

SPECIAL RELEASE

Women and Men Employed in Apayao Province Cordillera Administrative Region

Date of Release: 06 March 2025
Reference No. 2025-CARAP-SR-005

Persons Employed

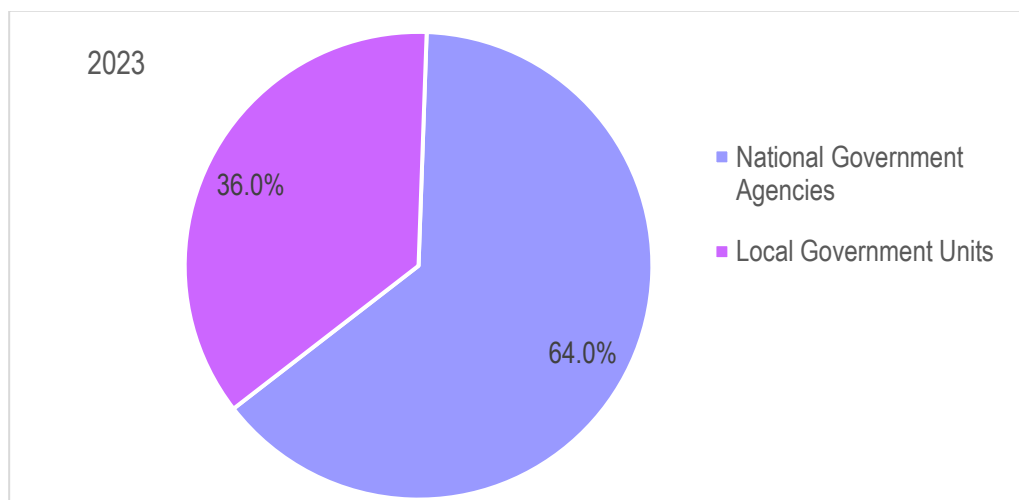
Figure 1. Number of Persons Employed, by Sex, Both National Government Agencies and Local Governments Units, Apayao Province, 2022 – 2023



Source: National Government Agencies and Local Government Units within Apayao Province.

The province' total count of persons employed in the government sector with permanent status, contractual, casual, and contract of service workers / job order in 2023 totalled 7,878 persons, with a growth rate of 0.3 percent. The number of females employed increased by 1.1 percent while males decreased by 0.50 percent. (Figure 1 and Table 1)

Figure 2. Percent Share of Persons Employed in National Government Agencies and Local Government Units, Apayao Province, 2023

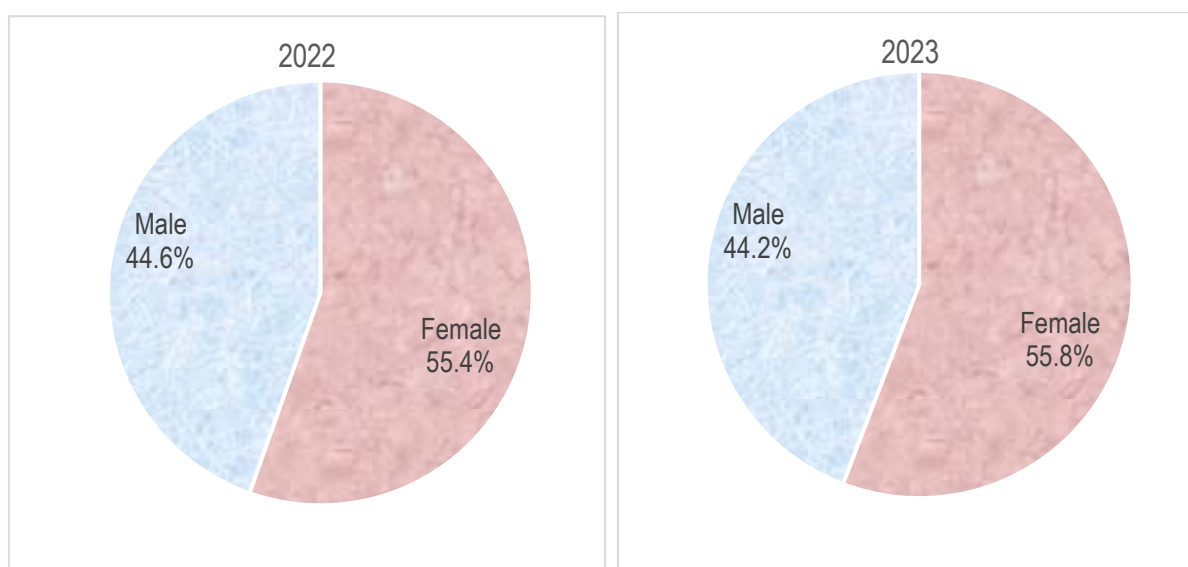


Source: National Government Agencies and Local Government Units within Apayao Province.

In 2023, around 64.0 percent of both sexes comprised those employed in national government offices located within the province, and the remaining 36.0 percent represents the provincial and municipal local government units. (Figure 2, Tables 1 and 2)

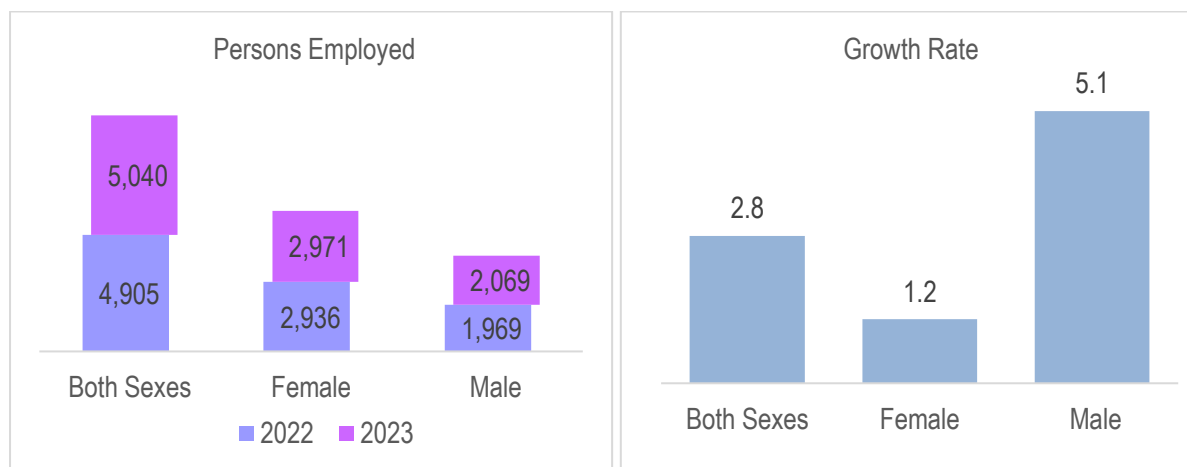
During the year, the count of females employed comprised 55.8 percent, slightly higher compared with the 2022 record of 55.4 percent. (Figure 2 and Table 1)

Figure 3. Percent Distribution of Persons Employed, by Sex, Both National Government Agencies and Local Government Units, Apayao Province, 2023



Source: National Government Agencies and Local Government Units within Apayao Province.

Figure 4. Number of Persons Employed, by Sex, National Government Agencies, Apayao Province, 2022 – 2023

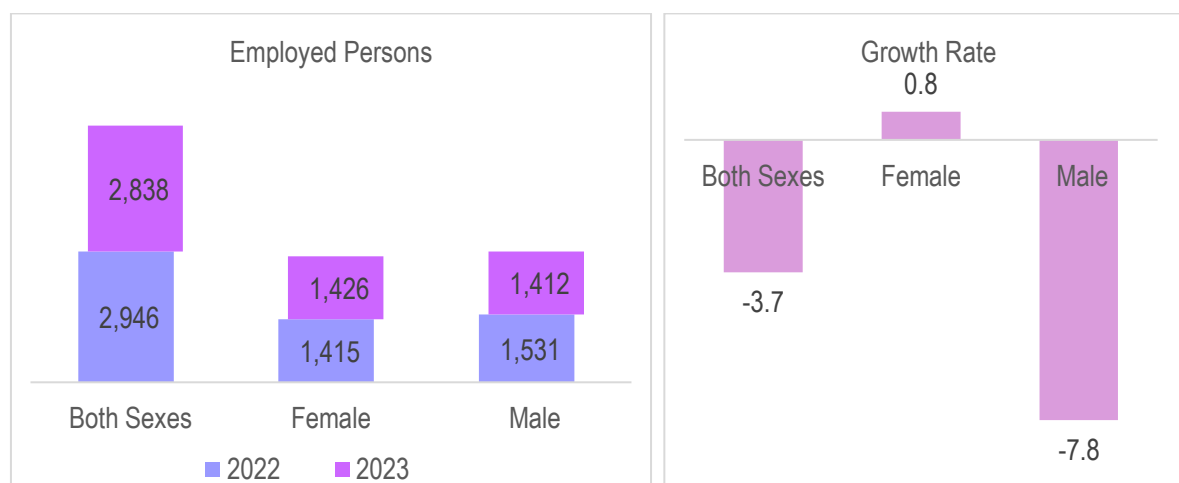


Source: National Government Agencies within Apayao Province.

In 2023, the number of population of females and males employed in national agencies uptick by 35 and 100 persons, respectively, to 2,971 and 2,069 persons, from the previous 2,936 females for the former and 1,969 males for the latter. In all, total for both sexes increased by 135 persons, representing a growth rate of 2.8 percent. (Figure 4 and Table 1)

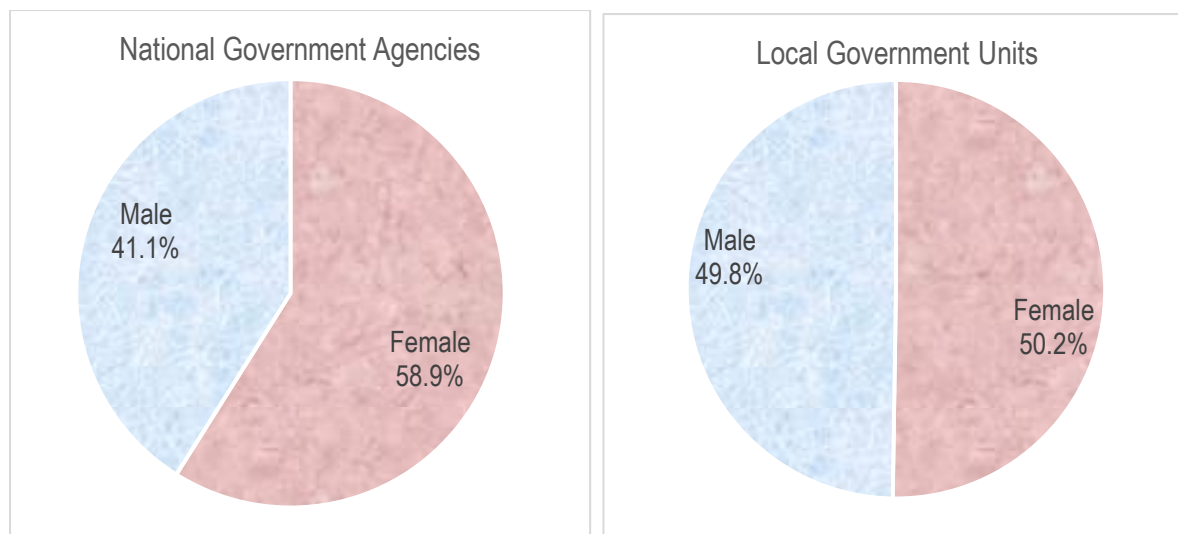
For the Local Government Units in the same year, the count of employed were 2,838 persons, which translates to a negative growth rate of 3.7 percent. By sex breakdown, there were 1,426 number of females employed, a slight increase of 0.8 percent from the 1,415 record in 2022. On the other hand, the count of males employed decreased by 7.8 percent from the year-ago record of 1,531 males. (Figure 5 and Table 1)

Figure 5. Number of Persons Employed, by Sex, Local Government Units, Apayao Province, 2022 – 2023



Source: Provincial and Municipal Local Government Units, Apayao Province.

Figure 6. Distribution of Employed Persons by Sex, National Government Agencies and Local Government Units, Apayao Province, 2023



Source: National Government Agencies and Local Government Units within Apayao Province.

Of the total count of persons employed in national government agencies in 2023 for the province of Apayao, around 58.9 percent were females and 41.1 percent were males. On the other hand, those persons employed in the Local Government Units were composed of 50.2 percent for females and 49.80 percent for males. (Figure 6, Tables 1 and 2)

Sex Ratio

During the current period, the sex ratio of 70 indicates that there were 70 males for every 100 females employed in national government agencies. This was higher than the sex ratio of 67 in 2022. Similarly, those employed in the Local Government Units were 99 males for every 100 females in 2023 compared to sex ratio of 108 in the previous year. In summary, the 2023 combined computed sex ratio was 79 versus 80 in 2022. (Figure 7 and Table 1)

Figure 7. Sex Ratio of Persons Employed, National Government Agencies and Local Government Units, Apayao Province, 2022-2023

	Combined	National	LGUs
	Male : Female	Male : Female	Male : Female
2023	79 : 100	70 : 100	99 : 100
2022	80 : 100	67 : 100	108 : 100

Source: National Government Agencies and Local Government Units within Apayao Province.

By age group, sex ratio for persons employed in the national government agencies was highest at 72 on age bracket 30 to 39, which had the peak count of persons employed. For age brackets 20 to 29, and 40 to 49, the computed sex ratio was nailed at 69 then declined to 66 and 61 for age brackets 50 to 59, and 60 and above, respectively. This means that life expectancy among females is longer than males or the mortality rate among males is higher than females in the older age brackets. (Table 2)

In contrast to Local Government Units, the sex ratio was lowest at 67 for age bracket 20 to 29. It rapidly increased to 104 for age bracket 30 to 39, which had also the highest count of persons employed; and further increased ranging from 111 to 127 in the higher age groups. This means that life expectancy among males is higher than females for age brackets 30 to 39 and older age groups. (Table 2)

Table 1. Number of Persons Employed by Sex and Status of Employment, National Government Agencies and Local Government Units, Apayao Province, January-December: 2022 – 2023

January - December: 2022 - 2023														
Government Sector	Year	Permanent Employees			Contractual / Casual Employees			Contract of Service Workers / Job Order			Total			
		Female	Male	Both Sexes	Female	Male	Both Sexes	Female	Male	Both Sexes	Female (Cols. 3,6,9)	Male (Cols. 4,7,10)	Both Sexes (Cols. 5,8,11)	Sex Ratio
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
Combined National Government Agencies and Local Government Units	2023	3,121	2,055	5,176	212	156	368	1,064	1,270	2,334	4,397	3,481	7,878	79
	2022	3,080	2,026	5,106	335	263	598	936	1,211	2,147	4,351	3,500	7,851	80
National Government Agencies	2023	2,358	1,329	3,687	139	95	234	474	645	1,119	2,971	2,069	5,040	70
	2022	2,390	1,378	3,768	155	60	215	391	531	922	2,936	1,969	4,905	67
Local Government Units	2023	763	726	1,489	73	61	134	590	625	1,215	1,426	1,412	2,838	99
	2022	690	648	1,338	180	203	383	545	680	1,225	1,415	1,531	2,946	108
Year-on-Year Change (2023/2022)														
Combined National Government Agencies and Local Government Units		1.3	1.4	1.4	-36.7	-40.7	-38.5	13.7	4.9	8.7	1.1	-0.5	0.3	-
National Government Agencies		-1.3	-3.6	-2.1	-10.3	58.3	8.8	21.2	21.5	21.4	1.2	5.1	2.8	-
Local Government Units		10.6	12.0	11.3	-59.4	-70.0	-65.0	8.3	-8.1	-0.8	0.8	-7.8	-3.7	-

Source: National Government Agencies and Local Government Units within Apayao Province.

Table 2. Number of Persons Employed by Sex, Age Group and Employment Status, National Government Agencies and Local Government Units, Apayao Province, 2023

January - December 2023													
AGE BRACKET	Permanent Employees			Contractual / Casual Employees			Contract of Service Workers / Job Order			Total			
	Female	Male	Both Sexes	Female	Male	Both Sexes	Female	Male	Both Sexes	Female (Cols. 2,5,8)	Male (Cols. 3,6,9)	Both Sexes (Cols. 4,7,10)	Sex Ratio
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
National Agencies and Local Government Units	3,121	2,055	5,176	212	156	368	1,064	1,270	2,334	4,397	3,481	7,878	79
15-19, if any	0	0	0	0	6	6	0	1	1	0	7	7	
20 to 29	460	317	777	64	55	119	596	388	984	1,120	760	1,880	68
30-39	1,179	758	1,937	111	55	166	269	436	705	1,559	1,249	2,808	80
40-49	808	537	1,345	25	33	58	122	260	382	955	830	1,785	87
50-59	552	368	920	9	5	14	69	149	218	630	522	1,152	83
60 and above	122	75	197	3	2	5	8	36	44	133	113	246	85
National Government Agencies	2,358	1,329	3,687	139	95	234	474	645	1,119	2,971	2,069	5,040	70
15-19, if any	0	0	0	0	0	0	0	0	0	0	0	0	
20 to 29	345	239	584	39	35	74	281	182	463	665	456	1,121	69
30-39	956	573	1,529	87	40	127	118	224	342	1,161	837	1,998	72
40-49	610	314	924	8	16	24	47	132	179	665	462	1,127	69
50-59	365	172	537	5	4	9	28	88	116	398	264	662	66
60 and above	82	31	113			0	0	19	19	82	50	132	61
Local Government Units	763	726	1,489	73	61	134	590	625	1,215	1,426	1,412	2,838	99
15-19, if any	0	0	0	0	6	6	0	1	1	0	7	7	
20 to 29	115	78	193	25	20	45	315	206	521	455	304	759	67
30-39	223	185	408	24	15	39	151	212	363	398	412	810	104
40-49	198	223	421	17	17	34	75	128	203	290	368	658	127
50-59	187	196	383	4	1	5	41	61	102	232	258	490	111
60 and above	40	44	84	3	2	5	8	17	25	51	63	114	124

Source: National Government Agencies and Local Government Units within Apayao Province.

TECHNICAL NOTES

This research is initiated by PSO Apayao in support to Gender and Development, which may be helpful to stakeholders and researchers.

Limitations

Data presented have been collected using the data request approach. Other small agencies provided their answers to PSA interviewers. The compiled figures is limited on the number of persons employed in the government sector (provincial and the seven (7) municipal local government units, and national agencies operating within the province of Apayao). It excludes the barangay local government units due to time constraint.

Concepts and Definitions

Sex - is the biological and physiological reality of being a male or female.

Age - refers to the interval of time between the person's date of birth and his/her last birthday as of December 31, 2023 for Year 2023, and December 31, 2022 for Year 2022. It is expressed in completed years or whole number.

Sex ratio - is the number of males per hundred females in a population.

Permanent employees - refers to employees who have been given permanent appointment/employment. Source: <https://laborlaw.ph/permanent-employees/>

Contractual employment - an appointment issued to a person whose employment in the government is in accordance with a special contract to undertake local or foreign-assisted projects or a specific work or job requiring special or technical skills not available in the employing agency, to be accomplished within a specific period. Source: <https://web.senate.gov.ph/lisdata/3170228552!.pdf>

-Often also referred to as fixed-term or non-regular employment, generally refers to an arrangement where the employee's engagement is limited to a specific period or is subject to a contract that stipulates a commencement and termination date. The use of the term "contractual" is not explicitly defined in the Labor Code with the same level of detail as other classifications, but it commonly arises in practice. In Philippine labor jurisprudence and DOLE guidelines, contractual employment is often associated with the engagement of workers through fixed-term contracts, service agreements, or arrangements with manpower agencies. Source: <https://www.lawyer-philippines.com/articles/distinguishing-contractual-and-casual-employment-under-philippine-labor-law>

Casual employees - an appointment issued only for essential and necessary services where there are not enough regular staff to meet the demands of the service and for emergency cases and intermittent period not to exceed one year.

Source: <https://web.senate.gov.ph/lisdata/3170228552!.pdf>

Contract of Service Worker/Job Orders - employees whose services rendered are not considered government services and do not enjoy the benefits enjoyed by government employees. The job order covers piece work or intermittent job of short duration not exceeding six months on a daily basis.

Source: <https://benguet.gov.ph/wp-content/uploads/2020/10/2020-1stQtr-Human-Resource-Complement.pdf>

Government Agency - refers to any of the various units of the government including departments, bureaus, offices, agencies and instrumentalities, GOCCs, LGUs, and SUCs or a distinct unit therein. Source: https://www.coa.gov.ph/wp-content/uploads/ABC-Help/Cash_Examination_Manual/b1.3.htm

Local Government Units - represent the operational arm of the government at the grassroots level in the Philippines. These entities are tasked with bringing the administration closer to the people by delivering essential public services and spearheading regional development initiatives. They are categorized into three main levels:

- Provinces and Independent Cities: These are the largest units, endowed with broader powers and responsibilities. They manage a wide array of administrative, fiscal, and developmental functions.
- Component Cities and Municipalities: Nested within provinces, these units handle localized services, playing a significant part in the governance and development of their areas.
- Barangays: Representing the smallest administrative units, barangay focus on delivering basic community services such as sanitation, public order, and grassroots governance.

Source: https://assistance.ph/lgu-local-government-unit/#What_are_LGUs

Data Sources

A. National Offices

1. Apayao State College
2. Bureau of Fisheries and Aquatic Resources
3. Bureau of Fire Protection
4. Bureau of Jail Management and Penology
5. Civil Service Commission
6. Commission on Elections
7. Department of Agrarian Reform
8. Department of Agriculture – Research Outlet Station
9. Department of Environment and Natural Resources
10. Department of Education – Schools Division of Apayao
11. Department of Information and Communications Technology
12. Department of the Interior and Local Government
13. Department of Health
14. DOJ Municipal Circuit Trial Court – Flora
15. DOJ Municipal Circuit Trial Court – Luna

16. DOJ Parole and Probation
 17. DOJ Public Attorney's Office
 18. DOJ RTC Branch 26
 19. Department of Labor and Employment
 20. Department of Science and Technology
 21. Department of Public Works and Highways – AFDEO and ASDEO
 22. Department of Social Welfare and Development - SWAD
 23. Department of Trade and Industry
 24. Far North Luzon General Hospital and Training Center
 25. Highway Patrol Group – Apayao Provincial Highway Patrol Team
 26. Land Bank of the Philippines
 27. Land Registration Authority
 28. Land Transportation Office
 29. National Commission on Indigenous Peoples
 30. National Irrigation Administration
 31. Overseas Workers Welfare Administration
 32. Philippine Charity Sweepstakes Office
 33. Philippine Health Insurance Corporation
 34. Philippine National Police
 35. Philippine Postal Corporation
 36. Philippine Statistics Authority
 37. Technical Education and Skills Development Authority
- B. Local Government Units
1. Provincial Government of Apayao
 2. Municipal Local Government Units:
 - 2.1. Calanasan
 - 2.2. Conner
 - 2.3. Flora
 - 2.4. Kabugao
 - 2.5. Luna
 - 2.6. Pudtol
 - 2.7. Santa Marcela

PSA Apayao wishes to extend sincere appreciation to all the above offices for providing the data requested.

Approved by:



GEOFFREY B. CALIMUHAYAN
Chief Statistical Specialist



/CBB