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## 2009/2010 INDUSTRY PROFILE: MINING AND QUARRYING

(First of a series)



### This industry profile covers the following topics on labor and employment:

#### EMPLOYMENT

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2. Employment
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4. Specific groups of workers
  - Young workers
  - Female workers
  - Time-rated workers
5. Subcontracting
6. Job vacancies
  - Hard-to-fill vacancies
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#### UNIONISM AND COLLECTIVE BARGAINING

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#### INDUSTRY PRACTICES ON BALANCING WORK AND FAMILY RESPONSIBILITIES

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#### OCCUPATIONAL INJURIES AND DISEASES

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### Background

This LABSTAT Updates is the first in a series of industry profiles that feature key industries with strong employment generation potentials. Statistics in this report were culled from the results of the 2009/2010 BLES Integrated Survey (BITS) – a nationwide sample survey of non-agricultural establishments with at least 20 workers.

### Number of Establishments

- The 2009/2010 BLES Integrated Survey placed the total number of establishments engaged in mining and quarrying activities in the Philippines as of June 30, 2010 at 55.

### Employment

- The total workforce in this industry was estimated at 19,450 or 0.6% of 3.043 million total employment in non-agriculture.

### Category of Workers

- Rank and file workers comprised the bulk (83.3% or 16,210) of total employment.
- The rest were classified as working owners/unpaid family workers (0.2% or 36), managers/executives (5.0% or 974) and supervisors/foremen (11.5% or 2,230).
- Regular rank and file workers represented almost three-fifths (57.3% or 11,136) of the total workforce while non-regular rank and file workers comprised over one-fourth (26.1% or 5,073).

### Specific Groups of Workers

- Due to the nature of work in the industry, mining and quarrying employed only a small proportion of young workers aged 15 to 24 years old (3.5% or 689) and women (7.4% or 1,433).
- The majority of the workers were employed as full-time workers (93.3% or 18,140) while a small proportion were engaged in part-time work (6.5% or 1,255).

## Specific Groups of Workers

(cont'd)

- By basis of payment, daily wage workers (54.7% or 10,642) predominated over workers paid on monthly basis (37.8% or 7,346). The number of workers paid on hourly basis was minimal (0.8% or 152).
- Close to 60% of workers (57.3% or 11,136) were regular workers.
- Non-regular workers were mostly contractual/project-based workers (9.3% or 1,808), casual workers (7.3% or 1,422) and seasonal workers (6.7% or 1,312). Probationary workers were placed at 2.4% or 468.

## Subcontracting

- Sub-contracting was confined mainly to hiring of agency-hired workers (50.9% or 28) - mostly for security and janitorial services. Barely 10.9% or 6 establishments were engaged in subcontracting outside the premises of the establishments.

## Job Vacancies

- The industry created a total of 751 vacancies over the period January 2009 to June 2010.
- The majority were considered as easy-to-fill (77.4% or 581) while the rest were hard-to-fill vacancies (22.6% or 170).
- The most difficult to recruit were: geodetic and related professionals; mechanical engineers; accountants and auditors; supervisors; and chemical engineers.
- The establishments which reported hard-to-fill vacancies cited lack of required competency/skill among applicants (32.4% or 45) as the biggest recruitment challenge.

## Unionism

- The industry had a total union membership of 8,666 or a union density rate (*proportion of union membership to total paid employees*) of 44.6% in 2010.

- With the predominance of male workers in the industry, almost all (96.8% or 8,393) of the total union members were men while only 3.1% (272) were women.

## Collective Bargaining

- CBA coverage rate (*proportion of employees covered by CBAs to total paid employees*) was at 46.4% or a total of 9,000 workers covered by CBAs. This shows an additional 334 non-union members covered by collective bargaining agreements.
- Men likewise accounted for the majority of the workers covered by CBAs (95.9% or 8,630) while women comprised only the remaining 4.1% (369).

## Programs Implemented

- A total of 47 (85.5%) establishments had programs on health and fitness particularly medical subsidy (58.2%), HMO card (41.8%) and medical insurance (38.2%).
- Nearly half also provided financial assistance through emergency (49.1% or 27) and salary (47.3% or 26) loans while a little over one-third had employees' cooperative/provident fund (34.5% or 19).
- The same proportion of establishments (41.8% or 23) granted educational assistance and/or scholarship programs to employees or their family members while 10 (18.2%) establishments provided educational loan.
- Almost two-thirds (63.6% or 35) of the establishments had work and family programs for their employees.

## Facilities Available

- More than half of the industry's establishments had pantry (56.4% or 31) and canteen (52.7% or 29) as food service facilities for their employees.
- Transport arrangements for all employees were provided by 41.8% (23) of the establishments while less than one-third (30.9% or 17) had sports facilities.

## Non-Statutory Leave Arrangements Provided

- Common non-statutory leave arrangements granted in the mining industry include the use of leave benefits to attend to urgent family concerns (67.3% or 37) and time-off in lieu of extra hours worked (38.2% or 21).
- Study leave was likewise provided in 16 (29.1%) establishments while flexible holiday schedule, forced leave and extended maternity leave without pay were also enjoyed by employees in 2 out of every 9 establishments.

## Flexible Work Arrangements Adopted

- Rotating shift (38.2% or 21), flexible work schedule (27.3% or 15) and compressed workweek (21.8% or 12) stood out as the common flexible work arrangements implemented in the industry.

## Measures of Safety Performance

- There were 331 cases of occupational injuries recorded in the mining and quarrying industry in 2009.
- The frequency rate was recorded at 2.61.
- The incidence rate of 6.78 means that there were almost 7 cases of occupational injuries with workdays lost for every 1,000 workers.
- Severity rate of cases resulting to temporary incapacity was posted at 37.04.
- On the average, there were 15.92 workdays lost per temporary incapacity case.

## Cases of Occupational Injuries with Workdays Lost

### Major Occupation

- Cases of occupational injuries affecting laborers and unskilled workers accounted for more than half (52.0%) of total. This was followed distantly by cases involving plant and

machine operators and assemblers (26.8%), and craft and related trades workers (7.9%).

### Type of Injury

- Superficial injuries and open wounds were the most common type of injury recorded in the mining and quarrying, accounting for 40.2% of total cases of occupational injuries.
- Fractures; and concussions and internal injuries followed at 25.2% and 10.2%, respectively.

### Part of the Body Injured

- More than a quarter of cases of occupational injuries with workdays lost affected wrists and hands (26.8%) and lower extremities (25.2%).
- The head ranked as the third most commonly affected body part at 21.3%.

### Cause of Injury

- More than a third (34.6%) of injuries was caused by falling objects.
- Caught in or between objects ranked as the second most common cause at 20.5%, followed by stepping on, striking against or struck by objects, excluding falling objects at 15.7%.

### Agent of Injury

- One out of every four cases of occupational injuries (26.0%) was due to materials and objects used.
- Other agents of injuries that include natural disasters or some natural element ranked second at 17.3%.
- Hand tools ranked third at 15.0%.

### Occupational Diseases

- Other work-related musculoskeletal disorders were the most common type of occupational disease among workers in this industry, accounting for 30.9% of all cases.
- This was followed by back pain and essential hypertension at 19.7% and 17.9%, respectively.

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## Selected Labor and Employment Indicators on Mining and Quarrying, Philippines as of June 2010

INDICATOR	Number	Percent
<b>1. Total Establishments</b>	55	
<b>2. Total Employment</b>	19,450	
<b>3. Category of Workers</b>		
Working owners/Unpaid workers	36	0.2
Employees	19,414	99.8
▪ Managers/Executives	974	5.0
▪ Supervisors/Foremen	2,230	11.5
▪ Rank and file workers	16,210	83.3
• Regular	11,136	57.3
• Non-regular	5,073	26.1
- Probationary workers	468	2.4
- Casual workers	1,422	7.3
- Contractual/Project-based workers	1,808	9.3
- Seasonal workers	1,312	6.7
- Apprentices/Learners	62	0.3
<b>4. Specific Groups of Workers</b>		
▪ Young workers (15 to 24 years old)	689	3.5
▪ Female workers	1,433	7.4
▪ Time-rated workers	19,395	99.7
• Full-time workers	18,140	93.3
- Hourly	152	0.8
- Daily	10,642	54.7
- Monthly	7,346	37.8
• Part-time workers	1,255	6.5
<b>5. Establishments Engaged in Subcontracting</b>	-	
<u>Within</u> the premises of the establishment	28	50.9
- No. of agency-hired workers	2,733	
<u>Outside</u> the premises of the establishment	6	10.9
<b>6. Total Vacancies (January 2009 – June 2010)</b>	751	100.0
▪ Easy-to-fill	581	77.4
▪ Hard-to-fill	170	22.6

Note: Details may not add up to respective totals due to rounding.

INDICATOR	Number	Percent
<b>Top 5 hard-to-fill vacancies</b>		
- Geodetic and related professionals	23	13.5
- Mechanical engineers	20	11.8
- Accountants and auditors	10	5.9
- Other supervisors not elsewhere classified	9	5.3
- Chemical engineers	8	4.7
<b>Top 3 reasons why hard to fill</b>		
- Applicants lack needed competency/skill	45	32.4
- Few/no applicants	31	22.3
- Applicants expect high salary	22	15.8
<b>7. Unionism</b>		
▪ Union density rate	-	44.6
▪ Union membership	8,666	100.0
- Men	8,393	96.8
- Women	272	3.1
<b>8. Collective Bargaining</b>		
▪ Collective bargaining coverage rate	-	46.4
▪ CBA coverage	9,000	100.0
- Men	8,630	95.9
- Women	369	4.1
<b>9. Establishments with Programs Implemented</b>		
▪ Health and fitness	47	85.5
- Medical subsidy	32	58.2
- Health Maintenance Organization (HMO) card	23	41.8
- Medical insurance	21	38.2
- HIV/AIDS prevention program	9	16.4
- Health/Fitness program subsidy	8	14.5
- Stress management/Counseling	6	10.9
▪ Financial and other support	39	70.9
- Emergency loan	27	49.1
- Salary loan	26	47.3
- Employees cooperative/Provident fund	19	34.5
- Asset acquisition loan	9	16.4
▪ Education	36	65.5
- Educational assistance	23	41.8
- Scholarship program	23	41.8
- Educational loan	10	18.2

**Selected Labor and Employment Indicators on Mining and Quarrying, Philippines:  
as of June 2010 (cont'd)**

INDICATOR	Number	Percent
<b>9. Establishments with Programs Implemented (cont'd)</b>		
▪ Child and family care	35	63.6
- Work and family programs	35	63.6
- Conduct of seminar on balancing work	5	9.1
<b>10. Establishments with Facilities Available</b>		
Pantry	31	56.4
Canteen/Food services	29	52.7
Transport arrangement for all employees	23	41.8
Sports facilities	17	30.9
Sleeping/Nap area	10	18.2
Physical/Wellness center	10	18.2
Waiting/Play room for children	2	3.6
Breastfeeding area for lactating mothers	1	1.8
<b>11. Establishments with Non-Statutory Leave Arrangements Provided</b>		
Use of leave benefits to attend to urgent family concerns	37	67.3
Time-off in lieu of extra hours worked	21	38.2
Study leave	16	29.1
Flexible holiday schedule	13	23.6
Forced leave	13	23.6
Extended maternity leave without pay	13	23.6
Extended paternity leave without pay	12	21.8
Extended paternity leave with pay	9	16.4
Extended maternity leave with pay	7	12.7
Career break	7	12.7
<b>12. Establishments with Flexible Work Arrangements Adopted</b>		
Rotating shift	21	38.2
Flexible work schedule	15	27.3
Compressed workweek	12	21.8
On-call	6	10.9
Split shift	3	5.5
Job-sharing	1	1.8

13. Measures of Safety Performance (2009)	TOTAL	With Workdays Lost					Without Workdays Lost
		Total	Fatal	Non-Fatal			
				Total	Permanent Incapacity	Temporary Incapacity	
Cases of occupational injuries	<b>331</b>	<b>127</b>	<b>10</b>	<b>118</b>	<b>4</b>	<b>113</b>	<b>203</b>
Frequency rates	-	2.61	0.21	2.40	0.08	2.32	-
Incidence rates	-	6.78	0.53	6.25	0.21	6.04	-
Severity rate	-	-	-	-	-	37.04	-
Average workdays lost	-	-	-	-	-	15.92	-

INDICATOR	Number	Percent
<b>14. Cases of Occupational Injuries with Workdays Lost (2009)</b>	<b>127</b>	<b>100.0</b>
<i>By Major Occupation</i>		
Corporate executives, managers, managing proprietors and supervisors	3	2.4
Professionals	1	0.8
Technicians and associate professionals	8	6.3
Clerks	-	-
Service workers and shop and market sales workers	6	4.7
Craft and related trades workers	10	7.9
Plant and machine operators and assemblers	34	26.8
Laborers and unskilled workers	66	52.0
<i>By Type of Injury</i>		
Superficial injuries and open wounds	51	40.2
Fractures	32	25.2
Dislocations, sprains and strains	4	3.1
Traumatic amputations	4	3.1
Concussions and internal injuries	13	10.2
Burns, corrosions, scalds and frostbites	9	7.1
Acute poisonings and infections	-	-
Foreign body in the eye	11	8.7
Others	5	3.9

**Selected Labor and Employment Indicators on Mining and Quarrying, Philippines:  
as of June 2010 (cont'd)**

INDICATOR	Number	Percent
<b>14. Cases of Occupational Injuries with Workdays Lost (cont'd)</b>		
<b>By Part of the Body Injured</b>		
Head	27	21.3
Neck	2	1.6
Back	8	6.3
Trunk or internal organs	9	7.1
Arm and shoulder	5	3.9
Wrist and hand	34	26.8
Lower extremities	32	25.2
Whole body or multiple sites equally injured	11	8.7
<b>By Cause of Injury</b>		
Falls of persons	11	8.7
Struck by falling objects	44	34.6
Stepping on, striking against or struck by objects, excluding falling objects	20	15.7
Caught in or between objects	26	20.5
Over-exertion or strenuous movements	8	6.3
Exposure to or contact with extreme temperatures	3	2.4
Exposure to or contact with electric current	6	4.7
Exposure to or contact with harmful substances or radiations	-	-
Others	11	8.7
<b>By Agent of Injury</b>		
Buildings, structures	11	8.7
Prime movers	7	5.5
Distribution systems	3	2.4
Hand tools	19	15.0
Machines, equipment	13	10.2
Conveying/transport/package equipment or vehicles	17	13.4
Materials, objects	33	26.0
Chemical substances	4	3.1
Human, animals, plants, etc.	-	-
Others	22	17.3

INDICATOR	Number	Percent
<b>15. Cases of Occupational Diseases (2009)</b>	<b>1,484</b>	<b>100.0</b>
Occupational dermatitis	104	7.0
Occupational asthma	45	3.0
Acute poisonings	-	-
Heat stroke, cramps, exhaustion	8	0.5
Chill blain, frostbite, freezing	-	-
Deafness	2	0.1
Tuberculosis	58	3.9
Other infections	31	2.1
Cataract	1	0.1
Cardiovascular diseases	7	0.5
Essential hypertension	266	17.9
Peptic ulcer	196	13.2
Work-related musculoskeletal disorders		
Carpal tunnel syndrome	2	0.1
Shoulder tendinitis	3	0.2
Neck-shoulder pain	12	0.8
Back pain	292	19.7
Other work-related musculoskeletal disorders	458	30.9
Others	-	-

*Note: Details in items 13-15 may not add up to respective totals due to rounding.*

*Source of data: Bureau of Labor and Employment Statistics, 2009/2010 BLES Integrated Survey.*

**Definitions:**

*Frequency rate - cases of occupational injuries with workdays lost including fatalities per 1,000,000 employee-hours of exposure.*

*Severity rate - workdays lost of cases of occupational injuries resulting to temporary incapacity per 1,000,000 employee-hours of exposure.*