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Updates on the Basic Labor and Employment Statistics in the Philippines

The member states of the International Labour Organization (ILO) to which the Philippines is a member is composed of about 187 as of the latest count. These member countries usually meet every June of each year at the International Labour Conference (ILC) in Geneva, Switzerland. Each member state is represented by a delegation consisting of two (2) government delegates composed of an employer delegate and a worker delegate, and their respective advisers. The conference is sometimes called the "international parliament of labour" with its main task of crafting and adopting international labour standards in the form of Conventions and Recommendations.

Conventions are international treaties and once adopted by the Conference are open to ratification by the member states. On the other hand, Recommendations are intended to guide national action and are not open to ratification, hence, not legally binding. Among the adopted Convention and Recommendation in 1985, the Labour Statistics Convention (C160) and the supplementary Labour Statistics Recommendation (R170) served as the guiding principles in the production of labor and employment statistics in the Philippine Statistical System (PSS).

This issue of LABSTAT Updates presents an update on the basic labor and employment statistics generated in the PSS following the major provisions of Labour Statistics Convention 160 and Labour Statistics Recommendation 170. Included also in this issue are some presentations on the latest available labor and employment statistics compiled by the Philippine labor statistics system. Also found in Annex 1 is a summary of basic labor and employment statistics in the country with details on the data type, source material/agency, periodicity, data disaggregation and data release schedule.

Labour Statistics Convention 160 (C160) and Labour Statistics Recommendation 170 (R170)

- The Labour Statistics Convention (C160) as identified by the ILO is the only binding international standards in the field of labour statistics where the core mandate of the ILO Department of Statistics emanated. According to the ILO, the convention establishes the basic framework for the progressive elaboration of national labour statistics programmes. Countries ratifying it commit to regularly collect, compile and disseminate basic labour statistics on the main labour-related topics.
- The following subjects should be the coverage of the labor statistics that member states that ratify C160 are obliged to published:
 - (a) economically active population, employment, where relevant unemployment, and where

- possible underemployment;
- visible of samples of establishments or enterprises;
- (b) structure and distribution of the economically active population, for detailed analysis and to serve as benchmark data;
- (b) a coordinated system for the implementation of surveys or censuses of establishments or enterprises;
- (c) average earnings and hours of work (hours actually worked or hours paid for) and, where appropriate, time rates of wages and normal hours of work;
- (c) a capability for the implementation of a continuous and coordinated series of national surveys of households or individuals; and
- (d) wage structure and distribution;
- (d) access for statistical purposes, with appropriate safeguards for their confidential use, to administrative records (such as those of employment services, social security bodies, labour inspection services).
- (e) labor cost;
- (f) consumer price indices;
- (g) household expenditure or, where appropriate, family expenditure and, where possible, household income or, where appropriate, family income;
- (h) occupational injuries and, as far as possible, occupational diseases; and
- (i) industrial disputes.
- On the other hand, the Labour Statistics Recommendation 170 (R170) is the accompanying guidelines of C160 that indicates the basic coverage, frequency of compilation and cross-classification variables for each of the variables specified in Articles 7 to 15 of C160.
 - Part II of the said Recommendation states that the following major elements should be included in the development of a national statistical infrastructure:
 - (a) a comprehensive and up-to-date register of establishments or enterprises for the purposes of surveys or censuses. Such a register should be sufficiently detailed to permit the selection
 - Since the time of the Labour Statistics Convention and Recommendation in 1985, progress and developments in terms of data collection (Computer-Assisted Personal Interview), source of data (big data), storage (cloud) and dissemination methods (infographics and videographics) have emerged. The *Standards Review Mechanism Tripartite Working Group* considered C160 still relevant and adaptable to these progress and encourages the ILO to actively promote its ratification by member states and assist countries in complying with it.¹
 - For the Philippines, the labor statistics system collects and compiles basic labor and employment statistics in different frequencies and classifications as recommended by R170. (See Annex 1 on page 11)

¹ *Labour statistics in the international labour code: A case for the promotion and ratification of the Labour Statistics Convention (C160, 1985)*, https://www.ilo.org/stat/Publications/WCMS_645952/lang--en/index.htm

I. BASIC LABOR AND EMPLOYMENT STATISTICS IN THE PHILIPPINES

- While the Philippines is a member country under the ILO, it has not yet ratified *Labour Statistics Convention 160 (C160)*. Despite this non-ratification, the *Philippine Statistical System (PSS)* regularly collects, compiles and disseminates basic labor and employment statistics based on C160 and R170. The following are some of the basic labor and employment statistics generated by the PSS:
 - A. Statistics on the Economically Active Population, Employment Unemployment and Under-employment;
 - B. Statistics on Wages and Hours of Work;
 - C. Statistics on Consumer Price Index/Inflation Rate;
 - D. Statistics on Family Income and Expenditure;
 - E. Statistics on Occupational Injuries and Diseases;
 - F. Statistics on Industrial Disputes; and
 - G. Statistics on Labor Productivity.
- By type of data, labor and employment statistics are generated based on the following sources: (1) household-based surveys; (2) establishment-based surveys; (3) derived statistics; and (4) administrative-based statistics.
 - Sources of household-based statistics include the (1) Labor Force Survey (LFS), the main source of labor and employment statistics in the country; and (2) Family Income and Expenditure Survey (FIES).
 - Statistics generated from establishment-based surveys are mainly sourced from the Integrated Survey on Labor and Employment (ISLE); Occupational Wages Survey (OWS); Labor Turnover Survey (LTS); and Annual Survey of Phil. Business and Industry (ASPBI).
 - Derived statistics are data obtained by performing arithmetical procedures/computations from the original data. Examples of derived statistics include Consumer Price Index (CPI) and labor productivity.
 - Administrative-based statistics on the other hand, are sourced from administrative records maintained by an agency where information is readily available. Statistics on industrial disputes particularly strikes and lockouts are generated from the administrative records of the National Conciliation and Mediation Board (NCMB) of the DOLE.

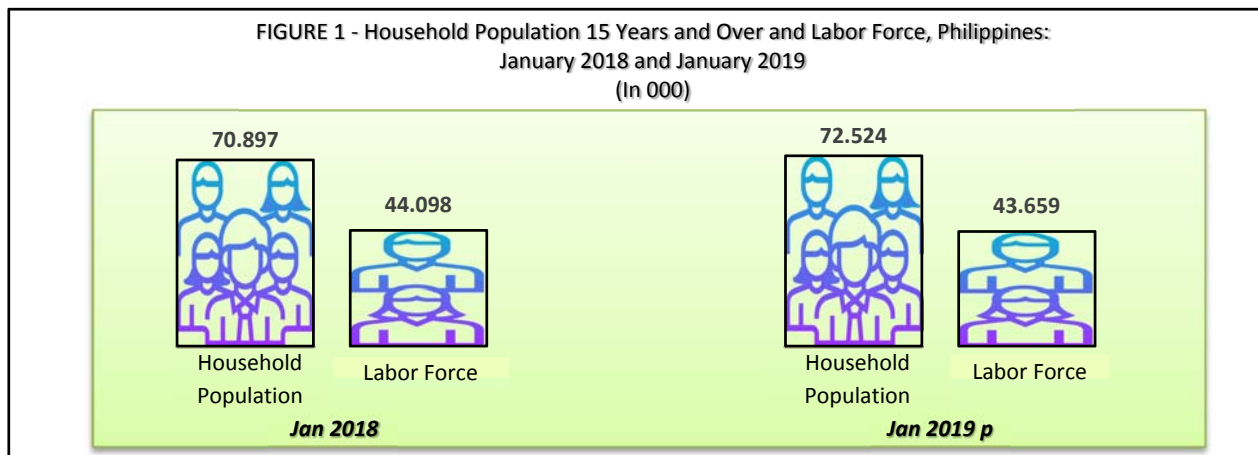
II. UPDATES ON BASIC LABOR AND EMPLOYMENT STATISTICS

A. Statistics on Economically Active Population, Employment, Unemployment and Underemployment

- Majority of household-based labor and employment statistics in the country are sourced from the Labor Force Survey (LFS).

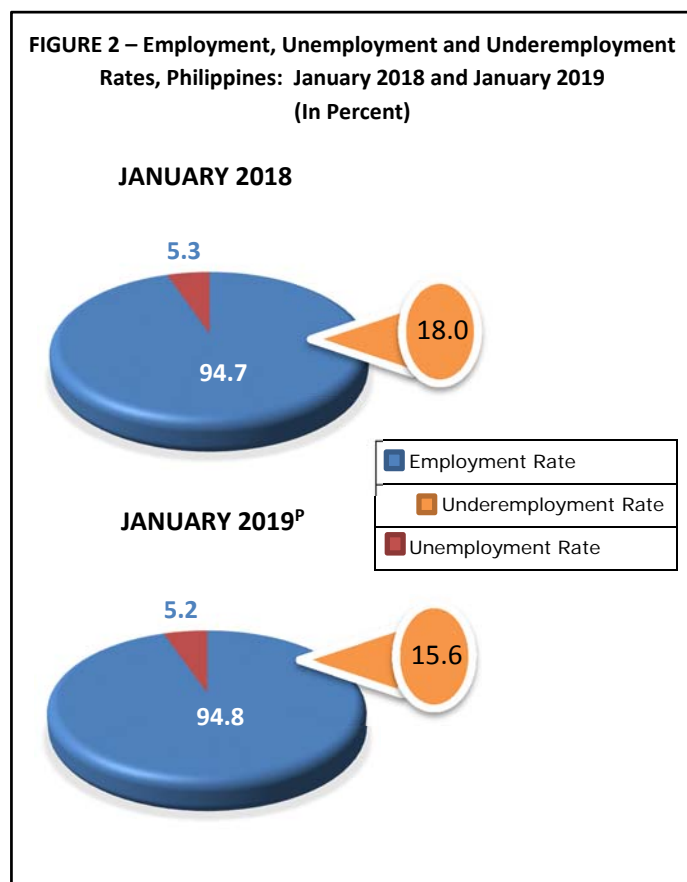
- The latest preliminary results of the LFS showed that the household population 15 years and over reached a total of 72.524M in Jan. 2019, an

addition of 1.627M from the Jan. 2018 round. This is equivalent to a 2.3 percent growth rate over the period. (Figure 1)



p – Preliminary.
 Source: Philippine Statistics Authority, Labor Force Survey.

- Meanwhile, the country’s labor force slipped by 1.0 percent from 44.098M in Jan. 2018 to 43.659M in Jan. 2019.
- Similarly, the labor force participation rate, computed as the share of labor force to the household population 15 years old and over slightly declined from 62.2 percent in Jan. 2018 to 60.2 percent in Jan. 2019.
- The employment rate recorded a minimal increase of less than 1 percent from 94.7 percent in Jan. 2018 to 94.8 percent in Jan. 2019. (Figure 2)
- On the other hand, unemployment rate decline minimally to 5.2 percent in Jan. 2019 from 5.3 percent in Jan. 2018.
- Underemployment rate tapered off from 18.0 percent in Jan. 2018 to 15.6 percent in Jan. this year.



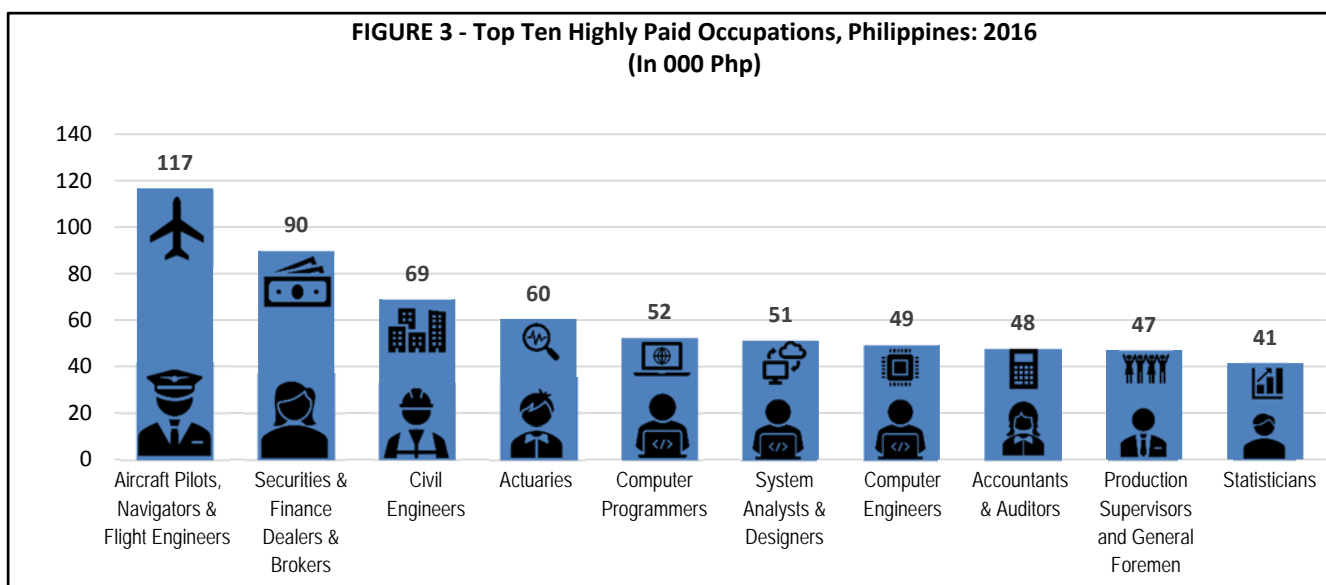
p – Preliminary.
 Source: Philippine Statistics Authority, Labor Force Survey.

B. Statistics on Wages and Hours of Work

- Among various time-rated workers on full-time basis, aircraft pilots, navigators and flight engineers received the highest monthly wage rate in 2016 in the amount of ₱117,000. This was followed by securities and finance dealers and brokers with monthly pay of ₱90,000. Civil engineers and actuaries came in 3rd and 4th places

with monthly pays equivalent to ₱69,000 and ₱60,000, respectively. (Figure 3)

- IT-related occupations were also included in the top ten list of highly paid occupations that include computer programmers (5th), systems analysts and designers (6th) and computer engineers (7th).



Source: Philippine Statistics Authority, 2016 Occupational Wages Survey.

- Meanwhile, data on the average weekly hours worked in primary jobs per employed persons remained almost unchanged from 2005 to 2017. Weekly hours worked ranged from a high of 42.2 hours in 2016 to a low of 40.8 hours in 2014. (Table 1)

TABLE 1 – Average Weekly Hours Actually Worked in Primary Jobs Per Employed Person, Philippines: 2005-2017

Year	Total	Men	Women
2005	41.6	41.3	42.1
2006	41.1	40.7	41.7
2007	41.4	41.1	42.0
2008	41.8	41.4	42.5
2009	41.2	40.8	42.0
2010	41.7	41.3	42.3
2011	41.1	40.8	41.7
2012	41.2	40.9	41.7
2013	41.7	41.4	42.1
2014	40.8	40.5	41.2
2015	41.0	40.8	41.3
2016	42.2	42.1	42.4
2017	41.4	41.1	41.8

Source: Philippine Statistics Authority, Labor Force Survey.

- Classified by sex, the average weekly hours worked by men in their primary jobs were a little lower compared to those of women in all the years under review.

Definition of Terms:

Time-rated workers on full-time basis refer to workers paid on the basis of a time unit of work such as an hour, a day or a month.

C. Statistics on Consumer Price Index/Inflation Rate

- The *Consumer Price Index (CPI)* is an indicator of the change in the average prices of a fixed basket of goods and services commonly purchased by households relative to a base year. *Inflation rate (IR)* on the other hand, is defined as the annual rate of change or the year-on-year change in the CPI. Starting 2018, the CPI was rebased to 2012.
- Latest inflation rate data showed that the headline inflation at the national level was recorded at 3.0 percent in April 2019. This is comparatively lower (0.3%) than the 3.3 percent inflation rate posted a month ago and even much lower (1.5%) compared to year-ago inflation rate of 4.5 percent last April 2018. (*Table 2*)
- On the other hand, the CPI for all commodity group was computed at 119.6 in April 2019, higher relative to the 116.1 index points recorded during the same month in 2018.

TABLE 2 – Year-on-Year Inflation Rates and Consumer Price Index, All Items, Philippines (2012=100)

Indicator	Apr 2019	Mar 2019	Apr 2018
INFLATION RATE			
Headline	3.0	3.3	4.5
Core	3.4	3.5	3.5
CONSUMER PRICE INDEX	119.6	119.3	116.1

Source: *Philippine Statistics Authority.*

D. Statistics on Family Income and Expenditure

- The Family Income and Expenditure Survey (FIES) is the the main source of data on family income and expenditure, which include among others, levels of consumption by item of expenditure as well as sources of income in cash and in kind. Filipino family amounted to approximately ₱267,000 in 2015 while the average family expenditure amounted to ₱215,000. The remaining ₱52,000 out of the average annual family income is the annual average family savings during the year. (*Figure 4*)
- Results of the 2015 FIES reported that the average annual income of a

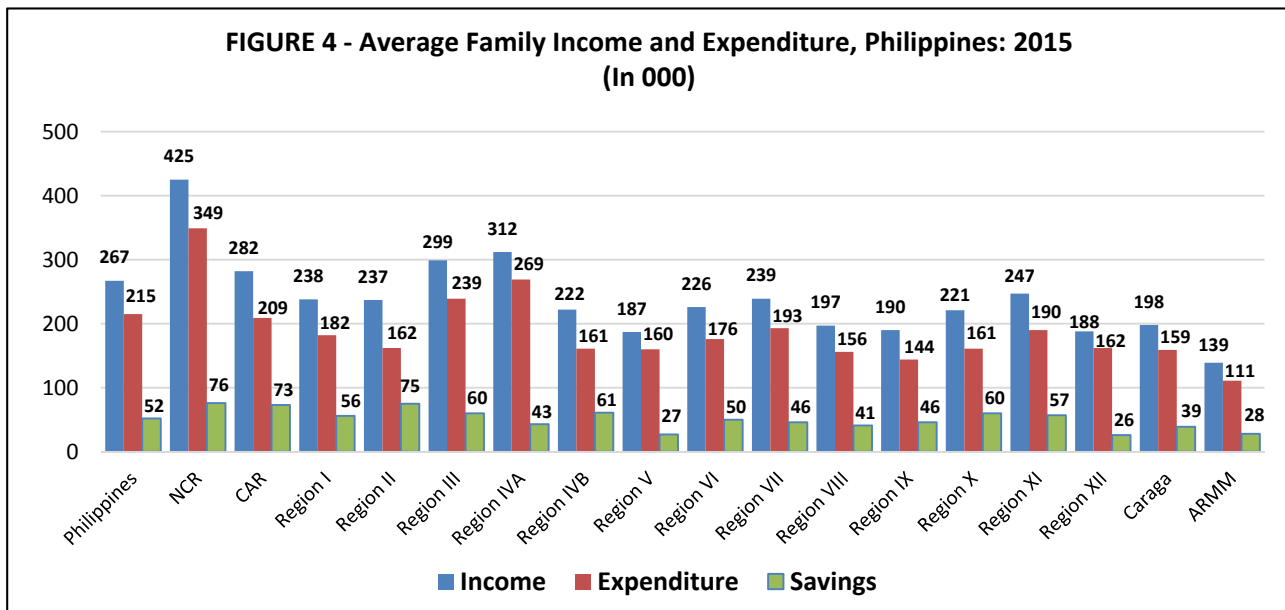
Definition of Terms:

Headline Inflation - measures changes in the cost of living based on movements in the prices of a specified basket of major commodities. It refers to the annual rate of change or the year-on-year change in the Consumer Price Index (CPI)

Core Inflation - a measure of inflation that aims to capture the permanent component of the inflationary process that can be influenced by monetary policy

- Across regions, the NCR expectedly recorded the highest average family income in 2015 at ₱425,000, followed by Region IVA-CALABARZON and Region III with average family

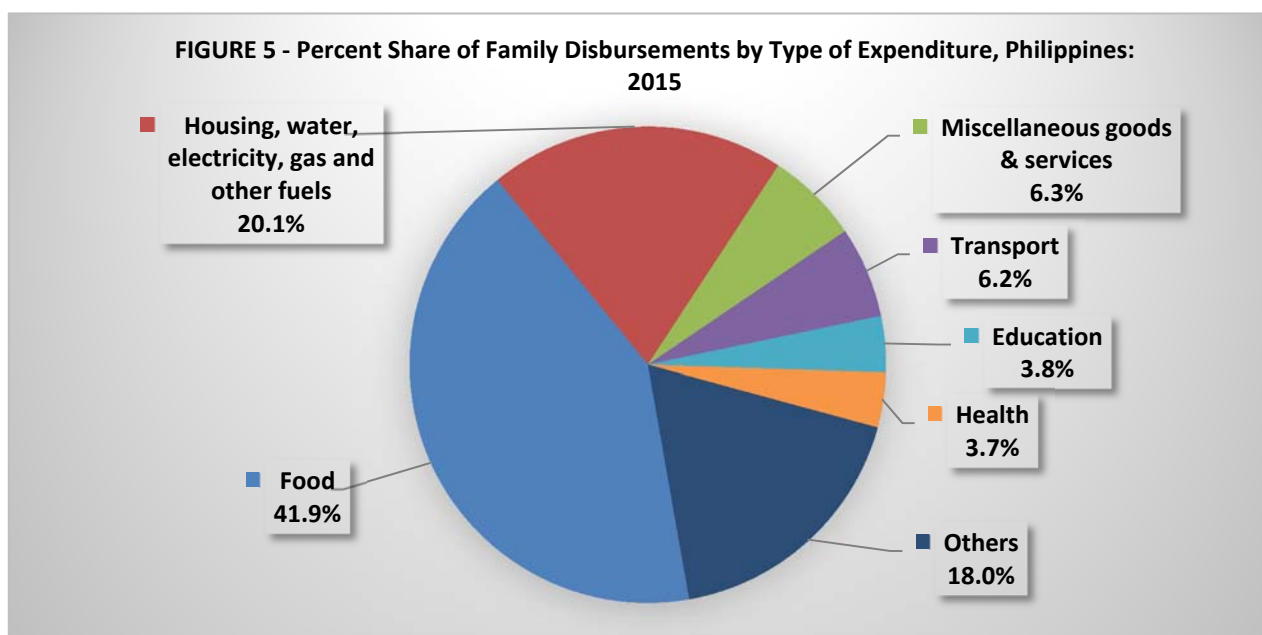
incomes of ₱312,000 and ₱299,000, respectively. These three (3) regions were also observed to have the highest annual average family expenditures during the year.



Source: Philippine Statistics Authority, Family Income and Expenditure Survey.

- By type of expenditure, a little over two-fifths (41.9%) of family disbursements were largely spent on food. This is followed by spending on housing, water, electricity, gas and other fuels (20.1%); miscellaneous

goods and services (6.3%); and transport (6.3%). Other disbursements include education (3.8%); health (3.7%); and other items of expenditures (18.0%). (Figure 5)



Source: Philippine Statistics Authority, Family Income and Expenditure Survey.

E. Statistics on Occupational Injuries and Diseases

- The module on Occupational Injuries and Diseases (OID) from the Integrated Survey on Labor and Employment (ISLE) is the major source of statistics on occupational injuries and diseases.
- Specifically, the ISLE covers modules on unionism and collective bargaining; employment of specific group of workers; occupational shortages and surpluses; training of workers; productivity improvement program; employees' compensation program; occupational safety and health practices; and occupational injuries and diseases.
- Data gathered from this particular module on OID measures safety performance of the country which is computed using frequency, incidence rates and severity rates.
- The frequency rate (FR) of cases of occupational injuries with workdays lost was reported at 1.94 percent in 2015. This means that there were around two (2) cases of occupational injuries with workdays lost per 1,000,000 employee-hours of exposure in 2015. Of the 1.94 FR, 1.91 percentage points were classified as non-fatal cases while 0.03 percentage point covered fatal cases during the year. (Table 3)
- The Incidence Rate (IR) of cases of occupational injuries with workdays lost was recorded at 4.74 percent in 2015. This is translated to about 5 cases of occupational injuries with workdays lost for every 1,000 workers during the year.
- The severity rate (SR) or the workdays lost of those cases of occupational injuries resulting to temporary incapacity per 1,000,000 employee-hours of exposure was posted at 13.57 percent in 2015. Meanwhile, the average workdays lost for temporary incapacity cases was posted at 11 days.

TABLE 3 – Frequency and Incidence Rates of Cases of Occupational Injuries with Workdays Lost, Severity Rates of Occupational Injuries Resulting to Temporary Incapacity and Average Work Days Lost, Philippines: 2015

Category	Total	Fatal	Non-Fatal
Frequency Rate (%)	1.94	0.03	1.91
Incidence Rate (%)	4.74	0.09	4.65
Severity Rate (%)	13.57		
Average Workdays Lost (days)	11.17		

Source: Philippine Statistics Authority, Integrated Survey on Labor and Employment.

- On the other hand, total cases of occupational diseases in establishments reached around 126,000 cases in 2015. (Table 4)
- By type of disease, back pain was the most common occupational disease at work accounting for around one-third (32.8%) of total cases. This was followed by essential hypertension and neck-shoulder pain with shares of 11.5 percent and 11.4 percent, respectively.

TABLE 4 – Cases of Occupational Diseases in Establishments Employing 20 or More Workers by Type of Disease, Philippines: 2015

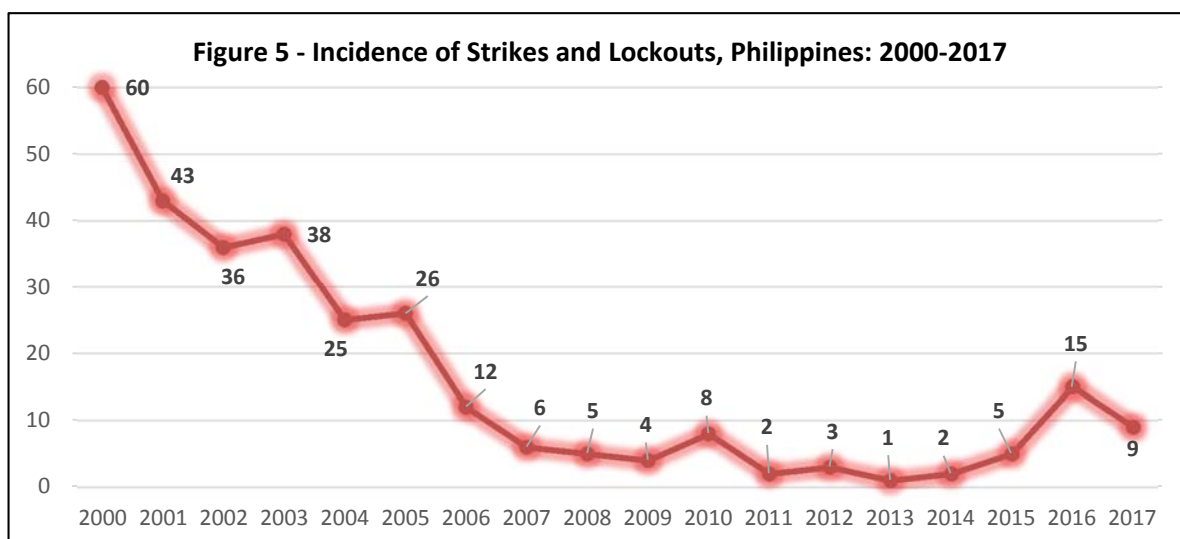
TYPE OF DISEASE	NUMBER	PERCENT SHARE (%)
TOTAL	125,974	100.0
Back Pain	41,335	32.8
Essential Hypertension	14,539	11.5
Neck-Shoulder Pain	14,392	11.4
Other Work-Related Musculoskeletal Diseases	9,664	7.7
Occupational Asthma	8,363	6.6
Others	37,681	30.0

Source: Philippine Statistics Authority, Integrated Survey on Labor and Employment.

F. Statistics on Industrial Disputes

- Another basic indicator on labor and employment is statistics on industrial disputes pertaining to the occurrence of strikes and lockouts among establishments. Administrative

records from the DOLE showed an overall declining trend in the cases of industrial disputes resulting to strikes and lockouts from 2000 to 2017. (Figure 5)



Source: National Conciliation and Mediation Board.

G. Statistics on Labor Productivity

- Labor productivity is defined as the gross value added (GVA) per employed person. It is an important indicator to measure national and

industry competitiveness, reference in minimum wage determination and basis for formulating labor market policies.

- At constant 2000 prices, labor productivity reached ₱223,702 in 2018, a growth rate of 4.1 percent from the ₱214,85 labor productivity posted a year ago. (Table 5)
- By sector, the industry sector posted the highest productivity at ₱400,567. This was followed by the services sector and the agriculture, forestry and fishing sector at ₱228,134 and ₱74,593, respectively.
- On the other hand, labor productivity at current prices was recorded at ₱423,408 in 2018, a growth of 8.0 percent from the ₱391,917 labor productivity posted in 2017.

TABLE 5 – Labor Productivity at Current and Constant 2000 Prices by Sector, Philippines: 2017-2018

SECTOR	2017 (₱)	2018 (₱)	Growth Rates (%)
AT CURRENT PRICES			
ALL SECTORS	391,917	423,408	8.0
Agriculture, Forestry and Fishing	148,872	161,823	8.7
Industry	652,760	682,901	4.6
Services	417,090	448,278	7.5
AT CONSTANT 2000 PRICES			
ALL SECTORS	214,851	223,702	4.1
Agriculture, Forestry and Fishing	72,039	74,593	3.5
Industry	399,666	400,567	0.2
Services	219,402	228,134	4.0

Source: Philippine Statistics Authority, Labor Force Survey and National Accounts of the Philippines.

FOR INQUIRIES

Regarding this report, contact **LABOR STANDARDS AND RELATIONS STATISTICS DIVISION** at 376-1921

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

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

ANNEX 1 – Basic Labor and Employment Statistics of the Philippines

Basic Labor and Employment Statistics	Data Type	Agency	Source	Periodicity	Data Disaggregation	Data Release Schedule
A. Statistics on the Economically Active Population, Employment, Unemployment and Underemployment						
Economically active population (Labor Force)	HB	Philippine Statistics Authority (PSA)	Labor Force Survey (LFS)	Quarterly (January, April, July, October)	Region, sex, age group, employment status (employed, unemployed, not in the labor force)	Preliminary: 35 days after reference period; Final: 6 months after reference period
Employment	-do-	-do-	-do-	-do-	Region, sex, age group, highest grade completed, major industry group, major occupation group, class of worker, total hours worked, nature of employment	-do-
Unemployment	-do-	-do-	-do-	-do-	Region, sex, age group, highest grade completed, job search method, number of weeks looking for work	-do-
Visible underemployment	-do-	-do-	-do-	-do-	Region, sex, major occupation group	-do-
B. Statistics on Wages and Hours Work						
Wage Rates						
- Agriculture	HB	Philippine Statistics Authority (PSA)	Agricultural Wage Rate Survey (ARWS)	Semestral	Region, sex, wages by farm activity and type of labor, basis of payment	10 months after the reference period
- Agriculture/ Non-agriculture	EB	-do-	Occupational Wages Survey (OWS)	Biennial	Benchmark occupations (accounting and bookkeeping clerks and unskilled laborers), selected occupations in selected industries	14 months after reference period
Wage structure and distribution	-do-	-do-	-do-	-do-	Basic pay/allowance; major and minor industry group	-do-
Average earnings	-do-	-do-	Census/Annual Survey of Philippine Business and Industry (CPBI/ASPBI)	CPBI: every 5-6 years; ASPBI: Annually	Region, major and minor industry group, employment size (Generated)	27 months after reference period
Labor cost	-do-	-do-	Labor Cost Survey (LCS); Module of Integrated Survey on Labor and Employment (ISLE)	Every 6 years	Level and composition: Major and minor industry group	22 months after reference period
Total hours of work	HB	-do-	LFS	Quarterly (January, April, July, October)	Region, sex and major occupation group	Preliminary: 35 days after reference period; Final: 6 months after reference period

Legend: HB – Household-Based; EB – Establishment-Based; DS – Derived Statistics; AS – Administrative-Based

ANNEX 1 – Basic Labor and Employment Statistics of the Philippines (Cont'd)

Basic Labor and Employment Statistics	Data Type	Agency	Source	Periodicity	Data Disaggregation	Data Release Schedule
B. Statistics on Wages and Hours of Work (Cont'd.)						
Average weekly hours worked	HB	Philippine Statistics Authority (PSA)	Labor Force Survey (LFS)	Quarterly (January, April, July, October)	Region, sex, major industry group, major occupation group, and class of worker	6-7 months after reference period
	EB	-do-	CPBI/ASPBI	CPBI: every 5-6 years; ASPBI: Annually	Region, major and minor industry group, employment size (Generated)	27 months after reference period
C. Statistics on Consumer Price Indices/Inflation Rate						
Consumer Price Index Inflation Rate	DS	-do-	Retail Price Survey (RPS) of Selected Commodities and Services for the Generation of CPI	Monthly	Region, province and selected cities, commodity group	5 days after the reference period
D. Statistics on Family Income and Expenditures						
Number of families	HB	-do-	Family Income and Expenditures Survey (FIES)	Every 3 years	Region, income class, expenditure class, family size, main source of income, per capita income class	One year after the reference year
Family income	-do-	-do-	-do-	-do-	Region, income class, family size, income decile, per capita income decile	-do-
Family expenditures	-do-	-do-	-do-	-do-	Region, income class, family size, expenditure group, income decile, per capita income decile	-do-
E. Statistics on Occupational Injuries and Diseases						
Occupational injuries	EB	-do-	Integrated Survey on Labor and Employment (ISLE)	Every 2 years		22 months after the reference period
- Cases					Major and minor industry group, employment size, incapacity for work, type of injury, part of the injured, cause of injury, agent of the injury	
- Frequency/incidence rates					Major and minor industry group, employment size, incapacity for work,	
- Severity rate/average days lost of temporary incapacity cases					Major and minor industry group	
- Occupational diseases	-do-	-do-	-do-	-do-	Major and minor industry group; type of occupational disease	-do-

ANNEX 1 – Basic Labor and Employment Statistics of the Philippines (Cont'd)

Basic Labor and Employment Statistics	Data Type	Agency	Source	Periodicity	Data Disaggregation	Data Release Schedule
F. Statistics on Industrial Disputes						
Strikes and lockouts	AS	National Conciliation and Mediation Board (NCMB)	Administrative Records	-	Region, major industry group, workers involved, mandays lost, issues involved;	2 weeks after reference period
G. Statistics on Labor Productivity						
Labor Productivity (all economic units)	DS	PSA	National Accounts of the Philippines; LFS	Annually	Region, major and minor industry group	12 months after reference year
Labor Productivity (establishment-based)	DS	-do-	CPBI/ASPBI	CPBI: every 5-6 years; ASPBI; Annually	Major and minor industry group, employment size	27 months after reference period
H. Publications/Yearbooks						
Decent Work Statistics (DeWS) – Philippines	HB, EB, AS, DS	-do-	Various sources	Annually	Sex, main economic activity, major occupation group	9 months after the reference year
Gender Statistics on Labor and Employment	-do-	-do-	-do-	-do-	Region, sex, major industry activity, major occupation group, age group	11 months after the reference year
Compilation of Industry Statistics on Labor and Employment	-do-	-do-	-do-	-do-	Region, sex, major industry activity, major occupation group, age group	11 months after the reference year
I. Other DOLE Administrative-Based Statistics						
Employment Facilitation						
Phil-Jobnet	AS	Bureau of Local Employment (BLE)	Administrative Records	Weekly	Top 10 vacancies by occupation	Weekly
Alien employment	-do-	-do-	-do-	Semestral; Annually	Region, nationality, major industry group, major occupation group	3 months after reference period
Overseas employment	-do-	Philippine Overseas and Employment Administration (POEA)	-do-	Annually	Sex, country of destination, skill/occupation	2 months after the reference period

ANNEX 1 – Basic Labor and Employment Statistics of the Philippines (Cont'd)

Basic Labor and Employment Statistics	Data Type	Agency	Source	Periodicity	Data Disaggregation	Data Release Schedule
I. Other DOLE Administrative-Based Statistics (Cont'd.)						
Enrollees/graduates	AS	Technical Education and Skills Development Authority (TESDA)	Administrative Records	Annually	Region, training program	One month after reference period
Workers assessed/certified	-do-	-do-	-do-	-do-	Sector	-do-
Social Protection and Welfare						
Livelihood projects and beneficiaries	-do-	Bureau of Workers with Special Concerns (BWSC)	-do-	Quarterly	Region, sex	7 days after reference period
Labor standards enforcement	-do-	Bureau of Working Conditions (BWC)	-do-	Monthly	Region	10 days after reference period
Labor Relations						
Labor organizations	-do-	Bureau of Labor Relations (BLR)	-do-	-do-	Major industry group	2 weeks after reference period
Collective bargaining	-do-	-do-	-do-	-do-	-do-	-do-
J. Statistics Related to Labor						
Population	HB	PSA	Census of Population and Housing (CPH)	Every 10 years	Province, sex, age group	End of the year of reference period
Population Projections	DS	PSA together with IAC on Population Projections	-do-	-do-	-do-	3 years after decade censuses
Overseas Filipinos	AS	Commission on Filipinos Overseas (CFO)	Administrative Records	Annually	Country of destination	6 months after reference period
Poverty statistics	DS	PSA	FIES	Every 3 years	Region, province	One year after FIES reference period