

Vol. 9 No. 63

November 2005



EMPLOYMENT PATTERNS IN THE WHOLESALE AND RETAIL TRADE INDUSTRY

(establishments with 20 or more workers: 2004)

(Fifth of a series on employment)

This LABSTAT is the fifth issue 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

The wholesale and retail trade is the second biggest sub-sector in terms of employment among non-agricultural establishments with 20 or more workers. Total employment in this sector stood at 367,703 as of the payroll period June 30, 2004 or 15.2 percent of the estimated 2.413 million employed in establishments covered by the 2003/2004 BITS. *(Table 1)*

More than half (58.8% or 216,154) of the industry's employment came from establishments engaged in retail trade and nearly one-third (28.6% or 104,988) from establishments engaged in wholesale trade and commission trade, except of motor vehicles and motorcycles. The rest were employed in sale, maintenance and repair of motor vehicles, etc. (12.7% or 46,560). *(Table 2)*

Type of Workers

The bulk (84.5% or 310,881) of employment in this industry was composed of rank and file workers. The rest (56,822) were classified as managers/executives (6.0%), supervisors/foremen (8.4%) and working owners and unpaid workers (1.1%).

Among rank and file workers, regular workers comprised 58.9 percent of total employment as against 25.6 percent for non-regular workers.

Approximately the same employment proportion can be noted in the three sub-industries, except in the retail trade where a higher proportion (31.3% or 67,634) of non-regular workers was observed. *(Table 2)*

Nature of Employment

As in other industries, the bulk of employment in this sector was composed largely of regular workers as they represent about three-fourths (73.3% or 269,506) of the total industry workforce. This figure, however, was comparatively lower in retail trade sub-sector where the proportion of regular workers stood at only 67.6 percent.

Non-regular workers accounted for the rest or 25.6 percent (94,155) of total employment. Contractual/project-based workers (36,724), casual workers (29,813), probationary workers (18,299) and seasonal workers (8,200) were the most common forms of non-regular work arrangements in this sector.

By sub-industry group, the share of non-regular workers was higher in retail trade at 31.3 percent. This figure is almost twice the share reported in wholesale trade and commission trade, except of motor vehicles and motorcycles (18.6%) and sale, maintenance and repair of motor vehicles, etc. (15.0%). (Table 2)

Basis of Payment

By mode of payment, employment in this sector was largely dominated by time-rate workers as they comprised 96.5 percent (354,946) of the total employed. Virtually all of them were full-time workers with only a few (0.7% or 2,507) working part-time with the establishments. Full-time workers were evenly divided between monthly paid workers (49.3%) and daily paid workers (44.8%) with hourly paid

TABLE 1 - Employment Patterns in Establishments Engaged in Wholesale and Retail Trade with 20 or More Workers, Philippines: June 30, 2004

INDICATOR	Number	Percent
TOTAL EMPLOYMENT	367,703	100.0
Type of Workers		
Working Owners/Unpaid Workers	4,042	1.1
Paid Employees	363,661	98.9
Managers/Executives	22,070	6.0
Supervisors/Foremen Rank and File	30,710	8.4
Regular Workers	310,881	84.5
Non-Regular Workers	216,726	58.9
	94,155	25.6
Nature of Employment		
Paid Employees	363,661	98.9
Regular Workers ¹	269,506	73.3
Non-Regular Workers	94,155	25.6
Contractual/Project-Based	36,724	10.0
Casual	29,813	8.1
Seasonal	8,200	2.2
Probationary	18,299	5.0
Apprentices/Learners	1,119	0.3
Basis of Payment		
Paid Employees	363,661	98.9
Time-Rate Workers	354,946	96.5
Full-Time	352,439	95.8
Hourly	6,437	1.7
Daily	164,801	44.8
Monthly	181,201	49.3
Part-Time	2,507	0.7
Output-Rate Workers	8,714	2.4
Piece-Rate Workers	6,346	1.7
Workers Paid Purely on Commission ²	1,181	0.3
Pakyao/Takay Workers	1,058	0.3
Quota Workers	a	-
Task Workers	a	-

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

a Less than 500 workers.

¹ Include managers/executives and supervisors/foremen.

² With employer control and supervision.

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

workers accounting for a negligible share (1.7%).

Output workers comprised only a very small proportion (2.4% or 8,714) of total workforce. More than one-half of them (6,346) were piece-rate workers and the rest were commission workers (1,181) and pakyao/takay workers (1,058). (Table 1)

TABLE 2 - Employment Patterns in Establishments Engaged in Wholesale and Retail Trade with 20 or More Workers by Sub-Industry Group, Philippines: June 30, 2004

INDICATOR	Sub-Industry Group					
	Sale, Maintenance and Repair of Motor Vehicles and Motorcycles, Retail Sale of Automotive Fuel		Wholesale Trade and Commission Trade, Except of Motor Vehicles and Motorcycles		Retail Trade Except of Motor Vehicles and Motorcycles, Repair of Personal and Household Goods	
	Number	Percent	Number	Percent	Number	Percent
TOTAL EMPLOYMENT	46,560	100.0	104,988	100.0	216,154	100.0
Type of Workers						
Working Owners/Unpaid Workers	864	1.9	683	0.7	2,495	1.2
Paid Employees	45,696	98.1	104,305	99.3	213,660	98.8
Managers/Executives	2,822	6.1	8,320	7.9	10,928	5.1
Supervisors/Foremen	5,658	12.2	10,352	9.9	14,700	6.8
Rank and File	37,216	79.9	85,633	81.6	188,032	87.0
Regular Workers	30,231	64.9	66,097	63.0	120,398	55.7
Non-Regular Workers	6,985	15.0	19,536	18.6	67,634	31.3
Nature of Employment						
Paid Employees	45,696	98.1	104,305	99.3	213,660	98.8
Regular Workers ¹	38,711	83.1	84,769	80.7	146,026	67.6
Non-Regular Workers	6,985	15.0	19,536	18.6	67,634	31.3
Contractual/Project-Based	757	1.6	6,715	6.4	29,251	13.5
Casual	1,680	3.6	6,073	5.8	22,060	10.2
Seasonal	500	1.1	2,341	2.2	5,360	2.5
Probationary	3,677	7.9	4,190	4.0	10,432	4.8
Apprentices/Learners	a	-	a	-	530	0.2
Basis of Payment						
Paid Employees	45,696	98.1	104,305	99.3	213,660	98.8
Time-Rate Workers	44,619	95.8	97,968	93.3	212,360	98.2
Full-Time	44,507	95.6	96,919	92.3	211,013	97.6
Hourly	1,846	4.0	a	-	4,182	1.9
Daily	14,492	31.1	27,621	26.3	122,688	56.7
Monthly	28,169	60.5	68,889	65.6	84,143	38.9
Part-Time	a	-	1,049	1.0	1,347	0.6
Piece-Rate Workers	a	-	5,455	5.2	806	0.4
Quota Workers	a	-	a	-	a	-
Pakyao/Takay Workers	a	-	759	0.7	a	-
Task Workers	a	-	a	-	a	-
Workers Paid Purely on Commission ²	720	1.5	a	-	a	-

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

a Less than 500 workers.

¹ Includes managers/executives and supervisors/foremen.

² With employer control and supervision.

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

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