

SUMMARY OF SURVEY RESULTS

(2006 BLES INTEGRATED SURVEY)

INDUSTRIAL RELATIONS PRACTICES

Practices covered by the 2006 BITS focused on the wage and compensation schemes being adopted by establishments with at least 20 workers. Wage practices included in the survey are pre-determined such as method used in fixing and revising wages, basis/mode of wage payment and method used in fixing cost-of living allowance (COLA). Meanwhile, queries on compensation schemes dwelt on type of paid leave benefits provided to employees, social security schemes, health care benefits and other incentive schemes enjoyed by workers.

A total of 25,349 establishments were covered. Reference period is June 30, 2006.

WAGE AND COMPENSATION PRACTICES

1. A large proportion of the establishments rely on the issuances of the Regional Tripartite Wage and Productivity Boards (RTWPB) in fixing or revising wages of regular and non-regular rank and file workers. However, among managers and supervisors, it is the employers who decide on the salaries of managers and supervisors.

About 7 out of 10 establishments provided cost-of-living allowance (COLA) to their workers. The granting of COLA among regular and non-regular employees is based on wage pronouncements of the RTWPBs. Among managers and supervisors, revision of COLAs is primarily based on the decision of the employer.

2. The top five paid leave benefits provided as part of the compensation package given to employees were: vacation leave, sick leave, maternity leave, paternity leave and emergency leave benefits.
3. Most employers provide the following social security schemes on top of the usual compulsory social protection benefits given to employees: separation/termination pay, retirement pay, medical/health insurance, accident insurance, hospitalization plan and life insurance.
4. The top five health care benefits provided by establishments were first-aid treatment, annual physical check-up, medical care, hospitalization assistance/medical reimbursement and dental care.
5. Of the incentive schemes provided, the most popular is individual incentive system (3 out of 5 establishments) that rewards employees on the basis of output or performance in the form of bonuses or commissions. Other schemes include merit pay/skill-based pay, group incentive system, profit sharing plan and employee stock plan.