

**EMPLOYEE PROFILING SURVEY
PHILIPPINE SUGAR INDUSTRY**

Dear PHILSUTECH member organizations:

This Survey aims to elicit general and/or macro information about the PHILSUTECH member entities involved in sugar milling, ethanol production, farm operations (growing and cultivation) and logistics. Data gathered in this simple survey shall be used as inputs by in crafting relevant management programs and activities towards improving organizational effectiveness and efficiency.

Kindly return the survey form to the PHILSUTECH Secretariat on or before February 25, 2017.

Your cooperation and collaboration in this venture would be much appreciated. Thank You!

1. Organizational Type (please check the appropriate box)

- Sugar Mill Ethanol Plant Farmers' Cooperative Independent Farm
 Trading Equipment/ Logistics Others (pls. specify) _____

2. Days of Work in a week (please check the box which represents the work schedule for the majority of employees)

- 4 days 5 days 6 days 7 days

3. Category of Workers (please indicate the specific headcount per category in each box)

- Rank & File Professional/ Technical Supervisors
 Managers Executives

4. Types of Employment (please indicate the specific headcount per employment type in each box)

- Seasonal Contractual Project-Based Regular/ Organic

5. Gender Distribution (please indicate the specific headcount per gender type in each box)

- Male Female LGBT (if known)

6. Age Distribution (please indicate the specific headcount per age group type in each box)

- 25 & below 26 - 30 31 - 35 36 - 40
 41 - 45 46 - 50 51 - 55 60 & above

7. Civil Status Distribution (please indicate the specific headcount per status in each box)

- Single Married Married but Separated
 Single but with live-in partner Widow/er

8. Educational Attainment Distribution (please indicate the specific headcount per educational description in each box)

- | | | | |
|--|--|---|---|
| <input type="text"/> No
education | <input type="text"/> Elementary
Undergraduate | <input type="text"/> Elementary
Graduate | <input type="text"/> High School
Undergraduate |
| <input type="text"/> High School
Graduate | <input type="text"/> Vocational
Undergraduate | <input type="text"/> Vocational
Graduate | <input type="text"/> College
Undergraduate |
| <input type="text"/> College
Graduate | <input type="text"/> Masteral
Undergraduate | <input type="text"/> Masteral
Graduate | <input type="text"/> Higher than
Masteral |

9. Monthly Gross Income Distribution for all types and categories of workers (please indicate the specific headcount per gross monthly income bracket in each box. Monthly Gross income includes guaranteed cash allowances)

- | | | | |
|---|---|---|---|
| <input type="text"/> Below
P7,000 | <input type="text"/> P7,001 –
P14,000 | <input type="text"/> P14,001 –
P21,000 | <input type="text"/> P21,001 –
P28,000 |
| <input type="text"/> P28,001 –
P35,000 | <input type="text"/> P35,001 –
P42,000 | <input type="text"/> P42,001 –
P49,000 | <input type="text"/> P49,001 –
P56,000 |
| <input type="text"/> P56,001 –
P63,000 | <input type="text"/> P63,001 –
P70,000 | <input type="text"/> P70,001 –
P77,000 | <input type="text"/> Over P77,000 |

10. Mode of Payment (please indicate the specific headcount in each box)

- Piece rate Daily Paid Salaried (monthly)

11. Benefits, Employee Programs & Privileges (please check those items that are applicable to the majority of the employees)

- | | | | | |
|--|--|---|---|--|
| <input type="checkbox"/> Vacation
Leave | <input type="checkbox"/> Sick Leave | <input type="checkbox"/> Birthday Leave | <input type="checkbox"/> Bereavement Leave | <input type="checkbox"/> Health/ HMO |
| <input type="checkbox"/> Funeral
Assistance | <input type="checkbox"/> Educational
Assistance | <input type="checkbox"/> Emergency/
Cash Loan | <input type="checkbox"/> Christmas Bonus | <input type="checkbox"/> Health/ HMO
for dependents |
| <input type="checkbox"/> Free
Internet/Wifi | <input type="checkbox"/> Mobile Phone
Plan | <input type="checkbox"/> Shuttle Service/
Conveyance | <input type="checkbox"/> Yearly Training Plan
per Employee | <input type="checkbox"/> Per diem during
travel |
| <input type="checkbox"/> Free Lunch | <input type="checkbox"/> Free/ subsidized
housing | <input type="checkbox"/> Fitness Program/
Gym Facility | <input type="checkbox"/> Formal Performance
Bonus or Incentive | <input type="checkbox"/> Loyalty/ Service
Awards |
| <input type="checkbox"/> Family Day | <input type="checkbox"/> Annual Sport
Fest | <input type="checkbox"/> Company Outing | <input type="checkbox"/> Company Christmas
Party | <input type="checkbox"/> Retirement
Plan |