











Philippines

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
70.0	54.2	58.8

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Philippines, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Quezon city). The scores for Philippines are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	75.0	50.0	75.0	100.0	50.0	75.0	50.0	75.0	75.0	75.0
Supportive frameworks score	50.0	66.7	33.3	50.0	66.7	66.7	25.0	66.7	66.7	50.0
Expert opinions score	62.5	75.0	43.8	50.0	37.5	68.8	25.0	75.0	75.0	75.0

In summary, the **WBL 2.0 legal frameworks score** for Philippines (70.0 out of 100.0) is higher than the global average (64.2) and higher than the East Asia & Pacific regional average (57.8). When it comes to laws affecting women’s pay, Philippines obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Philippines is on the indicator measuring constraints on freedom of movement. To improve on the Mobility indicator, Philippines may wish to consider allowing a woman to travel internationally in the same way as a man and providing women and men equal rights to confer citizenship to their spouses and their children.

The **WBL 2.0 supportive frameworks score** for Philippines (54.2 out of 100.0) is higher than the global average (39.5) and higher than the East Asia & Pacific regional average (33.9). Philippines does not attain a perfect score on any of the WBL 2.0 supportive frameworks indicators. There is room for improvement across all ten indicators. As an example, one of the lowest scores for Philippines is on the indicator measuring supportive frameworks affecting childcare. To improve on the Childcare indicator, Philippines may wish to consider establishing a clearly outlined application procedure to request

financial support from the government for childcare services by parents, establishing a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers and publishing reports on quality of childcare services at least within every 3 years.

The **WBL 2.0 expert opinions score** for Philippines (58.8 out of 100.0) is lower than the global average (65.7) and lower than the East Asia & Pacific regional average (64.8). Philippines does not attain a perfect score on any of the WBL 2.0 expert opinion indicators. There is room for improvement across all ten indicators. As an example, one of the lowest scores for Philippines is on the indicator measuring expert opinions on childcare.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Is there legislation on domestic violence?	Yes	Anti-Violence Against Women and Their Children Act, Secs. 3(a)(A)-(D), 6, and 8-11
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	Yes	Safe Spaces Act, Secs. 3(e), 4-7, 11-14, 16, and 21-25; Anti-Sexual Harassment Act of 1995, Secs. 3, 3(b), and 4-7
Is there legislation on child marriage?	Yes	Family Code, Arts. 14-16, 35(1), and 45(1); Penal Code, Arts. 350 and 352; Republic Act No. 11596, Secs. 4(a)(b) and 6
Mobility		
Can a woman travel internationally in the same way as a man?	No	Passport Act No. 8239, Sec. 5; Family Code, Art. 69; Women in Development and Nation Building Act, Sec. 5
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
Do women and men have equal rights to confer citizenship to their spouses and their children?	No	Constitution of the Republic of the Philippines, Sec. 1(2); Commonwealth Act No. 473, Secs. 3 and 15; Republic Act No. 9139, Secs. 11 and 12
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
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law allow employees to request flexible work?	Yes	Telecommuting Act, Sec. 4
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 an industrial job 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
Marriage		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Family Code, Arts. 70 and 71
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 obtain a judgment of divorce in the same way as a man?	No	No applicable provisions could be located
Does a woman have the same rights to remarry as a man?	No	No applicable provisions could be located
Parenthood		

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
Are leave benefits for mothers paid solely by the government?	No	Republic Act No. 11210 (105-Day Expanded Maternity Leave Law), Sec. 5
Is there paid leave available to fathers?	Yes	Paternity Leave Act of 1996, Sec. 2
Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Art. 135
Childcare		
Does the law establish provision of childcare services in center-based settings?	Yes	Republic Act No. 6972, Secs. 2, 4 and 6(a)(b); Republic Act No. 10410, Secs. 2, 4(a) and 7; Presidential Decree No. 603 of 1974, Arts. 73, 117(5) and 118
Does the law establish any form of support to families for childcare services?	No	No applicable provisions could be located
Does the law establish any form of support to non-state childcare providers?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of childcare services in center-based settings?	Yes	Administrative Order of the Department of Social Welfare No. 29 of 2004; Department of Social Welfare and Development Memorandum Circular No. 12 of 2006; Presidential Decree No. 603 of 1974, Arts. 117(5) and 132
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Women in Development and Nation Building Act, Sec. 5; Family Code, Art. 73
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
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	Yes	GPPB Resolution No. 01-2023
Assets		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	No	Family Code, Art. 96; Presidential Decree No. 1529; Republic Act No. 6657, Sec. 40(5)
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Arts. 978-980
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 995-1002
Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Code, Arts. 75, 88, 91-93 and 102
Pension		
Are the ages at which men and women can retire with full pension benefits equal?	Yes	Social Security Act of 2018, Sec. 12-B
Are the ages at which men and women can retire with partial pension benefits equal?	Yes	No applicable provisions could be located
Is the mandatory retirement age for men and women equal?	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

WBL 2.0 supportive frameworks data

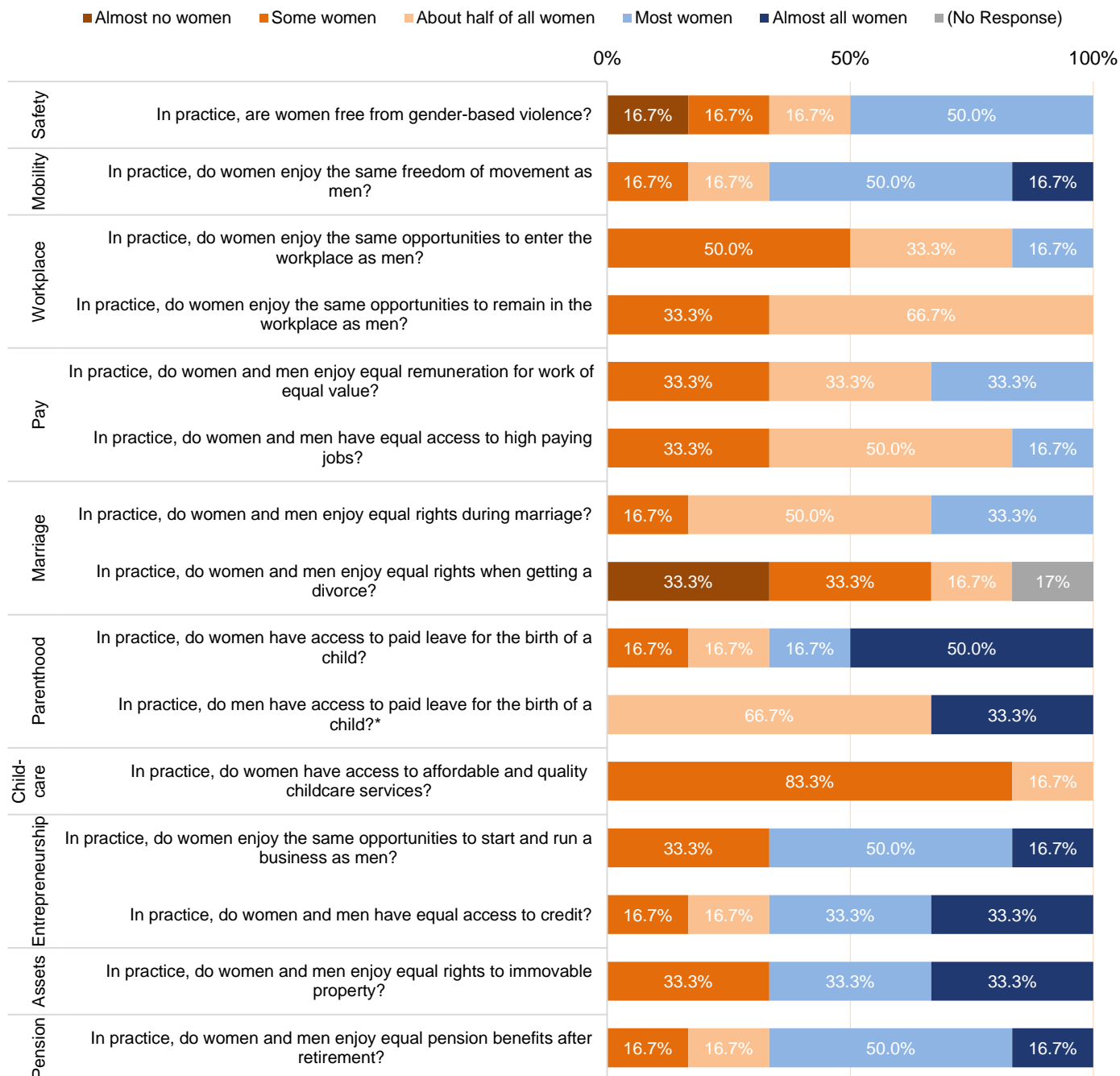
QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Philippine Plan of Action to End Violence against Children; Department Order No. 230; Public Attorney's Office (PAO); Women and Children Protection Units (WCPUs)
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located

Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	Inter-Agency Council on Violence Against Women and Their Children (IAC-VAWC)
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	No	Insufficient evidence located
Mobility		
Are passport application processes the same for women and men?	No	Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	Yes	DOTC Department Order No. 2012-05
Workplace		
Has the government published guidelines on non-discrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	Yes	DOLE Department Order No. 237-2022; DOLE Advisory No. 004-10
Is there a specialized body that receives complaints about gender discrimination in employment?	No	Insufficient evidence located
Pay		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	Yes	Philippine Statistics Authority: Total number of female persons engaged in establishments with 20 or more workers by type of workers and major industry group, Philippines, June 2020
Marriage		
Is there a fast-track process or procedure for family law disputes?	No	Insufficient evidence located
Are there specialized family courts?	Yes	Republic Act No. 8639, Sec. 3
Is legal aid available for family law disputes?	Yes	Public Attorney's Office Citizen's Charter
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	SSS Circular No. 2023-003
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Has sex-disaggregated data on unpaid care work been published?	Yes	Philippine Commission on Women: The 2021 National Household Care Survey
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of the Department of Social Welfare and Development; Official Website of Policy Development and Planning Bureau, ECCD data
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	No	Insufficient evidence located
Has the government published any reports on quality of childcare services within the last 3 years?	No	Insufficient evidence located
Entrepreneurship		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	No	Insufficient evidence located
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	Yes	DTI programs; Women-Helping-Women: Innovating Social Enterprises (WHWise) program
Is there a current national government plan or strategy with a focus on women's access to financial services?	Yes	National Strategy for Financial Inclusion (2022-2028)
Assets		



Are there mechanisms or incentives to encourage women to register immovable property?	Yes	Family Code, Art. 124
Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	Yes	National Statistics Office
Pension		
Are there incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Social Security Act of 2018, Sec. 5; The 2016 Rules of Procedure of the Social Security Commission

WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.