

OCCUPATIONAL SHORTAGES and SURPLUSES: 2015-2016 ...STATISTICS ON JOB VACANCIES (Second of a series)

This LABSTAT Updates is the second in a series of reports that presents the highlights of the results of the 2015/2016 Integrated Survey on Labor and Employment (ISLE) module entitled Occupational Shortages and Surpluses. Conducted every two years, the ISLE is a nationwide sample survey covering agricultural and non-agricultural establishments with 20 or more workers. The latest survey, 2015/2016 ISLE, covered 12,926 establishments.

The indicator for employment by occupation comprises statistics on job vacancies classified according to major groups as defined in the 2012 Philippine Standard Occupational Classification (PSOC). This version of the PSOC distinguishes 10 major 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 statistics on job openings or vacancies that were made available for placements by establishments during the 18-month period covering January 2015 to June 2016 specifically for managerial and supervisory positions.

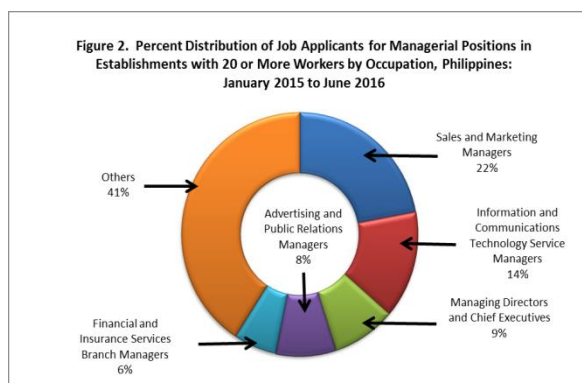
Job Vacancies and Applicants for Managerial Positions

- During the reference period, a total of 698,683 job vacancies were posted for all occupations in all industry groups. Vacancies specific for the corporate executives, managers, managing proprietors and supervisors reached a total of 14,887 or 2.13 percent of the total vacancies.
- In terms of the number of applicants, a total of 3,824,983 sought for jobs for all industries, of which 127,411 or 3.13 percent were job seekers for managerial positions.
- The top five (5) occupation titles that composed the 62 percent of the total vacancies for the group of managers are: sales and marketing managers (21%); advertising and public relations managers (19%); information and communications technology service managers (8%); supply distribution and related managers (7%); and, finance managers (7%)(Figure 1).

Figure 1. Percent Distribution of Vacancies for Managerial Positions in Establishments with 20 or More Workers by Occupation, Philippines: January 2015 to June 2016



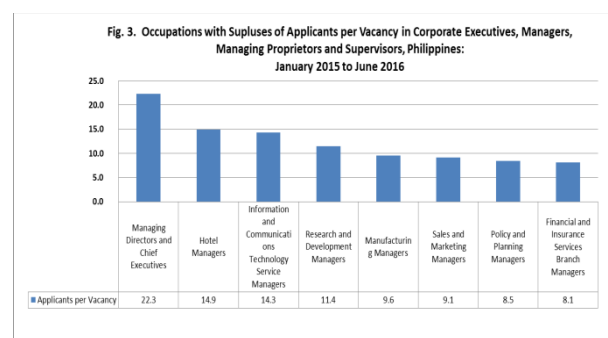
- The bulk of aspirants for any position under the corporate executives, managers, managing proprietors and supervisors applied for the following occupation titles: sales and marketing managers (22%); information and communications technology service managers (14%); managing directors and chief executives (9%); advertising and public relations managers (8%); and, financial and insurance services branch managers (6%). They comprised the 59 percent of the total applicants. (Table 2 and Figure 2).



Surplus of applicants in the Managerial positions considerably high in the Information and Communication industry

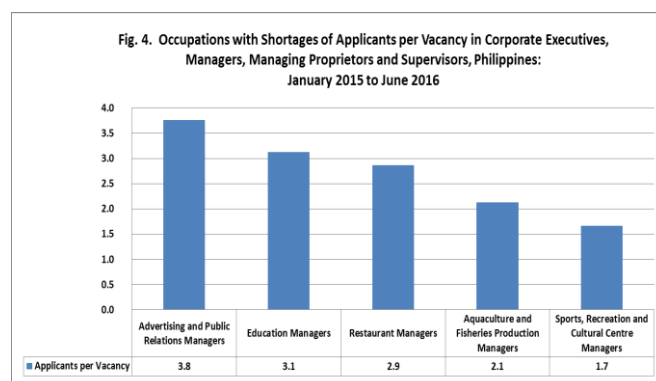
- Surplus, by definition, is an excess of production or supply over demand. It may also denote an excess of more than what is needed or used. Occupational surplus occurs when there is high unemployment, lack of job opportunity for young persons or there is substantial pool of unemployed persons who are looking for job opening.

- Administrative and support service activities recorded the highest number of vacancies (6,548) as well as number of applicants (50,898) for any managerial positions with an average of 8 applicants per vacancy.
- However, it is assumed that there is an occupational surplus or excess if there are more than ten (10) applicants per vacancy. In which case, the abundance of applicants was evident in the information and communications industry with a ratio of 19 applicants per vacancy (Table 1). Manufacturing industry posted 15 applicants per vacancy; electricity, gas steam and air conditioning supply with 13 and wholesale and retail trade; repair of motor vehicles and motorcycles with 10 applicants per vacancy.
- There were 22 applicants vied for every vacant position as managing directors and chief executives (Table 3). Other occupations with considerably surplus of applicants are hotel managers, and information and communications technology service managers with 14 applicants per vacancy; and, research and development managers with 11 applicants per vacancy (Table 3 and Figure 3).



Insufficient job applicants for arts, entertainment and recreation

- In contrast, shortage is defined as a state or situation in which something needed cannot be obtained in sufficient amount. Occupational shortages occur when there are insufficient applicants to fill up job vacancies.
- At the industry level, the scarcity of applicants was observed in agriculture, forestry and fishing; mining and quarrying; water supply, sewerage, waste management and remediation activities with two (2) applicants per vacancy. Arts, entertainment and recreation had the least ratio of one applicant per vacant position (Table 1).
- The specific occupations that belonged to the bottom five (5) in terms of applicant/vacancy ratio are: sports, recreation and cultural center managers; aquaculture and fisheries production managers; restaurant managers; education managers; and, advertising and public relations managers (Table 3 and Figure 4).



Rest of the industries

- Construction; financial and insurance activities; education; accommodation and food service activities; transportation and storage; and, real estate activities were the industries whose applicants ranged from 5 to 9 per vacancy (Table 1).
- Occupations that recorded neither surplus nor shortage of applicants were manufacturing managers, policy and planning managers, human resource managers, finance managers, social welfare managers and construction managers, among others (Table 3).

FOR INQUIRIES

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 Regarding other statistics, contact **KNOWLEDGE MANAGEMENT AND COMMUNICATIONS DIVISION** at 462-6600 local 834
 Or visit our website at <http://www.psa.gov.ph>

TABLE 1 – Number of Vacancies and Applicants in Corporate Executives, Managers, Managing Proprietors and Supervisors by Major Industry Group, Philippines: January 2015 to June 2016

MAJOR INDUSTRY	Vacancies	Applicants	Applicants per vacancy
TOTAL	14,887	127,411	
Agriculture, forestry and fishing	48	115	2.4
Mining and quarrying	148	249	1.7
Manufacturing	1,004	15,095	15.0
Electricity, gas steam and air conditioning supply	48	622	12.9
Water supply; sewerage, waste management and remediation activities	155	317	2.0
Construction	364	2,031	5.6
Wholesale and retail trade; repair of motor vehicles and motorcycles	1,978	20,298	10.3
Transportation and storage	153	1,289	8.4
Accommodation and food service activities	912	7,603	8.3
Information and communication	548	10,615	19.4
Financial and insurance activities	1,649	10,450	6.3
Real estate activities	279	2,354	8.4
Professional, scientific and technical activities	458	3,487	7.6
Administrative and support service activities	6,548	50,898	7.8
Education	195	1,279	6.6
Human health and social work activities	43	170	4.0
Arts, entertainment and recreation	335	433	1.3
Other service activities	24	106	4.5

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

Source of data: Philippine Statistics Authority, 2015/2016 ISLE.

TABLE 2 - Number of Vacancies and Applicants for Corporate Executives, Managers, Managing Proprietors and Supervisors in Establishments with 20 or More Workers by Occupation, Philippines: January 2015 to June 2016

OCCUPATION TITLE	Vacancies		Applicants	
	Number	Percent to Total	Number	Percent to Total
ALL OCCUPATIONS	698,683	2.13	3,824,983	3.33
Corporate Executives, Managers, Managing Proprietors and Supervisors	14,887	100.00	127,411	100.00
1 Sales and Marketing Managers	3,089	20.75	28,111	22.06
2 Advertising and Public Relations Managers	2,805	18.84	10,562	8.29
3 Information and Communications Technology Service Managers	1,270	8.53	18,198	14.28
4 Finance Managers	1,046	7.03	7,346	5.77
5 Supply, Distribution and Related Managers	997	6.70	6,819	5.35
6 Financial and Insurance Services Branch Managers	926	6.22	7,527	5.91
7 Human Resource Managers	868	5.83	6,333	4.97
8 Managing Directors and Chief Executives	492	3.30	10,963	8.60
9 Restaurant Managers	452	3.03	1,293	1.01
10 Retail and Wholesale Trade Managers	328	2.20	1,716	1.35
11 Construction Managers	297	1.99	1,629	1.28
12 Manufacturing Managers	284	1.91	2,711	2.13
13 Research and Development Managers	205	1.38	2,342	1.84
14 Policy and Planning Managers	159	1.07	1,347	1.06
15 Education Managers	123	0.82	383	0.30
16 Mining Managers	48	0.32	222	0.17
17 Hotel Managers	42	0.28	618	0.49
18 Agricultural and Forestry Production Managers	40	0.27	317	0.25
19 Health Service Managers	20	0.13	99	0.08
20 Senior Government Officials	19	0.13	124	0.10
21 Aquaculture and Fisheries Production Managers	11	0.08	24	0.02
22 Sports, Recreation and Cultural Centre Managers	10	0.06	16	0.01
23 Social Welfare Managers	3	0.02	22	0.02
24 Business Services and Administration Managers Not Elsewhere Classified	1,225	8.23	17,925	14.07
25 Services Managers Not Elsewhere Classified	108	0.73	471	0.37
26 Professional Services Managers Not Elsewhere Classified	23	0.16	293	0.23

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

Source of data: Philippine Statistics Authority, 2015/2016 ISLE.

Table 3 - Number of Applicants per Vacancy for Corporate Executives, Managers, Managing Proprietors and Supervisors by Occupation, Philippines: January 2015 to June 2016	
OCCUPATION TITLE	Applicants per Vacancy
Corporate Executives, Managers, Managing Proprietors and Supervisors	
Managing Directors and Chief Executives	22.3
Hotel Managers	14.9
Information and Communications Technology Service Managers	14.3
Research and Development Managers	11.4
Manufacturing Managers	9.6
Sales and Marketing Managers	9.1
Policy and Planning Managers	8.5
Financial and Insurance Services Branch Managers	8.1
Agricultural and Forestry Production Managers	8.0
Human Resource Managers	7.3
Finance Managers	7.0
Supply, Distribution and Related Managers	6.8
Social Welfare Managers	6.7
Senior Government Officials	6.6
Construction Managers	5.5
Retail and Wholesale Trade Managers	5.2
Health Service Managers	5.0
Mining Managers	4.6
Services Managers Not Elsewhere Classified	4.3
Advertising and Public Relations Managers	3.8
Education Managers	3.1
Restaurant Managers	2.9
Aquaculture and Fisheries Production Managers	2.1
Sports, Recreation and Cultural Centre Managers	1.7
Business Services and Administration Managers Not Elsewhere Classified	14.6
Professional Services Managers Not Elsewhere Classified	12.6

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

Source of data: Philippine Statistics Authority, 2015/2016 ISLE.