

## Extent of Unionism and Collective Bargaining in Establishments: 2014

(First of a three-part series on Industrial Relations Practices)

This series of LABSTAT Updates highlights the results of the module on Industrial Relations Practices of the 2013/2014 Integrated Survey on Labor and Employment (ISLE). It is comprised of three (3) issues, with this initial issue focusing on the extent of unionism and collective bargaining.

The ISLE formerly BLES Integrated Survey covered a total of 8,399 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 improvement and gainsharing practices; occupational safety and health practices; occupational injuries and diseases; and labor cost of employees. These data are valuable inputs in the formulation of policies on employment, conditions of work and industrial relations.

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

The metadata and the statistical tables of the survey results are posted at the PSA website.

### EXTENT OF UNIONISM

#### **Total establishments with union declined to 5.8% in 2014 from 8.9% in 2012**

- Results of the survey showed that 5.8% of establishments with 20 or more workers (2,059 out of 35,209) had union in 2014. The figure registered a decline of 3.1 percentage points from 8.9% in 2012. (Table 1)
- Correspondingly, the decline was brought about by the 3.3 percentage point decrease (from 9.0% in 2012 to 5.7% in 2014) in unionized establishments in the non-agricultural sector.
- Conversely, the agricultural sector showed a reverse trend as the share of establishments with union nearly doubled from 5.7% to 10.1% for the same period.

**TABLE 1 - Establishments Employing 20 and Over With Union and CBA, Philippines: 2012 and 2014**

Indicator	2012	2014
<b>Total Establishments</b>	<b>26,253</b>	<b>35,209</b>
With Union	2,332	2,059
With Collective Bargaining Agreement (CBA)	2,269	1,946
% Share with Union	8.9	5.8
% Share with CBA to Establishments With Union	97.3	94.5
% Share with CBA to Total Establishments (%)	8.6	5.5
<b>Total Paid Employees (in millions)</b>	<b>3.739</b>	<b>4.437</b>
Union Membership	371,178	340,370
Workers Covered by CBA	383,390	359,745
Union Density Rate (%)	9.9	7.7
CBA Coverage Rate (%)	10.3	8.1

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

- In proportion to respective total establishments, electricity, gas, steam and air conditioning supply industry was the most organized at 32.9%. It was followed by water supply, sewerage, waste management and remediation activities at 20.3%. Establishments engaged in real estate activities were the least organized at only 0.4%. (Table 2)
- As to type of ownership, 16.1% (156 out of 968) of multinational establishments had unions. The shares were relatively lower in joint venture (9.1%) and foreign-owned establishments (9.0%). Filipino-owned establishments posted the lowest at 5.2%.
- By employment size, 1 out of every 5 (19.2%) establishments with 200 or more workers had unions. It was far lower at 11.6% in establishments with 100–199 workers and only 2.9% in establishments with 20-99 workers.

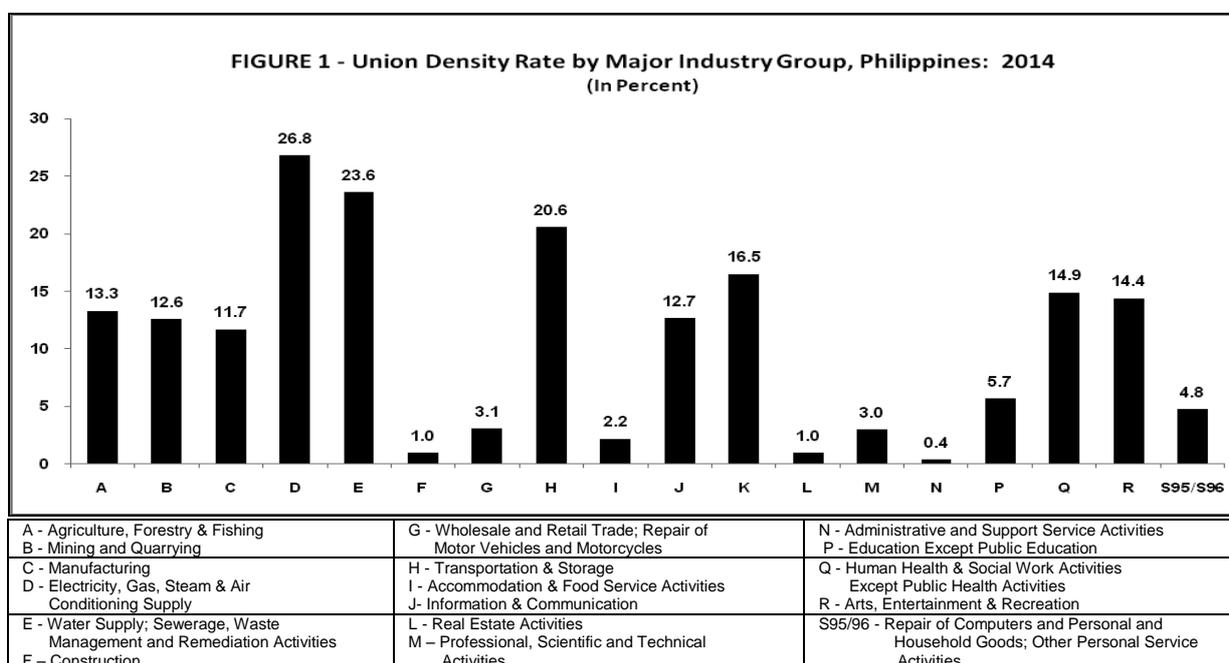
**Union density dropped to 7.7% in 2014**

- About 340,370 of the 4.437 million paid employees in 2014 were members of union or a **union**

**density rate** (proportion of union membership to total paid employees) of 7.7%. The figure dropped by 2.2 percentage points from 9.9% reported in 2012. (Table 1)

- A decline was likewise posted in non-agricultural establishments as union density rate went down to 7.4% from 9.3% during the period.
- Details by industry showed that relatively high union density rates were reported in electricity, gas, steam and air conditioning supply (26.8%); water supply, sewerage, waste management and remediation activities (23.6%) and transportation and storage (20.6%). (Table 3)
- Joint venture establishments emerged as the most organized with a union density rate of 11.7%. Filipino-owned establishments and multinational corporations were far behind with 8.1% and 6.6%, respectively. Foreign-owned establishments had the lowest at 4.7%.

- Union density rate was highest in establishments employing 200 or



more workers at 10.2%. Establishments with 100-199 workers reported a lower rate at 6.0% while those with 20-99 workers had the least at only 2.1%.

and technical activities; human health and social work activities except public health activities; and repair of computers and personal and household goods, and other personal service activities. (Table 2)

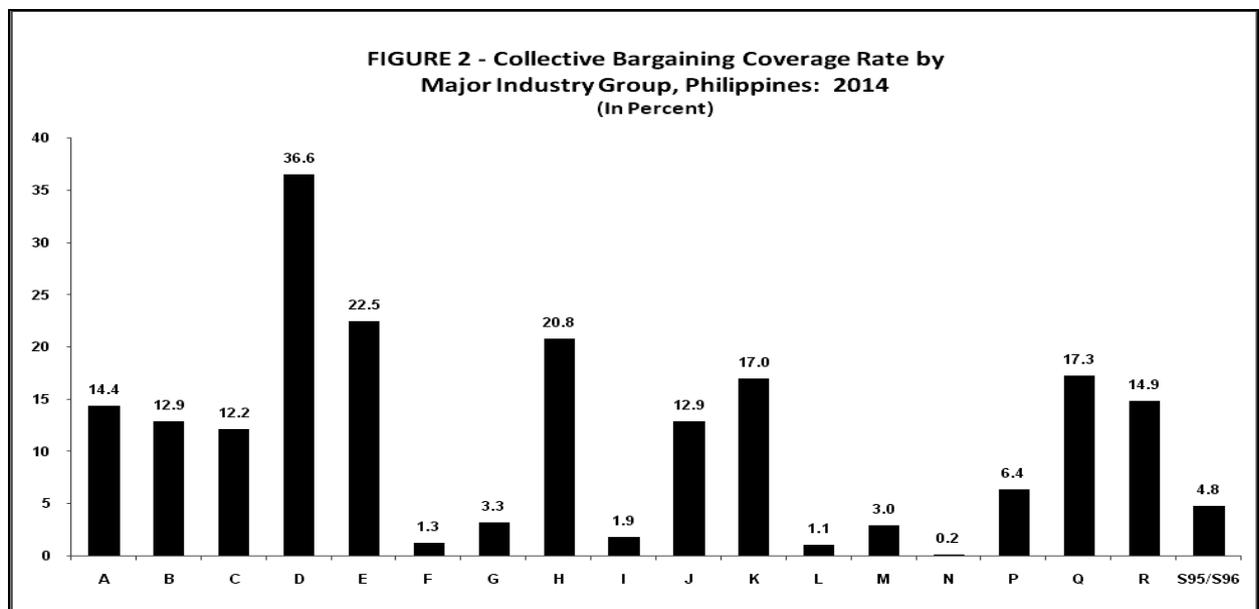
**EXTENT OF COLLECTIVE BARGAINING**

**Almost all establishments with unions had CBAs**

- Majority or 94.5% (1,946 out of 2,059) of unionized establishments had a Collective Bargaining Agreement (CBA) in 2014. In proportion to total establishments however, merely 5.5% (1,946 out of 35,209) have CBAs, down by 3.1 percentage points from 8.6% reported in 2012. (Table 1)
- Remarkably, all reported establishments with union had negotiated a CBA in the following seven (7) industries: construction; information and communication; financial and insurance activities; real estate activities; professional

**CBA coverage rate went down to 8.1% in 2014**

- With a **CBA coverage rate** (proportion of employees covered by CBAs to total paid employees) of 8.1%, an equivalent of 359,745 out of the total 4.437 million paid employees were covered by CBAs in 2014. The CBA coverage rate showed a decline of 2.2 percentage points from the 10.3% reported in 2012. (Table 1)
- Specifically, non-agricultural establishments posted lower CBA coverage rate of 7.8% from 9.6%, during the period.
- Higher CBA coverage rate were registered in electricity, gas, steam and air conditioning supply(36.6%); water supply, sewerage, waste



A - Agriculture, Forestry & Fishing	G - Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	N - Administrative and Support Service Activities
B - Mining and Quarrying	H - Transportation & Storage	P - Education Except Public Education
C - Manufacturing	I - Accommodation & Food Service Activities	Q - Human Health & Social Work Activities Except Public Health Activities
D - Electricity, Gas, Steam & Air Conditioning Supply	J - Information & Communication	R - Arts, Entertainment & Recreation
E - Water Supply; Sewerage, Waste Management and Remediation Activities	L - Real Estate Activities	S95/S96 - Repair of Computers and Personal and Household Goods; Other Personal Service Activities
F - Construction	M - Professional, Scientific and Technical Activities	

management and remediation activities (22.5%); and transportation and storage (20.8%). The administrative and support service activities posted the lowest CBA coverage rate at 0.2%. (*Figure 2*)

- Notably, joint venture establishments had the highest CBA coverage at 11.9% (27,989 out of 235,757 workers). Filipino-owned establishments and multinational companies followed with respective coverage rate of 8.5 and 7.5%. Foreign-owned establishments had the least at 5.2%. (*Table 3*)
- By employment size, 1 out of every 9 paid employees (10.9%) in large establishments with 200 or more workers was covered by CBA. Lesser coverage rate of 6.4% was reported in establishments with 100-199 workers and merely 2.0% in establishments with 20-99 workers.

### **EXTENT OF WOMEN PARTICIPATION IN UNIONISM AND COLLECTIVE BARGAINING**

#### ***Women comprised a little over one-third of union members***

- About 34.7% of the 340,370 total union members in 2014 were women. (*Table 4*)
- By major industry group, a predominance of women union members were reported in the

following industries: repair of computers and personal and household goods, and other personal service activities (84.0%); financial and insurance activities (61.6%); and education except public education (60.2%).

#### ***One out of every 7 union presidents was a woman***

- Women accounted for 14.6% of the total union leadership (336 out of 2,298 union presidents). Notably, all unions in establishments engaged in the repair of computers and personal and household goods; and other personal service activities had women presidents.
- A relatively large proportion of unions were headed by women in private education (48.8%); financial and insurance activities (37.8%); and accommodation and food service activities (35.3%).
- Of the union officers, 1 out of every 5 union officers (20.6%) was a woman. Female union officers dominated their male counterpart specifically in the repair of computers and personal and household goods, and other personal service activities (83.6%); education except public education (56.2%); and accommodation and food service activities (55.5%).

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#### **FOR INQUIRIES**

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Regarding other statistics, contact **KNOWLEDGE MANAGEMENT AND COMMUNICATIONS DIVISION** at 462-6600  
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Or visit our website at <http://www.labstat.psa.gov.ph>

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**TABLE 2 – Percent Share of Establishments With Union and With CBA to Total Establishments Employing 20 and Over by Major Industry Group, Type of Ownership and Employment Size, Philippines June 2014**

INDICATOR	Total Establishments	With Union		With CBA		
		Number	% Share to Total Establishments	Number	% Share to Total Establishments	% Share to Total Establishments With Union
<b>TOTAL</b>	<b>35,209</b>	<b>2,059</b>	<b>5.8</b>	<b>1,946</b>	<b>5.5</b>	<b>94.5</b>
<b>Major Industry Group</b>						
<b>Agriculture</b>	<b>1,370</b>	<b>139</b>	<b>10.1</b>	<b>134</b>	<b>9.8</b>	<b>96.4</b>
Agriculture, Forestry and Fishing	1,370	139	10.1	134	9.8	96.4
<b>Non-Agriculture</b>	<b>33,839</b>	<b>1,921</b>	<b>5.7</b>	<b>1,813</b>	<b>5.4</b>	<b>94.4</b>
Mining and Quarrying	195	11	5.6	10	5.1	90.9
Manufacturing	6,562	799	12.2	780	11.9	97.6
Electricity, Gas, Steam and Air Conditioning Supply	422	139	32.9	134	31.8	96.4
Water Supply; Sewerage, Waste Management and Remediation Activities	315	64	20.3	51	16.2	79.7
Construction	1,042	16	1.5	16	1.5	100.0
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	7,744	246	3.2	244	3.2	99.2
Transportation and Storage	1,155	94	8.1	88	7.6	93.6
Accommodation and Food Service Activities	4,775	126	2.6	91	1.9	72.2
Information and Communication	926	57	6.2	57	6.2	100.0
Financial and Insurance Activities	1,532	94	6.1	94	6.1	100.0
Real Estate Activities	508	2	0.4	2	0.4	100.0
Professional, Scientific and Technical Activities	744	46	6.2	46	6.2	100.0
Administrative and Support Service Activities	2,145	37	1.7	14	0.7	37.8
Education Except Public Education	4,139	111	2.7	110	2.7	99.1
Human Health and Social Work Activities Except Public Health Activities	923	37	4.0	37	4.0	100.0
Arts, Entertainment and Recreation	208	32	15.4	29	13.9	90.6
Repair of Computers and Personal and Household Goods; Other Personal Service Activities	504	10	2.0	10	2.0	100.0
<b>Type of Ownership</b>						
Filipino	30,861	1,599	5.2	1,498	4.9	93.7
Foreign	2,042	183	9.0	182	8.9	99.5
Joint Venture	1,337	121	9.1	118	8.8	97.5
Multinational	968	156	16.1	148	15.3	94.9
<b>Employment Size</b>						
20 - 99	26,771	771	2.9	718	2.7	93.1
100 - 199	4,373	508	11.6	484	11.1	95.3
200 and Over	4,065	780	19.2	743	18.3	95.3

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

Source of data: Philippine Statistics Authority, 2013/2014 Integrated Survey on Labor and Employment.

**TABLE 3 – Number and Percent Share of Union Membership and CBA Coverage to Total Paid Employees in Establishments Employing 20 and Over by Major Industry Group, Type of Ownership and Employment Size, Philippines: June 2014**

INDICATOR	Total Paid Employees	Unionized Workers		CBA Coverage	
		Number	% Share	Number	% Share
<b>TOTAL</b>	<b>4,436,706</b>	<b>340,370</b>	<b>7.7</b>	<b>359,745</b>	<b>8.1</b>
<b>Major Industry Group</b>					
<b>Agriculture</b>	<b>237,145</b>	<b>31,539</b>	<b>13.3</b>	<b>34,077</b>	<b>14.4</b>
Agriculture, Forestry and Fishing	237,145	31,539	13.3	34,077	14.4
<b>Non-Agriculture</b>	<b>4,199,559</b>	<b>308,831</b>	<b>7.4</b>	<b>325,670</b>	<b>7.8</b>
Mining and Quarrying	40,269	5,066	12.6	5,188	12.9
Manufacturing	999,986	116,862	11.7	121,505	12.2
Electricity, Gas, Steam and Air Conditioning Supply	68,438	18,357	26.8	25,030	36.6
Water Supply; Sewerage, Waste Management and Remediation Activities	30,913	7,291	23.6	6,965	22.5
Construction	187,545	1,850	1.0	2,385	1.3
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	572,571	17,837	3.1	18,931	3.3
Transportation and Storage	145,353	29,956	20.6	30,274	20.8
Accommodation and Food Service Activities	246,802	5,481	2.2	4,637	1.9
Information and Communication	135,483	17,152	12.7	17,493	12.9
Financial and Insurance Activities	261,805	43,303	16.5	44,456	17.0
Real Estate Activities	40,587	411	1.0	437	1.1
Professional, Scientific and Technical Activities	94,992	2,841	3.0	2,863	3.0
Administrative and Support Service Activities	914,548	3,987	0.4	2,151	0.2
Education Except Public Education	300,465	17,098	5.7	19,350	6.4
Human Health and Social Work Activities Except Public Health Activities	105,876	15,799	14.9	18,310	17.3
Arts, Entertainment and Recreation	30,780	4,438	14.4	4,593	14.9
Repair of Computers and Personal and Household Goods; Other Personal Service Activities	23,146	1,102	4.8	1,102	4.8
<b>Type of Ownership</b>					
Filipino	3,199,166	258,869	8.1	271,889	8.5
Foreign	657,747	31,148	4.7	33,912	5.2
Joint Venture	235,757	27,530	11.7	27,989	11.9
Multinational	344,036	22,823	6.6	25,956	7.5
<b>Employment Size</b>					
20 - 99	1,094,139	23,398	2.1	22,295	2.0
100 - 199	602,608	36,393	6.0	38,474	6.4
200 and Over	2,739,959	280,580	10.2	298,976	10.9

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

Source of data: Philippine Statistics Authority, 2013/2014 Integrated Survey on Labor and Employment.

**TABLE 4 – Percent Share of Female Union Members, Union Presidents and Union Officers in Establishments Employing 20 and Over by Major Industry Group, Philippines: June 2014**

INDICATOR	Union Membership		Union President		Union Officer	
	Both Sexes	Female (%)	Both Sexes	Female (%)	Both Sexes	Female (%)
<b>TOTAL</b>	<b>340,370</b>	<b>34.7</b>	<b>2,298</b>	<b>14.6</b>	<b>25,028</b>	<b>20.6</b>
<b>Major Industry Group</b>						
<b>Agriculture</b>	<b>31,539</b>	<b>25.8</b>	<b>163</b>	<b>1.2</b>	<b>1,337</b>	<b>24.7</b>
Agriculture, Forestry and Fishing	31,539	25.8	163	1.2	1,337	24.7
<b>Non-Agriculture</b>	<b>308,831</b>	<b>35.6</b>	<b>2,134</b>	<b>15.7</b>	<b>23,692</b>	<b>20.4</b>
Mining and Quarrying	5,066	7.3	12	-	1,947	0.7
Manufacturing	116,862	30.5	876	9.6	10,720	12.5
Electricity, Gas, Steam and Air Conditioning Supply	18,357	20.3	174	10.3	1,247	19.6
Water Supply; Sewerage, Waste Management and Remediation Activities	7,291	21.6	63	19.0	719	30.9
Construction	1,850	17.1	22	13.6	112	20.5
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	17,837	48.7	254	13.8	1,806	34.1
Transportation and Storage	29,956	11.2	102	6.9	1,471	6.0
Accommodation and Food Service Activities	5,481	29.4	136	35.3	831	55.5
Information and Communication	17,152	27.1	78	7.7	544	31.3
Financial and Insurance Activities	43,303	61.6	119	37.8	1,182	32.0
Real Estate Activities	411	24.6	2	-	20	40.0
Professional, Scientific and Technical Activities	2,841	36.1	46	-	447	38.9
Administrative and Support Service Activities	3,987	5.9	43	-	189	5.3
Education Except Public Education	17,098	60.2	125	48.8	1,388	56.2
Human Health and Social Work Activities Except Public Health Activities	15,799	56.6	38	15.8	589	31.4
Arts, Entertainment and Recreation	4,438	38.2	34	-	419	17.7
Repair of Computers and Personal and Household Goods; Other Personal Service Activities	1,102	84.0	10	100.0	61	83.6

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

Source of data: Philippine Statistics Authority, 2013/2014 Integrated Survey on Labor and Employment.