



EMPLOYMENT PATTERNS IN MINING AND QUARRYING

(establishments with 20 or more workers: 2004)

(Second of a series)

This LABSTAT is the second in a series of reports that focuses on patterns of employment in specific industry based on the results of the 2003/2004 BLES Integrated Survey (BITS). The BITS aims to provide integrated data sets on employment patterns, industrial relations practices and occupational safety in non-agricultural establishments with 20 or more workers. The survey covered a sample size of around 6,000 establishments and was conducted last year in coordination with DOLE Regional Offices.

OVERVIEW

The mining and quarrying sector is considered the smallest economic sector in terms of employment. In June 2004, total employment of this sector at 10,710 represents only a fraction (0.4%) of the total 2.413 million employed persons in non-agricultural establishments with 20 or more workers. Of this number, the great majority (87.5% or 9,374) were employed by establishments engaged in metallic ore mining and the rest (12.5% or 1,336) in non-metallic mining and quarrying. (Table 1)

Composition of Employment

Paid employment accounted for virtually the entire workforce in this industry (99.6% or 10,670). The bulk (79.7% or 8,508) of this number were

rank and file workers while the rest occupied the top positions as managers/executives (5.8% or 620) and supervisors/foremen (14.4% or 1,542).

Nature of Employment

Of the total paid workforce, around 83.3 percent or 8,883 were regular employees. This means that they worked in the establishments with permanent status and were entitled to job security and other benefits provided by the Philippine Labor Code.

Compared to other industries, the hiring of non-regular workers was not a common practice in this sector as only a small proportion (16.7% or 1,787) of total paid employment was accounted for by this group. Most of them were engaged by the establishments as contractual or project-based workers (860).

Basis of Payment

Among the major industry groups, mining and quarrying stood out as the only one with all of reported workers paid on the basis of time rendered to the establishments. As indicated in the table below, all of the 10,670 paid employees were time-rate workers. Almost two-thirds (62.0% or 6,613) were daily wage earners while the remaining were

monthly paid workers (38.0% or 4,057).

Agency-Hired Workers

There were very few establishments that engaged the services of agency-hired workers. Of the 1,026 workers reportedly hired from agencies by this sector, about 64.0 percent provided security and janitorial services.

EMPLOYMENT PATTERNS IN MINING AND QUARRYING ESTABLISHMENTS WITH 20 OR MORE WORKERS, PHILIPPINES: JUNE 30, 2004				
INDICATOR	Number	Percent	Sub-Industry	
			Metallic Ore Mining	Non-Metallic Mining and Quarrying
TOTAL EMPLOYMENT	10,710	100.0	9,374	1,336
Type of Workers				
Owners/Unpaid Workers	a	-	a	a
Paid Employees	10,670	99.6	9,348	1,322
Managers/Executives	620	5.8	a	a
Supervisors/Foremen	1,542	14.4	1,418	a
Rank and File	8,508	79.4	7,489	1,019
Regular Workers	6,721	62.8	5,948	773
Non-Regular Workers	1,787	16.7	1,541	a
Nature of Employment				
Paid Employees	10,670	99.6	9,348	1,322
Regular Workers	8,883	83.3	7,807	1,076
Non-Regular Workers	1,787	16.7	1,541	a
Contractual/Project-Based	860	8.1	617	a
Seasonal Workers	a	-	a	-
Others	a	-	a	a
Basis of Payment				
Paid Employees	10,670	99.6	9,348	1,322
Time-Rate Workers	10,670	99.6	9,348	1,322
Full-Time	10,670	99.6	9,348	1,322
Daily	6,613	62.0	5,916	697
Monthly	4,057	38.0	3,432	625
Agency-Hired Workers				
Security/Janitorial Services	657	64.0	510	a
Other Services	a	-	a	a
<i>a Less than 500 workers. Note: Details may not add up to totals due to rounding. Source: Bureau of Labor and Employment Statistics, 2003/2004 BLES Integrated Survey (BITS).</i>				

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