

EMPLOYMENT PATTERNS IN THE TRANSPORT, STORAGE AND COMMUNICATION INDUSTRY (establishments with 20 or more workers: 2004)

(Seventh of a series on employment)



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

OVERVIEW

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. Of this number, 7.8 percent or 189,025 were employed in the transport, storage and communication sector. (*Table 1*)

This figure was broken down by sub-sector as follows: land transport; transport via pipelines (58,638); water transport (14,763); air transport (3,843); supporting and auxiliary transport activities; activities of travel agencies (57,727); and postal and telecommunications services except national postal activities (54,054). (*Table 2*)

Type of Workers

Rank and file workers registered the bulk (84.4% or 159,616) of total employment. The rest were accounted for by managers/executives (4.4% or 8,406), supervisors/foremen (10.5% or 19,915) and working owners and unpaid workers (0.6% or 1,088).

This pattern was also observed in the sub-sectors with the exception of postal and telecommunications services where the ratio of supervisors/foremen to total employment (20.1%) was twice the average for this industry.

Nature of Employment

The large majority (79.4% or 150,145) of the workers in this sector were predominantly regular workers or holders of permanent positions.

Non-regulars workers accounted for the rest of the workforce (20.0% or 37,792). Most of them were employed as probationary workers (13,412), contractual/project-based workers (10,330) and casual workers (10,773). (Table 1)

Worthy of note is the high proportion of probationary workers in postal and telecommunications services except national postal services at 8,056 or 14.9 percent. (Table 2)

Basis of Payment

Time unit work was the mode of payment common in this sector. Majority (82.5% or 156,001) of the workforce were time-rate workers with almost all of them working full-time for the establishments. Of this number, 113,996 were paid on monthly basis, 34,345 on a daily basis and 6,830 on hourly basis. Part-time workers represented only a very small group.

Output-rate workers also comprised a significant proportion (16.9% or 31,937) of the workforce. Of notable importance is the employment of workers paid purely on commission with employer control and supervision. This category of workers comprised 13.3 percent (25,177) of total industry employment. Their presence was particularly significant in land transport sub-sector where they accounted for 37.3 percent of total employment.

Other categories of workers employed in this sector were task workers, piece-rate workers, pakyao/

TABLE 1 - Employment Patterns in Transport, Storage and Communication Establishments with 20 or More Workers, Philippines: June 30, 2004

INDICATOR	Number	Percent
TOTAL EMPLOYMENT	189,025	100.0
Type of Workers		
Working Owners/Unpaid Workers	1,088	0.6
Paid Employees	187,937	99.4
Managers/Executives	8,406	4.4
Supervisors/Foremen	19,915	10.5
Rank and File	159,616	84.4
Regular Workers	121,824	64.4
Non-Regular Workers	37,792	20.0
Nature of Employment		
Paid Employees	187,937	99.4
Regular Workers ¹	150,145	79.4
Non-Regular Workers	37,792	20.0
Contractual/Project-Based	10,330	5.5
Casual	10,773	5.7
Seasonal	1,957	1.0
Probationary	13,412	7.1
Apprentices/Learners	1,318	0.7
Basis of Payment		
Paid Employees	187,937	99.4
Time-Rate Workers	156,001	82.5
Full-Time	155,171	82.1
Monthly	113,996	60.3
Daily	34,345	18.2
Hourly	6,830	3.6
Part-Time	830	0.4
Output-Rate Workers	31,937	16.9
Workers Paid Purely on Commission ²	25,177	13.3
Task Workers	3,362	1.8
Piece-Rate Workers	2,265	1.2
Pakyao/Takay Workers	825	0.4
Quota 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.

² With employer control and supervision.

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

takay workers and quota workers. Their combined share to total employment was minimal at only 3.6 percent (6,760).

TABLE 2 - Employment Patterns in Establishments with 20 or More Workers in Transport, Storage and Communications by Sub-Industry Group, Philippines: June 30, 2004

INDICATOR	Sub-Industry Group									
	Land Transport; Transport via Pipelines		Water Transport		Air Transport		Supporting and Auxiliary Transport Activities; Activities of Travel Agencies		Postal and Telecommunications Services Except National Postal Activities	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
TOTAL EMPLOYMENT	58,638	100.0	14,763	100.0	3,843	100.0	57,727	100.0	54,054	100.0
Type of Workers										
Working Owners/Unpaid Workers	618	1.0	a	-	a	-	a	-	a	-
Paid Employees	58,019	98.9	14,614	99.0	3,841	99.9	57,444	99.5	54,016	99.9
Managers/Executives	1,450	2.5	524	3.5	a	-	3,063	5.3	3,081	5.7
Supervisors/Foremen	3,119	5.3	1,399	9.5	a	-	4,194	7.3	10,841	20.1
Rank and File	53,450	91.2	12,691	86.0	3,192	83.1	50,187	86.9	40,094	74.2
Regular Workers	41,719	71.1	8,885	60.2	2,613	68.0	38,803	67.2	29,803	55.1
Non-Regular Workers	11,731	20.0	3,806	25.8	579	15.1	11,384	19.7	10,291	19.0
Nature of Employment										
Paid Employees	58,019	98.9	14,614	99.0	3,841	99.9	57,444	99.5	54,016	99.9
Regular Workers ¹	41,719	71.1	10,808	73.2	3,262	84.9	46,060	79.8	43,725	80.9
Non-Regular Workers	11,731	20.0	3,806	25.8	579	15.1	11,384	19.7	10,291	19.0
Contractual/Project-Based	5,219	8.9	1,481	10.0	a	-	1,986	3.4	1,605	3.0
Casual	3,769	6.4	539	3.7	a	-	5,753	10.0	609	1.1
Seasonal	579	1.0	a	-	a	-	1,292	2.2	a	-
Probationary	1,990	3.4	793	5.4	a	-	2,143	3.7	8,056	14.9
Apprentices/Learners	a	-	925	6.3	-	-	a	-	a	-
Basis of Payment										
Paid Employees	58,019	98.9	14,614	99.0	3,841	99.9	57,444	99.5	54,016	99.9
Time-Rate Workers	32,278	55.0	13,030	88.3	3,841	99.9	52,860	91.6	53,991	99.9
Full-Time	32,278	55.0	13,030	88.3	3,841	99.9	52,030	90.1	53,991	99.9
Monthly	19,123	32.6	10,426	70.6	3,656	95.1	31,473	54.5	49,318	91.2
Daily	12,271	20.9	2,604	17.6	a	-	17,959	31.1	1,419	2.6
Hourly	884	1.5	-	-	a	-	2,598	4.5	3,254	6.0
Part-Time	-	-	-	-	-	-	830	1.4	-	-
Piece-Rate Workers	876	1.5	-	-	-	-	1,389	2.4	-	-
Quota Workers	-	-	-	-	-	-	a	-	-	-
Task Workers	3,005	5.1	-	-	-	-	a	-	-	-
Workers Paid Purely on Commission ²	21,844	37.3	1,585	10.7	-	-	1,722	3.0	a	-
Pakyao/Takay Workers	a	-	-	-	-	-	809	1.4	-	-
<p><i>Note: Details may not add up to totals due to rounding.</i> <i>a Less than 500 workers.</i> 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.</p>										

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