

PRESS RELEASE

Highlights of the 2021/2022 Integrated Survey on Labor and Employment (ISLE) - Occupational Shortages and Surpluses: September 2021 to August 2022

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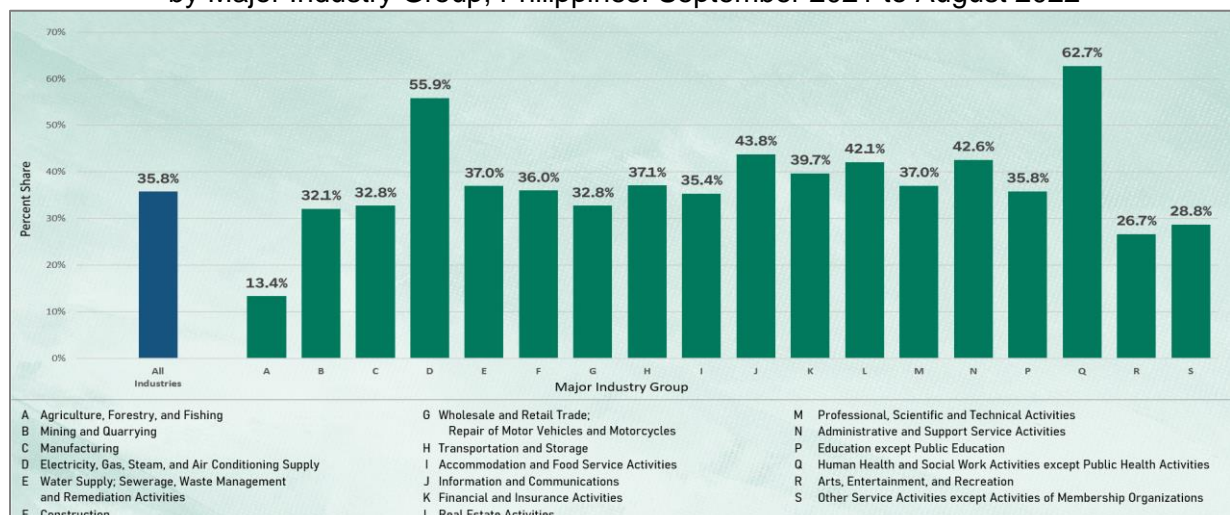
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*The 2021/2022 Integrated Survey on Labor and Employment covers **formal establishments** employing at least 20 workers. The module on occupational shortages and surpluses gathered data on vacancies by type, difficulty in filling-up, applicants-to-vacancies ratio, and ways of recruiting applicants.*

1. Establishments that Posted Job Vacancies was estimated at 35.8 percent

- a. From September 2021 to August 2022, 35.8 percent of the 36,342 estimated number of formal establishments employing 20 or more workers had posted job vacancies. Job vacancies refer to unfilled job openings that are immediately available for placement and where active recruitment steps are being undertaken. (Table 1)
- b. Among major industry groups, Human Health and Social Work Activities except Public Health Activities had the highest proportion of establishments employing 20 or more workers that had job vacancies at 62.7 percent. This was followed by Electricity, Gas, Steam, and Air Conditioning Supply (55.9%), and Information and Communication (43.8%). In contrast, Agriculture, Forestry, and Fishing recorded the lowest proportion of establishments employing 20 or more workers with job vacancies at 13.4 percent. (Figure 1 and Table 1)

Figure 1. Proportion of Establishments Employing 20 or more Workers with Job Vacancies by Major Industry Group, Philippines: September 2021 to August 2022



Source: Philippine Statistics Authority, 2021/2022 Integrated Survey on Labor and Employment (ISLE)

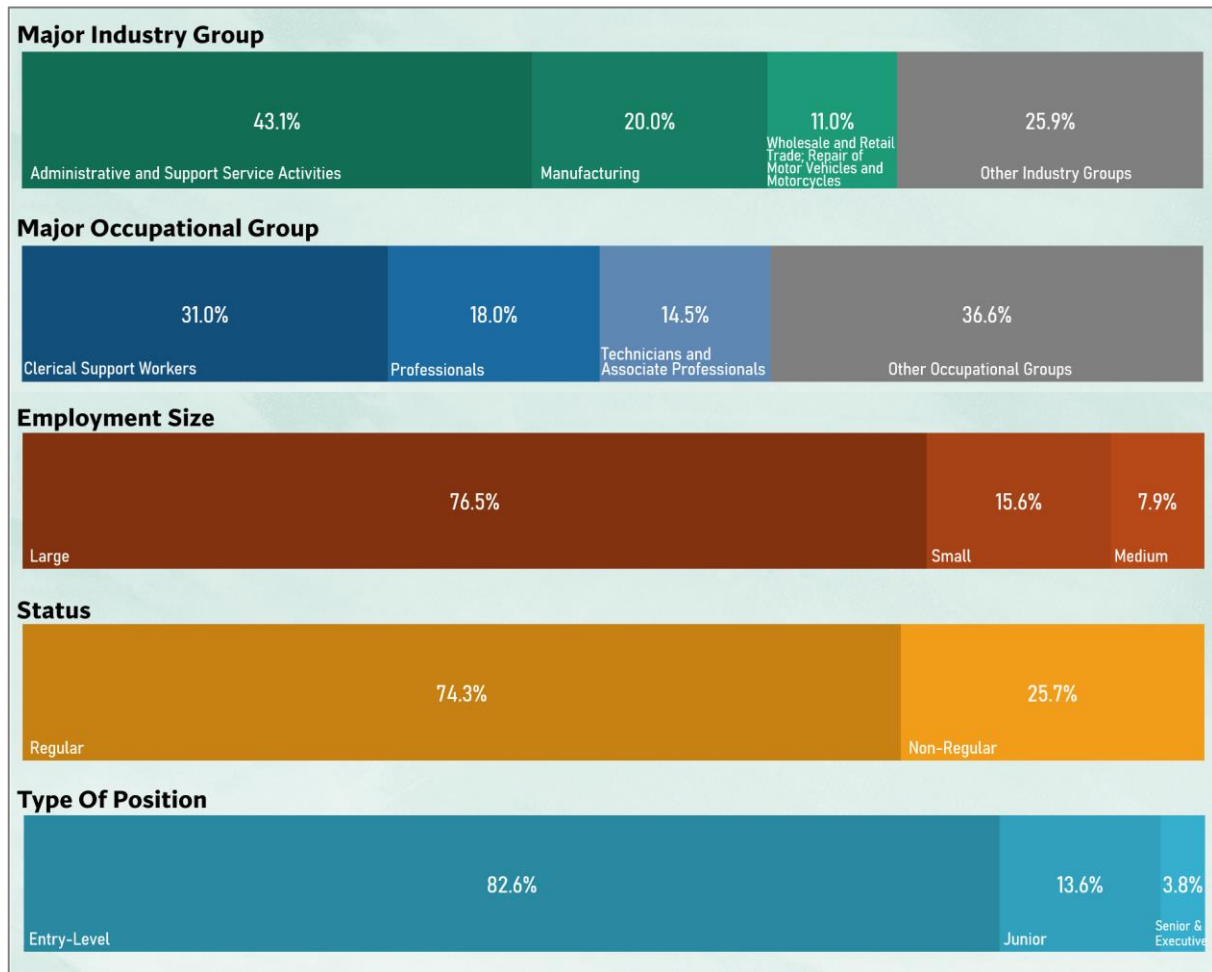


2. Number of Job Vacancies was Highest in Administrative and Support Service Activities

- a. A total of 464,593 vacant positions were recorded for establishments employing 20 or more workers. Administrative and Support Service Activities had the highest share to total job vacancies at 43.1 percent. This was followed by Manufacturing at 20.0 percent, and Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles at 11.0 percent. On the other hand, Other Service Activities except Activities of Membership Organizations recorded the least number of job vacancies at 649 or 0.1 percent of the total. (Figure 2 and Table 2)
- b. By major occupational group, most of the job vacancies came from clerical support workers at 31.0 percent. This was followed by professional workers (18.0%) and technicians and associate professionals (14.5%). Meanwhile, skilled agricultural, forestry and fishery workers had the lowest share of job vacancies at 0.5 percent. (Figure 2 and Table 3)
- c. Large establishments or those with employment size of 200 and over posted the biggest share of job vacancies at 76.5 percent. Small establishments or those with employment size of 20-99 contributed 15.6 percent, while medium establishments or those with employment size of 100-199 contributed 7.9 percent to the total number of job vacancies. (Figure 2 and Table 4)
- d. Job vacancies can either be regular or non-regular positions. Regular positions constituted 74.3 percent share to the total job vacancies, while non-regular positions comprised 25.7 percent share. (Figure 2 and Table 4)
- e. Entry-level positions, which are starting positions that require little to no experience, comprised the majority (82.6%) of the total job vacancies. This was followed by junior level position at 13.6 percent, while senior and executive positions recorded shares of 3.5 percent and 0.3 percent, respectively. (Figure 2 and Table 4)

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Figure 2. Percent Distribution of Job Vacancies in Establishments Employing 20 or more Workers by Major Industry Group, Major Occupational Group, Employment Size, Status and Type of Position, Philippines: September 2021 to August 2022



Source: Philippine Statistics Authority, 2021/2022 Integrated Survey on Labor and Employment (ISLE)

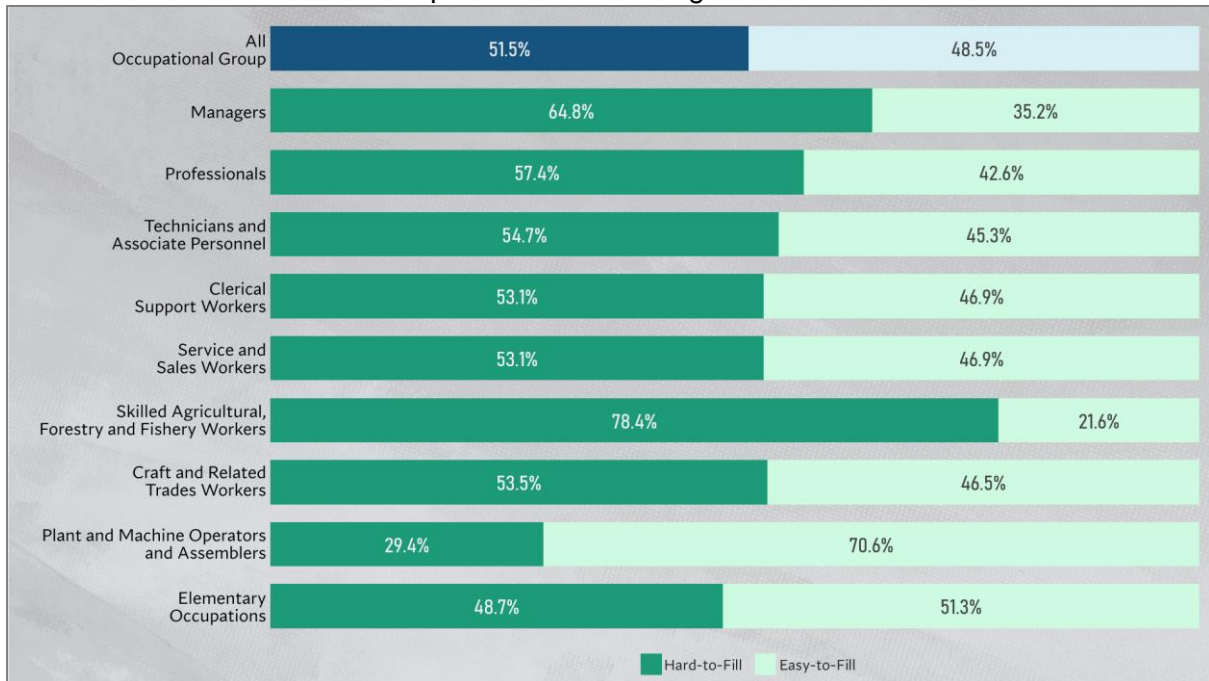
3. Hard-to-fill Positions comprised 51.5 percent of all Job Vacancies

- a. Among the total number of job vacancies, 239,254 or 51.5 percent were hard to fill. Hard-to-fill positions pose difficulties in recruitment such as lack of applicants, lack of years of experience, and lack of competency and/or skill among others. The remaining 48.5 percent were easy-to-fill or job vacancies that had no difficulty during recruitment. (Figure 3, Tables 2 and 3)
- b. By major industry group, Human Health and Social Work Activities except Public Health Activities had the highest proportion of hard-to-fill job vacancies at 85.2 percent of the total job vacancies for the industry group. On the other hand, Arts, Entertainment and Recreation had the lowest proportion of hard-to-fill job vacancies at 20.1 percent (Table 2).

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- c. By major occupational group, job vacancies for skilled agricultural, forestry and fishery workers had the highest proportion of positions considered hard-to-fill at 78.4 percent. This was followed by managers (64.8%) and professionals (57.4%). (Figure 3 and Table 3)

Figure 3. Percent Distribution of Vacancies in Establishments Employing 20 or more Workers by Category of Vacancy and Major Occupational Group, Philippines: September 2021 to August 2022



Source: Philippine Statistics Authority, 2021/2022 Integrated Survey on Labor and Employment (ISLE)

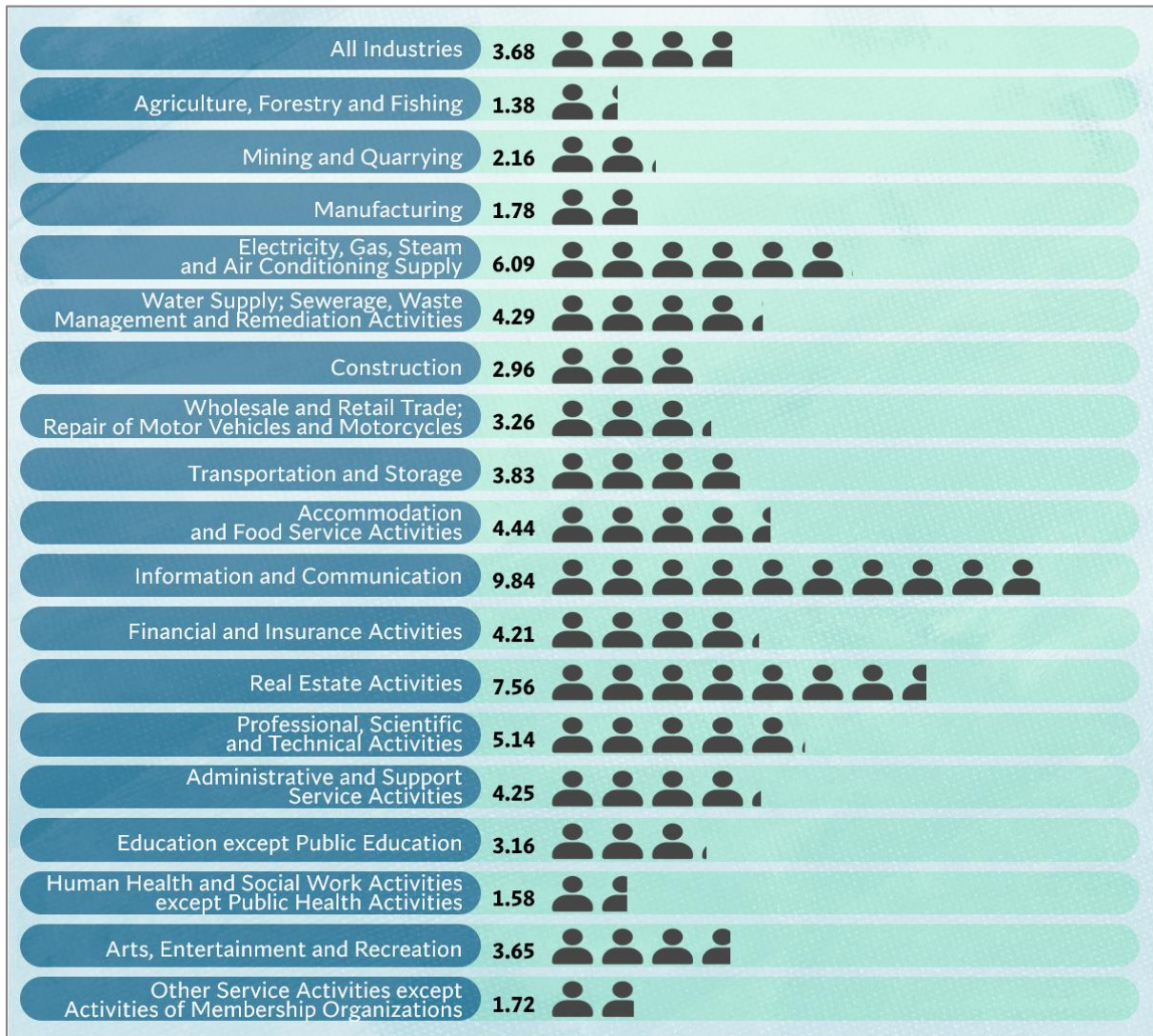
- d. The top three reasons why job vacancies were considered to be hard-to-fill were few or no applicants applying for the job vacancy (43.1%), applicants expecting a high salary (17.2%), and applicants lacking needed competency or skill (17.1%). (Table 5)

4. Applicant-to-Vacancy Ratio Registered at 3.68 Applicants per Vacancy

- a. Of the 464,593 vacant positions, there were a total of 1,709,417 applicants vying for the position. This translates to a ratio of 3.68 applicants per vacancy. (Figure 4 and Table 6)
- b. Information and Communication was the top industry group in terms of applicant-to-vacancy ratio with 9.84 applicants per vacancy. This was followed by Real Estate Activities (7.56) and Electricity, Gas, Steam, and Air Conditioning Supply (6.09). Meanwhile, Agriculture, Forestry, and Fishing had the lowest applicant-to-vacancy ratio with 1.38 applicants per vacancy. (Figure 4 and Table 6)

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Figure 4. Applicant-to-Vacancy Ratio by Major Industry Group, Philippines: September 2021 to August 2022



Source: Philippine Statistics Authority, 2021/2022 Integrated Survey on Labor and Employment (ISLE)

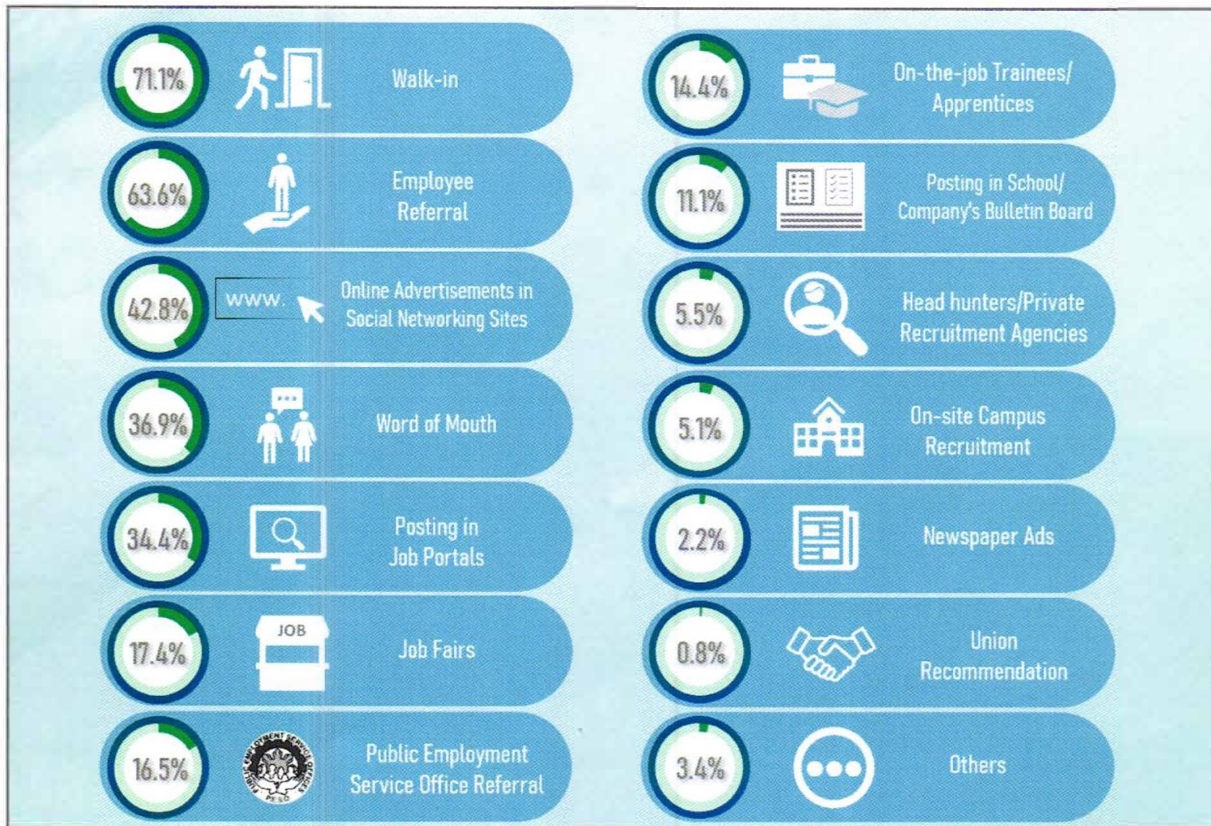
- c. By major occupational group, managers had the highest applicant-to-vacancy ratio with 8.05 applicants per vacancy. This was followed by professionals (5.05) and technicians and associate professionals (4.46). On the other hand, plant and machine operators and assemblers had the least number of applicants per vacancy at 1.08. (Table 7)

5. Top Ways of Recruiting Applicants was through Walk-In Applicants

- a. Walk-in applications was the most common way for an establishment to acquire applicants with 71.1 percent of the establishments. This was followed by recruitment through employee referrals (63.6%) and online advertisements in social networking sites (42.8%). (Figure 5 and Table 8)

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Figure 5. Percent Share of Establishments Employing 20 or more Workers by Ways of Acquiring Applicants, Philippines: September 2021 to August 2022



Source: Philippine Statistics Authority, 2021/2022 Integrated Survey on Labor and Employment (ISLE)

- b. Job portal is a modern name for an online job board that helps applicants in finding jobs and aids employers in locating ideal candidates. Among job portals used, JobStreet recorded the highest number of establishments that posted job vacancies in job portals at 9,228 establishments or 73.9 percent share. This was followed by ph.indeed.com (38.0%) and LinkedIn (33.1%). (Table 9)

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Table 1. Number and Proportion of Establishments Employing 20 or more Workers with Job Vacancies by Major Industry Group, Philippines: September 2021 to August 2022

Major Industry Group	Number of Establishments	Establishments with Job Vacancies	
		Number	Proportion
ALL INDUSTRIES	36,342	13,012	35.8
Agriculture, Forestry, and Fishing	1,125	150	13.4
Mining and Quarrying	165	53	32.1
Manufacturing	6,213	2,035	32.8
Electricity, Gas, Steam, and Air Conditioning Supply	296	165	55.9
Water Supply; Sewerage, Waste Management and Remediation Activities	376	139	37.0
Construction	1,238	446	36.0
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	10,198	3,340	32.8
Transportation and Storage	1,302	483	37.1
Accommodation and Food Service Activities	3,620	1,280	35.4
Information and Communication	865	379	43.8
Financial and Insurance Activities	1,855	737	39.7
Real Estate Activities	676	285	42.1
Professional, Scientific and Technical Activities	752	279	37.0
Administrative and Support Service Activities	2,530	1,078	42.6
Education except Public Education	3,234	1,159	35.8
Human Health and Social Work Activities except Public Health Activities	1,365	856	62.7
Arts, Entertainment and Recreation	251	67	26.7
Other Service Activities except Activities of Membership Organizations	280	80	28.8

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

Source: Philippine Statistics Authority, 2021/2022 Integrated Survey on Labor and Employment (ISLE).

Table 2. Number of Job Vacancies in Establishments Employing 20 or more Workers Categorized as Hard-to-Fill and Easy-to-Fill by Major Industry Group, Philippines: September 2021 to August 2022

Major Industry Group	Job Vacancies		Hard-to-Fill		Easy-to-Fill	
	Number	Percent Share	Number	Percent Share to Vacancies	Number	Percent Share to Vacancies
TOTAL	464,593	100.0	239,254	51.5	225,339	48.5
Agriculture, Forestry, and Fishing	3,039	0.7	1,941	63.9	1,098	36.1
Mining and Quarrying	879	0.2	409	46.5	471	53.5
Manufacturing	92,811	20.0	37,112	40.0	55,699	60.0
Electricity, Gas, Steam and, Air Conditioning Supply	1,258	0.3	599	47.6	659	52.4
Water Supply; Sewerage, Waste Management and Remediation Activities	1,136	0.2	264	23.3	871	76.7
Construction	9,458	2.0	3,307	35.0	6,151	65.0
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	51,018	11.0	26,652	52.2	24,365	47.8
Transportation and Storage	7,075	1.5	4,154	58.7	2,921	41.3
Accommodation and Food Service Activities	17,442	3.8	7,690	44.1	9,752	55.9
Information and Communication	14,975	3.2	7,173	47.9	7,802	52.1
Financial and Insurance Activities	18,038	3.9	9,996	55.4	8,042	44.6
Real Estate Activities	3,018	0.6	1,734	57.4	1,284	42.6
Professional, Scientific and Technical Activities	9,160	2.0	7,124	77.8	2,037	22.2
Administrative and Support Service Activities	200,464	43.1	108,897	54.3	91,568	45.7
Education except Public Education	15,462	3.3	6,487	42.0	8,975	58.0
Human Health and Social Work Activities except Public Health Activities	17,738	3.8	15,119	85.2	2,619	14.8
Arts, Entertainment and Recreation	973	0.2	196	20.1	778	79.9
Other Service Activities except Activities of Membership Organizations	649	0.1	402	62.0	247	38.0

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

Source: Philippine Statistics Authority, 2021/2022 Integrated Survey on Labor and Employment (ISLE).

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Table 3. Number of Job Vacancies in Establishments Employing 20 or more Workers Categorized as Hard-to-Fill and Easy-to-Fill by Major Occupational Group, Philippines: September 2021 to August 2022

Major Occupational Group	Job Vacancies		Hard-to-Fill		Easy-to-Fill	
	Number	Percent Share	Number	Percent Share to Vacancies	Number	Percent Share to Vacancies
TOTAL	464,593	100.0	239,254	51.5	225,339	48.5
Managers	11,524	2.5	7,466	64.8	4,058	35.2
Professionals	83,407	18.0	47,841	57.4	35,566	42.6
Technicians and associate professionals	67,170	14.5	36,771	54.7	30,399	45.3
Clerical support workers	143,830	31.0	76,413	53.1	67,417	46.9
Service and sales workers	62,887	13.5	33,399	53.1	29,488	46.9
Skilled agricultural, forestry and fishery workers	2,151	0.5	1,687	78.4	465	21.6
Craft and related trades workers	17,188	3.7	9,191	53.5	7,997	46.5
Plant and machine operators and assemblers	55,555	12.0	16,326	29.4	39,229	70.6
Elementary occupations	20,882	4.5	10,161	48.7	10,721	51.3

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

Source: Philippine Statistics Authority, 2021/2022 Integrated Survey on Labor and Employment (ISLE).

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Table 4. Distribution of Job Vacancies in Establishments Employing 20 or more Workers by Employment Size, Status of Employment, and Type of Position, Philippines: September 2021 to August 2022

Employment Size/ Status of Employment/Type of Position	Job Vacancies	
	Number	Percent to Total
TOTAL	464,593	100.0
Small (20 - 99 Workers)	72,403	15.6
Medium (100 - 199 Workers)	36,934	7.9
Large (200 and over Workers)	355,256	76.5
Regular	345,307	74.3
Non-Regular	119,286	25.7
Entry-Level	383,789	82.6
Junior	63,126	13.6
Senior	16,261	3.5
Executive	1,417	0.3

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

Source: Philippine Statistics Authority, 2021/2022 Integrated Survey on Labor and Employment (ISLE).

Table 5. Distribution of Establishments Employing 20 or more Workers by Reason on Why Job Vacancies were Hard-to-Fill, Philippines: September 2021 to August 2022

Reasons	Number of Establishments with Hard-to-Fill Job Vacancies	Percent Share
TOTAL	18,912	100.0
No/few applicants applied for the job	8,160	43.1
Applicants expect high salary	3,254	17.2
Applicants lack needed competency/skill	3,243	17.1
Applicants lack years of experience	1,739	9.2
Location or work schedule problem	794	4.2
Applicants lack professional license/ TESDA Skills Certification	660	3.5
Competition with overseas jobs	433	2.3
Others	629	3.3

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

Source: Philippine Statistics Authority, 2021/2022 Integrated Survey on Labor and Employment (ISLE).

Table 6. Number of Job Vacancies, Applicants and Applicant-to-Vacancy Ratio in Establishments Employing 20 or more Workers by Major Industry Group, Philippines: September 2021 to August 2022

Major Industry Group	Number of Job Vacancies	Number of Applicants	Applicant-to-Vacancy Ratio
ALL INDUSTRIES	464,593	1,709,417	3.68
Agriculture, Forestry, and Fishing	3,039	4,185	1.38
Mining and Quarrying	879	1,899	2.16
Manufacturing	92,811	164,983	1.78
Electricity, Gas, Steam, and Air Conditioning Supply	1,258	7,663	6.09
Water Supply; Sewerage, Waste Management and Remediation Activities	1,136	4,874	4.29
Construction	9,458	27,977	2.96
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	51,018	166,103	3.26
Transportation and Storage	7,075	27,088	3.83
Accommodation and Food Service Activities	17,442	77,408	4.44
Information and Communication	14,975	147,322	9.84
Financial and Insurance Activities	18,038	75,903	4.21
Real Estate Activities	3,018	22,818	7.56
Professional, Scientific and Technical Activities	9,160	47,112	5.14
Administrative and Support Service Activities	200,464	852,624	4.25
Education except Public Education	15,462	48,834	3.16
Human Health and Social Work Activities except Public Health Activities	17,738	27,958	1.58
Arts, Entertainment and Recreation	973	3,552	3.65
Other Service Activities except Activities of Membership Organizations	649	1,115	1.72

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

Source: Philippine Statistics Authority, 2021/2022 Integrated Survey on Labor and Employment (ISLE).

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Table 7. Number of Job Vacancies, Applicants and Applicant-to-Vacancy Ratio in Establishments Employing 20 or more Workers by Major Occupational Group, Philippines: September 2021 to August 2022

Major Occupational Group	Number of Job Vacancies	Number of Applicants	Applicant-to-Vacancy Ratio
ALL OCCUPATIONS	464,593	1,709,417	3.68
Managers	11,524	92,813	8.05
Professionals	83,407	421,242	5.05
Technicians and associate professionals	67,170	299,561	4.46
Clerical support workers	143,830	630,286	4.38
Service and sales workers	62,887	136,076	2.16
Skilled agricultural, forestry and fishery workers	2,151	2,451	1.14
Craft and related trades workers	17,188	30,927	1.80
Plant and machine operators and assemblers	55,555	60,010	1.08
Elementary occupations	20,882	36,051	1.73

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

Source: Philippine Statistics Authority, 2021/2022 Integrated Survey on Labor and Employment (ISLE).

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Table 8. Number and Percent Share of Establishments Employing 20 or more Workers by Ways of Acquiring Applicants, Philippines: September 2021 to August 2022

Ways of Acquiring Applicants	Number of Establishments	Percent Share
TOTAL	36,342	
Walk-in	25,846	71.1
Employee Referral	23,105	63.6
Online Advertisements in Social Networking Sites	15,556	42.8
Word of Mouth (Through Friends or Relatives)	13,425	36.9
Posting in Job Portals	12,493	34.4
Job Fairs	6,325	17.4
Public Employment Service Office Referral	6,011	16.5
On-the-job Trainees/Apprentices	5,224	14.4
Posting in School/Company's Bulletin Board	4,050	11.1
Headhunters/Private Recruitment Agencies	2,010	5.5
On-site Campus Recruitment	1,844	5.1
Newspaper Ads	809	2.2
Union Recommendation	283	0.8
Others	1,252	3.4

Note: Details may not add up to total due to multiple response.

Source: Philippine Statistics Authority, 2021/2022 Integrated Survey on Labor and Employment (ISLE).

Table 9. Number and Percent Share of Establishments Employing 20 or more Workers that Posted Job Vacancies in Job Portals by Job Portals Used, Philippines: September 2021 to August 2022

Job Portals	Number of Establishments that Posted Job Vacancies in Job Portals	Percent Share
TOTAL	12,493	
JobStreet	9,228	73.9
ph.indeed.com	4,753	38.0
LinkedIn	4,135	33.1
mynimo.com	1,274	10.2
Phil-JobNet	1,266	10.1
JobsDB	614	4.9
Kalibrr	538	4.3
Others**	257	2.1

** Other job portals include radio advertisements, PEZA website and municipal bulletin boards.

Note: Details may not add up to total due to multiple response.

Source: Philippine Statistics Authority, 2021/2022 Integrated Survey on Labor and Employment (ISLE).