

2009/2010 INDUSTRY PROFILE: CONSTRUCTION

(Fourth of a series)



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

EMPLOYMENT

1. Number of establishments
2. Employment
3. Category of workers
4. Specific groups of workers
 - Young workers
 - Female workers
 - Time-rated workers
5. Subcontracting
6. Job vacancies
 - Hard-to-fill vacancies
 - Reasons why hard to fill

UNIONISM AND COLLECTIVE BARGAINING

7. Unionism
 - Union density rate
 - Union membership
8. Collective bargaining
 - Collective bargaining coverage rate
 - CBA coverage

INDUSTRY PRACTICES ON BALANCING WORK AND FAMILY RESPONSIBILITIES

9. Programs implemented
10. Facilities available
11. Non-statutory leave arrangements provided
12. Flexible work arrangements adopted

OCCUPATIONAL INJURIES AND DISEASES

13. Measures of safety performance
14. Occupational injuries with workdays lost
 - Major occupation
 - Type of injury
 - Part of the body injured
 - Cause of injury
 - Agent of injury
15. Cases of occupational diseases

Background

This LABSTAT Updates is the fourth 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 2009/2010 BLES Integrated Survey (BITS) – a nationwide sample survey of non-agricultural establishments with at least 20 workers.

Number of Establishments

- The 2009/2010 BLES Integrated Survey placed the number of establishments engaged in activities related to construction at 645 as of June 30, 2010.

Employment

- For the same period, the total number of persons engaged in construction was estimated at 131,216.

Category of Workers

- The vast majority of the workers were employees (99.8% or 130,904) with working owners/unpaid workers accounting for a negligible share (0.2% or 312).
- Among employees, rank and file workers comprised the biggest proportion (93.8% or 123,045) while the rest were shared among managers/executives (2.2% or 2,931) and supervisors/foremen (3.8% or 4,928).
- Non-regular employees constitute a large proportion of the rank and file workers (65.4% or 85,866).

Specific Groups of Workers

- Daily wage workers dominate the industry. Three in every four persons (76.1% or 99,896) employed in this industry were paid under this arrangement. The rest were paid on monthly basis (19.3% or 25,390) with very few paid on hourly basis (1.5% or 2,020).
- Among non-regular workers, the most common type was contractual/project-based workers (60.1% or 78,873) followed with large margin by casual workers (3.0% or 3,878) and seasonal workers (1.8% or 2,347).

Specific Groups of Workers (cont'd)

- Because of the nature of activities, only a small segment of the total workforce were young workers aged 15 to 24 years old (3.3% or 4,323) and women (5.8% or 7,613).

Subcontracting

- Nearly one-half (49.8% or 321) of total establishments employed agency-hired workers - mostly for security and janitorial services.
- Outsourcing outside the premises of the establishments was reported in 76 establishments which represent 11.8% of total establishment in the industry.

Job Vacancies

- More than 5,000 job openings were reported in the construction industry over the period January 2009 to June 2010— the large majority (71.9% or 3,735) were easy-to-fill occupations and the rest hard-to-fill occupations (28.1% or 1,463).
- The top hard-to-fill occupations were: electrical (280) and civil engineers (223), plumbers, pipe fitters and related workers (220), safety, health and quality inspectors (63), and production supervisors and general foremen (57).
- The establishments which reported hard-to-fill vacancies cited lack of needed competency/skill among applicants (43.8% or 192) as the primary reason for difficulties in filling up vacant positions.

Unionism

- Among the industries, the construction industry is the least organized with union membership of only 3,043 out of 130,904 employees or a union density rate (proportion of union membership to total paid employees) of 2.3% in 2010.
- Men comprised the bulk (93.3% or 2,838) of the total union membership while women accounted for barely 6.8% (206) or a ratio of 14 men

members for every woman union member.

Collective Bargaining

- The CBA coverage rate (proportion of union membership to total paid employees) of 2.7% was also the lowest among industries or an equivalent of 3,473 workers covered by CBAs.
- Workers covered by CBAs were predominantly men (93.3% or 3,242) and only 6.6% (230) were women.

Programs Implemented

- The provision of emergency (56.6% or 365) and salary (41.9% or 270) loans to employees topped the list of programs implemented by establishments in the construction industry.
- Only 4 out of every 11 establishments (36.4%) had work and family programs for their employees.
- A lesser proportion provided their workers with medical insurance (27.6% or 178) and HMO cards (27.0% or 174) while one-fifth (20.2% or 130) had medical subsidy.

Facilities Available

- More than half (52.9% or 341) of the establishments in the construction industry had pantry as the eating area of their employees. Transport arrangement for all employees was likewise available in 147 (22.8%) establishments.

Non-Statutory Leave Arrangements Provided

- The use of leave benefits to attend to urgent family concerns by employees were allowed in 69.1% (446) of the establishments in the industry.
- More than one-third permitted employees to go on extended maternity (35.3% or 228) and paternity (32.7% or 211) leave with pay.

Non-Statutory Leave Arrangements Provided

- Nearly the same proportion granted flexible holiday schedule (27.0% or 174) and extended maternity leave without pay (26.4% or 170) while a lesser proportion (12.6% or 81) provided for time-off in lieu of extra hours worked by employees.

Flexible Work Arrangements Adopted

- Compressed workweek (24.7% or 159) and flexible work schedule (23.4% or 151) were the most common flexible work arrangements in the construction industry.
- Less than 10% had on-call schedule (9.6% or 62) and rotating shift (7.3% or 47) arrangements.

Measures of Safety Performance

- A total of 3,022 cases of occupational injuries were recorded in construction industry in 2009.
- The frequency rate was posted at 2.92.
- The incidence rate of 7.71 translates to almost 8 cases of occupational injuries with workdays lost for every 1,000 workers.
- The severity rate resulting to temporary incapacity cases was recorded at 18.11.
- An average of 6.41 workdays lost per temporary incapacity case was posted in this industry.

Cases of Occupational Injuries with Workdays Lost

Major Occupation

- Laborers and unskilled workers posted the highest cases of occupational injuries at 79.1%.
- Far behind were craft and related trades workers; and plant machine operators and assemblers at 9.7% and 5.9%, respectively.

Type of Injury

- Superficial injuries and open wounds accounted for more than two-fifths (43.1%) of all cases of occupational injuries in the industry.
- This was followed by foreign body in the eye at 15.7%; dislocations, sprains and strains at 14.5%; and fractures at 13.5%.

Part of the Body Injured

- More than a third (34.3%) of cases of occupational injuries with workdays lost affected wrist and hand, followed by lower extremities (26.0%) and head (17.6%).

Cause of Injury

- The top three causes of injury in the construction industry were as follows: stepping on, striking against or struck by objects, excluding falling objects (30.7%); falls of persons (20.7%); and struck by falling objects (13.0%).

Agent of Injury

- Expectedly, the main agent of occupational injury in the industry was buildings and structures (24.5%).
- Other agents with relatively high percentages were materials and objects used (22.8%) and hand tools (15.9%).

Occupational Diseases

- Other diseases (e.g., gastro intestinal and infectious diseases) which accounted for 82.4% were the most common type of occupational diseases in this industry.
- Back pain and neck-shoulder pain distantly followed at 3.5% and 2.3%, respectively.

FOR INQUIRIES

Regarding this report contact LABOR STANDARDS STATISTICS DIVISION at 527-3000 loc. 311
 Regarding other statistics and technical services contact BLES DATABANK at TELEFAX 527-9311
 Or Write to BLES c/o Databank, 3/F DOLE Bldg., Gen. Luna St., Intramuros, Manila, 1002
 FAX 527-5506 E-mail: bles_issd@dole.gov.ph Website at <http://www.bles.dole.gov.ph>

Selected Labor and Employment Indicators on Construction, Philippines
as of June 2010

INDICATOR	Number	Percent
1. Total Establishments	645	
2. Total Employment	131,216	
3. Category of Workers		
Working owners/Unpaid workers	312	0.2
Employees	130,904	99.8
▪ Managers/Executives	2,931	2.2
▪ Supervisors/Foremen	4,928	3.8
▪ Rank and file workers	123,045	93.8
▪ Regular	37,179	28.3
▪ Non-regular	85,866	65.4
- Probationary workers	746	0.6
- Casual workers	3,878	3.0
- Contractual/Project based workers	78,873	60.1
- Seasonal workers	2,347	1.8
- Apprentices/Learners	22	a
4. Specific Groups of Workers		
▪ Young workers (15 to 24 years old)	4,323	3.3
▪ Female workers	7,613	5.8
▪ Time-rated workers	128,077	97.6
▪ Full-time workers	127,305	97.0
- Hourly	2,020	1.5
- Daily	99,896	76.1
- Monthly	25,390	19.3
▪ Part-time workers	771	0.6
5. Establishments Engaged in Subcontracting		
<u>Within</u> the premises of the establishment	321	49.8
- Number of agency-hired workers	6,426	
<u>Outside</u> the premises of the establishment	76	11.8

a Less than 0.1 percent.

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

INDICATOR	Number	Percent
6. Total Vacancies (January 2009 – June 2010)	5,198	100.0
▪ Easy to fill	3,735	71.9
▪ Hard to fill	1,463	28.1
Top 5 hard-to-fill vacancies		
- Electrical engineers	280	19.1
- Civil engineers	223	15.2
- Plumbers, pipe fitters and other related workers	220	15.0
- Safety, health and quality inspectors	63	4.3
- Production supervisors and general foremen	57	3.9
Top 3 reasons why hard to fill		
- Applicants lack needed competency/skill	192	43.8
- Applicants expect high salary	91	20.8
- Applicants lack years of experience	78	17.8
7. Unionism		
▪ Union density rate	-	2.3
▪ Union membership	3,043	100.0
- Men	2,838	93.3
- Women	206	6.8
8. Collective Bargaining		
▪ Collective bargaining coverage rate	-	2.7
▪ CBA coverage	3,473	100.0
- Men	3,242	93.3
- Women	230	6.6
9. Establishments with Programs Implemented		
▪ Financial and other support	462	71.6
- Emergency loan	365	56.6
- Salary loan	270	41.9
- Employees cooperative/ Provident fund	94	14.6
- Asset acquisition loan	23	3.6
▪ Child and family care	245	38.0
- Implements work and family programs	235	36.4
- Allows children to be brought into the workplace	31	4.8

Selected Labor and Employment Indicators on Construction, Philippines as of June 2010 (cont'd)

INDICATOR	Number	Percent
14. Cases of Occupational Injuries With Workdays Lost (2009)	791	100.0
By Major Occupation		
Corporate executives, managers, managing proprietors and supervisors	7	0.9
Professionals	-	-
Technicians and associate professionals	24	3.0
Clerks	11	1.4
Service workers and shop and market sales workers	-	-
Craft and related trades workers	77	9.7
Plant and machine operators and assemblers	47	5.9
Laborers and unskilled workers	626	79.1
By Type of Injury		
Superficial injuries and open wounds	341	43.1
Fractures	107	13.5
Dislocations, sprains and strains	115	14.5
Traumatic amputations	12	1.5
Concussions and internal injuries	29	3.7
Burns, corrosions, scalds and frostbites	56	7.1
Acute poisonings and infections	6	0.8
Foreign body in the eye	124	15.7
Others	1	0.1
By Part of the Body Injured		
Head	139	17.6
Neck	10	1.3
Back	41	5.2
Trunk or internal organs	25	3.2
Arm and shoulder	86	10.9
Wrist and hand	271	34.3
Lower extremities	206	26.0
Whole body or multiple sites equally injured	13	1.6
By Cause of Injury		
Falls of persons	164	20.7
Struck by falling objects	103	13.0
Stepping on, striking against or struck by objects, excluding falling objects	243	30.7
Caught in or between objects	94	11.9
Over-exertion or strenuous movements	39	4.9
Exposure to or contact with extreme temperatures	40	5.1
Exposure to or contact with electric current	39	4.9
Exposure to or contact with harmful substances or radiations	57	7.2
Others	12	1.5

INDICATOR	Number	Percent
By Agent of Injury		
Buildings, structures	194	24.5
Prime movers	34	4.3
Distribution systems	58	7.3
Hand Tools	126	15.9
Machines, equipment	82	10.4
Conveying/transport/packaging equipment or vehicles	26	3.3
Materials, objects	180	22.8
Chemical substances	61	7.7
Human, animals, plants, etc.	18	2.3
Others	12	1.5
15. Cases of Occupational Diseases (2009)	1,928	100.0
Occupational dermatitis	32	1.7
Occupational asthma	40	2.1
Acute poisonings	1	0.1
Heat stroke, cramps, exhaustion	10	0.5
Chilblain, frostbite, freezing	1	0.1
Deafness	1	0.1
Tuberculosis	44	2.3
Other infections	34	1.8
Cataract	-	-
Cardiovascular diseases	12	0.6
Essential hypertension	16	0.8
Peptic ulcer	18	0.9
Work-related musculoskeletal disorders		
Carpal tunnel syndrome	7	0.4
Shoulder tendinitis	6	0.3
Neck-shoulder pain	45	2.3
Back pain	68	3.5
Other work-related musculoskeletal disorders	5	0.3
Others	1,588	82.4

Note: Details in items 13-15 may not add up to respective totals due to rounding.

Source of data: Bureau of Labor and Employment Statistics, 2009/2010 BLES Integrated Survey.

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.