

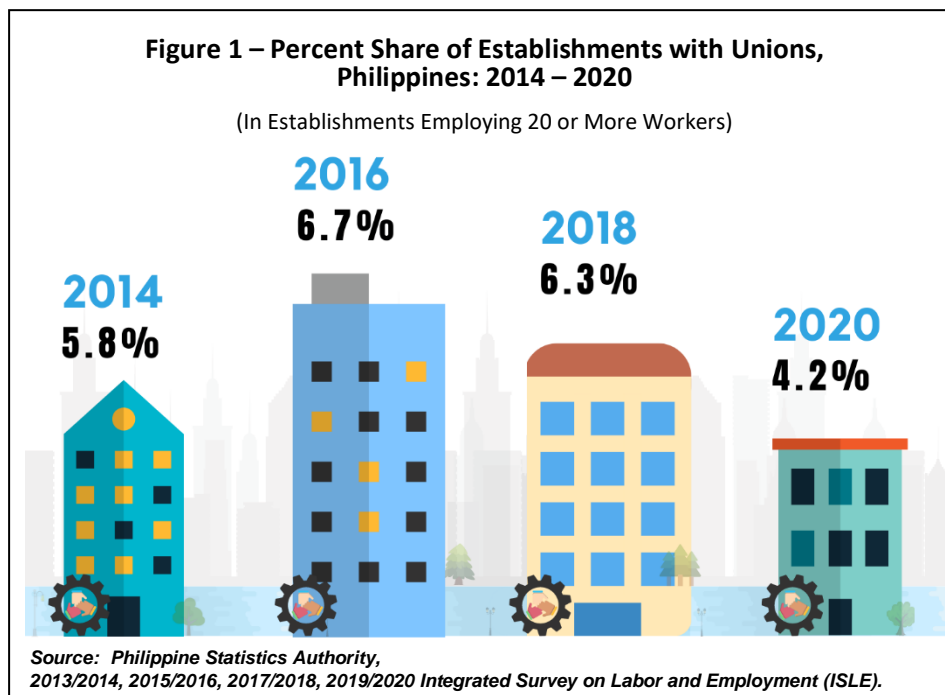
PRESS RELEASE

Highlights of the 2019/2020 Integrated Survey on Labor and Employment (ISLE) – Module on Unionism and Collective Bargaining: June 2020

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EXTENT OF UNIONISM

- Results of the survey revealed that only 4.2 percent (1,464) of establishments with 20 or more workers (34,543) had registered unions in 2020, a decrease of -2.1 percentage points from the 6.3 percent share recorded in 2018 and the lowest since 2014. *(Figure 1 and Table 1)*



- By major industry group, electricity, gas, steam and air conditioning supply had the highest percentage of unionized establishments at 26.9 percent. This was followed by water supply; sewerage, waste management and remediation activities at 14.9 percent (49 out of 331) and manufacturing with 11.2 percent (664 out of 5,923). *(Table 1)*
- By employment size, large establishments employing 200 and more workers were more unionized with 12.6 percent compared to establishments with smaller employment sizes.

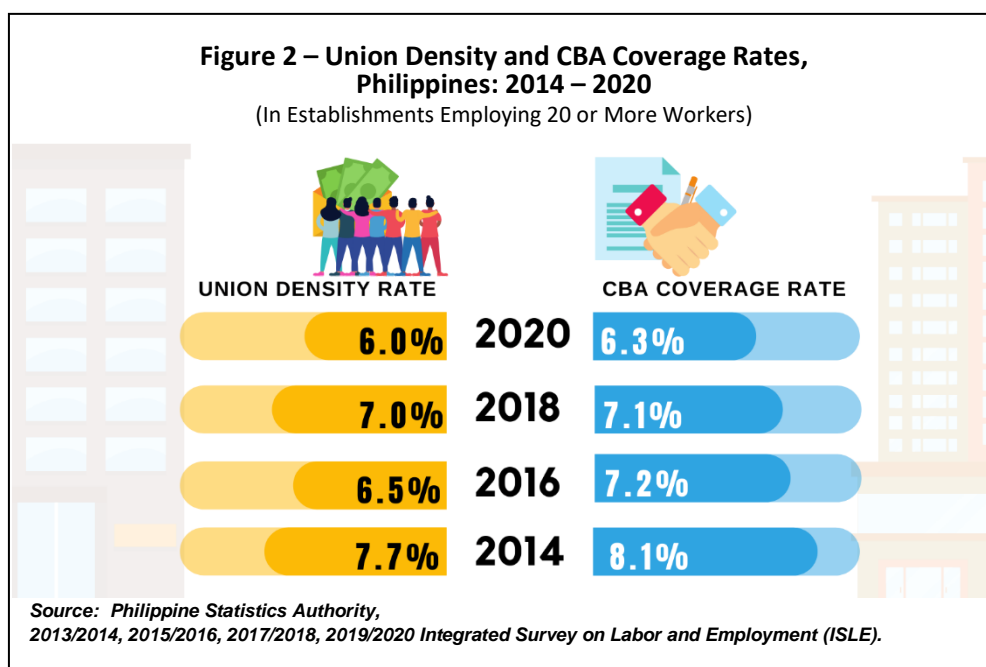


EXTENT OF COLLECTIVE BARGAINING

- Among the 1,464 unionized establishments in 2020, 99.1 percent or 1,451 had negotiated Collective Bargaining Agreements (CBAs). However, as proportion to total establishments, only 4.2 percent of establishments had CBAs. (*Table 1*)
- Large establishments with 200 and over were reported to have the highest negotiated CBAs at 12.6 percent. Around 8.2 of establishments with 100-199 workers had negotiated CBAs while it was only 2.0 percent for establishments with 20-99 workers.

UNION DENSITY RATE

- In 2020, union density rate or the proportion of union membership to total paid employees was at 6.0 percent, a decline of -1.0 percentage point from the 7.0 percent reported in 2018. This accounted to 316,458 unionized workers from the 5.29 million total paid employees. (*Figure 2 and Table 2*)



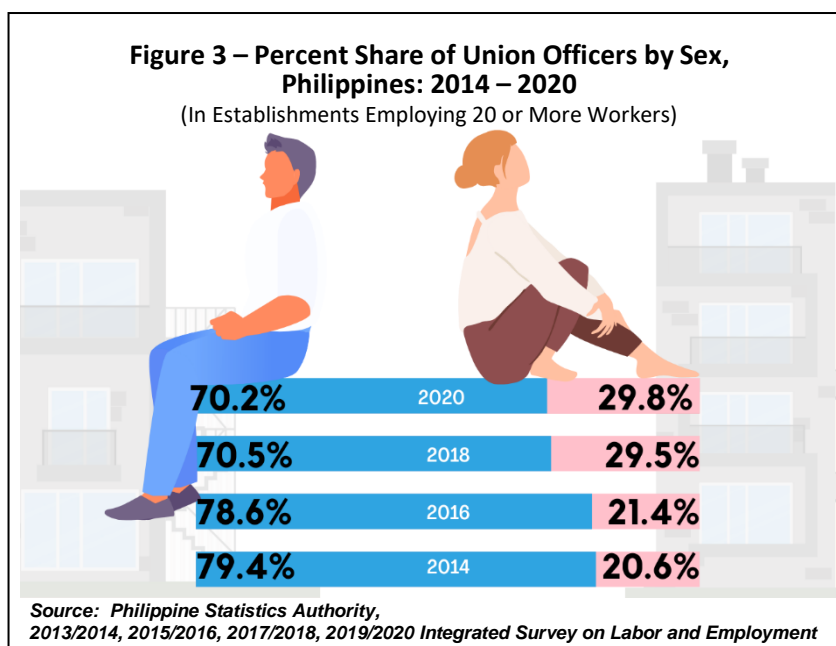
- Union density rates at more than 20 percent were reported in the following industries: electricity, gas, steam and air conditioning supply (24.9%); mining and quarrying (24.4%); water supply; sewerage, waste management and remediation activities (22.0%); and arts, entertainment and recreation (20.1%). (*Table 2*)
- Disaggregated by sex, male union density rate was recorded at 3.3 percent which means that 33 in every 1,000 paid employees were unionized male workers while female union density rate was at 2.7 percent. (*Table 3*)

CBA COVERAGE

- CBA coverage rate or the proportion of employees covered by CBAs to total paid employees was 6.3 percent or 333,776 of the 5.29 million total paid employees in 2020. This was lower by 0.8 percentage point from the 7.1 percent CBA coverage rate posted in 2018. *(Figure 2 and Table 2)*
- Across industries, about 27.2 percent of employees in mining and quarrying were covered by CBAs during the period. Likewise, high CBA coverage of employees in electricity, gas, steam and air conditioning supply and water supply, sewerage, waste management and remediation activities were reported at 26.2 percent and 24.3 percent, respectively. *(Table 2)*
- Disaggregated by sex, 3.4 percent or 34 in every 1,000 paid employees were male workers with CBA coverage while it was 2.9 percent for female workers. *(Table 4)*
- The percentage of employees covered by CBAs to total unionized workers was reported at 105.5 percent. This means that an employee may also receive the benefits stipulated in the CBA of the company despite not being a member of a union. *(Table 5)*

SHARE OF FEMALE UNION OFFICERS/PRESIDENTS

- Women accounted for 29.8 percent of the union officers while the proportion of men was higher at 70.2 percent in 2020. An upward trend can be observed from the 20.6 percent registered in 2014 to 2020 having an average of 3.1 percentage points increase for the survey periods covered. *(Figure 3 and Table 6)*
- The share of female union officers in establishments by major industry group showed that wholesale and retail trade; repair of motor vehicles and motorcycles had the highest at 60.3 percent. This is also the only industry wherein the share of female union officers is higher than of their male counterpart (39.7%). *(Table 6)*
- About 29.1 percent of the unionized establishments had a female president. Same as with the union officers, unionized establishments under wholesale and retail trade; repair of motor vehicles and motorcycles had the highest share of female presidents at 50.2 percent.



LABOR MANAGEMENT COOPERATION (LMC)

- In the absence of union, very few (7.1%) establishments in 2020 had created LMCs in which management and workers work together to achieve certain goals through consultations, discussions, negotiations, and information sharing. (*Table 1*)
- By major industry group, establishments in electricity, gas, steam and air conditioning supply had the highest share of establishments that created LMCs with 27.0 percent. Followed by financial and insurance activities (15.6%) and water supply; sewerage, waste management and remediation activities (12.8%).
- By employment size, LMCs were more prevalent in establishments employing 200 and more workers with 13.6 percent while lower employment size groups got lower prevalence with 9.7 percent and 5.4 percent for 100-199 workers and 20-99 workers, respectively.

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Undersecretary

National Statistician and Civil Registrar General


WAG/AAM/CSA/JMM

TABLE 1 – Number and Percent Share of Establishments Employing 20 or More Workers With Union, Collective Bargaining Agreement (CBA) and Labor Management Cooperation (LMC) by Major Industry Group, and Employment Size, Philippines: June 2020

2009 PSIC	MAJOR INDUSTRY GROUP AND EMPLOYMENT SIZE	Total Establishments	Establishments With Union		Establishments With CBA		Establishments With LMC	
			Number	Percent Share	Number	Percent Share	Number	Percent Share
	ALL INDUSTRIES	34,543	1,464	4.2	1,451	4.2	2,437	7.1
A	Agriculture, Forestry and Fishing	951	51	5.4	44	4.6	66	7.0
B	Mining and Quarrying	150	15	10.1	15	10.1	17	11.2
C	Manufacturing	5,923	664	11.2	663	11.2	628	10.6
D	Electricity, Gas, Steam and Air Conditioning Supply	263	71	26.9	71	26.9	71	26.9
E	Water Supply; Sewerage, Waste Management and Remediation Activities	331	49	14.9	49	14.9	42	12.8
F	Construction	1,193	3	0.2	3	0.2	15	1.2
G	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	8,681	162	1.9	162	1.9	407	4.7
H	Transportation and Storage	1,043	53	5.1	53	5.1	42	4.0
I	Accommodation and Food Service Activities	4,070	194	4.8	194	4.8	296	7.3
J	Information and Communication	788	19	2.4	15	1.9	86	10.9
K	Financial and Insurance Activities	1,455	42	2.9	42	2.9	226	15.6
L	Real Estate Activities	613	5	0.8	5	0.8	11	1.9
M	Professional, Scientific and Technical Activities	846	4	0.5	4	0.5	8	1.0
N	Administrative and Support Service Activities	2,445	3	0.1	3	0.1	48	2.0
P	Education Except Public Education	3,894	69	1.8	69	1.8	380	9.8
Q	Human Health and Social Work Activities Except Public Health Activities	1,378	38	2.7	38	2.7	66	4.8
R	Arts, Entertainment and Recreation	202	21	10.5	21	10.5	11	5.3
S95/S96	Repair of Computers and Personal and Household Goods; Other Personal Service Activities	317	-	-	-	-	16	5.1
	EMPLOYMENT SIZE							
	20 - 99	25,693	537	2.1	526	2.0	1,399	5.4
	100 - 199	4,303	354	8.2	353	8.2	419	9.7
	200 and Over	4,546	572	12.6	572	12.6	619	13.6

Note: Details may not add up to totals due to rounding.

Source: Philippine Statistics Authority, 2019/2020 Integrated Survey on Labor and Employment (ISLE).

TABLE 1.A – Number and Percent Distribution of Establishments Employing 20 or More Workers With Union by Total Number of Unions and Scope of Bargaining Unit, Philippines: June 2020

Establishments With Union	Total Number of Unions	Scope of Bargaining Unit			
		Supervisors Only		Rank and File Only	
		Number	Percent	Number	Percent
1,464	1,713	216	14.8	1,452	99.2

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

Source: Philippine Statistics Authority, 2019/2020 Integrated Survey on Labor and Employment (ISLE).

TABLE 2 - Number and Percent Share of Unionized Workers and CBA Coverage to Total Paid Employees in Establishments Employing 20 or More Workers by Major Industry Group, Philippines: June 2020

2009 PSIC	MAJOR INDUSTRY GROUP	Total Paid Employees	Unionized Workers		CBA Coverage	
			Number	Percent Share	Number	Percent Share
	ALL INDUSTRIES	5,291,912	316,458	6.0	333,776	6.3
A	Agriculture, Forestry and Fishing	153,303	8,404	5.5	8,554	5.6
B	Mining and Quarrying	41,408	10,099	24.4	11,278	27.2
C	Manufacturing	1,006,626	114,046	11.3	120,152	11.9
D	Electricity, Gas, Steam and Air Conditioning Supply	45,161	11,239	24.9	11,835	26.2
E	Water Supply; Sewerage, Waste Management and Remediation Activities	31,085	6,825	22.0	7,559	24.3
F	Construction	283,827	3,019	1.1	3,028	1.1
G	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	759,778	39,476	5.2	40,061	5.3
H	Transportation and Storage	151,246	15,536	10.3	15,758	10.4
I	Accommodation and Food Service Activities	185,310	7,191	3.9	7,191	3.9
J	Information and Communication	140,070	2,787	2.0	2,770	2.0
K	Financial and Insurance Activities	374,064	51,283	13.7	54,077	14.5
L	Real Estate Activities	59,719	525	0.9	525	0.9
M	Professional, Scientific and Technical Activities	103,754	486	0.5	647	0.6
N	Administrative and Support Service Activities	1,448,060	556	a	567	a
P	Education Except Public Education	275,260	15,599	5.7	18,236	6.6
Q	Human Health and Social Work Activities Except Public Health Activities	175,996	20,291	11.5	22,064	12.5
R	Arts, Entertainment and Recreation	45,220	9,096	20.1	9,474	21.0
S95/S96	Repair of Computers and Personal and Household Goods; Other Personal Service Activities	12,024	-	-	-	-

*Note: Details may not add up to totals due to rounding.
a Less than 0.05 percent.*

Source: Philippine Statistics Authority, 2019/2020 Integrated Survey on Labor and Employment (ISLE).

TABLE 3 – Number and Percent Distribution of Unionized Workers to Total Paid Employees in Establishments Employing 20 or More Workers by Sex, Philippines: June 2020

Total Paid Employees	Unionized Workers					Union Density Rate (%)	
	Total	Male		Female		Male	Female
		Number	Percent Share	Number	Percent Share		
5,291,912	316,458	172,924	54.6	143,534	45.4	3.3	2.7

Note: Union Density Rate is computed as the share of unionized workers from the total paid employees.

Source: Philippine Statistics Authority, 2019/2020 Integrated Survey on Labor and Employment (ISLE).

TABLE 4 – Number and Percent Distribution of CBA Coverage to Total Paid Employees in Establishments Employing 20 or More Workers by Sex, Philippines: June 2020

Total Paid Employees	CBA Covered Workers					CBA Coverage Rate (%)	
	Total	Male		Female		Male	Female
		Number	Percent Share	Number	Percent Share		
5,291,912	333,776	182,301	54.6	151,474	45.4	3.4	2.9

*Note: CBA Coverage Rate is computed as the share of workers covered by CBA from the total paid employees.
Source: Philippine Statistics Authority, 2019/2020 Integrated Survey on Labor and Employment (ISLE).*

TABLE 5 - Number and Proportion of CBA Coverage to Unionized Workers in Establishments Employing 20 or More Workers by Major Industry Group, Philippines: June 2020

2009 PSIC	MAJOR INDUSTRY GROUP	Unionized Workers	CBA Coverage	Proportion of CBA Coverage to Unionized Workers (in Percent)
	ALL INDUSTRIES	316,458	333,776	105.5
A	Agriculture, Forestry and Fishing	8,404	8,554	101.8
B	Mining and Quarrying	10,099	11,278	111.7
C	Manufacturing	114,046	120,152	105.4
D	Electricity, Gas, Steam and Air Conditioning Supply	11,239	11,835	105.3
E	Water Supply; Sewerage, Waste Management and Remediation Activities	6,825	7,559	110.8
F	Construction	3,019	3,028	100.3
G	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	39,476	40,061	101.5
H	Transportation and Storage	15,536	15,758	101.4
I	Accommodation and Food Service Activities	7,191	7,191	100.0
J	Information and Communication	2,787	2,770	99.4
K	Financial and Insurance Activities	51,283	54,077	105.4
L	Real Estate Activities	525	525	100.0
M	Professional, Scientific and Technical Activities	486	647	133.2
N	Administrative and Support Service Activities	556	567	102.1
P	Education Except Public Education	15,599	18,236	116.9
Q	Human Health and Social Work Activities Except Public Health Activities	20,291	22,064	108.7
R	Arts, Entertainment and Recreation	9,096	9,474	104.2
S95/ S96	Repair of Computers and Personal and Household Goods; Other Personal Service Activities	-	-	-

Note: Details may not add up to totals due to rounding.

Source: Philippine Statistics Authority, 2019/2020 Integrated Survey on Labor and Employment (ISLE).

TABLE 6 – Number and Percent Share of Union Officers and Presidents in Establishments Employing 20 or More Workers by Sex and Major Industry Group, Philippines: June 2020

2009 PSIC	MAJOR INDUSTRY GROUP	Officers			Presidents		
		Number	Percent Share		Number	Percent Share	
			Male	Female		Male	Female
	ALL INDUSTRIES	11,478	70.2	29.8	1,601	70.9	29.1
A	Agriculture, Forestry and Fishing	376	77.8	22.2	50	89.7	10.3
B	Mining and Quarrying	178	97.0	3.0	15	100.0	-
C	Manufacturing	5,081	79.1	20.9	620	75.5	24.5
D	Electricity, Gas, Steam and Air Conditioning Supply	873	77.4	22.6	90	88.7	11.3
E	Water Supply; Sewerage, Waste Management and Remediation Activities	387	65.3	34.7	99	74.5	25.5
F	Construction	25	76.5	23.5	4	100.0	-
G	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	1,107	39.7	60.3	151	49.8	50.2
H	Transportation and Storage	391	89.5	10.5	62	97.8	2.2
I	Accommodation and Food Service Activities	798	67.0	33.0	257	50.3	49.7
J	Information and Communication	234	69.2	30.8	23	100.0	-
K	Financial and Insurance Activities	758	53.4	46.6	65	68.7	31.3
L	Real Estate Activities	10	100.0	0.0	3	100.0	-
M	Professional, Scientific and Technical Activities	24	83.4	16.6	16	87.5	12.5
N	Administrative and Support Service Activities	33	69.6	30.4	-	-	-
P	Education Except Public Education	640	50.1	49.9	82	58.9	41.1
Q	Human Health and Social Work Activities Except Public Health Activities	391	53.3	46.7	45	78.1	21.9
R	Arts, Entertainment and Recreation	173	89.6	10.4	18	91.3	8.7
S95/ S96	Repair of Computers and Personal and Household Goods; Other Personal Service Activities	-	-	-	-	-	-

Note: Details may not add up to totals due to rounding.

Source: Philippine Statistics Authority, 2019/2020 Integrated Survey on Labor and Employment (ISLE).

Survey Information:

This module of the 2019/2020 Integrated Survey on Labor and Employment (ISLE) focuses on unionism and collective bargaining in establishments employing 20 or more workers as of 30 June 2020. Specifically, this module inquires on the existence of registered unions; scope of bargaining unit whether composing of supervisors only, rank-and-file only, or rank-and-file including supervisors; number of union members by sex; and number of union officers by sex. For collective bargaining, queries involve existence and coverage of Collective Bargaining Agreements (CBAs) by scope of bargaining unit; and workers covered by CBAs classified by sex including non-union members paying agency fees. Information on the existence of an operating/active Labor Management Cooperation/Committee/Council (LMC) in the establishments is likewise included in this module.

Definition of Terms:

Establishment refers to an economic unit engaged in one or predominantly one kind of economic activity under a single ownership or control at a single fixed location, e.g., mine, factory, store, bank, etc.

Legal Organization (LO) is the legal form of the economic entity that owns the establishment. The types of LO are single proprietorship; partnership; government corporation; stock corporation; non-stock, non-profit corporation; cooperative; and others e.g., private associations, foundations, non-government organizations (NGOs), etc.

Union is defined as any registered group or association of employees that exists in whole or in part for the purpose of collective bargaining or dealing with employers concerning terms and conditions of employment. It also refers to a union whose registration is still in process as of reference date.

Collective Bargaining Agreement (CBA) refers to the negotiated contract between a legitimate labor organization and the employer concerning wages, hours of work, and all other terms and conditions of employment in a bargaining unit, including mandatory provisions for grievance and arbitration machinery.

Bargaining Unit is defined as a group of employees sharing mutual interest within a given employer, composed of all or less than all of the entire body of employees in the employer unit or any specific occupational or geographical grouping with such employer unit.

Labor Management Cooperation/Committee/Council (LMC) is defined as a state of relations where labor and management worked hand-in-hand to accomplish certain goals using mutually acceptable means.