



2014 SURVEY OF EMPLOYMENT in establishments with 20 or more workers

STATISTICS ON NON-REGULAR WORKERS (Second of a series)

This LABSTAT Updates is the second in the series of reports on employment. The statistics were based on the results of the employment module of the 2013/2014 Integrated Survey on Labor and Employment (ISLE).

Conducted every two years, the ISLE is a nationwide survey covering establishments with 20 or more workers. The latest survey, 2013/2014 ISLE, covered 8,399 establishments.

Specifically, this issue presents statistics on the employment of non-regular workers with reference to their categories and distribution across industry groups as of 30 June 2014 compared with 2012 data.

The metadata and statistical tables of the survey are posted at the PSA website.

More than a quarter of the total establishment employment were non-regular workers

- Employment of non-regular workers in establishments with at least 20 workers as of 30 June 2014 was placed at 1.336 million – more than a quarter (29.9%) of the total establishment workforce of 4.472 million. (Table 1)
- Compared with 2012, non-regular employment in 2014 posted a growth rate of 16.3 percent.

TABLE 1 - Total Employment in Establishments with 20 or More Workers by Type of Worker, Philippines: 2012 and 2014

| Type of Worker | 2014 | 2012 | 2012-2014 Percent Change (%) |
|---------------------------------------|------------------|------------------|------------------------------|
| Total Employment | 4,471,785 | 3,769,259 | 18.6 |
| <i>Working owners/ unpaid workers</i> | 35,080 | 30,487 | 15.1 |
| <i>Managers/executives</i> | 232,547 | 208,099 | 11.7 |
| <i>Supervisors</i> | 330,404 | 288,286 | 14.6 |
| <i>Rank and file workers</i> | 3,873,754 | 3,242,387 | 19.5 |
| - Regular | 2,538,081 | 2,093,822 | 21.2 |
| - Non-Regular | 1,335,673 | 1,148,565 | 16.3 |

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

Sources of data: Philippine Statistics Authority, 2011/2012 ISLE and 2013/2014 ISLE.

Half of non-regular workers were contractual/project-based

- Across categories, contractual/project-based workers comprised half (50.3% or 672,279) of the total non-regular workers. (Table 2)
- Probationary and casual workers lagged far behind with shares of 23.9 percent and 15.6 percent, respectively. Seasonal workers (7.6% or 102,070) and

apprentices/learners (2.6% or 34,722) contributed the least shares.

probationary workers (22.5% or +58,445) and apprentices/learners (19.7% or +5,713).

- All categories of non-regular workers posted positive growth rates from 2012 to 2014. Seasonal workers posted the highest growth rate of 82.1 percent with the addition of 46,011 workers in the workforce. This was followed by
- Contractual/project-based workers registered the biggest increase in employment (+71,515), equivalent to a growth rate of 11.9 percent. Casual workers recorded the lowest growth rate of 2.7 percent (+5,423).

TABLE 2 – Non-Regular Employment in Establishments with 20 or More Workers by Category, Philippines: 2012 and 2014

| CATEGORY | 2014 | | 2012 | | 2012-2014 Change | |
|--|------------------|----------------|------------------|----------------|-------------------|-------------|
| | No. | % Distribution | No. | % Distribution | Increase/Decrease | Percent (%) |
| Total Non-Regular Employment | 1,335,673 | 100.0 | 1,148,565 | 100.0 | 187,108 | 16.3 |
| <i>Contractual/Project-Based Workers</i> | 672,279 | 50.3 | 600,764 | 52.3 | 71,515 | 11.9 |
| <i>Probationary Workers</i> | 318,705 | 23.9 | 260,260 | 22.7 | 58,445 | 22.5 |
| <i>Casual Workers</i> | 207,895 | 15.6 | 202,472 | 17.6 | 5,423 | 2.7 |
| <i>Seasonal Workers</i> | 102,070 | 7.6 | 56,059 | 4.9 | 46,011 | 82.1 |
| <i>Apprentices/Learners</i> | 34,722 | 2.6 | 29,009 | 2.5 | 5,713 | 19.7 |

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

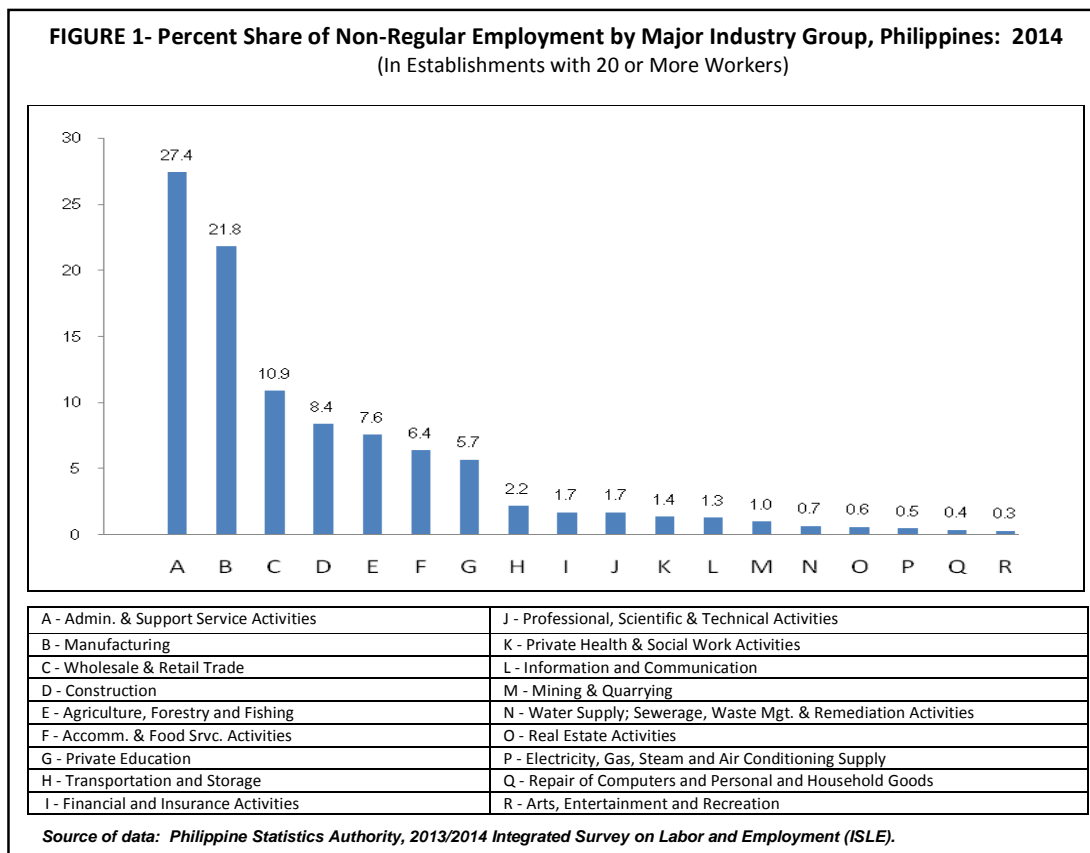
Sources: Philippine Statistics Authority, 2011/2012 ISLE and 2013/2014 ISLE.

Non-regular workers were most common in administrative and support service activities

- Across industries, establishments engaged in administrative and support service activities were the biggest employers of non-regular workers with a share of more than a quarter of the total non-regular employment (27.4% or 366,027). Manufacturing ranked next registering a share of 21.8 percent (291,128). Their combined shares
- accounted for almost half (49.2% or 460,089) of the total non-regular employment. (*Figure 1*)
- The remaining industries posted contributions of less than 10 percent each except for wholesale and retail trade (10.9%).

Biggest share of non-regular workers posted in construction industry

- In terms of shares of non-regular employment to total industry employment, construction industry recorded the biggest share (59.2%). Three in every five workers in this industry were non-regular. (*Table 3*)
- Agriculture, forestry and fishing (42.3%); and administrative and support service activities (40.0%) followed next. About two in every five workers in these industries were non-regular workers.



- Electricity, gas, steam and air conditioning supply (9.0%); and financial and insurance activities (8.4%) recorded the two lowest shares of non-regular workers in total industry workforce.
- Thirteen industries posted positive growth rates for non-regular workers from 2012 to 2014. Topping the list was agriculture, forestry and fishing where the number of non-regular workers was more than doubled, posting the highest growth rate at 111.1 percent (+53,174).
- Far second was financial and insurance activities (68.6% or +9,015) followed by repair of computers and personal and household goods, and other personal service activities (50.2% or +1,975).
- Also evident was the largest addition of non-regular workers (+66,938) in administrative and support service activities, equivalent to a growth rate of 22.4 percent.
- Meanwhile, non-regular employment declined in five industries with construction incurring the largest reduction of 21,955 workers.
- The other four industries had a much lesser reduction ranging from 1,668 to 4,949 workers.

**TABLE 3 – Percent Share of Non-Regular Workers to Total Industry Employment
by Major Industry Group, Philippines: 2012 and 2014**
(In Establishments with 20 or More Workers)

| MAJOR INDUSTRY GROUP | 2014 | | | 2012 | | | 2012-2014 Change | |
|---|------------------|------------------|--------------------------------|------------------|------------------|--------------------------------|-------------------|-----------------|
| | Total Employment | Non-Regular | % Share to Industry Employment | Total Employment | Non-Regular | % Share to Industry Employment | Increase/Decrease | Growth Rate (%) |
| ALL INDUSTRIES | 4,471,785 | 1,335,673 | 29.9 | 3,769,259 | 1,148,565 | 30.5 | 187,108 | 16.3 |
| Agriculture, Forestry and Fishing | 238,774 | 101,022 | 42.3 | 169,845 | 47,848 | 28.2 | 53,174 | 111.1 |
| Mining and Quarrying | 40,407 | 13,685 | 33.9 | 30,065 | 10,485 | 34.9 | 3,200 | 30.5 |
| Manufacturing | 1,005,562 | 291,128 | 29.0 | 923,062 | 274,014 | 29.7 | 17,114 | 6.2 |
| Electricity, Gas, Steam and Air Conditioning Supply | 69,330 | 6,215 | 9.0 | 72,006 | 5,978 | 8.3 | 237 | 4.0 |
| Water Supply; Sewerage, Waste Mngmt. and Remediation Activities | 31,378 | 8,938 | 28.5 | 28,911 | 8,687 | 30.0 | 251 | 2.9 |
| Construction | 188,496 | 111,627 | 59.2 | 187,077 | 133,582 | 71.4 | -21,955 | -16.4 |
| Wholesale and Retail Trade; Repair of Vehicles and Motorcycles | 577,711 | 146,087 | 25.3 | 419,852 | 109,005 | 26.0 | 37,082 | 34.0 |
| Transportation and Storage | 148,483 | 29,969 | 20.2 | 128,554 | 25,047 | 19.5 | 4,922 | 19.7 |
| Accomm. and Food Srvc. | 250,611 | 86,130 | 34.4 | 204,339 | 74,181 | 36.3 | 11,949 | 16.1 |
| Information and Communication | 136,057 | 17,803 | 13.1 | 109,517 | 21,545 | 19.7 | -3,742 | -17.4 |
| Financial and Insurance Activities | 262,569 | 22,148 | 8.4 | 172,280 | 13,133 | 7.6 | 9,015 | 68.6 |
| Real Estate Activities | 40,767 | 7,797 | 19.1 | 44,284 | 11,920 | 26.9 | -4,123 | -34.6 |
| Professional, Scientific and Technical Activities | 95,788 | 22,249 | 23.2 | 94,057 | 23,917 | 25.4 | -1,668 | -7.0 |
| Administrative and Support Service Activities | 915,774 | 366,027 | 40.0 | 766,949 | 299,089 | 39.0 | 66,938 | 22.4 |
| Private Education | 307,479 | 75,880 | 24.7 | 239,955 | 61,611 | 25.7 | 14,269 | 23.2 |
| Private Health and Social Work Activities | 108,250 | 18,642 | 17.2 | 116,381 | 15,222 | 13.1 | 3,420 | 22.5 |
| Arts, Entertainment and Recreation | 30,888 | 4,419 | 14.3 | 44,940 | 9,368 | 20.8 | -4,949 | -52.8 |
| Repair of Computers and Personal and Household Goods; Other Personal Service Activities | 23,460 | 5,908 | 25.2 | 17,183 | 3,933 | 22.9 | 1,975 | 50.2 |

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

Sources of data: Philippines Statistics Authority, 2011/2012 ISLE and 2013/2014 ISLE.

Definition of Terms:

Casual workers – workers whose work is not usually necessary and desirable to the usual business or trade of the employer. Their employment is not for a specific undertaking.

Contractual/project-based workers - workers whose employment has been fixed for a specific project or undertaking, the completion or termination of which has been determined at the time of engagement.

Seasonal workers – workers whose employment, specifically its timing and duration, is significantly influenced by seasonal factors.

Probationary workers – workers on trial period during which the employer determines their fitness to qualify for regular employment, based on reasonable standards made known to them at the time of engagement.

Apprentices/Learners - workers who are covered by TESDA apprenticeship/learnership programs. Apprentices or student on-the-job trainees without regular compensation are excluded.

FOR INQUIRIES

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Regarding other statistics, contact **KNOWLEDGE MANAGEMENT AND COMMUNICATIONS DIVISION** at 462-6600 local 834

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