



# LABSTAT DIGEST

( A Statistical Digest on Wage Rates )

Vol. 2 No. 1

January 2000

## WAGE RATES IN UNIONIZED AND NON-UNIONIZED ESTABLISHMENTS

(Focus on industrial classification)



*The LABSTAT Digest features summary statistics from establishment surveys of the Bureau of Labor and Employment Statistics (BLES). It presents data on employment, hours of work, wages and labor relations for purposes of monitoring the dynamics of the labor market.*

*The October 1997 Occupational Wages Survey (OWS) covered non-agricultural establishments employing at least 50 workers. Aside from the average (mean) wage rates of time-rate workers on full-time basis in 159 occupations, the survey also inquired into the distribution of these workers in unionized and non-unionized establishments across industries and regions. From these distributions, the average (median) basic pay and allowance (guaranteed and regularly paid cash payments) were derived.*

*The field operations for the 1997 OWS was conducted by the National Statistics Office.*

### **53.0 percent of unionized time-rate workers on full-time basis were in manufacturing**



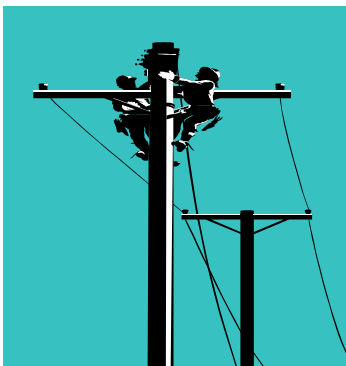
More than half of the 738,000 organized workers in non-agricultural establishments were in manufacturing industries (53.0%). The rest of the industries accounted for less than 10.0 percent each. Unionization rate was lowest in other community, social and personal service activities (1.1%).

The manufacturing sector also accounted for the largest proportion of the non-unionized workers

(38.4%) followed by real estate, renting and business activities (18.0%); and wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods (10.8%). *Table 1*

*\* Average from hereon refers to the median i.e. that amount where half of the workers receive more than this amount while the other half receive less.*

***Median monthly basic pay of unionized workers highest in electricity, gas and water supply; lowest in mining and quarrying***



Establishments with unions in almost all industrial classifications were observed to be giving higher monthly basic pay than those without unions. Only those establishments with unions engaged in transport, storage and communications reported a lower rate compared to those without unions (P5,669 vs. P6,196).

Unionized workers in electricity, gas and water received monthly pay of P11,044 . This is almost twice as much as the average basic pay of P6,073 received by unionized workers in all industries. This was followed by financial intermediation (P9,929) and private education services (P8,351). Workers employed in three other sectors also received monthly basic pay higher than the average basic pay for unionized workers but with a lower scale ranging between P6,074 (hotels and restaurants) and P6,964 (other community, social and personal service activities).

Meanwhile, in unorganized establishments, workers engaged in financial intermediation (P9,174); private education services (P7,255); electricity, gas and water (P7,038) and transport, storage and communication (P6,196) received median basic pay much higher than average basic pay of P5,222 for non-unionized workers in all industries. The lowest was noted in mining and quarrying at P4,785.

***Workers in establishments covered by CBAs were paid higher than those without CBAs in only 5 out of 12 industries***

Industrywise, CBA-covered workers had median basic pay ranging from P5,645 (transport, storage and communications) to P10,970 (electricity, gas and water supply). Only five industries posted higher pay rates among CBA-covered workers than those without CBAs. These include the following: manufacturing (P5,684 vs. P5,594); wholesale and retail trade (P5,760 vs. P4,615); hotels and restaurants (P6,136 vs. P4,488); health and social work except public medical, dental and other health services (P6,275 vs. P3,921); and private education services (P8,532 vs. P6,573). Among non-CBA covered workers, on the other hand, health and social work except public medical, dental and other health services workers were paid the least (P3,921) while those in financial intermediation had the highest (P11,196).

***Most of unionized workers in electricity, gas and water received a high of P12,000 or more a month***

In terms of wage scale, workers in unionized establishments engaged in electricity, gas and water supply (43.8%), financial intermediation (36.6%) and private education services (27.2%) received relatively higher monthly basic pay of P12,000 or more. Unionized workers in other five industries had monthly basic pay ranging from 4,000 to 4,999. These include workers engaged in real estate, renting and business activities (38.3%), mining and quarrying (32.3%), manufacturing (25.3%), hotels and restaurants (24.9%) and transportation, storage and communications (21.5%). *Table 2*

***About P2,000 median allowance granted monthly to unionized workers in electricity, gas and water supply***

Among unionized workers, those in electricity, gas and water received the highest monthly allowance averaging to about P2,011 while those in mining and quarrying were granted the least (P174). Among the non-unionized group, those in other community, social and personal service activities received the biggest allowance amounting to around P2,039 a month on the average. Health and social workers except public medical, dental and other health services received the least at P388 a month.

***Higher median allowances enjoyed by workers not covered by CBAs in 9 out of 12 industries***

Establishments not covered by CBAs paid their workers a much higher monthly allowance compared to those with CBAs. This holds true in nine (9) out of twelve (12) industries, namely: electricity, gas and water; financial intermediation; real estate, renting and business services; transport, storage and communications; wholesale and retail trade; manufacturing; other community, social and personal service activities; private education services; and construction. Monthly allowances of workers not covered by CBAs were almost double that of CBA-covered workers specifically in the following industries: manufacturing (P1,108 vs. P564); financial intermediation (P1,223 vs. P628); and private education services (P1,044 vs. P594).

***Monthly allowance of P1,000 and over granted to 46.0 percent of unionized workers in electricity, gas and water***

A little less than half of unionized workers (46.0%) in electricity, gas and water received P1,000 or more as their monthly allowance. Financial intermediation and wholesale and retail trade followed at 29.4 and 22.8 percent, respectively. Unfortunately, only 0.9 percent of unionized workers in mining and quarrying received the same amount. *Table 3*

---

**FOR INQUIRIES:**

Regarding this report contact **Labor Relations Statistics Division** at 527-35-78 or 527-93-10  
Regarding other statistics and technical services contact **BLES Databank** at 527-35-77  
or Write to **BLES c/o Databank, 3/F DOLE Bldg., Gen. Luna St., Intramuros, Manila 1002**  
FAX 527-35-79, E-mail: [lrsd@manila-online.net](mailto:lrsd@manila-online.net)  
or Visit our Website at <http://www.manila.online.net/bles>

---