

WAGE RATES IN INDUSTRIES

... in Mining and Quarrying

(Fourth of a Series)

This issue of the LABSTAT Updates is the fourth in the series of statistical releases on the results of the 2004 Occupational Wages Survey (OWS) conducted last year in coordination with the DOLE Regional Offices. The OWS is a nationwide survey covering 6,827 non-agricultural establishments employing 50 or more workers. It aims to provide statistics for wage and salary administration and for wage determination in collective bargaining negotiations.

This issue focuses on the wage rates of selected occupations and the basic pay and allowance of time-rate workers on full-time basis in mining and quarrying. There are 168 occupations in 43 selected industries covered by the OWS. Eleven occupations were chosen to represent mining and quarrying across its two minor divisions of metallic ore mining and non-metallic mining and quarrying.

In June 2004, the average monthly wage rates of the 11 representative occupations in the industry ranged from ₱ 4,695 to ₱ 17,960. The median monthly basic pay was ₱ 9,192 while the median monthly allowance (of those workers given allowances) was ₱ 473.

Occupations in metallic ore mining paid higher wage rates than their counterparts in non-metallic mining and quarrying



The average monthly wage rate across the 168 occupations covered by the OWS was estimated at ₱ 10,161 in June 2004.

ore mining had the highest average monthly wage rate at ₱ 17,960 while the least paid were well drillers and borers and related workers in non-metallic mining and quarrying at ₱ 4,695.

All the selected occupations in the sub-industry metallic ore mining (except unskilled workers) and mining engineers in non-metallic ore mining and quarrying had wage rates higher than the all occupation average of ₱ 10,161. (Table 1)

The wage rate of production supervisors and general foreman in metallic ore mining at ₱ 17,126 was substantially higher than the ₱ 9,836 paid to their counterparts in non-metallic mining and quarrying.

Among the 11 occupations covered in the industry, mining engineers and metallurgists in metallic

While mining and metallurgical engineering technicians in metallic ore mining had an average wage rate of ₱ 17,034, mining engineering technicians in non-metallic mining and quarrying had a wage rate of only

₱ 6,421 or 62.3 percent less than the former.

Trades and related workers, particularly miners and shotfirers/blasters in metallic ore mining were paid monthly wage rates of ₱ 12,926 and ₱ 10,250, respectively. A lower rate at ₱ 5,527 was given to miners and quarry workers in non-metallic mining and quarrying.

Wage differences between the minor divisions of mining and quarrying industry were also noted among plant and machine operators and assemblers. Mining plant operators in metallic ore mining were paid an average wage rate of ₱ 11,833 which is more than twice the ₱ 5,121 received by workers in the same occupation in non-metallic mining and quarrying.

Mineral ore processing plant operators in metallic ore mining and stone processing plant operators in non-metallic mining and quarrying belong to the same occupation group. However, the operators in metallic ore mining were paid an average wage rate of ₱ 10,528 compared to ₱ 7,878 of their counterparts in the other industry division.

Accounting and bookkeeping clerks in metallic ore mining received an average monthly wage rate of ₱ 12,612 while those in the same occupation in non-metallic mining and quarrying were paid only ₱ 9,211. Likewise, the wage rates of unskilled workers (except janitors, messenger and freight handlers) in metallic ore mining at ₱ 7,201 was higher than the ₱ 5,117 estimated for the same group of workers in non-metallic mining and quarrying.

Basic pay in the industry higher than the national basic pay but allowances lower

Nationwide, the median¹ monthly basic pay of time rate workers on full-time basis in non-agricultural industries employing at least 50 workers was estimated at ₱ 7,542. The median¹ allowance (for those given allowances), on the other hand, was reported at ₱ 930.

Monthly basic pay in mining and quarrying was reported at ₱ 9,192. Among its sub-industries, basic pay in metallic ore mining at ₱ 9,419 was higher than the pay of its major industry group and that of the national or all industry level. This

basic pay was also bigger than the ₱ 5,598 of full-time workers in non-metallic mining and quarrying. Relative to allowances, industry workers covered by the survey were paid a median monthly allowance of ₱ 473 which is only half of the national allowance.

There was no considerable difference in the monthly allowance across the industry divisions, i.e., ₱ 479 in metallic ore mining and ₱ 450 in non-metallic mining and quarrying.

*1 Aside from occupational wage rates, the OWS inquires on the distribution of the time-rate workers on full-time basis along basic pay intervals per time unit of work (hourly, daily and monthly). The distribution of these workers who are given regular/guaranteed cash allowances are also inquired into. These wage distributions lead to the generation of the median monthly basic pay and the median monthly allowance. **Median refers to that amount where half of the workers in the distribution receive more while the other half receives less.***

Hiring rates, minimum requirements on education and experience ...

For the first time in the 2004 round of the OWS, the survey inquired into the hiring rates, minimum educational requirement and minimum years of related experience needed for the various occupations covered by the survey. Some of the findings particularly on minimum hiring rates may be contentious as some rates are below the existing minimum wage rates.

This indicates that the inquiry on these variables of interest have to be improved to better capture the realities. Nevertheless, the survey results can, to some extent, shed light on some aspects of recruitment of employees, in particular, the range or the differentials between the maximum and minimum wage rates offered for various occupations.

In the sub-industry metallic ore mining, the lowest minimum entry wage rate was recorded for accounting and bookkeeping clerks; miners; and unskilled workers at ₱ 4,669. Highest maximum entry rate for the sub-sector was for mining engineers and metallurgists at ₱ 56,801. This occupation also posted the highest maximum hiring rate in non-metallic mining and quarrying at ₱ 12,000. (Table 2)

In non-metallic mining and quarrying, the minimum hiring rates for production supervisors and general foremen; mining engineering technicians; miners and quarry workers; and mining and plant operators were below ₱ 4,000.

Most of the establishments in metallic ore mining reported that a college degree is needed for production supervisors and general foremen; engineers and technicians; and bookkeeping and accounting clerks. This is also the requirement for their counterparts in non-metallic mining and quarrying except for mining engineering technicians where a diploma from a trade school would suffice. The rest of the occupations required the completion of high school or trade school.

As to the requirement on minimum years of related experience, the findings are mixed. Expectedly, unskilled workers are not required to have any related years of experience. For the skilled occupations, the requirement ranged from one to two years.

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TABLE 1 - Average Monthly Wage Rates of Time-Rate Workers on Full-Time Basis in Selected Occupations in Mining and Quarrying, Philippines: June 2004
(Non-agricultural establishments employing 50 and over. Wage rates are defined as including basic pay and regular/guaranteed cash allowances.)

1994 PSIC/ 1992 PSOC	Industry and Occupation	Average Monthly Wage Rates (₱)
	AVERAGE OF SELECTED OCCUPATIONS	10,161^a
C10	Metallic Ore Mining	
1430	Production Supervisors and General Foremen	17,126
2156	Mining Engineers and Metallurgists	17,960
3117	Mining and Metallurgical Engineering Technicians	17,034
4121	Accounting and Bookkeeping Clerks	12,612
7111	Miners	12,926
7112	Shotfirers and Blasters	10,250
8111	Mining Plant Operators	11,833
8112	Mineral Ore Processing Plant Operators	10,528
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	7,201
C11	Non-Metallic Mining and Quarrying	
1430	Production Supervisors and General Foremen	9,836
2156	Mining Engineers	15,778
3117	Mining Engineering Technicians	6,421
4121	Accounting and Bookkeeping Clerks	9,211
7111	Miners and Quarry Workers	5,527
8111	Mining Plant Operators	5,121
8112	Stone Processing Plant Operators	7,878
8113	Well Drillers and Borers and Related Workers	4,695
9400 ^b	Unskilled Workers except Janitors, Messengers and Freight Handlers	5,117

Notes: 1. Basic pay refers to pay for normal/regular working time before deductions for employees' social security contributions and withholding taxes. It excludes overtime, night shift differential and other premium pay; commissions, tips and share of employees in service charge; and payment in kind.
2. Allowances refer to regular/guaranteed cash payments. These include living allowance but exclude reimbursements for travel, entertainment, meals and other expenses, etc. incurred in conducting the business of the employer; cost of uniform/working clothes; bonuses and gratuities; family allowances.

^a The data refers to the average monthly wage rate across 168 occupations in 43 non-agricultural industries covered by the survey.
^b BLES code (no 1992 PSOC).

Source of data: Bureau of Labor and Employment Statistics, Occupational Wages Survey.

TABLE 2 - Hiring/Entry Wage Rates, Minimum Educational Requirement and Minimum Years of Related Experience, of Time-Rate Workers on Full-Time Basis in Selected Occupations in Mining and Quarrying, Philippines: June 2004

(Non-agricultural establishments employing 50 and over.)

Industry/Occupation	Hiring/Entry Wage Rate ¹ (P)		Minimum Educational Requirement		Minimum Years of Related Experience	
	Minimum	Maximum	Level	Percent of Establishments ²	Years	Percent of Establishments ³
Metallic Ore Mining						
Production Supervisors & General Foremen	5,582	16,815	College graduate	82.6	2 years	56.5
Mining Engineers and Metallurgists	6,200	56,801	College graduate	100.0	2 years	41.7
Mining and Metallurgical Engineering Technicians	5,895	14,416	College graduate	45.5	None	45.5
Accounting and Bookkeeping Clerks	4,669	14,416	College graduate	100.0	2 years	41.7
Miners	4,669	8,868	High school graduate	61.5	None	53.9
Shotfirers and Blasters	*	*	Trade school graduate	100.0	2 years	100.0
Mining Plant Operators	5,477	8,868	High school graduate	75.0	None	50.0
Mineral Ore Processing Plant Operators	5,477	8,868	High school graduate	60.0	1 year	40.0
Unskilled Workers except Janitors, Messengers and Freight Handlers	4,669	10,700	High school graduate	52.9	None	58.8
Non-Metallic Mining and Quarrying						
Production Supervisors & General Foremen	3,130	7,500	College graduate	72.7	2 years	54.6
Mining Engineers	9,000	12,000	College graduate	100.0	3 years	50.0
Mining Engineering Technicians	3,391	5,582	Trade school graduate	100.0	3 years	66.7
Accounting and Bookkeeping Clerks	4,130	9,000	College graduate	78.6	2 years	42.9
Miners and Quarry Workers	3,652	6,390	Trade school graduate	50.0	None	83.3
Mining Plant Operators	3,130	5,465	Trade school graduate	40.0	2 years	60.0
Stone Processing Plant Operators	4,565	6,182	Trade school graduate	57.1	2 years	85.7
Well Drillers and Borers and Related Workers	4,695	4,695	High school graduate	100.0	1 year	100.0
Unskilled Workers except Janitors, Messengers and Freight Handlers	4,695	5,869	High school graduate	75.0	None	75.0

* No report.

¹ Defined as including basic pay and regular/guaranteed cash allowances.

² Refers to educational level which has the highest proportion or share of estimated number of establishments reporting the requirement relative to the estimated number of establishments reporting the occupation. The choices for the minimum educational requirement are "elementary graduate, high school graduate, trade school graduate, college graduate, others".

³ Refers to years of related experience which has the highest proportion or share of estimated number of establishments reporting the requirement relative to the estimated number of establishments reporting the occupation. The choices for the minimum years of related experience are "none, 1 year, 2 years, 3 years, 4 or more".

Source of data: Bureau of Labor and Employment Statistics, Occupational Wages Survey.