

Industrial Relations Practices ... in Wholly Foreign-Owned Establishments (Seventh 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 around 6,000 sample non-agricultural establishments employing 20 or more workers. It aims to provide integrated data sets on employment patterns, labor relations practices and occupational injuries at the workplace as basis for policy planning and program formulation.

This LABSTAT focuses on the various industrial relations practices in 1,200 wholly foreign-owned establishments.



... as to balancing work and family life

Survey results showed that a large percentage (7 out of 10) of the 1,200 wholly foreign-owned establishments implement work and family programs.

About 6 out of 10 of the establishments allow extended maternity leave and paternity leave without pay. Others provide leave benefits to take care of sick family members (33.7%); implement family planning service/reproductive health programs (34.9%) and adopt flexible work arrangements (37.9%).

... as to flexible work arrangements

A total of 455 covered establishments adopt flexible working arrangements. Of these, slightly more than half (52.5%) implement sliding flexible work schedule (flexi-time). Around 4 out of 10 allow a compressed workweek schedule.

Other establishments (20.0%) maintain a pool of workers who are on standby and called only when needed to do a job. About 17.1 percent allow employees to go on career breaks of up to six months.

A few (9.4%) resort to job enhancing rather than cut down workforce. A small percentage (1.3%) adopt the teleworking arrangement where an employee is allowed to work at home but constantly communicates with his supervisor or employer.

... as to workers' participation in decision and policy making processes

Workers' participation in decision and policymaking processes are instituted through the committees and mechanisms created at the workplace. Among the mechanisms organized by employers and their corresponding percentage shares are:

Safety and Health Committee	69.1%
Suggestion Scheme	47.6%
Productivity Improvement Committee	35.7%
Quality and Productivity Circles	36.6%
Grievance Machinery	36.2%

... as to means of pursuing grievances

Complaints in most establishments are usually aired verbally by employees through their supervisors/shop steward (72.9%) or to other responsible persons in the company (63.2%).

Meanwhile, in 44.2 percent of the establishments, complaints or grievances are written or filed by the employee himself or with the help of co-employees (18.6%).

... as to mode of settling grievances

There are several ways of settling grievances at the workplace. Most of the establishments claimed grievances are either resolved by top management (82.4%) or by the immediate supervisor (59.6%). Very few grievances are resolved through the grievance machinery (20.2%) or through the Labor Management Council/Committee (13.9%).

... as to mode of disposition for unresolved grievances

A total of 518 foreign-owned establishments with unresolved grievances identified several preferences in the settlement of complaints or grievances. Some 315 (60.8%) opt for voluntary arbitration while others elevate their issues to the DOLE Regional offices (32.6%) or refer them for compulsory arbitration (14.5%).

Only 11.2 percent (58) reported that grievances/complaints led to the filing of notice/s strikes or requests for preventive mediation at the National Conciliation and Mediation Board.

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: **527-5506** E mail: lrtd@manila-online.net or bleslrtd@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 FOREIGN-OWNED ESTABLISHMENTS
EMPLOYING 20 OR MORE WORKERS BY SELECTED INDUSTRIAL RELATIONS
PRACTICES, PHILIPPINES: 2003**

PRACTICES	Number	Percent
Balancing Work and Family Life		
TOTAL	1,200*	100.0
Implements work and family programs	950	79.2
Allows extended maternity leave without pay	741	61.8
Male employees are allowed extended paternity leave without pay	740	61.7
Adopts flexible work arrangements	455	37.9
Implements family planning service/reproductive health programs	419	34.9
More leave benefits to care for sick family member	404	33.7
Male employees are allowed extended paternity leave with pay	189	15.8
Allows extended maternity leave with pay	175	14.6
Allows worker with sick/elderly family a special work arrangement and necessary wage adjustment	175	14.6
Allows woman worker with newly born child a special work arrangement and necessary wage adjustments	121	10.1
Facilities provided for employees with children	42	3.5
Flexible Work Arrangements		
TOTAL	455*	100.0
Sliding flexible work schedule	239	52.5
Compressed workweek	177	38.9
On-call	91	20.0
Career break	78	17.1
Job-enhancing	43	9.4
Teleworking	6	1.3
Mechanism for Workers' Participation		
TOTAL	1,200*	100.0
Safety and Health Committee	829	69.1
Suggestion Scheme	571	47.6
Quality and Productivity Circles	439	36.6
Grievance Machinery	434	36.2
Productivity Improvement Committee	428	35.7
Joint Committee/Task Forces	387	32.2
Labor Management Council/Committee	291	24.2

**Table A. NUMBER AND PERCENT SHARE OF FOREIGN-OWNED ESTABLISHMENTS
EMPLOYING 20 OR MORE WORKERS BY SELECTED INDUSTRIAL RELATIONS
PRACTICES, PHILIPPINES: 2003 (cont'd)**

PRACTICES	Number	Percent
Means of Pursuing Grievances		
Total	789*	100.0
The employees airs his/hers grievance verbally directly thru his/her supervisor/shop steward	575	72.9
The employees airs his/hers grievance verbally directly to other responsible persons in the company	499	63.2
The employees him/herself files a written complaint/notice of grievance	349	44.2
The employee files a written complaint/notice of grievance with the assistance of co-employees	148	18.6
The employee airs his/her grievance verbally directly to any union official	74	9.4
The employee files a written complaint/notice of grievance with the assistance of the union	63	8.0
Mode of Settling Grievances		
Total	789*	100.0
Resolved by top management	650	82.4
Resolved by the immediate supervisor	470	59.6
Through the grievance machinery	159	20.2
Through the Labor Management Council/Committee	110	13.9
Resolved by a union official	24	3.0
No policy	1	0.1
Mode of Disposition		
Total	518*	100.0
Voluntary Arbitration	315	60.8
DOLE Regional Office	169	32.6
Compulsory Arbitration	75	14.5
National Conciliation and Mediation Board (NCMB) (union files a notice of strike or request for preventive mediation)	58	11.2

* Details will not add to total due to multiple response