

Extent of Unionism and Collective Bargaining in Establishments: 2016

(First of a series on Industrial Relations Practices)

The 2015/2016 Integrated Survey on Labor and Employment (ISLE) is one of the regular establishment-based surveys of the Philippine Statistics Authority (PSA) which is conducted every two (2) years. The survey covered a total of 12,926 agricultural and non-agricultural establishments employing 20 or more workers nationwide. The main objective of the survey is to generate integrated data sets on employment of specific groups of workers; occupational shortages and surpluses; training of workers; productivity-based incentive schemes; occupational safety and health practices; and occupational injuries and diseases. These data are valuable inputs to studies on industry trends and practices and serve as bases for the formulation of policies on employment, conditions of work and industrial relations. To some extent, the survey results will also be used to assess the progress of decent work in the country.

This series of LABSTAT Updates highlights the results of the module on Industrial Relations Practices of the 2015/2016 Integrated Survey on Labor and Employment (ISLE). This issue specifically focuses on the extent of unionism and collective bargaining in 2016.

Data on unionism and collective bargaining as cited in this report are based on estimates and are therefore not comparable with other published statistics based on administrative reports.

EXTENT OF UNIONISM

Share of total establishments with unions increased in 2016

- Survey results showed that 6.7 percent or 2,099 establishments out of the total estimated 31,277 establishments with 20 or more workers had unions in 2016. The figure indicated a marginal increase of almost 1.0 percentage point relative to the 5.8 percent share in 2014. (*Table 1*).
- In proportion to respective total establishments, electricity, gas, steam and air conditioning supply industry had the most organized group at 34.1 percent. Establishments engaged in water supply, sewerage, waste management and remediation came next at 23.1 percent. The least organized groups were in those establishments that were engaged in administrative and support service activities at only 0.6 percent. (*Table 2*)

**TABLE 1 - Establishments With Unions and
Collective Bargaining Agreements (CBAs),
Philippines: 2014 and 2016**

(In Establishments Employing 20 or More Workers)

| INDICATOR | 2016 | 2014 |
|--|---------------|---------------|
| Total Establishments | 31,277 | 35,209 |
| With Unions | 2,099 | 2,059 |
| With Collective Bargaining Agreement (CBA) | 2,038 | 1,946 |
| Percent Share with Unions (%) | 6.7 | 5.8 |
| Percent Share with CBAs to Establishments With Union (%) | 97.1 | 94.5 |
| Percent Share with CBAs to Total Establishments (%) | 6.5 | 5.5 |
| Total Paid Employees (in Millions) | 4.365 | 4.437 |
| Union Membership | 283,081 | 340,370 |
| Workers Covered by CBA | 313,267 | 359,745 |
| Union Density Rate (%) | 6.5 | 7.7 |
| CBA Coverage Rate (%) | 7.2 | 8.1 |

Source of data: Philippine Statistics Authority,
2015/2016 Integrated Survey on Labor
and Employment.

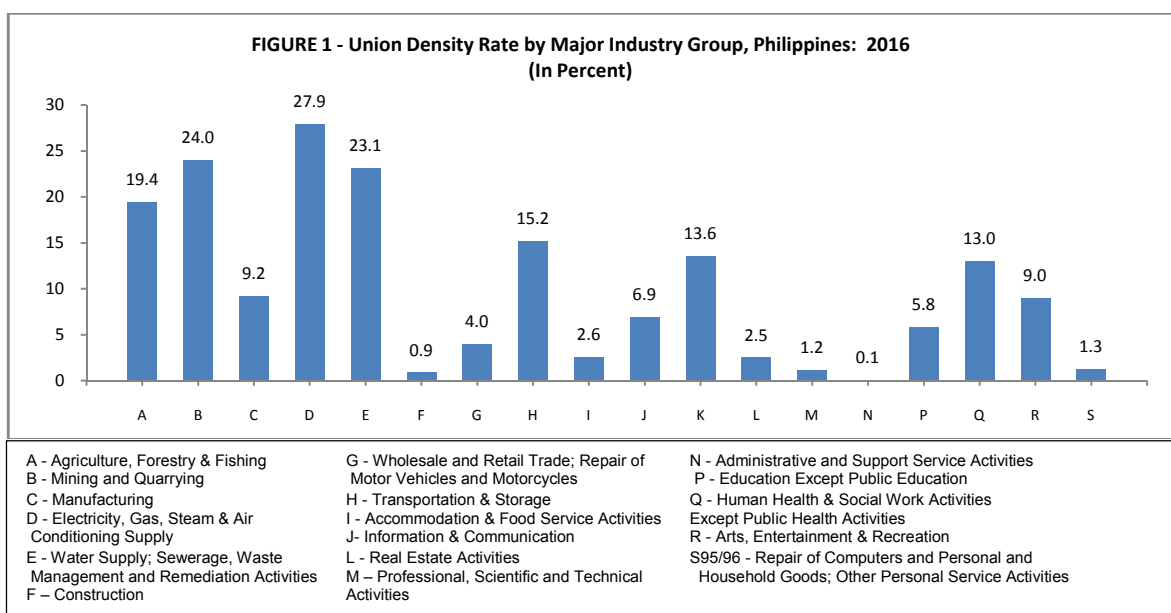
- As to type of ownership, 18.2 percent (137 out of 753) of multinational establishments had unions. The shares were relatively lower for joint ventures (7.6%) and foreign-owned establishments (6.7%). Filipino-owned establishments posted the lowest share at 6.4 percent.
- By employment size, establishments with 200 or more workers had the most number of unions at 18.2 percent. This was followed by establishments with 100–199 workers (9.9%) and those with 20–99 workers (4.2%).

Union density rate declined to 6.5 percent in 2016

- About 283,081 of the 4.365 million paid employees in 2016

were members of union for a **union density rate** or proportion of union membership to total paid employees of 6.5 percent. The union density rate in 2016 declined by 1.2 percentage points from 7.7 percent in 2014. (Table 1)

- A decline was likewise posted in non-agricultural establishments as union density rate went down to 6.0 percent from 7.4 percent in 2014. (Table 3)
- Relatively high union density rates were observed in electricity, gas, steam and air conditioning supply (27.9%); mining and quarrying (24.0%) and water supply, sewerage, waste management and remediation activities (23.1%). (Figure 1)



Source of data: Philippine Statistics Authority, 2015/2016 Integrated Survey on Labor and Employment.

- Joint venture establishments emerged as having the most organized groups, with a union density rate of 8.7 percent. Multinational corporations and Filipino-owned establishments followed with 7.3 percent and 7.0 percent, respectively. Foreign-owned establishments had the lowest at 3.3 percent.
- Establishments employing 200 or more workers registered the highest union density rate at 8.0 percent. A lower rate of 5.3 percent followed for establishments with 100–199 workers while those with 20–99 workers had the least share of 2.9 percent.

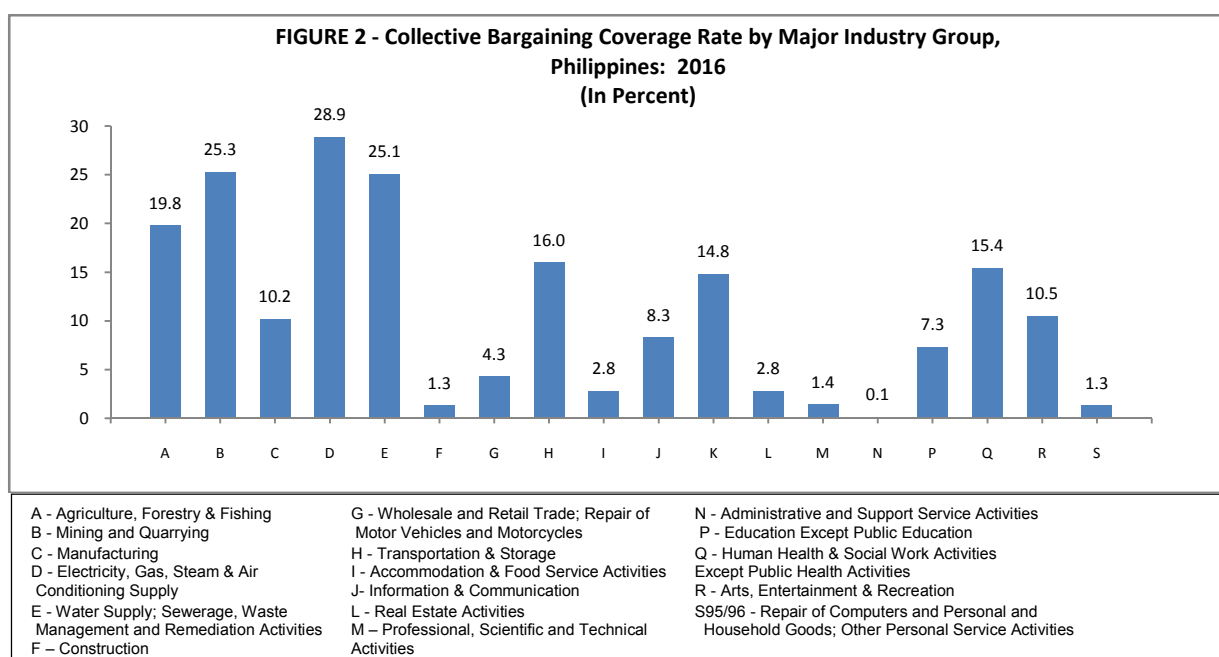
EXTENT OF COLLECTIVE BARGAINING

Almost all establishments with unions had CBAs

- Almost all the unionized establishments or 97.1 percent (2,038 out of 2,099) were covered by CBAs in 2016. In proportion to total establishments however, merely 6.5 percent (2,038 out of 31,277) had CBAs, higher by 1 percentage point from 5.5 percent reported in 2014. (Table 1)
- Remarkably, all reported establishments with unions had negotiated their respective CBAs in the following seven (7) industries: mining and quarrying; information and communication; real estate activities; professional, scientific and technical activities; administrative and support service activities; arts, entertainment and recreation; and repair of computers and personal and household goods, and other personal service activities. (Table 2)

CBA coverage rate went down to 7.2 percent in 2016

- With a **CBA coverage rate** of 7.2 percent computed as the proportion of employees covered by CBAs to total paid employees, an equivalent of 313,267 workers out of the total 4.365 million paid employees were covered by CBAs in 2016. The CBA coverage rate decreased by 0.9 percentage point from the 8.1 percent reported in 2014. (Table 1)
- Across industries, electricity, gas, steam and air conditioning supply registered the highest CBA coverage rate at 28.9 percent followed by mining and quarrying and water supply, sewerage, waste management and remediation activities at 25.3 percent and 25.1 percent, respectively. The administrative and support service activities posted the lowest CBA coverage rate at 0.1 percent. (Figure 2)



Source of data: Philippine Statistics Authority, 2015/2016 Integrated Survey on Labor and Employment.

- As to type of ownership, highest CBA coverage rate was observed in joint venture establishments (9.6%) followed by multinational establishments (8.2%). Foreign-owned establishments had the least share at 3.4 percent. (*Table 3*)
- By employment size, establishments with 200 or more workers posted the largest coverage rate of 8.8 percent. The lowest share was reported in establishments with 20-99 workers.

EXTENT OF WOMEN'S PARTICIPATION IN UNIONISM AND COLLECTIVE BARGAINING

Women comprised a little over one-third of total union members

- Of the total 283,081 union members in 2016, 35.0 percent were women. (*Table 4*)
- By major industry group, a predominance of women union members was reported in the following industries: financial and insurance activities (64.4%); human health and social work activities except public health activities (58.2%); and education except public education (57.5%).

17.8 percent of the total union leadership were women

- About one out of every 5 union presidents (17.8% or 408 out of 2,293 union presidents) were women. A relatively larger proportion of unions in the following industries were headed by women: arts, entertainment and recreation (47.1%); education except public education (38.5%); and professional, scientific and technical activities (35.0%).
- Of the total 23,135 union officers, only a little over one-fifth (21.4%) were women. Almost half or 48.1 percent of union officers in arts, entertainment and recreation industry were women. The rest of the industries were still dominated by men.

FOR INQUIRIES

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 Regarding other statistics contact **Knowledge Management and Communications Division** at 462-6600 loc 832
 Or visit our website at <http://www.psa.gov.ph>

TABLE 2 – Percent Share of Establishments With Union and With CBA to Total Establishments by Major Industry Group, Type of Ownership and Employment Size, Philippines: June 2016

(In Establishments Employing 20 or More Workers)

| MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP AND EMPLOYMENT SIZE | Total | With Union | | With CBA | | % Share to Total Establishments With Union |
|---|---------------|--------------|---------------|--------------|---------------|--|
| | | Number | Percent Share | Number | Percent Share | |
| TOTAL | 31,277 | 2,099 | 6.7 | 2,038 | 6.5 | 97.1 |
| Agriculture | 1,151 | 143 | 12.4 | 141 | 12.3 | 98.6 |
| Agriculture, Forestry and Fishing | 1,151 | 143 | 12.4 | 141 | 12.3 | 98.6 |
| Non-Agriculture | 30,124 | 1,959 | 6.5 | 1,900 | 6.3 | 97.0 |
| Mining and Quarrying | 156 | 23 | 14.7 | 23 | 14.7 | 100.0 |
| Manufacturing | 6,068 | 755 | 12.4 | 739 | 12.2 | 97.9 |
| Electricity, Gas, Steam and Air Conditioning Supply | 249 | 85 | 34.1 | 80 | 32.1 | 94.1 |
| Water Supply; Sewerage, Waste Management and Remediation Activities | 334 | 77 | 23.1 | 75 | 22.5 | 97.4 |
| Construction | 986 | 12 | 1.2 | 11 | 1.1 | 91.7 |
| Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles | 7,127 | 291 | 4.1 | 282 | 4.0 | 96.9 |
| Transportation and Storage | 1,063 | 91 | 8.6 | 88 | 8.3 | 96.7 |
| Accommodation and Food Service Activities | 4,197 | 180 | 4.3 | 173 | 4.1 | 96.1 |
| Information and Communication | 808 | 17 | 2.1 | 17 | 2.1 | 100.0 |
| Financial and Insurance Activities | 1,365 | 185 | 13.6 | 175 | 12.8 | 94.6 |
| Real Estate Activities | 410 | 10 | 2.4 | 10 | 2.4 | 100.0 |
| Professional, Scientific and Technical Activities | 654 | 20 | 3.1 | 20 | 3.1 | 100.0 |
| Administrative and Support Service Activities | 1,797 | 11 | 0.6 | 11 | 0.6 | 100.0 |
| Education Except Public Education | 3,362 | 117 | 3.5 | 116 | 3.5 | 99.1 |
| Human Health and Social Work Activities Except Public Health Activities | 970 | 43 | 4.4 | 38 | 3.9 | 88.4 |
| Arts, Entertainment and Recreation | 243 | 33 | 13.6 | 33 | 13.6 | 100.0 |
| Repair of Computers and Personal and Household Goods; Other Personal Service Activities | 335 | 9 | 2.7 | 9 | 2.7 | 100.0 |
| Type of Ownership | | | | | | |
| Filipino | 27,474 | 1,748 | 6.4 | 1,693 | 6.2 | 96.9 |
| Foreign | 1,965 | 131 | 6.7 | 129 | 6.6 | 98.5 |
| Joint Venture | 1,086 | 83 | 7.6 | 81 | 7.5 | 97.6 |
| Multinational | 753 | 137 | 18.2 | 136 | 18.1 | 99.3 |
| Employment Size | | | | | | |
| 20 - 99 | 23,339 | 979 | 4.2 | 952 | 4.1 | 97.2 |
| 100 - 199 | 3,904 | 387 | 9.9 | 378 | 9.7 | 97.7 |
| 200 and Over | 4,033 | 733 | 18.2 | 708 | 17.6 | 96.6 |

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

Source of data: Philippine Statistics Authority, 2015/2016 Integrated Survey on Labor and Employment.

TABLE 3 - Number and Percent Share of Unionized Workers and CBA Coverage to Total Paid Employees in Establishments by Major Industry Group, Type of Ownership and Employment Size, Philippines: June 2016

(In Establishments Employing 20 or More Workers)

| MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP AND EMPLOYMENT SIZE | Total Paid Employees | Unionized Workers | | CBA Coverage | |
|---|----------------------|-------------------|---------------|----------------|---------------|
| | | Number | Percent Share | Number | Percent Share |
| TOTAL | 4,364,851 | 283,081 | 6.5 | 313,267 | 7.2 |
| Agriculture | 154,169 | 29,951 | 19.4 | 30,499 | 19.8 |
| Agriculture, Forestry and Fishing | 154,169 | 29,951 | 19.4 | 30,499 | 19.8 |
| Non-Agriculture | 4,210,683 | 253,130 | 6.0 | 282,770 | 6.7 |
| Mining and Quarrying | 30,662 | 7,349 | 24.0 | 7,766 | 25.3 |
| Manufacturing | 990,445 | 90,696 | 9.2 | 101,196 | 10.2 |
| Electricity, Gas, Steam and Air Conditioning Supply | 41,332 | 11,544 | 27.9 | 11,943 | 28.9 |
| Water Supply; Sewerage, Waste Management and Remediation Activities | 30,578 | 7,056 | 23.1 | 7,661 | 25.1 |
| Construction | 242,710 | 2,088 | 0.9 | 3,234 | 1.3 |
| Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles | 555,735 | 22,181 | 4.0 | 23,890 | 4.3 |
| Transportation and Storage | 163,659 | 24,850 | 15.2 | 26,247 | 16.0 |
| Accommodation and Food Service Activities | 213,955 | 5,539 | 2.6 | 6,049 | 2.8 |
| Information and Communication | 116,419 | 8,051 | 6.9 | 9,675 | 8.3 |
| Financial and Insurance Activities | 243,315 | 33,037 | 13.6 | 36,032 | 14.8 |
| Real Estate Activities | 44,997 | 1,147 | 2.5 | 1,275 | 2.8 |
| Professional, Scientific and Technical Activities | 107,984 | 1,265 | 1.2 | 1,465 | 1.4 |
| Administrative and Support Service Activities | 967,015 | 1,105 | 0.1 | 1,173 | 0.1 |
| Education Except Public Education | 267,343 | 15,418 | 5.8 | 19,512 | 7.3 |
| Human Health and Social Work Activities Except Public Health Activities | 133,757 | 17,429 | 13.0 | 20,596 | 15.4 |
| Arts, Entertainment and Recreation | 46,594 | 4,193 | 9.0 | 4,872 | 10.5 |
| Repair of Computers and Personal and Household Goods; Other Personal Service Activities | 14,183 | 182 | 1.3 | 184 | 1.3 |
| Type of Ownership | | | | | |
| Filipino | 3,032,342 | 213,171 | 7.0 | 237,129 | 7.8 |
| Foreign | 763,198 | 24,837 | 3.3 | 25,908 | 3.4 |
| Joint Venture | 258,114 | 22,354 | 8.7 | 24,771 | 9.6 |
| Multinational | 311,197 | 22,719 | 7.3 | 25,459 | 8.2 |
| Employment Size | | | | | |
| 20 - 99 | 982,074 | 28,063 | 2.9 | 30,397 | 3.1 |
| 100 - 199 | 536,711 | 28,619 | 5.3 | 31,342 | 5.8 |
| 200 and Over | 2,846,066 | 226,399 | 8.0 | 251,529 | 8.8 |

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

Source of data: Philippine Statistics Authority, 2015/2016 Integrated Survey on Labor and Employment.

TABLE 4 – Percent Share of Female Union Members, Union Presidents and Union Officers in Establishments by Major Industry Group, Philippines: June 2016

(In Establishments Employing 20 or More Workers)

| MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP AND EMPLOYMENT SIZE | Union Membership | | Union Presidents | | Union Officers | |
|---|------------------|-------------|------------------|-------------|----------------|-------------|
| | Both Sexes | Female (%) | Both Sexes | Female (%) | Both Sexes | Female (%) |
| TOTAL | 283,081 | 35.0 | 2,293 | 17.8 | 23,135 | 21.4 |
| Agriculture | 29,951 | 20.6 | 168 | 12.5 | 1,137 | 21.0 |
| Agriculture, Forestry and Fishing | 29,951 | 20.6 | 168 | 12.5 | 1,137 | 21.0 |
| Non-Agriculture | 253,130 | 36.7 | 2,126 | 18.2 | 21,999 | 21.4 |
| Mining and Quarrying | 7,349 | 8.5 | 25 | 12.0 | 212 | 14.2 |
| Manufacturing | 90,696 | 29.6 | 812 | 10.0 | 9,812 | 14.6 |
| Electricity, Gas, Steam and Air Conditioning Supply | 11,544 | 20.7 | 109 | 21.1 | 1,177 | 21.8 |
| Water Supply; Sewerage, Waste Management and Remediation Activities | 7,056 | 25.9 | 86 | 34.9 | 843 | 37.0 |
| Construction | 2,088 | 10.4 | 14 | 14.3 | 994 | 2.2 |
| Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles | 22,181 | 48.6 | 308 | 26.0 | 2,708 | 31.8 |
| Transportation and Storage | 24,850 | 12.1 | 101 | 12.9 | 1,584 | 15.7 |
| Accommodation and Food Service Activities | 5,539 | 29.7 | 190 | 15.3 | 815 | 27.2 |
| Information and Communication | 8,051 | 25.8 | 21 | 9.5 | 197 | 27.4 |
| Financial and Insurance Activities | 33,037 | 64.4 | 187 | 17.6 | 957 | 26.9 |
| Real Estate Activities | 1,147 | 45.3 | 10 | - | 35 | 8.6 |
| Professional, Scientific and Technical Activities | 1,265 | 46.6 | 20 | 35.0 | 176 | 29.0 |
| Administrative and Support Service Activities | 1,105 | 17.6 | 11 | - | 88 | 1.1 |
| Education Except Public Education | 15,418 | 57.5 | 143 | 38.5 | 1,387 | 42.8 |
| Human Health and Social Work Activities Except Public Health Activities | 17,429 | 58.2 | 46 | 26.1 | 629 | 34.0 |
| Arts, Entertainment and Recreation | 4,193 | 47.7 | 34 | 47.1 | 291 | 48.1 |
| Repair of Computers and Personal and Household Goods; Other Personal Service Activities | 182 | 10.4 | 9 | - | 94 | 10.6 |

Note: Details may not add up to totals due to rounding.**Source of data:** Philippine Statistics Authority, 2015/2016 Integrated Survey on Labor and Employment.