



PHILIPPINE  
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AUTHORITY

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# LABSTAT

## Updates

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## 2011/2012 INDUSTRY PROFILE: ELECTRONICS

(Fourth of a series)



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

### EMPLOYMENT

1. Number of establishments
2. Category of workers
3. Specific groups of workers
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  - Female workers
  - Time-rated workers
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5. Job vacancies
  - Hard-to-fill vacancies
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### UNIONISM AND COLLECTIVE BARGAINING

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11. Important skills for entry-level jobs
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18. Cases of occupational injuries with workdays lost
19. Cases of occupational diseases

## BACKGROUND

This LABSTAT Updates is the fourth in a series of industry profiles that features 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 of establishments with at least 20 workers.

## EMPLOYMENT

***Employment in 209 establishments engaged in electronics estimated at 161,284 in 2012; on the average, 770 employees per establishment***

- The industry was dominated by establishments engaged in the manufacture of semi-conductor devices and other electronic components which made up 70.3% (147) of total establishments. The rest were engaged in the manufacture of the following: computers and peripheral equipment and accessories (23.4% or 49); consumer electronics (4.8% or 10); and communication equipment (1.4% or 3).
- The industry's total employment was estimated at 161,284 as of June 30, 2012, of which 69.9% (112,705) were employed in the manufacture of semi-conductor devices and other electronic components. More than a quarter (27.7% or 44,641) of the total employment were engaged in the manufacture of computers and peripheral equipment and accessories. The rest were engaged in the manufacture of consumer electronics (2.1% or 3,428) and communication equipment (0.3% or 510).

### **Workforce comprised largely of rank and file workers**

- Rank and file workers represented 90.6% (146,094) of total employment while managers/executives and supervisors/foremen comprised 2.8% (4,507) and 6.4% (10,363) of total employment, respectively.
- The industry reported a very small proportion of working owners/unpaid workers at less than one percent of total workforce (0.2% or 320).
- Among rank and file workers, regular workers (122,349) outnumbered non-regular workers (23,745) at a ratio of one non-regular worker for every five regular workers.

### **Women dominated the industry's workforce**

- The industry posted one of the highest proportions (70.2% or 113,163) of women workforce across industries.
- The proportion of young workers (15 to 24 years old) in the workforce was low at 17.8% (28,754).
- Majority of the workforce was daily-paid (55.5% or 89,512) and the rest were monthly-paid (44.3% or 71,454).

### **About two-thirds (66.5% or 139) of total establishments employed agency-hired workers**

- Outsourcing outside the premises of the establishments was limited to 19.1% (40) of total establishments.
- Agency workers were hired mostly for production/assembly (84.9% or 29,698).

### **A total of 17,924 job vacancies reported over the period January 2011 to June 2012**

- Majority of the total vacancies were easy-to-fill occupations (72.6% or 13,005) and the rest were hard-to-fill occupations (27.4% or 4,919).
- Industrial engineers (4,296) topped the hard-to-fill occupations. This was followed by other business professionals (2,160), other physical science and engineering technicians (1,917), electronics and communication engineers (756), and air transport service supervisors (751).
- The establishments which reported hard-to-fill vacancies cited the lack of needed competency/skill among applicants (54.5% or 246) as the primary reason for difficulties in filling up vacant positions.

### **UNIONISM AND COLLECTIVE BARGAINING**

#### ***Less than 5% of paid employees in the industry were members of unions***

- The electronics industry remained to be one of the less organized industries in 2012 with a reported total union membership of 7,634. This is equivalent to a union density rate (*proportion of union membership to total paid employees*) of 4.7%.
- Given the structure of the industry workforce, union membership was female-dominated with three women for every two men union members (60.1% vs. 39.9%).

## **UNIONISM AND COLLECTIVE BARGAINING (*cont'd*)**

- The industry reported a collective bargaining agreements coverage rate (*proportion of employees covered by CBAs to total paid employees*) of 4.9% or a total of 7,837 workers.
- Similar to union membership, women comprised the bulk of the total CBA coverage (59.6% or 4,667).

## **RECRUITMENT AND HIRING PRACTICES FOR ENTRY-LEVEL JOBS**

### ***Entry-level job vacancies reported at 11,104 in 2011***

- Almost three-fourths (74.2%) or 155 establishments in the industry had entry-level jobs with reported 11,104 vacancies in 2011. Specifically, a large number of the vacancies were reported in the manufacturing of semiconductor devices and other electronic components (48.9% or 5,433) and manufacturing of computers and peripheral equipment and accessories (47.7% or 5,296).
- Almost two-thirds of these entry-level vacancies were non-regular positions (65.6% or 7,281) while more than one-third (34.4% or 3,823) were regular positions.

### ***Almost three-fifths of entry-level job vacancies preferred graduates of technical/vocational courses***

- Applicants with at least technical or vocational courses were required in three out of every five (59.1%) entry-level jobs. Only one-fifth (20.7%) required college graduates.
- More than two-fifths (42.1%) of entry-level jobs did not specify any age preference while 30.8% preferred young applicants belonging to 15-24 years of age.

- A little more than half of the vacancies (55.4% or 6,152) were available to both male and female applicants. Female preference however, was reported in 42.9% or 4,763 vacancies, notably in the manufacturing of computers and peripheral equipment and accessories (3,284).

### ***Work experience important for entry-level jobs in three out of every four establishments***

- Majority of establishments (73.5%) considered work experience important in the recruitment of entry-level applicants even for entry-level jobs.
- Other criteria also looked into by establishments were the college degree of the applicant (51.0%); location of residence (46.5%); and character references (32.3%).

### ***Oral/written communication skills "important to extremely important" for entry-level jobs***

- Other skills also considered at least "important" by most establishments include machine and equipment operation skills; flexibility and adaptability skills (96.8% each); teamwork including interpersonal skills (94.8%); and problem-solving and decision-making skills (92.3%).

### ***Applicants rated with at least "adequate" skills on ability to apply knowledge learned in school to work environment; and problem-solving and decision-making skills***

- Likewise rated at least "adequate" by most establishments were the skills on teamwork (98.1%); writing; and flexibility and adaptability (96.8% each); and extent of educational training (94.8%).

- Notably, machine and equipment operation skills (80.6%) and oral communication skills (81.9%) which were included in the top five skills considered important by establishments, were at the bottom four and six, respectively, in the skills assessment.

***Eight out of every 10 establishments with entry-level jobs sourced applicants via postings in job portals***

- Most of the establishments with entry-level job vacancies got applicants by posting entry-level vacancies in various job portals (83.9% or 130). Of these job portals, majority of establishments (72.3% or 94) tapped the services of *Jobstreet*.
- Other sources identified by establishments were walk-in applicants (70.3%); postings in schools/company's bulletin board (59.4%); and employee referral (56.8%).

***Entry-level salaries in two-thirds of the establishments based on minimum wage***

- Less than half based entry-level salaries on the qualifications of employees (49.7%); standard internal pay scale (40.6%); and prevailing rate within the industry (23.9%).
- Qualification of the employee (73.3%) was primarily the basis of entry-level salaries in establishments engaged in the manufacturing of computers and peripheral equipment and accessories.

**OCCUPATIONAL SAFETY AND HEALTH PRACTICES**

***Dissemination of information materials on safety and health topped preventive and control measures against work safety and health hazards***

- This was implemented by 95.7% of the establishments in the industry in 2010 to 2011. Other preventive and control measures also implemented by most establishments include posting of safety signage or warnings (94.3%); periodic/annual medical exam of workers (91.9%); and measures to control effect of work safety and health hazards (91.0%).
- Among establishments engaged in the manufacturing of semi-conductor devices and other electronic components, about 97.4% implemented periodic/annual medical exam for its workers.

***Seven out of every eight establishments provided Fire Safety Trainings to their employees***

- Fire Safety Training was the most common safety and health training availed by employees in the industry. This was provided by 87.1% or 183 establishments.
- Meanwhile, other work safety and health-related trainings/seminars availed by employees in majority of the establishments were Emergency Preparedness (79.0%); Chemical Safety Training (67.1%); and 40-Hour Occupational Safety and Health Training (66.7%).

## **OCCUPATIONAL INJURIES AND DISEASES**

### ***Low incidence rate of cases of occupational injuries with workdays lost in 2011***

- There were 1,775 cases of occupational injuries recorded in the electronics industry. More than three-fourths of these (78.1%) were noted in the manufacture of semiconductor devices and other electronic components.
- The frequency rate (FR) of cases of occupational injuries with workdays lost in the industry was registered at 1.39. Manufacture of consumer electronics had the highest FR at 9.91.
- On the other hand, the incidence rate (IR) was posted at 3.69 or there were about four cases of occupational injuries with workdays lost for every 1,000 workers.
- Severity rate (SR) or workdays lost of cases of occupational injuries resulting to temporary incapacity per 1,000,000 employee-hours of exposure was posted at 7.27. Lowest SR was observed in the manufacture of computers and peripheral equipment and accessories (1.31).
- An average of 5.23 workdays was lost per temporary incapacity case. Though manufacture of computers and peripheral equipment and accessories posted the lowest IR of 0.48, it had the longest duration of workdays lost at 7.62 days.

### ***Cases of occupational injuries with workdays lost are highest among plant and machine operators and assemblers***

- More than half of the cases of occupational injuries with workdays lost in the industry were reported among plant and machine operators and assemblers (64.4%).

- The rest of the cases were distributed as follows: laborers and unskilled workers (22.3%); technicians and associate professionals (11.8%); clerks (0.8%); and professionals; and corporate executives, managers, managing proprietors and supervisors (0.5% each).

### ***More than half of occupational injuries with workdays lost were superficial injuries and open wounds***

- The most common types of occupational injuries were superficial injuries and open wounds which accounted for 60.4% of the total cases of occupational injuries with workdays lost.
- The second common type of injury in the said industry was foreign body in the eye at 16.8%.
- The rest of the types of injuries had percentage shares of below 10%. These included: acute poisonings and infections (9.1%); fractures (5.5%); burns, corrosions, scalds and frostbites (3.6%); concussions and internal injuries (2.8%); and dislocations, sprains and strains (2.0%).

### ***Wrist and hand, most affected parts of the body***

- Expectedly, wrist and hand were the most injured parts of the body which accounted for 46.3% of cases of occupational injuries with workdays lost.
- Around 35% of cases in the industry affected the head.
- Other body parts affected were arm and shoulder (9.4%) and lower extremities (8.9%).

***Nearly half of cases caused by stepping on, striking against or struck by objects, excluding falling objects***

- The survey disclosed that around 48% of cases of occupational injuries with workdays lost were brought by stepping on, striking against or struck by objects, excluding falling objects.
- Two other common causes of occupational injuries in the industry included exposure to or contact with harmful substances or radiations (20.1%) and caught in or between objects (16.5%).

***Machines and equipment topped the list of agents of occupational injuries***

- Included in the top three agents of occupational injuries in the electronics industry were machines, equipment (47.4%), chemical substances (22.0%) and materials, objects (11.8%).

***Back pain, most common type of occupational disease***

- There were 12,278 cases of occupational diseases recorded in the industry. A little over four-fifths of these cases (83.2%) emerged from manufacture of semi-conductor devices and other electronic components.
- Workers mostly suffered from back pain which accounted for 45.8% of the total cases of occupational diseases.
- Other types of occupational diseases common to workers in the industry were essential hypertension (12.9%) and occupational dermatitis (9.4%).
- The rest of the types of occupational diseases had minimal shares ranging from less than 1.0% to 6.6%.

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**FOR INQUIRIES**

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## Selected Labor and Employment Indicators on Electronics Industry in the Philippines

INDICATOR	Total	Manufacture of Semi-conductor Devices & other Electronic Components	Manufacture of Computers & Peripheral Equipment & Accessories	Manufacture of Communication Equipment	Manufacture of Consumer Electronics
<b>1. Number of Establishments (2012)</b>	<b>209</b>	<b>147</b>	<b>49</b>	<b>3</b>	<b>10</b>
▪ <b>Total Employment (2012)</b>	<b>161,284</b>	<b>112,705</b>	<b>44,641</b>	<b>510</b>	<b>3,428</b>
<b>2. Category of Workers</b>					
Working owners/Unpaid workers	320	157	13	-	150
Employees	160,964	112,548	44,628	511	3,277
▪ Managers/Executives	4,507	3,386	967	15	139
▪ Supervisors/Foremen	10,363	8,846	1,343	10	164
▪ Rank and file workers	146,094	100,316	42,318	486	2,974
▪ Regular	122,349	86,855	32,668	473	2,353
▪ Non-regular	23,745	13,461	9,650	13	621
– Probationary workers	5,880	3,798	2,012	-	70
– Casual workers	2,890	140	2,707	-	43
– Contractual/Project-based workers	13,850	9,163	4,453	13	221
– Seasonal workers	-	-	-	-	-
– Apprentices/Learners	1,125	360	478	-	287
<b>3. Specific Groups of Workers</b>					
▪ Young workers (15 - 24 years old)	28,754	14,641	13,330	20	763
▪ Female workers	113,163	75,600	34,874	400	2,289
▪ Time-rated workers	160,966	112,549	44,629	510	3,278
▪ Full-time workers	160,966	112,549	44,629	510	3,278
– Hourly	-	-	-	-	-
– Daily	89,512	69,205	18,126	340	1,841
– Monthly	71,454	43,344	26,503	170	1,437
▪ Part-time workers	-	-	-	-	-
<b>4. Establishments Engaged in Subcontracting</b>					
▪ <u>Within</u> the premises of the establishment	139	91	39	3	6
– Number of agency-hired workers	34,993	29,166	5,707	50	70
▪ <u>Outside</u> the premises of the establishment	40	37	3	-	-
<b>5. Total Vacancies (January 2011-June 2012)</b>	<b>17,924</b>	<b>9,662</b>	<b>7,824</b>	<b>-</b>	<b>438</b>
▪ Easy-to-fill	13,005	6,044	6,606	-	355
▪ Hard-to-fill	4,919	3,618	1,218	-	83

INDICATOR	Total	Manufacture of Semi-conductor Devices & other Electronic Components	Manufacture of Computers & Peripheral Equipment & Accessories	Manufacture of Consumer Electronics
<b>Top 5 hard-to-fill vacancies</b>				
Industrial engineers	4,296	1,023	3,253	20
Other business professionals	2,160	-	2,095	65
Other physical science and engineering technicians	1,917	1,917	-	-
Electronics and communication engineers	756	-	756	-
Air transport service supervisors	751	-	751	-
Electrical engineers	628	628	-	-
Automated assembly-line operators	580	580	-	-
Mechanical engineers	561	541	-	20
Other sales supervisors	250	-	-	250
Other engineers and related professionals	240	-	240	-
Other supervisors n.e.c	23	-	-	23
Machine tool operators	20	-	-	20
<b>Top 3 reasons why hard to fill</b>				
Applicants lack needed competency/skill	246	207	29	10
Applicants lack years of experience	82	47	35	-
Applicants expect high salary	44	39	-	5
No/few applicants applied for the job	25	-	25	-
<b>6. Unionism (2012)</b>				
Union density rate (%)	4.7	3.4	6.8	22.9
Union membership	7,634	3,854	3,030	751
– Men	3,045	1,624	873	548
– Women	4,589	2,230	2,157	203
<b>7. Collective Bargaining</b>				
Collective bargaining coverage rate (%)	4.9	3.6	6.8	22.9
CBA coverage	7,837	4,031	3,055	751
– Men	3,170	1,724	898	548
– Women	4,667	2,307	2,157	203
<b>8. Number of Entry-Level Job Vacancies (2011)</b>	<b>11,104</b>	<b>5,433</b>	<b>5,296</b>	<b>375</b>
▪ Regular jobs	3,823	2,535	1,228	60
▪ Non-regular jobs	7,281	2,898	4,068	315

Notes: 1. Details may not add up to totals due to rounding.

2. No data were generated for manufacture of communication equipment for indicators numbers 5 to 14 and 17 to 19.

**Definitions:**

Union Density Rate – proportion of union membership to total employees.

Collective Bargaining Coverage Rate – proportion of employees covered by CBAs to total paid employees.

Source of data: Bureau of Labor and Employment Statistics, 2011/2012 BLES Integrated Survey.

## Selected Labor and Employment Indicators on Electronics Industry in the Philippines (Cont'd)

INDICATOR	Total	Manufacture of Semi-conductor Devices & other Electronic Components	Manufacture of Computers & Peripheral Equipment & Accessories	Manufacture of Consumer Electronics
<b>9. Criteria in the Recruitment of Applicants for Entry-Level Jobs</b>	<b>11,104</b>	<b>5,433</b>	<b>5,296</b>	<b>375</b>
▪ <b>Minimum Educational Requirement</b>				
Technical/Vocational	6,561	1,654	4,822	85
College graduate	2,294	1,783	472	40
Secondary	2,016	1,766	-	250
College undergraduate	228	225	3	-
▪ <b>Age Preference</b>				
No preference	4,679	475	204	-
15-24 years	3,424	2,283	830	310
Others	2,103	2,028	75	-
25-30 years	838	586	187	65
More than 30 years	60	60	-	-
▪ <b>Sex Preference</b>				
Male	189	152	16	20
Female	4,763	1,226	3,284	253
No preference	6,152	4,055	1,995	102
<b>10. Other Criteria in the Recruitment of Applicants for Entry-Level Jobs<sup>1</sup></b>	<b>155</b>	<b>118</b>	<b>30</b>	<b>7</b>
Work experience	114	95	15	5
Degree	79	52	25	3
Location of residence	72	52	15	5
Character references	50	36	12	2
Professional license	37	33	2	3
Grades	24	28	-	-
Awards/Recognition	11	9	3	-
Membership	5	5	-	-
Religion	3	-	-	3
<b>11. Important Skills for Entry-Level Jobs<sup>1</sup></b>	<b>155</b>	<b>118</b>	<b>30</b>	<b>7</b>
Communication skills (oral and written)	153	-	-	-
Machine and equipment operation skills	150	-	-	-
Flexibility and adaptability skills	150	-	-	-
Teamwork including interpersonal skills	147	-	-	-
Problem-solving and decision-making skills	143	-	-	-
Computing/Mathematical skills	141	-	-	-
Leadership, critical and creative thinking skills	140	-	-	-
Organization, managing and planning skills	120	-	-	-

INDICATOR	Total	Manufacture of Semi-conductor Devices & other Electronic Components	Manufacture of Computers & Peripheral Equipment & Accessories	Manufacture of Consumer Electronics
<b>11. Important Skills for Entry-Level Jobs (cont'd)</b>				
IT and computer skills	108	-	-	-
Negotiation skills	105	-	-	-
<b>12. Skills Aptitude of Entry-Level Applicants<sup>1</sup></b>	<b>155</b>	<b>118</b>	<b>30</b>	<b>7</b>
Ability to apply knowledge learned in school to work environment	153	-	-	-
Problem-solving and decision-making skills	153	-	-	-
Teamwork	152	-	-	-
Writing skills	150	-	-	-
Flexibility and adaptability skills	150	-	-	-
Extent of educational training	147	-	-	-
Ability to work independently	132	-	-	-
Numerical skills	129	-	-	-
Oral communication skills	127	-	-	-
IT and computer skills	127	-	-	-
Machine and equipment operation skills	125	-	-	-
Leadership, critical and creative thinking skills	123	-	-	-
Technical skills	118	-	-	-
Organization, managing and planning skills	112	-	-	-

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

<sup>1</sup> Details may not add up to totals due to multiple responses.

Source of data: Bureau of Labor and Employment Statistics, 2011/2012 BLES Integrated Survey.



## Selected Labor and Employment Indicators on Electronics Industry in the Philippines (Cont'd)

INDICATOR	Total	Manufacture of Semi-conductor Devices & other Electronic Components	Manufacture of Computers & Peripheral Equipment & Accessories	Manufacture of Communication Equipment	Manufacture of Consumer Electronics
<b>13. Sources of Applicants for Entry-Level Jobs<sup>1</sup></b>	<b>155</b>	<b>118</b>	<b>30</b>	<b>-</b>	<b>7</b>
Postings in job portals	130	98	30	-	3
- Jobstreet	94	67	25	-	3
- JobsDB	46	33	13	-	-
- Phil-Jobnet	35	25	10	-	-
- Others	68	61	8	-	-
Walk-in	109	74	30	-	5
Posting in school/company's bulletin board	92	64	25	-	3
Employee referral	88	66	15	-	7
On-the-job trainees/apprentices	68	41	22	-	5
Job fairs	68	53	13	-	3
Public Employment Service Office (PESO)	61	39	17	-	5
Head hunters/Private recruitment agencies	36	19	15	-	3
On site campus recruitment	25	15	8	-	3
Online advertisements in social networking	15	12	3	-	-
Others	5	5	-	-	-
Union	3	3	-	-	-
<b>14. Basis of Entry-Level Salaries<sup>1</sup></b>	<b>155</b>	<b>118</b>	<b>30</b>	<b>-</b>	<b>7</b>
Minimum wage/DOLE wage order	102	81	20	-	2
Qualifications of employee	77	55	22	-	-
Standard internal pay scale	63	43	17	-	3
Prevailing rate within the industry	37	27	10	-	-
Others	3	-	-	-	3
<b>15. Preventive and Control Measures Against Work Safety and Health Hazards (2010-2011)<sup>1</sup></b>	<b>210</b>	<b>154</b>	<b>43</b>	<b>3</b>	<b>10</b>
Dissemination of info materials on safety and health	201	145	43	3	10
Posting of safety signage or warnings	198	142	43	3	10
Periodic/annual medical exam of workers	193	150	30	3	10
Measures to control effect of work safety and health hazards	191	138	40	3	10
Installation of machine guards on moving parts/equipment	188	135	40	3	10
Appointed safety/health officers and/or first-aiders	185	132	40	3	10
Workers' orientation on safety and health hazards at work	179	126	40	3	10

INDICATOR	Total	Manufacture of Semi-conductor Devices & other Electronic Components	Manufacture of Computers & Peripheral Equipment & Accessories	Manufacture of Communication Equipment	Manufacture of Consumer Electronics
<b>15. Preventive and Control Measures Against Work Safety and Health Hazards (2010-2011)<sup>1</sup> (cont'd)</b>					
Emergency response preparedness program/activities	179	126	40	3	10
Monitoring and control of safety/health hazards in work areas	177	121	43	3	10
Organized safety and health committee	177	121	43	3	10
Training on safety and health for officers and workers	172	121	38	3	10
Tobacco control policies/programs (e.g., designated smoking areas)	162	106	43	3	10
Submission of required reports on illness/injuries to DOLE	138	98	27	3	10
Policy on random drug testing procedure	126	93	20	3	10
Work accommodation for workers	73	40	22	3	8
Policy on non-mandatory HIV testing of employees	62	36	15	3	8
<b>16. Work Safety and Health-Related Trainings/Seminars (2010-2011)<sup>1</sup></b>	<b>210</b>	<b>154</b>	<b>43</b>	<b>3</b>	<b>10</b>
Fire Safety Training	183	130	40	3	10
Emergency Preparedness	166	110	43	3	10
Chemical Safety Trainings	141	93	35	3	10
40-Hour Occupational Safety and Health Training	140	107	27	3	3
Work Safety Trainings (e.g., crane, forklift, lag/tagout, etc.)	137	97	27	3	10
Safety Audit/Accident Investigation	118	90	18	-	10
Industrial Hygiene (e.g., ventilation, work environment measurement, etc.)	112	69	35	-	8
1-Day Occupational Safety and Health Orientation	103	72	18	3	10
Workers' Health Trainings (e.g., HIV and AIDS, tuberculosis, drugs, tobacco, ergonomics/stress, work-related diseases, etc.)	103	73	17	3	10

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

<sup>1</sup> Details do not add up to totals due to multiple responses.

Source of data: Bureau of Labor and Employment Statistics, 2011/2012 BLES Integrated Survey.

## Selected Labor and Employment Indicators on Electronics Industry in the Philippines (Cont'd)

INDICATOR	TOTAL	Total	With Workdays Lost			Without Workdays Lost
			Fatal	Non-Fatal		
				Total	Permanent Incapacity	
<b>17. Measures of Safety Performance (2011)</b>						
<b>Cases of Occupational Injuries</b>						
<b>Total</b>	<b>1,775</b>	<b>637</b>	<b>13</b>	<b>625</b>	<b>-</b>	<b>625</b>
Mfr of Semi-conductor Devices & Other Electronic Components	1,387	514	-	514	-	514
Mfr of Computers & Peripheral Equipment & Accessories	297	32	10	22	-	22
Mfr of Consumer Electronics	91	91	3	89	-	89
<b>Frequency Rates</b>						
<b>Total</b>		<b>1.39</b>	<b>-</b>	<b>1.39</b>	<b>-</b>	<b>1.39</b>
Mfr of Semi-conductor Devices & Other Electronic Components		1.65	-	1.65	-	1.65
Mfr of Computers & Peripheral Equipment & Accessories		0.17	-	0.17	-	0.17
Mfr of Consumer Electronics		9.91	-	9.91	-	9.91
<b>Incidence Rates</b>						
<b>Total</b>		<b>3.69</b>	<b>-</b>	<b>3.69</b>	<b>-</b>	<b>3.69</b>
Mfr of Semi-conductor Devices & Other Electronic Components		4.29	-	4.29	-	4.29
Mfr of Computers & Peripheral Equipment & Accessories		0.48	-	0.48	-	0.48
Mfr of Consumer Electronics		26.58	-	26.58	-	26.58
<b>Severity Rates</b>						
<b>Total</b>						<b>7.27</b>
Mfr of Semi-conductor Devices & Other Electronic Components						8.29
Mfr of Computers & Peripheral Equipment & Accessories						1.31
Mfr of Consumer Electronics						57.84
<b>Average Workdays Lost</b>						
<b>Total</b>						<b>5.23</b>
Mfr of Semi-conductor Devices & Other Electronic Components						5.02
Mfr of Computers & Peripheral Equipment & Accessories						7.62
Mfr of Consumer Electronics						5.84

INDICATOR	Total	Manufacture of Semi-conductor Devices & other Electronic Components	Manufacture of Computers & Peripheral Equipment & Accessories	Manufacture of Consumer Electronics
<b>18. Cases of Occupational Injuries with Workdays Lost (2011)</b>	<b>637</b>	<b>514</b>	<b>32</b>	<b>91</b>
<b>By Major Occupation</b>				
Corporate executives, managers, managing proprietors and supervisors	3	3	-	-
Professionals	3	-	-	3
Technicians and associate professionals	75	60	7	8
Clerks	5	-	-	5
Plant and machine operators and assemblers	410	334	3	74
Laborers and unskilled workers	142	118	22	3
<b>By Type of Injury</b>				
Superficial injuries and open wounds	385	354	17	14
Fractures	35	28	5	3
Dislocations, sprains and strains	13	10	-	3
Concussions and internal injuries	18	8	8	3
Burns, corrosions, scalds and frostbites	23	23	-	-
Acute poisonings and infections	58	-	-	58
Foreign body in the eye	107	93	2	13
<b>By Part of the Body Injured</b>				
Head	220	135	15	70
Arm and shoulder	60	60	-	-
Wrist and hand	295	274	15	6
Lower extremities	57	43	2	13
Whole body or multiple sites equally injured	5	3	-	3

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

**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 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.

**Source of data:** Bureau of Labor and Employment Statistics, 2011/2012 BLES Integrated Survey.

### Selected Labor and Employment Indicators on Electronics Industry in the Philippines (Cont'd)

INDICATOR	Total	Manufacture of Semi-conductor Devices & other Electronic Components	Manufacture of Computers & Peripheral Equipment & Accessories	Manufacture of Consumer Electronics
<b>18. Cases of Occupational Injuries with Workdays Lost (2011) (cont'd)</b>	<b>637</b>	<b>514</b>	<b>32</b>	<b>91</b>
<b>By Cause of Injury</b>				
Falls of persons	53	45	3	5
Struck by falling objects	20	15	5	-
Stepping on, striking against or struck by objects, excluding falling objects	305	291	12	3
Caught in or between objects	105	81	10	14
Over-extension or strenuous movements	10	10	-	-
Exposure to or contact with extreme temperatures	10	5	2	3
Exposure to or contact with electric current	8	8	-	-
Exposure to or contact with harmful substances or radiations	128	60	-	68
<b>By Agent of Injury</b>				
Buildings, structures	35	30	5	-
Hand tools	12	5	2	5
Machines, equipment	302	281	17	4
Conveying/Transport/Packaging equipment or vehicles	43	30	8	5
Materials, objects	75	65	-	10
Chemical substances	140	73	-	68
Human, animals, plants, etc.	30	30	-	-

INDICATOR	Total	Manufacture of Semi-conductor Devices & other Electronic Components	Manufacture of Computers & Peripheral Equipment & Accessories	Manufacture of Consumer Electronics
<b>19. Cases of Occupational Diseases (2011)</b>	<b>12,278</b>	<b>10,216</b>	<b>1,717</b>	<b>345</b>
Occupational dermatitis	1,153	612	523	18
Occupational asthma	528	348	170	10
Heat stroke, cramps, exhaustion	3	-	-	3
Deafness	561	561	-	-
Tuberculosis	363	295	58	10
Other infections	811	23	721	68
Cardio-vascular diseases	388	310	78	-
Essential hypertension	1,581	1,501	5	75
Peptic ulcer	696	618	40	38
Work-related musculoskeletal disorders				
Carpal tunnel syndrome	30	17	10	3
Shoulder tendinitis	42	32	5	5
Neck-shoulder pain	237	207	23	8
Back pain	5,622	5,527	85	10
Other work-related musculoskeletal disorders	100	-	-	100
Others	165	165	-	-

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

*Source of data: Bureau of Labor and Employment Statistics, 2011/2012 BLES Integrated Survey.*