



## WAGE RATES IN UNIONIZED AND NON-UNIONIZED ESTABLISHMENTS

(Focus on regional disaggregation)

*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.*

### ***NCR accounted for more than half of the total union members***

The bulk of the unionized workers (57.9%) were based in the National Capital Region (NCR) followed by Region IV (14.2%). Least were in

Region II and Region IX (0.4% each) and Autonomous Region in Muslim Mindanao (ARMM) with 0.1 percent.  
*Table 1*

### ***Unionized establishments in Region XII gave the highest average monthly basic pay***

Unionized establishments in eleven (11) out of sixteen (16) regions had relatively higher average basic pay than in non-unionized establishments. Only those unionized establishments in Region V, Region IX, Region X, ARMM and Caraga paid their workers lower rates compared to non-unionized establishments.

Relative to the average basic pay of P6,073 received by workers in

establishments with unions, organized workers had higher pay in Region XII (P10,224), Region I (P6,996), CAR (P6,692), NCR (P6,655), Region II (P6,618) and Region VIII (P6,140). Among non-unionized workers, only NCR (P5,735) and Region II (P5,272) posted bigger pay rates than the average basic pay of P5,222 received by non-unionized workers in all regions.

\* - 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.

***Non-CBA-covered workers received as high as P11,937 as basic pay;  
CBA-covered workers got P10,904***

Workers with collective bargaining contracts had average pay ranging from P3,700 (Caraga) to P10,904 (Region XII). In contrast, basic pay from P3,800 (Region V) to P11,937 (Region X) were received by workers in establishments without CBAs. This revealed that workers in establishments not covered by CBAs were paid higher than those with CBAs. This can be

observed in the following regions: NCR (P8,264 vs. P6,579); CAR (P9,334 vs. P6,239); Region III (P6,252 vs. P5,226); Region VI (P7,223 vs. P5,618); Region VII (P5,802 vs. P4,976); Region VIII (P9,336 vs. P6,055); Region X (P11,937 vs. P3,943); Region XI (P7,919 vs. P4,811); and Caraga (P6,257 vs. P3,700).

***Most unionized workers in five (5) regions were paid between P4,000 to P5,999 a month***

Looking at the monthly basic pay scale, five (5) regions had relatively high percentages of unionized workers with wage rates of about P4,000 - P5,999, namely: Region III (54.9%); Region IV (48.3%); Region VII (47.1%); CAR (43.3%) and NCR (39.5%). Unionized

workers who had wage rates of P3,000 - P3,999 were very evident in ARMM, Caraga and Region IX wherein 67.1 percent, 61.8 percent and 55.9 percent of their respective totals received the said amount. *Table 2*

***Average monthly allowance of unionized workers higher than non-unionized***

Seven (7) regions posted allowances higher than the average monthly allowance among unionized workers in all regions compared to only five (5) regions in the non-organized sector. Monthly allowance given to unionized workers was highest in ARMM (P2,125) and lowest in CAR

(P134). On the other hand, for non-unionized workers, the highest was in Region IX (P1,550) and the least in Region XI (P434). Notably, all regions in the Visayas granted allowances lower than the average monthly allowance provided to non-unionized workers in all regions. *Table 1*

***CBA-covered workers in ARMM received the highest monthly allowance***

Average allowance received by workers in CBA-covered establishments in the following regions were higher than the average monthly allowance of P639 granted to workers covered by CBAs in all regions: ARMM (P2,125),

Region XII (P2,046), Region II (P1,109), NCR (P920), Region I (P731) and Region IV (P693). On the other hand, establishments without CBAs in five (5) out of sixteen (16) regions reported relatively higher monthly

allowance than the average allowance of P1,195 given to workers not covered by CBAs in all regions. This was evident in

Region VII (P2,061), Region III (P2,026), Region VIII (P1,392), Region X (P1,222) and NCR (P1,196).

***41.7 percent of unionized workers in Region XII received P2,000 and over as monthly allowance***

In terms of allowance scale, Region XII posted the highest percentage of unionized workers (41.7%) who were granted allowance of P2,000 and over monthly. Region XI and ARMM followed with 10.6 percent and 9.1 percent of their total unionized workers, respectively had the same allowance. Other regions gave P250 -

P499 allowance to organized workers, namely: Region X (47.9%); Caraga (45.8%); Region VIII (43.1%); and Region VI (32.7%). It should be noted, however, that high percentages of unionized workers in Region IX (97.4%), Region I (93.9%) and ARMM (90.9%) had no allowance. *Table 3*

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FAX 527-35-79, E-mail: [lrsd@manila-online.net](mailto:lrsd@manila-online.net)  
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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 and Region  
Philippines: October 1997**

*(Non-agricultural establishments employing 50 and over. Allowance refers to guaranteed and regular cash payments. Median refers to that amount where half of the workers receive more while the other half receive less.)*

Region and Nature of Establishment	Time-rate Workers on Full-time Basis		Time-rate Workers on Full- time Basis With Allowance	
	Number (000)	Median Monthly Basic Pay (P)	Number (000)	Median Monthly Allowance (P)
<b>PHILIPPINES</b>	<b>1,761</b>	<b>5,534</b>	<b>494</b>	<b>658</b>
With Union	738	6,073	247	672
Without Collective Bargaining Agreement	41	6,913	15	1,195
With Collective Bargaining Agreement	697	6,026	233	639
Without Union	1,023	5,222	246	642
<b>NATIONAL CAPITAL REGION</b>	<b>975</b>	<b>5,962</b>	<b>224</b>	<b>1,011</b>
With Union	427	6,655	122	1,015
Without Collective Bargaining Agreement	25	8,264	10	1,196
With Collective Bargaining Agreement	403	6,579	112	920
Without Union	548	5,735	102	1,002
<b>CORDILLERA ADMINISTRATIVE REGION</b>	<b>14</b>	<b>5,841</b>	<b>9</b>	<b>160</b>
With Union	10	6,692	7	134
Without Collective Bargaining Agreement	1	9,334	a	711
With Collective Bargaining Agreement	9	6,239	6	127
Without Union	4	4,722	2	495
<b>I - ILOCOS REGION</b>	<b>16</b>	<b>5,227</b>	<b>3</b>	<b>1,030</b>
With Union	5	6,996	a	731
Without Collective Bargaining Agreement	a	4,545	-	-
With Collective Bargaining Agreement	4	7,320	a	731
Without Union	12	4,734	2	1,042
<b>II - CAGAYAN VALLEY</b>	<b>7</b>	<b>5,690</b>	<b>2</b>	<b>781</b>
With Union	3	6,618	1	1,116
Without Collective Bargaining Agreement	1	6,171	a	1,134
With Collective Bargaining Agreement	3	6,668	1	1,109
Without Union	4	5,272	2	607
<b>III - CENTRAL LUZON</b>	<b>93</b>	<b>4,851</b>	<b>29</b>	<b>502</b>
With Union	40	5,305	13	617
Without Collective Bargaining Agreement	3	6,252	1	2,026
With Collective Bargaining Agreement	37	5,226	12	598
Without Union	53	4,706	17	456
<b>IV - SOUTHERN LUZON</b>	<b>297</b>	<b>4,962</b>	<b>75</b>	<b>488</b>
With Union	105	5,838	21	697
Without Collective Bargaining Agreement	4	4,927	1	748
With Collective Bargaining Agreement	102	5,866	21	693
Without Union	191	4,794	54	466
<b>V - BICOL REGION</b>	<b>17</b>	<b>4,805</b>	<b>7</b>	<b>595</b>
With Union	10	4,766	5	798
Without Collective Bargaining Agreement	3	3,800	1	1,139
With Collective Bargaining Agreement	7	5,313	4	447
Without Union	6	4,892	2	552

a - Less than 500.

**Table 1 - Median Monthly Basic Pay and Monthly Allowance of Time-Rate Workers  
on Full-time Basis by Nature of Establishment and Region  
Philippines: October 1997 (Continued)**

*(Non-agricultural establishments employing 50 and over. Allowance refers to guaranteed and regular cash payments. Median refers to that amount where half of the workers receive more while the other half receive less.)*

Region and Nature of Establishment	Time-rate Workers on Full-time Basis		Time-rate Workers on Full-time Basis With Allowance	
	Number (000)	Median Monthly Basic Pay (P)	Number (000)	Median Monthly Allowance (P)
<b>VI - WESTERN VISAYAS</b>	<b>58</b>	<b>4,625</b>	<b>46</b>	<b>543</b>
With Union	33	5,672	28	576
Without Collective Bargaining Agreement	1	7,223	1	1,177
With Collective Bargaining Agreement	32	5,618	28	573
Without Union	25	3,873	17	486
<b>VII - CENTRAL VISAYAS</b>	<b>132</b>	<b>4,716</b>	<b>29</b>	<b>529</b>
With Union	42	5,000	13	575
Without Collective Bargaining Agreement	3	5,802	1	2,061
With Collective Bargaining Agreement	39	4,976	12	553
Without Union	90	4,622	16	472
<b>VIII - EASTERN VISAYAS</b>	<b>11</b>	<b>4,923</b>	<b>7</b>	<b>466</b>
With Union	6	6,140	5	466
Without Collective Bargaining Agreement	a	9,336	a	1,392
With Collective Bargaining Agreement	6	6,055	4	459
Without Union	5	3,986	2	466
<b>IX - WESTERN MINDANAO</b>	<b>14</b>	<b>3,870</b>	<b>2</b>	<b>1,541</b>
With Union	3	3,782	a	604
Without Collective Bargaining Agreement	1	3,720	a	625
With Collective Bargaining Agreement	2	3,818	a	341
Without Union	11	3,906	2	1,550
<b>X - NORTHERN MINDANAO</b>	<b>29</b>	<b>4,341</b>	<b>18</b>	<b>474</b>
With Union	12	3,956	8	431
Without Collective Bargaining Agreement	a	11,937	a	1,222
With Collective Bargaining Agreement	12	3,943	8	429
Without Union	17	4,618	9	587
<b>XI - SOUTHERN MINDANAO</b>	<b>71</b>	<b>3,935</b>	<b>29</b>	<b>384</b>
With Union	27	4,828	14	242
Without Collective Bargaining Agreement	a	7,919	a	1,117
With Collective Bargaining Agreement	27	4,811	14	240
Without Union	44	3,805	15	434
<b>XII - CENTRAL MINDANAO</b>	<b>12</b>	<b>5,509</b>	<b>6</b>	<b>1,435</b>
With Union	6	10,224	4	2,039
Without Collective Bargaining Agreement	a	5,195	a	1,164
With Collective Bargaining Agreement	6	10,904	4	2,046
Without Union	6	4,412	2	1,022

a - Less than 500.

**Table 1 - Median Monthly Basic Pay and Monthly Allowance of Time-Rate Workers  
on Full-time Basis by Nature of Establishment and Region  
Philippines: October 1997 (Continued)**

*(Non-agricultural establishments employing 50 and over. Allowance refers to guaranteed and regular cash payments. Median refers to that amount where half of the workers receive more while the other half receive less.)*

Region and Nature of Establishment	Time-rate Workers on Full-time Basis		Time-rate Workers on Full-time Basis With Allowance	
	Number (000)	Median Monthly Basic Pay (P)	Number (000)	Median Monthly Allowance (P)
<b>AUTONOMOUS REGION IN MUSLIM</b>				
<b>MINDANAO</b>	<b>2</b>	<b>4,024</b>	<b>a</b>	<b>1,132</b>
With Union	1	3,745	a	2,125
Without Collective Bargaining Agreement	-	-	-	-
With Collective Bargaining Agreement	1	3,745	a	2,125
Without Union	1	4,627	a	1,070
<b>Caraga</b>	<b>12</b>	<b>3,817</b>	<b>7</b>	<b>416</b>
With Union	7	3,717	5	400
Without Collective Bargaining Agreement	a	6,257	a	1,055
With Collective Bargaining Agreement	7	3,700	5	397
Without Union	5	4,064	2	457

*a - Less than 500.*

*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 and Region, Philippines: October 1997**  
*(Non-agricultural establishments employing 50 and over.)*

Region and 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
<b>PHILIPPINES</b>	<b>1,761</b>	<b>100.0</b>	<b>0.2</b>	<b>1.4</b>	<b>9.9</b>	<b>27.3</b>	<b>21.1</b>	<b>9.9</b>	<b>6.8</b>	<b>4.6</b>	<b>3.0</b>	<b>2.5</b>	<b>2.0</b>	<b>11.3</b>
With Union	738	100.0	0.1	0.7	8.3	20.9	19.2	10.7	8.5	5.7	3.9	3.1	2.9	15.9
Without Union	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
CBA														
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 Union	1,023	100.0	0.2	1.9	11.0	31.9	22.4	9.4	5.7	3.8	2.4	2.1	1.4	7.9
<b>NCR</b>	<b>975</b>	<b>100.0</b>	<b>b</b>	<b>0.3</b>	<b>3.0</b>	<b>21.2</b>	<b>26.4</b>	<b>11.7</b>	<b>8.0</b>	<b>5.3</b>	<b>3.7</b>	<b>3.2</b>	<b>2.4</b>	<b>14.7</b>
With Union	427	100.0	b	0.2	2.5	17.2	22.3	11.8	9.3	6.2	4.4	3.7	3.3	19.0
Without Union	25	100.0	0.1	0.1	0.9	3.9	22.9	11.0	9.6	5.9	6.0	4.8	8.5	26.3
CBA														
With CBA	403	100.0	b	0.2	2.6	18.0	22.2	11.9	9.3	6.2	4.3	3.6	3.0	18.6
Without Union	548	100.0	b	0.4	3.5	24.3	29.6	11.7	6.9	4.6	3.1	2.7	1.8	11.4
<b>CAR</b>	<b>14</b>	<b>100.0</b>	<b>0.1</b>	<b>0.5</b>	<b>11.8</b>	<b>24.6</b>	<b>15.4</b>	<b>6.1</b>	<b>9.2</b>	<b>5.9</b>	<b>5.2</b>	<b>5.3</b>	<b>4.0</b>	<b>12.0</b>
With Union	10	100.0	0.1	0.1	2.3	27.2	16.1	5.9	10.1	7.5	6.3	5.6	3.3	15.4
Without Union	1	100.0	-	-	-	3.7	4.7	5.9	7.3	22.7	17.0	8.9	6.0	23.8
CBA														
With CBA	9	100.0	0.1	0.1	2.5	28.9	16.9	5.9	10.3	6.4	5.5	5.3	3.1	14.8
Without Union	4	100.0	-	1.5	35.4	18.1	13.7	6.4	6.8	1.8	2.5	4.5	5.8	3.6
<b>I</b>	<b>16</b>	<b>100.0</b>	<b>0.6</b>	<b>1.9</b>	<b>28.3</b>	<b>16.0</b>	<b>14.1</b>	<b>11.7</b>	<b>7.4</b>	<b>3.8</b>	<b>2.9</b>	<b>2.4</b>	<b>1.4</b>	<b>9.7</b>
With Union	5	100.0	-	0.1	16.3	11.0	9.8	12.8	10.1	5.9	6.0	4.7	3.2	20.1
Without Union	a	100.0	-	-	30.9	35.1	25.1	3.4	2.4	1.0	1.7	0.3	a	a
CBA														
With CBA	4	100.0	-	0.1	15.2	9.2	8.6	13.5	10.6	6.3	6.3	5.1	3.5	21.7
Without Union	12	100.0	0.8	2.6	33.3	18.0	15.8	11.2	6.3	2.9	1.6	1.4	0.6	5.4

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

Region and 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
<b>II</b>	<b>7</b>	<b>100.0</b>	<b>0.2</b>	<b>2.4</b>	<b>24.8</b>	<b>11.8</b>	<b>15.6</b>	<b>11.1</b>	<b>10.4</b>	<b>6.9</b>	<b>4.0</b>	<b>2.5</b>	<b>1.8</b>	<b>8.4</b>
With Union	3	100.0	-	-	27.6	4.6	10.6	11.6	15.5	7.2	5.1	1.3	2.5	13.9
Without	1	100.0	-	-	3.3	7.9	37.6	7.3	22.1	2.1	2.3	1.3	10.0	6.1
CBA														
With CBA	3	100.0	-	-	32.3	4.0	5.4	12.5	14.3	8.2	5.6	1.3	1.1	15.4
Without Union	4	100.0	0.4	4.3	22.5	17.4	19.4	10.7	6.4	6.7	3.1	3.5	1.3	4.2
<b>III</b>	<b>93</b>	<b>100.0</b>	<b>0.3</b>	<b>1.4</b>	<b>7.6</b>	<b>47.8</b>	<b>12.7</b>	<b>8.2</b>	<b>5.6</b>	<b>4.9</b>	<b>2.3</b>	<b>1.6</b>	<b>1.8</b>	<b>5.8</b>
With Union	40	100.0	-	1.2	3.6	40.9	14.0	9.1	7.4	5.6	3.4	1.9	3.3	9.5
Without	3	100.0	-	-	2.2	27.3	17.9	10.1	14.5	9.0	3.9	3.9	1.1	10.0
CBA														
With CBA	37	100.0	-	1.2	3.7	41.9	13.7	9.0	6.9	5.4	3.4	1.8	3.4	9.5
Without Union	53	100.0	0.5	1.6	10.5	52.9	11.7	7.5	4.2	4.4	1.5	1.4	0.7	3.0

*a - Less than 500.*

*b - Less than 0.1 percent.*



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

Region and 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
<b>IV</b>	<b>297</b>	<b>100.0</b>	<b>0.1</b>	<b>0.7</b>	<b>6.5</b>	<b>44.4</b>	<b>17.5</b>	<b>7.8</b>	<b>6.0</b>	<b>3.9</b>	<b>2.2</b>	<b>1.6</b>	<b>1.4</b>	<b>8.0</b>
With Union	105	100.0	b	b	4.5	30.8	17.5	9.3	9.2	6.5	3.6	2.3	2.1	14.1
Without CBA	4	100.0	-	-	1.0	52.8	10.6	7.7	14.3	2.0	1.3	2.5	0.8	7.0
With CBA	102	100.0	b	b	4.6	30.0	17.8	9.3	9.0	6.7	3.7	2.3	2.2	14.4
Without Union	191	100.0	0.2	1.0	7.6	51.8	17.5	7.0	4.3	2.5	1.4	1.1	1.0	4.6
<b>V</b>	<b>17</b>	<b>100.0</b>	<b>0.4</b>	<b>3.6</b>	<b>31.6</b>	<b>17.9</b>	<b>9.5</b>	<b>9.2</b>	<b>6.6</b>	<b>4.2</b>	<b>2.9</b>	<b>2.5</b>	<b>1.7</b>	<b>10.0</b>
With Union	10	100.0		0.2	34.5	19.9	9.4	8.3	6.7	4.2	3.1	2.1	2.1	9.4
			-											
Without CBA	3	100.0	-	0.4	62.0	10.5	13.4	5.7	3.2	0.5	1.1	1.0	1.3	0.9
With CBA	7	100.0	-	0.2	23.8	23.6	7.8	9.3	8.1	5.7	3.8	2.5	2.5	12.8
Without Union	6	100.0	0.9	9.1	27.0	14.5	9.7	10.8	6.5	4.1	2.7	3.0	0.9	10.8
<b>VI</b>	<b>58</b>	<b>100.0</b>	<b>1.1</b>	<b>9.6</b>	<b>28.7</b>	<b>16.9</b>	<b>9.1</b>	<b>13.1</b>	<b>5.9</b>	<b>5.4</b>	<b>2.0</b>	<b>1.5</b>	<b>2.8</b>	<b>3.9</b>
With Union	33	100.0	1.0	5.8	20.9	16.1	9.2	18.6	7.2	7.3	2.6	1.7	4.5	5.1
Without CBA	1	100.0	-	1.7	7.1	9.6	7.4	22.5	7.7	6.3	2.1	9.8	7.5	18.3
With CBA	32	100.0	1.0	5.9	21.2	16.2	9.2	18.5	7.2	7.3	2.6	1.5	4.5	4.8
Without Union	25	100.0	1.1	14.7	39.1	17.9	9.1	5.8	4.1	2.9	1.2	1.2	0.5	2.4
<b>VII</b>	<b>132</b>	<b>100.0</b>	<b>0.3</b>	<b>1.8</b>	<b>17.3</b>	<b>42.8</b>	<b>14.5</b>	<b>6.1</b>	<b>3.9</b>	<b>2.8</b>	<b>2.1</b>	<b>1.6</b>	<b>1.4</b>	<b>5.5</b>
With Union	42	100.0	0.2	1.4	14.7	33.7	13.4	9.2	5.8	3.4	2.7	2.6	2.3	10.6
Without CBA	3	100.0	-	1.8	0.8	36.2	13.9	13.6	6.4	4.8	3.9	2.7	2.3	13.5
With CBA	39	100.0	0.2	1.4	15.6	33.5	13.4	8.9	5.8	3.3	2.6	2.6	2.3	10.4
Without Union	90	100.0	0.3	2.0	18.5	46.9	15.0	4.6	3.0	2.5	1.8	1.2	1.0	3.2

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

Region and 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
<b>VIII</b>	<b>11</b>	<b>100.0</b>	<b>0.3</b>	<b>5.4</b>	<b>32.6</b>	<b>12.7</b>	<b>13.2</b>	<b>7.7</b>	<b>6.9</b>	<b>4.2</b>	<b>2.8</b>	<b>1.8</b>	<b>1.7</b>	<b>10.7</b>
With Union	6	100.0	0.3	0.4	26.9	6.5	14.5	9.8	10.8	5.9	4.2	2.1	2.6	15.9
Without CBA	a	100.0	-	-	16.0	5.6	0.0	3.2	2.4	8.0	44.0	8.8	4.0	8.0
With CBA	6	100.0	0.3	0.4	27.2	6.5	14.9	10.0	11.1	5.9	2.9	1.9	2.6	16.1
Without Union	5	100.0	0.3	11.1	39.1	19.8	11.7	5.3	2.4	2.3	1.2	1.3	0.6	4.8
<b>IX</b>	<b>14</b>	<b>100.0</b>	<b>1.8</b>	<b>7.7</b>	<b>46.6</b>	<b>16.9</b>	<b>7.8</b>	<b>7.0</b>	<b>3.8</b>	<b>3.5</b>	<b>1.3</b>	<b>0.9</b>	<b>0.2</b>	<b>2.5</b>
With Union	3	100.0	0.4	5.9	55.9	10.8	5.9	5.0	2.8	3.9	1.1	0.4	0.2	7.8
Without CBA	1	100.0	-	0.4	68.9	10.9	4.2	7.2	4.7	1.1	0.6	0.3	0.3	1.5
With CBA	2	100.0	0.5	8.3	50.3	10.8	6.7	4.1	2.0	5.0	1.3	0.5	0.1	10.4
Without Union	11	100.0	2.2	8.3	43.6	18.9	8.4	7.7	4.1	3.4	1.3	1.1	0.2	0.9

**a - Less than 500.**

**b - Less than 0.1 percent.**

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

Region and 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
<b>X</b>	<b>29</b>	<b>100.0</b>	<b>0.4</b>	<b>6.0</b>	<b>38.3</b>	<b>15.4</b>	<b>10.4</b>	<b>7.7</b>	<b>6.1</b>	<b>2.8</b>	<b>2.6</b>	<b>1.9</b>	<b>1.1</b>	<b>7.4</b>
With Union	12	100.0	-	3.2	49.0	13.5	7.8	2.1	3.1	1.6	3.9	2.4	1.6	11.8
Without CBA	a	100.0	-	-	-	18.3	5.6	2.0	6.9	3.9	3.9	4.6	5.2	49.7
With CBA	12	100.0	-	3.2	49.6	13.4	7.9	2.1	3.1	1.6	3.9	2.4	1.6	11.3
Without Union	17	100.0	0.7	7.9	31.0	16.7	12.1	11.5	8.2	3.6	1.7	1.5	0.7	4.3
<b>XI</b>	<b>71</b>	<b>100.0</b>	<b>0.3</b>	<b>5.4</b>	<b>47.4</b>	<b>13.2</b>	<b>15.6</b>	<b>4.5</b>	<b>3.4</b>	<b>2.1</b>	<b>1.5</b>	<b>1.4</b>	<b>0.8</b>	<b>4.4</b>
With Union	27	100.0	-	1.2	39.5	11.2	27.8	4.8	4.1	1.8	1.4	1.4	1.0	5.8
Without CBA	a	100.0	-	2.6	7.7	1.3	2.9	16.2	21.1	8.1	7.8	9.7	b	22.7
With CBA	27	100.0	-	1.2	39.6	11.3	27.9	4.7	4.0	1.7	1.4	1.4	1.0	5.7
Without Union	44	100.0	0.4	7.9	52.3	14.4	8.1	4.4	2.9	2.3	1.6	1.4	0.7	3.6
<b>XII</b>	<b>12</b>	<b>100.0</b>	<b>1.2</b>	<b>4.4</b>	<b>26.8</b>	<b>14.7</b>	<b>5.7</b>	<b>5.9</b>	<b>5.5</b>	<b>2.7</b>	<b>3.4</b>	<b>2.5</b>	<b>1.3</b>	<b>25.9</b>
With Union	6	100.0	0.3	-	22.9	9.6	3.3	2.4	3.9	2.2	4.6	3.3	1.3	46.1
Without CBA	a	100.0	2.0	-	15.5	29.8	13.4	9.2	2.9	2.5	7.2	4.2	1.1	12.1
With CBA	6	100.0	0.2	-	23.4	8.3	2.7	2.0	4.0	2.1	4.4	3.3	1.3	48.4
Without Union	6	100.0	2.1	8.9	30.8	20.0	8.2	9.5	7.1	3.2	2.2	1.6	1.4	5.0
<b>ARMM</b>	<b>2</b>	<b>100.0</b>	-	-	<b>49.5</b>	<b>22.4</b>	<b>6.5</b>	<b>8.3</b>	<b>2.9</b>	<b>3.2</b>	<b>0.9</b>	<b>2.0</b>	-	<b>4.5</b>
With Union	1	100.0	-	-	67.1	14.8	5.5	1.9	1.4	1.3	-	1.9	-	6.2
Without CBA	-	-	-	-	-	-	-	-	-	-	-	-	-	-
With CBA	1	100.0	-	-	67.1	14.8	5.5	1.9	1.4	1.3	-	1.9	-	6.2
Without Union	1	100.0	-	-	31.0	30.3	7.5	15.0	4.4	5.2	1.8	2.1	-	2.7
<b>Caraga</b>	<b>12</b>	<b>100.0</b>	<b>1.1</b>	<b>7.1</b>	<b>51.2</b>	<b>14.4</b>	<b>7.5</b>	<b>6.5</b>	<b>5.4</b>	<b>2.0</b>	<b>0.9</b>	<b>1.1</b>	<b>0.7</b>	<b>2.1</b>
With Union	7	100.0	0.6	5.0	61.8	13.1	7.0	4.6	3.2	1.0	0.8	1.0	0.5	1.4
Without CBA	a	100.0	-	-	3.2	24.7	10.4	45.5	9.1	-	3.2	0.6	2.6	0.6
With CBA	7	100.0	0.6	5.1	63.1	12.8	6.9	3.7	3.0	1.1	0.7	1.0	0.4	1.4
Without Union	5	100.0	1.6	9.7	37.7	16.1	8.2	8.9	8.2	3.2	1.0	1.3	0.9	3.1

*a - Less than 500.*

*b - Less than 0.1 percent.*

*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 and Region, Philippines: October 1997**

*(Non-agricultural establishments employing 50 and over. Allowance refers to guaranteed and regular cash payments.)*

Region and 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
<b>PHILIPPINES</b>	<b>1,761</b>	<b>100.0</b>	<b>72.0</b>	<b>3.7</b>	<b>7.3</b>	<b>4.8</b>	<b>1.7</b>	<b>3.6</b>	<b>1.0</b>	<b>1.3</b>	<b>0.4</b>	<b>4.2</b>
With Union	738	100.0	66.5	5.3	7.3	6.0	1.8	5.6	0.7	0.9	0.4	5.5
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
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 Union	1,023	100.0	75.9	2.5	7.4	3.9	1.7	2.2	1.3	1.6	0.4	3.2
<b>NCR</b>	<b>975</b>	<b>100.0</b>	<b>77.0</b>	<b>2.5</b>	<b>3.0</b>	<b>4.2</b>	<b>1.5</b>	<b>4.2</b>	<b>0.8</b>	<b>1.4</b>	<b>0.4</b>	<b>4.9</b>
With Union	427	100.0	71.4	3.4	4.0	4.9	1.6	6.8	0.9	0.7	0.4	6.0
Without CBA	25	100.0	58.9	0.7	0.9	3.0	0.2	20.2	b	1.3	0.4	14.5
With CBA	403	100.0	72.1	3.6	4.2	5.0	1.7	6.0	0.9	0.7	0.4	5.4
Without Union	548	100.0	81.4	1.9	2.3	3.6	1.4	2.2	0.7	1.9	0.5	4.1
<b>CAR</b>	<b>14</b>	<b>100.0</b>	<b>38.8</b>	<b>47.8</b>	<b>3.7</b>	<b>3.5</b>	<b>0.2</b>	<b>1.8</b>	<b>0.1</b>	<b>1.1</b>	<b>-</b>	<b>3.0</b>
With Union	10	100.0	32.2	63.0	-	2.0	-	-	-	-	-	2.7
Without CBA	1	100.0	48.6	-	-	30.4	-	-	-	-	-	21.1
With CBA	9	100.0	31.1	67.5	-	-	-	-	-	-	-	1.4
Without Union	4	100.0	55.1	10.0	12.7	7.1	0.7	6.2	0.3	4.0	0.2	3.7
<b>I</b>	<b>16</b>	<b>100.0</b>	<b>84.0</b>	<b>1.2</b>	<b>1.8</b>	<b>3.6</b>	<b>1.2</b>	<b>2.4</b>	<b>0.6</b>	<b>2.2</b>	<b>0.2</b>	<b>2.9</b>
With Union	5	100.0	93.9	1.4	1.1	0.5	0.1	1.7	-	-	-	1.2
Without CBA	-	-	-	-	-	-	-	-	-	-	-	-
With CBA	4	100.0	93.4	1.5	1.2	0.5	0.1	1.8	-	-	-	1.3
Without Union	12	100.0	79.9	1.0	2.1	4.8	1.6	2.7	0.8	3.1	0.3	3.6

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

Region and 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
<b>II</b>	<b>7</b>	<b>100.0</b>	<b>66.4</b>	<b>0.3</b>	<b>8.9</b>	<b>7.4</b>	<b>2.0</b>	<b>13.0</b>	<b>-</b>	<b>0.4</b>	<b>b</b>	<b>1.7</b>
With Union	3	100.0	76.6	-	-	2.0	-	20.7	-	0.2	-	0.5
Without CBA	1	100.0	59.9	-	-	-	-	37.2	-	-	-	2.9
With CBA	3	100.0	79.8	-	-	2.4	-	17.5	-	0.2	-	b
Without Union	4	100.0	58.4	0.5	15.8	11.5	3.5	7.1	-	0.5	b	2.6
<b>III</b>	<b>93</b>	<b>100.0</b>	<b>68.5</b>	<b>1.4</b>	<b>14.4</b>	<b>4.9</b>	<b>2.8</b>	<b>2.6</b>	<b>0.8</b>	<b>1.1</b>	<b>0.3</b>	<b>3.5</b>
With Union	40	100.0	67.7	1.4	10.5	8.8	3.6	2.7	1.0	0.6	0.2	3.3
Without CBA	3	100.0	74.3	1.0	0.9	1.7	0.1	7.5	-	-	-	14.3
With CBA	37	100.0	67.2	1.5	11.2	9.4	3.9	2.3	1.1	0.7	0.2	2.5
Without Union	53	100.0	69.0	1.3	17.2	1.9	2.1	2.5	0.6	1.4	0.4	3.5

*b - Less than 0.1 percent.*

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

Region and 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
<b>IV</b>	<b>297</b>	<b>100.0</b>	<b>74.6</b>	<b>3.5</b>	<b>9.6</b>	<b>2.5</b>	<b>1.5</b>	<b>2.9</b>	<b>2.0</b>	<b>0.6</b>	<b>0.2</b>	<b>2.6</b>
With Union	105	100.0	80.0	4.9	3.2	2.4	0.7	4.6	0.3	0.2	0.3	3.3
Without CBA	4	100.0	86.5	1.0	0.7	5.1	0.0	2.8	1.6	-	0.6	1.6
With CBA	102	100.0	79.7	5.0	3.3	2.3	0.7	4.7	0.3	0.2	0.3	3.4
Without Union	191	100.0	71.7	2.8	13.1	2.5	1.9	1.9	2.9	0.9	0.1	2.2
<b>V</b>	<b>17</b>	<b>100.0</b>	<b>57.2</b>	<b>8.3</b>	<b>11.2</b>	<b>5.0</b>	<b>1.9</b>	<b>6.6</b>	<b>2.1</b>	<b>1.4</b>	<b>0.6</b>	<b>5.7</b>
With Union	10	100.0	50.5	13.2	9.8	1.4	1.3	10.0	3.2	1.9	0.7	7.8
Without CBA	3	100.0	73.2	-	-	b	1.1	22.1	-	2.9	-	0.7
With CBA	7	100.0	41.7	18.4	13.7	2.0	1.4	5.3	4.5	1.5	1.0	10.6
Without Union	6	100.0	68.0	0.3	13.5	10.7	3.0	1.1	0.2	0.5	0.4	2.3
<b>VI</b>	<b>58</b>	<b>100.0</b>	<b>21.0</b>	<b>1.2</b>	<b>33.7</b>	<b>26.7</b>	<b>7.6</b>	<b>2.7</b>	<b>0.7</b>	<b>3.8</b>	<b>0.2</b>	<b>2.4</b>
With Union	33	100.0	14.2	0.7	32.7	31.1	10.0	2.7	0.3	5.5	0.1	2.7
Without CBA	1	100.0	14.5	-	22.4	11.1	-	13.0	-	5.7	-	33.3
With CBA	32	100.0	14.2	0.7	32.9	31.5	10.2	2.5	0.3	5.5	0.1	2.1
Without Union	25	100.0	29.9	1.8	35.2	20.8	4.4	2.6	1.3	1.4	0.4	2.1
<b>VII</b>	<b>132</b>	<b>100.0</b>	<b>78.2</b>	<b>5.6</b>	<b>4.8</b>	<b>3.8</b>	<b>1.2</b>	<b>2.0</b>	<b>1.0</b>	<b>0.7</b>	<b>0.4</b>	<b>2.3</b>
With Union	42	100.0	69.0	6.1	7.1	7.6	0.4	2.6	0.2	1.0	0.7	5.3
Without CBA	3	100.0	77.5	-	0.8	0.1	0.7	0.2	0.3	1.6	3.9	14.9
With CBA	39	100.0	68.4	6.5	7.5	8.2	0.4	2.7	0.2	1.0	0.5	4.6
Without Union	90	100.0	82.4	5.4	3.8	2.0	1.6	1.7	1.4	0.6	0.3	1.0

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

Region and 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
<b>VIII</b>	<b>11</b>	<b>100.0</b>	<b>40.9</b>	<b>1.9</b>	<b>31.8</b>	<b>3.7</b>	<b>0.9</b>	<b>9.5</b>	<b>1.6</b>	<b>1.5</b>	<b>1.2</b>	<b>6.9</b>
With Union	6	100.0	24.8	0.2	43.1	1.1	0.7	14.6	2.3	1.0	2.2	9.8
Without CBA	a	100.0	16.0	-	-	-	-	-	73.6	-	-	10.4
With CBA	6	100.0	25.1	0.2	44.4	1.2	0.8	15.1	0.1	1.0	2.3	9.8
Without Union	5	100.0	59.3	3.9	19.0	6.6	1.2	3.5	0.8	2.2	0.0	3.5
<b>IX</b>	<b>14</b>	<b>100.0</b>	<b>85.8</b>	<b>1.2</b>	<b>1.0</b>	<b>1.5</b>	<b>0.4</b>	<b>1.4</b>	<b>0.3</b>	<b>7.8</b>	<b>0.3</b>	<b>0.3</b>
With Union	3	100.0	97.4	0.2	0.2	2.0	-	b	-	-	-	0.1
Without CBA	1	100.0	93.4	-	-	6.6	-	-	-	-	-	-
With CBA	2	100.0	99.1	0.3	0.3	0.1	-	b	-	-	-	0.1
Without Union	11	100.0	82.1	1.5	1.3	1.4	0.5	1.9	0.4	10.2	0.4	0.4

*a - Less than 500.*

*b - Less than 0.1 percent.*

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

Region and 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
<b>X</b>	<b>29</b>	<b>100.0</b>	<b>38.5</b>	<b>1.4</b>	<b>32.6</b>	<b>11.5</b>	<b>3.8</b>	<b>4.8</b>	<b>1.7</b>	<b>2.3</b>	<b>0.2</b>	<b>3.3</b>
With Union	12	100.0	28.6	0.9	47.9	13.6	0.1	2.4	0.1	4.0	0.1	2.3
Without CBA	a	100.0	35.3	-	-	-	-	36.3	-	-	5.9	22.5
With CBA	12	100.0	28.6	0.9	48.5	13.7	0.1	1.9	0.1	4.0	-	2.0
Without Union	17	100.0	45.2	1.8	22.1	10.1	6.3	6.4	2.8	1.1	0.2	4.0
<b>XI</b>	<b>71</b>	<b>100.0</b>	<b>58.9</b>	<b>12.8</b>	<b>14.4</b>	<b>3.5</b>	<b>1.0</b>	<b>2.1</b>	<b>1.0</b>	<b>0.7</b>	<b>0.6</b>	<b>5.1</b>
With Union	27	100.0	47.0	27.3	9.2	1.8	1.0	2.3	0.4	0.3	b	10.6
Without CBA	a	100.0	9.0	-	-	5.1	-	85.9	-	-	-	b
With CBA	27	100.0	47.2	27.5	9.2	1.7	1.0	1.9	0.4	0.3	b	10.6
Without Union	44	100.0	66.2	3.9	17.6	4.5	0.9	1.9	1.4	0.9	0.9	1.7
<b>XII</b>	<b>12</b>	<b>100.0</b>	<b>50.4</b>	<b>6.5</b>	<b>5.7</b>	<b>3.2</b>	<b>1.3</b>	<b>5.6</b>	<b>3.6</b>	<b>2.1</b>	<b>0.3</b>	<b>21.6</b>
With Union	6	100.0	29.8	3.5	9.0	4.6	2.0	7.9	0.1	1.1	0.3	41.7
Without CBA	a	100.0	61.8	7.5	0.3	-	-	17.3	-	8.0	4.4	0.8
With CBA	6	100.0	27.6	3.3	9.5	4.9	2.1	7.3	0.1	0.6	b	44.4
Without Union	6	100.0	71.6	9.5	2.3	1.6	0.5	3.2	7.2	3.1	0.3	0.8
<b>ARMM</b>	<b>2</b>	<b>100.0</b>	<b>79.9</b>	<b>4.2</b>	<b>0.4</b>	<b>0.5</b>	<b>-</b>	<b>9.4</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>5.6</b>
With Union	1	100.0	90.9	-	-	-	-	-	-	-	-	9.1
Without CBA	-	-	-	-	-	-	-	-	-	-	-	-
With CBA	1	100.0	90.9	-	-	-	-	-	-	-	-	9.1
Without Union	1	100.0	68.4	8.6	0.7	1.0	-	19.3	-	-	-	2.0



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

Region and 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
<b>Caraga</b>	<b>12</b>	<b>100.0</b>	<b>38.7</b>	<b>6.7</b>	<b>35.9</b>	<b>10.0</b>	<b>0.5</b>	<b>3.2</b>	<b>0.4</b>	<b>1.8</b>	<b>0.1</b>	<b>2.7</b>
With Union	7	100.0	26.9	8.9	45.8	13.9	0.6	3.6	0.1	0.2	-	0.1
Without CBA	a	100.0	5.2	-	33.8	-	-	61.0	-	-	-	-
With CBA	7	100.0	27.4	9.1	46.1	14.2	0.6	2.2	0.1	0.2	-	0.1
Without Union	5	100.0	53.7	4.0	23.1	5.0	0.4	2.8	0.9	3.8	0.3	6.0

*a - Less than 500.*

*b - Less than 0.1 percent.*

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