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2015/2016 INDUSTRY PROFILE: **TOURISM** (Sixth of a series)



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

EMPLOYMENT (June 30, 2016)

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Background

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

EMPLOYMENT: 2016

Number of Establishments

- As of June 30, 2016, around 6,000 establishments were engaged in tourism-related industries.

Employment

- During the same period, the number of persons employed in establishments under these industries was estimated at 0.457 million.

Category of Workers

- Six out of every seven (85.2%) of the total employed were rank and file workers. Managers/executives and supervisors/foremen accounted for the remaining percent (6.4% and 7.7%, respectively). Meanwhile, about one percent of the total employment was working owners/unpaid workers (0.8%).
- Five in every seven rank and file workers (71.8%) were regular workers. On the other hand, about two out of seven were non-regular workers (28.2%).
- Moreover, three-fourths of non-regular workers were contractual/project-based workers and probationary workers (75.2%) followed by casual workers (17.4%), seasonal workers (4.2%), and apprentices/learners (3.2%).

Specific Group of Workers

- Young workers aged 15 to 30 years old comprised more than one-half of the total employment (55.7%) while female workers accounted for 47.4 percent of the total workforce.
- Persons with disabilities (PWDs) in tourism industry recorded a minimal portion of the total workforce (0.1%). Meanwhile, minimum wage workers comprised 26.0 percent.
- Time-rated workers dominated the tourism workforce (97.7%). Majority of these were full-time workers (95.4%) while part-time workers accounted for only about five percent (4.4%).
- In terms of payment, five out of every nine full-time workers were paid on a monthly basis (54.6%). Meanwhile, four in every 11 workers were paid on a daily basis (35.8%). The rest belonged to workers who were paid on an hourly basis.
- Further, hired workers who were paid based on their outputs and workers who were purely paid on commission with employer control and supervision posted a very minimal percent of the total employment (0.3% and 1.3%, respectively).
- About 10 percent (9.6%) of the total workforce worked in graveyard shifts.

Subcontracting

- More than one-half (52.1%) of the total establishments in tourism industry were engaged in subcontracting activities done on-site employing eighty-one thousand agency-hired workers.
- On the other hand, only 11 percent (10.9%) were hired from agencies but their works are done outside the premises of the establishment.

Job Vacancies

- The total number of job vacancies in tourism industry was estimated at almost 55,000 from January 2015 to June 2016.
- In terms of difficulty in filling up vacancies, easy-to-fill occupations accounted for the larger portion of job vacancies (74.3%), while hard-to-fill occupations composed the remaining 25.7 percent during the period.
- The top hard-to-fill occupations in tourism industry during the period were: nursing professionals (27.0%); bus and tram drivers (14.8%); medical imaging and therapeutic equipment technicians and waiters at both 4.7%.
- The main reasons why establishments experienced difficulties to fill up the job vacancies were: no/few applicants applied for the job (40.2%); applicants lack needed competency/skills (20.1%); and applicants lack years of experience (12.2%).

UNIONISM AND COLLECTIVE BARGAINING: 2016

- More than 41,000 unionized workers were reportedly covered by unions in the tourism industry in 2016. This translates to a 9.1 percent union density rate or the proportion of union members to total paid employees during the year.
- Majority of union members were men (60.8%) while women accounted for the remaining 39.2 percent.
- The CBA coverage rate or the proportion of employees covered by CBA to total paid employees was registered at 10.2 percent.
- Similar to union membership, workers covered by CBAs were dominated by men at 56.1 percent while women covered the remaining 43.9 percent of the total.

OCCUPATIONAL SAFETY AND HEALTH PRACTICES: 2015

Preventive and Control Measures/Activities Against Work Safety and Health Hazards

- To reduce hazards/dangers faced by employees in the workplace, establishments in the tourism industry practiced various preventive and control measures/activities against such eventualities in 2015.
- Among these measures/activities, the posting of safety signages or warnings was the top priority among establishments. This was observed by about nine out of every ten establishments (88.5%) in the industry.
- This was followed by the appointment of safety/health officers and/or first-aiders (88.1%); regular inspection and maintenance of equipment (85.8%); and workers' orientation on safety and health hazards at work (85.3%).

Occupational Safety and Health Policies/Programs

- Most of the establishments in the tourism industry implemented the following occupational safety and health policies/programs: Fire Prevention and Control Program (86.1%); Drug-Free Workplace Policy and Program (80.0%) and Emergency Response Preparedness Program (75.8%).
- It is also noteworthy to mention that both the Anti-Sexual Harassment Policy (69.1%) and Anti-Sexual Harassment Program (67.8%) were likewise adopted in about seven out of every ten establishments in the tourism industry.

Work Safety and Health-Related Trainings/Seminars

- Tourism establishments also equipped their employees with various work safety and health related trainings/seminars in 2015. The topmost provided OSH training was Fire Safety Training (69.4%). Meanwhile, less than half of total establishments conducted Emergency Preparedness (46.3%) and 40-Hour Basic Occupational Safety and Health Training (37.3%) to its employees.
- Other trainings conducted include Drug-Free Workplace (33.8%) and Smoke-Free Workplace (27.4%).
- More than half of the work safety and health-related trainings/seminars were conducted/organized by their own company and by the Bureau of Fire Protection (BFP) at 59.8 percent and 55.1 percent respectively. Meanwhile, 22.7 percent of establishments were provided trainings by the Occupational Safety and Health Center (OSHC).

Designated Health and Safety Personnel

- Three out of every five establishments in the tourism industry had safety officers (60.6%) in the workplace. Of this, almost two-thirds (59.9%) were accredited by the Department of Labor and Employment (DOLE).
- Meanwhile, other establishments designated Trained First-Aiders (54.6%); Occupational Health Registered Nurses (22.1%); and Occupational Health Physicians (16.2%) to ensure health and safety of workers.

OCCUPATIONAL INJURIES AND DISEASES: 2015

Measures of Safety Performance

- The tourism industry recorded almost 8,000 cases of work-related injuries in 2015, three-fourths (75.6%) of which involved cases without workdays lost.
- The frequency rate (FR) of cases with workdays lost was registered at 1.49 percent. This translates to about 1 case of occupational injury with workdays lost for every 1,000,000 employee hours of exposure per year.
- Meanwhile, the incidence rate was posted at 3.70 percent. This means that there were around 4 cases of injuries with workdays lost for every 1,000 workers in the tourism industry.
- The severity rate resulting to temporary incapacity cases was posted at 7.97 percent. This means that there were around 8 workdays lost of occupational injuries per 1,000,000 hours of exposure of occupational injuries.
- Meanwhile, an average of 7.94 workdays was lost per temporary incapacity case during the period.

Cases of Occupational Injuries with Workdays Lost

Types of Injury

- Two of every five (40.1%) cases of injuries with workdays lost were caused by open wounds and superficial injuries. Other types of occupational injuries reported in the tourism industry include burns, corrosions, scalds and frostbites (19.2%); dislocations, sprains and strains (18.7%); and fractures (9.2%).

Parts of the Body Injured

- More than one-fourth (26.1%) of cases of occupational injuries with workdays lost affected the lower extremities of workers. Wrists and hands came next with 25.8 percent; arms and shoulders with 24.8 percent; and heads with 10.7 percent.

Causes of Injury

- The top three (3) causes of injury with workdays lost were as follows: stepping on, striking against or struck by objects, excluding falling objects (30.5%); exposure to or contact with extreme temperatures (22.5%); and falls of persons (11.8%).

Agents of Injury

- Machines, equipment were the most common agents of injury recorded in the tourism industry at 27.5 percent.
- Other injuries were caused by chemical substances (23.7%) and hand tools (17.7%).

Cases of Injuries by Occupation

- By major occupation group, majority or one out of every two injured workers (50.6%) were employed as service and sales workers. Other injured workers include technicians and associate professionals (16.6%), elementary occupations (8.0%) and clerical support workers (6.7%).

Occupational Diseases

- There were almost 9,000 workers in the tourism industry that had suffered various work-related diseases. Back pain was the most common disease among workers which accounted for more than one-third (33.7%) of total occupational diseases in 2015.

- This was followed by neck-shoulder pain and essential hypertension posting shares of 15.3 percent and 10.9 percent, respectively.

Occupational Commuting Accidents

- Among the establishments in the tourism industry, 3.9% had reported work-related commuting accidents in 2015.

FOR INQUIRIES

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Regarding other statistics, contact **KNOWLEDGE MANAGEMENT AND COMMUNICATIONS DIVISION** at 462-6600 local 834
Or visit our website at <https://www.psa.gov.ph/labstat-updates>

Selected Labor and Employment Indicators on Tourism, Philippines

INDICATOR	Number (000)	Percent
1. Number of Establishment (2016): 5,640		
2. Total Employment (2016)	456.5	
3. Category of Employment		
• Working owners/Unpaid workers	3.6	0.8
• Paid Employees	452.9	99.2
• Managers/Executives	29.1	6.4
• Supervisors/Foremen	35.2	7.7
• Rank and File Workers	388.7	85.2
• Regular	279.1	71.8
• Non-Regular	109.6	28.2
- Probationary Workers	40.7	37.1
- Casual Workers	19.1	17.4
- Contractual/Project-based workers	41.7	38.0
- Seasonal Workers	4.6	4.2
- Apprentices/Learners	3.5	3.2
4. Specific Groups of Workers (2016)		
• Young Workers (15-30 years old)	254.0	55.7
• Female Workers	216.4	47.4
• Female Young Workers (15-30 years old)	130.6	60.4
• Persons With Disabilities (PWDs)	0.4	0.1
• Minimum Wage earners	118.9	26.0
• Time-rated Workers	445.9	97.7
▪ Full-time Workers	425.6	95.4
- Hourly	40.8	9.6
- Daily	152.2	35.8
- Monthly	232.5	54.6
• Part-time Workers	20.3	4.4
• Output-Rated Workers	1.3	0.3
• Purely on Commission-Paid Workers	5.7	1.3
• Graveyard Shift Workers	43.7	9.6
5. Establishments Engaged in Subcontracting (2016)		
• Within the premises of the establishment	2.9	52.1
- Number of agency-hired workers	81.1	
• Outside the premises of the establishment	0.6	10.9

INDICATOR	Number (000)	Percent
6. Total Vacancies (January 2015-June 2016)	54.7	
• Easy-to-fill	40.6	74.3
• Hard-to-fill	14.1	25.7
• Top Hard-to-fill Vacancies		
- Nursing Professionals	3.8	27.0
- Bus and Tram drivers	2.1	14.8
- Medical Imaging and Therapeutic Equipment Technicians	0.7	4.7
- Waiters	0.7	4.7
• Top reasons why Vacancies are Hard-to-fill	2.9	
- No/Few applicants applied for the job	1.2	40.2
- Applicants lack needed competency/skills	0.6	20.1
- Applicants lack years of experience	0.4	12.2
7. Unionism (2016)		
• Union density rate (%)		9.1
• Union membership	41.2	
- Men	25.0	60.8
- Women	16.1	39.2
8. Collective Bargaining (2016)		
• Collective Bargaining Rate (%)		10.2
• CBA coverage	46.2	
- Men	26.0	56.1
- Women	20.3	43.9

Definitions:

Union density rate –proportion of union membership to total paid employees.

Collective bargaining coverage rate –proportion of employees covered by CBAs to total paid employees.

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

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

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

Selected Labor and Employment Indicators on Tourism, Philippines

INDICATOR	Percent
▪ Number of Establishments (2015): 5,486	
9. Prevention and Control Measures/Activities	
- Posting of safety signages or warnings	88.5
- Appointed safety/health officers and/or first aiders	88.1
- Regular inspection and maintenance of equipment	85.8
- Workers' orientation on safety and health hazards at work	85.3
- Periodic/annual medical exam of workers	84.8
- Emergency response preparedness activities for earthquake, fire, chemical spills, etc.	83.6
- Maintenance of mechanical and electrical facilities	82.8
- Smoke-free workplace	80.3
- Trainings on safety and health for officers and workers	78.0
- Use of safety manuals, labels or maintenance procedures	77.3
- Organized safety and health committee	74.9
- Perform corrective action programs and audits	73.5
- Dissemination of info materials on safety and health	73.4
- Advocacy, education and training on drug-free workplace	72.2
- Practice proper handling of chemicals/hazardous materials	70.6
- Regular monitoring of hazards such as chemicals, noise and heat in work areas	69.9
- Random drug testing of officers and employees	63.5
- Provision of appropriate personal protective equipment (PPE) such as hard hat	62.5
- Use of safety data sheet for chemicals	60.2
- Provision of work accommodation measures to support workers with TB	59.2
- Hepatitis B education in the workplace	58.7
- Submission of required reports on illness/injuries to DOLE	57.9
- HIV and AIDS education in the workplace	57.0
- Installation of machine guards on moving parts/equipment	49.3
- Adoption of DOTS (Directly Observed Treatment Short Course) in management	44.8

INDICATOR	Percent
10. Occupational Safety and Health Policies/Programs	
- Fire Prevention and Control Program	86.1
- Drug-Free Workplace Policy and Program	80.0
- Emergency Response Preparedness Program	75.8
- Anti-Sexual Harassment Policy	69.1
- Anti-Sexual Harassment Program	67.8
- Accident Prevention Program	67.5
- Monitoring/Surveillance of Occupational and Work-Related Injuries and Illnesses	64.5
- Healthy Lifestyle Program such as Smoking Cessation, Regular Physical Exercise	59.6
- Hepatitis B Prevention and Control Policy and Program	56.9
- HIV and AIDS Prevention and Control Policy and Program	54.8
- Policy on Non-Discrimination of Workers who have/had PTB	50.9
- Tuberculosis Prevention and Control Program	50.5
- Policy on Non-Discrimination Of Workers Confirmed/ Suspected/Perceived to Have Hepatitis B	49.7
- Policy on Non-Discrimination of Workers Confirmed/Suspected/Perceived To have HIV	48.5
- Employee Assistance Program Related to Substance Abuse, to Include Treatment	45.1
- DOLE Approved Construction Safety and Health Program	43.1
- Chemical Safety Program such as Provision of Globally Harmonized System Labels	41.0
- Indoor Air Quality Program	36.6
- Ergonomics Program	30.3
- Hearing Conservation Program	16.1
11. Work Safety and Health-Related Trainings/Seminars	
- Fire Safety Training	69.4
- Emergency Preparedness	46.3
- 40-Hour Basic Occupational	37.3
- Drug-Free Workplace	33.8
- Smoke-Free Workplace	27.4
- 1-Day Occupational Safety	26.9
- Stress Management	25.2
- Tuberculosis Prevention	23.8

Selected Labor and Employment Indicators on Tourism, Philippines

INDICATOR	Percent
11. Work Safety and Health-Related Trainings/Seminars (Cont'd)	
- HIV and AIDS Prevention	23.1
- Hepatitis B Prevention	22.7
- Safety Audit	21.4
- Safe Work Procedures	18.7
- Chemical Safety Training	18.4
- Industrial Hygiene	17.6
- Prevention and Control	16.3
- Family Planning and Reproductive Health	16.3
- OSH Management System	14.2
- 40-Hour Construction	11.0
- Ergonomics Training	11.0
- Scaffold Safety Training	5.2
12. Conducting Agency/Organization in the Establishment (2015)	
- Own Company	59.8
- Bureau of Fire Protection	55.1
- Occupational Safety and Health Center	22.7
- DOLE Regional/Provincial Office	14.1
- DOLE Accredited Safety Training Org	11.9
- Professional Organizations	3.9
- Bureau of Working Conditions	2.4
- Employer's Organizations	2.3
- Academe/Universities	1.0
- Worker's Group	0.9
- Others	12.9
13. Designated Health and Safety Personnel	
- Safety officer	60.6
<i>Accredited by DOLE</i>	59.9
- Trained First-Aider	54.6
- Occupational Health Registered Nurse	22.1
- Occupational Health Physician	16.2
- Others	8.0
- Dentist	4.0
- Industrial hygienist	1.1

INDICATOR	TOTAL	Total	With Workdays Lost				Without Workdays Lost
			Fatal	Non-Fatal			
				Total	Permanent Incapacity	Temporary Incapacity	
13. Measure of Safety Performance (2015)							
Cases of Occupational Injuries	7,982	24.4	0.5	23.9	0.8	99.2	75.6
Frequency Rates		1.49	.05	1.44	.01	1.43	-
Incidence Rates		3.70	.13	3.57	.04	3.53	
Severity Rates						7.97	
Average workdays lost						7.94	

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	Percent
14. Cases of Occupational Injuries with Workdays Lost	
• By Type of Injury	
Superficial injuries and open wounds	40.1
Burns, corrosions, scalds and frostbites	19.2
Dislocations, sprains and strains	18.7
Fractures	9.2
Concussions and internal injuries	5.7
Foreign body in the eye	3.8
Acute poisonings and infections	2.9
Traumatic amputations	0.2
Others	0.1
• By Part of the Body Injured	
Lower extremities	26.1
Wrist and hand	25.8
Arm and shoulder	24.8
Head	10.7
Whole body or multiple sites equally injured	7.0
Back	3.3
Trunk or internal organs	2.1
Neck	0.3

Selected Labor and Employment Indicators on Tourism, Philippines

INDICATOR	Percent
• By Cause of Injury	
Stepping on, striking against or struck by objects, excluding falling objects	30.5
Exposure to or contact with extreme temperatures	22.5
Falls of persons	11.8
Over-extension or strenuous movements	10.9
Caught by in or between objects	9.1
Exposure to or contact with harmful substances	6.5
Struck by falling objects	5.6
Exposure to or contact with electric current	1.7
Exposure to or contact to radiation	0.1
Others	1.1
• By agent of Injury	
Machines, equipment	27.5
Chemical substances	23.7
Hand tools	17.7
Buildings, structures	10.7
Conveying/transport/packaging equipment or vehicles	9.4
Materials, objects	6.2
Human, animals, plants, etc.	2.0
Prime movers	1.5
Distribution systems	0.9
Others	0.2
• By Major Occupation	
Service and sales workers	50.6
Technicians and associate professionals	16.6
Elementary occupations	8.0
Clerical support workers	6.7
Professionals	6.4
Plant and machine operators and assemblers	4.7
Craft and related trades workers	4.5
Managers	2.2
Skilled agricultural, forestry and fishery workers	0.4
15.Occupational Diseases (2015): 8,810	
Work-related musculoskeletal diseases	
Back pain	33.7
Neck-shoulder pain	15.3
Essential hypertension	10.9
Occupational asthma	6.3
Work-related musculoskeletal diseases	
Shoulder tenditis	5.6
Other infections	4.7

INDICATOR	Percent
15.Occupational Diseases (2015) (Cont'd)	
Work-related musculoskeletal diseases	
Carpal tunnel	3.8
Other work-related musculoskeletal	4.3
Occupational dermatitis	3.4
Tuberculosis	2.7
Chillblain, frostbite, freezing	2.3
Cardio-vascular diseases	1.5
Heat, stroke, cramps, exhaustion	1.5
Occupational lung disease	1.4
Occupational kidney disease	0.8
Deafness	0.8
Other disease caused by chemicals	0.4
Cataract	0.4
Other diseases	0.2
16. Occupational Commuting Accident	
Establishments experienced commuting accidents	3.9