

Philippines - Integrated Survey on Labor and Employment 2019/2020

Labor Standards and Relations and Employment Demand Statistics Division

Report generated on: May 9, 2023

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Overview

Identification

ID NUMBER

PHL-PSA-ISLE-2019_2020-v1.0

Version

VERSION DESCRIPTION

V1.0: Division edits for preliminary estimates computation (raw, first output)

PRODUCTION DATE

2022-06-20

Overview

ABSTRACT

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

The ISLE is a modular survey that integrates concerns related to employment, workers' welfare and protection and labor relations. The ISLE is one of the major sources of core labor statistics as prescribed under International Labour Statistics Convention (C160) and the supplementary Labour Statistics Recommendation (R170) for ratifying countries to generate data related on employment, labor standards and labor relations.

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 main objective of the 2019/2020 ISLE is to generate an integrated data set on employment of specific groups of workers, unionism and collective bargaining, occupational shortages and surpluses, job-related trainings of workers, occupational safety and health practices, occupational injuries and diseases, labor cost of employees, and productivity improvement program and gainsharing practices.

These data are intended to be inputs to studies on industry trends and practices and serve as bases 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 and inputs to the Sustainable Development Goal, specifically on Goal 8 - "Promote Sustained, Inclusive and Sustainable Economic Growth, Full and Productive Employment and Decent Work for All".

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 2.1 Unit of Enumeration

Scope

NOTES

The 2019/2020 Integrated Survey on Labor and Employment (ISLE) gathers information on:

Part I: General Information

Part II: Employment - June 30, 2020

Part III: Unionism and Collective Bargaining - June 30, 2020

Part IV: Occupational Shortages and Surpluses - July 1, 2019 to June 30, 2020

Part V: Job-Related Trainings of Workers - Calendar Year 2019

Part VI: Occupational Safety and Health Practices - Calendar Year 2019

Part VII: Occupational Injuries and Diseases - Calendar Year 2019

Part VIII: Labor Cost of Employees - Calendar Year 2019

Part IX: Productivity Improvement Program and Gainsharing Practices - Calendar Year 2019

with questions on COVID-19: Impact of Recovery Measures - June 30, 2020

TOPICS

Topic	Vocabulary	URI
Labour	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

Geographical: The whole country.

Industrial: Agricultural and non-agricultural industries except: central banking; public administration and defense and compulsory social security; retail sale via stalls and markets, jeepney and AUV operation; tricycle, calesas, pedicabs operations; public education services; public medical, dental and other health services; cockpits operation activities, musical band or band in operation during fiestas; activities of membership organizations; activities of households as employers of domestic personnel; undifferentiated goods-and-services-producing activities of households for own use; and activities of extra-territorial organizations and bodies.

Establishments: Establishments employing 20 or more persons.

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
Labor Standards and Relations and Employment Demand Statistics Division	Philippine Statistics Authority

OTHER PRODUCER(S)

Name	Affiliation	Role
Interagency Committee on Labor and Productivity Statistics		Technical assistance in questionnaire design
Statistical Methodology Unit	PSA	Technical assistance in sampling methodology/selection
Service and Industry Census Division	PSA	Technical assistance in sampling frame
Regional Statistical Services Offices/Provincial Statistical Offices	PSA	Technical assistance in data collection
Regional Statistical Services Offices/Provincial Statistical Offices	PSA	Technical assistance in data processing

FUNDING

Name	Abbreviation	Role
Government of the Philippines	GOP	

Metadata Production

METADATA PRODUCED BY

Name	Abbreviation	Affiliation	Role
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Labor Standards and Relations and Employment Demand Statistics Division - Social Sector Statistics Service	LSREDS - 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

2022-09-06

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-2019_2020-v1.0

Sampling

Sampling Procedure

The ISLE uses stratified sampling design. The first stratification variable is 2-digit industry to 5-digit industry classification based on the 2009 Philippine Standard Industrial Classification (PSIC). The second stratification variable is total employment with strata as follows: 20 to 99, 100 to 199, and 200 and over employment sizes.

Establishments employing 200 or more workers are all taken in the sample (certainty stratum). Their employment represents about 65.0 percent of total employment in all the establishments covered. These establishments comprised 10.0 percent of the reference total formal establishments in the sampling frame. Establishments with employment size 20 to 199 were subdivided into 20 to 99 and 100 to 199 and these were referred to as non-certainty strata.

The domains of the survey are industry and employment size.

The total number of samples for the 2019/2020 ISLE was 8,573 establishments, which was computed to generate reliable estimates for the domains. The total sample size included an additional sample of 10.0 percent to account for possible non-response.

(Please refer to the 2019/2020 Integrated Survey on Labor and Employment Statistical Report - 1.5 Sampling Design for more details).

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

For 2019/2020 ISLE, the response rates in terms of eligible units are 78.8 percent (for unionism; employment; and occupational shortages and surpluses), 72.3 percent (for training of workers; productivity and gainsharing practices; occupational safety and health practices; and occupational injuries and diseases) and 51.5 percent for the labor cost of employees.

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).

Not all of the distributed survey questionnaires will be retrieved or will have a status of "Good" questionnaire. During data collection, there will be reports of permanent closures; non-location; duplicates and shifts in industry and employment size outside the survey coverage. Establishments that fall in these categories are not eligible elements of the frame and their count will not be considered in the estimation. Non-responding eligible units are made up of refusals; temporary closures; under new management and ownership; consolidated report with other sample establishments; and establishments whose questionnaires contain inconsistent responses but were not able to reply or comply to the verification/follow-ups made by

SRs and field personnel by the time output table generation processes had commenced.

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.

Note: Please refer to 2019/2020 ISLE Technical Notes: III.3. Estimation Procedure - Weighting Adjustment for Non-Certainty Stratum Non-Response

Questionnaires

Overview

Survey Questionnaire: The questionnaire is made up of several parts, i.e.,

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 2019/2020 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/s.

Part II: 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 III: Unionism and Collective Bargaining - This portion inquires on unionism and membership, officers, union members by sex, existence and coverage of collective bargaining agreement/s and existence of Labor Management Cooperation.

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: Job-Related Trainings 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: 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 VII: 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 VIII: Labor Cost of Employees - 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 IX: Productivity Improvement Program and Gainsharing Practices with questions on COVID-19: Impact of Recovery Measures - This part inquires on characteristics of Productivity Improvement Programs (PIPs) developed and implemented in establishments; number of managers, supervisors and rank and file employees covered by PIP/s; objective/s of the PIP/s and status of attainment of these objectives; reason/s for the non-attainment of PIP objectives; type/s of gainsharing schemes/practices included in the PIP/s and types of forms the incentives were given; number of managers, supervisors and rank and file employees who benefitted from the incentives under the gainsharing schemes/practices; number of establishments that avail of tax incentives; and government agencies that assisted establishments in the development and implementation of PIPs. To measure the productivity of workers on WFH arrangements during the pandemic, this part also inquires about establishments that implemented WFH arrangement, unit/s or department/s that adopted WFH arrangement;

duration of implementation; frequency of implementation; support provided to employees; performance monitoring system implemented; changes observe in employees performance; benefits from adopting WFH arrangement; challenges encounter by the establishments; continuance on the implementation of WFH arrangement; and plan in the implementation of WFH arrangement on a permanent basis.

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 2017/2018 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
2020-10-26	2021-03-31	N/A

Time Periods

Start	End	Cycle
2020-06-30		Part II - Employment
2020-06-30		Part III: Unionism and Collective Bargaining
2019-07-01		Part IV - Occupational Shortages and Surpluses
2019-01		Part V - Job-Related Trainings of Workers
2019-01		Part VI - Occupational Safety and Health Practices
2019-01		Part VII - Occupational Injuries and Diseases
2019-01		Part VIII - Labor Cost of Employees
2019-01		Part IX - Productivity Improvement Program and Gainsharing Practices

Data Collection Mode

Computer Assisted Personal Interview [capi]

Data Collection Notes

The survey was conducted in coordination with the Regional Offices and Provincial Offices of the Philippine Statistics Authority. On a project basis, Statistical Researchers (SRs) 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 26 October 2020 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.

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

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Survey Results - Selected statistics from 2017/2018 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 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 forms passed 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.