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Decent Work in the Philippines Statistics on Combining Work, Family and Personal Life (Fifth of a series)



The International Labor Organization (ILO) in its advocacy to promote the Decent Work Agenda describes decent work as "integral to efforts to reduce poverty and is a key mechanism for achieving equitable, inclusive and sustainable development. Decent work involves opportunities for work that is productive and delivers a fair income, provides security in the workplace and social protection for workers and their families, and gives people the freedom to express their concerns, to organize and to participate in decisions that affect their lives". (ILO, Country Profile, 2012, Preface)

During the UN General Assembly in September 2015, decent work and the four pillars of the Decent Work Agenda became integral elements of the new 2030 Agenda for Sustainable Development. Specifically, Goal 8 of the 2030 Agenda for Sustainable Development Goals (SDGs) calls for the promotion of sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. (ILO, Decent Work – Decent Work and the SDG)

In September 2008, the ILO adopted a framework of Decent Work Indicators that was presented to the 18th International Conference of Labor Statisticians in December 2008. The Governing Body endorsed the proposal to test the framework by developing Decent Work Country Profiles to pilot countries that include the Philippines which was later made possible through the project "Monitoring and Assessing Progress on Decent Work" (MAP) in 2012, with funding from the European Union.

The statistical measurement framework on decent work covers ten (10) substantive elements corresponding to the four (4) strategic pillars of the Decent Work Agenda, namely: employment opportunities; adequate earnings and productive work; decent hours; combining work, family and personal life; work that should be abolished; stability and security of work; equal opportunity and treatment in employment; safe work environment; social security; and, social dialogue, workers' and employers' representation. These elements of decent work were analyzed in the economic and social context to help determine what constitute decency in society as well as the extent to which the achievement of decent work enhances national economic, social and labor market performance. (ILO, Country Profile, 2012)

To facilitate efficient monitoring and assessment of progress towards decent work in the country, the Philippines through the Philippine Statistics Authority (PSA) maintains the Decent Work Statistics Philippines (DeWS-Philippines), a one-stop web-based portal for decent work statistics to widen awareness on decent work among policymakers, labor organizations and employers, researchers and the general public as well.

This issue of LABSTAT Updates presents statistics on one of the elements of decent work which is Combining Work, Family and Personal Life specifically focusing on the three (3) indicators used to measure decent work in the Philippines from 1995 to 2015. The Labor Force Survey (LFS) of the (PSA) is the major source of data used in this report. Related tables and metadata can be downloaded at the DeWS-Philippines website at www.psa.gov.ph.

Combining Work, Family and Personal Life

- One of the requisites of decent work is that a worker can be able to balance his work, family and personal life as these are important aspects of an individual's life.
- However, combining work, family and personal life requires a lot of effort as workers are "faced with competing demands and tradeoffs" between attending to family responsibilities and work. According to the ILO's R165 – Workers with Family Responsibilities Recommendation 1981 (No. 165) "many of the problems facing all workers are aggravated in the case of workers with family responsibilities" and that there is "a need to improve

their conditions both by measures responding to their special needs and by measures designed to improve the conditions of workers in general.”

- Further, as Dr. Bila Sorj has stated in the Conditions of Work and Employment Series No. 8 - Reconciling Work and Family: Issues and Policies in Brazil, reconciling work and family “raises two questions: on the one hand, how working conditions can be adapted to help workers fulfill their family responsibilities; and on the other hand, how can family responsibilities of men and women be made more compatible with employment so that these responsibilities are not the source of discrimination in the labour market.”
- In the Philippines, aside from the leave benefits mandated by law (maternity leave, paternity leave and parental leave for solo parents) that addresses the issue, there are establishments that implement programs to ensure that their workers may enjoy a balanced work life, as shown by the results of the 2010/2011 Bureau of Labor and Employment Statistics Integrated Survey (BITS).
- Some of these programs were cited in the International Labor Office, Decent Work Country Profile: The Philippines which include the implementation of flexible work schedule; compressed workweek; work and family programs; conduct of seminars on balancing work; as well as allowing children to be brought to the workplace where childcare facilities are available, among others. It was also mentioned that statutory leave arrangements are being allowed such as: use of leave benefits to attend to urgent family concerns; extended maternity leaves; extended paternity leaves; flexible holiday schedule; and time-off in lieu of extra hours worked; career break; and study leave.
- Recently, Senate Bill 1305 or the “Expanded Maternity Leave Law” was

passed by the Senate which will grant 120 days of maternity leave to expectant mothers among other provisions. The bill, if enacted into a law, will provide more time for working mothers to take care of their newborn, especially if they are breastfeeding, as well as attend to other chores/ activities having a new addition to the family may entail.

- There are three statistical proxy indicators used to measure combining work, family and personal life, as the indicators identified by the ILO for this area are not available in the Philippines. These are (1) economically inactive due to household/family duties; (2) employed who are married; and (3) employed who are household heads.

1. ECONOMICALLY INACTIVE DUE TO HOUSEHOLD/FAMILY DUTIES

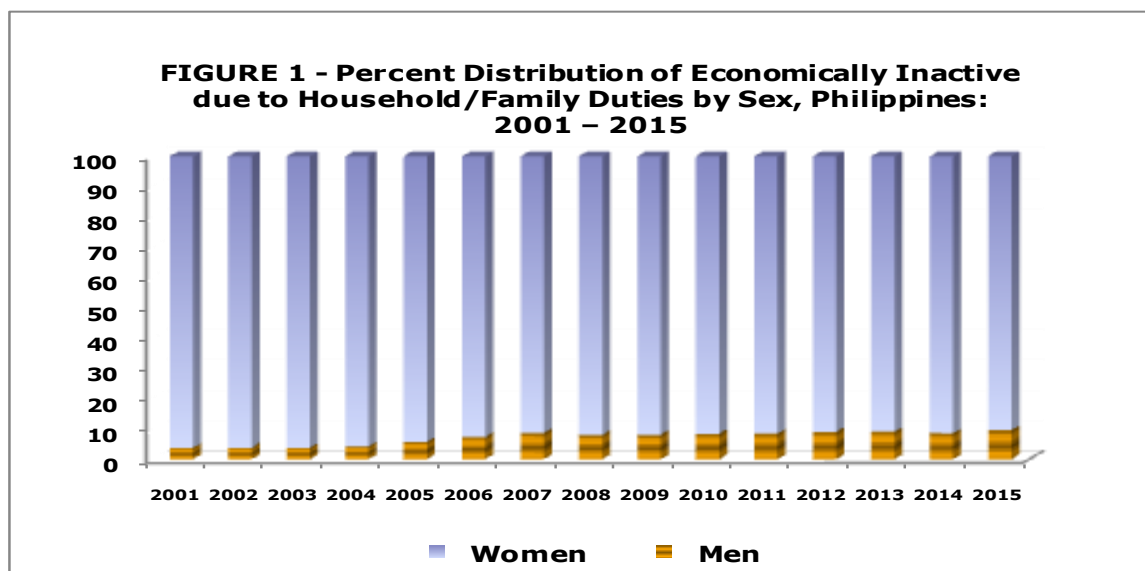
- Economically inactive persons due to household/family duties pertain to those who quit their jobs or opt to stay at home rather than find a job to give more time and importance to their family. They may do household chores; take care of children and/or elderly members of the family. For women, this may include child bearing.

1.1 Percent Distribution of Economically Inactive Persons Due to Household/Family Duties

- In 2015, 10.502 million people were economically inactive due to household or family duties. This was higher by 35.2 percent (2.737 million) from the 7.765 million recorded in 1995, or an average annual growth rate of 1.8 percent in a span of 20 years. (*Table 1*)
- Nine out of ten (90.4% or 9.499 million) of the economically inactive in 2015 were women. This meant a decline of 6.8 percentage points compared to 97.2 percent share in 1995. Consequently, the share of

men to total economically inactive showed an increasing trend over the

years (from 2.8% in 1995 to 9.6% in 2015). (Table 1 and Figure 1)

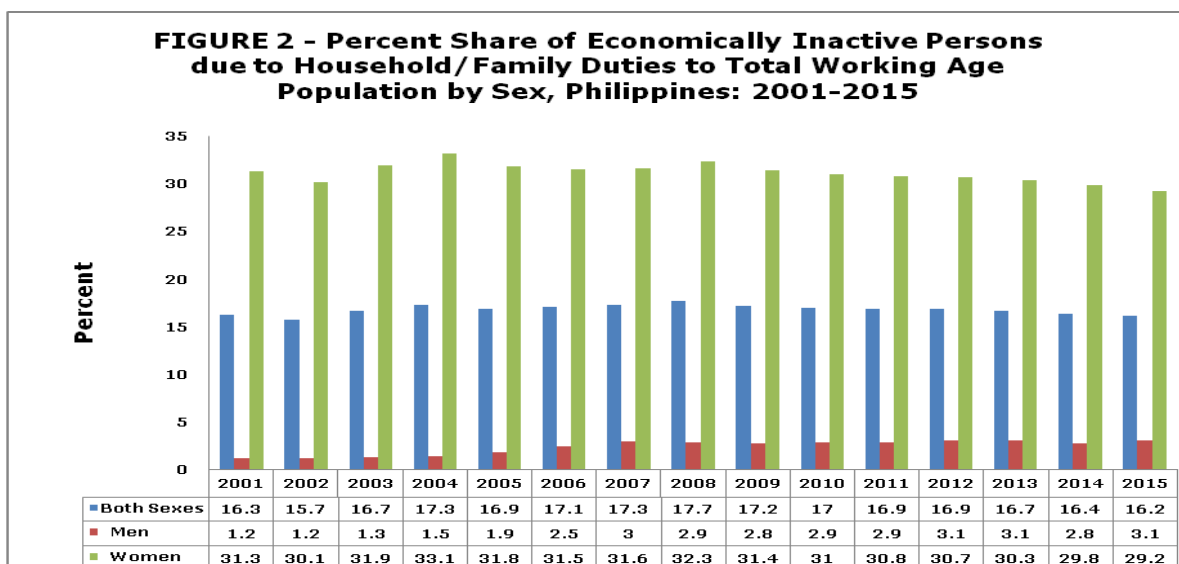


Source: Philippine Statistics Authority, Labor Force Survey.

- By age group, about two-thirds of the economically inactive from 1995 (64.7%) to 2015 (65.0%) were in the prime working age (those belonging to the 25-54 years old), the age when child bearing and rearing, especially for women, occur. (Table 1)
- Further, the youth (15-24 years old) comprised 20.9 percent of the economically inactive in 2015, a slight increase from the 17.1 percent share in 1995 while those aged 55 and over registered a decline of 4.2 percentage points from 18.2 percent in 1995 to 14.0 percent in 2015.

1.2 Percent Share of Economically Inactive Due to Household/Family Duties to Total Working Age Population

- The number of inactive persons engaged in household responsibilities as percent of the total working age population (persons aged 15 years and over) or the inactivity rate, ranged from 15.7 percent (2002) to 18.0 percent (1995). In 2015, its rate was recorded at 16.2 percent, lower by 1.8 percentage points from its rate in 1995. (Table 2 and Figure 2)



Source: Philippine Statistics Authority, Labor Force Survey.

- The economic inactivity rate of women due to household/family duties was much higher than that of men. Moreover, the rate of women exhibited a declining trend from 1995 (35.0%) to 2015 (29.2%) while, that of men showed an upward trend, though at a slower pace, from 1.0 percent (1995) to 3.1 percent (2015). (Table 2)
- By age, the inactivity rate of those belonging to the prime working age was highest among age groups at 22.2 percent in 1995 and a lower rate of 19.3 percent in 2015. A decline was also observed among those aged 55 and over (from 20.1% to 14.8%). However, the youth (15-24 years old), though showing a fluctuating trend, posted a 1.4 percentage points increase at 11.3 percent rate in 2015 (from only 9.9% in 1995).

2. EMPLOYED PERSONS WHO ARE MARRIED

- The indicator *employed persons who are married* is an indication of the additional burden to the working individual with the family responsibilities he/she had to attend to/shoulder that can affect in balancing work, family and personal life.

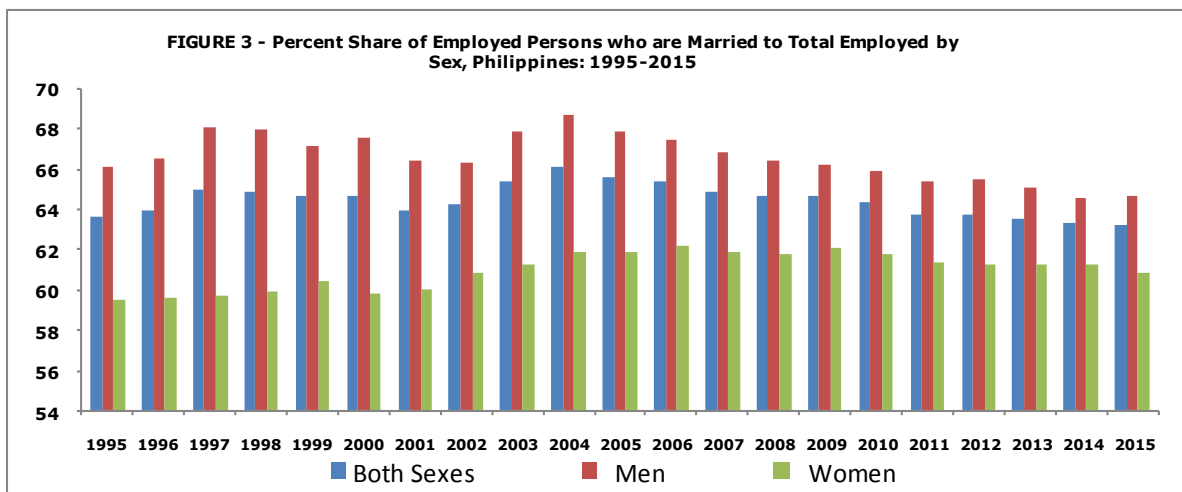
2.1 Percent Distribution of Employed Persons who are Married

- The number of employed persons who were married in 2015 was placed at 24.481 million, an increase of 50.0 percent (8.122 million) compared to the 16.359 million in 1995, or an average annual growth rate of 2.5 percent in 20 years. (Table 3)

- In 2015, men comprised 61.8 percent of the total employed who are married, a decline of 4.2 percentage points from 66 percent in 1995. Correspondingly, the share of women went up from 34 percent in 1995 to 38.2 percent in 2015. This shows that married women are increasingly joining the work force while the share of employed married men is decreasing.
- By age group, about four out of five (ranging from 78.1% in 2002 to as much as 80.4% in 2006) of the total married employed persons were in the prime working age. In 2015, said age group comprised 78.8 percent of the total employed.
- Relative to 1995, the share of those belonging to the 15-24 age group slightly went up by 1.4 percentage points (3.6% vs. 5.0%) while those in the 55 and over age group diminished by 1.8 percentage points (18.0% vs. 16.2%) in 2015.

2.2 Percent Share of Employed Persons who are Married to Total Employed

- Employed married persons comprised 63 to 66 percent of the total employed (roughly two out of three employed were married). In 2015, the figure stood at 63.2 percent. (Figure 3)
- Of the total employed from 1995 to 2015, about 65 to 69 percent of male workers and 60 to 62 percent of female workers were married. Minimal changes were observed on the trend of the two indicators during the entire reference period.



Source: Philippine Statistics Authority, Labor Force Survey.

- Most of the employed persons belonging to the age groups 25-54 and 55 and over, ranging from 74 percent to 80 percent were married. In 2015, the shares to total employed have decreased by 5.4 percentage points for those in the prime working age (from 79.1% in 1995 to 73.7% in 2015) and 3 percentage points for those aged 55 and over (from 77.8% to only 74.8%). (Table 4)
- Meanwhile, in 1995, there was about one out of 10 (10.3%) employed youth who was married. The proportion rose to 16.7 percent (or one out of six employed) in 2015.

3. EMPLOYED PERSONS WHO ARE HOUSEHOLD HEADS

- This is another indicator that shows additional load to the employed as the household heads also have to be responsible for the organization and care of the household. He/she may have to make decisions for the entire household and/or to provide for the needs of the family.

3.1 Percent Distribution of Employed Persons who are Household Heads

- The number of employed persons who were household heads reached 15.001 million in 2015. This meant a gain of 33.1 percent (3.734 million) from 11.267 million in 1995 or an

average yearly growth of 1.7 percent. (Table 5)

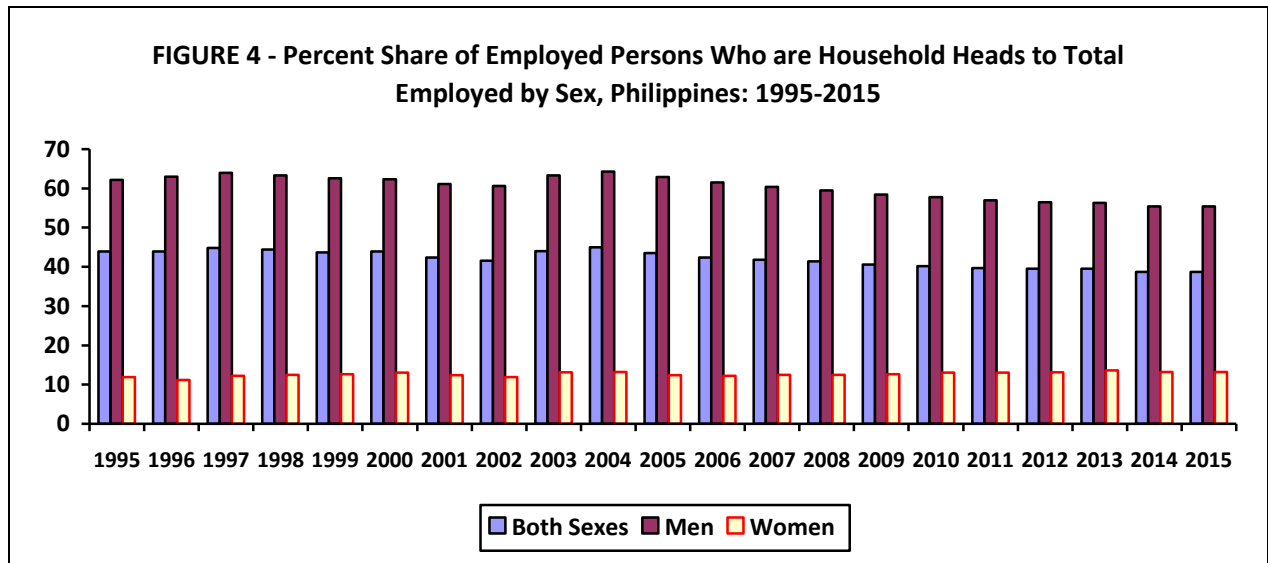
- Majority of the total employed persons who were household heads were men, accounting for 86.5 percent of the total in 2015 from 90.1 percent in 1995.
- The 3.6 percentage points decline in the share of employed men who were household heads translated to gains of women’s share which went up from 9.9 percent in 1995 to 13.5 percent in 2015.
- By age group, about three-fourths (74.2% in 1995 to 73.7% in 2015) of the total employed household heads were in the 25-54 age bracket, while the 55 or more age group accounted for about one fourth (24.5% in 1995 to 24.4% in 2015). The youth sliced more or less two percent share of the total.

3.2 Percent Share of Employed Persons who are Household Heads to Total Employed

- There was a fluctuating trend on the share of employed household heads to total employed from 1995 to 2004. However, continuous decline occurred thereafter until 2015. The share registered at 38.7 percent in 2015 was lower by 5.2 percentage points from the 43.9 percent in 1995. (Figure 4)

- More than 50 percent of employed men were household heads (62.2% in 1995 to 55.4% in 2015) while more than ten percent (11.9 percent in 1995 to 13.2% in 2015) of the total women workers were household

heads. Over the years, the share of working men who are household heads to total employed was declining while that of the women was steadily increasing. (Figure 4)



Source: Philippine Statistics Authority, Labor Force Survey.

- About seven out of ten employed aged 55 and over were household heads (72.9% in 1995) while those in the prime working age posted a share of more than half (51.5% in 1995). These proportions have diminished in 2015 by 3.9 percentage points for 55 and over age group and 9.3 percentage points for 25 – 54 age group. (Table 6)
- Meanwhile, an ascending trend was observed among the youth as their share to total employed household heads posted a 1.3 percentage point increase from 1995 to 2015.
- Meanwhile, there seems to be a reversal of roles between women and men, though at a very slow pace. Data showed that there was an increase in the percent share of men to the economically inactive due to household/family duties. On the other hand, a declining trend on the share of employed men who are married and who are household heads was noted.
- Further, the data showed that those in the 15-24 age group are getting a bigger role in the scheme of things as their proportion among those economically inactive are increasing. Their share in married employed persons as well as those employed who are household heads is likewise rising. This is an indication that the share of youth being encumbered with earning for the family at the same time doing household chores (employed who are married) and/or making decisions for the family (employed who are household heads) is gradually increasing.

4. CONCLUSION

- It can be deduced that due to the increasing cost of living, women participation in the labor market has been on the rise to help augment the family income. Moreover, women now have better access to higher education thus affording them to avail of expanding employment opportunities in the market.

Metadata of Statistical Indicators on Combining Work, Family and Personal Life

Indicator	Disaggregation	Description and Technical Notes	Data Source	Remarks
Economically inactive due to household/family duties	Total, men, women; Age group: 15-24, 25-54, 55+	Ages: 15 +; Based on current status (past 7 days). Indicator defined as: <i>Total persons who did not look for work due to household/family duties as a percentage share of total working age population.</i>	PSA, LFS	
Employed who are married	Total, men, women; Age group: 15-24, 25-54, 55+	Ages: 15 +; Based on current status (past 7 days). Indicator defined as: <i>Total employed who are married as a percentage share of total employed.</i>	PSA, LFS	
Employed who are household heads	Total, men, women; Age group: 15-24, 25-54, 55+	Ages: 15 +; Based on current status (past 7 days). Indicator defined as: <i>Total employed who are heads of households as a percentage share of total employed.</i> Household head - adult member of the household who is responsible for the care and organization of the household or the one who is regarded as such by the members of the household. The following may be considered as the household head: 1. one who is responsible for the care and organization of the household; 2. one who makes the final decision even if he/she does not contribute to the finances of the household; 3. the oldest member of the household and is regarded as the household head; and 4. the household member who is now working abroad as an Overseas Filipino Worker and is still regarded as the household head.	PSA, LFS	

References:

1. *Philippine Statistics Authority Decent Work Statistics (DeWS) – Table 5 Combining Work, Family and Personal Life (Philippine database)*. Retrieved from http://labstat.psa.gov.ph/dews/Resources/Summary/ELEMENT%205_summary.pdf
2. *International Labour Organization, Decent Work Indicators - Guidelines for producers and users of statistical and legal framework indicators, September 2013*. (<http://labstat.psa.gov.ph/dews/>)
3. *International Labor Office, Decent Work Country Profile: The Philippines– Geneva: ILO, 2012*.
4. *R165 – Workers with Family Responsibilities Recommendation, 1981 (No. 165) – ILO* http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:R165
5. *Supporting Workers with Family Responsibilities - Connecting Child Development and the Decent Work Agenda. UNICEF/ILO Working Paper presented at the Annual Ministerial Review of the High-Level Segment of Economic and Social Council, New York, 2–9 July 2012 (Foreword)* (http://www.ilo.org/wcmsp5/groups/public/---dgreports/---integration/documents/publication/wcms_217181.pdf)
6. *Conditions of Work and Employment Series No. 8 - Reconciling work and family: Issues and policies in Brazil, Dr. Bila Sorj, Universidade Federal do Rio de Janeiro (Preface)* (http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---travail/documents/publication/wcms_travail_pub_8.pdf)

FOR INQUIRIES

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Regarding other statistics, contact **KNOWLEDGE MANAGEMENT AND COMMUNICATIONS DIVISION** at 462-6600 local 834

Or visit our website at <http://www.psa.gov.ph>

**TABLE 1 – Percent Distribution of Economically Inactive due to Household/Family Duties by Sex and Age Group, Philippines: 1995 - 2015
(In Percent)**

INDICATOR	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Economically Inactive due to Household/Family duties (000)	7,765	-	-	-	8,102	-	7,985	7,900	8,627	9,202	9,197	9,437	9,814	10,222	10,177	10,314	10,449	10,670	10,718	10,493	10,502
Percent Distribution of Economically Inactive due to Household/Family duties																					
SEX	100.0	-	-	-	100.0	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Men	2.8	-	-	-	3.6	-	3.8	3.8	3.8	4.2	5.7	7.4	8.7	8.1	8.1	8.4	8.5	9.0	9.1	8.6	9.6
Women	97.2	-	-	-	96.4	-	96.2	96.2	96.2	95.8	94.3	92.6	91.3	91.9	91.9	91.6	91.5	91.0	90.9	91.4	90.4
BY AGE GROUP	100.0	-	-	-	100.0	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
15-24 years old	17.1	-	-	-	18.3	-	17.0	17.3	17.8	19.9	19.7	21.6	22.1	21.9	21.5	21.5	21.7	22.3	21.8	21.5	20.9
25-54	64.7	-	-	-	63.7	-	64.5	64.3	64.5	65.1	66.3	65.6	64.7	64.5	64.7	64.9	64.4	64.1	64.6	64.5	65.0
55+ ^a	18.2	-	-	-	18.0	-	18.5	18.5	17.7	15.1	14.0	12.8	13.3	13.5	13.9	13.6	13.9	13.6	13.6	14.1	14.0

Notes: 1. Details may not add up to totals due to rounding.

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

a Includes persons with age not reported.

Source of data: Philippine Statistics Authority, Labor Force Survey.

**TABLE 2 – Percent Share of Economically Inactive due to Household/Family Duties to Total Working Age Population by Sex and Age Group, Philippines: 1995 - 2015
(In Percent)**

INDICATOR	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Total Working Age Population (000)	43,156	44,599	44,658	45,964	47,270	48,587	48,929	50,344	51,793	53,144	54,388	55,230	56,565	57,848	59,237	60,717	61,882	62,985	64,173	64,033	64,936
Economically Inactive due to Household/Family Duties, as Percent of Total Working Age Population	18.0	-	-	-	17.1	-	16.3	15.7	16.7	17.3	16.9	17.1	17.3	17.7	17.2	17.0	16.9	16.9	16.7	16.4	16.2
SEX																					
Men	1.0	-	-	-	1.2	-	1.2	1.2	1.3	1.5	1.9	2.5	3.0	2.9	2.8	2.9	2.9	3.1	3.1	2.8	3.1
Women	35.0	-	-	-	32.9	-	31.3	30.1	31.9	33.1	31.8	31.5	31.6	32.3	31.4	31.0	30.8	30.7	30.3	29.8	29.2
BY AGE GROUP																					
15-24 years old	9.9	-	-	-	10.5	-	9.1	9.0	9.8	11.4	11.1	12.0	12.5	12.7	12.2	12.2	12.2	12.6	12.1	11.7	11.3
25-54	22.2	-	-	-	20.2	-	19.9	19.1	20.1	20.5	20.5	20.4	20.5	20.8	20.3	20.2	19.9	19.9	19.8	19.3	19.3
55+ ^a	20.1	-	-	-	19.2	-	18.1	17.1	18.3	17.5	15.7	15.2	15.8	16.1	15.8	15.0	15.3	15.1	14.8	15.0	14.8

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

a Includes persons with age not reported.

Source of data: Philippine Statistics Authority, Labor Force Survey.

**TABLE 3 – Percent Distribution of Employed Persons who are Married by Sex and by Age Group, Philippines: 1995 - 2015
(In Percent)**

INDICATOR	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Number of Employed who are Married (000)	16,359	17,397	17,129	17,296	17,940	17,761	18,654	19,321	20,037	20,921	21,196	21,351	21,797	22,055	22,671	23,191	23,747	23,997	24,231	24,469	24,481
Percent Distribution of Employed who are Married																					
SEX	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Men	66.0	65.7	66.0	65.7	64.7	65.5	63.9	63.0	64.0	64.6	63.8	63.2	63.0	63.2	62.6	62.4	62.2	62.3	62.2	61.7	61.8
Women	34.0	34.3	34.0	34.3	35.3	34.5	36.1	37.0	36.0	35.4	36.2	36.8	37.0	36.8	37.4	37.6	37.8	37.7	37.8	38.3	38.2
BY AGE GROUP	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
15-24 years old	3.6	4.7	4.8	4.3	4.1	3.9	3.7	3.7	4.6	5.3	4.7	4.6	4.4	4.2	4.3	4.4	4.6	4.9	5.0	5.1	5.0
25-54	78.4	78.4	79.0	78.7	78.6	78.8	78.4	78.1	78.4	79.3	79.5	80.4	80.2	80.1	79.8	79.3	79.1	79.1	79.0	78.8	78.8
55+ ^a	18.0	16.9	16.1	17.0	17.4	17.3	17.9	18.2	17.0	15.4	15.9	15.0	15.4	15.7	15.9	16.3	16.2	16.0	16.0	16.1	16.2

Notes: 1. Details may not add up to totals due to rounding.

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

a Includes persons with age not reported.

Source of data: Philippine Statistics Authority, Labor Force Survey.

**TABLE 4 – Percent Share of Employed Persons who are Married to Total Employed by Sex and by Age Group, Philippines: 1995 - 2015
(In Percent)**

INDICATOR	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Total Employed (000)	25,677	27,186	26,365	26,631	27,742	27,452	29,156	30,062	30,635	31,613	32,313	32,636	33,560	34,089	35,061	36,035	37,192	37,600	38,118	38,651	38,741
Employed who are Married, as Percent of Total Employed																					
SEX	63.7	64.0	65.0	64.9	64.7	64.7	64.0	64.3	65.4	66.2	65.6	65.4	64.9	64.7	64.7	64.4	63.8	63.8	63.6	63.3	63.2
Men	66.2	66.6	68.1	68.0	67.2	67.6	66.5	66.4	67.9	68.8	67.9	67.5	66.9	66.5	66.3	66.0	65.4	65.5	65.1	64.6	64.7
Women	59.5	59.6	59.7	59.9	60.4	59.8	60.0	60.9	61.3	61.9	61.9	62.2	61.9	61.8	62.1	61.8	61.4	61.3	61.3	61.3	60.9
BY AGE GROUP																					
15-24 years old	10.3	13.4	14.4	13.2	12.8	12.5	11.7	11.9	15.1	17.3	15.5	15.0	14.5	14.1	14.6	14.8	15.2	16.0	16.4	16.5	16.7
25-54	79.1	78.9	79.5	79.0	78.4	78.2	77.9	77.6	78.4	79.1	78.4	78.4	77.6	77.0	76.7	75.9	75.7	75.4	74.8	74.5	73.7
55+ ^a	77.8	77.6	77.2	77.6	77.1	76.2	76.1	76.4	76.3	75.9	76.2	76.1	76.1	75.9	75.7	75.8	75.5	75.3	74.9	75.2	74.8

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

a Includes persons with age not reported.

Source of data: Philippine Statistics Authority, Labor Force Survey.

**TABLE 5 – Percent Distribution of Employed Persons who are Household Heads by Sex and by Age Group, Philippines: 1995 - 2015
(In Percent)**

INDICATOR	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Number of Employed who are Household Heads (000)	11,267	11,938	11,820	11,827	12,125	12,039	12,354	12,493	13,491	14,211	14,071	13,838	14,030	14,102	14,227	14,504	14,765	14,849	15,064	14,965	15,001
Percent Distribution of Employed who are Household Heads																					
SEX	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Men	90.1	90.6	89.9	89.5	89.1	88.9	88.7	88.8	88.6	88.9	89.1	88.9	88.4	88.4	87.9	87.4	87.1	87.0	86.5	86.5	86.5
Women	9.9	9.4	10.1	10.5	10.9	11.1	11.3	11.2	11.4	11.1	10.9	11.1	11.6	11.6	12.1	12.6	12.9	13.0	13.5	13.5	13.5
BY AGE GROUP	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
15-24 years old	1.4	2.5	2.6	2.0	1.8	1.5	1.2	1.1	2.6	3.1	2.5	2.0	1.7	1.6	1.7	1.6	1.8	1.9	2.0	2.0	1.9
25-54	74.2	74.6	75.6	75.0	74.4	74.3	73.7	73.1	74.0	75.7	75.5	76.7	76.3	75.9	75.1	74.5	74.2	74.4	74.2	74.1	73.7
55+ ^a	24.5	22.9	21.8	23.0	23.8	24.2	25.1	25.8	23.4	21.2	22.0	21.3	22.0	22.5	23.2	23.9	24.0	23.8	23.8	24.0	24.4

Notes: 1. Details may not add up to totals due to rounding.

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

a Includes persons with age not reported.

Source of data: Philippine Statistics Authority, Labor Force Survey.

**TABLE 6 – Percent Share of Employed Persons who are Household Heads to Total Employed by Sex and by Age Group, Philippines: 1995 - 2015
(In Percent)**

INDICATOR	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Total Employed (000)	25,677	27,186	26,365	26,631	27,742	27,452	29,156	30,062	30,635	31,613	32,313	32,636	33,560	34,089	35,061	36,035	37,192	37,600	38,118	38,651	38,741
Employed who are Household Heads, as Percent of Total Employed																					
SEX	43.9	43.9	44.8	44.4	43.7	43.9	42.4	41.6	44.0	45.0	43.5	42.4	41.8	41.4	40.6	40.2	39.7	39.5	39.5	38.7	38.7
Men	62.2	63.0	64.0	63.3	62.6	62.3	61.1	60.6	63.3	64.3	62.9	61.5	60.4	59.5	58.4	57.8	57.0	56.5	56.3	55.4	55.4
Women	11.9	11.2	12.2	12.5	12.6	13.0	12.4	11.9	13.1	13.2	12.4	12.2	12.5	12.5	12.6	13.0	13.0	13.1	13.6	13.2	13.2
BY AGE GROUP																					
15-24 years old	2.7	4.9	5.4	4.1	3.7	3.2	2.5	2.3	5.8	7.0	5.4	4.3	3.7	3.5	3.5	3.5	3.7	3.8	4.1	3.9	4.0
25-54	51.5	51.6	52.5	51.5	50.2	50.0	48.5	47.0	49.9	51.3	49.5	48.5	47.6	46.6	45.4	44.6	44.1	43.9	43.7	42.8	42.2
55+ ^a	72.9	72.1	71.9	71.7	71.5	72.1	70.7	69.9	70.7	70.8	70.2	69.9	69.7	69.8	69.3	69.5	69.3	69.1	69.1	68.5	69.0

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

a Includes persons with age not reported.

Source of data: Philippine Statistics Authority, Labor Force Survey.