

Industrial Relations Practices ... in Wholly Filipino-Owned Establishments (Eighth of a nine part series on Industrial Relations)

In 2004, the Bureau of Labor and Employment Statistics (BLES) conducted the second round of the BLES Integrated Survey (BITS) in coordination with DOLE Regional Offices. The BITS is a nationwide survey covering a sample of around 6,000 non-agricultural establishments employing 20 or more workers. It aims to provide integrated data sets on employment patterns, industrial relations practices and occupational injuries at the workplace as basis for policy planning and program formulation

This issue primarily gives a general description of the industrial practices in 20,774 wholly Filipino-owned establishments employing 20 or more workers.

... as to balancing work and family life

Six out of 10 establishments are implementing work and family programs. Other practices supportive to balancing work and family life with fairly large percentage shares are: extended maternity leave without pay (54.8%);



employees with children (6.5 %).

extended paternity leave without pay (49.5%); more leave benefits to care for sick family members (40.2 %); and flexible work arrangements (32.7%). Only a few provide facilities for

... as to type of flexible work arrangements

A total of 6,792 wholly Filipino-owned non-agricultural establishments have flexible work arrangements. Of these, 3,379 (49.7%) adopt sliding flexible work schedule while 31.0 percent implement compressed workweek. On-call scheme, however, is practiced in 29.9 percent or 2,031 establishments. Some 14.4 percent allow career breaks of up to six months to their employees. A mere 2.7 percent opt for teleworking arrangement.

... as to workers' participation in decision and policymaking processes

Safety and health concerns are given utmost importance by covered establishments as safety and health committees are the most widely used mechanism (44.5%) for workers' participation in decision and policymaking processes. Suggestions schemes are also common in 38.0 percent of the establishments. A relatively high percentage share (29.4%) also use quality and

productivity circles and productivity improvement committees (28.4%). Meanwhile, grievance machinery and labor management committee are utilized in only 2 out of 10 establishments.

...as to means of pursuing grievances

Majority or 6 out of 10 covered establishments reported that employees air their grievances verbally to other responsible persons in the company (59.9%) or to their supervisor (59.4%). In 27.6 percent of the establishments, the employees usually file written complaints. Only a few claimed that employees air their grievances verbally thru any union official (6.9 %) or file a written complaint with union assistance (6.5%).



... as to mode of settling grievances

Grievances in 7 out of 10 Filipino-owned establishments are settled by top management. In 57.6 percent of the establishments, these are resolved by the immediate supervisor. Other used the grievance machinery (12.5%) and labor management committees (8.1%). A total of 59 establishments (0.6%) had no policy in settling grievances.

... as to mode of settling unresolved grievances

Settlement of unresolved grievances at the workplace vary. In 2 out of 3 establishments, unresolved grievances are referred to voluntary arbitration. Nearly 30.0 percent of the establishments elevate the issues to the DOLE Regional Offices. Very few (8.1%) resort to compulsory arbitration.

FOR INQUIRIES:

Regarding this report contact **LABOR RELATIONS STATISTICS DIVISION at 527-3000 local 319**
 Regarding other statistics and technical services contact **BLES DATABANK at 527-3000 local 317**
 Or Write to BLES c/o **Databank, 3/F DOLE Bldg. Gen. Luna St., Intramuros, Manila, 1002**
 FAX **527-55-06** E mail: lrsd@manila-online.net or bleslrsd@bles.dole.gov.ph or visit our
 Website at <http://www.manila-online.net/bles> or <http://www.bles.dole.gov.ph> for other statistical
 Information

TABLE 1 – Number and Percent Share of Wholly Filipino-Owned Non-Agricultural Establishments Employing 20 and Over by Selected Industry Practices, Philippines: 2003

PRACTICE	Number	Percent
Balancing Work and Family Life		
TOTAL	20,774	100.0
Implements work and family programs	12,532	60.3
Allows extended maternity leave w/o pay	11,377	54.8
Allows male employees extended paternity leave without pay	10,290	49.5
Grants more leave benefits to care for sick family members	8,352	40.2
Adopts flexible work arrangement	6,792	32.7
Allows extended maternity leave with pay	5,710	27.5
Allows special work arrangements for worker with sick/elderly family	4,741	22.8
Allows male employees extended paternity leave with pay	4,580	22.0
Implements family planning service/ reproductive health programs	4,464	21.5
Allows special work arrangements for woman worker with newly born child	4,414	21.2
Provides facilities for employees with children	1,358	6.5
Flexible Work Arrangements		
TOTAL	6,792	100.0
Sliding flexible work schedule	3,379	49.7
Compressed workweek	2,104	31.0
On-call	2,031	29.9
Career breaks	1,447	21.3
Job-sharing	981	14.4
Teleworking	183	2.7
Others	99	1.5
Mechanisms for Workers Participation In Decision and Policymaking Processes		
TOTAL	20,774	100.0
Safety and Health Committee	9,241	44.5
Suggestions Schemes	7,885	38.0
Quality and Productivity Circles	6,108	29.4
Productivity Improvement Committee	5,901	28.4
Grievance Machinery	5,110	24.6
Labor Management Councils/Committee	3,814	18.4
Joint Committee and Task Forces	3,504	16.9
Others	318	1.5

TABLE 1 – Number and Percent Share of Wholly Filipino-Owned Non-Agricultural Establishments Employing 20 and Over by Selected Industry Practices, Philippines: 2003 (continued)

PRACTICES	Number	Percent
Means of Pursuing Employees Grievances		
TOTAL	10,298	100.0
The employee airs his/her grievance thru responsible persons in company	6,164	59.9
The employee airs his/her grievance thru supervisor	6,122	59.4
The employee himself/herself files a written complaint	2,841	27.6
The employee files a written complaint with co-employees assistance	1,023	9.9
The employee airs his/her grievance thru any union official	708	6.9
The employee files a written complaint with union assistance	670	6.5
Others	243	2.4
Mode of Settling Grievances		
TOTAL	10,298	100.0
Resolved by top management	6,829	66.3
Resolved by the immediate supervisor	5,927	57.6
Through the grievance machinery	1,287	12.5
Through the LMC	837	8.1
Resolved by a union official	340	3.3
Others	167	1.6
No policy	59	0.6
Mode of Settling Unresolved Grievances		
TOTAL	6,445	100.0
Voluntary arbitration	4,371	67.8
DOLE Regional Office	1,902	29.5
Compulsory arbitration	522	8.1
NCMB (union files a notice of strike/ preventive mediation)	242	3.8
Others	104	1.6

Note: Details may not add up to totals due to multiple response.

Source of data: Bureau of Labor and Employment Statistics, 2003/2004 BLES Integrated Survey.