

INDUSTRIAL RELATIONS PRACTICES

Job Related Training Provided ...

(Third 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 the 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 focuses on the job-related training programs provided to employees in 2003.



... for managers/ executives

Survey results show that 4 out of 10 non-agricultural establishments employing 20 and over nationwide provided job-

related trainings for managers/executives.
Table 1

Establishments engaged in mining and quarrying were most generous in providing job-related training programs for managers. About 87.5 percent of the establishments covered in the industry reported the existence of such practice. This was followed closely by electricity, gas and water supply (75.3 percent). Other industry groups with more than 50.0 percent share were financial intermediation (60.4%), hotels and restaurants (52.2%), health and social work except public, medical, dental and other health services (51.5%) and private education services (50.6%). Establishments engaged in construction provided the least at 30.0 percent.

As to type of ownership, majority of wholly foreign-owned establishments (71.4%)

had programs for managers and executives. In contrast, this privilege was enjoyed only by 39.7 percent of the wholly Filipino-owned establishments.

It is noteworthy that a large proportion of establishments with unions (52.7%) provided training for managers/executives than in non-unionized establishments (40.5%).

The top five training programs attended by managers/executives were:

<i>Managerial/Supervisory/Leadership</i>	70.3
<i>Business Planning/Market Forecasting</i>	43.7
<i>Team Building</i>	40.8
<i>Sales and Marketing</i>	37.0
<i>Financial Management</i>	36.9

...for supervisors/foremen

Some 9,515 (39.4%) establishments had training programs for supervisors/foremen.

Mining and quarrying and electricity, gas and water supply likewise topped the list of establishments providing job-related trainings for supervisors and foremen at 87.5 percent and 71.2 percent, respectively. The construction

industry ranked third with 49.3 percent share. On the other hand, the least provider were establishments belonging to other community, social and personal service activities at 33.8 percent.

By type of ownership, majority of wholly foreign-owned establishments (66.1%) provided job-related trainings to supervisors and foremen. Only 37.0 percent emerged from wholly Filipino-owned establishments.

More than half of unionized establishments (51.9%) conducted job-related trainings to supervisors/foremen while only a little over one third (37.4%) of non-unionized establishments had conducted such trainings.

The top five training programs attended by supervisors/foremen were:

<i>Managerial/Supervisory/Leadership</i>	56.5
<i>Team Building</i>	42.2
<i>Occupational Safety and Health</i>	38.2
<i>Skills Upgrading</i>	35.6
<i>Productivity Improvement</i>	33.5

... for rank and file employees

One out of seven establishments or a total of 3,785 establishments provided job-related trainings to their rank and file employees.

Industrywise, establishments engaged in private education services had the highest share at 27.9 percent. This was followed closely by hotels and restaurants (26.4%) and health and social work except public, medical, dental and other health services (22.7%). On the other hand, less than 10.0 percent each of the establishments in mining and quarrying and construction sectors provided such trainings.

As in the other occupational categories, wholly foreign-owned establishments had the biggest share with 29.5 percent. Meanwhile, only 15.3 percent of locally-owned establishments and 11.9 percent of those with foreign equity had trainings for their rank and file employees.

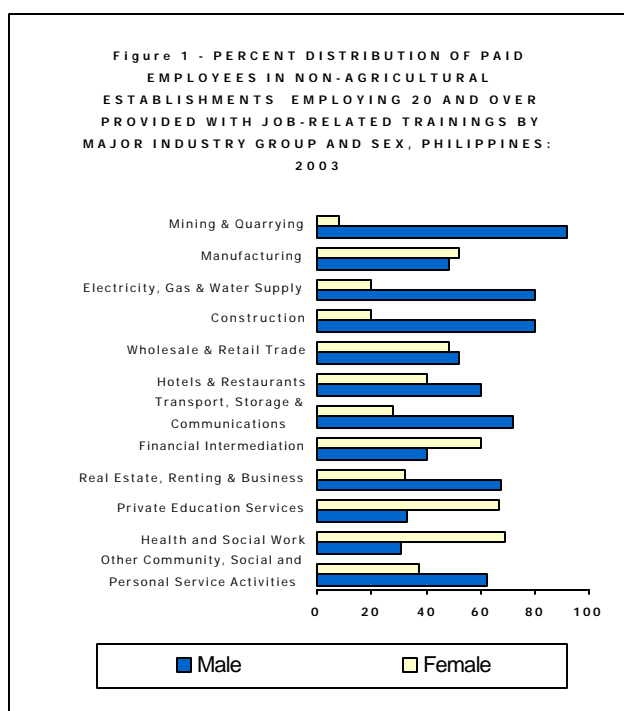
Unionized establishments (18.0%) provided more job-related trainings to workers than in non-unionized establishments (15.3%).

The top five training programs attended by rank and file employees were:

<i>Team Building</i>	40.5
<i>Occupational Safety and Health</i>	38.1
<i>Skills Upgrading</i>	28.0
<i>Communication Skills</i>	26.6
<i>Productivity Improvement</i>	24.4

... in terms of number of employees

The total number of employees given job-related training in 2003 reached 810,577, of whom 52.4 percent (424,660) were male and 47.6 percent (385,917) were female.



Males outnumbered their female counterparts in training attendance particularly in traditionally male dominated sectors such as mining (92.0% vs. 8.0%), electricity, gas and water supply (80.6% vs. 19.4%) and construction (80.0% vs. 20.0%). There were fairly large number of female participants in the following sectors: manufacturing at (51.5%), financial intermediation (59.8%), private education services (67.2%) and health and social work (69.0%).

As to the type of ownership, more men than women in wholly Filipino-owned establishments (56.1% vs. 43.9%) and those with foreign equity at (54.9% vs. 45.1%) had attended various training programs. However, more female employees were provided trainings in wholly foreign-owned establishments at 59.8 percent. *Table 2*

Three men for every two women were given job-related trainings in establishments with unions while almost the same proportion of male (51.5%) and female (48.5%) employees had trainings in non-unionized establishments.

Table 1 – NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER WHICH PROVIDED JOB-RELATED TRAININGS BY MAJOR INDUSTRY GROUP AND OCCUPATIONAL CATEGORY, PHILIPPINES: 2003

MAJOR INDUSTRY GROUP/TYPE OF OWNERSHIP/WITH OR WITHOUT UNION	Total Number of Establishments	Managers/ Executives		Supervisors/ Foremen		Rank and File	
		Number	Percent Share	Number	Percent Share	Number	Percent Share
Total	24,154	10,192	42.2	9,515	39.4	3,785	15.7
Mining and Quarrying	48	42	87.5	42	87.5	2	4.2
Manufacturing	6,545	2,255	34.5	2,529	38.6	803	12.3
Electricity, Gas and Water Supply	417	314	75.3	297	71.2	79	18.9
Construction	896	269	30.0	442	49.3	78	8.7
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal Household Goods	5,595	2,246	40.1	2,050	36.6	730	13.0
Hotels and Restaurants	2,387	1,247	52.2	866	36.3	631	26.4
Transportation, Storage and Communications	1,593	592	37.2	657	41.2	181	11.4
Financial Intermediation	1,123	678	60.4	444	39.5	156	13.9
Real Estate, Renting and Business Activities	2,112	859	40.7	806	38.2	263	12.5
Private Education Services	2,202	1,114	50.6	909	41.3	615	27.9
Health and Social Work Except Public, Medical, Dental and Other Health Services	563	290	51.5	247	43.9	128	22.7
Other Community, Social and Personal Service Activities	669	286	32.9	226	33.8	118	17.6
Wholly Filipino	20,774	8,248	39.7	7,678	37.0	3,171	15.3
Wholly Foreign	1,200	857	71.4	793	66.1	354	29.5
With Foreign Equity	2,180	1,087	49.9	1,043	47.8	259	11.9
With Union	3,291	1,736	52.7	1,707	51.9	592	18.0
Without Union	20,863	8,456	40.5	7,808	37.4	3,193	15.3

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

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

Table 2 – NUMBER AND PERCENT DISTRIBUTION OF PAID EMPLOYEES IN NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER WHICH PROVIDED JOB-RELATED TRAININGS BY TYPE OF OWNERSHIP, WITH OR WITHOUT UNION AND BY SEX, PHILIPPINES: 2003

MAJOR INDUSTRY GROUP/TYPE OF OWNERSHIP/WITH OR WITHOUT UNION	Both Sexes	Male		Female	
		Number	Percent	Number	Percent
Total	810,577	424,660	52.4	385,917	47.6
Wholly Filipino	496,796	278,919	56.1	217,877	43.9
Wholly Foreign	180,973	72,781	40.2	108,192	59.8
With Foreign Equity	132,809	72,961	54.9	59,848	45.1
With Union	272,444	163,529	60.0	108,915	40.0
Without Union	538,132	261,131	48.5	277,001	51.5

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

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

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