Philippines
Annotated Outline for Decent Work Indicators Tabulations

Indicator: M-main indicator, A-additional indicator, C-context indicator

Indicator Identifier	Indicator	Disaggregation	Description and Technical Notes	Data Source	Remarks
Economic and social context for decent work					
CONT-1	C - Children not in school (% by age)	Total, boys, girls Age: 5-9, 10-14, 15-17	Ages 5-17; Based on current status (past 7 days). Indicator defined as: *Total children not currently attending school in i^{th} age group as a percentage share of total household population of children in i^{th} age group.*	NSO, LFS	LFS began collecting data on school attendance for ages 5-24 years in April 2005 survey round. However, 2005 annual data on school attendance not computed because of unusually large figures for April. As it was the first time that the query was asked, there was a problem on interpretation. Those children on school vacation were treated as not attending school.
CONT-2	C - Estimated % of working age population who are HIV positive **Expressed as:** Working age population who are HIV positive per 100,000 persons	Total, men, women **Additional:** Age group: 15-24, 25+	Ages: 15+. Indicator defined as: *Total persons reported as HIV positive divided by total working age population, then multiplied by 100,000.* HIV positive - refers to the presence of HIV infection as documented by the presence of HIV antibodies in the sample being tested by SACCL, which is the National Reference Laboratory for HIV.	Department of Health-National Epidemiology Center (Philippine HIV and AIDS Registry) NSO, LFS	The Philippine HIV and AIDS Registry is the official record of the total number of laboratory-confirmed HIV positive individuals, AID cases and deaths, and HIV positive blood units in the Philippines. The Registry is a passive surveillance system. Except for HIV confirmation by the National Reference Laboratories all other data submitted to the Registry (example, place of residence) are secondary and can not be verified.
CONT-3	C - Labour productivity (GDP per employed person, level and growth rate)	Branch of economic activity	Indicator defined as: *Gross Domestic Product at constant 2000 prices divided by total employed.*	NSCB, National Accounts of the Philippines NSO, LFS	In May 2011, the NSCB released revised/rebased (from base year 1985 to 2000) annual estimates of GNI and GDP from 1998-2010. The revised/rebased Philippines SNA adopted the 1993/2008 SNA.

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CONT-4	C - Income inequality (percentile ratio P90/P10, income or consumption) **Expressed as:** Ratio of income of top 10% of families to bottom 10%; Gini coefficient		Indicators defined as*:* 1) Ratio of income of top 10% of families to bottom 10% -*ratio of percentage share of total family income of top 10% of families to percentage share of total family income of bottom 10% of families.* 2) Gini coefficient - *a measure of the extent to which the distribution of income/expenditure among families/ individuals deviates from a perfectly equal distribution, with limits 0 for perfect equality and 1 for perfect inequality.*	NSO, FIES	FIES is conducted every three years.
CONT-5	C - Inflation rate (CPI)		Indicator defined as: *Year-on-year change of Consumer Price Index, expressed in percent.*	NSO	
CONT-6	C - Employment by branch of economic activity	Total, men, women	Ages 15+; Based on current status (past 7 days). Indicator defined as: *Percentage distribution of total employed by branch of economic activity.*	NSO, LFS	
CONT-7	C - Education of adult population (adult literacy rate; adult secondary-school graduation rate)	Total, men, women	Indicators defined as: 1) Adult functional literacy rate - *total adults who possess a higher level of literacy which includes not only reading and writing skills but also numerical skills, as a percentage share of total adult population 25-64 years old. The skills must be sufficiently advanced to enable the individual to participate fully and efficiently in activities commonly occurring in his/her life situation that require a reasonable capability of communicating by written language.* 2) Adult secondary-school graduation rate - *total adults who completed high school education as a percentage share of total adult household population 25 years old and over.*	NSO, Functional Literacy, Education and Mass Media Survey (FLEMMS) NSO, LFS	The inquiry on functional literacy is administered only to those 10-64 years old. FLEMMS was conducted in 1989, 1994, 2003 and 2008.

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CONT-8	C - Labour share in GDP **Expressed as:** Adjusted wage share in GDP		Indicator defined as*: [(Compensation of employees/Total employees)/(Gross Domestic Product /Total employment)] x 100.*	NSCB, National Accounts of the Philippines (Consolidated Accounts I: Gross Domestic Product and Expenditure) NSO, LFS	Source of formula: *AMECO List of Variables*, European Commission. Estimates of GDP and compensation of employees based on Philippines SNA prior to 2011 revision/rebasing.
CONT-9	C (additional) - Real GDP per capita in PPP$ (level and growth rate)		Indicators defined as: 1) Real GDP per capita in PPP$ - *GDP at constant 2005 international $ divided by total population.* Purchasing Power Parity (PPP) rate- defined as the number of units of a country's currency that is required to buy the same amount of goods and services in the country as one US$ would buy in the US. PPP as a rate of conversion ensures that money exchanged for a dollar buys the same volume of goods and services in every country. By equalizing prices, PPP rates deliver a measure of relative GDP which is based on what constitutes "real" income, the volume of goods and services embodied in GDP. The method of using PPP is analogous to measuring GDP in different years at fixed base year prices. 2) Real GDP per capita in PHP - *GDP at constant 2000 prices divided by total population.*	World Bank, World Development Indicators NSCB, National Accounts of the Philippines	In May 2011, the NSCB released revised/rebased (from base year 1985 to 2000) annual estimates of GNI and GDP from 1998-2010. The revised/rebased Philippines SNA adopted the 1993/2008 SNA.

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CONT-10	C (additional) - Female share of employment by industry (ISIC tabulation category) **Expressed as:** Female share of employment by branch of economic activity		Ages 15+; Based on current status (past 7 days). Indicator defined as: *Total employed women in i^{th} branch of economic activity as a percentage share of total employed in the ith branch of economic activity.*	NSO, LFS	
CONT-11	C (additional) - Wage/earnings inequality (percentile ratio P90/P10)				Statistics per individual basis not available from the FIES.
CONT-12	C (additional) - Poverty indicators (gap and rate)		Indicators defined as: 1) Poverty incidence - *proportion of families (or individuals) with per capita income/expenditure less than the per capita poverty threshold to the number of families (or individuals).* 2) Subsistence incidence - *proportion of families (or individuals) with per capita income/expenditure less than the per capita food threshold to the number of families (or individuals).* 3) Income gap - *average income shortfall, expressed in proportion to the poverty threshold, of individuals with income below the poverty threshold.* Poverty threshold - refers to minimum income/expenditure required for a family/individual to meet the basic food and non-food requirements. Food threshold - refers to the minimum income/ expenditure required for a family (or individual) to meet the basic food needs, which satisfy the nutritional requirements for economically necessary and socially desirable physical activities.	NSCB, Official Poverty Statistics	In February 2011, revised poverty statistics for 2003, 2006 and 2009 were released by the NSCB. Refinements in the old methodology were undertaken to ensure comparability of estimates across space and over time.

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Employment opportunities					

EMPL-1	M - Employment-to-population ratio	Total, men, women
		
		Additional:
		Age group: 15-24, 25-54, 55+
			Ages 15+; Based on current status (past 7 days).
			
			Indicator defined as: *Total employed as a percentage share of total working age population.*
			
			Working age population refers to household population 15 years old and over: This consists of:
			a) Persons who are present at the time of visit of the enumerator---
			  - whose usual place of residence is the sample household regardless of their length of stay in the household,
			  - whose usual place of residence is outside the sample household but have stayed temporarily with the sample household for at least 30 days,
			  - whose usual place of residence is outside the sample household but have stayed with the sample household even for less than 30 days provided that they have been away from their usual place of residence for 30 days or more;
			b) Persons who are not present at the time of visit but are expected to return within 30 days from date of departure to their usual place of residence, which is the sample household;
			c) Students abroad/tourists who have been away for one year or less and are expected to be back within a year from date of departure. These also include those attending training abroad, medical treatment and missionaries.
			
			Excludes:
			Persons in institutions who are not expected to return within 30 days; members of the Armed Forces of the Philippines who have been away from their usual place of residence for more than 30 days; Filipinos, whose usual place of residence is in a foreign country, who are and will be in the Philippines for less than one year from arrival;
				National Statistics Office (NSO), Labor Force Survey (LFS)	To facilitate tabulation of annual data, the quarterly LFS micro data for each year were used.
					
					Annual statistics from the LFS refer to averages of the estimates for January, April, July and October survey rounds. This is the approved methodology contained in the National Statistical Coordination Board (NSCB) Resolution No. 9, Series of 2009 (July 2009): http://nscb.gov.ph/resolutions/2009/9.asp
					
					LFS data from 1995-1996 were adjusted based on the 1980 Census-based population projections, those from 1997-2005 were adjusted based on the 1995 Census-based population projections and those from 2006 onwards were adjusted based on the 2000 Census-based population projections. As such, there are breaks in the data series.

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			foreign ambassadors, ministers, consuls or other diplomatic representatives, and members of their families, regardless of the length of their stay; and citizens of foreign countries who are chiefs and officials of international organizations like UN, ILO or USAID and members of their families, regardless of their length of their stay. Overseas Filipino Workers and employees in Philippine embassies, consulates and other missions are also excluded.		
EMPL-2	M - Unemployment rate	Total, men, women **Additional:** Age group: 15-24, 25-54, 55+	Ages 15+; Based on current status (past 7 days). Indicator defined as: *Total unemployed as a percentage share of total labor force.*	NSO, LFS	Beginning April, the definition of unemployment was revised to include the availability criterion in conformance with the international standard. However, the LFS definition of unemployment (even before the inclusion of the availability criterion) deviates from the international standard in some respect. Future starts (unemployed in the standard) are treated as employed. Those without work and available for work but not seeking work due to valid reasons (relaxation of the seeking work criterion) are considered as unemployed. These valid reasons are: 1) tired/ believed no work available, i.e., the discouraged workers; 2) awaiting results of previous job application; 3) temporary illness/ disability; 4) bad weather; and 5) waiting for rehire/job recall.

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EMPL-3	M - Youth not in education and not in employment, 15-24 years	Total, men, women	Ages 15-24; Based on current status (past 7 days). Indicator defined as: *Total unemployed youth who are not currently attending school plus total youth not in the labor force who are not currently attending school, as a percentage share of total youth household population.*	NSO, LFS	LFS began collecting data on school attendance for ages 5-24 years in April 2005 survey round. However, 2005 annual data on school attendance not computed because of unusually large figures for April. As it was the first time that the query was asked, there was a problem on interpretation. Those youth on school vacation were treated as not attending school.
EMPL-4	M - Informal employment				Statistics not available. While the NSO has conducted the 2008 Informal Sector Survey, the data has yet to be analyzed to come up with an official definition of informal employment in the Philippines in the light of the international standard.
EMPL-5	A - Labour force participation rate	Total, men, women **Additional:** Age group: 15-24, 25-54, 55+	Ages 15+; Based on current status (past 7 days). Indicator defined as: *Total labor force as a percentage share of total working age population.*	NSO, LFS	
EMPL-6	A - Youth unemployment rate, 15-24 years	Total, men, women	Ages 15-24; Based on current status (past 7 days). Indicator defined as: *Total unemployed youth as a percentage share of total youth labor force.*	NSO, LFS	
EMPL-7	A - Unemployment by level of education	Total, men, women	Ages 15+; Based on current status (past 7 days). Indicator defined as: *Percentage distribution of total unemployed by highest grade completed.*	NSO, LFS	Highest grade completed categories in the LFS: a) No grade completed (No schooling)

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					b) Elementary undergraduate/graduate (Primary) c) High school undergraduate/ graduate (Secondary) d) College undergraduate/ graduate or higher (Tertiary)
EMPL-8	A - Employment by status in employment **Expressed as:** Employment by class of worker	Total, men, women	Ages 15+; Based on current status (past 7 days). Indicator defined as: *Percentage distribution of total employed by class of worker.* Class of worker categories: a) Wage and salary workers b) Employers in own family-operated farm or business c) Self-employed without any paid employee d) Unpaid family workers (worked without pay) in own family-operated farm or business	NSO, LFS	LFS class of worker categories correspond to those of ILO status in employment as follows: a) Employees b) Employers c) Own-account workers d) Contributing family workers. National terminology will be used instead that of ILO.
EMPL-9	A - Proportion of own-account and contributing family workers in total employment **Expressed as**: Proportion of self-employed and unpaid family workers in total employment	Total, men, women **Additional:** Branch of economic activity	Ages 15+; Based on current status (past 7 days). Indicator defined as: *Total self-employed plus total unpaid family workers, as a percentage share of total employed.*	NSO, LFS	National terminology will be used instead that of ILO.
EMPL-10	A - Share of wage employment in non-agricultural employment	Total, men, women	Ages 15+; Based on current status (past 7 days). Indicator defined as: *Total wage and salary workers in non-agricultural employment as a percentage share of total non-agricultural employment.*	NSO, LFS	

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Adequate earnings and productive work					
EARN-1	M - Working poor **Expressed as:** Working poverty rate	Total, men, women **Additional:** Branch of economic activity; Class of worker	Ages 15+. Indicator defined as: *Total employed living in a household whose members are estimated to be below the poverty threshold, as a percentage share of total employed. It is assumed that a household cannot have poor and non-poor members; either all members are poor or all members are non-poor since poverty is a characteristic of the household.* <u>Poverty threshold</u> - refers to minimum income/expenditure required for a family/individual to meet the basic food and non-food requirements.	NSO, Merged files of the LFS and Family Income and Expenditures Survey (FIES)	Statistics on working poor based on poverty threshold estimates using the old 2003 methodology for estimating poverty (before the 2011 refined methodology). Employment data comes from the merged files of the FIES (conducted every three years) and LFS. The FIES is carried out in two phases: the first phase (covering the first six months of the reference year) at the same time as the July round of the LFS, e.g., July 2006 and the second phase (covering the remaining six months of the reference year) simultaneously with the LFS January round, e.g., January 2007. The same households are covered in both phases for consistency. The LFS component data (from the January round after the FIES reference year) was the basis for determining the characteristics of the working poor.
EARN-2	M - Low pay rate (below 2/3 of median hourly earnings) **Expressed as:** Low-paid employees (below 2/3 of median	Total, men, women **Additional:** Branch of economic activity; Category of employee	Ages 15+; Based on current status (past 7 days); In primary job. Indicator defined as: *Total wage and salary workers with hourly basic pay below 2/3 of the median hourly basic pay as a percentage share of total employed.* <u>Hourly basic pay</u> of an employee is a derived indicator. It was computed as basic pay per day divided by the corresponding normal working hours per day during the reference week.	NSO, LFS	LFS began collecting data on basic pay in January 2001 survey round. The inquiry is on basic pay per day in cash or in kind (imputed value) of employees from their primary jobs and not their total earnings, which include allowances, overtime and premium pay.

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	hourly basic pay)		<u>Basic pay</u> - pay for normal time, prior to deductions of social security contributions, withholding taxes, etc. It excludes allowances, bonuses, commissions, overtime pay, benefits in kind, etc. <u>Normal working hours</u> - refer to the usual or prescribed working hours of a person in his/her primary job/business which is considered a full day's work. These include the overtime hours if the person regularly works overtime. On average at the national level, normal working hours is around eight (8) per employee. A <u>primary job</u> is determined in accordance with the following priority rules: 1) if only one job, then it is the primary job regardless of permanency or hours worked in the job; 2) if more than one job, the primary job is that which is permanent regardless of hours worked; 3) if more than one permanent job, consideration is given to the job where more hours of work are spent; 4) if equal hours are spent in the permanent jobs, the primary job is that which provides more income.		Further, not all employees were able to report their basic pay from their primary jobs as they were paid on commission basis and as such posed difficulty in determining their pay on a per day basis. This group of workers accounted for about 7% of total employment (2.442 million) and 12 % of wage and salary employment in 2010. In 2001, the proportions were 2% (0.652 million) and 5% respectively.
EARN-3	A - Average hourly earnings in selected occupations **Expressed as:** Average daily basic pay of employees by major occupation group	Total, men, women	Ages 15+; Based on current status (past 7 days); In primary job. Indicator defined as: *Average daily basic pay of wage and salary workers by major occupation group.*	NSO, LFS	
EARN-4	A - Average real wages **Expressed as:** Average real daily basic pay, at 2000 prices	Total, men, women **Additional:** Branch of economic activity; Category of employee	Ages 15+; Based on current status (past 7 days); In primary job. Indicator defined as: *Average daily basic pay of wage and salary workers deflated by the Consumer Price Index (2000=100).*	NSO, LFS	

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EARN-5	A - Minimum wage as % of median wage **Expressed as:** Minimum hourly basic pay as % of median hourly basic pay, non-agriculture in Metro Manila		Non-agriculture in Metro Manila. Indicator defined as: *Minimum hourly basic pay in non-agriculture as a proportion of median basic pay in non-agriculture.*	National Wages and Productivity Commission (NWPC), NSO, LFS	Data on minimum basic pay for non-agriculture in Metro Manila as there are various minimum pay rates in the country. Decent work indicator relates to basic pay because of limited coverage of LFS data. See Remarks for EARN-2.
EARN-6	A - Manufacturing wage index		Ages 15+; Based on current status (past 7 days); In primary job. Indicator defined as: *Nominal wage index in manufacturing in year t divided by Consumer Price Index in year t (2001=100), then multiplied by 100.* Nominal wage index - average daily basic pay in manufacturing in year t divided by average daily basic pay in manufacturing in base year (2001), then multiplied by 100. Consumer price index (2001 = 100) - CPI in year t at 2000 prices divided by CPI in base year (2001), then multiplied by 100.	NSO, LFS	See Remarks for EARN-2.
EARN-7	A - Employees with recent job training (past year/past 4 weeks) **Substitute indicator:** Workers certified, % of workers assessed (certification rate)	Total, men, women	Substitute indicator defined as: *Total workers certified as a percentage share of total workers assessed under the Philippine Technical and Vocational Education and Training Qualification and Certification System.* Worker certified - refers to an individual who is provided certification after he/she has met the competency standards of the job. Worker assessed - refers to an individual who undergoes an assessment process to determine whether he/she can perform to the standards expected in the workplace based on the defined competency standards. This ensures the productivity, quality and global competitiveness of the worker.	Technical Education and Skills Development Authority (TESDA), Administrative records	The underlying assumption on the use of the substitute indicator is that certified workers would have higher productivity and could command higher pay as having met the competency standards of the job.

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Decent hours					
HOUR-1	M - Excessive hours (more than 48 hours per week; 'usual' hours) **Expressed as:** Employed with excessive hours (more than 48 hours actually worked per week)	Total, men, women **Additional:** In primary job (Class of worker)	Ages 15+; Based on current status (past 7 days); In all jobs/ primary job. Indicator defined as: *Total employed who worked more than 48 hours per week as a percentage share of total employed.* Hours worked - refer to: (1) hours actually worked during normal periods of work; (2) over-time; (3) time spent at the place of work on activities such as the preparation of the workplace, repairs and maintenance, the preparation and cleaning of tools, and the preparation of receipts, time sheets and reports; (4) time spent at the place of work waiting or standing-by for customers or for such reasons as lack of supply of work, breakdown of machinery, or accidents, or time spent at the place of work during which no work is done but for which payment is made under a guaranteed employment contract; and (5) time corresponding to short rest periods at the workplace, including tea and coffee breaks.	NSO, LFS	The inquiry on hours worked in all jobs began in April 2005 round of the LFS. See EARN-2 for definition of primary job.
HOUR-2	A - Usual hours worked (standardized hour bands) **Expressed as:** Employed by hours actually worked per week	Total, men, women	Ages 15+; Based on current status (past 7 days); In all jobs/ primary job. Indicator defined as: *Percentage distribution of total employed by hours actually worked per week in standardized hour bands.* Standardized hour bands per week: Less than 20 hours, 20-29, 30-39, 40-48, 49 and over	NSO, LFS	See EARN-2 for definition of primary job.
HOUR-3	A - Annual hours worked per employed person **Expressed as:** Average weekly hours actually worked per employed person	Total, men, women **Additional:** In primary job (Branch of economic activity; Class of worker)	Ages 15+; Based on current status (past 7 days). In all jobs/primary job. Indicator defined as: *Average weekly hours worked of total employed persons at work.*	NSO, LFS	See EARN-2 for definition of primary job.

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HOUR-4	A - Time-related underemployment rate	Total, men, women	Ages 15+; Based on current status (past 7 days); In all jobs. Indicator defined as: *Total employed who wanted additional hours of work in their present job, or to have additional job, or a new job with longer working hours and worked less than 40 hours in all jobs as a percentage share of total employed.*	NSO, LFS	Willingness and availability for additional work (international standard) not part of the criteria in measuring the underemployed persons in the LFS. Underemployed persons in the LFS are classified as: <u>Visibly</u> - wanted additional work and worked less than 40 hours in primary job; and <u>Invisibly</u> - wanted additional work and worked 40 hours or more in primary job.
Combining work, family and personal life					
	Economically inactive due to household/family duties Employed who are married	Total, men, women; Age group: 15-24, 25-54, 55+	Ages: 15 +; Based on current status (past 7 days). Indicators defined as: 1) Economically inactive due to household/family duties - *percentage distribution of total persons who did not look for work due to household/family duties by sex, by age group.* 2) Employed who are married - *percentage distribution of total employed who are married, by sex, by age group.*	NSO, LFS	Currently, no statistical indicators have yet been developed by ILO for this element of the Decent Work Agenda and only legal indicators have been identified.
Work to be abolished					
ABOL-1	M - Child labour **Substitute indicators**: Economic activity rate of children; Working children not currently attending school	Total, boys, girls **Additional:** Age group: 5-9, 10-14, 15-17; Major industry group; Major occupation group	Ages 5-17; Based on current status (past 7 days). Substitute indicators defined as: 1) Economic activity rate of children - *Total working children in i^{th} age group as a percentage share of total household population of children in i^{th} age group.* 2) Working children not currently attending school - *Total working children not currently attending school in i^{th} age group as a percentage share of working children in i^{th} age group.*	NSO, LFS	LFS began regular collection of economic data on working children 5-14 years old in April 2005 survey round (also the start of the use of the internationally comparable definition of unemployment). However, the inquiry is limited to major occupation group and

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					major industry group only. As such, it can not provide data on child labor as defined by the international standard. Statistics on working children 10-14 years old are available prior to April 2005 because the LFS continued collection of their economic data even when the cut-off age was raised to 15 years in 1976.Statistics on working children 5-9 years old are available for 2004 because the LFS collected economic data for this group from October 2003 to January 2005.
ABOL-2	A - Hazardous child labour				Statistics not available.
Stability and security of work					
STAB-1	M - Precarious work **Expressed as:** Employees in precarious work	Total, men, women **Additional:** Branch of economic activity	1) Household survey data: Ages 15+; Based on current status (past 7 days). Indicator defined as: *Total wage and salary workers whose nature of employment is short-term or seasonal or casual plus total wage and salary workers who worked for different employers on day-to-day or week-to-week basis, as a percentage share of total employed.* Short-term or seasonal or casual workers - wage and salary workers whose employment had lasted or expected to last less than one year since it started. Worked for different employers or customers on day-to-day or week-to-week basis - for odd job workers/stevedores not on payroll or not connected with union/market and other cargo handlers receiving pay from individual customers.	NSO, LFS	

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		Industry, services	2) Establishment survey data: Non-agricultural establishments employing 20 or more workers. Indicator defined as: *Total employees hired on casual, seasonal or contractual/project-based basis as a percentage share of total employed.* Casual worker - worker whose work is not usually necessary and desirable to the usual business or trade of the employer. The employment is not for a specific undertaking or seasonal in nature. Seasonal worker - worker whose employment, specifically its timing and duration, is significantly influenced by seasonal factors. Contractual/project-based worker - worker whose employment has been fixed for a specific project or undertaking, the completion or termination of which has been determined at the time of engagement. An agency-hired worker (or hired through a contractor) is excluded.	Bureau of Labor and Employment Statistics, BLES Integrated Survey (BITS)	The conduct of BITS started in 2003; it is not done annually. Services exclude public administration and defence, compulsory social security; public education and health; private households with employed persons; and extra-territorial organizations and bodies.
EMPL-4	M - Informal employment				Statistics not available. See Remarks for EMPL-4 above.
STAB-2	A - Employment tenure				Statistics not available.
STAB-3	A - Number and wages of casual/daily workers **Expressed as**: Number and average daily basic pay of short-term, seasonal or casual workers	Total, men, women **Additional:** Branch of economic activity	1) Household survey data: Ages 15+; Based on current status (past 7 days). Indicators defined as: a) Short-term, seasonal or casual workers - *wage and salary workers whose employment had lasted or expected to last less than one year since it started.* b) Average daily basic pay: - *basic pay as defined in EARN-2.*	NSO, LFS	Short-term, seasonal and casual workers are grouped as one category in the LFS.

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	Casual workers	Industry, services	2) Establishment survey data: Non-agricultural establishments employing 20 or more workers. Indicator defined as: *Employees whose work is not usually necessary and desirable to the usual business or trade of the employer. The employment is not for a specific undertaking or seasonal in nature.*	BLES, BITS	BITS does not inquire on wage data. See Remarks for STAB-1 on data exclusions.
Equal opportunity and treatment in employment					
EQUA-1	M - Occupational segregation by sex		Ages 15+; Based on current status (past 7 days). Indicators defined as: 1) Female share in occupational employment - *total employed women in i^{th} major occupation group as a percentage share of total employed in the ith major occupation group.* 2) Index of dissimilarity - *a summary indicator of occupational segregation. It ranges from 0 to 1, with 0 meaning no occupational segregation and 1 being complete segregation between the two sexes. It is computed as: $1/2 \ \Sigma|W_i/W - M_i/M|$ where W_i and M_i are the shares of the employed women and men in the ith major occupation group relative to their respective totals, employed women (W) and employed men (M).*	NSO, LFS	Source of definition for Index of dissimilarity: *(Draft) Quick Reference Manual on Decent Work and Legal Framework Indicators* (handout during the Training Programme on LMI III-Analyzing survey data to monitor labour market conditions and progress towards decent work, Turin, Italy, Nov 15-19, 2010).
EQUA-2	M - Female share of employment in ISCO-88 groups 11 and 12		Ages 15+; Based on current status (past 7 days. Indicator defined as: 1977 PSOC-based data*: Total employed women who are legislative officials, government administrators and government executives, and managers, as a percentage share of total employed in the same occupational groups.* 1992 PSOC-based data: *Total employed women who are officials of government and special-interest organizations, corporate executives and specialized managers, as a percentage share of total employed in the same occupational groups.*	NSO, LFS	ISCO-88 groups 11 and 12 correspond to: a) 1995-2000 data: Legislative officials, government administrators and government executives (Code 20), and managers (Code 21) of 1977 Philippine Standard Occupational Classification (PSOC). These two groups make up Administrative, executive and managerial workers under the 1977

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Indicator: M-main indicator, A-additional indicator, C-context indicator

Indicator Identifier	Indicator	Disaggregation	Description and Technical Notes	Data Source	Remarks
					classification;
					b) 2001-2010 data: Officials of government and special-interest organizations (Code 11), and corporate executives and specialized managers (Code 12) of 1992 PSOC.
					1977 PSOC-based data include other managers which are excluded in the PSOC 1992-based data. Hence, the two data series are not strictly comparable.
EQUA-3	A - Gender wage gap	Major occupation group	Ages 15+; Based on current status (past 7 days); In primary job. Indicator defined as: *Difference between average daily basic pay of men and women as a percentage of average daily basic pay of men.*	NSO, LFS	
EQUA-4	A - Indicator for Fundamental Principles and Rights at Work (Elimination of discrimination in respect of employment and occupation)				Currently, no statistical indicators have yet been developed by ILO for this element of the Decent Work Agenda.
EQUA-5	A - Measure for discrimination by race/ethnicity/of indigenous people/of (recent) migrant workers/of rural workers where relevant and available at the national level				Currently, no statistical indicators have yet been developed by ILO for this element of the Decent Work Agenda.

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Indicator: M-main indicator, A-additional indicator, C-context indicator

Indicator Identifier	Indicator	Disaggregation	Description and Technical Notes	Data Source	Remarks
Safe work environment					
SAFE-1	M - Occupational injury rate, fatal **Expressed as**: Incidence rate of occupational injuries, fatalities per 100,000 employed persons	Industry, services	Non-agricultural establishments employing 20 or more workers. Indicator defined as: *Total cases of occupational injuries resulting to deaths whether death occurs immediately after the accident or within the same year as the accident, per 100,000 employed persons.*	BLES, BITS (occupational injuries module) and 2000 Occupational Injuries Survey (OIS)	The conduct of BITS started in 2003; it is not done annually. The 2000 OIS was conducted as an independent survey. The use of incidence rate over frequency rate (which is calculated per million hours worked) is used as it is easier to interpret. Services exclude public administration and defence, compulsory social security; public education and health; private households with employed persons; and extra-territorial organizations and bodies.
SAFE-2	A - Occupational injury rate, non-fatal **Expressed as:** Incidence rate of occupational injuries, non-fatalities per 1,000 employed persons	Industry, services; Permanent and temporary incapacity for work	Non-agricultural establishments employing 20 or more workers. Indicator defined as: *Total cases of occupational injuries resulting to permanent (or temporary) incapacity for work per 1,000 employed persons.* Permanent incapacity - case where an injured person was absent from work for at least one day, excluding the day of the accident, and 1) was never able to perform again the normal duties of the job or position occupied at the time of the occupational accident, or 2) will be able to perform the same job but his/her total absence from work is expected to exceed a year starting the day after the accident. Temporary incapacity - case where an injured person was absent from work for at least one day, excluding the day of the accident, and 1) was able to perform again the normal duties of the job or position occupied at the time of the occupational accident or 2) will be able to perform in the	BLES, BITS (occupational injuries module) and 2000 OIS	See Remarks for SAFE-1.

DWI Annotated Outline…

Indicator: M-main indicator, A-additional indicator, C-context indicator

Indicator Identifier	Indicator	Disaggregation	Description and Technical Notes	Data Source	Remarks
			same job but his/her total absence from work is expected not to exceed a year starting the day after the accident, or 3) did not return to the same job but the reason for changing the job is not related to his/her inability to perform the job at the time of the occupational accident.		
SAFE-3	A - Time lost due to occupational injuries **Expressed as:** Average days lost due to temporary incapacity cases	Industry, services	Non-agricultural establishments employing 20 or more workers. Indicator defined as: *Total workdays lost of cases of occupational injuries resulting to temporary incapacity per case of occupational injury resulting to temporary incapacity.* Workdays lost - refer to working days (consecutive or staggered) an injured person was absent from work, starting the day after the accident. If the person is still absent from work by the end of the reference year, his/her days lost cover the period from the day after the accident up to the end of the reference year. Temporary absences from work of less than one day for medical treatment are not included in days lost.	BLES, BITS (occupational injuries module) and 2000 OIS	The use of average days lost over severity rate (which is calculated per million hours worked) is used as it is easier to interpret.
SAFE-add'l	Incidence rate of occupational diseases, per 1,000 employed persons	Industry, services	Non-agricultural establishments employing 20 or more workers. Indicator defined as: *Total cases of occupational diseases per 1,000 employed persons.* Occupational disease - *refers to an abnormal condition or disorder other than one resulting from an occupational injury caused by exposure over a period of time to risk factors associated with work activity such as contact with certain chemicals, inhaling coal dust, carrying out repetitive movements. These refer to new cases recognized, diagnosed and recorded during the year.*	BLES, BITS (occupational diseases module)	The inquiry on occupational diseases started with 2003 data.

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Indicator: M-main indicator, A-additional indicator, C-context indicator

Indicator Identifier	Indicator	Disaggregation	Description and Technical Notes	Data Source	Remarks
SAFE-4	Labour inspection (inspectors per 10,000 employed persons) **Expressed as:** Labor inspectors per 100,000 employees in private establishments		Indicator defined as: *Total labor inspectors divided by total wage and salary workers in private establishments, then multiplied by 100,000.*	Department of Labor and Employment (DOLE)-Bureau of Working Conditions, Administrative records NSO, LFS	Labor inspections conducted only in private establishments.
Social security					
SECU-1	M - Share of population aged 65 and above benefiting from a pension **Expressed as:** Share of population aged 60 and above benefiting from a pension	Private, public sectors	Ages: 60+. Indicator defined as: *Total pensioners (formerly employed in the public and private sectors) who receive old age/retirement pensions on a lifetime cash benefit paid every month as a percentage share of total household population 60 years old and over.*	Social Security System (SSS, for private sector)/ Government Service Insurance System (GSIS, for public sector), Administrative records NSO, LFS	Qualified pensioners: 1) SSS: 60 years old, separated from employment or ceases to be employed and has paid at least 120 monthly contributions prior to the semester of retirement; 65 years old whether employed or not and has paid at least 120 monthly contributions prior to the semester of retirement; 2) GSIS: 60 years old (optional retirement) or 65 years old (mandatory retirement) and have rendered at least 15 years of service. SSS and GSIS can not provide data for those aged 60+ who are receiving disability and survivorship benefits. Some pensioners may no longer be Philippine residents and as

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Indicator: M-main indicator, A-additional indicator, C-context indicator

Indicator Identifier	Indicator	Disaggregation	Description and Technical Notes	Data Source	Remarks
					such not counted in the population denominator.
SECU-2	M - Public social security expenditure (% of GDP) **Expressed as:** Social security benefits, % of GDP		Substitute indicator defined as: *Total social security benefits as a percentage share of Gross Domestic Product.* Social security benefits - social security payments to government and private employees and their beneficiaries by social security funds (Government Service Insurance System, Social Security System, National Health Insurance Program and Employees Compensation Program). These may take the form of retirement and survivorship pensions, sickness, disability and death benefits or other related allowances or benefits.	NSCB, National Accounts of the Philippines (Income and Outlay Account III: General Government)	Estimates of GDP and social security benefits based on Philippines SNA prior to 2011 revision/rebasing.
SECU-3	A - Health-care expenditures not financed out of pocket by private households		Indicator defined as: *Total (public and private) health care expenditures financed either by government, pre-paid private insurance, employers or NGOs as a percentage share of total health care expenditures.*	NSCB, Philippine National Health Accounts	
SECU-4	A - Share of population covered by (basic) health care provision **Expressed as:** Estimated share of population covered by national health insurance program		Ages: all. Indicator defined as: *Total estimated beneficiaries (members and dependents) of the National Health Insurance Program as a percentage share of total population.*	Philippine Health Insurance Corporation	The SSS (private sector) and GSIS (public sector) previously administered the Medicare Program prior to the creation of PhilHealth. The PhilHealth assumed the responsibility of administering the Medicare Program, (implemented from August 1971) from GSIS in October 1997, from SSS in 1998 and the Overseas Workers Program from the Overseas Workers and Welfare Administration in March 2005.

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Indicator: M-main indicator, A-additional indicator, C-context indicator

Indicator Identifier	Indicator	Disaggregation	Description and Technical Notes	Data Source	Remarks
					PhilHealth members who have reached the age of retirement and who have paid at least 120 months premium (including those who have paid in the former Medicare Program), are granted lifetime coverage. As lifetime members they are also qualified for full benefits together with their qualified dependents.
					Membership data from 2000 to 2008 refer to estimated paying members based on collections report and membership database build-up while data on beneficiaries were estimated based on average household size from the National Statistics Office. 2009 beneficiaries were estimated based on registered members data (membership database) and NSO average household size. 2010 beneficiaries were estimated based on registered membership data and estimated dependent size of the National Health Insurance Program from the Benefit Delivery Review Study of the UP School of Economics.

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Indicator: M-main indicator, A-additional indicator, C-context indicator

Indicator Identifier	Indicator	Disaggregation	Description and Technical Notes	Data Source	Remarks
Social dialogue, workers and employers' representation					
DIAL-1	M - Union density rate	Industry, services	Non-agricultural establishments employing 20 or more workers. Indicator defined as: *Total employees who are union members as a percentage share of total employees.*	BLES, BITS and Industrial Relations at the Workplace Survey (IRWS)	The conduct of BITS started in 2003; it is not done annually. Data on union membership used to be collected through IRWS; available for 1995 and 1999. Services exclude public administration and defence, compulsory social security; public education and health; private households with employed persons; and extra-territorial organizations and bodies.
DIAL-2	M - Enterprises belonging to employer organization (rate)				Statistics not available. While there are statistics for number of establishments, there is difficulty in determining number of establishments to be used as numerator due to possible multiple counting of membership in different employer organizations (numerator) for which data are not available.
DIAL-3	M - Collective bargaining coverage rate	Industry, services	Non-agricultural establishments employing 20 or more workers. Indicator defined as*: Total employees covered by CBAs as a percentage share of total employees.*	BLES, BITS and IRWS	Data on CBA coverage used to be collected through IRWS; available for 1999. See Remarks for DIAL-1 for data exclusions.

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Indicator: M-main indicator, A-additional indicator, C-context indicator

Indicator Identifier	Indicator	Disaggregation	Description and Technical Notes	Data Source	Remarks
DIAL-4	M - Indicator for Fundamental Principles and Rights at Work (Freedom of Association and Collective Bargaining) to be developed by ILO.				Currently, no statistical indicators have yet been developed by ILO for this element of the Decent Work Agenda.
DIAL-5	A - Strikes and lockouts/rates of days not worked		Indicators defined as: 1) Strike - *any temporary stoppage of work by the concerted action of employees as a result of an industrial or labor dispute. It excludes general strike, political strike, mass leave, sympathy strike and the like;* Lockout - *temporary refusal of an employer to furnish work to his employees as a result of an industrial or labor dispute.* 2) Rates of days not worked - *total days not worked by workers involved due to strikes and lockouts divided by total labor force, then multiplied by 1,000.*	National Conciliation and Mediation Board, Administrative records NSO, LFS	Denominator used is labor force rather than employees in private establishments so as not to exaggerate the impact of work stoppages on the economy. Using labor force as a denominator weighs the stoppage rate per employee with the proportion of employees in the labor force.
DIAL-add'l Tripartism	Tripartite Industrial Peace Councils/ Industry Tripartite Peace Councils established	Agriculture, non-agriculture	Indicator defined as: *Tripartite councils that serve as forum for tripartite advisement and consultations among labor, employers and government sectors in the formulation of labor and employment policies.*	DOLE-BLR, Administrative records	