

Table 8. Equal opportunity and treatment in employment

Decent Work Indicator	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
<b>OCCUPATIONAL SEGREGATION BY SEX</b>																						
<b>Female share in occupational employment, in %</b>																						
<b>Based on 1977 PSOC<sup>1</sup></b>	36.4	36.8	37.0	37.2	37.8	37.4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Professional, technical and related workers	64.0	63.2	63.7	63.6	63.3	63.8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Administrative, executive and managerial workers	31.9	33.6	33.2	32.8	33.7	35.2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Clerical and related workers <sup>2</sup>	56.1	57.3	58.3	57.9	58.7	58.1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Sales workers <sup>3</sup>	68.2	67.5	66.4	67.0	66.6	67.3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Service workers <sup>4</sup>	54.9	55.6	56.3	57.4	57.7	57.4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Agricultural, animal husbandry and forestry workers, fishermen and hunters	25.2	26.7	26.3	25.6	26.5	24.0	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Production and related equipment workers, transport operators and laborers	20.1	18.5	18.1	17.9	18.8	18.8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Occupations, n.e.c.	38.5	33.3	41.2	35.0	32.4	39.5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
<b>Based on 1992 PSOC<sup>1</sup></b>	..	..	..	..	..	..	38.5	39.1	38.4	37.9	38.4	38.7	38.8	38.5	39.0	39.2	39.3	39.2	39.3	39.5	39.6	..
Officials of government and special interest-organizations, corporate executives, managers, managing proprietors and supervisors	..	..	..	..	..	..	59.0	57.8	57.5	57.3	57.4	57.9	57.6	54.8	53.4	52.7	52.1	47.6	47.1	47.3	46.6	..
Professionals	..	..	..	..	..	..	68.1	68.2	68.3	68.4	68.3	68.8	69.3	68.6	68.4	68.5	68.3	68.0	67.5	66.3	66.9	..
Technicians and associate professionals	..	..	..	..	..	..	49.1	50.3	50.9	50.1	51.9	50.9	51.2	50.7	51.9	51.9	51.3	48.1	49.8	51.7	51.1	..
Clerks	..	..	..	..	..	..	67.1	66.4	66.2	64.9	65.1	64.1	63.1	63.8	62.0	62.4	62.0	62.3	62.0	62.1	62.2	..
Service workers and shop and market sales workers	..	..	..	..	..	..	53.3	52.5	51.2	49.7	50.1	51.2	51.3	50.6	50.8	50.7	50.8	50.8	50.9	50.7	51.2	..
Farmers, forestry workers and fishermen	..	..	..	..	..	..	17.0	16.6	16.0	13.9	14.1	15.2	15.3	14.3	14.3	14.7	14.7	15.5	15.6	16.6	17.3	..
Trades and related workers	..	..	..	..	..	..	28.3	27.6	26.8	25.8	25.6	25.1	24.5	21.9	21.2	20.7	20.8	18.1	17.2	16.1	15.4	..
Plant and machine operators and assemblers	..	..	..	..	..	..	8.1	7.7	7.9	8.6	9.0	9.2	9.4	9.6	8.5	9.7	11.0	12.2	13.4	13.4	14.1	..
Laborers and unskilled workers	..	..	..	..	..	..	45.4	46.4	44.8	43.4	44.6	44.1	43.5	43.2	43.3	42.8	42.1	41.4	40.4	40.9	40.1	..
Special occupations <sup>5</sup>	..	..	..	..	..	..	14.8	11.3	9.8	12.6	12.3	12.2	13.8	12.9	14.7	19.2	20.5	14.7	13.9	14.3	15.8	..
<b>Based on 2012 PSOC<sup>6</sup></b>	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	38.9
Managers <sup>6</sup>	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	48.9
Professionals	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	65.5
Technicians and associate professionals <sup>7</sup>	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	47.6
Clerical support workers	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	58.2
Service and sales workers <sup>8</sup>	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	51.8
Skilled agricultural, forestry and fishery workers	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	18.1
Craft and related trades workers	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	16.6
Plant and machine operators and assemblers	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	11.2
Elementary occupations	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	36.6
Armed forces occupations and special occupations <sup>9</sup>	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6.0
Others	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	51.6
Duncan Index of Dissimilarity <sup>10</sup>	0.368	0.364	0.375	0.390	0.377	0.400	0.349	0.346	0.343	0.338	0.343	0.335	0.328	0.326	0.315	0.305	0.291	0.264	0.254	0.256	0.248	0.269
<b>Female share of employment in senior and middle management<sup>11</sup>, in %</b>	31.9	33.6	33.2	32.8	33.7	35.2	40.0	37.4	39.9	39.0	38.8	38.5	38.8	41.7	42.7	42.2	41.1	42.2	43.1	42.2	42.7	43.7
<b>Share of women in wage employment in the non-agricultural sector<sup>12</sup>, in %</b>	39.4	39.0	39.1	39.6	40.4	40.9	41.2	41.9	41.3	40.7	41.4	42.0	41.9	41.7	41.9	42.0	41.8	41.4	41.2	41.0	41.3	39.7

Table 8. Equal opportunity and treatment in employment

Decent Work Indicator	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Gender wage gap <sup>13</sup> , in %	..	..	..	..	..	..	-3.9	-3.5	-1.7	-2.4	0.5	2.7	2.0	0.2	-0.1	-1.5	-3.2	-4.6	-5.6	-5.5	-5.4	..
Officials of government and special interest-organizations, corporate executives, managers, managing proprietors and supervisors	..	..	..	..	..	..	-2.3	-2.7	3.9	1.1	0.5	3.9	1.9	-2.9	-5.1	1.6	-3.2	-3.5	-0.5	-6.7	-3.3	..
Professionals	..	..	..	..	..	..	10.8	10.9	12.9	11.2	13.2	12.3	16.7	15.5	13.3	12.2	10.6	8.1	8.8	7.4	8.5	..
Technicians and associate professionals	..	..	..	..	..	..	5.9	7.7	7.7	9.9	11.6	13.6	12.7	11.3	16.3	14.7	11.9	7.3	11.0	11.7	11.3	..
Clerks	..	..	..	..	..	..	5.0	2.1	3.9	2.0	1.1	-3.2	2.4	3.8	5.0	3.7	5.7	2.6	0.6	2.4	3.7	..
Service workers and shop and market sales workers	..	..	..	..	..	..	33.0	35.7	35.8	34.9	35.4	37.2	35.2	35.0	33.9	35.7	34.3	35.6	34.2	32.4	30.8	..
Farmers, forestry workers and fishermen	..	..	..	..	..	..	20.5	12.5	16.1	16.0	30.2	25.1	37.0	33.8	28.2	24.4	13.3	-25.1	32.1	40.5	-19.6	..
Trades and related workers	..	..	..	..	..	..	19.4	19.3	18.0	19.9	18.3	24.8	21.5	22.5	22.6	23.5	26.0	25.5	24.3	27.0	27.5	..
Plant and machine operators and assemblers	..	..	..	..	..	..	0.6	-3.4	-4.7	-4.9	-2.6	0.3	0.1	-3.0	-6.0	-3.1	-1.1	0.4	3.2	4.1	6.0	..
Laborers and unskilled workers	..	..	..	..	..	..	20.4	19.5	21.6	22.5	26.9	30.9	25.9	27.5	27.8	26.6	27.1	26.6	25.6	26.9	26.5	..
Special occupations	..	..	..	..	..	..	39.0	37.9	42.5	46.3	46.1	37.3	44.0	32.6	44.9	35.1	36.8	16.4	19.1	6.8	5.7	..
<b>Based on 2012 PSOC</b>	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	-5.5
Managers	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1.5
Professionals	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9.4
Technicians and associate professionals	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6.0
Clerical support workers	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1.8
Service and sales workers	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	26.9
Skilled agricultural, forestry and fishery workers	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	-3.4
Craft and related trades workers	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	24.2
Plant and machine operators and assemblers	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7.4
Elementary occupations	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	26.0
Armed forces occupations and special occupations	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	24.0
Others	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1.8

Notes: 1. Annualized data for 2014 from the Labor Force Survey is the average of estimates for April, July and October survey rounds. The estimates for these rounds exclude data for Leyte province only while that of January exclude Region VIII.

2. Annualized data for 2015 from the Labor Force Survey is the average of estimates for January, April, July and October survey rounds. The estimates for these rounds exclude data for Leyte province only. The use of the four survey rounds that exclude Leyte was based on the results of the referendum conducted among members of the Inter-Agency Committee on Labor and Productivity Statistics.

<sup>1</sup> The 1977, 1992 and 2012 PSOC are patterned after ISCO 1968, ISCO-88 and ISCO-08, respectively.

<sup>2</sup> Include clerical supervisors.

<sup>3</sup> Include managers, working proprietors and supervisors (wholesale and retail trade).

<sup>4</sup> Include managers, working proprietors and supervisors (catering and lodging services), officers and enlisted personnel of armed forces.

<sup>5</sup> Include officers and enlisted personnel of armed forces and occupations, n.e.c.

<sup>6</sup> Exclude supervisors.

<sup>7</sup> Include occupations which require more advanced skills/education or extensive training.

<sup>8</sup> Include cashiers and ticket clerks.

<sup>9</sup> Consist of military occupations only.

<sup>10</sup> A summary indicator of occupational segregation. It ranges from 0 to 1, with 0 meaning no occupational segregation and 1 being complete segregation between the two sexes. It is computed as:  $1/2 \sum_i |W_i - M_i| / M_i$  where  $W_i$  and  $M_i$  are the shares of the employed women and men in the  $i^{th}$  major occupation group relative to their respective totals, employed women (W) and employed men (M).

<sup>11</sup> Refer to legislators and senior officials, and corporate managers (ISCO-88 groups 11 and 12). Data from 1995-2000 and 2001 onwards not strictly comparable because of differences in coverage in the 1977 and 1992 PSOC.

<sup>12</sup> MDG indicator on employment.

<sup>13</sup> Defined as the difference between average daily basic pay of men and women as a percentage of average daily basic pay of men.

Source: Philippine Statistics Authority, Labor Force Survey.

Date updated: 11/03/2017



Table 8. Equal opportunity and treatment in employment

Occupational segregation by sex (Female share in occupational employment) Based on 1977 PSOC																						
Decent Work Indicator and Underlying Data	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
<b>Men</b>	<b>16322</b>	<b>17170</b>	<b>16610</b>	<b>16714</b>	<b>17253</b>	<b>17193</b>	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Professional, technical and related workers	515	576	576	580	610	603	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Administrative, executive and managerial workers	277	288	336	373	397	397	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Clerical and related workers <sup>1</sup>	496	509	505	515	522	547	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Sales workers <sup>2</sup>	1138	1250	1267	1301	1383	1383	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Service workers <sup>3</sup>	1056	1093	1167	1226	1243	1264	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Agricultural, animal husbandry and forestry workers, fishermen and hunters	8245	8453	7589	7425	7846	7651	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Production and related equipment workers, transport operators and laborers	4577	4984	5150	5268	5229	5326	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Occupations, n.e.c.	16	17	20	26	24	24	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
<b>Women</b>	<b>9354</b>	<b>10016</b>	<b>9754</b>	<b>9917</b>	<b>10489</b>	<b>10259</b>	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Professional, technical and related workers	915	991	1009	1016	1055	1062	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Administrative, executive and managerial workers	130	145	167	182	202	216	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Clerical and related workers <sup>1</sup>	634	684	707	708	739	760	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Sales workers <sup>2</sup>	2444	2600	2500	2643	2753	2848	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Service workers <sup>3</sup>	1286	1368	1503	1654	1693	1704	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Agricultural, animal husbandry and forestry workers, fishermen and hunters	2781	3086	2715	2552	2827	2422	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Production and related equipment workers, transport operators and laborers	1154	1133	1139	1148	1211	1235	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Occupations, n.e.c.	10	9	14	14	11	15	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

Note: See Metadata of Statistical Indicators on Decent Work for definitions and other information

<sup>1</sup> Include clerical supervisors.

<sup>2</sup> Include managers, working proprietors and supervisors (wholesale and retail trade)

<sup>3</sup> Include managers, working proprietors and supervisors (catering and lodging services), officers and enlisted personnel of armed force:

Source: Philippine Statistics Authority, Labor Force Survey

Table 8. Equal opportunity and treatment in employment

Occupational segregation by sex (Female share in occupational employment) Based on 1992 PSOC																					
Decent Work Indicator and Underlying Data	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
<b>Based on 1992 PSOC</b>																					
<b>Female share in occupational employment (%)</b>	..	..	..	..	..	..	38.5	39.1	38.4	37.9	38.4	38.7	38.8	38.5	39.0	39.2	39.3	39.2	39.3	39.5	39.6
Officials of government and special interest-organizations, corporate executives, managers, managing proprietors and supervisors	..	..	..	..	..	..	59.0	57.8	57.5	57.3	57.4	57.9	57.6	54.8	53.4	52.7	52.1	47.6	47.1	47.3	46.6
Professionals	..	..	..	..	..	..	68.1	68.2	68.3	68.4	68.3	68.8	69.3	68.6	68.4	68.5	68.3	68.0	67.5	66.3	66.9
Technicians and associate professionals	..	..	..	..	..	..	49.1	50.3	50.9	50.1	51.9	50.9	51.2	50.7	51.9	51.9	51.3	48.1	49.8	51.7	51.1
Clerks	..	..	..	..	..	..	67.1	66.4	66.2	64.9	65.1	64.1	63.1	63.8	62.0	62.4	62.0	62.3	62.0	62.1	62.2
Service workers and shop and market sales workers	..	..	..	..	..	..	53.3	52.5	51.2	49.7	50.1	51.2	51.3	50.6	50.8	50.7	50.8	50.8	50.9	50.7	51.2
Farmers, forestry workers and fishermen	..	..	..	..	..	..	17.0	16.6	16.0	13.9	14.1	15.2	15.3	14.3	14.3	14.7	14.7	15.5	15.6	16.6	17.3
Trades and related workers	..	..	..	..	..	..	28.3	27.6	26.8	25.8	25.6	25.1	24.5	21.9	21.2	20.7	20.8	18.1	17.2	16.1	15.4
Plant and machine operators and assemblers	..	..	..	..	..	..	8.1	7.7	7.9	8.6	9.0	9.2	9.4	9.6	8.5	9.7	11.0	12.2	13.4	13.4	14.1
Laborers and unskilled workers	..	..	..	..	..	..	45.4	46.4	44.8	43.4	44.6	44.1	43.5	43.2	43.3	42.8	42.1	41.4	40.4	40.9	40.1
Special occupations <sup>1</sup>	..	..	..	..	..	..	14.8	11.3	9.8	12.6	12.3	12.2	13.8	12.9	14.7	19.2	20.5	14.7	13.9	14.3	15.8
<b>Total employed (000)</b>	..	..	..	..	..	..	<b>29156</b>	<b>30062</b>	<b>30635</b>	<b>31613</b>	<b>32313</b>	<b>32636</b>	<b>33560</b>	<b>34089</b>	<b>35061</b>	<b>36035</b>	<b>37192</b>	<b>37600</b>	<b>38118</b>	<b>38651</b>	<b>38741</b>
Officials of government and special interest-organizations, corporate executives, managers, managing proprietors and supervisors	..	..	..	..	..	..	2921	3217	3398	3775	3784	3811	3958	4327	4722	4979	5217	5608	6173	6166	6292
Professionals	..	..	..	..	..	..	1323	1385	1349	1353	1395	1404	1454	1526	1608	1686	1732	1807	1874	1925	1989
Technicians and associate professionals	..	..	..	..	..	..	748	819	882	883	858	880	908	876	932	954	985	1030	996	990	1030
Clerks	..	..	..	..	..	..	1317	1332	1356	1352	1454	1505	1652	1715	1860	2003	2109	2116	2248	2403	2492
Service workers and shop and market sales workers	..	..	..	..	..	..	2582	2658	2715	2888	3005	3121	3248	3394	3672	3838	4141	4554	4694	4856	4925
Farmers, forestry workers and fishermen	..	..	..	..	..	..	6353	6240	6220	5921	6161	6127	6069	5999	5851	5747	5715	5297	4994	5218	5000

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Decent Work Indicator and Underlying Data	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Trades and related workers	..	..	..	..	..	..	3075	2993	2932	2866	2887	2803	2811	2730	2662	2792	2769	2511	2600	2626	2592
Plant and machine operators and assemblers	..	..	..	..	..	..	2283	2197	2348	2429	2446	2495	2573	2354	2218	2259	2245	2014	2027	2001	2083
Laborers and unskilled workers	..	..	..	..	..	..	8420	9097	9303	10005	10176	10343	10749	11021	11385	11622	12118	12547	12403	12348	12223
Special occupations <sup>1</sup>	..	..	..	..	..	..	135	124	133	143	146	147	138	147	150	156	161	116	108	119	114
<b>Men</b>	..	..	..	..	..	..	<b>17923</b>	<b>18306</b>	<b>18873</b>	<b>19646</b>	<b>19910</b>	<b>20013</b>	<b>20542</b>	<b>20959</b>	<b>21404</b>	<b>21921</b>	<b>22573</b>	<b>22849</b>	<b>23150</b>	<b>23365</b>	<b>23406</b>
Officials of government and special interest-organizations, corporate executives, managers, managing proprietors and supervisors	..	..	..	..	..	..	1198	1358	1444	1613	1613	1605	1677	1955	2202	2354	2497	2941	3264	3248	3362
Professionals	..	..	..	..	..	..	422	442	428	427.5	443	439	447	479	508	531	549	578	609	648	659
Technicians and associate professionals	..	..	..	..	..	..	381	407	434	441.5	413	432	443	431	448	458	480	534	500	478	505
Clerks	..	..	..	..	..	..	433	447	459	474.5	508	539	609	621	706	753	801	798	855	912	940
Service workers and shop and market sales workers	..	..	..	..	..	..	1205	1262	1324	1453	1499	1524	1583	1678	1808	1891	2039	2240	2307	2393	2402
Farmers, forestry workers and fishermen	..	..	..	..	..	..	5274	5207	5225	5099	5293	5195	5139	5143	5017	4904	4875	4478	4215	4352	4134
Trades and related workers	..	..	..	..	..	..	2205	2166	2145	2128	2148	2099	2121	2133	2098	2213	2193	2057	2154	2204	2193
Plant and machine operators and assemblers	..	..	..	..	..	..	2097	2027	2162	2219	2228	2265	2332	2129	2030	2040	1998	1768	1755	1732	1789
Laborers and unskilled workers	..	..	..	..	..	..	4594	4878	5134	5664	5637	5786	6072	6262	6459	6652	7013	7354	7398	7298	7325
Special occupations <sup>1</sup>	..	..	..	..	..	..	115	110	120	125.5	128	130	120	128	128	125	129	100	93	101	96
<b>Women</b>	..	..	..	..	..	..	<b>11232</b>	<b>11756</b>	<b>11762</b>	<b>11968</b>	<b>12403</b>	<b>12622</b>	<b>13018</b>	<b>13129</b>	<b>13657</b>	<b>14114</b>	<b>14619</b>	<b>14751</b>	<b>14968</b>	<b>15286</b>	<b>15335</b>
Officials of government and special interest-organizations, corporate executives, managers, managing proprietors and supervisors	..	..	..	..	..	..	1722	1859	1954	2162	2171	2206	2281	2372	2520	2625	2720	2667	2909	2918	2929
Professionals	..	..	..	..	..	..	901	944	921	925	953	966	1007	1047	1100	1155	1183	1229	1265	1277	1330
Technicians and associate professionals	..	..	..	..	..	..	367	412	449	442	445	448	465	444	484	495	505	495	496	512	526
Clerks	..	..	..	..	..	..	884	885	898	878	946	965	1043	1095	1154	1250	1308	1318	1393	1492	1551
Service workers and shop and market sales workers	..	..	..	..	..	..	1377	1396	1391	1435	1507	1597	1665	1716	1864	1947	2102	2313	2387	2463	2523

Table 8. Equal opportunity and treatment in employment

Occupational segregation by sex (Female share in occupational employment) Based on 1992 PSOC																					
Decent Work Indicator and Underlying Data	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Farmers, forestry workers and fishermen	..	..	..	..	..	..	1079	1033	995	822	868	932	930	856	834	843	840	819	779	866	866
Trades and related workers	..	..	..	..	..	..	870	826	787	738	740	704	690	597	564	579	576	454	446	422	399
Plant and machine operators and assemblers	..	..	..	..	..	..	186	170	186	210	219	230	241	225	189	219	247	246	272	268	294
Laborers and unskilled workers	..	..	..	..	..	..	3826	4219	4169	4341	4539	4557	4677	4759	4926	4970	5104	5193	5005	5050	4898
Special occupations <sup>1</sup>	..	..	..	..	..	..	20	14	13	18	18	18	19	19	22	30	33	17	15	17	18

Notes: 1. Annualized data for 2014 from the Labor Force Survey is the average of estimates for April, July and October survey rounds. The estimates for these rounds exclude data for Leyte province only while that of January exclude Region VIII.

2. Annualized data for 2015 from the Labor Force Survey is the average of estimates for January, April, July and October survey rounds. The estimates for these rounds exclude data for Leyte province only. The use of the four survey rounds that exclude Leyte was based on the results of the referendum conducted among members of the Inter-Agency Committee on Labor and Productivity Statistics.

3. See Metadata of Statistical Indicators on Decent Work for definitions and other information.

<sup>1</sup> Include officers and enlisted personnel of armed forces and occupations, n.e.c.

Source: Philippine Statistics Authority, Labor Force Survey.

Table 8. Equal opportunity and treatment in employment

**Occupational segregation by sex (Female share in occupational employment) Based on 2012 PSOC**

Decent Work Indicator and Underlying Data	2016
<b>Based on 2012 PSOC</b>	
<b>Female share in occupational employment (%)</b>	<b>38.9</b>
Managers <sup>1</sup>	48.9
Professionals	65.5
Technicians and associate professionals <sup>2</sup>	47.6
Clerical support workers	58.2
Service and sales workers <sup>3</sup>	51.8
Skilled agricultural, forestry and fishery workers	18.1
Craft and related trades workers	16.6
Plant and machine operators and assemblers	11.2
Elementary occupations	36.6
Armed forces occupations and special occupations <sup>4</sup>	6.0
Others	51.6
<b>Total employed (000)</b>	<b>40998</b>
Managers	6992
Professionals	1973
Technicians and associate professionals	1296
Clerical support workers	1798
Service and sales workers	5930
Skilled agricultural, forestry and fishery workers	5108
Craft and related trades workers	2879
Plant and machine operators and assemblers	2239
Elementary occupations	11267
Armed forces occupations and special occupations	100
Others	1415



Table 8. Equal opportunity and treatment in employment

**Occupational segregation by sex (Female share in occupational employment) Based on 1992 PSOC**

Decent Work Indicator and Underlying Data	2016
<b>Men</b>	<b>25035</b>
Managers	3570
Professionals	681
Technicians and associate professionals	679
Clerical support workers	752
Service and sales workers	2859
Skilled agricultural, forestry and fishery workers	4184
Craft and related trades workers	2401
Plant and machine operators and assemblers	1989
Elementary occupations	7142
Armed forces occupations and special occupations	93
Others	685
<b>Women</b>	<b>15963</b>
Managers	3422
Professionals	1293
Technicians and associate professionals	617
Clerical support workers	1046
Service and sales workers	3072
Skilled agricultural, forestry and fishery workers	924
Craft and related trades workers	478
Plant and machine operators and assemblers	250
Elementary occupations	4125
Armed forces occupations and special occupations	6
Others	730

Note: See Metadata of Statistical Indicators on Decent Work for definitions and other information

<sup>1</sup> Exclude supervisors.

<sup>2</sup> Include occupations which require more advanced skills/education or extensive training.

<sup>3</sup> Include cashiers and ticket clerks.

<sup>4</sup> Consist of military occupations only.

Source: Philippine Statistics Authority, Labor Force Survey.

Table 8. Equal opportunity and treatment in employment

Occupational segregation by sex (Duncan Index of Dissimilarity)																						
Decent Work Indicator and Underlying Data	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Duncan Index of Dissimilarity	0.368	0.364	0.375	0.390	0.377	0.400	0.349	0.346	0.343	0.338	0.343	0.335	0.328	0.326	0.315	0.305	0.291	0.264	0.254	0.256	0.248	0.269

Notes: 1. Annualized data for 2014 from the Labor Force Survey is the average of estimates for April, July and October survey rounds. The estimates for these rounds exclude data for Leyte province only while that of January exclude Region VIII.

2. Annualized data for 2015 from the Labor Force Survey is the average of estimates for January, April, July and October survey rounds. The estimates for these rounds exclude data for Leyte province only. The use of the four survey rounds that exclude Leyte was based on the results of the referendum conducted among members of the Inter-Agency Committee on Labor and Productivity Statistic.

3. See Metadata of Statistical Indicators on Decent Work for definitions and other information.

Source: Philippine Statistics Authority, Labor Force Survey

Table 8. Equal opportunity and treatment in employment

Female share of employment in senior and middle management (ISCO-88 groups 11 and 12) Based on 1977 PSOC																						
Decent Work Indicator and Underlying Data	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	
<b>Based on 1977 PSOC</b>																						
<b>Female share of employment in senior and middle management</b>																						
ISCO-88 groups 11 and 12 <sup>1</sup> (%)	31.9	33.6	33.2	32.8	33.7	35.2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Administrative, executive and managerial workers <sup>1</sup> (000)	408	432	503	555	599	613	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Men	277	288	336	373	397	397	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Women	130	145	167	182	202	216	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

Note: See Metadata of Statistical Indicators on Decent Work for definitions and other information.

<sup>1</sup> Include other managers which are excluded in the 1992 PSOC-based data. Hence, the two data series are not strictly comparable.

Source: Philippine Statistics Authority, Labor Force Survey

Table 8. Equal opportunity and treatment in employment

Female share of employment in senior and middle management (ISCO-88 groups 11 and 12) Based on 1992 PSOC																						
Decent Work Indicator and Underlying Data	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	
<b>Based on 1992 PSOC</b>																						
<b>Female share of employment in senior and middle management</b>																						
ISCO-88 groups 11 and 12 (%)	..	..	..	..	..	..	40.0	37.4	39.9	39.0	38.8	38.5	38.8	41.7	42.7	42.2	41.1	42.2	43.1	42.2	42.7	
Officials of government and special-interest organizations, corporate executives and specialized managers (000)	..	..	..	..	..	..	490	446	434	426	420	418	456	494	518	557	569	592	606	618	634	
Men	..	..	..	..	..	..	294	279	260	259	256	258	280	288	296	321	335	342	345	357	364	
Women	..	..	..	..	..	..	196	167	173	166	163	161	177	206	221	235	234	250	261	261	271	

Notes: 1. Annualized data for 2014 from the Labor Force Survey is the average of estimates for April, July and October survey rounds. The estimates for these rounds exclude data for Leyte province only while that of January exclude Region VIII.

2. Annualized data for 2015 from the Labor Force Survey is the average of estimates for January, April, July and October survey rounds. The estimates for these rounds exclude data for Leyte province only. The use of the four survey rounds that exclude Leyte was based on the results of the referendum conducted among members of the Inter-Agency Committee on Labor and Productivity Statistic.

3. See Metadata of Statistical Indicators on Decent Work for definitions and other information.

Source: Philippine Statistics Authority, Labor Force Survey

Table 8. Equal opportunity and treatment in employment

Share of women in wage employment in the non-agricultural sector																						
Decent Work Indicator and Underlying Data	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
<b>Wage and salary workers in non-agricultural employment, % distribution</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	
Men	60.6	61.0	60.9	60.4	59.6	59.1	58.8	58.1	58.7	59.3	58.6	58.1	58.1	58.3	58.1	58.1	58.2	58.6	58.8	59.0	58.7	60.3
Women	39.4	39.0	39.1	39.6	40.4	40.9	41.2	41.9	41.3	40.7	41.4	42.0	41.9	41.7	41.9	42.0	41.8	41.4	41.2	41.0	41.3	39.7
<b>Total wage and salary workers in non-agricultural employment (000)</b>	<b>9514</b>	<b>10278</b>	<b>10813</b>	<b>11062</b>	<b>11269</b>	<b>11443</b>	<b>11898</b>	<b>12127</b>	<b>12692</b>	<b>13539</b>	<b>13598</b>	<b>13825</b>	<b>14517</b>	<b>14740</b>	<b>15478</b>	<b>16338</b>	<b>16922</b>	<b>17694</b>	<b>18436</b>	<b>18869</b>	<b>19513</b>	<b>21670</b>
Men	5766	6265	6581	6685	6716	6762	6996	7050	7456	8028	7966	8026	8434	8593	8992	9485	9847	10376	10834	11128	11456	13073
Women	3747	4013	4232	4377	4553	4681	4902	5078	5236	5511	5633	5800	6083	6148	6486	6854	7075	7317	7601	7741	8057	8597

Notes: 1. Annualized data for 2014 from the Labor Force Survey is the average of estimates for April, July and October survey rounds. The estimates for these rounds exclude data for Leyte province only while that of January exclude Region VIII.

2. Annualized data for 2015 from the Labor Force Survey is the average of estimates for January, April, July and October survey rounds. The estimates for these rounds exclude data for Leyte province only. The use of the four survey rounds that exclude Leyte was based on the results of the referendum conducted among members of the Inter-Agency Committee on Labor and Productivity Statistics

3. See Metadata of Statistical Indicators on Decent Work for definitions and other information.

Source: Philippine Statistics Authority, Labor Force Survey.

Table 8. Equal opportunity and treatment in employment

<b>Gender wage gap</b>																					
<b>Decent Work Indicator and Underlying Data</b>	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
<b>Gender wage gap (%)</b>	..	..	..	..	..	..	-3.9	-3.5	-1.7	-2.4	0.5	2.7	2.0	0.2	-0.1	-1.5	-3.2	-4.6	-5.6	-5.5	-5.4
Officials of government and special interest-organizations, corporate executives, managers, managing proprietors and supervisors	..	..	..	..	..	..	-2.3	-2.7	3.9	1.1	0.5	3.9	1.9	-2.9	-5.1	1.6	-3.2	-3.5	-0.5	-6.7	-3.3
Professionals	..	..	..	..	..	..	10.8	10.9	12.9	11.2	13.2	12.3	16.7	15.5	13.3	12.2	10.6	8.1	8.8	7.4	8.5
Technicians & associate professionals	..	..	..	..	..	..	5.9	7.7	7.7	9.9	11.6	13.6	12.7	11.3	16.3	14.7	11.9	7.3	11.0	11.7	11.3
Clerks	..	..	..	..	..	..	5.0	2.1	3.9	2.0	1.1	-3.2	2.4	3.8	5.0	3.7	5.7	2.6	0.6	2.4	3.7
Service workers and shop and market sales workers	..	..	..	..	..	..	33.0	35.7	35.8	34.9	35.4	37.2	35.2	35.0	33.9	35.7	34.3	35.6	34.2	32.4	30.8
Farmers, forestry workers & fishermen	..	..	..	..	..	..	20.5	12.5	16.1	16.0	30.2	25.1	37.0	33.8	28.2	24.4	13.3	-25.1	32.1	40.5	-19.6
Trades and related workers	..	..	..	..	..	..	19.4	19.3	18.0	19.9	18.3	24.8	21.5	22.5	22.6	23.5	26.0	25.5	24.3	27.0	27.5
Plant & machine operators & assemblers	..	..	..	..	..	..	0.6	-3.4	-4.7	-4.9	-2.6	0.3	0.1	-3.0	-6.0	-3.1	-1.1	0.4	3.2	4.1	6.0
Laborers and unskilled workers	..	..	..	..	..	..	20.4	19.5	21.6	22.5	26.9	30.9	25.9	27.5	27.8	26.6	27.1	26.6	25.6	26.9	26.5
Special occupations	..	..	..	..	..	..	39.0	37.9	42.5	46.3	46.1	37.3	44.0	32.6	44.9	35.1	36.8	16.4	19.1	6.8	5.7
<b>Average daily basic pay (PhP)</b>																					
<b>Men</b>	..	..	..	..	..	..	219.03	223.37	228.63	232.00	245.82	264.76	268.79	279.17	290.64	304.67	313.42	327.80	341.66	359.52	370.79
Officials of government and special interest-organizations, corporate executives, managers, managing proprietors and supervisors	..	..	..	..	..	..	484.58	505.37	541.09	561.80	581.80	639.61	649.15	665.90	673.89	729.05	738.78	791.14	841.53	833.31	854.63
Professionals	..	..	..	..	..	..	518.01	530.99	541.19	553.87	555.76	567.42	605.87	625.81	649.35	691.36	732.41	763.66	811.99	832.90	857.68
Technicians & associate professionals	..	..	..	..	..	..	331.41	359.74	354.19	361.20	381.63	445.28	417.86	435.30	471.51	478.85	489.29	479.59	533.62	547.13	549.88
Clerks	..	..	..	..	..	..	266.22	266.80	275.17	277.01	296.44	323.97	342.95	363.31	382.43	404.46	426.62	432.57	447.48	464.04	485.28
Service workers and shop and market sales workers	..	..	..	..	..	..	228.26	238.16	242.66	247.38	250.26	263.29	270.89	281.31	294.05	309.59	314.45	321.58	334.08	345.15	352.45
Farmers, forestry workers & fishermen	..	..	..	..	..	..	116.29	116.79	117.47	129.97	138.91	163.36	183.11	174.37	179.13	187.50	197.39	323.33	294.85	293.90	297.62
Trades and related workers	..	..	..	..	..	..	206.66	211.98	219.29	226.38	236.91	259.73	261.65	272.34	281.30	290.81	302.37	315.79	323.18	337.14	349.83
Plant & machine operators & assemblers	..	..	..	..	..	..	221.80	219.90	227.30	231.74	247.48	264.10	278.18	284.94	293.87	308.49	320.88	336.59	350.07	363.01	374.81
Laborers and unskilled workers	..	..	..	..	..	..	131.49	133.63	138.29	142.86	152.21	166.35	165.40	172.96	179.80	188.64	195.79	204.94	213.89	230.19	239.93
Special occupations	..	..	..	..	..	..	335.05	358.67	397.52	403.88	454.30	471.55	520.02	500.45	546.64	537.43	608.23	729.05	768.10	846.97	826.67

Table 8. Equal opportunity and treatment in employment

Gender wage gap																					
Decent Work Indicator and Underlying Data	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
<b>Women</b>	..	..	..	..	..	..	227.52	231.11	232.52	237.53	244.71	257.60	263.42	278.56	290.88	309.32	323.53	343.04	360.70	379.34	390.68
Officials of government and special interest-organizations, corporate executives, managers, managing proprietors and supervisors	..	..	..	..	..	..	495.87	518.81	520.03	555.90	579.08	614.94	636.79	685.32	708.10	717.39	762.55	818.64	845.37	889.53	882.96
Professionals	..	..	..	..	..	..	462.31	473.24	471.35	491.77	482.43	497.60	504.59	529.07	562.90	606.93	655.12	701.85	740.20	771.61	784.60
Technicians & associate professionals	..	..	..	..	..	..	311.83	332.21	326.93	325.28	337.38	384.76	364.77	386.08	394.76	408.42	431.05	444.78	475.10	483.25	487.99
Clerks	..	..	..	..	..	..	252.98	261.24	264.35	271.44	293.26	334.47	334.71	349.57	363.37	389.40	402.51	421.48	444.72	452.69	467.47
Service workers and shop and market sales workers	..	..	..	..	..	..	153.02	153.06	155.84	161.11	161.64	165.36	175.60	182.82	194.49	199.09	206.44	207.01	219.86	233.29	243.93
Farmers, forestry workers & fishermen	..	..	..	..	..	..	92.43	102.23	98.53	109.14	97.02	122.29	115.29	115.38	128.54	141.74	171.06	404.47	200.08	174.94	356.10
Trades and related workers	..	..	..	..	..	..	166.47	171.01	179.79	181.29	193.53	195.22	205.43	211.07	217.82	222.45	223.66	235.38	244.59	246.1	253.74
Plant & machine operators & assemblers	..	..	..	..	..	..	220.56	227.28	237.93	243.05	254.03	263.40	277.77	293.39	311.62	318.05	324.49	335.20	338.71	348.07	352.25
Laborers and unskilled workers	..	..	..	..	..	..	104.67	107.61	108.40	110.77	111.33	114.94	122.50	125.33	129.88	138.52	142.80	150.40	159.18	168.33	176.41
Special occupations	..	..	..	..	..	..	204.44	222.74	228.65	216.92	244.80	295.81	291.39	337.39	301.44	348.64	384.59	609.32	621.01	789.39	779.82

Notes: 1. Annualized data for 2014 from the Labor Force Survey is the average of estimates for April, July and October survey rounds. The estimates for these rounds exclude data for Leyte province only while that of January exclude Region VIII.

2. Annualized data for 2015 from the Labor Force Survey is the average of estimates for January, April, July and October survey rounds. The estimates for these rounds exclude data for Leyte province only. The use of the four survey rounds that exclude Leyte was based on the results of the referendum conducted among members of the Inter-Agency Committee on Labor and Productivity Statistics.

3. See Metadata of Statistical Indicators on Decent Work for definitions and other information.

Source: Philippine Statistics Authority, Labor Force Survey.

Table 8. Equal opportunity and treatment in employment

<b>Gender wage gap</b>	
<b>Decent Work Indicator and Underlying Data</b>	<b>2016</b>
<b>Gender wage gap (%)</b>	<b>-5.5</b>
Managers <sup>1</sup>	1.5
Professionals	9.4
Technicians and associate professionals <sup>2</sup>	6.0
Clerical support workers	1.8
Service and sales workers <sup>3</sup>	26.9
Skilled agricultural, forestry and fishery workers	-3.4
Craft and related trades workers	24.2
Plant and machine operators and assemblers	7.4
Elementary occupations	26.0
Armed forces occupations and special occupations <sup>4</sup>	24.0
Others	1.8
<b>Average daily basic pay (PhP)</b>	
<b>Men</b>	<b>392.82</b>
Managers	987.16
Professionals	917.61
Technicians and associate professionals	595.23
Clerical support workers	531.47
Service and sales workers	380.31
Skilled agricultural, forestry and fishery workers	387.11
Craft and related trades workers	368.33
Plant and machine operators and assemblers	392.83
Elementary occupations	253.34
Armed forces occupations and special occupations	905.03
Others	439.16

Table 8. Equal opportunity and treatment in employment

<b>Gender wage gap</b>	
<b>Decent Work Indicator and Underlying Data</b>	<b>2016</b>
<b>Women</b>	<b>414.29</b>
Managers	972.16
Professionals	831.59
Technicians and associate professionals	559.4
Clerical support workers	521.86
Service and sales workers	277.95
Skilled agricultural, forestry and fishery workers	400.31
Craft and related trades workers	279.03
Plant and machine operators and assemblers	363.83
Elementary occupations	187.46
Armed forces occupations special occupations	688.02
Others	431.12

Note: See Metadata of Statistical Indicators on Decent Work for definitions and other information.

<sup>1</sup> Exclude supervisors.

<sup>2</sup> Include occupations which require more advanced skills/education or extensive training.

<sup>3</sup> Include cashiers and ticket clerks.

<sup>4</sup> Consist of military occupations only.

Source: Philippine Statistics Authority, Labor Force Survey.

Table 8. Equal opportunity and treatment in employment

**Female share of employment in senior and middle management (ISCO-2008 groups 11 and 12) Based on 2012 PSOC**

Decent Work Indicator and Underlying Data	2016
<i>Based on 2012 PSOC</i>	
<b>Female share of employment in senior and middle management</b>	
<b>ISCO-08 groups 11 and 12 (%)</b>	<b>43.7</b>
Chief executives, senior officials and legislators; Administrative and commercial managers (000)	<b>678</b>
Men	381
Women	296

*Note: See Metadata of Statistical Indicators on Decent Work for definitions and other information*  
*Source: Philippine Statistics Authority, Labor Force Survey*