



The BLES

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(A Statistical Digest on Wage Rates)

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WAGE RATES IN UNIONIZED AND NON-UNIONIZED ESTABLISHMENTS



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.

41.9 percent of time-rate workers on full-time basis were union members

Of the 1.8 million time-rate workers in non-agricultural establishments in 1997, less than half (41.9% or 738,000) were union members while 58.1 percent (1.023 million) were non-union members.

Almost all members of unions (94.4%) were covered by collective bargaining agreements (CBAs).



Average monthly basic pay of workers in unionized establishments stood at P6,073 and P5,222 for non-unionized

Workers in unionized establishments nationwide had relatively higher average basic pay than in non-unionized establishments (P6,073 vs. P5,222). Notably, a little over half of the workers (50.7%) with unions had a basic salary of P6,000 or more. Of these, 28.8 percent were paid between P6,000 to P9,999 and 21.9 percent were earning P10,000 or more. Only 49.2 percent received less than

P6,000 with 40.1 having basic pay of P4,000 to P5,999.

Conversely, workers in non-unionized establishments were relatively low-paid as 67.4 percent had a basic pay of less than P6,000. The bulk (54.3%) of these were paid between P4,000 to P5,999. The rest were receiving pay ranging from P6,000 to P9,999 (21.3%) and P10,000 or more (11.4%).

**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.*

Basic pay of workers in establishments not covered by CBAs higher than those with CBAs

While it is believed that collective bargaining can provide better pay to workers, survey results showed otherwise. Workers without CBAs posted an average basic pay of P6,913 slightly higher than P6,026 granted to those covered by CBAs.

Some 59.4 percent of the workers in establishment without collective bargaining contracts had an average pay of P6,000 or more, the percentage was comparatively

lower than those with CBAs at 50.3 percent.

Specifically, about 30.2 percent of the workers not covered by CBAs were paid between P6,000 to P9,999 while 29.2 percent had P10,000 or more compared to only 28.8 percent and 21.5 percent, respectively for workers in establishments with CBAs.

Average monthly allowance received by of unionized workers higher than the non-unionized

Only half of the total time-rate workers received allowances monthly in both unionized (247,000) and non-unionized (246,000) establishments.

Monthly allowance however, differ slightly for unionized (P672) and non-unionized workers (P642).

Of the total union members receiving allowances, 13.1 percent were granted allowances of P1,000 or more while 20.4 percent had less, 5.3 of these received below P250 per month. Majority of the workers in unorganized (66.5%) and organized (75.9%) establishments were not receiving any allowance at all.

One-third of workers with and without CBAs received monthly allowance

An average allowance of P639 was given to 233,000 workers accounting for 33.4 percent of the workers in CBA covered establishments. This amount is comparatively lower than the P1,195 received by 15,000 workers or 36.6 percent of the workers not covered by CBAs.

Its worth noting however, that a larger percentage of workers in establishments without CBAs (30.1%) were provided allowances of P1,000 or more compared to only 12.2 percent in CBAs covered establishments. Meanwhile those with less than P1,000 accounted for respective shares of 5.2 percent and 21.4 percent.

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**Table 1 - Median Monthly Basic Pay and Monthly Allowance of Time-Rate Workers on Full-time Basis
by Nature of Establishment, Philippines: October 1997**
(Non-agricultural establishments employing 50 and over. Allowance refers to guaranteed and regular cash payments.)

Nature of Establishment	Time-rate Workers on Full-time Basis			Time-rate Workers on Full-time Basis With Allowance		
	Number (000)	Percent	Median Monthly Basic Pay (₱)	Number (000)	Percent	Median Monthly Allowance (₱)
TOTAL	1,761	100.0	5,534	494	100.0	658
With Union	738	41.9	6,073	247	50.0	672
With CBA	697	39.6	6,026	233	47.2	639
Without	41	2.3	6,913	15	3.0	1,195
Without Union	1,023	58.1	5,222	246	49.8	642

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

Source of data: Bureau of Labor and Employment Statistics, 1997 Occupational Wages Survey.

**Table 2 - Percent Distribution of Time Rate Workers on Full Time Basis by Monthly Basic Pay
by Nature of Establishment, Philippines: October 1997
(Non-agricultural establishments employing 50 and over.)**

Nature of Establishment	Number (000)	Percent	Below 2,000	2,000-2,999	3,000-3,999	4,000-4,999	5,000-5,999	6,000-6,999	7,000-7,999	8,000-8,999	9,000-9,999	10,000-10,999	11,000-11,999	12,000 and over
TOTAL	1,761	100.0	0.2	1.4	9.9	27.3	21.1	9.9	6.8	4.6	3.0	2.5	2.0	11.3
With Union	<i>738</i>	<i>100.0</i>	<i>0.1</i>	<i>0.7</i>	<i>8.3</i>	<i>20.9</i>	<i>19.2</i>	<i>10.7</i>	<i>8.5</i>	<i>5.7</i>	<i>3.9</i>	<i>3.1</i>	<i>2.9</i>	<i>15.9</i>
With CBA	697	100.0	0.1	0.7	8.4	21.3	19.2	10.8	8.4	5.8	3.8	3.0	2.8	15.7
Without CBA	41	100.0	0.1	0.3	7.5	13.7	19.0	10.4	9.5	5.3	5.0	4.0	5.9	19.3
Without Union	<i>1,023</i>	<i>100.0</i>	<i>0.2</i>	<i>1.9</i>	<i>11.0</i>	<i>31.9</i>	<i>22.4</i>	<i>9.4</i>	<i>5.7</i>	<i>3.8</i>	<i>2.4</i>	<i>2.1</i>	<i>1.4</i>	<i>7.9</i>

Source of data: Bureau of Labor and Employment Statistics, 1997 Occupational Wages Survey.

**Table 3 - Percent Distribution of Time Rate Workers on Full Time Basis by Monthly Allowance
by Nature of Establishment, Philippines: October 1997**
(Non-agricultural establishments employing 50 and over. Allowance refers to guaranteed and regular cash payments.)

Nature of Establishment	Number (000)	Percent	No Allowance	Below 250	250 - 499	500 - 749	750 - 999	1,000 - 1,249	1,250 - 1,499	1,500 - 1,749	1,750 - 1,999	2,000 and over
TOTAL	1,761	100.0	72.0	3.7	7.3	4.8	1.7	3.6	1.0	1.3	0.4	4.2
With Union	<i>738</i>	<i>100.0</i>	<i>66.5</i>	<i>5.3</i>	<i>7.3</i>	<i>6.0</i>	<i>1.8</i>	<i>5.6</i>	<i>0.7</i>	<i>0.9</i>	<i>0.4</i>	<i>5.5</i>
With CBA	697	100.0	66.6	5.6	7.7	6.2	1.9	5.0	0.7	0.9	0.4	5.2
Without CBA	41	100.0	64.6	0.6	1.2	3.2	0.2	15.9	0.5	1.2	0.6	11.9
Without Union	<i>1,023</i>	<i>100.0</i>	<i>75.9</i>	<i>2.5</i>	<i>7.4</i>	<i>3.9</i>	<i>1.7</i>	<i>2.2</i>	<i>1.3</i>	<i>1.6</i>	<i>0.4</i>	<i>3.2</i>

Source of data: Bureau of Labor and Employment Statistics, 1997 Occupational Wages Survey.