



CHAPTER 7

Labor and Employment Statistics

Introduction

Goal 8 of the Sustainable Development Goals (SDGs) is a universal call to “Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”. Specific targets and indicators under this goal focus on providing decent jobs for all.

The country’s current agenda policies are geared towards human capital development and the promotion of employment; skills matching and training; workers’ protection and welfare; and having a sound and stable industrial peace for equitable, inclusive and sustainable development.

The “*Pagbabago*” or Inequality-Reducing Transformation strategic pillar of the Philippine Development Plan (PDP) 2017-2022 is focused on the marginalized subsectors and people groups to enable them to participate in economic progress easily. Among its strategies is to expand economic opportunities in industry and services through “*Trabaho at Negosyo*” that will lead to job creation and encourage entrepreneurship; accelerating human capital development that will enable Filipinos to develop their full potential; and reducing vulnerability of individuals and families for them to have greater socioeconomic resiliency.

This chapter identifies strategic measures that focus on the development and improvement of statistical indicators that are essential in the formulation, implementation, and monitoring of policies and programs for productive and decent work in the country.

The need to address the demand for the SDGs and other innovative means in data collection, processing and analyses, including the adoption of new methodologies were also considered in this chapter.

❖ **Scope and Coverage**

This chapter covers basic data and indicators that describe the characteristics, state, and activities related to the following statistics:

- Labor force and labor market;
- Employment, unemployment, underemployment including the working poor, and economically active population;
- Labor conditions, health and safety at work (accidents at work, occupational injuries and diseases, work-related health problems), working time and other working conditions;
- Strikes and lockouts;
- Job vacancies and job creation, demand and supply imbalances; and
- Wages and hours of work, e.g. wage rates, earnings, labor cost, both for structural and short-term statistics

❖ **Implementing Agencies**

The generation and compilation of statistics on labor and employment are primarily the task of the Philippine Statistics Authority (PSA) through the conduct of regular surveys and administrative-based data collection activities.

Other labor and employment-related data are generated by the bureaus and attached agencies of the Department of Labor and Employment (DOLE)

and other government entities. Also available are statistics generated by private and local government units (LGUs) through community-based monitoring systems that may be tapped to produce local-level statistics for more focused policies and programs at the local level.

The Interagency Committee on Labor and Productivity Statistics (IACLPS) serves to coordinate and resolve agency issues and concerns on labor and employment statistics. The IACLPS also serves as a venue for the discussion of issues raised by concerned producers, users and other stakeholders of sectoral and agency-specific labor and employment statistics.

Milestones, Key Developments, Issues and Challenges

Since the creation of the PSA through Republic Act 10625 of 2013, the agency has continued to innovate and improve its products and services to meet the statistical demands of clients and stakeholders. The PSA works hand in hand with the DOLE and other government agencies in the collection and generation of labor and employment-related administrative data.

❖ Milestones and Key Developments of 2016-2017

- **Innovation of the Labor Force Survey (LFS).** Starting with the April 2016 round, the LFS adopted the 2013 Master Sample (MS) Design to produce provincial level estimates for labor and employment statistics.

In 2017, the PSA shifted its approach in data collection from using Paper and Pencil Interview (PAPI) to Computer-Aided Personal Interview (CAPI) to shorten data processing time.

- **Statistics on job vacancies and separations.** In 2017, the PSA conducted a pilot study on the expansion of the Labor Turnover Survey (LTS) for a nationwide implementation.
- **Updating and compilation of decent work indicators and relevant statistics.** In 2017, the PSA updated the database on Decent Work Statistics–Philippines (DeWS–Philippines) using the 2015 and 2016 data.
- **Results of establishment surveys on labor and employment.** In 2017, latest statistics on labor-related topics from the

2016 Occupational Wages Surveys (OWS) and 2015/2016 Integrated Survey on Labor and Employment (ISLE) were published through infographics for easier dissemination and better appreciation.

❖ Issues and challenges

On Data Collection/Production:

- Need for official concept, definition, and measurement of informal employment.
- Lack of official data on child labor and green jobs.
- Non-availability of data for lower geographical level disaggregation (e.g. cities) - granular data.

On Data Dissemination and Use:

- Low awareness/non-appreciation of some stakeholders and data users on labor and employment statistics especially administrative-based data.
- Absence of integrated, intuitive, and accessible dashboard that captures the overall trend of headline labor and employment indicators.

On Research and Capacity Building:

- Need to update methodologies for the measurement and generation of estimates for labor productivity.
- Non-availability of statistics on earnings from household-based surveys in support of SDG Goal 8 monitoring.
- Need to develop methodology/generation of data for Tier 3 indicators of the SDGs.
- Inadequate manpower and statistical skills of IAC members, including regional members, to address statistical demands of clients.

On Coordination of the Philippine Statistical System (PSS)

- Non-alignment of operational definitions and statistical frameworks for measuring key labor market indicators of the PSA and LGU-based data/statistics.

Key Statistical Development Programs and Activities

❖ Thrusts and strategies

Goal 1: Adequate, timely, reliable, and relevant statistics for evidence-based decision making

- To improve quality and timeliness of results of data collection activities
- To generate data on informal employment, child labor, and green jobs
- To come up with the official definition and measurement of informal employment as basis for the conduct of the Informal Sector Survey
- To harmonize data on employment within the PSA
- To ensure statistical standards are followed in generating community-based monitoring system (CBMS) statistics
- To generate granular data using model-based estimation/small area estimation
- To come up with an operational definition of earnings for pilot testing in the LFS

Goal 2: Increased awareness, understanding, appreciation, and trust of the public on statistics

- To equip stakeholders and data users with basic knowledge on statistics
- To advocate the use of statistics including administrative-based data to stakeholders
- Enhancement of knowledge and competencies on the use of labor and employment statistics
- To equip personnel handling statistical/technical assistance

❖ **Major Statistical Development Programs and Activities for 2018-2023**

The following statistical programs and activities are planned to be undertaken to address issues and concerns on labor and employment statistics. These programs and activities include the following:

a. New Developmental Programs and Activities

- Formulation of the operational definition of informal employment, its conceptual framework and measurement. To be implemented in 2018, this aims to come up with official definition and measurement of informal employment as basis for the conduct of the Informal Sector Survey.
- Pilot survey on how to measure green employment (individual or establishment-based).

- Conduct of appreciation course on statistics for stakeholders and data users. To be implemented from 2018-2023, this activity aims to: (1) equip stakeholders and data users with the basic knowledge on statistics; and (2) advocate the use of statistics to stakeholders and data users.
- Conduct of at least two (2) statistical capacity building activities per year for IAC members. To be undertaken in 2018, this activity aims to enhance the knowledge and competencies of committee members on the use of labor and employment statistics.
- Conduct of study on operational definition of earnings for the LFS to be implemented in 2020.
- Conduct of capacity building activities for employees to equip personnel handling statistical and technical assistance to clients to be undertaken in 2019. Proposed strategy is to partake in cross-posting of personnel between the PSA, DOLE, and LGUs.
- Support the creation of statistical plantilla position in DOLE and LGUs as applicable.
- Conduct of training on alternative data collection platforms at the PSA for selected surveys, e.g., LTS. To be undertaken in 2020, this aims to improve the quality and timeliness of results of data collection activities.

b. Building-up Current Efforts

- Improvement of the LFS to address data gaps on informal employment, child labor, and green jobs. This will be done from 2018 to 2020.
 - Rider module or module in LFS for (1) Informal Employment; (2) Child Labor;
 - Administrative-based data collection for Indigenous Peoples (IPs); and
 - Operational definition of Green Jobs
 - Institutionalization of an official method for employment projections.
- Rationalization of establishment-based surveys. This is to harmonize data on employment within the PSA for implementation in 2018.
- Close collaboration with the Department of the Interior and Local Government (DILG) to provide technical assistance to CBMS. This

aims to ensure that statistical standards are followed in generating CBMS statistics.

- Conduct of model-based estimation/small area estimation. This is to be undertaken by concerned units of PSA for implementation in 2019. The PSA in collaboration with the DILG shall implement this activity until 2023.
- Compilation and monitoring/updating of 9 PDP and 2 SDG Tier 2 indicators on labor and employment annually or as regularly as possible.
- Conduct of LTS. The LTS aims to generate quarterly data on labor turnover (accession and separation rates) as useful indicators of labor market activity. The survey is undertaken by the PSA on a quarterly basis.
- Conduct of LFS. The LFS aims to provide a quantitative framework for the preparation of plans and formulation of policies affecting the labor market. This undertaking is being done by the PSA on a quarterly basis.
- Conduct of Survey on Overseas Filipinos (SOF). The SOF aims to provide data on overseas Filipinos particularly the Overseas Contract Workers and their contribution to the economy. Based on its mandate, the PSA conducts the SOF annually as a rider survey to the October round of the LFS.
- Conduct of ISLE. The ISLE aims to provide inputs to studies on industry trends and practices, and bases for the formulation of labor policies. The ISLE is undertaken by the PSA every two (2) years.
- Conduct of OWS. The main objective of the survey is to generate statistics for wage and salary administration and wage determination in collective bargaining. The OWS is conducted every two (2) years by the PSA.