

Survey of "Hot Jobs": Easy-to-Fill Jobs in Industry and Services Sectors (Third of a four-part series)



OVERVIEW

This LABSTAT Updates is the third in a four-part series that presents the highlights of the 2007/2008 BLES Integrated Survey (BITS) module entitled Occupational Shortages and Surpluses. The BITS is a nationwide sample survey covering 6,460 establishments with 20 or more employed persons in the industry and services sectors. The reference period covered the months from January 2007 to June 2008.

This issue takes a closer look on the occupations considered by employers as "easy to fill".

SURVEY RESULTS

"Easy-to-Fill" Vacancies

- As a general rule, "easy-to-fill" vacancies are characterized by a large pool of applicants competing for few vacant positions. This type of vacancy accounted for nearly two-thirds (64.7% or 131,912) of the total 203,972 vacancies reported during the survey reference period.

TABLE 1 – Percent Share of Easy-to-Fill Vacancies to Total Vacancies in Non-Agricultural Establishments With 20 or More Workers by Major Industry Group, Philippines: January 2007 to June 2008

Major Industry Group	Number of Vacancies	Percent Share of Easy-to-Fill Vacancies
ALL INDUSTRIES	<u>203,972</u>	<u>64.7</u>
Mining and Quarrying	729	69.1
Manufacturing	68,455	80.3
Electricity, Gas and Water Supply	2,531	54.8
Construction	3,868	32.4
Wholesale and Retail Trade	26,838	73.7
Hotels and Restaurants	15,149	88.0
Transport, Storage and Communications	6,940	48.3
Financial Intermediation	10,097	34.3
Real Estate, Renting and Business Activities	55,311	46.8
Private Education	9,128	55.1
Health and Social Work	2,750	60.5
Other Community, Social and Personal Service Activities	2,175	58.5

*Note: Details may not add up to total due to rounding of figures.
Source of data: Bureau of Labor and Employment Statistics,
2007/2008 BLES Integrated Survey.*

- This proportion was reported highest in hotels and restaurants (88.0%); manufacturing (80.3%); and wholesale and retail trade (73.7%). On the other hand, the lowest proportions were recorded in construction (32.4%) and financial intermediation (34.3%).

- More specifically, a total of 236 unit groups of occupations were identified in this survey as “easy to fill”. This figure corresponds to a total of 131,192 vacant positions the details of which can be viewed from the BLES website (<http://www.bles.dole.gov.ph>).
- Said vacancies consisted largely (74.2%) of occupations below the levels of professionals and associate professionals.
- Table 2 shows the top unit groups of vacancies perceived by respondents as “easy to fill” in each major occupation group.
- Technical and commercial sales representatives garnered the biggest number of applicants per 10 vacancies (157) – this suggests that on the average, there were 16 applicants per vacant position. This was followed by nurses (115); domestic helpers and cleaners (93); and receptionists and information clerks (72).

**TABLE 2 - Top Easy-to-Fill Vacancies in Non-Agricultural Establishments
With 20 or More Workers by Major Occupation Group, Philippines:
January 2007 to June 2008**

Major Occupation Group	Number of Vacancies	Number of Applicants	Number of Applicants Per 10 Vacancies
Professionals			
1. College, university and higher education teaching professionals	1,208	3,067	25
2. General elementary education teaching professionals	1,198	3,887	32
3. Professional nurses	1,097	12,575	115
Technician and Associate Professionals			
1. Safety, health and quality inspectors	4,471	23,538	53
2. Technical and commercial sales representatives	3,581	56,157	157
3. Labor contractors and employment agents	3,176	4,765	15
Clerks			
1. Customer service representatives	4,963	25,793	52
2. Stock clerks	4,265	12,934	30
3. Receptionists and information clerks	3,714	26,876	72
Service Workers			
1. Waiters, waitresses and bartenders	12,832	60,451	47
2. Shop salespersons and demonstrators	4,087	17,694	43
Craft and Related Trades Workers			
1. Bakers, pastry cooks and confectionery makers	13,255	24,797	19
2. Sewers, embroiderers and related workers	3,741	9,505	25
Plant and Machine Operators and Assemblers			
1. Electronic equipment assemblers	4,209	16,884	40
2. Mechanical machinery assemblers	3,397	18,343	54
Laborers and Unskilled Workers			
1. Helpers and cleaners in offices, hotels and other establishments	2,288	9,605	42
2. Domestic helpers and cleaners	420	3,895	93

Source: Bureau of Labor and Employment Statistics, 2007/2008 BLES Integrated Survey.

Professional Nurses: a Shortage or Surplus?

- Of interest to note is the inclusion of professional nurses in the list of "easy-to-fill" vacancies.
- A closer examination of the survey data revealed that some vacancies for nurses also appeared in the list of "hard-to-fill" vacancies.
- However, comparing the two data sets would validate the observation of a "*surplus*" rather than a "*shortage*" situation. This is so because the number of nurses in the "easy-to-fill" list far exceeded the number in the "hard-to-fill" list.
- More specifically, a total of 1,097 job openings for *professional nurses* were reported in this survey as easy to fill for which there were 12,575 applicants. These figures mean a ratio of about eleven (11) applicants per vacant position.
- On the other hand, some 250 vacancies were reported as "hard to fill" which attracted only 965 applicants or a ratio of 4 applicants per vacancy.
- They were considered as difficult to fill because their job descriptions require highly specialized competencies or years of work experience which is quite difficult to find due to the large number of Filipino nurses seeking overseas employment.

TABLE 3 – Vacancies for Professional Nurses, Philippines: January 2007 to June 2008

<u>Easy-to-Fill</u>	
- Vacancies	1,097
- Applicants	12,575
- <i>Number of applicants per 10 vacancies</i>	115
<u>Hard-to-Fill</u>	
- Vacancies	250
- Applicants	965
- <i>Number of applicants per 10 vacancies</i>	39

Source of data: Bureau of Labor and Employment Statistics, 2007/2008 BLES Integrated Survey.

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