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STATISTICS ON HARD-TO-FILL OCCUPATIONS: 2000 (in non-agricultural establishments with 20 or more workers)



This LABSTAT issue is part of a series of reports on employment statistics culled from the Employment, Hours and Earnings Survey (EHES). The EHES is a sample survey of non-agricultural establishments employing 20 or more workers conducted by the Bureau of Labor and Employment Statistics (BLES) twice a year in coordination with the DOLE Regional Offices. The survey collects quarterly trend data on key employment indicators such as labor turnover, job vacancies, hours of work and earnings.

INTRODUCTION

Recruitment problem continues to be a concern of Human Resource Managers. This is particularly true in high-end and emerging occupations where scarcity of qualified applicants could mean loss of business opportunities and additional cost in terms of hiring and training. Based on 1999 data obtained from EHES (LABSTAT Updates Vol. 5 No. 5, April 2001), results revealed that one in every four job vacancies available for immediate filling remained unfilled at the end of the quarter despite active recruitment made by the establishments.

In July 2001, two items of inquiry were made a rider to the 2nd semester 2000 EHES asking the sample establishments to identify the occupations for which the respondents experienced greatest difficulty in recruitment and how long these positions were left vacant. This article presents some of the results of the inquiry.

SUMMARY OF FINDINGS

Establishments Reporting Hard-To-Fill Occupations

- ◆ Survey data indicate that around 5,000 establishments in year 2000

have experienced some difficulties in filling up certain occupations. This figure represents 13.0 percent of the total 38,400 non-agricultural establishments employing 20 or more workers.

Table 1 - ESTIMATED NUMBER OF NON-AGRICULTURAL ESTABLISHMENTS WITH 20 OR MORE WORKERS REPORTING HARD-TO-FILL OCCUPATIONS BY MAJOR INDUSTRY GROUP, PHILIPPINES: 2000

Major Industry Group	Number
All Industries	5,000
Mining & Quarrying	*
Manufacturing	1,500
Electricity, Gas & Water Supply	*
Construction	200
Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles & Personal & Household Goods	1,100
Hotels & Restaurants	500
Transport, Storage & Communication	200
Financial Intermediation	200
R. Estate, Renting & Bus. Activities	500
Education (Private Education Services)	300
Health & Social Work	200
Other Community, Social & Personal Service Activities	100

* Less than 100.

- ◆ Industries reporting the most number of hard-to-fill occupations were manufacturing (1,500), wholesale and retail trade (1,100), real estate, renting and business activities (500) and hotel and restaurants (500).

Hard-To-Fill Occupations by Major Occupation Group

- ◆ Respondents to this survey identified some 7,000 occupations for which they have encountered difficulties in recruitment.
- ◆ Classified by major occupation group, professionals comprised the bulk of the hard-to-fill vacancies at 32.9 percent or 2,300. Corporate executives, managers, managing proprietors and supervisors ranked a close second at 15.7 percent or 1,100 followed by technicians and associate professionals at 14.3 percent or 1,000 and trade and related workers at 12.9 percent or 900.
- ◆ Blue-collar jobs such as clerks, machine operators and assemblers, laborers and unskilled workers were listed at the bottom of the hard-to-fill occupations identified by the establishments.

Table 2 - ESTIMATED NUMBER OF HARD-TO-FILL OCCUPATIONS BY MAJOR OCCUPATION GROUP, PHILIPPINES: 2000	
Major Occupation Group	Number
All Occupations	7,000
Corporate Executives, Managers, Managing Proprietors & Supervisors	1,100
Professionals	2,300
Technicians & Associate Professionals	1,000
Clerks	500
Service Workers & Shop & Market Sales Workers	600
Trades & Related Workers	900
Plant & Machine Operators & Assemblers	500
Laborers & Unskilled Workers	100
Special Occupations, N.E.C.	*

* Less than 100.

Top 20 Hard-To-Fill Occupations

- ◆ The list of top 20 hard-to-fill occupations comprised a mixture of occupation groups that includes high-paying jobs such as accountants, engineers and computer programmers to low-paying jobs such as sewers and embroiderers, drivers and shop salespersons.
- ◆ The professional group tops the list at 12.9 percent (900). It includes Teaching Professionals, Human Resource Managers, Chemists, Nurses, Ship's Engineers and Industrial Relations Managers.
- ◆ The services group ranked second at 10.0 percent (700). Included in this category are Cooks, Waiters, Drivers, Mechanics, Protective Service Workers and Electricians.
- ◆ The accounting group, which is composed of Accountants, Auditors, Accounting Clerks and Bookkeepers, comprised one of the third largest group at 8.6 percent (600).
- ◆ Likewise, job vacancies in the sales and marketing group accounted for 8.6 percent (600) of hard-to-fill occupations. The most sought after jobs in this category include Technical and Commercial Sales Representatives, Finance and Sales Associates and Shop Salespersons and Demonstrators.
- ◆ Computer Programmers (200) and Communication and Electronics Engineers (200) were among the hard-to-fill occupations cited by establishments engaged in the field of information technology (IT).
- ◆ In the production group, majority of the hard-to-fill occupations were Managers (200) and Supervisory/Foremen (200) levels. Also included in the list were Sewers, Embroiderers and Related Workers (200).

Number of Months Vacant

- ◆ The length of time a position was left vacant indicates the degree of difficulties in filling up hard-to-fill occupations. Findings of this survey showed that the average number of months reported by respondents in filling up hard-to-fill occupations ranges from one (1) month to ten (10) months.
- ◆ The three occupations, which reported the longest number of months were: Human Resources Development Professionals (10 months), Sales and Marketing Managers (5 months) and Finance and Sales Associates (5 months).
- ◆ Other occupations, which took an average of three (3) months before they were filled up, were: Personnel and Industrial Relations Managers, Chemists, and Production Supervisors and General Foremen and Industrial Machinery Mechanics and Fitters.

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**Table 3 - TOP 20 HARD-TO-FILL OCCUPATIONS AND
NUMBER OF MONTHS LEFT VACANT
PHILIPPINES: 2000**

(In non-agricultural establishments with 20 or more workers)

Occupation Group	Hard-To-Fill Occupations		Average Number of Months Left Vacant
	Number	Percent	
TOTAL HARD-TO-FILL OCCUPATIONS	7,000	100.0	
Top 20 Hard-To-Fill Occupations	4,000	57.1	
Professionals Group	900	12.9	
College, Universities and Higher Education Teaching Professionals	100	1.4	2
Personnel and Human Resources Development Professionals	100	1.4	10
Chemists	200	2.8	3
Professional Nurses	100	1.4	1
Ship's Engineers	100	1.4	1
Personnel and Industrial Relations Managers	100	1.4	3
Other Business Professionals	200	2.8	3
Accounting Group	600	8.6	
Accountant and Auditors	400	5.7	2
Accounting and Bookkeeping Clerks	200	2.8	2
Information Technology Group	400	5.7	
Computer Programmers	200	2.8	1
Electronics and Communications Engineers	200	2.8	1
Production Group	600	8.6	
Production and Operation Managers	200	2.8	1
Production Supervisors and General Foremen	200	2.8	3
Sewers, Embroiderers and Related Workers	200	2.8	2
Sales Group	600	8.6	
Technical and Commercial Sales Representatives	200	2.8	1
Shop Salespersons and Demonstrators	200	2.8	2
Finance and Sales Associates	100	1.4	5
Sales and Marketing Managers	100	1.4	5
Services Group	700	10.0	
Cooks	200	2.8	2
Waiters, Waitresses and Bartenders	100	1.4	2
Industrial Machinery Mechanics and Fitters	100	1.4	3
Car, Taxi and Van Drivers	100	1.4	1
Protective Services Workers, N.E.C.	100	1.4	1
Building and Related Electricians	100	1.4	1

Note: Details may not add up to total due to rounding of figures.

*Source: Bureau of Labor and Employment Statistics,
Employment, Hours and Earnings Survey.0*