



JOB VACANCIES: 2013-2014 ... hard-to-fill occupations in focus (Second of a three-part series)



This LABSTAT Updates is the second in a three-part series that presents the highlights of the 2013/2014 Integrated Survey on Labor and Employment (ISLE) module entitled Occupational Shortages and Surpluses. The ISLE is a nationwide sample survey covering 8,399 establishments with 20 or more workers. The reference period covered the months from January 2013 to June 2014.

This issue presents: (1) top hard-to-fill vacancies by occupation groups sorted by number of vacancies; (2) reasons why vacancies were difficult to fill; and (3) duration of recruitment. In this survey, **hard-to-fill vacancies** were defined as vacancies for which establishments found difficulties in recruitment.

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

Less than half of the total establishments declared job openings

- About forty-five percent (45.4%) of the 35,214 total number of establishments accepted applicants for various types of occupations during the period. The total number of job openings from January 2013 to June 2014 was posted at 753,092. (Table 1)

TABLE 1 – Job Vacancies in Establishments with 20 or More Workers, Philippines: January 2013-June 2014

INDICATOR	Number	Percent
Total Establishments	35,214	100.0
- With vacancies	15,986	45.4
- Without vacancies	19,228	54.6
Total Vacancies	753,092	100.0
- Hard-to-fill	131,471	17.5
- Easy-to-fill	621,621	82.5

Source of data: Philippine Statistics Authority
2013/2014 ISLE.

Less than 20% of vacant positions were hard-to-fill

- Job openings which were difficult to fill constituted 17.5% of the total. This means that for every six vacancies only one was hard-to-fill.

- The bulk (75.2%) of job vacancies which the establishments found difficulties in recruiting were from the group of professionals (29.1%), technicians and associate professionals (24.6%) and clerks (21.5%). (Table 2)
- Except for the managers and supervisors, the share of each of the rest of major occupation groups to total hard-to-fill vacancies was less than 6 percent.

TABLE 2 – Hard-to-Fill Vacancies by Major Occupation Group, Philippines: January 2013 to June 2014

MAJOR OCCUPATION GROUP	Number	Percent
ALL OCCUPATIONS	131,471	100.0
1. Corporate executives, managers, managing proprietors and supervisors	8,713	6.6
2. Professionals	38,214	29.1
3. Technicians and associate professionals	32,285	24.6
4. Clerks	28,222	21.5
5. Service workers and shop and market sales workers	6,248	4.8
6. Farmers, forestry workers and fishermen	305	0.2
7. Craft and related trades workers	6,240	4.8
8. Plant and machine operators and assemblers	7,532	5.7
9. Laborers	3,712	2.8

Note: Details may not add up to total due to rounding
Source of data: Philippine Statistics Authority
2013/2014 ISLE

HARD-TO-FILL VACANCIES BY MAJOR OCCUPATION GROUP

Managers and Supervisors

- A total of 8,713 or 6.6% of the total hard-to-fill vacancies were managerial and supervisory positions, more than one-fourth (26.7%) of which were production supervisors and general foremen (13.5%), and sales and marketing managers (13.2%).
- Finance and administration managers, sales supervisors in retail trade and production and operations managers in restaurants and hotels posted a total of 1,608 or 18.5% of the overall hard-to-fill vacancies under this group.

Professionals

- Among the nine major occupation groups, vacancies for professional workers topped the list, comprising 29.1% of the total hard-to-fill vacancies.
- Systems analysts and designers ranked first in the list of professionals with 10.8% or 4,144 vacant positions.
- Difficulties in hiring were also observed for teaching professionals, accountants and auditors, civil engineers, personnel and human resource development professionals, and lawyers, among others.

Technicians and Associate Professionals

- Technical and commercial sales representatives dominated the list of hard-to-fill positions for technicians and associate professionals at 18,160 or 56.2% of 32,285 vacancies.
- Other jobs included in the list of top hard-to-fill vacancies under this group were: administrative secretaries (3.6%), safety, health and quality inspectors (3.3%) and mechanical engineering technicians (2.8%).

Top 5 Hard-to-Fill Vacancies (Manager and Supervisor)	Number	Percent
1. Production supervisors and general foremen	1,179	13.5
2. Sales and marketing managers	1,149	13.2
3. Finance and administration managers	558	6.4
4. Sales supervisors in retail trade	535	6.1
5. Production and operations managers in restaurants and hotels	515	5.9

Top 20 Hard-to-Fill Vacancies (Professionals)	Number	Percent
1. Systems analysts and designers	4,144	10.8
2. College, University and Higher Education Teaching Professionals	3,355	8.9
3. Accountants and auditors	2,613	6.8
4. Civil engineers	2,128	5.6
5. Personnel and Human Resource Development Professionals	1,971	5.2
6. Lawyers	1,376	3.6
7. Computer Programmers	1,217	3.2
8. Electronics and Computer Engineers	1,094	2.9
9. Electrical Engineers	1,020	2.7
10. Medical technologists	928	2.4
11. Mechanical engineers	801	2.1
12. General Secondary Education Teaching Professionals	747	2.0
13. Professional Nurses	715	1.9
14. Pharmacists	706	1.9
15. General Elementary Education Teaching Professionals	547	1.4
16. Industrial engineers	319	0.8
17. Chemists	266	0.7
18. Librarians, archivists and curators	226	0.6
19. Veterinarians	221	0.6
20. Professional Midwives	218	0.6

Top 10 Hard-to-Fill Vacancies (Technicians and Associate Professionals)	Number	Percent
1. Technical and Commercial Sales Representatives	18,160	56.3
2. Administrative Secretaries and Related Associate Professionals	1,154	3.6
3. Safety, Health and Quality Inspectors	1,051	3.3
4. Mechanical Engineering Technicians	915	2.8
5. Computer Equipment Operators	623	1.9
6. Computer Assistants	567	1.8
7. Buyers	457	1.4
8. Electrical Engineering Technicians	252	0.8
9. Statistical, Mathematical and Related Associate Professionals	231	0.7
10. Pharmaceutical Assistants	205	0.6

Clerks

- Clerical positions (28,222), recorded the third largest number of hard-to-fill vacancies of which call center agents topped the list (57.0%).
- Accounting and bookkeeping clerks, and receptionists and information clerks constituted around 23 percent of the total vacancies.

Top 3 Hard-to-Fill Vacancies (Clerks)	Number	Percent
1. Customer service representative (call center agents)	16,083	57.0
2. Accounting and Bookkeeping Clerks	3,702	13.1
3. Receptionists and Information Clerks	2,765	9.8

Plant and Machine Operators and Assemblers

- Car, taxi and van drivers (21.7%) topped the list of the hard-to-fill vacancies for plant and machine operators and assemblers. This was followed by tobacco production machine operators, heavy truck and lorry drivers, bus drivers and mechanical machinery assemblers.

Top 5 Hard-to-Fill Vacancies (Plant and Machine Operators and Assemblers)	Number	Percent
1. Car, Taxi and Van Drivers	1,634	21.7
2. Tobacco Production Machine Operators	824	10.9
3. Heavy Truck and Lorry Drivers	698	9.3
4. Bus Drivers	373	5.0
5. Mechanical Machinery Assemblers	239	3.2

Service Workers and Shop and Market Sales Workers

- Shop salespersons and demonstrators (38.5%) ranked first in the list of hard-to-fill vacancies for service workers and shop and market sales workers. This was followed by protective service workers and service crew at 15.8% and 12.8% respectively.

Top 3 Hard-to-Fill Vacancies (Service Workers and Shop and Market Sales Workers)	Number	Percent
1. Shop Salespersons and Demonstrators	2,408	38.5
2. Protective Service Workers Not Elsewhere Classified	989	15.8
3. Service Crew	800	12.8

Craft and Related Trades Workers

- Topping the list of craft and related trade workers hard-to-fill vacancies were sewers, embroiderers and related workers (36.8%). This group of workers plays an important role in the industry sector, specifically in manufacturing.

Top 5 Hard-to-Fill Vacancies (Craft and Related Trades Workers)	Number	Percent
1. Sewers, Embroiderers and Related Workers	2,298	36.8
2. Welders and Flame cutters	727	11.7
3. Textile, Leather and Related Pattern Makers and Cutters	334	5.4
4. Motor Vehicle Mechanics and Related Trades Workers	262	4.2
5. Building and Related Electricians	245	3.9

Laborers and Unskilled Workers

- For laborers and unskilled workers, the biggest share was posted by building construction laborers (33.3%).

Top 5 Hard-to-Fill Vacancies (Laborers and Unskilled Workers)	Number	Percent
1. Building Construction Laborers	1,235	33.3
2. Fishery Laborers and Helpers	758	20.4
3. Hand Packers and Other Manufacturing Laborers	584	15.7
4. Helpers and Cleaners in Offices, Hotels and Other Establishments	332	8.94
5. Farmhands and Laborers	205	5.5

Farmers, Forestry Workers and Fishermen

- Deep-sea fishermen (87.5%) dominated the list of hard-to-fill vacancies for farmers, forestry workers and fishermen.

Reason for Difficulties in Recruitment

- Establishments cited lack of skills and competencies (29.9%) as the top reason for recruitment difficulties.
- This was followed by few applicants vying for the job (26.0%), inadequate work experience (16.8%), and applicants' expectation for high salary (13.3%).
- Other reasons cited were lack of professional license, location or work schedule and competition with overseas jobs.

Recruitment for hard-to-fill positions lasts for more than four months.

- Hard-to-fill vacancies for all occupation groups took an average of 4.3 months recruitment period.
- Clerical positions had the longest hiring period at 5.6 months followed by managers and supervisors (4.5 months), and professionals (4.4 months).
- The rest of the occupation groups registered recruitment periods shorter than the overall average. The shortest period was observed for laborers at 1.7 months.

Top 2 Hard-to-Fill Vacancies (Farmers, forestry workers and fishermen)	Number	Percent
1. Deep-sea Fishermen	267	87.5
2. Other Animal Raisers	32	10.5

TABLE 3 - Reasons Why Vacancies were Hard to Fill, Philippines: January 2013 to June 2014

REASON	Number	Percent
TOTAL	21,667	100.0
1. Lack of needed competency/skill	6,479	29.9
2. No/few applicants applied for the job	5,639	26.0
3. Lack of years of experience	3,638	16.8
4. Expect high salary	2,872	13.3
5. Lack of professional license/TESDA Skills Certification	1,245	5.8
6. Location or work schedule problem	621	2.9
7. Competition with overseas jobs	442	2.0
8. Others	730	3.4

Source of data: Philippine Statistics Authority
2013/2014 ISLE

TABLE 4 - Average Recruitment Period for Hard-to-Fill Vacancies, Philippines: January 2013-June 2014

MAJOR OCCUPATION GROUP	Average Duration (In months)
ALL OCCUPATIONS	4.3
Corporate executives, managers, managing proprietors and supervisors	4.5
Professionals	4.4
Technical and associate professionals	4.0
Clerks	5.6
Service workers and shop and market sales workers	2.8
Farmers, forestry workers and fishermen	2.9
Craft and related trades workers	2.5
Plant and machine operators and assemblers	2.6
Laborers	1.7

Note: Total refers to the total number of responses in all occupation titles identified/listed by respondents as hard-to-fill.

Source of data: Philippine Statistics Authority
2013/2014 ISLE.

FOR INQUIRIES

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