

2015/2016 INDUSTRY PROFILE:
CONSTRUCTION
(Third of a series)



This industry profile covers the following topics on labor and employment:

EMPLOYMENT (June 30, 2016)

1. Number of establishments
2. Employment
3. Category of workers
4. Specific groups of workers
 - Young workers
 - Female workers
 - Persons with disabilities (PWDs)
 - Minimum wage earners
 - Time-rated workers
 - Output-rated workers
 - Graveyard shifts
5. Establishments Engaged in Subcontracting
6. Job vacancies (Jan. 2015- June 2016)
 - Easy-to-fill vacancies
 - Hard-to-fill vacancies
 - Reasons why vacancies are hard-to-fill

UNIONISM AND COLLECTIVE BARGAINING (June 30, 2016)

7. Unionism
8. Collective bargaining

OCCUPATIONAL SAFETY AND HEALTH PRACTICES (2015)

9. Preventive and Control Measures/Activities Conducted/Practice Implemented/Availed
10. Occupational Safety and Health Policies/Programs
11. Work Safety and Health-Related Trainings/Seminars
12. Designated Health and Safety Personnel

OCCUPATIONAL INJURIES AND DISEASES (2015)

13. Measures of Safety Performance
14. Cases of Occupational Injuries with Workdays Lost
15. Occupational Diseases

Background

This issue of LABSTAT Updates is the third in a six-part series of industry profiles that features key industries with strong employment generation potentials. Statistics in this report were culled from the results of the *2015/2016 Integrated Survey on Labor and Employment (ISLE)* – a nationwide sample survey covering 12,926 establishments with 20 or more workers.

EMPLOYMENT: 2016

Number of Establishments

- On June 30, 2016, the estimated number of establishments engaged in the construction industry was posted at 986.

Employment

- The total number of persons hired in construction activities was placed at 243,490.

Category of Workers

- The bulk of the workforce in the construction industry were rank and file employees at ninety percent (90.7%) or 220,168. Managers/executives and supervisor/foremen accounted for less than seven percent (2.6% and 6.7%, respectively). Meanwhile, working owners/unpaid workers shared less than one percent (0.03% or 781) of the total employment.
- Seven out of every 10 rank and file employees were non-regular workers (70.7% or 155,629). While regular workers shared less than thirty percent (29.3% or 64,539).
- Moreover, contractual/project-based workers shared the highest portion (91.1% or 141,768) of non-regular workers. The remaining percent (9.0% or 13,861) were composed of probationary workers, casual workers, seasonal workers, and apprentices/learners.

Specific Group of Workers

- Three in every seven of the total employment (43.1% or 104,874) were young workers, aged 15 to 30 years old, while two in every 23 (8.2% or 19,881) were female workers. Persons with disabilities (PWDs) were counted at less than one percent (0.05%) of the total workforce.
- Three out of every nine (32.5% or 79,111) workers in the construction industry were paid the exact minimum wage during the same period.
- Further, the largest portion of the total workforce were time-rated workers (98.3% or 239,317). Majority of them were full-time workers (99.2% or 237,488) who were paid on daily basis (72.4% or 172,031) and on monthly basis (25.4% or 60,266). Meanwhile, nearly one percent (0.8% or 1,829) were part-time workers who were engaged in construction activities.
- A little over one percent of hired workers were paid based on their outputs (1.4% or 3,352) and graveyard shift workers (1.1% or 2,718).

Establishments Engaged in Subcontracting

- More than thirty percent (32.2% or 318) of total establishments contracted the services of 9,969 agency-hired workers for activities done within their premises.
- On the other hand, 17.6 percent or 173 of the total establishments were engaged in subcontracting of activities done off-site.

Job Vacancies

- From January 2015 to June 2016, the total job vacancies in the construction industry was recorded at 21,920.
- More than seventy-five percent of these job openings were easy-to-fill occupations (76.2% or 16,709) while the remaining share were hard-to-fill occupations (23.8% or 5,211).

- Job vacancies for civil engineers were identified as the hardest position to fill up during the period (1,062 or 20.4%). Other hard-to-fill occupations were: civil engineering laborers, and welders and flame cutters (16.4% or 854); stonemasons, stone cutters, splitters and carvers, and plumbers and pipe flitters (13.4% or 697); building and related electricians, and carpenters and joiners (8.4% or 439).
- The top five (5) reasons why job vacancies were considered hard-to-fill by establishments were as follows: applicants lack years of experience (23.4%); applicants lack needed competency/skills (18.9%); no/few applicants applied for the job (18.2%); applicants expect high salary (14.1%) applicants lack of professional/TESDA skills certification; and competition with overseas jobs (9.0%).

UNIONISM AND COLLECTIVE BARGAINING: 2016

- The construction industry remained to be one of the less organized industries in the country. The total union membership for the industry was reported to have 2,088 union members nationwide in 2016. This translates to a union density rate of a mere 0.9 percent. The union density rate is measured as the proportion of union members to total paid employees.
- Classified by sex, majority of union members were men accounting for 89.6 percent of the total with the remaining 10.4 percent share as women.
- Meanwhile, CBA coverage for the year reached a total of 3,234 workers. The CBA coverage rate or the proportion of employees covered by CBAs to total paid employees was registered at 1.3 percent.

OCCUPATIONAL SAFETY AND HEALTH PRACTICES: 2015

Preventive and Control Measures/Activities Conducted/Practiced

- Most of the establishments in the construction industry had appointed safety/health officers and/or first-aiders (94.6%) and posted safety signages or warnings (93.4%) within the premises of the workplace as part of their prevention and control measures/activities against work safety and health hazards in 2015.
- Likewise, a sizable number of establishments also provided worker's orientation on safety and health hazards at work (92.8%); conducted regular inspection and maintenance of equipment (89.6%); and supplied appropriate personal protective equipment (PPE) to employees such as hard hats, safety shoes safety goggles, gloves, etc. (89.4%).

Occupational Safety and Health Policies/Programs Implemented

- Five out of every six establishments in construction industry implemented the following occupational safety and health policies/programs: DOLE-approved construction safety and health programs (83.2%) and fire prevention and control programs (82.7%).
- A large proportion also enforced drug-free workplace polices/programs (76.7%) and accident prevention programs (75.6%).

Work Safety and Health-Related Trainings/Seminars Availed

- There were 896 establishments in the construction industry that had availed of various work safety and health-related trainings/seminars for their employees in 2015.
- The following work safety and health-related trainings/seminars were availed by employees in most establishments: fire safety training (70.0%); 40-hour construction safety and health training (67.4%); and industrial hygiene

trainings that include ventilation and work environment measurement with 61.7 percent share.

Designated Health and Safety Personnel

- There were a total of 930 establishments who had designated health and safety personnel in their respective establishments in 2015. Most of these establishments had appointed safety officers that are accredited by the DOLE (70.5%).
- Meanwhile, other establishments assigned trained first-aiders (52.7%); occupational health registered nurses (25.5%); and safety officers not accredited by DOLE (21.4%).

OCCUPATIONAL INJURIES AND DISEASES: 2015

Measures of Safety Performance

- The number of cases occupation injuries in the construction industry in 2015 was reported at 2,115.
- Three out of every five (66.1% or 1,399) cases of occupational injuries were cases without workdays lost while the rest were classified as temporary incapacity cases (32.6% or 689) and fatal cases (0.6% or 13).
- The frequency rate of cases of occupational injuries with workdays lost per 1,000,000 hours of exposure was posted 3.20 percent. This means that there were around three cases of occupational injuries with workdays lost per 1 million hours of exposure.
- On the other hand, the incidence rate or cases of occupational injuries with workdays lost per 1,000 workers was posted at 8.34 percent. This implies that there were around eight cases of occupational injuries with workdays lost per 1,000 workers during the period.
- Meanwhile, the severity rate or workdays lost of cases of occupational injuries resulting to temporary incapacity per 1,000,000 employee-

hours of exposure was recorded at 10.34 percent.

- The overall average workdays lost of temporary incapacity cases per occupational injury was posted at 7.09 workdays.

Cases of Occupational Injuries with Workdays Lost

Types of Injury

- More than half (53.7% or 384) of the 715 cases of occupational injuries with workdays lost in the construction industry were caused by superficial injuries and open wounds. This was followed by fractures (17.3%); foreign body in the eye (15.5%); and dislocations, sprains and strains (5.5%).

Parts of the Body Injured

- The most common injured parts of the body among workers in the construction industry were wrists and hands (33.3%). Other parts of the body mostly injured were arms and shoulders (25.7%); head (21.5%); and lower extremities (10.9%).

Causes of Injury

- Mainly due to the nature of work in the construction industry, almost half (46.6%) of cases of occupational injuries with workdays lost were caused by stepping on, striking against or struck by objects, excluding falling objects. This was followed by falls of persons (15.2%) and caught in or between objects (13.6%).

Agents of Injury

- The top three (3) agents of occupational injuries in the construction industry were machines or equipment (33.3%); hand tools (22.8%); and materials or objects (22.1%).

Cases of Injuries by Major Occupation Group

- Laborers and unskilled workers were the most injured type of occupation in the construction industry posting the highest share at 34.4 percent.
- This was followed by craft and related trade workers (24.8%); and both the technicians and associate professionals group and service workers and shop and market sales workers group with 10.6 percent shares each.

Occupational Diseases

- There were a total of 2,468 cases of occupational diseases reported in establishments engaged in the construction industry in 2015. Owing to the nature of work in this industry which mostly requires physical activities, back pains topped the list among occupational diseases suffered by workers accounting for 31.6 percent of total diseases during the year.
- Other common occupational diseases include: neck-shoulder pains (16.5%); essential hypertension (9.6%), and occupational dermatitis (9.4%).

FOR INQUIRIES

Regarding this report, contact **LABOR STANDARDS AND RELATIONS STATISTICS DIVISION** at 376-1921

Regarding other statistics, contact **KNOWLEDGE MANAGEMENT AND COMMUNICATIONS DIVISION** at 462-6600 local 834

Or visit our website at <https://www.psa.gov.ph/labstat-updates>

Selected Labor and Employment Indicators on Construction, Philippines: 2015/2016

INDICATOR	Number	Percent
1. Number of Establishment (2016)	986	
2. Total Employment (2016)	243,490	
3. Category of Employment		
• Working owners/Unpaid Workers	781	0.3
• Paid Employees	242,710	99.7
• Managers/Executives	6,256	2.6
• Supervisors/Foremen	16,286	6.7
• Rank and File Workers	220,168	90.7
▪ Regular	64,539	29.3
▪ Non-Regular	155,629	70.7
- Probationary Workers	7,739	5.0
- Casual Workers	4,734	3.0
- Contractual/Project- based Workers	141,768	91.1
- Seasonal Workers	1,258	0.8
- Apprentices/Learners	130	0.1
4. Specific Groups of Workers		
• Young workers (15 - 30 years old)	104,874	43.1
• Female workers	19,881	8.2
• Persons With Disabilities (Pwds)	114	0.05
• Minimum Wage earners	79,111	32.5
• Time-rated workers	239,317	98.3
▪ Full-time workers	237,488	99.2
- Hourly	5,190	2.2
- Daily	172,031	72.4
- Monthly	60,266	25.4
• Part-time Workers	1,829	0.8
• Output-Rated Workers	3,352	1.4
• Graveyard Shifts	2,718	1.1
5. Establishments Engaged in Subcontracting		
<u>Within</u> the premises of the establishment	318	32.2
- Number of agency-hired workers		
<u>Outside</u> the premises of the establishment	9,969	
	173	17.6

INDICATOR	Number	Percent
6. Total Vacancies (January 2015-June 2016)	21,920	100.0
• Easy-to-fill	16,709	76.2
• Hard-to-fill	5,211	23.8
- Civil Engineers	1,062	20.4
- Civil Engineer Laborers	433	8.3
- Welders and Flamecutters	421	8.1
- Stonemasons, Stone cutters, Splitters, Carvers	358	6.9
- Plumber and Pipe fitters	339	6.5
- Building and related electricians	222	4.3
- Carpenters and Joiners	217	4.2
• Top Reasons Why Vacancies are Hard-to-Fill		
- Applicants lack years of experience	188	23.4
- Applicants lack needed competency skill	152	18.9
- No/Few applicants applied for the job	147	18.2
- Applicants expect high salary	114	14.1
- Applicants lack professional license/TESDA skills	73	9.0
- Competition with overseas jobs	72	9.0
• Union density rate (%)		0.9
• Union membership	2,088	100.0
- Men	1,871	89.6
- Women	217	10.4
8. Collective Bargaining (2016)		
• Collective bargaining coverage rate (%)		1.3
• CBA coverage	3,234	100.0
- Men	2,793	86.4
- Women	441	13.6

Definitions:

Union density rate – proportion of union membership to total paid employees of (242,710) in 2016.

Collective bargaining coverage rate – proportion of employees covered by CBAs to total paid employees of (242,710) in 2016.

Selected Labor and Employment Indicators on Construction, Philippines: 2015/2016

INDICATOR	Number	Percent
- Appointed safety/health officers and/or first-aiders	914	94.6
- Posting of safety signages or warnings	902	93.4
- Workers' orientation on safety and health hazards at work	896	92.8
- Regular inspection and maintenance of equipment	866	89.6
- Provision of appropriate personal protective equipment (PPE)	864	89.4
- Proper maintenance of mechanical and electrical facilities	839	86.9
- Training on safety and health for officers and workers	804	83.2
- Use of safety manuals, labels or maintenance procedures	800	82.8
- Smoke-free workplace	762	78.9
- Organized safety and health committee	751	77.7
- Dissemination of info materials on safety and health	748	77.4
- Emergency preparedness and response activities for earthquake, fire, chemical spills, etc.	734	76.0
- Perform corrective action programs and audits	687	71.1
- Advocacy, education and training on drug-free workplace	674	69.8
- Practice proper handling of chemicals/hazardous materials	656	67.9
- Regular monitoring of control hazards such as chemicals, noise and heat in work areas	648	67.1
- Periodic/annual medical exam of workers	622	64.4
- Installation of machine guards on moving parts/equipments	621	64.3
- Submission of required reports on illness/injuries to DOLE	621	64.3
- Random drug-testing of officers and employees	580	60.0
- Use of safety data sheet for chemicals	550	56.9
- Provision of work accommodation measures to support workers with tuberculosis (e.g., flexible leave/work schedule)	511	52.9
- HIV and AIDS education in the workplace	448	46.4
- Hepatitis B education in the workplace	445	46.1
- Adoption of DOTS (Directly Observed Treatment Short Course) in management or referral of workers with tuberculosis	363	37.6
- Others	2	0.2

Note: Multiple responses.

INDICATOR	Number	Percent
- DOLE-Approved Construction Safety and Health Program	760	83.2
- Fire Prevention and Control Program	755	82.7
- Drug-Free Workplace Policy and Program	700	76.7
- Accident Prevention Program	690	75.6
- Monitoring/Surveillance of Occupational and Work-Related Injuries and Illnesses	638	69.9
- Emergency Preparedness and Response Program	615	67.4
- Anti-Sexual Harassment Policy	515	56.4
- Anti-Sexual Harassment Program	502	55.0
- Healthy Lifestyle Program such as smoking cessation, regular physical exercise, good nutrition and stress management	487	53.3
- HIV and AIDS Prevention and Control Policy and Program	419	45.9
- Policy on non-discrimination of workers who have/had PTB	414	45.3
- Hepatitis B Prevention and Control Policy and Program	403	44.1
- Employee Assistance Program related to substance abuse	397	43.5
- Tuberculosis Prevention and Control	383	41.9
- Chemical Safety	361	39.5
- Ergonomics Program	355	38.9
- Policy on non-discrimination of workers confirmed/suspected/perceived to have Hepatitis B infection	347	38.0
- Policy on non-discrimination of workers with HIV Infection	328	35.9
- Indoor Air Quality Program	324	35.5
- Hearing Conservation Program	192	21.0
- Others	7	0.8
- Fire Safety Training	627	70.0
- 40-Hour Construction Safety and Health Training	604	67.4
- Industrial Hygiene (ventilation, work environment measurement, etc.)	553	61.7
- Prevention and Control of Lifestyle-Related Disease/Healthy Lifestyle	377	42.1
- 1-Day Occupational Safety and Health Orientation	362	40.4
- 40-Hour Basic Occupational Safety and Health Training	330	36.8
- Emergency Preparedness and Response	317	35.4
- Drug-Free Workplace Training	213	23.8

Note: Multiple responses.

Selected Labor and Employment Indicators on Construction, Philippines: 2015/2016

INDICATOR	Number	Percent
- Others	339	37.8
- Tuberculosis Prevention and Control in the Workplace	304	33.9
- OSH Management System	282	31.5
- Family Planning and Reproductive Health	272	30.4
- Hepatitis B Prevention and Control in the Workplace	220	24.6
- HIV and AIDS Prevention and Control in the Workplace	214	23.9
- Safe Work Procedures/Lock Out Tag Out Training	212	23.7
- Smoke-Free Workplace/Tobacco Control in the Workplace	198	22.1
- Stress Management	185	20.6
- Chemical Safety Training	184	20.5
- Safety Audit/Accident Investigation	177	19.8
- Ergonomics Training	151	16.9
12. Designated Health and Safety Personnel (2015)	930	
- Trained First-Aider	490	52.7
- Occupational Health Registered Nurse	237	25.5
- Occupational Health Physician	57	6.1
- Dentist	17	1.8
- Industrial Hygienist	4	0.4
- Safety Officer	855	91.9
Accredited by DOLE	656	70.5
Not Accredited by DOLE	199	21.4
- Others	64	6.9

Note: Multiple responses.

INDICATOR	TOTAL	With Workdays Lost					Without Workdays Lost
				Non-Fatal			
				Total	Permanent Incapacity	Temporary Incapacity	
Cases of Occupational injuries	2,115	715	13	702	14	689	1,399
Frequency Rate	-	3.39	0.07	3.31	0.11	3.20	-
Incidence Rate	-	8.75	0.18	8.56	0.22	8.34	-
Severity Rates						10.34	-
Average workdays lost						7.09	

Note: Details may not add up to totals due to rounding, a less than 0.005

Definitions:

Frequency rate - cases of occupational injuries with workdays lost including fatalities per 1,000,000 employee-hours of exposure.

Incidence rate - cases of occupational injuries with workdays lost per 1,000 workers.

Severity rate - workdays lost of cases of occupational injuries resulting to temporary incapacity per 1,000,000 employee-hours of exposure.

INDICATOR	Number	Percent
14. Cases of Occupational Injuries with Workdays Lost (2015)		
• By Type of Injury	715	100.0
Superficial injuries and open wounds	384	53.7
Fractures	124	17.3
Foreign body in the eye	111	15.5
Dislocations, sprains and strains	39	5.5
Burns, corrosions, scalds and frostbites	34	4.8
Concussions and internal injuries	19	2.7
Traumatic amputations	2	0.3
Others	2	0.3
• By Part of the Body Injured	715	100.0
Wrist and hand	238	33.3
Arm and shoulder	184	25.7
Head	154	21.5
Lower extremities	78	10.9
Back	45	6.3
Trunk or internal organs	10	1.4
Whole body or multiple sites equally injured	5	0.7
Neck	1	0.1
• By Cause of Injury	715	100.0
Stepping on, striking against or struck by objects, excluding falling objects	333	46.6
Falls of persons	109	15.2
Caught in or between objects	97	13.6
Struck by falling objects	65	9.1
Over-exertion or strenuous movement	25	3.5
Exposure to or contact with extreme temperatures	19	2.7

Selected Labor and Employment Indicators on Construction, Philippines: 2015/2016

INDICATOR	Number	Percent
Exposure to or contact with electric current	19	2.7
Exposure to or contact with harmful substances or radiation	44	6.2
Others	5	0.7
• By Agent of injury	715	100.0
Machines, equipment	238	33.3
Buildings, structures	90	12.6
Prime movers	9	1.3
Distribution systems	11	1.5
Hand tools	163	22.8
Conveying/ transport/ packaging equipment or vehicles	21	2.9
Materials, objects	158	22.1
Chemical substances	6	0.8
Human, animals, plants, etc.	15	2.1
Others	5	0.7
• By Major Occupation Group	715	100.0
Laborers and unskilled workers	246	34.4
Corporate executives, managers, managing proprietors and supervisors	7	1.0
Professionals	27	3.8
Technicians and associate professionals	76	10.6
Clerks	22	3.1
Service workers and shop and market sales workers	76	10.6
Farmers, forestry workers and fishermen	4	0.6
Craft and related trades workers	177	24.8
Plant and machine operators and assemblers	81	11.3
15.Occupational Diseases (2015)	2,468	100.0
Back pain	781	31.6
Occupational dermatitis	231	9.4
Occupational asthma	35	1.4
Occupational kidney disease	27	1.1
Heat, stroke, cramps, exhaustion	58	2.4
Other disease caused by chemicals	5	0.2
Deafness	47	1.9
Tuberculosis	68	2.8
Other infections	6	0.2
Cataract	38	1.5
Cardio-vascular diseases	13	0.5
Essential hypertension	236	9.6
Occupational lung disease	68	2.8
Carpal tunnel syndrome	104	4.2
Shoulder tendinitis	173	7.0
Neck-shoulder pain	406	16.5
Other work-related musculoskeletal diseases	173	7.0