

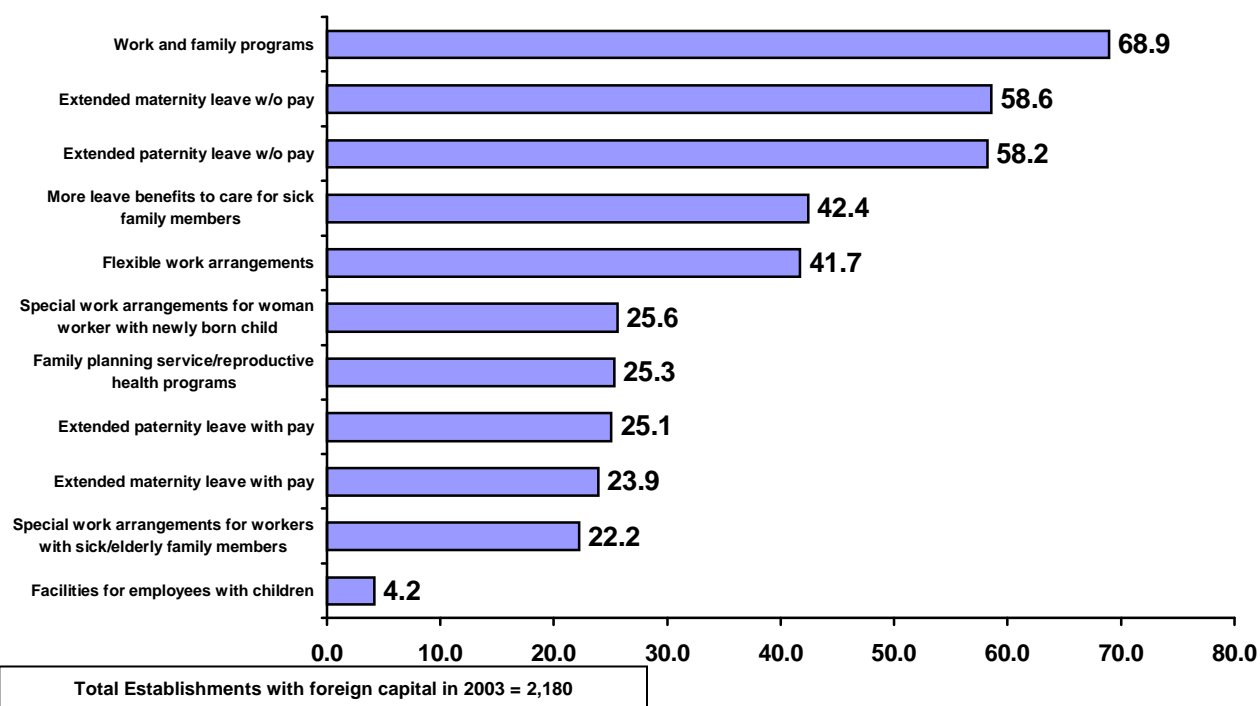
Industrial Relations Practices ... in Establishments With Foreign Equity (Sixth of a nine-part series on Industrial Relations)

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 report highlights the industrial relations practices in 2,180 non-agricultural establishments with foreign capital in 2003.

... as to balancing work and family life

**Figure 1 - PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS
EMPLOYING 20 OR MORE WORKERS WITH FOREIGN EQUITY BY PRACTICES
ON BALANCING WORK AND FAMILY LIFE, PHILIPPINES: 2003**



Survey results showed that 7 out of 10 non-agricultural establishments with foreign-capital implement work and family life programs such as gender awareness and sensitivity seminars, family Christmas party, summer outings and other related activities. Around 6 out of 10 establishments extend the maternity and paternity leaves of employees without pay while 4 out of 10 grant employees more leave benefits to care for sick family members and adopt flexible work arrangements in their workplaces.

Other schemes being implemented but with relatively low percentage shares are: provision of special work arrangements for a woman worker with newly born child (25.6%); implementation of family planning service/reproductive health programs (25.3%); extension of paternity leave (25.1%) and maternity leave (23.9%) with pay; and adoption of special work arrangements for workers with sick/elderly family members (22.2%). The least preferred scheme is the provision of facilities for employees with children, e.g. breastfeeding room and child care center (4.2%).

... as to type of flexible work arrangements

Table 1 - NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 OR MORE WORKERS WITH FOREIGN EQUITY BY PRACTICES ON FLEXIBLE WORK ARRANGEMENTS, PHILIPPINES: 2003		
Flexible Work Arrangement	Number	Percent Share
Total	908	100.0
Sliding flexible work schedule	504	55.5
Compressed workweek	268	29.5
On-call	236	26.0
Career breaks	215	23.7
Job-sharing	137	15.1
Teleworking	37	4.1
Others	1	0.1

Some 908 establishments with foreign capital practice flexible work arrangements. Of these, five out of ten implement sliding flexible work schedule or flexi-time. About one out of four adopt compressed workweek

and/or have workers on-call. Extended leave or career breaks of up to six months to enhance career of employees are allowed by one out of five establishments. Only a small proportion have teleworking arrangements (4.1%).

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

More than half (58.1%) of the covered establishments use the Safety and Health Committee as the venue for workers participation in decision and policymaking processes. Another popular scheme in 5 out of 10 establishments is the use of suggestion boxes. Other avenues of workers participation with their corresponding percentage shares are:

Productivity Improvement Committee	37.0
Grievance Machinery	36.7
Labor Management Council/committee	35.9
Quality and Productivity Circles	32.3
Joint Committees/Task Forces	25.5

... as to grievance handling

Table 2 – NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 OR MORE WORKERS WITH FOREIGN EQUITY BY MEANS OF PURSUING EMPLOYEES GRIEVANCES, PHILIPPINES: 2003		
Establishment Practices	No.	% Share
Total	1,237	100.0
Employee himself files a written complaint/grievance	347	28.1
Employee files a written complaint/notice of grievance with the assistance of the union	270	21.8
Employee files a written complaint/notice of grievance with the assistance of co-employees	162	13.1
Employee airs his/her grievance verbally directly to his/her supervisor/shop steward	640	51.7
Employee airs his/her grievance verbally directly to any union official	157	12.7
Employee airs his/her grievance verbally directly to other responsible persons in the company	643	52.0

A total of 1,237 establishments with foreign equity received grievances/complaints from their workers in 2003. One

out of five reported that workers aired their complaints verbally through responsible persons in the company or through supervisors/shop steward. In 3 out of 10 establishments, it is the employee him/herself who files the written complaint/notice of grievance. Only one out of 10 cited that the employee files a written complaint with co-employees' assistance or air grievances verbally to union official.

... as to mode of settling grievances

Table 3 – NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 OR MORE WORKERS WITH FOREIGN EQUITY BY MODE OF SETTLING GRIEVANCES, PHILIPPINES: 2003		
Establishment Practices	No.	% Share
Total	1,237	100.0
Top Management	786	63.5
Immediate Supervisor	710	57.4
Grievance Machinery	328	26.5
Labor Management Council/Committee	228	18.4
Union Official	96	7.8
Others	5	0.4
No policy	1	0.1

About 6 out of 10 establishments with reported grievances/complaints claimed that grievances/complaints were resolved by either top management or immediate supervisors. In other establishments, these were resolved through the grievance machinery (26.5%); Labor Management Committee (18.4%) and by union official (7.8%).

... as to mode of disposition of unresolved grievances

Table 4 – NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 OR MORE WORKERS WITH FOREIGN EQUITY BY MODE OF DISPOSITION OF UNRESOLVED GRIEVANCES, PHILIPPINES: 2003

Establishment Practices	No.	% Share
Total	715	100.0
Voluntary Arbitration	357	79.9
DOLE Regional Office	286	40.0
Compulsory Arbitration	89	12.4
NCMB (union files a notice of strike or request for preventive mediation)	84	11.7
Others	8	1.1

Four out of five establishments refer their unresolved grievances for voluntary arbitration. Around 2 out of 5 establishments elevate them to the DOLE Regional Offices while 1 out of 10 resort to compulsory arbitration. Almost the same proportion resulted in the filing of notices of strikes or requests for preventive mediation at the National Conciliation and Mediation Board (NCMB).

FOR INQUIRIES:

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