

## Extent of Unionism and Collective Bargaining in Establishments: 2018

### (2nd Issue on Industrial Relations and Labor Standards Practices in Establishment)

The 2017/2018 Integrated Survey on Labor and Employment (ISLE) is one of the regular establishment-based surveys of the Philippine Statistics Authority (PSA) which is conducted every two (2) years. Around 16,500 establishments employing 20 or more workers in 70 industry groups were included as samples during this survey round. The conduct of the 2019/2020 ISLE is currently being undertaken starting October 2020 with survey results to be released by November 2021.

This LABSTAT Updates is the 2<sup>nd</sup> issue in the series of five (5) issues on the latest survey results of five (5) modules on industrial relations and labor standards practices in establishments as incorporated in the 2017/2018 ISLE. Specifically, this issue highlights the survey results of the module on Unionism and Collective Bargaining which focuses on the extent of unionism and collective bargaining in the country as of June 2018. This module covers data on union density rate; CBA coverage rate; composition of union membership and union officers; and Labor Management Scheme/Committee/Council (LMC) which are valuable inputs to studies on industry trends and practices on labor relations and serve as basis in the formulation of plans, policies, and programs on industrial relations. Some of these data are also used in assessing the progress of decent work in the country particularly in the area of social dialogue and workers' and employers' representation which aims to enhance sound industrial relations between labor and management through tripartite consultation and cooperation to promote better wages and working conditions, as well as industrial peace and social justice at the workplace.

It is to be noted that the survey results on Unionism and Collective Bargaining as presented herein are based on estimates and are therefore not comparable with other published statistics based on administrative reports. For reference purposes, the metadata, statistical tables, infographics and key findings on the module on Unionism and Collective Bargaining for 2018 as found in the publication on 2017/2018 ISLE Statistical Report are on the PSA website at [www.psa.gov.ph](http://www.psa.gov.ph).

## EXTENT OF UNIONISM IN ESTABLISHMENTS

### Share of total establishments with unions reached 6.3 percent in 2018

- Survey results showed that 6.3 percent of the 32,517 total establishments with 20 or more workers in 2018 had unions. This is slightly lower compared with the 6.7 percent share reported in 2016. (Table A)
- Among industries, electricity, gas, steam and air conditioning supply industry was the most unionized, registering the largest proportion of establishments with unions at 29.8 percent. This was followed by water supply; sewerage, waste management and remediation activities (20.2%); mining and quarrying (17.8%); and manufacturing (12.7%). On the contrary, repair of computers and personal and household goods, other

personal service activities had the least share of unionized establishments at 0.3 percent. (Table 1)

**Table A - Comparative Summary of Selected Indicators, Philippines: 2016 and 2018**

(In Establishments Employing 20 or More Workers)

INDICATOR	2016	2018
% Share of Establishments With Unions	6.7	6.3
Union Density Rate (%)	6.5	7.0
% Share of Establishments With CBAs	97.1	98.1
CBA Coverage Rate (%)	7.2	7.1
% Share of Women Membership in Unions	38.5	35.5

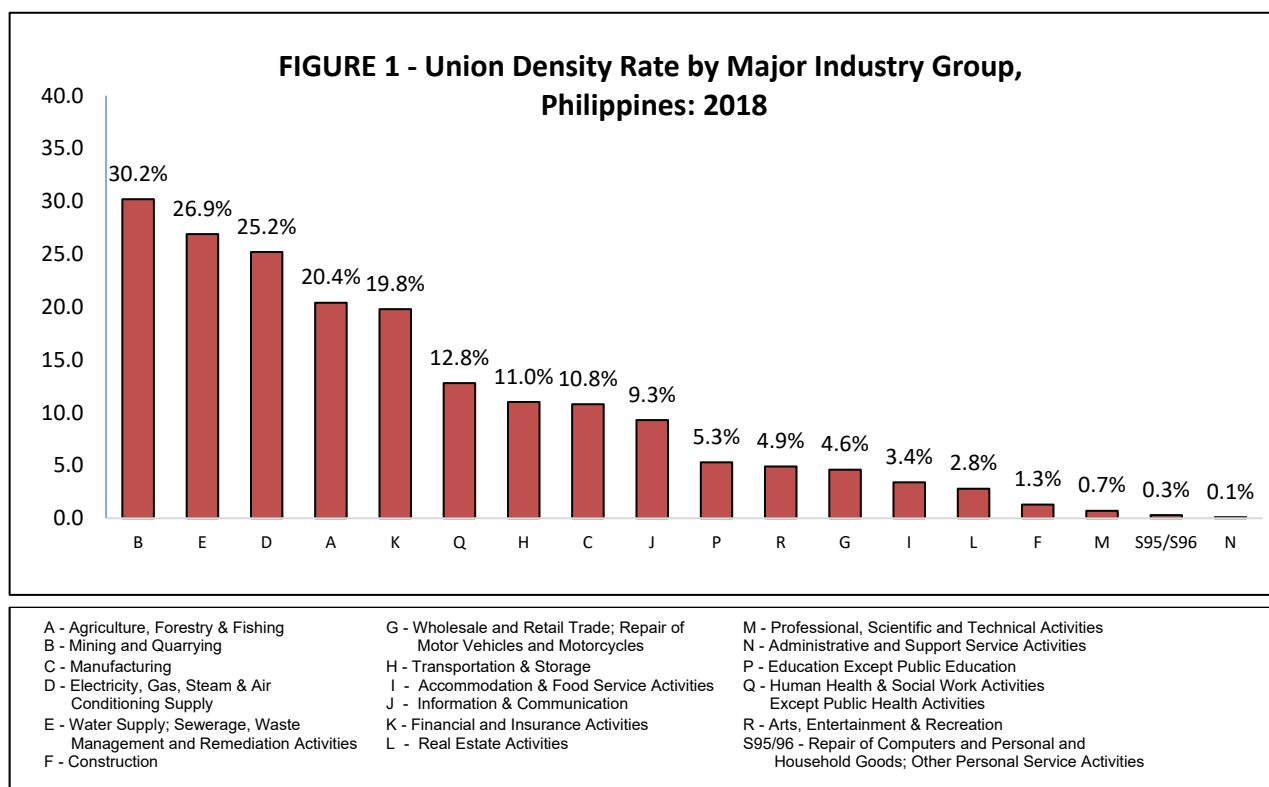
Source: Philippine Statistics Authority, 2017/2018 Integrated Survey on Labor and Employment (ISLE)

- Based on type of ownership, three out of every eight (38.0%) establishments in government-owned and controlled corporations had unions. This share was considerably higher compared to the shares in establishments considered as stock corporations (6.9%), non-stock/non-profit corporations (4.5%), and cooperatives (2.3%). (Table 1)
- By employment size, the highest share of establishments with unions

were large establishments employing 200 and more workers with 16.1 percent. Meanwhile, almost one out of every 10 establishments (9.8%) employing 100-199 workers were unionized. The least unionized establishments were those with 20 to 99 workers at 3.9 percent. (Table 1)

### Union density rate increased to 7.0 percent in 2018

- Union density rate** or the proportion of union membership to total paid employees nationwide was recorded at 7.0 percent in 2018 out of the aggregate 5.06 million paid employees in the country. This union density rate is a negligible increase of 0.5 percentage point from the 6.5 percent recorded in 2016. (Table A)
- Across industries, high density rates were evident in mining and quarrying (30.2%); water supply, sewerage, waste management and remediation activities (26.9%); electricity, gas, steam and air conditioning supply (25.2%); agriculture, forestry and fishing (20.4%); and financial and insurance activities (19.8%). (Figure 1)



Source: Philippine Statistics Authority, 2017/2018 Integrated Survey on Labor and Employment (ISLE)

- Establishments categorized as government-owned and controlled corporations exhibited the highest union density rate in 2018 at 29.2%. Establishments under non-stock/non-profit corporations ranked far second with 7.4 percent, followed closely by establishments under stock corporations at 7.1 percent. Establishments under single proprietorship had the least share at 0.8 percent. (*Table 2*)
- In terms of union density rate, about 8.4 percent of employees in establishments employing 200 or more workers were members of unions. The proportionate shares for employees in establishments with 100 to 199 workers and 20 to 99 workers were 5.7 percent and 2.9 percent, respectively. (*Table 2*)

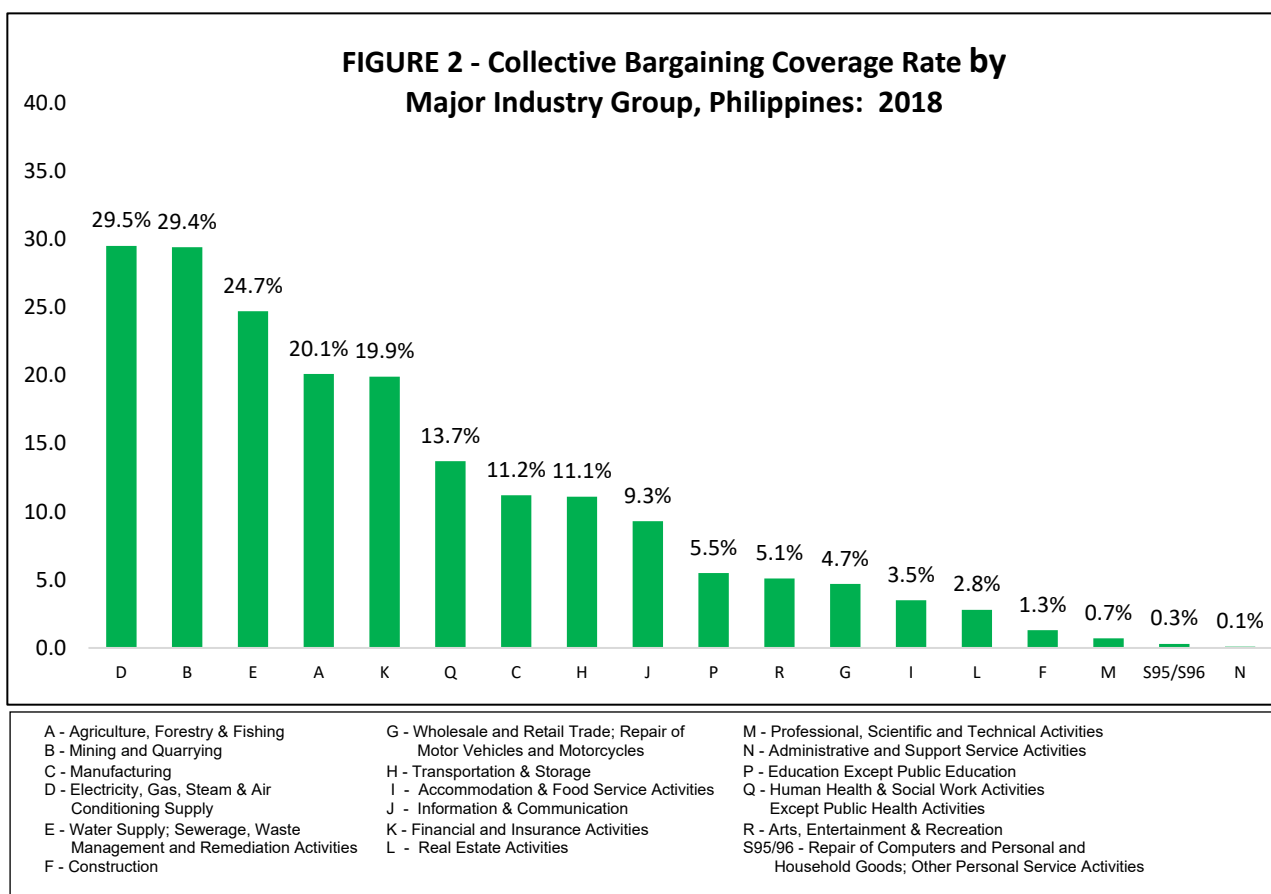
## **EXTENT OF COLLECTIVE BARGAINING IN ESTABLISHMENTS**

### ***Almost all (98.1%) establishments with unions undergone collective bargaining negotiations in 2018***

- Union members benefit from unions thru the collective bargaining power of unions to negotiate with employers on both economic and non-economic benefits on their behalf. Through the Collective Bargaining Agreements (CBAs) or the negotiating contract between the labor organization and employers, mutual benefits for both the union members and management are ensured.
- In 2018, 2,001 out of 2,039 establishments with unions or 98.1 percent had negotiated CBAs during the year. This is slightly higher than the 97.1 percent recorded in 2016. However, in terms of proportion of establishments with CBAs to total establishments, only 6.2 percent of the 32,517 total establishments in 2018 had unions. (*Tables A and 1*)
- Noteworthy, all unionized establishments in the following industries had CBAs: construction; transportation and storage; information and communication; real estate activities; professional, scientific and technical activities; human health and social work activities except public health activities; arts, entertainment and recreation; and repair of computers and personal and household goods, other personal service activities. (*Table 1*)

### ***CBA coverage rate registered at 7.1 percent in 2018***

- The **collective bargaining agreement coverage rate** or the proportion of employees covered by CBAs in 2018 was reported at 7.1 percent, with 362,000 out of 5.060 million paid employees. In comparison, this is slightly lower than the 7.2 percent share posted in 2016. (*Tables A and 2*)
- Classified by major industry group, the CBA coverage rate followed a similar pattern as that of union density rates. Higher CBA coverage rates were likewise reported in the following industries: electricity, gas, steam and air conditioning supply (29.5%); mining and quarrying (29.4%); water supply, sewerage, waste management and remediation activities (24.7%); agriculture, forestry and fishing (20.1%); and financial and insurance activities (19.9%). (*Figure 2*)



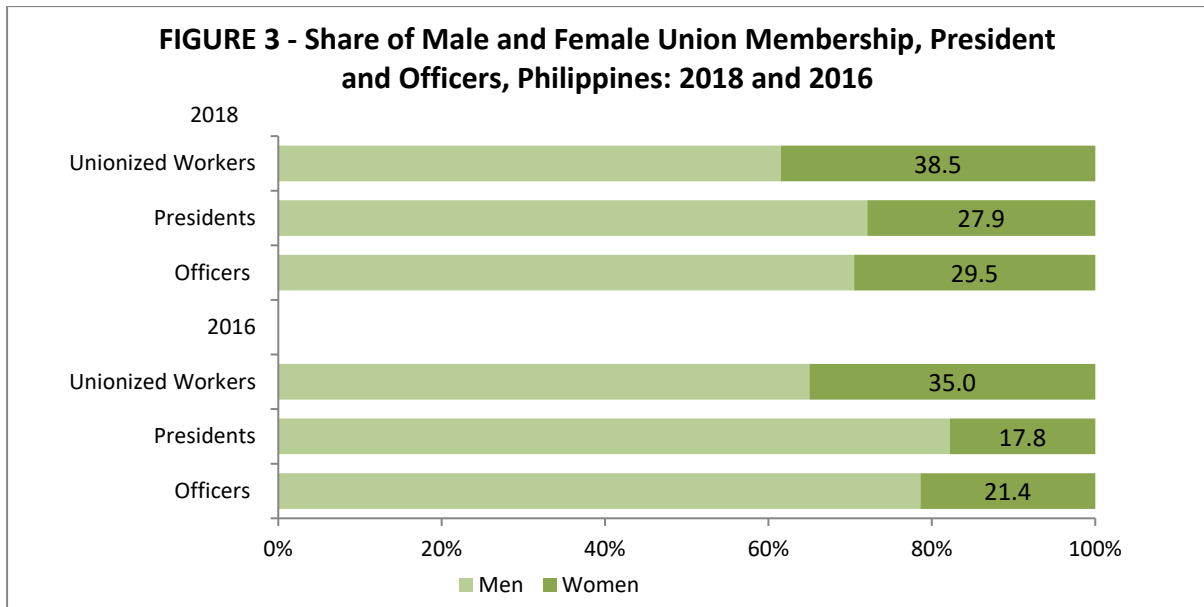
Source: Philippine Statistics Authority, 2017/2018 Integrated Survey on Labor and Employment (ISLE)

- On the other hand, establishments with low coverage rates or those with less than one percent shares were noted in professional, scientific and technical activities (0.7%); repair of computers and personal and household goods, other personal service activities (0.3%); and administrative and support service activities (0.1%).
- Government-owned and controlled corporations reported the highest CBA coverage rate at 28.2 percent in 2018. This was followed by non-stock/non-profit corporations at 8.0 percent which closely followed by establishments in stock corporations at 7.3 percent.
- As to employment size, about one out of every 11 employees (8.6%) in establishments with 200 or more workers was covered by CBAs. Lesser shares of workers were covered by CBAs in establishments employing 100-199 workers (5.7%) and 20-99 workers (2.9%) respectively.

### **WOMEN PARTICIPATION IN UNIONISM**

#### ***Participation of women in unionism increased in 2018***

- Women’s involvement in unionism grew higher by 3.5 percentage point as the share of female union membership increased from 35.0 percent in 2016 to 38.5 percent in 2018. (Figure 3)



Source: Philippine Statistics Authority, 2017/2018 Integrated Survey on Labor and Employment (ISLE)

- As to major industry group, women union members were mostly mainstreamed under the service sector specifically in the following industries: financial and insurance activities (71.7%); private human health and social work activities (65.9%); real estate activities (61.1%); private education (58.6%); wholesale and retail trade, repair of motor vehicles and motorcycles (53.9%); and repair of computers and personal and household goods, other personal service activities (51.2%). (Table 3)
- Notably, women accounted for two out of every seven (27.9%) Union Presidents, an improvement of 10.1 percentage points from the 2016 figure of 17.8 percent. More than half (54.2%) of Union Presidents in the private education industry were headed by women. (Figure 3)
- A similar increase in the share of women as union officers was also registered at 8.1 percentage points accounting for three out of every 10 (29.5%) officers in 2018 compared to the 21.4 percent share in 2016.
- High proportion of women union officers were evident in the following industries: professional, scientific and technical activities (71.8%); private education (55.7%); administrative and support service activities (46.8%); private human health and social work activities (45.5%); water supply, sewerage, waste management and remediation activities (42.4%); wholesale and retail trade (41.4%); and accommodation and food service activities (41.3%). (Table 3)

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#### FOR INQUIRIES

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**TABLE 1 - Percent Share of Establishments With Union and With CBA to Total Establishments Employing 20 or More Workers by Major Industry Group, Type of Ownership and Employment Size, Philippines: June 2018**

2009 PSIC	Indicator	Total Establishments	Establishments With Union		Establishments With CBA		
			Number	% Share to Total Establishments	Number	% Share to Total Establishments	% Share to Total Establishments With Union
	<b>ALL INDUSTRIES</b>	<b>32,517</b>	<b>2,039</b>	<b>6.3</b>	<b>2,001</b>	<b>6.2</b>	<b>98.1</b>
A	Agriculture, Forestry and Fishing	1,147	141	12.3	136	11.9	96.5
B	Mining and Quarrying	152	27	17.8	24	16.0	88.9
C	Manufacturing	5,980	761	12.7	758	12.7	99.6
D	Electricity, Gas, Steam and Air Conditioning Supply	282	84	29.8	81	28.7	96.4
E	Water Supply; Sewerage, Waste Management and Remediation Activities	341	69	20.2	62	18.2	89.9
F	Construction	1,006	17	1.7	17	1.7	100.0
G	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	7,829	335	4.3	330	4.2	98.5
H	Transportation and Storage	1,063	84	7.9	84	7.9	100.0
I	Accommodation and Food Service Activities	4,220	164	3.9	159	3.8	97.0
J	Information and Communication	782	18	2.3	18	2.3	100.0
K	Financial and Insurance Activities	1,332	113	8.5	110	8.3	97.3
L	Real Estate Activities	454	4	0.9	4	0.9	100.0
M	Professional, Scientific and Technical Activities	750	8	1.1	8	1.1	100.0
N	Administrative and Support Service Activities	1,935	10	0.5	9	0.5	90.0
P	Education Except Public Education	3,610	128	3.5	125	3.5	97.7
Q	Human Health and Social Work Activities Except Public Health Activities	1,048	47	4.5	47	4.5	100.0
R	Arts, Entertainment and Recreation	240	26	10.8	26	10.8	100.0
S95/S96	Repair of Computers and Personal and Household Goods; Other Personal Service Activities	345	1	0.3	1	0.3	100.0
	<b>Type of Ownership</b>						
	Single Proprietorship	4,203	45	1.1	45	1.1	100.0
	Partnership	369	4	1.1	4	1.1	100.0
	Government Corporation	508	193	38.0	182	35.8	94.3
	Stock Corporation	23,741	1,645	6.9	1,620	6.8	98.5
	Non-Stock, Non-Profit Corporation	3,057	137	4.5	136	4.4	99.3
	Cooperative	614	14	2.3	13	2.1	92.9
	Others	25	1	4.0	1	4.0	100.0
	<b>Employment Size</b>						
	20 - 99	23,995	931	3.9	919	3.8	98.7
	100 - 199	4,202	413	9.8	401	9.5	97.1
	200 and Over	4,319	695	16.1	682	15.8	98.1

Notes: 1. Details may not add up to totals due to rounding.

2. PSIC - Philippine Standard Industrial Classification.

Source of data: Philippine Statistics Authority, 2017/2018 Integrated Survey on Labor and Employment (ISLE)

**TABLE 2 - Number and Percent Share of Union Membership and CBA Coverage to Total Paid Employees in Establishments Employing 20 or More Workers by Major Industry Group, Type of Ownership and Employment Size, Philippines: June 2018**

2009 PSIC	Indicator	Total Paid Employees	Unionized Workers		CBA Coverage	
			Number	Percent Share	Number	% Share to Total Establishments
	<b>ALL INDUSTRIES</b>	<b>5,060,102</b>	<b>353,625</b>	<b>7.0</b>	<b>361,632</b>	<b>7.1</b>
A	Agriculture, Forestry and Fishing	153,526	31,276	20.4	30,916	20.1
B	Mining and Quarrying	33,510	10,107	30.2	9,842	29.4
C	Manufacturing	1,077,135	116,424	10.8	120,817	11.2
D	Electricity, Gas, Steam and Air Conditioning Supply	62,040	15,637	25.2	18,327	29.5
E	Water Supply; Sewerage, Waste Management and Remediation Activities	33,229	8,937	26.9	8,198	24.7
F	Construction	284,107	3,697	1.3	3,697	1.3
G	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	597,027	27,704	4.6	27,763	4.7
H	Transportation and Storage	160,417	17,722	11.0	17,801	11.1
I	Accommodation and Food Service Activities	237,786	8,168	3.4	8,345	3.5
J	Information and Communication	141,854	13,225	9.3	13,225	9.3
K	Financial and Insurance Activities	301,034	59,625	19.8	59,780	19.9
L	Real Estate Activities	52,653	1,464	2.8	1,464	2.8
M	Professional, Scientific and Technical Activities	100,191	695	0.7	710	0.7
N	Administrative and Support Service Activities	1,314,118	1,048	0.1	992	0.1
P	Education Except Public Education	290,694	15,385	5.3	15,882	5.5
Q	Human Health and Social Work Activities Except Public Health Activities	156,180	20,061	12.8	21,363	13.7
R	Arts, Entertainment and Recreation	48,820	2,410	4.9	2,469	5.1
S95/ S96	Repair of Computers and Personal and Household Goods; Other Personal Service Activities	15,782	41	0.3	41	0.3
	<b>Type of Ownership</b>					
	Single Proprietorship	259,999	2,204	0.8	2,204	0.8
	Partnership	27,763	385	1.4	405	1.5
	Government Corporation	90,424	26,378	29.2	25,461	28.2
	Stock Corporation	4,237,532	301,412	7.1	308,649	7.3
	Non-Stock, Non-Profit Corporation	284,265	21,018	7.4	22,609	8.0
	Cooperative	158,329	2,139	1.4	2,214	1.4
	Others	1,791	88	4.9	88	4.9
	<b>Employment Size</b>					
	20 - 99	1,012,922	29,052	2.9	29,364	2.9
	100 - 199	578,071	33,143	5.7	33,133	5.7
	200 and Over	3,469,109	291,429	8.4	299,135	8.6

Notes: 1. Details may not add up to totals due to rounding.

2. PSIC - Philippine Standard Industrial Classification.

Source of data: Philippine Statistics Authority, 2017/2018 Integrated Survey on Labor and Employment (ISLE)

**TABLE 3 - Number and Percent Distribution of Unionized Workers in Establishments Employing 20 or More Workers by Major Industry Group, Legal Organization, Economic Organization, Employment Size and Sex, Philippines: June 2018**

2009 PSIC	Indicator	Union Membership		Union Presidents		Union Officers	
		Both Sexes	Female	Both Sexes	Female	Both Sexes	Female
	<b>ALL INDUSTRIES</b>	<b>353,625</b>	<b>38.5</b>	<b>3,149</b>	<b>27.9</b>	<b>13,485</b>	<b>29.5</b>
A	Agriculture, Forestry and Fishing	31,276	19.0	160	16.9	1,131	24.7
B	Mining and Quarrying	10,107	8.3	67	17.9	190	16.3
C	Manufacturing	116,424	28.6	1099	17.6	5,634	20.3
D	Electricity, Gas, Steam and Air Conditioning Supply	15,637	17.7	152	37.5	724	27.1
E	Water Supply; Sewerage, Waste Management and Remediation Activities	8,937	22.3	73	24.7	619	42.4
F	Construction	3,697	15.9	21	9.5	62	16.1
G	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	27,704	53.9	548	45.1	1,612	41.4
H	Transportation and Storage	17,722	10.2	102	9.8	622	12.1
I	Accommodation and Food Service Activities	8,168	35.7	210	28.1	623	41.3
J	Information and Communication	13,225	30.1	38	36.8	150	35.3
K	Financial and Insurance Activities	59,625	71.7	369	31.7	545	39.4
L	Real Estate Activities	1,464	61.1	21	23.8	21	23.8
M	Professional, Scientific and Technical Activities	695	35.1	8	37.5	39	71.8
N	Administrative and Support Service Activities	1,048	9.1	11	9.1	47	46.8
P	Education Except Public Education	15,385	58.6	144	54.2	874	55.7
Q	Human Health and Social Work Activities Except Public Health Activities	20,061	65.9	96	25.0	409	45.5
R	Arts, Entertainment and Recreation	2,410	42.3	29	37.9	171	36.4
S95/ S96	Repair of Computers and Personal and Household Goods; Other Personal Service Activities	41	51.2	1	-	11	36.4

**Notes:** 1. Details may not add up to totals due to rounding.

2. PSIC - Philippine Standard Industrial Classification.

Source of data: Philippine Statistics Authority, 2017/2018 Integrated Survey on Labor and Employment (ISLE)