

Philippines

Women, Business and the Law 2020 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Quezon city). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Philippines scores 81.3 out of 100**. The overall score for Philippines is higher than the regional average observed across East Asia & Pacific (71.3).

Philippines - Scores for Women, Business and the Law 2020



Relative Strengths

When it comes to laws affecting women's decisions to work, laws affecting women's pay, and constraints on women's starting and running a business, Philippines gets a perfect score.

Areas for Improvement

However, when it comes to constraints on freedom of movement, constraints related to marriage, laws affecting women's work after having children, gender differences in property and inheritance, and laws affecting the size of a women's pension, Philippines could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Philippines is on the indicator related to constraints related to marriage (the WBL2020 Marriage Indicator). To improve on the Marriage Indicator, Philippines may wish to consider allowing women to obtain a divorce in the same way as a man, and giving women the same rights to remarry as men.

Recent Reforms (2018-2019)

Parenthood: The Philippines extended the duration of paid maternity leave from 60 to 105 days.



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Women in Development and Nation Building Act of 1991, Sec. 5
	Can a woman travel outside her home in the same way as a man?	Yes	Women in Development and Nation Building Act of 1991, Sec. 5 (4)
	Can a woman apply for a passport in the same way as a man?	No	Philippine Passport Act No. 8239, Art. 5
Workplace	Can a woman travel outside the country in the same way as a man?	Yes	Women in Development and Nation Building Act of 1991, Sec. 5
	Can a woman get a job in the same way as a man?	Yes	Women in Development and Nation Building Act of 1991, Sec. 5
	Does the law prohibit discrimination in employment based on gender?	Yes	Labor Code, Art. 135
	Is there legislation on sexual harassment in employment?	Yes	Safe Spaces Act, Sec. 16; Anti-Sexual Harassment Act, Secs. 3 and 4
Pay	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Anti-Sexual Harassment Act, Sec. 7 <i>Civil:</i> Anti-Sexual Harassment Act, Secs. 5 and 6
	Does the law mandate equal remuneration for work of equal value?	Yes	Labor Code, Art. 135
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	Yes	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	Yes	Mining: No restrictions could be located Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	Women in Development and Nation Building Act of 1991, Sec. 5
	Can a woman be head of household in the same way as a man?	Yes	Women in Development and Nation Building Act of 1991, Sec. 5
	Is there legislation specifically addressing domestic violence?	Yes	Anti-Violence Against Women and Their Children Act of 2004
	Can a woman obtain a judgment of divorce in the same way as a man?	No	No applicable provisions could be located
Parenthood	Does a woman have the same rights to remarry as a man?	No	No applicable provisions could be located
	Is paid leave of at least 14 weeks available to mothers?	Yes	Republic Act No. 11210 (105-Day Expanded Maternity Leave Law), Secs. 3 and 5
	Does the government pay 100% of maternity leave benefits?	Yes	Republic Act No. 11210 (105-Day Expanded Maternity Leave Law), Sec. 5
	Is there paid paternity leave?	Yes	Paternity Leave Act of 1996, Sec. 2
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepren.	Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Art. 137
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Women in Development and Nation Building Act of 1991, Sec. 5
	Can a woman sign a contract in the same way as a man?	Yes	Women in Development and Nation Building Act of 1991, Sec. 5
	Can a woman register a business in the same way as a man?	Yes	Women in Development and Nation Building Act of 1991, Sec. 5
Assets	Can a woman open a bank account in the same way as man?	Yes	Women in Development and Nation Building Act of 1991, Sec. 5
	Do men and women have equal ownership rights to immovable property?	No	Family Code, Art. 96
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Arts. 978 - 980
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 995 - 1002
	Does the law grant spouses equal administrative authority over assets during marriage?	No	Family Code, Art. 96, Para. 1
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Code, Arts. 75, 88, 91-93 and 102
	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Republic Act No. 11199 (Social Security Act of 2018), Sec. 12-B Men: Republic Act No. 11199 (Social Security Act of 2018), Sec. 12-B
	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are the mandatory retirement ages for men and women equal?	Yes	Women: Republic Act No. 11199 (Social Security Act of 2018), Sec. 12-B Men: Republic Act No. 11199 (Social Security Act of 2018), Sec. 12-B
	Are periods of absence due to child care accounted for in pension benefits?	No	No applicable provisions can be located