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EMPLOYEES IN PRIVATE ESTABLISHMENTS

(First of a Two-Part Series)

An employed person may be classified as a wage and salary worker, employer, self employed or unpaid family worker. The wage and salary worker or employee may further be categorized as one who works in a private household, in a private establishment, in a government/government corporation or in own-family farm or business.

Statistics on class of worker are sourced from the Labor Force Survey (LFS) of the National Statistics Office (NSO) conducted every January, April, July and October of each year. However, the published results do not contain detailed information on the sub-categories of wage and salary workers which can only be extracted from the public use files (PUF) of the LFS.

As used in the survey, employees in private establishments are those who worked in establishments for pay, in cash or in kind. This group of workers includes not only those working in private industry but also those working for a religious group (priest, acolyte), missionary (nuns, sisters), unions and non-profit organizations, public transport drivers who do not own the vehicles but drive those on boundary basis, palay harvesters getting fixed shares of harvested palay.

The statistics on economic characteristics of private employees relate to their primary jobs. A primary job is determined in accordance with the following priority rules: 1) if only one job, then that is the primary job regardless of permanency or hours worked in the job; 2) if more than one job, the primary job is that which is permanent regardless of hours worked; 3) if more than one permanent job, consideration is given to the job where more hours of work are spent; 4) if equal hours are spent in the permanent jobs, the primary job is that which provides more income.

This first issue will focus on the demographic characteristics of private employees and their distributions according to major industry groups, major occupation groups and nature of employment. The data pertain to January 2005, the latest reference period for which the latest LFS-PUF is available.

Employees in private establishments accounted for 39 percent of total employed and 76 percent of total employees in January 2005.

3 out of 4 employees were working in private establishments



The January 2005 Labor Force Survey estimated the employed workforce at 31.6 million. This number was broken down into:

| | (in 000) |
|--------------------------|----------|
| Wage and salary workers | 16,113 |
| Private households | 1,359 |
| Private establishments | 12,295 |
| Government | 2,351 |
| Own-family farm/business | 109 |
| Employers | 1,493 |
| Self-employed | 10,329 |
| Unpaid family workers | 3,698 |

Wage and salary workers or employees accounted for a little over half of total employed. Employees in private establishments made up 38.9 percent of total employed and 76.3 percent of total employees.

Around 47 percent of private employees were found¹ in the National

Capital Region (18.9%), Region IV-A (15.3%) and Region III (12.9%). About 44 percent of men employees and 53 percent of women employees were also located in these areas. The least number of private employees at 58,000 were recorded in the Autonomous Region of Muslim Mindanao. (Table 1)

3 out of 10 employees were women

The survey reported that men employees outnumbered the women. They accounted for 8.7 million (70.4%) of the 12.3 million employees in private establishments. (Table 2)

Men and women exhibited relatively similar distributions by age group with those 25-54 years old accounting for about two-thirds of their respective totals. About 26 percent (3.2 million) were young or aged 15-24 years old.

About 59 percent (7.3 million) were married with women comprising

about one-fourth (1.8 million) of the total. Around 4.5 million (36.8%), predominantly men, were single. On the other hand, widowed/divorced or separated women recorded a higher number (278,000) than the men (191,000).

Private employees who were household heads numbered 5.4 million (43.6%). A very large proportion (92.8%) of them were men. While the head to non-head ratio for men was 14:10, the ratio for women was 1:10.

3 out of 10 employees were high school graduates

Employees who completed a high school education made up the biggest share of private employees at 3.5 million (28.5%). Notably, the proportional distributions by educational attainment of men and women indicated that women employees reached higher levels of

education than men. The women employees relative to their total number of 3.6 million had at least a college education (44.5%) compared to the 23.5% of men relative to their total of 8.6 million. (Table 2)

Employees largely found in agriculture, manufacturing, trade, construction and transport industries

About 2.3 million employees (18.9%) were working in agricultural, hunting and forestry establishments. Employees in manufacturing came second at 2.2 million (17.7%). Those in trade establishments numbered 1.8 million (14.7%) while employees in construction aggregated to 1.6 million (12.8%).

Transport, storage and communications also recorded a double-digit share at 11.3 percent (1.4 million). Expectedly, there were lesser women employees compared to men in agriculture, hunting and forestry; fishery; mining and quarrying; electricity, gas and water; construction; and transport, storage and communications establishments. (Table 3)

¹ The Labor Force Survey enumerates individuals according to the locations of their households and not their places of work.

3 out of 10 employees were laborers and unskilled workers

The January 2005 LFS recorded 4.3 million (34.7%) employees in private establishments working as laborers and unskilled workers. Trades and related workers constituted 2.0 million (16.6%) while service workers and shop and

market sales workers contributed 1.7 million (14.0%) to total. Women employees predominated only in professional and clerical occupations. (Table 3)

7 out of 10 were permanent employees

Around 8.9 million of the 12.3 million employees in private establishments were permanently employed. Short-term employment was reported by 2.7 million employees (21.9%). Those who worked for different

employers or customers from day to day or week to week basis numbered 736,000. The proportions of men and women by nature of employment to their respective totals stood relatively the same. (Table 3)



Source of basic data: National Statistics Office, Labor Force Survey.

Nature of employment refers to the status in job or business, which may be,

- **Permanent** – when employment had lasted or expected to last for one year or longer. For farm operators or farm workers, however, their jobs can be considered permanent even if they worked or is expected to work for only 10 calendar months in a year provided that during the remaining two months, their activities are in relation to farming such as inspection of the fields, pasturing of work animals, taking care of livestock and poultry or even simply cleaning equipment being used in the farms.
- **Short-term or seasonal or casual** – when employment had lasted or expected to last less than one year since it started or for less than 10 calendar months in a year in the case of farm operators and fishermen.
- **Worked for different employers or customers on day to day or week to week basis** – for odd job workers/stevedores not on payroll or not connected with union/market and other cargo handlers receiving pay from individual customers.

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TABLE 1 - Employees in Private Establishments by Region, Philippines: January 2005
(in thousands)

| Region | Total Employed | | | Total Employees | | | Employees in Private Establishments | | |
|----------------------------------|----------------|---------------|---------------|-----------------|---------------|--------------|-------------------------------------|--------------|--------------|
| | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Total | 31,634 | 19,757 | 11,877 | 16,113 | 10,093 | 6,021 | 12,295 | 8,660 | 3,635 |
| National Capital Region | 4,057 | 2,322 | 1,734 | 2,987 | 1,762 | 1,225 | 2,329 | 1,511 | 819 |
| Cordillera Administrative Region | 598 | 355 | 244 | 208 | 125 | 83 | 135 | 94 | 41 |
| Region I - Ilocos | 1,611 | 1,078 | 533 | 671 | 443 | 228 | 498 | 375 | 123 |
| Region II - Cagayan Valley | 1,251 | 825 | 426 | 598 | 379 | 219 | 461 | 318 | 143 |
| Region III - Central Luzon | 3,136 | 2,030 | 1,105 | 1,926 | 1,237 | 689 | 1,582 | 1,117 | 465 |
| Region IV-A - CALABARZON | 3,734 | 2,245 | 1,489 | 2,327 | 1,382 | 945 | 1,883 | 1,229 | 654 |
| Region IV-B - MIMAROPA | 953 | 585 | 368 | 378 | 248 | 130 | 266 | 200 | 66 |
| Region V - Bicol | 1,908 | 1,210 | 698 | 770 | 488 | 281 | 559 | 418 | 141 |
| Region VI - Western Visayas | 2,746 | 1,658 | 1,089 | 1,410 | 891 | 520 | 1,052 | 778 | 274 |
| Region VII - Central Visayas | 2,273 | 1,381 | 892 | 1,193 | 729 | 464 | 933 | 647 | 286 |
| Region VIII - Eastern Visayas | 1,623 | 1,006 | 618 | 633 | 396 | 237 | 415 | 311 | 103 |
| Region IX - Zamboanga Peninsula | 1,194 | 794 | 400 | 405 | 269 | 137 | 255 | 199 | 56 |
| Region X - Northern Mindanao | 1,760 | 1,019 | 741 | 677 | 434 | 244 | 490 | 360 | 129 |
| Region XI - Davao | 1,578 | 1,030 | 548 | 795 | 543 | 253 | 627 | 480 | 147 |
| Region XII - SOCCSKSARGEN | 1,395 | 930 | 465 | 646 | 439 | 207 | 517 | 386 | 131 |
| Caraga | 902 | 581 | 322 | 360 | 240 | 120 | 235 | 189 | 46 |
| ARMM | 914 | 707 | 206 | 128 | 89 | 39 | 58 | 49 | 10 |

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

Source of data: National Statistics Office, Labor Force Survey.

TABLE 2 - Employees in Private Establishments by Selected Demographic Characteristics, Philippines: January 2005
(in thousands except percent)

| Selected Demographic Characteristics | Number | | | Percent | | |
|---------------------------------------|---------------|--------------|--------------|--------------|--------------|--------------|
| | Total | Men | Women | Total | Men | Women |
| Total | 12,295 | 8,660 | 3,635 | 100.0 | 100.0 | 100.0 |
| Age Group | | | | | | |
| 15-24 | 3,171 | 2,094 | 1,077 | 25.8 | 24.2 | 29.6 |
| 25-54 | 8,379 | 6,026 | 2,353 | 68.1 | 69.6 | 64.7 |
| 55 and over | 745 | 540 | 205 | 6.1 | 6.2 | 5.6 |
| Marital Status | | | | | | |
| Single | 4,520 | 2,917 | 1,603 | 36.8 | 33.7 | 44.1 |
| Married | 7,304 | 5,551 | 1,753 | 59.4 | 64.1 | 48.2 |
| Widowed/Divorced/Separated | 469 | 191 | 278 | 3.8 | 2.2 | 7.6 |
| Not Reported | 2 | a | 1 | b | b | b |
| Relationship to Household Head | | | | | | |
| Head | 5,364 | 4,979 | 385 | 43.6 | 57.5 | 10.6 |
| Non-head | 6,931 | 3,681 | 3,250 | 56.4 | 42.5 | 89.4 |
| Highest Grade Completed | | | | | | |
| No Grade Completed | 98 | 71 | 27 | 0.8 | 0.8 | 0.7 |
| Elementary Undergraduate | 1,612 | 1,331 | 280 | 13.1 | 15.4 | 7.7 |
| Elementary Graduate | 1,739 | 1,361 | 378 | 14.1 | 15.7 | 10.4 |
| Highschool Undergraduate | 1,689 | 1,351 | 338 | 13.7 | 15.6 | 9.3 |
| Highschool Graduate | 3,509 | 2,514 | 995 | 28.5 | 29.0 | 27.4 |
| College Undergraduate | 1,745 | 1,166 | 579 | 14.2 | 13.5 | 15.9 |
| College Graduate or Higher | 1,904 | 866 | 1,038 | 15.5 | 10.0 | 28.6 |

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

a Less than 500.

b Less than 0.1.

Source of data: National Statistics Office, Labor Force Survey.

**TABLE 3- Employees in Private Establishments by Major Industry Group,
Major Occupation Group and Nature of Employment in Primary Job, Philippines: January 2005**
(in thousands except percent)

| Major Industry Group, Major Occupation Group and Nature of Employment | Number | | | Percent | | |
|--|---------------|--------------|--------------|--------------|--------------|--------------|
| | Total | Men | Women | Total | Men | Women |
| Total | 12,295 | 8,660 | 3,635 | 100.0 | 100.0 | 100.0 |
| Major Industry Group | | | | | | |
| Agriculture, Hunting and Forestry | 2,322 | 1,802 | 520 | 18.9 | 20.8 | 14.3 |
| Fishery | 329 | 319 | 11 | 2.7 | 3.7 | 0.3 |
| Mining and Quarrying | 75 | 71 | 4 | 0.6 | 0.8 | 0.1 |
| Manufacturing | 2,180 | 1,244 | 936 | 17.7 | 14.4 | 25.8 |
| Electricity, Gas and Water | 98 | 83 | 15 | 0.8 | 1.0 | 0.4 |
| Construction | 1,570 | 1,540 | 30 | 12.8 | 17.8 | 0.8 |
| Wholesale and Retail Trade, Repair of Motor Vehicles, Motorcycles and Personal and Household Goods | 1,813 | 1,029 | 784 | 14.7 | 11.9 | 21.6 |
| Hotels and Restaurants | 585 | 312 | 273 | 4.8 | 3.6 | 7.5 |
| Transport, Storage and Communications | 1,392 | 1,288 | 104 | 11.3 | 14.9 | 2.9 |
| Financial Intermediation | 270 | 117 | 154 | 2.2 | 1.3 | 4.2 |
| Real Estate, Renting and Business Activities | 559 | 387 | 172 | 4.5 | 4.5 | 4.7 |
| Education | 292 | 92 | 200 | 2.4 | 1.1 | 5.5 |
| Health and Social Work | 181 | 52 | 128 | 1.5 | 0.6 | 3.5 |
| Other Community, Social and Personal Service Activities | 448 | 263 | 185 | 3.6 | 3.0 | 5.1 |
| Other Industries | 181 | 61 | 119 | 1.5 | 0.7 | 3.3 |
| Major Occupation Group | | | | | | |
| Corporate Executives, Managers, Managing Proprietors and Supervisors | 437 | 268 | 169 | 3.6 | 3.1 | 4.7 |
| Professionals | 555 | 235 | 320 | 4.5 | 2.7 | 8.8 |
| Technicians and Associate Professionals | 461 | 250 | 211 | 3.7 | 2.9 | 5.8 |
| Clerks | 969 | 340 | 629 | 7.9 | 3.9 | 17.3 |
| Service Workers and Shop and Market Sales Workers | 1,721 | 980 | 741 | 14.0 | 11.3 | 20.4 |
| Farmers, Forestry Workers and Fishermen | 298 | 282 | 16 | 2.4 | 3.3 | 0.4 |
| Trades and Related Workers | 2,042 | 1,657 | 385 | 16.6 | 19.1 | 10.6 |
| Plant and Machine Operators and Assemblers | 1,517 | 1,322 | 195 | 12.3 | 15.3 | 5.4 |
| Laborers and Unskilled Workers | 4,266 | 3,305 | 961 | 34.7 | 38.2 | 26.4 |
| Special Occupations | 29 | 22 | 7 | 0.2 | 0.2 | 0.2 |
| Nature of Employment | | | | | | |
| Permanent Job | 8,862 | 6,186 | 2,676 | 72.1 | 71.4 | 73.6 |
| Short-Term/Seasonal/Casual | 2,697 | 1,911 | 786 | 21.9 | 22.1 | 21.6 |
| Different Employers or Customers (from day to day or week to week basis) | 736 | 564 | 173 | 6.0 | 6.5 | 4.8 |

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

Source of data: National Statistics Office, Labor Force Survey.