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## Updates

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### UNIONISM IN THE UTILITIES AND TRANSPORT INDUSTRIES: 1997



#### Union Profile

Of the 178 responding unions, 142 or 79.8 percent were in establishments owned solely by Filipino nationals while 36 or 20.2 percent were in companies with foreign capital. Unions were predominantly headed by males at 92.7 percent while females accounted for only 7.3 percent. Majority of the respondent unions (105 or 59.0%) were independent and only 73 (41.0%) were affiliated with federations.

Most of the respondent unions (77 or 43.2%) were organized more than a decade ago. Less than one-fifth (34 or 19.1%) were in operation for about seven to nine years. Unions which were in existence for 4-6 years accounted for 14.6 percent. While a total of 24 or 13.5 percent were newly organized or established within the past 3 years.

As to type of bargaining unit, a greater portion (95.5%) covered the rank and file employees while only 4.5 percent covered those in the supervisory level. Union membership totalled to 63,052, with males dominating their female counterparts by 3:1 ratio (42,138 vs 14,235). Table 1

#### Union Activities

Union leaders meet their members to discuss problems, issues and other matters affecting their welfare. In terms of their frequency, more than one-fourth (28.1%) held meetings irregularly. Some conducted once a month (19.7%), once every three months and once a year (18.0% each). Others had meetings once every six (6) months (14.6%).

This issue presents statistical information on the profile of 178 unions or about 43.0 percent of the total 414 active unions organized in establishments engaged in the electricity, gas, water and transportation, communication and storage industries as of the survey period. The topics covered were union-management relations, work negotiations and welfare benefits granted to union officers and members. This is the last of the four (4) series of issues on the results of the 1997 General Survey on Labor Organizations (GSLO) conducted by the Bureau of Labor and Employment Statistics (BLES).

Data presented herein excludes unions verified either as inactive or non-existent due to business closures or cannot be located due to change of address or transfer to another location.

Topics discussed during meetings were as follows: union financial report (68.6%), workplace matters in response to management proposal (66.3%), workplace matters raised by members of union (63.4%) and regular meeting report to members (61.1%).

Likewise, labor unions are duty bound to provide programs to improve members' well-being. Eight out of ten (87.1%) of the respondent unions conducted labor education seminars. Other programs launched by unions were the establishment of cooperatives (33.7%), conduct of skills training (26.4%), scholarship assistance (14.6%), housing program and provision of library (7.3% each).

Meanwhile, a total of 33 respondent unions were beneficiaries of the **Workers Organizations and Development Program (WODP)** of the DOLE. Some 27 (81.8%) unions received grants for the conduct of trainers training, creation/upgrading of library, and scholarships/educational assistance. A total of 19 unions (57.6%) have availed of loans under **Workers Entrepreneurship** to put up income generating projects and relending projects. Others were provided with livelihood skills trainings and the use of the WODP training center (21.2% each).

### Union-Management Relations

Majority of the respondent unions (117 or 65.7%) rated their relationship with management as satisfactory. Some 25.8% percent (46) gave unsatisfactory rating. Only 15 or 8.4 percent perceived their relationship as excellent or outstanding. The different factors considered by unions in giving the above rating were as follows:

Factors taken into consideration	Excellent (%)	Satisfactory (%)	Unsatisfactory (%)
Management concern/ treatment of employees	93.3	62.4	71.7
Benefits granted	53.3	72.6	52.2
Number of grievances	26.7	37.6	65.2
Openness of management	80.0	47.0	47.8
Morale of employees	66.7	43.6	65.2
Physical working environment	73.3	35.9	43.5
Termination/ Lay-off	26.7	28.2	52.2
Effect of labor-management committee formed	66.7	38.5	30.4
Quality of work performance	80.0	46.2	26.1

Worker's participation in decision-making were also considered relevant for a harmonious labor-management relations. Below is a table showing the frequency of union-management consultations by area of concern.

Area of Concern	Always (%)	Sometimes (%)	Never (%)
Staffing or manning plans	14.6	36.0	49.4
Wage and allowances increases	22.5	50.0	27.5
Physical working condition	24.7	39.3	36.0
Occupational health and safety	26.4	40.4	33.2
Introduction of new technology	10.7	33.1	56.2
Dismissals/ suspension	35.4	35.4	29.2
Labor contracting/ sub-contracting	7.9	21.9	70.2
Changes in work practices	15.2	44.4	40.4
Major change in product/service	9.6	26.4	64.0
Marketing strategies	7.3	15.7	77.0
Investment plans	3.4	15.2	81.5
Annual audited financial statement	12.9	19.7	67.4
Labor-Management Cooperation Schemes/Programs	27.5	34.8	37.6

## Work Negotiations

Almost three-fourths (73.6%) of the total respondent unions have existing CBAs. This is equivalent to about 131 unions having CBAs out of the total of 178. Some 61,596 workers were covered by CBAs. Of these, 91.0 percent (56,081) were union members and 9.0 percent (5,515) were non-union members. Table 1.

In negotiating demands with management, the union found difficulties in bargaining the following: increases in wages (64.5%) and allowances (42.1%), termination/dismissal policy and limitation of management prerogatives (33.6% each), job security clause (30.9%), disciplinary measures (29.6%), union security clause (28.3%), overtime payment (27.6%) and changes in work practices (26.3%).

About 13.5 percent (24) of the respondent unions with or without CBAs, have also forged other written agreements with management. These agreements include: creation of labor-management cooperation program (66.7%), formation of quality/productivity circles and provision for occupational health and safety measures (45.8% each), promotion of equal employment opportunities and training/staff development programs (41.7% each) and provision for termination/dismissals and technological change (33.3% each).

## Welfare Benefits

Special benefits and privileges are enjoyed by union officers. Officers of 59 unions (33.1%) were allowed by management to participate in seminars/conferences while 58 unions (32.6%) enjoyed the same privilege as provided in their CBAs. In 56 (31.5%) unions, officers were permitted by

management to go on educational/study leave.

Both monetary and non-monetary benefits were also provided to members as follows:

Economic Benefits	Percent
Burial aid	78.6
Separation/Retirement	72.5
Christmas bonus	71.8
Clothing allowance	64.1
Emergency loan	63.4
Medical/Dental allowance	63.4
Medical/Dental services	63.4
Death benefit	63.4
Hospitalization plan	61.8
Meal allowance/Subsidy	57.2
Medicines	57.2
Group life insurance	51.1
Health and safety shoes	55.0
Accident insurance	49.6
Sports/Recreation	46.6
Rice /Corn allowance	44.3

Moreover, leave benefits were also incorporated in most CBAs. The most common leave benefits include:

Leave Benefits	Percent
Vacation leave	92.4
Sick leave	91.6
Maternity leave	79.4
Paternity leave	73.3
Bereavement/Burial leave	61.1
Educational leave	30.5
Birthday leave	19.1
Sabbatical leave	7.6

**Table 1 - PROFILE OF RESPONDING UNIONS IN THE UTILITIES SECTOR  
AND TRANSPORT INDUSTRIES: 1997**

Indicator	Percent Share	Indicator	Percent Share
<b>Total Unions</b>	<b>178</b>		<b>100.0</b>
<b>Type of Ownership</b>		<b>Length of Existence</b>	
Wholly Filipino	79.8	1-3 years	13.5
With Foreign Capital	20.2	4-6 years	14.6
		7-9 years	19.1
<b>Status of Union</b>		10 years over	43.2
Independent	59.0	Not stated	9.6
Affiliated	41.0		
<b>Union President</b>		<b>Type of Bargaining Unit</b>	
Male	92.7	Supervisory	4.5
Female	7.3	Rank and File	95.5
<b>Union Membership</b>	<b>63,052</b>	<b>Union with CBA</b>	<b>131</b>
Male	66.8	Independent	51.1
Female	22.6	Affiliated	48.9
Not Stated	10.6	<b>Workers covered by CBA</b>	<b>61,596</b>
		Union Members	91.0
		Non-Union Members	9.0

**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**

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