



Women in Non-Regular Employment: 1997

This manuscript focuses on the non-regular employment of women in the Philippines for the year 1997 with specific reference to the number of employed women in the following categories: contractual workers, casual workers, commission-paid workers, part-time workers and task or “pakyao” workers.

Non-regular employment refers to the use of specific form of employment arrangement that provide no security of tenure for workers and exclude them from receiving non-wage benefits.

Data were sourced from the *Survey of Specific Groups of Workers* conducted by the Bureau of Labor and Employment Statistics in 1997. This survey which is conducted annually covers establishments with at least 10 workers

Table A - Number and Percent Distribution of Workers in Non-Regular Employment in Establishments Employing 10 or More Workers by Specific Category and Sex Philippines: 1997
(In thousands except percent)

SPECIFIC CATEGORY OF WORKERS	Both Sexes		Men		Women	
	Number	Percent	Number	Percent	Number	Percent
Workers in Non-Regular Employment	808	100.0	585	100.0	223	100.0
Contractual Workers	401	49.6	304	52.0	97	43.5
Casual Workers	134	16.6	92	5.7	42	18.8
Commission-Paid Workers	170	21.0	122	20.9	48	21.5
Part-Time Workers	63	7.8	34	5.8	29	13.0
Task or “Pakyao” Workers	40	5.0	33	5.6	7	3.1

Source of data: Bureau of Labor and Employment Statistics. *Survey of Specific Groups of Workers*.

A. Employment Patterns

In 1997, non-regular employment stood at 808,000 representing 28.2 percent of the total 2.8 million employed in establishments with 10 or more workers. Of these, 27.6 percent (223,000) were female workers. The males constituted the bulk at 585,000 and were dominant in all employment categories.

By category, nearly half (43.5%) of women non-regular employment were involve in contractual work while 21.5 percent were commission-paid workers. Less than one-fifth were casual (18.8%) and part-time workers (13.0%). The least were task or “pakyao” workers at 3.1 percent. (Table A)

Industrywise, the share of women non-regular workers were comparatively high in community, social and personal services at 30.9 percent (69,000) and manufacturing at 27.4 percent (61,000). Their presence were also felt in wholesale and retail trade with 20.6 percent share (46,000) and financing, insurance, real estate and business services with 15.7 percent (35,000). Less than one percent were hired by the establishments engaged in electricity, gas and water and construction. The lowest was posted by mining and quarrying with less than 1,000 non-regular women workers. (Table B)

B. Women in Specific Categories

• **Contractual Workers**

Among the five categories, contractual workers accounted for the biggest group of women non-regular workers comprising 43.5 percent (97,000) of the total. They were largely employed in the manufacturing sector (33,000), community, social and personal services (22,000), financing, insurance, real estate and business services (21,000) and wholesale and retail trade (18,000).

• **Casual Workers**

Women casual workers numbering 42,000 were mostly found in manufacturing (16,000), wholesale and retail trade (12,000), and community, social and personal services (10,000). A few were reported in financing, insurance, real estate and business services; transportation, storage and communication; and agriculture, fishery and forestry sectors (1,000 each).

• **Commission-Paid Workers**

The number of women commission-paid workers stood at 48,000 accounting for 21.5 percent of the total. Wholesale and retail trade and community, social and personal services claimed the largest share (13,000 each) followed closely by the financing, insurance, real estate and business services (12,000). The transportation, storage and communication sector had 2,000 workers only.

- **Part-time Workers**

This category of workers constituted 13.0 percent (29,000) of the total women non-regular workers. They were predominantly present in the community, social and personal services (24,000). Very few were employed in wholesale and retail trade (2,000) and the manufacturing sector (1,000). The rest of the sectors hired less than 500 women part-time workers.

- **Task or “Pakyao” Workers**

Women task or pakyaos workers composed the smallest group of non-regular workers hired by the establishments. Their workforce contribution was estimated at 7,000 or merely 3.1 percent of the total women non-regular workers. Most of them were employed in establishments engaged in agriculture, fishery and forestry (4,000) and manufacturing (3,000).

Table B – Number of Women in Non-Regular Employment in Establishments Employing 10 or More Workers by Major Industry Group and Specific Category, Philippines: 1997
(In thousands)

MAJOR INDUSTRY GROUP	Total Non-Regular Employment	Women in Specific Category					
		Total	Contractual Workers	Casual Workers	Commission Paid Workers	Part-Time Workers	Task or “Pakyao” Workers
ALL INDUSTRIES	808	223	97	42	48	29	7
Agriculture, Fishery & Forestry	47	6	*	1	*	*	4
Mining & Quarrying	2	*	*	*	*	*	-
Manufacturing	189	61	33	16	8	1	3
Electricity, Gas & Water	12	1	1	*	*	*	*
Construction	93	1	1	*	*	*	*
Wholesale & Retail Trade	112	46	18	12	13	2	*
Transportation, Storage & Communication	40	4	1	1	2	*	*
Financing, Insurance, Real Estate & Business Services	143	35	21	1	12	*	*
Community & Personal Services	172	69	22	10	13	24	*

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

* *Less than 500.*

Source of data: Bureau of Labor and Employment Statistics, Survey of Specific Groups of Workers.

FOR INQUIRIES:

Regarding this report contact **Labor Relations Statistics Division** at 527-3578

Regarding other statistics and technical services contact **BLES Databank** at 527-3577

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

FAX 527-3579 E-mail: Irsd@manila-online.net Website: <http://www.manila-online.net/bles>

TABLE 1.
NON-REGULAR WORKERS IN ESTABLISHMENTS EMPLOYING 10 OR MORE
WORKERS, PHILIPPINES: 1992 - 1996
(In thousands)

Type of Worker	1992	1993	1994	1995	1996
TOTAL EMPLOYMENT	2,504	2,561	2,493	2,692	2,606
Non-Regular Workers	514	547	505	672	630
Contractual Workers	250	250	197	319	320
Commission-Paid Workers	90	129	135	143	119
Casual Workers	102	87	108	119	108
Part-time Workers	37	46	37	48	51
Task or "Pakyao" Workers	35	35	28	43	32

TABLE 2.
NON-REGULAR WORKERS IN ESTABLISHMENTS EMPLOYING 10 OR MORE
WORKERS BY MAJOR INDUSTRY GROUP, PHILIPPINES: 1996
(In thousands)

Major Industry Group	Total Employment	Non-Regular Workers					
		Total	Contractual Workers	Casual Workers	Commission-Paid Workers	Part-Time Workers	Task Workers
ALL INDUSTRIES	2,606	630	320	108	119	51	32
Agriculture, Fishery & Forestry	143	36	8	7	2	3	16
Mining & Quarrying	27	4	2	1	*	*	1
Manufacturing	881	132	61	40	20	2	9
Electricity, Gas & Water	65	14	6	7	1	*	*
Construction	159	108	104	3	*	*	1
Wholesale & Retail Trade	314	72	18	15	36	2	1
Trans., Storage & Communication	173	33	5	10	15	*	3
Financing, Insurance, Real Estate & Business Services	308	87	67	5	14	1	*
Community, Social & Personal Services	536	144	49	20	31	43	1

* Less than 1,000.