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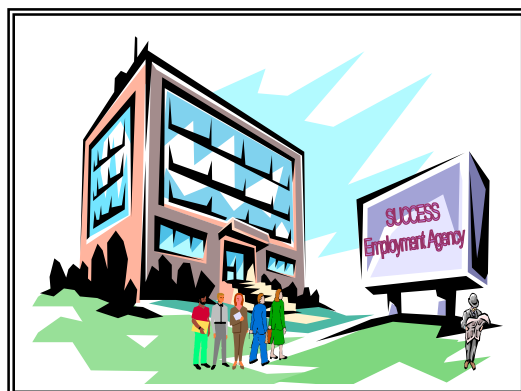
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JOB HUNTING BY THE UNEMPLOYED

The regional currency crisis that struck the ASEAN countries including the Philippines adversely affected the country's labor market as most companies either closed shops or trimmed down workers. As a result, jobseekers flooded the labor market and resorted to various job hunting methods to look for employment.

There are several job search methods unemployed persons may opt to find work. These include registering in private/public employment agencies, approaching employers directly, approaching



relatives and families, placing or answering newspaper advertisements, writing letters of application, securing letters of recommendations, among others.

While available statistics do not show which among the job hunting methods is the most effective way in successfully getting a job, data could however indicate which among these methods are the most commonly used by the unemployed in looking for work.

*This paper presents statistics on the most popular job hunting methods used by the unemployed in their search for job. The data presented herein are based on the **Labor Force Survey (LFS)** conducted every three (3) months by the **National Statistics Office (NSO)**. Specifically, data on unemployed persons by search method, sex and area are presented in this report. In addition with these survey results are statistics on registration and placements made through the local employment facilitation services of the Department of Labor and Employment (DOLE).*

Approaching relatives and families is the most popular job search method used by the unemployed for the last ten (10) years

Historical data showed that the number of **active unemployed** (unemployed persons looking for work) grew by 21.4 percent from 724,000 in 1989 to 879,000 in 1998 (Table 1). Majority of the unemployed preferred to seek recommendations from relatives and families than resort to institutional mechanisms such as private/public employment agencies and advertising firms (newspaper advertisements). For the past ten (10) years, this method proved to be the most popular, used by about 40.0 percent of the unemployed. This may be attributed to the Filipino culture of closely knitted family ties and interdependence among family members. Approaching employers directly followed closely with commensurate shares ranging

from a high of 37.8 percent in 1990 to a low of 34.4 percent in 1997. Lagging far behind were registration in private or public employment agencies (13.0% to 16.7%) and placing/answering advertisements (7.8% to 9.7%).

The method of approaching relatives and families was also adopted in 1998 by most jobseekers both in the urban (35.5%) and rural areas (42.9 %). (Table 2). Meanwhile, the largest share (39.7% or 216 out of 544 males) of the total unemployed males approached relatives and families in their search for jobs while the biggest proportion of females approached employers directly (36.1% or 121 out of 335 females) in order to find job.

TABLE 1 - Unemployed Persons Actively Seeking for Work by Job Search Method, Philippines: 1989 - 1998 (In 000)

JOB SEARCH METHOD	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998
TOTAL	724	768	910	815	810	836	795	735	805	879
Registered in Employment										
Agencies	94	119	136	119	132	140	122	109	113	137
Private	28	33	36	27	33	29	30	26	27	30
Public	66	86	99	92	98	110	92	83	86	107
Approached Employers Directly	268	290	343	307	300	308	286	272	277	324
Approached Relatives & Families	289	288	352	335	304	310	301	280	327	332
Placed or Answered										
Advertisements	63	62	71	71	70	71	77	67	78	80
Others	9	9	8	8	5	8	9	8	9	8

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

Eight (8) out of ten of those who sought assistance in employment agencies went to public employment agencies

The same data set also showed that from 1989 to 1998, jobless persons preferred to register in public employment agencies than private employment agencies. During the ten-year period, almost three out of four job hunters who registered in employment agencies sought the assistance of various public employment agencies nationwide. From a low of 70.2 percent in 1989, the share of jobseekers who trooped to public employment agencies grew to 78.1 percent in 1998. As a result, the share of those who registered in private recruitment agencies went down from 29.8 percent in 1989 to 21.9 percent in 1998. (Table 1)

Meanwhile, unemployed persons in the urban areas were apparently more confident than their rural counterparts that institutional mechanisms like registration in private/public employment agencies (17.3% vs. 11.1%) and placing/answering advertisements (11.6% vs. 3.1%) would give them the best chance of finding job. (Table 2)

On the other hand, relatively more females than males relied on institutions in finding jobs by registering in public/private employment agencies (17.3% vs. 14.7%) and placing/answering newspaper advertisements (11.3% vs. 7.7%).

**TABLE 2 - Unemployed Persons by Job Search Method, Sex and Area, Philippines: 1998
(In 000)**

Sex and Area	Total	Registered in Employment Agencies		Approached Employer Directly	Approached Relatives & Families	Placed or Answered Advertisements	Others
		Private	Public				
Both Sexes	879	30	107	324	332	80	8
Male	544	14	66	202	216	42	4
Female	335	16	42	121	116	38	4
Urban	619	21	86	215	220	72	5
Male	388	10	54	134	149	38	3
Female	231	11	32	82	71	35	2
Rural	261	8	21	109	112	8	3
Male	156	4	12	69	67	5	1
Female	102	5	9	40	45	3	3

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

The role of government in local employment facilitation

In pursuit of its mandate of promoting and facilitating local employment, the ***Department of Labor and Employment (DOLE)*** instituted the establishment of ***Public Employment Service Offices (PESOs)*** in 1993. With the gradual decentralization of the PESOs to the various Local Government Units (LGUs), the DOLE presently exercises technical supervision and monitoring of the different PESOs nationwide.

These PESOs and the ***Employment Promotion Division (EPD)*** of the DOLE Regional Offices solicit/report job vacancies from private establishments, register applicants with the end view of referring them for placement, training and credit facilities. Aside from placing applicants

for regular employment, these offices also facilitate the non-regular employment of other groups of applicants. These include poor and deserving students, out-of-school youths (OSYs) and persons with disabilities (PWDs).

The DOLE sponsors two (2) programs under the Kabataan 2000 program of the government. These are the Special Program on the Employment of Students (SPES) which cater to poor and deserving students, and the Work Appreciation Program (WAP) which facilitates employment of out-of-school youths. Meanwhile, the Tulay Alalay sa Taong May Kapansanan (Tulay 2000) is a special program of DOLE for Persons with Disabilities (PWDs).

Seven (7) out of ten (10) or 71.9 percent of registered job applicants were placed by both the PESOs and EPDs in 1998

The DOLE through its various local job promotion and facilitation efforts was able to register a total of 547,102 job applicants in 1998 (Table 3). More than three-fourths (76.5%) or 418,617 of these were registered with the various PESOs nationwide while the rest (23.5% or 128,485) were registered through the EPDs of the DOLE Regional Offices. Meanwhile, a total of 353,577 jobseekers were provided with gainful employment during the year. Of these,

74.6 percent (263,747) job applicants were placed through the PESOs while 25.48 percent (89,830) were placed through the EPD. Aside from placing 231,831 applicants to regular employment, the rest of the jobseekers were placed through the SPES (96,557), WAP (14,126) and Tulay 2000 (3,264). Other types of workers placed include retrenched/ displaced workers (3,237), returning OCWs (155) and migratory workers (4,407).

Table 3- Applicants Registered and Applicants Placed Through Local Employment Services, Philippines: 1998

Indicator	Applicants Registered			Applicants Placed		
	TOTAL	PESO ¹	EPD ²	TOTAL	PESO ¹	EPD ²
TOTAL	547,102	418,617	128,485	353,577	263,747	89,830
Regular Employment	367,953	279,905	88,048	231,831	165,534	66,297
Special Program for Employment of Students (SPES)	118,265	107,080	11,185	96,557	87,816	8,741
Work Appreciation Program (WAP)	16,141	5,237	10,904	14,126	3,866	10,260
Tulay 2000	22,650	16,134	6,516	3,264	2,577	687
Retrenched/Displaced Workers	13,453	8,179	5,274	3,237	3,021	216
Returning OCW s	739	738	1	155	155	-
Migratory Workers	7,901	1,344	6,557	4,407	778	3,629

1 Public Employment Service Office (PESO).

2 Employment Promotion Division (EPD)

3 Local Recruitment Agencies (LRAs).

Sources of Data: Bureau of Labor and Employment Statistics, Statistical and Performance Reporting System (SPRS).

FOR INQUIRIES:

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