

EXTENT OF UNIONISM AND COLLECTIVE BARGAINING IN ESTABLISHMENTS

(First 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 non-agricultural establishments employing 20 or more workers. It aims to provide integrated data sets on employment, industrial relations practices and occupational safety at the workplace as basis for policy planning and program formulation.

This report provides brief description of the profile and extent of unionism and collective bargaining in non-agricultural establishments as of June 2004.

Survey results are purely estimates and are not comparable with the published statistics based on administrative reports on union registrations and collective bargaining agreements.



... in terms of number of union

Survey results show that 13.7 percent (3,297) of the total 24,144 non-agricultural establishments have unions in 2004. Among sectors, electricity, gas and water was the most organized as 32.3 percent of its 418 establishments were with unions. Financial intermediation followed closely with a share of 29.7 percent (326 out of 1,097 establishments). The least was found in construction establishments with 3.4 percent.

As to type of ownership, 26.5 percent (577 out of 2,174 establishments) of establishments with foreign equity have unions. Foreign-owned establishments, on the other hand, recorded a share of 16.8 percent from the reported 1,154

establishments while wholly-Filipino-owned establishments had the lowest at 12.1 percent. (Table 1)

... in terms of union membership

Union membership totaled to 389,000 or about 16.3 percent of the 2.393 million paid employees. Of these, 35.3 percent were women. Disaggregated by industry, membership share was highest in mining and quarrying as more than half (54.5%) of the sector's 11,000 paid employees were members of unions. Meanwhile, a little over one-fourth of workers in electricity, gas and water supply (30.5%) and in transport, storage and communications (29.8%) sectors were union members.

There were more workers joining labor unions in establishments with foreign equity compared to those belonging to wholly-foreign and Filipino-owned establishments. Some 85,000 (25.1%) of the 339,000 paid employees in establishments with foreign equity were members of union, while only 15.3 percent of workers in wholly-Filipino-owned and 12.3 percent in wholly-foreign-owned establishments joined unions. (*Table 2*)

... in terms of number of CBAs

Some 3,200 establishments had collective bargaining agreements (CBAs) in 2004. This is about 13.3 percent of the total non-agricultural establishments. Across industries, establishments engaged in financial intermediation and electricity, gas and water supply had the highest share of CBAs at 27.0 percent each. Other sectors with relatively high percentage shares were mining and quarrying (22.5%) and manufacturing (21.1%). The least covered were establishments in real estate, renting and business activities with 3.0 percent share.

By type of ownership, it is noticeable that unions in establishments with foreign capital either wholly or partly were more aggressive in bargaining negotiations. All unions in establishments with foreign equity had CBAs while only one did not have in wholly-foreign-owned. Among wholly-Filipino-owned establishments, only 11.7 percent had CBAs, or about 0.4 percentage points of the establishments with unions had no CBAs. (*Table 1*)

... in terms of CBA coverage

A total of 17.3 percent or around 415,000 of the paid employees were covered by CBAs. As in union membership, CBA coverage was highest in mining and quarrying covering more than half (54.5%) of its paid employees. Other sectors with considerably high shares of workers coverage were transport, storage and communication (31.4%), electricity, gas and water supply (30.5%) and financial intermediation (27.7%). Only a small proportion of workers were covered in construction (2.4%) and real estate, renting and business activities (1.5%).

Establishments with foreign capital posted the highest CBA coverage at 26 percent (88,000 out of 339,000 workers). Meanwhile, only 16.4 percent and 13.2 percent of the workers in wholly-Filipino-owned and foreign-owned establishments, respectively, were covered by CBAs. (*Table 2*)

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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 AND TYPE OF OWNERSHIP, PHILIPPINES: JUNE 2004

Major Industry Group/Type of Ownership	Total	With Union	With CBA
Total	24,144	13.7	13.3
Major Industry Group			
Mining & Quarrying	48	22.5	22.5
Manufacturing	6,505	21.4	21.1
Electricity, Gas & Water Supply	418	32.3	27.0
Construction	916	3.4	3.4
Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	5,578	10.4	10.0
Hotel and Restaurant	2,395	10.0	10.0
Transport, Storage & Communication	1,610	15.4	15.3
Financial Intermediation	1,097	29.7	27.0
Real Estate, Renting & Business Activities	2,132	3.0	3.0
Private Education Services	2,202	7.0	6.9
Health & Social Work Except Public, Medical, Dental and Other Health Services	563	8.9	8.5
Other Community, Social & Personal Service Personal Service Activities	682	10.1	10.1
Type of Ownership			
Wholly-Filipino	20,816	12.1	11.7
Wholly-Foreign	1,154	16.8	16.7
With Foreign Equity	2,174	26.5	26.5

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

Table 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
Major Industry Group					
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 & Communication	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
Type of Ownership					
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.