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JOB VACANCIES in Philippine industry and services sectors . . . an overview (First of a three-part series)



This LABSTAT Updates is the first in a three-part series that presents the highlights of the results of the 2009/2010 BLES Integrated Survey (BITS) module entitled Occupational Shortages and Surpluses. The BITS is a nationwide sample survey covering 6,780 establishments with 20 or more workers in the industry and services sectors.

This issue presents statistics on job openings or vacancies that were made available for placements by establishments during the 18-month period covering January 2009 to June 2010.

About two out of every five establishments recruiting new workers...

- Of the total 23,723 establishments covered in the survey, 40.6% or 9,637 were reported hiring additional workers at any point in time during the 18-month period under review.

This figure is quite significant considering that the survey period coincided with the global financial crisis. This suggests that certain sectors in the economy – real estate, BPO and tourism - remained resilient from the global market volatility as they continued to expand in 2009/2010 and in the process create jobs for the country's workforce.

Around 300,000 job vacancies out for grabs...

- More specifically, a total of 276,940 job vacancies were created during the review period. This number is almost equally divided between organic or regular positions (49.5% or 137,210) and short-term or non-regular positions (50.5% or 139,730).

TABLE 1 – Establishments with Job Vacancies in Industry and Services Sectors, Philippines: January 2009 – June 2010

Item	Number	Percent
Total Establishments	23,723	100.0
- With vacancies	9,637	40.6
- Without vacancies	14,086	59.4
Total Vacancies	276,940	100.0
- Regular	137,210	49.5
- Non-regular	139,730	50.5

Source: BLES, 2009/2010 BITS.

Services sector major source of vacancies...

- About two in every three vacancies were found in the services sector (65.7% or 181,872) - three of its sub-sectors reported the biggest number of job openings, namely: real estate, renting and business activities (87,943), the large part of which came from business process outsourcing (BPO) companies; wholesale and retail trade (26,478); and hotels and restaurants (26,140).
- On the other hand, job vacancies in the industry sector were largely dominated by manufacturing which accounted for 91.8% or 87,288 of the total 95,068 vacancies reported in this sector.

Clerks, professionals, service workers and plant and machine operators accounted for the bulk of the job vacancies...

- Across occupation groups, clerks comprised the single largest group at 72,860 or 26.3% of total job openings. Vacancies for professionals ranked far second (41,820 or 15.1%) followed by service workers and shop market sales workers (39,649 or 14.3%) and plant and machine operators (39,787 or 14.4%).
- In contrast, the smallest percentage was noted among farmers, forestry workers, and fishermen who accounted for less than 0.05 percent. The rest of the job vacancies were comprised of technicians and associate professionals (29,298); elementary occupations (26,098); craft and related trades workers (19,386); and corporate executives, managers, managing proprietors, and supervisors (8,036).

TABLE 2 - Vacancies in Industry and Services Sectors by Major Industry Group, Philippines: January 2009-June 2010

Major Industry Group	Number of Vacancies	Percent
ALL INDUSTRIES	276,940	100.0
INDUSTRY	95,068	34.3
Mining and quarrying	751	0.3
Manufacturing	87,288	31.5
Electricity, gas and water supply	1,831	0.7
Construction	5,198	1.9
SERVICES	181,872	65.7
Wholesale and retail trade	26,478	9.6
Hotels and restaurants	26,140	9.4
Transport, storage and communications	10,000	3.6
Financial intermediation	7,843	2.8
Real estate, renting and business activities	87,943	31.8
Private education	14,633	5.3
Health and social services	4,792	1.7
Other community, social and personal service activities	4,043	1.5

Source: BLES, 2009/2010 BITS.

TABLE 3 - Vacancies in Industry and Services Sectors by Major Occupation Group, Philippines: January 2009-June 2010

Major Occupation Group	Number of Vacancies	Percent
ALL OCCUPATIONS	276,940	100.0
Corporate executives, managers, managing proprietors and supervisors	8,036	2.9
Professionals	41,820	15.1
Technicians and associate professionals	29,298	10.6
Clerks	72,860	26.3
Service workers and shop market sales workers	39,649	14.3
Farmers, forestry workers and fishermen	7	a
Craft and related trades workers	19,386	7.0
Plant and machine operators	39,787	14.4
Elementary occupations	26,098	9.4

Note: Details do not add up to total due to rounding. a Less than 0.05 percent.

Source: BLES, 2009/2010 BITS.

Vacancies driven by boom in BPO, tourism and electronics...

- Table 4 shows the list of the “top ten” vacancies sought after by employers. The list is a mixture of occupations ranging from back-office support staff, sales representatives to factory assemblers/hand packers, sewers/embroiderers and security guards. Together, they accounted for nearly one-half (46.5% or 128,794) of the 276,940 total vacancies reported.
- The list also mirrors the growth of industries that have driven the economy in recent years and also an approximation of the total demand for talents and skills in the industries covered in this survey.

TABLE 4 - Top Ten Vacancies in Industry and Services Sectors, Philippines: January 2009- June 2010

Occupation Title	Number of Vacancies
1. Customer service representatives/associates	40,564
2. Service crew	16,998
3. Sewers, embroiderers and related workers	10,970
4. Electronic equipment assemblers	10,045
5. Cashiers and ticket clerks	9,793
6. Protective services workers	9,504
7. Technical and commercial sales representatives	9,256
8. Hand packers and other manufacturing laborers	8,176
9. Accounting and bookkeeping clerks	7,213
10. Electrical equipment assemblers	6,275
TOTAL	128,794

Source: BLES, 2009/2010 BITS.

- On top of the list is the huge demand for customer service representatives or call-center agents (40,564) in the BPO industry. Second largest vacancies were for service crew

(16,998) in hotels and restaurants followed by vacancies for sewers (10,970) in the garment industry. Also on the top of the list were vacancies in the electronic industry such as assemblers of electronic equipment (10,045) and electrical equipment (6,275).

Vacancies common across industries...

- Certain vacancies represent occupations that are common across industry groups. The survey identified 30 of them as follows:

Managers/Supervisors:

- General managers
- Production and operations managers
- Finance and administration managers
- Sales marketing managers
- Personnel and industrial relations managers
- Director and chief executives
- Other supervisors

Professionals:

- Accountants and auditors
- HRD professionals
- Engineers (electrical, industrial, civil, and mechanical)
- Systems analysts and designers
- Computer programmers
- Lawyers

Technicians and associate professionals:

- Administrative secretaries
- Buyers
- Computer assistants
- Computer equipment operators
- Mechanical/electrical engineering technicians

Clerks:

- Accounting and bookkeeping clerks
- Cashiers
- Data entry operators
- Debt collectors
- Office clerks
- Receptionists
- Secretaries
- Stock clerks

Services workers:

- Protective services workers
- Shop salespersons and demonstrators
- Service crew
- Cooks

Occupations peculiar/specific to an industry...

- Meanwhile, there were vacancies that are peculiar or specific to an industry. Some of these vacancies were numerically small such as meteorologists in transport, storage and communications; mathematicians and actuaries in insurance and geologists and geophysicists in mining. Nevertheless, these occupations are regarded as vital to the performance of the industry.

Others are numerically large indicating the potential labor absorptive capacity of the industry such as service crew in hotels and restaurants; call center agents in the BPO and assemblers in electronics industry.

The following is the list of the vacancies specific for each of the 12 major industry groups covered by the survey. The list somehow reflects the key occupations that are vital to the success and the future growth of the industry.

1. Mining and Quarrying

- Geodetic and related professionals (23)
- Geologists and geophysicists (6)
- Miners and quarry workers (261)
- Mineral ore and stone processing plant operators (12)
- Well drillers and borers and related workers (6)
- Mining and quarrying laborers (53)

2. Manufacturing

- Mechanical engineers (635)
- Industrial engineers (586)
- Chemical engineers (204)
- Chemists (104)
- Safety, health and quality inspectors (3,789)
- Sewers, embroiderers and related workers (10,970)

- Textile, leather and related pattern makers and cutters (1,102)
- Electronic equipment assemblers (10,045)
- Electrical equipment assemblers (6,275)
- Hand packers and other manufacturing laborers (5,691)
- Assembling laborers (1,692)

3. Electricity, Gas and Water Supply

- Electrical engineers (211)
- Lineman, line installers and cable splicers (228)
- Incinerator, water-treatment and related plant operators (38)

4. Construction

- Civil engineers (440)
- Electrical engineers (288)
- Mechanical engineers (80)
- Architects (28)
- Plumbers, pipe fitters and other related workers (588)
- Building and related electricians (295)
- Masons and related concrete finishers (93)
- Carpenters and joiners (56)
- Construction and maintenance laborers (110)

5. Wholesale and Retail Trade

- Sales and marketing managers (216)
- Supply and distribution managers (9)
- Technical and commercial sales representatives (2,736)
- Telemarketers (31)
- Shop salespersons and demonstrators (4,783)
- Stall and market salespersons (370)

6. Hotels and Restaurants

- Service crew (15,141)
- Waiters, waitresses and bartenders (3,591)
- Cooks (1,277)
- Housekeepers and related workers (237)
- Travel guides (9)
- Companions and valets (3)

7. Transport, Storage and Communications

- Electronics and communications engineering technicians (198)
- Travel consultants and organizers (104)
- Ship and aircraft controllers and technicians (75)

- Ship's deck officers and pilots (61)
 - Air traffic safety technicians (44)
 - Transport conductors (782)
 - Travel attendants and travel stewards (438)
 - Aircraft engine mechanics and fitters (14)
 - Meteorologists (1)
8. **Financial Intermediations**
- Accountants and auditors (912)
 - Tellers and other counter clerks (813)
 - Debt collectors and related workers (302)
 - Mathematicians and actuaries (35)
 - Trade brokers (3)
9. **Real Estate, Renting and Business Activities**
- Customer service representatives/ associates (39,824)
 - Technical and commercial sales representatives (4,399)
 - Computer programmers (3,436)
 - Electronics and communications engineers (1,443)
 - Medical transcriptionists (503)
10. **Private Education**
- College, university and higher education teaching professionals (5,684)
 - General secondary education teaching professionals (1,710)
 - General elementary teaching professionals (1,577)
 - Science and mathematics teaching professionals (423)
 - Teaching professionals for the handicapped and disabled (195)
11. **Health and Social Work**
- Professional nurses (2,429)
 - Medical technologists (800)
 - Pharmacists (318)
 - Physiotherapists (32)
 - Social work professionals (31)
 - Nutritionists-dietitians (21)
 - Medical doctors (16)
 - Medical equipment operators (118)
 - Midwifery associate professionals (49)
12. **Other Community, Social and Personal Service Activities**
- Radio, television and other announcers (107)
 - Athletes and related workers (19)
 - Actors and stage directors (27)
 - Composers, musicians and singers (5)
 - Service crew (873)
 - Hairdressers, barbers, beauticians and related workers (120)
 - Bleaching, dyeing and cleaning machine operators (420)

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