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The Impact of Gender on the Labor Force Participation in the Philippines

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ABSTRACT
Previous studies have revealed that gender affects the totality of labor force. Societal norms that have been existing from hundreds of years ago are still prevalent nowadays. Unequal treatments are still present and mostly the disadvantage are females. This research tackles whether gender (male and female) would have an effect or has a relationship with the number of hours worked by people in Luzon, Visayas, and Mindanao. It further discusses the reason behind whether it affects or doesn't affect the number of hours worked. Data from Philippine Statistics Authority from 1991 to 2020 is used as a basis and reference data to test whether gender affects the number of hours worked in those regions. Luzon, Visayas, and Mindanao is used due to the reason that it is Philippine's three major islands which is composed of several provinces and regions. Ordinary Least Squares is used to test whether there is a significant relationship between said variables and upon testing, in which resulted that there is no significant relationship.

Keywords: number of hours worked, gender, major islands, male, female

1. Introduction

For many years, the Philippines has been facing many issues relating to gender equality. Continuous changes and improvement are what people are trying to achieve not only in the workplace but general equality. Males and females have different opportunities present in their lives, including the employment sector. Laws and bills are already enacted and exist that address and strengthen equality. Limited studies are done in the Philippines to tackle more of this socio-

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economic issue, how it is crucial in our daily lives, and how it affects the economy. It leans more toward a gender-approach study.

The low labor force participation, which coincides with the total number of hours that can be rendered, of Filipinos is explained by a variety of factors, such as gender stereotypes that place men in economic and industrial roles and women in the household and parental roles, religious constraints on the types of careers women can pursue, a lack of opportunities for women to skill-building programs for virtual occupations and e-commerce that are more suitable with household duties, occupational gender bias, and employer discrimination.

As defined by the Philippine Statistics Authority, when an individual is seeking a job or when a firm is hiring an individual, marital status and gender are some factors considered by the concerned parties. Historically, an unyielding division of labor has existed in each household. Men are generally responsible for providing family income and are considered breadwinners; meanwhile, women are expected to attend to household chores and nurture their children, to which traditional womanhood is signified. If the male cannot financially support the household, his wife must supplement his earnings (Yu, 2015). Moreover, sociologists suggest that females generally receive a more significant disadvantage when males and females are portrayed as autocrats (Eagly, Makhijani, & Klonsky, 1992).

Despite the continuous improvement effort, even in other countries, women are more affected by unemployment than men. They also have less income caused of the inequality where discrimination on their gender is present.

This study aims to determine whether gender is a factor that significantly affects the total number of hours of Filipinos. It also aims to determine the reasons and further discuss whether gender affects or does not affect the number of hours worked in the Philippines. Moreover, it also expands on the studies conducted by other researchers in different countries. Their shared focus is only on gender roles by examining the dominating gender in each marital status category and expounding on the factors behind it. In addition, its objectives also include determining the gender gap in the Philippines and if gender roles are still prevalent in our modern labor workforce. Moreover, the researchers intended to provide recommendations and implications that would help address existing issues or prove if there are improvements made.

2. Literature Review

2.1 Gender to Numbers of Hours Worked

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According to the Gender Statistics on Labor and Employment, in 2017, a total of approximately 34,999,000 males and 34,794,000 females were in the labor force in the Philippines.

In the Annual Labor and Employment Estimates for 2017 of the Philippine Statistics Authority, the country's annual labor force participation rate has accumulated to 61.2% out of the 69.9 million population 15 years old and over, while the employment rate has reached 94.3%. Moreover, there were more unemployed males (65.6%) than females (34.4%), yet males have a higher employment rate of 62.5% than females, with only 37.5%.

The Philippines, along with the 193 state members of the United Nations, adopted the 2030 Agenda for Sustainable Development in 2015. These targets were achieving gender equality and all-embracing employment that is productive and will open decent work and job opportunities for both men and women. According to the Global Gender Gap Report in 2020 of the World Economic Forum, the Philippines ranks 16th out of 153 countries with the narrowest gap between men and women. The Philippines remained the only Asian country to reach the top 20 tier.

Song and Cheng (2020) found that the number of hours worked by both genders varies depending on if male or female. Hegewisch and Lacarte (2019) stated that women's working hours have risen for the last 40 years while men's hours have declined. This study was based on the United States Current Population Survey, which targeted ages 25 to 64. In contrast, a study made by Hassel et al. (2017) suggests that females work less than men, which contradicts the findings made by Hegewisch and Lacarte (2019).

Gender role is an essential factor in relationship satisfaction. According to Parsons (1949), a functional theory he developed discusses gender roles. Alongside that development is a theory discussed and discovered by Becker in 1991 that digs further with gender role and competition theory. Gender roles and norms that have existed for the longest time have been considered to influence domestic labor division and workforce participation decisions (Yu & Liu, 2021).

According to Kosteas (2013), gender stereotypes about women harm many factors that may affect the economy. It is said that human and labor capital, the supply of labor, and even education are affected by the stereotyping of women.

In a study by Yu & Lee (2013), incentives are found to be a driving force to encourage the support of women in the labor market. Usually, in societies, gender equality is exercised. Matthaei (1980), an economist, discussed that women's increased participation in the labor force did not question the ideal of womanhood in the first and early half of the twentieth century. It somehow showed that gender roles are slowly breaking.

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Men's labor force participation represented adulthood and portrayed adolescence, widowhood, or failure of women. Women have been leaning towards gender equality, where women are treated equally with women. Men remained the same conservative and living up to societal norms over the last 20 years, regardless of age group, as said by Liu e al. (2019). According to the same study by Liu et al. (2014), these women who are leaning towards an egalitarian approach to gender equality and breaking gender norms and roles are typically of a better socioeconomic status and are more stable in financial contribution to the household, better occupational opportunities, and positions.

According to Noback et al. (2011), women are more likely to change their total number of hours working than men. In some countries like France, Denmark, Norway, Netherlands, and Switzerland, a more significant proportion of women are working fewer hours to a study made by the Organisation for Economic Co-operation and Development (2022).

H1: Gender do not affect the number of hours worked

Research Methods

3.1 Synthesis

The above-given variable, gender, should affect the number of working hours of people in the Philippines, as also stated by Noback et al. (2011).

3.2 Theoretical Framework

The Ordinary Least Squares test was used to determine the relationship between gender, both male and female, and the number of hours worked by people in the Philippines. Data are sourced from the Philippine Statistics Authority and were categorized into three groups, namely Luzon, Visayas, and Mindanao. Each data gathered from each category was tested as the number of hours worked against gender.

As recognized in similar studies like Sasser (2005) and Claassen et al. (2009), gender and marital status are always considered as some of their independent variables. Moreover, these variables greatly influence the impact of the dependent variable. In this case, gender is the independent variable, while the number of hours worked is the dependent variable.

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As stated by Schmidheiny (2022), multiple linear regression is acquired using ordinary least squares. It has been one of the most used tools in econometrics to determine the relationship between a dependent variable and a set of independent variables.

OLS Regression – Multiple Regression Model

$$y_i = x_i'\beta + u_i$$

Where;

y_i = dependent variable

x_{ik} = independent variable, a covariate, or a regressor

x_{i0} = 1; a constant unless stated otherwise

i = 1, ... , N

$x_i' = (x_{i0}, x_{i1}, \ldots, x_{iK})$

β = (K +1)

If sample is in N observations, it can be expressed as:

$$y = \beta_0 + \beta_1 x_1 + \cdots + \beta_k x_k + \varepsilon,$$

or **y = Xβ + ε**, where X = N*(K+1) represented by this matrix:

$$\underset{N\times 1}{\begin{bmatrix} y_1 \\ y_2 \\ y_3 \\ \vdots \\ y_N \end{bmatrix}} = \underset{N\times(K+1)}{\begin{bmatrix} 1 & x_{11} & \cdots & x_{1K} \\ 1 & x_{21} & \cdots & x_{2K} \\ 1 & x_{31} & \cdots & x_{3K} \\ \vdots & \vdots & \ddots & \vdots \\ 1 & x_{N1} & \cdots & x_{NK} \end{bmatrix}} \underset{(K+1)\times 1}{\begin{bmatrix} \beta_0 \\ \beta_1 \\ \vdots \\ \beta_K \end{bmatrix}} + \underset{N\times 1}{\begin{bmatrix} u_1 \\ u_2 \\ u_3 \\ \vdots \\ u_N \end{bmatrix}}$$

3.4 Simulacrum

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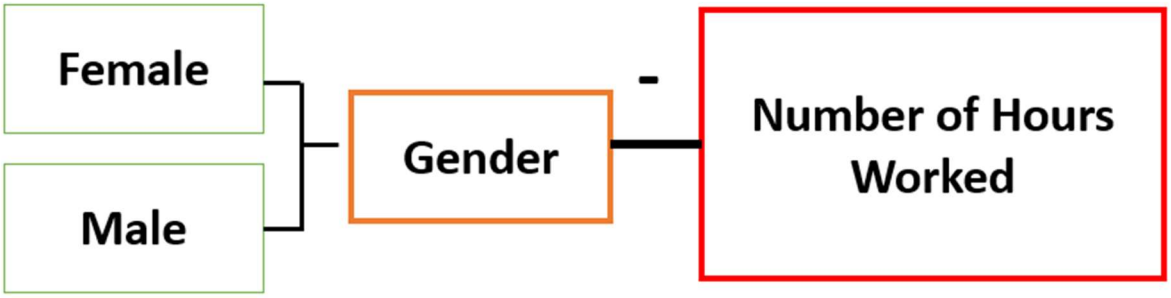

3.5 Research Method

The objective of this study is to determine whether gender is associated with or a factor that affects the number of hours worked or rendered by employees in the Philippine labor market per region.

The study is on a quantitative approach to determine whether gender significantly contributes to the total number of hours worked by Filipinos for the year 1991 to 2020 for Luzon, Visayas, and Mindanao. A total of thirty (30) years was tested using a time-series analysis as a statistical treatment. The secondary data utilized in the study were gathered from the government records provided by the Philippine Statistics Authority. A total of 10,460,786 people from Luzon, 3,631,985 people from Visayas, and 5,504,666 from Mindanao make up 19,598,437 people from 1991-2020.

Multiple linear regression was used to estimate the relationship between gender (male and female) to the number of hours worked per region.

The null hypothesis is accepted if $p > 0.05$. If $p = 0.05$, however, the null hypothesis is disproved.

Results and Discussions

4. Results

4.1 Ordinary Least Squares of Male and Female to Number of Hours Worked in Luzon

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Model 1: OLS, using observations 1991-2020 (T = 30)
Dependent variable: NUMBEROFHOURSWORKED

	Coefficient	*Std. Error*	*t-ratio*	*p-value*
const	5838.75	86981.9	0.06713	0.9470
FEMALE	4.20477	4.11198	1.023	0.3156
MALE	−2.43146	4.28379	−0.5676	0.5750

Mean dependent var	303736.3	S.D. dependent var	138218.4
Sum squared resid	3.06e+11	S.E. of regression	106535.1
R-squared	0.446880	Adjusted R-squared	0.405908
F(2, 27)	10.90698	P-value(F)	0.000337
Log-likelihood	−388.2746	Akaike criterion	782.5493
Schwarz criterion	786.7529	Hannan-Quinn	783.8941
rho	0.348997	Durbin-Watson	1.266587

As seen, the p-value for females is at 0.3156 and for males is 0.575,0 which are both greater than the alpha, 0.05, so both are not statistically significant when it comes to the number of hours worked. Therefore, accept the null hypothesis.

4.2 Ordinary Least Squares of Male and Female to Number of Hours Worked in Visayas

Model 1: OLS, using observations 1991-2020 (T = 30)
Dependent variable: NUMBEROFHOURSWORKED

	Coefficient	*Std. Error*	*t-ratio*	*p-value*
const	−15917.3	37854.6	−0.4205	0.6775
FEMALE	2.19213	2.43259	0.9012	0.3755
MALE	−0.129199	2.51207	−0.05143	0.9594

Mean dependent var	106711.1	S.D. dependent var	60722.90
Sum squared resid	7.19e+10	S.E. of regression	51613.83
R-squared	0.327344	Adjusted R-squared	0.277518
F(2, 27)	6.569704	P-value(F)	0.004734
Log-likelihood	−366.5341	Akaike criterion	739.0682
Schwarz criterion	743.2718	Hannan-Quinn	740.4130
rho	0.310299	Durbin-Watson	1.352859

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The P-value from the OLS of males and females to the number of hours worked in Visayas is 0.9594 and 0.3755, respectively. Both p-value results are less than the alpha, accepting the null hypothesis.

4.3 Ordinary Least Squares of Male and Female to Number of Hours Worked in Mindanao

Model 1: OLS, using observations 1991-2020 (T = 30)
Dependent variable: NUMBEROFHOURSWORKED

	Coefficient	*Std. Error*	*t-ratio*	*p-value*
const	−1890.00	39624.4	−0.04770	0.9623
FEMALE	−0.732809	2.35130	−0.3117	0.7577
MALE	2.40551	2.24702	1.071	0.2939

Mean dependent var	156761.9	S.D. dependent var	77486.66
Sum squared resid	1.04e+11	S.E. of regression	62008.60
R-squared	0.403767	Adjusted R-squared	0.359602
F(2, 27)	9.142170	P-value(F)	0.000929
Log-likelihood	−372.0386	Akaike criterion	750.0772
Schwarz criterion	754.2808	Hannan-Quinn	751.4220
rho	0.418609	Durbin-Watson	1.131723

P-value results from the OLS of Males and Females to Number of Hours Worked in Mindanao is likewise the same with OLS analysis in Luzon and Visayas, garnering of p-value equal to 0.7577 for females and 0.2939 p-values for males, which are both less than the value of alpha, therefore, accepting the null hypothesis.

4.3 Discussions

The number of hours worked is not usually discussed, as what factors might affect it. As shown above, gender (male and female) is not a significant factor that affects the number of hours worked by people in Luzon, Visayas, and Mindanao. These results are affected by various reasons; even though men are likely to do overtime or work more than women, it doesn't necessarily mean that it is significant enough to conclude the fact that gender has a significant relationship with the number of hours worked.

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Various reasons arise, such as, regardless of gender, employees work hard and spend lots of hours of working for their families. Overtime is one of the reasons why there's a high number of hours worked, and employees are doing overtime if there are labor shortages and high workloads that can't be accommodated with the regular work hours or they need it. Overtime is an extra income for them, and they usually work to sustain their family or themselves.

Not only that policies are passed that promote gender equality and fairness, but it has also been progressive since then, which makes it more even and reasons why gender doesn't make much of a factor and impacts the number of hours worked. Both are given equal opportunities to do so.

Gender is not the sole reason for employment, though; it might be a factor for some opportunities. Often, some jobs prefer men, like welding or any manpower-like jobs. However, women are preferred to do more in the organized sector such as accounting, finances, and the like.

Data showed consistent results in a different number of samples and different regions. For Luzon, the p-values generated are closer to the alpha but still greater than that; for Visayas, females are slightly close to the p-value gathered from Luzon for males, it is way too far. Lastly, for Mindanao, it is the opposite of Visayas. The female's p-value is far from the p-value, and the male's p-value is closer to alpha and gathered results from Luzon. Regardless, they all have the same result. Therefore, gender does not affect the number of hours worked by people.

Conclusion

5.1 Summary

Hours worked and employment has many factors that should be considered. One of those factors not often considered and paid attention to is gender. In the Philippines, it is known that gender roles still exist and are part of people's daily lives. Various studies suggest as well that gender does play a role in the employment rate. However, studies that discuss gender and the number of hours worked in the Philippines are limited to none.

The purpose of this study is to determine and discuss if gender would affect the hours worked by employees in the Philippines using the data from 1991-2020. Gender is tested along with the number of hours worked per region and determines which region's number of hours worked is affected or not affected by gender. Data were acquired from the Philippine Statistics Authority, a time-series approach, and were tested using Ordinary Least Squares. All the regions demonstrated no significant relationship between genders and the number of hours worked in the Philippines. Upon analysis, it is because of the progressive and equal opportunities and roles both genders face

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that leads to this result. This study will significantly help as a reference on the progress and if there could be changes in existing laws to address social issues.

5.2 Conclusions

This analysis proves that no significant relationship or gender affects the number of hours worked rendered by employees in each region in the Philippines. Luzon showed no significant relationship between those variables and Visayas and Mindanao. Therefore, gender, whether male or female, does not necessarily and significantly affect the number of hours people work in the Philippines. Therefore, accepting all null hypotheses.

5.3 Policy implications

Gender has been a deal-breaker for lots of years already. Until now, Philippine society has been practicing patriarchal society, but now, it has been progressive and continues to be addressed and implement new policies. This study supports the effective implementation of Republic Act No. 6725 or also known as An Act Strengthening the Prohibition on Discrimination against Women with respect to Terms and Conditions of Employment, amending for this purpose article 135 of the Labor Code stating that it is illegal to discriminate against women regarding their employment and aims to strengthen the prohibition of said discrimination. It promotes equal opportunity and compensation for men and women. This study also supports the Republic Act No. 9710, or An Act Providing Magna Carta of Women, which aims to promote equal access to rights, opportunities, benefits, and privileges for women.

The Department of Labor and Employment (DOLE) and other policymakers would be of benefit to the results of this study. They will allow the spread of information to the community to provide a greater understanding of the situation happening in the labor sector of the Philippines.

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APPENDIX

Appendix A. Number of Hours Worked of Male and Female in Luzon (1991-2020)

YEAR	FEMALE	MALE	NUMBER OF HOURS WORKED
1991	141542	139692	280234
1992	160660	158129	317725
1993	158514	158566	315838
1994	158341	158479	315661
1995	157350	157572	313799
1996	167814	168737	335204
1997	221742	221275	441024
1998	201144	200777	399601
1999	193922	194469	386253
2000	217428	219193	434684
2001	55021	55649	49006
2002	213365	214315	163046
2003	108792	118957	93250
2004	22455	41229	21306
2005	166946	167147	426679
2006	214224	217846	162253
2007	211128	214284	425412
2008	209510	214136	423646
2009	211933	216274	428207
2010	208825	212445	421270
2011	211583	213910	425493
2012	129365	130712	430622
2013	212987	215493	428480

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2014	207074	219171	435345
2015	214804	217445	429549
2016	137488	151208	275335
2017	181591	183024	143259
2018	123705	137541	107828
2019	177417	178870	143545
2020	182764	184807	138536

Appendix B. Number of Hours Worked of Male and Female in Visayas (1991-2020)

YEAR	FEMALE	MALE	NUMBER OF HOURS WORKED
1991	48435	49347	97476
1992	52085	53348	105086
1993	52345	53172	105170
1994	58043	53802	105545
1995	52516	53531	105740
1996	58286	59150	117091
1997	76,664	76695	152832
1998	69,959	69939	139189
1999	67771	68562	135727
2000	75914	77184	152450
2001	19380	19766	2894
2002	72686	73355	58141
2003	45531	36449	29459
2004	8361	19208	1911
2005	59255	60538	151902
2006	74603	78108	59879
2007	73566	75669	149235
2008	73,586	76339	149925
2009	74603	78108	59879
2010	73385	76516	149901
2011	74625	77373	151998
2012	45217	46695	153176

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2013	74010	76639	305174
2014	61814	63492	125306
2015	69901	71700	141601
2016	47956	49616	97572
2017	66442	67652	54067
2018	36329	50715	40421
2019	59079	66362	52822
2020	64606	66002	49764

Appendix C. Number of Hours Worked of Male and Female in Mindanao (1991-2020)

YEAR	FEMALE	MALE	NUMBER OF HOURS WORKED
1991	100245	98115	197399
1992	59068	60759	118836
1993	59651	52500	119656
1994	60214	61425	120818
1995	59543	61035	119659
1996	76882	78758	154738
1997	90978	114923	226007
1998	103695	105788	207640
1999	98202	101851	198646
2000	109740	113116	221828
2001	28489	29152	3706
2002	108788	111466	87149
2003	61775	54878	48717
2004	16789	27999	0
2005	87459	90646	228436
2006	110968	116270	88415
2007	109885	114308	224193
2008	109599	114576	224175
2009	110536	115066	225602
2010	110039	114641	224680

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2011	112629	117511	230140
2012	68523	70483	233254
2013	116902	122087	238989
2014	120101	124554	244655
2015	121098	125863	246961
2016	82226	85311	167537
2017	110250	111992	79601
2018	82997	84,824	60553
2019	108,233	111,061	81,650
2020	107,210	110,994	79,217

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