

Industrial Relations Practices ... in the Industry Sector (Fourth 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 issue primarily focuses on the general description of the industrial practices in the industry sector composed of mining and quarrying, manufacturing, electricity, gas and water supply and construction.



... as to balancing work and family life

Work and family life programs for employees such as gender awareness and sensitivity seminars, family Christmas party, summer outings, etc. are the most popular schemes provided by establishments in mining and quarrying (9 out of 10), manufacturing (6 out of 10) and electricity, gas and water supply (7 out of 10).

Extended paternity leave with pay are granted by 75 percent of establishments in mining and quarrying. Of the total establishments engaged in construction, 55.9 percent also allow an extension of paternity leave but without pay.

Female workers in male dominated sectors are also provided extended maternity

leave but without pay in more than half of the establishments in electricity, gas and water supply (58.5%), manufacturing (53.5%) and construction (52.9%).

Flexible work arrangements are also adopted by 51.1 percent of establishments in electricity, gas and water supply. Only few (less than 10.0 percent) have facilities for employees with children in all the four industries.

... as to type of flexible work arrangements

Sliding flexible work arrangements (flexi-time) are adopted by 1,196 establishments. Of these, 5 out of 10 establishments belonged to the mining and quarrying, manufacturing and construction.

Compressed workweek--wherein adjustments are made on the working hours in a day and the number of working days in a week but still complying with the 40-hour workweek are implemented by more than one-third of the establishments in manufacturing (37.4%) and electricity, gas and water supply (37.6%).

On-call work schedule, wherein a pool of workers is on standby and only called when needed to do a job and are paid only for the hours worked, is most prevalent (52.7%) in the construction industry.

Establishments engaged in electricity, gas and water supply are the most generous (4 out of 10) in granting career breaks of three to six months to their employees.

Only a small proportion resort to job-sharing scheme in manufacturing (17.9%), electricity, gas and water supply (12.7%) and construction (16.8%). The least common work arrangement is teleworking and adopted only in construction (19.4%) and manufacturing (3.1%) sectors

... regarding workers participation in decision and policymaking process

Participation of workers in policy and decision making at the workplace is manifested through the Safety and Health Committees. These are utilized by most establishments in mining and quarrying (95.8%) and more than half of those in manufacturing (55.4%) and construction (54.5%).

Meanwhile, grievance machinery are utilized by 65.7 percent of electricity, gas and water supply establishments. The use of suggestion boxes is preferred by establishments in mining and quarrying (83.3%), electricity, gas and water supply (47.0%), manufacturing (37.5%) and construction (32.6%). Less than one-third of the establishments in the four industries used the Labor Management Councils/Committees in their workplaces.

... as to handling grievances

Survey results showed that 4,273 (54.0%) establishments in the sector had received grievances/complaints from their workers. In mining and quarrying, 9 out of

10 establishments reported that workers aired complaints verbally through responsible persons in the company and through their immediate supervisors. More than half implemented the same in electricity, gas and water supply, construction and manufacturing industries.

In mining and quarrying however, the employee himself filed the written complaint in 8 out of 10 establishments. The assistance of the union in the filing of complaints and in the airing of grievance are reported in 1 out of 5 establishments in electricity, gas and water supply.

... as to mode of settling grievances

All the four industries consistently claimed that most of the complaints received from their employees are resolved either by top management or by immediate supervisor. Grievances resolved by top management were prevalent in 9 out of 10 establishments in mining and quarrying sector and 6 out of 10 establishments in manufacturing and construction sectors.

Nearly two-thirds (60.0%) of electricity, gas and water supply establishments reported settlement of grievances by the immediate supervisor. Noteworthy is the industry's utilization of grievance machinery (42.1%) and the LMC (24.6%) in the settlement of disputes.

... as to mode of disposition of unresolved grievances

Majority of the establishments in the covered industries refer unresolved grievances to voluntary arbitration. Almost one-third of the establishments engaged in manufacturing (29.9%), electricity, gas and water supply (28.2%) and construction (27.3%) elevate unresolved issues to the DOLE Regional Offices. Less than 15.0 percent opt for compulsory arbitration.

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Website at <http://www.manila-online.net/bles> or <http://www.bles.dole.gov.ph> for other statistical Information

TABLE A – Number and Percent Share of Establishments in the Industry Sector Employing 20 and Over by Selected Industry Practices, Philippines: 2003

PRACTICES	Mining & Quarrying		Manufacturing		Electricity, Gas & Water		Construction	
	No.	%	No.	%	No.	%	No.	%
Balancing Work and Family Life								
TOTAL	48	100.0	6,545	100.0	417	100.0	898	100.0
Adopts flexible work arrangement	6	12.5	2,087	31.9	213	51.1	315	35.1
Allows extended maternity leave with pay	6	12.5	1,323	20.2	158	37.9	311	34.6
Allows extended maternity leave w/o pay	13	27.1	3,500	53.5	244	58.5	475	52.9
Leave benefits to care for sick family members	7	14.6	2,386	36.5	197	47.2	365	40.6
Male employees are allowed extended paternity leave with pay	36	75.0	1,184	18.1	176	42.2	272	30.3
Male employees are allowed extended paternity leave without pay	12	25.0	3,311	50.6	216	51.8	502	55.9
Facilities for employees with children	3	6.3	320	4.9	35	8.4	60	6.7
Special work arrangements for woman worker with newly born child	2	4.2	1,312	20.0	45	10.8	173	19.3
Special work arrangements for worker with sick/elderly family	2	4.2	1,316	20.1	58	13.9	192	21.4
Implements work and family programs	44	91.7	3,931	60.1	303	72.7	497	55.3
Implements family planning service/ reproductive health programs	13	27.1	1,770	27.0	105	25.2	163	18.2
Flexible Work Arrangements								
TOTAL	6	100.0	2,087	100.0	213	100.0	315	100.0
Compressed workweek	2	33.3	780	37.4	80	37.6	68	21.6
Sliding flexible work schedule	3	50.0	984	47.1	66	31.0	143	45.4
On-call	2	33.3	523	25.1	57	26.8	166	52.7
Teleworking	-	-	64	3.1	-	-	61	19.4
Job-sharing	-	-	373	17.9	27	12.7	53	16.8
Career breaks	1	16.7	310	14.9	76	35.7	56	17.8
Others	-	-	17	0.8	1	0.5	-	-
Mechanisms for Workers Participation In Decision and Policymaking Processes								
TOTAL	48	100.0	6,545	100.0	417	100.0	898	100.0
Labor Management Councils/Committee	11	22.9	1,710	26.1	138	33.1	118	13.1
Grievance Machinery	11	22.9	2,083	31.8	274	65.7	129	14.4
Productivity Improvement Committee	8	16.7	2,362	36.1	156	37.4	252	28.1
Quality and Productivity Circles	38	79.2	2,580	39.4	134	32.1	249	27.7
Safety and Health Committee	46	95.8	3,626	55.4	247	59.2	489	54.5
Joint Committee and Task Forces	10	20.8	1,074	16.4	176	42.2	113	12.6
Suggestions Schemes	40	83.3	2,456	37.5	196	47.0	293	32.6
Others	2	4.2	128	2.0	7	1.7	-	-

TABLE A – Number and Percent Share of Establishments in the Industry Sector Employing 20 and Over by Selected Industry Practices, Philippines: 2003 (cont'd)

PRACTICES	Mining & Quarrying		Manufacturing		Electricity, Gas & Water		Construction	
	No.	%	No.	%	No.	%	No.	%
Means of Pursuing Employees Grievances								
TOTAL	42	100.0	3,575	100.0	240	100.0	416	100.0
The employee himself/herself files a written complaint	34	81.0	872	24.4	117	48.8	116	27.9
The employee files a written complaint with union assistance	6	14.3	464	13.0	49	20.4	22	5.3
The employee files a written complaint with co-employees assistance	1	2.4	398	11.1	44	18.3	40	9.6
The employee airs his/her grievance thru supervisor	39	92.9	2,033	56.9	156	65.0	223	53.6
The employee airs his/her grievance thru any union official	7	16.7	439	12.3	54	22.5	1	0.2
The employee airs his/her grievance thru responsible persons in company	37	88.1	2,070	57.9	120	50.0	233	56.0
Others	2	4.8	64	1.8	2	0.8	1	0.2
Mode of Settling Grievances								
TOTAL	42	100.0	3,575	100.0	240	100.0	416	100.0
Through the grievance machinery	3	7.1	627	17.5	101	42.1	46	11.1
Through the LMC	6	14.3	477	13.3	59	24.6	-	-
Resolved by the immediate supervisor	38	90.5	1,740	48.7	144	60.0	247	59.4
Resolved by a union official	2	4.8	214	6.0	30	12.5	1	0.2
Resolved by top management	38	90.5	2,385	66.7	119	49.6	261	62.7
Others	-	-	24	0.7	11	4.6	3	0.7
No policy	-	-	3	0.1	1	0.4	-	-
Mode of Disposition of Unresolved Grievances								
TOTAL	37	100.0	2,347	100.0	174	100.0	304	100.0
Voluntary arbitration	35	94.6	1,515	64.6	102	58.6	205	67.4
Compulsory arbitration	2	5.4	248	10.6	25	14.4	25	8.2
NCMB (union files a notice of strike/ preventive mediation)	3	8.1	173	7.4	41	23.6	-	-
DOLE Regional Office	2	5.4	701	29.9	49	28.2	83	27.3
Others	-	-	31	1.3	6	3.4	-	-

Note: Details may not add up to totals due to multiple response.

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