



Department of Labor and Employment
Manila, Philippines

LABSTAT

Updates

Vol. 12 No. 23

June 2008

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

In June of each year, member States of the International Labor Organization (ILO) numbering about 181 as of latest count, meet at the International Labor Conference (ILC) in Geneva, Switzerland. Among the main tasks of the ILC is the crafting and adoption of international labor standards in the form of Conventions and Recommendations. Conventions are legal instruments which come into force in a country once ratified by its law-making bodies. Such ratification commits the member States to fulfill the obligations specified in the Convention and to report regularly on its application. Recommendations, on the other hand, are intended to guide national actions but are not open to ratification, hence, not legally binding, but occasional reporting is required.

The Conference likewise supervises the application of Conventions and Recommendations at the national level. It examines the reports (in prescribed formats), which the governments of all member States are required to submit, detailing their compliance with obligations arising out of ratified Conventions, and their law and practice in respect of Conventions and Recommendations (ratified or not).

In 1985, the ILC adopted the Labour Statistics Convention (C160) and the supplementary Labour Statistics Recommendation (R170)¹. This issue of the LABSTAT Updates presents the

major provisions of Convention 160 and Recommendation 170. It also assesses the extent of availability of statistics in the Philippines as regard the various requirements of the said Convention and Recommendation.

Labour Statistics Convention (C160)

Member States that ratify C160 are obliged to "regularly collect, compile and publish basic labor statistics, which shall be progressively expanded in accordance with its resources to cover the following subjects:

- (a) economically active population, employment, where relevant unemployment, and where possible visible underemployment;
- (b) structure and distribution of the economically active population, for detailed analysis and to serve as benchmark data;
- (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;
- (d) wage structure and distribution;
- (e) labour cost;
- (f) consumer price indices;

¹ For full text of these Convention and Recommendation, see <http://www.ilo.org/ilolex/english/convdisp1.htm> and <http://www.ilo.org/ilolex/english/recdisp1.htm>, respectively.

- (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.”

It also states that in designing or revising the concepts, definitions and methodology used in the collection, compilation and publication of the aforementioned statistics, members shall take into consideration the latest standards and guidelines established under the auspices of the ILO, and that the representative organizations of employers and workers, where they exist, shall be consulted with a view to taking into account their needs and to ensuring their cooperation.

Article 6 of C160 further provides that detailed descriptions of the sources, concepts, definitions and methodology used in collecting and compiling the basic labour statistics shall be (a) produced and updated to reflect significant changes; (b) communicated to the International Labour Office as soon as practicable; and (c) published by the competent national body.

Articles 7 to 15 (Part II) details the basic labor statistics that member States should collect, compile and publish. Countries shall specify in its ratification the Article or Articles of Part II which it accepts as its obligations. It may also limit initially the scope of statistics to specified categories of workers, sectors of the economy, branches of economic activity or geographical areas.

In accordance with Article 22 of the ILO Constitution, member States which have ratified conventions shall make an annual report, in prescribed format, to the ILO on the measures it has taken to give effect to the provisions of Conventions to which it is a party. For

the first report, full information are required to be given on each of the provisions of the Convention and on each of the questions set out in the report. For subsequent reports, information on the following are normally given: (a) any new legislative or other measures affecting the application of the Convention; (b) replies to the questions in the report form on the practical application of the Convention (for example, statistics, results of inspections, judicial or administrative decisions) and on the communication of copies of the report to the representative organizations of employers and workers and on any observations received from these organizations; and (c) replies to comments by supervisory bodies².

ILO Convention No. 160 has been ratified by 46 member States, the latest of which is Armenia in 2005. Unfortunately, the Philippines has not ratified the Convention as of date. However, a cursory look at TABLE 1 on available statistics generated by the Philippine Statistical System indicates that it practically meets all the required cross-classifications of the basic labor statistics specified in Articles 7 to 15. Except for statistics on occupational diseases, which was produced only once in 2003, the rest of the statistics are more or less generated on a regular basis. They also may be said to comply with the publication requirements as these statistics appear in various publications and in different access modes.

Labour Statistics Recommendation (R170)

ILO Recommendation concerning labor statistics (R170) was also adopted in 1985 as a companion to Convention 160. It specifies the basic coverage, frequency of compilation and cross-classification variables for each of the labor statistics enumerated in Articles 7 to 15 of ILO Convention 160. It also

² See Report Form for the Labour Statistics Convention, 1985. (No. 160)

recommended that statistics of productivity should be progressively developed and compiled by major industry groups. The latter is not included in Convention 160. The specific provisions of Part I (See ANNEX A), when assessed vis-à-vis available statistics produced by the Philippine Statistical System show that some of the recommended cross-classifications are found wanting.

Part II of the said Recommendation states that member countries should progressively develop the appropriate national infrastructure the major elements of which should include the following: (a) a comprehensive and up-to-date register of establishments or enterprises for the purposes of surveys or censuses; which should be sufficiently detailed to permit the selection of samples of establishments or enterprises;

(b) a coordinated system for the implementation of surveys or censuses of establishments or enterprises; (c) a capability for the implementation of a continuous and coordinated series of national surveys of households or individuals; and (d) access for statistical purposes, with appropriate safeguards for their confidential use, to administrative records (such as those of employment services, social security bodies, labor inspection services).

Moreover, member countries are advised to establish appropriate national standard classifications, and should encourage and coordinate the observance as far as possible of these classifications by all bodies concerned. It should take the necessary steps to harmonize the statistics compiled in pursuance of R170 from different sources and by different bodies.

FOR INQUIRIES:

Regarding this report contact **TECHNICAL SERVICES DIVISION at 527-3000 loc 317**

Regarding other statistics and technical services contact **BLES DATABANK at 527-3000 loc 317**

Or Write to BLES c/o **Databank, 3/F DOLE Bldg. Gen. Luna St., Intramuros, Manila, 1002**

FAX: 527-5506

E-mail: bles_tsd@yahoo.com

Website: <http://www.bles.dole.gov.ph>

TABLE 1 – Available Philippine Labor Statistics Relative to ILO Convention 160: 1985

BASIC LABOR STATISTICS	PHILIPPINES			
	Disaggregation	Source Agency	Periodicity	Latest Available
Statistics of the Economically Active Population, Employment, Unemployment and Underemployment				
Article 7. Current statistics of the economically active population, employment, where relevant unemployment, and where possible visible underemployment, shall be compiled in such a way as to be representative of the country as a whole.	<ul style="list-style-type: none"> - Levels and rates of unemployment and visible underemployment - Household population 15 years old and over 	NSO (LFS)	Quarterly (January, April, July, October)	April 2008
Article 8. Statistics of the structure and distribution of the economically active population shall be compiled in such a way as to be representative of the country as a whole, for detailed analysis and to serve as benchmark data.	<ul style="list-style-type: none"> - By region, major industry group, major occupation group, class of worker, highest grade completed, hours of work, age group and sex 	- do -	Quarterly (January, April, July, October)	April 2008
Statistics of Wages and Hours of Work				
Article 9 1. Current statistics of average earnings and hours of work (hours actually worked or hours paid for) shall be compiled covering all important categories of employees and all important branches of economic activity, and in such a way as to be representative of the country as a whole.	<ul style="list-style-type: none"> - Average daily basic pay of wage and salary workers by region, major industry group, major occupation group, sex - Hours actually worked by region, major occupation group, major industry group, class of worker, sex - Average monthly compensation/ earnings of paid employees by region, major and minor industry group, employment size - Average earnings of rank and file workers by region, major industry group, employment size - Average daily wage rates of farm workers 	NSO (LFS)	Quarterly	October 2007
		NSO (LFS)	Quarterly	October 2007
		NSO (CPBI and ASPBI)	Annually	2005
		BLES (EHES)	Semestral	2 nd Qtr 2002 (discontinued)
		BAS (ALS)	Semestral	2006

NSO – National Statistics Office
 CPBI – Census of Philippine Business and Industry
 EHES – Employment, Hours and Earnings Survey

LFS – Labor Force Survey
 ASPBI – Annual Survey of Philippine Business and Industry
 BLES – Bureau of Labor and Employment Statistics

BAS – Bureau of Agricultural Statistics
 ALS – Agricultural Labor Survey

TABLE 1 – Available Philippine Labor Statistics Relative to ILO Convention 160: 1985

BASIC LABOR STATISTICS	PHILIPPINES			
	Disaggregation	Source Agency	Periodicity	Latest Available
Statistics of Wages and Hours of Work (Con'td)				
2. Where appropriate, statistics of time rates of wages and normal hours of work shall be compiled covering important occupations or groups of occupations in important branches of economic activity, and in such a way as to be representative of the country as a whole.	<ul style="list-style-type: none"> - Average monthly wage rates of full time workers in selected industries/occupations - Normal working hours, by region, major occupation group, sex 	<ul style="list-style-type: none"> - BLES (OWS) -NSO (LFS) 	<ul style="list-style-type: none"> Every 2 years Quarterly 	<ul style="list-style-type: none"> 2006 October 2007
Article 10. Statistics of wage structure and distribution shall be compiled covering employees in important branches of economic activity.	<ul style="list-style-type: none"> - Median monthly basic pay and allowances of time-rate workers on full time basis by major and minor industry groups 	BLES (OWS)	Every 2 years	2006
Article 11. Statistics of labour cost shall be compiled covering important branches of economic activity. Where possible, these statistics shall be consistent with data on employment and hours of work (hours actually worked or hours paid for) of the same scope.	<ul style="list-style-type: none"> - Labor cost per employee by major industry group and major cost component 	BLES (BITS)	Every 6 years	2002
Consumer Price Indices				
Article 12. Consumer price indices shall be computed in order to measure variations over time in the prices of items representative of the consumption patterns of significant population groups or of the total population.	<ul style="list-style-type: none"> - Commodity group by region, by month 	NSO	Monthly	May 2008

BLES – Bureau of Labor and Employment Statistics
NSO – National Statistics Office
PUF – Public Use File

OWS – Occupational Wages Survey
LFS – Labor Force Survey
BITS – BLES Integrated Survey

TABLE 1 – Available Philippine Labor Statistics Relative to ILO Convention 160: 1985

BASIC LABOUR STATISTICS	PHILIPPINES			
	Disaggregation	Source Agency	Periodicity	Latest Available
Statistics of Household Expenditure and Household Income				
Article 13. Statistics of household expenditure or, where appropriate, family expenditure and, where possible, household income or, where appropriate, family income, should be compiled covering all types and sizes of private households or families, and in such a way as to be representative of the country as a whole.	<ul style="list-style-type: none"> - Family income by income class, family size, and region - Family expenditure by expenditure group, family size and region 	NSO (FIES)	Every 3 years	2006
Article 14 1. Statistics of occupational injuries shall be compiled in such a way as to be representative of the country as whole, covering, where possible, all branches of economic activity.	<ul style="list-style-type: none"> - Cases of occupational injuries by major industry group, and incapacity for work - Rates of fatality, frequency, incidence of cases with occupational injuries - Severity rate and average days lost of temporary incapacity cases 	BLES (BITS) -do- -do-	Every 2 years -do- -do-	2003 -do- -do-
2. As far as possible, statistics of occupational diseases shall be compiled covering all branches of economic activity, an in such a way as to be representative of the country as a whole.*	<ul style="list-style-type: none"> - Cases of occupational diseases by major industry group, and type of occupational disease 	BLES (BITS)	Every 2 years	2003
Statistics of Industrial Disputes				
Article 15. Statistics of industrial disputes should be compiled in such a way as to be representative of the country as a whole, covering, where possible, all branches of economic activity.	<ul style="list-style-type: none"> - Actual and notices of strikes by region - Grievance/complaints raised by Employees by major industry group, type of ownership and with or without union. - Preventive Mediation Cases - Arbitration Cases 	<ul style="list-style-type: none"> - NCMB - BLES (BITS) - NCMB - NLRC 	<ul style="list-style-type: none"> Monthly variable Monthly Monthly 	<ul style="list-style-type: none"> May 2008 2003 December 2007 December 2007

BLES - Bureau of Labor and Employment Statistics
 NCMB - National Conciliation and Mediation Board

BITS - BLES Integrated Survey
 NLRC - National Labor Relations Commission

* The Employees Compensation Commission (ECC) under the Department of Labor and Employment (DOLE) has started the build-up of database sourced from employees compensation claims filed with the Social Security System (SSS) and the Government Service Insurance System (GSIS) from which statistics on occupational diseases can be generated.

ANNEX A**R170 Labour Statistics Recommendation, 1985**

Part I. Basic Labour Statistics

Statistics of the Economically Active Population, Employment, Unemployment and Underemployment

1. (1) Current statistics of the economically active population, employment, where relevant unemployment, and where possible visible underemployment should be compiled at least once a year.
 - (2) These statistics should be classified according to sex and, where possible, age group and branch of economic activity.
2. (1) With a view to meeting long-term needs for detailed analysis and for benchmark purposes, statistics of the structure and distribution of the economically active population should be compiled at least once every ten years.
 - (2) These statistics should be classified at least according to sex, age group, occupational group or level of qualifications, branch of economic activity, geographical area and status in employment (such as employer, own-account worker, employee, unpaid family worker, member of producers' co-operative).

Statistics of Wages and Hours of Work

3. (1) Current statistics of average earnings and hours of work (hours actually worked or hours paid for) should be compiled at least once a year.
 - (2) These statistics should be classified at least according to branch of economic activity and sex, where relevant according to size of establishment and geographical area and, where possible, age group and occupational group or level of qualifications.
4. (1) Where appropriate, current statistics of time rates of wages and normal hours of work should be compiled at least once a year.
 - (2) These statistics should be classified at least according to branch of economic activity and, where relevant, according to sex, age group, occupation or occupational group or level of qualifications, size of establishment and geographical area.
5. (1) With a view to meeting long-term needs for detailed analysis and for benchmark purposes, statistics of wage structure and distribution should be compiled at regular intervals, if possible once every five years.
 - (2) These statistics should provide:
 - (a) data on earnings and hours of work (hours actually worked or hours paid for) classified at least according to sex, age group, occupation or occupational group or level of qualifications, branch of economic activity, size of establishment and geographical area;

- (b) detailed data on the composition of earnings (such as basic pay, premium pay for overtime, remuneration for time not worked and bonuses and gratuities) and of hours of work (hours actually worked or hours paid for); and
 - (c) data on the distribution of employees according to levels of earnings and hours of work (hours actually worked or hours paid for), classified according to important characteristics of employees, such as sex and age group.
6. (1) With a view to meeting long-term needs, statistics of labour cost should be compiled at least once every five years.
- (2) These statistics should provide data on the level and composition of labour cost, classified according to branch of economic activity.

Consumer Price Indices

7. (1) A general consumer price index should be computed and published for significant population groups or for the total population, covering all groups of consumption items.
- (2) Consumer price indices should be published separately for important groups of consumption items, such as food, drink and tobacco; clothing and footwear; housing; fuel and lighting; and other significant categories.
8. The consumer price indices should be computed and published, if possible once a month, but at least once every three months.
9. The weights used to compute the consumer price indices should be reviewed at least once every ten years, and adjusted when significant changes in the consumption patterns are revealed.
10. The prices used to compute the consumer price indices should be representative of the respective purchasing habits (for example, regarding outlets and the nature and quality of articles) of the population groups concerned.

Statistics of Household Expenditure and Household Income

11. (1) Statistics of household expenditure or, where appropriate, family expenditure and, where possible, household income or, where appropriate, family income, should be compiled at least once every ten years.
- (2) These statistics should provide, inter alia, in respect of households or families as the case may be
- (a) detailed data on expenditure;
 - (b) where possible, detailed data on income according to level and source of income;
 - (c) detailed data on their composition, according to sex, age group and other significant characteristics of their members; and
 - (d) data on expenditure and, where possible, income, classified according to their size and type, expenditure class and, where possible, income class.

Statistics of Occupational Injuries and Occupational Diseases

12. (1) Statistics of occupational injuries should be compiled at least once a year.
 - (2) These statistics should be classified at least according to branch of economic activity and, as far as possible, according to significant characteristics of employees (such as sex, age group and occupation or occupational group or level of qualifications) and of establishments.
13. (1) As far as possible, statistics of occupational diseases should be compiled at least once a year.
 - (2) These statistics should be classified at least according to branch of economic activity and, as far as possible, according to significant characteristics of employees (such as sex, age group and occupation or occupational group or level of qualifications) and of establishments.

Statistics of Industrial Disputes

14. (1) Statistics of industrial disputes should be compiled at least once a year.
 - (2) These statistics should be classified at least according to branch of economic activity.

Statistics of Productivity

15. Statistics of productivity should be progressively developed and compiled covering important branches of economic activity.