

EXTENT OF UNIONISM

(First of a series on Labor Relations)

This LABSTAT is the first in a series of issues that focuses on industrial relations practices based on the results of 2002/2003 BLES Integrated Survey (BITS) conducted last year in coordination with DOLE Regional Offices. The BITS is a nationwide survey covering 6,818 sample non-agricultural establishments employing 20 or more workers. It aims to provide an integrated data sets on employment, labor relations, labor cost and occupational safety at the workplace as basis for policy planning and program formulation.

This report provides a brief description of the results on unionism and collective bargaining in establishments as of June 2003.

NUMBER OF UNIONS

About fifteen percent (14.8%) of non-agricultural establishments employing 20 workers or more were unionized, survey results show. A little more than half of the total establishments in mining and quarrying (51.4%) and electricity, gas and water (51.3%) were with unions. Other industries with relatively high shares of unionized establishments were other community, social and personal service activities (30.5%); manufacturing (22.9%) and financial intermediation (22.6%).

By type of ownership, one fifth of wholly foreign-owned establishments (22.1%) and those with foreign equity (20.0%) have unions. Among wholly Filipino-owned, only 13.9 percent were unionized. (*Table 1*)



NUMBER OF COLLECTIVE BARGAINING AGREEMENTS (CBAs)

Establishments with CBAs accounted for 14.2 percent of the total establishments. Relative to respective industry total, large percentages of establishments with CBAs were noted in mining and quarrying (51.4%); electricity, gas and water (43.2%); other community, social and personal service activities (30.3%); financial intermediation (22.4%); and manufacturing (22.2%).

Disaggregated by type of ownership, 21.4 percent of wholly foreign-owned establishments entered into CBAs. Likewise, those with CBAs among establishments with foreign equity accounted for 18.6 percent while wholly Filipino-owned posted only 13.3 percent.

Majority of unionized establishments have CBAs (95.6%). Notably, all unionized establishments in industries such as mining and quarrying; construction; and real

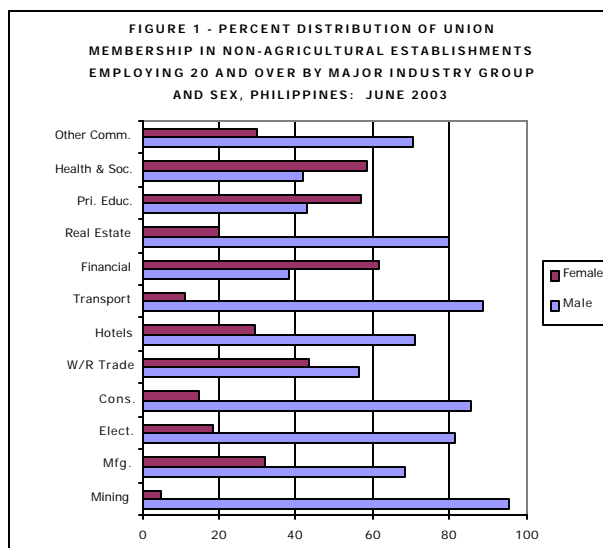
estate, renting and business activities were with CBAs. Meanwhile, CBA-covered establishments in other industry groups ranged from 79.0 percent to 99.4 percent. (Table 1)

UNION MEMBERSHIP

Union membership totaled to 521,000 or about 20.2 percent of the total 2,582,000 paid employees. More than half of paid employees in mining and quarrying (66.6%) and transport, storage and communications (51.2%) were members of unions. Other industries with relatively large percentage of union members to total paid employees were electricity, gas and water (38.0%); financial intermediation (30.7%); health and social work except public medical, dental and other health services (26.4%); and other community, social and personal service activities (26.0%).

By type of ownership, a little less than one third (29.4%) of paid employees in establishments with foreign equity were members of unions. Among wholly Filipino-owned establishments, it was reported at 19.3 percent and in wholly foreign-owned at 13.1 percent. (Table 2)

As to sex disaggregation, female union membership was higher than males in three industries, namely: financial intermediation (61.8% vs. 38.2%); health and social work except public medical, dental and other health services (58.4% vs. 41.6%); and private education services (57.0% vs. 43.0%).



CBA COVERAGE



Out of 2,582,000 paid employees, 19.7 percent were covered by CBAs. Mining and quarrying industry posted the highest percent share of CBA coverage at 67.9.

This was followed by electricity, gas and water; transport, storage and communications; and financial intermediation with more than 30.0 percent each of their respective total number of paid employees. Real estate, renting and business services reported the lowest at 2.0 percent only.

By type of ownership, the highest percent share of CBA coverage was noted in establishments with foreign equity at 30.3 percent. (Table 2)

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TABLE 1 - NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER WITH UNION AND WITH COLLECTIVE BARGAINING AGREEMENT (CBA) BY MAJOR INDUSTRY GROUP AND TYPE OF OWNERSHIP, PHILIPPINES: JUNE 2003

| MAJOR INDUSTRY GROUP/ TYPE OF OWNERSHIP | Total | Establishments with Union | | Establishments with CBA | | Percent of Unionized Establishments with CBA |
|--|---------------|---------------------------|---------------|-------------------------|---------------|--|
| | | Number | Percent Share | Number | Percent Share | |
| Total | 24,533 | 3,640 | 14.8 | 3,479 | 14.2 | 95.6 |
| Mining & Quarrying | 74 | 38 | 51.4 | 38 | 51.4 | 100.0 |
| Manufacturing | 6,718 | 1,537 | 22.9 | 1,493 | 22.2 | 97.1 |
| Electricity, Gas & Water Supply | 433 | 222 | 51.3 | 187 | 43.2 | 84.2 |
| Construction | 808 | 16 | 2.0 | 16 | 2.0 | 100.0 |
| Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods | 6,008 | 679 | 11.3 | 635 | 10.6 | 93.5 |
| Hotels & Restaurants | 2,298 | 191 | 8.3 | 189 | 8.2 | 99.0 |
| Transport, Storage & Communications | 1,571 | 219 | 13.9 | 216 | 13.7 | 98.6 |
| Financial Intermediation | 1,312 | 297 | 22.6 | 294 | 22.4 | 99.0 |
| Real Estate, Renting & Business Activities | 2,072 | 95 | 4.6 | 95 | 4.6 | 100.0 |
| Private Education Services | 2,156 | 138 | 6.4 | 109 | 5.1 | 79.0 |
| Health & Social Work Except Public Medical, Dental and Other Health Services | 525 | 38 | 7.2 | 37 | 7.0 | 97.4 |
| Other Community, Social & Personal Service Activities | 557 | 170 | 30.5 | 169 | 30.3 | 99.4 |
| Wholly Filipino | 21,116 | 2,934 | 13.9 | 2,814 | 13.3 | 95.9 |
| Wholly Foreign | 1,081 | 239 | 22.1 | 231 | 21.4 | 96.6 |
| With Foreign Equity | 2,336 | 468 | 20.0 | 434 | 18.6 | 92.8 |

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

Source of data: Bureau of Labor and Employment Statistics, 2002/2003 BLES Integrated Survey.

TABLE 2 - NUMBER AND PERCENT SHARE OF UNION MEMBERSHIP AND CBA COVERAGE TO PAID EMPLOYEES IN NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER BY MAJOR INDUSTRY GROUP AND TYPE OF OWNERSHIP, PHILIPPINES: JUNE 2003
(In thousands except percent)

| MAJOR INDUSTRY GROUP/ TYPE OF OWNERSHIP | Paid Employees | Union Membership | | CBA Coverage | |
|--|----------------|------------------|---------------|--------------|---------------|
| | | Number | Percent Share | Number | Percent Share |
| Total | 2,582 | 521 | 20.2 | 508 | 19.7 |
| Mining & Quarrying | 20 | 13 | 66.6 | 13 | 67.9 |
| Manufacturing | 993 | 221 | 22.2 | 226 | 22.8 |
| Electricity, Gas & Water Supply | 71 | 27 | 38.0 | 27 | 37.3 |
| Construction | 80 | 4 | 4.8 | 4 | 5.0 |
| Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods | 370 | 45 | 12.2 | 48 | 13.0 |
| Hotels & Restaurants | 150 | 9 | 6.1 | 9 | 6.3 |
| Transport, Storage & Communications | 202 | 103 | 51.2 | 74 | 36.8 |
| Financial Intermediation | 132 | 40 | 30.7 | 42 | 32.0 |
| Real Estate, Renting & Business Activities | 254 | 5 | 1.9 | 5 | 2.0 |
| Private Education Services | 192 | 22 | 11.6 | 25 | 12.9 |
| Health & Social Work Except Public Medical, Dental and Other Health Services | 58 | 15 | 26.4 | 17 | 29.3 |
| Other Community, Social & Personal Service Activities | 61 | 16 | 26.0 | 17 | 27.6 |
| Wholly Filipino | 1,790 | 346 | 19.3 | 326 | 18.2 |
| Wholly Foreign | 353 | 46 | 13.1 | 48 | 13.6 |
| With Foreign Equity | 440 | 129 | 29.4 | 133 | 30.3 |

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

Source of data: Bureau of Labor and Employment Statistics, 2002/2003 BLES Integrated Survey.