

## STATISTICS ON JOB VACANCIES: 2019-2020

*This Labor Statistics (LABSTAT) Updates is a monograph that presents the highlights of the results of the 2019/2020 Integrated Survey on Labor and Employment (ISLE) module on Occupational Shortages and Surpluses. Conducted every two years, the ISLE is a nationwide sample survey covering formal establishments with 20 or more workers. For 2019/2020 ISLE, a total of 8,537 establishments were covered.*

*Sample respondents were asked on the number of vacancies for the reference period 01 July 2019 to 30 June 2020. Details for characteristics of each vacancy was asked as to type of position (regular or non-regular); difficulty in filling-up (hard or easy-to-fill); required hard and soft skills; required span of experience; and the length of recruitment period. The number of applicants for each specified vacancy was likewise enquired on.*

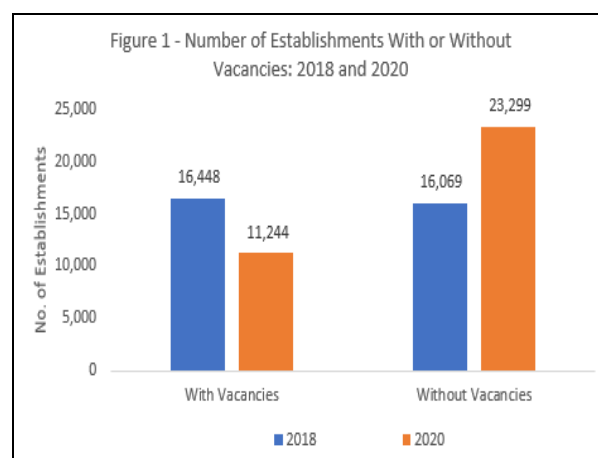
*The indicators for employment comprise statistics on job vacancies classified according to major occupation group as defined in the 2012 Philippine Standard Occupational Classification (PSOC). This version of the PSOC distinguishes 10 major occupation groups: (1) Managers; (2) Professionals; (3) Technicians and associate professionals; (4) Clerical support workers; (5) Service and sales workers; (6) Skilled agricultural, forestry and fishery workers; (7) Craft and related trade workers; (8) Plant and machine operators and assemblers; (9) Elementary occupations; and (10) Armed forces occupations. This issue presents an overview on statistics generated on job openings or vacancies that were made available for placements by establishments during the 12-month period.*

### 1. Number of establishments with job vacancies in 2020 dropped by -31.6 percent

a. Of the 34,543 estimated number of formal establishments employing 20 or more workers, 32.6 percent posted vacancies from 01 July 2019 to 30 June 2020. (Table 1)

b. The number of establishments with job vacancies declined by -31.6 percent from 16,448 establishments in 2018 to 11,244 establishments in 2020. This may be attributed to the Coronavirus disease 2019 (COVID-19)

pandemic that has affected the country resulting in the closure or reduction in the workforce of some establishments. (Table 1 and Figure 1)



Source: PSA, Integrated Survey on Labor and Employment (ISLE).

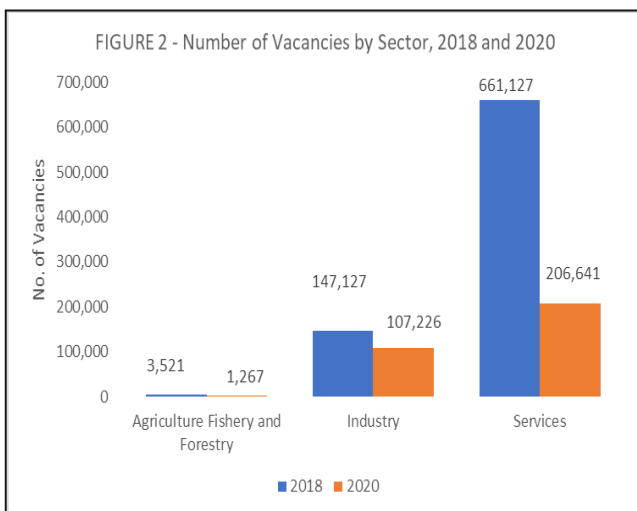


**2. All sectors registered a decline in their posted job vacancies**

- a. A total of 315,134 job vacancies was recorded for the period covered representing a notable decrease of -61.2 percent from the 811,775 vacancies in 2018. (Table 1)
- b. A decline in the number of vacancies in 2020 can be observed in all the major sectors of the economy with Services sector posting the highest decline of -68.7 percent (from 661,127 to 206,641) of the total vacancies for the sector in 2018. The Agriculture, Fishery and Forestry sector followed at -64.0 percent (from 3,521 to 1,267) and the Industry sector at -27.1 percent (from 147,127 to 107,226). (Table 1 and Figure 2)

**3. Seven out of ten vacancies were Easy-to-fill**

- a. Majority (69.4% or 218,680) of the vacancies were easy-to-fill. In 2020, the number of vacancies for this category experienced a decline of -63.0 percent from its level in 2018. (Table 1)
- b. The hard-to-fill vacancies in establishments was posted at 96,455 vacancies in 2020, reflecting a decrease of -56.4 percent from its 2018 level of 221,232 vacancies.
- c. By major industry group, the Administrative and support service activities posted the highest share of hard-to-fill vacancies with 30,691 or 31.8 percent. Wholesale and retail trade; repair of motor vehicles and motorcycles industry, came in second with 21.1 percent or 20,326 vacancies, and Manufacturing industry placed third with 18.1 percent or 17,427 job openings in 2020. Comparably, the top three industries with easy-to-fill job openings were also the aforementioned three industries with highest hard-to-fill vacancies. (Table 2)



Source: PSA, Integrated Survey on Labor and Employment (ISLE).

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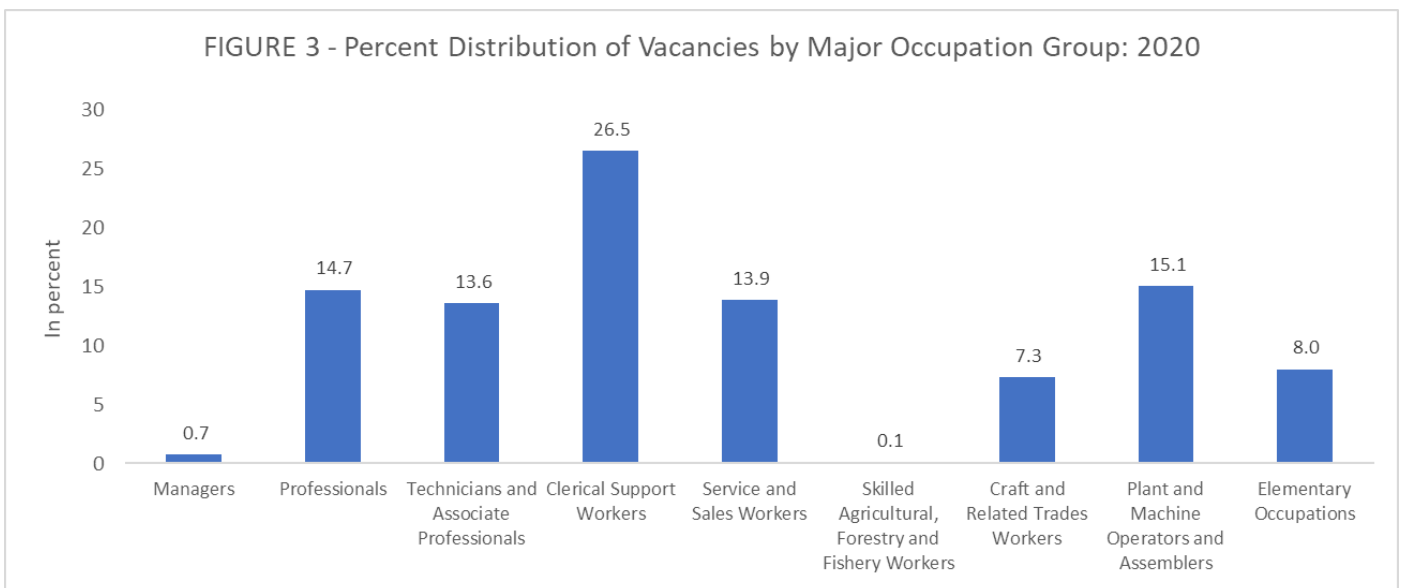
**4. Majority of vacancies were regular positions**

- a. By status of vacant position, a large percentage (67.3% or 212,026) were regular in nature, while the rest 32.7 percent or 103,108 were non-regular. (Table 1)
- b. The number of job vacancies for both regular and non-regular decreased by -61.4 percent and -60.7 percent, respectively. (Table 1)
- c. Among major occupation groups, clerical support workers posted the highest percent share to total vacant positions of 26.5 percent. This was followed by plant and machine operators and assemblers (15.1%), professionals (14.7%), service and sales workers (13.9%), and technicians and associated professionals (13.6%). Other groups had shares of less than

10.0 percent each. Skilled agricultural, forestry and fishery workers registered the lowest with 0.1 percent share among major occupation groups. (Figure 3)

**5. Entry-level positions accounted for five out of six vacancies**

- a. For vacancies by type of position, entry-level positions comprised the biggest chunk of vacancies in 2020 at 83.9 percent of the total or 264,453 vacancies. For all positions, vacancies largely dropped in 2020 with entry level, executive positions recording the highest downtrend of -62.6 percent and -62.1 percent, respectively. (Table 1)



Source: PSA, Integrated Survey on Labor and Employment (ISLE).

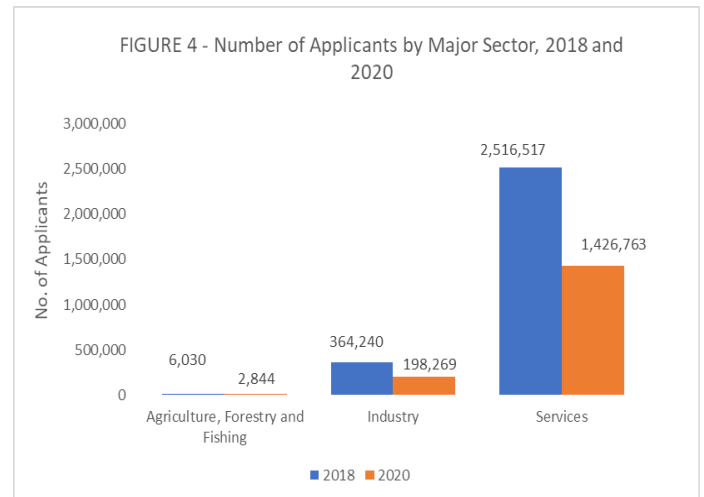
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**6. A total of 1.63 million applicants for the 0.32 million vacancies**

a. The total number of applicants for the vacancies in the establishments posted an overall reduction of -43.6 percent from 2.89 million in 2018 to 1.63 million in 2020. (Table 1)

b. Among sectors, the highest decline in the number of applicants can be found in the Agriculture, Forestry and Fishing sector, representing a -52.8 percent decline in 2020. (Table 1 and Figure 4)

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Source: PSA, Integrated Survey on Labor and Employment (ISLE).

**Table 1 - Number of Establishments with Job Vacancies, Number of Job Vacancies and Number of Corresponding Applicants, Philippines: 2018 and 2020**

Item	2018	2020		Percent Change
		Number	Percent Share	
<b>Total Establishments</b>	<b>32,517</b>	<b>34,543</b>	<b>100.0</b>	<b>6.2</b>
- With Vacancies	16,448	11,244	32.6	(31.6)
- Without Vacancies	16,069	23,299	67.4	45.0
<b>Total Vacancies</b>	<b>811,775</b>	<b>315,134</b>	<b>100.0</b>	<b>(61.2)</b>
By Industry Sector				
- Agriculture, Forestry and Fishing	3,521	1,267	0.4	(64.0)
- Industry	147,127	107,226	34.0	(27.1)
- Services	661,127	206,641	65.6	(68.7)
By Category				
- Hard-to-fill	221,232	96,455	30.6	(56.4)
- Easy-to-fill	590,543	218,680	69.4	(63.0)
By Status				
- Regular	549,090	212,026	67.3	(61.4)
- Non-regular	262,685	103,108	32.7	(60.7)
By Type of Position				
- Entry-level	706,639	264,453	83.9	(62.6)
- Junior	89,605	42,314	13.4	(52.8)
- Senior	13,131	7,459	2.4	(43.2)
- Executive	2,400	909	0.3	(62.1)
<b>Total Applicants</b>	<b>2,886,787</b>	<b>1,627,876</b>	<b>100.0</b>	<b>(43.6)</b>
- Agriculture, Forestry and Fishing	6,030	2,844	0.2	(52.8)
- Industry	364,240	198,269	12.2	(45.6)
- Services	2,516,517	1,426,763	87.6	(43.3)

( ) - Indicates a negative value

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

Source: Philippine Statistics Authority, 2019/2020 Integrated Survey on Labor and Employment (ISLE)

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**TABLE 2 - Number of Vacancies by Major Industry Group and Category,  
Philippines: July 2019 to June 2020**

MAJOR INDUSTRY GROUP	Total Number of Vacancies	Category			
		Hard-to-fill vacancies		Easy-to-fill vacancies	
		Number	Percent Share	Number	Percent Share
<b>ALL INDUSTRIES</b>	<b>315,134</b>	<b>96,455</b>	<b>100.0</b>	<b>218,680</b>	<b>100.0</b>
<b>Agriculture, Forestry and Fishing</b>	<b>1,267</b>	<b>432</b>	<b>0.45</b>	<b>836</b>	<b>0.38</b>
<b>Industry</b>	<b>107,226</b>	<b>24,395</b>	<b>25.3</b>	<b>82,831</b>	<b>37.9</b>
Mining and Quarrying	358	122	0.1	236	0.1
Manufacturing	80,498	17,427	18.1	63,071	28.8
Electricity, Gas, Steam and Air Conditioning Supply	1,253	356	0.4	897	0.4
Water Supply; Sewerage, Waste Management and Remediation Activities	3,133	694	0.7	2,439	1.1
Construction	21,983	5,796	6.0	16,188	7.4
<b>Services</b>	<b>206,641</b>	<b>71,628</b>	<b>74.3</b>	<b>135,013</b>	<b>61.7</b>
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	49,418	20,326	21.1	29,092	13.3
Transportation and Storage	3,382	1,285	1.3	2,096	1.0
Accommodation and Food Service Activities	9,229	2,237	2.3	6,992	3.2
Information and Communication	9,130	1,695	1.8	7,435	3.4
Financial and Insurance Activities	7,370	1,640	1.7	5,730	2.6
Real Estate Activities	2,013	780	0.8	1,233	0.6
Professional, Scientific and Technical Activities	13,090	1,797	1.9	11,293	5.2
Administrative and Support Service Activities	93,394	30,691	31.8	62,703	28.7
Education except Public Education	7,757	2,317	2.4	5,440	2.5
Human Health and Social Work Activities except Public Health Activities	10,135	7,554	7.8	2,580	1.2
Arts, Entertainment and Recreation	475	88	0.1	387	0.2
Repair of Computers and Personal and Household Goods; Other Personal Service Activities	1,248	1,217	1.3	31	*

\* Less than 0.1

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

Source: Philippine Statistics Authority, 2019/2020 Integrated Survey on Labor and Employment (ISLE).

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**Definition of Terms:**

**Job vacancies** – refer to unfilled job openings that are immediately available for placement and for which active recruitment steps are being undertaken anytime during the reference period.

**Hard-to-fill vacancies** – refer to those job vacancies for which an establishment has encountered difficulties in recruitment due to the following reasons: 1. No/few applicants applied for the job; 2. Applicants lack years of experience; 3. Applicants lack needed competency/skill; and 4. Applicants lack of professional license/TESDA Skills Certification.

**Easy-to-fill vacancies** – refer to job vacancies for which an establishment did not encounter difficulties in recruitment.

**Entry-level jobs** – refer to starting positions that require little or no experience.

**Hard skills** – capabilities that are job or occupation specific (e.g., computer programming, welding skills, carpentry skills).

**Soft skills** – refer to a broad set of skills, competencies, behaviors, attitudes and personal qualities that enable people to effectively navigate their environment, work well with others, perform well and achieve their goals (e.g., flexibility/adaptability, effective communication skills, problem solving, etc.).

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**FOR INQUIRIES**

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Regarding other statistics, contact **KNOWLEDGE MANAGEMENT AND COMMUNICATIONS DIVISION** at 8462-6600 local 834 Or visit our website at <https://www.psa.gov.ph>