



EMPLOYMENT PATTERNS IN THE PRIVATE EDUCATION SERVICES INDUSTRY

(establishments with 20 or more workers: 2004)

(Tenth of a series on employment)

This LABSTAT is the tenth 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 1994 Philippine Standard Industrial Classification (PSIC) defines private education services to consist of private education of all types, provided by institutions, as a full-time education or on a part-time basis at any level or for any profession. This definition covers mainly education under the "the regular school system", i.e., a system of progressive school education for children and young people from the pre-school level through the university level.

As of the payroll period June 2004, employment in this sector totaled 192,351. This figure corresponds to 8.0 percent of the 2.413 million total employed persons in non-agricultural establishments with 20 or more workers.

Types of Workers

The employment pattern in this group of establishments was observed to have a large base and a narrow top. The base was composed of rank and file workers which accounted for 88.8 percent (170,825) of the total employment.

The remaining comprised officials of firms such as managers/executives (4.9% or 9,477), supervisors/foremen (4.5% or 8,614) and working owners/unpaid workers (1.8% or 3,435).

Nature of Employment

Regular employment is the dominant form of hiring arrangements as this category of workers accounted for 76.8 percent (147,655) of the total employed. This reflects the nature of education services which has to rely on a pool of professional teaching staff in providing knowledge.

One of the peculiarities of this sector is the presence of a notable number of probationary workers which comprised 12.3 percent (23,730) of the total workforce. This category of workers ranked second to regular workers in terms of number.

Other forms of non-regular employment were contractual/project-based workers (10,384), casual workers (5,475) and seasonal workers (1,297).

Basis of Payment

Practically all or 98.0 percent (188,534) of the workforce were paid on the basis of time unit with the majority (88.7% or 170,705) employed on full-time basis. The employment of output workers was nil at less than one percent.

A little more than three-fourths (77.2% or 148,527) of the employed in the sector were monthly paid workers. However, the presence of hourly wage workers was unusually large as this is the only sector where the proportion of hourly paid workers (7.6% or 14,552) exceeded that of daily wage workers (4.0% or 7,626).

Moreover, it is also in this sector where part-time workers constituted a significant share (9.3%) of total employment.

Employment Patterns in Non-Agricultural Establishments with 20 or More Workers in Private Education Services, Philippines: June 30, 2004

INDICATOR	Number	Percent
TOTAL EMPLOYMENT	192,351	100.0
Type of Workers		
Working Owners/Unpaid Workers	3,435	1.8
Paid Employees	188,916	98.2
Managers/Executives	9,477	4.9
Supervisors/Foremen	8,614	4.5
Rank and File	170,825	88.8
Regular Workers	129,564	67.4
Non-Regular Workers	41,261	21.4
Nature of Employment		
Paid Employees	188,916	98.2
Regular Workers ¹	147,655	76.8
Non-Regular Workers	41,261	21.4
Contractual/Project-based	10,384	5.4
Casual	5,475	2.8
Seasonal	1,297	0.7
Probationary	23,730	12.3
Apprentices/Learners	a	-
Basis of Payment		
Paid Employees	188,916	98.2
Time-Rate Workers	188,534	98.0
Full-Time	170,705	88.7
Hourly	14,552	7.6
Daily	7,626	4.0
Monthly	148,527	77.2
Part-Time	17,829	9.3
Output-Rate Workers	a	-
Piece-Rate Workers	a	-
Task Workers	a	-

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

a Less than 500 workers.

¹ Includes managers/executives and supervisors/foremen.

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

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