



2011/2012 INDUSTRY PROFILE: CONSTRUCTION

(Second of a series)



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

EMPLOYMENT

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2. Employment
3. Category of workers
4. Specific groups of workers
 - Young workers
 - Female workers
 - Time-rated workers
5. Subcontracting
6. Job vacancies
 - Hard-to-fill vacancies
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UNIONISM AND COLLECTIVE BARGAINING

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RECRUITMENT AND HIRING PRACTICES FOR ENTRY-LEVEL JOBS

9. Number of entry-level job vacancies
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11. Criteria in the recruitment of applicants for entry-level jobs
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13. Important skills for entry-level jobs
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OCCUPATIONAL SAFETY AND HEALTH PRACTICES

16. Preventive and control measures against work safety and health hazards
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OCCUPATIONAL INJURIES AND DISEASES

18. Measures of safety performance
19. Cases of occupational injuries with workdays lost
20. Occupational diseases

Background

This LABSTAT Updates is the second in a six-part series of industry profiles that feature key industries with strong employment generation potentials. Statistics in this report were culled from the results of the 2011/2012 BLES Integrated Survey (BITS) – a nationwide sample survey covering more than 7,000 establishments with 20 or more workers.

Number of Establishments

- The number of establishments engaged in the construction industry was placed at 820 as of June 30, 2012.

Employment

- The total number of persons employed in the industry was estimated at 187,077 during the same period.

Category of Workers

- Employees made up the bulk of the workforce at 99.4% or 186,005 with working owners/unpaid workers posting an insignificant share at 0.6% or 1,072.
- Among employees, the largest proportion to total employment was the rank and file (92.3% or 172,743) while the rest were shared by supervisors/foremen (4.4% or 8,138) and managers/executives (2.7% or 5,124).
- More than three-fourths (77.3% or 133,582) of rank and file workers were non-regular employees with a corresponding share of 71.4% to total employment.
- Among non-regular workers, contractual/project-based workers obtained the highest share to total employment (63.4% or 118,558) followed with a large margin by probationary workers (4.3% or 8,006) and casual workers (3.6% or 6,797).

Specific Groups of Workers

- Due to the nature of activities in construction, only a small portion of the total workforce were young workers aged 15 to 24 years old (7.9% or 14,702) and women (6.5% or 12,171).
- Three out of every four persons (75.5% or 141,200) hired in this industry were daily paid workers. The rest were remunerated on a monthly basis (23.3% or 43,678) and a minimal number paid on hourly basis (0.5% or 879).

Subcontracting

- Nearly one-third (30.9% or 253) of total establishments made use of agency-hired workers - mostly for security and janitorial services.
- Only 4.5% or 37 establishments outsourced jobs or services outside their premises like finance/accounting.

Job Vacancies

- During the period January 2011 to June 2012, more than 19,000 job openings were accounted in the construction industry – mostly were easy-to-fill occupations (63.7% or 12,219) and the rest were hard-to-fill occupations (36.3% or 6,975).
- The top five hard-to-fill occupations were: civil engineers (1,238); building and related electricians (907); other physical science and engineering technicians (847); welders and flame cutters (417); and electrical mechanics and fitters (385).
- The establishments which reported hard-to-fill vacancies mentioned lack of years of experience among applicants (28.4% or 260) as the main recruitment challenge.

Unionism

- Among the major industry groups, the construction industry is the least organized with a union density rate (*proportion of union membership to total paid employees*) of 1.8%. It reported a total union membership of only 3,387 workers in 2012.

- As workers in the industry are dominated by men, it comprised 91.1% (3,086) of the total union membership while only 8.9% (300) were women.

Collective Bargaining

- CBA coverage rate, which is the proportion of employees covered by CBAs to total paid employees, was computed at 1.9% or a total of 3,614 workers out of 186,005 workers.
- Like union membership, a large proportion of workers covered by CBAs were men (90.0% or 3,251) while women accounted for the remaining 10.0% (363).

Number of Entry-Level Job Vacancies

- More than half (53.2% or 436) of the 820 establishments in the construction industry had entry-level jobs with a total of 6,123 entry-level job vacancies reported nationwide in 2011. Due to the seasonality of jobs in the industry, 4 out of every 5 entry-level vacancies were non-regular jobs (79.8%) and the rest were regular jobs (20.2%).

Sources of Applicants for Entry-Level Job Vacancies

- Majority of the 436 establishments with entry-level vacancies filled these up from employee referrals (93.6%). More than half relied on walk-in applicants (56.9%); and word of mouth (51.4%).
- Less than one-third posted vacancies in job portals (32.8%) while a little over one-fourth absorbed their on-the-job trainees/apprentices (26.8%).

Criteria in the Recruitment of Applicants for Entry-Level Jobs

Minimum Educational Attainment

- About 3 out of every 8 vacancies (38.8% or 2,375) needed applicants with technical/vocational training particularly in Electrical Technology. More than one-fourth preferred applicants with college education e.g., accounting and civil engineering graduates (27.3% or 1,668). Other vacancies required applicants with at least secondary (13.8% or 845) and primary (11.5% or 704) education.

Age Preference

- More than two-fifths of the vacancies preferred applicants 25-30 years old (41.2%) while more than one-fourth indicated no age preference (26.7%).
- About 13.8% (846) of the vacancies were available to applicants 15-24 years of age while only a small proportion required applicants over 30 years old (7.3%).

Sex Preference

- By the very nature of work in the construction industry, 7 out of every 10 vacancies were for male workers (69.6%). Only 1 out of every 7 (14.9%) vacancies did not have any gender preference.

Other Criteria in the Recruitment of Applicants

- Three out of every 5 establishments in the industry indicated preference for applicants with work experience (62.2% or 271). Character references and location of residence were likewise important in 50.9% and 48.4% of the establishments, respectively. Some establishments considered the degree completed by the applicant (20.6% or 90) and professional license (15.4% or 67).

Important Skills for Entry-Level Jobs

- Notably, all establishments with entry-level jobs in the construction industry identified flexibility and adaptability skills; and teamwork including interpersonal skills as important skills they look for in entry-level job applicants.
- Likewise deemed important by 8 out of every 10 establishments were communication skills (oral and written). Other skills identified were computing/mathematical skills; and problem-solving and decision-making skills (77.8% each).

Skills Aptitude of Entry-Level Applicants

- Based on the assessment of entry-level job applicants, almost all of the establishments rated the applicants to have at least adequate skills aptitude on teamwork (99.5% of establishments); flexibility and adaptability skills (99.3%); and ability to apply knowledge learned in school to work environment (98.4%).
- Likewise rated at least adequate by a large majority of the establishments were the applicants' ability to work independently (92.9%); and IT and computer skills (84.9%).
- Although computing/mathematical skills was in the top 4 skills rated important by establishments for entry-level jobs, numerical skills was at the bottom 2 in the skills aptitude assessment with only 77.8%.

Basis of Entry-Level Salaries

- The industry primarily based the entry-level salaries of its employees on the minimum wage or the DOLE wage order (74.3%).
- Meanwhile, a little over half of establishments based starting salaries on the qualifications of employees (50.5%) while 4 out of every 10 establishments had their standard internal pay scale (40.6%).

Preventive and Control Measures Against Work Safety and Health Hazards

- In view of the dangers and hazards faced by workers in the construction industry, majority of the establishments implemented the following activities as part of their prevention and control measures against work safety and health hazards: monitoring and control of safety/health hazards in work areas (98.5%); workers' orientation on safety and health hazards at work (97.1%); posting of safety signages or warnings (97.0%); and measures to control effect of work safety and health hazards (95.4%); and appointed safety/health officers and/or first-aiders (94.4%).

Work Safety and Health-Related Trainings/Seminars

- Trainings and seminars on Occupational Safety and Health (OSH) were likewise provided by construction establishments to their employees. More than half of the establishments had employees trained on 40-Hour Construction Safety Training (74.2%); and 40-Hour Occupational Safety and Health Training (60.3%). Other trainings/seminars also attended by employees were Fire Safety Training (47.2%); Work Safety Training (41.1%); and Safety Audit/Accident Investigation (30.1%).

Measures of Safety Performance

- The construction industry recorded 3,032 cases of occupational injuries in 2011.
- Some 704 of the cases had workdays lost, registering a 1.85 frequency rate.
- Severity rate or workdays lost of cases of occupational injuries resulting to temporary incapacity per 1,000,000 employee-hours of exposure was posted at 18.05

Cases of Occupational Injuries with Workdays Lost

Major Occupation

- Expectedly, laborers and unskilled workers posted the highest cases of occupational injuries with workdays lost at 64.2%.
- This was followed by plant and machine operators and assemblers at 22.6%. The rest of the occupation groups accounted for 0.4% to 6.4%.

Type of Injury

- More than half (55.4%) of cases of occupational injuries in the industry were superficial injuries and open wounds.

- Fractures; and dislocations, sprains and strains followed at 14.8% and 13.9%, respectively.

Part of the Body Injured

- More than one-fourth (28.6%) of cases of occupational injuries with workdays lost affected the head. The other parts of the body mostly affected were wrist and hand (22.7%); arm and shoulder (19.6%); and lower extremities (16.9%).

Cause of Injury

- A little over half (51.6%) of cases of occupational injuries with workdays lost were caused by stepping on, striking against or struck by objects, excluding falling objects.
- Struck by falling objects and caught in or between objects distantly followed at 14.8% and 13.8%, respectively.

Agent of Injury

- The top three agents of occupational injuries in the construction industry were as follows: machines, equipment (26.4%); buildings, structures (23.7%); and materials, objects (21.0%).

Occupational Diseases

- Back pain was the most common type of occupational disease in the construction industry in 2011, accounting for 24.0% of the total cases of occupational diseases.
- Next were essential hypertension and tuberculosis which accounted for 18.5% and 16.1%, respectively.

FOR INQUIRIES

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Selected Labor and Employment Indicators on Construction, Philippines

INDICATOR	Number	Percent
1. Number of Establishments (2012)	820	
2. Employment (2012)	187,077	
3. Category of Workers		
Working owners/Unpaid workers	1,072	0.6
Employees	186,005	99.4
▪ Managers/Executives	5,124	2.7
▪ Supervisors/Foremen	8,138	4.4
▪ Rank and file workers	172,743	92.3
▪ Regular	39,160	20.9
▪ Non-regular	133,582	71.4
- Probationary workers	8,006	4.3
- Casual workers	6,797	3.6
- Contractual/Project-based workers	118,558	63.4
- Seasonal workers	57	a
- Apprentices/Learners	165	0.1
4. Specific Groups of Workers		
▪ Young workers (15 - 24 years old)	14,702	7.9
▪ Female workers	12,171	6.5
▪ Time-rated workers	185,864	99.4
▪ Full-time workers	185,757	99.3
- Hourly	879	0.5
- Daily	141,200	75.5
- Monthly	43,678	23.3
▪ Part-time workers	107	0.1
5. Establishments Engaged in Subcontracting		
<u>Within</u> the premises of the establishment	253	30.9
- Number of agency-hired workers	35,622	
<u>Outside</u> the premises of the establishment	37	4.5
6. Total Vacancies (January 2011 – June 2012)	19,194	100.0
▪ Easy to fill	12,219	63.7
▪ Hard to fill	6,975	36.3
Top 5 hard-to-fill vacancies		
- Civil engineers	1,238	17.7
- Building and related electricians	907	13.0
- Other physical science and engineering technicians	847	12.1
- Welders and flame cutters	417	6.0
- Electrical mechanics and fitters	385	5.5

Note: Details may not add to totals due to rounding, a less than 0.1 percent.

INDICATOR	Number	Percent
Top 3 reasons why hard to fill¹		
- Applicants lack years of experience	260	28.4
- No/few applicants applied for the job	201	21.9
- Applicants expect high salary	179	19.5
7. Unionism (2012)		
▪ Union density rate (%)		1.8
▪ Union membership	3,387	100.0
- Men	3,086	91.1
- Women	300	8.9
8. Collective Bargaining		
▪ Collective bargaining coverage rate (%)		1.9
▪ CBA coverage	3,614	100.0
- Men	3,251	90.0
- Women	363	10.0
9. Entry-Level Job Vacancies (2011)	6,123	100.0
▪ Regular jobs	1,239	20.2
▪ Non-Regular jobs	4,884	79.8
10. Sources of Applicants for Entry-Level Job Vacancies¹		
- Employee referral	408	93.6
- Walk-in	248	56.9
- Word of mouth	224	51.4
- Postings in job portals	143	32.8
- JobsDB	97	22.2
- Jobstreet	38	8.7
- Phil-Jobnet	3	0.7
- Others	26	6.0
- On-the-job trainees/Apprentices	117	26.8
- Online advertisements in social networking sites	104	23.9
- Head hunters/Private recruitment agencies	87	20.0
- Newspaper ads	61	14.0
- Public Employment Service Office (PESO)referral	38	8.7
- Jobs fair	30	6.9
- Posting in school/Company's bulletin board	19	4.4
- On-site recruitment	13	3.0
- Union recommendation	4	0.9

¹ Details may not add up to totals due to multiple responses.

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 (Cont'd)

INDICATOR	Total	Percent
11. Criteria in the Recruitment of Applicants for Entry-Level Jobs		
▪ Minimum Educational Requirement		
– Technical/Vocational	2,375	38.8
– College graduate	1,668	27.3
– Secondary education	845	13.8
– Primary	704	11.5
– College undergraduate	364	5.9
– Post-secondary education	125	2.0
– No preference	43	0.7
▪ Age Preference		
– 15-24 years	846	13.8
– 25-30 years	2,520	41.2
– More than 30 years	444	7.3
– No preference	1,637	26.7
– Others	676	11.0
▪ Sex Preference		
– Male	4,260	69.6
– Female	948	15.5
– No Preference	915	14.9
12. Other Criteria in the Recruitment of Applicants¹		
– Work experience	271	62.2
– Character references	222	50.9
– Location of residence	211	48.4
– Degree	90	20.6
– Professional license	67	15.4
– Grade point/General weighted average	13	3.0
– Awards/Recognitions received	6	1.4
– Membership/Affiliations in organizations	4	0.9
– Religion	1	0.2
– School/University	1	0.2
13. Important Skills for Entry-Level Jobs¹		
– Flexibility and adaptability skills	436	100.0
– Teamwork including interpersonal skills	436	100.0
– Communication skills (oral and written)	357	81.9
– Computing/Mathematical skills	339	77.8
– Problem solving and decision making skills	339	77.8
– Leadership, critical and creative thinking skills	279	64.0
– IT and computer skills	269	61.7
– Organization, managing and planning skills	257	58.9
– Machine and equipment operation skills	163	37.4
– Negotiation skills	156	35.8

INDICATOR	Total	Percent
14. Skills Aptitude of Entry-Level Applicants¹		
– Teamwork	434	99.5
– Flexibility and adaptability skills	433	99.3
– Ability to apply knowledge learned in school to work environment	429	98.4
– Ability to work independently	405	92.9
– IT and computer skills	370	84.9
– Extent of educational training	356	81.7
– Leadership, critical and creative thinking skills	355	81.4
– Problem-solving and decision making-skills	355	81.4
– Oral communication skills	353	81.0
– Machine and equipment operation skills	352	80.7
– Technical skills	352	80.7
– Organization, managing and planning skills	352	80.7
– Numerical skills	339	77.8
– Writing skills	338	77.5
15. Basis for Entry-Level Salaries¹		
– Minimum wage	324	74.3
– Qualifications of employee	220	50.5
– Standard internal pay scale	177	40.6
– Prevailing rate within the industry	15	3.4
16. Preventive and Control Measures Against Work Safety and Health Hazards (2010-2011)¹		
– Monitoring and control of safety/health hazards in work areas	808	98.5
– Workers' orientation on safety and health hazards at work	796	97.1
– Posting of safety signages or warnings	795	97.0
– Measures to control effect of work safety and health hazards (e.g., administrative controls, engineering controls, use of PPE)	782	95.4
– Appointed safety/health officers and/or first-aiders	774	94.4
– Training on safety and health for officers and workers	667	81.3
– Dissemination of info materials on safety and health	659	80.4
– Organized safety and health committee	638	77.8
– Construction safety and health policy/program	623	76.0
– Installation of machine guards on moving parts/equipment	574	70.0
– Emergency response preparedness program/activities	520	63.4

¹ Details may not add up to totals due to multiple responses.

Selected Labor and Employment Indicators on Construction, Philippines (Cont'd)

INDICATOR	Total	Percent
16. Preventive and Control Measures Against Work Safety and Health Hazards (2010-2011) (cont'd)		
– Periodic/annual medical exam of workers	491	59.9
– Tobacco control policies/programs (e.g., designated smoking areas)	402	49.0
– Submission of required reports on illness/injuries to DOLE	400	48.8
– Work accommodation for workers with pulmonary tuberculosis	180	22.0
– Policy on random drug testing procedure	146	17.8
17. Work Safety and Health-Related Trainings/Seminars (2010-2011)¹		
– 40-Hour Construction Safety Training	587	74.2
– 40-Hour Occupational Safety and Health Training	477	60.3
– Fire Safety Training	373	47.2
– Work Safety Training (e.g., crane, forklift, lag/tagout, etc.)	325	41.1
– Safety Audit/Accident Investigation	238	30.1
– 1-Day Occupational Safety and Health Orientation	224	28.3
– Emergency Preparedness	192	24.3
– Work Improvement in Small Enterprises	126	15.9
– Industrial Hygiene (e.g., ventilation, work environment measurement, etc.)	125	15.8
– Workers' Health Trainings (e.g., HIV and AIDS, tuberculosis, drugs, tobacco, ergonomics/stress, work related diseases, etc.)	46	5.8
– Chemical Safety Training	39	4.9

INDICATOR	Number	Percent
19. Cases of Occupational Injuries With Workdays Lost (2011)	704	100.0
By Major Occupation		
Corporate executives, managers, managing proprietors and supervisors	4	0.6
Professionals	9	1.3
Technicians and associate professionals	45	6.4
Clerks	3	0.4
Service workers and shop and market sales workers	19	2.7
Craft and related trades workers	13	1.8
Plant and machine operators and assemblers	159	22.6
Laborers and unskilled workers	452	64.2
By Type of Injury		
Superficial injuries and open wounds	390	55.4
Fractures	104	14.8
Dislocations, sprains and strains	98	13.9
Traumatic amputations	8	1.1
Concussions and internal injuries	7	1.0
Burns, corrosions, scalds and frostbites	18	2.6
Acute poisonings and infections	5	0.7
Foreign body in the eye	70	9.9
Others	4	0.6

INDICATOR	TOTAL	With Workdays Lost					Without Workdays Lost
		Total	Fatal	Non-Fatal			
				Total	Permanent Incapacity	Temporary Incapacity	
18. Measures of Safety Performance (2011)							
Cases of occupational injuries	3,032	704	26	678	4	674	2,328
Frequency Rates		1.85	0.07	1.78	0.01	1.77	
Incidence Rates		4.83	0.18	4.65	0.03	4.62	
Severity Rate						18.05	
Average workdays lost						10.19	

¹ Details may not add up to totals due to multiple responses.

Selected Labor and Employment Indicators on Construction, Philippines (Cont'd)

INDICATOR	Number	Percent
19. Cases of Occupational Injuries With Workdays Lost (2011) (Cont'd)		
By Part of the Body Injured		
Head	201	28.6
Neck	1	0.1
Back	21	3.0
Trunk or internal organs	39	5.5
Arm and shoulder	138	19.6
Wrist and hand	160	22.7
Lower extremities	119	16.9
Whole body or multiple sites equally injured	25	3.6
By Cause of Injury		
Falls of persons	50	7.1
Struck by falling objects	104	14.8
Stepping on, striking against or struck by objects, excluding falling objects	363	51.6
Caught in or between objects	97	13.8
Over-exertion or strenuous movements	39	5.5
Exposure to or contact with extreme temperatures	26	3.7
Exposure to or contact with electric current	13	1.8
Exposure to or contact with harmful substances or radiations	9	1.3
Others	2	0.3
By Agent of Injury		
Buildings, structures	167	23.7
Prime movers	26	3.7
Distribution systems	14	2.0
Hand tools	127	18.0
Machines, equipment	186	26.4
Conveying/Transport/Packaging equipment or vehicles	20	2.8
Materials, objects	148	21.0
Chemical substances	11	1.6
Human, animals, plants, etc.	3	0.4
Others	1	0.1

INDICATOR	Number	Percent
20. Cases of Occupational Diseases (2011)	875	100.0
Occupational dermatitis	78	8.9
Occupational asthma	33	3.8
Heat stroke, cramps, exhaustion	19	2.2
Tuberculosis	141	16.1
Other infections	73	8.3
Cataract	8	0.9
Cardiovascular diseases	9	1.0
Essential hypertension	162	18.5
Peptic ulcer	74	8.5
Work-related musculoskeletal disorders		
Carpal tunnel syndrome	6	0.7
Shoulder tendinitis	4	0.5
Neck-shoulder pain	60	6.9
Back pain	210	24.0

*Note: Details may not add up to respective totals due to rounding.
Source of data: Bureau of Labor and Employment Statistics, 2011/2012 BLES Integrated Survey.*

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.