

2013/2014 INDUSTRY PROFILE: **Electronics** (Third of a series)



This industry profile covers the following topics on labor and employment:

EMPLOYMENT (June 30, 2014)

1. Number of establishments
2. Employment
3. Category of workers
4. Specific groups of workers
 - Young workers
 - Female workers
 - Time-rated workers
5. Subcontracting
6. Job vacancies (Jan. 2013-June 2014)
 - Easy-to-fill vacancies
 - Hard-to-fill vacancies
 - Reasons why vacancies are hard-to-fill

UNIONISM AND COLLECTIVE BARGAINING (June 30, 2014)

7. Unionism
8. Collective bargaining

PRODUCTIVITY IMPROVEMENT AND GAINSHARING PRACTICES (2013)

9. Productivity Improvement Programs (PIPs)
10. Objectives of PIPs
11. Productivity Gainsharing Schemes
12. Availment of Tax Incentives Under RA 6971
13. Government Agencies that Provided Assistance to Establishments with PIPs
14. Attendance to Training Programs Conducted by RTWPBs
15. Forms of Government Assistance Needed to Encourage Adoption of PIPs

OCCUPATIONAL SAFETY AND HEALTH PRACTICES (2012-2013)

16. Preventive and Control Measures Against Work Safety and Health Hazards
17. Occupational Safety and Health Policies/Programs
18. Work Safety and Health-Related Trainings/Seminars
19. Designated Health and Safety Personnel

OCCUPATIONAL INJURIES AND DISEASES (2013)

20. Measures of Safety Performance
21. Cases of Occupational Injuries with Workdays Lost
22. Occupational Diseases

LABOR COST (2013)

23. Direct Wages and Salaries
24. Remuneration for Time not Worked
25. Bonuses and Gratuities
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27. Cost of Worker's Housing Shouldered by Employers
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29. Cost of Training
30. Cost of Welfare Services
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Background

This issue of LABSTAT Updates is the third in a six-part series of industry profiles that features key industries with strong employment generation potentials. Statistics in this report were culled from the results of the 2013/2014 *Integrated Survey on Labor and Employment (ISLE)* – a nationwide sample survey covering 8,399 establishments with 20 or more workers.

EMPLOYMENT

Number of Establishments

- The number of establishments engaged in the electronics industry was placed at 227 as of June 30, 2014. These establishments were mostly engaged in manufacturing of semi-conductor devices and other electronic components (58.6% or 133) and manufacturing of computers and peripheral equipment and accessories (18.9% or 43).

Employment

- The total number of persons employed in this industry was estimated at 173,773 of which nearly 6 out of every 10 employees (62.7% or 108,969) worked in the manufacture of semi-conductor devices and other electronic components.

Category of Workers

- Majority of the electronics industry workforce (90.9% or 157,901) were rank and file employees. Managers/executives and supervisor/foremen accounted for less than 10 percent (2.6% and 6.5%, respectively). Meanwhile working owners/unpaid workers shared less than one percent (0.03% or 44) of the total employment.
- Seven out of every 10 rank and file employees (70.0% or 110,555) were regular workers. The remaining (30.0% or 47,346) were non-regular workers composed of contractual/project-based workers (15.3% or 24,142); probationary workers (7.2% or 11,328); and casual workers (1.9% or 3,060).

Specific Groups of Workers

- About five out of eight (64.0% or 111,056) of the total workforce were females. Young workers, aged 15 to 24 years old, comprised more than one-fourth (27.4% or 47,609) of the total employment.

Specific Group of Workers

- Almost all of the total workforce were time-rated workers at 99.9% or 173,729. Majority of which were full-time workers (99.8% or 173,372) who were paid on daily basis (68.3% or 118,711) and on monthly basis (31.5% or 54,653).
- Only 0.2% or 356 were part-time workers in this industry.

Subcontracting

- Seven in every eight (88.1% or 200) of total establishments outsourced the services of 37,478 agency-hired workers for activities done within the premises of the establishments.
- About seven percent (6.6% or 15) of the total establishments were engaged in subcontracting of activities done off-site.

Job Vacancies

- A total of 27,140 job vacancies were available in the labor market from January 2013 to June 2014. The bulk of these job openings were easy-to-fill occupations (94.3% or 25,581) while the rest were hard-to-fill occupations (5.7% or 1,559).
- More than a quarter (27.0% or 420) of hard-to-fill occupations were electronics and communication engineers. The other top hard-to-fill occupations include production supervisors and general foremen (200); other engineers and related professionals (88); technical and commercial sales representative (87); and mechanical engineers (82).
- The lack of needed competency/skill among applicants (133); no/few applicants applied for the job (83); and expectation for high salary (49) were the main reasons why job

vacancies were considered hard-to-fill by establishments.

UNIONISM AND COLLECTIVE BARGAINING

6 percent of paid employees in the electronics industry were members of unions

- Out of the total paid employees reported in electronics industry in 2014, 10,365 employees were members of union. This corresponds to 6.0% union density rate (*proportion of union membership to total employees*) for the year.
- By sex, 6 out of every 10 union members (58.7% or 6,080) were female employees.
- Meanwhile, the industry reported a collective bargaining agreement coverage rate (*proportion of employees covered by CBAs to total paid employees*) of 6.3%.

PRODUCTIVITY IMPROVEMENT AND GAINSHARING PRACTICES

9 out of every 10 establishments in electronics had implemented various PIPs in the worksite

- The bulk (95.6% or 215) of total 225 establishments in 2013 had implemented different productivity improvement programs (PIPs) in the industry.
- In particular, the top PIPs include 5S of Good Housekeeping (94.0%); Continuous Process Improvement Program (54.9%); and Total Quality Management (53.5%).
- A little over three-fifths (60.5%) of establishments with PIPs were engaged in the manufacture of semi-conductor devices and other electronic components.

Majority of establishments with PIPs aimed to reduce waste around the workplace

- The reduction of waste was cited as the main objective of more than four-fifths (82.8%) of the establishments with PIPs.
- Other objectives include the reduction of customer complaints (77.7%); increase profit (69.3%); reduction of machine downtime (67.0%); and improve product quality (63.3%).

Performance bonus as a productivity gainsharing scheme highly implemented in most establishments

- More than one-fourth (28.8% or 62) of establishments engaged in electronics industry provided gainsharing schemes at worksites. Of these, 93.5% granted performance bonus to its employees.

Only a minimal share of establishments availed of tax incentives offered by the government

- Only 8 establishments in the electronics industry had availed of tax incentives provided by the government under RA 6971 otherwise known as Productivity Incentives Act of 1990.

DOLE provided the most assistance in the development and implementation of PIPs

- About 13.5% of establishments with PIPs in the electronics industry were assisted by the *Department of Labor and Employment (DOLE)* in the development and implementation of its PIPs. This was followed by the *Regional Tripartite Wages and Productivity Board (RTWPB)* at 7.0%.

7 out of every 10 establishments in 2013 believed that training is needed to encourage the adoption of PIPs in establishments

- In order to motivate establishments to adopt PIPs at the worksite, a large share (70.2%) of establishments agreed that the government should provide trainings on PIPs to establishments.
- Almost half of the establishments considered dissemination of information materials (48.4%) and consultation with establishments (44.0%) as other alternatives to promote PIPs.

OCCUPATIONAL SAFETY AND HEALTH PRACTICES

Majority of establishments appointed safety and health officers in the workplace

- Almost 9 out of every 10 (89.8%) establishments in the electronics industry had appointed safety/health officers and/or first aiders as part of its preventive and control measures against work safety and health hazards.
- This was followed by the posting of safety signages or warnings (88.4% or 199); regular inspection and maintenance of equipment (87.5% or 197); and periodic/annual medical exam of workers (87.1% or 196).

8 out of every 10 establishments provided Fire Safety Trainings to its employees

- Training on Fire Safety was the most common safety and health training provided by more than three-fourths (76.4% or 172) of total establishments in electronics industry.

- Meanwhile, other work safety and health-related trainings/seminars were Emergency Preparedness (72.9%); 40-Hour Basic Occupational Safety and Health Training (66.7%); and 1-Day Occupational Safety and Health Orientation (47.6%).

Three-fourths of total establishments had implemented Emergency Response Preparedness Program

- About 168 or 74.7% establishments had conducted Emergency Response Preparedness Program as part of its occupational safety and health policies and programs at the worksite.
- Other programs implemented include Accident Investigation Program (73.8%); Drug-free Workplace Policy and Program (73.3%) and Accident Prevention Program (72.0%).

Safety Officers were the most designated safety personnel in establishments

- Three out of every 4 establishments (74.7% or 168) designated Safety Officers as its safety personnel in the workplace. Other establishments appointed Trained First-Aiders (68% or 153); and Occupational Health Registered Nurse (66.2% or 149).

OCCUPATIONAL INJURIES AND DISEASES

1,006 cases of occupational injuries recorded in electronics industry in 2013

- Majority of the total occupational injuries recorded were without workdays lost (864 or 85.9%) while 14.1% were non-fatal temporary incapacity cases.

- Among sub-industry groups, the manufacture of semi-conductor devices and other electronic components posted the highest number of cases of injuries with 538 (53.5%).

- The frequency rate (FR) and incidence rate (IR) of cases of occupational injuries with workdays lost in the industry were registered at 0.32% and 0.82%, respectively. This translates to only 1 case of occupational injury with workdays lost per 1,000 workers.

- Meanwhile, the severity rate (SR) or workdays lost for cases of occupational injuries resulting to temporary incapacity per 1,000,000 employee-hours of exposure was posted at 0.32%. The highest SR was observed in the manufacture of consumer electronics with 0.55%.

- On the average, 4.79 days was lost per temporary incapacity case. In particular, manufacture of computers and peripheral equipment and accessories registered the highest workdays lost at 10.55 days per occupational injury.

Plant and machine operators and assemblers, the most injured occupations among establishments

- Among occupations, plant and machine operators and assemblers registered the highest case of occupational injuries with workdays lost (52.8% or 75) during the period.

- This was followed by technicians and associate professionals (28.9% or 41) and laborers and unskilled workers (7.7% or 11), while the least share posted among professionals (2.8% or 4).

Superficial injuries and open wounds, the most common types of occupational injuries

- The most common type of occupational injuries reported was superficial injuries and open wounds which accounted for 34.5% of the total cases of occupational injuries with workdays lost.
- Other types of injuries include fractures (15.5%); concussions and internal injuries and burns, corruptions, scalds and frostbites (both with 14.1% each); and dislocations, sprains and strains (7.0%).

Wrists and hands, the most affected parts of the body

- Given the nature of work in the electronics industry, the wrists and hands were the most injured parts of the body among workers accounting for almost half (44.4%) of the total cases with workdays lost.
- Other body parts afflicted include the head (26.8%); arms and shoulders (12.7%); lower extremities (9.9%); and whole body or multiple sites in the body equally injured (4.9%).

Being caught in or between objects, the major cause of injury among workers

- Two out of every five (36.6% or 52) of the total injuries were mainly caused by being caught in or between objects, majority (88.5% or 46) of which were reported in the manufacture of semi-conductor devices and other electronic components.
- Other causes of injuries were stepping on, striking against or struck by objects, excluding falling objects (26.1% or 37); falls of persons (10.6% or 15); exposure to

or contact with electric current and exposure to or contact with harmful substances or radiations (both with 8.5% or 12).

Machines and equipment, top agents of occupational injuries

- The top three agents of occupational injuries in the electronics industry were machines, equipment (43.7%); materials, objects (16.9%); and buildings, structures (9.2%).

Backpain, most recorded case of occupational disease among establishments

- A total of 12,181 cases of occupational diseases were reported in electronics industry in 2013. More than half (53.2% or 6,480) of occupational diseases emerged from the manufacture of semi-conductor devices and other electric components.
- By types of disease, 3 out of every 10 (32.1% or 3,915) workers suffered from back pains. Other common diseases include neck-shoulder pain (21.6% or 2,633) and carpal tunnel syndrome (16.3% or 1,991).

LABOR COST

Annual labor cost paid for by employers in electronics industry posted at ₱39,933.64 billion in 2013

Direct wages and Salaries

- Direct wages and salaries registered the highest labor cost incurred by employers amounting to ₱32,738.02 billion a year. Specifically, payments made for normal/regular working time accounted for more than four-fifths (87.8% or ₱28,757.16 billion) of the total.

Remuneration for time not worked

- The total annual payments shouldered by employers for remuneration for time not worked by workers amounted to ₱309.82 million.

Bonuses and Gratuities

- About ₱2,830.09 billion was paid for by employers for bonuses and gratuities.
- Among all the subcost-components of bonuses and gratuities, employers paid the most on year-end, seasonal and one-time bonuses for their employees equivalent to ₱2,756.84 billion (97.4%).

Payments in Kind

- The sub-cost component on payments in kind incurred by the employers for its employees amounted to ₱3.20 million during the year.

Cost of Worker's Housing Shouldered by Employers

- Employers in the electronics industry shouldered the cost of worker's housing in the amount of ₱48.11 million. Of this amount, almost three-fourths (74.4%) was paid for dwellings not owned by the establishment with the remaining share spent on dwellings owned by the establishment (25.6%).

Employer's Social Security Expenditures

- Compulsory social security contributions (payments to SSS, Philhealth, GSIS, Pag-IBIG) registered the largest share of expenditures (58.0% or ₱1,779 billion) under the cost component on employer's social security expenditures.
- Expenditures for the employees' retirement and separation pay accounted for the next large share at 32.6%.

Cost of Training

- Employers' expenditures to cover training of workers reached a total amount of ₱78.84 million.

Cost of Welfare Services

- Total expenses on welfare services shouldered by employers reached a total of ₱393.92 million.

Other Labor Costs

- Other labor costs paid for by employers amounted to ₱462.39 million. Transportation cost covered the largest share at 81.4% (₱376.57 million) with minimal shares incurred in the cost of worker's clothes and recruitment cost at 17.3% and 1.3%, respectively.

FOR INQUIRIES

Regarding this report, contact **EMPLOYMENT DEMAND STATISTICS DIVISION** at 376-1952

Regarding other statistics, contact **KNOWLEDGE MANAGEMENT AND COMMUNICATIONS DIVISION** at 462-6600 local 834

Or visit our website at <http://www.psa.gov.ph>

Selected Labor and Employment Indicators on Electronics Industry in the Philippines

INDICATOR	Total	Manufacture of Electronic Valves & Tubes	Manufacture of Semi-conductor Devices & other Electronic Components	Manufacture of Computers & Peripheral Equipment & Accessories	Manufacture of Communication Equipment	Manufacture of Consumer Electronics
1. Number of Establishment (2014)	227	12	133	43	1	37
2. Total Employment (2014)	173,773	2,340	108,969	49,674	168	12,622
3. Category of Employment						
Working owners/Unpaid workers	44	-	33	3	-	8
Employees	173,729	2,340	108,963	49,671	168	12,613
• Managers/Executives	4,449	47	3,386	725	6	286
• Supervisors/Foremen	11,378	168	8,840	1,884	9	478
• Rank and File Workers	157,901	2,126	96,711	47,063	153	11,850
• Regular	110,555	1,724	62,611	38,893	153	7,175
• Non-Regular	47,346	402	34,100	8,169	-	4,675
- Probationary Workers	11,328	153	7,121	1,184	-	2,870
- Casual Workers	3,060	-	1,443	37	-	1,580
- Contractual/Project-based workers	24,142	249	23,090	803	-	-
- Seasonal Workers	-	-	-	-	-	-
- Apprentices/Learners	8,816	-	2,446	6,146	-	225
4. Specific Groups of Workers						
• Young workers (15 - 24 years old)	47,609	911	29,384	13,034	-	4,279
• Female workers	111,056	1,481	67,295	32,457	126	9,697
• Time-rated Workers	173,729	2,340	108,936	49,671	168	12,613
• Full-time Workers	173,372	2,340	108,580	49,671	168	12,613
- Hourly	8	-	-	8	-	-
- Daily	118,711	1,892	64,607	44,880	-	7,332
- Monthly	54,653	448	43,973	4,783	168	5,282
• Part-time Workers	356	-	356	-	-	-
5. Establishments Engaged in Subcontracting						
• Within the premises of the establishment	200	12	109	43	1	34
- Number of agency-hired workers	37,478	2,421	15,566	10,880	1	8,611
• Outside the premises of the establishment	15	11	4	-	-	-

INDICATOR	Total	Manufacture of Electronic Valves & Tubes	Manufacture of Semi-conductor Devices & other Electronic Components	Manufacture of Computers & Peripheral Equipment & Accessories	Manufacture of Communication Equipment	Manufacture of Consumer Electronics
6. Total Vacancies (January 2013-June 2014)	27,140	2,585	14,650	2,467	-	7,438
• Easy-to-fill	25,581	2,296	13,591	2,377	-	7,317
• Hard-to-fill	1,559	289	1,058	90	-	121
• Top hard-to-fill vacancies						
-Electronics and Communication Engineers	420	195	208	17	-	-
-Production Supervisors and General Foremen	200	66	102	17	-	15
-Other Engineers and Related Professionals	88	-	87	1	-	-
-Technical and Commercial Sales Representatives	87	-	87	-	-	-
-Mechanical Engineers	82	-	6	-	-	76
-Mechanical Engineering Technicians	72	-	72	-	-	-
-Other Office Clerks	45	-	45	-	-	-
-Production and Operations Manager in Manufacturing	45	18	19	8	-	-
-Metal Drawers and Extruders	44	-	44	-	-	-
• Top reason why hard-to-fill						
-No/Few Applicants applied for the job	83	-	67	9	-	8
-Applicants lack years of experience	35	1	27	4	-	4
-Applicants lack needed competency/skill	133	-	112	6	-	15
-Applicants lack professional license/TESDA Skills Certification	42	-	42	-	-	-
-Applicants expect high salary	49	3	27	14	-	6
-Location or work schedule problem	11	-	11	-	-	-
-Competition with overseas jobs	8	-	8	-	-	-

Note: Details may not add up to totals due to rounding.

¹ Details do not add up to totals due to multiple responses.

Source of data: Philippine Statistics Authority, 2013/2014 ISLE.

Selected Labor and Employment Indicators on Electronics Industry in the Philippines (Cont'd)

INDICATOR	Total	Manufacture of Electronic Valves & Tubes	Manufacture of Semi-conductor Devices & other Electronic Components	Manufacture of Computers & Peripheral Equipment & Accessories	Manufacture of Communication Equipment	Manufacture of Consumer Electronics
6. Unionism (2014)						
Union density rate (%)	6.0	-	4.5	-	-	1.5
Union membership	10,365	-	7,768	-	-	2,596
- Men	4,284	-	3,490	-	-	794
- Women	6,080	-	4,278	-	-	1,802
7. Collective Bargaining						
Collective bargaining coverage rate (%)	6.3	-	4.8	-	-	1.5
CBA coverage	10,876	-	8,280	-	-	2,596
- Men	4,796	-	4,002	-	-	794
- Women	6,080	-	4,278	-	-	-
13. Productivity Improvement Programs (PIPs) (2013)¹						
Number of Establishments (2013)	225					
Establishment with PIPs	215	14	130	34	1	35
5S (Good Housekeeping)	202	14	122	30	1	35
Continuous Process Improvement	118	1	85	21	1	10
Total Quality Management (TQM)	115	1	64	25	1	25
Suggestion/Feedback Scheme	86	-	59	19	1	7
Client Satisfaction Measurement (CSM)	77	1	47	16	1	12
Lean Manufacturing/Lean Production	56	1	29	12	1	13
Just in Time	35	1	20	7	1	6
Six Sigma	27	1	19	7	-	-
14. Objectives of Productivity Improvement Programs						
Shorten process cycle time	131	14	74	27	1	14

INDICATOR	Total	Manufacture of Electronic Valves & Tubes	Manufacture of Semi-conductor Devices & other Electronic Components	Manufacture of Computers & Peripheral Equipment & Accessories	Manufacture of Communication Equipment	Manufacture of Consumer Electronics
Reduce						
- Work accidents/injuries	135	14	75	31	1	14
- Wastage	178	14	108	34	1	21
- Customer complaints	167	14	93	31	1	27
- Personnel downtime	106	14	55	31	1	5
- Machine downtime	144	14	78	31	1	20
- Rework	134	14	75	31	1	13
Increase						
- Profit	149	14	78	25	1	31
- Volume of production	129	14	67	25	1	21
Improve product quality	136	14	85	23	1	13
15. Productivity gainsharing scheme	62	14	36	8	-	5
Improshare Plan	1	-	-	1	-	-
Performance Bonus	58	14	32	8	-	5
16. Availment of Tax Incentives Under RA 6971	8	-	4	5	-	-
17. Government Agencies that Provided Assistance to PIPs						
RTWPB	15	-	9	6	-	-
DOLE	29	-	13	12	-	4
18. Forms of Government Assistance Needed to Encourage Adoption of PIPs						
Training	158	14	85	31	-	28
Consulting	99	14	61	14	-	10
Information materials	109	14	53	17	-	26

Note: Details may not add up to totals due to rounding.

¹ Details do not add up to totals due to multiple responses.

Source of data: Philippine Statistics Authority, 2013/2014 ISLE.

Selected Labor and Employment Indicators on Electronics Industry in the Philippines (Cont'd)

INDICATOR	Total	Manufacture of Electronic Valves & Tubes	Manufacture of Semi-conductor Devices & other Electronic Components	Manufacture of Computers & Peripheral Equipment & Accessories	Manufacture of Communication Equipment	Manufacture of Consumer Electronics
19.Preventive and Control Measures Against Work Safety and Health Hazards (2012-2013)¹						
Appointed safety/health officers and/or first aiders	202	14	115	34	1	38
Posting of safety signages or warnings	199	14	111	34	1	38
Regular inspection and maintenance of equipment	197	14	113	30	1	38
Periodic/annual medical exam of workers	196	14	113	34	1	33
Use of safety manuals, labels or maintenance procedures	186	14	110	27	1	33
Workers' orientation on safety and health hazards at work	184	1	117	31	1	33
Maintenance of mechanical and electrical facilities	184	14	100	30	1	38
Provision of appropriate personal protective equipment (PPE) such as hard hat, safety shoes, safety goggles, gloves, etc.	184	14	100	30	1	38
Organized safety and health committee	181	1	111	34	1	33
Perform corrective action programs and audits	178	14	100	27	1	35
Emergency response preparedness activities for earthquake, fire, chemical spills, etc.	176	14	93	30	1	38
Practice proper handling of chemicals/hazardous materials (appropriate labels, handling and storage)	176	14	100	30	1	30
Use of Safety Data Sheet for chemicals	174	1	108	30	1	33

INDICATOR	Total	Manufacture of Electronic Valves & Tubes	Manufacture of Semi-conductor Devices & other Electronic Components	Manufacture of Computers & Peripheral Equipment & Accessories	Manufacture of Communication Equipment	Manufacture of Consumer Electronics
Submission of required reports on illnesses/injuries to DOLE	171	1	107	34	1	28
Trainings on safety and health for officers and workers	169	14	97	27	1	29
Regular monitoring of hazards such as chemicals, noise and heat in work areas	164	14	92	27	1	30
Dissemination of info materials on safety and health	164	1	96	30	1	35
Installation of machine guards on moving parts/equipments	154	1	86	27	1	38
Smoke-free workplace	152	13	82	20	1	35
Random drug testing of officers and employees	137	1	79	34	1	21
Advocacy, education and training on drug-free workplace	130	1	75	27	1	26
Provision of work accommodation measures to support workers with tuberculosis (e.g., flexible leave/work schedule)	118	1	70	24	1	21
HIV and AIDS Education in the workplace	104	-	72	21	1	10
Hepatitis B Education in the workplace	104	1	63	31	1	8
Adoption of DOTS (Directly Observed Treatment Short Course) in management or referral of workers with tuberculosis	88	-	52	22	1	13

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Selected Labor and Employment Indicators on Electronics Industry in the Philippines (Cont'd)

INDICATOR	Total	Manufacture of Electronic Valves & Tubes	Manufacture of Semi-conductor Devices & other Electronic Components	Manufacture of Computers & Peripheral Equipment & Accessories	Manufacture of Communication Equipment	Manufacture of Consumer Electronics
20. Work Safety and Health-Related Trainings/ Seminars (2014)¹						
Fire Safety Training	172	14	94	25	1	38
Emergency Preparedness	164	14	81	31	-	38
40-Hour Basic Occupational Safety and Health Training	149	1	90	28	1	29
1-Day Occupational Safety and Health Orientation	107	-	66	19	1	22
Chemical Safety Training	102	1	65	24	-	12
Safety Audit/Accident Investigation	96	1	70	18	-	7
Family Planning and Reproductive Health	95	1	54	26	-	13
Industrial Hygiene (ventilation, work environment measurement, etc.)	92	14	43	15	-	20
OSH Management System	91	1	59	25	-	6
Safe Work Procedures/Lock Out Tag Out Training	89	-	62	24	-	4
Stress Management	81	1	41	18	-	21
Drug-Free Workplace Training	80	1	51	11	-	17
Ergonomics Training	71	1	46	18	-	6
Tuberculosis Prevention and Control in the Workplace	70	-	40	18	-	12
HIV and AIDS Prevention and Control in the Workplace	67	-	41	18	-	7
Hepatitis B Prevention and Control in the Workplace	66	-	37	21	-	8
Smoke-Free Workplace/Tobacco Control in the Workplace	63	-	34	15	-	14
Prevention and Control of Lifestyle-Related Disease/Healthy Lifestyle	57	1	31	10	1	13
40-Hour Construction Safety Training	45	13	19	8	-	6

INDICATOR	Total	Manufacture of Electronic Valves & Tubes	Manufacture of Semi-conductor Devices & other Electronic Components	Manufacture of Computers & Peripheral Equipment & Accessories	Manufacture of Communication Equipment	Manufacture of Consumer Electronics
21. Work Safety and Health Policies and Programs						
Emergency Response Preparedness Program	168	14	91	28	1	33
Accident Investigation Program	166	1	94	31	1	38
Drug-Free Workplace Policy and Program	165	14	96	27	1	26
Accident Prevention Program	162	1	93	28	1	38
Anti-Sexual Harassment Policy	160	1	100	25	1	33
Monitoring/Surveillance of Occupational and Work-Related Injuries and Illnesses	153	1	87	28	1	35
Chemical Safety Program such as provision of Globally Harmonized System (GHS) labels and safety data sheet	142	1	83	26	1	31
Indoor Air Quality Program	127	14	75	16	1	21
Healthy Lifestyle Program such as smoking cessation, regular physical exercise, good nutrition and stress management	123	14	59	27	1	21
Policy on Non-discrimination of Workers who have/had PTB	110	0	62	25	1	22
HIV and AIDS Prevention and Control Policy and Program	110	0	67	25	1	17
Tuberculosis Prevention and Control Program	109	0	68	27	1	12
Ergonomics Program	101	0	64	21	1	16
Employee Assistance Program related to substance abuse, to include treatment, rehabilitation and referral services	93	1	63	18	1	10
Hepatitis B Prevention and Control Policy and Program	87	0	49	25	1	12

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Source of data: Philippine Statistics Authority, 2013/2014 ISLE.

Selected Labor and Employment Indicators on Electronics Industry in the Philippines (Cont'd)

INDICATOR	Total	Manufacture of Electronic Valves & Tubes	Manufacture of Semi-conductor Devices & other Electronic Components	Manufacture of Computers & Peripheral Equipment & Accessories	Manufacture of Communication Equipment	Manufacture of Consumer Electronics
22. Work Safety and Health Policies and Programs (Cont'd)						
Policy on Non-discrimination of Workers confirmed/suspected/perceived to have HIV infection	82	0	52	25	1	4
Policy on Non-discrimination of Workers confirmed/suspected/perceived to have Hepatitis B infection	82	0	49	25	1	7
Hearing Conservation Program	72	0	43	9	0	20
DOLE Approved Construction Safety and Health Program	70	13	35	17	0	6
23. Designated Health and Safety Personnel in the Establishment						
Safety Officer	168	14	105	23	1	25
Trained First-Aider	153	1	91	25	1	35
Occupational Health Registered Nurse	149	1	95	31	1	21
Occupational Health Physician	102	1	64	15	1	21
Dentist	51	1	33	9	0	8
Industrial Hygienist	4	0	4	0	0	0

Note: Details may not add up to totals due to rounding.
¹ Details do not add up to totals due to multiple responses.
Source of data: Philippine Statistics Authority, 2013/2014 ISLE.

INDICATOR	TOTAL	Total	With Workdays Lost			Without Workdays Lost
			Fatal	Non-Fatal		
				Total	Permanent Incapacity	
24. Measures of Safety Performance (2013)						
Cases of Occupational Injuries						
Total	1,006	142	-	142	-	142
Mfg of Semi-conductor Devices & Other Electronic Components	538	89	-	89	-	89
Mfg of Computers & Peripheral Equipment & Accessories	365	38	-	38	-	38
Mfg of Consumer Electronics	104	16	-	16	-	16
Frequency Rates						
Total		0.32	-	0.32	-	0.32
Mfg of Semi-conductor Devices & Other Electronic Components		0.31	-	0.31	-	0.31
Mfg of Computers & Peripheral Equipment & Accessories		0.31	-	0.31	-	0.31
Mfg of Consumer Electronics		0.55	-	0.55	-	0.55
Incidence Rates						
Total		0.82	-	0.82	-	0.82
Mfg of Semi-conductor Devices & Other Electronic Components		0.78	-	0.78	-	0.78
Mfg of Computers & Peripheral Equipment & Accessories		0.82	-	0.82	-	0.82
Mfg of Consumer Electronics		1.23	-	1.23	-	1.23
Severity Rates						
Total						0.32
Mfg of Semi-conductor Devices & Other Electronic Components						0.31
Mfg of Computers & Peripheral Equipment & Accessories						0.31
Mfg of Consumer Electronics						0.55
Average Workdays Lost						
Total						4.79
Mfg of Semi-conductor Devices & Other Electronic Components						2.71
Mfg of Computers & Peripheral Equipment & Accessories						10.55
Mfg of Consumer Electronics						2.38

Selected Labor and Employment Indicators on Electronics Industry in the Philippines (Cont'd)

INDICATOR	TOTAL	Manufacture of Electronic Valves & Tubes	Manufacture of Semi-conductor Devices & other Electronic Components	Manufacture of Computers & Peripheral Equipment & Accessories	Manufacture of Communication Equipment	Manufacture of Consumer Electronics
25. Cases of Occupational Injuries with Workdays Lost (2013)	142	-	89	38	-	16
By Major Occupation						
Corporate executives, managers, managing proprietors and supervisors	-	-	-	-	-	-
Professionals	4	-	-	-	-	4
Technicians and associate professionals	41	-	31	11	-	-
Clerks	-	-	-	-	-	-
Plant and machine operators and assemblers	75	-	44	19	-	12
Laborers and unskilled workers	11	-	10	1	-	-
By Type of Injury						
Superficial injuries and open wounds	49	-	22	18	-	8
Fractures	22	-	11	11	-	-
Dislocations, sprains and strains	10	-	7	-	-	4
Concussions and internal injuries	20	-	14	2	-	4
Burns, corruptions, scalds and frostbites	20	-	19	1	-	-
Acute poisonings and infections	-	-	-	-	-	-
Foreign body in the eye	8	-	5	3	-	-
By Part of the Body Injured						
Head	38	-	28	10	-	-
Neck	1	-	-	1	-	-
Back	1	-	-	1	-	-
Arm and shoulder	18	-	15	3	-	-
Wrist and hand	63	-	42	12	-	8
Lower extremities	14	-	4	10	-	-
Whole body or multiple sites equally injured	7	-	-	-	-	7

Note: Details may not add up to totals due to rounding.

Definitions:

Frequency Rate – cases of occupational injuries with workdays lost including fatalities per 1,000,000 employee hours of exposure.

Incidence Rate - cases of occupational injuries with workdays lost per 1,000 workers.

Severity Rate – workdays lost of cases occupational injuries resulting to temporary incapacity per 1,000,000 employee-hours of exposure.

Average Workdays Lost – workdays lost of temporary incapacity cases per occupational injury.

Source of data: Philippine Statistics Authority, 2013/2014 ISLE.

INDICATOR	TOTAL	Manufacture of Electronic Valves & Tubes	Manufacture of Semi-conductor Devices & other Electronic Components	Manufacture of Computers & Peripheral Equipment & Accessories	Manufacture of Communication Equipment	Manufacture of Consumer Electronics
26. Cases of Occupational Injuries with Workdays Lost (2014) (cont'd)	142	-	89	38	-	16
By Cause of Injury						
Falls of persons	15	-	5	7	-	4
Struck by falling objects	5	-	-	5	-	-
Stepping on, striking against or struck by objects, excluding falling objects	37	-	8	17	-	12
Caught in or between objects	52	-	46	6	-	-
Over-extension or strenuous movements	-	-	-	-	-	-
Exposure to or contact with extreme temperatures	8	-	7	1	-	-
Exposure to or contact with electric current	12	-	11	1	-	-
Exposure to or contact with harmful substances or radiations	12	-	11	1	-	-
By Agent of Injury						
Buildings, structures	13	-	4	6	-	4
Prime movers	9	-	-	9	-	-
Hand tools	10	-	-	6	-	5
Machines, equipment	62	-	50	9	-	4
Conveying/Transport/Packaging equipment or vehicles	4	-	-	4	-	-
Materials, objects	24	-	20	4	-	-
Chemical substances	12	-	11	1	-	-
Human, animals, plants, etc.	7	-	4	-	-	4

Selected Labor and Employment Indicators on Electronics Industry in the Philippines (Cont'd)

INDICATOR	TOTAL	Manufacture of Electronic Valves and Tubes	Manufacture of Semi-conductor Devices & other Electronic Components	Manufacture of Computers & Peripheral Equipment & Accessories	Manufacture of Communication Equipment	Manufacture of Consumer Electronics
27. Cases of Occupational Diseases (2013)	12,181	-	6,480	2,417	-	3,230
Occupational dermatitis	844	-	190	654	-	-
Occupational asthma	359	-	226	133	-	-
Heat stroke, cramps, exhaustion	7	-	7		-	-
Deafness	-	-	-		-	-
Tuberculosis	143	-	65	78	-	-
Other infections	45	-	34	4	-	-
Cardio-vascular diseases	48	-	-	48	-	-
Essential hypertension	814	-	493	322	-	-
Peptic ulcer	443	-	306	138	-	-
Work-related musculoskeletal disorders						
Carpal tunnel syndrome	1991	-	1924	67	-	-
Shoulder tendinitis	403	-	75	48	-	280
Neck-shoulder pain	2633	-	1351	203	-	1078
Back pain	3,915	-	1628	422	-	1865
Other work-related musculoskeletal	535	-	183	352	-	-

Note: Details may not add up to totals due to rounding..

Source of data: Philippine Statistics Authority, 2013/2014 ISLE.

INDICATOR	TOTAL	Manufacture of Electronic Valves and Tubes	Manufacture of Semi-conductor Devices & other Electronic Components	Manufacture of Computers & Peripheral Equipment & Accessories	Manufacture of Communication Equipment	Manufacture of Consumer Electronics
28. Total Labor Cost	39,933.64	517.57	26,154.94	9,911.15	30.79	3,319.20
Direct wages and salaries (in million pesos)(2013)¹	32,738.02	461.41	20,730.47	8,905.81	15.46	2,640.33
Pay for normal/working time	28,757.16	320.54	18,286.01	7,974.29	11.79	2,164.53
Commission of employees and their share in service charges	1.90	-	1.90	-	-	-
Overtime, night shift and premium pay	2,856.61	131.63	1,523.74	900.80	3.66	296.78
Payments under bonus, productivity, performance and other incentive scheme	724.13	0.75	690.26	17.93	-	15.19
Cost of living allowance and other guaranteed and regularly paid allowances	398.22	8.48	228.56	12.79	-	148.38
Remuneration of time not worked (in million pesos)	309.82	0.67	245.16	-	-	63.99
Bonuses and gratuities (in million pesos)	2,830.09	21.51	2,025.66	456.30	5.05	321.56
Year-end, seasonal and other one-time bonuses	2,756.84	21.51	1,985.99	456.30	3.89	289.15
Profit sharing bonuses	30.90	-	30.90	-	-	-
Additional payments in respect of vacation, supplementary to normal vacation pay	42.35	-	8.77	-	1.17	32.41
Payments in kind	3.20	-	3.20	-	-	-
Cost of workers' housing shouldered by employer	48.11	-	34.60	13.20	0.31	48.11
Cost for establishment-owned dwellings	12.31	-	12.31	-	-	-
Cost for dwellings not owned by establishments and other housing costs	35.80	-	22.30	13.20	0.31	-

Selected Labor and Employment Indicators on Electronics Industry in the Philippines (Cont'd)

INDICATOR	TOTAL	Manufacture of Electronic Valves and Tubes	Manufacture of Semi-conductor Devices & other Electronic Components	Manufacture of Computers & Peripheral Equipment & Accessories	Manufacture of Communication Equipment	Manufacture of Consumer Electronics
Employer's social security expenditures	3,069.25	31.91	2,326.52	482.10	7.49	3,069.25
Compulsory social security contributions	1,779.75	22.23	1,129.73	471.10	2.69	154.00
Collectively agreed, contractual and non-obligatory contributions to private social security schemes and insurance	114.72	-	102.84	-	1.65	10.23
Direct payments by employer to employees regarded as social security benefits	89.99	5.20	82.73	-	2.05	-
Cost of medical care and health services	85.68	4.47	72.67	6.96	-	1.58
Retirement and termination/separation pay	999.11	-	938.56	4.04	1.10	55.42
Cost of training	78.84	0.49	46.81	29.82	0.34	1.37
Cost of welfare services	393.92	-	336.44	-	-	57.47
Other labor costs	462.39	1.58	406.06	23.92	2.14	28.69
Cost of work clothes/protective gear	79.99	1.58	73.59	1.70	-	3.12
Transportation of workers to and from work undertaken by employers	376.57	-	326.81	22.11	2.11	25.55
Cost of recruitment	5.84	-	5.67	0.12	0.04	0.02

Note: Details may not add up to totals due to rounding.

¹ Details do not add up to totals due to multiple responses.

Source of data: Philippine Statistics Authority, 2013/2014 ISLE.