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2015/2016 INDUSTRY PROFILE:
TELECOMMUNICATIONS
(Fourth of a series)



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

EMPLOYMENT (June 30, 2016)

1. Number of establishments
2. Employment
3. Category of workers
4. Specific groups of workers
 - Young workers
 - Female workers
 - Persons with disabilities
 - Minimum wage earners
 - Time-rated workers
 - Output-rated workers
 - Purely on commission-paid workers
 - Graveyard shift workers
5. Subcontracting
6. Job vacancies (Jan. 2015-June 2016)
 - Easy-to-fill vacancies
 - Hard-to-fill vacancies
 - Reasons why vacancies are hard-to-fill

UNIONISM AND COLLECTIVE BARGAINING (June 30, 2016)

7. Unionism
8. Collective bargaining

OCCUPATIONAL SAFETY AND HEALTH PRACTICES (2015)

9. Preventive and Control Measures Against Work Safety and Health Hazards
10. Occupational Safety and Health Policies/Programs
11. Work Safety and Health-Related Trainings/Seminars
12. Conducting Agency/Organization in the Establishment
13. Designated Health and Safety Personnel

OCCUPATIONAL INJURIES AND DISEASES (2015)

14. Measures of Safety Performance
15. Cases of Occupational Injuries with Workdays Lost
16. Occupational Diseases
17. Occupational Commuting Accidents

Background

This issue of LABSTAT Updates is the fourth of a six-part series of industry profiles that highlights key industries with strong employment generation potentials. Statistics in this report were gathered from the results of the 2015/2016 *Integrated Survey on Labor and Employment (ISLE)* – a nationwide sample survey covering 12,926 establishments with 20 or more workers.

EMPLOYMENT

Number of Establishments

- The total number of establishments engaged in telecommunications industry was estimated at 198 as of June 30, 2016.

Employment

- A total of 26,282 persons were employed in telecommunications activities during the period.

Category of Workers

- Majority of the employed persons in telecommunications industry belonged to the rank and file workers (65.3% or 17,065). Supervisors/foremen shared 26.0 percent (6,793), while managers/executives had 8.7 percent (2,279). Meanwhile, working owners/unpaid workers posted the remaining 0.6 percent (145).
- Five in every eight rank and file workers (63.2% or 10,784) were regular workers. On the other hand, about four out of 11 were non-regular workers (36.8% or 6,281).
- Among non-regular workers, contractual/project-based workers accounted the largest portion at 82.7 percent (5,197). The remaining percent were composed of probationary workers (13.9% or 876), casual workers (3.1% or 197), seasonal workers and apprentices/learners (both 0.1% or 6 and 5, respectively).

Specific Groups of Workers

- Four in every 13 employed persons were young workers aged 15 to 30 years old (31.8% or 8,350). This was higher from the previous record (2,622). Female workers comprised 30 percent of the total workforce (29.8% or 7,827).
- Insignificant number of persons with disabilities was observed in this industry at less than one percent of the total workforce. Moreover, one in every nine hired workers was paid with minimum wage during the same period (11.7% or 3,080).
- Time rated workers accounted the largest portion of employment (96.2% or 25,284). Majority of them were full-time workers (93.5% or 23,643) who were either paid on monthly basis (86.4% or 20,420) or on daily basis (13.6% or 3,223). On the other hand, part-time workers (1,640) shared only 6.5 percent.
- About three percent of the total workforce in telecommunications industry were paid based on their outputs (2.8% or 744). Purely paid on commission with employer control and supervision, and graveyard shift workers shared less than one percent to the total employment (0.4% and 0.8%, respectively).

Subcontracting

- A total of 76 establishments were engaged in outsourcing of services through manpower agencies. During the reference period, the recorded agency-hired workers who work within the premises of the establishment was 5,899.
- However, only 22 establishments were engaged in subcontracting of activities done off-site.

Job Vacancies

- In June 2016, the total number of job vacancies in telecommunications activities was estimated at 1,999.
- Majority of the job vacancies were easy-to-fill occupations (66.3% or 1,326),

while about one-third were hard-to-fill occupations (33.7% or 673).

- Top hard-to-fill occupations in telecommunications industry were: Information and Communications Technology Operations Technicians (17.9%); Information and Communications Technology Installers and Servicers (17.0%); Telecommunications Engineers (15.2%); and Telecommunications Engineering Technicians (6.5%).
- The three (3) main reasons why job vacancies were considered hard-to-fill by establishments were: no/few applicants applied for the job (49.4%); applicants lack needed competency/skills (25.0%); and applicants lack years of experience (10.9%).

UNIONISM AND COLLECTIVE BARGAINING: 2016

- The telecommunications industry registered a total union membership of 5,046 workers in 2016. The union density rate for the industry computed as the proportion of union members to paid employees is equivalent to 19.3 percent.
- Most of union members were men with 3,552 workers (70.4%) while women consist 1,493 members (29.6%).
- Consistent with union membership, a total of 6,636 workers were covered by CBAs. The CBA coverage rate or the proportion of employees covered by CBAs to total paid employees was posted at 25.4 percent.
- Two-thirds (66.2%) of the total CBA coverage were men (4,391 workers) with the remaining 33.8 percent (2,245 workers) composing of women.

OCCUPATIONAL SAFETY AND HEALTH PRACTICES: 2015

Preventive and Control Measures Against Work Safety and Health Hazards

- For 2015, establishments in the telecommunications industry conducted preventive and control measures/activities to protect workers against work safety and health hazards.

Majority of the establishments practiced posting of safety signages or warnings in the workplace (86.5% or 166).

- Six out of every seven establishments (84.9% or 163) conducted periodic/annual medical examination to their workers. Workers' orientation on safety and health hazards at work was also organized in 161 establishments (83.9%).
- Other preventive and control measures adopted in the workplace include: appointment of safety/health officers and/or first aiders (82.8%); emergency response preparedness activities for earthquake, fire, chemical spills, etc. (81.8%); smoke-free workplace (79.2%); and proper maintenance of mechanical and electrical facilities (78.6%).

Occupational Safety and Health Policies/Programs

- Majority of total establishments in 2015 provided fire prevention and control programs as implemented in four out of every five establishments (79.2% or 152). This was followed by campaign on drug-free workplace in 134 establishments (69.8%). In addition, two-thirds of total establishments had accident prevention programs (65.1% or 125) in the workplace.
- Other OSH policies and programs conducted within the establishment include: anti-sexual harassment policy (61.5%); monitoring/ surveillance of occupational and work-related injuries and illnesses (60.9%); emergency response preparedness program (59.9%); and anti-sexual harassment program (56.3%) among others.

Work Safety and Health-Related Trainings/Seminars

- Fire safety training was recorded as the most availed work safety and health-related training/seminar among employees in the workplace at 64.6 percent (124). Three out of every eight establishments provided trainings/seminars on emergency preparedness (37.5% or 72).
- Amongst various trainings/seminars conducted were 40-hour basic

occupational safety and health training at 32.3 percent (62); drug-free workplace training at 26.0 percent (50); and 40-hour construction safety and health training at 25.0 percent (48).

- Almost half of these work safety and health-related trainings/seminars were conducted by the Bureau of Fire Protection (BFP) at 49.5 percent (95). Meanwhile, many establishments (39.1% or 75) organized their own trainings/seminars for the employees. The Occupational Safety and Health Center of the DOLE likewise provided trainings to 43 establishments (22.4%).

Designated Health and Safety Personnel

- More than half (54.2% or 104) of total establishments authorized safety officers to be their designated health and safety personnel in the worksite. Of these, more than three-fifths (61.5% or 64) reported that their safety officers were accredited by the DOLE.
- Meanwhile, several establishments appointed trained first-aiders (42.2% or 81) and occupational health physicians (11.5% and 22) as their health and safety staff in their establishment.

OCCUPATIONAL INJURIES AND DISEASES: 2015

Measures of Safety Performance

- The telecommunications industry registered a total of 89 cases of occupational injuries in 2015, majority of which were composed of cases without workdays lost at 73.0 percent (65 cases).
- Meanwhile, cases with workdays lost accounted for 27.0 percent (24), almost all (95.8% or 23) of which resulted from temporary incapacity cases. There was only one fatal case recorded in the industry during the year.
- The frequency rate of cases of occupational injuries with workdays lost including fatalities per 1,000,000 hours of exposure was recorded at 0.36. This means that there were only 0.36 case of occupational injuries with workdays lost per 1,000,000 employee-hours of exposure.

- Meanwhile, incidence rate was posted at 0.77, indicating that there is only one case of occupational injury with workdays lost for every 1,000 workers.
- On the other hand, severity rate or workdays lost of occupational injuries causing temporary incapacity per 1,000,000 hours of exposure was posted at 27.6. This means that there were around 28 workdays lost in cases of occupational injuries resulting to temporary incapacity per 1,000,000 employee hours of exposure.
- An average of 85.5 workdays was lost per temporary incapacity case in the telecommunications industry.

Type of injury

- More than half (54.2% or 13) of occupational injuries with workdays lost were caused by fractures. This was followed by superficial injuries and open wounds (33.3%); burns, corruptions, scalds and frostbites (8.3%); and concussions and internal injuries (4.2%).

Part of the Body Injured

- Three out of every eight (37.5%) of the total work-related injuries with workdays lost involved arms and shoulders making them the most incapacitated parts of the body in 2015. Lower extremities followed closely behind accounting for 33.3 percent (8).
- Other parts of the body injured include: wrist and hand (16.7%); head; back; and whole body or multiple sites equally injured which posted 4.2 percent each of the total.

Cause of Injury

- Three out of every seven occupational injuries were caused by falls of persons at 41.7 percent. Around 29.2 percent were struck by falling objects.
- Other work-related injuries were caused by being caught by or in between

objects and exposure to or contact with extreme temperatures registered at 12.5 percent.

Agent of Injury

- Building and structures were the top agents of injury which accounted for five-eighths (62.5%) of the total injuries with workdays lost during the year.
- Among other agents of injury comprised hand tools (12.5%); materials and objects (8.3%); and machines and equipment (4.2%).

Major Occupation of Persons Injured

- Technicians and associate professionals were the most injured workers in the telecommunications industry as reported in 2 out of every 3 occupational injuries (66.7%). Other types of occupations with job-related injuries involve clerical support workers (20.8%); plant and machine operators and assemblers (8.3%); and service and sales workers (4.2%).

Occupational Diseases

- For 2015, total of 57 workers suffered from varying occupational diseases in the telecommunications industry.
- Neck shoulder pain was the most prevalent occupational disease as experienced by more than half (54.4%) of the total. Other occupational injuries endured by workers were back pains at 33.3 percent (19) and heat strokes, cramps and exhaustion at 10.5 percent (6).

Occupational Commuting Accidents

- Work-related commuting accidents occurred in 16 (8.3%) establishments in the telecommunications industry in 2015. Overall, there were 59 commuting accidents during the year wherein 59 workers were injured.

FOR INQUIRIES

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

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

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

Selected Labor and Employment Indicators on Telecommunications, Philippines

INDICATOR	Number	Percent
1. Number of Establishments (2016)	198	
2. Total Employment	26,282	
3. Category of Employment		
Working owners/Unpaid workers	145	0.6
Paid Employees	26,137	99.4
• Managers/Executives	2,279	8.7
• Supervisors/Foremen	6,793	26.0
• Rank and File Workers	17,065	65.3
• Regular	10,784	63.2
• Non-Regular	6,281	36.8
- Probationary Workers	876	13.9
- Casual Workers	197	3.1
- Contractual / Project-based workers	5,197	82.7
- Seasonal Workers	6	0.1
- Apprentices/ Learners	5	0.1
4. Specific Groups of Workers		
• Young Workers (15-30 years old)	8,350	31.8
• Female Workers	7,827	29.8
• Persons With Disabilities (PWDs)	7	0.03
• Minimum Wage Earners	3,080	11.7
• Time -rated Workers	25,284	96.2
• Full-time Workers	23,643	93.5
- Daily	3,223	13.6
- Monthly	20,420	86.4
• Part-time Workers	1,640	6.5
• Output-Rated Workers	744	2.8
• Purely paid on commission with employer control and supervision	110	0.4
• Graveyard Shift Workers	198	0.8
5. Establishments Engaged in Subcontracting		
• Within the premises of the establishment	76	38.7
- Number of agency-hired workers	5,899	
• Outside the premises of the establishment	22	11.0

INDICATOR	Number	Percent
6. Total Vacancies (January 2015-June 2016)	1,999	100
• Easy-to-fill	1,326	66.3
• Hard-to-fill	673	33.7
• Top hard-to-fill vacancies		
• Information and Communications Technology Operations Technicians	121	17.9
• Information and Communications Technology Installers and Servicers	114	17.0
• Telecommunications Engineers	102	15.2
• Telecommunications Engineering Technicians	44	6.5
• Top reason why hard-to-fill		
• No/Few applicants applied for the Job	64	49.4
• Applicants lack needed competency/skills	32	25.0
• Applicants lack years of experience	14	10.9
7. Unionism (2016)		
- Union density rate (%)		19.3
- Union membership	5,046	100.0
• Men	3,552	70.4
• Women	1,493	29.6
8. Collective Bargaining (2016)		
- Collective bargaining coverage rate (%)		25.4
- CBA coverage	6,636	100.0
• Men	4,391	66.2
• Women	2,245	33.8

Note: Details may not add up to totals due to rounding.
Source of data: Philippine Statistics Authority, 2015/2016 ISLE.

Selected Labor and Employment Indicators on Telecommunications, Philippines

INDICATOR	Number	Percent
Number of Establishments (2015)	192	
9. Preventive and Control Measures/Activities Against Work Safety & Health Hazards (2015)		
- Posting of safety signages or warnings	166	86.5
- Periodic/annual medical exam of workers	163	84.9
- Workers' orientation on safety and health hazards at work	161	83.9
- Appointed safety/health officers and/or first aiders	159	82.8
- Emergency response preparedness activities for earthquake, fire, chemical spills, etc.	157	81.8
- Smoke-free workplace	152	79.2
- Maintenance of mechanical and electrical facilities	151	78.6
- Regular inspection and maintenance of equipment	149	77.6
- Organized safety and health committee	143	74.5
- Trainings on safety and health for officers and workers	131	68.2
- Dissemination of info materials on safety and health	131	68.2
- Submission of required reports on illness/injuries to DOLE	131	68.2
- Random drug testing of officers and employees	120	62.5
- Provision of appropriate personal protective equipment (PPE) such as hard hat	116	60.4
- Perform corrective action programs and audits	111	57.8
10. Occupational Safety and Health Policies/ Programs (2015)		
- Fire Prevention and Control Program	152	79.2
- Drug-free Workplace Policy and Program	134	69.8
- Accident Prevention Program	125	65.1
- Anti-Sexual Harassment Policy	118	61.5
- Monitoring/Surveillance of Occupational and Work-Related Injuries and Illnesses	117	60.9
- Emergency Response Preparedness Program	115	59.9
- Anti-Sexual Harassment Program	108	56.3
- HIV and AIDS Prevention and Control Policy and Program	97	50.5

INDICATOR	Number	Percent
10. Occupational Safety and Health Policies/ Programs (2015) (cont'd)		
- Policy on Non-Discrimination of Workers Confirmed/Suspected/Perceived to Have HIV	95	49.5
- Policy on Non-Discrimination of Workers confirmed/suspected/perceived to have Hepatitis B	84	43.8
- Policy on Non-Discrimination of Workers who have/had PTB	80	41.7
- Healthy Lifestyle Program such as smoking cessation, regular physical exercise	79	41.1
- DOLE Approved Construction Safety and Health Program	76	39.6
- Tuberculosis Prevention and Control Program	76	39.6
- Hepatitis B Prevention and Control Policy And Program	72	37.5
11. Work Safety and Health-Related Trainings/ Seminars (2015)		
- Fire Safety Training	124	64.6
- Emergency Preparedness	72	37.5
- 40-Hour Basic Occupational Safety and Health Training	62	32.3
- Drug-Free Workplace	50	26.0
- 40-Hour Construction Safety and Health Training	48	25.0
- 1-Day Occupational Safety and Health Orientation	43	22.4
- HIV and AIDS Prevention and Control in the Workplace	41	21.4
- Tuberculosis Prevention and Control in the Workplace	37	19.3
- Smoke-Free Workplace/Tobacco Control in the Workplace	35	18.2
- Hepatitis B Prevention and Control in the Workplace	32	16.7
- Safety Audit/ Accident Investigation	32	16.7
- Safe Work Procedures/Lock Out Tag out Training	32	16.7
12. Conducting Agency/Organization in the Establishment (2015)		
- Bureau of Fire Protection	95	49.5
- Own Company	75	39.1
- Occupational Safety and Health Center	43	22.4
- DOLE Accredited Safety Training Organization	42	21.9
- DOLE Regional/Provincial Office	39	20.3
- Others	22	11.5

Note: Details may not add up to totals due to rounding.
Source of data: Philippine Statistics Authority, 2015/2016 ISLE.

Selected Labor and Employment Indicators on Telecommunications, Philippines

INDICATOR	Number	Percent
13. Designated Health and Safety Personnel in the Establishment (2015)		
- Safety Officer	104	54.2
<i>Accredited by DOLE</i>	64	61.5
- Trained First-Aider	81	42.2
- Occupational Health Physician	22	11.5
- Others	21	10.9
- Occupational Health Registered Nurse	14	7.3
- Dentist	11	5.7

INDICATOR	TOTAL	Total	With Workdays Lost				Without Workdays Lost
			Fatal	Non-Fatal			
				Total	Permanent Incapacity	Temporary Incapacity	
14. Measure of Safety Performance (2015)							
Cases of Occupational Injuries	89	24	1	23	-	23	65
Frequency Rates		0.36	0.07	0.29	-	0.29	
Incidence Rates		0.77	0.17	0.59	-	0.59	
Severity Rates						27.6	
Average Workdays Lost						85.5	

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
15. Cases of Occupational Injuries with Workdays Lost (2015)	24	
• By Type of Injury		
- Fractures	13	54.2
- Superficial Injuries and open wounds	8	33.3
- Burns, corrosions, scalds and frostbites	2	8.3
- Concussions and internal injuries	1	4.2
• By Part of the Body Injured		
- Arm and shoulder	9	37.5
- Lower extremities	8	33.3
- Wrist and Hand	4	16.7
- Head	1	4.2
- Back	1	4.2
- Whole body or multiple sites equally injured	1	4.2
• By Cause of Injury		
- Falls of a person	10	41.7
- Struck by falling objects	7	29.2
- Caught by or in between objects	3	12.5
- Exposure to or contact with extreme temperatures	3	12.5
• By Agent of Injury		
- Building, structures	15	62.5
- Hand tools	3	12.5
- Materials, objects	2	8.3
- Machines, equipment	1	4.2
• By Major Occupation		
- Technicians and associate professionals	16	66.7
- Clerical support workers	5	20.8
- Plant and machine operators and assemblers	2	8.3
- Service and sales workers	1	4.2

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

Source of data: Philippine Statistics Authority, 2015/2016 ISLE.

Selected Labor and Employment Indicators on Telecommunications, Philippines

INDICATOR	Number	Percent
16. Occupational Diseases (2015)	57	
- Neck-shoulder pain	31	54.4
- Back pain	19	33.3
- Heat stroke, cramps, exhaustion	6	10.5
17. Occupational Commuting Accidents (2015)		
- Establishment experienced commuting accidents	16	8.3
- Commuting Accidents	59	
- Workers injured	59	

*Note: Details may not add up to totals due to rounding.
Source of data: Philippine Statistics Authority, 2015/2016 ISLE.*