

## Extent of Unionism and Collective Bargaining in Establishments: 2008

The Bureau of Labor and Employment Statistics (BLES) in coordination with the DOLE Regional Offices conducted the 2007/2008 BLES Integrated Survey (BITS) covering 6,460 non-agricultural sample establishments employing 20 or more workers nationwide. The main objective of the survey is to generate integrated data sets on employment of specific group of workers, occupational shortages and surpluses, safety and health practices, occupational injuries and diseases and labor cost of employees.

This series of LABSTAT Updates focuses on the results of the survey on the extent of unionism and collective bargaining in the country and on health and safety practices adopted/implemented by establishments.

Survey results on the unions and collective bargaining are estimates and not comparable with the published statistics based on administrative reports.

### Establishments with Unions



About 10.3% (2,520) of the total 24,457 non-agricultural establishments had unions in 2008. This is comparatively lower than the 12.1% (3,067 out of 25,349 establishments) reported in 2006. (Table 1)

Almost all industries reported a decline in establishments with union, except in private education services (+1.3 percentage points); mining and quarrying; and real estate, renting and business activities (0.4 percentage points, each) which posted slight increases in unionized establishments during the period.

Though electricity, gas and water supply industry still remained as the

most organized, it posted a drop in the proportion of establishments with unions from 27.1% in 2006 to 24.5% in 2008. Other industries which also posted decreasing shares were other community, social and personal service activities (from 10.7% to 6.1%); financial intermediation (from 21.4% to 18.0%); and manufacturing (from 21.6% to 18.4%). Construction was the least organized with only 1.5% from 6.8% in 2006.

As to type of ownership, 17.9% (407 out of 2,270) of establishments with foreign equity had unions, down from 23.7% in 2006. Far behind were wholly-Filipino-owned establishments with 9.6% and foreign-owned establishments with only 9.0%.

By employment size, more than one-fourth (27.5%) of those establishments with 200 or more workers had unions. Establishments with 100-199 employees came second with 18.2% share while establishments

employing 20–99 workers had the least at 6.8%.

**Union Membership**

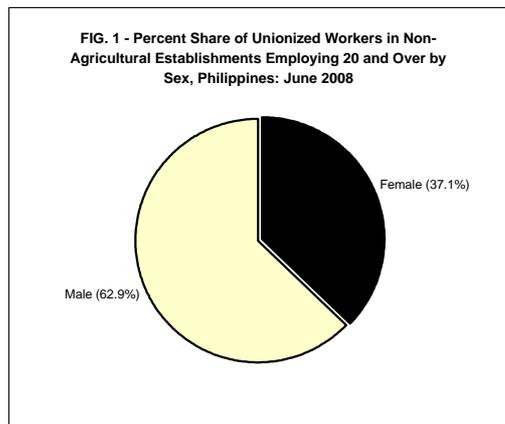
Membership of unions was at 373,296 or 12.5% of the 2.991 million employees in 2008. This is 1.4 percentage points (-27,373) than the 400,669 union members reported in 2006. (Table 2)

Disaggregated by industry, union membership share in 2008 was high in financial intermediation at 28.3% followed closely by establishments engaged in electricity, gas and water supply (27.2%) and in transport, storage and communications (27.1%).

Relatively, more workers in establishments with foreign equity were members of union (17.5%) than those in Filipino-owned (12.8%) and wholly-foreign-owned (6.4%) establishments.

About 1 out of every 6 workers (16.0%) in establishments with 200 or more workers was a member of a union. About 1 out of every 10 employees (10.4%) in establishments with 100-199 workers and only 1 out of every 19 employees (5.4%) in establishments with 20-99 workers. (Table 3)

By gender, males comprised 62.9% (234,977) of the total union membership while 37.1% (138,319) were females.



Source of data: BLES, 2007/2008 BLES Integrated Survey.

Males outnumbered females in almost all industries except in the services sector, specifically health and social work except public medical, dental and other health services; financial intermediation; and private education services where female union members accounted for 64.0%, 62.8% and 57.7%, of their respective total membership. (Table 3)

**Union Leadership**

Of the total establishments with unions, about 1 out of every 10 (10.7%) had a female union president. Notably, they were in health and social work except public medical, dental and other health services (29.8%); and private education services (26.3%). (Table 3)



While a relatively high proportion of union members were females in financial intermediation, only 12.8% had female presidents.

Female officers on the other hand, accounted for 21.4% (1 out of every 5 officers) of the total. Larger shares of female officers were in the following industries: private education services (45.7%); health and social work except public medical, dental and other health services (41.7%); wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods (34.3%); and financial intermediation (25.9%).

**Establishments with CBAs**

Almost all establishments with unions (96.8%) had CBAs. This is about 10.0% (2,440) of the total establishments employing 20 or more workers in 2008, a slight decline



from the 11.7% (2,967) in 2006. (Table 1)

By industry, mining and quarrying; and electricity, gas and water supply had the largest proportion of establishments with CBAs at 21.7%, each. Other industries with relatively high proportional shares were manufacturing (18.0%), financial intermediation (17.7%) and transport, storage and communications (14.3%). Establishments engaged in construction also reported the lowest CBA coverage with only 1.5%.

Based on type of ownership, about 17.7% of establishments with foreign equity had CBAs. Filipino-owned establishments posted a share at 9.2% while foreign-owned had the least share at 8.6%.

Notably, a little over one-fourth (26.5%) of the establishments with 200 or more workers had CBAs. Lower proportions were noted in establishments with 100-199 workers (17.6%) and in establishments with 20-99 workers (6.6%).

### **CBA Coverage**

Workers covered by CBAs in 2008 declined to 391,319 (13.1% of the 2.991 million employees) from 423,305 workers (14.7%) in 2006. CBA coverage in 2008 was high (3 out of every 10 employees) in electricity, gas and water supply and financial intermediation sectors. (Table 2)

Other major industry groups with large shares of CBA coverage were transport, storage and communications (27.6%); and health and social work except public medical, dental and other health services (21.3%). Lowest coverage was noted among workers in real estate, renting and business activities (0.9%).

Establishments partly foreign-owned posted the highest CBA coverage at 17.9% (87,745 out of 489,092 workers) while only 13.6% and 6.4% of the workers in wholly Filipino-owned and foreign-owned establishments, respectively, were covered by CBAs.

One out of every 6 employees (16.7%) in establishments with 200 or more workers was covered by a CBA. A smaller proportion (11.1%) was reported among establishments with 100-199 workers and only 5.6% in establishments with 20-99 employees.

About 3 out of every 5 workers covered by CBAs were males. As expected, a dominance of female coverage was noted in financial intermediation (64.2%), health and social work (63.0%) and private education services (58.2%). (Table 3)

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**TABLE 1 – Percent Share of Establishments with Union and With CBA to Total Non-Agricultural Establishments Employing 20 and Over by Major Industry Group, Type of Ownership and Employment Size, Philippines: 2006 & 2008 (June)**

Indicator	Total Establishments		With Union				With CBA			
	2006	2008	2006		2008		2006		2008	
			Number	% Share						
<b>TOTAL</b>	<b>25,349</b>	<b>24,457</b>	<b>3,067</b>	<b>12.1</b>	<b>2,520</b>	<b>10.3</b>	<b>2,967</b>	<b>11.7</b>	<b>2,440</b>	<b>10.0</b>
<b>Major Industry Group</b>										
Mining and Quarrying	80	60	17	21.3	13	21.7	17	21.3	13	21.7
Manufacturing	6,421	5,840	1,385	21.6	1,073	18.4	1,347	21.0	1,049	18.0
Electricity, Gas and Water Supply	501	552	136	27.1	135	24.5	120	24.0	120	21.7
Construction	734	618	50	6.8	9	1.5	50	6.8	9	1.5
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal Household Goods	5,472	5,407	427	7.8	343	6.3	426	7.8	335	6.2
Hotels and Restaurants	3,171	2,941	269	8.5	192	6.5	269	8.5	192	6.5
Transport, Storage and Communications	1,410	1,416	222	15.7	208	14.7	194	13.8	203	14.3
Financial Intermediation	1,074	1,135	230	21.4	204	18.0	230	21.4	201	17.7
Real Estate, Renting and Business Activities	2,553	2,476	30	1.2	39	1.6	30	1.2	39	1.6
Private Education Services	2,591	2,624	178	6.9	215	8.2	161	6.2	191	7.3
Health and Social Work Except Public, Medical, Dental and Other Health Services	611	679	46	7.5	47	6.9	46	7.5	47	6.9
Other Community, Social and Personal Service Activities	730	709	78	10.7	43	6.1	78	10.7	41	5.8
<b>Type of Ownership</b>										
Wholly Filipino-Owned	21,971	20,938	2,393	10.9	2,001	9.6	2,299	10.5	1,930	9.2
With Foreign Equity	2,020	2,270	478	23.7	407	17.9	477	23.6	402	17.7
Wholly Foreign-Owned	1,358	1,249	196	14.4	112	9.0	192	14.1	108	8.6
<b>Employment Size</b>										
20 – 99	19,660	19,076	1,601	8.1	1,290	6.8	1,540	7.8	1,253	6.6
100 – 199	2,956	2,696	640	21.7	491	18.2	620	21.0	474	17.6
200 and Over	2,733	2,685	826	30.2	740	27.5	808	29.6	712	26.5

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

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

**TABLE 2 – Number and Percent Share of Union Membership and CBA Coverage to Total Paid Employees in Non-Agricultural Establishments Employing 20 and Over By Major Industry Group, Type of Ownership and Employment Size, Philippines: 2006 & 2008 (June)**

Indicator	Total Employees		Union Membership				CBA Coverage			
	2006	2008	2006		2008		2006		2008	
			Number	% Share	Number	% Share	Number	% Share	Number	% Share
<b>TOTAL</b>	<b>2,887,510</b>	<b>2,990,562</b>	<b>400,669</b>	<b>13.9</b>	<b>373,296</b>	<b>12.5</b>	<b>423,305</b>	<b>14.7</b>	<b>391,319</b>	<b>13.1</b>
<b>Major Industry Group</b>										
Mining and Quarrying	14,372	24,713	5,608	39.0	4,075	16.5	5,649	39.3	4,075	16.5
Manufacturing	1,058,824	915,544	176,412	16.7	156,907	17.1	186,209	17.6	161,680	17.7
Electricity, Gas and Water Supply	73,693	91,048	30,432	41.3	24,725	27.2	29,910	40.6	27,265	29.9
Construction	99,682	94,564	5,635	5.7	2,821	3.0	12,314	12.4	3,065	3.2
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal Household Goods	360,379	363,345	33,791	9.4	23,487	6.5	34,464	9.6	25,882	7.1
Hotels and Restaurants	162,643	149,017	11,910	7.3	10,879	7.3	12,222	7.5	11,824	7.9
Transport, Storage and Communications	169,651	183,149	58,406	34.4	49,721	27.1	55,926	33.0	50,514	27.6
Financial Intermediation	115,984	171,702	29,217	25.2	48,524	28.3	30,356	26.2	51,379	29.9
Real Estate, Renting and Business Activities	491,277	613,027	3,667	0.7	4,570	0.7	5,803	1.2	5,305	0.9
Private Education Services	213,398	225,607	21,908	10.3	23,422	10.4	24,058	11.3	24,823	11.0
Health and Social Work Except Public, Medical, Dental and Other Health Services	69,573	89,530	15,985	23.0	16,068	17.9	17,823	25.6	19,027	21.3
Other Community, Social and Personal Service Activities	58,035	69,312	7,698	13.3	8,098	11.7	8,571	14.8	6,479	9.3
<b>Type of Ownership</b>										
Wholly Filipino–Owned	2,026,842	2,000,019	291,252	14.4	255,790	12.8	307,308	15.2	271,414	13.6
With Foreign Equity	372,258	489,092	71,695	19.3	85,519	17.5	75,341	20.2	87,745	17.9
Wholly Foreign–Owned	488,410	501,450	37,723	7.7	31,987	6.4	40,657	8.3	32,160	6.4
<b>Employment Size</b>										
20 – 99	791,398	790,622	50,236	6.3	42,963	5.4	51,174	6.5	44,151	5.6
100 – 199	406,920	379,110	53,975	13.3	39,584	10.4	55,390	13.6	42,222	11.1
200 and Over	1,689,192	1,820,830	296,458	17.6	290,750	16.0	316,741	18.8	304,946	16.7

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

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

**TABLE 3 – Percent Share of Female Union Members, CBA Covered Workers, Union President and Officers in Non-Agricultural Establishments Employing 20 and Over by Major Industry Group and Sex, Philippines: June 2008**

Major Industry Group	Union Membership		Union President		Union Officer		CBA Coverage	
	Both Sexes	Female (%)	Both Sexes	Female (%)	Both Sexes	Female (%)	Both Sexes	Female (%)
<b>All Industries</b>	<b>373,296</b>	<b>37.1</b>	<b>2,717</b>	<b>10.7</b>	<b>24,078</b>	<b>21.4</b>	<b>391,319</b>	<b>37.7</b>
Mining and Quarrying	4,075	6.1	15	-	120	12.4	4,075	6.3
Manufacturing	156,907	33.8	1,136	9.3	1,997	17.5	161,680	33.7
Electricity, Gas and Water Supply	24,725	14.8	159	11.3	1,496	17.9	27,265	17.6
Construction	2,821	10.4	17	-	152	2.1	3,065	11.0
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	23,487	48.6	346	14.2	1,661	34.3	25,882	47.8
Hotels and Restaurants	10,879	27.6	199	1.5	1,500	17.5	11,824	28.3
Transport, Storage and Communications	49,721	17.9	230	0.9	2,034	10.7	50,514	18.0
Financial Intermediation	48,524	62.8	242	12.8	2,057	25.9	51,379	64.2
Real Estate, Renting and Business Activities	4,570	19.4	39	10.3	430	14.8	5,305	18.2
Private Education Services	23,422	57.7	240	26.3	1,630	45.7	24,823	58.2
Health and Social Work Except Public Medical, Dental and Other Health Services	16,068	64.0	47	29.8	559	41.7	19,027	63.0
Other Community, Social and Personal Service Activities	8,098	32.4	47	4.3	443	33.1	6,479	37.5

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

*Source of data: Bureau of Labor and Employment Statistics, BLES Integrated Survey.*

