

# Philippines - Industrial Relations at the Workplace Survey 1999

**Bureau of Labor and Employment Statistics**

Report generated on: February 16, 2023

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## Overview

### Identification

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ID NUMBER  
PHL-BLES-IRWS-1999-v1

### Version

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VERSION DESCRIPTION  
v2 - Edited data, for public distribution.

PRODUCTION DATE  
2000-12

### Overview

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ABSTRACT  
OBJECTIVE/S OF THE STUDY

To determine the prevailing employment, labor-management relations and wage and salary policies and practices in non-agricultural establishments.

USES OF DATA

The survey aims to provide a benchmark information on employment, labor- management relations and wage and salary practices and policies.

MAIN TOPICS COVERED BY THE SURVEY

Establishment profile, employment practices, wage practices, situation of labor management relations and coping mechanisms to globalization.

KIND OF DATA  
Sample survey data [ssd]

UNITS OF ANALYSIS  
Establishments

### Scope

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NOTES  
The scope of the 1999 IRWS includes :

1. Establishment Profile - main economic activity/principal product, total employment (male/female), ownership (with foreign equity/wholly Filipino), export-oriented, with union and with existing Collective Bargaining Agreement (CBA);
2. Employment Practices - requires data on hiring and retirement and workforce reduction;
3. Wage Practices - requires data on the method of fixing or revising wages and salaries, basis of payment and how are the wages and salaries paid and benefits granted to employees including the basis of granting allowances, bonuses and gratuities and policies in determining the days entitlement for sick and vacation leave benefits;

4. Labor Management Relations - requires data on current labor management situation, policies of communicating with employees and on union organization and grievance handling; and

5. Coping Mechanisms-inquires about the different mechanisms being adopted/implemented by establishments to cope with economic crises.

#### TOPICS

Topic	Vocabulary	URI
employment [3.1]	CESSDA	<a href="http://www.nesstar.org/rdf/common">http://www.nesstar.org/rdf/common</a>
LABOUR AND EMPLOYMENT [3]	CESSDA	<a href="http://www.nesstar.org/rdf/common">http://www.nesstar.org/rdf/common</a>
labour relations/conflict [3.3]	CESSDA	<a href="http://www.nesstar.org/rdf/common">http://www.nesstar.org/rdf/common</a>

## Coverage

#### GEOGRAPHIC COVERAGE

National coverage

#### GEOGRAPHIC UNIT

National Capital Region

Cordillera Administrative Region

Region I

Region II

Region III

Region IV

Region V

Region VI

Region VII

Region VIII

Region IX

Region X

Region XI

Region XII

Caraga

Autonomous Region in Muslim Mindanao

Province

Manila

Second District

Third District

Fourth District

Ilocos Norte

Ilocos Sur

La Union

Pangasinan

Batanes

Cagayan

Isabela

Nueva Vizcaya

Quirino

Bataan

Bulacan

Nueva Ecija

Pampanga

Tarlac

Zambales

Batangas

Cavite

Laguna

Marinduque

Occidental Mindoro

Oriental Mindoro

Palawan

Quezon

Rizal

Romblon

Aurora

Albay

Camarines Norte

Camarines Sur

Catanduanes

Masbate

Sorsogon

Aklan

Antique

Capiz

Iloilo

Negros Occidental

Guimaras

Davao (Davao del Norte)

Davao del Sur

Davao Oriental

South Cotabato

Sarangani

Lanao del Norte

Cotabato (North Cotabato)

Sultan Kudarat

Cotabato (Marawi)

Agusan del Norte

Agusan del Sur

Surigao del Norte

Surigao del Sur

Abra

Benguet

Ifugao

Kalinga

Mountain Province

Apayao

Lanao del Sur

Maguindanao

Sulu

Tawi - tawi

Bukidnon

Camiguin

Misamis Occidental

Misamis Oriental

Basilan

Zamboanga del Norte

Zamboanga del Sur

Eastern Samar

Leyte

Northern Samar

Samar (Western Samar)

Southern Leyte

Biliran

Bohol

Cebu

Negros Oriental

Siquijor .

## UNIVERSE

Covered non-agricultural establishments employing 20 or more workers except national postal activities, central banking, public administration and defense and compulsory social security, public education services, public medical, dental and other health services, activities of membership organizations, extra territorial organizations and bodies.

## Producers and Sponsors

## PRIMARY INVESTIGATOR(S)

Name	Affiliation
Bureau of Labor and Employment Statistics	Department of Labor and Employment

## FUNDING

Name	Abbreviation	Role
Bureau of Labor and Employment Statistics	BLES	

## OTHER ACKNOWLEDGEMENTS

Name	Affiliation	Role
DOLE Regional Offices except DOLE-National Capital Region	Department of Labor and Employment	Data collection and field editing outside NCR

## Metadata Production

## METADATA PRODUCED BY

<b>Name</b>	<b>Abbreviation</b>	<b>Affiliation</b>	<b>Role</b>
Imelda B. Celones	IBC	Bureau of Labor and Employment Statistics	Documenter
Asuncion M. Gavilla	AMG	Bureau of Labor and Employment Statistics	Reviewer

## DATE OF METADATA PRODUCTION

2009-08-17

## DDI DOCUMENT VERSION

Version 1

## DDI DOCUMENT ID

DDI-PHL-BLES-IRWS-1999-v1

# Sampling

## Sampling Procedure

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**Statistical unit:** The statistical unit is the establishment. Each unit is classified to an industry that reflects its main economic activity--the activity that contributes the biggest or major portion of the gross income or revenues of the establishment.

**Sampling frame:** The sampling frame used for the survey was taken from the modified version of the 1996 List of Establishments of the National Statistics Office. This is regularly updated based on the responses to other surveys of the BLES, establishment reports on retrenchments and closures submitted to the Regional Offices of the Department of Labor and Employment and other establishment lists.

**Sampling design:** Establishments are stratified by 3-digit industry level (except for industries observed to be heterogeneous within their 3-digit level and therefore requires further breakdown at the 4-digit classification). This level of disaggregation was based on industries/sectors covered by the following:

Industries affected under the General Agreement on Tariffs and Trade (GATT)

Products under the Common Effective Preferential Tariff of the ASEAN Free Trade Agreement (AFTA)

Industries under the Investment Priority Plan of the Board of investment (BOI)

List of export winners of the Department of Trade and Industry (DTI)

Deregulated / liberalized industries

Industries with relatively few players

Establishments in each industry group were classified according to employment size i.e. 20-49, 50-199, and 200 and over.

Further if the actual response rate for the survey is at least 80 percent, the sample size for each cell was adjusted to build-in replacement.

Geographical location was not considered in the stratification of industries since the policies and practices of establishments do not vary particularly those with regional branches or offices.

**Sample size:** For IRWS 1999, the sample size was 7,562, of which 5,820 were found to be eligible sampling units.

**Note:** Refer to Section F of Manual of Instructions

## Response Rate

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The response rate was 77.0%



# Questionnaires

## Overview

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The questionnaire contains the following sections:

Cover page - contains information on purpose of the survey, collection authority, coverage, reference period and due date. It also contains the Establishment Profile that inquires into the main economic activity/principal product, total and female employment, ownership (with foreign equity or wholly Filipino), presence of a union and existence of a collective bargaining agreement in the establishment;

Employment Practices - inquires on hiring and retirement and workforce reduction practices;

Wage Practices - inquires on the method of fixing or revising wages and salaries, basis of wage payment and grant of allowances, benefits granted to employees and policy in determining days entitlement of sick and vacation leaves;

Labor Management Relations - inquires on labor-management communication, union organization and grievance handling; and

Coping Mechanisms - inquiries on coping mechanisms to globalization and measures implemented by establishments to cope with economic crisis (1997 Asian financial crisis in the 1999 IRWS questionnaire).

Survey Results - selected statistical information from the preceding survey round are provided for information of the respondents.

## Data Collection

### Data Collection Dates

Start	End	Cycle
1999-07-01	1999-11-30	N/A

### Time Periods

Start	End	Cycle
1998-01-01	1999-06-30	N/A

### Data Collection Mode

Other [oth] mixed method self-accomplished, mailed and face to face

### Data Collection Notes

The survey is conducted in coordination with the Regional Offices of the Department of Labor and Employment. On a project basis, employees are hired to personally deliver and retrieve the questionnaires from the establishments. In some instances, questionnaires are mailed to establishments in less accessible or conflict prone areas, in which case a self-addressed envelope is provided. The establishments may also submit the accomplished questionnaires through fax or e-mail. Delivery of questionnaires starts in July of the reference year and retrieval commences after all questionnaires have been delivered or within 10 working days from delivery or on a date agreed upon by the contact person/respondent and the enumerator.

For the National Capital Region (NCR), questionnaires were personally delivered, followed up and retrieved by interviewers. For areas outside NCR, some questionnaires were delivered/retrieved personally while those meant for respondents in far-flung areas were mailed together with self-addressed stamped envelopes to facilitate the return of accomplished forms to the BLES. Control Lists of Samples were prepared for both enumerators and supervisors for recording and monitoring of delivered and retrieved questionnaires.

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### Data Collectors

Name	Abbreviation	Affiliation
Bureau of Labor and Employment Statistics (for National Capital Region)	BLES	Department of Labor and Employment
DOLE-Regional Offices (for areas outside National Capital Region)	DOLE - ROs	Department of Labor and Employment

## Supervision

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The regional statisticians, economists or personnel designated by the Regional Director supervised the data collectors/enumerators in their respective regions. In provinces/areas where there were relatively many establishments to be covered, area supervisors were hired to assist the regional staff in the supervision of data collection activities. The BLES handled the field operations in the National Capital Region.

## Data Processing

### Data Editing

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Data are manually and electronically processed. Upon collection of accomplished questionnaires, enumerators perform field editing before leaving the establishments to ensure completeness, consistency and reasonableness of entries in accordance with the field operations manual. The forms are again checked for data consistency and completeness by the field supervisors. The BLES personnel undertake the final review, coding of data based on standard geographical/industrial classification, data entry/encoding and validation and scrutiny of aggregated results. Questionnaires with incomplete or inconsistent entries are returned to the establishments for verification personally or through mail.

Note: Please refer to INDUSTRIAL RELATIONS AT THE WORKPLACE SURVEY (IRWS) 1999 (Manual of Instructions)

### Other Processing

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PC Edit is used for data encoding. The data base is then converted to SPSS data format and validation prooflists are generated to check data entries. After all data have been validated including exclusions based on the rejection list, output tables are generated.

Note: Please refer to INDUSTRIAL RELATIONS AT THE WORKPLACE SURVEY (IRWS) 1999 (Manual of Instructions)

## Data Appraisal

### **Estimates of Sampling Error**

Estimates of the sampling error not computed.