



International
Labour
Organization



Employers Confederation
of the Philippines



PBCWE
PHILIPPINE BUSINESS COALITION
FOR WOMEN EMPOWERMENT

INVESTING IN WOMEN
SMART ECONOMICS
AN INITIATIVE OF THE AUSTRALIAN GOVERNMENT



Key Insights from the Business Case for Change and D&I Survey Results

12 August 2021



Impact of COVID-19 on private sector employees in the Philippines – update

The Philippine Business Coalition for Women Empowerment and Investing in Women commissioned surveys of 300 men and 300 women employees, aged 18 to 60, from large private sector firms in the Philippines. Following the first survey in May 2020, which examined the initial impacts of COVID-19 on employees, the repeat survey in December 2020 sought to understand how the pandemic was affecting employees after almost a year of living with COVID-19.

Key findings

The COVID-19 pandemic continues to have a significant impact on private sector employees in the Philippines:

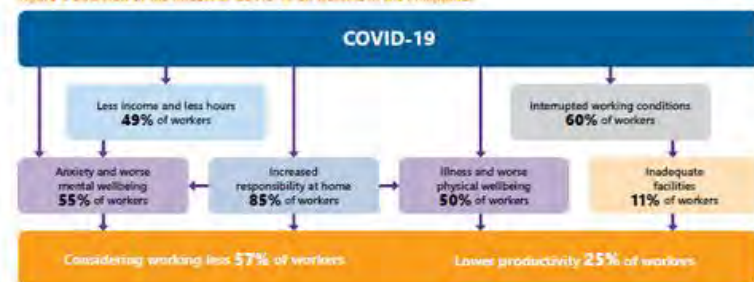
- Workers' productivity has continued to recover since the early impacts of the pandemic. However, in the December 2020 survey, 25% of workers still reported lower productivity compared with the pre-pandemic situation, and 57% were considering working less, as a result of the negative impacts they have experienced.
- Over half (55%) of workers reported worse mental wellbeing, and 50% of workers reported worse physical wellbeing, both increases compared with the May 2020 survey. Older workers reported more resilient mental and physical health than younger employees.
- Employees attributed these negative impacts mostly to anxiety about the situation, financial and family concerns, as well as exhaustion for women from increased domestic burdens and inability to exercise for men.
- The majority of women (89%) and men (81%) report having more responsibility at home, for housework and/or caring for children and other relatives.
- Despite some improvement between surveys, almost half of workers are still receiving lower pay. Lower-income and less senior workers are more likely to suffer income losses.

- Almost all impacts of COVID-19 are worse for service sector workers, particularly hotel and restaurant workers, whose businesses have been most affected by lockdowns. Across the Philippines, 77% of female workers and 46% of male workers are in the service sector.
- However, two-thirds of employees reported that COVID-19 has also brought positive changes to their work life. Access to flexible work arrangements was reported by 58% of women and 61% of men as the most popular positive change.
- In this survey, women and men reported that COVID-19 has affected them in similar ways.

How employers can best support employees:

- Be aware of the range of stressors affecting workers, especially their mental health, and those resulting from their increased responsibilities at home.
- Provide relevant, targeted support, including flexible work arrangements; full and partial paid leave, childcare, technical support to work at home, mental health and stress services, job training and re-skilling.
- Make use of data and analysis to better understand and address workforce needs, particularly for those employees most affected.
- Communicate with employees about the support offered and respond to workers' concerns about the future of the business and their job security.

Figure 1. Overview of the impact of COVID-19 on workers in the Philippines



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June 2021

The business case for women in business and management in the Philippines

1. Introduction and overview of the Philippines

The Philippines is a dynamic economy with robust services and manufacturing sectors fuelled by urbanization, strong consumer demand and a competitive workforce. In 2018, its gross domestic product (GDP) totalled US\$330.9 billion, of which services represented almost 60 per cent and manufacturing accounted for 19 per cent.¹ Key economic sectors include business processing outsourcing, electronics and electrical products, and food manufacturing.

The service and manufacturing sectors account for 57 per cent and 8 per cent of total waged jobs, correspondingly.² While most women (76 per cent) work in the service sector, relative to men (60 per cent), 25 per cent of men work in industry relative to 13 per cent of women. Labour force totals 45 million people and the share of working-age women and men participating in the workforce accounts for 45 per cent and 72 per cent, respectively.³ Female employment as a share of the working-age population has stayed relatively unmoved at around 45 per cent since 1991 (Figure 1).

Figure 1. Employment to population ratio (percentage), The Philippines, 1991-2019, women and men



Source: ILO Stats (2020).

¹World Bank Group, World Development Indicators (2020).

²Statista (2020) (2020).

³UNA, A Rapid Analysis on COVID-19 and Implications for Women's Economic Participation (July 2020).

⁴This country brief was jointly developed by the International Labour Organization (ILO) and Investing in Women (IWM).

The Philippines is facing several challenges resulting from the COVID-19 pandemic. Early on in 2020 the government introduced measures to reduce the risk of transmission including locking down of affected areas, restricting travel and banning mass gatherings. These measures have reduced domestic demand, altered work arrangements, and disrupted supply chains, among others. As a result, economic growth has declined, particularly in key sectors including manufacturing, retail and sales, and services.

In the Philippines, the impact of the COVID-19 pandemic has been gendered.⁴ Women are over-represented in temporary or part-time employment, and therefore are more at risk of losing their jobs compared to men. Women also comprise the majority of employees in the services sector, which has been particularly hit by restrictions to curb the spread of the virus. While this crisis has highlighted the importance of flexible work arrangements and telework, it has also exacerbated women's double burden in balancing family and work responsibilities.

This country brief demonstrates the business case for gender diversity in management and workplace gender equality in the Philippines considering the COVID-19 context.⁵ The brief also showcases ILO's efforts to provide women workers with critical STEM-related soft and technical skills to improve their employability and career prospects in the Philippines.

The country brief highlights findings relevant to the Philippines from the International Labour Organization (ILO) report Women in Business and Management (WIBM). The Business Case for Change. These findings are complemented by ILO and Investing in Women (IWM).

Holistic Approach to Diversity & Inclusion

Measure, analyse, and review

- Conduct diagnostic and assessment tools to examine gender data, staff perceptions, and company policies to understand the existing barriers that prevent women from getting top positions
 - Who makes up the entry-level, mid-level, and C-suite positions?"
 - Any changes over time?" Are promotions correlated to leadership training?"
- What gets measured gets acted upon.

21ST CENTURY WORKPLACE:
Leadership Skills for the Workforce
(A Soft Skills Development Workshop)

23rd March 2021
1:00 PM - 4:30 PM via ZOOM

Registration is FREE but slots are limited.
SCAN THE QR CODE OR VISIT THIS LINK TO REGISTER:
bit.ly/womenleadershipskills

Cascading Global and Local Initiatives

Showcase of good business practices

- Flexible work arrangements allow employees to carry out their family responsibilities and improve their work-life balance.
- Policy implementation is key, particularly in the areas of recruitment, retention and promotion, remuneration, and skills and/or executive training.



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for Women Empowerment



MAP
Management Association of the Philippines

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Making Flexible Work, Work



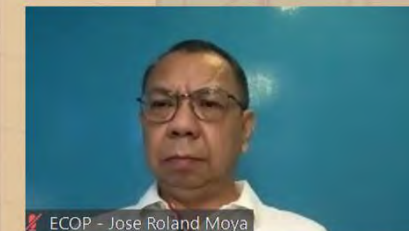
Floramel Villanueva



IW - Angelo Lacanlale



Luisa Hebron



ECOP - Jose Roland Moya



Dominique Rubia-Tutay



Emerico De Guzman



PBCWE - Amor Curaming



Julia Abad

16 February 2021, Tuesday | 9:30 am - 12:30 pm (PHT) | Via Zoom and Facebook Live



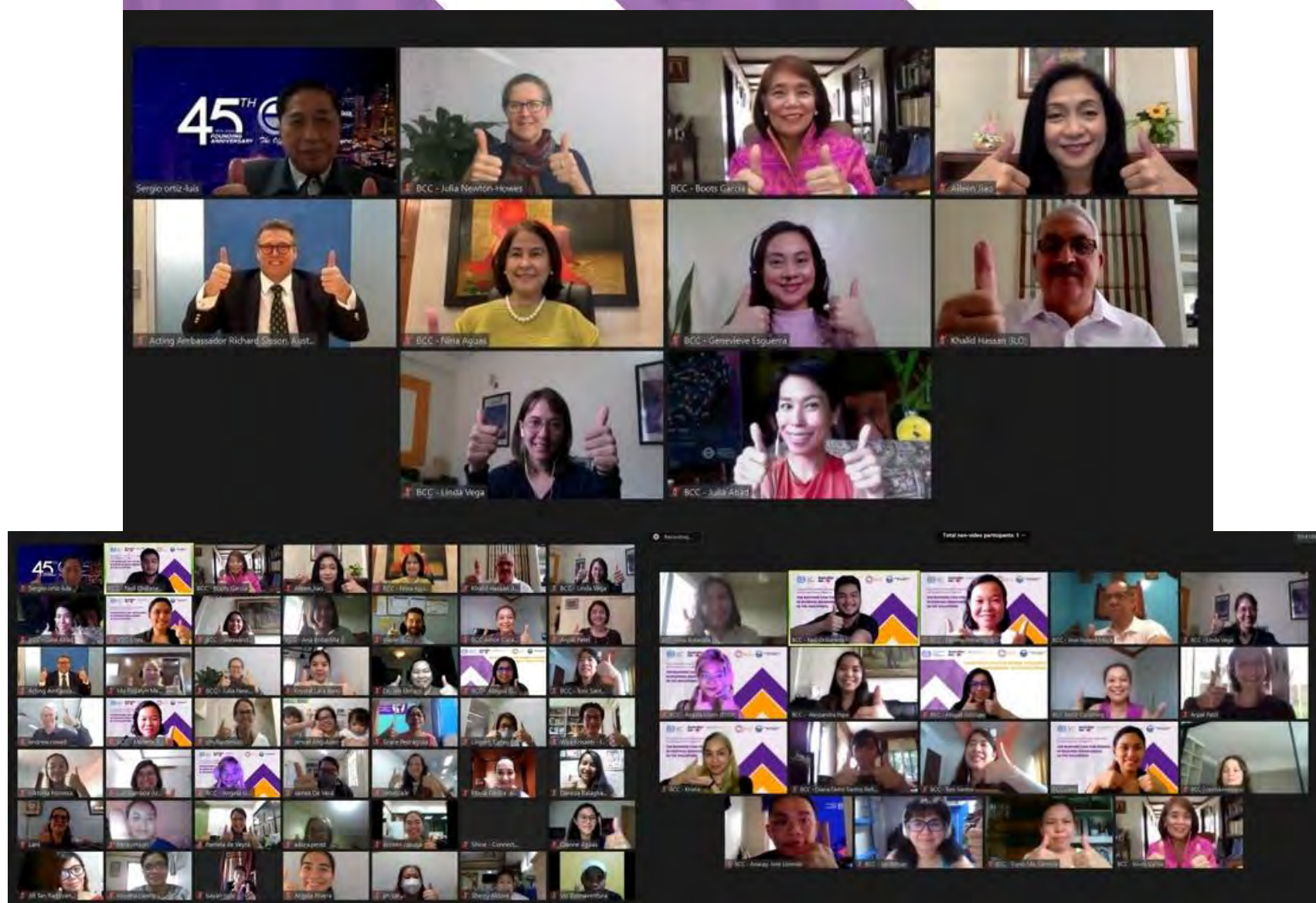
The Launch of the International Labour Organization
 and Investing In Women's Report on
**THE BUSINESS CASE FOR WOMEN
 IN BUSINESS MANAGEMENT
 IN THE PHILIPPINES**

23 September 2020, Wednesday
 9:30 AM to 11 AM, (PHT)

Tone from the Top

Awareness to Accountability

- Business leaders should make it clear to the employees, investors, shareholders, and consumers that D&I is a priority and key principle to succeed.
- What also matters is how leaders harness D&I through employee buy-in and participation in the company – ideas are seen, heard, developed, engaged, and later on, rewarded.



The 21st Century Employer: Champions of Gender Equality, Diversity and Inclusion

Kick-Off Events and Activities



Gender Equality for Corporate Communications

9-10 September 2021



Business Continuity Planning for Women Entrepreneurs

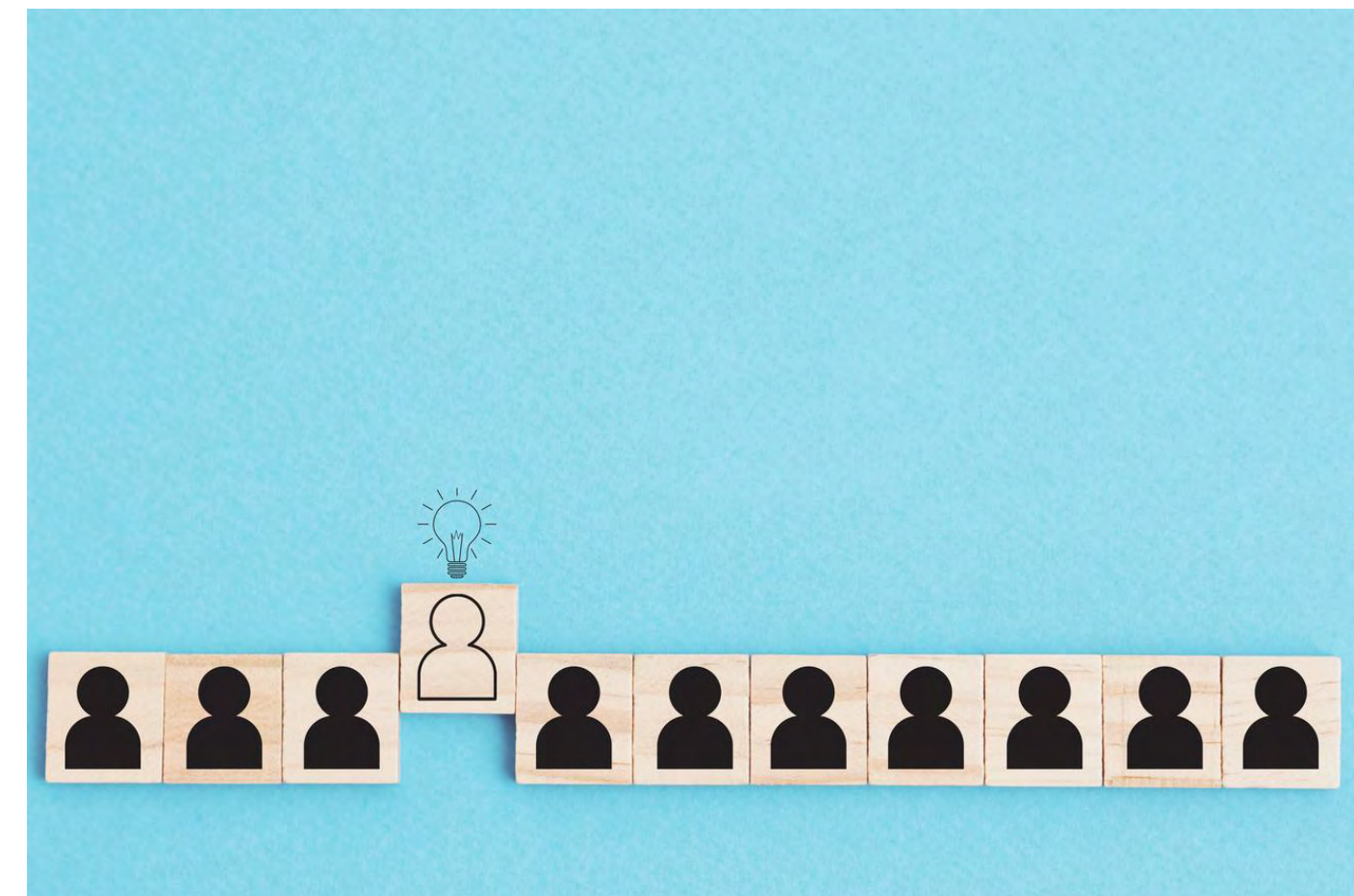
23 September 2021

The 21st Century Employer: Champions of Gender Equality, Diversity and Inclusion

Kick-Off Events and Activities



Resourcing for the Future
October 2021 (TBD)



**Inclusive Leadership and Soft Launch
on Resource Guide on Disability**
November 2021 (TBD)



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