

**Component Indicators, Basic Data Sources, and  
Definitions Used in the Philippine Labor Index**

Dimension and Indicator	Source of Basic Data	Definition
<b>Opportunities for Work</b>		
Unemployment to working age population ratio	National Statistics Office (NSO), Labor Force Survey (LFS)	(Unemployed 15 years old and over/ Household population 15 years old and over) x 100%
Percentage of employees to total employed	-do-	(Wage and salary workers) / Total employed) x 100% <i>Note: Employees or wage and salary workers (latter nomenclature used in LFS) consist of those who worked for private households, private establishments, government/government corporations and family-operated farm or business.</i>
Percentage of part-time workers to total employed	-do-	(Employed working less than 40 hours a week / Total employed) x 100%
<b>Freedom of Choice of Employment</b>		
Economic activity rate of children 10-14 years old	-do-	(Employed children 10-14 years old / Household population 10-14 years old) x 100%
School attendance rate of children 10-14 years old	-do-	(Children 10-14 years old currently attending school / Household population 10-14 years old) x 100%
<b>Productive Work</b>		
Percentage of employed working 40-48 hours a week to total employed	-do-	(Employed working 40-48 hours a week / Total employed) x 100%
Visible underemployment rate	-do-	(Employed working less than 40 hours a week and still wanting additional work / Total employed) x 100%

Dimension and Indicator	Source of Basic Data	Definition
<b>Productive Work</b> ( <i>cont'd.</i> )		
Percentage of low paid employees to total employees	NSO, LFS	(Wage and salary workers with hourly basic pay below ½ of the median hourly basic pay / Total wage and salary workers) x 100%  <b>Note:</b> <i>Hourly basic pay per employee = Daily basic pay / Normal working hours per day</i>
<b>Equity in Work</b>		
Female-male ratio in non-agricultural wage employment	-do-	[(Employed females in non-agricultural wage employment / Total employed females in non-agriculture)] / [(Employed males in non-agricultural wage employment / Total employed males in non-agriculture)]
Industry-agriculture hourly basic pay ratio	-do-	Hourly basic pay of industry sector / Hourly basic pay of agricultural sector  <b>Note:</b> <i>Industry sector consists of mining and quarrying; manufacturing; electricity, gas and water supply; and construction. Agricultural sector consist of agriculture, forestry and hunting; and fishery.</i>
Female-male hourly basic pay ratio for clerical, sales and service occupations	-do-	Hourly basic pay of female wage and salary workers in clerical, sales and service occupations / Hourly basic pay of male wage and salary workers in clerical, sales and service occupations
<b>Security at Work</b>		
Percentage of permanently employed to total employed	-do-	(Employed with permanent nature of employment / Total employed) x 100%  <b>Note:</b> <i>Permanent employment refers to work that is expected to last for one year or longer.</i>

Dimension and Indicator	Source of Basic Data	Definition
<b>Security at Work</b> ( <i>cont'd.</i> )		
Percentage of workers covered by social security schemes to total self-employed and employees	Administrative Reports-Social Security System, Government Service Insurance System, Armed Forces of the Philippines, Philippine National Police, Bureau of Fire Protection and Bureau of Jail Management and Penology; NSO-LFS	<p>[(Private sector members + government sector members) / (Wage and salary workers + self-employed)] x 100%</p> <p><b>Note:</b>  <i>Private sector (SSS): paying members except voluntary members or those separated from employment or ceased to be self-employed, OFWs and non-working spouses of SSS members</i>  <i>Government sector (GSIS and uniformed personnel): National/GOCC/LGU workers including civilian personnel + uniformed personnel</i></p>
Permanently displaced workers due to economic reasons per 1,000 employees in private establishments	Bureau of Labor and Employment Statistics (BLES), Administrative Reports-Job Displacement Monitoring System (JDMS); NSO-LFS	(Permanently displaced workers due to economic reasons / Wage and salary workers in private establishments) x 1,000
<b>Representation at Work</b>		
Union density rate in private and government establishments	Administrative Reports-Bureau of Labor Relations (BLR); NSO-LFS	(Union members in private establishments and government / Wage and salary workers in private establishments and government) x 100%
Collective bargaining coverage rate in private establishments	Administrative Reports-BLR; NSO-LFS	(Workers covered by CBAs in private establishments / Wage and salary workers in private establishments) x 100%

Dimension and Indicator	Source of Basic Data	Definition
<b>Representation at Work</b> ( <i>cont'd.</i> )		
Workdays not worked due to strikes/lockouts per worker	Administrative Reports-National Conciliation and Mediation Board	Workdays not worked due to strikes or lockouts / Total employment in establishments involved in strikes or lockouts  <i>Note: Workdays not worked refer to total amount of time not worked, in terms of workdays, by workers directly involved for the full duration of the strikes or lockouts.</i>
Percentage of workers association membership to total employed	Administrative Reports-BLR; NSO-LFS	(Members of workers associations registered with the DOLE / Total employed) x 100%