



Extent of Unionism and Collective Bargaining in Establishments: 2016 (First of a series on Industrial Relations Practices)

The 2015/2016 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. The survey covered a total of 12,926 agricultural and non-agricultural establishments employing 20 or more workers nationwide. The main objective of the survey is to generate integrated data sets on 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 valuable 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. To some extent, the survey results will also be used to assess the progress of decent work in the country.

This series of LABSTAT Updates highlights the results of the module on Industrial Relations Practices of the 2015/2016 Integrated Survey on Labor and Employment (ISLE). This issue specifically focuses on the extent of unionism and collective bargaining in 2016.

Data on unionism and collective bargaining as cited in this report are based on estimates and are therefore not comparable with other published statistics based on administrative reports.

EXTENT OF UNIONISM

Share of total establishments with unions increased in 2016

- Survey results showed that 6.7 percent or 2,099 establishments out of the total estimated 31,277 establishments with 20 or more workers had unions in 2016. The figure indicated a marginal increase of almost 1.0 percentage point relative to the 5.8 percent share in 2014. (Table 1).
- In proportion to respective total establishments, electricity, gas, steam and air conditioning supply industry had the most organized group at 34.1 percent. Establishments engaged in water supply, sewerage, waste management and remediation came next at 23.1 percent. The least organized groups were in those establishments that were engaged in administrative and support service activities at only 0.6

TABLE 1 - Establishments With Unions and Collective Bargaining Agreements (CBAs), Philippines: 2014 and 2016

(In Establishments Employing 20 or More Workers)

INDICATOR	2016	2014
Total Establishments	31,277	35,209
With Unions	2,099	2,059
With Collective Bargaining Agreement (CBA)	2,038	1,946
Percent Share with Unions (%)	6.7	5.8
Percent Share with CBAs to Establishments With Union (%)	97.1	94.5
Percent Share with CBAs to Total Establishments (%)	6.5	5.5
Total Paid Employees (in Millions)	4.365	4.437
Union Membership	283,081	340,370
Workers Covered by CBA	313,267	359,745
Union Density Rate (%)	6.5	7.7
CBA Coverage Rate (%)	7.2	8.1

Source of data: Philippine Statistics Authority, 2015/2016 Integrated Survey on Labor and Employment.

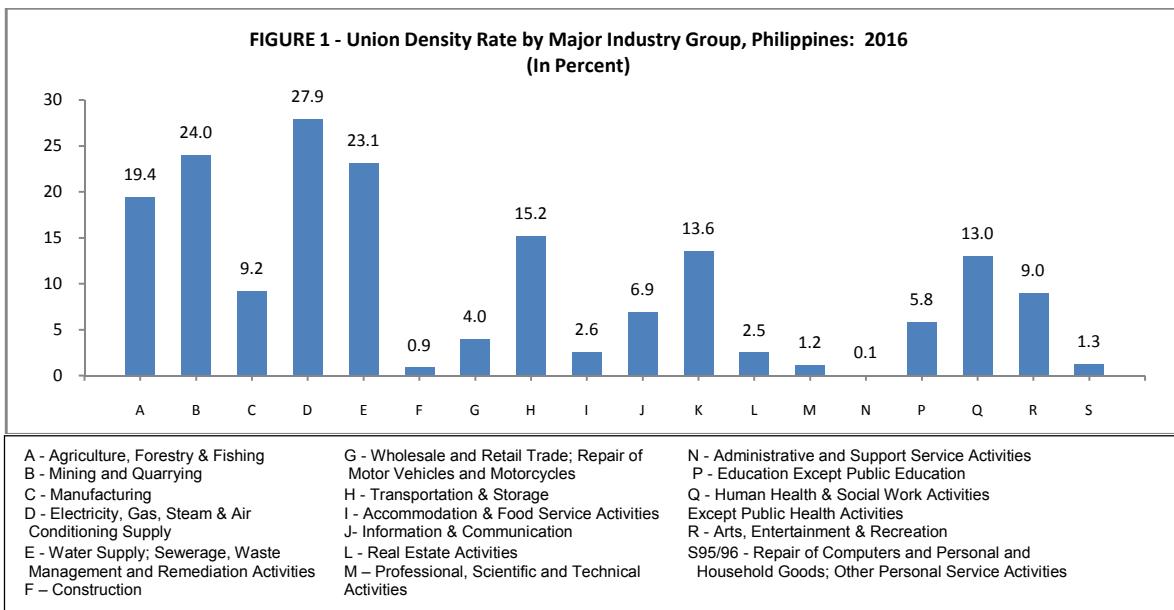
- As to type of ownership, 18.2 percent (137 out of 753) of multinational establishments had unions. The shares were relatively lower for joint ventures (7.6%) and foreign-owned establishments (6.7%). Filipino-owned establishments posted the lowest share at 6.4 percent.
- By employment size, establishments with 200 or more workers had the most number of unions at 18.2 percent. This was followed by establishments with 100-199 workers (9.9%) and those with 20-99 workers (4.2%).

Union density rate declined to 6.5 percent in 2016

- About 283,081 of the 4.365 million paid employees in 2016

were members of union for a **union density rate** or proportion of union membership to total paid employees of 6.5 percent. The union density rate in 2016 declined by 1.2 percentage points from 7.7 percent in 2014. (Table 1)

- A decline was likewise posted in non-agricultural establishments as union density rate went down to 6.0 percent from 7.4 percent in 2014. (Table 3)
- Relatively high union density rates were observed in electricity, gas, steam and air conditioning supply (27.9%); mining and quarrying (24.0%) and water supply, sewerage, waste management and remediation activities (23.1%). (Figure 1)



Source of data: Philippine Statistics Authority, 2015/2016 Integrated Survey on Labor and Employment.

- Joint venture establishments emerged as having the most organized groups, with a union density rate of 8.7 percent. Multinational corporations and Filipino-owned establishments followed with 7.3 percent and 7.0 percent, respectively. Foreign-owned establishments had the lowest at 3.3 percent.
- Establishments employing 200 or more workers registered the highest union density rate at 8.0 percent. A lower rate of 5.3 percent followed for establishments with 100-199 workers while those with 20-99 workers had the least share of 2.9 percent.

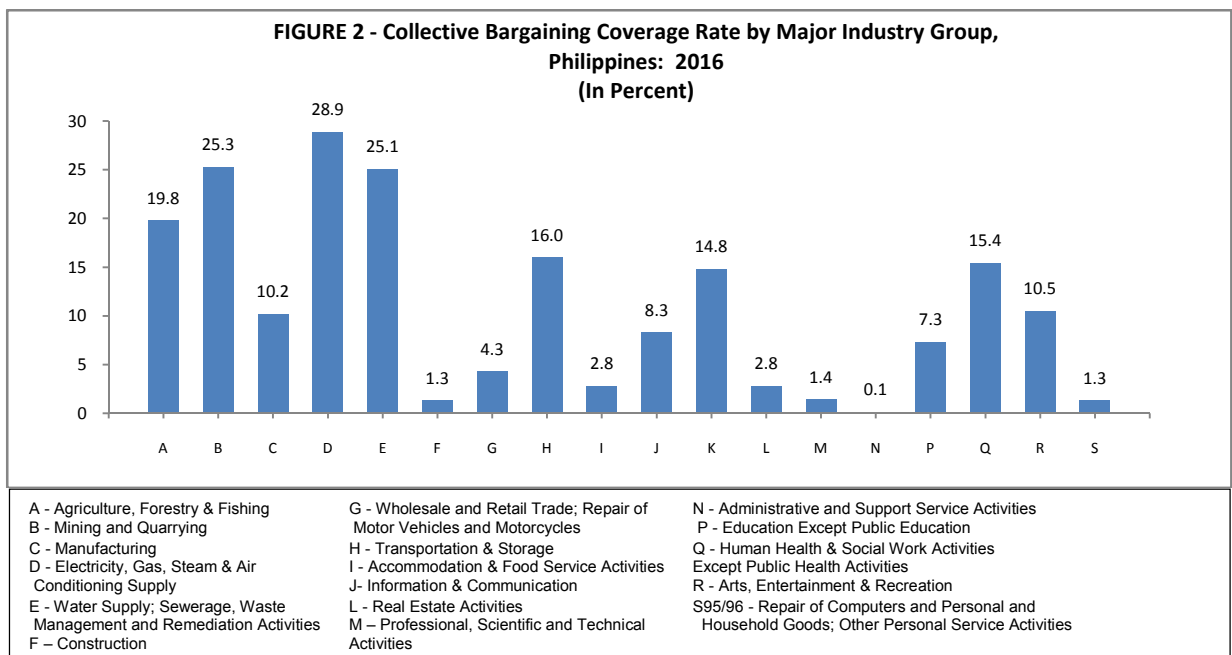
EXTENT OF COLLECTIVE BARGAINING

Almost all establishments with unions had CBAs

- Almost all the unionized establishments or 97.1 percent (2,038 out of 2,099) were covered by CBAs in 2016. In proportion to total establishments however, merely 6.5 percent (2,038 out of 31,277) had CBAs, higher by 1 percentage point from 5.5 percent reported in 2014. (Table 1)
- Remarkably, all reported establishments with unions had negotiated their respective CBAs in the following seven (7) industries: mining and quarrying; information and communication; real estate activities; professional, scientific and technical activities; administrative and support service activities; arts, entertainment and recreation; and repair of computers and personal and household goods, and other personal service activities. (Table 2)

CBA coverage rate went down to 7.2 percent in 2016

- With a **CBA coverage rate** of 7.2 percent computed as the proportion of employees covered by CBAs to total paid employees, an equivalent of 313,267 workers out of the total 4.365 million paid employees were covered by CBAs in 2016. The CBA coverage rate decreased by 0.9 percentage point from the 8.1 percent reported in 2014. (Table 1)
- Across industries, electricity, gas, steam and air conditioning supply registered the highest CBA coverage rate at 28.9 percent followed by mining and quarrying and water supply, sewerage, waste management and remediation activities at 25.3 percent and 25.1 percent, respectively. The administrative and support service activities posted the lowest CBA coverage rate at 0.1 percent. (Figure 2)



Source of data: Philippine Statistics Authority, 2015/2016 Integrated Survey on Labor and Employment.

- As to type of ownership, highest CBA coverage rate was observed in joint venture establishments (9.6%) followed by multinational establishments (8.2%). Foreign-owned establishments had the least share at 3.4 percent. (Table 3)
- By employment size, establishments with 200 or more workers posted the largest coverage rate of 8.8 percent. The lowest share was reported in establishments with 20-99 workers.

EXTENT OF WOMEN'S PARTICIPATION IN UNIONISM AND COLLECTIVE BARGAINING

Women comprised a little over one-third of total union members

- Of the total 283,081 union members in 2016, 35.0 percent were women. (Table 4)
- By major industry group, a predominance of women union members was reported in the following industries: financial and insurance activities (64.4%); human health and social work activities except public health activities (58.2%); and education except public education (57.5%).

17.8 percent of the total union leadership were women

- About one out of every 5 union presidents (17.8% or 408 out of 2,293 union presidents) were women. A relatively larger proportion of unions in the following industries were headed by women: arts, entertainment and recreation (47.1%); education except public education (38.5%); and professional, scientific and technical activities (35.0%).
- Of the total 23,135 union officers, only a little over one-fifth (21.4%) were women. Almost half or 48.1 percent of union officers in arts, entertainment and recreation industry were women. The rest of the industries were still dominated by men.

FOR INQUIRIES

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 Regarding other statistics contact **Knowledge Management and Communications Division** at 462-6600 loc 832
 Or visit our website at <http://www.psa.gov.ph>

TABLE 2 – Percent Share of Establishments With Union and With CBA to Total Establishments by Major Industry Group, Type of Ownership and Employment Size, Philippines: June 2016

(In Establishments Employing 20 or More Workers)

MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP AND EMPLOYMENT SIZE	Total	With Union		With CBA		% Share to Total Establishments With Union
		Number	Percent Share	Number	Percent Share	
TOTAL	31,277	2,099	6.7	2,038	6.5	97.1
Agriculture	1,151	143	12.4	141	12.3	98.6
Agriculture, Forestry and Fishing	1,151	143	12.4	141	12.3	98.6
Non-Agriculture	30,124	1,959	6.5	1,900	6.3	97.0
Mining and Quarrying	156	23	14.7	23	14.7	100.0
Manufacturing	6,068	755	12.4	739	12.2	97.9
Electricity, Gas, Steam and Air Conditioning Supply	249	85	34.1	80	32.1	94.1
Water Supply; Sewerage, Waste Management and Remediation Activities	334	77	23.1	75	22.5	97.4
Construction	986	12	1.2	11	1.1	91.7
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	7,127	291	4.1	282	4.0	96.9
Transportation and Storage	1,063	91	8.6	88	8.3	96.7
Accommodation and Food Service Activities	4,197	180	4.3	173	4.1	96.1
Information and Communication	808	17	2.1	17	2.1	100.0
Financial and Insurance Activities	1,365	185	13.6	175	12.8	94.6
Real Estate Activities	410	10	2.4	10	2.4	100.0
Professional, Scientific and Technical Activities	654	20	3.1	20	3.1	100.0
Administrative and Support Service Activities	1,797	11	0.6	11	0.6	100.0
Education Except Public Education	3,362	117	3.5	116	3.5	99.1
Human Health and Social Work Activities Except Public Health Activities	970	43	4.4	38	3.9	88.4
Arts, Entertainment and Recreation	243	33	13.6	33	13.6	100.0
Repair of Computers and Personal and Household Goods; Other Personal Service Activities	335	9	2.7	9	2.7	100.0
Type of Ownership						
Filipino	27,474	1,748	6.4	1,693	6.2	96.9
Foreign	1,965	131	6.7	129	6.6	98.5
Joint Venture	1,086	83	7.6	81	7.5	97.6
Multinational	753	137	18.2	136	18.1	99.3
Employment Size						
20 - 99	23,339	979	4.2	952	4.1	97.2
100 - 199	3,904	387	9.9	378	9.7	97.7
200 and Over	4,033	733	18.2	708	17.6	96.6

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

Source of data: Philippine Statistics Authority, 2015/2016 Integrated Survey on Labor and Employment.

TABLE 3 - Number and Percent Share of Unionized Workers and CBA Coverage to Total Paid Employees in Establishments by Major Industry Group, Type of Ownership and Employment Size, Philippines: June 2016

(In Establishments Employing 20 or More Workers)

MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP AND EMPLOYMENT SIZE	Total Paid Employees	Unionized Workers		CBA Coverage	
		Number	Percent Share	Number	Percent Share
TOTAL	4,364,851	283,081	6.5	313,267	7.2
Agriculture	154,169	29,951	19.4	30,499	19.8
Agriculture, Forestry and Fishing	154,169	29,951	19.4	30,499	19.8
Non-Agriculture	4,210,683	253,130	6.0	282,770	6.7
Mining and Quarrying	30,662	7,349	24.0	7,766	25.3
Manufacturing	990,445	90,696	9.2	101,196	10.2
Electricity, Gas, Steam and Air Conditioning Supply	41,332	11,544	27.9	11,943	28.9
Water Supply; Sewerage, Waste Management and Remediation Activities	30,578	7,056	23.1	7,661	25.1
Construction	242,710	2,088	0.9	3,234	1.3
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	555,735	22,181	4.0	23,890	4.3
Transportation and Storage	163,659	24,850	15.2	26,247	16.0
Accommodation and Food Service Activities	213,955	5,539	2.6	6,049	2.8
Information and Communication	116,419	8,051	6.9	9,675	8.3
Financial and Insurance Activities	243,315	33,037	13.6	36,032	14.8
Real Estate Activities	44,997	1,147	2.5	1,275	2.8
Professional, Scientific and Technical Activities	107,984	1,265	1.2	1,465	1.4
Administrative and Support Service Activities	967,015	1,105	0.1	1,173	0.1
Education Except Public Education	267,343	15,418	5.8	19,512	7.3
Human Health and Social Work Activities Except Public Health Activities	133,757	17,429	13.0	20,596	15.4
Arts, Entertainment and Recreation	46,594	4,193	9.0	4,872	10.5
Repair of Computers and Personal and Household Goods; Other Personal Service Activities	14,183	182	1.3	184	1.3
Type of Ownership					
Filipino	3,032,342	213,171	7.0	237,129	7.8
Foreign	763,198	24,837	3.3	25,908	3.4
Joint Venture	258,114	22,354	8.7	24,771	9.6
Multinational	311,197	22,719	7.3	25,459	8.2
Employment Size					
20 - 99	982,074	28,063	2.9	30,397	3.1
100 - 199	536,711	28,619	5.3	31,342	5.8
200 and Over	2,846,066	226,399	8.0	251,529	8.8

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

Source of data: Philippine Statistics Authority, 2015/2016 Integrated Survey on Labor and Employment.

TABLE 4 – Percent Share of Female Union Members, Union Presidents and Union Officers in Establishments by Major Industry Group, Philippines: June 2016

(In Establishments Employing 20 or More Workers)

MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP AND EMPLOYMENT SIZE	Union Membership		Union Presidents		Union Officers	
	Both Sexes	Female (%)	Both Sexes	Female (%)	Both Sexes	Female (%)
TOTAL	283,081	35.0	2,293	17.8	23,135	21.4
Agriculture	29,951	20.6	168	12.5	1,137	21.0
Agriculture, Forestry and Fishing	29,951	20.6	168	12.5	1,137	21.0
Non-Agriculture	253,130	36.7	2,126	18.2	21,999	21.4
Mining and Quarrying	7,349	8.5	25	12.0	212	14.2
Manufacturing	90,696	29.6	812	10.0	9,812	14.6
Electricity, Gas, Steam and Air Conditioning Supply	11,544	20.7	109	21.1	1,177	21.8
Water Supply; Sewerage, Waste Management and Remediation Activities	7,056	25.9	86	34.9	843	37.0
Construction	2,088	10.4	14	14.3	994	2.2
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	22,181	48.6	308	26.0	2,708	31.8
Transportation and Storage	24,850	12.1	101	12.9	1,584	15.7
Accommodation and Food Service Activities	5,539	29.7	190	15.3	815	27.2
Information and Communication	8,051	25.8	21	9.5	197	27.4
Financial and Insurance Activities	33,037	64.4	187	17.6	957	26.9
Real Estate Activities	1,147	45.3	10	-	35	8.6
Professional, Scientific and Technical Activities	1,265	46.6	20	35.0	176	29.0
Administrative and Support Service Activities	1,105	17.6	11	-	88	1.1
Education Except Public Education	15,418	57.5	143	38.5	1,387	42.8
Human Health and Social Work Activities Except Public Health	17,429	58.2	46	26.1	629	34.0
Arts, Entertainment and Recreation	4,193	47.7	34	47.1	291	48.1
Repair of Computers and Personal and Household Goods; Other Personal Service Activities	182	10.4	9	-	94	10.6

Note: Details may not add up to totals due to rounding.**Source of data:** Philippine Statistics Authority, 2015/2016 Integrated Survey on Labor and Employment.