

Sustainable Development Goal 5: How Does the Philippines Fare on Gender Equality?

CLARISSA C. DAVID,
JOSE RAMON G. ALBERT, AND
JANA FLOR V. VIZMANOS



Philippine Institute for Development Studies
Surian sa mga Pag-aaral Pangkaunlaran ng Pilipinas

Outline

- 1. Introduction: Monitoring of Gender Equality in SDGs**
- 2. Women's Economic Empowerment**
- 3. Women in Leadership**
- 4. Violence Against Women (and Girls)**
- 5. Ways Forward**

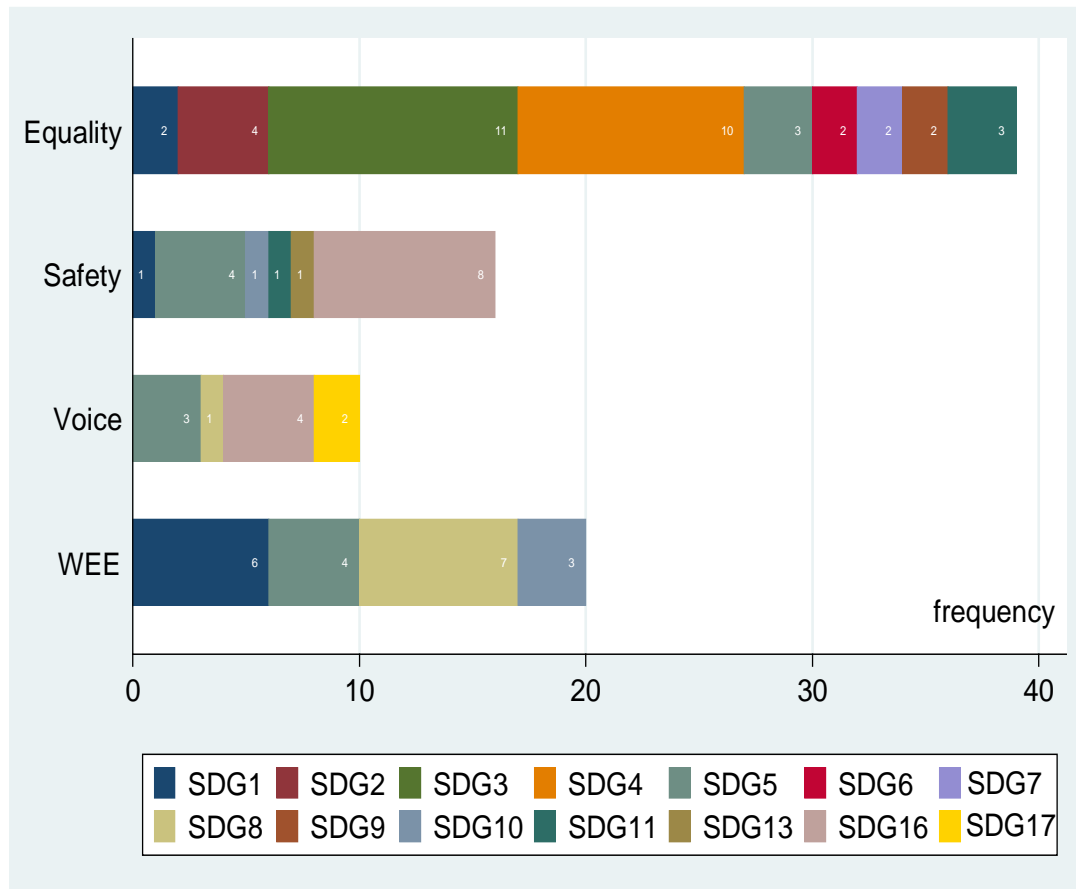


1. Introduction

Sustainable Development Goals (SDGs)

- 17 goals including SDG5 (“achieve gender quality and empower all women and girls”) that 193 UN member states committed to attaining by 2030
- 169 targets and 232 indicators for monitoring SDGs
 - **63 targets** and **85 indicators** (spanning 14 of 17 SDGs) are gender and gender-related
 - The 85 indicators include all **14 indicators for SDG 5** (gender equality & women’s empowerment), plus 71 indicators for other SDGs.
 - SDGs with no gender/gender-related targets or indicators are SDGs 12 (responsible consumption), 14-15 (marine and terrestrial ecosystems)

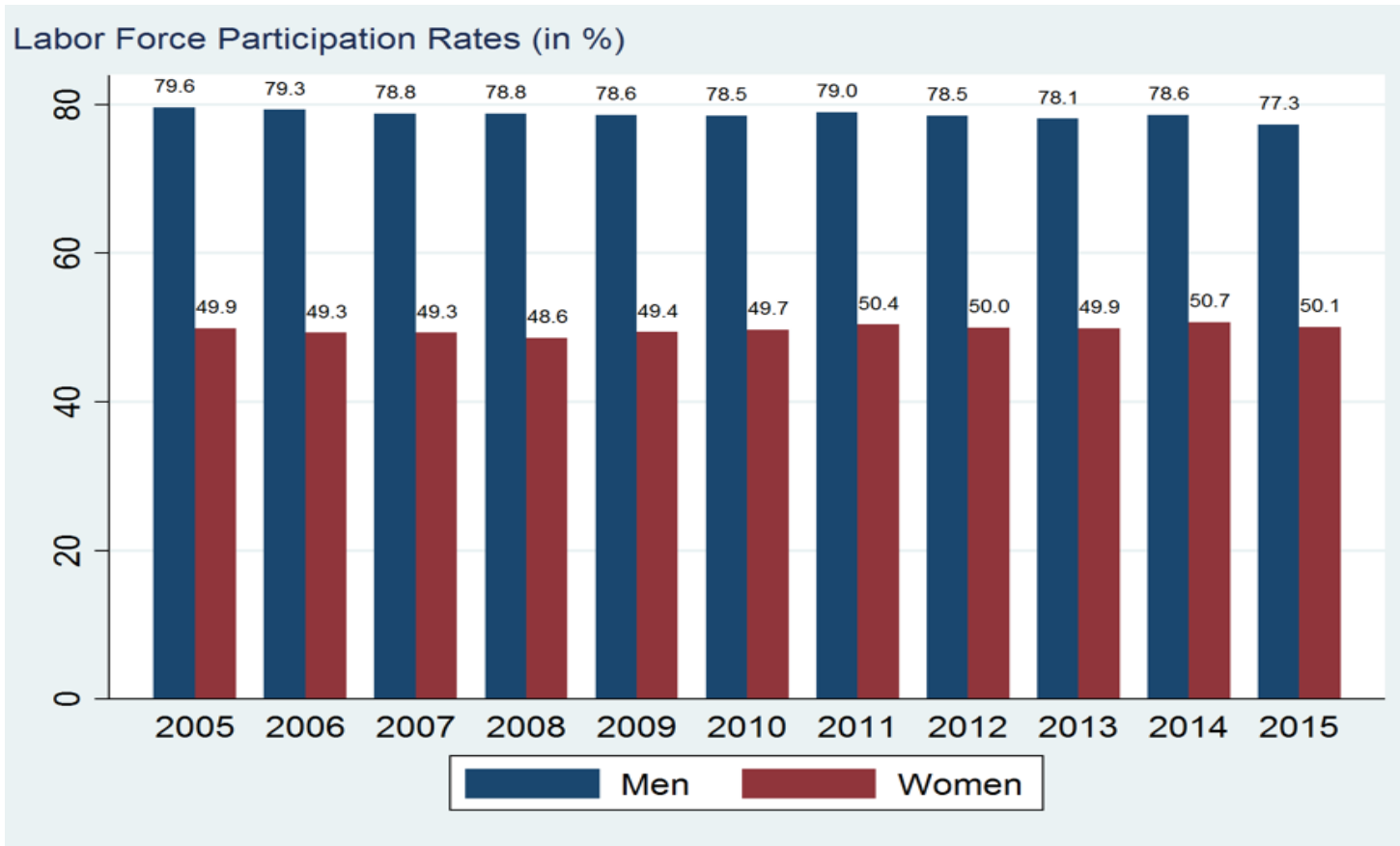
1.1. Gender and Gender-Related Indicators describe WEE, Safety & Voice of Females, Equality of Human Capabilities



Of the 14 SDG 5 indicators,

- Two belong to Tier I indicators that have a clear and established methodology and data are regularly collected by many countries
- Four are categorized under Tier III indicators do not have established standards and/or estimation methodology and
- One indicator has multiple tiers since different components of these indicators are classified into different tiers.

2. Women's Economic Empowerment (WEE)



- Improved access to education of women has not brought them to participate in the labor market with only half of women aged 15 and over in the labor force compared to three fourths for men counterparts.

2.1. Determinants of Women's Labor Participation

Summary of Econometric Model Results:

- Age matters, i.e., the older the woman, the less likely to be part of the labor force;
- The more educated the woman, the more likely she is in the economically active population;
 - The more years of educational attainment of her spouse, the less likely she is a part of the labor force; "
- The more children she has, the more likely is she to be in the labor force;
- If she were older when she had her first child, she would more likely be economically active;

2.1. Determinants of Women's Labor Participation

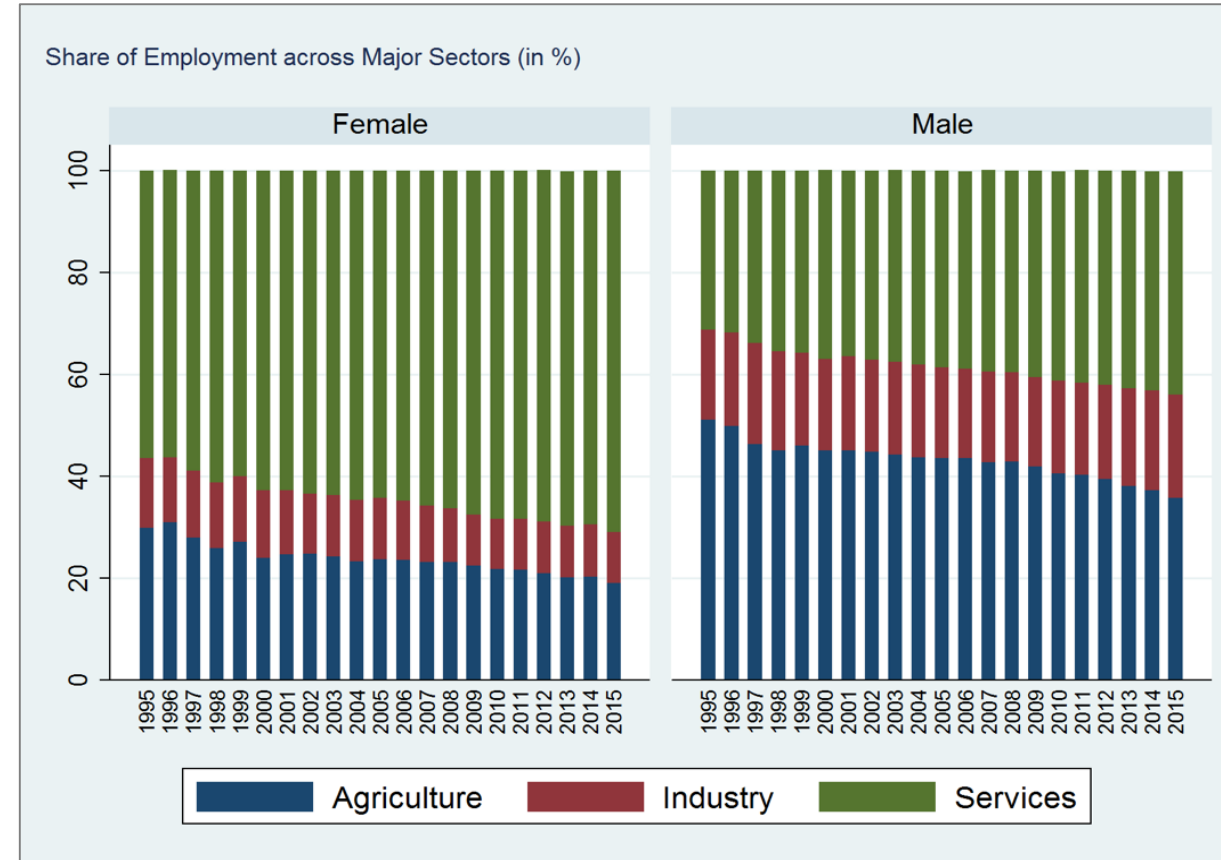
Summary of Econometric Model Results

➤ Location matters:

- women in rural areas are $1.13=1/0.885$ times more likely to be in the labor force (than their urban counterparts); and
- Compared to married women living in NCR, married women residing in twelve regions out of sixteen other regions, viz., Ilocos, Cagayan Valley, CALABARZON, Bicol, Western Visayas, Central Visayas, Eastern Visayas, Northern Mindanao, Davao Region, SOCCSKSARGEN, Cordillera Administrative Region and MIMAROPA, are more likely to be part of the labor force; while in one region, the Autonomous Region of Moslem Mindanao, married women are less likely to be in the labor force than their NCR counterparts.

2.2. Employment of Women (and Men)

- While unemployment rates do not differ by sex, but :
 - A third (35.8%) of working men are engaged in agriculture, over two-fifths (43.9%) in services, and a fifth (20.2%) in industry.
 - Meanwhile, working women are predominantly in the services sector (71.0%). The rest of them are in the industry (10.0%) and agriculture sectors (19.0%).



2.3. Differences in Occupations and Vulnerability

➤ Men outnumber women by a large majority in work as laborers, farmers, trade, and unskilled workers. The largely female-dominated occupations are in education, service activities, human health and social work, retail trade, and accommodation and food service activities.

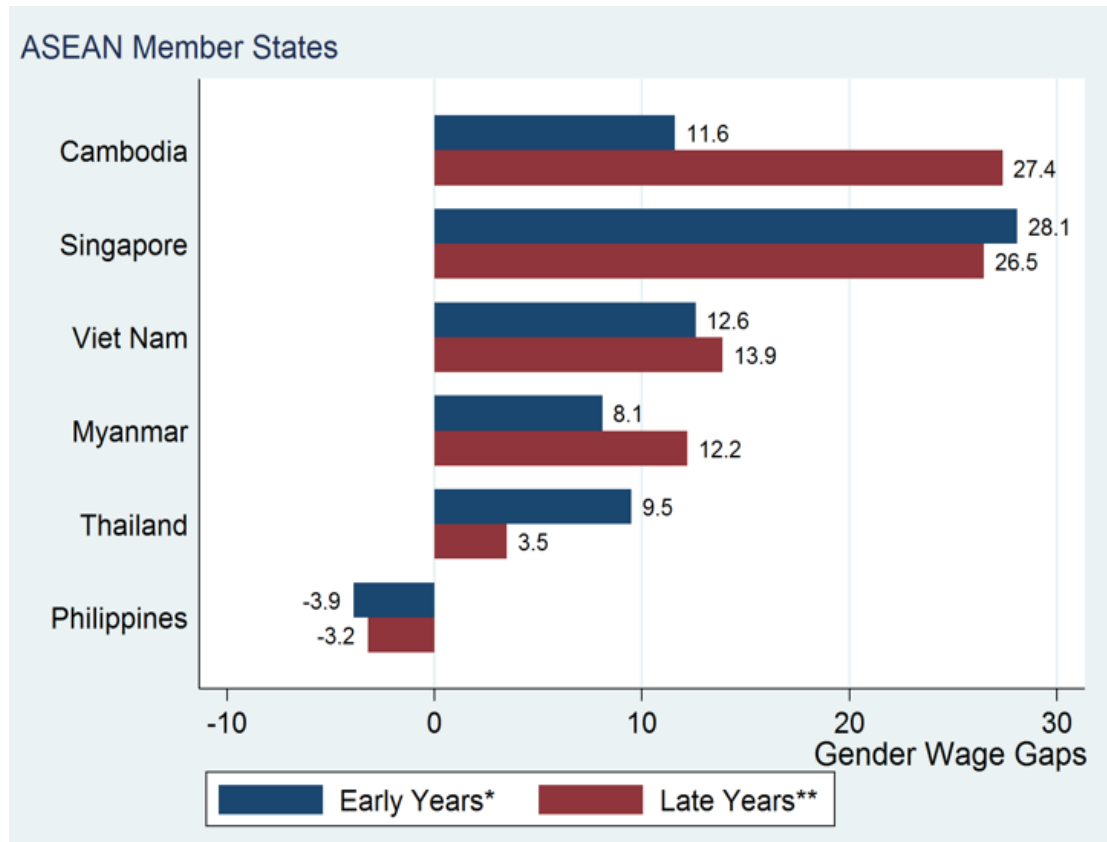
➤ Women in several ASEAN member states, like the Philippines, tend to have a bigger share of vulnerable employment than men

Proportion of Self-Employed and Unpaid Family Workers in Total Employment by sex in ASEAN member states, 2000-2014

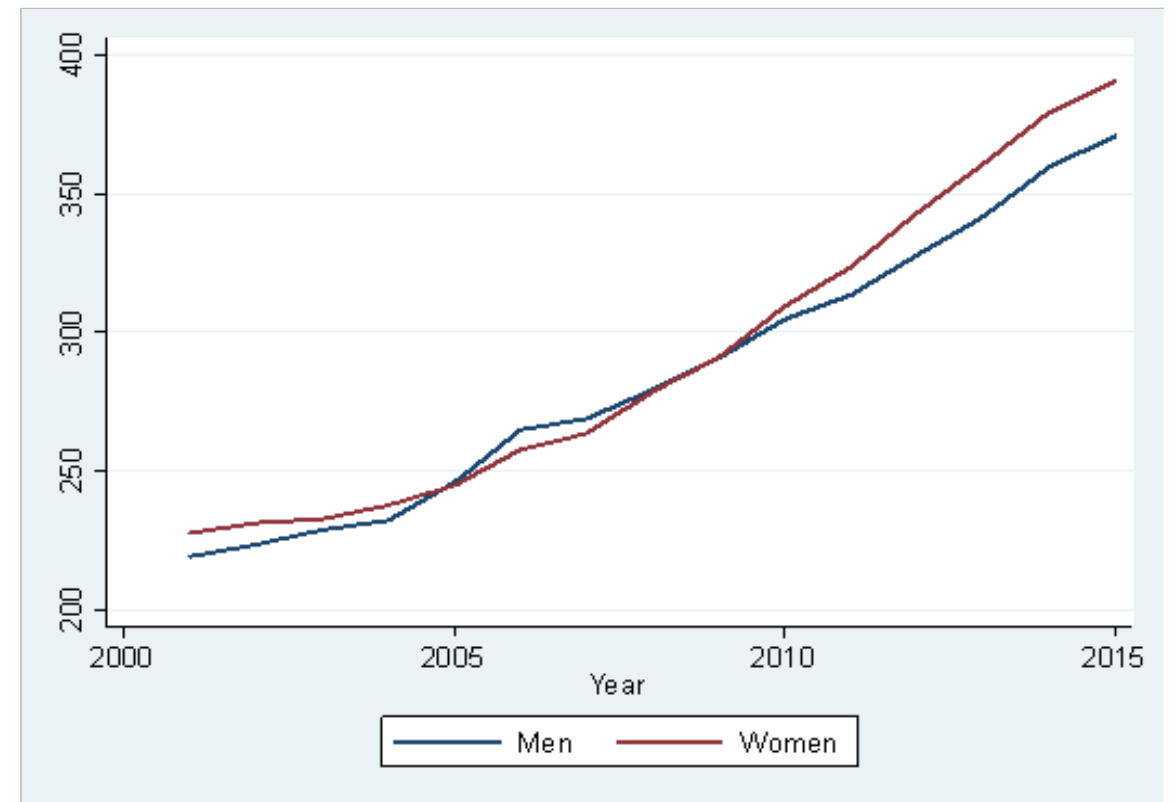
ASEAN member state	Vulnerable employment, male (% of male employment)				Vulnerable employment, female (% of female employment)			
	Earliest Year		Latest year		Earliest Year		Latest year	
Brunei Darussalam	
Cambodia	80.9	(2000)	58.8	(2012)	87.9	(2000)	69.7	(2012)
Indonesia	60.1	(2001)	24.2	(2013)	69.6	(2001)	47.5	(2013)
Lao PDR	
Malaysia	22.8	(2000)	19.6	(2014)	22.7	(2000)	23.6	(2014)
Myanmar	
Philippines	43.2	(2000)	36.1	(2013)	46.7	(2000)	42.0	(2013)
Singapore	12.2	(2001)	10.6	(2013)	7.3	(2001)	6.2	(2013)
Thailand	55.1	(2000)	54.4	(2013)	59.5	(2000)	57.8	(2013)
Viet Nam	76.9	(2000)	56.6	(2013)	83.2	(2000)	69.0	(2013)

2.4. Gender Wage Gap

Gender Wage Gap in ASEAN member states, 2000-2011



Average Daily Wages of Women and Men: 2000 to 2014



2.4. Gender Wage Gap

Disaggregated Data shows a different story:

- High-level positions generally have wages favoring women, who also have lion's share of the occupation. Moreover, the gender gap in farming, forestry, and fishing has now favored women over men.
- But, men, who are working as technicians and associate professionals, clerks, service workers, and shop and market sales workers, are better compensated in the country despite women having the bigger share in employment.
- Since women in professional fields appear more likely to be in managerial and supervisory positions than men, and as a group are more likely to be in professional and service positions, they also will be in higher paid positions.

3. Women in Leadership

SDG Target 5.5: Full and effective participation and equal opportunities for leadership at all levels of decision-making



3.1. Women Leaders in Government

- **60%** of 1st /2nd level civil service employees female
- In high-level appointive and elective offices, female share dwindles down to **30%** or less
- Gender-stereotyped distribution of responsibilities

Distribution of Elected Women and Men, by Position: 2016

Position			
	% Women	% Men	Total number
Congress representatives	28.6	71.4	238
Governors	23.5	76.5	81
Vice-Governors	17.5	82.5	80
Mayors	23.2	76.8	1,625
Vice Mayors	19.8	80.2	1,624
Councilors	21.4	78.6	14,476
Total	21.5	78.5	17,715

Source: Table 8.3, PSA-WM Report generated from Commission on Elections (COMELEC)

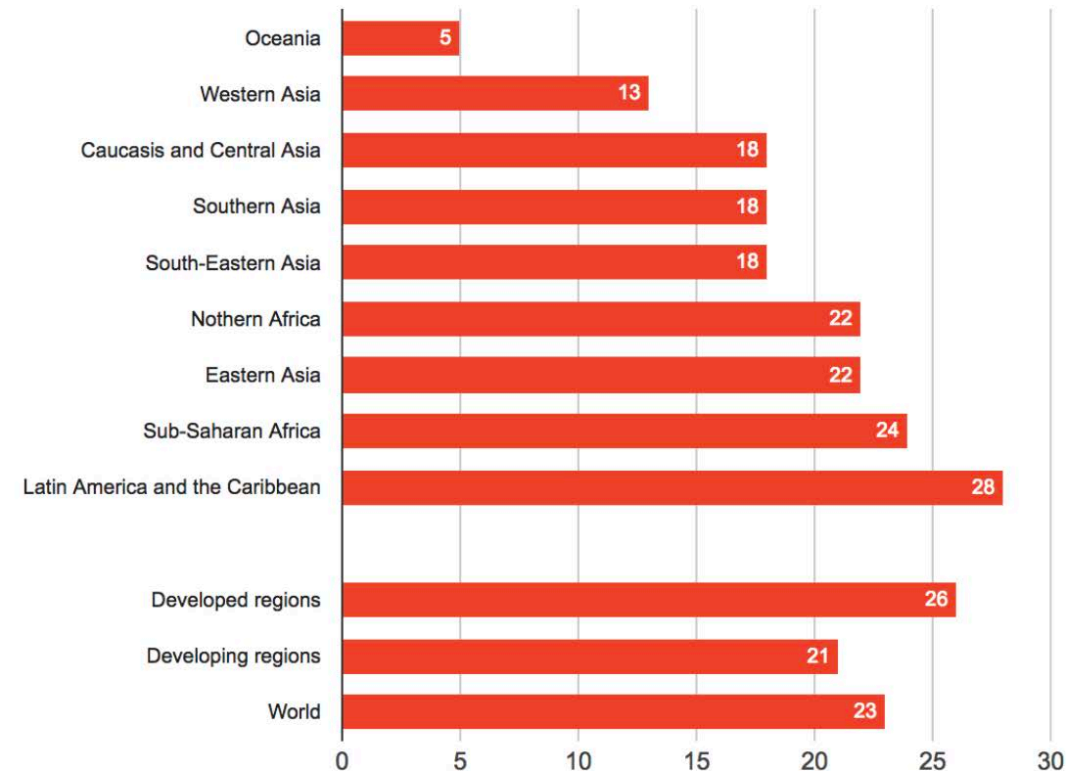
3.2. Women in Legislature

28.6% House of Reps

16.7% Senate

- Consequences: Hard to influence legislative agenda, especially gendered issues
- Some issues are traditionally championed by women: health, nutrition, education, youth protection, children, women's health, family planning, housing

Proportion of seats held by women in single or lower houses of national parliament, 2016 (percentage)



3.2. Women in Legislature

Committee Assignments gender-stereotyped in both HoR and Senate

No female Chairs in both Houses last 3 Congresses: Public accountability, banks and financial institutions, civil service and govt reorganization, ethics and privileges labor and employment, local government, urban reorganization, public works, rules, S&T

Female areas: cultural communities, women and gender equality

Finance, economics, urban planning, housing, governance, all have little input from women



3.3. Women in Executive

Across positions, consistently below 25%
Elected at the rate they run for office

Problem isn't likely that they don't win,
problem is that they don't run

% Female	2013	2016
Candidates in national and local	18	19
Elected in natl and local	20	21
Elected Barangay Captains	18	

Females in the Cabinet
Highly gendered appointment to
Secretary positions, 1986-2017

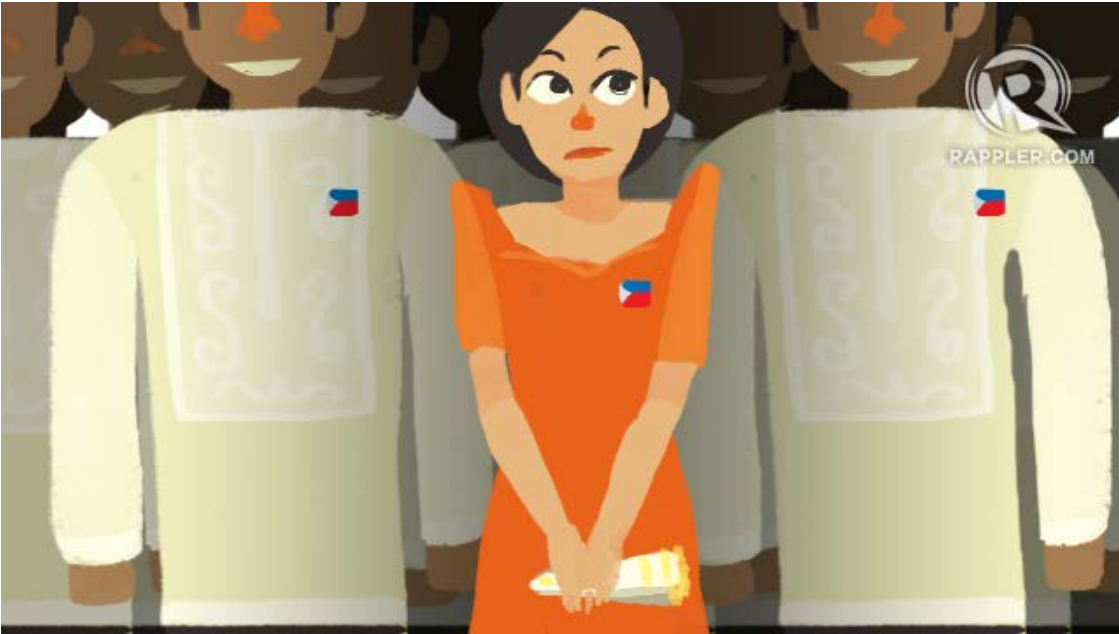
No women:

Agriculture, Defense, Public Works, Interior and
Local Govt,

Few women (<10%)

Agrarian Reform, Energy, Eenvt, Finance, Foreign
Affairs, Trade and Industry, Transportation,
Economic Development

ALL WOMEN: Social Welfare



3.4 Insights from interviews

- Women in legislature don't work with each other much to push for issues important to women, and to protect each other
- Rampant sexism and misogyny in Congress makes women's and LGBT rights issues difficult to champion
- National-elected positions, subjected to sexist challenges and questions
- How will you balance parenting with politics
- Are you strong enough to play politics
- Politics is considered too "dirty" for women
- Same as industry, work is too inflexible to allow mothers to serve
- Same as industry "old boy's club" of local politics can be hostile to women and keeps women away

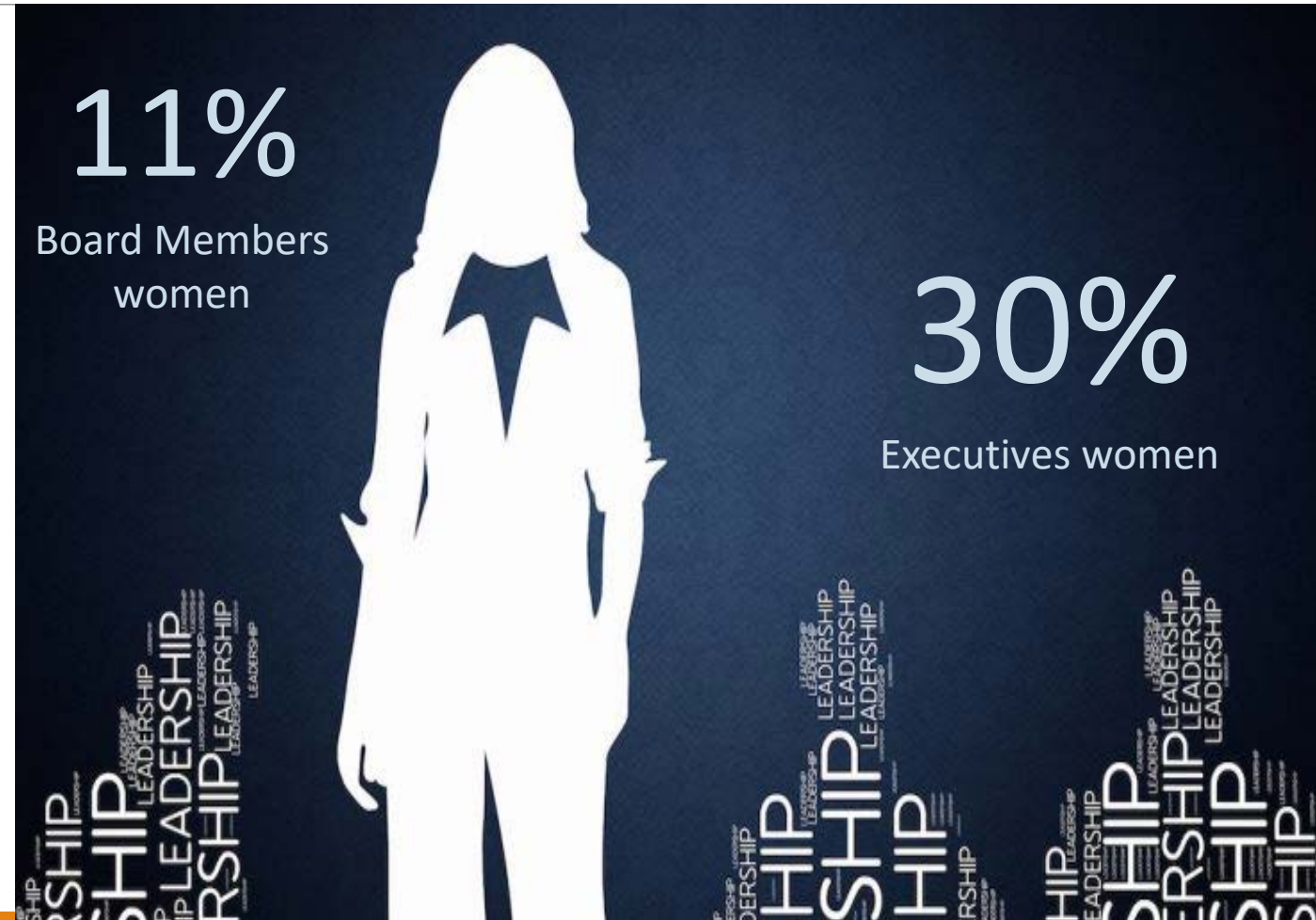
3.5. Women in Judiciary

- Judiciary is the model
- Rapid increase in proportion of women judges in last 15 years
 - 19.7% women judges in 2000 to 43.8% in 2015
- Guided by organized effort to promote more women, to protect their interests
 - Philippine Women Judges Association is large and internationally affiliated, with membership and leadership from top levels of judiciary to the bottom



3.6. Women in Industry

- Women leaders bring benefits to companies
- Makes working environment safer for all women, improving retention
- More women than men in management and director positions
- Commitments to ethics and standards, loss avoidance focus, understanding of female consumers, etc,
- Decline in female leadership in top management and C-level positions (30%) and up



3.7. Barriers to Promotion

Women are in the workforce in large proportions, why do they not rise up the ranks?

- Women leave positions, promotions, departments, disciplines because of family and home care work (children, parents)
- Women shift out of areas where men are dominant, where work cultures are not conducive to women
- Female-dominated industries have more flexible work and leave arrangements
- Expansion of maternity benefits will be a benefit, but not enough to supplant the issues in male-dominated areas
- Policies which encourage gender-equal home responsibilities (e.g. family leave benefits for men)
- Work-from-home arrangements, flexible work hours
- Meaningful gender sensitivity and anti-sexual harassment policies

3.8. The Boys' Club

HARASSMENT

- Women are propositioned for relationships at work
- Reporting systems are present, but the enabling environment is not
- No real programs for prevention, only punitive action
- Effective gender-sensitivity interventions are nuanced and targeted toward men, toward enabling 3rd party reporting, and safe spaces for reporting for women
- Women who get to the top “can handle it,” and choose not to report
- (Not an issue in female-dominated offices)

Workplace cultures of male-dominated offices systematically exclude women

- Informal practices that keep women away (entertaining clients off-hours)
- Socializing outside of work (drinking, golfing, off-road biking)
- Giving women “demeaning GRO duties”
- Sexual advances and harassment in the workplace
- Require radical and aggressive diversity programs to change culture

4. Violence against Women (VAW)

SDG 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation

**STOP
VIOLENCE
AGAINST
WOMEN**



- Relatively progressive laws to protect women and girls from violence
- More focus on punitive measures, less on preventive
- Remaining laws that penalize victims of prostitution and trafficking
- Implementation problems need thorough study and remedy
- Legal environment enabling on some issues, Constraining on others

4.1. Small reduction of VAW

HUMAN TRAFFICKING

- Southeast Asia is one of the major centers of human trafficking in the world
- Philippines has one of the highest incidences and the fastest growing
- From 537 in 2011 to 1,083 in 2014 per 100,000 population
- 63% adult women, 24% girls, remaining 13% males

VAWC, trafficking, prostitution are all interconnected issues stemming from sexist beliefs of men, the same beliefs that makes it difficult to fix the problem through enforcement and legislation

VIOLENCE AGAINST WOMEN

- Nationally, very slight decline (20.1% in 2008 to 19.6% in 2013).
- Most violence at hands of closest family members, partners or parents
- 51.6% of those experiencing violence are abused by domestic partners, 46% parents or step-parents
- 13% of WOMEN still believe beating by the husband can be justified, mostly for neglect of children
- No behavioral and attitudinal studies among MEN

4.2 Remaining agenda for VAW

BROAD LEGISLATIVE AGENDA CHALLENGES

- Legal definition of prostituted/trafficked women and girls as victims, regardless of consent
- Current laws penalize female victims, not male perpetrators
- Cause of prostitution and sexual exploitation is demand, not supply
- Legislators, law enforcers, barangay officials have to be convinced
- Laws and enforcement heavy on the punitive measures.
- Little effort on prevention, and the special plight of girl victims.

IMPLEMENTATION CHALLENGES

- VAWC Desk and other barangay-level responses do not follow protocols to refer cases straight to the police
- Lack of resources for victim care mandated by law leads to jurisdictional volleying across offices (especially trafficking)
- Overburdened social workers
- Absence of shelters, impossibility of government shelter assistance in the most difficult areas because of procurement constraints
- Absence of reintegration response to VAWC and trafficking, end-result is a return of the victim to the perpetrator or to the trade

5.1. Ways forward: WEE

- Ensure that economic opportunities are equal for both sexes
- Address gender-based barriers that hinder opportunities for capacity development and career advancement
- Improve risk resilience of women engaged in the informal economy and in vulnerable employment and unpaid care work through social protection
- Address issues about unpaid work, both in the production of goods or services that are consumed by those within or outside a household, as well as in care activities within a household
- Regularly conduct time use survey
- Conduct more studies to examine reasons behind the domination of one sex or the other in some occupations, as well as the persistence of gender wage gaps in some sectors and occupations

5.2 Ways forward: Women in leadership

Increase female leadership by	
Government	Advocate for more appointments to Cabinet, interventions to increase women's candidacies for elective office, consider quotas at some level, organize women leaders to work toward increasing female leadership (e.g. networking)
Industry	Change work cultures in disciplines and industries that work against women, encourage diversity programs to make path to leadership less hostile to women, gender-equal family leave policies
Disciplinal gender divides	Start breaking down gendered stereotyping and systemic preferences for college courses at the high school levels
Equal share of home responsibilities	LONG TERM: Changing the burden-sharing in the home and family care work will result in more gender-equal industries

5.3 Ways forward: VAWC

- Continue pursuit of legislative agenda listed in MCW (e.g. divorce, women's political representation, increase age of statutory rape), review remaining commitments
- Gender-sensitive social protections, mindful of the needs of vulnerable women and girls
- More involved and transparent engagement with NGO community
- Full study of the mandates and burdens of social workers in LGUs, the shortfalls in personnel and resource needs, and spending constraints, in view of the demands from many gender laws

Full implementation of RH Law. High rates of teenage and child pregnancies is a violence against girls.



Philippine Institute for Development Studies
Surian sa mga Pag-aaral Pangkaunlaran ng Pilipinas

Service through
policy research

Sustainable Development Goal 5: How Does the Philippines Fare on Gender Equality? (PIDS Discussion Paper 2017-45).

Thank you!



inquiries@pids.gov.ph ; jalbert@mail.pids.gov.ph ;
clarissa.david@gmail.com



/PIDS.PH



@PIDS_PH



<http://www.pids.gov.ph>