



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 Employ- ment	Working Owners and Unpaid Workers	Paid Employees			
			Managers/ Executives	Supervisors/ Foremen	Rank and File Workers	
					Regular	Non- Regular
ALL INDUSTRIES	2,413,443	20,655	128,482	187,555	1,448,257	628,495
Mining & Quarrying	10,710	a	620	1,542	6,721	1,787
Manufacturing ¹	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.

¹ 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 Employ- ment	Total Rank and File Workers	Regular Workers	Non-Regular Workers					
				Total	Contrac- tual/ Project- Based	Casual	Proba- tionary	Seaso- nal	Appren- tices/ Learners
ALL INDUSTRIES	2,413,443	2,076,752	1,448,257	628,495	297,614	141,479	122,300	34,333	32,769
Mining & Quarrying	10,710	8,508	6,721	1,787	860	a	a	a	a
Manufacturing ¹	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

a Less than 500.

¹ 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 Employ-ment	Time-Rate Workers						
		Full-Time					Part-Time	
		Total		Monthly	Daily	Hourly	No.	%
		No.	%					
ALL INDUSTRIES	2,392,788	2,244,606	93.8	1,154,024	1,004,261	86,321	50,601	2.1
Mining & Quarrying	10,670	10,670	100.0	4,057	6,613	-	-	-
Manufacturing ¹	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.

¹ 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 Employ-ment	Output-Rate Workers									
		Piece-Rate		Pakyao/Takay		Task		Quota		Commission ¹	
		No.	%	No.	%	No.	%	No.	%	No.	%
ALL INDUSTRIES	2,392,788	54,501	2.3	6,916	0.3	5,205	0.2	2,221	0.1	28,739	1.2
Mining & Quarrying	10,670	-	-	-	-	-	-	-	-	-	-
Manufacturing ²	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.

¹ Purely on commission with employer's control and supervision.² 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).