

PRESS RELEASE

Highlights of the 2021/2022 Integrated Survey on Labor and Employment (ISLE) – Module on Unionism and Collective Bargaining: August 2022

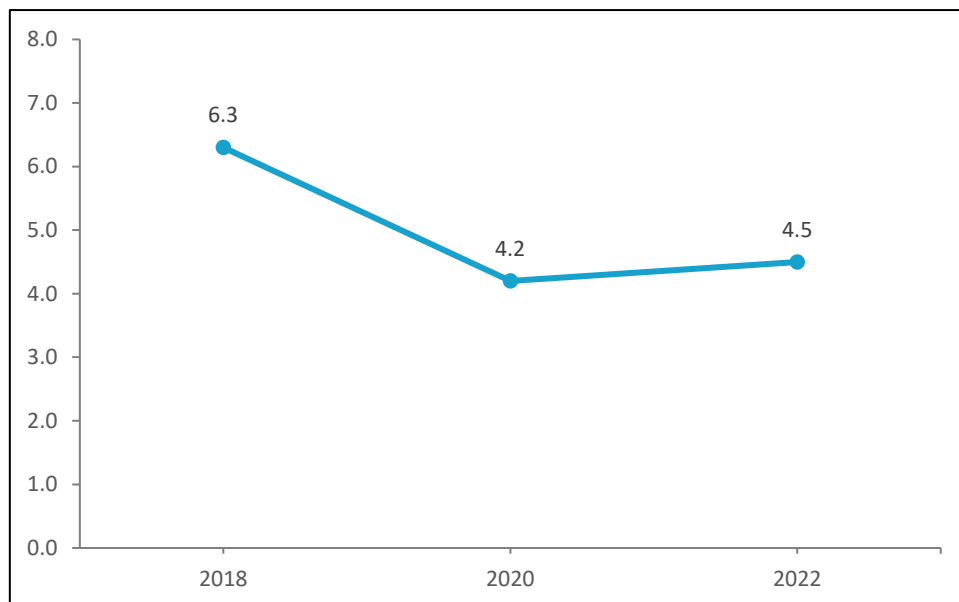
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1. Extent of unionism rose to 4.5 percent in August 2022

- a. Of the total establishments employing 20 or more workers (36,342), 4.5 percent (1,626) had registered unions as of August 2022, up by a modest 0.3 percentage point from the 4.2 percent recorded proportion of establishments with unions in June 2020. On the other hand, the figure showed a 1.8 percentage points decline from the pre-pandemic period in June 2018. (Figure 1 and Table 1a)

Figure 1. Proportion of Establishments with Unions,
Philippines: June 2018, June 2020, and August 2022
(In Percent)



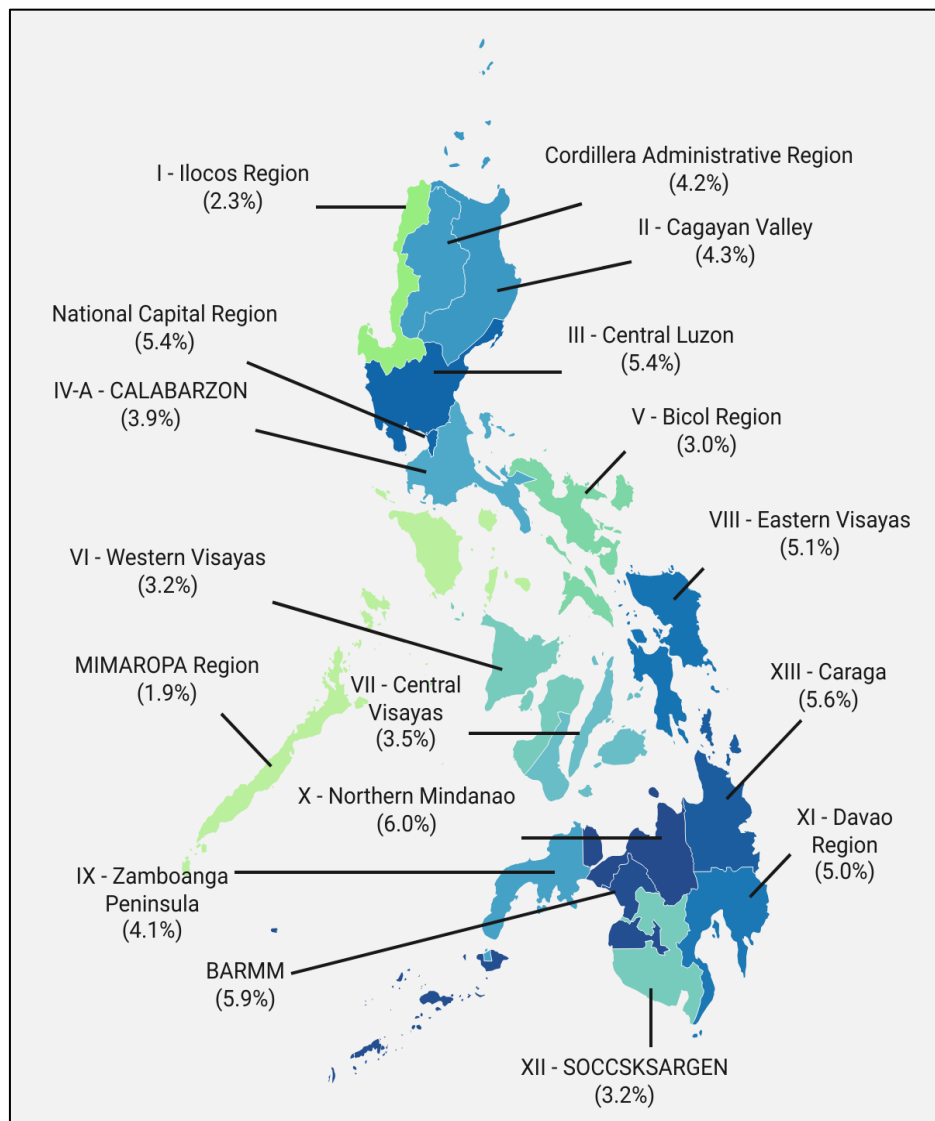
Source: Philippine Statistics Authority, 2017/2018, 2019/2020, 2021/2022 Integrated Survey on Labor and Employment (ISLE).

- b. By major industry group, Water Supply; Sewerage, Waste Management and Remediation Activities had the highest proportion of establishments with unions at 24.1 percent of establishments employing 20 or more workers for the sector. This was followed by Electricity, Gas, Steam and Air Conditioning Supply with 22.5 percent and Agriculture, Forestry and Fishing with 11.2 percent. (Table 1)



- c. By employment size, establishments with 200 or more workers had a unionization rate of 13.4 percent, while 8.2 percent and 2.4 percent were recorded in establishments with 100 to 199 workers and 20 to 99 workers, respectively. (Table 1)
- d. Among the 17 regions, Region X - Northern Mindanao recorded the highest proportion of unionized establishments with 6.0 percent of establishments employing 20 or more workers for the region. This was followed by Bangsamoro Autonomous Region in Muslim Mindanao (5.9%) and Region XIII – Caraga (5.6%). On the other hand, MIMAROPA Region registered the lowest proportion of unionized establishments with 1.9 percent of establishments for the region. (Figure 2 and Table 1)

Figure 2. Proportion of Establishments with Unions by Region, Philippines: August 2022



Source: Philippine Statistics Authority, 2021/2022 Integrated Survey on Labor and Employment (ISLE).

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2. Majority or 88.8 percent of unionized establishments have Collective Bargaining Agreements (CBAs)

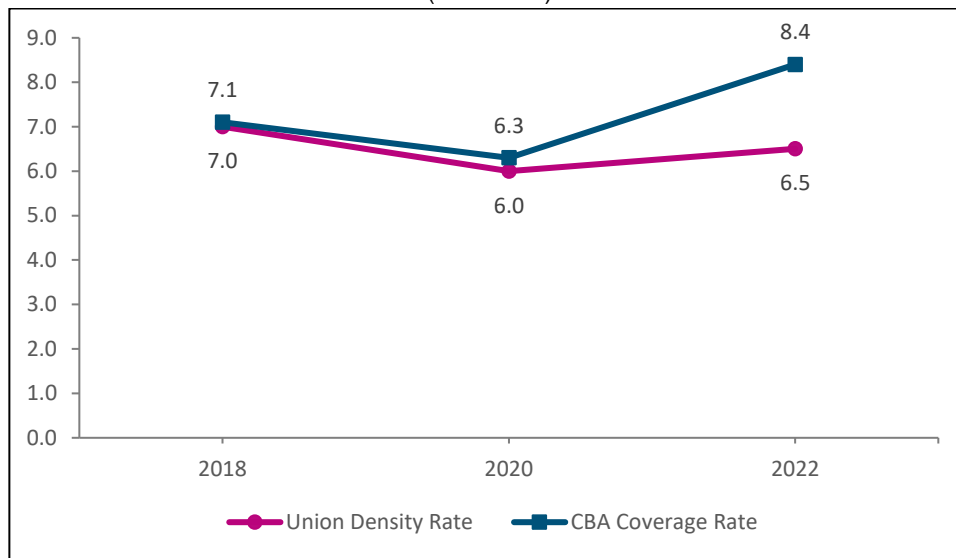
- a. Of the total 1,626 establishments with unions in August 2022, 1,444 establishments (88.8%) had negotiated CBAs. Relative to the total number of establishments, only 4.0 percent were registered with CBA. (Table 1)
- b. By region, Region X - Northern Mindanao recorded the highest proportion of establishments with negotiated CBAs at 5.8 percent of the establishments for the region. This was followed by Region III - Central Luzon at 5.4 percent and Region XIII - Caraga at 5.3 percent. On the other hand, MIMAROPA Region reported the lowest proportion of negotiated CBAs at 1.4 percent of the establishments for the region, while there is no reported data from the Bangsamoro Autonomous Region in Muslim Mindanao. (Table 1)
- c. By employment size, establishments with 200 or more workers reported the highest proportion of negotiated CBAs at 12.1 percent of establishments for this size. Meanwhile, establishments with 100 to 199 workers and 20 to 99 workers had corresponding proportions of 7.7 percent and 2.0 percent negotiated CBAs. (Table 1)

3. Union density rate was registered at 6.5 percent

- a. In August 2022, the union density rate, which indicates the proportion of union membership to total paid employees, increased to 6.5 percent, marking a minimal 0.5 percentage point rise from the 6.0 percent recorded in June 2020. This translates to 345,754 unionized workers among the 5.35 million total paid employees. (Figure 3 and Table 2).



Figure 3. Union Density and CBA Coverage Rates of Establishments,
Philippines: June 2018, June 2020, and August 2022
(In Percent)



Source: Philippine Statistics Authority, 2017/2018, 2019/2020, 2021/2022 Integrated Survey on Labor and Employment (ISLE).

- b. By major industry group, Mining and Quarrying recorded the highest union density rate at 30.1 percent. This was followed by Water Supply; Sewerage, Waste Management and Remediation Activities, and Agriculture, Forestry and Fishing with 24.8 percent and 20.8 percent, respectively. (Table 2)
- c. The highest union density rate was recorded in Region X - Northern Mindanao at 12.0 percent. This was followed by Davao Region (10.8%) and Cordillera Administrative Region (CAR) (9.7%). (Table 3)
- d. By sex, the union density rate for male workers was recorded at 6.7 percent, indicating that nearly 7 in every 100 paid male employees were unionized. On the other hand, the union density rate for female workers stood at 6.1 percent. (Table 3)

4. CBA Coverage Rate increased by 2.1 percentage points in August 2022

- a. In August 2022, CBA coverage rate or the proportion of employees covered by CBAs to total paid employees was at 8.4 percent or 446,756 of the 5.35 million total paid employees. This was higher by 2.1 percentage points from the 6.3 percent CBA coverage rate posted in June 2020. (Figure 3 and Table 2)
- b. Across industries, 36.3 percent of paid employees in Mining and Quarrying were covered by CBAs in August 2022. Likewise, high CBA coverage rates were noted in Agriculture, Forestry and Fishing, and Electricity, Gas, Steam and Air Conditioning Supply at 28.3 percent and 21.4 percent, respectively. (Table 2)

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- c. Region X - Northern Mindanao recorded the highest CBA coverage rate of 18.0 percent. This was followed by Region XI - Davao Region (14.0%) and Region III - Central Luzon (12.8%). (Table 3)
- d. By sex, the proportion of male workers covered by CBAs was at 8.6 percent of the total number of male paid employees or about 9 male workers covered by CBAs in every 100 male paid employees. On the other hand, a slightly lesser percentage (8.0%) was recorded for female workers. (Table 3)
- e. The proportion of employees covered by CBAs was at 129.2 percent of the total reported unionized workers. This suggests that an employee may also receive the benefits stipulated in the CBA of the company despite not being a member of a union. (Table 4)

5. Share of females in unionized workers, union officers, and union presidents recorded lesser shares than that of males

- a. Out of the 345,754 unionized workers, females shared 40.3 percent (139,496 workers), while males recorded a higher share with 59.7 percent (206,258 workers). (Tables 5 and 5a)
- b. The share of females in the number of union officers were recorded at 27.4 percent (3,140 female union officers), while the share of males stood at 72.6 percent (8,314 male union officers). (Tables 5 and 5a)
- c. About 16.2 percent of unionized establishments were led by female presidents. The Professional, Scientific and Technical Activities sector recorded the highest share of 67.3 percent of unionized establishments presided by female union presidents.

6. Around 6.2 percent of Establishments had Labor Management Cooperation (LMC)

- a. In August 2022, 6.2 percent of establishments employing 20 or more workers had an LMC in place, where management and workers collaborate through consultations, discussions, negotiations, and information sharing to achieve common goals. (Table 1)
- b. Among major industry groups, establishments in Electricity, Gas, Steam, and Air Conditioning Supply exhibited the highest proportion of LMC with 20.1 percent of establishments for the sector. This was followed by Mining and Quarrying at 13.8 percent, and Water Supply; Sewerage, Waste Management and Remediation Activities at 10.6 percent. (Table 1)

- c. CAR recorded the highest proportion of establishments having LMCs at 17.4 percent of establishments for the region. The rest of the regions recorded proportions below 9.0 percent. (Table 1)
- d. By employment size, establishments employing 200 or more workers exhibited a higher prevalence of LMCs at 14.2 percent of establishments for this size. Lower prevalence of LMCs were recorded in establishments employing 100 to 199 workers and 20 to 99 workers at 9.6 percent and 4.3 percent, respectively.



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Table 1. Number and Proportion of Establishments Employing 20 or More Workers With Union, Collective Bargaining Agreement (CBA) and Labor Management Cooperation (LMC) by Major Industry Group, Region, and Employment Size, Philippines: August 2022

MAJOR INDUSTRY GROUP, REGION AND EMPLOYMENT SIZE	Total Establishments	Establishments With Union		Establishments With CBA		Establishments With LMC	
		Number	Percent	Number	Percent	Number	Percent
TOTAL	36,342	1,626	4.5	1,444	4.0	2,237	6.2
Agriculture, Forestry and Fishing Industry	1,125	126	11.2	115	10.2	80	7.1
Mining and Quarrying	165	18	10.6	15	9.0	23	13.8
Manufacturing	6,213	592	9.5	565	9.1	573	9.2
Electricity, Gas, Steam and Air Conditioning Supply	296	66	22.5	54	18.4	59	20.1
Water Supply; Sewerage, Waste Management and Remediation Activities	376	90	24.1	67	17.9	40	10.6
Construction	1,238	26	2.1	25	2.0	35	2.8
Services							
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	10,198	231	2.3	182	1.8	442	4.3
Transportation and Storage	1,302	68	5.2	60	4.6	74	5.7
Accommodation and Food Service Activities	3,620	75	2.1	67	1.9	217	6.0
Information and Communication	865	11	1.3	8	1.0	36	4.2
Financial and Insurance Activities	1,855	144	7.8	142	7.7	182	9.8
Real Estate Activities	676	12	1.8	7	1.0	38	5.7
Professional, Scientific and Technical Activities	752	3	0.4	2	0.3	36	4.8
Administrative and Support Service Activities	2,530	6	0.2	6	0.2	90	3.6
Education Except Public Education	3,234	85	2.6	66	2.0	201	6.2
Human Health and Social Work Activities							
Except Public Health Activities	1,365	57	4.1	48	3.5	96	7.0
Arts, Entertainment and Recreation	251	18	7.0	14	5.6	12	4.7
Other Service Activities Except Activities of Membership Organizations	280	-	-	-	-	4	1.3
REGION							
National Capital Region	9,728	528	5.4	474	4.9	531	5.5
Cordillera Administrative Region	880	37	4.2	37	4.2	153	17.4
Region I - Ilocos Region	1,362	32	2.3	25	1.8	58	4.3
Region II - Cagayan Valley	960	41	4.3	33	3.4	44	4.6
Region III - Central Luzon	3,400	185	5.4	183	5.4	297	8.7
Region IVA - CALABARZON	3,885	151	3.9	128	3.3	253	6.5
MIMAROPA Region	861	16	1.9	12	1.4	49	5.7
Region V - Bicol Region	1,352	41	3.0	30	2.2	82	6.1
Region VI - Western Visayas	2,111	69	3.2	62	2.9	117	5.5
Region VII - Central Visayas	3,173	110	3.5	87	2.7	189	6.0
Region VIII - Eastern Visayas	1,137	58	5.1	58	5.1	67	5.9
Region IX - Zamboanga Peninsula	1,171	48	4.1	37	3.1	47	4.0
Region X - Northern Mindanao	1,725	104	6.0	101	5.8	101	5.9
Region XI - Davao Region	2,029	102	5.0	89	4.4	105	5.2
Region XII - SOCCSKSARGEN	1,591	51	3.2	43	2.7	77	4.9
Region XIII - Caraga	867	48	5.6	46	5.3	62	7.2
Bangsamoro Autonomous Region in Muslim Mindanao	109	6	5.9	-	-	4	3.3
EMPLOYMENT SIZE							
20 - 99 workers	27,484	659	2.4	558	2.0	1,178	4.3
100 - 199 workers	4,260	351	8.2	328	7.7	407	9.6
200 and Over workers	4,598	615	13.4	558	12.1	652	14.2

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

Source of data: Philippine Statistics Authority, 2021/2022 Integrated Survey on Labor and Employment (ISLE).

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Table 1a. Number and Proportion of Establishments Employing 20 or More Workers With Union by Major Industry Group and Employment Size,
Philippines: June 2018, June 2020, and August 2022

MAJOR INDUSTRY GROUP AND EMPLOYMENT SIZE	June 2018			June 2020			August 2022		
	Total Establishments	Establishments With Union		Total Establishments	Establishments With Union		Total Establishments	Establishments With Union	
		Number	Percent		Number	Percent		Number	Percent
TOTAL	32,517	2,039	6.3	34,543	1,464	4.2	36,342	1,626	4.5
Agriculture, Forestry and Fishing Industry	1,147	141	12.3	951	51	5.4	1,125	126	11.2
Mining and Quarrying	152	27	17.8	150	15	10.1	165	18	10.6
Manufacturing	5,980	761	12.7	5,923	664	11.2	6,213	592	9.5
Electricity, Gas, Steam and Air Conditioning Supply	282	84	29.8	263	71	26.9	296	66	22.5
Water Supply; Sewerage, Waste Management and Remediation Activities	341	69	20.2	331	49	14.9	376	90	24.1
Construction	1,006	17	1.7	1,193	3	0.2	1,238	26	2.1
Services									
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	7,829	335	4.3	8,681	162	1.9	10,198	231	2.3
Transportation and Storage	1,063	84	7.9	1,043	53	5.1	1,302	68	5.2
Accommodation and Food Service Activities	4,220	164	3.9	4,070	194	4.8	3,620	75	2.1
Information and Communication	782	18	2.3	788	19	2.4	865	11	1.3
Financial and Insurance Activities	1,332	113	8.5	1,455	42	2.9	1,855	144	7.8
Real Estate Activities	454	4	0.9	613	5	0.8	676	12	1.8
Professional, Scientific and Technical Activities	750	8	1.1	846	4	0.5	752	3	0.4
Administrative and Support Service Activities	1,935	10	0.5	2,445	3	0.1	2,530	6	0.2
Education Except Public Education	3,610	128	3.5	3,894	69	1.8	3,234	85	2.6
Human Health and Social Work Activities Except Public Health Activities	1,048	47	4.5	1,378	38	2.7	1,365	57	4.1
Arts, Entertainment and Recreation	240	26	10.8	202	21	10.5	251	18	7.0
Other Service Activities Except Activities of Membership Organizations	345	1	0.3	317	-	-	280	-	-
EMPLOYMENT SIZE									
20 - 99 workers	23,995	931	3.9	25,693	537	2.1	27,484	659	2.4
100 - 199 workers	4,202	413	9.8	4,303	354	8.2	4,260	351	8.2
200 and Over workers	4,319	695	16.1	4,546	572	12.6	4,598	615	13.4

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

Source of data: Philippine Statistics Authority, 2017/2018, 2019/2020 and 2021/2022 Integrated Survey on Labor and Employment (ISLE).

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Table 2. Number and Proportion of Unionized Workers and CBA Coverage in Establishments Employing 20 or More Workers by Major Industry Group and Employment Size, Philippines: June 2018, June 2020, and August 2022

MAJOR INDUSTRY GROUP AND EMPLOYMENT SIZE	June 2018					June 2020					August 2022				
	Total Paid Employees	Unionized Workers		CBA Coverage		Total Paid Employees	Unionized Workers		CBA Coverage		Total Paid Employees	Unionized Workers		CBA Coverage	
		Number	Percent	Number	Percent		Number	Percent	Number	Percent		Number	Percent	Number	Percent
TOTAL	5,060,102	353,625	7.0	361,632	7.1	5,291,912	316,458	6.0	333,776	6.3	5,346,253	345,754	6.5	446,756	8.4
Agriculture, Forestry and Fishing Industry	153,526	31,276	20.4	30,916	20.1	153,303	8,404	5.5	8,554	5.6	138,146	28,789	20.8	39,050	28.3
Mining and Quarrying	33,510	10,107	30.2	9,842	29.4	41,408	10,099	24.4	11,278	27.2	35,276	10,614	30.1	12,821	36.3
Manufacturing	1,077,135	116,424	10.8	120,817	11.2	1,006,626	114,046	11.3	120,152	11.9	1,054,118	119,804	11.4	163,669	15.5
Electricity, Gas, Steam and Air Conditioning Supply	62,040	15,637	25.2	18,327	29.5	45,161	11,239	24.9	11,835	26.2	53,083	10,340	19.5	11,357	21.4
Water Supply; Sewerage, Waste Management and Remediation Activities	33,229	8,937	26.9	8,198	24.7	31,085	6,825	22.0	7,559	24.3	35,031	8,675	24.8	7,192	20.5
Construction	284,107	3,697	1.3	3,697	1.3	283,827	3,019	1.1	3,028	1.1	266,057	6,857	2.6	15,944	6.0
Services															
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	597,027	27,704	4.6	27,763	4.7	759,778	39,476	5.2	40,061	5.3	642,568	16,139	2.5	27,129	4.2
Transportation and Storage	160,417	17,722	11.0	17,801	11.1	151,246	15,536	10.3	15,758	10.4	175,229	21,278	12.1	19,028	10.9
Accommodation and Food Service Activities	237,786	8,168	3.4	8,345	3.5	185,310	7,191	3.9	7,191	3.9	210,246	2,394	1.1	3,075	1.5
Information and Communication	141,854	13,225	9.3	13,225	9.3	140,070	2,787	2.0	2,770	2.0	140,046	11,579	8.3	12,889	9.2
Financial and Insurance Activities	301,034	59,625	19.8	59,780	19.9	374,064	51,283	13.7	54,077	14.5	380,833	62,433	16.4	73,423	19.3
Real Estate Activities	52,653	1,464	2.8	1,464	2.8	59,719	525	0.9	525	0.9	65,400	2,437	3.7	3,411	5.2
Professional, Scientific and Technical Activities	100,191	695	0.7	710	0.7	103,754	486	0.5	647	0.6	97,157	1,523	1.6	1,667	1.7
Administrative and Support Service Activities	1,314,118	1,048	0.1	992	0.1	1,448,060	556	^a	567	^a	1,553,352	264	^a	622	^a
Education Except Public Education	290,694	15,385	5.3	15,882	5.5	275,260	15,599	5.7	18,236	6.6	266,543	16,753	6.3	21,557	8.1
Human Health and Social Work Activities															
Except Public Health Activities	156,180	20,061	12.8	21,363	13.7	175,996	20,291	11.5	22,064	12.5	182,836	23,944	13.1	30,392	16.6
Arts, Entertainment and Recreation	48,820	2,410	4.9	2,469	5.1	45,220	9,096	20.1	9,474	21.0	38,264	1,932	5.0	3,528	9.2
Other Service Activities Except Activities of Membership Organizations	15,782	41	0.3	41	0.3	12,024	-	-	-	-	12,070	-	-	-	-
EMPLOYMENT SIZE															
20 - 99 workers	1,012,922	29,052	2.9	29,364	2.9	1,017,058	17,812	1.8	18,175	1.8	1,108,641	18,097	1.6	21,441	1.9
100 - 199 workers	578,071	33,143	5.7	33,133	5.7	592,910	32,773	5.5	34,083	5.7	586,206	26,948	4.6	37,452	6.4
200 and Over workers	3,469,109	291,429	8.4	299,135	8.6	3,681,944	265,873	7.2	281,518	7.6	3,651,407	300,709	8.2	387,863	10.6

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

^a Less than 0.05 percent

Source of data: Philippine Statistics Authority, 2017/2018, 2019/2020 and 2021/2022 Integrated Survey on Labor and Employment (ISLE).

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Table 3. Number and Proportion of Unionized Workers and CBA Coverage in Establishments Employing 20 or More Workers by Sex and Region: August 2022

REGION	Paid Employees			Unionized Workers						CBA Coverage					
				Number			Percent			Number			Percent		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
PHILIPPINES	5,346,253	3,070,390	2,275,863	345,754	206,258	139,496	6.5	6.7	6.1	446,756	264,010	182,746	8.4	8.6	8.0
National Capital Region	2,281,773	1,304,497	977,276	144,648	70,391	74,257	6.3	5.4	7.6	187,784	94,635	93,149	8.2	7.3	9.5
Cordillera Administrative Region	80,743	46,208	34,535	7,852	5,289	2,564	9.7	11.4	7.4	8,751	5,764	2,986	10.8	12.5	8.6
Region I - Ilocos Region	88,015	56,016	32,000	1,837	1,357	481	2.1	2.4	1.5	2,527	1,793	734	2.9	3.2	2.3
Region II - Cagayan Valley	68,136	41,011	27,125	6,107	4,278	1,829	9.0	10.4	6.7	7,780	5,230	2,550	11.4	12.8	9.4
Region III - Central Luzon	441,998	249,848	192,150	41,940	23,255	18,685	9.5	9.3	9.7	56,385	29,801	26,584	12.8	11.9	13.8
Region IVA - CALABARZON	597,176	311,332	285,844	36,082	23,889	12,194	6.0	7.7	4.3	45,902	28,977	16,925	7.7	9.3	5.9
MIMAROPA Region	46,403	29,393	17,010	2,387	2,070	317	5.1	7.0	1.9	2,073	1,876	197	4.5	6.4	1.2
Region V - Bicol Region	87,387	51,714	35,672	3,108	2,235	873	3.6	4.3	2.4	3,464	2,395	1,069	4.0	4.6	3.0
Region VI - Western Visayas	241,002	138,746	102,255	10,369	7,547	2,822	4.3	5.4	2.8	13,965	9,579	4,385	5.8	6.9	4.3
Region VII - Central Visayas	582,996	300,609	282,387	16,126	11,867	4,259	2.8	3.9	1.5	19,911	14,508	5,403	3.4	4.8	1.9
Region VIII - Eastern Visayas	68,827	44,441	24,386	4,965	4,032	933	7.2	9.1	3.8	5,741	4,588	1,153	8.3	10.3	4.7
Region IX - Zamboanga Peninsula	77,782	49,469	28,313	2,935	1,848	1,087	3.8	3.7	3.8	4,431	2,580	1,851	5.7	5.2	6.5
Region X - Northern Mindanao	176,047	114,085	61,962	21,137	14,301	6,837	12.0	12.5	11.0	31,649	20,473	11,176	18.0	17.9	18.0
Region XI - Davao Region	250,347	164,900	85,447	27,076	21,768	5,308	10.8	13.2	6.2	34,975	27,987	6,988	14.0	17.0	8.2
Region XII - SOCCSKSARGEN	167,413	103,490	63,923	13,788	7,881	5,907	8.2	7.6	9.2	15,128	8,794	6,334	9.0	8.5	9.9
Region XIII - Caraga	82,821	60,086	22,735	5,247	4,187	1,061	6.3	7.0	4.7	6,290	5,029	1,261	7.6	8.4	5.5
Bangsamoro Autonomous Region in Muslim Mindanao	7,387	4,544	2,843	148	64	84	2.0	1.4	2.9	-	-	-	-	-	-

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

Source of data: Philippine Statistics Authority, 2021/2022 Integrated Survey on Labor and Employment (ISLE).

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Table 4. Number and Proportion of CBA Coverage in Establishments Employing 20 or More Workers by Major Industry Group and Employment Size, Philippines: August 2022

MAJOR INDUSTRY GROUP AND EMPLOYMENT SIZE	Unionized Workers	CBA Coverage	Proportion of CBA Coverage to Unionized Workers (in Percent)
TOTAL	345,754	446,756	129.2
Agriculture, Forestry and Fishing Industry	28,789	39,050	135.6
Mining and Quarrying	10,614	12,821	120.8
Manufacturing	119,804	163,669	136.6
Electricity, Gas, Steam and Air Conditioning Supply	10,340	11,357	109.8
Water Supply; Sewerage, Waste Management and Remediation Activities	8,675	7,192	82.9
Construction	6,857	15,944	232.5
Services			
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	16,139	27,129	168.1
Transportation and Storage	21,278	19,028	89.4
Accommodation and Food Service Activities	2,394	3,075	128.5
Information and Communication	11,579	12,889	111.3
Financial and Insurance Activities	62,433	73,423	117.6
Real Estate Activities	2,437	3,411	140.0
Professional, Scientific and Technical Activities	1,523	1,667	109.5
Administrative and Support Service Activities	264	622	235.8
Education Except Public Education	16,753	21,557	128.7
Human Health and Social Work Activities Except Public Health Activities	23,944	30,392	126.9
Arts, Entertainment and Recreation	1,932	3,528	182.6
Other Service Activities Except Activities of Membership Organizations	-	-	-
REGION			
National Capital Region	144,648	187,784	129.8
Cordillera Administrative Region	7,852	8,751	111.4
Region I - Ilocos Region	1,837	2,527	137.5
Region II - Cagayan Valley	6,107	7,780	127.4
Region III - Central Luzon	41,940	56,385	134.4
Region IVA - CALABARZON	36,082	45,902	127.2
MIMAROPA Region	2,387	2,073	86.8
Region V - Bicol Region	3,108	3,464	111.5
Region VI - Western Visayas	10,369	13,965	134.7
Region VII - Central Visayas	16,126	19,911	123.5
Region VIII - Eastern Visayas	4,965	5,741	115.6
Region IX - Zamboanga Peninsula	2,935	4,431	151.0
Region X - Northern Mindanao	21,137	31,649	149.7
Region XI - Davao Region	27,076	34,975	129.2
Region XII - SOCCSKSARGEN	13,788	15,128	109.7
Region XIII - Caraga	5,247	6,290	119.9
Bangsamoro Autonomous Region in Muslim Mindanao	148	-	-
EMPLOYMENT SIZE			
20 - 99 workers	18,097	21,441	118.5
100 - 199 workers	26,948	37,452	139.0
200 and Over workers	300,709	387,863	129.0

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

2. Workers who are not a member of a union can be covered by CBA, as long as they pay the agency fees/union dues.

Thus, CBA coverage can be higher than the number of unionized workers.

Source of data: Philippine Statistics Authority, 2021/2022 Integrated Survey on Labor and Employment (ISLE).

CSM

Table 5. Number of Unionized Workers, Union Officers and Union Presidents in Establishments Employing 20 or More Workers by Sex, Major Industry Group and Region: August 2022

REGION	Unionized Workers			Union Officers			Union Presidents		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
TOTAL	345,754	206,258	139,496	11,453	8,314	3,140	1,200	1,005	194
Agriculture, Forestry and Fishing Industry	28,789	22,128	6,662	607	452	155	76	69	8
Mining and Quarrying	10,614	9,764	851	239	224	15	17	17	-
Manufacturing	119,804	79,952	39,852	5,349	4,359	990	506	462	44
Electricity, Gas, Steam and Air Conditioning Supply	10,340	8,149	2,191	589	441	149	60	51	9
Water Supply; Sewerage, Waste Management and Remediation Activities	8,675	6,829	1,847	644	386	258	75	60	15
Construction	6,857	6,356	501	97	77	20	27	27	-
Services									
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	16,139	8,690	7,449	1,155	658	497	138	79	59
Transportation and Storage	21,278	18,213	3,065	453	397	56	50	50	-
Accommodation and Food Service Activities	2,394	1,571	823	294	171	122	42	33	9
Information and Communication	11,579	9,063	2,516	131	98	33	12	11	1
Financial and Insurance Activities	62,433	16,267	46,166	554	290	264	51	45	6
Real Estate Activities	2,437	1,715	722	41	37	5	7	6	1
Professional, Scientific and Technical Activities	1,523	804	718	29	16	13	3	1	2
Administrative and Support Service Activities	264	179	85	20	9	11	2	2	-
Education Except Public Education	16,753	7,684	9,069	720	359	360	70	46	24
Human Health and Social Work Activities									
Except Public Health Activities	23,944	7,892	16,053	457	285	172	52	37	14
Arts, Entertainment and Recreation	1,932	1,004	928	75	56	19	10	8	2
Other Service Activities Except Activities of Membership Organizations	-	-	-	-	-	-	-	-	-
REGION									
National Capital Region	144,648	70,391	74,257	3,581	2,637	945	370	313	57
Cordillera Administrative Region	7,852	5,289	2,564	156	116	39	10	9	1
Region I - Ilocos Region	1,837	1,357	481	172	147	25	17	16	1
Region II - Cagayan Valley	6,107	4,278	1,829	494	363	131	38	34	5
Region III - Central Luzon	41,940	23,255	18,685	1,131	853	277	155	142	13
Region IVA - CALABARZON	36,082	23,889	12,194	1,419	1,109	309	116	98	18
MIMAROPA Region	2,387	2,070	317	17	14	3	5	4	1
Region V - Bicol Region	3,108	2,235	873	362	253	110	35	25	11
Region VI - Western Visayas	10,369	7,547	2,822	511	351	159	44	33	11
Region VII - Central Visayas	16,126	11,867	4,259	633	447	186	74	62	12
Region VIII - Eastern Visayas	4,965	4,032	933	396	331	64	49	48	1
Region IX - Zamboanga Peninsula	2,935	1,848	1,087	188	106	82	20	12	8
Region X - Northern Mindanao	21,137	14,301	6,837	768	436	331	84	59	25
Region XI - Davao Region	27,076	21,768	5,308	876	668	208	103	88	15
Region XII - SOCCSKSARGEN	13,788	7,881	5,907	373	178	196	46	33	13
Region XIII - Caraga	5,247	4,187	1,061	371	305	67	34	30	3
Bangsamoro Autonomous Region in Muslim Mindanao	148	64	84	6	-	6	-	-	-

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

Source of data: Philippine Statistics Authority, 2021/2022 Integrated Survey on Labor and Employment (ISLE).

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Table 5a. Number and Percent Distribution of Unionized Workers, Union Officers and Union Presidents in Establishments Employing 20 or More Workers by Sex and Region: August 2022

REGION	Unionized Workers			Union Officers			Union Presidents		
	Both Sexes	Male (%)	Female (%)	Both Sexes	Male (%)	Female (%)	Both Sexes	Male (%)	Female (%)
TOTAL	345,754	59.7	40.3	11,453	72.6	27.4	1,200	83.8	16.2
Agriculture, Forestry and Fishing Industry	28,789	76.9	23.1	607	74.5	25.5	76	89.9	10.1
Mining and Quarrying	10,614	92.0	8.0	239	93.6	6.4	17	100.0	-
Manufacturing	119,804	66.7	33.3	5,349	81.5	18.5	506	91.3	8.7
Electricity, Gas, Steam and Air Conditioning Supply	10,340	78.8	21.2	589	74.8	25.2	60	85.2	14.8
Water Supply; Sewerage, Waste Management and Remediation Activities	8,675	78.7	21.3	644	59.9	40.1	75	80.3	19.7
Construction	6,857	92.7	7.3	97	79.8	20.2	27	100.0	-
Services									
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	16,139	53.8	46.2	1,155	57.0	43.0	138	57.2	42.8
Transportation and Storage	21,278	85.6	14.4	453	87.6	12.4	50	100.0	-
Accommodation and Food Service Activities	2,394	65.6	34.4	294	58.3	41.7	42	79.4	20.6
Information and Communication	11,579	78.3	21.7	131	74.6	25.4	12	91.9	8.1
Financial and Insurance Activities	62,433	26.1	73.9	554	52.4	47.6	51	88.5	11.5
Real Estate Activities	2,437	70.4	29.6	41	88.0	12.0	7	85.0	15.0
Professional, Scientific and Technical Activities	1,523	52.8	47.2	29	54.5	45.5	3	32.7	67.3
Administrative and Support Service Activities	264	67.9	32.1	20	46.0	54.0	2	100.0	-
Education Except Public Education	16,753	45.9	54.1	720	49.9	50.1	70	65.4	34.6
Human Health and Social Work Activities									
Except Public Health Activities	23,944	33.0	67.0	457	62.4	37.6	52	71.9	28.1
Arts, Entertainment and Recreation	1,932	52.0	48.0	75	74.4	25.6	10	77.1	22.9
Other Service Activities Except Activities of Membership Organizations	-	-	-	-	-	-	-	-	-
REGION									
National Capital Region	144,648	48.7	51.3	3,581	73.6	26.4	370	84.6	15.4
Cordillera Administrative Region	7,852	67.4	32.6	156	74.7	25.3	10	89.6	10.4
Region I - Ilocos Region	1,837	73.8	26.2	172	85.6	14.4	17	93.7	6.3
Region II - Cagayan Valley	6,107	70.0	30.0	494	73.5	26.5	38	88.0	12.0
Region III - Central Luzon	41,940	55.4	44.6	1,131	75.5	24.5	155	91.6	8.4
Region IVA - CALABARZON	36,082	66.2	33.8	1,419	78.2	21.8	116	84.6	15.4
MIMAROPA Region	2,387	86.7	13.3	17	84.4	15.6	5	73.7	26.3
Region V - Bicol Region	3,108	71.9	28.1	362	69.7	30.3	35	70.1	29.9
Region VI - Western Visayas	10,369	72.8	27.2	511	68.8	31.2	44	74.9	25.1
Region VII - Central Visayas	16,126	73.6	26.4	633	70.6	29.4	74	83.7	16.3
Region VIII - Eastern Visayas	4,965	81.2	18.8	396	83.7	16.3	49	97.4	2.6
Region IX - Zamboanga Peninsula	2,935	63.0	37.0	188	56.2	43.8	20	60.7	39.3
Region X - Northern Mindanao	21,137	67.7	32.3	768	56.8	43.2	84	70.2	29.8
Region XI - Davao Region	27,076	80.4	19.6	876	76.2	23.8	103	85.4	14.6
Region XII - SOCCSKSARGEN	13,788	57.2	42.8	373	47.5	52.5	46	72.2	27.8
Region XIII - Caraga	5,247	79.8	20.2	371	82.0	18.0	34	90.7	9.3
Bangsamoro Autonomous Region in Muslim Mindanao	148	43.5	56.5	6	-	100.0	-	-	-

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

Source of data: Philippine Statistics Authority, 2021/2022 Integrated Survey on Labor and Employment (ISLE).

COFm

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 August 2022. Specifically, this module inquires on the existence of registered unions; scope of bargaining unit whether composing of supervisors or rank-and-file; 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.

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.

