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November 2016

2013/2014 INDUSTRY PROFILE:  
**TELECOMMUNICATIONS**  
(Fifth of a series)



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

**EMPLOYMENT (June 30, 2014)**

1. Number of establishments
2. Employment
3. Category of workers
4. Specific groups of workers
  - Young workers
  - Female workers
  - Time-rated workers
5. Subcontracting
6. Job vacancies (Jan. 2013-June 2014)
  - Easy-to-fill vacancies
  - Hard-to-fill vacancies
  - Reasons why vacancies are hard-to-fill

**UNIONISM AND COLLECTIVE BARGAINING (June 30, 2014)**

7. Unionism
8. Collective bargaining

**PRODUCTIVITY IMPROVEMENT AND GAINSHARING PRACTICES (2013)**

9. Productivity Improvement Programs (PIPs)
10. Objectives of PIPs
11. Productivity Gainsharing Schemes
12. Availment of Tax Incentives Under RA 6971
13. Government Agencies that Provided Assistance to PIPs
14. Attendance to Training Programs Conducted by RTWPBs
15. Forms of Government Assistance Needed to Encourage Adoption of PIPs

**OCCUPATIONAL SAFETY AND HEALTH PRACTICES (2012-2013)**

16. Preventive and Control Measures Against Work Safety and Health Hazards
17. Occupational Safety and Health Policies/Programs
18. Work Safety and Health-Related Trainings/Seminars
19. Designated Health and Safety Personnel

**OCCUPATIONAL INJURIES AND DISEASES (2013)**

20. Measures of Safety Performance
21. Cases of Occupational Injuries with Workdays Lost
22. Occupational Diseases

**LABOR COST (2013)**

23. Direct Wages and Salaries
24. Remuneration for Time not Worked
25. Bonuses and Gratuities
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27. Cost of Worker's Housing Shouldered by Employers
28. Employer's Social Security Expenditures
29. Cost of Training
30. Cost of Welfare Services
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## Background

This issue of LABSTAT Updates is the fifth of 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 2013/2014 *Integrated Survey on Labor and Employment (ISLE)* - a nationwide sample survey covering 8,399 establishments with 20 or more workers.

## EMPLOYMENT

### Number of Establishments

- In June 30, 2014, establishments engaged in telecommunications industry was estimated at 207.

### Employment

- The estimated number of persons employed in the telecommunications industry placed at 36,453 consisted mostly of employees (99.8% or 36,394). The remaining 0.2 percent (60) were working owners and unpaid workers.

### Category of Workers

- Rank and file workers accounted for almost half of the workforce (48.5% or 17,681) in telecommunications industry. This was followed by supervisors and foremen (38.9% or 14,189). Meanwhile, one out of eight (12.4% or 4,523) employees in the industry were managers/executives.
- Moreover, about nine out of every 11 rank and file employees (82.8% or 14,641) were regular workers. The non-regular workers at 17.2% comprised of contractual/project based workers (13.3% or 2,344); probationary workers (3.6% or 640); and casual workers (0.3% or 56).

### **Specific Groups of Workers**

- More than one-third (35.3% or 12,879) of the total workforce were females while young workers, aged 15 to 24 years old, comprised 7.2 percent (2,622) of the total employment.
- Majority of the total workforce were time-rated workers (99.8% or 36,363), bulk of which were full time workers (99.6% or 36,323). Part-time workers accounted for a very minimal 0.1 percent (41).
- Of the full-time workers, almost all (94.9% or 34,484) were paid on a monthly basis while the remaining 5.1 percent were paid on a daily basis.

### **Subcontracting**

- About four out of 11 (35.7% or 74) establishments in the industry subcontracted some of their activities which were done on-site while only 7.2 percent (15) of the establishments contracted out services performed outside their premises.
- A total of 12,326 agency hired workers who worked within the premises of the establishment was posted during the period.

### **Job Vacancies**

- From January 2013 to June 2014, the total number of job vacancies in telecommunications industry was registered at 3,177. About four out of five (79.8% or 2,534) of the said vacancies were easy-to-fill while the remaining 20.2 percent (643) were hard-to-fill.
- Top five hard-to-fill occupations in the industry were electronics and communication engineers (18.4% or 118); accountants and auditors (16.8% or 108); production and operations managers in manufacturing (11.5% or 74); sales and marketing managers (9.3 % or 60); and electrical engineering technicians and electrical engineers (4.5% or 29).
- Telecommunications companies experienced difficulties in recruitment for the following main reasons: applicants lacked the needed

competency/skills (16.0% or 53); there were no or few applicants applied for the position; and applicants expected high salary (both at 6.3% or 21); and applicants lacked years of experience (5.1% or 17).

### **UNIONISM AND COLLECTIVE BARGAINING**

- The total union membership in the telecommunication industry was recorded at 10,827 in 2014. This translates to a union density rate (proportion of union members to paid employees) equivalent to 29.7 percent.
- Majority of union members were men (70.1% or 7,589) with the remaining 29.9 percent or 3,238 comprising of women union workers.
- Meanwhile, the CBA coverage rate or the proportion of workers covered by CBAs was posted at 30.2 percent or 11,016 workers.
- Similar to union membership, the men again dominated its female counterpart this time in terms of number of workers covered by CBAs accounting for 70.1 percent or 7,722 of the total 11,016 CBA coverage. Women covered 29.9 percent (3,294 workers) of the total.

### **PRODUCTIVITY IMPROVEMENT AND GAINSHARING PRACTICES**

#### ***Productivity Improvement Programs (PIPs)***

- Three out of every seven establishments (42.6% or 87) in telecommunications implemented various productivity improvement programs (PIPs) in order to improve productivity within the worksite.
- Of the 87 establishments with PIPs, almost half conducted Client Satisfaction Measurement (48.3%) and 5S or Good Housekeeping (46.0%). Other establishments carried out programs as Suggestion/Feedback Scheme (36.8%); Total Quality Management (35.6%); and Continuous Process Improvement (32.2%).

### **Objectives of PIPs**

- Three out of every five establishments (63.2%) with PIPs cited the reduction of customer complaints as the main objective of their PIPs. Other objectives mentioned include increase in profit, and shorten process cycle time as reported by 58.6 percent and 47.1 percent of establishments, respectively.

### **Productivity Gainsharing Schemes**

- Three-fifths (60.9%) or 53 out of 87 establishments with PIPs provided various productivity gainsharing schemes at the workplace. All of these establishments granted performance bonuses (100%) to their employees while some establishments implemented Kaiser Plan (11.3%).

### **Availment of Tax Incentives Under RA 6971**

- Only less than 10 percent (7.4% or 15) of total establishments with PIPs in the telecommunications industry availed of the tax incentive offered by the government under RA 6971 otherwise known as *Productivity Incentives Act of 1990*.

### **Government Agencies that Provided Assistance on PIPs to Establishments**

- The *Department of Labor and Employment (DOLE)* had provided the most assistance on PIPs to establishments having supported a little over one-fourth (26.4% or 23) of total establishments with PIPs in the telecommunications industry. This was followed by the *Regional Tripartite Wages and Productivity Board (RTWPB)* which had assisted 15.0 percent or 13 establishments.

### **Attendance to RTWPB Training Programs**

- Less than 10% of total establishments had attended the following RTWPB training programs: 5S/Good Housekeeping (7.8%); Service Quality (5.4%); ISTIV-Bayanihan and ISTIV-PAP (both with 3.9%); and ISTIV-Plus and Green Productivity (both with 2.9%).

### **Forms of Government Assistance Needed to Encourage Adoption of PIPs**

- There were 204 establishments in the telecommunications industry that believed the government should provide some forms of assistance to establishments to encourage the adoption of PIPs.
- Of these, seven out of every eight establishments (86.8% or 177) recommended that the government should conduct trainings on PIPs to establishments to promote its adoption at the worksite. Meanwhile, almost two-thirds (63.7% or 130) believed that dissemination of information materials is another strategy that the government may pursue to attain this objective.
- Nearly half (48.5%) of establishments deemed that consultation with establishments may likewise be considered by the government to encourage the adoption of PIPs in establishments.

### **OCCUPATIONAL SAFETY AND HEALTH PRACTICES**

#### ***Preventive and Control Measures Against Work Safety and Health Hazards***

- Smoke-free workplace was the most common preventive and control measures against work safety and health hazards implemented by establishments in the telecommunications industry as adopted by six out of every seven establishments (84.8% or 173). This was followed closely behind by emergency response preparedness activities for earthquake, fire, chemical spills, etc. (81.9% or 167).
- Other control measures implemented include: periodic/annual medical exam of workers (79.9%); regular inspection and maintenance of equipment (75.0%); and provision of appropriate personal protective equipment (PPE) such as hard hat, safety shoes, safety goggles, gloves, etc. (71.1%).

### **Occupational Safety and Health Policies/Programs**

- More than half (51.0% or 104) of establishments conducted DOLE-approved construction safety and health programs as part of its occupational safety and health policies/programs for its employees.
- Establishments likewise implemented the following occupational safety and health policies/programs: drug-free workplace policy and program (48.5%); emergency response preparedness program (48.0%); anti-sexual harassment policy (46.1%); accident prevention program (44.6%); and accident investigation program (43.1%) among others.

### **Work Safety and Health-Related Trainings/Seminars**

- The conduct of trainings/seminars on the awareness of employees to work and health hazards were also provided by establishments for its employees. Among these trainings, fire safety training was the most popularly conducted by 6 out of every 7 establishments (86.2% or 176). This was followed by 40-hour basic occupational safety and health training as conducted by 5 out of every 9 establishments (55.9% or 114).
- Other work safety and health-related trainings provided include emergency preparedness (39.2%); safe work procedures/lock out tag out training (37.7%); and stress management (30.9%).

### **Designated Health and Safety Personnel**

- Four out of every nine establishments (44.6% or 91) appointed safety officers as their designated health and safety personnel in their establishments. Of these, three-fourths (73.6%) or 67 establishments had designated safety officers who were accredited by the DOLE.

- Other establishments had delegated trained first-aiders (19.6%) and occupational health registered nurses (10.6%) as their designated health and safety personnel at the worksite.

### **OCCUPATIONAL INJURIES AND DISEASES**

#### **Measures of Safety Performance**

- There was a total of 91 cases of occupational injuries reported in the telecommunications industry in 2013, the majority (85.7% or 78) of which involved cases without workdays lost.
- Meanwhile, those with workdays lost reached 13 cases, more than half (53.8% or 7) of which were permanent incapacity cases.
- The frequency rate of cases of occupational injuries with workdays lost causing permanent and temporary incapacity was posted at 0.17%.
- The incidence rate of 0.36 explains that there were 36 cases of occupational injuries with workdays lost for every 1,000,000 workers in the telecommunications industry.
- Meanwhile, severity rate resulting to temporary incapacity cases was posted at 5.4%.
- On the average, there were 71 workdays lost per temporary incapacity cases noted in the industry.

#### **Cases of Occupational Injuries with Workdays Lost**

#### **Types of Injury**

- Fractures accounted for seven out of every 10 (69.2%) occupational injuries with workdays lost in the telecommunications industry in 2013. Other types of occupational injuries include: dislocations, sprains and strains and superficial injuries and open wounds both at 15.4 percent.

### ***Parts of the Body Injured***

- More than half (53.8%) of occupational injuries involved the arms and shoulders making them the most affected or injured part of the body. This was followed by back, trunk or internal organs, and lower extremities which accounted for 15.4 percent each of the total.

### ***Causes of Injury***

- Almost two-thirds (69.2%) of the occupational injuries were caused by exposure to or contact with electric current.
- Meanwhile, stepping on, striking against or struck by objects and falls of a person also caused occupational injuries among workers, both accounting for 15.4 percent each of the total.

### ***Agents of Injury***

- More than half (53.8%) of occupational injuries that occurred during the year involved materials and objects as the agents of injuries to workers. Buildings and structures were the next agents of injury at 30.8 percent.

### ***Cases of Injuries by Occupation***

- Among occupations, service workers topped the list of those injured, accounting for the biggest share of 53.8 percent of total injuries during the year. This was followed by technicians (30.8%) and professionals (15.4%).

### ***Occupational Diseases***

- A total of 4,434 workers in the telecommunications industry suffered various occupational diseases in 2013.
- By type of disease, neck and shoulder pains ranked first among occupational diseases at 46.5 percent. Far behind were back pains (27.3%) and carpal tunnel (20.7%).
- Other occupational diseases suffered by workers in the industry were occupational asthma (2.3%) and occupational dermatitis (2.1%).

### **LABOR COST**

#### ***Total Labor Cost in 2013***

- The total labor cost incurred by employers in the telecommunications industry in hiring the services of its workers reached an aggregate of ₱35.51 billion in 2013.

#### ***Direct Wages and Salaries***

- The biggest share of expenses shouldered by employers among sub-components of direct wages and salaries were payments for normal/regular working time (70.9%). Payments made for bonus, productivity, performance and other scheme came next amounting to ₱5.10 billion.

#### ***Remuneration for time not worked***

- For the annual remuneration or payment for time not worked of employees, employers paid a total amount of ₱1.39 billion.

#### ***Bonuses and Gratuities***

- Employers spent a total of ₱5.23 billion for bonuses and gratuities granted to their employees.
- Specifically, year-end, seasonal and other one-time bonuses accounted for the biggest share (93.6%) among the sub-components of bonuses and gratuities.

#### ***Payments in Kind***

- Payments in kind given by employers in the industry amounted to ₱ 58.20 million.

#### ***Cost of Worker's Housing Shouldered by Employers***

- The cost of workers' housing shouldered by employers was registered at ₱15.51 million. Of this amount, the biggest chunk (81.8%) was paid for cost for dwellings not owned by establishments and other housing costs.

### **Employer's Social Security Expenditures**

- About 45.5% of the total ₱4.23 billion of employer's social security expenditures was spent for collectively agreed, contractual and non-obligatory contributions to private social security schemes and insurance.
- Other expenditures on social security include: retirement and termination/separation pay (36.5%) and compulsory social security contributions (15.3%).

### **Cost of Training**

- The total expense borne by establishments for the trainings provided to its employees reached ₱274 million during the year.

### **Cost of Welfare Services**

- Establishments incurred a total amount of ₱266 million for the welfare services.

### **Other Labor Costs**

- Of the other labor costs shouldered by employers, transportation of workers to and from work registered the biggest share at 89.2%. Far behind were cost of work clothes/protective gears (10.4%) and cost of recruitment at 0.3 percent.

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#### **FOR INQUIRIES**

Regarding this report, contact **EMPLOYMENT DEMAND STATISTICS DIVISION** at 376-1952

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

Or visit our website at <http://www.psa.gov.ph>

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## Selected Labor and Employment Indicators on Telecommunications, Philippines

INDICATOR	Number	Percent
<b>1. Number of Establishments (2014)</b>	<b>207</b>	
<b>2. Total Employment</b>	<b>36,453</b>	
<b>3. Category of Employment</b>		
Working owners/Unpaid workers	60	0.2
Employees	36,394	99.8
• Managers/Executives	4,523	12.4
• Supervisors/Foremen	14,189	38.9
• Rank and File Workers	17,681	48.5
• Regular	14,641	40.2
• Non-Regular	3,040	8.3
- Probationary Workers	640	1.8
- Casual Workers	56	0.2
- Contractual / Project-based workers	2,344	6.4
- Seasonal Workers	-	-
- Apprentices/ Learners	-	-
<b>4. Specific Groups of Workers</b>		
• Young workers (15-24 years old)	2,622	7.2
• Female workers	12,879	35.3
• Time-rated Workers	36,363	99.8
• Full-time Workers	36,323	99.6
- Hourly	-	-
- Daily	1,839	5.0
- Monthly	34,484	94.6
• Part-time Workers	41	0.1
• Purely paid on commission with employer control and supervision	19	0.1
<b>5. Establishments Engaged in Subcontracting</b>		
• Within the premises of the establishment	74	35.7
- Number of agency-hired workers	12,326	
• Outside the premises of the establishment	15	7.2

INDICATOR	Number	Percent
<b>6. Total Vacancies (January 2013-June 2014)</b>	<b>3,177</b>	<b>100.0</b>
• Easy-to-fill	2,534	79.8
• Hard-to-fill	643	20.2
<b>• Top hard-to-fill vacancies</b>		
- Electronics and Communication Engineers	118	18.4
- Accountants and Auditors	108	16.8
- Production and Operations Manager in Manufacturing	74	11.5
- Sales and Marketing Managers	60	9.3
- Electrical Engineering Technicians and Electrical Engineers	29	4.5
<b>• Top reason why hard-to-fill</b>		
- Applicants lack needed competency/skill	53	16.0
- No/Few Applicants applied for the job	21	6.3
- Applicants expect high salary	21	6.3
- Applicants lack years of experience	17	5.1

*Note: Details may not add up to totals due to rounding.*

*Source of data: Philippine Statistics Authority, 2013/2014 ISLE.*

INDICATOR	Number	Percent
<b>7. Unionism (2014)</b>		
- Union density rate (%)		29.7
- Union membership	10,827	100.0
• Men	7,589	70.1
• Women	3,238	29.9
<b>8. Collective Bargaining (2014)</b>		
- Collective bargaining coverage rate (%)		30.2
- CBA Coverage	11,016	100.0
• Men	7,722	70.1
• Women	3,294	29.9
<b>Number of Establishments (2013)</b>	<b>204</b>	
<b>9. Productivity Improvement Programs (PIPs) (2013)</b>		
• <b>Establishments with PIPs</b>	<b>87</b>	
- Client Satisfaction Measurement (CSM)	42	48.3
- 5S (Good Housekeeping)	40	46.0
- Suggestion/Feedback Scheme	32	36.8
- Total Quality Management (TQM)	31	35.6
- Continuous Process Improvement	28	32.2
- Six Sigma	19	21.8
- Lean Manufacturing/Lean Production	8	9.2
- Just in Time	6	6.9
<b>10. Objectives of Productivity Improvement Programs</b>		
• Shorten process cycle time	41	47.1
• Reduce:		
- customer complaints	55	63.2
- work accidents/injuries	36	41.4
- rework	28	32.2
- wastage	26	29.9
- personnel downtime	22	25.3
- machine downtime	14	16.1

**Definitions:**

*Union density rate – proportion of union membership to total paid employees.*

*Collective bargaining coverage rate – proportion of employees covered by CBAs to total paid employees.*

INDICATOR	Number	Percent
<b>10. Objectives of Productivity Improvement Programs (cont'd)</b>		
• Increase:		
- profit	51	58.6
- volume of production	20	23.0
• Improve product quality	34	39.1
• Others	1	1.1
<b>11. Productivity Gainsharing Schemes</b>	53	
- Performance Bonus	53	100.0
- Kaiser Plan	6	11.3
<b>12. Availment of Tax Incentives Under RA 6971</b>	<b>15</b>	<b>7.4</b>
<b>13. Government Agencies that Provided Assistance to PIPs</b>		
- Regional Tripartite Wages and Productivity Board	13	15.0
- Department of Labor and Employment	23	26.4
- Department of Trade and Industry	1	1.1
<b>14. Attendance to RTWPB Training Programs</b>		
- 5S (Good Housekeeping)	16	7.8
- Service Quality	11	5.4
- ISTIV-Bayanihan	8	3.9
- ISTIV-PAP	8	3.9
- ISTIV-PLUS	6	2.9
- Green Productivity	6	2.9
<b>15. Forms of Government Assistance Needed to Encourage Adoption of PIPs</b>		
- Training	177	86.8
- Information materials	130	63.7
- Consulting	99	48.5
<b>16. Preventive and Control Measures/Activities Against Work Safety &amp; Health Hazards (2012-2013)</b>		
- Smoke-free workplace	173	84.8
- Emergency response preparedness activities for earthquake, fire, chemical spills, etc.	167	81.9
- Periodic/annual medical exam of workers	163	79.9
- Regular inspection and maintenance of equipment	153	75.0
- Provision of appropriate personal protective equipment (PPE) such as hard hat, safety shoes, safety goggles, gloves, etc.	145	71.1
- Random drug testing of officers and employees	119	58.3

## Selected Labor and Employment Indicators on Telecommunications, Philippines

INDICATOR	Number	Percent
<b>16. Preventive and Control Measures/Activities Against Work Safety &amp; Health Hazards (2012-2013) (cont'd)</b>		
- Advocacy, education and training on drug-free workplace	111	54.4
- Submission of required reports on illnesses/injuries to DOLE	107	52.5
- Provision of work accommodation measures to support workers with tuberculosis (e.g., flexible leave/work schedule)	106	52.0
- Workers' orientation on safety and health hazards at work	104	51.0
- HIV and AIDS Education in the workplace	100	49.0
- Maintenance of mechanical and electrical facilities	96	47.1
- Use of safety manuals, labels or maintenance procedures	95	46.6
- Dissemination of info materials on safety and health	94	46.1
- Perform corrective action programs and audits	87	42.6
<b>17. Occupational Safety and Health Policies/ Programs (2012-2013)</b>		
- DOLE Approved Construction Safety and Health Program	104	51.0
- Drug-Free Workplace Policy and Program	99	48.5
- Emergency Response Preparedness Program	98	48.0
- Anti-Sexual Harassment Policy	94	46.1
- Accident Prevention Program	91	44.6
- Accident Investigation Program	88	43.1
- Monitoring/Surveillance of Occupational and Work-Related Injuries and Illnesses	84	41.2
- Healthy Lifestyle Program such as smoking cessation, regular physical exercise, good nutrition and stress management	78	38.2
- Employee Assistance Program related to substance abuse, to include treatment, rehabilitation and referral services	70	34.3
- Indoor Air Quality Program	64	31.4
- Ergonomics Program	57	27.9
- Hepatitis B Prevention and Control Policy and Program	57	27.9
- Policy on Non-discrimination of Workers who have/had PTB	44	21.6
- Policy on Non-discrimination of Workers confirmed/suspected/perceived to have Hepatitis B infection	40	19.6
- Tuberculosis Prevention and Control Program	39	19.3

INDICATOR	Number	Percent
<b>18. Work Safety and Health-Related Trainings/ Seminars</b>		
- Fire Safety Training	176	86.2
- 40-Hour Basic Occupational Safety and Health Training	114	55.9
- Emergency Preparedness	80	39.2
- Safe Work Procedures/Lock Out Tag Out Training	77	37.7
- Stress Management	63	30.9
- 1-Day Occupational Safety and Health Orientation	50	24.5
- Safety Audit/Accident Investigation	44	21.6
- Smoke-Free Workplace/Tobacco Control in the Workplace	42	20.6
- Hepatitis B Prevention and Control in the Workplace	34	16.6
- Prevention and Control of Lifestyle-Related Disease/Healthy Lifestyle	30	14.7
<b>19. Designated Health and Safety Personnel in the Establishment</b>		
- Safety Officer	91	44.6
- <i>Accredited by DOLE</i>	67	73.6
- Trained First-Aider	40	19.6
- Others	27	13.3
- Occupational Health Registered Nurse	22	10.6
- Occupational Health Physician	12	5.9
- Dentist	8	3.9

INDICATOR	TOTAL	Total	With Workdays Lost				Without Workdays Lost
			Fatal	Non-Fatal			
				Total	Permanent Incapacity	Temporary Incapacity	
<b>20. Measure of Safety Performance (2013)</b>							
Cases of Occupational Injuries	91	13	-	13	7	6	78
Frequency Rates	-	0.17	-	0.17	0.09	0.08	-
Incidence Rates		0.36	-	0.36	0.20	0.16	
Severity Rates						5.4	
Average Workdays Lost						71.0	

**Note: 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.

Average workdays lost - workdays lost of temporary incapacity cases per occupational injury.

INDICATOR	Number	Percent
<b>21. Cases of Occupational Injuries with Workdays Lost</b>		
• <b>By Type of Injury</b>		100.0
Fractures	9	69.2
Dislocations, sprains and strains	2	15.4
Superficial Injuries and open wounds	2	15.4
• <b>By Part of the Body Injured</b>		
Arm and shoulder	7	53.8
Back	2	15.4
Trunk or internal organs	2	15.4
Lower extremities	2	15.4

INDICATOR	Number	Percent
<b>21. Cases of Occupational Injuries with Workdays Lost (Cont'd)</b>		
• <b>By Cause of Injury</b>		
Exposure to or contact with electric current	9	69.2
Falls of a person	2	15.4
Stepping on, striking against or struck by objects, excluding falling objects	2	15.4
• <b>By Agent of Injury</b>		
Materials, objects	7	53.8
Building, structures	4	30.8
Others	2	15.4
• <b>By Major Occupation</b>		
Service workers	7	53.8
Technicians	4	30.8
Professionals	2	15.4
<b>22. Occupational Diseases (2013)</b>	<b>4,434</b>	
- Neck-shoulder pain	2,063	46.5
- Back pain	1,211	27.3
- Carpal tunnel	920	20.7
- Occupational asthma	100	2.3
- Occupational dermatitis	95	2.1
- Cardio-vascular diseases	12	0.3
- Essential hypertension	12	0.3
- Peptic ulcer	9	0.2
- Cataract	6	0.1
- Other Infections	5	0.1
- Tuberculosis	1	0.02

## Selected Labor and Employment Indicators on Telecommunications, Philippines

INDICATOR	Amount (In ₱M)	Percent
<b>TOTAL LABOR COST</b>	<b>35,512.07</b>	
<b>23. Direct wages and salaries</b>	<b>24,016.19</b>	<b>100.0</b>
- Pay for normal/working time	17,033.67	70.9
- Commission of employees and their share in service charges	60.68	0.3
- Overtime, night shift and premium pay	1,428.33	5.9
- Payments under bonus, productivity, performance and other incentive scheme	5,099.27	21.2
- Cost of living allowance and other guaranteed and regularly paid allowances	394.23	1.6
<b>24. Remuneration of time not worked</b>	<b>1,393.16</b>	<b>100.0</b>
<b>25. Bonuses and gratuities</b>	<b>5,232.00</b>	<b>100.0</b>
- Year-end, seasonal and other one-time bonuses	4,899.10	93.6
- Profit sharing bonuses	5.84	0.1
- Additional payments in respect of vacation, supplementary to normal vacation pay	327.06	6.3
<b>26. Payments in kind</b>	<b>58.20</b>	<b>100.0</b>
<b>27. Cost of workers' housing shouldered by employer</b>	<b>15.51</b>	<b>100.0</b>
- Cost for establishment-owned dwellings	2.83	18.2
- Cost for dwellings not owned by establishments and other housing costs	12.69	81.8
<b>28. Employer's social security expenditures</b>	<b>4,230.69</b>	<b>100.0</b>
- Compulsory social security contributions	649.19	15.3
- Collectively agreed, contractual and non-obligatory contributions to private social security schemes and insurance	1,926.86	45.5
- Direct payments by employer to employees regarded as social security benefits	12.88	0.3
- Cost of medical care and health services	99.29	2.3
- Retirement and termination/separation pay	1,542.46	36.5
<b>29. Cost of training</b>	<b>274.08</b>	<b>100.0</b>
<b>30. Cost of welfare services</b>	<b>265.76</b>	<b>100.0</b>
<b>31. Other labor costs</b>	<b>26.48</b>	<b>100.0</b>
- Cost of work clothes/protective gear	2.76	10.4
- Transportation of workers to and from work undertaken by employers	23.64	89.2
- Cost of recruitment	0.08	0.3