

Vol. 17 No. 30

December 2013

Entry-Level Job Vacancies in 2011 (Second of a Series on Industrial Relations Practices)

This LABSTAT Updates, the second in a series on Industrial Relations Practices, is culled from the results of the 2011/2012 BLES Integrated Survey (BITS). The BITS covers agricultural and non-agricultural establishments employing 20 or more workers.

Specifically, this issue presents statistics on entry-level jobs and vacancies for entry-level jobs for Calendar Year 2011. For purposes of this survey, entry-level jobs refer to starting positions in establishments which require little or no experience at all. The metadata and the statistical tables of the survey are posted at the BLES website.

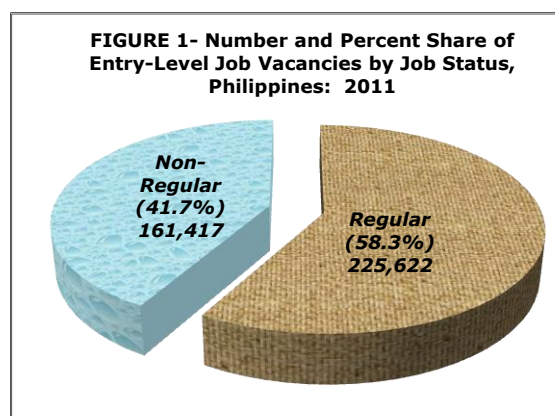
Almost half of total establishments in 2011 had entry-level jobs

- Of the total 26,377 establishments employing 20 or more workers in 2011, 48.4% or 12,778 establishments had various entry-level jobs. Nearly half of the establishments in the industry (49.0% or 3,202) and services sectors (48.6% or 9,262) had entry-level jobs. The agriculture sector had the least at 39.1%. (Table 1)
- Across industries, a sizable proportion of establishments with

entry-level jobs were in professional, scientific and technical activities (59.3%); administrative and support service activities (56.7%); construction (53.2%); accommodation and food service activities (53.0%); financial and insurance activities (52.7%); electricity, gas, steam and air conditioning supply (52.0%); mining and quarrying; and real estate activities at 51.5%, each.

Entry-level job vacancies reached 400,000; nearly half were regular positions

- An aggregate of 387,039 entry-level job vacancies were reported by establishments in 2011. About three-fifths (58.3% or 225,622) of the entry-level vacancies were for regular positions while the rest were non-regular jobs. (Figure 1)
- Regular positions were prevalent in the services sector as it accounted for almost two-thirds (65.0%) of entry level jobs in the sector. (Table 2)



- Specifically, regular positions comprised the majority of the entry-level job vacancies in the following industries in the services sector: financial and insurance activities (95.2%); human health and social work activities except public health activities (86.0%); professional, scientific and technical activities (82.5%); repair of computers and personal and household goods and other personal service activities (79.6%); administrative and support service activities (74.5%); and private education (72.6%).
- On the other hand, more than three-fifths (63.0%) or 57,200 out of the 90,736 entry-level job vacancies in the industry sector were non-regular jobs. These were prevalent in construction (79.8%); manufacturing (63.1%); and mining and quarrying (54.8%).

Three out of every four entry-level job vacancies were in the services sector

- Notably, three out of every 4 entry-level job vacancies (74.5% or 288,498) were in the services sector. Of these, more than half were in the administrative and support service activities (56.1% or 161,916).
- The industry sector generated about one-fourth (23.4% or 90,736) of the total entry-level job vacancies. Large majority (89.2% or 80,980) of which came from the manufacturing industry.
- The agriculture sector had the least at only 2.0% (7,806) of total job vacancies.

Customer service clerks topped the list of the entry-level job vacancies

- Across occupation groups, customer service clerks ranked first with the most number of entry-level job vacancies at 144,632 (37.4% out of 387,039 total vacancies). service crew needed both in fastfood, and amusement centers (17,967); and in hotels and restaurants (12,531). Meanwhile, protective services workers posted a lesser number with 7,498 vacancies.
- Of this number, almost three-fourths (72.6% or 105,017) were for customer service representatives/ associates in call centers. Other related occupations with considerable number of job openings included receptionists and information clerks (23,999); and cashiers and ticket clerks (10,714).
- Personal and protective service workers came far second with 42,994 (11.1%) entry-level job openings. These mainly include
- Also included in the top 10 were other entry-level occupation groups which reported relatively higher vacancies: office clerks (30,616 or 7.9%); machine operators and assemblers (28,930 or 7.5%); finance and sales associate professionals (16,523 or 4.3%); laborers in mining, construction, manufacturing, transport and other laborers (15,802 or 4.1%); physical,

mathematical and engineering science professionals (15,636 or 4.0%); models, salespersons and demonstrators (14,209 or 3.7%);

other craft and related trades workers (13,740 or 3.6%); and stationary-plant and related operators (10,986 or 2.8%).

FOR INQUIRIES

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TABLE 1 - Number and Percent Share of Establishments With Entry-Level Jobs to Total Establishments Employing 20 or More Workers by Major Industry Group, Philippines: 2011

MAJOR INDUSTRY GROUP	Total Establishments	Establishments With Entry-Level Jobs	
		Number	Percent Share to Total Establishments
ALL INDUSTRIES	26,377	12,778	48.4
Agriculture	800	313	39.1
Agriculture, Forestry and Fishing	800	313	39.1
Industry	6,533	3,202	49.0
Mining and Quarrying	99	51	51.5
Manufacturing	4,959	2,388	48.2
Electricity, Gas, Steam and Air Conditioning Supply	377	196	52.0
Water Supply; Sewerage, Waste Management and Remediation Activities	278	131	47.1
Construction	820	436	53.2
Services	19,045	9,262	48.6
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	5,606	2,543	45.4
Transportation and Storage	986	302	30.6
Accommodation and Food Service Activities	3,619	1,919	53.0
Information and Communication	770	366	47.5
Financial and Insurance Activities	1,006	530	52.7
Real Estate Activities	524	270	51.5
Professional, Scientific and Technical Activities	642	381	59.3
Administrative and Support Service Activities	1,684	955	56.7
Education Except Public Education	2,770	1,356	49.0
Human Health and Social Work Activities Except Public Health Activities	815	399	49.0
Arts, Entertainment and Recreation	253	105	41.5
Repair of Computers and Personal and Service Activities	370	136	36.8

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

Source of data: Bureau of Labor and Employment Statistics, 2011/2012 BLES Integrated Survey.

TABLE 2 - Number and Percent Share of Regular and Non-Regular Job Vacancies for Entry-Level Jobs to Total Vacancies in Establishments Employing 20 or More Workers by Major Industry Group, Philippines: 2011

MAJOR INDUSTRY GROUP	Total Job Vacancies for Entry-Level Jobs	Percent	Job Status			
			Regular		Non-Regular	
			Number	Percent Share to Total Vacancies	Number	Percent Share to Total Vacancies
ALL INDUSTRIES	387,039	100.0	225,622	58.3	161,417	41.7
Agriculture	7,806	2.0	4,421	56.6	3,385	43.4
Agriculture, Forestry and Fishing	7,806	2.0	4,421	56.6	3,385	43.4
Industry	90,736	23.4	33,535	37.0	57,200	63.0
Mining and Quarrying	783	0.2	354	45.2	429	54.8
Manufacturing	80,980	20.9	29,877	36.9	51,102	63.1
Electricity, Gas, Steam and Air Conditioning Supply	1,814	0.5	1,459	80.4	355	19.6
Water Supply; Sewerage, Waste Management and Remediation Activities	1,036	0.3	606	58.5	430	41.5
Construction	6,123	1.6	1,239	20.2	4,884	79.8
Services	288,498	74.5	187,666	65.0	100,833	35.0
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	43,231	11.2	17,000	39.3	26,230	60.7
Transportation and Storage	4,203	1.1	2,409	57.3	1,794	42.7
Accommodation and Food Service Activities	30,836	8.0	10,049	32.6	20,787	67.4
Information and Communication	7,456	1.9	4,956	66.5	2,499	33.5
Financial and Insurance Activities	7,760	2.0	7,388	95.2	372	4.8
Real Estate Activities	2,165	0.6	1,258	58.1	907	41.9
Professional, Scientific and Technical Activities	8,242	2.1	6,802	82.5	1,440	17.5
Administrative and Support Service Activities	161,916	41.8	120,635	74.5	41,281	25.5
Education Except Public Education	11,691	3.0	8,489	72.6	3,202	27.4
Human Health and Social Work Activities Except Public Health Activities	6,903	1.8	5,935	86.0	969	14.0
Arts, Entertainment and Recreation	2,056	0.5	1,121	54.5	936	45.5
Repair of Computers and Personal and Household Goods; Other Personal Service Activities	2,039	0.5	1,624	79.6	416	20.4

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

Source of data: Bureau of Labor and Employment Statistics, 2011/2012 BLES Integrated Survey.

TABLE 3 - Top Entry-Level Job Vacancies by Major and Specific Occupation Group, Philippines: 2011

<p>1. Customer Service Clerks – 144,632</p> <ul style="list-style-type: none"> • Customer Service Representatives/Associates (In Call Centers) – 105,017 • Receptionists and Information Clerks – 23,999 • Cashiers and Ticket Clerks – 10,714 • Tellers and Other Counter Clerks – 1,984 • Debt Collectors and Related Workers – 1,863 	<p>5. Finance and Sales Associate Professionals – 16,523</p> <ul style="list-style-type: none"> • Technical and Commercial Sales Representatives – 7,820 • Administrative Secretaries and Related Associate Professionals – 3,311 • Other Finance and Sales Associate Professionals – 2,702
<p>2. Personal and Protective Service Workers – 42,994</p> <ul style="list-style-type: none"> • Service Crew - Fastfood, Amusement, etc. – 17,967 • Service Crew - Hotels and Restaurants – 12,531 • Protective Services Workers Not Elsewhere Classified (Security Guards) – 7,498 • Housekeepers and Related Workers – 1,354 • Hairdressers, Barbers, Beauticians and Related Workers – 1,314 	<p>6. Laborers in Mining, Construction, Manufacturing, Transport and Other Laborers – 15,802</p> <ul style="list-style-type: none"> • Hand Packers and Other Manufacturing Laborers – 10,094 • Construction and Maintenance Laborers: Roads, Dams and Similar Constructions – 2,482 • Freight Handlers – 1,452 • Assembling Laborers – 1,155
<p>3. Office Clerks – 30,616</p> <ul style="list-style-type: none"> • Other Office Clerks (Office Staff/Sales Utility Clerks) – 10,584 • Stock Clerks – 7,610 • Accounting and Bookkeeping Clerks – 7,338 • Production Clerks – 1,781 • Data Entry Operators – 1,432 • Secretaries – 942 	<p>7. Physical, Mathematical and Engineering Science Professionals – 15,636</p> <ul style="list-style-type: none"> • Electronics and Communications Engineers – 3,401 • Systems Analysts and Designers – 2,240 • Mechanical Engineers – 1,511 • Industrial Engineers – 1,435 • Other Computer Professionals – 1,351 • Electrical Engineers – 1,331 • Computer Programmers – 1,131 • Computer Engineers and Related Professionals – 861 • Civil Engineers – 845
<p>4. Machine Operators and Assemblers – 28,930</p> <ul style="list-style-type: none"> • Electrical Equipment Assemblers – 5,117 • Wood Products Machine Operators – 3,778 • Metal, Rubber and Plastic Products Assemblers – 3,522 • Electronic Equipment Assemblers – 2,478 • Metal Finishing, Plating and Coating Machine Operators – 2,117 • Bleaching, Dyeing and Cleaning Machine Operators – 2,112 • Plastic Product Machine Operators – 2,010 • Pharmaceutical and Toiletry Products Machine Operators – 1,590 • Other Machine Operators and Assemblers – 1,546 • Textile and Leather Products Machine Operators, NEC – 1,142 	<p>8. Models, Salespersons and Demonstrators – 14,209</p> <ul style="list-style-type: none"> • Shop Salespersons and Demonstrators – 14,010
	<p>9. Other Craft and Related Trades Workers – 13,740</p> <ul style="list-style-type: none"> • Bakers, Pastry Cooks and Confectionery Makers – 9,138 • Textile, Leather and Related Pattern-Makers and Cutters – 1,436 • Sewers, Embroiderers and Related Workers – 1,425 • Butchers, Fishmongers and Related Food Preparers – 871
	<p>10. Stationary-Plant and Related Operators – 10,986</p> <ul style="list-style-type: none"> • Automated Assembly-Line Operators – 5,605 • Crushing, Grinding and Chemical-Mixing Machinery Operators – 1,945 • Papermaking Plant Operators – 973

TABLE 3 - Top Entry-Level Job Vacancies by Major and Specific Occupation Group, Philippines: 2011 (Cont'd)

<p>11. Physical Science and Engineering Technicians – 10,780</p> <ul style="list-style-type: none"> • Computer Equipment Operators – 3,771 • Other Physical Science and Engineering Technicians – 1,425 • Safety, Health and Quality Inspectors – 1,340 • Electrical Engineering Technicians – 1,205 • Mechanical Engineering Technicians – 1,144 	<p>13. Business Professionals – 7,757</p> <ul style="list-style-type: none"> • Other Business Professionals (Management Trainees) – 4,121 • Accountants and Auditors – 2,290
<p>12. Teaching Professionals – 8,701</p> <ul style="list-style-type: none"> • College, University and Higher Education Teaching Professionals – 3,204 • General Secondary Teaching Professionals – 2,746 • General Elementary Teaching Professionals – 1,693 • Science and Mathematics Teaching Professionals – 543 	<p>14. Sales and Services Elementary Occupations – 6,144</p> <ul style="list-style-type: none"> • Helpers and Cleaners in Offices, Hotels and Other Establishments – 2,395 • Messengers, Package and Luggage Porters and Deliverers – 1,270 • Building Caretakers – 1,003
	<p>15. Metal, Machinery and Related Trades Workers – 5,155</p> <ul style="list-style-type: none"> • Building and Related Electricians – 1,867 • Welders and Flamecutters – 891 • Lineman, Line Installers and Cable Splicers – 708