



Manufacturing Industries . . . the unions they formed

This paper focuses on the profile of unions in the manufacturing sector. It also tackles the activities of unions, union-management relations, work negotiations and welfare benefits provided to union officers and union members.

This is the 2nd of the five (5) series of issues on the results of the 1997 General Survey on Labor Organizations (GSLO) which was conducted by the Bureau of Labor and Employment Statistics (BLES).

The 1997 survey round excludes those unions classified either as inactive or non-existent due to business closures, and those whose offices cannot be located.

The paper covers some 904 unions organized in establishments engaged in manufacturing. This number represents 47.1 percent of the total 1,920 active unions in the said sector.

359 unions (39.7%) were registered for 10 or more years. Those unions which were in existence for 1-3 years and 4-6 years accounted for about 14.0 percent each. A large portion of the responding unions (86.1%) were headed by males.

Union membership totalled to 54,595 or equivalent to 49.1 percent of 314,641 total employment of the establishments where the responding unions operate. Male union members were higher by 31.8 percentage points than female union members (62.6% vs. 30.8%). Union members recruited through close shop and open shop agreements with their employers accounted for 53.7 percent and 44.7 percent of the total membership, respectively.

Union Profile

Out of the 904 responding unions, 534 or 59.1 percent were formed in establishments owned wholly by Filipinos while 370 or 40.9 percent in companies with foreign capital. More than half (56.6% or 512) of these unions were affiliated with federations and the rest (43.3% or 392) were independently registered. Majority of the unions covered rank and file employees (97.6%) and a meager 2.4 percent had supervisors as bargaining unit. Some

Union Activities



Unions officers meet their members to discuss issues, problems and union programs/activities.

More than one-fourth (27.3%) of the responding unions revealed that general meetings were conducted quarterly. Some 228 unions (25.2%) reported that meetings were done irregularly. Others held meetings monthly (16.2%), semestral (15.5%) and annually (13.6%).

Close shop is an agreement whereby an employer shall hire only members of the union who must continue to remain members in good standing to keep their jobs.

Open shop is an agreement whereby an employer may hire any employee, union or non-union member, but the new employee must join the union within a specified time and remain a member in good standing.

Common topics tackled during meetings were as follows:

Topics	Number	Percent
Financial report	663	75.0
Workplace matters in response to management proposal	586	66.3
Regular meeting report to members	536	60.6
Workplace matters raised by members	527	59.6
Ratification of CBA	507	57.4
Resolution of grievances	481	54.4

Unions also undertook various programs for the benefit of union members. These programs were as follows:

Programs Undertaken	Number	Percent
Labor Education Program	788	94.9
Establishment of Cooperatives	389	46.9
Skills Training	217	26.1
Housing Program	91	11.0
Scholarship Assistance	86	10.4
Provision of Library	37	4.5
Others	43	5.2

Separate labor education programs were conducted for union officers and for union members. Union officers preferred discussions on CBA negotiations and contracts (78.3%), leadership (59.3%) and labor management cooperation (58.9%). On the other hand, labor education programs for union members covered health and safe working conditions (41.8%), productivity and work attitude (39.5%) and labor relations (27.7%).

Topics/Subjects	Number	Percent
For Union Officers		
CBA Negotiations and Contracts	617	78.3
Leadership	467	59.3
Labor Management Cooperation	464	58.9
Labor Relations	440	55.8
Health and Safe Working Conditions	416	52.8
For Union Members		
Health and Safe Working Conditions	329	41.8
Productivity and Work Attitude	311	39.5
Labor Relations	218	27.7
CBA Negotiations and Contracts	211	26.8
Labor Management Cooperation	207	26.3

In addition, some 153 responding unions availed of the **Workers Organization Development Program (WODP)** of the DOLE. Under this program, 113 unions (73.9%) were given grants to support union activities. Others availed of Trainers training grants (82 or 53.6%). Some 63 unions (41.2%) were given loans under **Workers Entrepreneurship** which were used by the union members in setting up livelihood projects.

Union-Management Relations

In the survey, the unions were also asked to rate the status of relationship between labor and management relations within the establishment. As a result, more than half (69.0% or 624) gave a satisfactory rating. A little less than one-fourth (23.1% or 209) rated the relationship between labor and management unsatisfactory. Merely 7.9 percent (71) gave an excellent/outstanding rate.

The unions considered the following factors in giving those ratings which include benefits granted (62.9%), management concern with workers (61.9%), physical working environment (47.1%), number of grievance (47.0%), openness of management (46.1%), morale of employees (45.8%) and others.

Asked on the frequency of the management consultation on various areas of concerns, the unions reported that management "always" consulted them particularly in the following areas: dismissals/suspensions (49.2%); occupational health and safety (46.8%); wage/allowance increases (38.5%); physical working conditions (35.9%); and labor management relations (33.3%).

The management "seldom or sometimes" asked the opinion of the unions regarding dismissals/suspensions (51.2%); physical working conditions (49.8%); changes in work practices (48.9%); occupational health and safety (48.0%); and wage/allowance increases (44.5%).

Many unions responded that they were "never" consulted on the following matters: investment plans (87.5%); marketing strategies (80.4%); annual audited financial statement (79.8%); labor contracting/subcontracting (68.1%); and major change in product/service (64.7%).

Work Negotiations

Out of the 904 responding unions, 91.6 percent or 828 had concluded Collective Bargaining Agreements (CBAs). A little over one-half (58.0%) were from unions affiliated

with federations and the rest (42.0%) emerged from independent unions.

These CBAs covered a total of 164,701 workers, of whom 86.0 percent (141,651) were union members and 14.0 percent (23,050) were non-union members.

During CBA negotiations, the unions found it difficult to negotiate matters pertaining to the following:

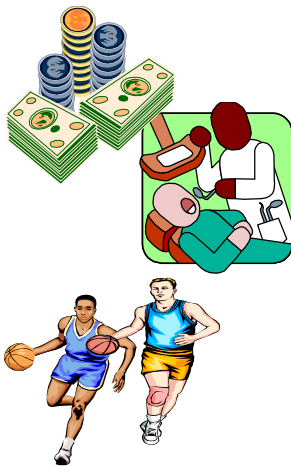
Terms and Conditions	Number	Percent
Wages	506	58.1
Job Security	218	25.0
Allowances	204	23.4
Limitations of management prerogatives	200	23.0
Overtime pay	162	18.6
Disciplinary measures	154	17.7
Union Security	153	17.6
Working Conditions	146	16.8
Termination/dismissals	144	16.5
Scope of bargaining unit	143	16.4

Aside from CBAs, some 13.3 percent (120) of the total responding unions have also forged written agreements with management. These agreements covered employee participation in decision-making (24.2%), occupational health and safety (23.3%), labor-management cooperation program (22.5%), terminations/dismissals (20.8%), equal employment opportunities (20.0%) and others.

Welfare Benefits

Union officers enjoy certain benefits provided by the union itself and management through their respective CBAs. Among the benefits were attendance to training programs (39.2%) as provided by unions and educational

study leave (38.6%), granted by the management.



Similarly, union members were granted with a variety of economic and non-economic benefits. These economic benefits which include both monetary and non-monetary were as follows:

Economic Benefits	Number	Percent
Burial Aid	641	77.4
Separation/Retirement Plan	570	68.8
Emergency Loan	567	68.5
Medicine	552	66.7
Death Benefits	528	63.8
Medical/Dental Services	527	63.6
Christmas Bonus	484	58.5
Hospitalization	469	56.6
Sports/Recreational Activities	466	56.3
Medical/Dental Allowances	445	53.7

Furthermore, non-economic benefits enjoyed by union members were in the form of vacation and sick leaves (94.0% each), paternity leave (79.8%), maternity leave (76.1%) and bereavement/burial leave (63.2%).

PROFILE OF RESPONDING UNIONS IN THE MANUFACTURING INDUSTRY PHILIPPINES: 1997

Indicator	Number	Percent
Total Number of Responding Unions	904	100.0
Type of Ownership		
Wholly Filipino	534	59.1
With Foreign Capital	370	40.9
Status		
Independent	392	43.4
Affiliated	512	56.6
Type of Bargaining Unit		
Supervisory	22	2.4
Rank and File	882	97.6
Length of Existence		
1 - 3 years	129	14.3
4 - 6 years	128	14.2
7 - 9 years	161	17.8
10 years and over	359	39.7
Not Stated	127	14.0
Union Presidents		
Male	778	86.1
Female	118	13.1
Not Stated	8	0.9
Union Members	154,595	100.0
Male	96,763	62.6
Female	47,588	30.8
Not stated	10,244	6.6

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

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