

Minding the Gap: Enhancing Gender Equality in the Platform Economy

PIDS Webinar
27 May 2021

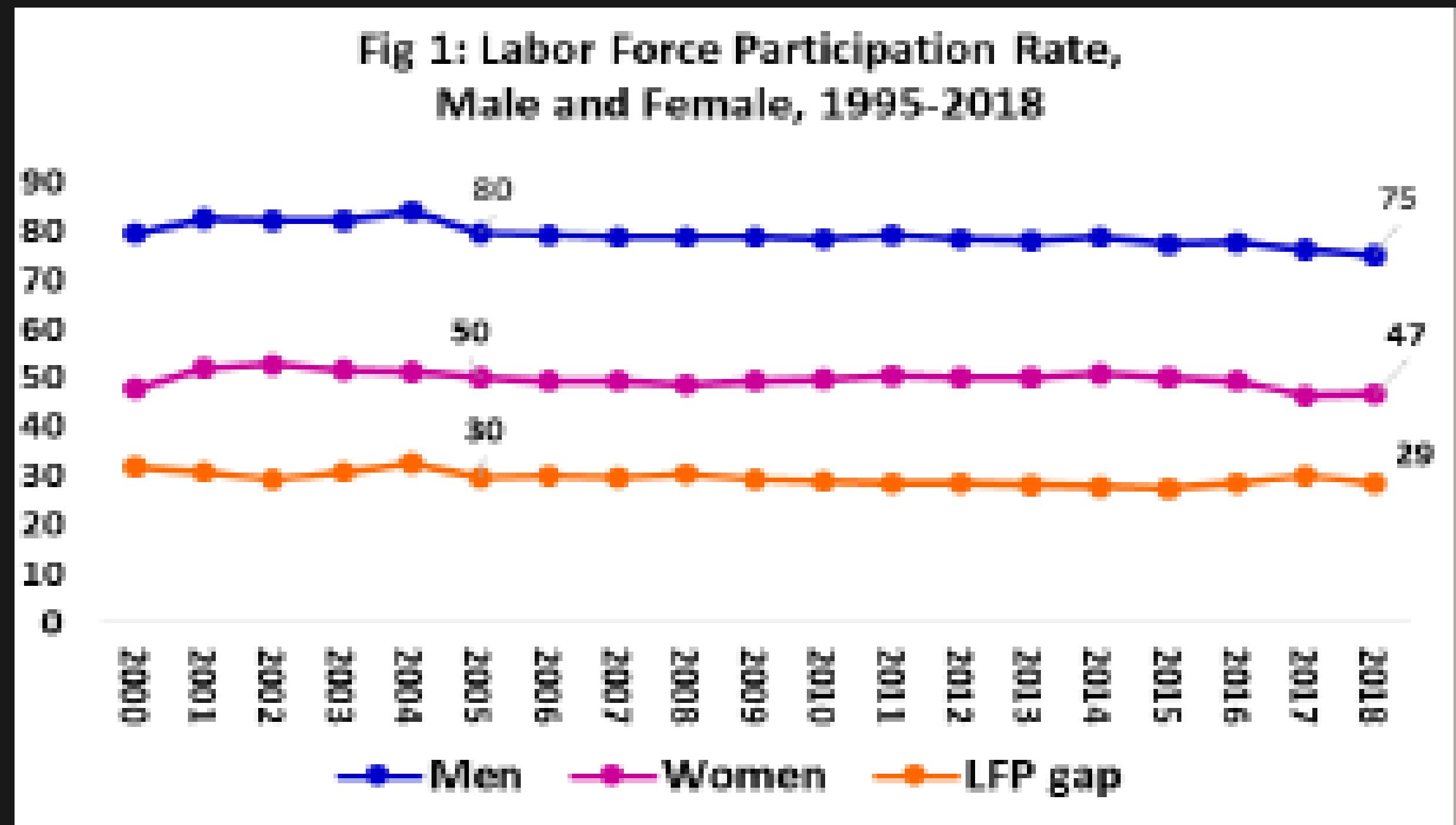
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Women holding up half the sky?

Gender gaps in the labor market have persisted for the past two decades.

The low female LFPR is linked to women's social role as primary caregivers.



Source: Philippine Statistics Authority (PSA)



Stepping into the platform: The potential of online labor markets in creating economic opportunities for women

Ease of Access →

Platform work requires less to zero eligibility requirements thereby affording opportunities even to those who have limited educational and professional experience.

Low Entry Barriers →

Technology is deemed free of human biases, thus, platforms promise to offer more egalitarian labor markets.

Flexible Work Arrangement →

Platform work allows women to reconcile work and family life.

Empowering women or scaling inequalities?

Ways in which platform economy may increase existing labor market inequalities:

- 'Precarization' of work
- Algorithmic bias



Addressing gaps & maximizing potential in platform work

With the **right mix of policies**, the **platform economy** can create pathways toward a **better future of work for women.**



ILS' Research Initiatives



Platform Work and COVID-19: A Descriptive Analysis on Nature and Work Conditions of Food and Service Delivery Workers*
(*ongoing)

Reshaping Work: Opportunities and Challenges in Platform Work
(2019)



A Descriptive Study on Off-site Work Arrangement
(2018)





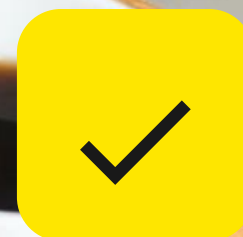
Key takeaways from the ILS' researches



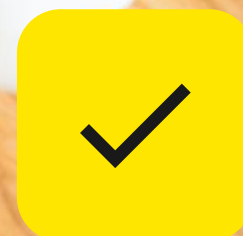
Millennials and women with care responsibilities are drawn to platform work due to the promise of flexibility and autonomy.



Digital platforms create employment opportunities with limited entry requirements.



While platform workers enjoy the benefits of flexibility and autonomy, they are exposed to vulnerabilities as they are not fully protected by existing labor laws.



Collection of robust data is necessary to fully capture the decent work situation in the platform economy. Inclusion in the Labor Force Survey (LFS) may be explored. Sound policies are dependent on rigorous evidence.

Proposed Action Plans for inclusion in the National Economic Recovery Strategy (NERS)



01

Creation of a Tripartite Working Group in aid of defining the nature of work, applicable standards, and terms of employment in the platform economy

02

Formulation of 'model contract' for new and aspiring freelancers to help ensure fair terms and conditions of work

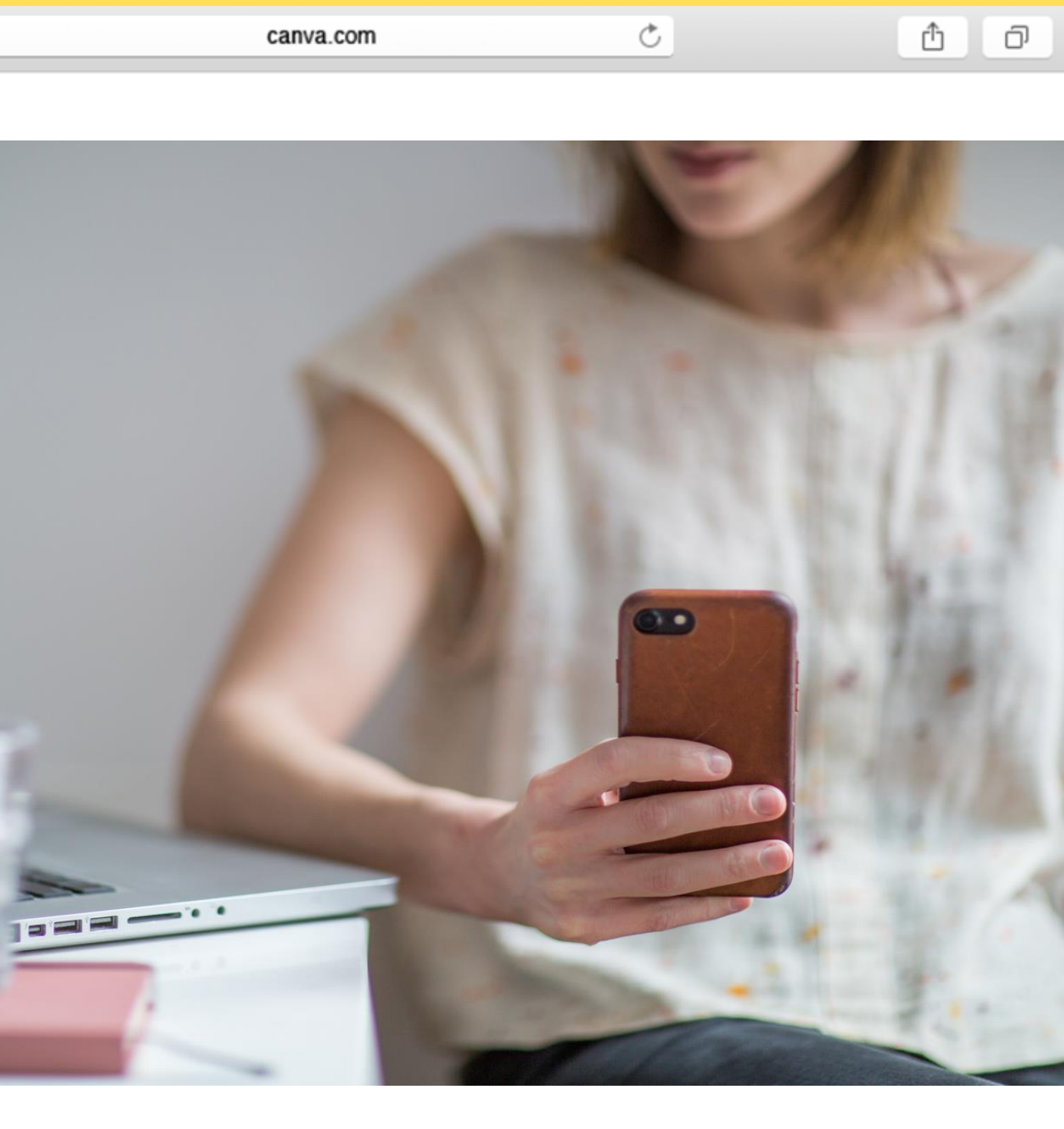
03

Pursuit of innovative solutions toward ensuring platform workers' access to social insurance

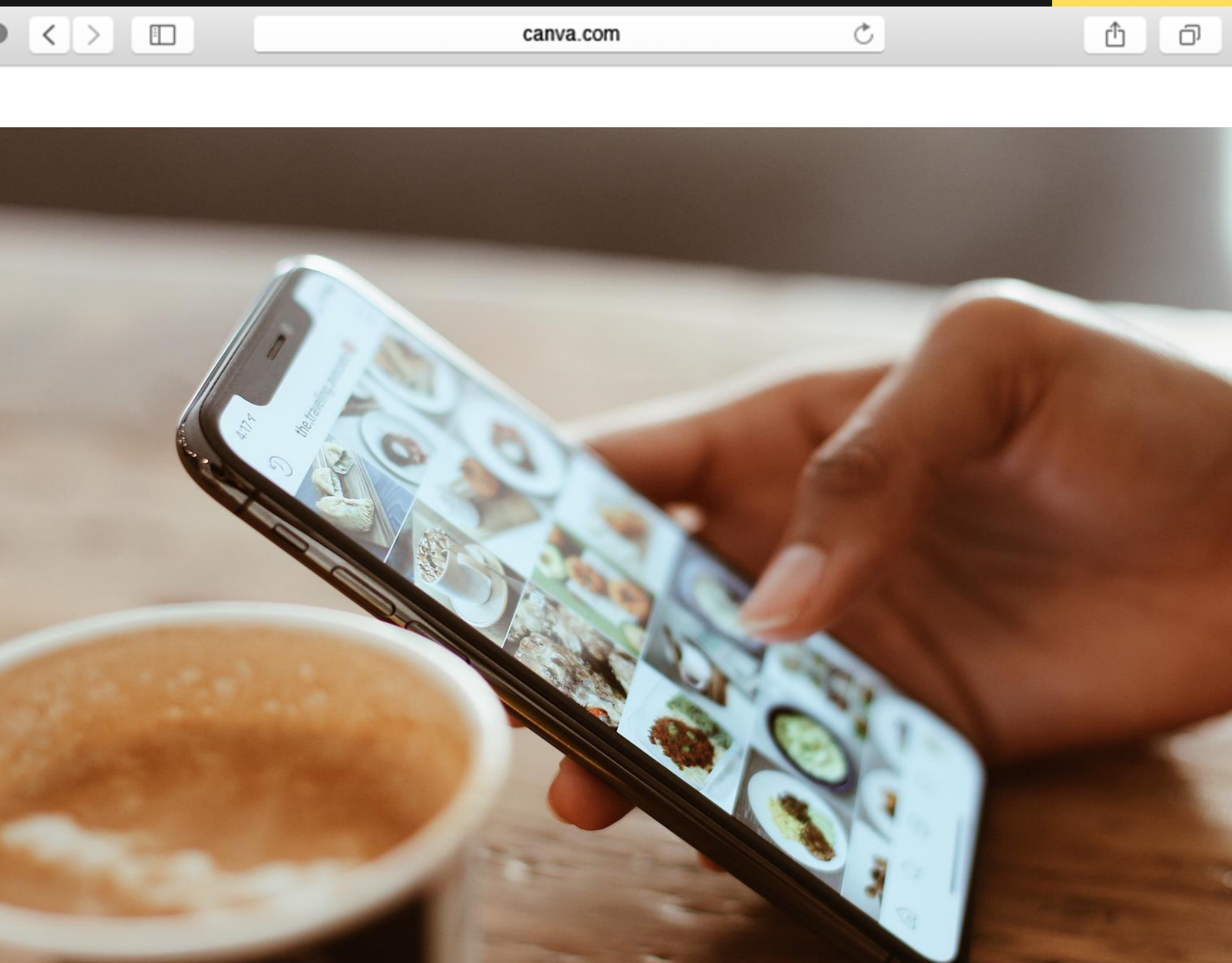
04

Development of appropriate training modules for platform workers to provide them with opportunities for skills development

Proposed Demonstration Projects under the Decent Work Country Programme (DWCP) 2020-2024



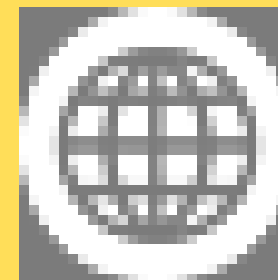
- Develop a **tripartite code of conduct** for ensuring decent work in the platform economy
- Creation of an **online worker-led rating system** for virtual platforms to assess decent work situation in the sector
- Establishment of a **Platform Cooperatives Incubation and Acceleration Hub** which will **provide support mechanisms and resources** such as training, technology, and financial capital access to workers to facilitate their **transition to becoming technology-platform owners**



End of Presentation. Thank you.



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