



## EMPLOYMENT PATTERNS IN INDUSTRIES (establishments with 20 or more workers: 2004)

*(First of a series)*

*This LABSTAT is the first 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 safety 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

Labor market developments in the last two decades have been defined by the emergence of various forms of labor arrangements that challenged the traditional model of "full-time protected regular wage employment". These developments have changed profoundly the composition and dynamics of employment in business and industries as hiring practices have become more diversified than before.

This report is the first in a series that presents cross-industry comparison of employment patterns as an indication of the extent of use of various employment practices among establishments based on the results of the 2003/2004 BLES Integrated Survey of Establishments (BITS). The succeeding series will highlight employment practices in twelve specific industry groups with the exception of agriculture, fishery and

forestry sector which was excluded by the BLES survey.

Specifically, the BITS covered non-agricultural establishments with 20 or more workers. The items on employment refer to the payroll period June 30, 2004. Topics in this series include the following: (1) composition of employment; (2) nature of employment; and (3) categories of workers by modes of payment.

### SURVEY HIGHLIGHTS

#### Composition of Employment

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. *(Table 1)*

Paid employees comprised the bulk of employment (99.1% or 2.393 million) with working owners and unpaid workers accounting for a negligible share (0.9% or 20,655). Paid employees were further decomposed into three sub-groups, namely: (1) managers/executives; (2) supervisors/foremen and (3) rank and file workers. The first two categories made up 13.1 percent (316,037) of total workforce that occupied the top and the middle positions in the organization. The last category or rank and file workers represented the biggest group (86.0% or 2.077 million) that provides the employment base.

This employment pattern differs very little across industries as shown in Table 1. An exception, however, is financial intermediation sector where the proportion of rank and file workers (64.7%) was well below the all-industry average of 86.0 percent. This difference reflects the nature of financial intermediation business which is top heavy in terms of managerial and professional workers. Specifically, the proportion of managers, executives and supervisors in this sector (34.8%) was almost three times the overall industry average (13.1%).

### Nature of Employment

Majority of the rank and file workers (69.7% or 1.448 million) were regular or permanent workers. They usually enjoy job security and in most cases receive advancement and promotions, among others. (Table 2)

The rest were non-regular workers which comprised less than one-third (30.3% or 628,495) of total rank and file workers. Most of the non-regular workers

were engaged as contractual or project-based workers (47.4% or 297,614), although notable shares were accounted by casual workers (22.5% or 141,479) and probationary workers (19.5% or 122,300).

The share of non-regular workers was relatively important specifically in construction (65.4%), hotels and restaurants (45.1%) and real estate, renting and business activities (39.0%).

### Basis of Payment

Time-rate workers comprised the single largest (95.9% or 2.295 million) category of workers in the establishments. Most of them worked full-time (97.8% or 2.245 million) while a few on part-time basis (2.2% or 50,601). Among full-time workers, monthly paid workers (51.4% or 1.154 million) outnumbered the combined figures for daily paid workers (44.7% or 1.004 million) and hourly paid workers (3.8% or 86,321). (Table 3)

A small subset of workers (4.1% or 97,582) however, were into non-conventional modes of compensation or atypical working arrangements, namely: piece-rate workers (2.3%), commission workers (1.2%), pakyao/takay workers (0.3%), task workers (0.2%) and quota workers (0.1%). These types of workers were found fairly common in establishments engaged in manufacturing, wholesale and retail trade, transport, storage and communications and other community, social and personal service activities.

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**TABLE 1 - Total Employment in Non-Agricultural Establishments With 20 or More Workers by Type of Worker and Major Industry Group  
Philippines: June 2004**

| MAJOR INDUSTRY GROUP                                  | Total Employment | Working Owners and Unpaid Workers | Paid Employees       |                      |                       |                |
|---|------------------|-----------------------------------|----------------------|----------------------|-----------------------|----------------|
|   |                  |                                   | Managers/ Executives | Supervisors/ Foremen | Rank and File Workers |                |
|   |                  |                                   |                      |                      | Regular               | Non-Regular    |
| <b>ALL INDUSTRIES</b>                                 | <b>2,413,443</b> | <b>20,655</b>                     | <b>128,482</b>       | <b>187,555</b>       | <b>1,448,257</b>      | <b>628,495</b> |
| Mining & Quarrying                                    | 10,710           | a                                 | 620                  | 1,542                | 6,721                 | 1,787          |
| Manufacturing <sup>1</sup>                            | 894,932          | 5,093                             | 32,255               | 63,335               | 569,574               | 224,674        |
| Electricity, Gas & Water Supply                       | 59,273           | 208                               | 2,998                | 7,041                | 40,457                | 8,568          |
| Construction  | 84,749           | 724                               | 3,560                | 7,242                | 25,239                | 47,985         |
| Wholesale & Retail Trade                              | 367,703          | 4,042                             | 22,070               | 30,710               | 216,726               | 94,155         |
| Hotels and Restaurants                                | 127,709          | 2,209                             | 9,218                | 9,548                | 58,629                | 48,105         |
| Transport, Storage & Communications                   | 189,025          | 1,088                             | 8,406                | 19,915               | 121,824               | 37,792         |
| Financial Intermediation                              | 101,788          | 475                               | 21,882               | 13,565               | 56,520                | 9,347          |
| Real Estate, Renting & Business Activities            | 269,793          | 1,354                             | 12,138               | 16,392               | 146,407               | 93,503         |
| Private Education Services                            | 192,351          | 3,435                             | 9,477                | 8,614                | 129,564               | 41,261         |
| Health & Social Work (Private)                        | 59,631           | 1,669                             | 2,319                | 4,296                | 42,620                | 8,728          |
| Other Community, Social & Personal Service Activities | 55,779           | 317                               | 3,540                | 5,356                | 33,976                | 12,590         |

a Less than 500.

<sup>1</sup> Excludes manufacturing of coke, refined petroleum and other fuel products industry due to low response rate.

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

**TABLE 2 - Total Rank and File Workers in Non-Agricultural Establishments With 20 or More Workers by Nature of Employment and Major Industry Group  
Philippines: June 2004**

| MAJOR INDUSTRY GROUP                                  | Total Employment | Total Rank and File Workers | Regular Workers  | Non-Regular Workers |                            |                |                |               |                       |
|---|------------------|-----------------------------|------------------|---------------------|----------------------------|----------------|----------------|---------------|-----------------------|
|   |                  |                             |                  | Total               | Contractual/ Project-Based | Casual         | Probationary   | Seasonal      | Apprentices/ Learners |
| <b>ALL INDUSTRIES</b>                                 | <b>2,413,443</b> | <b>2,076,752</b>            | <b>1,448,257</b> | <b>628,495</b>      | <b>297,614</b>             | <b>141,479</b> | <b>122,300</b> | <b>34,333</b> | <b>32,769</b>         |
| Mining & Quarrying                                    | 10,710           | 8,508                       | 6,721            | 1,787               | 860                        | a              | a              | a             | a                     |
| Manufacturing <sup>1</sup>                            | 894,932          | 794,248                     | 569,574          | 224,674             | 84,420                     | 60,184         | 36,353         | 15,746        | 27,972                |
| Electricity, Gas & Water Supply                       | 59,273           | 49,025                      | 40,457           | 8,568               | 4,841                      | 2,459          | 1,114          | a             | a                     |
| Construction  | 84,749           | 73,224                      | 25,239           | 47,985              | 40,608                     | 3,313          | 1,438          | 2,554         | a                     |
| Wholesale & Retail Trade                              | 367,703          | 310,881                     | 216,726          | 94,155              | 36,724                     | 29,813         | 18,299         | 8,200         | 1,119                 |
| Hotels and Restaurants                                | 127,709          | 106,734                     | 58,629           | 48,105              | 30,652                     | 8,134          | 6,489          | 1,866         | 965                   |
| Transport, Storage & Communications                   | 189,025          | 159,616                     | 121,824          | 37,792              | 10,330                     | 10,773         | 13,412         | 1,957         | 1,318                 |
| Financial Intermediation                              | 101,788          | 65,867                      | 56,520           | 9,347               | 1,374                      | 2,588          | 5,099          | a             | a                     |
| Real Estate, Renting & Business Activities            | 269,793          | 239,910                     | 146,407          | 93,503              | 71,595                     | 10,177         | 10,400         | 1,166         | a                     |
| Private Education Services                            | 192,351          | 170,825                     | 129,564          | 41,261              | 10,384                     | 5,475          | 23,730         | 1,297         | a                     |
| Health & Social Work (Private)                        | 59,631           | 51,348                      | 42,620           | 8,728               | 1,164                      | 2,634          | 4,545          | a             | a                     |
| Other Community, Social & Personal Service Activities | 55,779           | 46,566                      | 33,976           | 12,590              | 4,663                      | 5,671          | 1,238          | 778           | a                     |

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<sup>1</sup> Except manufacturing of coke, refined petroleum and other fuel products industry due to low response rate.

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

**TABLE 3 - Total Paid Employment in Non-Agricultural Establishments With 20 or More Workers by Basis of Payment and Major Industry Group, Philippines: June 2004**

| MAJOR INDUSTRY GROUP                                  | Total Paid Employment | Time-Rate Workers |             |                  |                  |               |               |            |
|---|-----------------------|-------------------|-------------|------------------|------------------|---------------|---------------|------------|
|   |                       | Full-Time         |             |                  |                  | Part-Time     |               |            |
|   |                       | Total             |             | Monthly          | Daily            | Hourly        | No.           | %          |
| No.   | %                     |                   |             |                  |                  |               |               |            |
| <b>ALL INDUSTRIES</b>                                 | <b>2,392,788</b>      | <b>2,244,606</b>  | <b>93.8</b> | <b>1,154,024</b> | <b>1,004,261</b> | <b>86,321</b> | <b>50,601</b> | <b>2.1</b> |
| Mining & Quarrying                                    | 10,670                | 10,670            | 100.0       | 4,057            | 6,613            | -             | -             | -          |
| Manufacturing <sup>1</sup>                            | 889,839               | 834,748           | 93.8        | 274,132          | 541,327          | 19,289        | 3,703         | 0.4        |
| Electricity, Gas & Water Supply                       | 59,065                | 58,442            | 98.9        | 51,861           | 6,236            | a             | a             | -          |
| Construction  | 84,025                | 83,104            | 98.9        | 27,421           | 51,629           | 4,054         | a             | -          |
| Wholesale & Retail Trade                              | 363,661               | 352,439           | 96.9        | 181,201          | 164,801          | 6,437         | 2,507         | 0.7        |
| Hotels and Restaurants                                | 125,500               | 102,771           | 81.9        | 47,802           | 34,499           | 20,470        | 22,628        | 18.0       |
| Transport, Storage & Communications                   | 187,937               | 155,171           | 82.6        | 113,996          | 34,345           | 6,830         | 830           | 0.4        |
| Financial Intermediation                              | 101,313               | 100,829           | 99.5        | 95,460           | 4,919            | a             | a             | -          |
| Real Estate, Renting & Business Activities            | 268,439               | 267,509           | 99.7        | 129,660          | 124,790          | 13,059        | a             | -          |
| Private Education Services                            | 188,916               | 170,705           | 90.4        | 148,527          | 7,626            | 14,552        | 17,829        | 9.4        |
| Health & Social Work (Private)                        | 59,631                | 56,832            | 95.3        | 44,382           | 11,834           | 616           | 1,004         | 1.7        |
| Other Community, Social & Personal Service Activities | 55,462                | 51,385            | 92.6        | 35,522           | 15,643           | a             | 1,236         | 2.2        |

a Less than 500.

<sup>1</sup> Excludes manufacturing of coke, refined petroleum and other fuel products industry due to low response rate.

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

**TABLE 3 - Total Paid Employment in Non-Agricultural Establishments With 20 or More Workers by Basis of Payment and Major Industry Group Philippines: June 2004 (Continued)**

| MAJOR INDUSTRY GROUP                                  | Total Paid Employment | Output-Rate Workers |            |              |            |              |            |              |            |                         |            |
|---|-----------------------|---------------------|------------|--------------|------------|--------------|------------|--------------|------------|-------------------------|------------|
|   |                       | Piece-Rate          |            | Pakyao/Takay |            | Task         |            | Quota        |            | Commission <sup>1</sup> |            |
|   |                       | No.                 | %          | No.          | %          | No.          | %          | No.          | %          | No.                     | %          |
| <b>ALL INDUSTRIES</b>                                 | <b>2,392,788</b>      | <b>54,501</b>       | <b>2.3</b> | <b>6,916</b> | <b>0.3</b> | <b>5,205</b> | <b>0.2</b> | <b>2,221</b> | <b>0.1</b> | <b>28,739</b>           | <b>1.2</b> |
| Mining & Quarrying                                    | 10,670                | -                   | -          | -            | -          | -            | -          | -            | -          | -                       | -          |
| Manufacturing <sup>2</sup>                            | 889,839               | 42,704              | 4.8        | 4,816        | 0.5        | 960          | 0.1        | 1,863        | 0.2        | 1,045                   | 0.1        |
| Electricity, Gas & Water Supply                       | 59,065                | a                   | -          | a            | -          | a            | -          | -            | -          | a                       | -          |
| Construction  | 84,025                | a                   | -          | a            | -          | a            | -          | -            | -          | -                       | -          |
| Wholesale & Retail Trade                              | 363,661               | 6,346               | 1.7        | 1,058        | 0.3        | a            | -          | a            | -          | 1,181                   | 0.3        |
| Hotels and Restaurants                                | 125,500               | -                   | -          | -            | -          | a            | -          | -            | -          | -                       | -          |
| Transport, Storage & Communications                   | 187,937               | 2,265               | 1.2        | 825          | 0.4        | 3,362        | 1.8        | a            | -          | 25,177                  | 13.4       |
| Financial Intermediation                              | 101,313               | -                   | -          | -            | -          | a            | -          | -            | -          | a                       | -          |
| Real Estate, Renting & Business Activities            | 268,439               | a                   | -          | -            | -          | a            | -          | -            | -          | a                       | -          |
| Private Education Services                            | 188,916               | a                   | -          | -            | -          | a            | -          | -            | -          | a                       | -          |
| Health & Social Work (Private)                        | 59,631                | a                   | -          | -            | -          | a            | -          | -            | -          | -                       | -          |
| Other Community, Social & Personal Service Activities | 55,462                | 2,111               | 3.8        | -            | -          | -            | -          | a            | -          | 721                     | 1.3        |

a Less than 500.

<sup>1</sup> Purely on commission with employer's control and supervision.

<sup>2</sup> Excludes manufacturing of coke, refined petroleum and other fuel products industry due to low response rate.

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