



2011/2012 INDUSTRY PROFILE: MINING AND QUARRYING

(Last of a six-part 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
 - Young workers
 - Female workers
 - Time-rated workers
4. Establishments engaged in subcontracting
5. Job vacancies
 - Easy-to-fill vacancies
 - Hard-to-fill vacancies
 - Reasons why hard to fill

JOB-RELATED TRAININGS

6. Employees provided job-related trainings
7. Types of training provider

UNIONISM AND COLLECTIVE BARGAINING

8. Unionism
9. Collective bargaining

RECRUITMENT AND HIRING PRACTICES FOR ENTRY-LEVEL JOBS

10. Number of entry-level job vacancies
11. Criteria in the recruitment of applicants for entry-level jobs
12. Other criteria in the recruitment of applicants for entry-level jobs
13. Important skills for entry-level jobs
14. Skills aptitude of entry-level applicants
15. Sources of applicants for entry-level jobs
16. Basis of entry-level salaries

OCCUPATIONAL SAFETY AND HEALTH PRACTICES

17. Preventive and control measures against work safety and health hazards
18. Work safety and health-related trainings/seminars

OCCUPATIONAL INJURIES AND DISEASES

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

BACKGROUND

This LABSTAT Updates is the last 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 99 establishments engaged in mining and quarrying activities estimated at 30,065 as of June 2012

- Majority (99.8% or 30,002) of the workforce were employees or paid workers while working owners/unpaid workers comprised a small fraction (0.2% or 63) of total employment.

Rank and file - the dominant category of workers; but 4 out of 10 of them are in non-regular employment

- Rank and file was the largest category of employees accounting for 84.3% or 25,337 of the total employment. The rest occupied managerial/executive positions (4.2% or 1,270) or supervisors/foremen (11.3% or 3,395).
- Among rank and file workers, three out of every five (58.6% or 14,853) were in regular employment and the rest in non-regular employment (41.4% or 10,485).
- In non-regular employment, casual workers had the biggest share (40.5% or 4,242). The rest were fairly distributed among contractual/project-based workers (22.2% or 2,329), probationary workers (18.5% or 1,941), and seasonal workers (17.6% or 1,846).

Few women and young workers in the industry

- The proportion of women (10.3% or 3,109) and young workers aged 15 to 24 years (8.2% or 2,453) were relatively low in the mining and quarrying industry because of the nature of economic activities.
- By basis of payment, about six out of every 10 full-time workers employed in the industry were paid on a daily basis (62.9% or 18,920), followed by monthly full-time workers (35.1% or 10,546).

Nearly half (49.5%) of establishments engaged in sub-contracting

- About one in every two (49.5% or 49) establishments engaged the services of sub-contractors in their operations. More than 7,000 agency-hired workers were employed by these establishments as of June 2012 - largely in underground mining activities (1,906) and security services (1,468).
- Furthermore, 15 establishments practiced off-site outsourcing representing 15.2% of total establishments in the industry.

A total of 1,617 job vacancies reported from January 2011 to June 2012; majority of which were easy-to-fill occupations

- The industry created a total of 1,617 vacancies over the period January 2011 to June 2012.
- The majority were considered as easy-to-fill occupations (75.9% or 1,227) while the rest were hard-to-fill occupations (24.1% or 390).
- The top five easy-to-fill occupations were: mining and quarrying laborers (243); miners and quarry workers (159); heavy

truck and lorry drivers (104); mining-plant operators (71); and stock clerks (67).

- Meanwhile, the top five hard-to-fill occupations were: geologists and geophysicists (57); geodetic and related professionals (50); building and related electricians (39); agricultural or industrial-machinery mechanics and fitters (22); and accounting and bookkeeping clerks (20).
- The establishments which reported hard-to-fill vacancies cited the dearth of qualified applicants for the job (29.1% or 41) as the most common difficulty in recruitment.

JOB-RELATED TRAININGS

Rank and file workers accounted for the bulk (73.9%) of the workers trained

- Almost three-fourths (73.9% or 6,241) of the total workers trained were rank and file workers.
- Trainings provided to managers/executives comprised only a small proportion of the total workers trained (5.1%).
- Mostly, job-related trainings were provided by private training institutions (47) while other trainings were given by the establishments themselves (39) and government training institutions (32).

UNIONISM AND COLLECTIVE BARGAINING

Only a little over one-fourth of employees were members of unions in 2012

- The industry had a total union membership of 8,033 or a union density rate (*proportion of union*

membership to total paid employees of 26.8%.

- With the industry predominantly composed of male workers, majority (93.7% or 7,523) of the total union membership were men while only 6.3% (510) were women.

Collective bargaining agreements covered members of unions only; hence, only covered a little more than a quarter of paid employees

- Only the 8,033 reported union members were covered by collective bargaining agreements (CBAs). As such, CBA coverage rate or the proportion of employees covered by CBAs to total paid employees and the union density rate were the same at 26.8%.

RECRUITMENT AND HIRING PRACTICES FOR ENTRY-LEVEL JOBS

Half of the establishments reported a total of 783 entry-level job vacancies in 2011

- A little over half or 51.5% (51) of the total 99 establishments had entry-level jobs with reported 783 vacancies.
- More than half of these vacancies were non-regular positions (54.8% or 429) while 354 (45.2%) were regular positions.

Technical/Vocational graduates preferred in three out of every 10 vacancies

- Almost one-third (30.5% or 239) of the vacancies needed applicants with at least technical/vocational education while two out of every

nine (22.2% or 174) preferred college graduates.

- About 16.5% (129) required applicants with at least secondary education.
- Some 142 vacancies (18.1%) however, did not specify the minimum educational requirement of the applicants.

Applicants 25-30 years of age, a preference in majority of vacancies

- The bulk of the vacancies indicated preference for applicants in ages 25-30 (85.3% or 668).
- Only small proportions were open to applicants in age groups 15-24 (9.7%) and more than 30 years (4.2%).

Four out of every five vacancies were for male workers

- Due to the nature of the job in the industry, most vacancies preferred male workers (79.1% or 619) while a very small proportion (4.5% or 35) was specifically for female workers.
- About one-sixth (16.5% or 129) had no sex preference.

Work experience - an important consideration in 80.4% of the establishments

- Work experience (80.4% or 41) was the topmost among the other criteria considered in the recruitment of applicants for entry-level jobs.
- The other top three criteria were location of residence (64.7%); degree (60.8%); and character references (52.9%).

Teamwork and flexibility ranked as the most important skills in the recruitment of applicants

- Teamwork including interpersonal skills; and flexibility and adaptability skills (98.0% each) were the top skills considered equally important to extremely important by establishments when hiring applicants for entry-level jobs in the industry.
- Machine and equipment operation skills; and communication skills (oral and written) followed at 96.1% and 90.2%, respectively.

All establishments rated entry-level applicants with at least adequate aptitude in five skills

- Assessment of the general aptitude of entry-level applicants showed that all 51 establishments found the applicants to have adequate to excellent aptitude on the following skills: numerical; technical; machine and equipment operation; ability to work independently; and teamwork.
- Problem-solving and decision-making skills; and flexibility and adaptability skills were next at 98% (50) and 94.1% (48), respectively.

Two-thirds of establishments filled-up vacancies from referrals of employees

- Majority of the establishments filled-up entry-level job vacancies from applicants referred by their employees (66.7%) and by word of mouth (54.9%).
- Almost half (49.0% each) selected applicants from the roster of job trainees/apprentices; walk-in applicants; and on-line postings in various job portals.

DOLE wage order, basis of entry-level salaries in seven out of every 10 establishments

- Entry-level job salaries were largely based on minimum wage/DOLE wage order as reported by 70.6% or 36 establishments.
- Three-fifths (60.8%) had their standard internal pay scale while nearly half (49.0%) based entry-level salaries on the qualifications of the applicant.
- Only 31.4% (16) considered the prevailing salary within the industry.

OCCUPATIONAL SAFETY AND HEALTH PRACTICES

93.9% of the establishments conducted workers' orientation on safety and health hazards at work in 2010-2011

- Establishments in the industry conducted various prevention and control measures/activities against work safety and health hazards.
- A large proportion provided workers' orientation on safety and health hazards at work (93.9%); appointed safety/health officers and/or first-aiders (92.9%); posted safety signages or warnings; and conducted monitoring and control of safety/health hazards in work areas (91.9% each); and provided measures to control effect of work safety and health hazards (e.g., administrative controls, engineering controls, use of PPE, etc.) (90.9%).

Fire safety and emergency preparedness were the top two trainings conducted by establishments for employees

- Fire safety training emerged as the topmost OSH training availed by employees in the mining and quarrying industry. This was however provided by about three out of every five (63.6%) of the total establishments in the industry.
- Trailing behind were emergency preparedness (61.6%) and 40-Hour Occupational Safety and Health Training (54.5%) which came second and third, respectively.

OCCUPATIONAL INJURIES AND DISEASES

Nine out of every 10 cases of occupational injuries were cases of temporary incapacity in 2011

- There were 574 cases of occupational injuries recorded in the mining and quarrying industry, the bulk (81.2% or 466) of which were without workdays lost. Those with workdays lost, 108 cases, consisted mostly (89.8% or 97) of injuries resulting to temporary incapacity.
- This meant a frequency rate (FR) of 1.33 for cases of occupational injuries with workdays lost. Temporary incapacity cases registered an FR of 1.19.
- The incidence rate (IR) was recorded at 3.56 which meant that there were about four cases of occupational injuries with workdays lost for every 1,000 workers. The most number of incidences were temporary

incapacity cases at 3.20 IR.

- A 24.78 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 for the period.
- Though the industry had a low IR of 3.56, it posted a long duration of workdays lost at 20.76.

Four out of every 11 cases of occupational injuries with workdays lost affected laborers and unskilled workers

- Laborers and unskilled workers (36.1%) and plant and machine operators and assemblers (28.7%) accounted for the majority of cases of occupational injuries in mining and quarrying, owing to the nature of activities in the industry.
- Following distantly were the craft and related trades workers (15.7%) and service workers and shop and market sales workers (14.8%).

Almost half of the cases of occupational injuries were superficial injuries and open wounds

- Superficial injuries and open wounds (47.2% or 51 cases) were the most common type of occupational injuries with workdays lost in the industry.
- This was followed by fractures at 29.6%. The rest of the cases were distributed among the other types of injuries ranging from 0.9% (traumatic amputations) to 9.3% (dislocations, sprains and strains).

Most of the injuries affected the extremities and the shoulder

- The arm and shoulder were the most injured body parts in the industry at 23.1% (25), followed by wrist and hand and the lower extremities (both accounted for 18.5% or 20 cases).
- Double digit incidences also affected the head (13 or 12.0%) and trunk or internal organs (11 or 10.2%).

Three out of every 10 cases resulted from being struck by falling objects

- The most common cause of injury in the industry was being struck by falling objects (29.6% or 32 cases).
- Stepping on, striking against or struck by objects, excluding falling objects (27.8% or 30 cases) and over-exertion or strenuous movements (16.7% or 18 cases) were the two other common causes of occupational injuries.

More than a quarter of the injuries caused by materials, objects

- Two out of every seven cases of occupational injuries with workdays lost was brought about by materials, objects (28.7% or 31 cases) followed by machines and equipment (20.4% or 22 cases) and hand tools and conveying/transport/packaging equipment or vehicles (both at 14.8% or 16 cases each).

Essential hypertension was the most common type of occupational disease

- Some 854 cases of occupational diseases were reported in the mining and quarrying industry.
- About two out of every 11 workers (17.8% or 152) in the said industry suffered from essential hypertension.
- This was followed by cardiovascular diseases (15.3% or 131), neck-shoulder pain (14.3% or 122) and back pain (13.6% or 116).

FOR INQUIRIES

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Selected Labor and Employment Indicators on Mining and Quarrying, Philippines

INDICATOR	Total	Percent
1. Total Establishments (2012)	99	
▪ Total Employment (2012)	30,065	
2. Category of Workers		
Working owners/Unpaid workers	63	0.2
Employees	30,002	99.8
▪ Managers/Executives	1,270	4.2
▪ Supervisors/Foremen	3,395	11.3
▪ Rank and file workers	25,337	84.3
– Regular	14,853	49.4
– Non-regular	10,485	34.9
– Probationary workers	1,941	6.5
– Casual workers	4,242	14.1
– Contractual/Project-based workers	2,329	7.7
– Seasonal workers	1,846	6.1
– Apprentices/Learners	127	0.4
3. Specific Groups of Workers		
▪ Young workers (15 - 24 years old)	2,453	8.2
▪ Female workers	3,109	10.3
▪ Time-rated workers	29,871	99.4
▪ Full-time workers	29,754	99.0
– Hourly	288	1.0
– Daily	18,920	62.9
– Monthly	10,546	35.1
▪ Part-time workers	118	0.4
▪ Purely commission-paid workers	22	0.1
4. Establishments Engaged in Subcontracting		
▪ <u>Within</u> the premises of the establishment	49	49.5
– Number of agency-hired workers	7,295	
▪ <u>Outside</u> the premises of the establishment	15	15.2
5. Total Vacancies (January 2011-June 2012)	1,617	100.0
▪ Easy-to-fill	1,227	75.9
▪ Hard-to-fill	390	24.1

INDICATOR	Total	Percent
Top 5 easy-to-fill vacancies		
- Mining and quarrying laborers	243	19.8
- Miners and quarry workers	159	13.0
- Heavy truck and lorry drivers	104	8.5
- Mining-plant operators	71	5.8
- Stock clerks	67	5.5
Top 5 hard-to-fill vacancies		
- Geologists and geophysicists	57	14.6
- Geodetic and related professionals	50	12.8
- Building and related electricians	39	10.0
- Agricultural or industrial-machinery mechanics and fitters	22	5.6
- Accounting and bookkeeping clerks	20	5.1
Top 3 reasons why hard to fill		
- No/few applicants applied for the job	41	29.1
- Applicants lack years of experience	31	22.0
- Applicants expect high salary	27	19.1
6. Employees Provided Job-Related Trainings	8,445	100.0
- Managers/executives	434	5.1
- Supervisors/foremen	1,770	21.0
- Rank and file	6,241	73.9
7. Types of Training Provider	121	100.0
- Private training institution	47	38.8
- Government training institution	32	26.4
- Establishment itself (In-house)	39	32.2
- Others	3	2.5
8. Unionism (2012)		
Union density rate (%)		26.8
Union membership	8,033	100.0
– Men	7,523	93.7
– Women	510	6.3
9. Collective Bargaining		
Collective bargaining coverage rate (%)		26.8
CBA coverage	8,033	100.0
– Men	7,523	93.7
– Women	510	6.3
10. Number of Entry-Level Job Vacancies (2011)	783	100.0
▪ Non-regular positions	429	54.8
▪ Regular positions	354	45.2

Note: Details do not add up to respective totals due to rounding.

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.

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

Selected Labor and Employment Indicators on Mining and Quarrying, Philippines (*cont'd*)

INDICATOR	Total	Percent
11. Criteria in the Recruitment of Applicants for Entry-Level Jobs	783	100.0
▪ Minimum Educational Requirement		
Technical/Vocational	239	30.5
College graduate	174	22.2
Secondary education	129	16.5
College undergraduate	86	11.0
Post-secondary education	13	1.7
No preference	142	18.1
▪ Age Preference		
25-30 years	668	85.3
15-24 years	76	9.7
More than 30 years	33	4.2
Others	4	0.5
No preference	2	0.3
▪ Sex Preference		
Male	619	79.1
Female	35	4.5
No preference	129	16.5
12. Other Criteria in the Recruitment of Applicants for Entry-Level Jobs¹	51	100.0
Work experience	41	80.4
Location of residence	33	64.7
Degree	31	60.8
Character references	27	52.9
Professional license	12	23.5
Grades	6	11.8
Ethnicity	5	9.8
School/University	3	5.9
Awards/Recognition	3	5.9
Membership/Affiliation in organizations	3	5.9
Religion	1	2.0

INDICATOR	Total	Percent
13. Important Skills for Entry-Level Jobs¹	51	100.0
Teamwork including interpersonal skills	50	98.0
Flexibility and adaptability skills	50	98.0
Machine and equipment operation skills	49	96.1
Communication skills (oral and written)	46	90.2
Problem-solving and decision-making skills	45	88.2
Leadership, critical and creative thinking skills	45	88.2
Computing/Mathematical skills	44	86.3
Organization, managing and planning skills	44	86.3
IT and computer skills	44	86.3
14. Skills Aptitude of Entry-Level Applicants¹		
Numerical skills	51	100.0
Technical skills	51	100.0
Machine and equipment operation skills	51	100.0
Ability to work independently	51	100.0
Teamwork	51	100.0
Problem-solving and decision-making skills	50	98.0
Flexibility and adaptability skills	48	94.1
Writing skills	47	92.2
Oral communication skills	47	92.2
Leadership, critical and creative thinking skills	47	92.2
Organization, managing and planning skills	47	92.2
Extent of educational training	45	88.2
Ability to apply knowledge learned in school to work environment	44	86.3
IT and computer skills	42	82.4
15. Sources of Applicants for Entry-Level Jobs¹	51	100.0
Employee referral	34	66.7
Word of mouth	28	54.9
On-the-job trainees/apprentices	25	49.0
Walk-in	25	49.0
Postings in job portals	25	49.0
- <i>Jobstreet</i>	18	72.0
- <i>Phil-Jobnet</i>	7	28.0
- <i>JobsDB</i>	5	20.0
- <i>Others</i>	4	16.0

¹ 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 Mining and Quarrying, Philippines (cont'd)

INDICATOR	Total	Percent
15. Sources of Applicants for Entry-Level Jobs ¹(cont'd)		
Newspaper ads	19	37.3
Posting in school/company's bulletin board	17	33.3
Jobs fair	15	29.4
Online advertisements in social networking sites	10	19.6
Public Employment Service Office (PESO) referral	9	17.6
Head hunters/Private recruitment agencies	7	13.7
On-site campus recruitment	6	11.8
Union recommendation	2	3.9
16. Basis of Entry-Level Salaries ¹	51	100.0
Minimum wage/DOLE wage order	36	70.6
Standard internal pay scale	31	60.8
Qualifications of employee	25	49.0
Prevailing rate within the industry	16	31.4
17. Preventive and Control Measures Against Work Safety and Health Hazards (2010-2011) ¹	99	100.0
Workers' orientation on safety and health hazards at work	93	93.9
Appointed safety/health officers and/or first-aiders	92	92.9
Posting of safety signages or warnings	91	91.9
Monitoring and control of safety/health hazards in work areas	91	91.9
Measures to control effect of work safety and health hazards (e.g., administrative controls, engineering controls, use of PPE)	90	90.9
Emergency response preparedness program/activities	87	87.9
Dissemination of info materials on safety and health	85	85.9
Organized safety and health committee	84	84.8
Training on safety and health for officers and workers	80	80.8
Installation of machine guards on moving parts/equipment	77	77.8
Periodic/annual medical exam of workers	75	75.8
Tobacco control policies/programs (e.g., designated smoking areas)	62	62.6
Submission of required reports on illness/injuries to DOLE	58	58.6
Policy on random drug testing procedure	39	39.4

INDICATOR	Total	Percent
17. Preventive and Control Measures Against Work Safety and Health Hazards (2010-2011) ¹(cont'd)		
Work accommodation for workers with pulmonary tuberculosis	31	31.3
Policy on non-mandatory HIV testing of employees	15	15.2
Construction safety and health policy/program	11	11.1
Others	1	1.0
18. Work Safety and Health-Related Trainings/Seminars (2010-2011) ¹	99	100.0
Fire Safety Training	63	63.6
Emergency Preparedness	61	61.6
40-Hour Occupational Safety and Health Training	54	54.5
Work Safety Training	47	47.5
1-Day Occupational Safety and Health Orientation	40	40.4
Safety Audit/Accident Investigation	33	33.3
Workers' Health Training	26	26.3
Chemical Safety Training	24	24.2
Industrial Hygiene	22	22.2
40-Hour Construction Safety Training	20	20.2
Others	6	6.1

INDICATOR	TOTAL	With Workdays Lost					Without Workdays Lost
		Total	Fatal	Non-Fatal			
				Total	Permanent Incapacity	Temporary Incapacity	
19. Measures of Safety Performance (2011)							
Cases of Occupational Injuries	574	108	11	97	-	97	466
Frequency Rates		1.33	0.14	1.19	-	1.19	
Incidence Rates		3.56	0.36	3.20	-	3.20	
Severity Rates						24.78	
Average Workdays Lost						20.76	

¹ 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 Mining and Quarrying, Philippines (cont'd)

INDICATOR	Total	Percent
20. Cases of Occupational Injuries with Workdays Lost (2011)	108	100.0
By Major Occupation		
Corporate executives, managers, managing proprietors and supervisors	3	2.8
Professionals	1	0.9
Technicians and associate professionals	3	2.8
Service workers and shop and market sales workers	16	14.8
Craft and related trades workers	17	15.7
Plant and machine operators and assemblers	31	28.7
Laborers and unskilled workers	39	36.1
By Type of Injury		
Superficial injuries and open wounds	51	47.2
Fractures	32	29.6
Dislocations, sprains and strains	10	9.3
Traumatic amputations	1	0.9
Concussions and internal injuries	5	4.6
Burns, corrosions, scalds and frostbites	6	5.6
Acute poisonings and infections	2	1.9
Foreign body in the eye	2	1.9
By Part of the Body Injured		
Head	13	12.0
Neck	3	2.8
Back	8	7.4
Trunk or internal organs	11	10.2
Arm and shoulder	25	23.1
Wrist and hand	20	18.5
Lower extremities	20	18.5
Whole body or multiple sites equally injured	9	8.3
By Cause of Injury		
Falls of persons	16	14.8
Struck by falling objects	32	29.6
Stepping on, striking against or struck by objects, excluding falling objects	30	27.8
Caught in or between objects	6	5.6
Over-exertion or strenuous movements	18	16.7
Exposure to or contact with extreme temperatures	1	0.9
Exposure to or contact with electric current	3	2.8
Exposure to or contact with harmful substances or radiations	2	1.9

INDICATOR	Total	Percent
20. Cases of Occupational Injuries with Workdays Lost (2011) (cont'd)	108	100.0
By Agent of Injury		
Buildings, structures	14	13.0
Prime movers	1	0.9
Hand tools	16	14.8
Machines, equipment	22	20.4
Conveying/Transport/Packaging equipment or vehicles	16	14.8
Materials, objects	31	28.7
Chemical substances	2	1.9
Human, animals, plants, etc.	4	3.7
Others	2	1.9
21. Cases of Occupational Diseases (2011)	854	100.0
Occupational dermatitis	38	4.4
Occupational asthma	34	4.0
Heat stroke, cramps, exhaustion	87	10.2
Deafness	2	0.2
Tuberculosis	23	2.7
Other infections	29	3.4
Cataract	8	0.9
Cardio-vascular diseases	131	15.3
Essential hypertension	152	17.8
Peptic ulcer	58	6.8
Work-related musculoskeletal disorders		
Carpal tunnel syndrome	18	2.1
Shoulder tendinitis	28	3.3
Neck-shoulder pain	122	14.3
Back pain	116	13.6
Other work-related musculoskeletal disorders	9	1.1

Note: Details do not add up to respective 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 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.

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