



PHILIPPINE
STATISTICS
AUTHORITY

Quezon City, Philippines

ISSN 0118-8747

LABSTAT

Updates

Vol. 20 No. 20

October 2016

2013/2014 INDUSTRY PROFILE: **Tourism** (Fourth of a series)



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Background

This issue of LABSTAT Updates is the fourth 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

- As of June 30, 2014, the estimated number of establishments in tourism and other related industries was placed at 6,297. A significant majority of which were in hotel and restaurant business (75.8% or 4,775).

Employment

- An estimated total of 445,754 workers were employed by these establishments during the period, a little over one-half of which were engaged in accommodation and food service activities (56.2% or 250,611).

Category of Workers

- Bulk of the total employment in the industry comprised of hired employees (98.2% or 437,728) while working owners/unpaid workers accounted for the remaining 1.8 percent (8,026) share.
- Moreover, one out of seven (14.3% or 62,585) of the total employees were managers/executives and supervisors/foremen while rank and file workers constituted the largest proportion at 85.7 percent (375,143).
- Among the rank and file, majority (68.4%) were regular workers in terms of employment status.

- Non-regular workers in tourism industry accounted for 31.6 percent (118,373) of the total rank and file. Of these, a considerable was contractual/project-based (42.1% or 49,845) followed by probationary workers at 30.5 percent (36,128) and casual workers at 19.6 percent (23,167).

Specific Groups of Workers

- About three out seven of the total workforce were women (43.5% or 194,112) while disaggregation by age group showed that about a quarter of the total employment were young workers aged 15 to 24 years old (25.2% or 112,183).
- Bulk of the industry workforce was time rated workers comprising 96.5 percent or 430,076 of the total employment.
- About seven out of eight of these workers were time- rated on full time basis (87.2% or 388,903) while only a small portion were on part-time employment (9.2% or 41,172).
- By basis of payment, more than half of full-time workers were paid on monthly basis (53.6% or 208,369) followed by those who were paid on daily basis at 38.8 percent (150,825) and on hourly basis at only 7.6 percent (29,710).
- Meanwhile, workers who were paid purely on commission with employer control and supervision accounted for a very small proportion of the industry's total employment at 1.5 percent (6,473).

Subcontracting

- Two in every three establishments (66.8% or 4,205) in tourism industry were engaged in contracting out of jobs/services done within the premises of the establishments while only 11.4 percent or 720 establishments contracted out their jobs/services that were done off-site.
- Nearly 70,000 workers who worked within the establishments' premises were hired through contracting agencies during the period.

Job Vacancies

- A total of 53,104 job vacancies were reported from January 2013 to June 2014. The bulk of these vacancies were easy-to-fill occupations (83.5% or 44,335) and the rest were hard-to-fill occupations (16.5% or 8,769).
- The top five hard-to-fill occupations in the industry were: medical technologist - for health and wellness (891); service crew (800); cooks, waiters and bartenders (575); professional nurses (559); and production and operations manager in restaurants and hotels (514).
- The main reasons given by establishments why such vacancies were hard to fill were: no/few job applicants applied for the job (42.3% or 1,358); applicants lack needed skill/competency (23.2% or 744) and lack years of experience (16.8% or 538).

UNIONISM AND COLLECTIVE BARGAINING

- The total union membership in the tourism industry in 2014 was recorded at 41,419, with union density rate or the proportion of paid employees who are union members registered at 9.5%.
- Male union members dominated their female counterpart accounting for almost two-thirds (63.9% or 26,476) of total union membership while the women's share was posted at 36.1% or 14,943.
- There were 43,626 workers covered by CBAs for a coverage rate (proportion of employees covered by CBAs to total paid employees) of 10.0%. This indicates an additional 2,207 non-union members from the 41,429 union members covered by collective bargaining agreements.
- Consistent with union membership, there were more men (64.1% or 27,946) than women (35.9% or 15,681) covered by CBAs during the period.

PRODUCTIVITY IMPROVEMENT AND GAINSHARING PRACTICES

Productivity Improvement Programs (PIPs)

- In order to improve productivity in the workplace, 4,158 establishments in the tourism industry implemented various productivity improvement programs (PIPs) in 2013.
- Nearly two-thirds (65.2% or 2,710) of establishments with PIPs conducted 5S of Good Housekeeping, while nearly half provided Client Satisfaction Measurements (49.7% or 2,065) and Suggestion/Feedback Scheme (49.2% or 2,047).
- Other PIPs that were implemented include Total Quality Management (44.9% or 1,869); Continuous Process Improvement (28.7% or 1,192); Just in Time (8.2% or 339); and Lean Manufacturing/Lean Production (7.2% or 298).
- For both the sub-sectors on accommodation and food services and in other tourism-related industries, the PIP on 5S of Good Housekeeping ranked first among establishments as implemented by 64.8% (2,110) and 66.7% (600), respectively.

Objectives of PIPs

- A great majority (85.3% or 3,547) of establishments reported that the reduction of customer complaints is the main objective of their productivity programs.
- Other main objectives of PIPs as cited by establishments were to increase profit (65.3% or 2,717); to reduce wastage (52.5% or 2,183); and to reduce work accidents/injuries (50.5% or 2,098).

Productivity Gainsharing Schemes

- One out of every 4 establishments (24.8% or 1,032) with PIPs in the tourism industry provided various gainsharing schemes at the workplace. Specifically, most of these

establishments (86.0%) granted performance bonuses to its employees.

Availment of Tax Incentives Under RA 6971

- A total of 121 establishments in the tourism industry availed of the tax incentives provided for by the government under RA 6971 otherwise known as *Productivity Incentives Act of 1990*.

Government Agencies that Provided Assistance to Establishments on PIPs

- From among government agencies that provided assistance in the development and implementation of PIPs, the *Department of Labor and Employment (DOLE)* was cited by the most number of establishments at 17.4% or 722 establishments.
- This was followed by the *Regional Tripartite Wages and Productivity Board (RTWPB)* at 8.8% (367).

Attendance to RTWPBs Training Programs

- The training program on 5S (Good Housekeeping) was the most attended among the training programs conducted by the *Regional Tripartite Wages and Productivity Boards (RTWPBs)* as participated in by 8.0% or 332 establishments. The training on Service Quality came next as attended by 318 establishments.

Forms of Government Assistance Needed to Encourage Adoption of PIPs

- There were about 4,611 establishments in the tourism industry who believed that some forms of assistance should be provided by the government to encourage more establishments to adopt PIPs.
- Of these, 3 out of every 4 establishments (73.1%) reported that the government should assist in the provision of trainings on PIPs to establishments. More than three-fifths (61.7% or 2,845) and more than one-third (33.9% or 1,561) of the establishments cited that dissemination

of information materials and consultation with establishments, respectively, are the forms of government support that should be pursued to promote the adoption of PIPs in establishments.

OCCUPATIONAL SAFETY AND HEALTH PRACTICES

Preventive and Control Measures Against Work Safety and Health Hazards

- For the tourism industry, various preventive and control measures against work safety and health hazards were implemented in 2012-2013 to ensure occupational safety and health among workers in establishments.
- More than four-fifths of establishments (82.6% or 5,133) posted safety signages or warnings; conducted regular inspection and maintenance of equipment (81.6% or 5,066); and provided periodic/annual medical exam to its workers at 80.1% (4,977).

Occupational Safety and Health Policies/Programs

- The top four occupational safety and health policies/programs implemented in most tourism establishments were drug-free workplace policy and program (65.8% or 4,084); emergency response preparedness program (63.8% or 3,963); anti-sexual harassment policy (60.0% or 3,726); and accident prevention program (58.1% or 3,607).

Work Safety and Health-Related Trainings/Seminars

- Among the various work safety and health-related trainings/seminars provided to workers, Fire Safety Training was the most availed at 65.7% (4,084). This was followed by Emergency Preparedness at 48.0% (2,983); Drug-Free Workplace Training at 28.1% (1,744); and Smoke-Free Workplace/Tobacco Control in the Workplace at 24.5% (1,522).

Designated Health and Safety Personnel

- Most of the establishments (41.0% or 2,540) designated trained first-aiders as their health and safety personnel in their establishments. Other establishments designated occupational health physicians as their health and safety personnel (16.3% or 1,011)

OCCUPATIONAL INJURIES AND DISEASES

Measures of Safety Performance

- The tourism industry reported a total of 5,662 cases of occupational injuries in 2013. Majority of these cases were without workdays lost (68.1% or 3,856) with the rest reported as temporary incapacity cases (30.1% or 1,704); permanent incapacity cases (1.3% or 71); and fatal cases (0.5% or 31).
- The frequency rate (FR) of cases with workdays lost causing fatal and permanent incapacity cases was posted at less than 1% (0.03% and 0.07%, respectively). Meanwhile, the FR for temporary incapacity cases was higher at 1.68.
- Meanwhile, the severity rate (SR) or workdays lost of cases of occupational injuries resulting to temporary incapacity per 1,000,000 employee-hours of exposure was recorded as 14.02%.
- Overall, an average of 8.36 workdays was lost per temporary incapacity case during the period.

Cases of Occupational Injuries with Workdays Lost

Types of Injury

- There were 1,805 cases of occupational injuries with workdays lost. Two out of every 5 (42.9% or 774) occupational injuries were superficial injuries and open wounds. Other types of occupational injuries include burns, corrosions and scalds (23.6% or 426) and dislocations, sprains and strains (14.5% or 261).

Parts of the Body Injured

- Almost half (47.9% or 865) of the cases of injuries in the tourism industry affected the wrists and hands. Other parts of the body injured include the arms and shoulders (18.4% or 332); lower extremities (8.6% or 156); and head (8.3% or 149).

Causes of Injury

- One out of every 4 cases (25.5% or 457) of occupational injuries were caused by stepping on, striking against or struck by objects, excluding falling objects. Exposure to or contact with extreme temperature accounted for a lesser share of 22.9% (413) and 15.8% (285) of the injuries were caused by being caught in or between objects.

Agents of Injury

- Almost one-third (33.0% or 595) of occupational injuries were due to materials and objects. The rest of the cases were caused by hand tools (18.2% or 328) and machines, equipments (14.1% or 255).

Cases of Injuries by Occupation

- Majority or 5 out of every 9 injured workers (55.6% or 1,003) in the tourism industry were service workers and shop and market sales workers. This was followed by laborers and unskilled workers (15.5% or 279) and professionals (8.1% or 146).

Occupational Diseases

- A total of 8,982 cases of occupational diseases was recorded in the tourism industry in 2013.
- By type of disease, work-related musculoskeletal disease was the most common type of occupational disease during the year which accounted for more than one-third (36.8%) of the total occupational diseases.
- Other common diseases include occupational asthma with 7.9% (711) and dermatitis and cardiovascular diseases both with shares of 6.4% or 571 cases.

LABOR COST

Total Labor Cost

- The total labor cost shouldered by employers for hiring the services of their employees in the tourism industry reached ₱77.2 billion in 2013.

Direct Wages and Salaries

- From among the sub-cost component of labor cost incurred by employers, annual payment for direct wages and salaries accounted for the highest share of around four-fifths (83.3% or ₱64.31 billion) of the total cost.
- Of this amount, the bulk equivalent to 82.9% or ₱53.31 billion goes to annual payments for normal/regular working time of employees. Far behind were payments made for overtime, night shift and premium (8.8% or ₱ 5.65 billion) and commission of employees and their share in service charges (3.7% or ₱2.38 billion).

Remuneration for Time not Worked

- The total annual payment shouldered by employers for the employees' vacation, sick, maternity, paternity, service incentive leave union/emergency/bereavement/burial leaves and other paid leaves for the tourism industry amounted to ₱267.51 million.

Bonuses and Gratuities

- The total annual amount of bonuses and gratuities shouldered by employers amounted to ₱6.14 billion. Among the sub-components of bonuses and gratuities, the item on year-end, seasonal and other one-time bonuses recorded the largest share at 95.7% (₱5.87 billion).
- Meanwhile, expenses incurred for additional payments in respect of vacation, supplementary to normal vacation pay and profit sharing bonuses, accounted for minimal shares equivalent to 2.9% and 1.4%, respectively.

Payments in Kind

- The total annual amount of payments in kind provided by employers to its employees amounted to ₱230.24 million pesos.

Cost of Worker's Housing Shouldered by Employers

- The cost of workers' housing shouldered by employers totaled to ₱353.41 million. Three-fifths (60.3%) of this amount was paid for dwellings not owned by the establishments, including other housing costs and the rest (39.7%) was used for dwellings owned by establishments.

Employer's Social Security Expenditures

- The annual social security expenditures spent by employers in the tourism industry amounted to ₱5.72 billion. Compulsory social security contributions (payments to SSS, PhilHealth, GSIS and Pag-IBIG) registered the largest share for this expenditure at 73.6% or ₱4.21 billion.

- Expenditures for retirement and termination/separation pay came in second at 13.4% or ₱764 million.

Cost of Training

- Establishments in the tourism industry incurred a total annual cost in the amount of ₱243.66 million for the various trainings provided for their employees.

Cost of Welfare Services

- The total expenses on welfare services shouldered by employers for tourism employees amounted to ₱243.10 million during the year.

Other Labor Costs

- Other labor costs paid for by employers amounted to ₱236 million broken down as follows: cost of work clothes/protective gear (53.1%); transportation of workers to and from work (38.8%); and recruitment cost (8.1%).

FOR INQUIRIES

Regarding this report, contact **LABOR STANDARDS AND RELATIONS STATISTICS DIVISION** at 376-1921

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 Tourism, Philippines

INDICATOR	TOTAL	Accommodation And Food Services	Other Tourism Related Industry
1. Number of Establishment (2014)	6,297	4,775	1,523
2. Total Employment (2014)	445,754	250,611	195,143
3. Category of Employment			
Working owners/Unpaid Workers	8,026	3,809	4,217
Employees	437,728	246,802	190,926
• Managers/Executives	28,905	19,242	9,664
• Supervisors/Foremen	33,680	19,434	14,246
• Rank and File Workers	375,143	208,127	167,017
▪ Regular	256,771	121,997	134,774
▪ Non-Regular	118,373	86,130	32,243
- Probationary Workers	36,128	23,107	13,021
- Casual Workers	23,167	17,623	5,544
- Contractual/Project- based Workers	49,845	38,631	11,213
- Seasonal Workers	6,362	4,600	1,762
- Apprentices/Learners	2,871	2,169	702
4. Specific Groups of Workers			
• Young workers (15 - 24 years old)	112,183	85,912	26,271
• Female workers	194,112	100,727	93,386
• Time-rated workers	430,076	246,262	183,814
▪ Full-time workers	388,903	207,712	181,191
- Hourly	29,710	28,228	1,482
- Daily	150,825	94,253	56,572
- Monthly	208,369	85,231	123,137
▪ Part-time Workers	41,172	38,550	2,623
• Purely on commission-paid worker	6,473	368	6,105
5. Establishments Engaged in Subcontracting			
• <u>Within</u> the premises of the establishment	4,205	3,133	1,072
- <i>Number of agency-hired workers</i>	69,592	43,354	26,239
• <u>Outside</u> the premises of the establishment	720	510	210

Definitions:

Union density rate – proportion of union membership to total paid employees.

Collective bargaining coverage rate – proportion of employees covered by CBAs to total paid employees.

INDICATOR	TOTAL	Accommodation And Food Services	Other Tourism Related Industry
6. Total Vacancies (January 2013-June 2014)	53,104	38,931	14,174
• Easy-to-fill	44,335	34,842	9,494
• Hard-to-fill	8,769	4,089	4,680
• Top Hard-to-Fill Vacancies			
- Medical Technologists	891	0	891
- Service Crew	800	748	53
- Cooks, Waiters and Bartenders	575	575	0
- Professional Nurses	559	18	541
- Production and Operations Manager in Restaurants and Hotels	514	509	5
• Top Reasons Why Vacancies are Hard-to-Fill			
- No/Few applicants applied for the job	1,358	289	1,069
- Applicants lack needed competency/skill	744	525	219
- Applicants lack years of experience	538	346	192
7. Unionism (2014)			
• Union density rate (%)	9.5	7.6	18.8
• Union membership	41,419	5,480	35,939
- Men	26,476	3,868	22,608
- Women	14,943	1,613	13,330
8. Collective Bargaining (2014)			
• Collective Bargaining Rate (%)	10.0	1.9	20.4
• CBA coverage	43,626	4,637	38,988
- Men	27,946	3,277	24,668
- Women	15,681	1,359	14,321
Number of Establishments (2013)	6,211	4,670	1,540
9. Productivity Improvement Programs (PIPs) (2013)			
Establishments with PIPs	4,158	3,258	900
- 5S (Good Housekeeping)	2,710	2,110	600
- Suggestion/Feedback Scheme	2,047	1,632	415
- Total Quality Management (TQM)	1,869	1,447	423
- Client Satisfaction Measurement (CSM)	2,065	1,592	474
- Continuous Process Improvement	1,192	960	232
- Six Sigma	85	72	14
- Lean Manufacturing/Lean Production	298	269	29
- Just in Time	339	291	48
- Others	95	66	29

Selected Labor and Employment Indicators on Tourism, Philippines

INDICATOR	TOTAL	Accommodation and Food Services	Other Tourism Related Industry
10. Objectives of Productivity Improvement Programs			
• Shorten process cycle time	1,052	832	220
• Reduce:			
- customer complaints	3,547	2,748	799
- wastage	2,183	1,738	445
- work accidents/injuries	2,098	1,609	489
- rework	1,038	811	228
- personnel downtime	1,413	1,135	278
- machine downtime	1,061	770	292
• Increase:			
- profit	2,717	2,249	467
- volume of production	1,381	1,145	237
• Improve product quality	2,030	1,675	355
• Others	112	8	104
10. Productivity Gainsharing Schemes	1,032	916	116
- Scanlon Plan	11	1	10
- Rucker Plan	1	-	1
- Improshare Plan	15	15	-
- Kaiser Plan	43	42	1
- Performance Bonus	888	788	101
- Others	105	91	14
11. Availment of Tax Incentives Under RA 6971	121	88	33
12. Government Agencies that Provided Assistance to PIPs			
- DOLE	722	572	150
- RTWPB	367	249	119
- DAP	4	-	4
- DTI	130	114	16
- DOST	4	1	3
- Others	189	70	119
13. Attendance to RTWPB Training Programs			
- ISTIV-PLUS	125	64	62
- ISTIV-Bayanihan	173	42	130
- ISTIV-PAP	58	-	58
- 5S (Good Housekeeping)	332	179	153
- Service Quality	318	163	154
- Green Productivity	39	34	5
- Others	19	15	4

INDICATOR	TOTAL	Accommodation and Food Services	Other Tourism Related Industry
14. Forms of Government Assistance Needed to Encourage Adoption of PIPs	4,611	3,465	1,146
- Training	3,373	2,479	895
- Consulting	1,561	1,117	444
- Information materials	2,845	2,130	715
- Others	199	116	83
15. Prevention and Control Measures/Activities (2012-2013)			
- Organized safety and health committee	4,077	2,926	1151
- Appointed safety/health officers and/or first aiders	3,984	2,786	1198
- Posting of safety signages or warnings	5,133	3,819	1314
- Workers' orientation on safety and health hazards at work	4,595	3,435	1160
- Installation of machine guards on moving parts/equipments	2,116	1,581	535
- Emergency response preparedness activities for earthquake, fire, chemical spills, etc.	4,470	3,266	1204
- Regular monitoring of hazards such as chemicals, noise and heat in work areas	3,811	2,832	978
- Periodic/annual medical exam of workers	4,977	3,723	1254
- Smoke-free workplace	4,894	3,598	1296
- Dissemination of info materials on safety and health	3,729	2,745	984
- Submission of required reports on illnesses/injuries to DOLE	2,600	1,919	680
- Trainings on safety and health for officers and workers	3,889	2,763	1126
- HIV and AIDS Education in the workplace	2,465	1,698	767
- Regular inspection and maintenance of equipment	5,066	3,777	1289
- Advocacy, education and training on drug-free workplace	3,359	2,491	869
- Provision of work accommodation measures to support workers with tuberculosis (e.g., flexible leave/work schedule)	3,003	2,091	913
- Hepatitis B Education in the workplace	2,933	2,083	850
- Practice proper handling of chemicals/hazardous materials (appropriate labels, handling and storage)	3,742	2,740	1002
- Use of safety manuals, labels or maintenance procedures	4,241	3,084	1157
- Use of Safety Data Sheet for chemicals	2,688	1,942	746
- Perform corrective action programs and audits	3,936	2,921	1015

Selected Labor and Employment Indicators on Tourism, Philippines

INDICATOR	TOTAL	Accommodation And Food Services	Other Tourism Related Industry
15. Prevention and Control Measures/Activities (2012-2013) cont'd			
- Maintenance of mechanical and electrical facilities	4,955	3,700	1254
- Provision of appropriate personal protective equipment (PPE) such as hard hat, safety shoes, safety goggles, gloves, etc.	3,120	2,102	1019
- Adoption of DOTS (Directly Observed Treatment Short Course) in management or referral of workers with tuberculosis	1,774	1,037	737
- Random drug testing of officers and employees	3,427	2,623	803
- Others	73	16	57
16. Occupational Safety and Health Policies/ Programs (2012-2013)			
- Hearing Conservation Program	913	609	304
- Drug-Free Workplace Policy and Program	4,084	2,947	1136
- Anti-Sexual Harassment Policy	3,726	2,697	1029
- Emergency Response Preparedness Program	3,963	2,803	1160
- Healthy Lifestyle Program such as smoking cessation, regular physical exercise, good nutrition and stress management	2,611	1,832	778
- DOLE Approved Construction Safety and Health Program	1,778	1,322	456
- Accident Investigation Program	3,461	2,645	816
- Monitoring/Surveillance of Occupational and Work-Related Injuries and Illnesses	3,201	2,186	1015
- Policy on Non-Discrimination of Workers who have/had PTB	1,993	1,391	602
- Tuberculosis Prevention and Control Program	2,205	1,428	778
- Policy on Non-Discrimination of workers confirmed/suspected/ perceived to have Hepatitis B infection	1,881	1,309	573
- HIV and AIDS Prevention and Control Policy and Program	2,118	1,364	754
- Indoor Air Quality Program	1,742	1,326	415
- Accident Prevention Program	3,607	2,706	900
- Policy on Non-Discrimination of Workers confirmed/suspected/ perceived to have HIV infection	1,901	1,281	621
- Employee Assistance Program related to substance abuse, to include treatment, rehabilitation and referral services	2,044	1,463	580
- Hepatitis B Prevention and Control Policy and Program	2,228	1,594	634
- Ergonomics Program	1,207	816	392

INDICATOR	TOTAL	Accommodation And Food Services	Other Tourism Related Industry
16. Occupational Safety and Health Policies/ Programs (2012-2013) (cont'd)			
- Chemical Safety Program such as provision of Globally Harmonized System (GHS) labels and safety data sheet	2,044	1,446	598
- Others	3	-	3
17. Work Safety and Health-Related Trainings/ Seminars			
- Fire Safety Training	4,093	3,049	1044
- Emergency Preparedness	2,983	2,043	940
- Stress Management	1,207	899	308
- 40-Hour Basic Occupational Safety and Health Training	1,246	836	410
- Drug-Free Workplace Training	1,744	1,345	398
- Smoke-Free Workplace/ Tobacco Control in the Workplace	1,522	1,095	427
- HIV and AIDS Prevention and Control in the Workplace	1,350	877	472
- Tuberculosis Prevention and Control in the Workplace	1,110	698	412
- Prevention and Control of Lifestyle-Related Disease/Healthy Lifestyle	948	633	315
- Hepatitis B Prevention and Control in the Workplace	1,160	774	386
- 40-Hour Construction Safety Training	372	232	140
- 1-Day Occupational Safety and Health Orientation	1,326	1,072	254
- Safe Work Procedures/Lock Out Tag Out Training	866	646	220
- Industrial Hygiene (ventilation, work environment measurement, etc.)	870	666	204
- Chemical Safety Training	1,091	762	329
- Ergonomics Training	437	262	175
- Safety Audit/Accident Investigation	1,451	1,064	387
- OSH Management System	525	318	206
- Family Planning and Reproductive Health	808	364	445
- Others	166	144	22
18. Designated Health and Safety Personnel in the Establishment			
- Trained First-Aider	2,540	1,950	590
- Occupational Health Registered Nurse	926	461	465
- Occupational Health Physician	1,011	384	627
- Dentist	283	100	183
- Industrial Hygienist	72	47	26
- Safety Officer	885	601	284
- Others	468	356	112

Selected Labor and Employment Indicators on Tourism, Philippines

INDICATOR	TOTAL	Total	With Workdays Lost				Without Workdays Lost
			Fatal	Non-Fatal			
				Total	Permanent Incapacity	Temporary Incapacity	
19. Measure of Safety Performance (2013)							
Cases of Occupational Injuries							
Total	5,662	1,806	31	1,775	71	1,704	3,856
Accommodation And Food Services	4,487	1,199	28	1,171	-	1,171	3,288
Other Tourism Related Industry	1,175	607	2	605	71	534	568
- Frequency Rates							
Total		1.78	0.03	1.75	0.07	1.68	3.80
Accommodation And Food Services		2.10	0.05	2.06	-	2.06	5.77
Other Tourism Related Industry		1.36	0.00	1.36	0.16	1.20	1.27
- Incidence Rates							
Total		a	a	a	a	a	
Accommodation And Food Services		0.009	a	0.009	-	a	
Other Tourism Related Industry		0.007	-	0.007	a	a	
- Severity Rates							
Total						14.02	
Accommodation And Food Services						13.75	
Other Tourism Related Industry						14.36	
- Average workdays lost							
Total						8.36	
Accommodation And Food Services						6.69	
Other Tourism Related Industry						12.00	

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 of 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.

INDICATOR	TOTAL	Accommodation and Food Services	Other Tourism Related Industry
20. Cases of Occupational Injuries with Workdays Lost	1,806	1,199	607
• By Type of Injury			
Superficial Injuries and open wounds	774	570	204
Fractures	83	47	36
Dislocations, sprains and strains	261	135	126
Traumatic amputations	7	5	2
Concussions and internal injuries	48	8	41
Burns, corrosions, scalds and frostbites	426	405	21
Acute poisonings and infections	85	5	81
Foreign body in the eye	56	23	33
Others	64	1	63
• By Part of the Body Injured			
Head	149	92	57
Neck	10	5	5
Back	50	19	31
Trunk or Internal organs	122	63	58
Arm and Shoulder	332	204	128
Wrist and hand	865	717	149
Lower Extremities	156	79	77
Whole Body or Multiple Sites Equally Injured	123	20	103
• By Cause of Injury			
Falls of persons	146	107	39
Struck by Falling Objects	111	79	32
Stepping on, striking against or struck by objects, excluding falling objects	457	277	180
Caught in or between objects	285	148	137
Over-extension or strenuous movements	166	112	54
Exposure to or contact with extreme temperatures	413	379	34
Exposure to or contact with electric current	35	33	2
Exposure to or contact with harmful substances or radiations	68	47	21
Others	125	17	108
• By agent of Injury			
Buildings, structures	102	70	32
Prime movers	19	2	16
Distribution systems	50	43	6
Hand tools	328	245	83
Machines, equipment	255	175	80
Conveying/Transport/Packaging equipment or vehicles	187	69	118
Materials, objects	595	437	157

Selected Labor and Employment Indicators on Tourism, Philippines

INDICATOR	TOTAL	Accommodation and Food Services	Other Tourism Related Industry
20. Cases of Occupational Injuries with Workdays Lost (cont'd)	1,805	1,199	607
• By agent of Injury			
Chemical substances	99	76	23
Human, animals, plants, etc.	167	80	87
Others	5	2	4
• By Major Occupation			
Corporate executives, managers, managing proprietors and supervisors	34	26	8
Professionals	146	20	126
Technicians and associate professionals	87	20	67
Clerks	113	59	54
Service workers and shop and market sales workers	1,003	870	133
Skilled agricultural, forestry and fishery workers	22	20	2
Craft and related trades workers	93	77	16
Plant and machine operators and assemblers	28	8	20
Laborers and unskilled workers	279	99	180
21. Occupational Diseases (2013)	8982	3532	5450
Occupational dermatitis	571	227	344
Occupational asthma	711	210	501
Acute poisonings	5	5	-
Deafness	461	428	33
Tuberculosis	7	-	7
Other Infections	41	31	10
Cataract	261	54	207
Cardio-vascular diseases	571	116	455
Essential hypertension	9	2	7
Peptic ulcer	119	41	78
Work-related musculoskeletal diseases			
Carpal tunnel	714	235	479
Shoulder tenditis	443	121	322
Neck-shoulder pain	599	26	573
Back pain	381	165	216
Other Work-related musculoskeletal diseases	1,149	428	721

INDICATOR	TOTAL	Accommodation and Food Services	Other Tourism Related Industry
TOTAL LABOR COST	77,214.12	37,446.17	40,724.71
22. Direct wages and salaries (in million pesos)	64,305.61	31,009.1	33,296.51
- Pay for normal/working time	53,308.70	27,525.53	25,783.17
- Commission of employees and their share in service charges	2,381.52	1,904.48	477.04
- Overtime, night shift and premium pay	5,651.05	669.45	4,981.60
- Payments under bonus, productivity, performance and other incentive scheme	748.49	217.21	531.28
- Cost of living allowance and other guaranteed and regularly paid allowances	2,215.85	692.43	1,523.42
23. Remuneration of time not worked (in million pesos)	267.51	46.08	221.43
24. Bonuses and gratuities (in million pesos)	6,138.89	2,892.25	3,246.64
- Year-end, seasonal and other one-time bonuses	5,873.99	2,833.48	3,040.51
- Profit sharing bonuses	86.99	4.19	82.80
- Additional payments in respect of vacation, supplementary to normal vacation pay	177.91	54.58	123.33
25. Payments in kind	230.24	107.14	123.10
26. Cost of workers' housing shouldered by employer	353.41	283.28	70.14
- Cost for establishment-owned dwellings	140.33	114.85	25.49
- Cost for dwellings not owned by establishments and other housing costs	213.08	168.43	44.65
27. Employer's social security expenditures	5,716.28	2,672.13	3,044.13
- Compulsory social security contributions	4,208.61	2,049.89	2,158.72
- Collectively agreed, contractual and non-obligatory contributions to private social security schemes and insurance	157.49	44.21	113.27
- Direct payments by employer to employees regarded as social security benefits	87.59	53.43	34.15
- Cost of medical care and health services	498.46	209.78	288.68
- Retirement and termination/separation pay	764.13	314.82	449.31
28. Cost of training	243.66	95.54	148.12
29. Cost of welfare services	243.10	87.57	155.53
30. Other labor costs	236.00	19.07	132.54
- Cost of work clothes/protective gear	125.35	57.05	68.3
- Transportation of workers to and from work undertaken by employers	91.58	61.27	30.31
- Cost of recruitment	19.07	14.22	4.86