



## EMPLOYMENT PATTERNS IN THE MANUFACTURING INDUSTRY (establishments with 20 or more workers: 2004)

*(Last of a 13-part series on employment)*

*This LABSTAT is the thirteenth issue on 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 manufacturing industry is by far the largest sector in terms of employment among non-agricultural establishments covered in the 2003/2004 BITS. It is also the most diversified with 30 sub-groups comprising the industry that produces a wide variety of products ranging from food, apparel, steel, cement, machineries and equipment, chemical products, wood and furniture products, etc.

Manufacturing employed close to a million workers. As of the payroll period June 2004, employment in this sector was placed at 894,932. This represents 37.1 percent of the estimated 2.413 million workers in non-agricultural establishments with 20 or more workers.

More than half (54.6% or 488,849) of manufacturing employment was shared by only five (5) sub-sectors with wearing apparel and food products comprising the two biggest groups at 15.9 percent each. Manufacturing of radio, TV and communication equipment and apparatus ranked second at 13.5 percent followed by chemicals and chemical products at 4.7 percent and office, accounting and computing machinery at 4.6 percent.

### Type of Workers

The bulk (794,248 or 88.7%) of employment in this industry was composed of rank and file workers. The rest (110,683) were classified as managers/executives (3.6%); supervisors/foremen (7.1%); and working owners and unpaid workers (0.6%).

Of the total workforce, 63.6 percent or 569,574 were regular rank and file employees and one-fourth (25.1% or 224,674) were non-regular rank and file employees. This pattern of employment was observed across sub-industry groups, except in wearing apparel where a high proportion (38.7%) of non-regular rank and file workers was noted.

#### Nature of Employment

Like in other industries, majority of the employees were regular workers as they represent three-fourths (74.3% or 665,164) of the total workforce.

Non-regular workers accounted for the remaining 25.1 percent or 224,674 of total employment. It was noted that the top five (5) sub-industries were the same sub-groups that employed considerable number (60.4% or 135,774) of non-regular workers.

Non-regular workers were composed mainly of contractual/project-based workers (9.4%) and casual workers (6.7%). The rest were probationary workers (4.1%), apprentices/learners (3.1%) and seasonal workers (1.8%).

#### Basis of Payment

While majority (93.3%) of the workforce in manufacturing was full-time workers, only 30.6 percent (274,132) were monthly paid workers. The biggest proportion (60.5% or 541,327) was accounted for by daily paid workers. This figure also represents more than one-half (53.9%) of the total 1.004 million daily paid workers in all the industry groups listed in this survey.

Moreover, manufacturing employed the most number of output-rate workers. More than one-half (52.7%) of the total 97,582 output-rate workers reported in this survey were employed in manufacturing. Relative to other industry groupings, manufacturing accounted for the biggest proportion of piece-rate workers (78.4% or 42,704), *pakyao/takay* workers (69.6% or 4,816) and quota workers (83.9% or 1,863).

Other categories of workers and their proportion to the industry's workforce were: hourly paid workers (2.2%), part-time workers (0.4%), task workers (0.1%) and commission workers (0.1%).

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**Employment Patterns in Manufacturing Establishments with 20 or More Workers  
by Sub-Industry Group, Philippines: June 30, 2004**

INDICATOR	Sub-Industry Group													
	Total		Mfg. of Food Products		Mfg. of Wearing Apparel		Mfg. of Chemicals and Chemical Products		Mfg. of Office, Accounting and Computing Machinery		Mfg. of Radio, TV and Communication Equipment and Apparatus		Other Manufacturing	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
<b>Total Employment</b>	<b>894,932</b>	<b>100.0</b>	<b>142,608</b>	<b>100.0</b>	<b>142,633</b>	<b>100.0</b>	<b>41,901</b>	<b>100.0</b>	<b>40,731</b>	<b>100.0</b>	<b>120,976</b>	<b>100.0</b>	<b>406,083</b>	<b>100.0</b>
<b>Type of Workers</b>														
Working Owners/Unpaid Workers	5,093	0.6	1,011	0.7	861	0.6	a	-	a	-	a	-	2,863	0.7
Paid Employees	889,838	99.4	141,597	99.3	141,772	99.4	41,654	99.4	40,730	100.0	120,869	99.9	403,216	99.3
Managers/Executives	32,255	3.6	6,142	4.3	2,401	1.7	3,649	8.7	574	1.4	2,647	2.2	16,842	4.1
Supervisors/Foremen	63,335	7.1	12,006	8.4	6,229	4.4	4,648	11.1	1,505	3.7	9,716	8.0	29,231	7.2
Rank and File	794,248	88.7	123,449	86.6	133,142	93.3	33,357	79.6	38,651	94.9	108,506	89.7	357,143	87.9
Regular Workers	569,574	63.6	81,434	57.1	77,957	54.7	24,929	59.5	32,298	79.3	84,713	70.0	268,243	66.1
Non-Regular Workers	224,674	25.1	42,015	29.5	55,185	38.7	8,428	20.1	6,353	15.6	23,793	19.7	88,900	21.9
<b>Nature of Employment</b>														
Paid Employees	889,838	99.4	141,597	99.3	141,772	99.4	41,654	99.4	40,730	100.0	120,869	99.9	403,216	99.3
Regular Workers <sup>1</sup>	665,164	74.3	99,582	69.8	86,587	60.7	33,226	79.3	34,377	84.4	97,076	80.2	314,316	77.4
Non-Regular Workers	224,674	25.1	42,015	29.5	55,185	38.7	8,428	20.1	6,353	15.6	23,793	19.7	88,900	21.9
Contractual/Project-Based	84,420	9.4	14,236	10.0	18,142	12.7	3,148	7.5	5,467	13.4	7,840	6.5	35,587	8.8
Casual	60,184	6.7	13,533	9.5	17,247	12.1	3,361	8.0	a	-	3,026	2.5	23,000	5.7
Seasonal	15,746	1.8	3,636	2.5	4,829	3.4	-	-	-	-	a	-	6,887	1.7
Probationary	36,353	4.1	6,490	4.6	7,650	5.4	1,790	4.3	854	2.1	6,954	5.7	12,615	3.1
Apprentices/Learners	27,972	3.1	4,120	2.9	7,319	5.1	a	-	a	-	5,579	4.6	10,811	2.7
<b>Basis of Payment</b>														
Paid Employees	889,838	99.4	141,597	99.3	141,772	99.4	41,654	99.4	40,730	100.0	120,869	99.9	403,216	99.3
Time-Rate Workers	838,451	93.7	131,053	91.9	116,344	81.6	40,941	97.7	40,730	100.0	120,713	99.8	388,670	95.7
Full-Time	834,748	93.3	130,179	91.3	115,867	81.2	40,912	97.6	40,730	100.0	120,287	99.4	386,773	95.2
Hourly	19,289	2.2	8,369	5.9	1,053	0.7	a	-	-	-	2,448	2.0	6,939	1.7
Daily	541,327	60.5	70,493	49.4	97,846	68.6	16,183	38.6	18,819	46.2	82,439	68.1	255,547	62.9
Monthly	274,132	30.6	51,317	36.0	16,968	11.9	24,249	57.9	21,911	53.8	35,400	29.3	124,287	30.6
Part-Time	3,703	0.4	874	0.6	a	-	a	-	-	-	a	-	1,897	0.5
Output-Rate Workers	51,388	5.7	10,543	7.4	25,428	17.8	712	1.7	-	-	a	-	14,550	3.6
Piece-Rate Workers	42,704	4.8	6,305	4.4	24,670	17.3	a	-	-	-	-	-	11,577	2.9
Pakyao/Takay Workers	4,816	0.5	2,320	1.6	515	0.4	a	-	-	-	-	-	1,677	0.4
Quota Workers	1,863	0.2	1,147	0.8	a	-	-	-	-	-	-	-	540	0.1
Task Workers	960	0.1	a	-	a	-	a	-	-	-	-	-	a	-
Workers Paid Purely on Commission <sup>2</sup>	1,045	0.1	a	-	a	-	a	-	-	-	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