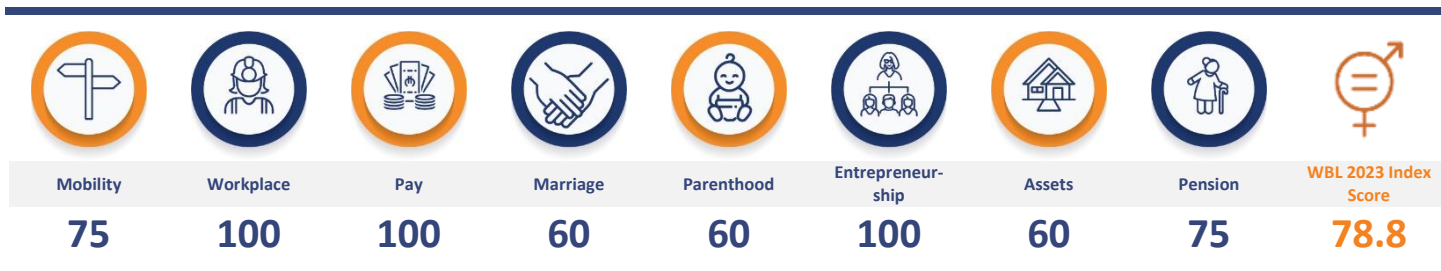


# Philippines

*Women, Business and the Law 2023 (WBL2023)* presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 78.8 out of 100**. The overall score for Philippines is higher than the regional average observed across East Asia and the Pacific (72.6). Within the East Asia and the Pacific region, the maximum score observed is 91.9 (Hong Kong SAR, China).

## Philippines - Scores for Women, Business and the Law 2023



## Relative Strengths

When it comes to laws affecting women's decisions to work, laws affecting women's pay, and constraints on women 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 woman'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 measuring constraints related to marriage (the WBL2023 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

No reforms were observed during the past year (October 2nd, 2021 – October 1st, 2022).



Further data details for Philippines are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/philippines/2023>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Family Code, Art. 69
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	No	Passport Act No. 8239, Sec. 5
	Can a woman travel outside the country in the same way as a man?	Yes	Family Code, Art. 69; Women in Development and Nation Building Act, Sec. 5
Workplace	Can a woman get a job in the same way as a man?	Yes	Family Code, Art. 73
	Does the law prohibit discrimination in employment based on gender?	Yes	Labor Code, Art. 133
	Is there legislation on sexual harassment in employment?	Yes	Safe Spaces Act, Sec. 16; Anti-Sexual Harassment Act, Secs. 3 and 4
	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
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Labor Code, Art. 133
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage	Is the law free of legal provisions that require a married woman to obey her husband?	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	Yes	Family Code, Arts. 70 and 71
	Is there legislation specifically addressing domestic violence?	Yes	Anti-Violence Against Women and Their Children Act
	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?	No	Republic Act No. 11210 (105-Day Expanded Maternity Leave Law), Sec. 5
	Is paid leave available to fathers?	Yes	Paternity Leave Act of 1996, Sec. 2
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Art. 135
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Women in Development and Nation Building Act, Sec. 5; Magna Carta of Women, Sec. 23
	Can a woman sign a contract in the same way as a man?	Yes	Women in Development and Nation Building Act, Sec. 5
	Can a woman register a business in the same way as a man?	Yes	Family Code, Art. 73
Assets	Can a woman open a bank account in the same way as a man?	Yes	No restrictions could be located
	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
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Code, Arts. 75, 88, 91-93 and 102
Pension	Is the age at which men and women can retire with full pension benefits the same?	Yes	Social Security Act of 2018, Sec. 12-B
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
	Is the mandatory retirement age for men and women the same?	Yes	Labor Code of 1 May 1974, Art. 302
	Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located