

Table 1.1 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 2004

MAJOR INDUSTRY GROUP / TYPE OF OWNERSHIP	Total	Establishments with Union		Establishments with CBAs	
		Number	Percent Share	Number	Percent Share
Total	24,144	3,297	13.7	3,200	13.3
Mining & Quarrying	48	11	22.9	11	22.9
Manufacturing	6,505	1,390	21.4	1,372	21.1
Electricity, Gas & Water Supply	418	135	32.3	113	27.0
Construction	916	31	3.4	31	3.4
Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	5,578	580	10.4	559	10.0
Hotels & Restaurants	2,395	240	10.0	240	10.0
Transport, Storage & Communications	1,610	248	15.4	247	15.3
Financial Intermediation	1,097	326	29.7	296	27.0
Real Estate, Renting & Business Activities	2,132	64	3.0	63	3.0
Private Education Services	2,202	153	6.9	151	6.9
Health & Social Work Except Public, Medical, Dental and Other Health Services	563	50	8.9	48	8.5
Other Community, Social & Personal Service Activities	682	69	10.1	69	10.1
Wholly Filipino	20,816	2,526	12.1	2,430	11.7
Wholly Foreign	1,154	194	16.8	193	16.7
With Foreign Equity	2,174	577	26.5	577	26.5

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

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

Table 1.2 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 2004
(In thousands except percent)

MAJOR INDUSTRY GROUP / TYPE OF OWNERSHIP	Paid Employees	Union Membership		CBA Coverage	
		Number	Percent Share	Number	Percent Share
Total	2,393	389	16.3	415	17.3
Mining & Quarrying	11	6	54.5	6	54.5
Manufacturing	890	184	20.7	193	21.7
Electricity, Gas & Water Supply	59	18	30.5	18	30.5
Construction	84	2	2.4	2	2.4
Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	364	42	11.5	45	12.4
Hotels & Restaurants	126	8	6.3	9	7.1
Transport, Storage & Communications	188	56	29.8	59	31.4
Financial Intermediation	101	25	24.8	28	27.7
Real Estate, Renting & Business Activities	268	3	1.1	4	1.5
Private Education Services	189	22	11.6	26	13.8
Health & Social Work Except Public, Medical, Dental and Other Health Services	58	13	22.4	14	24.1
Other Community, Social & Personal Service Activities	55	11	20.0	11	20.0
Wholly Filipino	1,721	263	15.3	282	16.4
Wholly Foreign	333	41	12.3	44	13.2
With Foreign Equity	339	85	25.1	88	26.0

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

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

Table 1.3 NUMBER AND PERCENT DISTRIBUTION OF UNION MEMBERSHIP IN NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER BY MAJOR INDUSTRY GROUP AND TYPE OF OWNERSHIP, PHILIPPINES: JUNE 2004

(In thousands except percent)

MAJOR INDUSTRY GROUP / TYPE OF OWNERSHIP	Both Sexes	Male	Female
Total	389	64.7	35.3
Mining & Quarrying	6	96.5	3.5
Manufacturing	184	63.2	36.8
Electricity, Gas & Water Supply	18	85.9	14.1
Construction	2	95.9	4.1
Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	42	59.0	40.9
Hotels & Restaurants	8	69.2	30.8
Transport, Storage & Communications	56	87.1	12.9
Financial Intermediation	25	36.6	63.4
Real Estate, Renting & Business Activities	3	85.6	14.4
Private Education Services	22	44.2	55.8
Health & Social Work Except Public, Medical, Dental Other Health Services	13	33.6	66.4
Other Community, Social & Personal Service Activities	11	72.1	27.9
Wholly Filipino	263	69.9	30.1
Wholly Foreign	41	42.1	57.9
With Foreign Equity	85	59.2	40.8

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

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

**Table 1.4 NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS
EMPLOYING 20 AND OVER WITH CBA TO TOTAL ESTABLISHMENTS WITH UNION,
PHILIPPINES: JUNE 2004**

MAJOR INDUSTRY GROUP / TYPE OF OWNERSHIP	Establishments with Union	Establishments with CBA	Percent Share
Total	3,297	3,200	97.1
Mining & Quarrying	11	11	100.0
Manufacturing	1,390	1,372	98.7
Electricity, Gas & Water Supply	135	113	83.7
Construction	31	31	100.0
Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	580	559	96.4
Hotels & Restaurants	240	240	100.0
Transport, Storage & Communications	248	247	99.6
Financial Intermediation	326	296	90.8
Real Estate, Renting & Business Activities	64	63	98.4
Private Education Services	153	151	98.7
Health & Social Work Except Public, Medical, Dental Other Health Services	50	48	96.0
Other Community, Social & Personal Service Activities	69	69	100.0
Wholly Filipino	2,526	2,430	96.2
Wholly Foreign	194	193	99.5
With Foreign Equity	577	577	100.0

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

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

**Table 1.5 NUMBER AND PERCENT SHARE OF CBA COVERAGE TO UNION MEMBERSHIP,
PHILIPPINES: JUNE 2004**
(In thousands except percent)

MAJOR INDUSTRY GROUP / TYPE OF OWNERSHIP	Union Membership	CBA Coverage	Percent
Total	389	415	106.7
Mining & Quarrying	6	6	100.0
Manufacturing	184	193	104.9
Electricity, Gas & Water Supply	18	18	100.0
Construction	2	2	100.0
Wholesale & Retail Trade; Repair of Motor Motorcycles and Personal and Household	42	45	107.1
Hotels & Restaurants	8	9	112.5
Transport, Storage & Communications	56	59	105.4
Financial Intermediation	25	28	112.0
Real Estate, Renting & Business Activities	3	4	133.3
Private Education Services	22	26	118.2
Health & Social Work Except Public, Medical, Other Health Services	13	14	107.7
Other Community, Social & Personal Service	11	11	100.0
Wholly Filipino	263	282	107.2
Wholly Foreign	41	44	107.3
With Foreign Equity	85	88	103.5

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

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

Table 2.1 - NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER BY PRACTICES ON BALANCING WORK AND FAMILY LIFE, MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP AND WITH OR WITHOUT UNION, PHILIPPINES: 2003

MAJOR INDUSTRY GROUP / TYPE OF OWNERSHIP / WITH OR WITHOUT UNION	Total	Adopts flexible work arrangements	Allows extended maternity leave with pay	Allows extended maternity leave w/o pay	Leave benefits to care for sick family members	Male employees are allowed extended paternity leave with pay	Male employees are allowed extended paternity leave w/o pay	Facilities for employees with children	Allows woman worker with newly born child - special work arrangement	Allows worker with sick/ elderly family - special work arrangement	Impleme nts work and family programs	Implements family planning service/ reproductive health programs
Total	24,154	33.8	26.5	55.5	40.1	22.0	50.9	6.2	21.1	22.4	62.0	22.5
Mining & Quarrying	48	12.5	12.5	27.1	14.6	75.0	25.0	6.3	4.2	4.2	91.7	27.1
Manufacturing	6,545	31.9	20.2	53.5	36.5	18.1	50.6	4.9	20.0	20.1	60.1	27.0
Electricity, Gas & Water	417	51.1	37.9	58.5	47.2	42.2	51.8	8.4	10.8	13.9	72.7	25.2
Construction	898	35.1	34.6	52.9	40.6	30.3	55.9	6.7	19.3	21.4	55.3	18.2
Wholesale & Retail Trade; of Motor Vehicles, Motorcycles and Personal	5,595	26.7	22.9	58.9	43.1	20.6	51.8	4.4	20.7	23.3	61.9	17.8
Hotels & Restaurants	2,387	46.5	34.4	55.3	46.9	28.7	53.5	6.2	24.8	27.5	56.3	14.2
Transport, Storage &	1,593	32.2	31.2	46.8	40.1	23.4	50.8	5.1	21.6	20.5	67.3	19.9
Financial Intermediation	1,123	27.1	33.0	54.0	37.8	25.7	47.9	2.6	8.3	9.5	65.0	16.7
Real Estate, Renting &	2,112	36.1	27.9	58.6	33.1	20.5	54.1	2.7	26.2	23.7	60.0	11.8
Private Education Services	2,202	32.7	31.9	54.1	41.0	22.1	44.2	13.4	22.1	24.5	68.6	34.1
Health & Social Work Except Public, Medical, Dental and Other Health Services	563	58.1	26.6	69.1	45.8	13.1	51.2	30.0	38.9	40.9	72.6	62.0
Other Community, Social & Personal Service Activities	669	45.7	29.0	56.8	40.8	23.8	49.3	6.7	17.2	25.3	61.6	29.3
Wholly Filipino	20,774	32.7	27.5	54.8	40.2	22.0	49.5	6.5	21.2	22.8	60.3	21.5
Wholly Foreign	1,200	37.9	14.6	61.8	33.7	15.8	61.7	3.5	10.1	14.6	79.2	34.9
With Foreign Equity	2,180	41.7	23.9	58.6	42.4	25.1	58.2	4.2	25.6	22.2	68.9	25.3
With Union	3,291	31.0	23.7	54.0	47.4	26.5	51.9	6.2	11.5	15.3	65.4	37.1
Without Union	20,863	34.2	27.0	55.7	38.9	21.3	50.8	6.2	22.6	23.5	61.5	20.2

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

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

Table 2.2 - NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER WITH FLEXIBLE WORK ARRANGEMENTS BY TYPE OF FLEXIBLE WORK ARRANGEMENTS, MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP AND WITH OR WITHOUT UNION, PHILIPPINES: 2003

MAJOR INDUSTRY GROUP / TYPE OF OWNERSHIP / WITH OR WITHOUT UNION	Total	Compressed workweek	Sliding flexible work schedule	On-call	Tele- working	Job- sharing	Career breaks	Others
Total	8,155	31.3	50.6	28.9	2.8	14.2	21.3	1.3
Mining & Quarrying	6	33.3	50.0	33.3	-	-	16.7	-
Manufacturing	2,087	37.4	47.1	25.1	3.1	17.9	14.9	0.8
Electricity, Gas & Water Supply	213	37.6	31.0	26.8	-	12.7	35.7	0.5
Construction	315	21.6	45.4	52.7	19.4	16.8	17.8	-
Wholesale & Retail Trade; of Motor Vehicles, Motorcycles and Personal and Household	1,494	18.5	60.9	23.1	2.0	16.9	15.9	2.4
Hotels & Restaurants	1,110	43.2	51.0	32.9	-	10.0	17.1	-
Transport, Storage &	513	31.0	43.5	42.5	6.0	13.8	26.5	-
Financial Intermediation	304	23.0	69.4	10.5	3.3	7.6	27.3	0.3
Real Estate, Renting & Business	762	32.9	55.1	28.3	1.0	9.8	24.7	2.2
Private Education Services	720	32.6	38.9	16.3	3.1	14.2	37.9	2.2
Health & Social Work Except Public, Medical, Dental and Other Health Services	327	29.4	49.2	65.1	-	14.1	36.1	0.3
Other Community, Social & Personal Service Activities	306	17.0	51.3	34.6	-	9.2	24.2	4.2
Wholly Filipino	6,792	31.0	49.7	29.9	2.7	14.4	21.3	1.5
Wholly Foreign	455	38.9	52.5	20.0	1.3	9.5	17.1	0.4
With Foreign Equity	908	29.5	55.5	26.0	4.1	15.1	23.7	0.1
With Union	1,021	37.7	44.4	16.4	0.2	11.0	29.7	0.4
Without Union	7,134	30.3	51.4	30.7	3.1	14.7	20.1	1.4

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

Details may not add to totals due to multiple responses.

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

Table 2.3 - NUMBER AND PERCENT DISTRIBUTION OF PAID EMPLOYEES COVERED BY FLEXIBLE WORK ARRANGEMENTS IN NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER BY TYPE OF FLEXIBLE WORK ARRANGEMENTS, MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP AND WITH OR WITHOUT UNION, PHILIPPINES: 2003

MAJOR INDUSTRY GROUP / TYPE OF OWNERSHIP / WITH OR WITHOUT UNION	Average Employees	Compressed workweek	Sliding flexible work schedule	On-call	Tele-working	Job-sharing	Career breaks	Others
Total	915,665	12.7	8.7	3.0	0.1	1.9	1.8	0.3
Mining & Quarrying	908	6.8	9.6	0.4	-	-	0.1	-
Manufacturing	325,520	17.5	5.6	1.8	0.2	2.2	1.2	0.1
Electricity, Gas & Water Supply	31,570	7.2	4.7	8.2	-	0.5	2.7	-
Construction	22,637	18.6	4.9	5.9	0.8	1.2	1.4	-
Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household	124,674	29.8	24.8	2.1	0.2	4.2	3.2	2.1
Hotels & Restaurants	64,752	9.5	11.2	3.6	-	2.9	1.9	-
Transport, Storage & Financial Intermediation	78,273	28.2	15.6	25.2	0.4	4.6	9.6	-
Real Estate, Renting & Business	31,885	1.0	6.9	0.3	0.0	0.2	0.3	0.0
Private Education Services	94,330	9.9	14.7	3.5	0.1	1.6	1.9	0.1
Health & Social Work Except Public, Medical, Dental and Other Health Services	83,591	15.7	18.4	2.8	0.8	2.7	8.0	0.9
Other Community, Social & Personal Service Activities	30,266	7.5	5.7	4.5	-	0.3	0.9	0.5
	27,261	2.9	13.0	1.7	-	2.6	1.0	0.8
Wholly Filipino	650,530	9.8	9.3	3.4	0.1	1.6	1.7	0.4
Wholly Foreign	138,696	21.1	6.6	1.2	0.2	1.2	0.7	0.0
With Foreign Equity	126,440	18.3	8.3	3.3	0.1	4.1	3.0	0.1
With Union	263,619	11.0	6.7	2.9	0.0	0.9	2.3	0.0
Without Union	652,047	13.3	9.5	3.1	0.2	2.3	1.5	0.4

*Note: Details may not add to total due to rounding.
Details may not add to totals due to multiple responses.*

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

Table 3.1 - NUMBER AND PERCENT DISTRIBUTION OF PAID EMPLOYEES IN NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER WITH JOB-RELATED TRAINING BY MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP, WITH OR WITHOUT UNION AND SEX, PHILIPPINES: 2003

MAJOR INDUSTRY GROUP / TYPE OF OWNERSHIP / WITH OR WITHOUT UNION	Both Sexes	Sex	
		Male	Female
Total	810,577	52.4	47.6
Mining & Quarrying	2,420	92.0	7.9
Manufacturing	319,018	48.5	51.5
Electricity, Gas & Water Supply	25,976	80.6	19.4
Construction	12,062	80.0	20.0
Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal Household Goods	114,221	51.7	48.3
Hotels & Restaurants	47,486	60.1	39.9
Transport, Storage &	61,829	72.1	27.9
Financial Intermediation	49,167	40.2	59.8
Real Estate, Renting & Business	65,509	67.6	32.4
Private Education Services	77,356	32.8	67.2
Health & Social Work Except Public Medical, Dental and Other Health Services	20,965	31.0	69.0
Other Community, Social & Personal Service Activities	14,568	62.5	37.5
Wholly Filipino	496,796	56.1	43.9
Wholly Foreign	180,973	40.2	59.8
With Foreign Equity	132,809	54.9	45.1
With Union	272,444	60.0	40.0
Without Union	538,132	48.5	51.5

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

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

Table 3.2 - NUMBER AND PERCENT DISTRIBUTION OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER WHICH PROVIDED JOB-RELATED TRAINING BY MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP, WITH OR WITHOUT UNION AND OCCUPATIONAL CATEGORY, PHILIPPINES: 2003

MAJOR INDUSTRY GROUP / TYPE OF OWNERSHIP / WITH OR WITHOUT UNION	Managers / Executives	Supervisors / Foremen	Rank and File
Total	10,192	9,515	3,785
Mining & Quarrying	0.4	0.4	0.1
Manufacturing	22.1	26.6	21.2
Electricity, Gas & Water Supply	3.1	3.1	2.1
Construction	2.6	4.6	2.1
Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal Household Goods	22.0	21.5	19.3
Hotels & Restaurants	12.2	9.1	16.7
Transport, Storage & Communications	5.8	6.9	4.8
Financial Intermediation	6.7	4.7	4.1
Real Estate, Renting & Business Activities	8.4	8.5	6.9
Private Education Services	10.9	9.6	16.2
Health & Social Work Except Public Medical, Dental and Other Health Services	2.8	2.6	3.4
Other Community, Social & Personal Service Activities	2.8	2.4	3.1
Wholly Filipino	80.9	80.7	83.8
Wholly Foreign	8.4	8.3	9.4
With Foreign Equity	10.7	11.0	6.8
With Union	17.0	17.9	15.6
Without Union	83.0	82.1	84.4

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

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

Table 3.3 - NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER WHICH PROVIDED JOB-RELATED TRAINING BY TYPE OF TRAINING AND OCCUPATIONAL CATEGORY, PHILIPPINES: 2003

TYPE OF TRAINING	Managers / Executives	Supervisors / Foremen	Rank and File
Total	10,192	9,515	3,785
Managerial/Supervisory/Leadership	70.3	56.5	11.0
Business planning/ market forecasting	43.7	23.4	5.8
Financial management	36.9	19.4	2.2
Sales and marketing	37.0	30.5	18.5
Information & communication technology	21.7	24.9	14.6
Skills upgrading	22.7	35.6	28.0
Apprenticeship training	3.5	5.4	9.1
ISO trainings	16.9	17.6	16.4
Productivity improvement	27.5	33.5	24.4
Communication skills	24.5	29.1	26.6
Occupational safety and health	29.7	38.2	38.1
Team building	40.8	42.2	40.5
Stress management	17.6	15.5	9.7
Language	3.1	3.3	2.4
Others	6.3	6.8	7.6

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

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

Table 4 - NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER BY MECHANISMS FOR WORKERS' PARTICIPATION IN DECISION AND POLICY MAKING PROCESSES, MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP AND WITH OR WITHOUT UNION, PHILIPPINES: 2003

MAJOR INDUSTRY GROUP / TYPE OF OWNERSHIP / WITH OR WITHOUT UNION	Total	Labor- Management Council/ Committee	Grievance Machinery	Productivity Improvement Committee	Quality and Productivity Circles	Safety and Health Committee	Joint Committee/ Task Forces	Suggestion Schemes	Others
Total	24,154	20.2	26.3	29.5	30.0	46.9	18.4	39.2	1.8
Mining & Quarrying	48	22.9	22.9	16.7	79.2	95.8	20.8	83.3	4.2
Manufacturing	6,545	26.1	31.8	36.1	39.4	55.4	16.4	37.5	2.0
Electricity, Gas & Water Supply	417	33.1	65.7	37.4	32.1	59.2	42.2	47.0	1.7
Construction	898	13.1	14.4	28.1	27.7	54.5	12.6	32.6	-
Wholesale & Retail Trade; of Motor Vehicles, Motorcycles and Personal and Household	5,595	15.5	18.4	23.9	22.2	40.6	14.9	37.6	1.6
Hotels & Restaurants	2,387	19.1	26.4	33.8	37.0	50.9	17.9	41.2	1.7
Transport, Storage &	1,593	20.8	31.6	23.9	19.5	46.7	18.9	43.9	0.4
Financial Intermediation	1,123	25.0	24.8	30.5	20.9	23.3	23.4	39.1	2.8
Real Estate, Renting & Business	2,112	15.1	18.3	19.7	22.3	34.5	18.5	38.5	0.4
Private Education Services	2,202	20.8	31.7	29.7	28.8	47.2	24.8	41.3	4.8
Health & Social Work Except Public, Medical, Dental and	563	19.0	30.4	37.7	46.4	64.1	29.3	49.7	2.3
Other Health Services Other Community, Social & Personal Service Activities	669	13.6	22.7	30.5	32.0	46.0	22.1	37.7	1.3
Wholly Filipino	20,774	18.4	24.6	28.4	29.4	44.5	16.9	38.0	1.5
Wholly Foreign	1,200	24.3	36.2	35.7	36.6	69.1	32.3	47.6	6.9
With Foreign Equity	2,180	35.9	36.7	37.0	32.3	58.1	25.5	46.3	1.8
With Union	3,291	54.4	65.1	40.1	40.2	61.1	26.0	41.9	1.6
Without Union	20,863	14.9	20.1	27.9	28.4	44.7	17.2	38.8	1.9

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

Details may not add to totals due to multiple responses.

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

Table 5.1 - NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER WITH GRIEVANCES/COMPLAINTS RAISED BY EMPLOYEES BY TYPE OF GRIEVANCE/COMPLAINT, MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP AND WITH OR WITHOUT UNION, PHILIPPINES: 2003

MAJOR INDUSTRY GROUP / TYPE OF OWNERSHIP / WITH OR WITHOUT UNION	Total	Wage increases/ Allowances/ Bonuses	Job grading/ classification	Promotion/ career development/ internal transfers	Physical working conditions/ health and safety	Work practices/ workload allocations	Working time/ annual leave/ time-off work	Performance appraisal	Sex discrimination	Sexual harassment	Relationship with supervisors/ line managers	Bullying at work	Matters relating to company rules and regulations etc.	Matters relating to economic provisions of the CBA	Matters relating to non-economic provisions of the CBA	Other unfair labor practices	Others
Total	12,324	67.0	26.5	27.2	23.1	29.3	25.3	30.3	0.7	2.4	27.9	9.4	45.7	3.7	2.5	1.7	0.7
Mining & Quarrying	42	92.9	14.3	14.3	83.3	78.6	81.0	9.5	-	-	7.1	-	90.5	2.4	-	2.4	-
Manufacturing	3,575	62.5	24.2	23.2	27.0	26.5	26.0	28.9	0.9	3.0	32.4	11.0	47.2	5.4	3.6	2.0	1.2
Electricity, Gas & Water Supply	240	42.9	27.1	27.9	21.7	27.5	15.4	30.4	0.8	2.5	29.6	7.9	65.4	7.5	7.9	2.1	0.8
Construction	416	75.0	18.3	19.0	39.2	37.0	28.6	32.0	0.2	1.2	20.0	3.8	43.5	5.3	5.3	0.5	-
Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household	2,561	63.2	26.0	23.7	18.1	23.6	24.6	25.4	0.7	3.1	22.0	10.9	47.2	2.2	1.2	2.5	-
Hotels & Restaurants	1,248	53.4	27.4	38.2	21.8	23.0	26.7	23.4	-	1.3	25.7	6.6	44.9	0.3	0.3	1.0	1.0
Transport, Storage &	928	81.4	29.6	25.1	22.2	32.0	22.6	36.0	0.2	1.5	33.9	9.8	49.2	5.3	0.9	0.6	0.2
Financial Intermediation	675	75.9	28.4	44.0	9.9	34.8	17.6	44.4	2.4	4.7	36.1	13.5	36.3	7.0	8.6	2.2	-
Real Estate, Renting & Business	973	79.4	30.2	39.5	22.4	38.7	34.7	41.1	0.2	0.5	31.3	7.7	52.9	0.5	0.2	0.8	-
Private Education Services	1,021	69.9	27.9	21.5	24.6	37.9	16.7	28.2	0.2	1.5	19.9	1.9	34.2	4.5	2.2	1.3	2.2
Health & Social Work Except Public, Medical, Dental and Other Health Services	347	84.4	30.0	14.4	32.3	30.8	39.8	36.6	0.3	3.5	30.8	19.3	43.8	2.0	1.7	0.3	-
Other Community, Social & Personal Service Activities	300	78.3	33.0	35.7	15.0	40.3	17.3	34.0	3.0	1.3	20.7	8.0	26.7	2.3	1.3	1.3	-
Wholly Filipino	10,298	66.9	26.2	25.8	22.4	29.7	25.3	28.4	0.7	1.8	26.6	9.7	44.6	2.8	1.8	1.6	0.7
Wholly Foreign	789	72.5	37.3	44.6	21.3	38.7	27.2	46.5	1.4	8.9	45.1	8.6	52.5	4.6	3.0	1.1	1.0
With Foreign Equity	1,237	64.0	22.7	28.5	30.7	20.6	23.4	36.1	0.5	3.1	27.7	7.2	50.8	10.5	7.5	2.8	0.2
With Union	1,983	60.7	20.8	25.9	21.9	22.9	21.4	23.5	0.5	3.8	26.2	11.6	59.3	20.6	13.2	4.1	0.7
Without Union	10,341	68.2	27.6	27.5	23.4	30.6	26.0	31.6	0.7	2.1	28.2	9.0	43.1	0.4	0.4	1.2	0.6

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

Details may not add to totals due to multiple responses.

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

Table 5.2 - NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER WITH GRIEVANCES/COMPLAINTS RAISED BY EMPLOYEES BY MEANS OF PURSUING GRIEVANCES, MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP AND WITH OR WITHOUT UNION, PHILIPPINES: 2003

MAJOR INDUSTRY GROUP / TYPE OF OWNERSHIP / WITH OR WITHOUT UNION	Total	The employee him/herself files a written complaint	The employee files a written complaint with union assistance	The employee files a written complaint with co- employees assistance	The employee airs his/her grievance thru supervisor	The employee airs his/her grievance thru any union official	The employee airs his/her grievance thru respon- sible persons in company	Others
Total	12,324	28.7	8.1	10.8	59.5	7.6	59.3	2.2
Mining & Quarrying	42	81.0	14.3	2.4	92.9	16.7	88.1	4.8
Manufacturing	3,575	24.4	13.0	11.1	56.9	12.3	57.9	1.8
Electricity, Gas & Water Supply	240	48.8	20.4	18.3	65.0	22.5	50.0	0.8
Construction	416	27.9	5.3	9.6	53.6	0.2	56.0	0.2
Wholesale & Retail Trade; of Motor Vehicles, Motorcycles and Personal and Household	2,561	19.5	4.7	5.6	62.4	4.5	63.8	2.6
Hotels & Restaurants	1,248	24.2	2.4	8.3	62.9	3.4	63.5	2.0
Transport, Storage &	928	39.1	12.8	12.3	55.4	9.8	60.8	6.4
Financial Intermediation	675	36.0	17.2	13.2	55.7	12.4	35.9	2.1
Real Estate, Renting & Business	973	33.8	0.3	15.8	64.2	0.5	65.5	1.8
Private Education Services	1,021	41.5	4.1	14.4	53.7	7.0	58.9	1.7
Health & Social Work Except Public, Medical, Dental and Other Health Services	347	34.6	4.6	12.4	73.8	4.9	61.4	0.3
Other Community, Social & Personal Service Activities	300	39.0	5.7	18.7	60.7	4.3	53.7	0.3
Wholly Filipino	10,298	27.6	6.5	9.9	59.4	6.9	59.9	2.4
Wholly Foreign	789	44.2	8.0	18.8	72.9	9.4	63.2	1.3
With Foreign Equity	1,237	28.1	21.8	13.1	51.7	12.7	52.0	1.6
With Union	1,983	34.2	49.0	7.5	49.0	44.4	37.7	0.4
Without Union	10,341	27.6	-	11.5	61.6	-	63.4	2.6

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

Details may not add to totals due to multiple responses.

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

Table 5.3 - NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER WITH GRIEVANCES/COMPLAINTS RAISED BY EMPLOYEES BY MODE OF SETTLING GRIEVANCES, MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP AND WITH OR WITHOUT UNION, PHILIPPINES: 2003

MAJOR INDUSTRY GROUP / TYPE OF OWNERSHIP / WITH OR WITHOUT UNION	Total	Through the grievance machinery	Through the LMC	Resolved by the immediate supervisor	Resolved by a union official	Resolved by top manage- ment	Others
Total	12,324	14.4	9.5	57.7	3.7	67.1	0.5
Mining & Quarrying	42	7.1	14.3	90.5	4.8	90.5	-
Manufacturing	3,575	17.5	13.3	48.7	6.0	66.7	0.1
Electricity, Gas & Water Supply	240	42.1	24.6	60.0	12.5	49.6	0.4
Construction	416	11.1	-	59.4	0.2	62.7	-
Wholesale & Retail Trade; of Motor Vehicles, Motorcycles and Personal and Household	2,561	6.1	5.4	63.6	4.6	65.3	0.5
Hotels & Restaurants	1,248	10.5	2.1	59.5	1.3	68.9	-
Transport, Storage &	928	19.3	14.9	61.0	2.9	66.8	1.6
Financial Intermediation	675	23.1	11.0	56.1	3.1	55.9	2.1
Real Estate, Renting & Business	973	11.7	6.2	70.1	0.2	73.2	0.2
Private Education Services	1,021	19.1	11.9	54.8	1.4	72.7	-
Health & Social Work Except Public, Medical, Dental and Other Health Services	347	6.3	14.7	53.0	2.0	82.4	-
Other Community, Social & Personal Service Activities	300	15.3	8.0	65.3	2.7	64.3	4.3
Wholly Filipino	10,298	12.5	8.1	57.6	3.3	66.3	0.6
Wholly Foreign	789	20.2	13.9	59.6	3.0	82.4	0.1
With Foreign Equity	1,237	26.5	18.4	57.4	7.8	63.5	0.1
With Union	1,983	47.1	32.5	50.5	23.0	52.1	0.1
Without Union	10,341	8.1	5.1	59.0	0.0	69.9	0.6

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

Details may not add to totals due to multiple responses.

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

Table 5.4 - NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER WITH UNRESOLVED GRIEVANCES BY MODE OF DISPOSITION, MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP AND WITH OR WITHOUT UNION, PHILIPPINES: 2003

MAJOR INDUSTRY GROUP / TYPE OF OWNERSHIP / WITH OR WITHOUT UNION	Total	Voluntary arbitration	Compulsory arbitration	NCMB (union files a notice of strike/ preventive mediation)	DOLE Regional Office	Others
Total	7,678	65.7	8.9	5.0	30.7	1.6
Mining & Quarrying	37	94.6	5.4	8.1	5.4	-
Manufacturing	2,347	64.6	10.6	7.4	29.9	1.3
Electricity, Gas & Water Supply	174	58.6	14.4	23.6	28.2	3.4
Construction	304	67.4	8.2	-	27.3	-
Wholesale & Retail Trade; of Motor Vehicles, Motorcycles and Personal and Household	1,440	62.3	4.2	3.3	37.0	2.1
Hotels & Restaurants	792	74.7	11.7	0.8	26.9	0.4
Transport, Storage & Financial Intermediation	643	62.1	10.0	10.7	29.1	0.2
Real Estate, Renting & Business	351	69.5	14.0	1.4	25.6	4.3
Private Education Services	501	60.9	8.0	0.8	34.7	3.4
Health & Social Work Except Public, Medical, Dental and Other Health Services	653	70.4	8.4	3.7	29.2	0.5
Other Community, Social & Personal Service Activities	227	76.2	8.8	2.6	16.3	5.7
	209	55.0	1.9	2.9	47.4	0.5
Wholly Filipino	6,445	67.8	8.1	3.8	29.5	1.6
Wholly Foreign	518	60.8	14.5	11.2	32.6	1.5
With Foreign Equity	715	49.9	12.4	11.7	40.0	1.1
With Union	1,472	65.6	9.4	25.5	25.9	1.0
Without Union	6,206	65.7	8.8	-	31.9	1.7

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

Details may not add to totals due to multiple responses.

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