

## PROFILE OF THE OVEREMPLOYED ...workers with excessive hours: their demographic characteristics

### First of a Two-Part Series

The Labor Force Survey (LFS) conducted quarterly by the National Statistics Office provides information on the number of employed persons by hours worked during the past week. Hours worked relate to the "duration or the period the person was occupied in his work, including overtime, but excluding hours paid but not worked. For wage and salary earners, it includes time worked without compensation in connection with their occupations; such as the time a teacher spends at home preparing for the forthcoming lectures. For own-account workers (self-employed and employers), it includes the time spent in the shop, business or office even if no sale or transaction has taken place". (LFS Enumerator's Manual, January 2007)

According to the Hours of Work (Industry) Convention (ILO Convention No. 1, 1919), the working hours of persons employed in any public or private industrial undertaking or in any of its branches other than that where only family members of the same family are employed, shall not exceed eight in the day and forty-eight in the week. This has been reiterated in the Labor Code of the Philippines (1974) which states that the normal hours of any employee shall not exceed eight hours a day and that an individual is entitled to a rest period of not less than 24 consecutive hours after every six consecutive normal work days.

Thus, for purposes of this study, the employed with excessive hours or "overemployed" refer to those who worked more than 48 hours in their primary jobs<sup>1</sup> during the week. The concern on this group of employed stems from the issue that long hours of work are detrimental to their health and well being including those of their families as these affect productivity levels, work quality and balance between work and family life. Statistics on overemployment together with underemployment sharpen the analysis of the employment problems as these situations indicate low income or unproductive work.

The LFS reported 7.6 million (22.9%) who worked excessive hours in their primary jobs<sup>1</sup> out of the 33.0 million total employed in 2006. Over half of the overemployed were men; about two-thirds were married and almost 28% belonged to age group 25-34 years old. Some 60% of them cited the need for more earnings as reason for working long hours.

The survey also enumerated multiple job holders or individuals with more than one job. Some 779,000 who worked 48 hours or less in their primary jobs worked more than 48 hours when their other jobs were taken into account. In effect then, the proportion of those with excessive hours in all jobs was 25.3% (8.3 million) of total employed in 2006.

### Close to one fourth of total employed were overemployed

In 2006, there were 7.6 million individuals who were overemployed or worked more than 48 hours during the week in their primary jobs. A little over half (4.1 million) of them were men. (Table 1)

The proportion of this group to total employed at 22.9% has barely changed from their share of 21.5% (6.3 million) in 2001. However, its annual growth rate was faster at 4.1%

<sup>1</sup> A primary job is determined in accordance with the following priority rules: 1) if only one job, then it is the primary job regardless of permanency or hours worked in the job; 2) if more than one job, the primary job is that which is permanent regardless of hours worked; 3) if more than one permanent job, consideration is given to the job where more hours of work are spent; 4) if equal hours are spent in the permanent jobs, the primary job is that which provides more income.

compared to that of all employed persons at 2.6%.

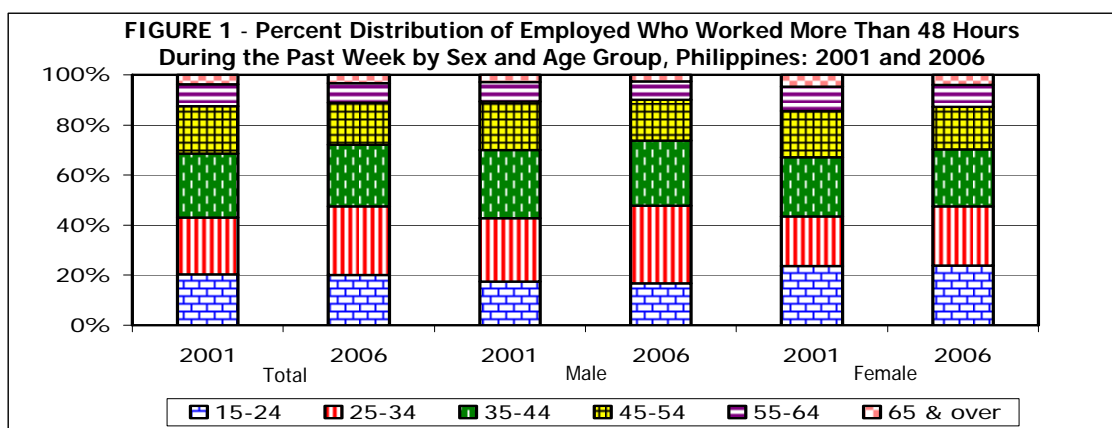
One out of every four employed women worked excessive hours in 2001 and 2006 in contrast to one out of five men.

### Older men and younger women worked long hours

A shift in the age structure of the employed working beyond regular hours was noted over the period in review. In 2001, those aged 35-44 years old accounted for the biggest share at 25.5% (1.6 million). Five years later, the proportion of those in age group 25-34 years rose to 27.5% from 22.7% (2.1 million from 1.4 million).

This was true for men workers but not in the case of women workers

which showed a mixed pattern. There were proportionately more overemployed women in age group 15-24 years (23.7% in 2001 and 23.9% in 2006). In 2001, workers in age group 35-44 years (23.6%) had relatively the same proportion as the 15-24 years old. However, in 2006 like the men workers, the share of women in age group 25-34 years old (23.5%) was higher than the 22.8% recorded for age group 35-44. (Figure 1)



Source of basic data: National Statistics Office, Labor Force Survey- Public Use Files.

### Employed and married persons with long hours getting younger

Around 65% (4.0 million in 2001 and 5.0 million in 2006) of those who worked more than 48 hours during the week were married. The men workers accounted for about 61% of these individuals. (Table 1)

A higher proportion of the men population was married (73.6% or 3.0 million) compared to 56.2% (1.9 million) of the women population in 2006.

One-third of the married workers with long hours belonged to age group 35-44 years. While this age group remained to account for the biggest shares in 2006 (total, men and women), their proportions (also of those in aged 45 years and over) have declined since 2001. On the other hand, the shares of

(in % except 000)	2001	2006
<b>Total (000)</b>	<b>4,010</b>	<b>4,966</b>
15-24	4.1	4.9
25-34	22.7	29.1
35-44	33.9	32.0
45-54	25.1	21.5
55 and over	14.1	12.5
<b>Male (000)</b>	<b>2,430</b>	<b>3,033</b>
15-24	4.4	5.0
25-34	23.9	30.6
35-44	33.9	31.8
45-54	24.7	20.6
55 and over	13.1	12.0
<b>Female (000)</b>	<b>1,580</b>	<b>1,932</b>
15-24	3.6	4.8
25-34	20.9	26.9
35-44	33.9	32.3
45-54	25.8	22.9
55 and over	15.7	13.2

those aged 15-24 and 25-34 years old have increased during the review period.

their age shifts explained the change in the age structure as earlier discussed.

As a substantial segment of the overemployed individuals were married,

### Two out of five were household heads

Some 40% of workers with excessive hours were household heads (2.5 million in 2001 and 3.1 million in 2006); around 87% of these heads were men. (Table 1)

In 2006, about two-thirds (2.7 million) of the men population were household heads. In contrast, the women population were predominantly non-heads at 88.0% (3.0 million).

### Small number of college graduates were overemployed

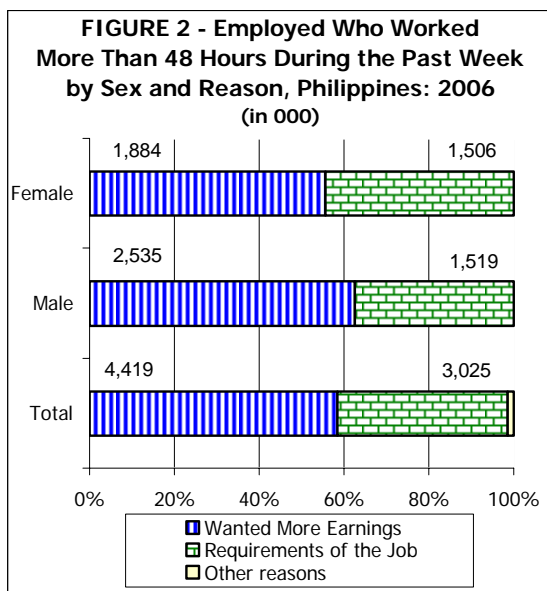
Less than 10% of employed with long hours were college graduates, 500,000 in 2001 and 708,000 in 2006. This group was almost equally divided between men and women workers. (Table 1)

graduates (8.7% in 2001 and 10.5% in 2006). The men college graduates made up 7.4% and 8.4% of their respective annual populations.

However, relative to their respective populations, slightly higher proportions of women were college

Secondary education graduates accounted for the biggest number of workers with long hours at 1.8 million (29.2%) in 2001 and 2.3 million (30.7%) in 2006.

### They worked longer for more earnings...



Source of basic data: National Statistics Office, Labor Force Survey-Public Use Files.

Expectedly, workers with excessive hours worked for more earnings. They numbered 4.4 million (58.5%) of the 7.6 million overemployed

in 2006. A significant portion, 3.0 million (40.0%) gave requirements of the job as another reason. (Figure 2)

The men workers made up 57.4% (2.5 million) of those desiring more earnings. On the other hand, those working due to job requirements were equally divided between men and women.

The LFS also reported that those who worked long hours in their primary jobs had other jobs. These multiple job holders in 2006 totaled to 297,000 (190,000 men and 107,000 women).

Further, 866,000 (572,000 men and 294,000 women) still wanted additional work. Underemployment rate of the overemployed was 11.5% which was around half of the 22.7% national rate. The underemployed are those who desire additional hours of work in their present jobs or to have additional jobs, or have new jobs with longer working hours.

FOR INQUIRIES:

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**TABLE 1 - Selected Demographic Characteristics of Employed Who Worked More Than 48 Hours During the Past Week by Sex, Philippines: 2001 and 2006**  
(in thousands except percent)

Selected Demographic Characteristics	Total		Male		Female	
	2001	2006	2001	2006	2001	2006
<b>Total Employed</b>	<b>29,156</b>	<b>32,962</b>	<b>17,923</b>	<b>20,156</b>	<b>11,232</b>	<b>12,806</b>
Annual Growth (%)		2.6		2.5		2.8
<b>Employed Working More Than 48 Hours</b>	<b>6,261</b>	<b>7,554</b>	<b>3,335</b>	<b>4,119</b>	<b>2,925</b>	<b>3,435</b>
Annual Growth (%)		4.1		4.7		3.5
<b>As % of Total Employed</b>	<b>21.5</b>	<b>22.9</b>	<b>18.6</b>	<b>20.4</b>	<b>26.0</b>	<b>26.8</b>
<b>Age Group</b>						
15-24	1,277	1,515	583	696	694	820
25-34	1,422	2,077	843	1,269	578	808
35-44	1,598	1,852	907	1,069	691	783
45-54	1,181	1,261	643	675	537	585
55-64	546	599	260	298	286	300
65 and Over	236	250	98	112	138	138
Not Reported	a	a	a	a	a	a
<b>Marital Status</b>						
Single	1,831	2,112	816	982	1,014	1,130
Married	4,010	4,966	2,430	3,033	1,580	1,932
Widowed	309	331	58	62	251	269
Divorced/Separated	111	145	31	42	79	103
Not Reported	1	1	a	a	1	a
<b>Relationship to Household Head</b>						
Head	2,523	3,119	2,196	2,708	327	411
Non-Head	3,738	4,435	1,140	1,411	2,599	3,024
<b>Highest Grade Completed</b>						
No Grade Completed	143	114	102	78	42	37
Elementary Undergraduate	853	973	501	604	352	369
Elementary Graduate	1,227	1,210	610	643	616	566
High School Undergraduate	894	1,145	470	620	424	525
High School Graduate	1,830	2,316	952	1,210	878	1,106
College Undergraduate	813	1,088	454	618	359	470
College Graduate or Higher	500	708	246	345	255	362
Not Reported	a	-	-	-	a	-

**Notes:**

1. Estimates based on 1995 Census-based population projections.

2. Statistics pertain to the employed in their primary jobs.

3. Details may not add up to respective totals due to rounding.

a Less than 500.

Source of basic data: National Statistics Office, Labor Force Survey-Public Use Files.