

BMISD

HIGHLIGHTS OF RESULTS OF THE 2003/2004 BLES INTEGRATED SURVEY

BACKGROUND

The 2003/2004 BLES Integrated Survey (BITS) conducted by the Bureau of Labor and Employment Statistics (BLES) is a nationwide sample survey of non-agricultural establishments with 20 or more workers. It aims to generate an integrated data series on employment patterns, industrial relations practices, and occupational safety in the organized sector of the labor market.

The BITS integrates into one survey the four (4) statistical activities formerly conducted by the Bureau namely, the (1) Employment, Hours and Earnings Survey (EHES), (2) Industrial Relations at the Workplace Survey (IRWS), (3) Occupational Injuries Survey (OIS) and (4) Labor Cost Survey (LCS). The 4th inquiry was not undertaken in the 2003/2004 as it is done every four years. Likewise, the survey collects some of the data requirements to measure decent work in the country. The following are the reference periods for the 2003/2004 BITS:

Topic	Reference Period
1. General Information	30 June 2004 and CY 2003
2. Employment	June 30, 2004
3. Industrial Relations Practices	CY 2003
4. Occupational Injuries and Diseases	CY 2003

HIGHLIGHTS OF RESULTS

EMPLOYMENT PATTERNS

Type of Workers

1. Total employment in non-agricultural establishments with 20 or more workers as of the payroll period June 30, 2004 was estimated at 2.413 million. Rank and file workers accounted for the bulk of workforce at 86.0 percent or 2.077 million. The rest were composed of working owners/unpaid workers (0.9% or 20,700), managers/executives (5.3% or 128,500) and supervisors/foremen (7.8% or 187,600).

Workers by Basis of Payment

2. In accordance with basis of payment, the large majority (93.0 percent or 2.245 million) of the establishment's paid workforce were full-time workers

paid on the basis of a time unit of work of which 51.4 percent (1.154 million) were paid on monthly basis, 44.7 percent (1.004 million) on daily basis and only 3.8 percent (86,300) on hourly basis. Those working part-time or less than the working time normal to the establishments comprised only 2.1 percent (50,600) of the total employment.

3. A small subset of workers covered by the survey corresponds to other modes of compensation, namely: piece-rate workers (2.3%), commission workers (1.2%), *pakyao/takay* workers (0.3%), task workers (0.2%) and quota workers (0.1%).

Workers by Nature of Employment

4. Rank and file workers accounted for the bulk (86.0% or 2.077 million) of the total employment of the establishments covered in this survey. Majority of them (69.7% or 1.448 million) were regular workers hired to perform activities usually necessary in the usual business of the employer and usually worked on permanent status.
5. Of interest to policy makers are non-regular workers employed by establishments to cope with increasing market competitions. Their employment implies the use of flexible labor arrangements that do not guarantee security of tenure. Findings of this survey revealed that non-regular workers consisted nearly one-third (30.3% or 628,500) of total rank and file workers. Contractual employees represent the most common form of non-regular labor arrangements (297,600 or 47.4%) followed by casual workers (141,500 or 22.5%) and probationary workers (122,300 or 19.5%). The rest were seasonal workers (34,300 or 5.5%) and apprentices/learners (32,800 or 5.2%).
6. In relation to total employment, non-regular employment is particularly important in construction (56.6%), hotels and restaurants (37.7%) and real estate, renting and business activities (34.7%) as they made up a significant share of their total rank and file workforce.

Other Categories of Workers

Minimum Wage Workers

7. One-third (33.9% or 817,400) of total establishment employment covered in this survey were paid the minimum wage rate. Their proportion to total employment varies inversely with size of establishment as follows: 20-99 workers (36.4%), 100-199 workers (33.4%) and 200 workers and over (32.4%).

8. The presence of minimum wage workers was found disproportionately large in real estate, renting and business services (53.3%), hotels and restaurants (48.5%), wholesale and retail trade (39.6%) and construction (36.8%).

Female Workers

9. Female workers comprised 39.9 percent (961,800) of total establishment employment. Their share to total employment exceeded their male counterparts in private health and social work (65.0%), private education (59.8%), and financial intermediation (58.0%) and nearly equal in manufacturing (45.5%) and wholesale and retail trade (42.0%).

Persons with Disabilities (PWDs)

10. Employment of persons with disabilities was rare in the establishments covered in this survey. Their employment constituted less than one percent (0.1% or 1,700) of total establishment employment.

INDUSTRIAL RELATIONS

Unionism and Collective Bargaining

11. Establishments with unions numbered 3,297 in 2004. This is about 13.7 percent of the 24,144 non-agricultural establishments employing at least 20 workers. Of the unionized establishments, 9 out 10 (97.1%) were covered by Collective Bargaining Agreements (CBAs). Those with CBAs totaled to 3,200 which represents 13.3 percent of the total establishments.
12. Union membership accounted for 16.3 percent (389,000) of the total 2.393 million paid employees during the period. A little over one-third (35.3%) of whom, were women. Meanwhile, 17.3 percent (415,000) of the paid employees were covered by CBAs.

Industrial Relations Practices

Balancing Work and Family Life

13. To help workers balance work and family life, majority (62.0%) of the 24,154 establishments with at least 20 workers in 2003 implemented work and family programs like gender awareness and sensitivity seminars, family Christmas party/summer outings and other related programs. Other schemes with considerably high percentage shares were:

Allowed extended maternity leave without pay	55.5%
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Allowed male employees paternity leave without pay	50.9%
Entitled employees to more leave benefits to care for sick family members	40.1%
Adopted flexible working arrangements	33.8%
Allowed extended maternity leave with pay	26.5%
Implemented family planning service/reproductive health programs	22.5%

14. About 8,155 establishments had flexible working arrangements. Of which, one half (50.6%) adopted sliding flexible work schedule. Other schemes highly implemented were compressed workweek (31.3%); on-call (28.9%); and career breaks (21.3%). Only a few allowed job sharing (14.2%) and teleworking (2.8%).

Job Related Trainings

15. A total of 10,192 establishments in 2003 provided various training programs to their managers and executives. Supervisors/foremen and the rank and file employees were likewise given trainings in 9,515 and 3,785 establishments, respectively. Some 810,466 employees had job-related trainings in 2003, 47.6 percent of whom, were women.

Worker's Participation in Decision and Policymaking Process

16. Relative to the query on workers participation in decision and policy making processes. Five out of 10 establishments (46.9%) reported participation through the Safety and Health Committee. Some 39.2 percent cited participation by means of suggestion schemes. Other avenues of collaboration and interactions were through the Quality and Productivity Circles (30.0%); Productivity Improvement Committee (29.5%); grievance machinery (26.3%), Labor-Management Council/Committee (20.2%); and Joint Committees/Task Forces (18.4%).

Grievances/Complaints

17. In 2003, about 51.0 percent (12,324) of the establishments had received grievances/complaints from their employees. More than half aired grievances verbally to supervisors (59.5%) and thru other responsible person in the company (59.3%). In some establishments, the employee himself files a written complaint (28.7%); file complaints with co-employees assistance (10.8%), and with the union assistance (8.1%).
18. On the resolution of grievances or complaints raised by employees, most establishments claimed they were resolved by top management (67.1%), and the worker's immediate supervisor (57.7%). Very few were settled through grievance machinery (14.4%) and LMC (9.5%).

19. Of the 7,678 establishments with still unresolved grievances/complaints,, majority or 65.7 percent resorted to voluntary arbitration. About 30.7 percent elevated the issue to the DOLE Regional Offices. A mere 8.9 percent opted for compulsory arbitration while 5.0 percent filed a notice of strike/preventive mediation at the National Conciliation and Mediation Board (NCMB).

OCCUPATIONAL INJURIES

20. Occupational injuries were slightly higher by 1.7 percent at 58,720 cases in 2003 as compared to 57,752 in 2002. This increase was primarily due to the 6.8 percent increase in cases with lost workdays (23,265 from 21,779).
21. Almost 70.0 percent of injuries, with or without days lost, at the workplace occurred in manufacturing (40,498 cases). Its 14,403 cases with lost workdays also comprised the bulk (61.9 percent) of the corresponding total of such cases.
22. Though more than half of cases of injuries with lost workdays have affected establishments employing 200 or more workers, their number has declined by 3.5 percent (14,196 to 13,693) in 2003. However, in establishments with employment of less than 200 workers, injury cases increased by 26.2 percent (7,583 to 9,572) over the same period.
23. Considerably lesser fatalities (302 to 170 or 43.7 percent decline) and permanent incapacity cases (321 to 131 or 59.2 percent decline) were reported inspite of the increase of injuries with lost workdays.
24. The increase in injuries with lost workdays resulted to slightly higher frequency rate (relative to hours of work) at 4.07 from 3.50. Incidence rate for every 1,000 workers also went up to 9.75 from 8.54.
25. However, temporary incapacity cases which comprised the majority at around 98.7 percent (22,964 cases) of injuries with lost workdays were notably less serious in 2003 recording only a 27.31 severity rate (relative to hours of work) as against a 51.16 severity rate in 2002. This was also complemented by a shorter duration in average days lost at 6.79 per injury in 2003 vis-a-vis 15.06 workdays lost for every injury the year before.