

# Philippines - Integrated Survey on Labor and Employment 2013/2014

**Philippine Statistics Authority (PSA)**

Report generated on: February 16, 2023

Visit our data catalog at: <https://psada.psa.gov.ph/>

## Overview

### Identification

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ID NUMBER  
PHL-PSA-ISLE-2013-v01

### Version

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VERSION DESCRIPTION  
V2: Edited data, for public distribution.

PRODUCTION DATE  
2015-07-31

### Overview

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#### ABSTRACT

Initiated in 2003, the ISLE (formerly BITS) is a modular survey that integrates the data requirements on employment, industrial relations, occupational injuries and diseases and labor cost of employees that were collected by the former BLES through independent surveys such as Survey on Specific Groups of Workers (SSGW), Employment, Hours and Earnings Survey (EHES), Industrial Relations at the Workplace Survey (IRWS), Occupational Injuries Survey (OIS) and Labor Cost Survey (LCS). Starting 2012 round, the survey covers establishments both in the agricultural and non-agricultural industries with 20 or more workers. Each round of the ISLE covers different aspects of employment and establishment's 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 main objective of the 2013/2014 ISLE is to generate an integrated data set on employment of specific groups of workers, occupational shortages and surpluses, training of workers, productivity improvement and gainsharing practices, occupational safety and health practices, occupational injuries and diseases and labor cost of employees. These data are 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.

Note: Refer to Field Operations Manual, Chapter 2.1

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

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#### NOTES

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 69 industries with the following industries excluded from the survey: Central Banking; Public Administration and Defense and Compulsory Social Security (e.g., DOLE, PNP, SSS, GSIS); Public Pre-Primary/Pre-School Education; Public Pre-Primary Education for Children with Special Needs; Public Primary/Elementary Education; Public Primary/Elementary Education for Children with Special

Needs; Public General Secondary Education; Public General Secondary Education for Children with Special Needs; Public Technical and Vocational Secondary Education; Public Technical and Vocational Secondary Education for Children with Special Needs; Public Higher Education; Public Hospitals, Sanitaria and Other Similar Activities; Public Medical, Dental and Other Health Activities; Activities of Membership Organizations (e.g., ECOP, TUCP); Activities of Households as Employers of Domestic Personnel; Undifferentiated Goods-and-Services-Producing Activities of Private Households for Own Use; and Activities of Extra-Territorial Organizations and Bodies (e.g., ILO, UNDP).

Note: Refer to Field Operations Manual Chapter 2.4

#### TOPICS

Topic	Vocabulary	URI
LABOUR AND EMPLOYMENT [3]	CESSDA	<a href="http://www.nesstar.org/rdf/common">http://www.nesstar.org/rdf/common</a>
employment [3.1]	CESSDA	<a href="http://www.nesstar.org/rdf/common">http://www.nesstar.org/rdf/common</a>
unemployment [3.5]	CESSDA	<a href="http://www.nesstar.org/rdf/common">http://www.nesstar.org/rdf/common</a>

## Coverage

#### GEOGRAPHIC COVERAGE

National coverage

#### 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

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 in Muslim Mindanao

#### UNIVERSE

Agricultural and non-agricultural establishments employing 20 or more workers except Central Banking; Public Administration and Defense and Compulsory Social Security (e.g., DOLE, PNP, SSS, GSIS); Public Pre-Primary/Pre-School Education; Public Pre-Primary Education for Children with Special Needs; Public Primary/Elementary Education; Public Primary/Elementary Education for Children with Special Needs; Public General Secondary Education; Public General Secondary Education for Children with Special Needs; Public Technical and Vocational Secondary Education; Public Technical and Vocational Secondary Education for Children with Special Needs; Public Higher Education; Public Hospitals, Sanitaria and Other Similar Activities; Public Medical, Dental and Other Health Activities; Activities of Membership Organizations (e.g., ECOP, TUCP); Activities of Households as Employers of Domestic Personnel; Undifferentiated Goods-and-Services-Producing Activities of Private Households for Own Use; and Activities of Extra-Territorial Organizations and Bodies (e.g., ILO, UNDP).

Note: Refer to Field Operations Manual, Chapter 2.4

## Producers and Sponsors

### PRIMARY INVESTIGATOR(S)

Name	Affiliation
Labor Standards and Relations Statistics Division, Social Sector Statistics Service, Sectoral Statistics Office	Philippine Statistics Authority
Employment Demand Statistics Division, , Social Sector Statistics Service, Sectoral Statistics Office	Philippine Statistics Authority

### FUNDING

Name	Abbreviation	Role
Philippine Statistics Authority	PSA	

### OTHER ACKNOWLEDGEMENTS

Name	Affiliation	Role
Field Offices	Philippine Statistics Authority	

## Metadata Production

### METADATA PRODUCED BY

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Wilma A. Guillen	WAG	Philippine Statistics Authority	Approving Officer

### DATE OF METADATA PRODUCTION

2016-03-31

### DDI DOCUMENT VERSION

Version 1.0 (Feb. 2016): First survey documentation using DDI standards

DDI DOCUMENT ID

DDI-PHL-PSA-ISLE-2013-v01

# Sampling

## Sampling Procedure

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**Statistical Unit:** 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. It is further classified into one of the three employment size groups: (1) with 20 to 99 workers; (2) with 100 to 199 workers; and (3) with 200 and more workers.

**Sampling Frame:** The 2014 PSA Survey Sampling Frame (2014 SSF) is an integrated list of establishments culled from the updated 2012 BLES Survey Sampling Frame based on the status of establishments reported in the 2011/2012 BLES Integrated Survey (BITS) and the 2012 Occupational Wages Survey (OWS). Other sources were Lists of Establishments from the National Statistics Office (2012), DOLE Regional Office IV-B, and the BLES Job Displacement Monitoring System (JDMS).

**Stratification Scheme:** Establishments in the sampling frame were stratified by 3-digit industry (domain) and by employment size (stratum), i.e., 20-99, 100-199, and 200 and over. However, for some industries, the 3-digit classification were further broken down at the 4, 5 or 6-digit levels. Geographical location was not considered in the stratification to allow for detailed industry groupings.

**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-respondents are made up of refusals, strikes or temporary closures, and those establishments whose questionnaires contain inconsistent item 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 CVs of population totals (employment, labor relations, occupational injuries) and population ratios (frequency/incidence/severity rates and average workdays lost due to occupational injuries).

**Sample Size:** For the 2013/2014 ISLE, the number of establishments covered was 8,399, of which 6,609 (for employment) and 6,550 (for training of workers; productivity improvement and gainsharing practices; occupational safety and health practices; occupational injuries and diseases; and labor cost of employees) were eligible units.

Note: Refer to Field Operations Manual, Chapter 2.5

## Deviations from Sample Design

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

Note: Refer to Survey Metadata

## Response Rate

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For 2013/2014 ISLE the response rates in terms of eligible units are 86.7% for employment, 86.4% for training of workers; productivity improvement and gainsharing practices; occupational safety and health practices; and occupational injuries and diseases and 82.7% for labor cost of employees.

Note: Refer to Survey Metadata

## Weighting

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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.

Note: Refer to Field Operations Manual, Chapter 2.6

# Questionnaires

## Overview

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**Part I: General Information** - This portion inquires on main economic activity; major products/goods or services; establishment's 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 workers - 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 processes outsourced/contracted-out.

**Part III: 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 IV: 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 V: Productivity Improvement and Gainsharing Practices** - This part inquires on productivity improvement program/s implemented in establishments; group who developed the program and the objective of the program. It also inquires on productivity gainsharing schemes, availment of tax incentives under Productivity Incentives Act of 1990, assistance by any government agency in the development of the program, attendance in trainings conducted by RTWPB and type of assistance that should be provided by the government to encourage adoption of productivity improvement programs.

**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.

**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, part of body injured, cause, agent and occupation group) of the occupational injury cases.

**Part VIII: Labor Cost of Employees** - This section requires data on labor cost by component and sub-components, hours actually worked by all employees and the percent share of labor cost to total cost.

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

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

**Survey Results** - Selected statistics from the 2011/2012 BITS specifically on employment, recruitment and hiring practices of entry-level jobs, occupational safety and health practices, employees' compensation program, and occupational injuries and diseases of employees are provided for information of the respondents.

**Note:** Refer to Survey Questionnaire.



## Data Collection

### Data Collection Dates

Start	End	Cycle
2014-07-01	2015-03-31	N/A

### Time Periods

Start	End	Cycle
2013-01		Part III - Occupational Shortages and Surpluses
2012-01		Part VI - Occupational Safety and Health Practices

### Data Collection Mode

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

### Data Collection Notes

The survey is conducted in coordination with the PSA's Field Offices (except the National Capital Region). On a project basis, enumerators are hired to personally deliver and retrieve the questionnaires from the establishments. In some instances, questionnaires are mailed to establishments in less accessible or conflict prone areas, in which case a self-addressed envelope is provided. The establishments may also submit the accomplished questionnaires through fax. Delivery of questionnaires starts in July of the reference year and retrieval commences 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.

Note: Refer to Field Operations Manual, Chapter 2.5

## Questionnaires

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

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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.

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Note: Refer to Survey Questionnaire.

## Data Collectors

Name	Abbreviation	Affiliation
Labor Standards and Relations Statistics Division	LSRSD	Philippine Statistics Authority - For National Capital Region (NCR)
Field Offices for areas outside of NCR	FOs	Philippine Statistics Authority - For areas outside NCR

## Supervision

The personnel from the PSA Field Offices supervised the data collectors/enumerators in their respective region. In provinces/areas with relatively large number establishments to be covered, area supervisor was hired to assist the regional staff in the supervision of data collection activities. The LSRSD handled the field operations in the National Capital Region.

# 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 by field supervisors for data consistency and completeness .

The LSRSD and EDSD personnel undertakes 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, either 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.

Note: Refer to Office Editing and Data Validation Guidelines

## 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 (5th and 20th of the month)
4. Data entry (MS Access)
5. Printing of validation prooflists
6. Data validation (1st and 2nd pass)
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

Note: Refer to Office Editing and Data Validation Guidelines

## Data Appraisal

### **Estimates of Sampling Error**

Estimates of the sampling errors are computed and posted at PSA website.

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

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