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Disability and Gender: The Case of the Philippines

Aubrey D. Tabuga and Christian D. Mina

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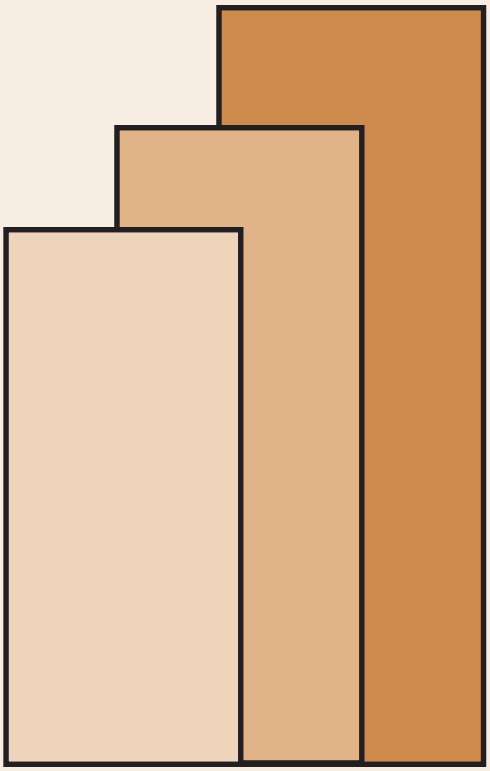

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The disparities among men and women with disability in the Philippines[1]

Aubrey D. Tabuga and Christian D. Mina[2]

Abstract

Addressing gender gaps is a major development objective anywhere in the world. This paper aims to illustrate that this is far more critical in the presence of another social layer –disability. Among persons with disability (PWDs), the gap between men and women are more distinct, their conditions more dismal with poverty as their needs are different. Apart from poverty, discrimination and prejudice are the major challenges that persons with disabilities face in their everyday life. Because they face various social, physical and economic barriers, policies should gear towards formulating rights-based and comprehensive actions to improve their well-being. In formulation of effective policy actions, data and information are critical. However, data collection on disability in many countries is at an early stage of development because it is given low priority or often excluded from official statistics. The ESCAP noted that the lack of availability and the quality of demographic and socio-economic indicators concerning disability continue to be major challenges. This paper aims to fill in this information gap. It discusses the conditions of men and women with disability using a set of pioneering surveys conducted in the Philippines. The goal is to illustrate the gender disparities and to draw useful insights on how stakeholders can address this issue.

Keywords: Persons with disability, gender studies, Philippines

[1] Paper presented at the 2011 Conference of the International Association for Feminist Economists (IAFFE) in Hangzhou, China, June 24-26, 2011.

[2] Research Associates at the Philippine Institute for Development Studies, usual disclaimer applies

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Disability and Gender: The case of the Philippines

Aubrey D. Tabuga and Christian D. Mina[4]

1. Background

Disability is a growing concern in developing countries like the Philippines. The United Nations Development Program estimates that 80 percent of persons with disabilities live in developing countries. The World Bank estimates that 20 per cent of the world's poorest people have some kind of disability.[5]In the Millennium Development Goals (MDGs), the need to understand the link between disability and poverty is recognized.

Apart from poverty, discrimination and prejudice are the major challenges that persons with disabilities face in their everyday life. Because they face all types of social, physical and economic barriers, policies should gear towards formulating rights-based and comprehensive set of actions to improve their well-being. For formulation of effective policy actions, data and information are critical. However, data collection on disability in many countries is at an early stage of development because it is given low priority or often excluded from official statistics. Likewise, the ESCAP noted that the lack of availability and the quality of demographic and socio-economic indicators concerning disability continue to be major challenges.[6]

In the Philippines, studies that examine the conditions of PWDs are likewise very limited, with statistics being very rare. In fact, the latest official estimate available on the number of PWDs in the country can be obtained from the 2000 Census and the figure is placed at 1.2 percent of the total population or 942,098[7], with women comprising 50.24 percent (473,332). The 2010 Census of Population and Housing (CPH) included questions on disability. However, as of publication date, the results have not been released yet.

Being aware of the importance of collecting data on persons with disability, the Philippine Institute for Development Studies in collaboration with the Institute for Developing Economies (in 2008) and the University of Tokyo (in 2010) conducted a set of surveys that aims to understand the conditions of persons with disability in the Philippines. The first one, being conducted in 2008, was a survey on PWD in the urban areas, particularly Metro Manila. The second one was conducted in a rural municipality in the province of Batangas to complement the urban study. This paper aims to discuss the conditions of men and women with disability based on the results of these surveys. It also shows that improving the welfare of PWDs in general has

[4] Research Associates at the Philippine Institute for Development Studies, usual disclaimer applies
[5] Disabled World at http://www.disabled-world.com/disability/statistics/ Accessed February 23, 2011
[6] UN-ESCAP, Basic Facts at http://www.unescap.org/esid/psis/disability/ Accessed February 17, 2011
[7]Several other entities have also estimated the number of PWDs in the country. The Department of Health conducted a registration of PWDs in 1997 and counted 469,707 PWDs, a number that was claimed to be an underestimation of the number of PWDs in the country. Thus, the government does not officially recognize this estimate.

gender implications within the households owing to the fact that PWDs are taken care of mostly by women household members.

This papers proceeds by first briefly describing the PIDS-IDE 2008 and PIDS-University of Tokyo 2010 survey on PWDs. This is followed by a review on available literature on disability in the Philippines. Discussions on the conditions of men and women with disability follow afterwards. The discussion focuses on disparities in educational achievement, employment and unpaid work, income, time-usage, and policy awareness. The impact of disability on gender inequality within the household is also briefly discussed. The last section summarizes and concludes.

2. The Surveys on PWD

To bridge the information gap on the conditions of people with disability, the survey on PWD asked various questions on basic and socioeconomic characteristics of the PWD and their households. The study centered on the livelihood of PWDs, participation in disability organizations, awareness in various policies that affect their welfare, range of movements and independent living. The study was limited to three types of impairment – the mobility-impaired, visually- and hearing-impaired. It also focused only on the economically active population, thus aged 15 and above because the main objective is on livelihood and independent living.

The survey on the urban areas was conducted in 4 cities in Metro Manila. These were Makati, Quezon City, Pasay, and Valenzuela.[8] There were a total of 403 respondents for the urban survey. Meanwhile, to get information on PWD in the rural areas, the municipality of Rosario, Batangas was selected as the survey area. This survey covered 106 respondents from 31 *barangays* (villages).

The set of questionnaires used in the 2008 survey was developed by the Institute of Developing Economies through a cross-country effort. A pilot-testing of the survey was conducted in August 2007 in Metro Manila. The survey used four modules. The general module were developed for all survey respondents to gather demographic, as well as socio-economic information on each of the three groups of PWDs, i.e. those with (a) mobility, (b) visual or (c) hearing impairment. The three other modules were designed to collect detailed information on each type of disability. These questionnaires were revised with inputs from the PIDS research team. The entire questionnaire was meant to be administered in English and translated, when need be, with the assistance of the field personnel who themselves are PWDs. Among the questions asked in the survey included: 1) how do PWDs make a living; 2) are PWDs' ability fully made use of; 3) how are PWDs' assisted; and 4) how do policies reach PWDs? In the 2010 rural survey, the 2008 modules were slightly improved to provide more detailed questions on income, membership in organizations, and participation in government programs. Some items on employment were also revised to reflect variation in the opportunities present in the rural versus

[8] To know more about the rationale for selecting the sites, please read Yap, et.al. (2009) and Reyes, et.al (2011).

the urban areas. More importantly, the 2010 questionnaire also included questions on time-use and unpaid work.

The survey utilized persons with disability themselves in the enumeration to ensure two things. Fist reason is for respondents to be more at ease in conversing with the enumerator knowing that the latter may be more likely to understand the former's situation. The second reason is that the enumerator is more adept in understanding the interviewee's medical condition for more accurate recording of details and all matters pertaining to the disability. In the case of those with hearing impairments, the enumerators were those with sign language skills. Thus, the mobility-impaired interviewed mobility-impaired respondents, the visually-impaired interviewed those with visual disability, while the hearing-impaired were interviewed by hearing-impaired enumerators.

In the urban survey, 38 percent of the samples were women and rest was men. In the rural survey, the samples were equally divided among men and women (Table1).

Table 1. Distribution of Respondent by Impairment and Sex

Type of impairment	Urban (2008 survey)					Rural (2010 survey)				
	Female	Male	Total	%	% female	Female	Male	Total	%	% female
Mobility	39	82	121	30.0	32.2	13	18	31	29.2	41.9
Visual	53	89	142	35.2	37.3	13	12	25	23.6	52
Hearing	50	56	106	26.3	47.2	18	14	32	30.2	56.3
Multiple	12	22	34	8.4	35.3	9	9	18	17.0	50
Total	154	249	403	100.0	38.2	53	53	106	100.0	50

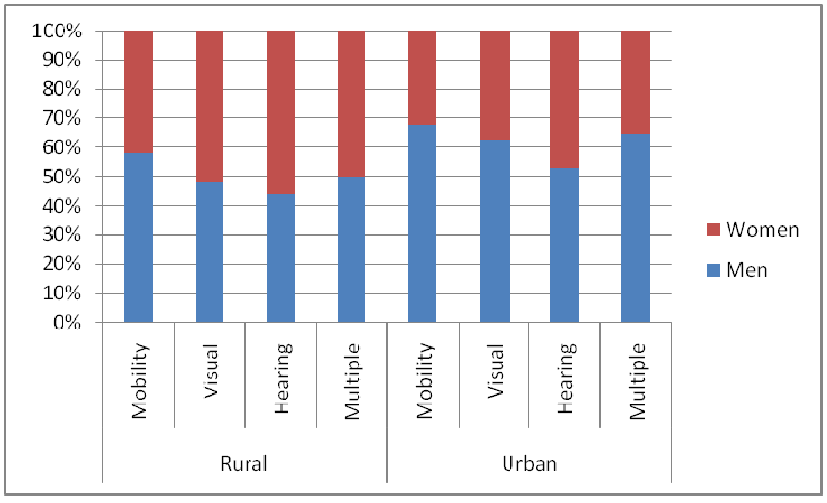


Figure 1. Distribution of survey respondents by type of disability, sex, and area

Majority of the PWDs in the rural areas were single/never been married. Meanwhile, the proportion of married respondents was higher in the urban survey. In both surveys, the women were slightly older than the men. The histograms below show the distribution of the survey respondents by age.

Table 2. Basic characteristics of men and women with disability by area

Area	Men	Women
Observations		
Rural	53	53
Urban	249	154
Mean age		
Rural	39.4	40.7
Urban	38.2	38.8
Marital status		
Rural		
Married/married-like	37.7	24.5
Divorced/separated	0	5.7
Widowed	0	13.2
Never been married	62.3	56.6
Urban		
Married/married-like	47.8	46.1
Divorced/separated	3.2	7.1
Widowed	2.8	3.9
Never been married	46.2	42.2

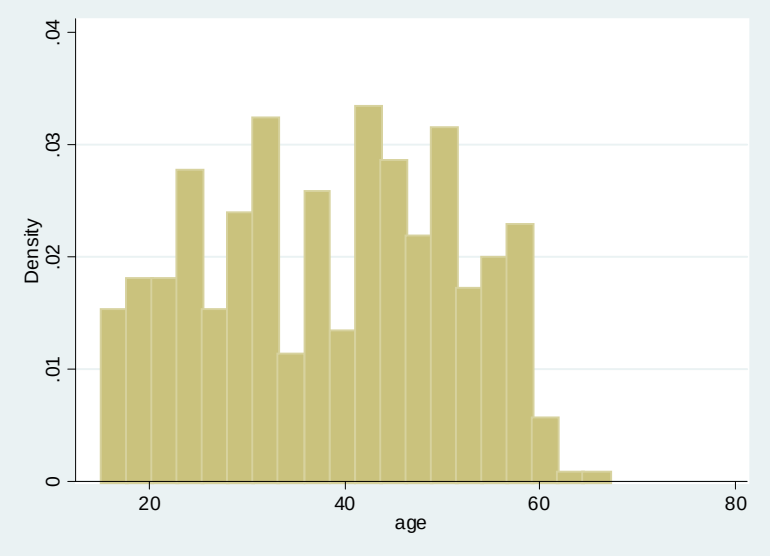
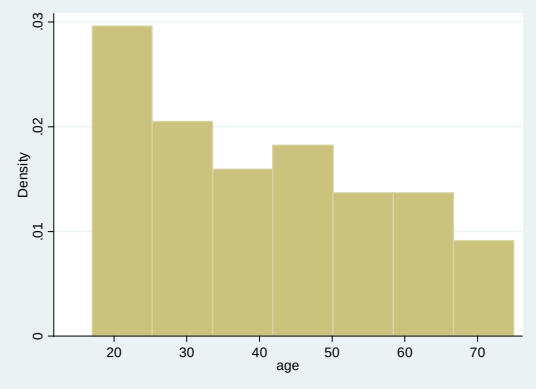
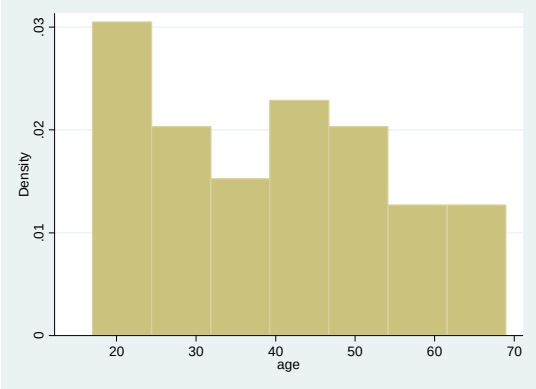


Figure 2. Histogram of age of respondents: Urban





Women Men

Figure 3. Distribution of respondents by age: Rural

3. Review of literature

There is a very limited body of literature on PWDs not only in the Philippines but also in other developing economies. In the Philippines, disability statistics are very rare with decade-old latest official estimates. The National Statistics Office placed the estimated number of PWDs in the country at 1.2 percent of the total population or 942,098[9] in 2000, 50.24 percent (473,332) of these are women. Meanwhile, the 2010 Census of Population and Housing (CPH) included questions on disability but as of publication time, the results have not yet been released.

Many aspects of the daily living conditions of PWDs in the urban setting were uncovered in the 2008 PIDS-IDE survey. The survey revealed that the average educational attainment of PWDs is low with only a third of the respondents having reached or completed high school level. A little over half (54%) have completed at least high school. Also, only half of the respondents had income-generating jobs while half were looking for employment. More men were employed (57%) compared to women (40%). Among the 3 types of disability, the blind had the highest proportion with jobs (72%) followed by the mobility-impaired (44%) and the deaf (32%). In fact, majority (65%) of those with income-generating jobs were blind persons working as masseurs and they tend to work in groups. This group thus had the highest average income among the PWDs (Reyes and Tabuga, 2009).

Reyes and Tabuga (2009) also reported that major income sources differed depending on disability type. For the mobility- impaired, their primary income sources were earnings from businesses while for the blind, wages and salaries. The deaf on the other hand, relied heavily on

[9]Several other entities have also estimated the number of PWDs in the country. The Department of Health conducted a registration of PWDs in 1997 and counted 469,707 PWDs, a number that was claimed to be an underestimation of the number of PWDs in the country. Thus, the government does not officially recognize this estimate.

money received from family and friends and therefore they can be considered to be the least independent among the groups of PWDs included in the survey. It was also found in the study that majority of the PWDs were not aware of the Magna Carta for PWDs and its amended version. Worse, not even half of the respondents have been issued PWD ID cards which were necessary for them to be given privileges as stipulated in the Magna Carta. Apparently, the rate of issuance of ID cards has been really slow.

From the 2008 urban survey on PWDs, a quantitative study was conducted by Mori and Yamagata (2009) and this provides interesting insights. Their paper focused on the determinants of income of PWDs. They found that a key factor explaining income of PWDs is education. In their study, it was found that the rate of return on education is so great that highly educated PWDs earn substantial amounts of income while those with no education earn far less than the educated ones. They also found that females earn only one-third of the income of males with the same education, age, marital status, and disability.

Using also the 2008 urban survey on PWDs, Mina (2008) examined the correlation between characteristics of PWDs and their labor market participation. Econometric models were developed using Logistic Regression and Multivariate Adaptive Regression Splines. One of the main findings suggests that PWDs who are household heads are more likely to have job/business. Pressure to seek employment is greater among them, particularly those who are male, have children, have relatively fewer assets, and cannot afford or does not urgently need assistance from PAs and/or any special devices. Education and membership in a disability self-help organization are also found to be positively correlated with employment. Meanwhile, PWDs with higher access to PAs and/or assistive devices (which implies limited physical functioning or higher household wealth) are less likely to have job/business.

Meanwhile, Tabuga (2010) quantitatively analyzed awareness and participation of PWDs in discount programs of the government. The study found that the low awareness among PWD is a major hurdle in their ability to participate or avail various programs intended to improve their conditions. These programs refer to the discount privileges in various goods and services given to PWDs as stipulated in the amended version of the Magna Carta for PWDs. Because education is key to awareness, efforts should center on educating the PWD. Hence, the government and NGOs alike must come up with creative ways to educate PWD with varying levels of ability. The study likewise stressed the critical roles of the municipal governments and the village governments (i.e. barangay officials and barangay health workers) in educating not only the PWD but in disseminating information to the public in general especially the transport groups, medical facilities, and other commercial establishments where the discounts are supposed to be imposed. Moreover, the study showed that organizations of PWD are a powerful avenue to disseminate information. Therefore, using the organizations as way to reach out to persons with disability is highly recommended.

While the findings in the urban survey already look dismal, the situation in the rural areas is far worse. PWDs in the rural areas performed very poorly in terms of educational attainment. Only 19 percent have completed at least high school, way below the 54% for those in the urban areas. Employment rate among the rural dwellers was slightly lower, at 47 percent, than those in Metro Manila (50%). Also, while the blind had the highest employment rate with the deaf having the lowest in the urban areas, the case for the rural survey was the opposite. The deaf were the ones that had the highest proportion (58%) of those with income-generating jobs while the blind (41%) had the lowest. Like in the urban survey, employment rate among men was higher at 60% than women at only 36%. Meanwhile, personal income is highest among the mobility-impaired and lowest among those with multiple impairments. The awareness rate among rural PWDs was also very low, lower than those in the urban areas with only 3 out of 10 respondents (Reyes, et. al. 2011).

While these reports cited have explained some disparities between sexes, the analysis was not done in a comprehensive way. This paper aims to contribute to the body of literature by consolidating the facts and developing a gender-based analysis.

Why look at gender gaps among PWDs? The reason for this is because of the presence of disability, the opportunities are far less and rare, the problems more daunting, and therefore finding solutions to such important issues like gender gaps and inequality is more critical. Because of their "different" abilities, the effective delivery of basic services and physical and social infrastructures are far more necessary.

If the needs of PWDs are not effectively addressed, if the current practices inside their households prevail, this could further worsen gender inequality. This is because women are generally more involved in providing care and assistance for PWDs. Without the necessary interventions to empower PWDs to have independent living, the situation will continue to prevent the women in PWD households from becoming economically active citizens, and from fully realizing their potential to contribute to their families in other ways.

4. Disparities in Educational Achievement

Men and women with disability have wide gaps in terms of educational attainment. The disparities are far wider in the rural than in the urban areas. There are more women than men who did not complete any grade at all. In the rural areas, the proportion of women who did not complete any grade at all was nearly as twice as the men's (i.e. 30.2 percent compared to 17.0). This is the same case with the PWD in the urban areas, with women having 11 percent and men, 6 percent. There is a lower percentage of women reaching college particularly in the rural areas (9% of men while only 2% of women) (Figure 4).[10]

[10] It would be useful to compare this with the general population's educational attainment to determine how the PWD would fare. However, because of data limitation, this could not be made.

The average number of years of schooling of PWD is about 4.8 for those in rural areas while 9.3 for those in the urban areas. In both cases, women have less years of schooling (Table 3).

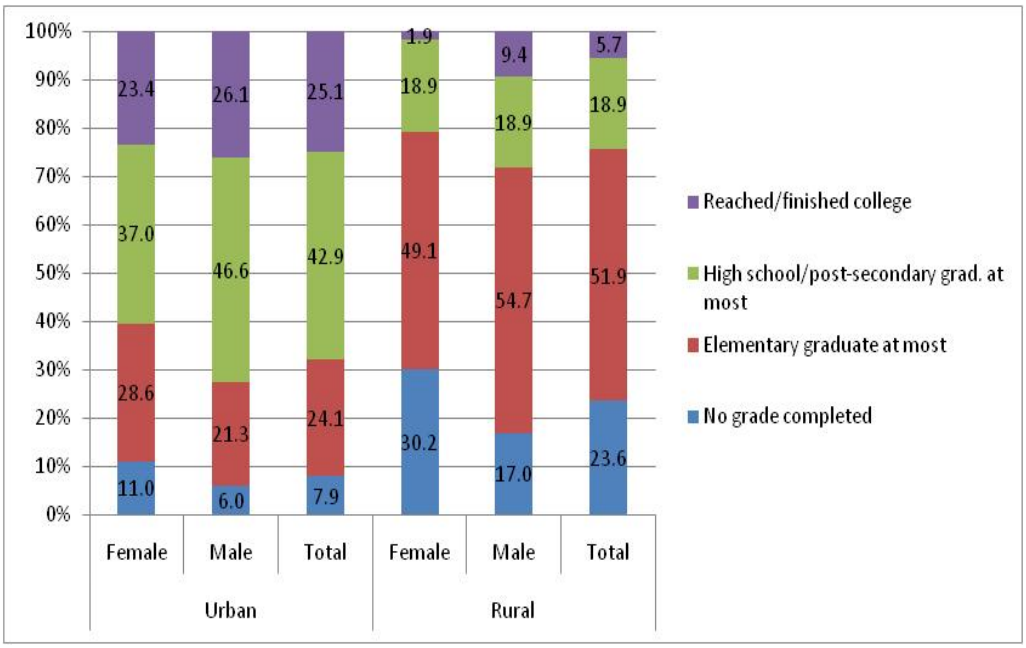


Figure 4. Proportion of men and women with disability by educational attainment and area
Note: rural data (2010), urban data (2008)

Table 3. Average years of schooling by area and sex			
Area/Sex	Men	Women	All
Urban	9.7	8.7	9.3
Rural	5.4	4.3	4.8

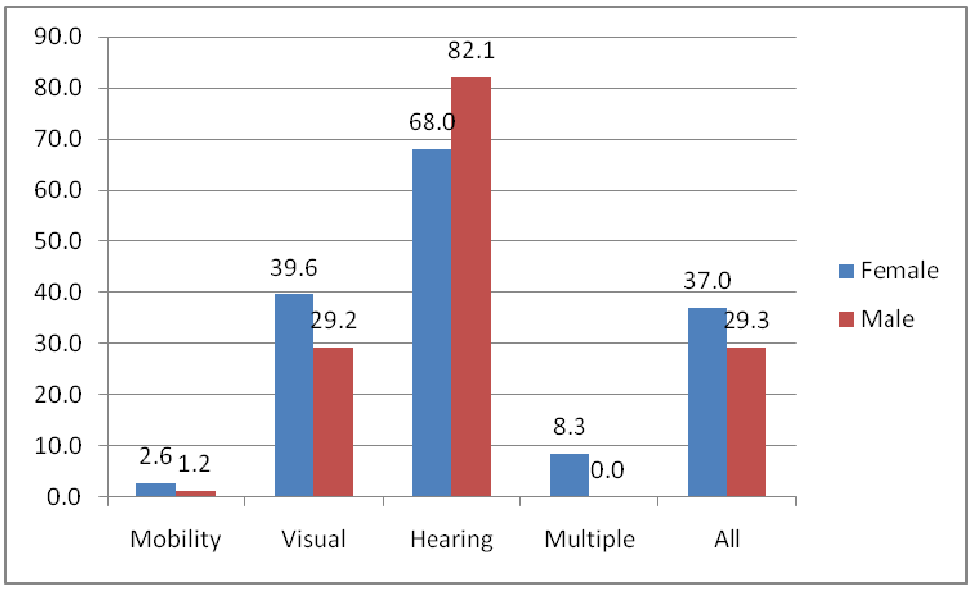


Figure 5. Proportion of PWDs with SPED, urban

A more plausible comparison between the sexes takes into account the type of disability. In all types of impairment except for visual, men in the urban areas outperformed women in all the education categories. Among the visually-impaired, there were more women who have reached college (30%) than men (26%).

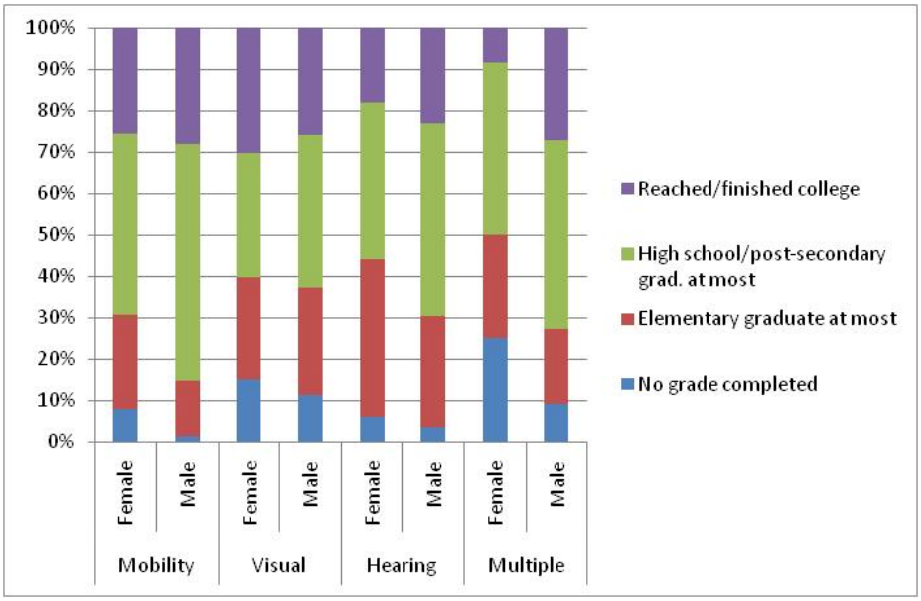


Figure 6. Proportion of persons with disability in the urban areas by educational attainment, impairment type and sex, 2008

Meanwhile, in all types of impairment except for the multiple, men in the rural areas outperformed women, particularly in terms of those who are elementary graduate at most.

Disparity is widest among persons with mobility impairment where 61 percent of men were able to reached at least high school whereas only 38 percent of the women were. Among the blind, the women were quite at par with the men because while there were more women who did not complete any grade at all (31% for women compared to 25% for men), there were a larger proportion of women who have reached at least high school (15.4% of women while only 8% for men). The same situation is true for the deaf. The data for people with multiple impairments meanwhile show that women were at a same level with men.

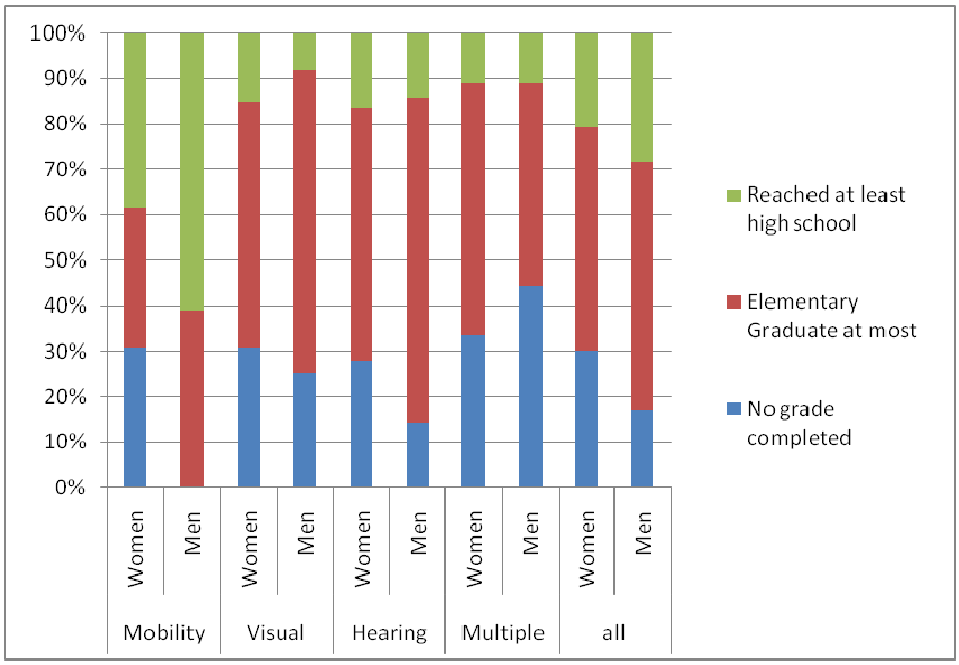


Figure 7. Proportion of persons with disability in the rural areas by educational attainment, impairment type and sex, 2010[11]

5. Disparities in Employment and Unpaid Work

Findings in the rural area (2010 survey)

Comparing the employment status of men versus women shows several insightful observations. First, men have significantly higher employment rate than women. Second, women have much higher unemployment rate than men. And lastly, women have lower underemployment rate than men.

Fifty-eight (58%) of the men with disability were employed while only 36 percent of the women were. These refer to those with an income-generating job/business or who those who work but without pay for the farm or business that is operated by the member of his/her household. These

[11] Because of the limited size of the sample, the aggregations of respondents by educational attainment were made larger.

constitute the fully employed as well as the underemployed. The fully employed are those who are employed but did not express desire of having additional hours of work or an additional job. Meanwhile, the underemployed refer to those who are already employed but still wanting more hours of work or looking for an additional job.[12] Not surprisingly, the percentage of women that are fully employed is slightly higher, at 24%, than that of men, with 23%, while men have much higher underemployment rate because they tend to seek additional jobs. Women did not want more hours of paid work because of their household works. Moreover, while 26 percent of the women were unemployed, only 10 percent of men were.

Figure 8. Distribution of respondents by mode of labor force participation and by sex

Note that the proportion of female respondents who are not in the labor force is higher than that of male respondents and this is true for all impairment types.

[12] This paper used the ILO employment definitions.

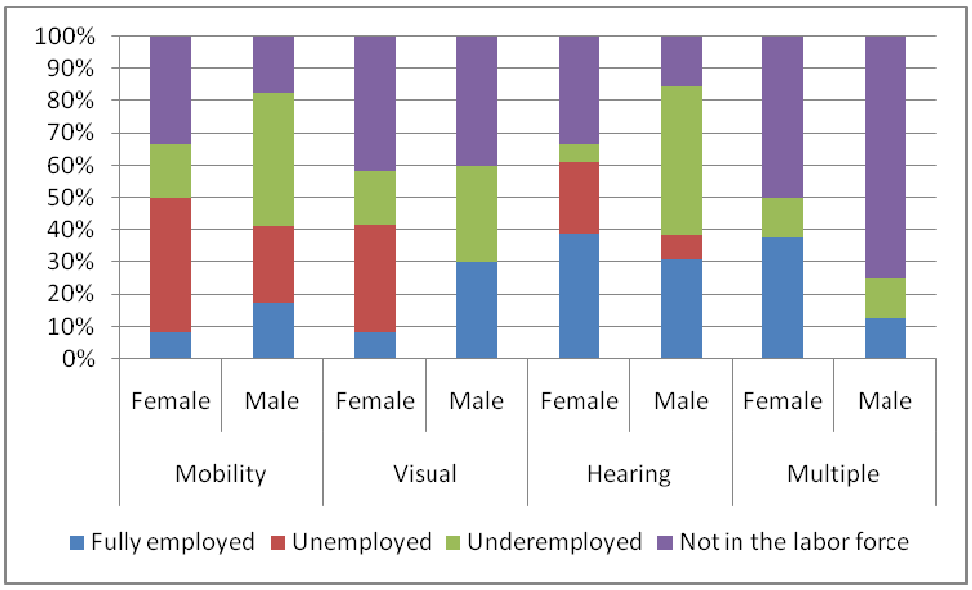


Figure 9. Distribution of respondents by mode of labor force participation, by sex and by impairment type

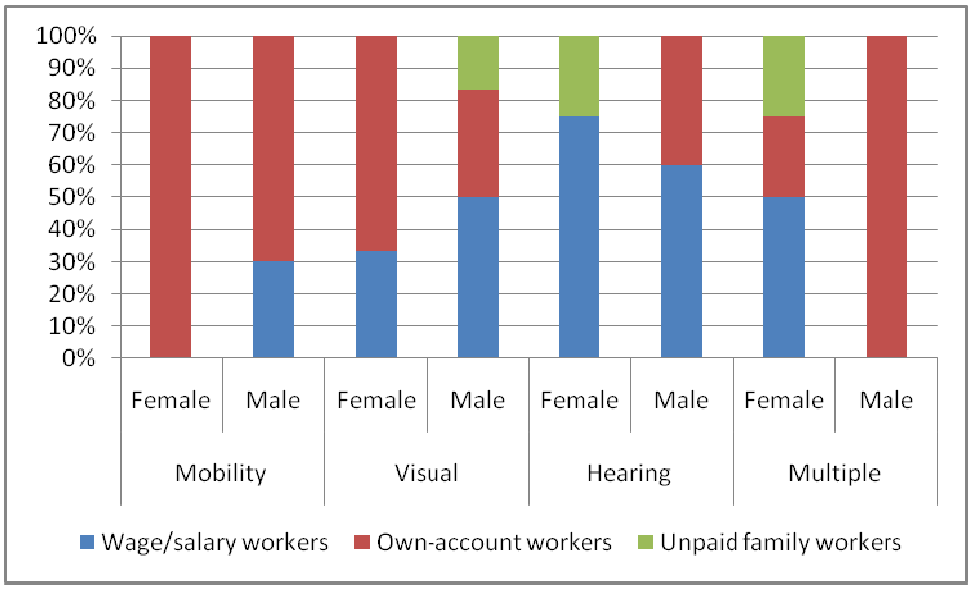


Figure 10. Distribution of respondents by class of worker, by sex and by impairment type

The types of jobs that women with disability in the countryside normally take are housekeeping, vending, farming, and doing laundry. A few of them were quite lucky to become health workers or teacher or storekeeper. Meanwhile, the types of jobs among men are more varied. The most common is still farming, but some work in constructions and factories. Some manage their own family businesses while others get to show their talents as musicians (Table 4). In terms of hours worked, women worked far less hours than men, only 14 hours on the average compared to 30 for the men during the past week prior to the survey.

Table 4. Types of occupation of PWDs in the rural areas	
Occupation	Frequency
Women	
Helper/housekeeper	3
Vendor	3
Farmer/farm worker	2
Village health worker	2
Laundrywoman	2
Storekeeper/helper/manager	1
Teacher/instructor	1
Babysitter	1
Men	
Farmer/farm worker	7
Construction worker/laborer	3
Factory worker/supervisor	2
Artist/musician	2
Barber/pedicure	2
Family business manager/restaurant owner	2
Stick maker	2
Office clerk/manager	1
Storekeeper/helper/manager	1
Assistant surveyor	1
Helper	1
Vendor	1
Tricycle operator	1

The table below provides us an idea on what types of business PWD ventures in the rural areas. For women, the most common businesses are agriculture-related and small time vending like selling electronic load for mobile phones, or ice. Men, on the other hand, manage their own stores, musical band, or barber shop.

Table 5. Type of business of PWD by sex		
Type of business	Men	Women
Street vending	0	1
Running a store	2	1
Agriculture-related	1	2
Selling ice	0	1
Selling e-load	1	1
Meat processing	0	1
Manages a band (musician)	1	0
Barber shop	1	0

Car wash, coco lumber	1	0
Selling sticks	1	0

What are the factors associated with employment or unemployment, to be more relevant policy-wise? Majority (65%) of the employed women were single, widowed, or separated. Meanwhile, most (54%) of the men who were employed were married. Clearly, it indicates that married women were less likely to get employed than men. In fact, among the married women, only 46 percent were employed while 75 percent of married men were employed. This indicates that because of women's assumed roles in the family (i.e. housekeeping, caring for children), they are less likely to obtain gainful occupations.

Meanwhile, for both men and women, being unemployed is correlated with low level of education since 8 out of 10 PWD have attained as far only as elementary education. Therefore, to help them be able to help themselves, programs on educating the PWDs have to be effectively implemented. From the interview, the respondents mentioned that there is no school nearby which can cater to their special needs (i.e. for the blind and the deaf). Also, those with mobility impairment often complain about the poor quality of roads that they have, if they have at all, because many communities can be reached only by foot as there are no roads that connect them with the other parts of the community. This situation is dismal even for the non-PWD. One could not imagine what a person, say, in crutches, has to go through to be able to go out and partake in the local economy and society.

Because of the inability of PWDs to take part in the society, due to various constraints such as the lack of roads/better roads, they don't get exposed as much to information and available resources around them. Thus, when they were asked about their reasons of not looking for work, many would normally answer that they could not do anything worthwhile since they have disability. Many of them believed that there is no work available for them (Table 6).

Table 6. Reason for not looking for job/additional job by sex

Reason	Men	Women
Believe no work is available	5	9
Disability/temporary Illness	14	17
Too young/old	4	4
Schooling	2	1
Shy to go out	1	3
Parents do not allow	1	3
Lack of education	1	1
Already has a job (earning), business	6	1
Do not want to	0	1
Housekeeping	0	2

No personal assistant, cannot go by himself	1	0
Difficult to go out, no road	1	0
Bad weather	1	0

Aside from contributing to their families by working in paid jobs, PWD also contribute in terms of doing household works, caring for other members of the household, and doing family sustenance activities. Among them, more women do unpaid works than men. Seven out of ten women with varying types of disability were doing unpaid works while only 4 in 10 men did. Moreover, women also do more unpaid works than men.

Among the type of unpaid works women mostly do are housekeeping and taking care of children/elderly. Some men also do some household chores, 26% of them, while very few men, 11%, were involved in taking care of other family members.

Table 7. Unpaid work done by PWD by sex and type of work (% to total)

Unpaid work	Men	Women	All
Housekeeping	26.4	60.4	43.4
Taking care of children/elderly	11.3	35.8	47.2
Farming	9.4	0.0	9.4
Poultry/livestock	7.5	7.5	15.1
Fishery	1.9	0.0	1.9
Any type of unpaid work	40.4	66.0	53.3

Findings in the urban area (2008 survey)

In the urban areas, men likewise outperformed women in employment. Sixty-five percent of the male respondents had income-generating jobs while only 47 percent of the women had. Among the types of disability, the visually impaired ones had the highest employment rate at around 79%. Women had lower employment rates in all the disability types.[i]

Table 8. PWD with income-generating jobs by impairment type and sex

Impairment type	Men	Women	All
Mobility	59.0	47.5	55.3
Visual	83.3	71.7	79.0
Hearing	50.0	28.0	39.6
Multiple	50.0	18.2	38.7
All	65.1	47.4	58.3

As in the findings in the rural survey, the underemployment rate of women is lower than those of men. Twenty-three percent of women were underemployed as signified by their wanting to look for additional job. Meanwhile, 36 percent of the male PWDs were underemployed. Women had a lower underemployment rate in all four types of disability. The situations of women in both urban and rural areas are common. They did not desire to look for additional job mainly because of their roles in the household, the bulk of the underemployed women were married.

For both men and women, the most common occupation category they belong to is technicians and associate professionals. Thirty percent (30%) of men and 41 percent of women were categorized as such. The bulk of these however are masseurs (88 percent of all PWD in this occupation category). In the Philippine Standard Occupational Classification (PSOC), masseurs are categorized under Other Health Associate Professionals and therefore, share the same category with the occupational therapy technicians, and orthopedic technicians. The types of jobs of those in this group other than masseurs are musicians, computer technicians, and sales agents/real estate brokers.

Table 9. Distribution of PWD respondents by occupational group and sex, urban, 2008

Occupational group	Male	Female	Total
Officers, managers, supervisors	26	8	34
Professionals	4	2	6
Technicians and associate professionals	48	30	78
Clerks	10	8	18
Service workers; shop and market sales workers	4	4	8
Farmers, forestry workers, fishermen	2	0	2
Trades and Related Workers	16	0	16
Plant and machine operators and assemblers	11	0	11
Labourers and unskilled workers	39	20	59
Other occupations NEC	2	1	3
Total	162	73	235

Aside from being technicians and associate professionals, many of the PWDs are laborers and unskilled workers, 24 percent for men and 27 percent for women. Many of the men held sales and services elementary occupations – these are the street vendors (selling handicrafts, newspaper, and biscuits), street sweepers, shop helpers, and messengers. Some were transport laborers and freight handlers – pedicab (pedal vehicle) drivers; while others are construction workers/helpers. The women on the other hand were mostly street vendors (ice, and barbecue) and direct selling agents (who go house to house to sell cosmetic products). Many of them were cleaners/janitress, and launderers and pressers. PWDs who were farmers, forestry workers,

fishermen; trade workers; and machine operators were all men, as these are generally male-dominated fields.

Among the PWDs having high ranking occupations such as officers and managers, and professionals, three out of four of these were men. Many of these are owners and managers of small businesses like junk shop, T-shirt printing business, house rental, umbrella repair service, and small food businesses. For women, most are store keepers/managers and also lessors.

Like in the rural area, more married men were employed than women. About three-fourths (74%) of married men had income-generating jobs, while only 56 percent of married women had. This may indicate that women with disability in the urban areas face hurdles as well in participating in the labor force. However, the data show that even among single individuals, women had lower employment rate than men.

6. Disparities in Income

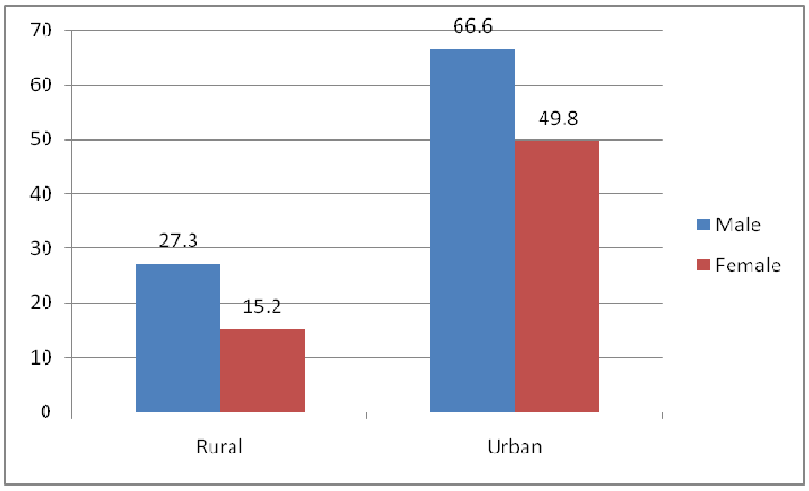


Figure 11. Comparative personal income of men and women

Findings in the rural areas

It was shown that employment rate among men was higher than among women. Consequently, personal income of men is generally higher than women. Figure 10 shows the average personal income of the employed male PWD respondents (around PhP27,300) in 2009 is almost twice that of the employed female respondents (PhP15,200). It was found that not only did women had less opportunity to earn income, they also receive far less assistance in terms of overseas remittances and other types of assistance such as those coming from government and private sources.

A significant percentage of personal income of male PWDs, 43 percent, in the rural survey came from other sources (i.e. overseas remittances and cash receipts, support, assistance, relief from domestic sources including government and private sources). It must be noted that majority (60%) of the respondents who reported to be receiving overseas remittances were male. The remaining 33 percent and 27.5 percent were obtained from entrepreneurial and salaries and wages, respectively. Despite these, the mean income that male PWDs obtain from each of the two income sources was nevertheless higher than those of female PWDs.

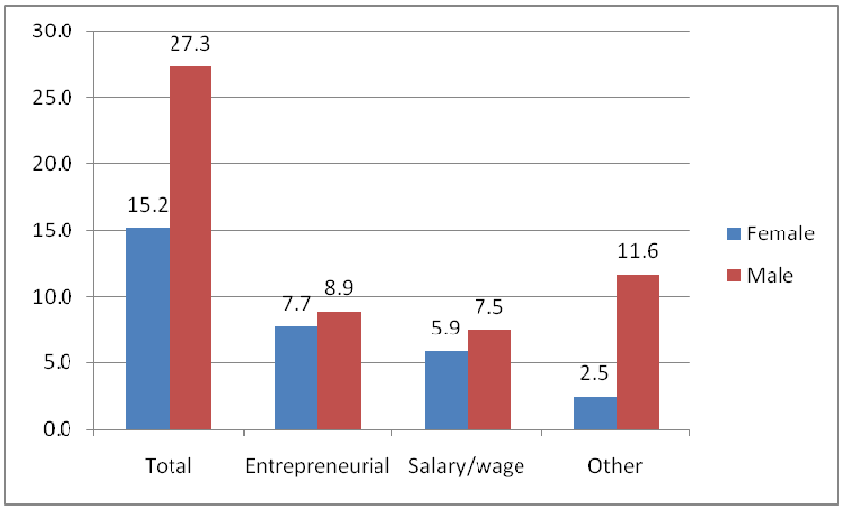


Figure 12. Mean personal income of PWD in the rural survey by sex and sources (in thousand pesos, 2009)

Meanwhile, female respondents derived 51 percent of their personal income from entrepreneurial sources. A significant proportion, 39 percent, was obtained from salaries and wages. Only around 16 percent were derived from other sources.

At the household level, the households of male PWDs are relatively better off with a per capita income of around P27,000 in 2009. Households of women PWDs had only around P19,000 in the same year. The gaps are widest among the deaf and the mobility impaired. Meanwhile, the disparity among the blind's households was smaller than the other types of impairment. And households of women with multiple impairments were relatively better off than their male counterparts.

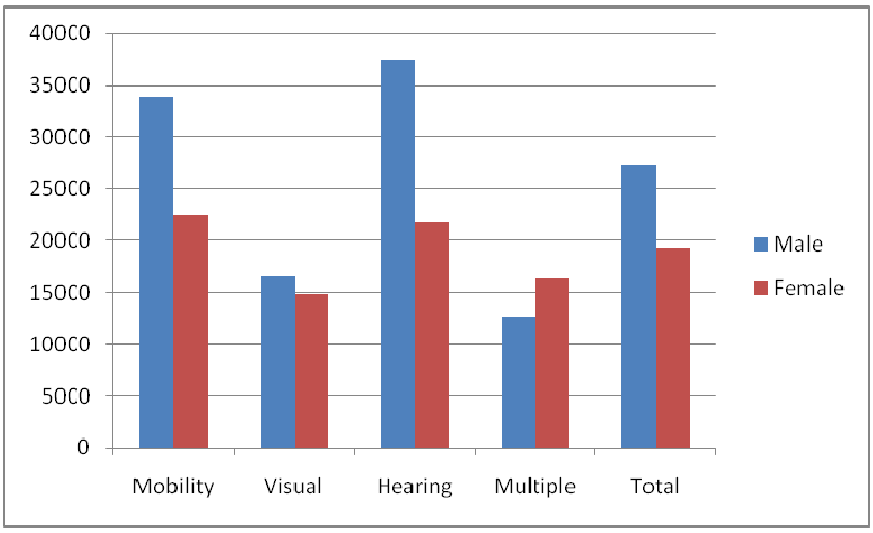


Figure 13. Per capita income of PWD households in the rural survey by sex and impairment type, (in pesos, 2009)

Interestingly, the total household incomes between the male and female PWDs were almost equal. This is true for the mobility impaired and visually impaired. Men who are deaf had significantly higher total household income than their women counterparts while women with multiple impairments had higher household income than their male counterparts.

Despite these, the per capita incomes of women are lower because their household sizes were bigger. In all types, except for the deaf, the average household sizes for women PWDs were larger.

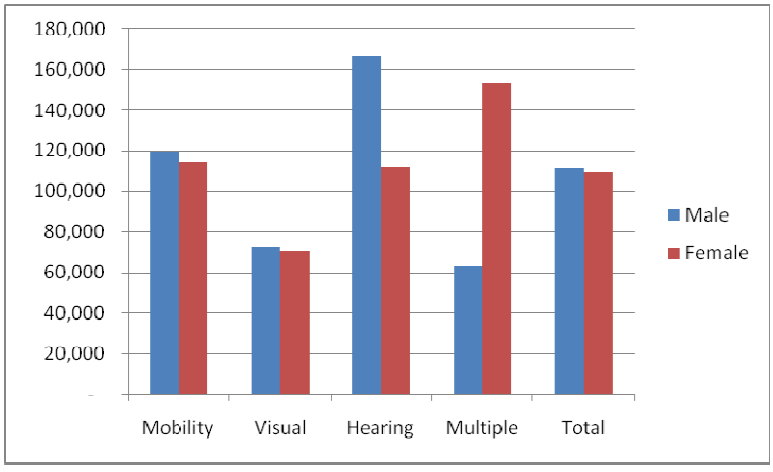


Figure 14. Total household income of PWD in the rural survey by sex and impairment type, (in pesos, 2009)

7. Disparities on time-usage in the rural areas

An important improvement in the survey instrument for the rural survey was the inclusion of time-usage. The reason behind this improvement hinges upon the growing importance of time-use data for determining unpaid work. It is also an important aspect if one needs to make a gender-based analysis.

It was found from the survey that PWDs spent most of their time sleeping. This is understandable because there are not much late night activities in the rural areas, unlike in the urban areas, and so people tend to retire early in the night. The figures below show that on the average, women spent around 9 hours sleeping either on a working or a non-working day. Men with disability likewise spent 8.4 to 8.7 hours per day on sleeping.

As expected, female respondents spent more time on household chores and child care than the men did, both in working and non-working days. In fact, the women worked twice as long as the men did during non-working day (4.5 hours against 2.1 hours for men) and even thrice during working day (2.8 hours versus 1 hour for men). They also spent less number of hours working (5.2 hours) as compared to the men (7.7 hours). Moreover, the amount of time spent on meals and personal care are larger among females.

Aside from having spent more time on paid work, male respondents also devoted more hours (3.1 hours) on their hobbies, entertainment, and social affairs, than did the women (2.2 hours) even during working days. During non-working days, men spent about twice as much hours on leisure compared to the women. While women spent 19 percent of their time to leisure on non-working days, men used up 33 percent of their time.

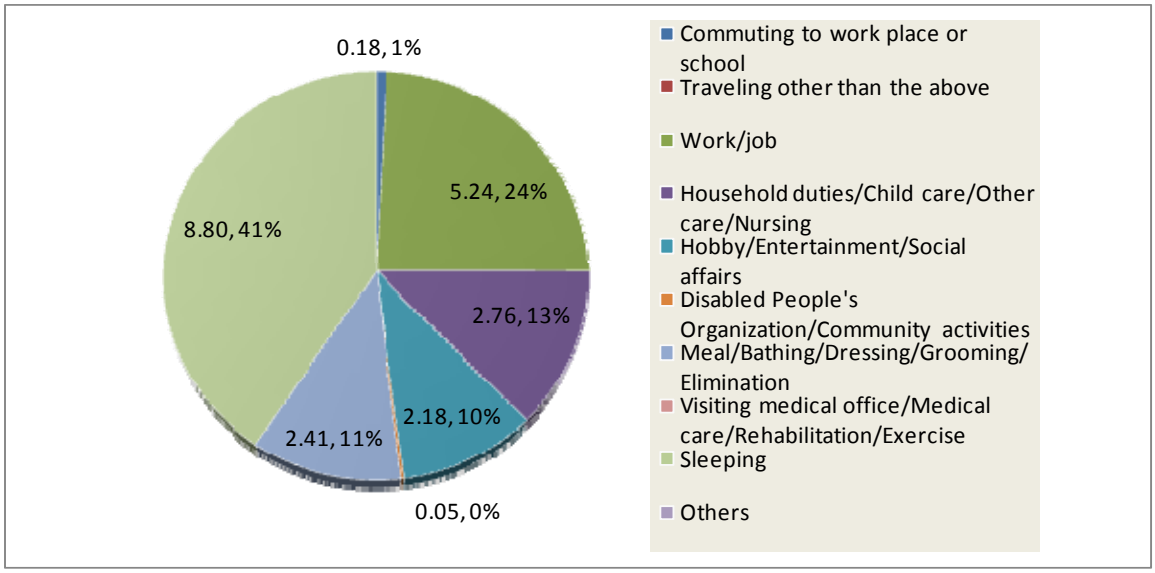


Figure 15. Mean amount and percentage of time allocated by female respondents on various activities during the nearest past working day (%)
Source: Reyes et al (2011)

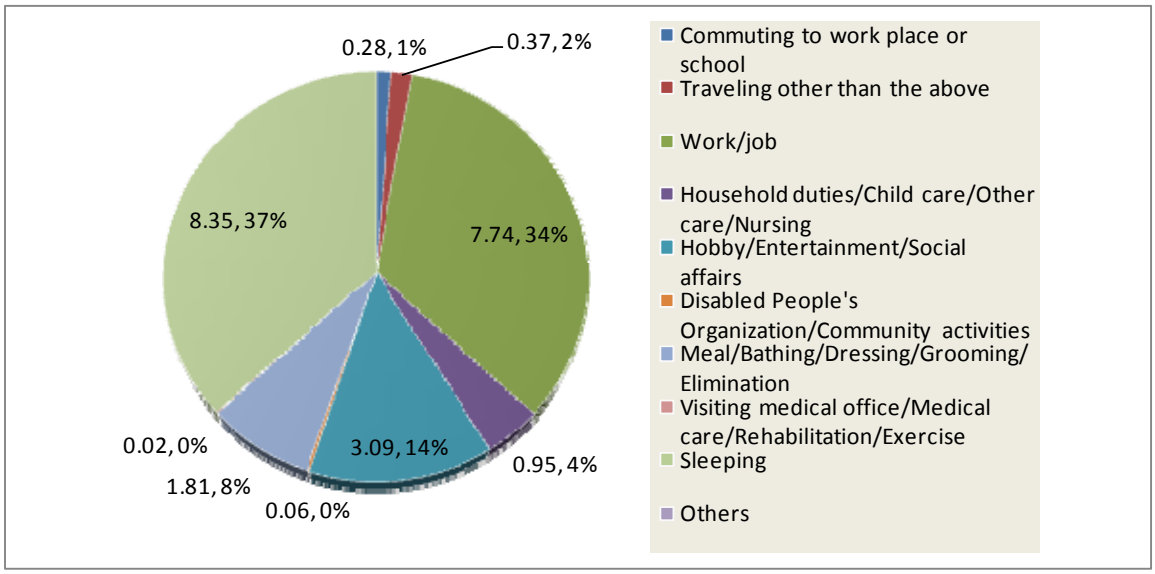


Figure 16. Mean amount and percentage of time allocated by male respondents on various activities during the nearest past working day (%)
Source: Reyes et al (2011)

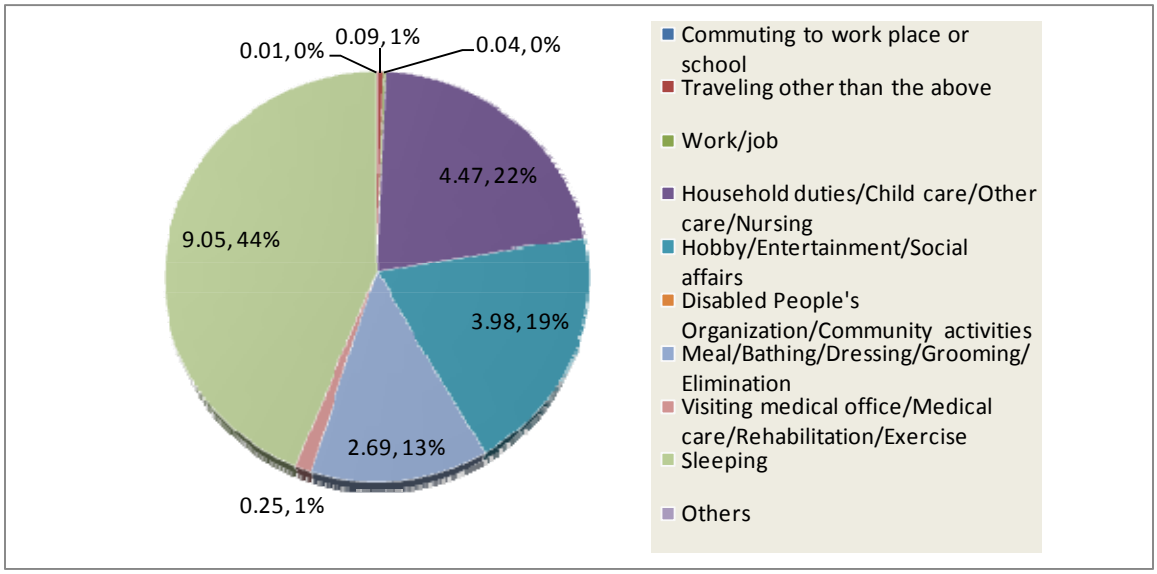


Figure 17. Mean amount and percentage of time allocated by female respondents on various activities during the nearest past non-working day (%)
Source: Reyes et al (2011)

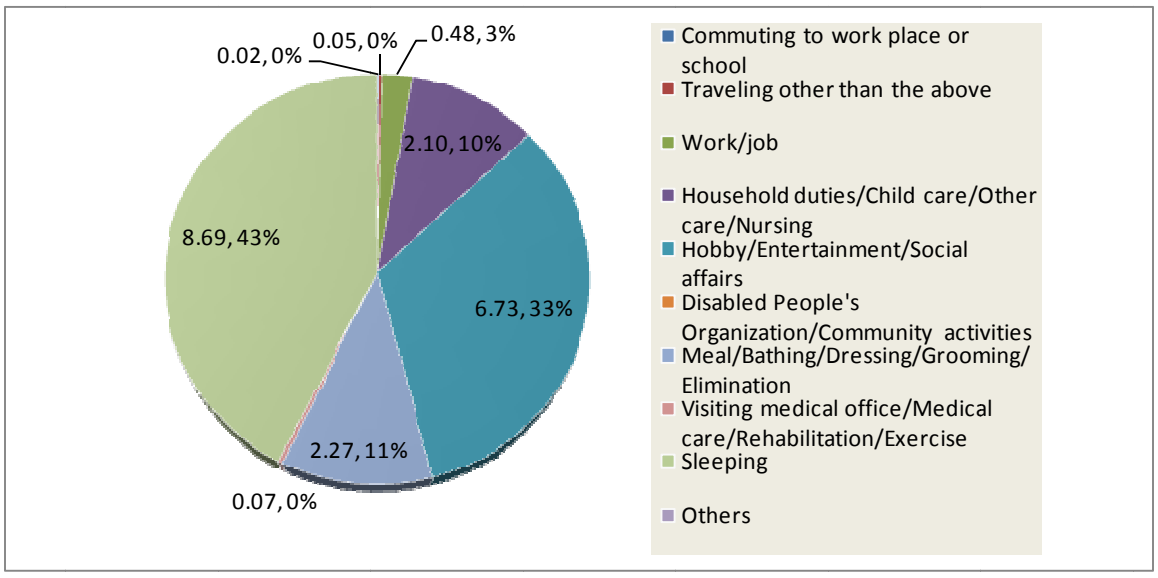


Figure 18. Mean amount and percentage of time allocated by male respondents on various activities during the nearest past non-working day (%)
Source: Reyes et al (2011)

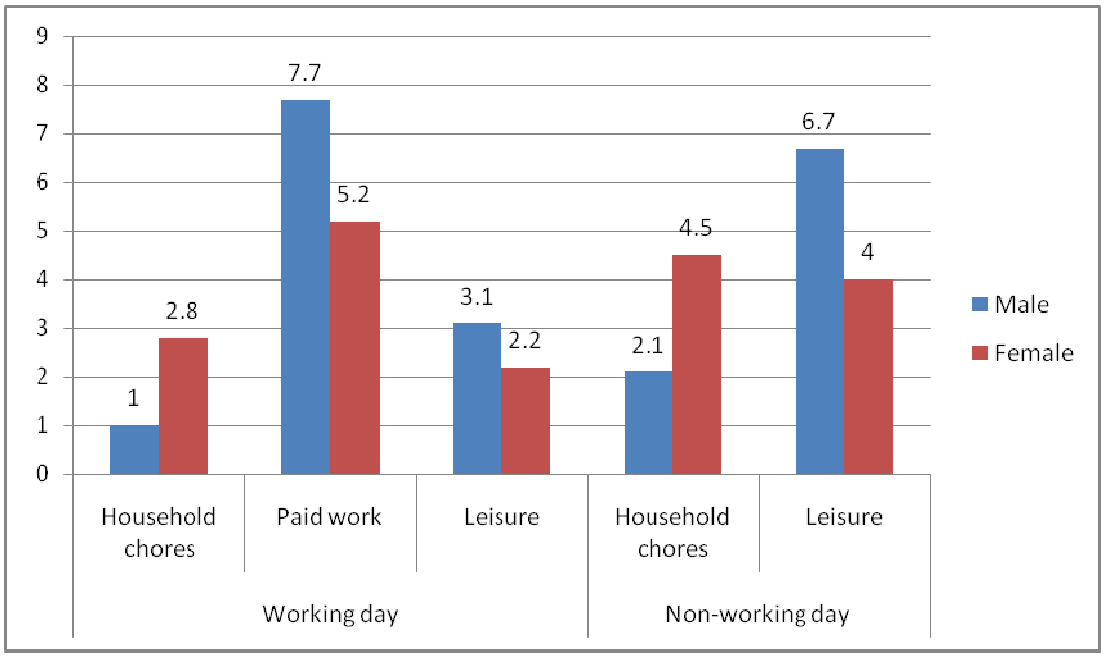


Figure 19. Comparative number of hours spent by men and women with disability by type of activity and day

8. Disparities in policy awareness

To help improve the well-being of PWD, there are already a number of key policies that have been enacted. Most notable of these are the Magna Carta for PWD, enacted in 1991 and its amendment which was passed into law in 2007. The amended version had further widened the range of privileges that PWD are entitled for. In particular, this law stipulated a list of discount privileges for PWD in hotels, restaurants, cinema houses, recreational facilities, medical and dental facilities, air, and land transportation.

In the survey, the level of awareness of PWD was examined by asking them whether they are aware of the said policies and privileges or not. In the urban areas, about 68 out of 100 were aware of policies or their provisions. And there were relatively more women than men who reported awareness. In particular, women outperformed men among the mobility and visually impaired. Among the PWDs, the visually-impaired had the highest awareness rate at 80 percent while those with multiple disabilities had the lowest at only 29 percent. The visually impaired were considered to be the most mobile among the PWDs because the survey seemed to have targeted many masseurs in the survey. These masseurs are very mobile that they tend to move in groups and are more organized than the ones with other types of disability.

Table 10. Proportion of respondents with policy awareness by type of impairment in the **urban** area, %

Impairment	Total		
	Female	Male	All
Mobility	74.4	62.2	66.1
Visual	83.0	78.7	80.3
Hearing	64.0	64.3	64.2
Multiple	16.7	36.4	29.4
All	69.5	66.3	67.5

Meanwhile, the situation is reversed in the rural areas. Men outperformed women and level of awareness in general is very low. The table below shows the results in the rural survey. About 3 in 10 respondents reported that they are aware of any of the policies –the 1991 Magna Carta for PWD, its amended version, or any of the privileges enumerated above. Among the types of impairment, the mobility-impaired (MI) has the highest awareness rate at 48 percent, followed by the visually-impaired (VI) at 36 percent, and hearing-impaired (HI) with 22 percent. There is zero awareness among those with multiple impairments.

Table 11. Proportion of respondents with policy awareness by type of impairment in the **rural** area, %			
	Total		
Impairment	Female	Male	All
Mobility	46.2	50.0	48.4
Visual	23.1	50.0	36.0
Hearing	22.2	21.4	21.9
Multiple	0.0	0.0	0.0
All	24.5	34.0	29.2

In general, there were more male (34% of total) than female (24%) respondents who reported awareness. It was only among the HI respondents where women slightly outperformed the men. Why are women less aware than men? This is because women are less educated than men (with women having an average of only 4.3 years of education as compared to 5.4 years among men). They are also less mobile than men (they don't go out that much because they have no job, have limited interaction with the people outside their family circles). Also, because they are women, their families tend to be more protective of them, not letting them wander around unattended because of their disability. Hence, they have less opportunities of gaining knowledge and information.

In an econometric analysis on awareness of PWD to various policies and their provisions, it was shown that sex did not matter in explaining awareness (Tabuga, 2010). This was of course using data from the urban survey where the gaps between the sexes are not as wide as those in the rural areas.

9. Other Key Issues

The major constraint that PWD face in a developing country such as the Philippines remains to be social and behavioral in nature, in the sense that the society still does not view PWDs as citizens who can still contribute despite the presence of impairment. One reason why PWDs do have interpersonal constraints themselves, even emotional and behavioral, is the label that society puts on them. Many would simply chose to stay home and not attempt to seek employment because they argue their disability won't allow them to because that is what they get from people around them, it may be their own family and relatives (who feel that they have disability and must therefore be taken care of), or the larger community who would not acknowledge that they too can be economically active. Thus, it was common to get reasons from respondents that their disability prevents them from fully participating when they were asked why do not attempt to seek work.

One major constraint that PWDs face is poor quality of roads, if there are roads at all especially in the rural areas. Inability to provide for basic infrastructures like roads does not only hamper economic and social advancement in the communities but also further restricts people with disability to obtain their basic (food, medicine) and specials needs (therapy) as well as participate in the mainstream society. This would lead not only to perpetuation of the reliance of PWD on their families but may also worsen gender inequality because women family members take more of the load of looking after their PWD members than do the male members of the household.

One aspect that is important in terms of policy is the impact of PWDs not being able to have independent living to other members of the households especially on women. While there is limited focus on this in the set of surveys conducted, it has touched upon it nonetheless because several details on the other members of the PWD household were also gathered. Most of personal assistants, specifically in the rural areas survey, were women unpaid members (in 9 out of 10 PWDs with PA). They are the mother, sister, daughter, or granddaughter of the PWDs. These household members spend relatively longer time, an average of 7.6 hours, on household chores (which includes caring for the PWD's needs) than on paid work, at only 3.4 hours on the average. From the interview, it also clearly shows how the need to care for the PWD family member has prevented the women family members to look for paid work and other opportunities, or just to have the leisure time that they need for themselves.

Because the main focus of the survey was on the conditions of PWD, the conditions of these unpaid family member-personal assistants were not examined in further details, and in comparison with other members of the family/household. Also, since it is evident that there is gender bias on who should primarily look after the PWDs, a deeper assessment on how this affects the welfare of these women household members is needed.

10. Summary and Concluding Remarks

Even for a country where there is a strong advocacy for gender equality and where the advancement of the welfare of women is well-legislated, there's still a lot of work to do. Such is in case of persons with disability. Men and women with disability have wide gaps in educational attainment. There are more women than men who did not complete any grade at all. In the rural areas, the proportion of women who did not complete any grade at all was nearly as twice as the men's (i.e. 30.2 percent compared to 17.0). This is the same case with the PWD in the urban areas, with women having 11 percent and men, 6 percent. The disparities are wider in the rural than in the urban areas.

Employment rate among male respondents is higher than for women Most of the female respondents have no job/business. The proportion of male respondents who are employed is highest among the mobility-impaired while lowest among those with hearing and multiple impairments. Unpaid family workers are dominated by females.

Male respondents have relatively higher personal income than female respondents. Most of the personal income of female respondents is derived from entrepreneurial activities while that of male respondents came from other sources. Female respondents allot relatively more time on household duties and personal activities (i.e., meals, grooming) both in working and non-working days. Male respondents spend more time on work and leisure, even during working days. Moreover, there were more men than women respondents who reported awareness on key policies that affect their lives.

The gender disparities among PWDs must be addressed and their basic and special needs (educational and livelihood needs) must be provided. Failure to address their needs and concerns has serious repercussions that may also further worsen inequality within the family and between sexes. Government and stakeholders must work together therefore to help PWDs be able to help themselves by providing programs that aim to capacitate them so they can better partake in community and economic affairs.

Programs aimed at PWDs must address gender differences among PWDs. There should be programs that are designed especially for women as their situation is quite different from the men. These programs must take into account the tendencies of PWD when designing programs aimed at helping them. For instance, employment opportunities that would require women to leave their homes may not yield expected results because women would simply chose to remain at home. Home-based livelihood programs would then be most appropriate for them. Including in such programs the female non-PWD members who takes care of the PWDs is highly recommended.

Improving the roads in the countryside is a critical action that the government and other stakeholders must work on in order to help not only the PWD but the non-PWDs as well. The quality of roads where the survey was undertaken is very poor that it can make even an able and healthy person become disabled. This would not only help a PWD go to school or find work for himself but more importantly be able to participate in the community, learn from other people on various information and resources which he/she can take advantage from to find more meaning in his/her life.

Most importantly, the way the society views the PWDs must be changed in a way that gives them a chance to fully realize their potentials as non-PWD citizens do. This does not stop from promulgating and passing laws but by providing concrete actions towards integration of PWDs in the mainstream society and the economy.

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Appendix 1. Definition of terms

Employed: those with an income-generating job/business or who work without pay for the farm or business that is operated by the member of his/her household, reference period is during the week of visit or survey period

Underemployed: those who are employed but still wanting more hours of work or looking for an additional job;

Unemployed: those who have no work (or are not employed) and are either (i) looking for work and available for work (during the previous week or within the next two weeks), or (ii) not looking for work because of their belief that no work is available, temporary illness, bad weather, awaiting results of previous job application, or waiting for rehire or job recall, but are available for work (during the previous week or within the next two weeks)

Not in the labor force: those who are neither employed nor unemployed and are either (i) not looking for work because of their belief that no work is available, temporary illness, bad weather, awaiting results of previous job application, or waiting for rehire or job recall, and are not available for work (during the previous week or within the next two weeks), or (ii) not looking for work because of any of the following reasons: housekeeping, schooling, retired/recipient of a disability pension, too young/old.

[i] In the 2008 survey, the instrument did not ask questions on availability, these are therefore rough estimates of employment among PWDs in the urban areas.