



A closer look at UNIONS IN THE NATIONAL CAPITAL REGION

The following is a descriptive analysis of the unions in the National Capital Region (NCR), their profile and activities, status of union-management relations, work negotiations and welfare benefits enjoyed by their members. This is the 1st of the 5 series of issues on the results of 1997 General Survey on Labor Organizations (GSLO) conducted by the Bureau of Labor and Employment Statistics. The GSLO, conducted every 3 years was specifically designed to generate updated information on all registered labor unions nationwide. The 1997 round covered 3,837 active unions nationwide. Excluded are those unions classified either as inactive or non-existent due to business closures, and those whose offices cannot be located. Based on the survey, the total number of active unions in NCR is 1,889.

UNION PROFILE

A total of 945 unions (50%) of the total 1,889 active unions in the NCR as of June 30, 1997 were covered in this study. A large number of respondent unions (570 or 60.3%) were organized in Filipino-owned establishments. The rest (375 or 39.7%) were in establishments having foreign ownership. Majority (800 or 84.7%) were headed by men. As to their status, more than one-half (521 or 55.1%) were affiliated with federations and the remaining 424 or 44.9% were independent unions. A considerable number of respondent unions (424 or 44.9%) have been in active operation for 10 or more years. Comparatively new were some 253 unions organized during the 1990s.

Union membership totalling 205,937 were evenly distributed between independent unions (103,113) and affiliated unions (102,824). Disaggregated by sex, males accounted for the majority of union membership at 53.7 percent (110,630) while females constituted 38.8 percent (79,972). A large portion covered the rank and file employees (97.6%) while only 2.4 percent covered those in the supervisory level.

UNION ACTIVITIES

How often does union officers meet their members? It appears that meetings were conducted infrequently as shown by the statistics gathered from respondents.

A little over one-fourth of 945 respondent unions conducted their meetings irregularly (28.9%) and once every three months (26.3%). These meetings served as forum to discuss matters affecting its members. The following shows the distribution of unions by frequency of meetings conducted with their members.

<i>Frequency of Union Meetings</i>	<i>Percent</i>
<i>Once a month</i>	<i>16.9</i>
<i>Once every three (3) months</i>	<i>26.3</i>
<i>Once every six (6) months</i>	<i>12.8</i>
<i>Once a year</i>	<i>13.5</i>
<i>Irregularly</i>	<i>28.9</i>
<i>Not at all</i>	<i>1.5</i>

The most common topics discussed during meetings of 931 unions were the following:

Topics	Percent
<i>Financial report to members</i>	69.1
<i>Discussion on workplace matters in response to management proposal</i>	63.2
<i>Regular meeting report to members</i>	57.7
<i>Ratification of CBA</i>	57.0
<i>Discussion on workplace matters raised by members of union</i>	55.3
<i>Resolution of grievances</i>	54.1

As to programs being undertaken by unions to benefit their members, 792 or 83.8 percent of 945 unions conducted labor education seminars. Other programs included the following:

Programs Undertaken	Percent
<i>Labor education seminars</i>	83.8
<i>Establishment of cooperative/ credit union</i>	42.5
<i>Skills training</i>	21.0
<i>Housing program</i>	11.4
<i>Provision of library</i>	4.3
<i>Scholarship assistance</i>	8.6

Topics tackled in labor education seminars varied depending on the participants involved. Labor education seminars for **union officers** conducted by 792 unions mostly covered the following topics:

Topics	Percent
<i>CBA negotiation and contracts</i>	76.5
<i>Leadership</i>	54.5
<i>Labor and management</i>	51.8
<i>Labor relations</i>	51.3
<i>Prevailing labor laws and social legislation</i>	48.4

The same number of unions also offered labor education seminars to union members focusing on:

Topics	Percent
<i>Healthy and safe working conditions</i>	34.6
<i>Productivity and work attitude</i>	34.0
<i>CBA negotiation and contracts</i>	26.4
<i>Labor relations</i>	26.1
<i>Labor and management</i>	21.7

Concerning **Workers Organization and Development Program (WODP)** implemented by DOLE in 1994, only 107 (11.3%) of the 945 respondent unions have availed of the program. Of these, 71.0 percent (76 out of 107) availed of grants provided for the conduct of trainers training, creation/upgrading of library, and scholarship/educational assistance. Others availed of loans (workers entrepreneurship) for income generating and relending projects (45.8%), livelihood skills training (23.4%) and use of WODP training center (14%).

UNION-MANAGEMENT RELATIONS

Most of the 945 respondent unions (66.8%) assessed their relationship with management as satisfactory. About 24.9 percent gave unsatisfactory rating and only 8.4 percent gave excellent/outstanding rating. The following were the factors considered important by unions in rating labor management relations:

Factors	Percent
<i>Management concern/ treatment of employees</i>	63.5%
<i>Benefits granted</i>	62.4%
<i>Number of grievance</i>	48.4%
<i>Openness of management</i>	48.2%
<i>Morale of employer</i>	47.6%
<i>Physical working condition</i>	45.0%

By frequency of union-management consultations, 635 respondent unions revealed that management always consult the union in decision-making particularly on the following areas of concern:

<i>Dismissals/Suspensions</i>	51.3%
<i>Occupational health & safety</i>	41.2%
<i>Wage & allowance increases</i>	38.1%
<i>Physical working condition</i>	33.5%
<i>Labor-management cooperation scheme</i>	33.4%

A total of 814 unions opined that management occasionally consult the union. The following were the common areas touched during the consultation:

<i>Dismissals/Suspension</i>	49.1%
<i>Changes in work condition</i>	48.9%
<i>Physical working condition</i>	48.3%
<i>Occupational health & safety</i>	48.0%
<i>Wage & allowances increases</i>	44.8%

A large percentage of the respondent unions (912) reported that they were never consulted by management specifically on the following matters:

<i>Investment plan</i>	87.3%
<i>Annual audited financial statement</i>	78.1%
<i>Marketing strategies</i>	76.5%
<i>Labor contracting/ Subcontracting</i>	71.5%
<i>Major change in product/ Service</i>	62.7%
<i>Staffing or manning plans</i>	55.9%
<i>Introduction of new technology</i>	53.5%

WORK NEGOTIATIONS

Unions believed that having a collective bargaining agreement (CBA) gives employees greater chances of attaining for themselves just and humane

terms and conditions of employment. Hence, some 850 or 89.9 percent have concluded CBAs with management. The CBAs covered a total of 228,181 composed of 189,043 union members and 39,138 non-union members.

Benefits negotiated with management covers both economic and non-economic. Some 96.1 percent (908) unions found difficulties in bargaining for the following terms and conditions:

Terms and Conditions	Percent
<i>Wages</i>	58.2%
<i>Allowances</i>	25.6%
<i>Limitation of management prerogatives</i>	23.4%
<i>Job security</i>	22.2%
<i>Terminations/Dismissals</i>	19.0%
<i>Disciplinary measures</i>	18.3%
<i>Scope of bargaining unit</i>	17.5%
<i>Overtime pay</i>	17.3%

Aside from CBA, about 11.4 percent (108) of the respondent unions had forged other written agreements with management. These agreements include the following:

Coverage of Written Agreement	Percent
<i>Occupational health and safety</i>	45.4%
<i>Employees participation in decision-making</i>	40.7%
<i>Termination/Dismissals</i>	38.9%
<i>Labor-management cooperation program</i>	44.4%
<i>Equal employment opportunities</i>	34.3%

WELFARE BENEFITS

Union officers enjoyed special privileges/benefits from both the union and management. More than one-third (37.8%) of the 727 respondent unions sent their officers to training. Similarly, management through the CBA allowed union officers to

attend training programs (31.8%) and granted them educational leave (38.2%).

Likewise, union members were provided with a lot of benefits both economic and non-economic. The most common welfare benefits identified in 850 CBAs and their corresponding percentage shares are shown below:

Economic Benefits

<i>Burial aid</i>	78.8%
<i>Separation/Retirement benefit</i>	72.5%
<i>Emergency loan</i>	70.9%
<i>Medical/Dental service</i>	64.1%
<i>Death benefit</i>	63.8%
<i>Medicines</i>	62.4%
<i>Christmas bonus</i>	61.4%
<i>Hospitalization plan</i>	58.8%
<i>Sports/Recreational activities</i>	56.5%
<i>Medical/Dental allowance</i>	54.9%
<i>Clothing allowance</i>	50.0%

Leave Benefits

<i>Sick leave</i>	95.0%
<i>Vacation leave</i>	94.9%
<i>Maternity/paternity leave</i>	81.6%
<i>Bereavement/burial</i>	66.5%

**PROFILE OF RESPONDING UNIONS
IN NCR: 1997**

<i>Indicator</i>	<i>Number</i>	<i>Percent</i>
TOTAL	945	100.0
Type of Ownership		
<i>Wholly Filipino</i>	570	60.3
<i>With Foreign Capital</i>	375	39.7
Status		
<i>Independent</i>	424	44.9
<i>Affiliated</i>	521	55.1
Union Presidents		
<i>Male</i>	800	84.7
<i>Female</i>	141	14.9
<i>Not stated</i>	4	0.4
Union Members		
	205,937	100.0
<i>Male</i>	110,630	53.7
<i>Female</i>	79,972	38.8
<i>Not stated</i>	15,335	7.4
Length of Existence		
<i>1-3 years</i>	129	13.6
<i>4-6 years</i>	124	13.1
<i>7-9 years</i>	172	18.2
<i>10 years and over</i>	424	44.9
<i>Not stated</i>	96	10.2
Type of Bargaining Unit		
<i>Supervisory</i>	23	2.4
<i>Rank and File</i>	922	97.6

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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