

Survey of "Hot Jobs" in Top Enterprises in Metro-Manila* (Second of a Three-Part Series)



INTRODUCTION

This LABSTAT presents the second of the three-part report on the results of the rider questionnaire to the 4th quarter 2006 Labor Turnover Survey. The survey covered 448 companies in Metro-Manila that belong to the List of Top 5,000 Enterprises in the Philippines as compiled by the Securities and Exchange Commission (SEC).

Part two of the report contains the views of sample enterprises with regard to the quality of job applicants they encountered in recent years and the average time it took them to fill up a job vacancy.

SURVEY RESULTS

Majority (58.5%) of respondents believed that the quality of job applicants remained unchanged (Table 1)

- More than half (58.3%) of the total respondents reckoned that there has been "no change" in the quality of job applicants in recent years.

However, a notable proportion (40.4%) said otherwise while the rest (1.1%) gave no response to this inquiry.

- The sectors that posted high proportion of respondents indicating a deterioration in quality of job applicants were as follows: mining and quarrying (71.4%), health and social work (66.7%), hotels and restaurants (58.3%), and construction (52.4%).

Average number of weeks to fill up job vacancy was one month (Table 2)

- For all 448 respondents, the average duration to fill up job vacancies was reported at 4 weeks or one month.
- The longest duration was posted in electricity, gas and water (6 weeks) followed by mining and quarrying (5 weeks) and health and social work (5 weeks).
- The period was longer for respondents who experienced shortage of qualified job applicants, i.e., 5 to 8 weeks. The skill/talent shortage is particularly acute in mining and quarrying where the duration of finding qualified applicants took eight weeks or two months on the average.

* For operational purposes, the term "hot jobs" was defined in this survey as occupations/skills for which employers have encountered shortage of qualified applicants over the last three years.

Very few companies hired below average applicants “just to fill up vacancies quickly”

- When queried whether they hired below average applicants “just to fill up a vacant position quickly”, only a negligible proportion (4.7% or 21 enterprises) of the total 448 respondents said “yes” to the question. The overwhelming majority (95.1%) were quite particular in maintaining the quality of their new recruits.

TABLE 1 - Percent Distribution of Sample Top Enterprises in Metro-Manila as to Whether or Not the Quality of Job Applicants Has Declined by Industry: 4th Quarter 2006

INDUSTRY	Total Sample	Yes		No Change	
		No.	%	No.	%
All Industries	448	181	40.4	262	58.5
Fishing	1	-	-	1	100.0
Mining and Quarrying	7	5	71.4	2	28.6
Manufacturing	125	43	34.4	82	65.6
Electricity, Gas and Water	16	5	31.2	11	68.8
Construction	21	11	52.4	10	47.6
Wholesale and Retail Trade	138	56	40.6	82	59.4
Hotels and Restaurants	12	7	58.3	5	41.7
Transport, Storage and Communications	27	11	40.7	16	59.2
Financial Intermediation	44	23	52.3	21	47.7
Real Estate, Renting and Business Services	34	14	41.2	20	58.8
Education	3	-	-	3	100.0
Health and Social Work	6	4	66.7	2	33.3
Other Community, Social and Personal Service Activities	9	2	22.2	7	77.8

Note: Includes 5 respondents with no response.

Source: Bureau of Labor and Employment Statistics, Labor Turnover Survey.

**TABLE 2 - Average Number of Weeks to Fill Up Job Vacancies
in Sample Top Enterprises in Metro-Manila
by Industry: 4th Quarter 2006**

INDUSTRY	Number of Weeks	
	All Samples	Respondents Who Experienced Shortage of Qualified Applicants
All Industries	4	5
Fishing	1	-
Mining and Quarrying	5	8
Manufacturing	4	6
Electricity, Gas and Water	6	6
Construction	3	4
Wholesale and Retail Trade	4	5
Hotels and Restaurants	3	4
Transport, Storage and Communications	4	6
Financial Intermediation	4	6
Real Estate, Renting and Business Services	4	5
Education	3	4
Health and Social Work	5	4
Other Community, Social and Personal Service Activities	4	4

Note: Includes 5 respondents with no response.

Source: Bureau of Labor and Employment Statistics, Labor Turnover Survey.

**TABLE 3 - Percent Distribution of Sample Top Enterprises in Metro-Manila
that Hired Below Average Applicants Just to Fill Up Vacant Positions
Quickly by Industry: 4th Quarter 2006**

INDUSTRY	Total Sample	Yes		No	
		No.	%	No.	%
All Industries	448	21	4.7	426	95.1
Fishing	1	-	-	1	0.2
Mining and Quarrying	7	-	-	7	1.6
Manufacturing	125	4	0.9	121	27.0
Electricity, Gas and Water	16	1	0.2	15	3.3
Construction	21	3	0.7	18	4.0
Wholesale and Retail Trade	138	8	1.8	130	29.0
Hotels and Restaurants	12	-	-	12	2.7
Transport, Storage and Communications	27	2	0.4	25	5.6
Financial Intermediation	44	-	-	44	9.8
Real Estate, Renting and Business Services	34	1	0.2	33	7.4
Education	3	-	-	3	0.7
Health and Social Work	6	2	0.4	4	0.9
Other Community, Social and Personal Service Activities	9	-	-	9	0.2

Note: Includes 5 respondents with no response.

Source: Bureau of Labor and Employment Statistics, Labor Turnover Survey.

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