



# PRESS RELEASE

## 2015/2016 INTEGRATED SURVEY ON LABOR AND EMPLOYMENT (ISLE) – Part 2 (Modules on Unionism and Collective Bargaining; Occupational Safety and Health Practices; and Occupational Injuries and Diseases)

**Date of Release:** 30 October 2017  
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### MODULE 1 - UNIONISM AND COLLECTIVE BARGAINING: 2016

#### EXTENT OF UNIONISM

- Survey results showed that 6.7 percent or 2,099 establishments out of the total 31,277 establishments with 20 or more workers had unions in 2016, a minimal increase of almost 1 percent from the 5.8 percent share in 2014. (*Table 1*)

**TABLE 1 – Number and Percent Share of Establishments With Union and CBA by  
 Top Five (5) Major Industry Group, Type of Ownership and Employment Size,  
 Philippines: June 2016**

(In Establishments Employing 20 or More Workers)

RANK	MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP AND EMPLOYMENT SIZE	TOTAL	Establishments With Union		Establishments With CBA	
			Number	Percent Share (%)	Number	Percent Share (%)
	<b>ALL INDUSTRIES</b>	<b>31,277</b>	<b>2,099</b>	<b>6.7</b>	<b>2,038</b>	<b>6.5</b>
1	Electricity, Gas, Steam and Air Conditioning Supply	249	85	34.1	80	32.1
2	Water Supply; Sewerage, Waste Management and Remediation Activities	334	77	23.1	75	22.5
3	Mining and Quarrying	156	23	14.7	23	14.7
4	Financial and Insurance Activities	1,365	185	13.6	175	12.8
5	Arts, Entertainment and Recreation	243	33	13.6	33	13.6
	<b>TYPE OF OWNERSHIP</b>					
	Filipino	27,474	1,748	6.4	1,693	6.2
	Foreign	1,965	131	6.7	129	6.6
	Joint Venture	1,086	83	7.6	81	7.5
	Multinational	753	137	18.2	136	18.1
	<b>EMPLOYMENT SIZE</b>					
	20 - 99	23,339	979	4.2	952	4.1
	100 - 199	3,904	387	9.9	378	9.7
	200 and Over	4,033	733	18.2	708	17.6

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

*Source: 2015/2016 Integrated Survey on Labor and Employment.*

- By major industry group, the most unionized industry registering the highest share of establishments with unions was electricity, gas, steam and air conditioning supply at 34.1 percent (85 out of 249).
- By type of ownership, two out of every 10 (18.2% or 137 out of 753) multinational corporations had unions.
- Large establishments employing 200 and more workers were more unionized with 18.2 percent share (733 out of 4,033) compared to other smaller employment sizes.

## **EXTENT OF COLLECTIVE BARGAINING**

- Majority or 97.1 percent (2,038) of unionized establishments (2,099) in 2016 had negotiated Collective Bargaining Agreements (CBAs). In proportion to total establishments however, only 6.5 percent of the total 31,277 establishments during the year had CBAs.
- Establishments owned by multinationals had the highest CBA coverage at 18.1 percent (136 out of 753).
- Around 17.6 percent of establishments with 200 or more workers had CBAs in their respective workplaces.

## **UNION DENSITY RATE**

- Around 283,081 workers out of the total 4.365 million paid employees in 2016 were members of union for a union density rate (proportion of union membership to total paid employees) of 6.5 percent. This is a decline of 1.2 percentage points from the 7.7 percent reported in 2014.
- High union density rates were reported in electricity, gas, steam and air conditioning supply at 27.9 percent followed by mining and quarrying industry with 24.0 percent.

## **CBA COVERAGE RATE**

- With a CBA coverage rate (proportion of employees covered by CBAs to total paid employees) of 7.2 percent, around 313,267 of the 4.365 million total paid employees were covered by CBAs in 2016. This is a decrease of 0.9 percentage point from the 8.1 percent CBA coverage rate posted in 2014.

## **SHARE OF FEMALE UNION OFFICERS IN ESTABLISHMENTS**

- Women accounted for 1 out of every 5 union officers (21.4%) in 2016. This is slightly higher than the 20.6 percent share recorded in 2014. The share of female union officers in establishments by major industry group showed that arts, entertainment and recreation and education except public education were the industries with the highest shares of female union officers, 48.1 percent and 42.8 percent, respectively.

## MODULE 2 – OCCUPATIONAL SAFETY AND HEALTH PRACTICES: 2015

### TOP FIVE PREVENTIVE & CONTROL MEASURES/ACTIVITIES CONDUCTED BY ESTABLISHMENTS IN 2015

- Among the total 30,682 establishments in 2015, almost all or 30,287 (98.7%) had conducted various preventive and control measures/activities to protect workers from unnecessary danger and harm in their workplaces. (*Table 1*)
- The most common measure/activity practiced among all establishments was the appointment of safety/health officers and/or first-aiders in their workplaces which was practiced by 87.2 percent of the establishments.
- Other measures/activities commonly conducted were: posting of safety signages or warnings (84.2%); smoke-free workplace (83.2%); emergency response preparedness activities for earthquake, fire, chemical spills, etc. (79.8%); and regular inspection and maintenance of equipment (79.7%).

**TABLE 1–Top Five Preventive and Control Measures/Activities Conducted by Establishments, Philippines: 2015**

*(In Establishments Employing 20 or More Workers)*

RANK	PREVENTIVE & CONTROL MEASURES/ACTIVITIES	Number of Establishments	Percent Share (%)
	<b>TOTAL ESTABLISHMENTS</b>	<b>30,682</b>	<b>100.0</b>
	<b>Total Establishments That Conducted Preventive and Control Measures/Activities</b>	<b>30,287</b>	<b>98.7</b>
1	Appointed safety/health officers and/or first-aiders	26,758	87.2
2	Posting of safety signages or warnings	25,826	84.2
3	Smoke-free workplace	25,539	83.2
4	Emergency response preparedness activities for earthquake, fire, chemical spills, etc.	24,476	79.8
5	Regular inspection and maintenance of equipment	24,461	79.7

*Source: 2015/2016 Integrated Survey on Labor and Employment.*

### TOP 5 OCCUPATIONAL SAFETY AND HEALTH (OSH) POLICIES/PROGRAMS IMPLEMENTED IN ESTABLISHMENTS IN 2015

- Around 93.9 percent or 28,799 of the 30,682 total establishments had implemented various OSH policies/programs in 2015 to ensure occupational safety and good health conditions among employees. (*Table 2*)
- Fire prevention and control program topped the list among OSH policies and programs as conducted in 82.3 percent (25,238) of total establishments.
- Other top priorities among OSH policies/programs include drug-free workplace policy/program (75.4%); emergency response preparedness program (71.2%); accident prevention program (64.1%); and anti-sexual harassment policy (60.4%).

**TABLE 2 – Top Five Occupational Safety And Health (OSH) Policies/Programs Implemented In Establishments, Philippines: 2015**

*(In Establishments Employing 20 or More Workers)*

<b>RANK</b>	<b>OSH POLICIES/PROGRAMS IMPLEMENTED</b>	<b>Number of Establishments</b>	<b>Percent Share (%)</b>
	<b>TOTAL ESTABLISHMENTS</b>	<b>30,682</b>	<b>100.0</b>
	<b>Total Establishments That Implemented OSH Policies/Programs</b>	<b>28,799</b>	<b>93.9</b>
1	Fire Prevention and Control Program	25,238	82.3
2	Drug-Free Workplace Policy and Program	23,140	75.4
3	Emergency Response Preparedness Program	21,855	71.2
4	Accident Prevention Program	19,676	64.1
5	Anti-Sexual Harassment Policy	18,538	60.4

*Source: 2015/2016 Integrated Survey on Labor and Employment.*

### **OCCUPATIONAL SAFETY AND HEALTH–RELATED TRAININGS/SEMINARS IN 2015**

- Various OSH-related trainings/seminars in 2015 were predominantly conducted by the Bureau of Fire Protection (BFP) in almost two-thirds (65.4%) or 17,500 establishments out of the total 26,776 establishments.
- OSH–related trainings/seminars were also conducted by the company (63.1% or 16,893) itself; and by the Occupational Safety and Health Center/OSH Net (26.1% or 6,994).
- Among the types of OSH-related trainings and seminars conducted, fire safety training ranked the highest as carried out in 80.7 percent or 21,611 establishments. This was followed by emergency preparedness (51.5%) and 40-Hour Basic OSH Training (43.6%).

### **ESTABLISHMENTS WITH DESIGNATED HEALTH AND SAFETY PERSONNEL BY MAJOR INDUSTRY GROUP IN 2015**

- For all industries in 2015, a total of 27,359 establishments (89.2%) out of the total 30,682 establishments provided designated health and safety personnel for the welfare of employees. This share is comparatively higher than the 69.5 percent (24,027) registered in 2013.
- Across industries, wholesale and retail trade industry had the highest share of establishments with designated health and safety personnel in 2015 with 21.8 percent (5,954); followed closely behind by manufacturing at 20.2 percent (5,540). These two industries were also the top industries in 2013, with 18.9 percent and 19.9 percent, respectively.
- Safety officers topped the list of safety and health personnel in establishments, as designated in more than two-thirds (67.9%) or 18,581 establishments in 2015. Three-fifths (60.7% or 11,276) of these safety officers were accredited by the Department of Labor and Employment (DOLE).

## MODULE 3 - OCCUPATIONAL INJURIES AND DISEASES: 2015

### CASES OF OCCUPATIONAL INJURIES IN 2015

- A total of 50,961 cases of occupational injuries were reported in 2015, an increase of 3.8 percent from the 49,118 cases reported in 2013. Around two-thirds (65.0%) or 33,102 of total occupational injuries in 2015 were without workdays lost. (*Table 1*)
- Meanwhile, almost all cases of occupational injuries with workdays lost were non-fatal (99.1% or 17,703) which resulted to temporary incapacity (98.0% or 17,346) with the rest of the cases resulting to permanent incapacity (2.0% or 358).

**TABLE 1– Cases of Occupational Injuries by Incapacity for Work,  
Philippines: 2015 and 2013**

*(In Establishments Employing 20 or More Workers)*

CASES OF OCCUPATIONAL INJURIES	2015	2013
<b>TOTAL</b>	<b>50,961</b>	<b>49,118</b>
With Workdays Lost	17,859	20,702
Fatal	156	270
Non-Fatal	17,703	20,432
Permanent Incapacity	358	175
Temporary Incapacity	17,346	20,257
Without Workdays Lost	33,102	28,416

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

*Source: 2015/2016 Integrated Survey on Labor and Employment.*

### MEASURES OF SAFETY PERFORMANCE OF OCCUPATIONAL INJURIES IN 2015

- The frequency rate (FR) of cases of occupational injuries with workdays lost in 2015 was posted at 1.94, lower by 0.09 percentage point than the 2.03 FR recorded in 2013. This means that there were only 2 cases of occupational injuries with workdays lost reported per 1,000,000 hours of exposure during the year. (*Table 2*)
- The incidence rate (IR) in 2015 also decreased at 4.74, which means that there were around 5 cases of occupational injuries with workdays lost per 1,000 workers during the period.
- In terms of severity rate (SR), there were approximately 13.57 workdays lost in cases of occupational injuries resulting to temporary incapacity per 1,000,000 employee-hours of exposure.

**TABLE 2 – Measures of Safety Performance of Occupational Injuries in Establishments, Philippines: 2015 and 2013**

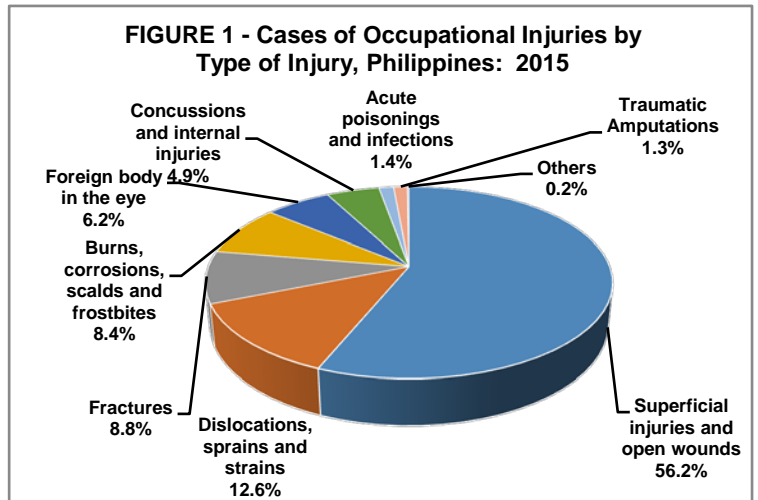
*(In Establishments Employing 20 or More Workers)*

INDICATOR	2015	2013
Frequency Rate (FR)	1.94	2.03
Incidence Rate (IR)	4.74	4.91
Severity Rate (SR)	13.57	10.79

Source: 2015/2016 Integrated Survey on Labor and Employment.

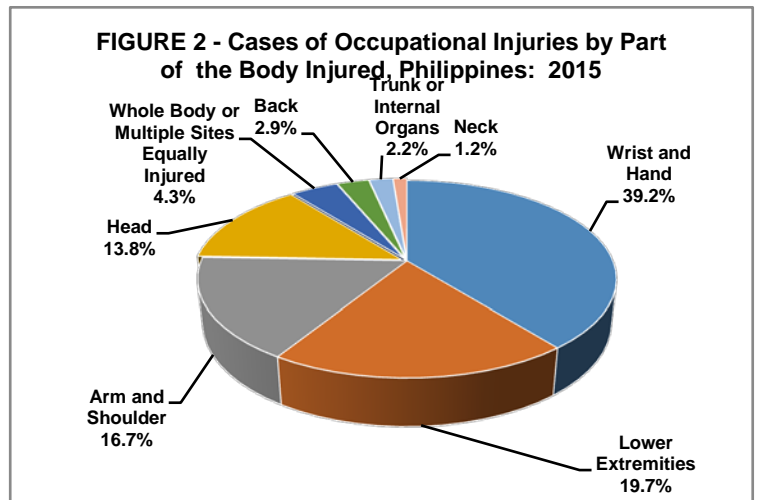
**CASES OF OCCUPATIONAL INJURIES WITH WORKDAYS LOST BY TYPE OF INJURY**

- Six out of every 10 occupational injuries (56.2%) with workdays lost or 10,042 out of 17,859 total injuries in 2015 were caused by superficial injuries and open wounds. (Figure 1)



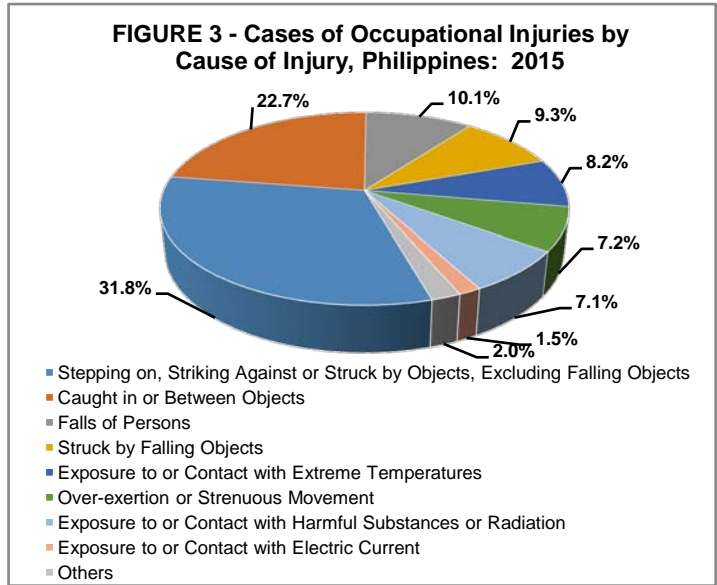
**CASES OF OCCUPATIONAL INJURIES WITH WORKDAYS LOST BY PART OF BODY INJURED**

- Wrists and hands were the most injured parts of the body with 7,006 cases (39.2%) followed by lower extremities (19.7% or 3,514) and arms and shoulders (16.7% or 2,979). (Figure 2)



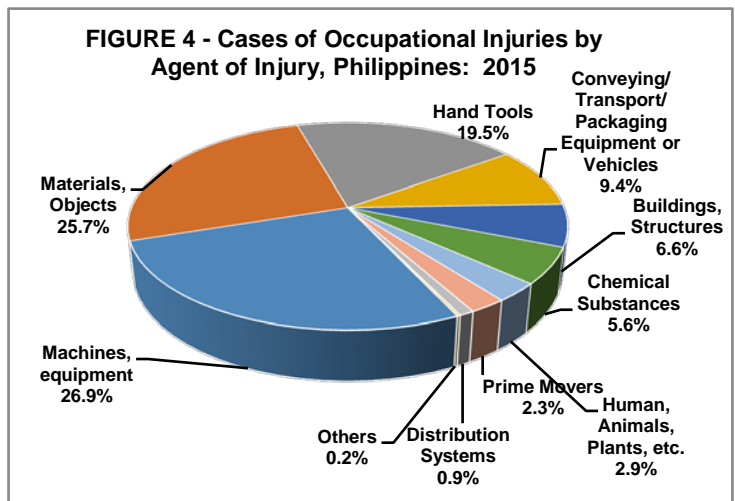
**CASES OF OCCUPATIONAL INJURIES WITH WORKDAYS LOST BY CAUSE OF INJURY**

- Stepping on, striking against or struck by objects, excluding falling objects was reported as the main cause of occupational injuries in 2015 accounting for 31.8 percent (5,687) of the total 17,859 cases of occupational injuries with workdays lost in 2015.



**CASES OF OCCUPATIONAL INJURIES WITH WORKDAYS LOST BY AGENT OF INJURY**

- The top three (3) agents of occupational injuries in 2015 were machines and equipment (26.9% or 4,799 cases); materials and objects (25.7% or 4,583 cases); and hand tools (19.5% or 3,476 cases).



**MAJOR OCCUPATIONAL DISEASES IN 2015**

- There were around 125,973 varying work-related diseases reported in 2015. Three out of every 10 cases (32.8% or 41,335) of these occupational diseases suffered by workers involved back pains. Other occupational diseases during the year include essential hypertension (11.5%) and neck-shoulder pains (11.4%).

## **Technical Notes:**

The 2015/2016 Integrated Survey on Labor and Employment (ISLE) is a nationwide survey of establishments which employ 20 or more workers. It is conducted every two (2) years to collect key information on labor and employment covering establishments employing at least 20 workers. The main objective of the survey is to generate an integrated data set on unionism and collective bargaining, employment of specific groups of workers, occupational shortages and surpluses, training of workers, productivity-based incentive schemes, occupational safety and health practices, and occupational injuries and diseases. These data are inputs to studies on industry trends and practices, and serve as bases for the formulation of policies on employment, conditions of work and industrial relations.

The ISLE is conducted every two years with the following reference periods:

Part I: Unionism and Collective Bargaining - June 30, 2016

Part II: Employment - June 30, 2016

Part III: Occupational Shortages and Surpluses - January 2015 to June 2016

Part IV: Training of Workers - Calendar Year 2015

Part V: Productivity-Based Incentive Schemes - Calendar Year 2015

Part VI: Occupational Safety and Health Practices - Calendar Year 2015

Part VII: Occupational Injuries and Diseases - Calendar Year 2015

## **Definition of Terms:**

**Joint venture** - a contractual agreement joining together two or more parties who contribute equity for the purpose of executing a particular business undertaking. Under such agreement, all parties agree to share in the profits and losses of the business.

**Multinational** - has its management headquarters in one country, known as the home country, and operates in several countries, known as host countries.

**Union** - 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)** - 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.

**Occupational accident** - an unexpected and unplanned occurrence, including acts of violence arising out of or in connection with work which results in one or more workers incurring a personal injury, disease or death. It can occur outside the usual workplace/premises of the establishment while the worker is on business on behalf of his/her employer i.e., in another establishment or while on travel, transport or in road traffic.

**Occupational injury** - an injury which results from a work-related event or a single instantaneous exposure in the work environment (occupational accident).

**Fatal case** - case where a person is fatally injured as a result of occupational accident whether death occurs immediately after the accident or within the same reference year as the accident.

**Permanent incapacity** - case where an injured person was absent from work for at least one day, excluding the day of the accident, and 1) was never able to perform again the normal duties of the job or position occupied at the time of the occupational accident, or 2) will be able to perform the same job but his/her total absence from work is expected to exceed a year starting the day after the accident.


**Temporary incapacity** - case where an injured person was absent from work for at least one day, excluding the day of the accident, and 1) was able to perform again the normal duties of the job or position occupied at the time of the occupational accident; or 2) will be able to perform the same job but his/her total absence from work is expected not to exceed a year starting the day after the accident; or 3) did not return to the same job but the reason for changing the job is not related to his/her inability to perform the job at the time of the occupational accident.



**Workdays lost** - refer to working days (consecutive or staggered) an injured person was absent from work, starting the day after the accident.

**Case without workdays lost** - where the injured person required only first aid or medical treatment on the day of the accident and was able to perform again, on the day after the accident, the normal duties of the job or position occupied at the time of the occupational accident.

**Occupational disease** - an abnormal condition or disorder other than one resulting from an occupational injury caused by exposure over a period of time to risk factors associated with work activity such as contact with certain chemicals, inhaling coal dust, carrying out repetitive movements.

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**Attachment:**

- Unionism and Collective Bargaining Tables 1-10
- Occupational Safety and Health Practices Tables 1-4
- Occupational Injuries and Diseases Tables 1-11