

# Philippines - Integrated Survey on Labor and Employment 2015-2016

**Philippine Statistics Authority (PSA)**

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## Overview

### Identification

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ID NUMBER  
PHL-PSA-ISLE-2015\_2016-v1.0

### Version

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VERSION DESCRIPTION  
V1.1: Edited data for internal use only.

PRODUCTION DATE  
2017-10-31

### Overview

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#### ABSTRACT

The main objective of this survey is to generate an integrated data set on unionism and collective bargaining, employment of specific groups of workers, occupational shortages and surpluses, training of workers, productivity-based incentive schemes, occupational safety and health practices and occupational injuries and diseases. These data are inputs to studies on industry trends and practices and serve as basis for the formulation of policies on employment, conditions of work and industrial relations. To some extent, the survey results will also be used to assess the progress of decent work in the country.

KIND OF DATA  
Sample survey data [ssd]

UNITS OF ANALYSIS  
Establishment

### Scope

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#### NOTES

The 2015-2016 Integrated Survey on Labor and Employment (ISLE) gathers information on:

- Unionism and Collective Bargaining
- Employment
- Occupational Shortages and Surpluses
- Training of Workers
- Productivity-Based Incentive Schemes
- Occupational Safety and Health Practices
- Occupational Injuries and Diseases

#### TOPICS

| Topic | Vocabulary | URI |
|-------|------------|-----|
|-------|------------|-----|

|                     |                                 |  |
|---------------------|---------------------------------|--|
| Labour              | Philippine Statistics Authority |  |
| Business statistics | Philippine Statistics Authority |  |
| Labour cost         | Philippine Statistics Authority |  |

## Coverage

### GEOGRAPHIC COVERAGE

National level

### GEOGRAPHIC UNIT

National Capital Region

Cordillera Administrative Region

Region I - Ilocos Region

Region II - Cagayan Valley

Region III - Central Luzon

Region IV-A - CALABARZON

Region IV-B - MIMAROPA

Region V - Bicol

Region VI - Western Visayas

Region VII - Central Visayas

Region VIII - Eastern Visayas

Region IX - Zamboanga Peninsula

Region X - Northern Mindanao

Region XI - Davao

Region XII - SOCCSKSARGEN

Caraga

ARMM - Autonomous Region of Muslim Mindanao

### UNIVERSE

The ISLE covers establishments in both agricultural and non-agricultural industries with total employment of at least 20 persons. Adopting the 2009 Philippine Standard Industrial Classification (PSIC), the ISLE covers 18 major industries/69 Industries.

For the detailed disaggregation of the 69 industries with 3 up to 6-digit alphanumeric PSIC code, please refer to ISLE Field Operations Manual Chapter 2.5.3, Appendix A. Table 1- Distribution of Establishment Population and Sample.

The following 2009 PSIC sections are excluded from the survey:

- Public Administration and Defense; Compulsory Social Security (e.g., DOLE, PNP, SSS, GSIS)
- Activities of Households as Employers of Domestic Personnel; Undifferentiated Goods-and-Services-Producing Activities of Households for Own Use

- Activities of Extra-Territorial Organizations and Bodies(e.g., ILO, UNDP)

## Producers and Sponsors

### PRIMARY INVESTIGATOR(S)

| Name                                  | Affiliation  |
|---------------------------------------|--|
| Philippine Statistics Authority (PSA) | National Economic and Development Authority (NEDA) |

### FUNDING

| Name                          | Abbreviation | Role         |
|-------------------------------|--------------|--------------|
| Government of the Philippines | GOP          | Full funding |

## Metadata Production

### METADATA PRODUCED BY

| Name  | Abbreviation | Affiliation                     | Role                         |
|---|--------------|---------------------------------|------------------------------|
| Labor Standards and Relations Statistics Division | LSRSD        | Philippine Statistics Authority | Documenter/Reviewer          |
| Employment Demand Statistics Division             | EDSD         | Philippine Statistics Authority | Documenter/Reviewer          |
| Assistant National Statistician, SSSS             | ANS,SSSS     | Philippine Statistics Authority | Reviewer/Approving Authority |

### DATE OF METADATA PRODUCTION

2018-09-20

### DDI DOCUMENT VERSION

Version 1.0. First Documentation of the 2015/2016 Integrated Survey on Labor and Employment (ISLE).

### DDI DOCUMENT ID

DDI-PHL-PSA-ISLE-2015\_2016-v1.0

# Sampling

## Sampling Procedure

### Sampling Frame

The sampling frame for the 2015-2016 Integrated Survey on Labor and Employment (ISLE) was extracted from the preliminary 2015 List of Establishments (LE) as of 20 April 2016. This list was a product of the 2015 Updating of List of Establishments (ULE). The 2015 ULE involved the complete enumeration of establishments in the following barangays:

- a) Barangays where "no matched" establishments (establishments listed in other sources but not in the LE) from prioritized secondary sources are located;
- b) Barangays with new malls;
- c) Barangays having establishments with total employment of 100 and over;
- d) Barangays with the highest number of establishments from the typhoon Yolanda affected cities/municipalities; and
- e) Barangays with the highest number of establishments (for some provinces with no representative establishments covered in (a) to (d)).

Other "no matched" establishments, including those located in distant barangays, were covered using mail inquiry.

The following sources were used for the 2015 ULE:

- Top 1,000 Corporations based on 2013 Financial Statements;
- Philippine Economic Zone Authority (PEZA) list of operating registered enterprises as of December 2014;
- 2014 List of Traders (Importers/Exporters) from the Trade Statistics Division of PSA;
- Commercial Livestock and Poultry Survey Frame from the Livestock and Poultry Statistics Division of the PSA;
- Establishments in the Maintenance of List of Establishments database with incomplete information;
- 2012 and 2013 (up to July only) Securities and Exchange Commission (SEC) Registered Active Companies;
- List of pawnshops, money changers, foreign exchange dealers and remittance agents;
- Survey feedbacks from the 2015 Quarterly Survey of Philippine Business and Industry (QSPBI) and 2015 Monthly Integrated Survey of Selected Industries (MISSI); and
- List of branches from the 2014 Annual Survey of the Philippine Business and Industry (ASPBI) and 2014 Survey of Tourism Establishment in the Philippines (STEP).

The preliminary 2015 LE consists a total of 907,709 establishments, 259,363 (28.6%) of which belong to the formal sector. Among establishments in the formal sector, 38,328 establishments have employment sizes of at least 20 workers which constitute the 2016 OWS/ISLE sampling frame.

### Sampling Design

#### Stratification Scheme

Establishments in the sampling frame were stratified by 3-digit industry domain and by employment size (20-99 workers, 100-199 workers, and 200 or more workers). However, for some industries the 3-digit classification was further broken down at the 4, 5 or 6-digit levels. A total of sixty-nine (69) industry groups were considered as domains. The same industry domains were also covered by the Occupational Wages Survey (OWS). These two surveys, ISLE and OWS, have common sample establishments because of budget constraints and to facilitate delivery of questionnaires and data collection.

Geographical location was not considered in the stratification to allow detailed industry groupings.

#### Sample Size Determination

Availability of budget, manageability, and timeliness of data collection and processing without compromising the quality of survey results were the major considerations in determining the sample size for the survey.

All establishments with 100 or more workers were taken with certainty which means that all establishments under employment size strata 100-199 workers and 200 or more workers were automatically included in the survey.

For establishments with 20-99 workers, sample establishments were chosen randomly from each of the 69 industry domains. Around 17 percent sampling rate was applied for this particular employment size stratum. The resulting number of samples

was then allocated to the 69 industry domains proportional to the total employment of each industry. As much as possible, a minimum of 10 samples in each cell (industry and employment size) were maintained to accommodate expected non-response.

The total sample size for the whole survey is 12,926 establishments.

#### Estimation Procedures

Not all of the fielded questionnaires are retrieved. During data collection, there are reports of permanent closures, non-location, duplicate listing and shifts in industry and employment outside the survey coverage. Establishments that fall in these categories are not eligible elements of the frame and their count is not considered in the estimation.

Non-responding eligible units are made up of refusals, strikes or temporary closures, and those establishments whose questionnaires contain inconsistent responses and have not replied to the verification queries by the time output table generation commences.

Respondents are post-stratified as to geographic, industry and employment size classifications. Non-respondents are retained in their classifications.

Estimates are obtained by simple expansion, i.e., by multiplying the sample values at the cell level (industry and employment size) by the corresponding blowing-up factor which is the ratio of the estimated population of establishments to the number of responding establishments. These estimates are then aggregated to the desired totals.

A 95% level of reliability for national survey estimates is desired. It is to be assessed through the coefficients of variations (CVs) of population totals (for employment, labor relations, and occupational injuries) and population ratios (for frequency/incidence/severity rates and average workdays lost due to occupational injuries).

## Response Rate

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The retrieval rate for the 2015-2016 ISLE was 94.34% for the 2016 reference period; and was 90.22% for the 2015 reference period.

## Weighting

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# Questionnaires

## Overview

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The 2015-2016 ISLE questionnaire has been designed to capture key labor statistics from data provided by the establishments. The following were changes implemented in the 2015/2016 ISLE questionnaire as compared with the items collected with those gathered from the 2013/2014 ISLE.

Page 2, Survey Objectives, Line 2

The objective was revised to include unionism and collective bargaining and to follow the revisions made in the rider module of NWPC on productivity-based incentive schemes.

Page 2, Periodicity and Reference Period

The General Information (Part I) portion was separated from Part I as this should not be part of the module on Unionism and Collective Bargaining.

Page 3, (Part I) Unionism and Collective Bargaining

As mentioned above, Unionism and Collective Bargaining became Part I. Items of inquiry were basically the same although an item, “#6 Do you have an operating/active labor management cooperation/committee/ council (LMC)” was added. Said item was appended as recommended during the conduct of Consultation with Stakeholders done to determine if the items of inquiry in the survey are still relevant.

Page 5, Employment, Item 2.8.2

The first sentence is good enough to define casual workers. The second sentence was deleted so as not to confuse the casual workers with the seasonal workers.

Page 5, Part II (Employment), Item 2.8.5

It was decided during the consultation with stakeholders to revise the definition of apprentices/learners to emphasize that only apprentices/learners who are compensated with at least 75% of the minimum wage should be included.

Page 6, Part III (Occupational Shortages and Surpluses), Item 1

Note that there were no changes in the definitions of job vacancies and hard-to-fill vacancies. They were just reflected after the whole Part III instead of under item 1 of Part III for uniformity with Part IV.

Page 6, Part IV (Training of Workers), Item 2

It was decided to simplify the matrix and reduce data requirement by separating the inquiry on training provider from number of employees trained and training cost.

Page 7, Part V (Productivity-based Incentive Schemes)

This is a rider module of the National Wages and Productivity Commission to the ISLE which likewise provided the items of inquiry. The Commission broadened the scope of their inquiry from productivity improvement and gainsharing practices to productivity-based incentive schemes.

Page 8, Part VI (Occupational Safety and Health Practices)

This is a rider module of the Occupational Safety and Health Center. The Center decided to only cover one year (2015) and to simplify the query to Yes or No only.

Page 12, Part VII (Occupational Injuries and Diseases)

In keeping up with Part III - Occupational Shortages and Surpluses of the ISLE, the Major Occupation Group (item #7) used in

OID (Part VII) was updated to 2012 Philippine Standard Occupational Classification (PSOC).

## Data Collection

### Data Collection Dates

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| Start      | End        | Cycle |
|------------|------------|-------|
| 2016-09-01 | 2017-03-31 | N/A   |

### Time Periods

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| Start      | End | Cycle  |
|------------|-----|--|
| 2016-06-30 |     | Part I - Unionism and Collective Bargaining        |
| 2016-06-30 |     | Part II - Employment                               |
| 2015-01-01 |     | Part III - Occupational Shortages and Surpluses    |
| 2015-01-01 |     | Part IV - Training of Workers                      |
| 2015-01-01 |     | Part V - Productivity-Based Incentive Schemes      |
| 2015-01-01 |     | Part VI - Occupational Safety and Health Practices |
| 2015-01-01 |     | Part VII - Occupational Injuries and Diseases      |

### Data Collection Mode

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Other [oth], mixed method: self-accomplished, mailed and face-to-face

### Data Collection Notes

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The survey was conducted in coordination with the PSA's Field Offices. On a project basis, individuals were hired to personally deliver and retrieve the questionnaires from the establishments. In some instances, questionnaires were mailed to establishments in less accessible or conflict prone areas, in which case a self-addressed envelope was provided. The establishments also had the option to submit the accomplished questionnaires through fax. Delivery of questionnaires started in September 2016 of the reference year and retrieval commenced after all questionnaires have been delivered or within 10 working days from delivery to an establishment or on a date agreed upon by the contact person and the enumerator.

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## Data Collectors

| Name              | Abbreviation | Affiliation                     |
|-------------------|--------------|---------------------------------|
| PSA Field Offices | PSA FOs      | Philippine Statistics Authority |

## Supervision

The personnel from the PSA Field Offices supervised the data collectors/enumerators in their respective region. In provinces/areas where there were relatively many establishments to be covered, area supervisors were hired to assist the regional staff in the supervision of data collection activities.

## Data Processing

### Data Editing

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Data are manually and electronically processed. Upon collection of accomplished questionnaires, enumerators perform field editing before leaving the establishments to ensure completeness, consistency and reasonableness of entries in accordance with the Field Operations Manual. The forms are again checked for data consistency and completeness by their field supervisors.

The LSRSD and EDSD personnel undertake the final review, coding of information on classifications used, data entry and validation and scrutiny of aggregated results for coherence. Questionnaires with incomplete or inconsistent entries are returned to the establishments for verification, personally or through mail.

Microsoft Access is used for data encoding and generation of validation prooflists. After checking the accuracy of encoding based on the prooflists, a conversion program using SPSS is executed to generate output tables.

### Other Processing

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Processing involves the following activities:

1. Batch labelling
2. Office editing and coding
3. Status monitoring and printing of Survey Status Report
4. Data entry (MS Access)
5. Printing of validation prooflists
6. Data validation
7. Re-encoding of data
8. Re-validation and re-encoding
9. Back-up MS Access database
10. Conversion of file from MS Access to SPSS
11. Computation of weights and recoding of some variables
12. Output tables generation
13. Publication tables preparation

## Data Appraisal

### **Estimates of Sampling Error**

Estimates of Standard Errors and Coefficients of Variation are found in Technical Documents.

### **Other forms of Data Appraisal**

The survey results are checked for consistency with the results of previous ISLE data or related administrative data.