



## EMPLOYMENT PATTERNS IN THE CONSTRUCTION INDUSTRY

(establishments with 20 or more workers: 2004)

(Fourth of a series)

*This LABSTAT is the fourth 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 of around 6,000 establishments and was conducted last year in coordination with DOLE Regional Offices.*

### OVERVIEW

Total employment in the construction industry as of the payroll period June 30, 2004 was placed at 84,749. This figure represents 3.5 percent of the total employment in non-agricultural establishments with 20 or more workers estimated at 2.413 million.

### Composition of Employment

As a labor intensive industry, the large proportion (73,224 or 86.4%) of workforce in establishments engaged in construction business was composed of rank and file workers.

The rest were classified as managers/executives (3,560 or 4.2%), supervisors/foremen (7,242 or 8.5%) while only a very small fraction

were working owners and unpaid workers (724 or 0.9%).

### Nature of Employment

Non-regular workers account for the majority of the rank and file workers. This is due largely to the nature of construction business where building and civil engineering works in general are of short durations and require both skilled and non-skilled workers. As such, the construction industry has the highest proportion of non-regular workers among its rank and file workers in the twelve (12) sub-industries covered by this survey. Specifically, the share of non-regular workers to total rank and file workers in construction was placed at 65.5 percent. This is more than twice the average recorded for all-industry groups at 30.3 percent (see LABSTAT Updates Vol. 9 No. 47).

As expected, contractual and project-based workers made up close to one-half (47.9% or 40,608) of total employment. Casual workers ranked a far second (3,313) followed by seasonal workers (2,554), probationary workers (1,438) and apprentices/learners (less than 500 workers).

### Basis of Payment

More than one-half (60.9% or 51,629) of the workers in the sector were daily wage earners or paid on a daily basis. Monthly paid employees comprised about one-third (32.4% or 27,421) while the rest were paid on hourly basis (4.8% or 4,054).

Other types of workers employed by the industry were part-time workers (less than 500) and output-rate workers (747) such as piece-rate workers, task workers and pakyao/takay workers.

### EMPLOYMENT PATTERNS IN CONSTRUCTION ESTABLISHMENTS WITH 20 OR MORE WORKERS PHILIPPINES: JUNE 30, 2004

Indicator	Number	Percent
<b>TOTAL EMPLOYMENT</b>	<b>84,749</b>	<b>100.0</b>
<b>Type of Workers</b>		
Owners/Unpaid Workers	724	0.9
Paid Employees	84,026	99.1
Managers/Executives	3,560	4.2
Supervisors/Foremen	7,242	8.5
Rank and File	73,224	86.4
Regular Workers	25,239	29.8
Non-Regular Workers	47,985	56.6
<b>Nature of Employment</b>		
Paid Employees	84,026	99.1
Regular Workers <sup>1</sup>	36,041	29.8
Non-Regular Workers	47,985	56.6
Contractual/Project-Based	40,608	47.9
Casual	3,313	3.9
Seasonal	2,554	3.0
Probationary	1,438	1.7
Apprentices/Learners	a	-
<b>Basis of Payment</b>		
Paid Employees	84,026	99.1
Time-Rate Workers	83,200	98.2
Full-time	83,104	98.1
Hourly	4,054	4.8
Daily	51,629	60.9
Monthly	27,421	32.4
Part-Time Workers	a	-
Output-Rate Workers	747	0.9

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

*a Less than 500 workers.*

*<sup>1</sup> Includes managers/executives and supervisors/foremen.*

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

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