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## Updates

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### 2008 SURVEY OF EMPLOYMENT IN NON-AGRICULTURAL ESTABLISHMENTS

## STATISTICS ON NON-REGULAR WORKERS

*(Third of a series)*

*This issue of LABSTAT Updates is the third in the series of reports based on the results of the 2007/2008 BLES Integrated Survey (BITS). The BITS is a nationwide sample survey covering 6,460 non-agricultural establishments with at least 20 workers. This issue presents statistics on the employment of non-regular workers with reference to their categories; the extent of their employment across industry groups; and their growth compared to the 2004 BITS results.*

### OVERVIEW

Global competitions and rapid developments in technology and communication in recent decades have brought about wide ranging changes in the way of doing business and the emergence of multiple types of work arrangements.

Much of the issue concerning the use of flexible work arrangement center on security of tenure. This is because many employers in their desire to reduce cost and remain competitive in the business have resorted in hiring more number of non-regular workers.

This issue presents statistics on the current state of employment of non-regular workers in the Philippines based on the results of the 2007/2008 BLES Integrated Survey (BITS). The survey 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, base 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

Total employment in non-agricultural establishments with 20 or more workers as of the payroll period June 30, 2008 was estimated at 3.012 million. Of this number, 24.3% or 732,000 were non-regular workers.

**TABLE 1 - Total Employment in Non-Agricultural Establishments With 20 or More Workers by Tenure, Philippines: 2004 and 2008**  
(In thousands except percent)

Tenure	2008	2004	Percent Change (%)
<b>Total Employment</b>	<b><u>3,012</u></b>	<b><u>2,413</u></b>	<b><u>24.8</u></b>
Regular	2,279	1,785	27.7
Non-Regular	732	628	16.6

Source of data: Bureau of Labor and Employment Statistics, BLES Integrated Survey.

Compared with the 2004 BITS results, employment of non-regular workers has grown by 16.6% (+104,000). This growth, however, was slower than the 27.7% (+494,000) growth rate recorded for regular workers over the same period.

### Categories of Non-Regular Workers

Non-regular work arrangement was dominated by contractual or project-based workers - they accounted for about one-half (49.2% or 360,000) of total non-regular employment in 2008. Probationary workers ranked far second (23.1% or 169,000) followed closely by casual workers (20.1% or 147,000). The employment of seasonal workers and apprentices/learners were recorded at 4.6% (34,000) and 2.9% (21,000), respectively.

The growth in non-regular employment varies widely across categories of workers. Employment of probationary workers grew the fastest at 38.5% (+47,000) - from 122,000 in 2004 to 169,000 in 2008. This could mean that more establishments were willing to hire regular workers who are required to undergo the six-month probationary period.

Employment of contractual or project-based workers likewise expanded at rapid pace over the same period - at 20.8% (+62,000). This reflects the continued preference by many employers for this type of work arrangement.

On the other hand, employment of casual workers was sluggish at just 4.3% (+6,000) - from 141,000 in 2004 to 147,000 in 2008.

Meanwhile, employment of seasonal workers was virtually unchanged at 34,000 while the hiring of apprentices/learners dropped sharply by 36.4% over the review period to only 21,000 in 2008.

**TABLE 2 - Total Number of Non-Regular Workers in Non-Agricultural Establishments With 20 or More Workers by Category, Philippines: 2004 and 2008**  
(In thousands except percent)

Category	2008	2004	Percent Change (%)
<b>Total Non-Regular Workers</b>	<b><u>732</u></b>	<b><u>628</u></b>	<b><u>16.4</u></b>
Contractual/Project-Based Workers	360	298	20.8
Probationary Workers	169	122	38.5
Casual Workers	147	141	4.3
Seasonal Workers	34	34	0.0
Apprentices/Learners	21	33	-36.4

Source of data: Bureau of Labor and Employment Statistics, BLES Integrated Survey.

## Employment by Industry

Manufacturing establishments remained the biggest employer of non-regular workers as it accounted for 28.1% (205,235) of total non-regular employment in 2008. This industry was also the biggest employer of seasonal workers (49.8% or 16,776) and apprentices/learners (76.9% or 16,461). (Table 4)

Three (3) industries stood out to have the biggest proportion of non-regular workers in their workforce, namely: construction (52.2%), mining and quarrying (43.1%) and other business activities (41.6%). In particular, contractual/project-based workers were the most dominant in these industries with shares to total employment of non-regular workers ranging from 73.0% to 85.8%.

Other industries with significant proportions of non-regular workers in their workforce were hotels and restaurants (30.4%); call center activities including medical

transcription (26.5%); wholesale and retail trade (23.5%); and manufacturing (22.3%).

The growth of non-regular employment as can be gleaned from the results of the 2004 BITS and 2008 BITS was highly mixed across industry groups.

Growth was particularly robust in real estate, renting and business activities where non-regular employment grew by more than two-folds – from 93,503 to 212,379 and mining and quarrying were non-regular workers grew by about six folds – from 1,787 to 10,655. Strong growth also occurred in electricity, gas and water supply (83.4%), and private health and social work (51.8%). (Table 3)

On the other hand, employment of non-regular workers was down in five (5) industries, the biggest decline noted in manufacturing (-19,439) followed by transport, storage and communications (-14,603) and wholesale and retail trade (-7,793).

**TABLE 3 - Total Number of Non-Regular Workers in Non-Agricultural Establishments With 20 or More Workers by Major Industry Group, Philippines: 2004 and 2008**

Major Industry Group	2008	2004	2004-2008 Change	
			Number	Percent
<b>ALL INDUSTRIES</b>	<b><u>731,548</u></b>	<b><u>628,495</u></b>	<b><u>103,053</u></b>	<b><u>16.4</u></b>
Mining and Quarrying	10,655	1,787	8,868	496.3
Manufacturing	205,235	224,674	-19,439	-8.7
Electricity, Gas and Water Supply	15,713	8,568	7,145	83.4
Construction	49,658	47,985	1,673	3.5
Wholesale and Retail Trade	86,362	94,155	-7,793	-8.3
Hotels and Restaurants	45,766	48,105	-2,339	-4.9
Transport, Storage and Communications	23,189	37,792	-14,603	-38.6
Financial Intermediation	13,030	9,347	3,683	39.4
Real Estate, Renting and Business Activities	212,379	93,503	118,876	127.1
Private Education	44,580	41,261	3,319	8.0
Private Health and Social Work	13,247	8,728	4,519	51.8
Other Community, Social and Personal Services	11,731	12,590	-859	-6.8

Source of data: Bureau of Labor and Employment Statistics, BLES Integrated Survey.

### FOR INQUIRIES:

Regarding this report contact **EMPLOYMENT AND MANPOWER STATISTICS DIVISION** at 527-3000 loc. 313

Regarding other statistics and technical services contact **BLES DATABANK** at 527-3000 loc. 317

Or Write to BLES c/o **Databank, 3/F DOLE Bldg. Gen. Luna St., Intramuros, Manila, 1002**

FAX 527-93-24 E mail: [blesemsd@yahoo.com](mailto:blesemsd@yahoo.com)

Or visit our website at <http://www.bles.dole.gov.ph>

**TABLE 4 - Total Employment and Number of Non-Regular Workers in Non-Agricultural Establishments With 20 or More Workers by Category and Major Industry Group, Philippines: 2008**

Major Industry Group	Total Employment	Non-Regular Workers					
		Total	Probationary Workers	Casual Workers	Contractual/ Project-Based Workers	Seasonal Workers	Apprentices/ Learners
<b>ALL INDUSTRIES</b>	<b>3,011,801</b>	<b>731,548</b>	<b>169,452</b>	<b>147,447</b>	<b>359,553</b>	<b>33,684</b>	<b>21,412</b>
Mining and Quarrying	24,721	10,655	1,087	789	7,949	830	-
Manufacturing	919,387	205,235	37,621	52,040	82,337	16,776	16,461
Electricity, Gas and Water Supply	91,606	15,713	1,779	3,723	8,675	1,114	423
Construction	95,152	49,658	1,988	3,925	42,615	940	190
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	367,460	86,363	16,535	29,573	29,723	9,935	596
Hotels and Restaurants	150,501	45,766	7,089	11,181	26,049	1,079	368
Transport, Storage and Communications	184,713	23,189	6,983	3,652	9,782	1,795	977
Financial Intermediation	172,620	13,030	8,390	1,517	2,706	40	376
Real Estate, Renting and Business Activities	614,529	212,379	54,542	28,522	128,448	204	663
<i>Real Estate and Renting</i>	23,944	4,063	1,469	218	2,183	194	-
<i>Business Activities</i>	590,584	208,316	53,074	28,304	126,265	11	663
- Call Center Activities Inc. Medical Transcription	247,085	65,586	42,426	637	22,053	2	468
- Other Business Activities	343,499	142,730	10,647	27,667	104,212	9	195
Private Education Services	229,710	44,580	24,874	6,692	11,678	797	539
Health and Social Work Except Public Medical, Dental and Other Health Services	91,518	13,247	6,222	3,837	2,378	16	794
Other Community, Social and Personal Services Activities	69,884	11,731	2,342	1,997	7,212	156	24

Source of data: Bureau of Labor and Employment Statistics, 2007/2008 BLES Integrated Survey.