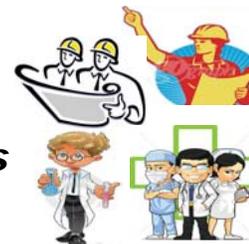




## JOB VACANCIES: 2011-2012

### ... a closer look at **hard-to-fill** occupations

(Second of a three-part series)



This LABSTAT Updates is the second in a three-part series that presents the highlights of the 2011/2012 BLES Integrated Survey (BITS) module entitled Occupational Shortages and Surpluses. The BITS is a nationwide sample survey covering 7,061 establishments with 20 or more workers. The reference period covered the months from January 2011 to June 2012.

This issue presents: (1) top hard-to-fill vacancies by occupation groups sorted by number of vacancies; (2) reasons why vacancies were difficult to fill; and (3) duration of recruitment. In this survey, **hard-to-fill vacancies** were defined as vacancies for which establishments found difficulties in recruitment.

### Almost three-fifths of total establishments in active recruitment mode

- As noted in the first issue of this three-part series (*LABSTAT Updates Vol. 17 No. 24*), almost three-fifths (59.7% or 15,667) of the 26,253 estimated number of establishments were actively recruiting job applicants between January 2011 and June 2012. The total number of job openings readily available for hiring was placed at 619,580.

### One in every four vacancies was hard to fill

- Of the total job vacancies reported, close to one-fourth (24.1% or 149,226) were hard to fill while the great majority (75.9% or 470,354) was considered as easy to fill by the establishments.

TABLE 1 – Job Vacancies in Establishments with 20 or More Workers, Philippines: January 2011-June 2012

INDICATOR	Number	Percent
<b>Total Establishments</b>	<b>26,253</b>	<b>100.0</b>
- With vacancies	15,667	59.7
- Without vacancies	10,586	40.3
<b>Total Vacancies</b>	<b>619,580</b>	<b>100.0</b>
- Hard-to-fill	149,226	24.1
- Easy-to-fill	470,354	75.9

Source of data: Bureau of Labor and Employment Statistics, 2011/2012 BITS.

### HARD-TO-FILL VACANCIES BY MAJOR OCCUPATION GROUP

- Hard-to-fill vacancies were dominated by clerical occupations which accounted for almost one-half (49.7% or 74,325) of total hard-to-fill vacancies.
- Fairly large proportions were reported for professionals (20.0% or 29,793) and technicians and associate professionals (10.7% or 15,913). The rest of the vacancies were thinly spread across other occupation groups.

**TABLE 2 – Hard-to-Fill Vacancies by Major Occupation Group, Philippines: January 2011-June 2012**

MAJOR OCCUPATION GROUP	Number	Percent
<b>ALL OCCUPATIONS</b>	<b>149,226</b>	<b>100.0</b>
Corporate executives, managers, managing proprietors and supervisors	7,327	4.9
Professionals	29,793	20.0
Technicians and associate professionals	15,913	10.7
Clerks	74,235	49.7
Service workers and shop and market sales workers	6,787	4.5
Farmers, forestry workers and fishermen	3	<sup>a</sup>
Craft and related trades workers	7,531	5.0
Plant and machine operators and assemblers	6,145	4.1
Laborers	1,492	1.0

Note: Details do not add up to total due to rounding.

<sup>a</sup> Less than 0.05 percent.

Source of data: Bureau of Labor and Employment Statistics, 2011/2012 BITS.

**TOP HARD-TO-FILL VACANCIES**

Note: In this report, occupations in the “top hard-to-fill vacancies” list refer to occupations where the number of hard-to-fill vacancies outnumbered or were nearly as large as the easy-to-fill ones. For example, civil engineer is part of the “top hard-to-fill” list because there were more respondents who regarded the occupation as hard to fill (2,442) against those that considered the same as easy to fill (1,716). Electronics and communication engineer is not part of the list since there were far more easy-to-fill vacancies (1,435) than hard-to-fill vacancies (752).

**Managers and Supervisors**

- Managers and supervisory positions comprised only a small proportion (4.9% or 7,327) of total 149,226 hard-to-fill vacancies. Nevertheless, these vacancies were among the hardest to fill in terms of the number of applicants. The top five in the list are shown below.

<b>Top Hard-to-Fill Vacancies</b> <i>(Managers and Supervisors)</i>	
1. Finance and administration managers	1,199
2. Production supervisors and general foremen	958
3. Sales and marketing managers	721
4. Sales supervisors in retail trade	535
5. Production and operations managers in restaurants and hotels	432

**Professionals**

- Professional workers represent the second largest occupation group in the hard-to-fill list as it comprised 20.0% or 29,793 of the total hard-to-fill vacancies. It also boasts as the occupation with the longest list of occupation units considered as hard to fill among the nine (9) major occupation groups.
- The top ten occupations were dominated by engineering professionals from various fields indicating labor demand in an expanding economy. Civil engineers topped the list on the back of the recent boom in construction and real estate. Mechanical and industrial engineers ranked fourth and fifth, respectively, while chemical engineers was on the ninth spot.

<b>Top Hard-to-Fill Vacancies</b> <i>(Professionals)</i>	
1. Civil engineers	2,442
2. Systems analysts and designers	2,388
3. Accountants and auditors	2,128
4. Mechanical engineers	1,774
5. Industrial engineers	1,362
6. Medical technologists	1,098
7. Pharmacists	579
8. Authors, journalists and other writers	517
9. Chemical engineers	454
10. Architects	307
11. Medical doctors	236
12. Chemists	235
13. Geodetic and related professionals	180
14. Vocational education teachers	159
15. Librarians, archivists and curators	144
16. Social work professionals	110
17. Geologists and geophysicists	107
18. Psychologists	53
19. Lawyers	46
20. Statisticians	38

- Health professionals also made a strong presence in the hard-to-fill list. The most sought after were medical technologists, pharmacists and medical doctors.
- Demand for systems analysts and accountants remained robust as their services cut across industries.

- In contrast, certain occupations were industry specific - such as geodetic and related professionals, geologists and geophysicists which are critical occupations in the mining industry.
- Other occupations in the list were more specific to the services sector such as social work professionals; vocational education teachers; librarians, archivists and curators; lawyers; and statisticians.

**Technicians and Associate Professionals**

- Technicians and associate professionals represent the third biggest group of occupations in the hard-to-fill list (10.7% or 15,913).
- The top ten hard-to-fill vacancies include vacancies for occupations which are numerically small – with the exception of mechanical engineering technicians with 1,049 hard-to-fill vacancies. Again, they represent occupations that were specific to certain industries.
- Included in the list are hard-to-fill occupations in the aviation industry that require longer years of on-the-job training (i.e., air traffic controllers; air traffic safety technicians; and aircraft pilots, navigators and flight engineers).

<b>Top 10 Hard-to-Fill Vacancies</b> <i>(Technicians and Associate Professionals)</i>	
1. Mechanical engineering technicians	1,049
2. Photographers and image and sound recording equipment operators	301
3. Securities and finance dealers and brokers	230
4. Statistical, mathematical and related associate professionals	148
5. Decorators and commercial designers	134
6. Civil engineering technicians	99
7. Air traffic controllers	31
8. Air traffic safety technicians	21
9. Aircraft pilots, navigators and flight engineers	13
10. Chemical and physical science technicians	11

**Clerks**

- Clerks stood out among the nine (9) major occupation groups as it reported the biggest number of hard-to-fill vacancies in the survey - at 74,235 or nearly one-half (49.7%) of total hard-to-fill vacancies.
- Call-center agent was the dominant occupation in the list with hard-to-fill vacancies placed at 63,212. This is the single largest figure reported for an individual occupation unit that corresponds to two-fifths (42.4%) of the total 149,226 hard-to-fill vacancies reported in the survey.

It is expected that demand for call center agents will remain tight as the country emerged as the global leader in the “voice” outsourcing business.

<b>Top 3 Hard-to-Fill Vacancies</b> <i>(Clerks)</i>	
1. Customer service representative (call center agents)	63,212
2. Bet bookmakers and croupiers	430
3. Coding, proof-reading and related clerks	24

**Service Workers and Shop and Market Sales Workers**

- This occupation group accounted for only a small proportion (4.5% or 6,787) of total hard-to-fill vacancies.
- Hairdressers, barbers, beauticians and related workers garnered the top position in the hard-to-fill list under this occupation category.

<b>Top Hard-to-Fill Vacancies</b> <i>(Service Workers and Shop and Market Sales Workers)</i>	
1. Hairdressers, barbers, beauticians and related workers	1,057

**Craft and Related Trades Workers**

- Craft and related trades workers are vital in the industry sector particularly in manufacturing. Largely skill-based, their share to total hard-to-fill occupations was rather modest at 5.0% or 7,531 vacancies.
- The top 5 in the hard-to-fill vacancies are listed below.

<b>Top 5 Hard-to-Fill Vacancies</b> <i>(Craft and Related Trades Workers)</i>	
1. Agricultural or industrial machinery mechanics and fitters	697
2. Electrical mechanics and fitters	425
3. Compositors, typesetters and related workers	262
4. Sheet-metal workers	157
5. Precision instrument makers and repairers	80

**Plant and Machine Operators and Assemblers**

- The share of plant and machine operators and assemblers to total hard-to-fill vacancies was moderate at 4.1% or 6,145 vacancies.
- The occupations in the top five (5) hard-to-fill vacancies were as follows:

<b>Top 5 Hard-to-Fill Vacancies</b> <i>(Plant and Machine Operators and Assemblers)</i>	
1. Sewing machine operators	318
2. Chemical-filtering and separating equipment operators	218
3. Ore and metal furnace operators	113
4. Earth-moving and related plant operators	92
5. Incinerator, water treatment and related plant operators	83

**Reasons for Difficulties in Recruitment**

- When asked why vacancies were hard to fill, more than one-third (35.8%) of total responses cited the shortage of applicants with the right competencies as the biggest recruitment challenge.

This was followed by too few applicants applying for the job (20.3%); lack of years of experience in the job (17.5%); and applicants' expectation of high salary (15.2%).

- Other reasons cited were lack of professional license/skills certification (3.8%); competition from overseas employment (3.2%); and issues on work location or work schedule problems (1.6%).

<b>TABLE 3 - Reasons Why Vacancies were "Hard to Fill", Philippines: January 2011-June 2012</b>		
REASON	Number	Percent
<b>TOTAL</b>	<b>20,881 *</b>	<b>100.0</b>
1. Lack of competency	7,482	35.8
2. Too few applicants applied for the job	4,234	20.3
3. Lack of years of experience	3,656	17.5
4. Expectation of high salary	3,177	15.2
5. Lack of license/ Skills certification	793	3.8
6. Preference to work abroad	662	3.2
7. Location/work schedule problem	334	1.6
8. Others	543	2.6

\* Refers to the total number of responses in all occupation titles identified/listed by respondents as hard to fill.

Source of data: Bureau of Labor and Employment Statistics, 2011/2012 BITS.

***Hard-to-fill vacancies took an average of more than three (3) months to fill***

- The average duration of recruitment for hard-to-fill vacancies was estimated at 3.3 months for all occupation groups.
- Two (2) of the nine (9) major occupation groups with hard-to-fill-vacancies reported average recruitment period higher than the overall average, namely: professionals (3.6 months); and craft and related trades workers (3.5 months).
- The shortest average recruitment period was observed for clerks (2.8 months); service workers and shop and market sales workers (2.3 months); and laborers (2.0 months).

<b>TABLE 4 - Average Recruitment Period for "Hard-to-Fill" Vacancies, Philippines: January 2011- June 2012</b>	
<b>MAJOR OCCUPATION GROUP</b>	Average Duration (In months)
<b>ALL OCCUPATIONS</b>	<b>3.3</b>
Corporate executives, managers, managing proprietors and supervisors	3.3
Professionals	3.6
Technical and associate professionals	3.2
Clerks	2.8
Service workers and shop and market sales workers	2.3
Farmers, forestry workers and fishermen	-
Craft and related trades workers	3.5
Plant and machine operators and assemblers	3.2
Laborers	2.0

*Source of data: Bureau of Labor and Employment Statistics, 2011/2012 BITS.*

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**FOR INQUIRIES**

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