown in Table 3.

The gap between the unemployment rates of men and women narrowed from 25 per cent in 1992 to 19 per cent in 1994. This means that proportionately more women than men have been employed in 1994. It can be said, however, that women have lesser chance of getting a job because the unemployment rates from 1988 to 1994 have consistently been higher than those of the males.

Table 3
Employment and Unemployment Rates of Population
15 Years Old and Over by Sex, Third Quarter Round,
LFS: Philippines

Year	Employment Rates		Unemployment Rates		% Higher
	Males	Females	Males	Females	
1988	92.4	90.5	7.6	9.5	25
1990	92.9	90.2	7.1	9.8	38
1992	92.1	90.1	7.9	9.9	25
1994	92.1	90.6	7.9	9.4	19

2.3 Underemployment

The underutilization of labor can be translated into the concept of underemployment which can be categorized into two, namely: the **invisibly** underemployed and the **visibly** underemployed. The first category is primarily a statistical concept which is a characteristic symptom of low income, low productivity and underutilization of skill. The second category or visibly underemployed are those who worked less than full time and would like to have additional work. Full time work is equivalent to 40 hours per week.

It is significant to note that the women reported a much lower underemployment rate than the men both in 1988 and 1994 as shown in Table 4.

Table 4
Underemployment Rates of Population 15 years Old and Over
by Sex: Third Quarter Round, LFS: Philippines

Year	Both Sexes	Male	Female	% Lower
1988	23.3	25.6	19.3	25
1994	20.9	22.6	17.8	21

However, there were more women working less than the prescribed 40-hours per week, as shown in Table 5. Despite women's working less than 40 hours a week, many of them were not willing to get additional job. We can only surmise that the women's responsibility at home may be a reason.

Table 5
Percentage Distribution of Employed Persons
by Number of Hours Worked Per Week by Sex, Third Quarter Round,
LFS: Philippines

Total Hours Worked	1988		1994	
	Male	Female	Male	Female
Total	100.0	100.0	100.0	100.0
<20	7.2	12.8	7.1	13.4
20 - 29	9.8	13.0	9.4	13.5
30 - 39	13.4	12.3	15.2	11.2
40 & Over	68.7	60.8	67.5	61.0
Did not work	0.9	1.1	0.8	0.9

3. EMPLOYMENT IN THE FORMAL SECTOR

3.1 Industries Where Women are Found

In general, the employed women comprised 42.8 per cent or 1,732,937 women workers out of 4,047,833 workers in the formal sector in 1992. Of these women, 30 per cent were in manufacturing; 27.7 per cent in wholesale and retail trade; 26.2 per cent in private services; 7.7 per cent in financing, insurance, real estate and business services; 4.4 per cent in public services; 2 per cent in transportation, storage and communication, and less than 1 per cent in each of the rest of the industries.

Majority (57%) of the women, were employed in large establishments (those employing 10 or more) while 743,702 women or about 43 per cent worked in small establishments (employing less than 10) in 1992. Most (47%) of those working in small establishments were in retail and wholesale trade while most of those working in large establishments were in the manufacturing industry, see Appendix Table 1.

In terms of their presence in the industry, women dominated the public services, (58.8%); private services, (55.1%) and wholesale and retail trade, (50.5%).

While most of the women workers in the formal sector were found in the manufacturing industry they comprise only 40.5 per cent of the total work force. About 38.3 per cent of those engaged in financing, insurance, real estate and business services were women although only 7.7 per cent of all working women were deployed in this industry.

The rest of the industries where the women are the minority are: mining and quarrying, 4.8%; fishery, 4.8%; construction, 6.2%; agriculture and forestry, 14.1%; electricity, gas and water, 16.9%; transportation, storage and communication, 20%.

The following regions have the same industries where the women dominated, namely, wholesale and retail, public services and private services: Cordillera Administrative Region (CAR); Cagayan Valley (Region 2); Central Luzon (Region 3); Bicol (Region 5); Central Visayas (Region 7); Western Mindanao (Region 9); and Northern Mindanao (Region 10), see Appendix Tables 7 and 8.

Regions with only two industries (public services and private services) dominated by women are Metro Manila (NCR); Ilocos (Region 1); Southern Tagalog (Region 4); Western Visayas (Region 6); Eastern Visayas (Region 8); and Southern Mindanao (Region 11).

In Central Mindanao the private services is the only industry where women dominate the work force.

The above results show that women are still in the traditional industries, mostly in services. In some regions, particularly in Metro Manila, an improvement in the participation of women in male-dominated industries was observed, 46 per cent in manufacturing and 39.4 per cent in the financing, insurance, real estate and business services.

In the Ilocos region, women comprised 43.7 per cent of those engaged in financing, insurance, real estate and business services while Cagayan Valley, Central Luzon, and Southern Tagalog women exhibited even higher participation with 45.6 per cent and 47.1 per cent, respectively.

Regions where the participation of women in agriculture and forestry is higher than the national average are: Western Visayas (Region 6), 18.9 per cent; Bicol (Region 5), 17.9 per cent; Eastern Visayas (Region 8), 15.2 per cent; Southern Mindanao (Region 11); Ilocos (Region 1), 14.4 per cent and Northern Mindanao (Region 10), 14.4 per cent.

Regions where participation of women in fishing was higher than the national average are: Ilocos, 23.1 per cent; Bicol, 10.6 per cent; Western Visayas, 10.4 per cent; Central

Visayas, 10.1 per cent; Western Mindanao, 8.4 per cent; Southern Mindanao, 7.2 per cent; Southern Tagalog, 6.6 per cent; and Northern Mindanao, 5.4 per cent.

The distribution of women in the different industries in 1988 was similar to the 1992 picture although there were certain increases in proportion of those in private services and wholesale and retail trade. Proportionally, there was a decrease in the manufacturing industry. However, if we look at the number of women employed by industry, construction employment got the highest increase of 46.2 per cent between 1988 and 1992 followed by wholesale and retail. It may be mentioned though that there were only 6,000 women who were employed in the construction industry in 1992 from a level of about 4,000 in 1988.

A substantial increase in the number of employed women was seen in the small establishments with an overall increase of 52.4 per cent from 1988 to 1992 as against 45.8 per cent among males. In fact, even in large establishments, the increase in the number of employed women reached 21.1 per cent compared with only 7.6 per cent increase in the number of employed males.

The number of employees among large establishments engaged in agriculture and forestry and mining, and quarrying had declined during the past four years. The losses in these two major industry groups are the gains of the other industry groups, especially in the manufacturing and wholesale and retail.

The employment trends by industry and by sex are shown in Appendix Tables 2 to 5, where a yearly comparison from 1988 up to 1992 is presented.

The employment situation between 1990 and 1991 was not very encouraging. In fact there was a decline in the number of men and women who were employed in the small establishments. There was an economic crisis during the 90s as a result of the successive *Coup de etat* waged earlier by the dissatisfied members of the military. Despite this crisis, however, the number of women who were employed in large establishments increased slightly (3 per cent) as against a negative growth among men workers.

3.2 Occupation

To complement the information gathered from establishment surveys, the LFS was used to examine the occupational profile of women. The reason for this was that the respondents in the establishment surveys are the employers while the LFS respondents are the workers themselves as members of their households.

There was not much change in the occupation of women between 1991 and 1994 but there is a slight decrease in the proportion of women in the professional and technical positions and in production and related work. On the other hand, very slight increases in the number of women administrative, executive and managerial workers, clerks and sale workers, agricultural, forestry and fishery workers were observed as shown in Table 6.

Table 6
Occupational Classification of Employed Persons by Sex,
Third Quarter Round. LFS: Philippines

Occupation	1991		1994	
	Female	Male	Female	Male
Total in Per cent	100.0	100.0	100.0	100.0
Professional, Technical and Related Workers	10.2	3.3	9.7	3.0
Administrative, Executive, & Managerial Workers	1.0	1.3	1.2	1.6
Clerical Workers	6.1	3.0	6.2	2.9
Sales Workers	25.6	6.7	25.9	6.7
Service Workers	14.5	6.1	14.5	6.2
Agricultural, Animal Husbandry & Forestry Workers, hunters and Fishermen	29.9	53.1	30.3	52.1
Production & Related Workers, Transport Equipment operators and Laborers	12.6	26.3	12.1	27.4
Occupation, N.E.C.	0.1	0.1	0.1	0.1

3.3 Class/Type of Worker

3.3.1 Class of Worker

The class of worker category is used to classify workers gathered in the LFS series while the type of worker is used to classify workers in the establishment surveys. Since the Annual Survey of Establishments (ASE) data are up to 1992 only, the LFS provides a more current situation on the number of employed persons in the formal sector.

To relate the data set obtained from the LFS to the ASE, a more refined tabulation was carried out from the LFS files. The class of worker category in the LFS identifies those who worked in establishments. However, the levels or estimates from both sources may not be directly comparable because of the difference in scope, coverage and concept.

Employees reported by the establishments in the ASE were "average total engaged" (ATE) as of a particular payroll period while those in the Labor Force Survey were persons who actually worked during the reference period using the one-hour criterion of economic activity as prescribed by ILO. It is expected therefore that those captured in the ASE comprise a portion of the total employed persons in the labor force. Furthermore, the ASE covers SEC-registered or physically recognizable establishments which employ at least one person.

The household survey showed that 24.7 per cent of all working females worked for establishments in 1992. This proportion increased to 25.7 per cent in 1995. The picture is a little bit different among males where more than one-third (34.9%) were employed in establishments. These are the employees who were supposed to be in the formal or organized sector together with those employed by the government, which was approximately 9.7 per cent among women and 6.5 per cent among male employees.

Table 7
Distribution of Employed Persons by Class of Worker
and Sex, April Survey Round, LFS: Philippines

Category	Number('000)		Per cent		F/M Ratio
	Male	Female	Male	Female	
1992					
Total	15233	8703	100.0	100.0	57
Worked for private household/ family-operated enterprise	488	843	3.2	9.7	173
Worked for establishments	5311	2150	34.9	24.7	40
Worked for government	990	841	6.5	9.7	85
Self-employed	5984	2703	39.3	31.0	45
Employer	626	168	4.1	1.9	27
Unpaid family worker	1834	1998	12.0	23.0	109
1995					
Total	16421	9303	100.0	100.0	57
Worked for private household/ family-operated enterprise	550	851	3.3	9.1	155
Worked for establishments	6031	389	36.7	25.7	40
Worked for government	1090	956	6.6	10.3	88
Self-employed	6180	2912	37.6	31.3	47
Employer	619	209	3.8	2.2	34
Unpaid family worker	1950	1987	11.9	21.4	102

The 1992 ASE estimates showed that there were 4,047,833 workers of whom 1,732,937 or about 42.8 per cent were females. On the other hand, the estimated number of workers from the 1992 LFS was 2.991 million women workers in the formal sector (those who worked in establishments and in government). There is a discrepancy of 1.26 million women unaccounted for in the establishments survey. Among males, the discrepancy is even bigger because the LFS estimated 6.301 male workers in the formal sector while the 1992 ASE reported an estimate of only 2,294,896 male workers, a difference of 4.01 million. As explained earlier the difference may be due to the coverage, scope and concept used.

3.3.2 Type of Worker

Appendix Table 6 shows the comparative data on the type of workers for 1988 and 1992 while Appendix Table 6a presents the annual distribution of female workers by type of workers from 1988 to 1992 and Appendix Table 7 displays the distribution of women workers in the different regions by kind of industry.

Working owners in small establishments comprise about 42 per cent as compared to only 1.3 per cent in large establishments. It is observed though that working owners in small establishments are proportionally decreasing from a high of 53.3 per cent in 1988 to about 42 per cent in 1992. The same trend holds for working owners in large establishments.

Women executives made up only 0.1 per cent and that they are found only in large establishments from 1988 to 1992. Women managers, other executives and supervisors comprised of 2.8 per cent of all women establishment workers in 1988 and this proportion more than doubled to 5.8 per cent in 1992. The proportion of women managers, etc. is higher in large establishments (6.6%) than in small establishments (4.8%).

When compared to the total number of executives working, the proportion of

women increased from 36.8 per cent in 1988 to 38.1 per cent in 1992. There was also an increase in the proportion of women managers from 33.0 per cent in 1988 to 39.4 per cent in 1992. The big increase in the proportion of women managers was contributed by the dramatic increase of women managers in small establishments from 38.7 per cent in 1988 to 54.4 per cent in 1992 (Appendix Table 6).

4. GENDER DIFFERENTIALS IN EARNINGS

The data gathered in the ASE do not reflect the salaries or earnings received by sex for the reason that only the total payroll paid for a particular period was asked. Furthermore, it would be difficult for the respondent establishments to classify by sex the earnings or salaries paid by the employers. Thus the data presented were from the Integrated Survey of Households, particularly the Labor Force Survey Module with the "past quarter" as reference period. It may be mentioned here that the LFS using "past week" as reference period cannot provide information on earnings of employed persons because of its short duration. Unlike in developed countries where the rate of payment is hourly, in the Philippines, workers are usually paid on a daily or monthly basis, depending upon the status of employment. Thus, data collection of compensation or earnings can only be made possible by using a longer reference period of employment such as "past month" or "past quarter" or "past year."

Furthermore, the NSO has stopped publishing the results of the "past quarter" series since 1987 when the National Statistical Coordination Board under the Chairmanship of then Director General Solita Monsod of the National Economic Development Authority decided to revert back to the "past week" reference period in gathering data on employment, unemployment and underemployment. However, every third quarter round of the LFS, the "past quarter" reference period data on employment is still collected but no longer published.

Table 8 presents the income data for 1980-1986 showing the disparity in the compensation received by wage and salary workers, representing the formal sector, and account workers representing the informal sector. Except in 1985 where the average earning for the third quarter of salary and wage women workers reached the 90 per cent mark, the earnings of women tend to have lower earnings. But it is encouraging to note that since 1980, there has been a 6 percentage points increase in the proportion of women's salary to that of men. The situation is almost the same for those who were employed in their own account. The only possible explanation is the invisibility of the contribution of women in the income of the households in own household-operated activities. When husband and wife are both engaged in their own business, the husband as the head of the family always gets the credit for the earnings of the enterprise and most often, the wife is considered as a paid or unpaid employee, thus the low average earnings of women. The class of worker as shown in Table 7 shows that 21.4 per cent of all working women are unpaid family worker.

In Table 9, the earnings differentials of men and women by major occupational group shows that women professional, technical and related workers received much higher compensation than men in the same occupational group by as much as 33 per cent and 40 per cent in 1988 and 1992, respectively.

It is observed also that women received much higher salaries/wages in clerical work and sales than men. However, when it comes to executive and managerial positions, where policies and decisions are made at this level, the women received very low earnings compared to men. A plausible explanation is that the women managers may be own account managers or managing small enterprises, thus the low level of earnings.

Table 8
Quarterly Average Earnings of Employed Persons by Sex,
Third Quarter Round, LFS, 1980-1986: Philippines

Year	Earnings in Pesos					
	Wage/Salary Worker			Own Account Worker		
	Male	Female	F/M %	Male	Female	F/M %
1980	1801	1331	74	1235	1042	84
1981	1893	1491	79	1531	1459	95
1982	2350	1798	77	1977	1517	77
1983	2255	1741	77	1833	1363	74
1984	2779	2165	78	2593	1992	77
1985	3140	2828	90	2700	1983	73
1986	3089	2459	80	2437	1990	82

Source of data: Statistics for Filipino Women, 1992, NSO.

For other occupations like production workers, services and agriculture, the earnings of women are far behind. This may be due to the household-operated activities where most of the women working members are unpaid family workers.

Table 9
Average Quarterly Earnings of Workers by Major Occupation
and by Sex, Third Quarter Round,
LFS, 1988 and 1992: Philippines

Occupational Group	Earnings in Pesos					
	1988			1992		
	Male	Female	F/M %	Male	Female	F/M %
Total Average Earnings	2238	896	40	3692	1734	47
Professional, Tech'l & related work	3044	4044	133	4771	6671	140
Adm., Exec., and managerial work	13434	2837	21	15809	3857	24
Clerical Work	2456	2838	116	4073	4677	115
Sales	1891	1947	103	2929	3435	117
Services	2043	1171	57	3614	2048	57
Agricultural, forestry, fishing, etc.	1586	142	9	2543	259	10
Production, transp. equipt. & rel. work	3250	488	15	5556	1629	29
Others	1680	164	10	1734	1269	7

5. SUMMARY OF FINDINGS

On the basis of the data analyzed, the women in the formal sector do not have the same situation as the male workers in the following areas:

- a) The labor force participation of Filipino women is still very low when compared to Filipino men and to women in developed countries where the women have

- almost the same LFPR with men.
- b) Women have higher unemployment rate than men although the rate has been decreasing.
 - c) The women have lower underemployment rate although their actual number of hours worked is less than 40 hours a week. This means that they are underutilized although their dual role as housekeeper may have contributed to the underutilization of their labor.
 - d) Women dominated the public services (58.8 %), private services (55.1%) and wholesale and retail trade (50.1%).
 - e) While 30 per cent of all women are in manufacturing, they comprise only 40 per cent of the total workers in this industry.
 - f) Among regions, Central Mindanao reported only one industry where women predominate, private services industry.
 - g) CAR, Region 2, Region 3, Region 5, Region 7, Region 9 and Region 10 reported the same three industries as the national average where the women dominate. NCR, Region 1, Region 4, Region 6, Region 8 and Region 11 reported public and private services as dominated by women.
 - h) Most women are sales workers and agricultural, fishery and forestry workers.
 - i) Proportionally, there were more women professional and technical workers than men.
 - j) Proportionally also there were more women in the government service than men.
 - k) In general, women workers have lower average salary/wages than male workers. However, among the professional and technical workers, sales workers and clerical workers, the women have higher salary/wages.

The women workers in the formal sector have still a long way to go to keep abreast with men in the different industry groups. As far as equal employment opportunity is concerned, the data show otherwise. It appears that men occupy higher positions within the formal organization as reflected by the high average earnings compared with women and the dominance of men the executive and managerial positions.

Appendix Table 1. Distribution of Workers and Female Participation in the Formal Sector by Kind of Industry and by Sex: 1988-1992

Kind of Industry	1992							1988							1988 - 1992	
	Both Sexes		Male		Female			Both Sexes		Male		Female			Male %	Female %
	Number	%	Number	%	Number	%	% to Total	Number	%	Number	%	Number	%	% to Total	Increase	Increase
All Industries	4,047,833	100.0	2,314,896	100.0	1,732,937	100.0	42.8	3,264,291	100.0	1,959,385	100.0	1,304,906	100.0	40.0	18.1	32.8
Agriculture & Forestry	115,272	2.8	98,991	4.3	16,281	0.9	14.1	141,282	4.3	120,460	6.1	20,822	1.6	14.7	-17.8	-21.8
Fishery	18,993	0.5	18,072	0.8	921	0.1	4.8	19,871	0.6	18,963	1.0	908	0.1	4.6	-4.7	1.4
Mining & Quarrying	41,540	1.0	39,560	1.7	1,980	0.1	4.8	55,014	1.7	51,967	2.7	3,047	0.2	5.5	-23.9	-35.0
Manufacturing	1,281,334	31.7	762,205	32.9	519,129	30.0	40.5	1,091,379	33.4	679,972	34.7	411,407	31.5	37.7	12.1	26.2
Electricity, Gas & Water	64,002	1.6	53,189	2.3	10,813	0.6	16.9	57,116	1.7	46,582	2.4	10,534	0.8	18.4	14.2	2.6
Construction	103,874	2.6	97,401	4.2	6,473	0.4	6.2	89,477	2.7	85,049	4.3	4,428	0.3	4.9	14.5	46.2
Wholesale & Retail	951,947	23.5	471,658	20.4	480,289	27.7	50.5	667,579	20.5	337,630	17.2	329,949	25.3	49.4	39.7	45.6
Trans., Storage & Comm.	171,054	4.2	136,818	5.9	34,236	2.0	20.0	149,628	4.6	123,275	6.3	26,353	2.0	17.6	11.0	29.9
Fin., Ins., Real Estate & Bus. Svcs.	347,187	8.6	214,224	9.3	132,963	7.7	38.3	238,530	7.3	147,912	7.5	90,618	6.9	38.0	44.8	46.7
Public Services	129,644	3.2	53,434	2.3	76,210	4.4	58.8	130,641	5.8	55,759	3.9	74,882	9.2	57.3	-4.2	1.8
Private Services	822,986	20.3	369,344	16.0	453,642	26.2	55.1	623,774	19.1	291,816	14.9	331,958	25.4	53.2	26.6	36.7
Industries w/ ATE < 10 employees (Small Establishments)	1,529,243	100.0	785,541	100.0	743,702	100.0	48.6	1,026,527	100.0	538,612	100.0	487,915	100.0	47.5	45.8	52.4
Agriculture & Forestry	494	0.0	409	0.1	85	0.0	17.2	290	0.0	260	0.0	30	0.0	10.3	57.3	183.3
Fishery	336	0.0	299	0.0	37	0.0	11.0	321	0.0	284	0.1	37	0.0	11.5	5.3	0.0
Mining & Quarrying	631	0.0	551	0.1	80	0.0	12.7	584	0.1	521	0.1	63	0.0	10.8	5.8	27.0
Manufacturing	312,704	20.4	217,038	27.6	95,666	12.9	30.6	234,428	22.8	160,492	29.8	73,936	15.2	31.5	35.2	29.4
Electricity, Gas & Water	1,022	0.1	766	0.1	256	0.0	25.0	682	0.1	515	0.1	167	0.0	24.5	48.7	53.3
Construction	1,914	0.1	1,516	0.2	398	0.1	20.8	2,185	0.2	1,880	0.3	305	0.1	14.0	-19.4	30.5
Wholesale & Retail	669,641	43.8	318,586	40.6	351,055	47.2	52.4	450,512	43.9	217,179	40.3	233,333	47.8	51.8	46.7	50.5
Trans., Storage & Comm.	17,527	1.1	14,070	1.8	3,457	0.5	19.7	7,853	0.8	5,826	1.1	2,027	0.4	25.8	141.5	70.5
Fin., Ins., Real Estate & Bus. Svcs.	74,471	4.9	39,244	5.0	35,227	4.7	47.3	40,770	4.0	20,243	3.8	20,527	4.2	50.3	93.9	71.6
Public Services	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Private Services	450,503	29.5	193,062	24.6	257,441	34.6	57.1	288,902	28.1	131,412	24.4	157,490	32.3	54.5	46.9	63.5
Industries w/ ATE 10 & over (Large Establishments)	2,518,590	100.0	1,529,355	100.0	989,235	100.0	39.3	2,237,764	100.0	1,420,773	100.0	816,991	100.0	36.5	7.6	21.1
Agriculture & Forestry	114,778	4.6	98,582	6.4	16,196	1.6	14.1	140,992	6.3	120,200	8.5	20,792	2.5	14.7	-18.0	-22.1
Fishery	18,657	0.7	17,773	1.2	884	0.1	4.7	19,550	0.9	18,679	1.3	871	0.1	4.5	-4.9	1.5
Mining & Quarrying	40,909	1.6	39,009	2.6	1,900	0.2	4.6	54,430	2.4	51,446	3.6	2,984	0.4	5.5	-24.2	-36.3
Manufacturing	968,630	38.5	545,167	35.6	423,463	42.8	43.7	856,951	38.3	519,480	36.6	337,471	41.3	39.4	4.9	25.5
Electricity, Gas & Water	62,980	2.5	52,423	3.4	10,557	1.1	16.8	56,434	2.5	46,067	3.2	10,367	1.3	18.4	13.8	1.8
Construction	101,960	4.0	95,885	6.3	6,075	0.6	6.0	87,292	3.9	83,169	5.9	4,123	0.5	4.7	15.3	47.3
Wholesale & Retail	282,306	11.2	153,072	10.0	129,234	13.1	45.8	217,067	9.7	120,451	8.5	96,616	11.8	44.5	27.1	33.8
Trans., Storage & Comm.	153,527	6.1	122,748	8.0	30,779	3.1	20.0	141,775	6.3	117,449	8.3	24,326	3.0	17.2	4.5	26.5
Fin., Ins., Real Estate & Bus. Svcs.	272,716	10.8	174,980	11.4	97,736	9.9	35.8	197,760	8.8	127,669	9.0	70,091	8.6	35.4	37.1	39.4
Public Services	129,644	5.1	53,434	3.5	76,210	7.7	58.8	130,641	5.8	55,759	3.9	74,882	9.2	57.3	-4.2	1.8
Private Services	372,483	14.8	176,282	11.5	196,201	19.8	52.7	334,872	15.0	160,404	11.3	174,468	21.4	52.1	9.9	12.5

(ATE = Average Total Engaged)

Source: Worksheets of Annual Survey of Establishments, 1988 and 1992.

Appendix Table 2. Distribution of Workers and Female Participation in the Formal Sector by Kind of Industry and by Sex: 1991-1992

Kind of Industry	1992							1991							1991-1992	
	Both Sexes		Male		Female			Both Sexes		Male		Female			Male	Female
	Number	%	Number	%	Number	%	% to Total	Number	%	Number	%	Number	%	% to Total	% Increase	% Increase
All Industries	4,047,833	100.0	2,314,896	100.0	1,732,937	100.0	42.8	3,776,406	100.0	2,272,644	100.0	1,503,762	100.0	39.8	1.9	15.2
Agriculture & Forestry	115,272	2.8	98,991	4.3	16,281	0.9	14.1	113,481	3.0	98,535	4.3	14,946	1.0	13.2	0.5	8.9
Fishery	18,993	0.5	18,072	0.8	921	0.1	4.8	20,330	0.5	19,249	0.8	1,081	0.1	5.3	-6.1	-14.8
Mining & Quarrying	41,540	1.0	39,560	1.7	1,980	0.1	4.8	51,732	1.4	49,332	2.2	2,400	0.2	4.6	-19.8	-17.5
Manufacturing	1,281,334	31.7	762,205	32.9	519,129	30.0	40.5	1,235,154	32.7	755,905	33.3	479,249	31.9	38.8	0.8	8.3
Electricity, Gas & Water	64,002	1.6	53,189	2.3	10,813	0.6	16.9	66,563	1.8	54,889	2.4	11,674	0.8	17.5	-3.1	-7.4
Construction	103,874	2.6	97,401	4.2	6,473	0.4	6.2	105,895	2.8	99,586	4.4	6,309	0.4	6.0	-2.2	2.6
Wholesale & Retail	951,947	23.5	471,658	20.4	480,289	27.7	50.5	933,208	24.7	467,155	20.6	466,053	31.0	49.9	1.0	3.1
Trans., Storage & Comm.	171,054	4.2	136,818	5.9	34,236	2.0	20.0	158,246	4.2	126,004	5.5	32,242	2.1	20.4	8.6	6.2
Fin., Ins., Real Estate & Bus. Svcs.	347,187	8.6	214,224	9.3	132,963	7.7	38.3	333,488	8.8	209,794	9.2	123,694	8.2	37.1	2.1	7.5
Public Services	129,644	3.2	53,434	2.3	76,210	4.4	58.8	128,816	3.4	53,068	2.3	75,748	5.0	58.8	0.7	0.6
Private Services	822,986	20.3	369,344	16.0	453,642	26.2	55.1	629,493	16.7	339,127	14.9	290,366	19.3	46.1	8.9	56.2
Industries w/ ATE < 10 employees	1,529,243	100.0	785,541	100.0	743,702	100.0	48.6	1,438,103	100.0	762,004	100.0	676,099	100.0	47.0	3.1	10.0
Agriculture & Forestry	494	0.0	409	0.1	85	0.0	17.2	447	0.0	379	0.0	68	0.0	15.2	7.9	25.0
Fishery	336	0.0	299	0.0	37	0.0	11.0	332	0.0	296	0.0	36	0.0	10.8	1.0	2.8
Mining & Quarrying	631	0.0	551	0.1	80	0.0	12.7	620	0.0	555	0.1	65	0.0	10.5	-0.7	-3.7
Manufacturing	312,704	20.4	217,038	27.6	95,666	12.9	30.6	289,060	20.1	209,527	27.5	79,533	11.8	27.5	3.6	20.3
Electricity, Gas & Water	1,022	0.1	766	0.1	256	0.0	25.0	904	0.1	669	0.1	235	0.0	26.0	14.5	8.9
Construction	1,914	0.1	1,516	0.2	398	0.1	20.8	1,763	0.1	1,445	0.2	318	0.0	18.0	4.9	25.2
Wholesale & Retail	669,641	43.8	318,586	40.6	351,055	47.2	52.4	671,174	46.7	321,957	42.3	349,217	51.7	52.0	-1.0	0.5
Trans., Storage & Comm.	17,527	1.1	14,070	1.8	3,457	0.5	19.7	14,615	1.0	11,797	1.5	2,818	0.4	19.3	19.3	22.7
Fin., Ins., Real Estate & Bus. Svcs.	74,471	4.9	39,244	5.0	35,227	4.7	47.3	71,707	5.0	42,516	5.6	29,191	4.3	40.7	-7.7	20.7
Public Services	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Private Services	450,503	29.5	193,062	24.6	257,441	34.6	57.1	387,481	26.9	172,863	22.7	214,618	31.7	55.4	11.7	20.0
Industries w/ ATE 10 & over	2,518,590	100.0	1,529,355	100.0	989,235	100.0	39.3	2,450,593	100.0	1,510,640	100.0	939,953	100.0	38.4	1.2	5.2
Agriculture & Forestry	114,778	4.6	98,582	6.4	16,196	1.6	14.1	113,034	4.6	98,156	6.5	14,878	1.6	13.2	0.4	8.9
Fishery	18,657	0.7	17,773	1.2	884	0.1	4.7	19,998	0.8	18,953	1.3	1,045	0.1	5.2	-6.2	-15.4
Mining & Quarrying	40,909	1.6	39,009	2.6	1,900	0.2	4.6	51,112	2.1	48,777	3.2	2,335	0.2	4.6	-20.0	-18.6
Manufacturing	968,630	38.5	545,167	35.6	423,463	42.8	43.7	946,094	38.6	546,378	36.2	399,716	42.5	42.2	-0.2	5.9
Electricity, Gas & Water	62,980	2.5	52,423	3.4	10,557	1.1	16.8	65,659	2.7	54,220	3.6	11,439	1.2	17.4	-3.3	-7.7
Construction	101,960	4.0	95,885	6.3	6,075	0.6	6.0	104,132	4.2	98,141	6.5	5,991	0.6	5.8	-2.3	1.4
Wholesale & Retail	282,306	11.2	153,072	10.0	129,234	13.1	45.8	262,034	10.7	145,198	9.6	116,836	12.4	44.6	5.4	10.6
Trans., Storage & Comm.	153,527	6.1	122,748	8.0	30,779	3.1	20.0	143,631	5.9	114,207	7.6	29,424	3.1	20.5	7.5	4.6
Fin., Ins., Real Estate & Bus. Svcs.	272,716	10.8	174,980	11.4	97,736	9.9	35.8	261,781	10.7	167,278	11.1	94,503	10.1	36.1	4.6	3.4
Public Services	129,644	5.1	53,434	3.5	76,210	7.7	58.8	128,816	5.3	53,068	3.5	75,748	8.1	58.8	0.7	0.6
Private Services	372,483	14.8	176,282	11.5	196,201	19.8	52.7	354,302	14.5	166,264	11.0	188,038	20.0	53.1	6.0	4.3

(ATE = Average Total Engaged)

Source: Worksheets of Annual Survey of Establishments, 1991 and 1992.

Appendix Table 3. Distribution of Workers and Female Participation in the Formal Sector by Kind of Industry and by Sex: 1990-1991

Kind of Industry	1991							1990							1990-1991	
	Both Sexes		Male		Female			Both Sexes		Male		Female			Male	Female
	Number	%	Number	%	Number	%	% to Total	Number	%	Number	%	Number	%	% to Total	% Increase	% Increase
All Industries	3,776,406	100.0	2,272,644	100.0	1,503,762	100.0	39.8	4,454,017	100.0	2,541,442	100.0	1,912,575	100.0	42.9	-10.6	-21.4
Agriculture & Forestry	113,481	3.0	98,535	4.3	14,946	1.0	13.2	140,662	3.2	120,078	4.7	20,584	1.1	14.6	-17.9	-27.4
Fishery	20,330	0.5	19,249	0.8	1,081	0.1	5.3	21,490	0.5	20,124	0.8	1,366	0.1	6.4	-4.3	-20.9
Mining & Quarrying	51,732	1.4	49,332	2.2	2,400	0.2	4.6	50,871	1.1	50,788	2.0	83	0.0	0.2	-2.9	2791.6
Manufacturing	1,235,154	32.7	755,905	33.3	479,249	31.9	38.8	1,227,852	27.6	761,145	29.9	466,707	24.4	38.0	-0.7	2.7
Electricity, Gas & Water	66,563	1.8	54,889	2.4	11,674	0.8	17.5	73,870	1.7	62,319	2.5	11,551	0.6	15.6	-11.9	1.1
Construction	105,895	2.8	99,586	4.4	6,309	0.4	6.0	103,528	2.3	97,181	3.8	6,347	0.3	6.1	2.5	-0.6
Wholesale & Retail	933,208	24.7	467,155	20.6	466,053	31.0	49.9	883,009	19.8	439,907	17.3	443,102	23.2	50.2	6.2	5.2
Trans., Storage & Comm.	158,246	4.2	126,004	5.5	32,242	2.1	20.4	157,294	3.5	127,049	5.0	30,245	1.6	19.2	-0.8	6.6
Fin., Ins., Real Estate & Bus. Svcs.	333,488	8.8	209,794	9.2	123,694	8.2	37.1	883,009	19.8	439,907	17.3	443,102	23.2	50.2	-52.3	-72.1
Public Services	128,816	3.4	53,068	2.3	75,748	5.0	58.8	129,415	2.9	53,340	2.1	76,075	4.0	58.8	-0.5	-0.4
Private Services	629,493	16.7	339,127	14.9	290,366	19.3	46.1	783,017	17.6	369,604	14.5	413,413	21.6	52.8	-8.2	-29.8
Industries w/ ATE < 10 employees	1,438,103	100.0	762,004	100.0	676,099	100.0	47.0	2,022,230	100.0	1,022,167	100.0	1,000,063	100.0	49.5	-25.5	-32.4
Agriculture & Forestry	447	0.0	379	0.0	68	0.0	15.2	406	0.0	343	0.0	63	0.0	15.5	10.5	7.9
Fishery	332	0.0	296	0.0	36	0.0	10.8	320	0.0	288	0.0	32	0.0	10.0	2.8	12.5
Mining & Quarrying	620	0.0	555	0.1	65	0.0	10.5	692	0.0	627	0.1	65	0.0	9.4	-11.5	18.7
Manufacturing	289,060	20.1	209,527	27.5	79,533	11.8	27.5	294,853	14.6	211,778	20.7	83,075	8.3	28.2	-1.1	-4.3
Electricity, Gas & Water	904	0.1	669	0.1	235	0.0	26.0	765	0.0	566	0.1	199	0.0	26.0	18.2	18.1
Construction	1,763	0.1	1,445	0.2	318	0.0	18.0	1,568	0.1	1,296	0.1	272	0.0	17.3	11.5	16.9
Wholesale & Retail	671,174	46.7	321,957	42.3	349,217	51.7	52.0	635,603	31.4	298,031	29.2	337,572	33.8	53.1	8.0	3.4
Trans., Storage & Comm.	14,615	1.0	11,797	1.5	2,818	0.4	19.3	13,037	0.6	10,119	1.0	2,918	0.3	22.4	16.6	-3.4
Fin., Ins., Real Estate & Bus. Svcs.	71,707	5.0	42,516	5.6	29,191	4.3	40.7	635,603	31.4	298,031	29.2	337,572	33.8	53.1	-85.7	-91.4
Public Services	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Private Services	387,481	26.9	172,863	22.7	214,618	31.7	55.4	439,383	21.7	201,088	19.7	238,295	23.8	54.2	-14.0	-9.9
Industries w/ ATE 10 & over	2,450,593	100.0	1,510,640	100.0	939,953	100.0	38.4	2,431,787	100.0	1,519,275	100.0	912,512	100.0	37.5	-0.6	3.0
Agriculture & Forestry	113,034	4.6	98,156	6.5	14,878	1.6	13.2	140,256	5.8	119,735	7.9	20,521	2.2	14.6	-18.0	-27.5
Fishery	19,998	0.8	18,953	1.3	1,045	0.1	5.2	21,170	0.9	19,836	1.3	1,334	0.1	6.3	-4.5	-21.7
Mining & Quarrying	51,112	2.1	48,777	3.2	2,335	0.2	4.6	50,179	2.1	50,161	3.3	18	0.0	0.0	-2.8	12872.2
Manufacturing	946,094	38.6	546,378	36.2	399,716	42.5	42.2	932,999	38.4	549,367	36.2	383,632	42.0	41.1	-0.5	4.2
Electricity, Gas & Water	65,659	2.7	54,220	3.6	11,439	1.2	17.4	73,105	3.0	61,753	4.1	11,352	1.2	15.5	-12.2	0.8
Construction	104,132	4.2	98,141	6.5	5,991	0.6	5.8	101,960	4.2	95,885	6.3	6,075	0.7	6.0	2.4	-1.4
Wholesale & Retail	262,034	10.7	145,198	9.6	116,836	12.4	44.6	247,406	10.2	141,876	9.3	105,530	11.6	42.7	2.3	10.7
Trans., Storage & Comm.	143,631	5.9	114,207	7.6	29,424	3.1	20.5	144,257	5.9	116,930	7.7	27,327	3.0	18.9	-2.3	7.7
Fin., Ins., Real Estate & Bus. Svcs.	261,781	10.7	167,278	11.1	94,503	10.1	36.1	247,406	10.2	141,876	9.3	105,530	11.6	42.7	17.9	-10.4
Public Services	128,816	5.3	53,068	3.5	75,748	8.1	58.8	129,415	5.3	53,340	3.5	76,075	8.3	58.8	-0.5	-0.4
Private Services	354,302	14.5	166,264	11.0	188,038	20.0	53.1	343,634	14.1	168,516	11.1	175,118	19.2	51.0	-1.3	7.4

(ATE = Average Total Engaged)

Source: Worksheets of Annual Survey of Establishments, 1989 and 1990.

Appendix Table 4. Distribution of Workers and Female Participation in the Formal Sector by Kind of Industry and by Sex: 1989–1990

Kind of Industry	1990							1989							1989–1990	
	Both Sexes		Male		Female			Both Sexes		Male		Female			Male	Female
	Number	%	Number	%	Number	%	% to Total	Number	%	Number	%	Number	%	% to Total	% Increase	% Increase
All Industries	4,454,017	100.0	2,541,442	100.0	1,912,575	100.0	42.9	3,565,241	100.0	2,083,459	100.0	1,481,782	100.0	41.6	22.0	29.1
Agriculture & Forestry	140,662	3.2	120,078	4.7	20,584	1.1	14.6	142,576	4.0	123,405	5.9	19,171	1.3	13.4	-2.7	7.4
Fishery	21,490	0.5	20,124	0.8	1,366	0.1	6.4	18,296	0.5	17,497	0.8	799	0.1	4.4	15.0	71.0
Mining & Quarrying	50,871	1.1	50,788	2.0	83	0.0	0.2	88,488	2.5	86,566	4.2	1,922	0.1	2.2	-41.3	-95.7
Manufacturing	1,227,852	27.6	761,145	29.9	466,707	24.4	38.0	1,207,799	33.9	734,404	35.2	473,395	31.9	39.2	3.6	-1.4
Electricity, Gas & Water	73,870	1.7	62,319	2.5	11,551	0.6	15.6	60,366	1.7	49,551	2.4	10,815	0.7	17.9	25.8	6.8
Construction	103,528	2.3	97,181	3.8	6,347	0.3	6.1	98,965	2.8	93,592	4.5	5,373	0.4	5.4	3.8	18.1
Wholesale & Retail	883,009	19.8	439,907	17.3	443,102	23.2	50.2	676,014	19.0	290,606	13.9	385,408	26.0	57.0	51.4	15.0
Trans., Storage & Comm.	157,294	3.5	127,049	5.0	30,245	1.6	19.2	146,018	4.1	118,961	5.7	27,057	1.8	18.5	6.8	11.8
Fin., Ins., Real Estate & Bus. Svcs.	883,009	19.8	439,907	17.3	443,102	23.2	50.2	258,086	7.2	158,716	7.6	99,370	6.7	38.5	177.2	345.9
Public Services	129,415	2.9	53,340	2.1	76,075	4.0	58.8	129,837	3.6	54,265	2.6	75,572	5.1	58.2	-1.7	0.7
Private Services	783,017	17.6	369,604	14.5	413,413	21.6	52.8	738,796	20.7	355,896	17.1	382,900	25.8	51.8	3.9	8.0
Industries w/ ATE < 10 employees	2,022,230	100.0	1,022,167	100.0	1,000,063	100.0	49.5	1,294,853	100.0	685,986	100.0	608,867	100.0	47.0	49.0	64.2
Agriculture & Forestry	406	0.0	343	0.0	63	0.0	15.5	338	0.0	300	0.0	38	0.0	11.2	14.3	65.8
Fishery	320	0.0	288	0.0	32	0.0	10.0	266	0.0	240	0.0	26	0.0	9.8	20.0	23.1
Mining & Quarrying	692	0.0	627	0.1	65	0.0	9.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Manufacturing	294,853	14.6	211,778	20.7	83,075	8.3	28.2	258,311	19.9	184,318	26.9	73,993	12.2	28.6	14.9	12.3
Electricity, Gas & Water	765	0.0	566	0.1	199	0.0	26.0	589	0.0	432	0.1	157	0.0	26.7	31.0	26.8
Construction	1,568	0.1	1,296	0.1	272	0.0	17.3	1,434	0.1	1,202	0.2	232	0.0	16.2	7.8	17.2
Wholesale & Retail	635,603	31.4	298,031	29.2	337,572	33.8	53.1	557,981	43.1	264,162	38.5	293,819	48.3	52.7	12.8	14.9
Trans., Storage & Comm.	13,037	0.6	10,119	1.0	2,918	0.3	22.4	9,218	0.7	7,718	1.1	1,500	0.2	16.3	31.1	94.5
Fin., Ins., Real Estate & Bus. Svcs.	635,603	31.4	298,031	29.2	337,572	33.8	53.1	48,001	3.7	23,801	3.5	24,200	4.0	50.4	1152.2	1294.9
Public Services	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Private Services	439,383	21.7	201,088	19.7	238,295	23.8	54.2	418,715	32.3	203,813	29.7	214,902	35.3	51.3	-1.3	10.9
Industries w/ ATE 10 & over	2,431,787	100.0	1,519,275	100.0	912,512	100.0	37.5	2,270,388	100.0	1,397,473	100.0	872,915	100.0	38.4	8.7	4.5
Agriculture & Forestry	140,256	5.8	119,735	7.9	20,521	2.2	14.6	142,238	6.3	123,105	8.8	19,133	2.2	13.5	-2.7	7.3
Fishery	21,170	0.9	19,836	1.3	1,334	0.1	6.3	18,030	0.8	17,257	1.2	773	0.1	4.3	14.9	72.6
Mining & Quarrying	50,179	2.1	50,161	3.3	18	0.0	0.0	88,488	3.9	86,566	6.2	1,922	0.2	2.2	-42.1	-99.1
Manufacturing	932,999	38.4	549,367	36.2	383,632	42.0	41.1	949,488	41.8	550,086	39.4	399,402	45.8	42.1	-0.1	-3.9
Electricity, Gas & Water	73,105	3.0	61,753	4.1	11,352	1.2	15.5	59,777	2.6	49,119	3.5	10,658	1.2	17.8	25.7	6.5
Construction	101,960	4.2	95,885	6.3	6,075	0.7	6.0	97,531	4.3	92,390	6.6	5,141	0.6	5.3	3.8	18.2
Wholesale & Retail	247,406	10.2	141,876	9.3	105,530	11.6	42.7	118,033	5.2	26,444	1.9	91,589	10.5	77.6	436.5	15.2
Trans., Storage & Comm.	144,257	5.9	116,930	7.7	27,327	3.0	18.9	136,800	6.0	111,243	8.0	25,557	2.9	18.7	5.1	6.9
Fin., Ins., Real Estate & Bus. Svcs.	247,406	10.2	141,876	9.3	105,530	11.6	42.7	210,085	9.3	134,915	9.7	75,170	8.6	35.8	5.2	40.4
Public Services	129,415	5.3	53,340	3.5	76,075	8.3	58.8	129,837	5.7	54,265	3.9	75,572	8.7	58.2	-1.7	0.7
Private Services	343,634	14.1	168,516	11.1	175,118	19.2	51.0	320,081	14.1	152,083	10.9	167,998	19.2	52.5	10.8	4.2

(ATE = Average Total Engaged)

Source: Worksheets of Annual Survey of Establishments, 1989 and 1990.

Appendix Table 5. Distribution of Workers and Female Participation in the Formal Sector by Kind of Industry and by Sex: 1988-1989

Kind of Industry	1989							1988							1988-1989	
	Both Sexes		Male		Female			Both Sexes		Male		Female			Male	Female
	Number	%	Number	%	Number	%	% to Total	Number	%	Number	%	Number	%	% to Total	% Increase	% Increase
All Industries	3,565,241	100.0	2,083,459	100.0	1,481,782	100.0	41.6	3,264,291	100.0	1,959,385	100.0	1,304,906	100.0	40.0	6.3	13.6
Agriculture & Forestry	142,576	4.0	123,405	5.9	19,171	1.3	13.4	141,282	4.3	120,460	6.1	20,822	1.6	14.7	2.4	-7.9
Fishery	18,296	0.5	17,497	0.8	799	0.1	4.4	19,871	0.6	18,963	1.0	908	0.1	4.6	-7.7	-12.0
Mining & Quarrying	88,488	2.5	86,566	4.2	1,922	0.1	2.2	55,014	1.7	51,967	2.7	3,047	0.2	5.5	66.6	-36.9
Manufacturing	1,207,799	33.9	734,404	35.2	473,395	31.9	39.2	1,091,379	33.4	679,972	34.7	411,407	31.5	37.7	8.0	15.1
Electricity, Gas & Water	60,366	1.7	49,551	2.4	10,815	0.7	17.9	57,116	1.7	46,582	2.4	10,534	0.8	18.4	6.4	2.7
Construction	98,965	2.8	93,592	4.5	5,373	0.4	5.4	89,477	2.7	85,049	4.3	4,428	0.3	4.9	10.0	21.3
Wholesale & Retail	676,014	19.0	290,606	13.9	385,408	26.0	57.0	667,579	20.5	337,630	17.2	329,949	25.3	49.4	-13.9	16.8
Trans., Storage & Comm.	146,018	4.1	118,961	5.7	27,057	1.8	18.5	149,628	4.6	123,275	6.3	26,353	2.0	17.6	-3.5	2.7
Fin., Ins., Real Estate & Bus. Svcs.	258,086	7.2	158,716	7.6	99,370	6.7	38.5	238,530	7.3	147,912	7.5	90,618	6.9	38.0	7.3	9.7
Public Services	129,837	3.6	54,265	2.6	75,572	5.1	58.2	130,641	4.0	55,759	2.8	74,882	5.7	57.3	-2.7	0.9
Private Services	738,796	20.7	355,896	17.1	382,900	25.8	51.8	623,774	19.1	291,816	14.9	331,958	25.4	53.2	22.0	15.3
Industries w/ ATE < 10 employees	1,294,853	100.0	685,988	100.0	608,867	100.0	47.0	1,026,527	100.0	538,612	100.0	487,915	100.0	47.5	27.4	24.8
Agriculture & Forestry	338	0.0	300	0.0	38	0.0	11.2	290	0.0	260	0.0	30	0.0	10.3	15.4	26.7
Fishery	266	0.0	240	0.0	26	0.0	9.8	321	0.0	284	0.1	37	0.0	11.5	-15.5	-29.7
Mining & Quarrying		0.0		0.0		0.0		584	0.1	521	0.1	63	0.0	10.8		
Manufacturing	258,311	19.9	184,318	26.9	73,993	12.2	28.6	234,428	22.8	160,492	29.8	73,936	15.2	31.5	14.8	0.1
Electricity, Gas & Water	589	0.0	432	0.1	157	0.0	26.7	682	0.1	515	0.1	167	0.0	24.5	-16.1	-6.0
Construction	1,434	0.1	1,202	0.2	232	0.0	16.2	2,185	0.2	1,880	0.3	305	0.1	14.0	-36.1	-23.9
Wholesale & Retail	557,981	43.1	264,162	38.5	293,819	48.3	52.7	450,512	43.9	217,179	40.3	233,333	47.8	51.8	21.6	25.9
Trans., Storage & Comm.	9,218	0.7	7,718	1.1	1,500	0.2	16.3	7,853	0.8	5,826	1.1	2,027	0.4	25.8	32.5	-26.0
Fin., Ins., Real Estate & Bus. Svcs.	48,001	3.7	23,801	3.5	24,200	4.0	50.4	40,770	4.0	20,243	3.8	20,527	4.2	50.3	17.6	17.9
Public Services	0	0.0	0	0.0	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0.0	0.0	0.0
Private Services	418,715	32.3	203,813	29.7	214,902	35.3	51.3	288,902	28.1	131,412	24.4	157,490	32.3	54.5	55.1	36.5
Industries w/ ATE 10 & over	2,270,388	100.0	1,397,473	100.0	872,915	100.0	38.4	2,237,764	100.0	1,420,773	100.0	816,991	100.0	36.5	-1.6	6.8
Agriculture & Forestry	142,238	6.3	123,105	8.8	19,133	2.2	13.5	140,992	6.3	120,200	8.5	20,792	2.5	14.7	2.4	-8.0
Fishery	18,030	0.8	17,257	1.2	773	0.1	4.3	19,550	0.9	18,679	1.3	871	0.1	4.5	-7.6	-11.3
Mining & Quarrying	88,488	3.9	86,566	6.2	1,922	0.2	2.2	54,430	2.4	51,446	3.6	2,984	0.4	5.5	68.3	-35.6
Manufacturing	949,488	41.8	550,086	39.4	399,402	45.8	42.1	856,951	38.3	519,480	36.6	337,471	41.3	39.4	5.9	18.4
Electricity, Gas & Water	59,777	2.6	49,119	3.5	10,658	1.2	17.8	56,434	2.5	46,067	3.2	10,367	1.3	18.4	6.6	2.8
Construction	97,531	4.3	92,390	6.6	5,141	0.6	5.3	87,292	3.9	83,169	5.9	4,123	0.5	4.7	11.1	24.7
Wholesale & Retail	118,033	5.2	26,444	1.9	91,589	10.5	77.6	217,067	9.7	120,451	8.5	96,616	11.8	44.5	-78.0	-5.2
Trans., Storage & Comm.	136,800	6.0	111,243	8.0	25,557	2.9	18.7	141,775	6.3	117,449	8.3	24,326	3.0	17.2	-5.3	5.1
Fin., Ins., Real Estate & Bus. Svcs.	210,085	9.3	134,915	9.7	75,170	8.6	35.8	197,760	8.8	127,669	9.0	70,091	8.6	35.4	5.7	7.2
Public Services	129,837	5.7	54,265	3.9	75,572	8.7	58.2	130,641	5.8	55,759	3.9	74,882	9.2	57.3	-2.7	0.9
Private Services	320,081	14.1	152,083	10.9	167,998	19.2	52.5	334,872	15.0	160,404	11.3	174,468	21.4	52.1	-5.2	-3.7

(ATE = Average Total Engaged)

Source: Worksheets of Annual Survey of Establishments, 1988 and 1989.

Appendix Table 6. Distribution of Workers in the Formal Sector by Type of Worker and by Sex: 1988–1992

Type of Worker	1992				1988				Male % increase	Female % increase
	Both Sexes	Male	Female	% Female	Both Sexes	Male	Female	% Female		
All Types of Workers	3,873,298	2,241,362	1,631,936	42.1	3,264,291	1,959,385	1,304,906	40.0	14.4	25.1
Working Owners	653,408	332,196	321,212	49.2	552,308	276,374	275,934	50.0	20.2	16.4
Executives	2,668	1,652	1,016	38.1	2,836	1,792	1,044	36.8	-7.8	-2.7
Mgr., Other Exec. & Sups.	239,398	145,012	94,386	39.4	182,539	122,379	60,160	33.0	18.5	56.9
Production Workers*	1,131,643	747,866	383,777	33.9	1,019,307	708,448	310,859	30.5	5.6	23.5
Other Employees	1,719,205	962,854	756,351	44.0	1,379,496	796,425	583,071	42.3	20.9	29.7
Other Itemized Employees	112,374	43,848	68,526	61.0	114,207	46,351	67,856	59.4	-5.4	1.0
Non-Itemized Employees	14,602	7,934	6,668	45.7	13,598	7,616	5,982	44.0	4.2	11.5
Workers in Small Establishments	1,529,229	785,541	743,702	48.6	1,026,527	538,612	487,915	47.5	45.8	52.4
Working Owners	625,750	315,945	309,805	49.5	517,712	257,437	260,275	50.3	22.7	19.0
Executives	0	0	0		0	0	0		0.0	0.0
Mgr., Exec. & Sups.	64,919	29,574	35,345	54.4	25,625	15,713	9,912	38.7	88.2	256.6
Production Workers*	146,845	116,310	30,535	20.8	105,687	82,897	22,790	21.6	40.3	34.0
Other Employees	691,715	323,712	368,017	53.2	377,503	182,565	194,938	51.6	77.3	88.8
Workers in Large Establishments	2,344,055	1,455,821	888,234	37.9	2,237,764	1,420,773	816,991	36.5	2.5	8.7
Working Owners	27,658	16,251	11,407	41.2	34,596	18,937	15,659	45.3	-14.2	-27.2
Executives	2,668	1,652	1,016	38.1	2,836	1,792	1,044	36.8	-7.8	-2.7
Mgr., Other Exec. & Sups.	174,479	115,438	59,041	33.8	156,914	106,666	50,248	32.0	8.2	17.5
Production Workers*	984,798	631,556	353,242	35.9	913,620	625,551	288,069	31.5	1.0	22.6
Other Employees	1,027,476	639,142	388,334	37.8	1,001,993	613,860	388,133	38.7	4.1	0.1
Other Itemized Employees	112,374	43,848	68,526	61.0	114,207	46,351	67,856	59.4	-5.4	1.0
Non-Itemized Employees	14,602	7,934	6,668	45.7	13,598	7,616	5,982	44.0	4.2	11.5

* Includes agriculture, fisheries, forestry, and construction workers

Source: Annual Survey of Establishments, 1988 and 1992

Appendix Table 6a. Distribution of Female Workers in the Formal Sector by Type of Worker: 1988-1992

Type of Worker	1992		1991		1990		1989		1988	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
All Types of Workers	1,631,936	100.0	2,556,005	100.0	2,824,973	100.0	2,354,697	100.0	2,121,897	100.0
Working Owners	321,212	19.7	313,453	12.3	411,034	14.6	248,944	10.6	275,934	13.0
Executives	1,016	0.1	975	0.0	1,010	0.0	1,005	0.0	1,044	0.0
Mgr., Other Exec. & Sups.	94,386	5.8	83,972	3.3	86,956	3.1	74,377	3.2	60,160	2.8
Production Workers*	383,777	23.5	361,285	14.1	352,020	12.5	367,214	15.6	310,859	14.7
Other Employees	756,351	46.3	781,594	30.6	986,433	34.9	715,675	30.4	583,071	27.5
Other Itemized Employees	68,526	4.2	68,531	2.7	68,915	2.4	68,084	2.9	67,856	3.2
Non-Itemized Employees	6,668	0.4	946,195	37.0	918,605	32.5	879,398	37.3	822,973	38.8
Workers in Small Establishments	743,702	100.0	676,099	100.0	1,000,063	100.0	608,867	100.0	487,915	100.0
Working Owners	309,805	41.7	298,842	44.2	395,756	39.6	237,840	39.1	260,275	53.3
Executives										
Mgr., Other Exec. & Sups.	35,345	4.8	21,246	3.1	33,846	3.4	22,499	3.7	9,912	2.0
Production Workers*	30,535	4.1	23,991	3.5	26,161	2.6	26,076	4.3	22,790	4.7
Other Employees	368,017	49.5	332,020	49.1	544,300	54.4	322,452	53.0	194,938	40.0
Workers in Large Establishments	888,234	100.0	939,953	100.0	912,455	100.0	872,915	100.0	816,991	100.0
Working Owners	11,407	1.3	14,611	1.6	15,278	1.7	11,104	1.3	15,659	1.9
Executives	1,016	0.1	975	0.1	1,010	0.1	1,005	0.1	1,044	0.1
Mgr., Other Exec. & Sups.	59,041	6.6	62,726	6.7	53,110	5.8	51,878	5.9	50,248	6.2
Production Workers*	353,242	39.8	337,294	35.9	325,859	35.7	341,138	39.1	288,069	35.3
Other Employees	388,334	43.7	449,574	47.8	442,133	48.5	393,223	45.0	388,133	47.5
Other Itemized Employees	68,526	7.7	68,531	7.3	68,915	7.6	68,084	7.8	67,856	8.3
Non-Itemized Employees	6,668	0.8	6,242	0.7	6,150	0.7	6,483	0.7	5,982	0.7

* Includes agricultural, fisheries, forestry & construction workers

Source: Annual Survey of Establishments, 1988 to 1992

Appendix Table 7. Distribution of Workers by Region, by Sex and by Industry: 1992

Industry	Philippines		NCR		CAR		Region I		Region II		Region III		Region IV		Region V	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
All Industries	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture and Forestry	4.3	0.9	0.1	*	0.8	0.1	0.7	0.2	2.2	0.5	7.6	1.2	3.0	0.4	0.9	0.2
Fisheries	0.8	0.1	1.0	*	0.0	0.0	*	*	0.0	0.0	0.1	0.0	0.2	*	0.5	0.1
Mining and Quarrying	1.7	0.1	*	*	31.6	1.6	0.4	0.1	0.0	0.0	2.0	0.2	1.3	0.1	6.8	0.3
Manufacturing	32.9	30.0	31.8	35.0	14.3	16.4	37.1	20.2	33.6	11.0	39.2	30.3	48.3	46.9	23.8	13.1
Electricity, Gas and Water	2.3	0.6	2.3	0.5	3.0	0.9	2.9	1.0	2.7	1.1	2.4	0.9	1.4	0.4	4.7	1.3
Construction	4.2	0.4	7.2	0.6	1.9	0.2	1.3	0.1	1.6	0.7	2.5	0.2	2.0	0.1	2.2	0.2
Wholesale and Retail	20.4	27.5	18.8	22.6	14.3	33.2	24.3	30.2	32.0	44.2	18.6	30.1	20.5	21.0	28.3	40.8
Transportation, storage and Communication	5.9	2.0	7.9	2.7	1.8	0.4	2.8	0.4	1.5	0.2	4.2	0.5	2.9	0.4	4.0	0.6
Financing, Insurance, Real Estate & Business Services	9.2	7.7	14.1	11.8	7.1	3.6	4.7	4.6	4.0	4.5	4.4	4.8	3.6	3.9	4.8	3.7
Public Services	2.3	4.4	1.2	2.3	4.6	11.2	4.0	7.6	5.8	10.7	2.2	4.0	2.8	4.3	4.4	8.2
Private Services	16.0	26.3	15.6	23.6	20.7	32.3	21.8	35.8	16.5	27.6	16.9	27.8	14.0	22.4	19.5	31.5
Industry	Region VI		Region VII		Region VIII		Region IX		Region X		Region XI		Region XII			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
All Industries	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0		
Agriculture and Forestry	10.8	4.8	5.0	1.0	3.0	0.8	8.5	0.6	5.4	1.3	26.5	8.3	2.7	0.2		
Fisheries	2.0	0.4	0.5	0.1	0.5	*	0.4	*	0.2	*	2.0	0.3	0.0	0.0		
Mining and Quarrying	3.2	0.5	7.0	0.4	1.5	0.1	1.6	*	2.0	0.2	0.4	0.1	*	0.0		
Manufacturing	32.4	15.8	32.1	33.4	25.4	10.0	19.3	10.4	35.8	16.8	22.9	15.7	33.0	13.2		
Electricity, Gas and Water	2.5	1.4	2.5	0.4	3.5	1.4	2.2	0.6	2.7	1.0	1.3	0.6	2.5	0.9		
Construction	1.0	0.2	2.5	0.2	2.8	0.4	1.7	0.1	2.0	0.2	1.7	0.3	1.3	0.1		
Wholesale and Retail	19.1	33.4	18.5	28.4	28.3	41.6	33.5	49.4	21.2	42.6	18.7	32.1	26.9	35.8		
Transportation, storage and Communication	5.6	1.1	8.1	1.4	5.6	0.5	7.5	0.4	4.0	0.6	4.0	0.4	2.5	0.3		
Financing, Insurance, Real Estate & Business Services	8.3	8.1	6.3	4.3	6.2	3.8	3.2	2.2	6.8	4.2	7.9	4.7	4.6	2.6		
Public Services	2.0	6.4	1.4	4.2	9.0	16.9	4.0	6.4	3.0	6.2	1.2	3.5	7.8	10.5		
Private Services	13.0	27.9	16.0	26.1	14.2	24.5	18.2	29.8	16.7	26.9	13.3	34.0	18.8	36.5		

*/ Less than 0.1%

Source: 1992 Annual Survey of Establishments

Appendix Table 8. Participation of Women in the Formal Sector by Industry and by Region: 1992

INDUSTRY	PHIL	NCR	LUZON						VISAYAS			MINDANAO			
			CAR	REG 1	REG 2	REG 3	REG 4	REG 5	REG 6	REG 7	REG 8	REG 9	REG 10	REG 11	REG 12
All Industries	42.7	43.7	40.5	44.3	42.5	45.0	45.2	47.2	34.5	39.8	39.4	43.4	40.4	36.7	42.4
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture and Forestry	14.1	13.6	10.3	14.4	13.4	11.5	10.9	17.9	18.9	11.9	15.2	5.4	14.4	15.4	5.2
Fisheries	4.8	1.7	0.0	23.1	0.0	1.9	6.6	10.6	10.4	10.1	3.8	8.4	5.4	7.2	0.0
Mining and Quarrying	4.8	14.5	3.4	9.7	0.0	6.4	6.9	3.4	7.9	3.5	3.9	1.2	7.6	9.7	7.1
Manufacturing	40.5	46.0	43.9	30.2	19.4	38.8	44.5	33.0	20.4	40.7	20.3	29.2	24.1	28.4	22.7
Electricity, Gas and Water	16.9	13.0	17.6	21.6	23.2	24.4	20.0	20.0	22.8	10.5	20.0	16.2	20.1	19.8	21.1
Construction	6.2	6.2	7.0	7.2	6.7	5.8	5.4	6.5	8.2	6.3	8.7	5.2	5.9	8.4	5.6
Wholesale and Retail	50.1	48.3	61.3	49.8	50.5	57.0	45.9	56.3	48.0	50.4	48.8	53.0	57.5	49.8	49.4
Transportation, storage and Communication	20.0	26.5	12.2	9.4	9.7	8.8	9.2	11.9	9.0	10.5	5.8	4.2	8.8	6.0	7.2
Financing, Insurance, Real Estate & Business Services	38.3	39.4	25.6	43.7	45.6	47.1	46.8	40.9	33.9	31.0	28.4	34.1	29.3	25.6	29.1
Public Services	58.8	58.9	63.1	60.1	57.5	59.6	56.3	62.5	62.5	65.7	54.9	55.4	58.1	62.4	49.8
Private Services	55.1	54.0	51.4	56.6	55.2	57.4	56.9	59.1	53.1	51.9	52.9	55.6	52.2	59.8	58.8

*/ Less than 0.1%

Source: 1992 Annual Survey of Establishments

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