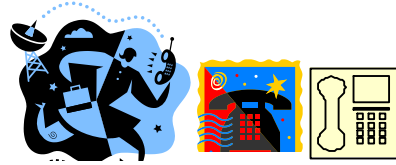


2009/2010 INDUSTRY PROFILE: TELECOMMUNICATIONS

(Fifth 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 fifth 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

- Statistics from the 2009/2010 BLES Integrated Survey indicated that the telecommunications industry is comprised of 217 establishments as of June 30, 2010.

Employment

- Total workers in the industry was estimated at 44,207 as of June 30, 2010.

Category of Workers

- Rank and file workers comprised nearly two-thirds (64.4% or 28,473) of the total workforce – the bulk (58.0% or 25,642) were regular workers.
- Supervisors/foremen represented a fairly large proportion (25.3% or 11,203) of the total workforce, i.e., one in every four workers.
- The rest were classified as managers/executives (9.9% or 4,367) and working owners and unpaid workers (0.4% or 163).

Specific Groups of Workers

- Nearly all of the workers in this industry were employed on full-time basis (98.7% or 43,625) and paid on monthly basis (93.6% or 41,356). Daily-paid workers made up barely 5.1% (2,269) of total employment.
- The industry employed very few non-regular workers (6.4% or 2,831) – most of them were probationary workers (3.4% or 1,489) and contractual/project-based workers (2.2% or 976).

Specific Groups of Workers (cont'd)

- Female workers comprised only one out of every three workers (32.5% or 14,362) in this industry. Fewer still were the employment of young workers (15 to 24 years old) which represented barely 6.4% (2,835) of the total workforce.

Subcontracting

- Subcontracting of establishments was fairly common. More than three-fifths (61.8% or 134) of total establishments engaged the services of agency workers - mostly for security and janitorial services.
- Nearly one in every six establishments (15.7% or 34) was engaged in subcontracting of activities outside the premises of the establishments.

Job Vacancies

- Total job vacancies for the period January 2009 to June 2010 numbered 2,012 - the large majority (70.5% or 1,419) were hard-to-fill occupations.
- The toughest occupations to fill were: systems analysts and designers (390), computer engineers (196), technical/commercial sales representatives (118), electronics and communications engineers (116) and linemen, line installers and cable splicers (100).
- The establishments that reported hard-to-fill vacancies stated lack of required competency/skill among applicants (61.0% or 178) as the major recruitment challenge.

Unionism

- The industry is one of the most organized with a union density rate (*proportion of union membership to total paid employees*) of 18.0% or a total union membership of 7,920 workers.
- Men (70.1% or 5,554) predominated women (29.9% or 2,366) in the total union membership on a ratio of 5 men members for every 2 women members.

Collective Bargaining

- The CBA coverage rate (*proportion of employees covered by CBAs to total paid employees*) was 18.2% or an equivalent of 8,001 workers covered by CBAs. The number was slightly higher than union membership (8,001 vs. 7,920) with an additional 81 non-union members covered by CBAs.
- Like union membership, a larger proportion of workers covered by CBAs were men (69.8% or 5,584) while only 30.2% (2,418) were women.

Programs Implemented

- As part of the financial support program more than half of the establishments granted loans such as emergency (71.9% or 156) and salary loans (55.8% or 121) to their employees.
- Three-fifths (61.3% or 133) got child and family care programs while 75.1% or 163 establishments opted to implement health and fitness programs including HMO card (59.9% or 130), medical subsidy (35.0% or 76) and medical insurance (29.5% or 64).

Facilities Available

- About half of industry's establishments had pantry (45.6% or 99) while almost one-third (32.7% or 71) had canteen as food service area for their employees.
- Sports facilities (18.4% or 40), sleeping/nap area (16.6% or 36) and physical/wellness center (10.6% or 23) were also available in some establishments.

Non-Statutory Leave Arrangements Provided

- Nearly three-fourths (73.3% or 159) of the establishments in the industry allowed the use of leave benefits to attend to urgent family concerns.

Non-Statutory Leave Arrangements Provided (*cont'd*)

- More than one-third granted childbirth-related leave such as extended maternity leave (36.4% or 79) and paternity leave without pay (35.5% or 77). A little over one-fourth of the establishments also provided forced leave (27.6% or 60) and extended maternity leave with pay (27.2% or 59). The same proportion granted paternity leave with pay and study leave (26.3%, each).

Flexible Work Arrangements Adopted

- The industry primarily implemented the following flexible work arrangements: flexible work schedule (41.9% or 91), rotating shift (38.7% or 84) and on-call work arrangement (30.9% or 67).

Measures of Safety Performance

- In 2009, a total of 23 cases of occupational injuries were reported in the telecommunications industry.
- Very low frequency and incidence rates were recorded in the industry.
- Severity rate of cases resulting to temporary incapacity was noted at 3.02.
- On the average, there were 27.50 workdays lost per temporary incapacity case.

Cases of Occupational Injuries with Workdays Lost

Major Occupation

- Technicians and associate professionals accounted for more than four-fifths (84.6%) of cases of occupational injuries, followed distantly by professionals at 15.4% and corporate executives, managers, managing proprietors and supervisors at 7.7%.

Type of Injury

- The leading types of occupational injuries in the telecommunications industry were superficial injuries and open wounds (61.5%); dislocations, sprains and strains (30.8%); and fractures (15.4%).

Part of the Body Injured

- Arms and shoulders were the commonly injured body parts in this industry accounting for 69.2% of all cases of occupational injuries.
- Three out of the total 13 cases of occupational injuries in the industry affected lower extremities.

Cause of Injury

- More than half (61.5%) of cases of occupational injuries was caused by stepping on, striking against or struck by objects, excluding falling objects.
- Falls of persons ranked as the second most common cause of injuries at 30.8%.

Agent of Injury

- Ten out of the total 13 cases (76.9%) of occupational injuries were due to buildings and structures.
- The rest of injuries in the industry were caused by conveying/transport/packaging equipment or vehicles (23.1%).

Occupational Diseases

- Neck-shoulder pain was the most common type of occupational disease among workers in this industry, accounting for 32.7% of the total cases.
- Around 1 out of 10 workers in this industry suffered from peptic ulcer (11.3%) and other work-related musculoskeletal disorders (10.3%).

FOR INQUIRIES

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

INDICATOR	Number	Percent
1. Total Establishments	217	
2. Total Employment	44,207	
3. Category of Workers		
Working owners/Unpaid workers	163	0.4
Employees	44,043	99.6
▪ Managers/Executives	4,367	9.9
▪ Supervisors/Foremen	11,203	25.3
▪ Rank and file workers	28,473	64.4
▪ Regular	25,642	58.0
▪ Non-regular	2,831	6.4
- Probationary workers	1,489	3.4
- Casual workers	326	0.7
- Contractual/Project-based workers	976	2.2
- Seasonal workers	-	-
- Apprentices/Learners	41	0.1
4. Specific Groups of Workers		
▪ Young workers (15 to 24 years old)	2,835	6.4
▪ Female workers	14,362	32.5
▪ Time-rated workers	43,625	98.7
▪ Full-time workers	43,625	98.7
- Hourly	-	-
- Daily	2,269	5.1
- Monthly	41,356	93.6
▪ Part-time workers	-	-
5. Establishments Engaged in Subcontracting		
<u>Within</u> the premises of the establishment	134	61.8
- Number of agency-hired workers	7,844	
<u>Outside</u> the premises of the establishment	34	15.7

INDICATOR	Number	Percent
6. Total Vacancies (January 2009 – June 2010)	2,012	100.0
▪ Easy-to-fill	593	29.5
▪ Hard-to-fill	1,419	70.5
Top 5 hard-to-fill vacancies		
- Systems analysts and designers	390	27.5
- Computer engineers	196	13.8
- Technical/commercial sales representatives	118	8.3
- Electronics and communications engineers	116	8.2
- Linemen, line installers and cable splicers	100	7.0
Top 3 reasons why hard to fill		
- Applicants lack needed competency/skill	178	61.0
- Applicants lack years of experience	66	22.6
- Applicants expect high salary	36	12.3
7. Unionism		
▪ Union density rate	-	18.0
▪ Union membership	7,920	100.0
- Men	5,554	70.1
- Women	2,366	29.9
8. Collective Bargaining		
▪ Collective bargaining coverage rate	-	18.2
▪ CBA coverage	8,001	100.0
- Men	5,584	69.8
- Women	2,418	30.2

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

INDICATOR	Number	Percent
9. Establishments with Programs Implemented		
▪ Financial and other support	187	86.2
- Emergency loan	156	71.9
- Salary loan	121	55.8
- Employees cooperative/Provident fund	16	7.4
- Asset acquisition loan	6	2.8
▪ Child and family care	133	61.3
- Implements work and family programs	132	60.8
- Conducts seminars on balancing work	6	2.8
▪ Health and fitness	163	75.1
- Health Maintenance Organization (HMO) card	130	59.9
- Medical subsidy	76	35.0
- Medical insurance	64	29.5
- Health/Fitness program subsidy	40	18.4
- Stress management/Counseling	8	3.7
▪ Education	91	41.9
- Educational loan	77	35.5
- Educational assistance	45	20.7
- Scholarship program	24	11.1
10. Establishments with Facilities Available		
Pantry	99	45.6
Canteen/Food services	71	32.7
Sports facilities	40	18.4
Sleeping/Nap area	36	16.6
Physical/Wellness center	23	10.6
Transport arrangement for all employees	16	7.4

INDICATOR	Number	Percent					
11. Establishments with Non-Statutory Leave Arrangements Provided							
Use of leave benefits to attend to urgent family concerns	159	73.3					
Extended maternity leave without pay	79	36.4					
Extended paternity leave without pay	77	35.5					
Forced leave	60	27.6					
Extended maternity leave with pay	59	27.2					
Extended paternity leave with pay	57	26.3					
Study leave	57	26.3					
Flexible holiday schedule	52	24.0					
Time-off in lieu of extra hours worked	49	22.6					
12. Establishments with Flexible Work Arrangements Adopted							
Flexible work schedule	91	41.9					
Rotating shift	84	38.7					
On-call	67	30.9					
Compressed workweek	31	14.3					
Job-sharing	10	4.6					
13. Measures of Safety Performance (2009)							
	TOTAL	With Workdays Lost					Without Workdays Lost
		Total	Fatal	Non-Fatal			
				Total	Permanent Incapacity	Temporary Incapacity	
Cases of occupational injuries	23	13	-	13	-	13	10
Frequency rates	-	0.11	-	0.11	-	0.11	-
Incidence rates	-	0.26	-	0.26	-	0.26	-
Severity rate	-	-	-	-	-	3.02	-
Average workdays lost	-	-	-	-	-	27.50	-

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

INDICATOR	Number	Percent
14. Cases of Occupational Injuries With Workdays Lost (2009)	13	100.0
By Major Occupation		
Corporate executives, managers, managing proprietors and supervisors	1	7.7
Professionals	2	15.4
Technicians and associate professionals	11	84.6
Clerks	-	-
Service workers and shop and market sales workers	-	-
Craft and related trades workers	-	-
Plant and machine operators and assemblers	-	-
Laborers and unskilled workers	-	-
By Type of Injury		
Superficial Injuries and open wounds	8	61.5
Fractures	2	15.4
Dislocations, sprains and strains	4	30.8
Traumatic amputations	-	-
Concussions and internal injuries	-	-
Burns, corrosions, scalds and frostbites	-	-
Acute poisonings and infections	-	-
Foreign body in the eye	-	-
Others	-	-
By Part of the Body Injured		
Head	-	-
Neck	-	-
Back	1	7.7
Trunk or internal organs	-	-
Arm and shoulder	9	69.2
Wrist and hand	1	7.7
Lower extremities	3	23.1
Whole body or multiple sites equally injured	-	-
By Cause of Injury		
Falls of persons	4	30.8
Struck by falling objects	-	-

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
By Cause of Injury (cont'd)		
Stepping on, striking against or struck by objects, excluding falling objects	8	61.5
Caught in or between objects	1	7.7
Over-exertion or strenuous movements	1	7.7
Exposure to or contact with extreme temperatures	-	-
Exposure to or contact with electric current	-	-
Exposure to or contact with harmful substances or radiations	-	-
Others	-	-
By Agent of Injury		
Buildings, structures	10	76.9
Prime movers	-	-
Distribution systems	-	-
Hand tools	-	-
Machines, equipment	-	-
Conveying/Transport/Packaging equipment or vehicles	3	23.1
Materials, objects	-	-
Chemical substances	-	-
Human, animals, plants, etc.	-	-
Others	-	-
15. Cases of Occupational Diseases (2009)	513	100.0
Occupational dermatitis	-	-
Occupational asthma	-	-
Acute poisonings	40	7.8
Heat stroke, cramps, exhaustion	-	-
Chilblain, frostbite, freezing	-	-
Deafness	2	0.4
Tuberculosis	-	-
Other infections	-	-
Cataract	-	-
Cardiovascular diseases	-	-
Essential hypertension	-	-
Peptic ulcer	58	11.3
Work-related musculoskeletal disorders		
Carpal tunnel syndrome	5	1.0
Shoulder tendinitis	3	0.6
Neck-shoulder pain	168	32.7
Back pain	17	3.3
Other work-related musculoskeletal disorders	53	10.3
Others	166	32.4

Note: 1. Details may not add up to respective totals due to rounding.

2. Details in items 9-12 may not add up to respective totals due to multiple responses.

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