

**TABLE 1 - Number and Percent Distribution of Establishments by Selected Wage Practices, Philippines: 1999**

(Non-agricultural establishments employing 20 and over)

SELECTED WAGE PRACTICES	With Union		Without Union		With Foreign Equity		Wholly Filipino-Owned	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>TOTAL</b>	<b>4,265</b>	<b>100.0</b>	<b>17,262</b>	<b>100.0</b>	<b>3,171</b>	<b>100.0</b>	<b>18,356</b>	<b>100.0</b>
<b>Method Used in Revising Wages and Salaries</b>								
Collective Bargaining Agreement	2,715	63.7	-	-	747	23.6	1,968	10.7
Individual Agreement Between Employer-Employee	37	0.9	2,263	13.1	132	4.2	2,167	11.8
Employer's Decision	324	7.6	6,740	39.0	1,089	34.3	5,975	32.6
Agreement Between Employer and Union	141	3.3	-	-	16	0.5	124	0.7
Wage Restructuring (RTWPB)	933	21.9	7,464	43.2	1,002	31.6	7,395	40.3
Others	117	2.7	794	4.6	184	5.8	728	4.0
<b>Basis of Payment</b>								
Daily	589	13.8	1,954	11.3	425	13.4	2,117	11.5
Weekly	867	20.3	3,213	18.6	390	12.3	3,690	20.1
Semi-monthly	2,120	49.7	9,687	56.1	1,923	60.6	9,884	53.8
Monthly	626	14.7	1,898	11.0	407	12.8	2,117	11.5
Output	64	1.5	509	2.9	25	0.8	548	3.0
<b>Mode of Payment</b>								
Wholly in Cash	4,236	99.3	17,074	98.9	3,151	99.4	18,160	98.9
Partly in Cash and Partly in Kind	30	0.7	159	0.9	20	0.6	169	0.9
Wholly in Kind	-	-	27	0.2	-	-	27	0.1
<b>Basis of Granting Allowances/Bonuses/Gratuities</b>								
Salary of Employees	3,117	73.1	12,494	72.4	2,132	67.2	13,479	73.4
Percent of Net Profit	321	7.5	1,845	10.7	301	9.5	1,866	10.2
Others	710	16.6	2,361	13.7	659	20.8	2,411	13.1
Not Stated	119	2.8	560	3.2	78	2.5	600	3.3

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

*Source of data: Bureau of Labor and Employment Statistics, 1999 Industrial Relations at the Workplace Survey.*

**TABLE 2 - Number and Percent Distribution of Establishments by Method Adopted in Hiring, Philippines: 1999**

(Non-agricultural establishments employing 20 and over)

METHOD ADOPTED IN HIRING	With Union		Without Union		With Foreign Equity		Wholly Filipino-Owned	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>TOTAL</b>	<b>4,265</b>	<b>100.0</b>	<b>17,262</b>	<b>100.0</b>	<b>3,171</b>	<b>100.0</b>	<b>18,356</b>	<b>100.0</b>
Advertise thru newsprints	2,430	57.0	7,494	43.4	2,176	68.6	7,748	42.2
Post on bulletin boards within the establishments	2,322	54.4	7,034	40.7	1,716	54.1	7,640	41.6
Promotion internally	2,572	60.3	6,994	40.5	1,716	54.1	7,851	42.8
Private recruitment agencies	936	21.9	1,812	10.5	901	28.4	1,847	10.1
Public Employment Service Offices (PESOs)	652	15.3	1,113	6.4	492	15.5	1,273	6.9
Referrals/Recommendations from present/previous employers	2,388	56.0	9,761	56.5	1,633	51.5	10,516	57.3
Word of mouth	2,159	50.6	8,481	49.1	1,517	47.8	9,123	49.7
Post on school's bulletin boards	1,267	29.7	2,681	15.5	719	22.7	3,228	17.6
Others	364	8.5	691	4.0	232	7.3	823	4.5

*Note: Details may not add up to totals due to multiple responses.*

*Source of data: Bureau of Labor and Employment Statistics, 1999 Industrial Relations at the Workplace Survey.*

**TABLE 3 - Number and Percent Distribution of Establishments by Method  
Used in Reducing Workforce, Reason for Dismissal and  
Reason for Workforce Reduction, Philippines: 1999**

(Non-agricultural establishments employing 20 and over)

INDICATOR	With Union		Without Union		With Foreign Equity		Wholly Filipino-Owned	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Method Used in Reducing Workforce</b>	<b>1,554</b>	<b>100.0</b>	<b>4,872</b>	<b>100.0</b>	<b>994</b>	<b>100.0</b>	<b>5,432</b>	<b>100.0</b>
Natural Attrition/Freeze Hiring	917	59.0	2,079	42.7	443	44.6	2,553	47.0
Redeployment	200	12.9	592	12.2	73	7.3	720	13.3
Early Retirement	644	41.4	447	9.2	296	29.8	794	14.6
Voluntary Resignation	914	58.8	2,543	52.2	533	53.6	2,924	53.8
Layoff/Retrenchment	700	45.0	2,116	43.4	517	52.0	2,300	42.3
Dismissal	698	44.9	2,304	47.3	428	43.1	2,574	47.4
<b>Reason for Dismissal</b>	<b>698</b>	<b>100.0</b>	<b>2,304</b>	<b>100.0</b>	<b>428</b>	<b>100.0</b>	<b>2,574</b>	<b>100.0</b>
Absenteeism	415	59.5	1,517	65.8	281	65.7	1,651	64.1
Frequent Tardiness	102	14.6	738	32.0	122	28.5	719	27.9
Recurring Illness	144	20.6	428	18.6	116	27.1	457	17.8
Immorality	19	2.7	117	5.1	7	1.6	129	5.0
Sexual Harrassment	34	4.9	68	3.0	8	1.9	95	3.7
Use of Drugs	106	15.2	187	8.1	38	8.9	256	9.9
Drinking during Office Hours	86	12.3	357	15.5	34	7.9	410	15.9
Gambling during Office Hours	43	6.2	143	6.2	8	1.9	178	6.9
Falsification of Documents	180	25.8	299	13.0	69	16.1	411	16.0
Graft and Corruption	63	9.0	118	5.1	16	3.7	164	6.4
Theft/Embezzlement	343	49.1	895	38.8	145	33.9	1,093	42.5
Others	151	21.6	253	11.0	93	21.7	311	12.1
<b>Reason for Workforce Reduction</b>	<b>1,369</b>	<b>100.0</b>	<b>3,583</b>	<b>100.0</b>	<b>830</b>	<b>100.0</b>	<b>4,124</b>	<b>100.0</b>
Lack of Market/Slump in Demand	565	41.3	2,045	57.1	529	63.7	2,081	50.5
Uncompetitive Price of Product	328	24.0	556	15.5	168	20.2	716	17.4
Competition from Imports	219	16.0	393	11.0	93	11.2	519	12.6
High Production Cost	585	42.7	1,057	29.5	323	38.9	1,319	32.0
Lack of Capital	207	15.1	503	14.0	38	4.6	672	16.3
Peso Depreciation	483	35.3	1,364	38.1	301	36.3	1,546	37.5
Financial Losses	591	43.2	1,887	52.7	357	43.0	2,121	51.4
Reorganization/Downsizing/Redundancy	773	56.5	1,225	34.2	455	54.8	1,543	37.4
Change in Management/Merger	102	7.5	240	6.7	81	9.8	261	6.3
Minimum Wage Rate Increase	226	16.5	578	16.1	51	6.1	753	18.3
Project Completion	158	11.5	539	15.0	92	11.1	605	14.7
Others	59	4.3	73	2.0	22	2.7	111	2.7

*Note: Details may not add up to totals due to multiple responses.*

*Source of data: Bureau of Labor and Employment Statistics, 1999 Industrial Relations at the Workplace Survey.*

**TABLE 4 - Number and Percent Distribution of Establishments by Issues Raised in Industrial Actions, Philippines: 1999**

(Non-agricultural establishments employing 20 and over)

ISSUES RAISED	With Union		Without Union		With Foreign Equity		Wholly Filipino-Owned	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>TOTAL</b>	<b>267</b>	<b>100.0</b>	<b>139</b>	<b>100.0</b>	<b>106</b>	<b>100.0</b>	<b>299</b>	<b>100.0</b>
Wage increases	149	55.8	63	45.3	55	51.9	157	52.5
Leave benefits	80	30.0	10	7.2	39	36.8	51	17.1
Working condition/environment	59	22.1	8	5.8	25	23.6	42	14.0
Overtime ( <i>hours/pay</i> )	53	19.9	34	24.5	23	21.7	65	21.7
Management practices	52	19.5	44	31.7	7	6.6	88	29.4
Payment of allowances	47	17.6	28	20.1	20	18.9	55	18.4
Occupational safety and health measures	45	16.9	27	19.4	30	28.3	42	14.0
Dismissal/disciplinary action	37	13.9	12	8.6	14	13.2	35	11.7
Layoff/Downsizing	35	13.1	19	13.7	12	11.3	41	13.7
Change in working time arrangements	27	10.1	19	13.7	5	4.7	41	13.7
Introduction of or change to dispute settling procedure	25	9.4	3	2.2	15	14.2	14	4.7
Hours of work	13	4.9	13	9.4	12	11.3	14	4.7
Change in work practices	10	3.7	35	25.2	2	1.9	43	14.4
Introduction of new technology	14	5.2	3	2.2	14	14.2 <sup>a</sup>	3	1.0
Organizational structuring	14	5.2	5	3.6	1	-	17	5.7
Company merger	5	1.9	-	-	1	-	4	1.3
Shutdown of redundant unit/department	10	3.7	-	-	4	4.7 <sup>b</sup>	7	2.3
Regularization of casual/contractual employees	18	6.7	17	12.2	9	8.5	25	8.4
Government policy pronouncements	5	1.9	2	1.4	2	1.9	4	1.3
Others	41	15.4	11	7.9	32	30.2	20	6.7

**Note:** Details may not add up to totals due to multiple responses.

**a** Includes percent share of organizational structuring.

**b** Includes percent share of company merger.

**Source of data:** Bureau of Labor and Employment Statistics, 1999 Industrial Relations at the Workplace Survey (IRWS).

**TABLE 5 - Percent Share of Responding Establishments Which Have Developed Mechanisms to Cope With Globalization by Industry and Mechanisms Adopted, Philippines: 1999**

(In non-agricultural establishments employing 20 and over; In percent except total)

INDUSTRY/ESTABLISHMENT'S CLASSIFICATION	TOTAL	Percent (%)	Acquisition of appropriate technology	Investment in HRD	Shutdown of redundant unit/ department	Improvement of quality of product/ services	Increase in R & D product development	Streamlining of work practice	Diversification & expansion	Employment flexibility	Seeking other partners	Others
<b>TOTAL</b>	<b>6,736</b>	<b>100.0</b>	<b>73.7</b>	<b>53.3</b>	<b>15.7</b>	<b>79.8</b>	<b>25.2</b>	<b>52.6</b>	<b>33.4</b>	<b>36.8</b>	<b>14.0</b>	<b>1.0</b>
Mining & Quarrying	41	100.0	65.9	48.8	9.8	46.3	41.5	63.4	22.0	75.6	36.6	-
Manufacturing	1,979	100.0	63.4	39.8	15.3	85.4	36.6	51.0	35.8	40.9	14.4	0.4
Electricity, Gas & Water Supply	161	100.0	83.9	76.4	19.3	72.0	11.8	59.6	24.8	50.3	8.7	3.1
Construction	165	100.0	80.0	38.2	13.9	73.3	10.9	42.4	20.6	63.6	24.8	1.2
Wholesale & Retail Trade	1,232	100.0	73.0	64.9	22.3	79.2	19.5	63.9	33.4	39.4	10.1	0.2
Hotels & Restaurants	842	100.0	67.7	51.4	10.3	80.4	32.8	39.5	41.0	43.8	7.8	2.4
Transport, Storage & Communication	316	100.0	76.9	51.6	12.3	77.5	10.8	47.5	40.8	33.9	19.3	1.9
Financial Intermediation	680	100.0	92.8	72.2	21.5	78.4	22.8	72.2	36.8	15.6	14.3	-
Real Estate, Renting & Business Activity	434	100.0	77.4	47.9	13.8	74.7	17.3	44.5	31.3	26.5	24.0	-
Private Education Services	598	100.0	91.0	61.9	7.9	76.1	20.2	43.5	18.9	23.2	14.2	2.7
Health & Social Work except Public	135	100.0	74.8	49.6	11.1	74.8	8.1	58.5	20.0	42.2	25.9	5.2
Other Community Social and Personal Services Activity	153	100.0	61.4	41.8	17.6	76.5	5.2	32.7	32.7	48.4	9.8	2.0
With Union	2,003	100.0	75.4	64.6	19.9	84.3	27.9	63.7	39.7	39.2	12.8	0.6
Without Union	4,734	100.0	73.0	48.5	13.9	77.9	24.1	47.9	30.8	35.8	14.5	1.2
Wholly Filipino-owned	5,248	100.0	72.9	51.0	14.5	78.5	25.1	53.2	32.9	36.0	13.0	1.0
With Foreign Equity	1,488	100.0	76.7	61.2	19.7	84.1	25.5	50.7	35.6	39.7	17.4	1.0

*Note: Percentage details may not add up to totals due to multiple responses.*

*Source of data: Bureau of Labor and Employment Statistics, 1999 Industrial Relations at the Workplace Survey.*

**TABLE 6 - Percent Share of Responding Establishments Affected by the Asian Financial Crisis Which Implemented Measures to Cope with the Crisis by Industry and Measures Implemented, Philippines: 1999**

(Non-agricultural establishments employing 20 and over; In percent except total)

<b>INDUSTRY/ESTABLISHMENT'S CLASSIFICATION</b>	<b>TOTAL</b>	<b>Percent (%)</b>	<b>Freeze hiring for all positions</b>	<b>Freeze hiring for all managerial positions</b>	<b>Freeze hiring for most positions</b>	<b>Granting smaller salary increases</b>	<b>Suspension of salary increases</b>	<b>Suspension of some benefits</b>	<b>Layoffs</b>	<b>Reduce work time (days/hr.)</b>	<b>Job rotation</b>	<b>Contracting out some services</b>	<b>Budget cuts in training</b>	<b>Defer expansion plans</b>	<b>Others</b>
<b>TOTAL</b>	<b>16,432</b>	<b>100.0</b>	<b>27.6</b>	<b>12.7</b>	<b>20.4</b>	<b>16.4</b>	<b>13.7</b>	<b>7.6</b>	<b>7.3</b>	<b>13.6</b>	<b>14.6</b>	<b>9.9</b>	<b>12.3</b>	<b>16.2</b>	<b>3.3</b>
Mining & Quarrying	91	100.0	26.4	7.7	18.7	13.2	17.6	6.6	13.2	8.8	17.6	17.6	17.6	17.6	3.3
Manufacturing	4,665	100.0	27.5	11.8	18.5	13.4	11.5	6.5	7.1	24.0	16.1	11.0	10.4	15.6	2.9
Electricity, Gas & Water Supply	317	100.0	22.1	8.5	19.6	5.0	9.8	6.9	4.4	6.6	9.1	24.0	22.4	12.9	5.0
Construction	583	100.0	34.6	17.0	32.8	15.3	21.1	9.4	21.6	28.1	20.2	24.2	9.1	12.7	-
Wholesale & Retail Trade	3,767	100.0	34.6	16.6	28.4	21.1	19.6	9.9	10.7	9.8	17.8	9.6	12.6	20.8	3.8
Hotels & Restaurants	1,720	100.0	20.2	10.7	13.5	13.3	8.2	9.1	3.3	11.9	14.7	4.1	7.9	7.5	2.2
Transport, Storage & Communication	929	100.0	35.1	16.5	18.2	16.9	14.6	5.8	8.2	9.7	18.3	10.5	11.0	16.0	2.9
Financial Intermediation	1,078	100.0	19.9	5.8	16.9	8.0	11.1	4.9	4.2	3.8	8.9	5.6	14.0	13.7	5.5
Real Estate, Renting & Bus. Activity	1,129	100.0	25.9	12.6	23.4	22.1	16.3	12.0	3.2	11.9	10.2	10.9	20.5	12.2	6.0
Private Education Services	1,340	100.0	20.1	8.8	11.6	20.1	5.1	3.4	4.5	0.6	6.7	6.5	12.7	20.5	2.8
Health & Soc'l Work except Public	365	100.0	24.9	15.1	17.8	27.4	20.8	3.0	4.7	4.9	6.0	7.9	16.7	21.1	3.0
Other Comm. Social and Personal Services Activity	447	100.0	24.2	12.5	18.6	15.7	18.3	8.1	6.0	13.4	15.0	11.9	15.2	22.6	2.0
With Union	3,503	100.0	21.7	8.2	14.4	9.9	6.8	5.5	6.5	13.2	12.9	10.5	12.2	13.6	2.7
Without Union	12,928	100.0	29.2	13.9	22.0	18.1	15.6	8.2	7.5	13.7	15.0	9.8	12.3	16.9	3.5
Wholly Filipino-owned	13,823	100.0	28.6	13.6	21.0	16.8	14.4	7.8	7.8	14.3	15.8	10.3	12.5	16.7	3.5
With Foreign Equity	2,609	100.0	22.0	7.7	17.3	14.1	10.0	6.7	4.9	9.9	8.0	8.0	11.3	13.3	2.2

**Note:** Percentage details may not add up to totals due to multiple responses.

**Source of data:** Bureau of Labor and Employment Statistics, 1999 Industrial Relations at the Workplace Survey.

**TABLE 5A - Percent Share of Responding Establishments Whose Coping Mechanism Has the Most Effect on the Survival/Operations  
of the Establishments by Industry and Mechanisms Adopted, Philippines: 1999**

(In non-agricultural establishments employing 20 and over; In percent except total)

<b>INDUSTRY/ESTABLISHMENT'S CLASSIFICATION</b>	<b>TOTAL</b>	<b>Percent (%)</b>	<b>Acquisition of appropriate technology</b>	<b>Investment in HRD</b>	<b>Shutdown of redundant unit/department</b>	<b>Improvement of quality of product/services</b>	<b>Increase in R &amp; D product development</b>	<b>Streamlining of work practice</b>	<b>Diversification &amp; expansion</b>	<b>Employment flexibility</b>	<b>Seeking other partners</b>	<b>Others</b>	<b>Not Stated</b>
<b>TOTAL</b>	<b>6,736</b>	<b>100.0</b>	<b>28.8</b>	<b>10.2</b>	<b>3.6</b>	<b>31.1</b>	<b>1.4</b>	<b>8.6</b>	<b>6.4</b>	<b>7.4</b>	<b>2.0</b>	<b>**</b>	<b>0.3</b>
Mining & Quarrying	41	100.0	26.8	4.9	-	-	7.3	36.6	-	17.1	9.8	-	-
Manufacturing	1,979	100.0	23.4	4.3	4.5	40.0	3.2	7.3	6.3	7.0	3.1	-	0.8
Electricity, Gas & Water Supply	161	100.0	35.4	19.9	8.1	20.5	-	8.7	2.5	3.7	1.2	-	-
Construction	165	100.0	29.7	7.3	6.1	25.5	-	7.3	-	23.0	1.2	-	-
Wholesale & Retail Trade	1,232	100.0	20.8	14.9	6.4	28.4	1.0	10.8	8.2	8.4	1.1	-	-
Hotels & Restaurants	842	100.0	18.9	8.6	0.2	42.5	1.1	1.3	15.0	12.7	-	-	-
Transport, Storage & Communication	316	100.0	25.9	7.6	2.8	36.4	-	12.3	3.5	9.8	0.3	0.9	0.6
Financial Intermediation	680	100.0	44.1	17.8	2.8	12.2	0.3	18.4	0.4	0.6	3.2	-	-
Real Estate, Renting & Buss. Activity	434	100.0	41.2	12.7	2.8	21.4	0.2	1.4	8.8	6.7	4.8	-	-
Private Education Services	598	100.0	49.8	13.5	0.3	26.8	-	6.0	2.5	1.2	-	-	-
Health & Social Work except Public	135	100.0	27.4	7.4	-	23.7	-	23.7	5.2	8.9	4.4	-	-
Other Community Social and Personal Services Activity	153	100.0	34.0	5.2	5.2	26.8	1.3	9.2	3.9	12.4	2.0	-	-
With Union	2,003	100.0	27.5	12.2	3.9	27.7	0.8	12.8	8.1	4.7	1.9	-	0.1
Without Union	4,734	100.0	29.4	9.3	3.5	32.6	1.6	6.8	5.7	8.6	2.0	0.1	0.3
Wholly Filipino-owned	5,248	100.0	28.7	10.0	3.1	31.5	1.4	9.1	6.6	8.1	1.4	-	0.2
With Foreign Equity	1,488	100.0	29.4	10.8	5.4	30.0	1.3	7.1	5.9	5.2	4.2	0.2	0.5

**Note:** Percentage details may not add up to totals due to multiple responses.

\*\* Less than 0.05 percent.

Source of data: Bureau of Labor and Employment Statistics, 1999 Industrial Relations at the Workplace Survey.

**TABLE 4A - Number and Percent Distribution of Establishments by Issues Frequently Raised by Unions with Management and Type of Ownership, Philippines: 1999**

(Non-agricultural establishments employing 20 and over)

ISSUES FREQUENTLY RAISED	TYPE OF OWNERSHIP			
	With Foreign Equity		Wholly Filipino-Owned	
	Number	Percent	Number	Percent
<b>TOTAL</b>	<b>960</b>	<b>100.0</b>	<b>3,307</b>	<b>100.0</b>
Dismissal/Disciplinary measures	573	59.7	1,556	47.1
Individual grievances	558	58.1	1,451	43.9
Wage increase	547	57.0	2,254	68.2
Working condition/environment	410	42.7	1,209	36.6
Occupational safety and health measures	312	32.5	997	30.1
Leave benefits	274	28.5	976	29.5
Change in working time arrangements	264	27.5	839	25.4
Payment of allowances	247	25.7	719	21.7
Change in work practices	225	23.4	494	14.9
Management practices	224	23.3	642	19.4
Overtime (Hours/Pay)	201	20.9	627	19.0
Staffing levels (Hiring/Promotion)	199	20.7	599	18.1
Regularization of casual/contractual employees	197	20.5	874	26.4
Hours of work	194	20.2	462	14.0
Participation in training programs	149	15.5	555	16.8
Introduction of new technology	95	9.9	377	11.4
Change in dispute settling procedures	95	9.9	274	8.3
Discriminatory clauses in awards/CBAs	92	9.6	286	8.6
Introduction of career paths of employees	64	6.7	220	6.7
Others	23	2.4	56	1.7
Not Stated	11	1.1	78	2.4

*Note: Details may not add up to totals due to multiple responses.*

*Source of data: Bureau of Labor and Employment Statistics, 1999 Industrial Relations at the Workplace Survey.*