

STUDY ON THE FILIPINO HEALTH WORKFORCE: A SEQUENTIAL EXPLORATORY ANALYSIS OF THE DECENT WORK OUTCOMES IN METRO MANILA, METRO CEBU, AND METRO DAVAO HOSPITALS

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Outline

1 Overview and Preliminaries
(Objectives, Methodology, Framework, and Activities)

2 Research Findings

3 Key Takeaways/
Conclusions

4 Recommendations

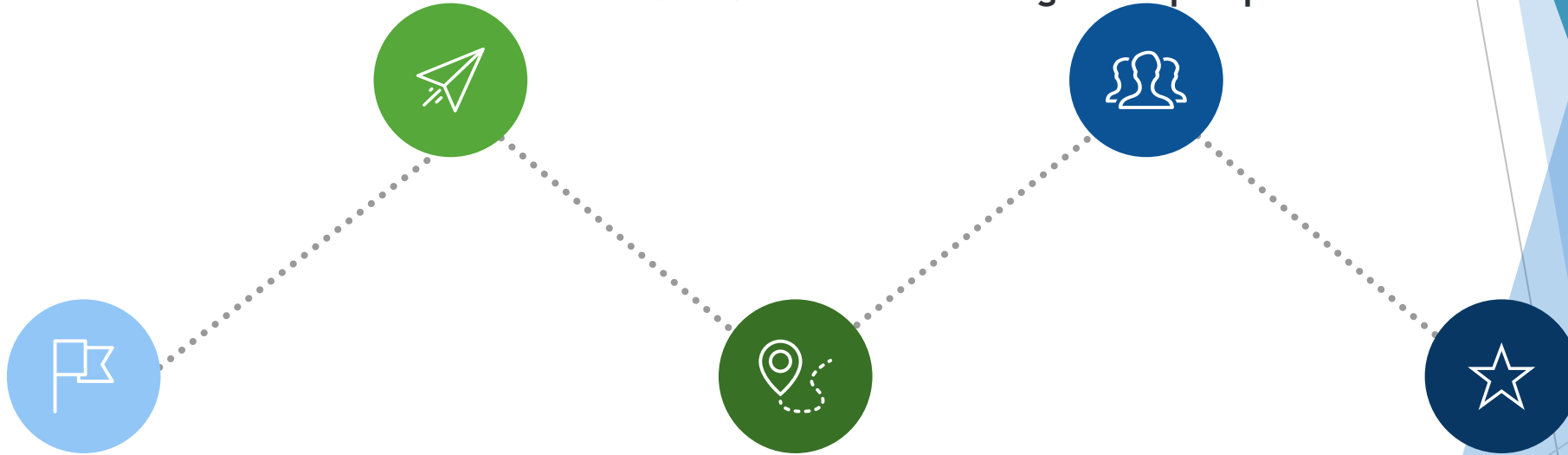
Overview



Policies and programs geared toward guaranteeing a sufficient supply of competent Human Resources for Health (HRH)



Baseline data of the domestic working conditions including migration prospects



Partnership with the Career Development and Management Division (CDMD) of the Health Human Resource Development Bureau (HHRDB)



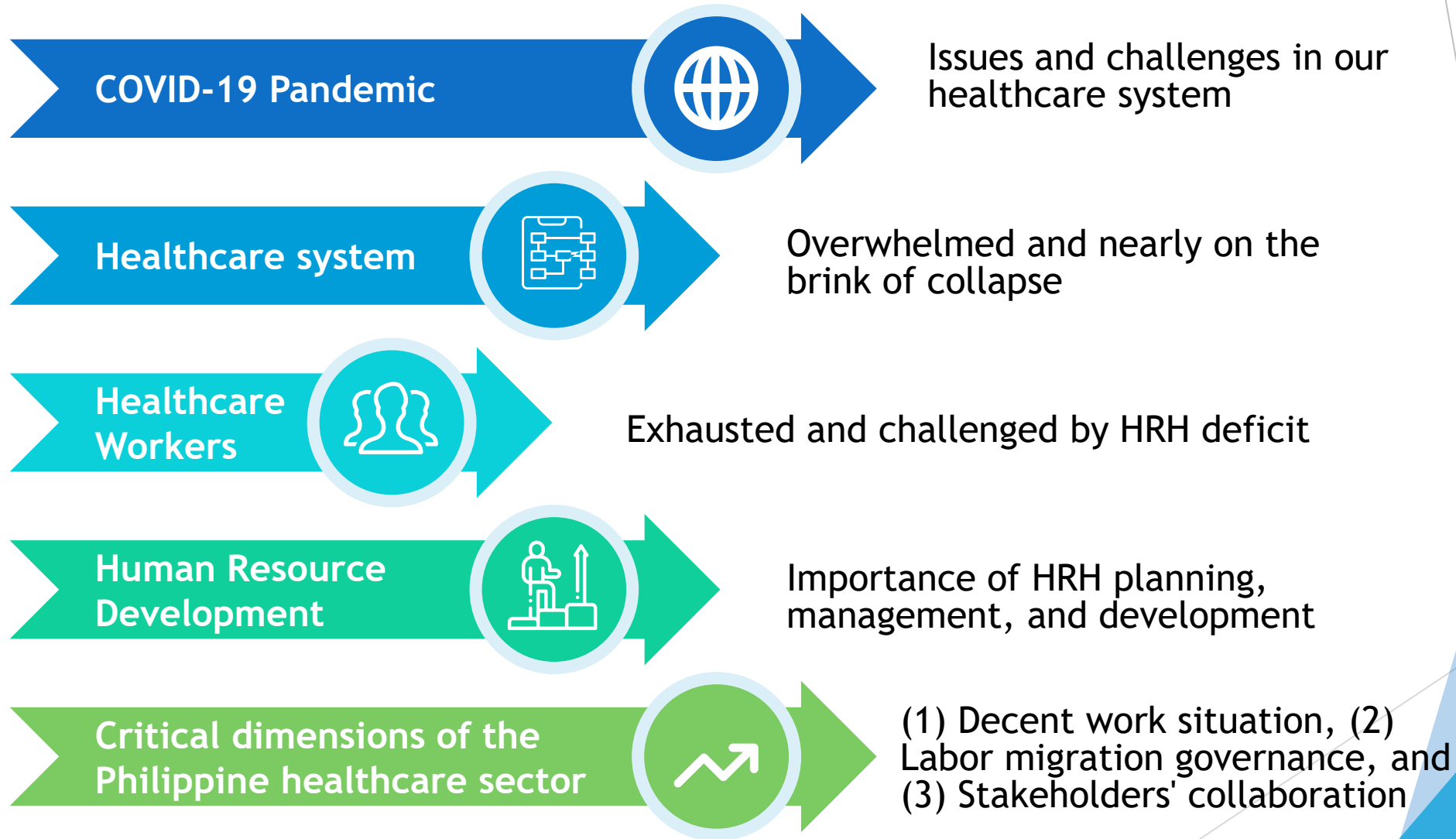
UNIVERSAL HEALTH CARE
KALUSUGAN AT KALINGA PARA SA LAHAT

Policy Bases



DOH and the HRH Network Philippines

Overview



Research Objectives

The study aims to provide a descriptive analysis of healthcare workers' decent work situation, including challenges and opportunities, in hospitals located in Metro Manila, Metro Cebu, and Metro Davao.

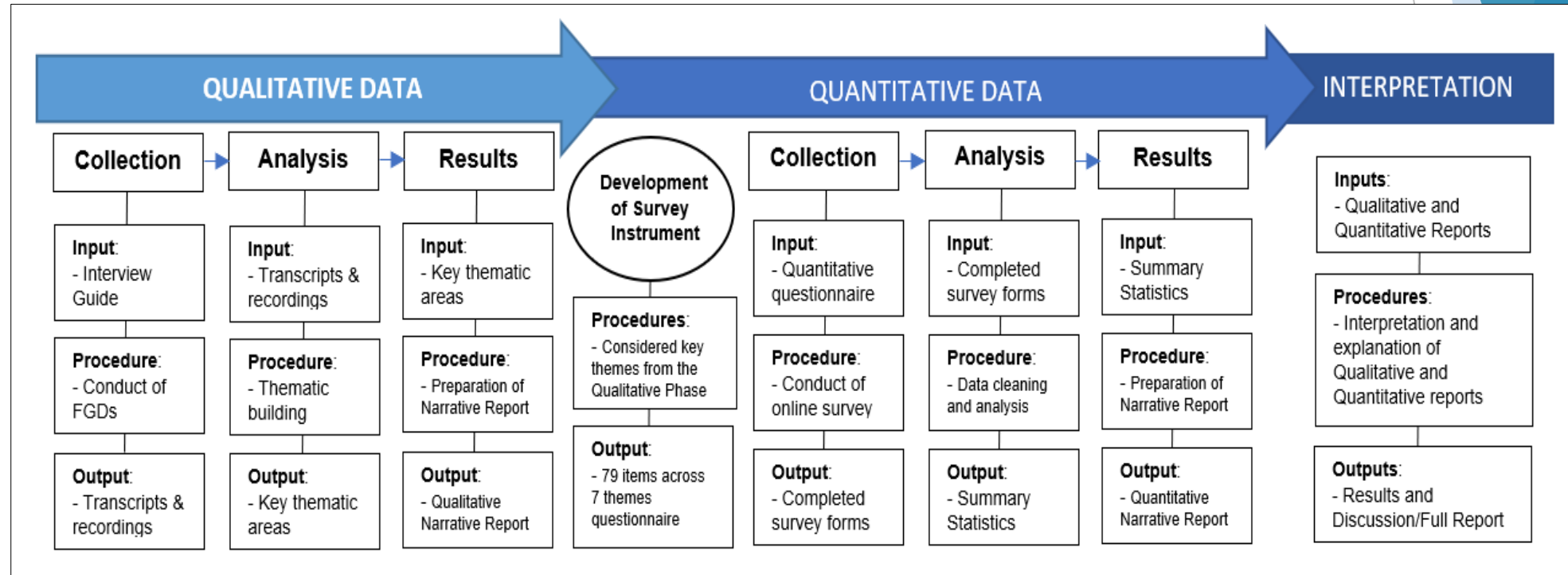
In particular, the study aims to:

- 1. Describe the **decent work situation** specifically in the areas of employment, rights at work and working conditions, social dialogue, social protection, and opportunities for skills development; and,

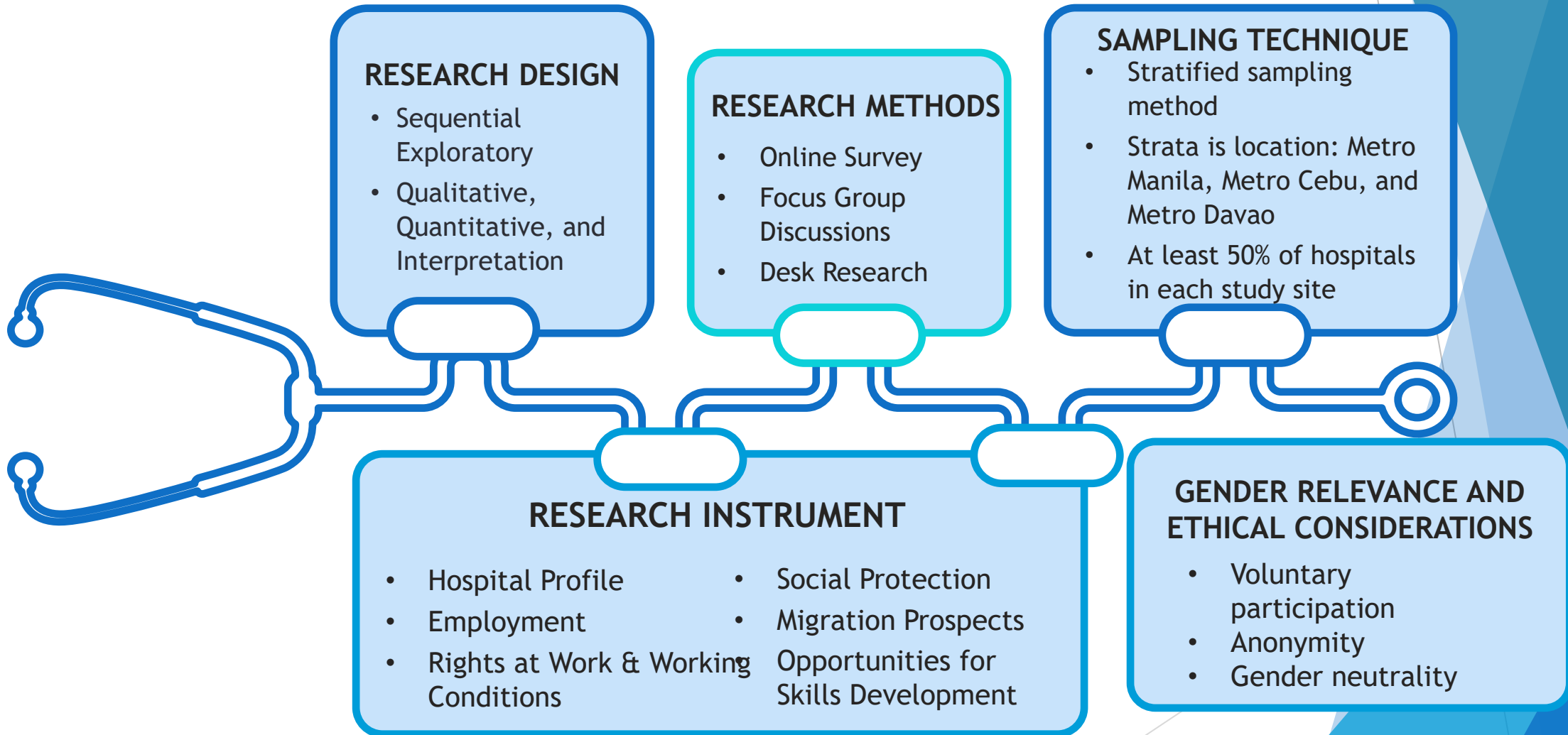
- 2. Analyze the implications of domestic decent work situation, including Human Resource Development (HRD) systems and practices, on **labor migration governance of healthcare workers.**

Methodology: Research Design

SEQUENTIAL EXPLORATORY



Methodology: Research Design



Methodology: Ethics Review Clearance



As part of the DOH Partnership, the Research Team was required to secure an **Ethics Review Clearance** to ensure the safety of researchers and their research participants.



Ethics Review Clearance to increase the legitimacy of research findings and ensure that the research leads to beneficial outcomes



Certificate of Exemption from Ethics Review granted by the Single Joint Research Ethics Board (SJREB) of the DOH, on 27 August 2021

Data Analysis: Framework



Research Findings

1

Decent Work
Situation in the
Metropolitan
Hospitals:
Employers'
Perspective

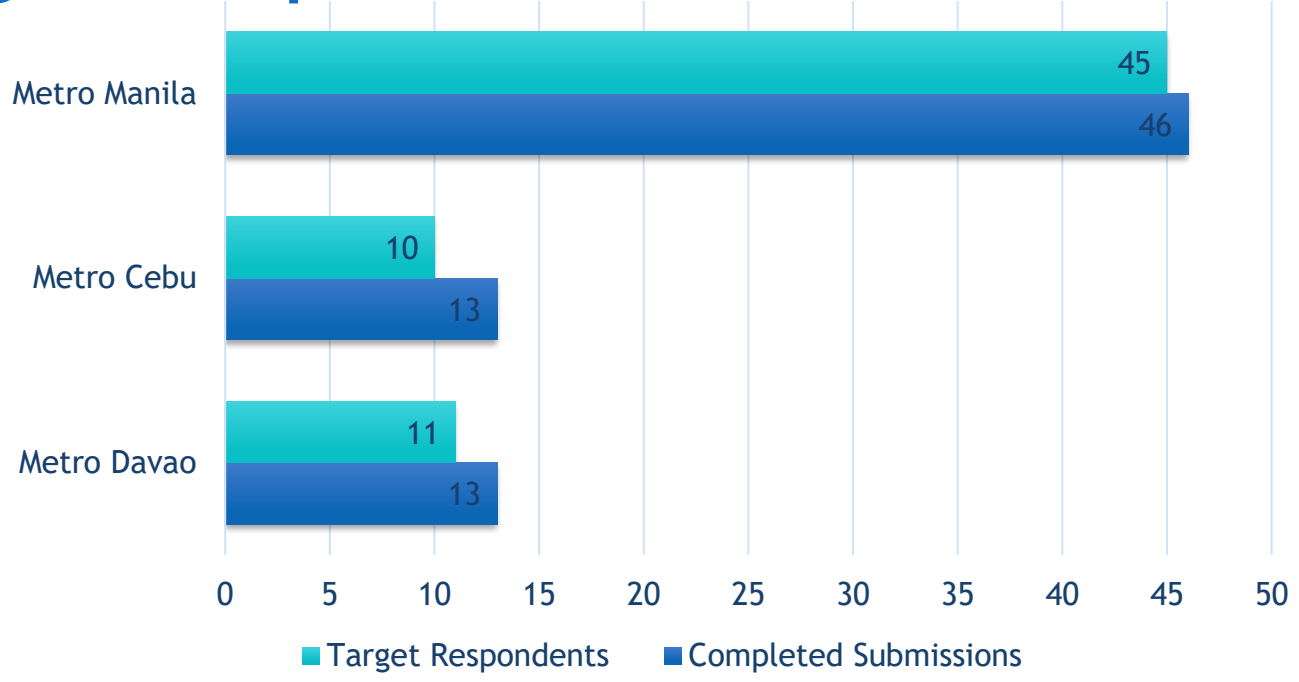
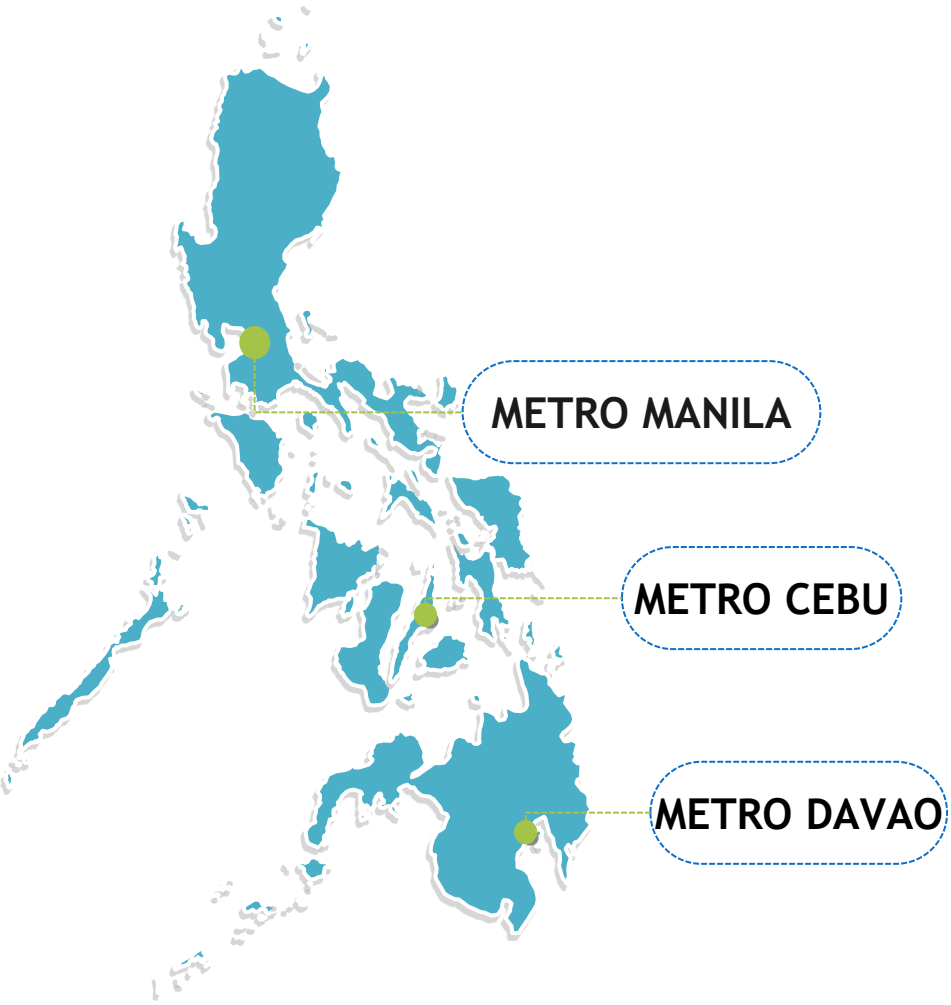
2

Decent Work
Situation in the
Metropolitan
Hospitals:
Employees'
Experiences

3

Decent Work
Situation and
Labor Migration
of Healthcare
Workers:
Implications of
Migration

Research Findings: Target Respondents



Completed Submissions

72

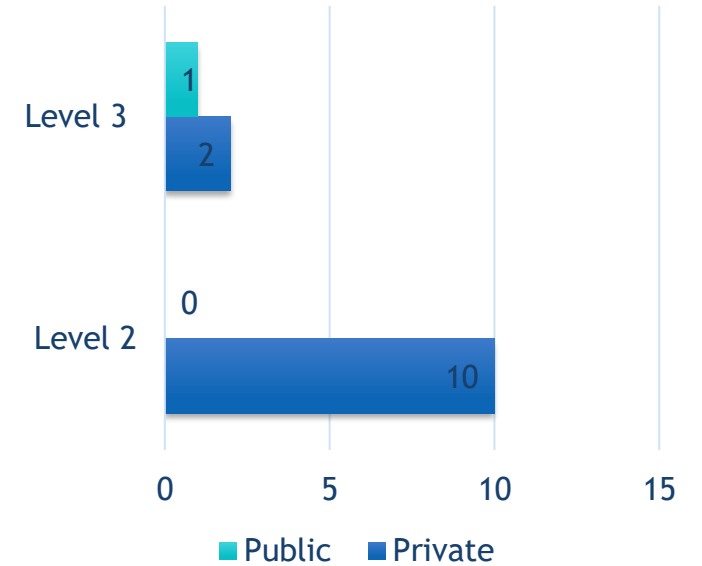
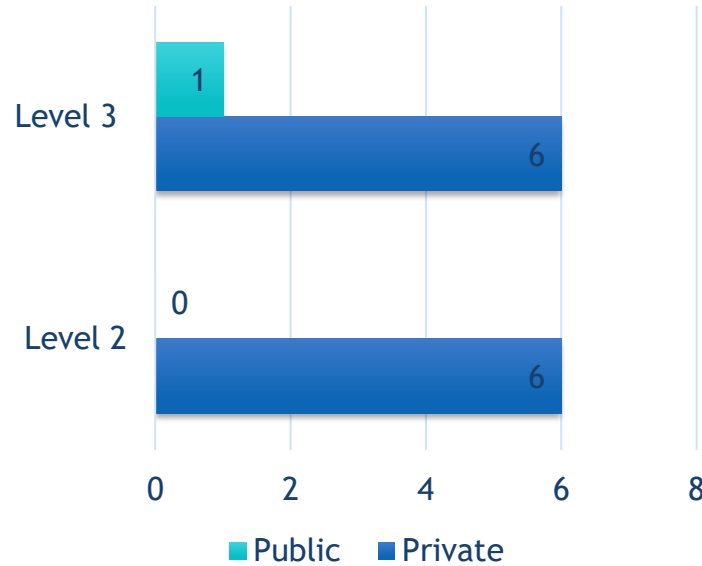
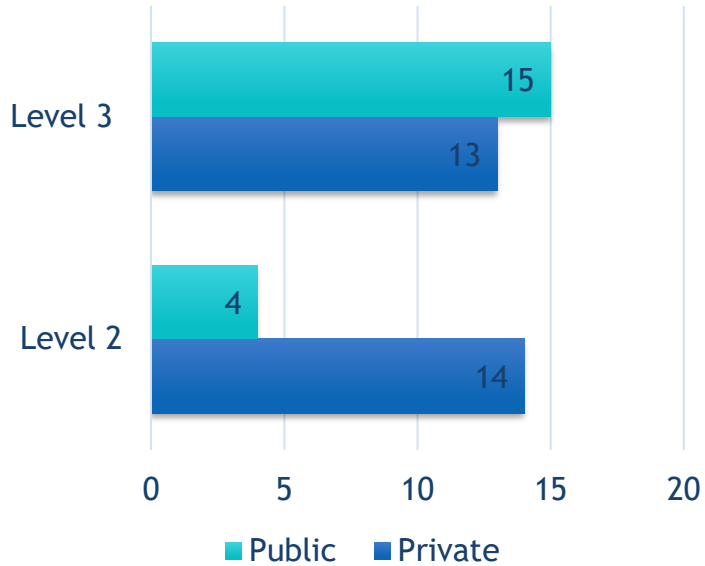
Recalibrated Target Respondents

66

Survey Response Rate

109%

Research Findings: Target Respondents



METRO MANILA

Completed Submissions	46
Recalibrated Target Respondents	45
Survey Response Rate	102%

METRO CEBU

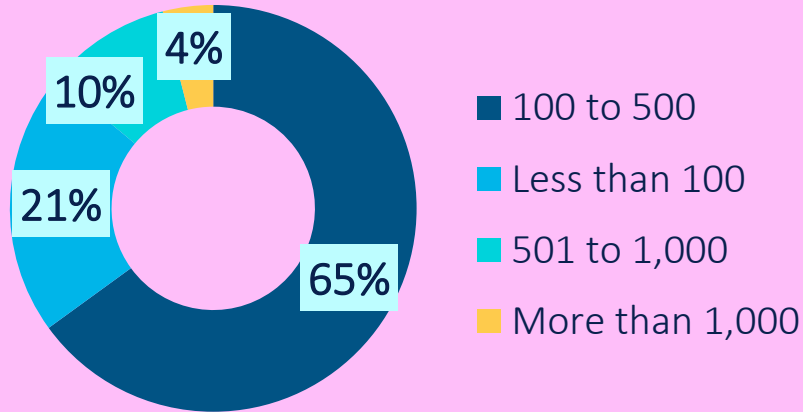
Completed Submissions	13
Recalibrated Target Respondents	10
Survey Response Rate	130%

METRO DAVAO

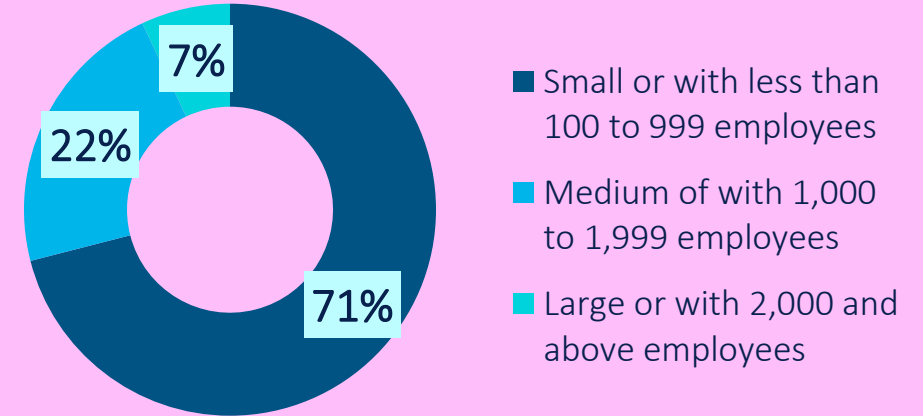
Completed Submissions	13
Recalibrated Target Respondents	11
Survey Response Rate	118%

Research Findings: Hospital Profile

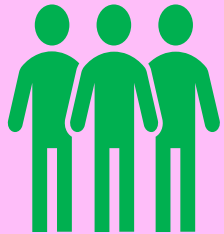
AUTHORIZED BED CAPACITY (ABC)



HOSPITAL SIZE



NUMBER OF EMPLOYEES



Lowest	Highest	Average
69	5,371	765

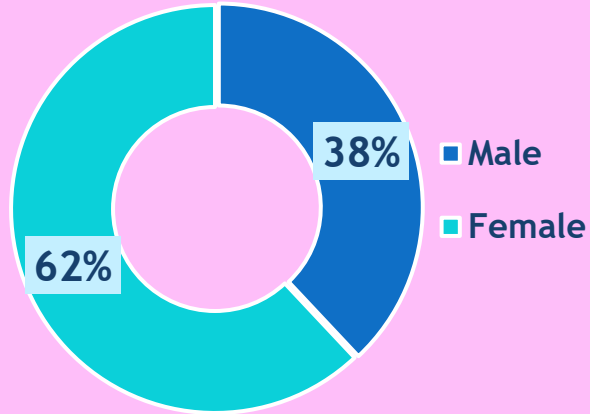
NURSE-TO-PATIENT RATIO



Lowest	Highest	Average
1:2	1:32	1:10

Research Findings: Hospital Profile

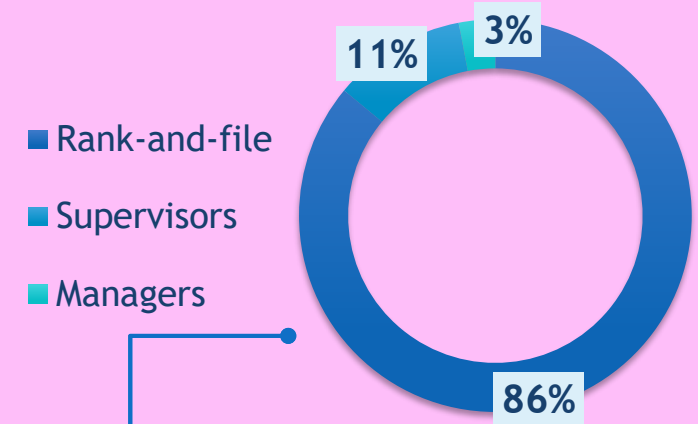
Total Sex Disaggregation



Sex Disaggregation per site

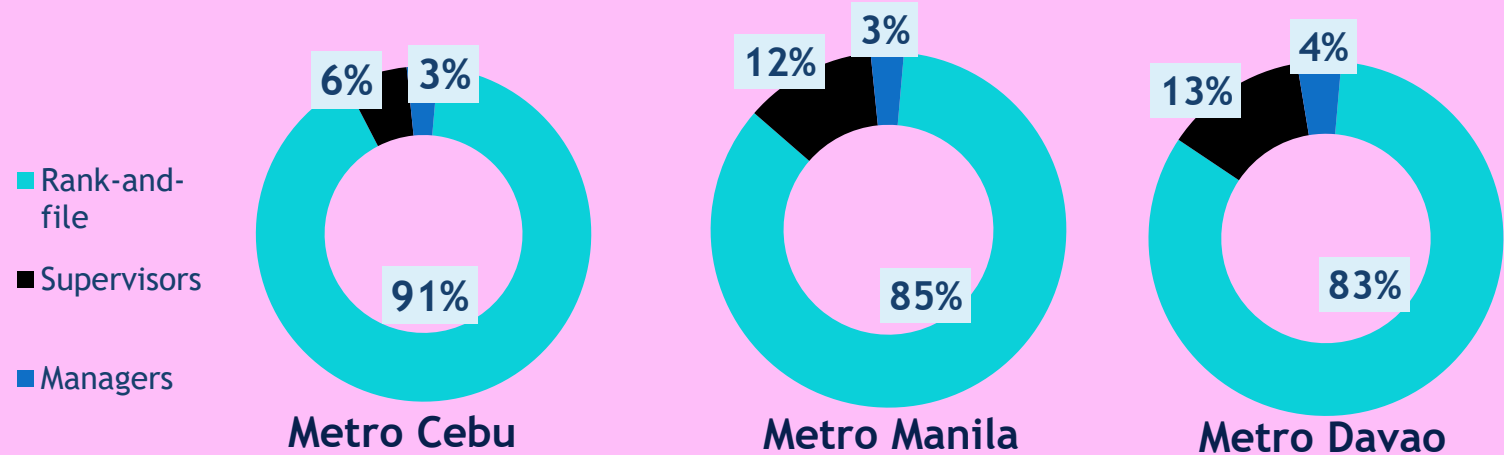
Site	Sex	Percentage
✓ Metro Cebu	Male	34%
	Female	66%
✓ Metro Manila	Male	39%
	Female	61%
✓ Metro Davao	Male	38%
	Female	62%

Employee Classification



AGE GROUP

60% of the total health workers were within the 25-29 (22%), 30-34 (25%), and 35-39 (13%) age bracket.



Research Findings: Key Takeaways

1. **Six out of ten (62%, n=34,113)** healthcare workers covered in the survey are **female**, further supporting the data (Philippines: 2018 NMS) that females dominate the Philippine health profession.



2. **Sixty percent (60%; n=33,063)** of the healthcare workers were within the 25-29 (22%), 30-34 (25%), and 35-39 (13%) age brackets, in some instances categorized as young professionals (25-39 years old), or most referred to as the **millennial generation**.

Research Findings: Key Takeaways

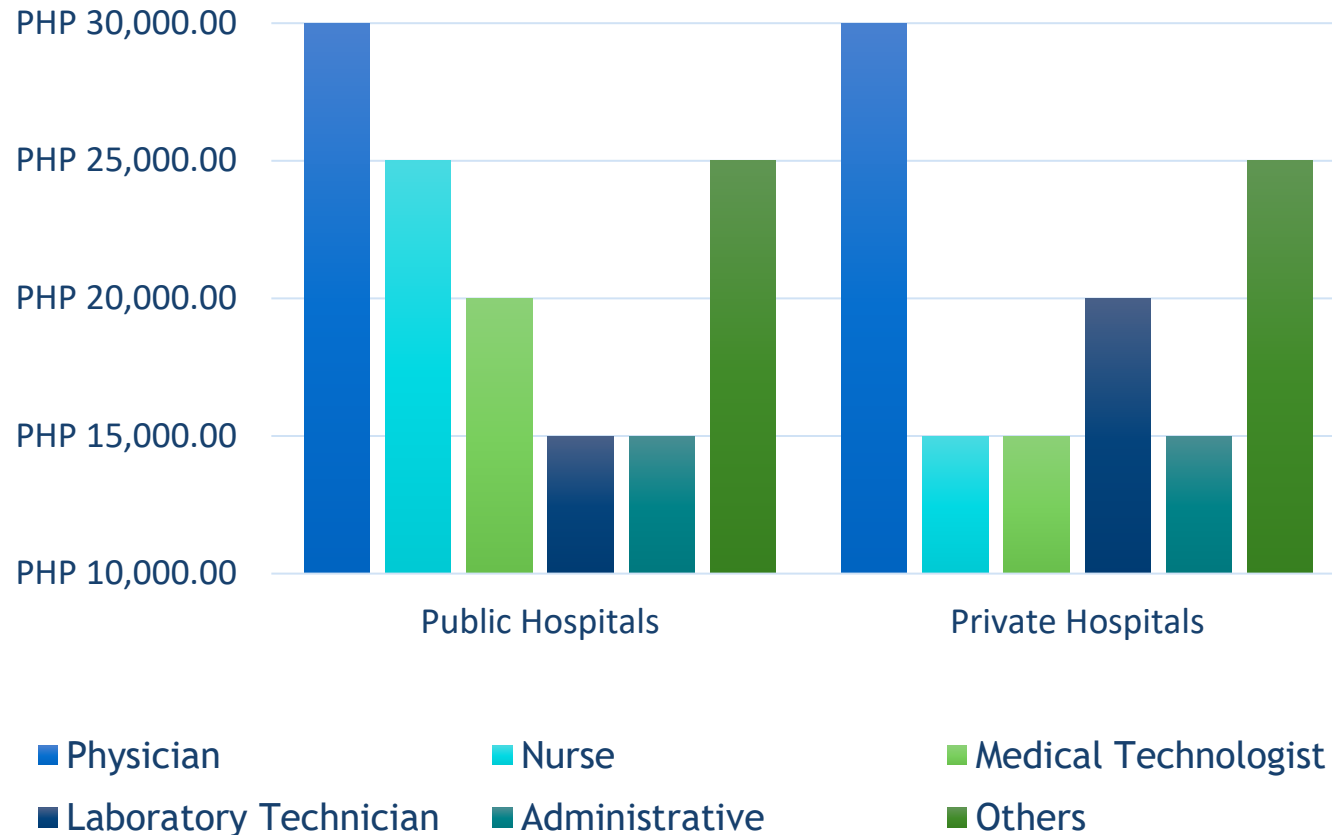
3. **Seventy-five percent (75%)** or 54 out of 72 hospitals follow the **40-hour working time** per week, the standard schedule for many full-time occupations.



4. During the pandemic, hospitals implemented **flexible work arrangements (FWAs)** such as compressed workweek (57%), work-from-home (49%), and flexible working hours or flextime (44%).

Research Findings: Key Takeaways

OVERALL AVERAGE SALARY IN METRO MANILA, METRO CEBU, AND METRO DAVAO



- 5.** Based on study findings:
- ✓ Salary of health workers in **PUBLIC HOSPITALS** is mandated by the Salary Standardization Law (categorized by Salary Grade).
 - ✓ The maximum amount of salary of **PHYSICIAN** is Php 30,000 and it is because they are mostly on affiliation basis and work in various hospitals.
 - ✓ **NURSES** in public hospitals receive a higher salary than those in private hospitals. It is the same case with **MEDICAL TECHNOLOGISTS**.
 - ✓ **LABORATORY TECHNICIANS** in private hospitals receive a higher salary than those in public hospitals.
 - ✓ **ADMINISTRATIVE STAFF** receives the same salary for both public and private hospitals.
 - ✓ For **OTHER** positions, they receive an average salary of Php25, 000.

Research Findings: Key Takeaways

6. While all hospitals comply with the prescribed Occupational Safety and Health (OSH) standards, **only 81% require a mandatory OSH seminar for employees.**



7. **Sixty percent (60%) or 43 out of 72 hospitals do not have a labor union representing the interests of the employees in the organization (private sector, n=37; public sector, n=6).**

Research Findings: Key Takeaways

8. Out of the 27 hospitals that have existing **Collective Bargaining Agreements (CBAs)**, five (5) hospitals cover non-regular workers, and twelve (12) hospitals have included COVID 19-related provisions in catering to the demands and pre-requisites of the so-called "new normal."



9. **Seventeen (17) hospitals** have indicated membership in the **Hospital Industry Tripartite Council (HITC)**.

Research Findings: Key Takeaways

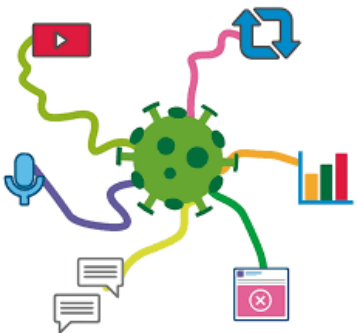
10. Seventeen (17) hospitals have indicated provision of accommodation (e.g., dormitory, in-house lodging), subsistence allowance, legal and outpatient services.



11. Fifty-six (56) hospitals implemented programs catering to women's needs, such as providing a breastfeeding area for nursing employees and a dedicated VAWC helpdesk.

Research Findings: Key Takeaways

12. Among the primary reasons reported by hospitals for poor performance include deficiency in soft skills (39%), lack of expected behavioral skills (32%), shortage of technical and socio-economic skills (26%), and lack of leadership skills (24%).



13. Almost all hospitals (96%) perceived that COVID-19 significantly impacted the availability of health care workers in the Philippines, and most of the hospitals (85%) view that COVID-19 significantly impacted the quality of recent graduates in the medical field.

Research Findings: Key Takeaways

14. **Thirteen (13) private hospitals** noted that around **20-29% of their workforce** moved out of the country in the last five years. Healthcare workers in the private sector are more likely to migrate abroad than their public sector counterparts.

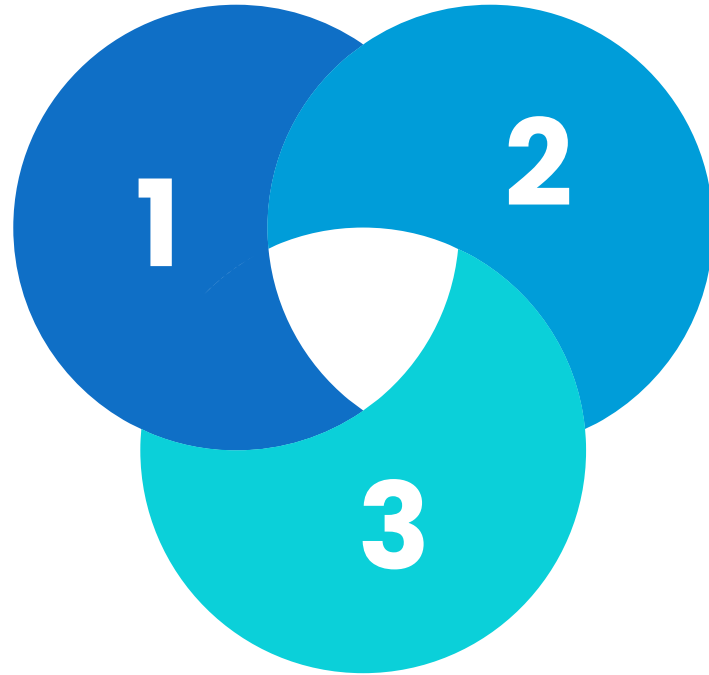


15. Various factors motivate them to move abroad, and the top reason has always been **economic in nature**, such as **higher compensation and much better benefits** in other countries (58%, n=42).



Recommendations

1. EMPLOYMENT FACILITATION



2. EMPLOYMENT PRESERVATION AND REGULATION

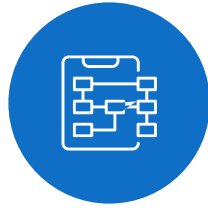


3. WORKERS PROTECTION AND WELFARE



Recommendations

1 EMPLOYMENT FACILITATION



Strengthen
Digital
Health
Workforce
Education
and Training



Reinforce
Competency
Framework
for Domestic
Health
Systems and
International
Health Labor
Market

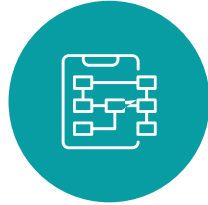


Maximize the
role of Local
Government
Units (LGUs) in
decentralization
and health
service delivery



Recommendations

2 EMPLOYMENT PRESERVATION AND REGULATION



Propose a Competitive, Equitable, and Decent Salary Structure Designed for Growth



Intensify Labor Education and Encourage Active Participation in Policy and Decision-Making Process

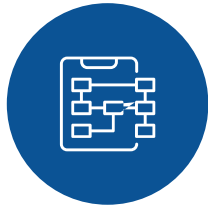


Boost the Role and Functions of the DOLE in Enforcing Compliance with Labor Standards



Recommendations

3 WORKERS PROTECTION AND WELFARE



Institutionalize
the Social
Protection
Floor (SPF)



Ensure
adequacy of
benefits



Introduce support
programs for
Persons with
disabilities (PWDs),
indigenous, and
vulnerable/
precarious workers
in the health sector



Thank you!



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