

Extent of Unionism and Collective Bargaining in Establishments: 2012

(First of a Series on Industrial Relations Practices)

This LABSTAT Updates, the first in the series on Industrial Relations Practices, is culled from the results of the 2011/2012 BLES Integrated Survey (BITS). The BITS covers establishments employing 20 or more workers nationwide.

This series of LABSTAT Updates focuses on the extent of unionism and collective bargaining in the country, recruitment and hiring practices for entry-level jobs, and occupational safety and health practices adopted/implemented by establishments.

Survey results on unionism and collective bargaining are based on estimates and are therefore not comparable with other published statistics based on administrative reports. Similarly, caution should be observed in comparing results with the previous years' surveys due to the following changes in the 2012 BITS: (1) inclusion of the agricultural sector in the survey; and (2) the shift from 1994 Philippine Standard Industrial Classification (PSIC) to the 2009 PSIC.

EXTENT OF UNIONISM

8.9 % of total establishments have unions

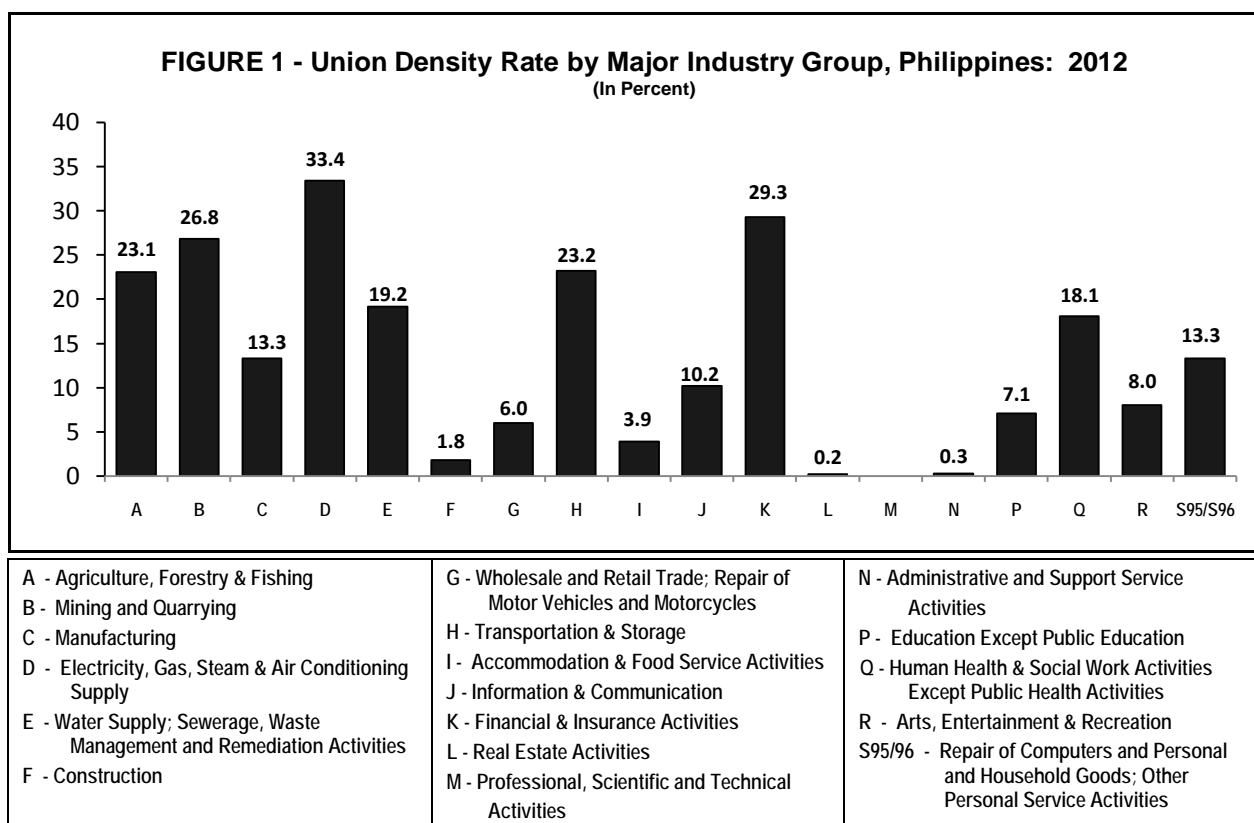
- Results of the survey showed that 8.9% (2,332) of the 26,253 agricultural and non-agricultural establishments with 20 or more workers in 2012 have unions. (Table 1)
- Specifically, around 9.0% of non-agricultural establishments had unions. This is comparatively higher than the 8.7% reported in 2010. Agricultural establishments on the other hand, posted a lower share of 5.7% in 2012.
- Among industries, electricity, gas, steam and air conditioning supply industry was the most unionized, as it posted the largest proportion of establishments with unions at 41.0%. This was followed by mining and quarrying (23.2%); financial and insurance activities (22.0%); and water supply, sewerage, waste management and remediation activities (21.2%). Real estate activities; and administrative and support service activities had the least share of unionized establishments, at only 0.4%, each. Professional, scientific and technical activities industry had no union at all.
- Based on ownership, 19.0% (145 out of 764) of multinational establishments had unions. The shares were considerably lower in joint venture establishments, as well as in wholly Filipino-owned and foreign-owned establishments at 12.5%, 8.5% and 7.9%, respectively.
- By employment size, about 1 out of every 5 (20.6%) establishments with 200 or more workers had unions. It was much lower in establishments employing 100-199 workers with a share of 13.6%. Least unionized were establishments with 20-99 workers at only 5.9%.

9.9% of workers are members of unions

- Union density rate (proportion of union membership to total paid employees) nationwide was recorded at 9.9% or 371,178 out of the aggregate 3.739 million paid employees. In the non-agricultural sector, union density rate had declined to 9.3%, from 10.6% reported in 2010. (Table 2)
- By industry, high density rates were observed in electricity, gas, steam and air conditioning supply (33.4%); financial and insurance activities (29.3%); mining and quarrying (26.8%); transportation and storage (23.2%); and agriculture, forestry and fishing (23.1%). Conversely, administrative and support service

activities; and real estate activities posted the lowest, at only 0.3% and 0.2%, respectively. (Figure 1)

- Joint venture establishments exhibited the highest union density rate in 2012 at 14.1%. Multinational establishments ranked second with 11.1%, followed closely by wholly Filipino-owned establishments at 10.4%. Wholly foreign-owned establishments had the least share at 6.1%. (Table 3)
- About 12.2% of the employees in establishments employing 200 or more workers were members of unions. The proportions were slightly lower for employees in establishments with 100-199 workers (8.6%) and in establishments with 20-99 workers (4.0%).



EXTENT OF COLLECTIVE BARGAINING

Almost all (97.3%) establishments with unions have CBAs

- Almost all or 97.3% (2,269 out of 2,332) of both agricultural and non-agricultural establishments with unions in 2012 had negotiated a collective bargaining agreement (CBA). However,

this is equivalent to only 8.6% share to total establishments. (Table 1)

- Notably, all unionized establishments in the following industries had CBAs: construction; information and communication; financial and insurance activities; real estate activities; administrative and support service activities; private education; human health and social work activities except public health activities; arts,

entertainment and recreation; and repair of computers and personal and household goods, and other personal service activities.

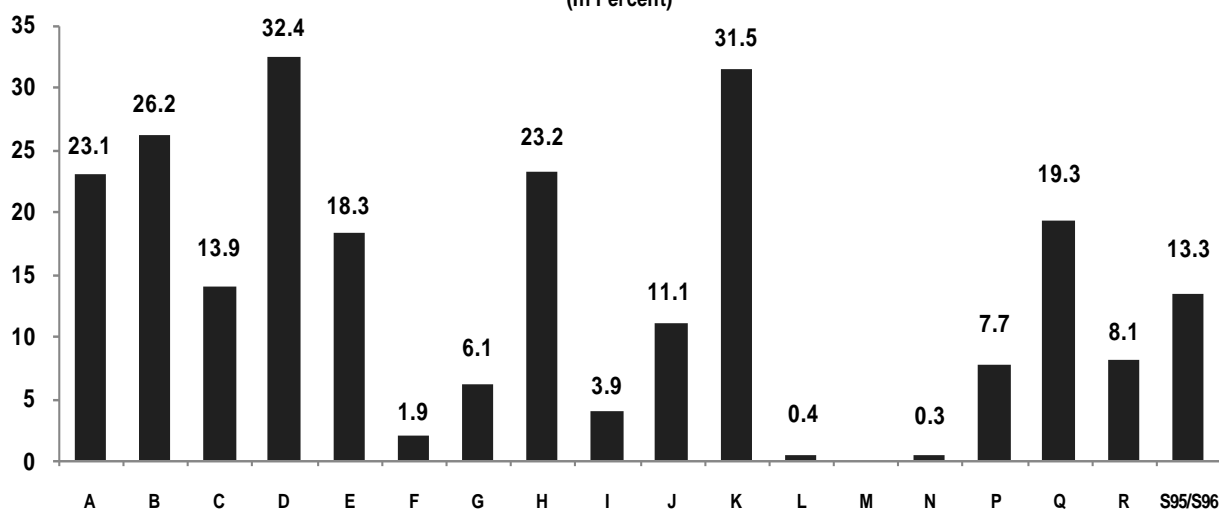
Workers covered by CBAs reported at 10.3%

- Collective bargaining coverage rate which is the proportion of employees covered by CBAs was reported at 10.3% (383,390 out of 3.739 million employees). (Table 2)
- Specifically, employees in non-agricultural establishments reported a coverage rate of 9.6%, a 1.3 percentage point decline from 8.3% reported in 2010.
- Similar with union density rates, higher CBA coverage rates were reported in the following industries: electricity, gas, steam and air conditioning supply (32.4%); financial and insurance activities (31.5%); mining and quarrying (26.2%); transportation and

storage (23.2%); and agriculture, forestry and fishing (23.1%). (Figure 2)

- In contrast, low coverage rates were noted in real estate activities; and administrative and support service activities at 0.4% and 0.3%, respectively.
- Joint venture establishments posted the highest CBA coverage at 15.0% (24,525 out of 163,503 workers) in 2012. Multinational companies came next with 11.5%, followed closely by wholly Filipino-owned establishments at 10.7%. Foreign-owned establishments had the least share at 6.5%. (Table 2)
- As to employment size, about 1 out of every 8 employees (12.7%) in establishments with 200 or more workers were covered by CBAs. Only 8.4% and 4.1% of workers were covered in establishments employing 100-199 workers and 20-99 workers, respectively.

FIGURE 2 - Collective Bargaining Coverage Rate by Major Industry Group, Philippines: 2012
(In Percent)



A - Agriculture, Forestry & Fishing	G - Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	N - Administrative and Support Service Activities
B - Mining and Quarrying	H - Transportation & Storage	P - Education Except Public Education
C - Manufacturing	I - Accommodation & Food Service Activities	Q - Human Health & Social Work Activities Except Public Health Activities
D - Electricity, Gas, Steam & Air Conditioning Supply	J - Information & Communication	R - Arts, Entertainment & Recreation
E - Water Supply; Sewerage, Waste Management and Remediation Activities	K - Financial & Insurance Activities	S95/S96 - Repair of Computers and Personal and Household Goods; Other Personal Service Activities
F - Construction	L - Real Estate Activities	
	M - Professional, Scientific and Technical Activities	

EXTENT OF WOMEN PARTICIPATION IN UNIONISM

- Women comprised 36.2% (134,193) of the total union membership in 2012. (*Table 3*)
- By major industry group, a predominance of women union members were evident in the service industries particularly in the following: repair of computers and personal and household goods, and other personal service activities (76.6%); human health and social work activities except public health activities (68.1%); financial and insurance activities (63.6%); and private education (61.6%).
- Significantly, women accounted for 16.6% (1 out of every 6) of the total union presidents and 22.8% (2 out of every 9) of the union officers in 2012. Notably, women headed all unions in the repair of computers and personal and household goods, and other personal service activities industry. More than half (53.0%) of union presidents in private education were women.
- High proportions of women union officers were likewise observed in the following industries: repair of computers and personal and household goods, and other personal service activities (83.3%); real estate activities (53.8%); human health and social work activities except public health activities (45.5%); financial and insurance activities (41.7%); and private education (41.0%).

FOR INQUIRIES

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TABLE 1 - Percent Share of Establishments With Union and With CBA to Total Establishments Employing 20 and Over by Major Industry Group, Type of Ownership and Employment Size, Philippines: June 2012

INDICATOR	Total Establishments	With Union		With CBA		
		Number	% Share to Total Establishments	Number	% Share to Total Establishments	% Share to Total Establishments With Union
TOTAL	26,253	2,332	8.9	2,269	8.6	97.3
Major Industry Group						
Agriculture	803	46	5.7	45	5.6	97.8
Agriculture, Forestry and Fishing	803	46	5.7	45	5.6	97.8
Non-Agriculture	25,449	2,286	9.0	2,224	8.7	97.3
Mining and Quarrying	99	23	23.2	21	21.2	91.3
Manufacturing	4,948	866	17.5	855	17.3	98.7
Electricity, Gas, Steam and Air Conditioning Supply	356	146	41.0	125	35.1	85.6
Water Supply; Sewerage, Waste Management and Remediation Activities	278	59	21.2	50	18.0	84.7
Construction	820	10	1.2	10	1.2	100.0
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	5,564	395	7.1	393	7.1	99.5
Transportation and Storage	955	164	17.2	161	16.9	98.2
Accommodation and Food Service Activities	3,593	178	5.0	164	4.6	92.1
Information and Communication	769	36	4.7	36	4.7	100.0
Financial and Insurance Activities	1,006	221	22.0	221	22.0	100.0
Real Estate Activities	525	2	0.4	2	0.4	100.0
Professional, Scientific and Technical Activities	636	-	-	-	-	-
Administrative and Support Service Activities	1,675	7	0.4	7	0.4	100.0
Education Except Public Education	2,794	101	3.6	101	3.6	100.0
Human Health and Social Work Activities Except Public Health Activities	812	54	6.7	54	6.7	100.0
Arts, Entertainment and Recreation	250	18	7.2	18	7.2	100.0
Repair of Computers and Personal and Household Goods; Other Personal Service Activities	369	6	1.6	6	1.6	100.0
Type of Ownership						
Filipino	22,730	1,925	8.5	1,864	8.2	96.8
Foreign	1,780	141	7.9	141	7.9	100.0
Joint Venture	978	122	12.5	122	12.5	100.0
Multinational	764	145	19.0	142	18.6	97.9
Employment Size						
20 – 99	19,377	1,144	5.9	1,120	5.8	97.9
100 – 199	3,300	450	13.6	424	12.8	92.2
200 and Over	3,576	738	20.6	726	20.3	98.4

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

Source of data: Bureau of Labor and Employment Statistics, 2011/2012 BLES Integrated Survey.

TABLE 2 - Number and Percent Share of Union Membership and CBA Coverage to Total Paid Employees in Establishments Employing 20 and Over by Major Industry Group, Type of Ownership and Employment Size, Philippines: June 2012

INDICATOR	Total Paid Employees	Unionized Workers		CBA Coverage	
		Number	% Share	Number	% Share
TOTAL	3,738,771	371,178	9.9	383,390	10.3
Major Industry Group					
Agriculture	169,088	38,977	23.1	39,104	23.1
Agriculture, Forestry and Fishing	169,088	38,977	23.1	39,104	23.1
Non-Agriculture	3,569,682	332,200	9.3	344,287	9.6
Mining and Quarrying	30,002	8,033	26.8	7,855	26.2
Manufacturing	918,232	122,355	13.3	127,390	13.9
Electricity, Gas, Steam and Air Conditioning Supply	71,946	24,022	33.4	23,285	32.4
Water Supply; Sewerage, Waste Management and Remediation Activities	28,802	5,542	19.2	5,264	18.3
Construction	186,005	3,387	1.8	3,614	1.9
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	415,690	24,944	6.0	25,426	6.1
Transportation and Storage	126,947	29,501	23.2	29,463	23.2
Accommodation and Food Service Activities	200,904	7,826	3.9	7,765	3.9
Information and Communication	109,076	11,136	10.2	12,054	11.1
Financial and Insurance Activities	172,096	50,341	29.3	54,249	31.5
Real Estate Activities	43,814	93	0.2	174	0.4
Professional, Scientific and Technical Activities	93,214	-	-	-	-
Administrative and Support Service Activities	765,767	2,356	0.3	2,356	0.3
Education Except Public Education	234,232	16,619	7.1	18,075	7.7
Human Health and Social Work Activities					
Except Public Health Activities	111,485	20,217	18.1	21,473	19.3
Arts, Entertainment and Recreation	44,509	3,580	8.0	3,596	8.1
Repair of Computers and Personal and Household Goods; Other Personal Service Activities	16,961	2,248	13.3	2,248	13.3
Type of Ownership					
Filipino	2,613,855	272,938	10.4	280,236	10.7
Foreign	639,120	39,189	6.1	41,647	6.5
Joint Venture	163,503	23,124	14.1	24,525	15.0
Multinational	322,294	35,926	11.1	36,982	11.5
Employment Size					
20 – 99	835,759	33,651	4.0	34,089	4.1
100 – 199	454,395	38,988	8.6	38,311	8.4
200 and Over	2,448,617	298,540	12.2	310,989	12.7

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

Source of data: Bureau of Labor and Employment Statistics, 2011/2012 BLES Integrated Survey.

TABLE 3 - Percent Share of Female Union Members, Union Presidents and Union Officers in Establishments Employing 20 and Over by Major Industry Group, Philippines: June 2012

INDICATOR	Union Membership		Union President		Union Officer	
	Both Sexes	Female (%)	Both Sexes	Female (%)	Both Sexes	Female (%)
TOTAL	371,178	36.2	2,647	16.6	21,977	22.8
Major Industry Group						
Agriculture	38,977	14.4	67	9.0	654	17.4
Agriculture, Forestry and Fishing	38,977	14.4	67	9.0	654	17.4
Non-Agriculture	332,200	38.7	2,579	16.8	21,322	23.0
Mining and Quarrying	8,033	6.3	24	-	284	4.6
Manufacturing	122,355	34.7	948	15.3	9,471	16.7
Electricity, Gas, Steam and Air Conditioning Supply	24,022	15.6	166	8.4	1,597	20.0
Water Supply; Sewerage, Waste Management and Remediation Activities	5,542	22.1	64	37.5	644	32.3
Construction	3,387	8.9	13	-	123	7.3
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	24,944	45.5	504	9.5	2,880	27.7
Transportation and Storage	29,501	12.1	178	2.8	1,532	8.7
Accommodation and Food Service Activities	7,826	34.0	184	23.4	923	35.6
Information and Communication	11,136	33.6	41	14.6	448	26.3
Financial and Insurance Activities	50,341	63.6	252	29.0	1,395	41.7
Real Estate Activities	93	49.5	2	-	13	53.8
Professional, Scientific and Technical Activities	-	-	-	-	-	-
Administrative and Support Service Activities	2,356	7.0	9	-	45	11.1
Education Except Public Education	16,619	61.6	115	53.0	1,244	41.0
Human Health and Social Work Activities						
Except Public Health Activities	20,217	68.1	55	14.5	528	45.5
Arts, Entertainment and Recreation	3,580	31.0	18	-	159	17.0
Repair of Computers and Personal and Household Goods; Other Personal Service Activities	2,248	76.6	6	100.0	36	83.3

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

Source of data: Bureau of Labor and Employment Statistics, 2011/2012 BLES Integrated Survey.