

Philippines - Integrated Survey on Labor and Employment 2017/2018

Philippine Statistics Authority

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Overview

Identification

ID NUMBER

PHL-PSA-ISLE-2017_2018-v02

Version

VERSION DESCRIPTION

V2: Final dataset for official estimates

PRODUCTION DATE

2019-11-27

Overview

ABSTRACT

With the approval of Republic Act No. 10625, otherwise known as the Philippine Statistical Act of 2013, the BLES was merged with the other major statistical agencies to constitute the Philippine Statistics Authority (PSA). In line with the merging, the BITS which was conducted every two (2) years by the former BLES was renamed as ISLE.

Each round of the ISLE covers different aspects of employment and establishment practices. The inquiry on occupational injuries and diseases is a regular feature while that on labor cost is undertaken on a less frequent basis.

The integration aims to reduce respondent burden from filling out various survey questionnaires, to optimize the use of resources and to improve the timeliness of information.

The 2017/2018 ISLE comprised eight (8) modules, namely, Unionism and Collective Bargaining, Employment, Occupational Shortages and Surpluses, Training of Workers, Productivity Improvement Program and Gainsharing Practices, Employees' Compensation Program, Occupational Safety and Health Practices, and Occupational Injuries and Diseases.

KIND OF DATA

Sample survey data [ssd]

UNITS OF ANALYSIS

The establishment is the statistical or enumeration unit. Each unit is classified in an industry that reflects its main economic activity -- the activity that contributes the biggest or major portion of the gross income or revenues of the establishment.

Note: Refer to Field Operations Manual, Chapter 2.5.1

Scope

NOTES

The 2017/2018 ISLE gathers information on:

Part I: General Information

Part II: Unionism and Collective Bargaining - as of June 30, 2018

Part III: Employment - as of June 30, 2018

Part IV: Occupational Shortages and Surpluses - July 1, 2017 to June 30, 2018

Part V: Training of Workers - Calendar Year 2017

Part VI: Productivity Improvement Program and Gainsharing Practices - Calendar Year 2017

Part VII: Employees' Compensation Program - Calendar Year 2017

Part VIII: Occupational Safety and Health Practices - Calendar Year 2017

Part IX: Occupational Injuries and Diseases - Calendar Year 2017

TOPICS

Topic	Vocabulary	URI
LABOR AND EMPLOYMENT [3]	CESSDA	http://www.nesstar.org/rdf/common
employment [3.1]	CESSDA	http://www.nesstar.org/rdf/common
unemployment [3.5]	CESSDA	http://www.nesstar.org/rdf/common

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

Geographical: The whole country.

Industrial: Agricultural and non-agricultural industries except: central banking; public administration and defense and compulsory social security; public education services; public medical, dental and other health services; and activities of membership organizations, households as employers of domestic personnel, and extra territorial organizations and bodies.

Establishments: Establishments employing 20 persons or more.

Persons: All employed persons.

Note: Refer to ISLE Field Operations Manual Chapter 2.3 Scope and Coverage

Producers and Sponsors

PRIMARY INVESTIGATOR(S)

Name	Affiliation
Philippine Statistics Authority	National Economic and Development Authority

FUNDING

Name	Abbreviation	Role
Government of the Philippines	GOP	

Metadata Production

METADATA PRODUCED BY

Name	Abbreviation	Affiliation	Role
Employment Demand Statistics Division -Social Sector Statistics Service	EDSD-SSSS	Philippine Statistics Authority	Documenter/Reviewer
Labor Standards and Relations Statistics Division - Social Sector Statistics Service	LSRSD-SSSS	Philippine Statistics Authority	Documenter/Reviewer
Office of the Assistant National Statistician, Social Sector Statistics Service	OANS-SSSS	Philippine Statistics Authority	Reviewer/Approving Authority

DATE OF METADATA PRODUCTION

2022-06-30

DDI DOCUMENT VERSION

Version 1.0. Published Original DDI document with entries for Document Description, Study Description and External Resources (external, orig published)

DDI DOCUMENT ID

DDI-PHL-PSA-ISLE-2017_2018-v01

Sampling

Sampling Procedure

Sampling Design

The 2017/2018 ISLE uses stratified systematic sampling design with 2-digit, 3-digit, 4-digit and 5-digit PSIC serving as industry strata and total employment as the second stratification variable.

Stratified systematic sampling is a process of dividing the population into homogeneous groups, called strata, and then selecting independent samples in each stratum systematically. Systematic sampling controls the distribution of the sample by spreading the selections throughout the sampling frame (or stratum) at equal intervals and thus provides implicit stratification. This method ensures that all important subgroups of the population are represented in the sample and increases the precision of "overall" survey estimates.

The design includes determination of sampling units; sampling domains; determination of sample size; sample allocation and sample selection.

Sample Size Determination

The primary consideration in the determination of sample size for the survey was its manageability at the optimum level of estimated budget without compromising the reliability and accuracy of survey results.

In order to increase the precision of the estimates at very detailed levels, the target sample size based on the estimated budget has increased to 17,500 as compared with the previous survey round with only 12,926 sample establishments.

Consequently, certainty stratum was considered in this survey round.

A certainty stratum is defined as the stratum whose sampling ratio is 100 percent. In this stratum, all establishments are taken as certainty samples, i.e. the selection probability is 1 and the sampling weight is 1.

A non-certainty stratum is the stratum where only sample establishments are taken.

Accordingly, a total of 8,602 sample establishments were considered as certainty units.

On the other hand, the sample sizes of the remaining 58 industry groups in the noncertainty stratum (20-99 employment size) was computed by taking into account the computed highest Coefficient of Variation (CV) between the average wage rates of two benchmark occupations, i.e. Accounting and Bookkeeping Clerks and Unskilled Worker from the previous survey round of OWS and a CV of 4%.

An additional 10% for each industry domain were applied to accommodate the expected non-response. Further adjustments were made in the sample size for some industry domains based on the available population from the frame. As a result, these industries have been considered in the certainty stratum as mentioned above.

Thus, the total number of samples for the 2017/2018 ISLE is 16,506.

Sample Selection

For each of the sampling strata of TE of 20-99 sample establishments were selected using systematic sampling. The International Business Machines (IBM) Statistical Package for the Social Sciences (SPSS) was utilized in choosing the samples and in the computation of initial sampling weight. Weights were assigned to respondent records in a survey data in order to make the weighted records represent the population of inference as closely as possible.

Systematic sampling was chosen so that the TE values of the sample establishments are spread out, resulting from good representation of samples within the employment stratum, thus avoiding all sample establishments with low TE values or high TE values.

Substitution of Sampling Units: There is no substitution of sampling units.

Sample Size: For 2017/2018 ISLE, the number of establishments covered was 16,506, of which 11,312 (for employment and unionism) and 14,315 (for training of workers; productivity-based incentive schemes; occupational safety and health practices; and occupational injuries and diseases) were eligible units.

Note: Please refer to 2017/2018 ISLE Technical Notes: Sampling Design

Deviations from Sample Design

Not all of the distributed questionnaires were retrieved or have a status of "good questionnaire". 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, under new management, consolidated report with other sample establishment and those establishments whose questionnaires contain inconsistent responses and have not replied to the verification queries by the time output table generation commences.

Response Rate

Response Rate: For 2017/2018 ISLE, the response rates in terms of eligible units are 90.34% (for employment and unionism), 84.38% (for training of workers; productivity and gainsharing practices; employees' compensation program; occupational safety and health practices; and occupational injuries and diseases).

Weighting

According to Kalton and Flores-Cervantes, weighting adjustments are commonly applied in surveys to compensate for non-response and non-coverage, and to make weighted sample estimates conform to external values (Weighting Methods, Journal of Official Statistics, Vol. 19, No. 2, 2003, pp. 81-97).

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Non-responding eligible units are made up of refusals, strikes or temporary closures, under new management, consolidated report with other sample establishment 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 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 or the adjusted weights which is the ratio of the estimated population of establishments to the number of responding establishments. The formula used is the basic weight (N/n) multiplied by the adjustment factor (n''/n').

These estimates are then aggregated to the desired totals.

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

Note: Please refer to 2017/2018 ISLE Technical Notes: N. ESTIMATION/COMPILATION METHODOLOGY

Questionnaires

Overview

Survey Questionnaire: The questionnaire is made up of several parts:

Cover Page - This contains the address box, contact particulars for assistance, spaces for changes in the name and the location of sample establishment, spaces for head office information in case the questionnaire is endorsed to it, and status codes of the establishment to be accomplished by PSA and its field personnel.

Survey Information - This contains the survey objectives and uses of the data, confidentiality clause, collection authority, coverage, reference periods, reference to concepts and definition of terms, due date for accomplishment, and expected date of availability of the 2017/2018 ISLE results.

Part I: General Information - This portion inquires on main economic activity, major products/goods or services, establishment characteristics as to ownership and type of market, unionism and membership, and existence and coverage of collective bargaining agreement (CBA).

Part II: Unionism and Collective Bargaining - This portion inquires on unionism and membership, officers, union members by sex, existence and coverage of CBA and existence of Labor Management Cooperation.

Part III: Employment - This section requires data on total employment and its breakdown into working owners, unpaid workers and employees (managers/executives, supervisors/foremen, and rank and file: regular and non-regular workers). It also looks into the employment of specific groups of workers, number of workers hired through agencies/contractors and the types of process outsourced/contracted-out.

Part IV: Occupational Shortages and Surpluses - This portion inquires on hard- and easy-to-fill vacancies, status of employment, number of job vacancies, number of applicants, length of recruitment period to fill up vacancies, reason why occupations are hard to fill and specialization/specific skills requirement.

Part V: Training of Workers - This module inquires on whether or not the establishment provided job-related trainings to their employees, number of employees provided job-related trainings, annual training costs and training providers (e.g., local private training institution, government training institution, foreign training institution, in-house trainings or trainings provided by other establishments, etc.).

Part VI: Productivity Improvement Program and Gainsharing Practices - This part inquires on productivity programs implemented in establishments. In particular, it inquires on productivity schemes/techniques/tools used in the program; who initiated the productivity program; objective and coverage of the program; agencies who assisted in the development of the program; types of assistance provided in development of the program and availment of tax incentive under Republic Act (R.A.) no. 6971 (also known as "Productivity Incentives Act of 1990"). It also inquires how many managers, supervisors and rank and file employees received productivity-based incentive by type of incentive; and what forms of non-cash productivity-based incentives were provided in 2015.

Part VII: Employees' Compensation Program - This portion inquires on the awareness on existence of Employees' Compensation Commission (ECC) and the Employees' Compensation Program (ECP), type of information dissemination on ECP benefits and services, and mode and type of availment of ECP benefits and services in the past 3 years.

Part VIII: Occupational Safety and Health Practices - This part inquires on the occupational safety and health activities/programs implemented in establishments. It covers activities conducted as part of preventive and control measures against work safety and health hazards; availment of safety and health-related trainings/seminars and its conducting agency/ies; and designated health and safety personnel in establishments.

Part IX: Occupational Injuries and Diseases - This part inquires on the incidence of occupational accidents, cases of occupational injuries and lost workdays by incapacity for work (fatal, permanent, temporary), cases without lost workdays, cases of occupational diseases, incidence of commuting accidents, workers injured and hours actually worked by all employed persons. It also inquires on the classifications (type of injury, part of body injured, cause of injury, agent of injury and major occupation group) of the occupational injury cases.

Part X: Certification - This portion is provided for the respondent's name and signature, position, and telephone/fax numbers

and e-mail address; time spent in answering the questionnaire; comments or suggestions (on the data it provided for the survey, results of previous survey round and improvements on the design/contents of the questionnaire); and

Part XI: Survey Personnel - This portion is allocated for the names of personnel involved in collection, editing and review of each questionnaire and dates when the activities were completed.

Survey Results - Selected statistics from 2015/2016 ISLE on unionism, employment, occupational shortages and surpluses, training of workers, productivity-based incentive scheme, occupational safety and health practices, occupational injuries and diseases are provided for information of the respondents.

Data Collection

Data Collection Dates

Start	End	Cycle
2018-09-01	2019-03-31	N/A

Time Periods

Start	End	Cycle
2018-06-30		Part II: Unionism and Collective Bargaining
2018-06-30		Part III - Employment
2018-07-01		Part IV - Occupational Shortages and Surpluses
2017-01		Part V - Training of Workers
2017-01		Part VI - Productivity Improvement Program and Gainsharing Practices
2017-01		Part VII - Employees' Compensation Program
2017-01		Part VIII - Occupational Safety and Health Practices
2017-01		Part IX - Occupational Injuries and Diseases

Data Collection Mode

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

Data Collection Notes

The survey was conducted in coordination with the Regional Offices and Provincial Offices of the PSA. On a project basis, statistical researchers 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. Some establishments also submitted the accomplished questionnaires through fax. Delivery of questionnaires started in September 2018 and retrieval commenced after all questionnaires have been delivered or within 15 working days from delivery to an establishment or on a date agreed upon by the contact person and the enumerator.

The basic data originate from the payroll, accident and other related records of establishments.

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also looks into the employment of specific groups of workers, number of workers hired through agencies/contractors and the types of process outsourced/contracted-out.

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Part X: Certification - This portion is provided for the respondent's name and signature, position, and telephone/fax numbers and e-mail address; time spent in answering the questionnaire; comments or suggestions (on the data it provided for the survey, results of previous survey round and improvements on the design/contents of the questionnaire); and

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Data Collectors

Name	Abbreviation	Affiliation
PSA Provincial Offices	PSA POs	Philippine Statistics Authority
PSA Central Office	PSA CO	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

Data are manually and electronically processed in the PSA Provincial Offices. Upon collection of accomplished questionnaires, statistical researchers (SRs) 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. When passed in the manual editing, the questionnaires are then turned over to machine processors for encoding and further validation.

The PSA-Central Office personnel undertake the final review, 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.

Other Processing

The OWS and ISLE Data Processing and Management System (OIDPMS) was used for data encoding and generation of validation prooflists. After checking accuracy of encoding based on the prooflists, a conversion program using SPSS was executed to generate output tables.

Data Appraisal

Estimates of Sampling Error

Estimates of the sampling errors and coefficient of variation were computed and posted at PSA website.

Other forms of Data Appraisal

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