

2013/2014 INDUSTRY PROFILE:
CONSTRUCTION
(Second 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 Establishments with 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
26. Payments in Kind
27. Cost of Worker's Housing Shouldered by Employers
28. Employer's Social Security Expenditures
29. Cost of Training
30. Cost of Welfare Services
31. Other Labor Costs

Background

This issue of LABSTAT Updates is the second 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 *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

- As of June 30, 2014, the estimated number of establishments engaged in the construction industry was placed at 1,042.

Employment

- An estimated total of 188,496 persons were employed in the establishments engaged in construction activities during the same period.

Category of Workers

- The total workforce was mainly comprised of hired employees at 99.5% or 187,545 with working owners/unpaid workers posting the remaining 0.5% or 951 workers.
- Among hired employees, rank and file workers recorded the largest proportion to total employment (91.6% or 172,656) while the rest were shared by supervisors/foremen (4.9% or 9,270) and managers/executives (3.0% or 5,619).
- More than half of rank and file workers were non-regular employees with a corresponding share of 59.2% to total employment.
- Among non-regular workers, contractual/project-based workers obtained the highest share to total employment (48.8% or 91,901). Casual workers (8.6% or 16,182) and probationary workers (1.6% or 3,054) recorded a combined share of 10% while seasonal workers and apprentices/learners both posted less than one percent share each.

- As a proportion to total employment of 188,496, three out of every seven (43.3%) construction workers were young workers which belong to the 15-24 years old group (13.6% or 25,726) or 25-30 years old group (29.7% or 55,967).
- The bulk of the industry workforce were time-rated workers comprising 96.6% or 182,051 of total employment. Majority of them were full-time workers who were paid on daily basis (64.4% or 121,453). Monthly-rated workers on the other hand were posted at 28.3% or 53,267, while hourly-rated workers at 3.6% or 6,795.

Subcontracting

- Four out of every nine (44.1% or 460) establishments outsourced the services of 6,500 agency-hired workers for activities done within the premises of the establishments.
- Meanwhile, 10.3% or 107 of total establishments were engaged in subcontracting of activities done off-site.

Job Vacancies

- A total of 16,534 job vacancies in construction industry were opened for hiring from January 2013 to June 2014. Of these, 5 out of every 8 vacancies were easy-to-fill occupations (62.9% or 10,396) while the rest were hard-to-fill occupations (37.1% or 6,138).
- One out of every 5 (20.1% or 1,235) job vacancies were opened for building construction laborers. Other top hard-to-fill occupations include civil engineers (1,040); electrical engineers (525); heavy truck and lorry drivers (345); and safety health and quality inspectors (335).
- The main reasons why establishments found difficulties in recruitment were: no/few applicants applied for the job (23.8%); applicants lack professional license/TESDA skills (20.6%); applicants lack needed competency skills (18.2%); applicants lack years of experience (15.8%); and applicants expect high salary (14.2%).

UNIONISM AND COLLECTIVE BARGAINING

- The construction industry had a total union membership of 1,850 in 2014. The union density rate or the proportion of employees who are members of unions was posted at 1.0%.
- Meanwhile, the number of workers covered by CBAs was recorded at 2,385 registering a CBA coverage rate of 1.3%.

PRODUCTIVITY IMPROVEMENT AND GAINSHARING PRACTICES

Productivity Improvement Programs (PIPs)

- A large proportion of the construction industry implemented various productivity improvement programs (PIPs) in 2013. Specifically, two (2) out of every 3 establishments (66.7%) or 695 out of 1,042 establishments in construction had PIPs during the year.
- Majority of the establishments implemented 5S of Good Housekeeping (83.9%) and Total Quality Management (70.4%). Other establishments had the following PIPs: Client Satisfaction Measurement (47.6%); Suggestion/Feedback Scheme (29.1%); and Continuous Process Improvement (24.0%).

Objectives of PIPs

- More than three-fourths (78.3% or 544) of the 695 establishments with PIPs cited reduction of work accidents/injuries as the main objective of their programs.
- Likewise, considerable number of establishments had identified the following as the objectives of their PIPs: to reduce customer complaints (69.8%); to increase profit (66.3%); to shorten process cycle time (60.0%); and to reduce wastage (54.0%).

PIPs with Productivity Gainsharing Schemes

- Only 116 establishments had PIPs that include productivity gainsharing schemes at the worksite, of which, all granted performance bonuses (100.0%) to its employees.

Availment of Tax Incentives Under RA 6971

- There were 16 establishments (2.3%) in the construction industry which availed of tax incentives offered by the government under RA 6971 otherwise known as *Productivity Incentives Act of 1990*.

Government Agencies That Provided Assistance to Establishments with PIPs

- More than one-third (34.1% or 237) of establishments with PIPs had been assisted by government agencies in the development and implementation of their PIPs.
- The *Department of Labor and Employment (DOLE)* was identified by nearly all (97.0% or 230) establishments as the government agency that provided them with the needed assistance in the development and implementation of their PIPs. This was followed by the *Regional Tripartite Wages and Productivity Board* (30.0% or 71) and the *Department of Trade and Industry* (8.4% or 20).

Attendance to Training Programs Conducted by RTWPBs

- A total of 115 establishments (16.5%) attended the various training programs conducted by the *Regional Tripartite Wages and Productivity Boards (RTWPBs)*. Of these, almost one-fourth (22.6% or 26) attended 5S of Good Housekeeping while 10.4% (12) had participated in ISTIV-Plus training programs.

Forms of Government Assistance Needed to Encourage Adoption of PIPs

- About 820 establishments who believed that some forms of assistance should be provided by the government to encourage more establishments to adopt PIPs.
- Of these, seven out of every 10 establishments (70.2%) deemed that the adoption of PIPs may be promoted by the government through the provision of training on PIPs to establishments.
- Other establishments regarded consultation with establishments on PIPs (41.3%) and dissemination of information materials on PIPs (36.0%) as other forms of assistance where the government should endeavor in order to advance the adoption of PIPs.

OCCUPATIONAL SAFETY AND HEALTH PRACTICES

Preventive and Control Measures Against Work Safety and Health Hazards

- Almost all of the establishments in construction had posted safety signages or warnings (98.3%) and provided workers orientation on safety and health hazards at work (98.2%) as part of its preventive and control measures against work safety and health hazards in the workplace.
- Majority of establishments likewise provided work accommodation measures to support workers with tuberculosis (95.9%); appointed safety/health officers and/or first-aiders (93.1%); conducted regular inspection and maintenance of equipment (88.9%); and provided training on safety and health for officers and workers (88.0%).

Occupational Safety and Health Policies/Programs

- Seven out of every 10 establishments in construction industry implemented the following occupational safety and health policies/programs: accident prevention program (78.9%); accident investigation program (70.5%); and drug-free workplace policy program (68.1%); DOLE-approved construction safety and health (67.5%); and monitoring/ surveillance of occupational and work-related injuries and illnesses (67.2%).

Work Safety and Health-Related Trainings/Seminars

- A total of 921 establishments in construction had availed of various work safety and health-related trainings/seminars for their employees.
- The following work safety and health-related trainings/seminars were conducted by most of these establishments: 40-hour construction safety training (90.4%); fire safety training (67.4%); and 1-day occupational safety and health orientation (64.7%).
- Other health-related trainings/seminars provided include drug-free workplace training (38.5%); emergency preparedness (38.2%); 40-hour basic occupational safety and health training (38.1%); safe work procedures/lock out tag out training (36.8%); and tuberculosis prevention and control in the workplace (32.6%).

Designated Health and Safety Personnel

- There were 888 establishments who had designated health and safety personnel in their establishments. Most of these establishments had safety officers that are accredited by the DOLE (73.9% or 656).
- Meanwhile, other establishments assigned trained first-aiders (50.3%); occupational health registered nurses (25.0%); and safety officers not accredited by DOLE (22.1%).

OCCUPATIONAL INJURIES AND DISEASES

Measures of Safety Performance

- There were a total 2,115 reported cases of occupational injuries in the construction industry in 2013.
- Majority of these cases of occupational injuries were cases without workdays lost (75.1% or 1,590) while the rest were reported as temporary incapacity cases (24.8% or 524) and fatal cases (0.05% or 1).
- The frequency rate of cases of occupational injuries with workdays lost causing temporary incapacity cases was posted 1.18%.
- On the other hand, the incidence rate or workdays lost of cases of occupational injuries resulting to temporary incapacity per 1,000,000 employee-hours of exposure was posted at 3.05%.
- 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 as 5.42%. This translates to an overall average of 4.60 workdays lost per temporary incapacity case.

Cases of Occupational Injuries with Workdays Lost

Types of Injury

- More than half (58.3% or 306) of the 525 cases of occupational injuries with workdays lost in the construction industry were caused by superficial injuries and open wounds. Other types of injuries include foreign body in the eye (12.4%); fractures (10.1%); and dislocations, sprains and strains (7.2%).

Parts of the Body Injured

- The parts of the body commonly injured in the construction industry were wrists and hands (42.3%). Other parts of the body mostly injured were: head, and arms and shoulders (both with 15.6%);

lower extremities (13.1%); and whole body or multiple sites equally injured (9.5%).

Causes of Injury

- More than one-fourth (26.7%) of cases of occupational injuries with workdays lost were caused by over-exertion or strenuous movement. This was followed by stepping on, striking against or struck by objects, excluding falling objects (20.6%) and struck by falling objects (16.0%).

Agents of Injury

- The top three (3) agents of occupational injuries in the construction industry were hand tools (31.8%); materials or objects (24.0%); and machines or equipment (17.7%).

Cases of Injuries by Occupation

- Laborers and unskilled workers were the mostly injured in the construction industry posting the highest share at 70.1%.
- The rest of the occupations showed comparatively lower shares of injuries which include craft and related trade workers (10.5%); plant and machine operators and assemblers (7.4%); and technicians and associate professionals (5.9%).

Occupational Diseases

- A total of 4,175 cases of occupational diseases were recorded in the construction industry in 2013. By type of disease, 5 in every 8 occupational diseases (62.5% or 2,610) were caused by other work-related musculoskeletal diseases.
- This was followed by other diseases with relatively lesser cases namely: back pains (5.6%); occupational dermatitis (4.9%) and essential hypertension (4.4%).

LABOR COST

Total Labor Cost in 2013

- For the construction industry, the total labor cost or total expenditures borne by employers in employing workers in 2013 reached ₱30.38 billion. Direct costs shouldered by employers include direct wages and salaries; remuneration for time not worked; bonuses and gratuities; payments in kind; and cost of housing shouldered by employers.
- For indirect costs, employers spend social security expenditures; cost of training; cost of welfare services; and other labor costs.

Direct Wages and Salaries

- By major cost component, payments for direct wages and salaries accounted for the bulk (83.9% or ₱25.48 billion) of the total cost shouldered by employers.
- Among the sub-cost components of direct wages and salaries, payments for normal/regular working time posted the highest share at 83.6% (₱21.30 billion). This was followed far behind by expenses on overtime, night shift and premium pay at 10.2% (₱2.59 billion).

Remuneration for Time Not Worked

- The amount of payments incurred by employers in the construction industry for the annual remuneration for time not worked of employees reached ₱48.0 million.

Bonuses and Gratuities

- Employers spent an aggregate amount of ₱1.915 billion in 2013 for the bonuses and gratuities of employees. Among the sub-components, the largest share (98.6% or ₱1.89 billion) was paid by employers as year-end, seasonal and other one-time bonuses.

Payments in Kind

- The total amount of payments in kind or the amount of goods and services provided by employers to their workers as part of their remuneration reached ₱5.90 million in 2013.

Workers' Housing Shouldered by Employers

- Employers shouldered ₱279.70 million to pay for the cost of its workers' housing expenses. Of this amount, the bulk (93.0% or ₱260.20 million) was paid for the cost of dwellings owned by the establishments themselves.

Employers' Social Security Expenditures

- The total expenses incurred by employers to pay for the social security expenditures of its workers amounted to ₱2.01 billion in 2013.
- By sub-cost component, the bulk equivalent to 85.9% or ₱1.73 billion of the total employers' social security expenditures were allotted specifically for compulsory social security contributions or payments to SSS, PhilHealth, GSIS and Pag-IBIG.

Cost of Training

- Establishments in the construction industry incurred a total cost of ₱38.70 million for the conduct of various trainings to enhance the capability and skills of their employees.

Cost of Welfare Services

- The amount of total expenses incurred by employers for the cost of welfare services that include welfare facilities for the benefit of employees reached ₱1.20 million in 2013.

Other Labor Costs

- Other labor costs incurred by employers that include the cost of work clothes/protective gears, transport of workers to and from work and recruitment costs paid for by employers in the construction industry amounted to ₱598.30 million. Of this amount, the largest share (84.3% or ₱504.10 million) was spent on the cost of work clothes/protective gears.

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 <http://www.psa.gov.ph>

Selected Labor and Employment Indicators on Construction, Philippines

INDICATOR	Number	Percent
1. Number of Establishment (2014)	1,042	
2. Total Employment (2014)	188,496	
3. Category of Employment		
Working owners/Unpaid Workers	951	0.5
Employees	187,545	99.5
• Managers/Executives	5,619	3.0
• Supervisors/Foremen	9,270	4.9
• Rank and File Workers	172,656	91.6
▪ Regular	61,029	32.4
▪ Non-Regular	111,627	59.2
- Probationary Workers	3,054	1.6
- Casual Workers	16,182	8.6
- Contractual/Project- based Workers	91,901	48.8
- Seasonal Workers	300	0.2
- Apprentices/Learners	188	0.1
4. Specific Groups of Workers		
• Young workers	81,693	43.3
- (15 - 24 years old)	25,726	13.6
- (25 - 30 years old)	55,967	29.7
• Female workers	14,777	7.8
• Time-rated workers	182,051	96.6
▪ Full-time workers	181,514	96.3
- Hourly	6,795	3.6
- Daily	121,453	64.4
- Monthly	53,267	28.3
▪ Part-time Workers	537	0.3
5. Establishments Engaged in Subcontracting		
<u>Within</u> the premises of the establishment	460	44.1
- Number of agency-hired workers	6,500	
<u>Outside</u> the premises of the establishment	107	10.3

INDICATOR	Number	Percent
6. Total Vacancies (January 2013-June 2014)	16,534	100.0
• Easy-to-fill	10,396	62.9
• Hard-to-fill	6,138	37.1
• Top Hard-to-Fill Vacancies		
- Building Construction Laborers	1,235	20.1
- Civil Engineers	1,040	16.9
- Electrical Engineers	525	8.6
- Heavy Trucks and Lorry Drivers	345	5.6
- Safety, Health and Quality Inspectors	335	5.5
- Other Engineers and Related Professionals	324	5.3
- Welders and Flamecutters	289	4.7
- Building Maintenance, Scaffolder and Demolition Men	245	4.0
- Other Business Professionals	179	2.9
- Production Supervisors and General Foremen	162	2.6
• Top Reasons Why Vacancies are Hard-to-Fill	1,110	100.0
- No/Few applicants applied for the job	264	23.8
- Applicants lack professional license/TESDA skills	229	20.6
- Applicants lack needed competency skill	202	18.2
- Applicants lack years of experience	175	15.8
- Applicants expect high salary	158	14.2
- Location or work schedule problem	53	4.8
- Competition with overseas jobs	30	2.7
7. Unionism (2014)		
• Union density rate (%)		1.0
• Union membership	1,850	100.0
- Men	1,532	82.8
- Women	317	17.1
8. Collective Bargaining (2014)		
• Collective bargaining coverage rate (%)		1.3
• CBA coverage	2,385	100.0
- Men	1,958	82.1
- Women	428	17.9

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.

Selected Labor and Employment Indicators on Construction, Philippines

INDICATOR	Number	Percent
9. Productivity Improvement Programs (PIPs) and Gainsharing Practices (2013) Establishments with PIPs	695	
- 5S (Good Housekeeping)	583	83.9
- Suggestion/Feedback Scheme	202	29.1
- Total Quality Management (TQM)	489	70.4
- Client Satisfaction Measurement (CSM)	331	47.6
- Continuous Process Improvement	167	24.0
- Six Sigma	4	0.6
- Lean Manufacturing/Lean Production	7	1.0
- Just in Time	38	5.5
10. Objectives of Productivity Improvement Programs		
• Shorten process cycle time	417	60.0
• Reduce:		
- customer complaints	485	69.8
- wastage	375	54.0
- work accidents/injuries	544	78.3
- rework	322	46.3
- personnel downtime	287	41.3
- machine downtime	342	49.2
• Increase:		
- profit	461	66.3
- volume of production	305	43.9
• Improve product quality	312	44.9
• Others	69	9.9
11. PIPs with Productivity Gainsharing Schemes	116	
- Performance Bonus	116	100.0
- Tonnage Plan	1	0.9
- Others	1	0.9
12. Availment of Tax Incentives Under RA 6971	16	2.3
13. Government Agencies that Provided Assistance to Establishments with PIPs	237	
- Regional Tripartite Wages and Productivity Board	71	30.0
- Department of Labor and Employment	230	97.0
- Department of Trade Industry	20	8.4
- Others	4	1.7
14. Attendance to RTWPB Training Programs	115	
- ISTIV-Plus	12	10.4
- ISTIV-Bayanihan	5	4.3
- 5S (Good Housekeeping)	26	22.6
- Service Quality	9	7.8
- Green Productivity	7	6.1
- Others	70	60.9

INDICATOR	Number	Percent
15. Forms of Government Assistance Needed to Encourage Adoption of PIPs	820	
- Training	576	70.2
- Consulting	339	41.3
- Information materials	295	36.0
- Others	16	2.0
16. Prevention and Control Measures/Activities (2012-2013)	1,042	
- Posting of safety signages or warnings	1,024	98.3
- Workers' orientation on safety and health hazards at work	1,023	98.2
- Provision of work accommodation measures to support workers with tuberculosis (e.g., flexible leave/work schedule)	999	95.9
- Appointed safety/health officers and/or first aiders	970	93.1
- Regular inspection and maintenance of equipment	926	88.9
- Training on safety and health for officers and workers	917	88.0
- Maintenance of mechanical and electrical facilities	906	86.9
- Use of Safety manuals, labels or maintenance procedures	899	86.3
- Dissemination of info materials on safety and health	884	84.8
- Organized safety and health committee	864	82.9
- Installation of machine guards on moving parts/equipments	839	80.5
- Regular monitoring of hazards such as chemicals, noise and heat in work areas	779	74.8
- Smoke-free workplace	777	74.6
- Perform corrective action programs and audits	764	73.3
- Emergency response preparedness activities for earthquake, fire, chemical spills, etc.	717	68.8
- Advocacy, education and training on drug-free workplace	687	65.9
- Random drug testing of officers and employees	574	55.1
- Provision of work accommodation measures to support workers with Tuberculosis	570	54.7
- Practice proper handling of chemicals/hazardous materials	564	54.1
- Periodic/annual medical exam of workers	519	49.8
- HIV and AIDS Education in the workplace	499	47.9
- Submission of required reports on illness/injuries to DOLE	480	46.1
- Hepatitis B Education in the workplace	404	38.8
- Adoption of DOTS (Directly Observed Treatment Short Course) in management or referral of workers with tuberculosis	341	32.7

Selected Labor and Employment Indicators on Construction, Philippines

INDICATOR	Number	Percent
16. Prevention and Control Measures/Activities (2012-2013) (cont'd)		
- Use of safety data sheet for chemicals	283	27.2
- Others	1	0.1
17. Occupational Safety and Health Policies/Programs (2012-2013)	1,042	
- Accident Prevention Program	822	78.9
- Accident Investigation Program	735	70.5
- Drug-Free Workplace Policy and Program	710	68.1
- DOLE-Approved Construction Safety and Health Monitoring/Surveillance of Occupational and Work-Related Injuries and Illnesses	703	67.5
- Emergency Response Preparedness Program	700	67.2
- Anti-Sexual Harassment Policy	646	62.0
- Policy on Non-Discrimination of Workers who have/had PTB	497	47.7
- Healthy Lifestyle Program such as smoking cessation, regular physical exercise, good nutrition and stress management	480	46.1
- Hepatitis B Prevention and Control Policy and Program	467	44.8
- Tuberculosis Prevention and Control	390	37.4
- Policy on Non-Discrimination of workers confirmed/suspected/ perceived to have Hepatitis B infection	382	36.7
- Chemical Safety	376	36.1
- Indoor Air Quality	371	35.6
- Non-discrimination of Workers with HIV Infection	356	34.2
- HIV and AIDS Prevention and Control Policy and Program	354	34.0
- Employee Assistance related to Substance Abuse	351	33.7
- Hearing Conservation	325	31.2
- Ergonomics Program	220	21.1
- Others	181	17.4
- Others	1	0.1
18. Work Safety and Health-Related Trainings/ Seminars	921	
- 40-Hour Construction Safety Training	833	90.4
- Fire Safety Training	621	67.4
- 1-Day Occupational Safety and Health Orientation	596	64.7
- Drug-Free Workplace Training	355	38.5
- Emergency Preparedness	352	38.2
- 40-Hour Basic Occupational Safety and Health Training	351	38.1

INDICATOR	Number	Percent
18. Work Safety and Health-Related Trainings/ Seminars (cont'd)	921	
- Safe Work Procedures/Lock Out Tag Out Training	339	36.8
- Tuberculosis Prevention and Control in the Workplace	300	32.6
- HIV and AIDS Prevention and Control in the Workplace	291	31.6
- Smoke-Free Workplace/Tobacco Control in the Workplace	257	27.9
- Safety Audit/Accident Investigation	256	27.8
- Industrial Hygiene (ventilation, work environment measurement, etc.)	240	26.1
- Hepatitis B Prevention and Control in the Workplace	208	22.6
- Chemical Safety Training	207	22.5
- Stress Management	176	19.1
- Prevention and Control of Lifestyle-Related Disease/Healthy Lifestyle	175	19.0
- OSH Management System	143	15.5
- Family Planning and Reproductive Health	66	7.2
- Ergonomics Training	55	6.0
- Others	4	0.4
19. Designated Health and Safety Personnel	888	
- Trained First-Aider	447	50.3
- Occupational Health Registered Nurse	222	25.0
- Occupational Health Physician	56	6.3
- Dentist	15	1.7
- Industrial Hygienist	1	0.1
- Safety Officer	852	96.0
<i>Accredited by DOLE</i>	656	73.9
<i>Not Accredited by DOLE</i>	196	22.1
- Others	38	4.3

Selected Labor and Employment Indicators on Construction, Philippines

INDICATOR	TOTAL	With Workdays Lost					Without Workdays Lost
		Total	Fatal	Non-Fatal			
				Total	Permanent Incapacity	Temporary Incapacity	
20. Measure of Safety Performance (2013)							
Cases of Occupational Injuries	2,115	525	1	524	-	524	1,590
Frequency Rates	-	1.18	-	1.18	-	1.18	-
Incidence Rates	-	3.06	a	3.05	-	3.05	-
Severity Rates						5.42	-
Average workdays lost						4.60	

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
21. Cases of Occupational Injuries with Workdays Lost		
• By Type of Injury	525	100.0
Superficial Injuries and open wounds	306	58.3
Fractures	53	10.1
Dislocations, sprains and strains	38	7.2
Traumatic amputations	33	6.3
Concussions and Internal Injuries	12	2.3
Burns, Corrosions, Scalds and Frostbites	19	3.6
Foreign Body in the Eye	65	12.4
• By Part of the Body Injured		
Head	82	15.6
Trunk or Internal Organs	21	4.0
Arm and Shoulder	82	15.6
Wrist and hand	222	42.3
Lower Extremities	69	13.1
Whole Body or Multiple Sites Equally Injured	50	9.5
• By Cause of Injury		
Falls of Persons	45	8.6
Struck by falling objects	84	16.0
Stepping on, striking against or struck by objects, excluding falling objects	108	20.6
Caught in or between objects	55	10.5
Over-exertion or Strenuous Movement	140	26.7
Exposure to or Contact with Extreme Temperatures	8	1.5

INDICATOR	Number	Percent
21. Cases of Occupational Injuries with Workdays Lost (cont'd)		
Exposure to or Contact with Electric Current	12	2.3
Exposure to or Contact with Harmful Substances or Radiation	64	12.2
Others	10	1.9
• By agent of Injury		
Buildings, Structures	72	13.7
Prime Movers	13	2.5
Distribution Systems	6	1.1
Hand tools	167	31.8
Machines, equipment	93	17.7
Conveying/ Transport/ Packaging Equipment or Vehicles	27	5.1
Materials, objects	126	24.0
Chemical Substances	11	2.1
Human, Animals, Plants, etc.	9	1.7
Others	-	-
• By Major Occupation		
Corporate Executives, Managers, Managing Proprietors and Supervisors	3	0.6
Professionals	24	4.6
Technicians and Associate Professionals	31	5.9
Clerks	-	-
Service Workers and Shop and Market Sales Workers	5	1.0
Farmers, Forestry Workers and Fishermen	-	-
Craft and Related Trades Workers	55	10.5
Plant and Machine Operators and Assemblers	39	7.4
Laborers and Unskilled Workers	368	70.1
22. Occupational Diseases (2013)	4,175	
Occupational Dermatitis	203	4.9
Occupational Asthma	62	1.5
Acute Poisonings	1	0.0
Heat, Stroke, Cramps, Exhaustion	73	1.7
Chillblain, Frostbite, Freezing	4	0.1
Deafness	4	0.1
Tuberculosis	172	4.1
Other Infections	49	1.2
Cataract	18	0.4
Cardio-vascular Diseases	3	0.1
Essential hypertension	185	4.4
Peptic Ulcer	154	3.7
Carpal Tunnel Syndrome	27	0.6
Shoulder tendinitis	7	0.2
Neck-shoulder Pain	121	2.9
Back Pain	234	5.6
Other Work-Related Musculoskeletal Diseases	2,610	62.5
Other Diseases	248	5.9

Selected Labor and Employment Indicators on Construction, Philippines

INDICATOR	Number	Percent
TOTAL LABOR COST	30,379.8	
23. Direct wages and salaries (In ₱M)	25,483.9	100.0
- Pay for normal/working time	21,301.6	83.6
- Commission of employees and their share in service charges	291.3	1.1
- Overtime, night shift and premium pay	2,593.7	10.2
- Cost of living allowance and other guaranteed and regularly paid allowances	873.1	1.7
- Cost of living allowance and other guaranteed and regularly paid allowances	424.3	1.7
24. Remuneration for time not worked (In ₱M)	48.0	100.0
25. Bonuses and gratuities (In ₱M)	1,915.3	100.0
- Year-end, seasonal and other one-time bonuses	1,888.7	98.6
- Profit sharing bonuses	2.8	0.1
- Additional payments in respect of vacation, supplementary to normal vacation pay	23.8	1.2
26. Payments in kind (In ₱M)	5.9	100.0
27. Workers' housing shouldered by employers (In ₱M)	279.7	100.0
- Cost for establishment-owned dwellings	260.2	93.0
- Cost for dwellings not owned by establishments and other housing costs	19.6	7.0
28. Employer's social security expenditures (In ₱M)	2,008.7	100.0
- Compulsory social security contributions	1,726.2	85.9
- Collectively agreed, contractual and non-obligatory contributions to private social security schemes and insurance	77.4	3.9
- Direct payments by employer to employees regarded as social security benefits	42.0	2.1
- Cost of medical care and health services	76.9	3.8
- Retirement and termination/separation pay	86.3	4.3
29. Cost of trainings (In ₱M)	38.7	100.0
30. Cost of welfare services (In ₱M)	1.2	100.0
31. Other labor costs (In ₱M)	598.3	100.0
- Cost of work clothes/protective gears	504.1	84.3
- Transportation of workers to and from work	89.3	14.9
- Recruitment cost	5.0	0.8