

Out of **36,342** formal establishments with 20 or more workers in August 2022,



4.5%

are unionized
(1,626 establishments)



4.0%

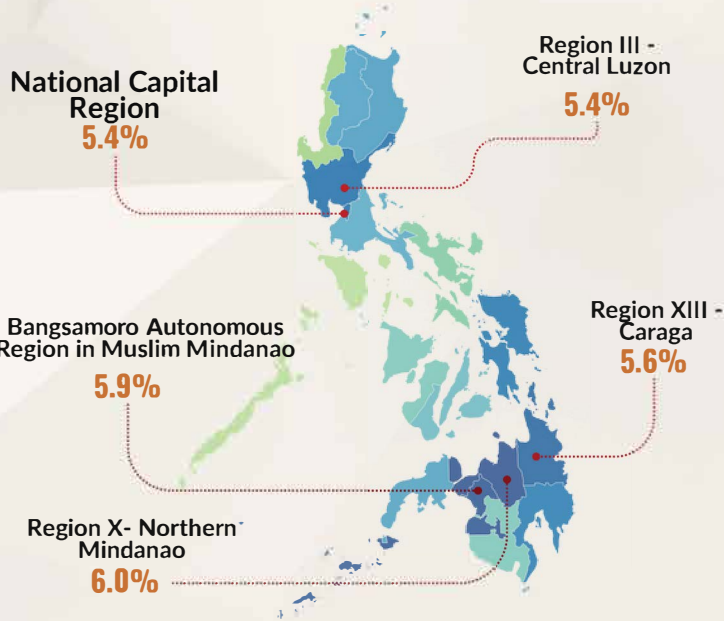
have CBA
(1,444 establishments)



6.2%

have LMC
(2,237 establishments)

Top 5 REGIONS WITH UNIONIZED ESTABLISHMENTS*



*Proportion of unionized establishments to the number of establishments from the corresponding region/industry/employment size of the establishment

Out of **5.35 Million** paid employees,



6.5% are unionized workers
(Union Density Rate)



8.4% are covered by CBAs
(CBA Coverage Rate)

Share of Unionized Establishments by Scope of Bargaining Unit



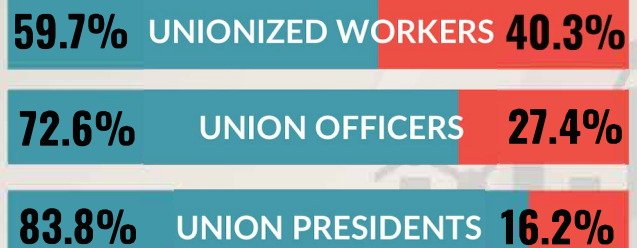
Proportion* of Unionized Establishments by Employment Size



Top 5 Unionized Industries*



COMPOSITION OF UNION MEMBERS



Union - any registered group or association of employees that exists in whole or in part for the purpose of collective bargaining or dealing with employers concerning terms and conditions of employment. It also refers to a union whose registration is still in process as of reference date.

Collective Bargaining Agreement (CBA) - the negotiated contract between a legitimate labor organization and the employer concerning wages, hours of work, and all other terms and conditions of employment in a bargaining unit, including mandatory provisions for grievance and arbitration machinery.

Labor Management Cooperation/Committee/Council (LMC) - the operating mechanism of labor management (LMC) program in an organized and unorganized establishment. The LMC enables workers to participate in policy and decision-making processes in the establishment insofar as said processes will directly affect their rights, benefits and welfare.