



Decent Work in the Philippines Statistics on Social Dialogue, Workers' and Employers' Representation (Fourth of a Series)



The International Labor Organization (ILO) in its advocacy to promote the Decent Work Agenda describes decent work as "integral to efforts to reduce poverty and is a key mechanism for achieving equitable, inclusive and sustainable development. Decent work involves opportunities for work that is productive and delivers a fair income, provides security in the workplace and social protection for workers and their families, and gives people the freedom to express their concerns, to organize and to participate in decisions that affect their lives". (ILO, Country Profile, 2012, Preface)

During the UN General Assembly in September 2015, decent work and the four pillars of the Decent Work Agenda became integral elements of the new 2030 Agenda for Sustainable Development. Specifically, Goal 8 of the 2030 Agenda for Sustainable Development Goals (SDGs) calls for the promotion of sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. (ILO, Decent Work – Decent Work and the SDG)

In September 2008, the ILO adopted a framework of Decent Work Indicators that was presented to the 18th International Conference of Labor Statisticians in December 2008. The Governing Body endorsed the proposal to test the framework by developing Decent Work Country Profiles to pilot countries that include the Philippines which was later made possible through the project "Monitoring and Assessing Progress on Decent Work" (MAP) in 2012, with funding from the the European Union.

The statistical measurement framework on decent work covers ten (10) substantive elements corresponding to the four (4) strategic pillars of the Decent Work Agenda, namely: employment opportunities; adequate earnings and productive work; decent hours; combining work, family and personal life; work that should be abolished; stability and security of work; equal opportunity and treatment in employment; safe work environment; social security; and, social dialogue, workers' and employers' representation. These elements of decent work were analyzed in the economic and social context to help determine what constitute decency in society as well as the extent to which the achievement of decent work enhances national economic, social and labor market performance. (ILO, Country Profile, 2012)

To facilitate efficient monitoring and assessment of progress towards decent work in the country, the Philippines through the Philippine Statistics Authority (PSA), maintains the Decent Work Statistics Philippines (DeWS-Philippines), a one-stop web-based portal for decent work statistics to widen awareness on decent work among policymakers, labor organizations and employers, researchers and the general public as well.

This issue of LABSTAT Updates presents statistics on one of the elements of decent work which is Social Dialogue, Workers' and Employers' Representation which focus on union density rate; collective bargaining coverage rate; strikes and lockouts; and tripartism. Related tables and metadata of statistical indicators on this issue can be downloaded at the DeWS-Philippines website at www.psa.gov.ph.

Decent Work Element on Social Dialogue, Workers' and Employers' Representation

- The ILO defines social dialogue to include all types of negotiation, consultation or exchange of information between, or among, representatives of governments, employers and workers, on issues of common interest relating to economic and social policy.

- In support of this mechanism, the Philippines, as stipulated in its Constitution, recognizes and guarantees workers' rights to self-organization and collective bargaining in order to promote and protect workers' interests and peaceful concerted activities, including the right to strike in accordance with the law.

- Available statistics on decent work element on social dialogue, workers’ and employers’ representation include union density rate; collective bargaining coverage rate; strikes/lockouts; and tripartism.

I. Union Density Rate

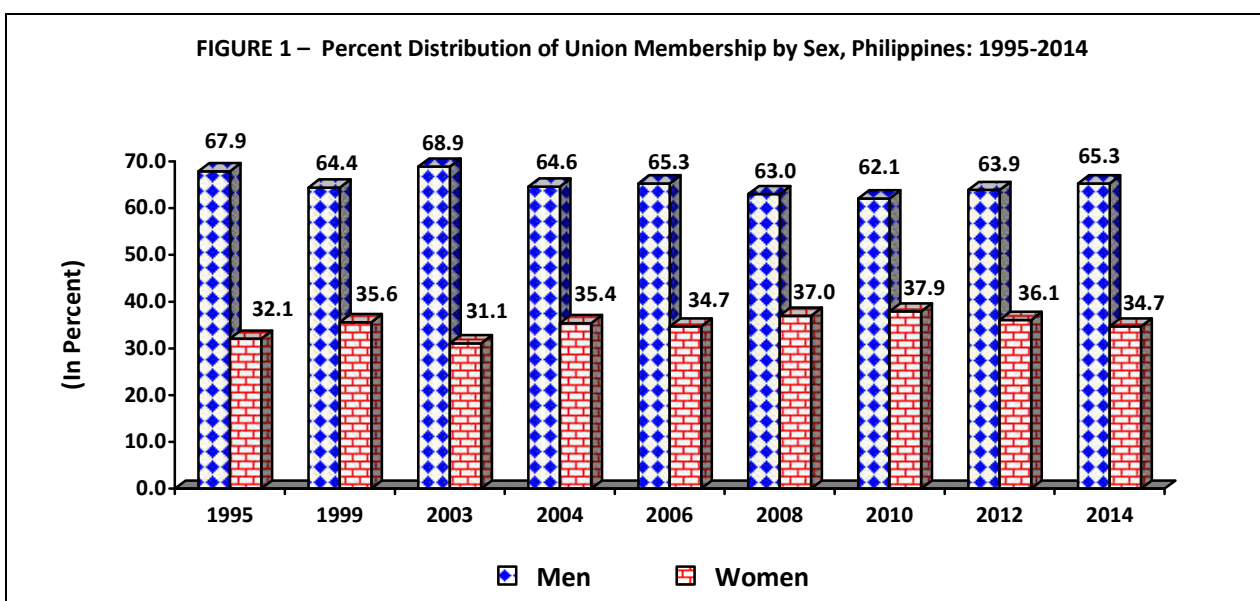
- The union density rate or the proportion of union membership to total employees in establishments employing 20 or more workers from 1995 to 2014 declined sharply from 30.5 percent to 7.7 percent. (Table 1)
- Classified by sex, men accounted for the higher share of union density rates than women over time. While men posted union density rates of 32.5 percent and 8.2 percent in 1995 and 2014 respectively, women recorded corresponding lesser union density rates of 27.0 percent and 6.8 percent, respectively.
- Given the initial coverage of the survey to only include non-agricultural establishments from 1995 to 2010, the industry sector reported higher union density rates compared to services sector both of which declined from 1995 to 2010. Specifically, the union density rates for the industry sector and services sector decreased from 38.8 percent to 15.7 percent and

from 23.6 percent to 7.9 percent in 1995 and 2010, respectively.

- With the inclusion of agricultural establishments in the survey from 2012 and 2014, the agriculture sector registered the highest but declining union density rates among sectors at 23.1 percent (2012) and 13.3 percent (2014), respectively.
- The union density rates in both the industry and services sectors likewise dwindled from 2012 to 2014.

A. Percent Distribution of Union Membership

- Men comprised majority of total union membership during the period 1995 to 2014 ranging from a high of 68.9 percent in 2003 to a low of 62.1 percent in 2010.
- Its trend, however, followed a fluctuating pattern over time. With the growing participation of women in unionism, the percent share of male union members to total union membership declined from 67.9 percent in 1995 to 65.3 percent in 2014.
- Meanwhile, women’s participation in unionism grew from 32.1 percent in 1995 to 34.7 percent in 2014 (Figure 1)



Source of data: Philippine Statistics Authority, BLES Integrated Survey/Integrated Survey on Labor and Employment and Industrial Relations at the Workplace Survey.

- Breakdown by sector showed that the share of union members in the industry sector declined from 57.8 percent in 1995 to 43.8 percent in 2014. Union workers in the services sector, on the other hand, grew from 42.2 percent in 1995 to 46.8 percent in 2014. (Table 2)
- Meanwhile, union membership in the agriculture sector accounted for 10.5 percent and 9.4 percent of total union members in 2012 and 2014, respectively.

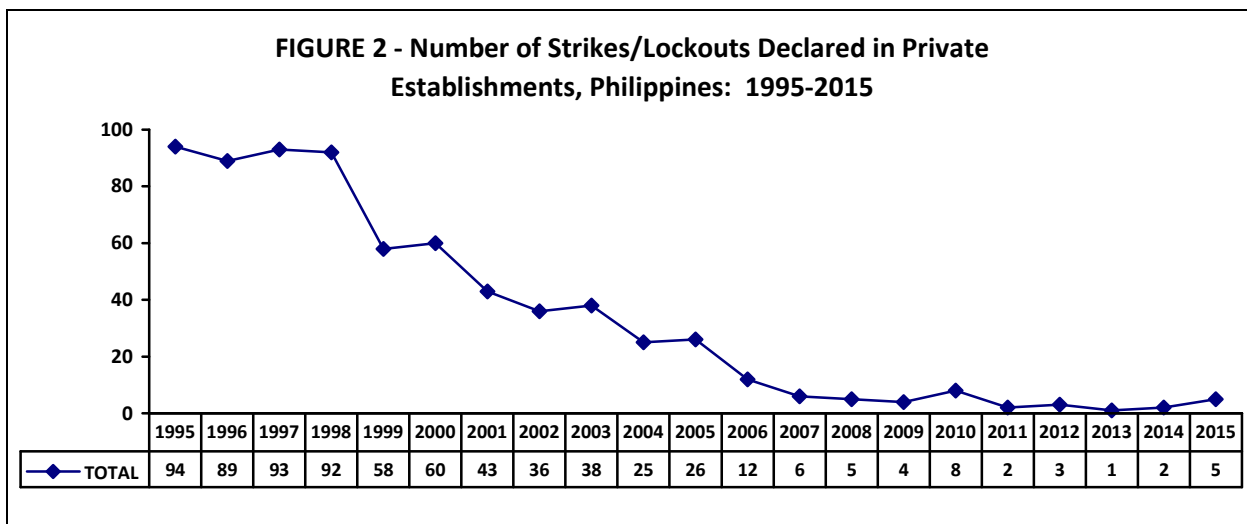
II. Collective Bargaining Coverage Rate

- With union density rates of establishments in the decline, the collective bargaining coverage rate or the number of total employees covered by CBAs as a percentage share of total employees likewise dropped from 19.7 percent in 2003 to 8.1 percent in 2014. (Table 3)
- Classified by sex, the collective bargaining rates for men were higher compared to their female counterparts. While the share of male employees covered by CBAs was posted at 10.8 percent and 8.8 percent in 2012 and 2014, the share of female employees was registered at 9.5 percent and 7.1 percent, respectively during the same period.
- This downward trend was likewise reported in all the three major

sectors. Specifically, the collective bargaining rates for the industry sector declined from 23.2 percent in 2003 to 12.4 percent in 2014; the services sector from 16.7 percent in 2003 to 5.7 percent in 2014; and the agriculture sector from 23.1 percent in 2012 to 14.1 percent in 2014.

III. Strikes/Lockouts

- The climate of industrial relations had definitely improved from 1995 to 2015 as the occurrence of strikes/lockouts over the period drastically improved from 94 cases in 1995 to only five cases in 2015. (Figure 2)
- With the implementation of D.O. 107 of the Department of Labor and Employment in 2010 or the Single Entry Approach (SEnA), an alternative dispute resolution that provides a speedy, impartial, inexpensive and accessible settlement procedure of all labor issues and conflicts to prevent them from developing into full blown disputes, the number of strikes/lockouts declared remained low from 2011 to 2015.
- A yearly drop in the number of strikes/lockouts was declared from 1995 to 2006, and single digit cases of strikes/lockouts were registered from 2007(6 cases) to 2015 (5 cases) with the lowest count staged in 2013 (1 case).



Sources of data: National Conciliation and Mediation Board, Administrative records.

- Among sectors, high proportions of total strikes/lockouts were staged in the industry sector which accounted for shares ranging from a high of 80.8 percent (21 out of 26 cases) in 2005 to a low of 50.0 percent (1 out of 2 cases) in 2011 and 2014. (Table 4)
- This was followed by the services sector with shares ranging from 66.7 percent (2 out of 3 cases) in 2012 to 15.4 percent (4 out of 26 cases) in 2005, though no strike/lockout was staged in the sector in 2009 and 2013.
- Meanwhile, the share of agriculture sector to total strikes/lockouts ranged from 33.3 percent in 2012 to 2.2 percent in 1997-1998.

A. Rates of Days Not Worked Per 1,000 Employees in Private Establishments

- The indicator on the rates of days not worked per 1,000 employees in private establishments is a measure on the severity of strikes/lockouts which is "considered to be among the most useful measures of comparing strike information at both the national and international levels". (ILO Decent Work Country Profile: Philippines, 2012)
- The number of workdays lost or days not worked by workers as an after effect of strikes/lockouts went down sharply from 69.6 days in 1995 to only one-third day (0.3) day in 2015. (Table 4)
- The decline in the rate of days not worked during the period 1995 to 2015 was most apparent in the industry sector which initially recorded the highest rate of days not worked among sectors at 152.7 days in 1995, the duration of which eventually

severely slumped to only 1 day in 2015.

- This diminishing trend in workdays lost was likewise observed in the services and agriculture sectors which exhibited a drop from 37.6 days to 0.1 day (services sector) and from 1.8 days to no workdays lost (agriculture sector).

IV. Tripartism

- In an effort to recognize the shared responsibility between workers and employers and the role of the state in regulating the relations between workers and employers, tripartism or the representation of workers and employers in policy-making decisions of the government was developed in the form of *Tripartite Industrial Peace Councils (TIPCs)* as well as *Industry Tripartite Councils (ITCs)*.
- These councils institutionalize the conduct of social dialogues and tripartite consultations at the national, regional, city/municipal and provincial levels on policies and programs affecting labor and management.

A. Existing Industry Tripartite Councils (ITCs) and Voluntary Codes of Good Practices Adopted

- With the creation/reactivation of 10 ITCs in 2016, there were a total of 294 existing ITCs established nationwide as of 2016. This is a sizeable increase compared to the 70 existing ITCs in 2010. (Table 5)
- Meanwhile, the adoption of various industry voluntary codes of good practices is another positive development in the social partnership between management and labor.

- Specifically, these good practices are set of agreements that define the tripartite partners' shared responsibility in settling differences in the spirit of self-governance and self-regulation, thus further enhancing the tripartite engagement of the social partners in the industry.
- Started in 2010, the number of adopted industry-level voluntary codes of good practices followed an increasing to decreasing trend from 2010 to 2016. Reaching its peak in 2012 with 45 good practices, these codes of good practices as implemented by social partners diminished to 8 good practices in 2016.

Metadata of Statistical Indicators on Social Dialogue, Workers' and Employers' Representation

Indicator	Disaggregation	Description and Technical Notes	Data Source	Remarks
Union density rate	Total, men, women; Branch of economic activity	All establishments employing 20 or more workers. Before 2012, non-agricultural only. Indicator defined as: <i>Total employees who are union members as a percentage share of total employees.</i>	PSA, BITS/ Industrial Relations at the Workplace Survey (IRWS) / ISLE/LFS	The conduct of BITS started in 2003; it is not done annually. With the creation of PSA in 2013, BITS is now known as ISLE starting 2014. Data on union membership used to be collected through the IRWS; available for 1995 and 1999. Services exclude public administration and defense, compulsory social security; public education and health; and extra-territorial organizations and bodies.
Collective bargaining coverage rate	Total, men, women; Branch of economic activity	All establishments employing 20 or more workers. Before 2012, non-agricultural only. Indicator defined as: <i>Total employees covered by CBAs as a percentage share of total employees.</i>	PSA, BITS/ IRWS/ISLE/ LFS	Data on CBA coverage used to be collected through the IRWS; available for 1999.
Strikes and lockouts/rates of days not worked	Branch of economic activity	Indicators defined as: 1) <u>Strike</u> - any temporary stoppage of work by the concerted action of employees as a result of an industrial or labor dispute. It excludes general strike, political strike, mass leave, sympathy strike and the like; <u>Lockout</u> - temporary refusal of an employer to furnish work to his employees as a result of an industrial or labor dispute. 2) Rates of days not worked - total days not worked by workers involved due to strikes and lockouts divided by employees in private establishments, then multiplied by 1,000.	National Conciliation and Mediation Board (NCMB), Administrative records PSA, LFS	Government workers are not allowed to go on strike.

Metadata of Statistical Indicators on Social Dialogue, Workers' and Employers' Representation

Tripartite Industrial Peace Councils/ Industry Tripartite Councils created/ reactivated		Indicator defined as: Tripartite councils that serve as fora for tripartite advisement and consultations among labor, employers and government sectors in the formulation of labor and employment policies.	DOLE-Bureau of Labor Relations (BLR), Administrative records	
Voluntary Codes of Good Practice adopted		Indicator defined as: <i>A set of agreements that define the tripartite partners shared responsibility in settling differences in the spirit of self-governance and self-regulation, thus further enhancing the tripartite engagement of the social partners in the industry.</i>	DOLE-BLR, Administrative records	

References:

1. Philippine Statistics Authority Decent Work Statistics (DeWS) – Table 11 Social Dialogue, Workers' and Employers' Representation (Philippine database). Retrieved from http://dews.psa.gov.ph/Resources/Summary/ELEMENT%2011_summary.pdf
2. International Labour Organization, Decent Work Indicators - Guidelines for producers and users of statistical and legal framework indicators, September 2013. (<http://labstat.psa.gov.ph/dews/>)
3. International Labor Office, Decent Work Country Profile: The Philippines– Geneva: ILO, 2012.
4. International Labour Organization (ILO) Decent Work – Decent Work and Sustainable Development Goals (<http://www.ilo.org/global/topics/decent-work/lang--en/index.htm>)

FOR INQUIRIES

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 Or visit our website at <http://www.psa.gov.ph>

TABLE 1 - Union Density Rate by Sex and Sector, Philippines: 1995 – 2014

INDICATOR	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Union Density Rate (%)	30.5	..	..	..	..	..	..	..	20.2	16.3	..	..	..	12.5	..	10.6	..	9.9	..	7.7
Men	32.5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10.5	..	8.2
Women	27.0	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9.0	..	6.8
Agriculture	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	23.1	..	13.3
Industry	38.8	..	..	..	..	..	..	..	22.7	20.1	..	..	..	16.8	..	15.7	..	13.2	..	11.2
Services	23.6	..	..	..	..	..	..	..	18.1	13.3	..	..	..	9.9	..	7.9	..	7.2	..	5.5

Notes: 1. The survey covered establishments employing 20 or more workers.

2. See attached Metadata of Statistical Indicators on Decent Work for definitions and other information.

Source of data: Philippine Statistics Authority, BLES Integrated Survey/Integrated Survey on Labor and Employment and Industrial Relations at the Workplace Survey.

**TABLE 2 - Percent Distribution of Union Membership by Sex and Sector, Philippines: 1995 – 2014
(In Percent)**

INDICATOR	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Total Union Membership (000)	692	..	..	..	541	..	..	..	521	389	..	401	..	373	..	319	..	371	..	340
Union Membership	100.0	..	..	..	100.0	..	..	..	100.0	100.0	..	100.0	..	100.0	..	100.0	..	100.0	..	100.0
SEX																				
Men	67.9	..	..	..	64.4	..	..	..	68.9	64.6	..	65.3	..	63.0	..	62.1	..	63.9	..	65.3
Women	32.1	..	..	..	35.6	..	..	..	31.1	35.4	..	34.7	..	37.0	..	37.9	..	36.1	..	34.7
SECTOR																				
Agriculture	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10.5	..	9.4
Industry	57.8	..	..	..	59.4	..	..	..	50.9	54.0	..	54.4	..	50.5	..	51.9	..	43.9	..	43.8
Services	42.2	..	..	..	40.6	..	..	..	49.1	46.0	..	45.6	..	49.5	..	48.1	..	45.6	..	46.8

Notes: 1. The survey covered establishments employing 20 or more workers.

2. See attached Metadata of Statistical Indicators on Decent Work for definitions and other information.

Source of data: Philippine Statistics Authority, BLES Integrated Survey/Integrated Survey on Labor and Employment and Industrial Relations at the Workplace Survey.

TABLE 3 - Collective Bargaining Coverage Rate by Sex and Sector, Philippines: 2003 – 2014

INDICATOR	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Collective Bargaining Coverage Rate	19.7	17.3	..	..	..	13.1	..	10.9	..	10.3	..	8.1
SEX												
Men	..	..	..	..	..	..	..	..	..	10.8	..	8.8
Women	..	..	..	..	..	..	..	..	..	9.5	..	7.1
SECTOR												
Agriculture	..	..	..	..	..	..	..	..	..	23.1	..	14.1
Industry	23.2	21.1	..	..	..	17.4	..	15.9	..	13.5	..	12.4
Services	16.7	14.5	..	..	..	10.5	..	8.3	..	7.6	..	5.7

Notes: 1. The survey covered establishments employing 20 or more workers.

2. See attached Metadata of Statistical Indicators on Decent Work for definitions and other information.

Source of data: Philippine Statistics Authority, BLES Integrated Survey/Integrated Survey on Labor and Employment.

TABLE 4 - Strikes/Lockouts Declared and Rates of Days Not Worked Per 1,000 Employees in Private Establishments by Sector: 1995 – 2015

INDICATOR	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Strikes/ Lockouts	94	89	93	92	58	60	43	36	38	25	26	12	6	5	4	8	2	3	1	2	5
SECTOR																					
Agriculture	3	3	2	2	-	2	-	-	3	1	1	1	-	1	1	1	-	1	-	-	-
Industry	68	63	65	57	32	36	32	22	25	16	21	7	4	3	3	5	1	-	1	1	3
Services	23	23	26	33	26	22	11	14	10	8	4	4	2	1	-	2	1	2	-	1	2
Rates of Days Not Worked Per 1,000 Employees in Private Establishments	69.6	57.1	71.2	58.9	23.0	32.4	19.9	34.0	13.3	4.3	10.1	3.5	0.9	2.9	0.5	2.3	0.2	..	0.1	0.1	0.3
SECTOR																					
Agriculture	1.8	0.2	1.1	14.8	-	4.5	-	-	0.8	0.7	0.4	0.1	-	4.4	0.2	0.4	-	0.1	-	-	-
Industry	152.7	125.2	169.2	106.1	51.6	78.8	45.8	77.3	21.8	10.6	17.2	9.5	1.6	3.4	1.5	7.4	..	-	0.2	0.1	1.0
Services	37.6	28.7	19.8	40.7	12.5	11.1	10.2	18.5	13.4	1.7	9.6	1.1	1.0	1.9	-	0.1	0.5	..	-	0.1	0.1

Notes: 1. Annualized data for 2014 from the Labor Force Survey is the average of estimates for April, July and October survey rounds. The estimates for these rounds exclude data for Leyte province only while that of January round exclude Region VIII.

2. Annualized data for 2015 from the Labor Force Survey is the average of estimates for January, April, July and October survey rounds that exclude data for Leyte Province. The use of the four survey rounds that exclude Leyte was based on the results of the referendum conducted among members of the Inter-Agency Committee on Labor and Productivity Statistics.

3. See attached Metadata of Statistical Indicators on Decent Work for definitions and other information.

Sources of data: National Conciliation and Mediation Board, Administrative records.
Philippine Statistics Authority, Labor Force Survey.

TABLE 5 – Existing Industry Tripartite Councils (ITCs) and Voluntary Codes of Good Practices Adopted, Philippines: 1996 - 2016

INDICATOR	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016*
Tripartite Industrial Peace Councils Created/ Reactivated	..	..	..	..	..	..	..	8	9	25	14	7	1	5	11	9	7	6	-	1	1
Industry Tripartite Councils Created/ Reactivated	18	16	18	16	22	15	16	17	20	6	5	8	5	26	15	71	62	18	43	24	10
Existing Industry Tripartite Councils	..	..	..	..	..	..	..	..	..	..	..	..	..	..	70	141	203	221	264	288	294 ^a
Voluntary Codes of Good Practices Adopted	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	33	45	35	37	21	8

* Updated as of June 2017.

Notes: 1. The survey covered establishments employing 20 or more workers.

2. See attached Metadata of Statistical Indicators on Decent Work for definitions and other information.

a Some regions had merged their existing Industry Tripartite Councils.

Source of data: Department of Labor and Employment, Bureau of Labor Relations, Administrative records.