

**EMPLOYMENT OPPORTUNITIES IN MANUFACTURING
ESTABLISHMENTS AT FIRST CAVITE INDUSTRIAL ESTATE (FCIE)**

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MARVIN C. RODRIN
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ABSTRACT

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Various government functionalities were mobilized to translate the noble plans of the government into doable programs and projects, which would result into, increased economic activities. These increased economic activities would generate employment opportunities and ensure improved income thereby resulting to better economic life for the citizenry (IBON Foundation Inc., 2001).

Descriptive method was used in the presentation and analysis of data. Statistical measures such as frequency count, percentage and mean were used in presenting the data in determining the company's employment profile.

The study was conducted primarily to analyze the employment opportunities in manufacturing establishments at First Cavite Industrial Estate (FCIE). Specifically, it aimed to: discuss the future plans of manufacturing establishments at FCIE; discuss the socio- economic factors affecting the preferences of the company in recruitment and hiring of workers; present the annual employment trend of these manufacturing establishments from 1993-2002; identify the trend of employees leaving the company for reasons of retirement, resignation, retrenchment or termination from 1993-2002; and identify problems encountered by the manufacturing establishments in hiring and recruiting of workers.

The form of business organization of all the manufacturing firms at FCIE is corporation with eight of the respondent firms are engaged in the production of garments while six are engaged in the manufacture of electronic parts.

Employment profile of the manufacturing firms at FCIE shows that the number of workers hired registered its biggest in 2001 with a growth rate of 4.74 percent and an increase of 215 hiring additional workers in the garments industry was constantly increasing but on a relatively fixed rates. But for the electronics industry, the number of workers employed registered its highest in year 1994 with an annual growth rate of 5.5 percent and its lowest population of workers hired was in 2001 with only 1.10 percent annual growth.

The total population of workers who left the garments industry from 1993 – 2002 was 19,421, which means that an average of 19 persons lost their jobs annually for reasons of resignation, retirement and termination. Majority of the persons (99.01%) who lost their jobs in the garments industry were terminated while very little portion of these persons (0.87%) lost their jobs due to resignation or retirement (0.12%).

The population of workers who left the electronics industry from 1993 – 2002 registered a total of 13,372 for reasons of resignation and termination. This indicates that an average of 133 workers left their work annually and there were no accounts of retirements in the period under study since most electronics companies at FCIE were operating not more than ten years.

Personal characteristics of a job applicant such as: age, gender, civil status, educational attainment and years employed are factors that may affect the preferences of

the company in recruiting and hiring for different positions such as: managerial, supervisory, rank and file and factory worker.

The projected number of workers that will be hired by the manufacturing establishments for the next ten years(2003 – 2012) would be 95, 235. In comparison with the previous ten years (1993 – 2002), the total population of hired workers was 77,468.

The average number of workers that will be hired annually for the next ten years would be 9,235 while in the last ten years, 7,747 workers were hired every year.

The anticipated number of workers that will leave the manufacturing establishments from 2003 to 2012 for reasons of retirement, resignation or termination would be 39,168.97.

The different problems encountered by the manufacturing establishments in the recruitment and hiring of workers were the tedious and time-consuming process of selecting applicants; mismatch between the requirements of the company for the position and the qualification and capabilities of applicants that were chosen because of false pretensions and/or deceit of applicants; hiring and recruitment of workers because of the recommendations made by politicians and influential persons with commendation from the shareholders of the firm; and several workers who were just recently hired leave the company without prior notice.

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