



Ulandssekretariatet
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Development Cooperation

The Philippines

Labour Market Profile

2014

This Labour Market Profile is a yearly updated report that provides a broad overview of the labour market's situation and development. The report is based on the latest data available and following trends. Each section has also accesses to the sources' links that can be used to go more in-depth on selected themes.



The Philippines – Labour Market Profile 2014

Executive Summary

The Philippines has experienced an economic progress. The last decade saw growth rates averaging 6% and has become an industrialised nation integrated in the world economy, somewhat moved away from agriculture and with high education levels. On the other hand, the industry is losing its international competitiveness, job creation has stalled, and the reduction of poverty levels has not followed the economy development, e.g. the country has been on status quo on the Human Development Index. The Doing Business Indicator registered impressive improvements of Resolving Insolvency and Getting Credit.

The labour force is growing fast. The current unemployment rate in the Philippines is 7%. The youth unemployment rate is much higher at 16%, particularly in the National Capital Region and among females.

The trade union density is measured as 6.7% to waged workers in 2013, which is relatively low. A growth in union membership is seen over the past years due to the registrations of unions under the national government institutions. While the private unionizing has decreased slightly, it is increasing in the public sector. The trade union movement is still confronting widespread and often violent anti-union activities, e.g. there are still six follow-up cases on the ILO's Committee on Freedom of Association.

The lowest daily minimum wage rates were adjusted and vary for each region between 205-466 pesos (US\$4.8-11) per day. The real minimum wage has been more or less the same over the last decade, whereas both the average and median wage has been steadily falling in real terms.

Many Filipinos migrate, but the trend of net migration has decreased significantly between the periods 2003-2007 and 2008-2012. The Philippines receives some of the highest amounts of remittances to GDP in the world, vastly more than the average for developing countries in East Asia and the Pacific.

The informal economy is growing despite work being precarious and generally unprotected. Surveys' results show that workers in the informal economy are approximately 43% of the country's working population.

In terms of Global Gender Gap Index, the Philippines is the best performer within the Asia-Pacific region and ranking 5th out of 136 countries. Women are well represented on the labour market, and many participate in the ownership of firms. However, women have a much lower employment rate than men.

The Technical Vocational Education and Training System (TVET) has trained a total of 16.2 million graduates. The peak of enrolment was in 2007 at 2.1 million students. The ratio of pupils in vocational training is quite high as 29%, but the TVET enrolment has experienced a decrease since 2007 relatively with the second education enrolment.

Social protection schemes in the Philippines are basically well defined in the formal sector. Around 18% of the labour force is active contributors to a pension scheme. The total health social protection coverage of the population was 82% in 2012, which is higher than the Asia and the Pacific's average as 58%. The informal sector has no social insurance coverage, except for the self-employed, who contribute on a voluntary basis.

In September 2012, the Government ratified the ILO Convention 189: Decent Work for Domestic Workers. The Act Instituting Policies for the Protection and Welfare of Domestic Workers was signed into law in January 2013. It is estimated that the law will improve the conditions of two million domestic workers in the country, which is one of the major world suppliers of domestic labour. In addition, the Philippines is considered to be a model for other 'labor-sending' countries in terms of domestic workers. Several Central and South Asian countries come to the Philippines to seek advice.

Contents

Trade Unions	4
Trade Unions in Philippines	5
Employers' Organisations	6
Central Tripartite Structures	6
National Labour Legislation	7
Trade Union Rights Violations	7
ILO Conventions	8
Working Conditions	9
Workforce	10
Unemployment and underemployment	10
Sectoral employment	11
Migration	12
Informal Economy	12
Child Labour.....	13
Gender	13
Youth	14
Characteristics of the Working Age Population	15
Vocational training	16
Social Protection	17
General Economic Performance	18
Trade	19
Trade agreements	19
Special Economic Zones (SEZ).....	20
References	21

Trade Unions

Trade unions in the Philippines ¹ (2013)	
Number of trade union centres	13
Number trade union federations	135
Number of private enterprise trade unions	16,697
Number of public trade unions	1,787
Dues (standard)	N/a
Total members of trade unions	1,884,432
Trade union members share of labour force	3.3 %
Trade union members to waged workers (2013)	6.7 %
Trade union membership rate among non-agricultural establishments of 20 or more workers (2010) ²	11 %
Female member share of trade unions	N/a
Members of affiliated trade unions from the informal economy (BFSSMI and ACIW)	20,063
Number of CBAs	1,361
Workers covered by CBAs	225,183
Share of workers covered by CBA	0.6 %
Share of workers covered by CBA among non-agricultural establishments of 20 or more workers (2010)	11 %
Labour force	42,259,000

According to the U.S. Reports on Human Rights Practices, law and regulations provide for the right to organize and bargain collectively in both the private sector and corporations owned or controlled by the government. Similar rights are available to most government workers. Use of short-term contractual labor, particularly by large private sector employers, continued to be prevalent. Some employers chose to employ such workers, who were not permitted to organize, as a means of minimizing unionization and avoiding other rights accorded to "regular" workers. Trade unions are independent of the government.³

The total labour force in the Philippines is 42.3 million out of which 3.3% are members of trade unions. A total of 18,484 unions were recorded in 2013 existing with reported members of more than 1.9 million workers (private: 1.4 million; and public: 476,000). In non-agricultural establishment of 20 or more workers, the union density rate has fallen from 20.2% in 2003 to 10.6% in 2010 and the coverage rate of collective bargaining agreements from 19.7% to 10.9%.⁴

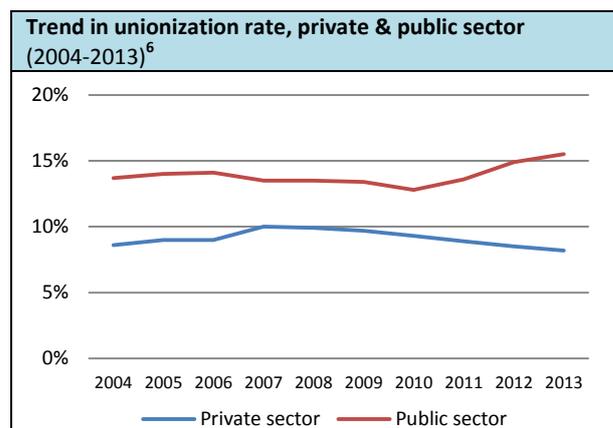
Currently, there are 135 existing federations, where in its locals/affiliates comprises the 55% (9,289 out of 16,638) of the total unions and 46% (640,641 out of

1,391,621) of the total union members in the private sector.

The coverage of Collective Bargaining Agreements (CBAs) is decreasing: In 2000, 484,278 workers were covered by CBAs, while it was 225,183 in 2013. In the period 2011 and 2013, the number of CBAs falls from 1,389 to 1,361 CBAs, respectively. The National Capital Region (NCR) covers 56% of the total workers coverage with 126,910 workers.

Overall, collective bargaining has been practiced. Occasionally employers obstructed negotiations, though, and some union leaders have been subjected to reprisal. In the public sector, collective bargaining was limited to a list of terms and conditions of employment that were negotiable between management and public employees. Items requiring appropriation of funds, including health-care and retirement benefits, and those that involved the exercise of management prerogatives, including appointment, promotion, compensation, and disciplinary action, was nonnegotiable.

In the period 2004-2013, the private unionization rate peaked in 2007 as 10%, while the lowest rate was recorded in 2013 as 8.2%. Over the same period, the public sector unionization rate recorded its highest in 2013 as 15.5%, while the lowest was in 2010 was 12.8%. A growth in public union membership is seen over the past years due to the registrations of unions under the national government agencies.⁵



There are allegations of intimidation and discrimination in connection with union activities are grounds for review by the National Labor Relations Commission (NLRC) as possible unfair labor practices.

Trade Unions in Philippines							
Members, Dues, Collective Bargaining Agreements (CBA) and Occupational Safety and Health committees							
Trade Union / Trade Union Centre	Affiliation To national trade union centre	Total Members	Female Members	Dues	Number of CBAs	Workers covered by CBAs	Number of OSH committees at workplaces
Trade Union Centres							
TUCP Trade Union Congress of the Philippines		450,000	-	-	-	-	-
APL Alliance of Progressive Labour		5,000	-	-	-	-	-
PSLINK Public Services Labour Independent Confederation		82,000	-	-	-	-	-
KMU Kilusang Mayo Uno		-	-	-	-	-	-
CLO Congress of Labor Organizations		-	-	-	-	-	-
LMLC Lakas Manggagawa Labor Center		-	-	-	-	-	-
NCL National Confederation of Labor		7,000	-	-	-	-	-
PDMP Pambansang Diwa ng Manggagawang Pilipino		-	-	-	-	-	-
PHILCONTU Philippine Congress of Trade Unions		-	-	-	-	-	-
PTUC Philippine Trade Union Council		-	-	-	-	-	-
PWUP Port Workers Union of the Philippines		-	-	-	-	-	-
VIMCONTU Visayas-Mindanao Confederation of Trade Unions		-	-	-	-	-	-
Top 19 largest Trade Union Federations⁷							
PTGWO Philippine Transport and General Workers Organizations	-	80,747	-	-	-	-	-
ALU	-	65,142	-	-	-	-	-
FFW Federation of Free Workers	-	30,000	-	-	-	-	-
NAFLU National Federation of Labor Union	NCL	29,217	-	-	-	-	-
SUPER Solidarity of Unions in the Philippines for Empowerment & Reforms	-	26,971	-	-	-	-	-
NFL National Federation of Labor	NCL	22,052	-	-	-	-	-
NUBE National Union of Bank Employees	-	15,030	-	-	-	-	-
NAFLU-KMU National Federation of Labor Unions-KMU	-	14,759	-	-	-	-	-
ANGLO Alliance of Nationalist & Genuine Labor Organizations	-	13,894	-	-	-	-	-
AWATU All Workers Alliance Trade Unions	-	13,021	-	-	-	-	-
NLU National Labor Union	LMLC	11,361	-	-	-	-	-
TUPAS Trade Union of the Philippines and Allied Services	-	10,798	-	-	-	-	-
AGLO Association of Genuine Labor Organizations	-	10,577	-	-	-	-	-
FSM February Six Movement	NCL	9,973	-	-	-	-	-
ADLO Association of Democratic Labor Organizations	-	9,864	-	-	-	-	-
NATU National Association of Trade Unions	-	9,044	-	-	-	-	-
PACIWU Philippine Agricultural, Commercial and Industrial Workers Unions	-	8,764	-	-	-	-	-
NLM Nagkakaisang Lakas ng Manggagawa	-	8,624	-	-	-	-	-
NAMAWU National Mines & Allied Workers Unions	-	8,181	-	-	-	-	-
NOWM National Organization of Workingmen	CLO	7,456	-	-	-	-	-
PLUM Pambansang Lakas ng Unyong Malayang Federations	-	7,202	-	-	-	-	-

Employers' Organisations

Employers' Confederation of the Philippines⁸ (ECOP)

The ECOP was established in 1975. The organization unites employers and their organizations, safeguards and enhances employers' interest in labour-management relations. Also social and economic policy issues, and promoting industrial harmony, social justice and national economic growth are concerns. ECOP has a broad-based membership from all sectors of the economy. It has 41 regular members and hundreds sustaining members. ECOP develops, organizes, and administers trainings, education and development programs through the ECOP Training Center for the benefit of members and non-members alike.

The Technical Working Group (TWG) on Labor and Social Policy Issues is ECOP's principal arm in advocating and addressing the interests of employers on critical policy issues. It serves as a forum to discuss pending labor bills that will ensure the incorporation of the views of various industry groups and foreign chambers hereinafter referred to as member-associations in the position papers being prepared by ECOP and their participation in the public hearings that may be convened by either the Senate or the House of Representatives.

Central Tripartite Structures

Tripartite Industrial Peace Council⁹

The National Tripartite Industrial Peace Council (TIPC) serves as a consultative and advisory institution under the Department of Labour and Employment – Bureau of Labour Relations, providing a forum for tripartite dialogue and consultation among organised labour, employer and government in the formulation and implementation of labour and employment policies. The TIPC is responsible for processing major issuances affecting labour, employment and other related concerns.

National Wages and Productivity Commission¹⁰

The Commission provides consultation for the government and formulates policy for wages, income and productivity improvements. It provides guidelines for the minimum wages and review the regional minimal wage levels set by the Regional Tripartite Wages and Productivity Boards. The commission is chaired by the Secretary of Labour and Employment, includes the Director-General of the National Economic and Development Authority and two members each from employers' and workers' sectors.

Regional Tripartite Wages and Productivity Boards¹¹

The Regional boards are composed of the regional equivalents of the members of the National Wages and Productivity Commission. They set regional minimum wage rates, and develops plans for regional wages, incomes and productivity improvements.

Mediation and Arbitration¹²

The National Labour Relations Commission, adjudicate and manages individual and collective industrial disputes through compulsory arbitration and alternative modes of dispute resolution.

National Conciliation and Mediation Board

The National Conciliation and Mediation Board, an attached agency of the Department of Labour and Employment (DOLE), provides services for the Labour-Management Council (LMC). For the first semester of 2013 a total of 2,175 LMCs are existing: 1,340 LMCs in organized establishments and 835 in unorganized establishments.¹³

Other bi/tripartite organs

- Philippines Special Economic Zones Authority Board

National Labour Legislation

Constitution¹⁴

The Philippine Constitution of 1986 guarantees the freedom to form unions, the right for workers to organise, the right to strike, humane conditions of work and a living wage. The State shall protect workers, promote shared responsibility of workers and employers in settling disputes, protect women workers taking into account their maternal function and promote full employment. 20% of the seats in the House of Representatives are reserved for members of different sectors, one of which is labour.

The Labour Code¹⁵

The Labour Code last amended in 2002 regulates hire and fire, human resources development, conditions of employment, hours of work, wages and Occupational Safety and Health Standards. It also establishes the National Wages and Productivity Commission

The Labour Code is the most important labour legislation. Several other legislations and presidential acts exist, which regulate and set standards and restrictions for the labour market.¹⁶

Trade Union Rights Violations

The Philippines is a country with widespread and often violent anti-union activities. Labour inspection has been abandoned in favour of voluntary compliance. A law against terrorist acts can be expanded to unionists, and widespread anti-union practices remain unpunished.¹⁷

The International Trade Union Confederation (ITUC) has a long list of anti-union activity including murders, harassment and union harassment activities by employers and the government. Trade unions have continued to report poor compliance with the Labour Law, due in part to the prevalence of forced labor in the informal sector and the government's lack of capacity to inspect labor practices in that sector.¹⁸

Also the Center for Trade Union and Human Rights in Philippines has registered that the labor situation in 2013 has been more hostile to unions and workers' rights, and labor NGOs. The organization has cited trends of increasing labor standard violations, persistent trade union attacks, and dramatic decrease in new union registrants, and arbitration mechanisms that undercut workers' struggle.¹⁹

Law and regulations provide for the right to organize and bargain collectively in both the private sector and in corporations owned or controlled by the government. Similar rights are afforded to most government workers. Use of short-term contractual labour, particularly by large employers, continued to be prevalent. Collective bargaining was practiced, but it was subject to hindrance by employers, and union

leaders were subject to reprisal. Killings and harassment of labour leaders and advocates continued to be a problem, although to a lesser extent than in the mid-2000s.²⁰

The Department of Labor and Employment (DOLE) works to improve the functioning of labor-management councils in companies that already have unions. Recently the Strengthening of Conciliation-Mediation Law that formalizes the Single Entry Approach of DOLE and orders that all issues affecting labor and employment be subjected to a mandatory conciliation-mediation for one month was signed. Various union leaders have criticized the law, though, for adding another layer of bureaucracy and delaying the delivery of justice to workers.

It has been registered that 28 preventive mediation cases concerning a refusal to bargain were filed before the National Conciliation and Mediation Board. In addition, parties filed an additional 15 notices of strike/lockout on refusal-to-bargain grounds.²¹

In July 2013 a trade union leader was shot dead on his way to a union meeting. He was is one of twenty trade union leaders to have been murdered over the course of the last decade, and one of up to 1,000 politically motivated killings in the Philippines.²²

In 2013 the 'Pork Barrel' scandal scam, a lump-sum discretionary fund granted to each member of Congress, was revealed in 2013 and is now an ongoing case in the media.²³

ILO Conventions

Ratified ILO Conventions ²⁴		
Subject and/or right	Convention	Ratification date
Fundamental Conventions		
Freedom of association and collective bargaining	C087 - Freedom of Association and Protection of the Right to Organise, 1948	1953
	C098 - Right to Organise and Collective Bargaining Convention, 1949	1953
Elimination of all forms of forced labour	C029 - Forced Labour Convention, 1930	2005
	C105 - Abolition of Forced Labour Convention, 1957	1960
Effective abolition of child labour	C138 - Minimum Age Convention, 1973	1998
	C182 - Worst Forms of Child Labour Convention, 1999	2000
Elimination of discrimination in employment	C100 - Equal Remuneration Convention, 1951	1953
	C111 - Discrimination (Employment and Occupation) Convention, 1958	1960
Governance Conventions		
Labour inspection	C081 - Labour Inspection Convention, 1947	Not ratified
	C129 - Labour Inspection (Agriculture) Convention, 1969	Not ratified
Employment policy	C122 - Employment Policy Convention, 1964	1976
Tripartism	C144 - Tripartite Consultation (International Labour Standards) Convention, 1976	1991
Up-to-date Conventions		
Children and young persons	C077 - Medical Examination of Young Persons (Industry) Convention, 1946	1960
Wages	C094 - Labour Clauses (Public Contracts) Convention, 1949	1953
	C095 - Protection of Wages Convention, 1949	1953
Migrant Workers	C097 - Migration for Employment Convention (Revised), 1949	2009
	C143 - Migrant Workers (Supplementary Provisions) Convention, 1975	2006
Specific categories of workers	C110 - Plantations Convention, 1958	1968
	C149 - Nursing Personnel Convention, 1977	1979
	C189 - Domestic Workers Convention, 2011	2012
Social Security	C118 - Equality of Treatment (Social Security) Convention, 1962	1972
	C157 - Maintenance of Social Security Rights Convention, 1982	1994
	C165 - Social Security (Seafarers) Convention (Revised), 1987	2004
Freedom of association	C141 - Rural Workers' Organisations Convention, 1975	1979
Employment policy and promotion	C159 - Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983	1991
OSH	C176 - Safety and Health in Mines Convention, 1995	1998
Seafarers	C179 - Recruitment and Placement of Seafarers Convention, 1996	1998
	C185 - Seafarers' Identity Documents Convention (Revised), 2003	2012
	MLC - Maritime Labour Convention, 2006	2012
Fundamental Conventions are the eight most important ILO conventions that cover four fundamental principles and rights at work. Equivalent to basic human rights at work.		
Governance Conventions are four conventions that the ILO has designated as important to building national institutions and capacities that serve to promote employment. In other words, conventions that promotes a well-regulated and well-functioning labour market.		
In addition, there are 71 conventions, which ILO considers "up-to-date" and actively promotes.		

Working Conditions

Wages and earnings			
Monthly average median and legal minimum wages			
	Source	Pesos	US\$
Average wage (2011)	Global Wage Database ²⁵	8,280	191
Median wage (2011)		6,579	152
Highest minimum wage (Non-agriculture in NCR) (2013)	DOLE ²⁶	10,740	253
Lowest minimum wage (MIMAROPA region) (2013)		4,920	116
Minimum wage for a 19-year old worker or an apprentice (2013)	Doing Business ²⁷	8,172	218
Growth of real average wage (2001-2011)		-11.7 %	
Growth of real medium wage (2001-2011)		-13.8 %	
Growth of real minimum wage (2001-2011)		-0.6 %	
<i>The minimum wages per month are calculated as a working week of 48 hours (6 days per week; and 4 weeks per month). The Wage Share is the share of GDP that goes to wages and other forms of labour compensation. It is not adjusted for the self-employed, and can therefore underestimate the amount of GDP that goes to workers, if there are many self-employed in the economy.²⁸</i>			

The minimum wage system is quite complex as the minimum wages vary from industries and regions. The lowest daily minimum wage rate currently varies for each region between 205-466 pesos (US\$4.8-US\$11) per day. For the non-agricultural sector in the National Capital Region, the daily minimum wage is 436 pesos (US\$9.8) (effective from January 1, 2014).

Both the average and median wage are higher than the lowest possible minimum wage. It is noteworthy that the National Capital Region's (NCR) non-agricultural salary level is in general much higher than the average and medium wage rates.

The real minimum wage has been more or less the same over the last decade, whereas both the average and median wage has been steadily falling in real terms. The proportion of low paid works in employment and the share of working poor have also remained unchanged. Along with the falling real wages it indicates that a significant proportion of workers in the country receive earnings that are insufficient to meet their basic daily needs and elevate themselves

above poverty, despite the fact that the Philippines have had a steady economic growth rates in the last decade.

In November 2012 the Congress established a minimum wage of 2,500 pesos (US\$57) per month for domestic workers. The Domestic Workers Act from January 2013 requires that employers must contribute to social security (PhilHealth) and the national housing scheme. Various media entities reported complexities in the implementation and enforcement of the Act, including the tedious process of registration of the domestic worker and the difficulty in monitoring employer compliance.²⁹

Programs have been implemented to address Occupational Safety and Health. There has been a sharp decrease in occupational injuries, both fatal and non-fatal. However, the rate of occupational diseases remains high.³⁰

Violations of minimum wage standards were common, as was the use of contract employees to avoid the payment of required benefits, including in Special Economy Zones (SEZs). In the period of January to September 2013, the Bureau of Working Conditions inspected 26,748 firms and found that 9,101 violated core labor standards, with 3,319 not complying with minimum wage rates.³¹

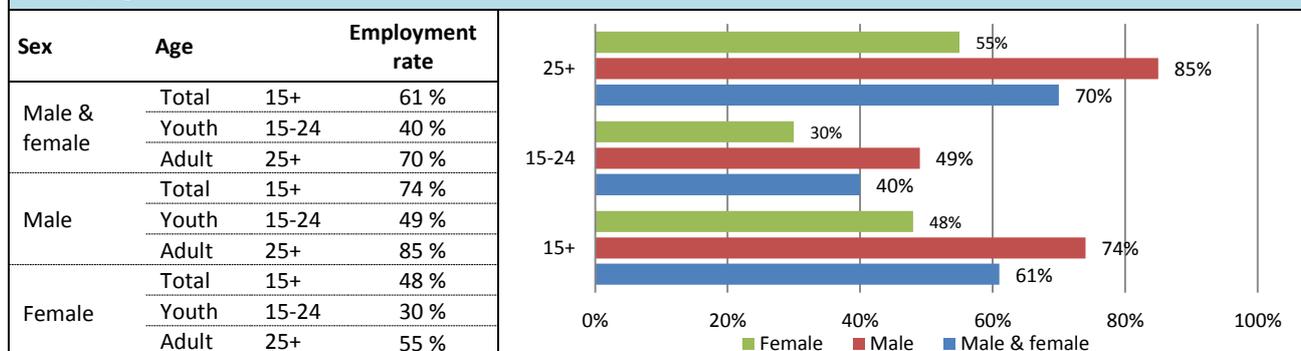
Trade unions have continued to press for higher wages. The government's estimations from 2009 claimed that a family of five needed a daily income of 231 pesos (US\$5.3) to avoid poverty. According to the National Statistical Coordination Board nearly 28% of the country's 97 million people live below the poverty line.³²

The Department of Labour and Employment (DOLE) have employed 202 labor inspectors nationwide to monitor and enforce law. However, there have been insufficient funds which impede its ability to investigate labor law violations effectively. DOLE was recently granted an additional 372 positions to augment the number of labor inspectors. If the DOLE will reach 574 inspectors nationwide, it will reach as 1 per 72,000 workers in the labour force. The ILO recommends 1 per 40,000 workers in less developed countries, though.³³

Workforce

Employment rates³⁴

(2013), Age and Sex distribution



The Philippines total population is 89.4 million persons in 2013 and a labor force of 42.3 million workers with a participation rate as 65%. Women have much lower employment rates than men, both young and adults.

The Philippines had slightly more working poor than the South-East Asia and the Pacific's average, a region where the share of working poor has dropped considerably. Between 2000 and 2006, the share of working poor hardly changed in the Philippines, but started to decrease noticeably afterwards.

Working Poor³⁵

Region	Share of workers in total employment	
	1.25 US\$ a day	2 US\$ a day
Philippines (2000)	23 %	45 %
Philippines (2009)	18 %	42 %
South-East Asia and the Pacific (2000)	35 %	62 %
South-East Asia and the Pacific (2009)	15 %	46 %
South-East Asia and the Pacific (2012)	12 %	33 %

Working poor measures employed people living for less than US\$1.25 and US\$2 a day, as proportion of total employment in that group.

The Philippines has a middle class slightly larger than the average for East Asia and the Pacific, but is hardly grown. In East Asia and the Pacific 26% lived for US\$2-4 a day and 12% for US\$4-20 in 1999. In 2008

33% lived for US\$2-4 a day and 33% for US\$4-20. In the Philippines 31% lived for US\$2-4 a day and 22% for US\$4-20 in 2000. In 2009 34% lived for US\$2-4 a day and 24% for US\$4-20. (The amounts are in purchasing power parity).³⁶

Unemployment and underemployment

Unemployment is at 7% in the Philippines. Youth unemployment rates are quite high, particularly in the National Capital Region and among women.

Unemployment, youth unemployment and underemployment (2012)³⁷

	Un-employment	Youth Unemployment	Under-employment
Total	7.0 %	15.8 %	20.0 %
Male	7.2 %	14.6 %	22.4 %
Female	6.7 %	17.9 %	16.2 %
National Capital Region	10.6 %	22.6 %	14.4 %

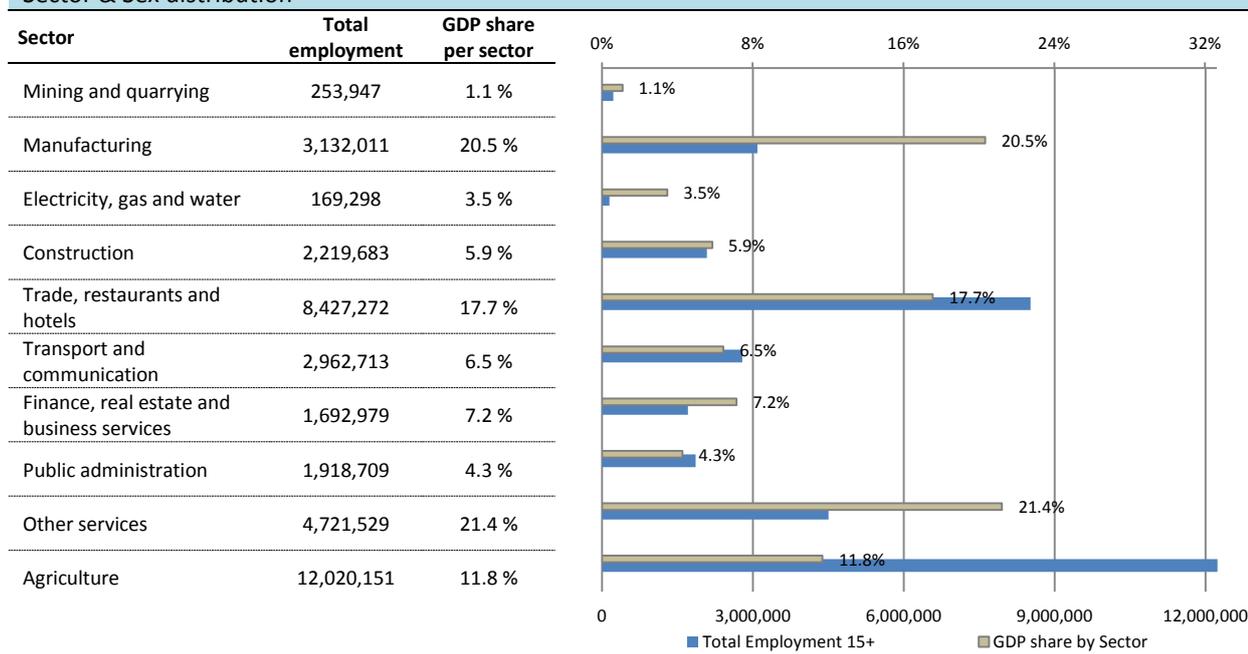
Some unemployment is masked by underemployment, precarious work and informal employment. The underemployment, which measured those who worked voluntarily less than 40 hours, was high at 20%.

Underemployment is slightly higher for men than women, particularly among the youth. Unemployment is much more common in the National Capital Region, where underemployment is considerably lower than the national average. It is still high for an urban area. Most underemployed are farmers, forestry workers & fishermen or labourers & unskilled workers.

Sectoral employment

Employment (2012)³⁸ & GDP share (2012)³⁹

Sector & Sex distribution



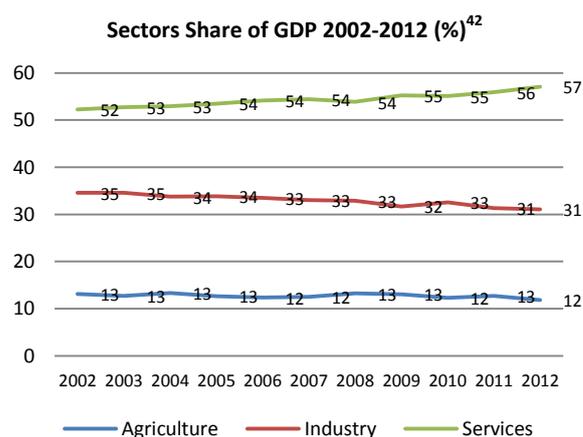
Like in most other developing countries, the agriculture sector is the dominant employer in the Philippines. Commerce, manufacturing and transport/communication are also large sectors employing workers.

The manufacturing sector, in particular, has a higher contribution to GDP relative to employment in the sector. Employment in the service sector is increasing, mostly at the expense of agricultural employment. However, during the last decade or so, there has been a little change in the contribution to GDP from these sectors.

Among developing nations, the Philippines is a more industrialized nation, which has slightly moved away from agriculture. As the industry has lost competitiveness and stalled, so has job creation. Job creation is therefore a key challenge for the Philippines. The ILO suggests both to improve general employability of the active population, though recognising that there is a huge gap between acquired skills of the population, and the requirements of the job market.⁴⁰

A sector which has seen success is the outsourced call-centre business, today employing around 638,000 people and contributing 5% to GDP.⁴¹

The Government operates with the Labor and Employment Plan (LEP) 2011-2016. A “tripartite-plus” plan aligned with the Philippine’s Development Plan 2011-2016, which provides strategic direction for labor and employment in the medium term.



Migration

Migration ⁴³		
Net migration (2008-2012)	The Philippines	- 70,000
Net migration to average population per year (2008-2012)	The Philippines	- 1 : 668 inhabitants
	East Asia & Pacific (developing only)	- 1 : 3,208 inhabitants
Personal transfers i.e. remittances received, % of GDP (2012)	The Philippines	9.8 %
	East Asia & Pacific (developing only)	0.8 %

Many more Filipinos migrate than immigrate in the country: A net migration rate of 1 out of 668 Filipinos. The Philippines receives some of the highest amounts of remittances to GDP in the world, vastly more than the average for developing countries in East Asia and the Pacific. Remittances have been stable. Interestingly, the trend of net migration has actually decreased significantly on an estimated 43% in comparison with the periods 2003-2007.

The top three destinations for migrants are the United States, Canada, and Australia.⁴⁴ The Gulf States,

Informal Economy

Many work as day labourers, often not being able to find work each day. The informal economy has been growing during the past decade, since the Philippines' industries have been unable to remain competitive and capable of creating and sustaining good quality jobs and to absorb the growing labour force.

Few estimates exist for the size of informal employment in the Philippines. It was estimated that the 'sector' accounted for 61% of the Gross Domestic Product (GDP) in 2006. An ILO estimate gives 70% of non-agricultural employment operate in the informal economy, which is in the lower end for a developing country.⁴⁶ On the other hand, the National Statistics Office's Labour Force Survey 2013 showed that workers in the informal economy reached 16 million, or 43% of the country's working population.

The informal economy is growing despite work being precarious and generally unprotected. A concern is that the Filipino working poor and workers in the informal economy have not been fully integrated in the national Medium Term Philippine Development

particularly Saudi Arabia, are common destinations for temporary migrants.

Lack of gainful employment opportunities, especially among vulnerable groups, has contributed to increasing poverty. The shrinking job opportunities in the country's regular business environment resulted in a steady rise of the number of permanent or temporary migrants, known as Overseas Filipino Workers or Overseas Contract Workers.

An estimated 9.5 million Filipinos work overseas, out of which 46% are temporary migrants. Temporary migration is so common that traditional family structure has changed with many families having one parent abroad.

Overseas employment mitigates unemployment problems in the Philippines, but deprives the country of human capital and labour migrants are also at a higher risk of exploitation. Employment opportunities overseas are often in household and care-giving services, resulting in an average of 60% women in the overseas workforce. These types of work are low-paid and have a higher risk of various forms of harassment and sexual abuse.⁴⁵

Plan as well as not included in major policy decisions or participation in Local Special Bodies. They remain passive recipients of government programs and projects.⁴⁷

Within the segment of informal economy workers there are also indigenous people working as small-scale miners. This group is among the poorest in the Philippines. They are at risk in several cases of losing their land to large mining companies.⁴⁸

Benguet Federation of Small – Scale Miners, Incorporated (BFSSMI), organizes 15,000 small scale miners out of around 300,000 around the country. It is an umbrella federation of associations of small scale miners, mostly based in the Cordillera Autonomous Region.

Association of Construction and Informal Workers (ACIW) organizes construction project workers, own-account and intermittent workers, associated mostly in the informal economy due to the non-permanent nature of their work. ACIW has 5,063 affiliates.

Child Labour

Working children			
Proportion of all children in age group			
Region	Year	Type	Proportion
The Philippines (age 5-17) ⁴⁹	2011	Children in employment	18.9 %
		Child labourers	10.4 %
		Hazardous work	10.3 %
Asia and the Pacific ⁵⁰ (age 5-17)	2008	Children in employment	20.4 %
		Child labourers	13.3 %
		Hazardous work	5.6 %
<i>Children in employment include all children who conduct some kind of work, whereas child labourers are a narrower term without mild forms of work. Hazardous work is the worst form of child labour as defined in ILO C182.</i>			

The Philippines has made improvements on the worst forms of child labor. An ILO survey recorded 10.4% child labourers in 2011 (55% of working children).⁴⁹ The number of children in employment and child labourers was slightly lower than for Asia and the Pacific.

Unlike the norm for Asia and the Pacific, practically all child labourers are in hazardous forms of work. The survey breaks down the children in hazardous work by region, gender, reason for work as well as what type of hazard be that chemical, physical and/or biological. The most common forms of hazardous child labour

Gender

In terms of Global Gender Gap Index, the Philippines is the best performer within the Asia-Pacific region and ranking 5 out of 136 countries.⁵³

Females have considerably lower employment rates. More girls than boys enrol in schools, and females in general have slightly more years of education. Female unemployment and underemployment is lower, while female youth unemployment is higher. Employment opportunities overseas are often in household and care-giving services, resulting in an average of 60% women in the overseas workforce. These types of work are low-paid and have a higher risk of various forms of harassment and sexual abuse.

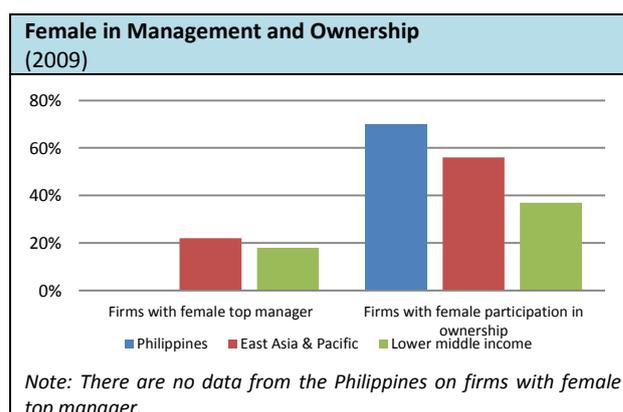
Females are well represented on the labour market, and many participate in the ownership of firms. In terms of having an account in a formal financial institution, females have a quite high level at 34% in comparison with men's 19%. An Enterprise Survey reported that 69% of firms had female participation in ownership compared to East Asia and the Pacific with

were helping the family at household farms or to supplement their income. Other types such as working on private establishments or to acquire training were also common. Most worked in agriculture (62%), followed by services (30%) and industry (8%). Many children in these types of agriculture work long hours in extreme weather; use dangerous machinery and tools, carry heavy loads, and apply harmful pesticides.

This is considerably different from the Labour Force Survey,⁵¹ which recorded 8.5% children in employment 2010, compared to 18.9% from the ILO survey. The Labour Force Survey data is used by the ILO Decent Work Country Profile. This data shows that the proportion of working children fell steadily and across the different categories from at 9.5% in 2004 to 7.2% in 2010. The preliminary proportion of children is higher in January 2012 than it was in 2011, which might indicate an increase in working children.⁵¹

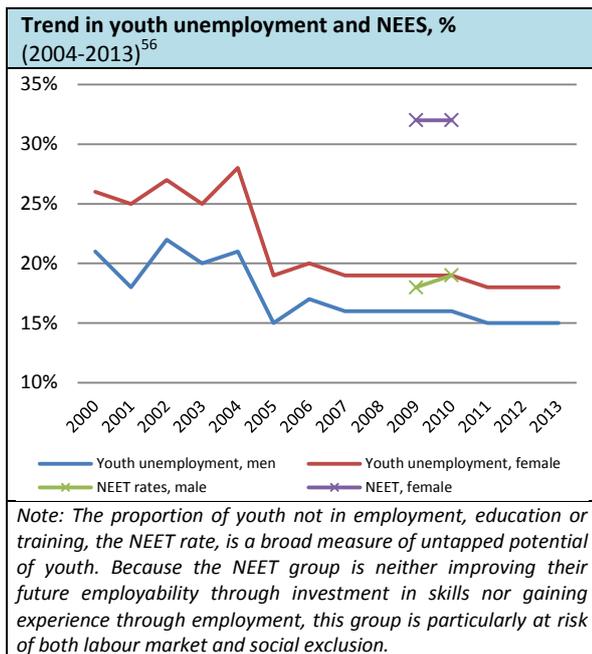
The tripartite Philippine Program against Child Labor (PPACL) Strategic Framework presented a plan for reducing the incidence of child labor by 75%. In 2012, the PPACL was extended to 2016, and member agencies signed an agreement to scale up its implementation.⁵²

58%, and 39% of the full time employees were females, more than East Asia and the Pacific at 38%.⁵⁴



Recently there has been a sharp increase in the number of gender-based violence cases. The authorities have taken a number of measures, mainly gender-sensitive interventions, to encourage women to come forward.⁵⁵

Youth



The latest youth policy in the Philippines is the 2005-2010 Medium Term Youth Development Plan (MTYDP). It was a product of desk reviews and series of consultations on young Filipino's issues and concerns with representatives of youth and youth serving organizations.

Youth labor force participation rate from 1997 to 2011 have been stable, and constitutes 48% of 15-24 years

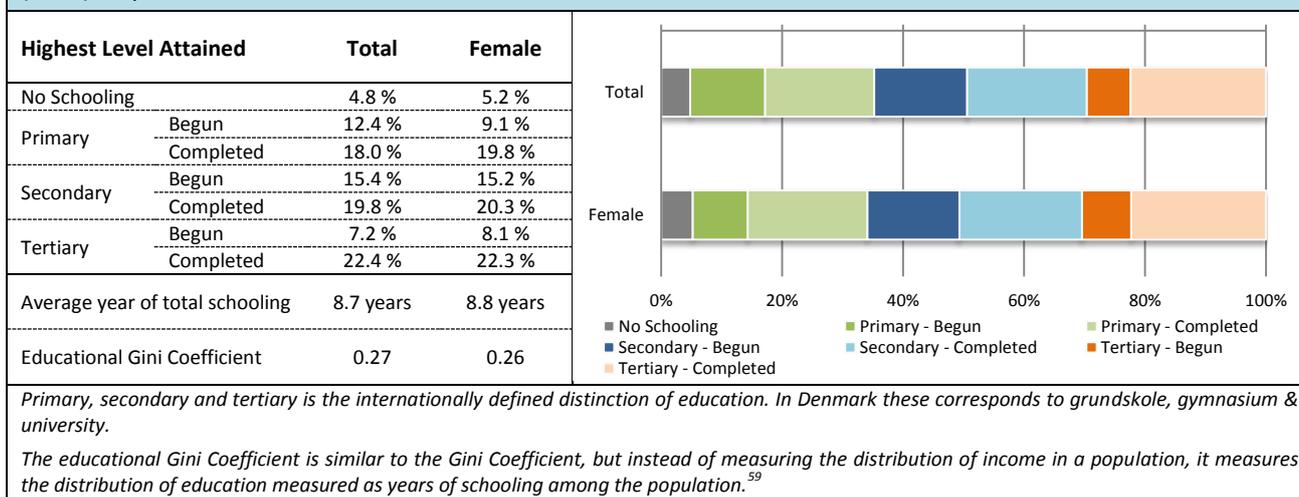
old in 2012. As previously mentioned, the youth unemployment rate (16%) was more than twice the national rate of 6.9%. There has been a gap between young unemployed men and females, but both trends showed a drop since 2004 and have been stable since 2011, i.e. men at 15% and females at 18%. The NEET rates are very high among females above 30% while it is below 20% for men.

By 2015, the total number of young Filipinos is expected to rise to 61 million; further boosting the supply of young people to the labor market.⁵⁷ According to DOLE, the youth's employment is likely to be informal or temporary and affording little or no social protection nor opportunities for training and career progression. This segment is seen to have higher risks of losing their jobs during economic downturn.

The government has six youth programs. And among others, there are initiatives to allow youth's participation in policy-making and program development, with particular emphasis on addressing their school-to-work transition; intensify career guidance advocacy and develop education curriculum that are responsive to industry needs; and encourage self-employment as a viable option for young people as they are known to be creative, dynamic and energetic.

Characteristics of the Working Age Population

Highest level attained and years of schooling in the population⁵⁸ (2010), Population 25+, Total and Female

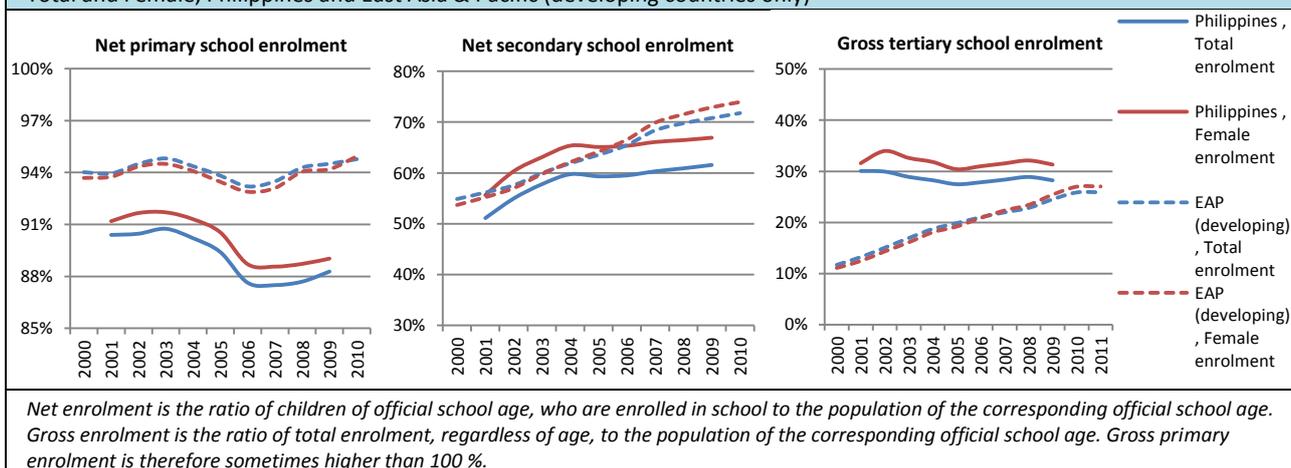


The Philippines has a very well educated population, with very few having no education, over half the population having at least begun secondary education, and over a fifth having a university degree. Rather uncommon for a developing country, women have

higher average years of education and more education than the total.

The graph above shows the educational attainment of all Filipinos above 25 years, therefore gives a glance of the human capital of the labour force.

Enrolment in Primary, Secondary and Tertiary schools (2000-2011)⁶⁰ Total and Female, Philippines and East Asia & Pacific (developing countries only)



Compared to other developing countries in East Asia and the Pacific, where enrolment rates are rising steadily, the Philippines has a lower enrolment into primary schools, and the enrolment rates have fallen since the early 2000s. Enrolment into secondary schools have stabilised at 60% from 2004, and

enrolment into tertiary schools at 30%, which has been considerably higher than the regional average. Notably, girls also have much higher enrolment rates in primary, secondary, and tertiary education.

Vocational training

Vocational Training (2011) ⁶¹		
Pupils in vocational training	Philippines	1,572,131
Ratio of pupils in vocational training to all pupils in secondary education	Philippines	28.7 %
	South-Eastern Asia	16.1 %
Ratio of pupils in vocational training out of 15-24 year olds	Philippines	10.4 %
	South-Eastern Asia	24.4 %

Data of vocational training in the Philippines is from TESDA. Ratio of pupils in vocational training to all pupils in secondary education in the Philippines covers an average in the period 2005-2009. Data from the South-Eastern Asia is from the World Bank's DataBank and an average on the period 2007-2011. Data of the 15-24 year olds is on average of the period 2005-2010 (UN data).

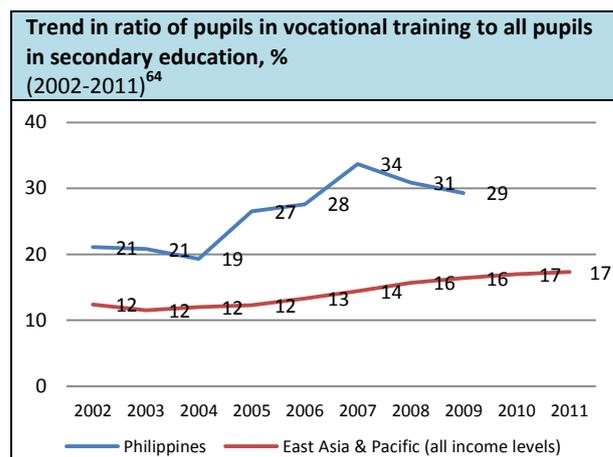
Since the creation of Technical Education and Skills Development Authority (TESDA) in 1994, the Technical Vocational Education and Training (TVET) System trained a total of 16.2 million graduates. By year, the peak of enrolment was in 2007 of 2.1 million students. The highest number of graduates was registered in 2009 with a total of 1.9 million students.⁶²

There are around 4,500 TVET private and public institutions/centers out of which 62% are in the private sector. More than 80% of the total enrolment in formal TVET was in the private sector. In 2009, a total of 1.7 million persons were trained. The public TVET providers included 121 TESDA Technology Institutes composed of 57 schools, 15 regional training centers, 45 provincial training centers and four specialized training centers. Other public TVET providers included state universities and colleges, as well as local colleges offering non-degree programs; DepEd supervised schools, local government units, and other government agencies providing skills training programs. It has also been estimated that 31% of firms offering formal training.⁶³

On average, the ratio of pupils in vocational training in secondary education is quite high of 29% in the Philippines. However, the TVET enrolment has experienced a decrease since 2007 relatively with the second education enrolment. It is noteworthy, though,

that the certification rate has increased significantly from 48% in 2005 to 84% in 2011.

The table below shows that the Philippines has a much higher ratio of pupils in vocational training to all pupils in secondary education in comparison with the East Asia and Pacific's average. On the other hand, the ratio of pupils in vocational training out of 15-25 years olds is high in South-Eastern Asia of 24%.



Recent data from 2013 demonstrate that six out of ten (62%) of graduates from technical vocational education and training courses secure a job within the first six months to one year after their graduation.⁶⁵

Trade unions have also offered vocational training programs. For example, the Trade Union Congress of Philippines (TUCP) runs a program, which is implemented in partnership with the government, is the TUCP Workers' College. The college provides free vocational courses and retraining opportunities so that trafficking victims can develop skills in professions where there is a demand for workers (e.g., in welding, housekeeping, accounting, call centers, etc.) and thereby facilitate their access to employment and their successful reintegration.⁶⁶

Social Protection

Public spending on social protection schemes (2012)		
Public social protection expenditure, excl. health	Peso	105 billion
	US\$	2.5 billion
	% of GDP ⁶⁷	1 %
	per capita, US\$	25.6
	of government expenditure, %	9 %
Public health care	% of GDP	0.6 %
Health social protection coverage	% of population	82 %
Trends in government expenditure in health	% changes per year (2007-2011)	2.3 %

Coverage of the Social Security Scheme ⁶⁸ (2012)		
	Members	Coverage
Employees	21,731,455	100+ % ** (2011)
Self-Employed	3,747,966	22.5 % (2011)
Voluntary	3,626,914	-
Membership share of labour force*	-	71.5 %
*Voluntary contributors also include overseas Filipino workers, which are not part of the labour force, therefore overestimating the coverage slightly.		
** ILO data gives 20.5 million waged employees in 2011, and SSS employee membership was 21.7 million in 2012.		

Social protection schemes in the Philippines are basically well defined in the formal sector. It has been estimated that one out of five (18%) of the labour force is active contributors to a pension scheme, i.e. in terms of both private sector employees and government workers with contributory social insurance schemes that covering industrial accident, health, old age, and death. The total health social protection coverage of the population was 82% in 2012, which is higher than the Asia and the Pacific's average as 58%.

The informal sector has no social insurance coverage, except for the self-employed, who contribute on a voluntary basis. The government occasionally launches programs that have social protection initiatives, such as rice price subsidy, labor-intensive public work schemes, and integrated community-level social assistance. An earlier estimation indicated that 14% of the workers from the informal economy are voluntarily enrolled with the national health scheme, i.e. PhilHealth.⁶⁹

The Social Security System (SSS)⁷⁰ is the main private social security system in the Philippines. All employers are required to be a member. SSS covers workers in the private sector, household services and seafarers. The SSS is also open for self-employed workers including workers in the informal sector, as well as voluntary coverage for overseas Filipino workers, non-working spouses and separated members. Employees pay 3.3% and employers 7.1% of gross earnings according to 29 income classes. Self-employed and voluntary members pay 10.4%.⁷¹

It is compulsory for public sector employees to be covered by the Government Service Insurance System (GSIS). GSIS provides old-age, disability and survivors pensions as well as hospitalisation support, burial benefits, educational assistance and loans.⁷²

The Philippines run two non-contributory social assistance programmes. One provides 500 pesos (US\$11) for vulnerable people above age 60. The other "4Ps" programs provide grants and educational subsidies for poor households with three or more children.⁷³ Several other social assistance schemes exist, including conditional cash transfers.⁷⁴ Overall, the social protection programs are few and dispersed as well as the total public social security coverage.

The ILO convention 183 on maternity leave protection has not been ratified. The Labour Code governs maternity leave, and several supplementary rules exist. Workers entitled to maternity leave have the right to two weeks before and four weeks after delivery. Government employees are entitled to 60 days. Wages are fully paid. The SSS pays the maternity benefits for workers covered by the Social Security Act. For others, the employer finances the benefits.⁷⁵

It has been assessed that although many poor are targeted, they are not efficiently implemented and not reaching sufficiently this most vulnerable population group. Formal social insurance is increasingly becoming financially unsustainable, which is challenged by badly managed investments, corruption, and payroll tax collection problems. In addition, weaknesses in the bargaining power of workers are also creating difficulties for targeting the social protection schemes.⁷⁶

General Economic Performance

Key Facts ⁷⁷ (2013 est.)				
GDP billion US\$	GDP per capita (PPP) (US\$)	GDP real growth (%)	Human Development Index (2012) ⁷⁸	Gini Index (2009)
272	4,700 165 of 229 countries	6.8	0.654 114 of 187 countries	44.8 42 of 141 countries
<p>The Human Development Index (HDI) measures the average of a long and healthy life, access to knowledge and a decent standard of living.</p> <p>This Gini Index is measured if income were distributed with perfect 'equality', the index would be zero; if income were distributed with perfect 'inequality', the index would be 100. In terms of the ranking, the first country has the highest inequality, while the number 136 has the highest equality.</p>				

Doing Business ⁷⁹	Control of Corruption	Government Effectiveness	Rule of Law
95 of 189 countries	-0.70 (2007) -0.58 (2012)	0.08 (2007) 0.08 (2012)	-0.47 (2007) -0.55 (2012)
<p>A high ranking on the Ease of Doing Business Index means the regulatory environment is more conducive to the start-up and operation of a local firm.⁸⁰</p> <p>The selected Governance Indicators cover the years 2007 and 2012 and ranging from -2.5 to 2.5; i.e. negative tendencies below the zero mean and unit standard deviation, score negative measurements.⁸¹</p>			

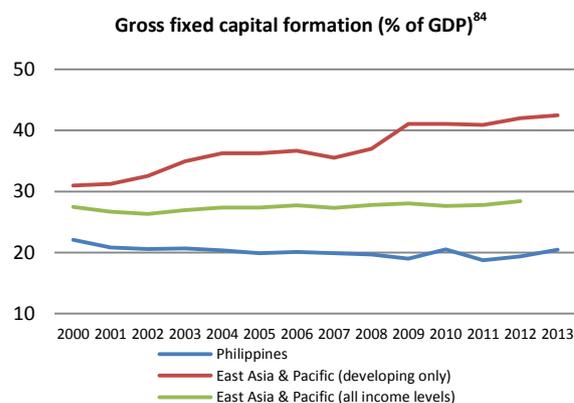
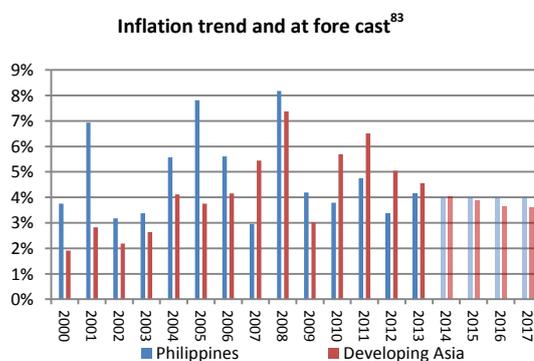
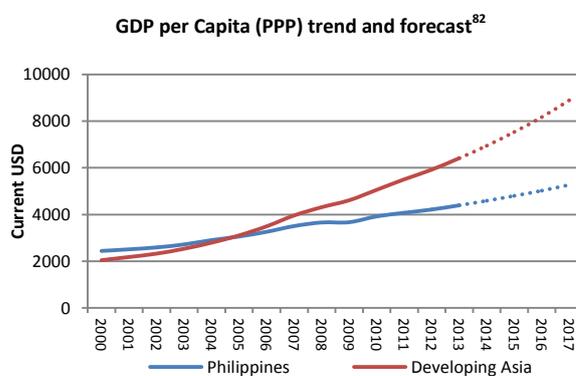
The Philippines has had a relatively solid economic growth on around 6% for the last decade. In later years, the country has also proven resilient to man-made and natural shocks, such as rising food and oil prices, recover after the global financial recession in 2007-2009, and typhoons. It is due to lower dependence on exports, relatively resilient domestic consumption, and large remittances. The growth has not led to poverty reduction, e.g. the country has not experienced ranking changes on the HDI in the period 2007-2012. This is also explained by the Gini Index, which shows that income inequalities are relatively high, ranking as the 42th highest inequality out of 141 countries.

The developing Asia region superseded the Philippines' economic growth based on the Purchasing Power Parity (PPP) in 2005. The industries have lost competitiveness and stalled, and so has job creation. High population growth is a major reason, but so are corruption and graft and an ineffective public sector.

Inflation has been fluctuating for the last decade, but has been comparable to the average of developing countries in Asia and below 5%.

Formation of productive capital and infrastructure is also lower than the rest of developing countries in East Asia and has been static on 20% of GDP.

The Doing Business index ranks the Philippines at a lower medium as 95 out of 189 countries, moving down on nine ranks since 2013/14. On the indicators, the Philippines scores highest on Getting Electricity and Resolving Insolvency, while Starting a Business and Protecting Minority Investors are low. The latter has improved, though; just as resolving insolvency. The Philippines has a good score on Government Effectiveness, but a low on Rule of Law and Control of Corruption.



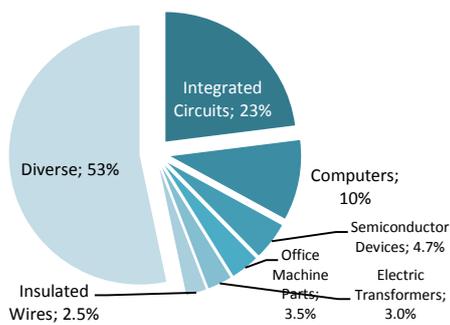
Trade

Trade and Foreign Direct Investment ⁸⁵ 2013 (est.)			
Exports	Imports	FDI flow (average 2008-12)	FDI Stock
48 billion US\$	64 billion US\$	2.1 billion US\$	33 billion US\$
17 % of GDP	24 % of GDP	1 % of GDP	12 % of GDP

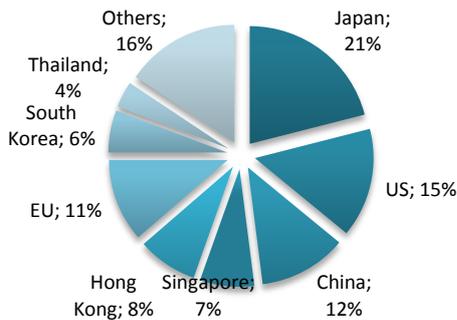
The Philippines is relative open for foreign markets. With an export of 17% and imports of 24% of GDP, trade plays a medium role in the country’s economy, and the balance of trade is rather well. Exports had a setback in 2009, due to the global financial crisis, but have since recovered. An average of exports and imports of goods and services on annual percentage growth in the period 2008-2012 are 3.3% and 4.1%, respectively.

The strong exporting sector is dominated by manufacture in electrical consumer goods. These goods are exported both to western countries as well as Asian countries giving the Philippines several trade partners; and exports to China have increased significantly. The manufacturing sectors require some skills among workers and can generate skills that could migrate into other industries, both of which can be the source for better jobs.⁸⁶

Products share of exports (2012)⁸⁷



Philippines' main export markets (2013)⁸⁸



Trade agreements

The Philippines benefits from the United States’ Generalised System of Preferences (GSP). The system is a unilateral trade benefit from the U.S. government, allowing duty and quota free access for some products. A country can be removed if it is violating or do not take steps to uphold the ILO Core Labour Standards. Each country is reviewed annually, by the U.S. government. The Philippines is one of the largest exporters under the U.S. GSP arrangement.⁸⁹

Currently, a case filed by the International Labor Rights Forum is examining the Philippines in relation to GSP. The accusations are that trade unionists leaders continue to suffer from murder, disappearances, torture, violence, intimidation harassment, and arbitrary arrest. Furthermore, the Philippines’ government continues to implement labor laws and regulations intended to deprive workers of their rights to organize.⁹⁰

It is expected that the Philippines will be approved to benefit from the EU’s unilateral GSP+ special incentive arrangement per December 2014, which allows duty and quota free access for most products.⁹¹ The GSP+ legislation has been reformed to expand the criteria’s of export sector composition that a country needs to fulfil to benefit from GSP+, making the Philippines eligible.

Also in terms of access to the Association of Southeast Asian Nations (ASEAN) markets, the country has increased market access to goods and services through the free trade agreements (FTAs) with China, Japan, Korea, Australia, New Zealand, and India.

Special Economic Zones (SEZ)

Labor laws apply uniformly throughout the country, including in the Special Economic Zones (SEZs). The Philippine has had SEZ since 1967, when free ports of entry were established in the province of Bataan.⁹² Currently they are governed by the Philippines Economic Zones Authority (PEZA), established in 1994.⁹³

According to TUCP,⁹⁴ there are about 1,900 firms in the Export Processing Zones, whereas only 10% of these are organised and formally registered and 5% have certified bargaining agents. Two percentages of the estimated 750,000 workers in the EPZ are covered by collective bargaining agreements. According to an ILO survey from 2007,⁹⁵ the EPZ contributed with 60% of the country's exports. They therefore contribute to large parts of the Philippines industrial sector and have created many jobs.

Along with five other cases from around the world, two cases from the Philippines were raised by the Committee on Freedom of Association at ILO's Governing Body in June 2012 as the most extremely serious or urgent cases. One case concerns allegations of an unofficial "no unions, no strike" policy by the

PEZA. Various anti-union measures, including violent measures, used both by employers and the state agencies such as PEZA and security forces, to deter unions and unionised workers from the SEZ. The case is still followed-up by ILO's Governing Body. Among others, the ILO's Committee on Freedom of Association assessed the allegations of anti-union discrimination in the form of illegal dismissals of trade union members in various EPZ enterprises. The Committee continues to requests the Government to carry out independent investigations of accused dismissals, if it finds that they constitute anti-union acts, to take measures to ensure the reinstatement of the workers concerned without delay.⁹⁶

Trade union organizing in these SEZ is difficult in the Philippines. Reports show that government security forces have been stationed close to SEZs to discourage organizing by intimidating workers and barring union representatives from entering. There are reports of several forms of anti-union discrimination and employer interference, including replacement of trade unions by non-independent company unions, dismissals and blacklisting of activists.⁹⁷

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- ⁹² [ILO, Working Paper No. 77, Remedio, Export processing zones in the Philippines: A review of employment, working conditions and labour relations, 1996](#)
- ⁹³ <http://www.peza.gov.ph>
- ⁹⁴ [ILO, ACTRAV, Country Report – The Philippines, TUCP](#)
- ⁹⁵ [ILO database on export processing zones \(revised\), 2007](#)
- ⁹⁶ [ILO, Governing Body, 319th Session, Geneva, 16-31 October 2013](#)
- ⁹⁷ [Play Fair, Fair Games: Human rights of workers in Olympic 2012 supplier factories, 2012](#)