



## Unionism: Its Extent in Philippine Establishments in 1996

This paper provides information on how far has trade unionism in Philippine establishments progressed. Data presented and discussed were purely estimates based on the results of the Survey of Specific Group of Workers (SSGW) conducted in April 1996 by the Bureau of Labor and Employment Statistics (BLES). The survey covered sample establishments with at least 10 workers.

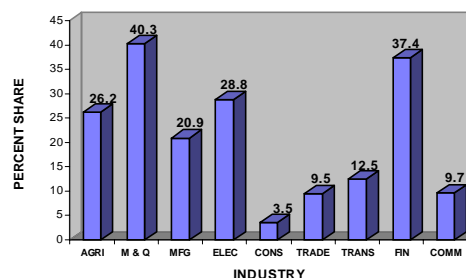
**Labor unions** referred in this paper are those associations of employees which exist in whole or in part for the purpose of collective bargaining or of dealing with employers concerning terms and conditions of employment. They may either be independent unions or affiliated with labor federations or national unions.

### ◆ Establishments with unions place at 16.9 percent

Out of the 35,249 establishments employing 10 or more workers, only 5,973 or 16.9 percent were unionized in 1996.

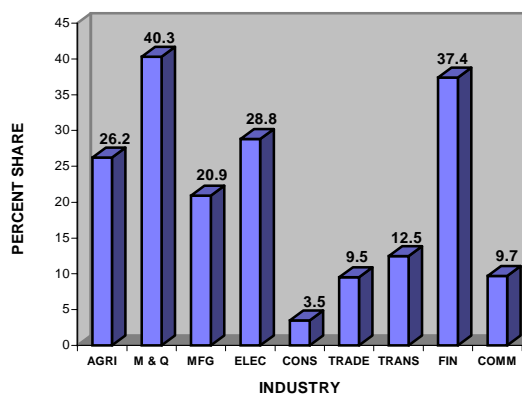
In terms of percentage share of unionized establishments by major industry group, mining and quarrying emerged as the leading organized sector with 40.3 percent of its total establishments having unions. The financing and business sector cut the second biggest share at 37.4 percent followed by electricity, gas and water at 28.8 percent. The least was found in the construction industry with only 3.5 percent share which could be attributed to the difficulty in organizing its workers due to the seasonality of their employment. ( Fig.1 )

Fig. 1 - Percent Share of Establishments with Unions by Major Industry Group, Philippines: 1996



*Its extent is measured by the proportion of unionized establishments to the total number of establishments with 10 or more workers in a particular region or industry. It is also called unionization rate.*

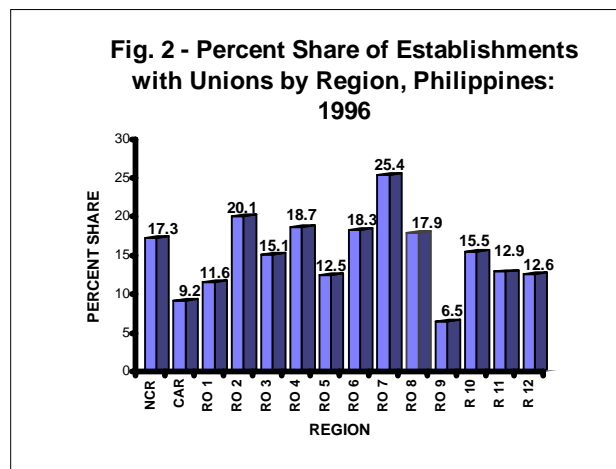
Fig. 1 - Percent Share of Establishments with Unions by Major Industry Group, Philippines: 1996



◆ **Region VII has the highest share of unionized establishments; lowest in Region IX**

Among regions, Region VII sliced the highest share of establishments with unions constituting 25.4 percent (534 out of 2,102) of its total establishments. Surprisingly, Region II captured the second biggest share with 20.1 percent as 83 out of its 413 total establishments have unions. Regions IV, V and VIII followed closely with 18.7 percent, 18.3 percent and 17.9 percent shares, respectively. It is remarkable to note that despite having the biggest number of unionized establishments, the National Capital Region (NCR), emerged only sixth with a share of 17.3 percent (3,095 out of 17,853). Apparently, majority of the establishments in this region are not yet unionized. This is notwithstanding the long existence of a big number of federations and the national unions and heavy concentration of industrial establishments in the region.

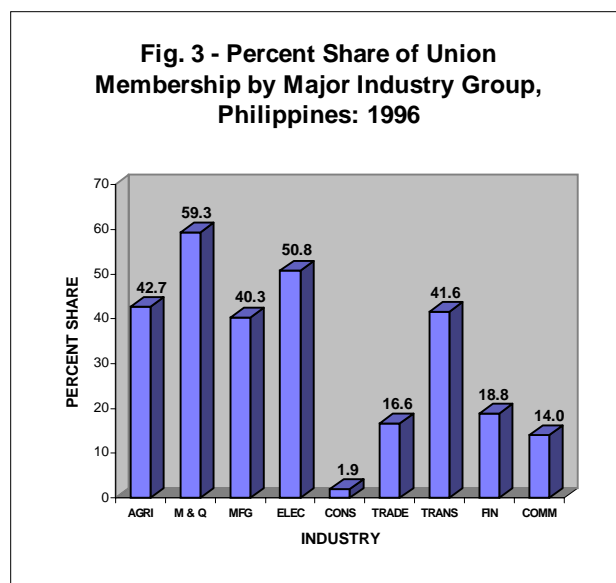
Other inter-regional proportions did not vary significantly except in Region IX and CAR whose percent shares were less than ten percent each. ( Fig. 2 )



◆ **Union membership comprises 27.9 percent of the establishments' total employment**

In 1996, some 27.9 percent (726,000) of the country's estimated 2.6 million total workforce in establishments were members of labor organizations.

Broken down by sector, six out of ten workers (59.3%) employed in mining and quarrying were organized. Union members employed in electricity, gas and water industry comprised 50.8 percent of its workforce. Other sectors with fairly high proportion of organized workers were agriculture, fishery and forestry (42.7%), transportation, storage and communications (41.6%) and manufacturing (40.3%). Expectedly, the construction workers had the least share at 1.8 percent. ( Fig. 3 )

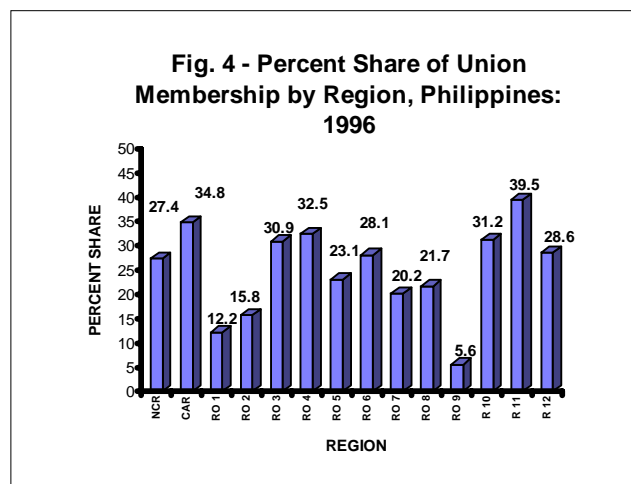


◆ **Percent share of unionized workers highest in Region XI; lowest in Region IX**

In proportion to respective region's total employment, Region XI claimed the highest share of unionized workers at 39.5 percent.

Other regions with more than thirty percent share of organized workers were CAR (34.8%), Region IV (32.5%), Region X (31.2%), and Region III (30.9%).

NCR with the biggest employment figure estimated at 1.46 million, had a share of only 27.4 percent. This rate is even lower compared to 28.1 percent share reported in Region VI. Meanwhile, the lowest at 5.6 percent was claimed by Region IX. ( Fig. 4 )



◆ **Males comprise the majority of union membership**

Of the total 2.6 million employed in establishments, 1.6 million were males while only 973 thousand were females. Relative to union membership, males comprised 65.7 percent (477,000) of the total 726,000 union members. This is almost twice the number of female union members (249,000).

In terms of proportion to their respective total employment, male union membership also exceeded their female counterparts by 3.6 percentage points, i.e. 29.2 percent for males and 25.6 percent for females.

◆ **More foreign-owned establishments have unions than locally-owned**

Out of the estimated 3,000 establishments with foreign capital, 48.1 percent were with unions. Meanwhile, only a few (14.0%) Filipino-owned establishments were unionized.

Almost half (45.1%) of the total workforce in foreign-owned establishments were members of labor unions while merely 23.5 percent or 488,000 out of 2.1 million workers employed in locally-owned establishments joined labor unions. (Table 1)

◆ **Export-producing establishments have higher unionization rate**

Survey results showed that unionism is popular among export-oriented establishments. In 1996, a total of 1,207 export-producing establishments were with unions. This represents 36.6 percent of the total 3,300 export producers. The non-export establishments, on the other hand, had a unionization rate of merely 14.9 percent.

Export-producing establishments had a total employment of 664,000. Of these, 46.1 percent or 306,000 were union members.

Meanwhile, union membership in non-export oriented establishments was comparatively lower at 21.6 percent or an estimated 420,000 union members out of their 1.942 million total employment.

**FOR INQUIRIES:**

Regarding this report contact **Labor Relations Statistics Division** at 527-3578

Regarding other statistics and technical services contact **BLES Databank** at 527-3577

Or write to BLES c/o **Databank, 3/F DOLE Bldg., Gen. Luna St., Intramuros, Manila 1002**

FAX 527-3579 E-mail: [lrds@manila-online.net](mailto:lrds@manila-online.net) Website: <http://www.manila-online.net/bles>

Table 1 - Extent of Unionism in Establishments Employing 10 or More Workers  
Philippines: 1996

Indicator	Total Establishments	With Unions		Total Employment (000)	Total Union Membership (000)	% Share	Male			Female		
		Number	% Share				Employment (000)	Union Membership (000)	% Share	Employment (000)	Union Membership (000)	% Share
<b>Total</b>	<b>35,249</b>	<b>5,973</b>	<b>16.9</b>	<b>2,606</b>	<b>726</b>	<b>27.9</b>	<b>1,633</b>	<b>477</b>	<b>29.2</b>	<b>973</b>	<b>249</b>	<b>25.6</b>
<b>Major Industry Group</b>												
Agriculture, fishery and forestry	630	165	26.2	143	61	42.7	120	49	40.8	23	12	52.2
Mining and quarrying	176	71	40.3	27	16	59.3	24	16	66.7	3	1	33.3
Manufacturing	9,059	1,891	20.9	881	355	40.3	498	220	44.2	383	135	35.2
Electricity, gas and water	323	93	28.8	65	33	50.8	53	25	47.2	12	8	66.7
Construction	833	29	3.5	159	3	1.9	152	3	2.0	7	a	1.4
Wholesale and retail trade	8,416	798	9.5	314	52	16.6	183	29	15.8	131	23	17.6
Transportation, storage and communication	1,290	161	12.5	173	72	41.6	141	60	42.6	32	13	40.6
Financing, insurance, real estate and business services	4,893	1,829	37.4	308	58	18.8	208	36	17.3	100	22	22.0
Community, social and personal services	9,629	936	9.7	536	75	14.0	254	40	15.7	282	36	12.8
<b>Region</b>												
National Capital Region	17,853	3,095	17.3	1,461	401	27.4	917	246	26.8	544	155	28.5
Cordillera Administrative Region	411	38	9.2	23	8	34.8	15	7	46.7	8	2	25.0
Region I - Ilocos Region	1,026	119	11.6	41	5	12.2	25	4	16.0	16	1	6.2
Region II - Cagayan Valley	413	83	20.1	19	3	15.8	11	2	18.2	8	1	12.5
Region III - Central Luzon	2,198	331	15.1	97	30	30.9	61	23	37.7	36	7	19.4
Region IV - Southern Tagalog	3,424	640	18.7	271	88	32.5	141	50	35.5	130	38	29.2
Region V - Bicol Region	851	106	12.5	39	9	23.1	24	7	29.2	15	2	13.3
Region VI - Western Visayas	2,073	380	18.3	153	43	28.1	110	33	30.0	43	11	25.6
Region VII - Central Visayas	2,102	534	25.4	168	34	20.2	100	25	25.0	68	9	13.2
Region VIII - Eastern Visayas	464	83	17.9	23	5	21.7	14	3	21.4	9	1	11.1
Region IX - Western Mindanao	613	40	6.5	36	2	5.6	26	2	7.7	10	a	2.0
Region X - Northern Mindanao	1,230	191	15.5	80	25	31.2	53	19	35.8	27	6	22.2
Region XI - Southern Mindanao	1,995	258	12.9	167	66	39.5	118	51	43.2	49	14	28.6
Region XII - Central Mindanao	596	75	12.6	28	8	28.6	18	6	33.3	10	1	10.0
<b>Type of Ownership</b>												
With Foreign Capital	3,000	1,443	48.1	528	238	45.1	299	143	47.8	229	95	41.5
Without Foreign Capital	32,249	4,530	14.0	2,078	488	23.5	1,334	335	25.1	744	153	20.6
<b>Type of Market</b>												
Export-Oriented	3,300	1,207	36.6	664	306	46.1	357	185	51.8	307	120	39.1
Non-Export Oriented	31,949	4,766	14.9	1,942	420	21.6	1,276	292	22.9	666	128	19.2

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

a - Less than 500.

Source of data: Bureau of Labor and Employment Statistics, 1996 survey of Specific Groups of Workers