



2012 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 based on the results of the 2011/2012 BLES Integrated Survey (BITS). The BITS is a nationwide sample survey covering 7,061 establishments with at least 20 workers. This issue presents statistics on the employment of non-regular workers in establishments with reference to their sub-categories and distribution across industry groups as of the payroll period June 30, 2012.

OVERVIEW

The 2011/2012 BLES Integrated Survey (BITS) defined “non-regular workers” as those hired by the establishments on a non-permanent status which include the following sub-groups:

- *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 or seasonal in nature.
- *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 written apprenticeship/ learnership agreements with individual employers or any of the entities with duly recognized programs.

SURVEY HIGHLIGHTS

Employment of non-regular workers in establishments with at least 20 workers was placed at 1.149 million as of the payroll period June 30, 2012. This group of workers represents less than one-third (30.5%) of the total establishment workforce of 3.769 million.

TABLE 1 - Total Employment in Establishments with 20 or More Workers by Type of Worker Philippines: June 2012
(In Thousands)

TYPE OF WORKER	Number	Percent
TOTAL	3,769	100.0
Working owners/ unpaid workers	30	0.8
Managers/executives	208	5.5
Supervisors	288	7.6
Rank and file workers	3,242	86.0
- Regular	2,093	55.5
- Non-regular	1,149	30.5

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

Source of data: Bureau of Labor and Employment Statistics, 2011/2012 BITS.

TABLE 2 - Non-Regular Employment in Establishments with 20 or More Workers by Category, Philippines: June 2012
(In Thousands)

CATEGORY	Number	Percent
TOTAL	1,149	100.0
Contractual/Project-based workers	601	52.3
Probationary workers	260	22.7
Casual workers	202	17.6
Seasonal workers	56	4.9
Apprentices/Learners	29	2.5

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

Source of data: Bureau of Labor and Employment Statistics, 2011/2012 BITS.

Categories of Non-Regular Workers

- Contractual or project-based workers was the largest sub-group of non-regular workers. They represent more than one-half (52.3% or 600,764) of the total non-regular employment. (Table 2)
- Probationary workers ranked second at 22.7% (260,260) followed by casual workers at 17.6% (202,472).
- Seasonal workers and apprentices/learners were the less conspicuous forms of non-regular employment – their combined share to total non-regular employment was less than 10% (7.4% or 85,068).

Employment of Non-Regular Workers by Industry

- Establishments engaged in administrative and support service activities were the biggest employer of non-regular workers. It absorbed more than a quarter (26.0% or 299,089) of total non-regular employment (Table 3).

This industry which includes part of the business process outsourcing (BPO), e.g., call center and related activities, posted the second biggest proportion (39.0%) of non-regular workers to industry total workforce. The category of workers employed were mainly contractual/project-based workers (66.9% or 199,990) and probationary workers (24.6% or 73,455).

- The manufacturing industry ranked a close second in terms of its share to total non-regular workers (23.9% or 274,014). This number also represents 29.7% of its total industry workforce.

The categories of workers employed in this sub-sector were mostly contractual/project-based workers (42.2% or 115,704) and casual workers (29.3% or 80,179).

Nearly 70.0% (20,136) of apprentices/learners across all industries were engaged in manufacturing.

- The construction industry placed third in terms of its share to total non-regular workers (11.6% or 133,582). It stood out as the industry with the biggest proportion (71.4%) of non-regular workers in its workforce – the bulk of which (88.8% or 118,558) was hired as contractual or project-based workers.
- The wholesale and retail trade industry posted the fourth largest number of non-regular workers (9.5% or 109,005). More than one-fourth (26.0%) of such workers were employed in the industry in 2012.

Casual workers accounted for the biggest proportion (35.2% or 38,371) followed by contractual/ project-based workers (25.2% or 27,450) and probationary workers (23.6% or 25,685).

Wholesale and retail trade is also the second biggest employer of seasonal workers (29.0% or 16,260) next to agriculture, forestry and fishery (38.9% or 21,813).

- The industries with the lowest proportion of non-regular workers in their workforce were financial and insurance activities (7.6% or 13,133); electricity, gas, steam and air conditioning supply (8.3% or 5,978); human health and social work activities (13.1% or 15,222).

Non-Regular Employment in Specific Industries

- The industries which registered a large proportion of probationary workers to their total non-regular employment were mostly found in high-end industries, namely, financial and insurance activities (66.0%); private education (54.4%); human health and social work activities (50.4%); and information and communication (39.1%).
- The industries which recorded the largest proportion of casual workers in relation to their total non-regular employment include mining and quarrying (40.5%); wholesale and retail trade (35.2%); and arts, entertainment and recreation (31.3%).
- The industries which posted the largest proportion of contractual/ project-based workers to their total non-regular employment was led by construction (88.8%) followed by real estate activities (67.1%); administrative and support service activities (66.9%); and water supply; sewerage, waste management and remediation activities (60.6%).

FOR INQUIRIES

Regarding this report, contact **EMPLOYMENT AND MANPOWER STATISTICS DIVISION** at 527-3000 loc. 313/312
 Regarding other statistics and technical services, contact **BLES DATABANK** at 527-9311
 Or Write to BLES c/o **Databank**, 3/F DOLE Bldg. Gen. Luna St., Intramuros, Manila, 1002
 FAX 527-9324 E mail: bles_emsd@dole.gov.ph Website: <http://www.bles.dole.gov.ph>

TABLE 3 - Total Employment and Number of Non-Regular Workers in Establishments with 20 or More Workers by Category and Major Industry Group, Philippines: June 2012

MAJOR INDUSTRY GROUP	Total Employment	Non-Regular Workers					
		Total	Probationary Workers	Casual Workers	Contractual/ Project-based Workers	Seasonal Workers	Apprentices/ Learners
ALL INDUSTRIES	3,769,259	1,148,565	260,260	202,472	600,764	56,059	29,009
Agriculture, forestry and fishing	169,845	47,848	2,939	7,217	15,776	21,813	103
Mining and quarrying	30,065	10,485	1,941	4,242	2,329	1,846	127
Manufacturing	923,062	274,014	50,881	80,179	115,704	7,114	20,136
Electricity, gas, steam and air conditioning supply	72,006	5,978	1,650	1,255	2,259	190	623
Water supply; sewerage, waste management and remediation activities	28,911	8,687	427	2,383	5,261	335	282
Construction	187,077	133,582	8,006	6,797	118,558	57	165
Wholesale and retail trade; repair of vehicles and motorcycles	419,852	109,005	25,685	38,371	27,450	16,260	1,239
Transportation and storage	128,554	25,047	5,286	3,296	10,818	4,428	1,219
Accommodation and food service activities	204,339	74,181	17,984	15,689	37,112	909	2,487
Information and communication	109,517	21,545	8,422	1,188	11,824	21	90
Financial and insurance activities	172,280	13,133	8,672	490	3,855	-	117
Real estate activities	44,284	11,920	3,714	120	7,994	5	86
Professional, scientific and technical activities	94,057	23,917	7,487	5,892	10,059	256	223
Administrative and support service activities	766,949	299,089	73,455	24,296	199,990	1,158	189
Education except public education	239,955	61,611	33,495	4,425	22,396	1,070	225
Human health and social work activities except public health activities	116,381	15,222	7,665	2,930	3,916	93	618
Arts, entertainment and recreation	44,940	9,368	1,380	2,936	4,007	21	1,023
Repair of computers and personal and household goods; other personal service activities	17,183	3,933	1,171	767	1,456	484	56

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

Source of data: Bureau of Labor and Employment Statistics, 2011/2012 BLES Integrated Survey (BITS).