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EMPLOYMENT PATTERNS IN THE HOTELS AND RESTAURANTS INDUSTRY (establishments with 20 or more workers: 2004)

(Sixth of a series on employment)

This LABSTAT is the sixth in a series of reports that focuses on patterns of employment in specific industry based on the results of the 2003/2004 BLES Integrated Survey (BITS). The BITS aims to provide integrated data sets on employment patterns, industrial relations practices and occupational injuries in non-agricultural establishments with 20 or more workers. The survey covered a sample size of around 6,000 establishments and was conducted last year in coordination with DOLE Regional Offices.

OVERVIEW

Total employment in non-agricultural establishments with 20 or more workers as of the payroll period June 30, 2004 was estimated at 2.413 million. Of this number, 5.3 percent or 127,709 were employed in establishments engaged in hotels and restaurants.

Composition of Employment

Rank and file workers constituted the bulk (83.6% or 106,734) of employment in this industry.

The rest of the workforce was accounted for by working owners/unpaid workers (1.7% or 2,209), managers/executives (7.2% or 9,218) and supervisors (7.5% or 9,548).

Nature of Employment

By nature of employment, 60.6 percent (77,395) of the total workforce were regular or permanent workers. This figure is one of the lowest across industry groups and is way below the all industry average of 73.1 percent.

On the other hand, non-regular workers made up a significant proportion of the workforce as they represent more than one-third (37.7% 48,105) of the industry's total employment.

Contractual/ project-based workers is the most dominant form of non-regular employment (24.0% or 30,652). This group of workers is usually hired for a fixed or a specific undertaking the completion of which has been determined at the time of undertaking.

Other types of non-regular employment common in this industry were the hiring of casual workers (8,134), seasonal workers (1,866), probationary workers (6,489) and apprentices and learners (965).

Basis of Payment

Virtually all of the workers in this sector were paid on the basis of time unit. The biggest percentage (80.5% or 102,771) worked on full-time basis while less than one-fourth (17.7% or 22,628) were part-time workers.

Among full-time workers, more than one-third (37.4% or 47,802) were remunerated on a monthly basis. Daily-paid earners accounted for a little over one-fourth (27.0% or 34,499) while the others (16.0% or 20,470) were hourly-paid workers.

Output-rate workers do not seem to be a significant group of worker in the hotel and restaurant business as their share to total employment was nil.

Employment Patterns in Hotel and Restaurant Establishments with 20 or More Workers Philippines: June 30, 2004

INDICATOR	Number	Percent
TOTAL EMPLOYMENT	127,709	100.0
Type of Workers		
Working Owners/Unpaid Workers	2,209	1.7
Paid Employees	125,500	98.3
Managers/Executives	9,218	7.2
Supervisors/Foremen	9,548	7.5
Rank and File	106,734	83.6
Regular Workers	58,629	45.9
Non-Regular Workers	48,105	37.7
Nature of Employment		
Paid Employees	125,500	98.3
Regular Workers ¹	77,395	60.6
Non-Regular Workers	48,105	37.7
Contractual/Project-Based	30,652	24.0
Casual	8,134	6.4
Seasonal	1,866	1.5
Probationary	6,489	5.1
Apprentices/Learners	965	0.8
Basis of Payment		
Paid Employees	125,500	98.3
Time-Rate Workers	125,399	98.2
Full-Time	102,771	80.5
Hourly	20,470	16.0
Daily	34,499	27.0
Monthly	47,802	37.4
Part-Time	22,628	17.7
Output-Rate Workers	a	-
Task Workers	a	-

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

a Less than 500 workers.

¹ Includes managers/executives and supervisors/foremen.

*Source: Bureau of Labor and Employment Statistics,
2003/2004 BLES Integrated Survey.*

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