

**1. WHAT ARE
THE TYPES OF
UNION IN THE
PHILIPPINES?**

Unions in the Philippines are classified into two (2) types or sectors; *PUBLIC* and *PRIVATE*.

- **PUBLIC SECTOR UNION** or **PUBLIC EMPLOYEES ORGANIZATION** refers to any organization, union or association of employees in the agencies of government which exist in whole or in part for the purpose of collective negotiations or mutual aid, interest, cooperation and protection.
- **PRIVATE SECTOR UNION** or **LABOR ORGANIZATION** refers to any union or association of employees in the private sector which exist in whole or in part for the purpose of collective bargaining or mutual aid, interest, cooperation, protection or other lawful purposes.

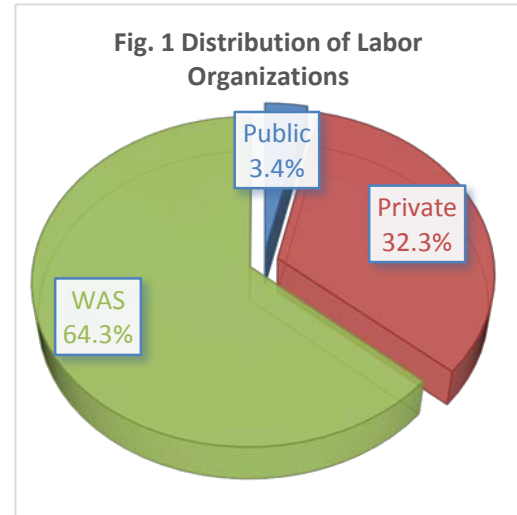
Labor organizations are classified into two FORMAL and INFORMAL SECTOR.

- Formal sector refers to organization with employee-employer relationship, also known as *Enterprise-Based Unions* it is composed of Chartered Local, Affiliate and Independent Unions.
- Informal sector refers to organization with no definite employer.

2. HOW MANY REGISTERED LABOR ORGANIZATIONS ARE EXISTING IN THE COUNTRY?

As of September 2013, there are a total of **52,126** existing registered Labor Organizations with more than **3.2 million** memberships across the country with the following disaggregation:

- *Private Sector Unions*: **32.3%** of the total organizations with **16,828** unions and **1,391,621** members;
- *Public Sector Unions*: **3.4%** with **1,776** unions and **462,835** members, and
- *Workers Associations*: remaining **64.3%** with **33,522** total associations with **1,429,966** members.



3. **HOW MANY REGISTERED LABOR ORGANIZATIONS ARE THERE IN THE PRIVATE SECTOR?**

PRIVATE SECTOR UNIONS

- A total of **16,828** Private Sector Unions composed of **10** *Labor Centers*, **3** *Industry Unions*, **135** *Federations* and **16,680** *Enterprise Based Unions*.
- Enterprise Based Unions are broken down as follows:
 - **8,713** *Chartered Local Unions* with **485,165** reported members; these are unions that acquired legal personality through the issuance of a chartered certificate by a duly registered federation or national union; and
 - **604** *Affiliates* with **156,562** reported members; these are independent unions affiliated with federation, national union or chartered local which was subsequently granted independent registration but did not disaffiliate from its federation.
 - **7,363** *Independent Unions* are also recorded with **752,209** reported members; these are unions that acquired legal personality through independent registration.

Enterprise Based Unions: Total of 16,680 categorized into:

- a) Federated Unions;
 - 9,317 or 56%
 - 641,727 members or 46%
- b) Independent Unions
 - 7,363 or 44%
 - 752,209 members or 54%

Fig. 2 Distribution of Enterprise Based Unions

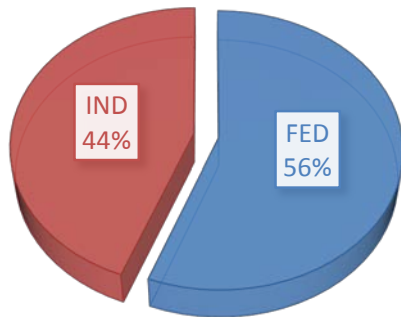
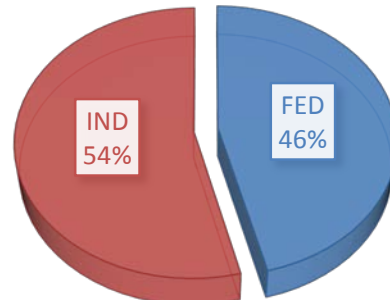


Fig. 3 Distribution of Enterprise Based Unions Members



CURRENT LABOR ORGANIZATION STATISTICS (continued)

Table 1. Number of existing Enterprise-Based Unions from 2007-2013

YEAR	Chartered Locals		Affiliates		Independent Unions		Enterprise-Based Unions	
	Union	Members	Union	Members	Union	Members	Union	Members
2007	7,821	424,912	589	155,355	6,871	711,985	15,281	1,292,252
2008	7,969	433,517	590	155,459	6,931	717,265	15,490	1,306,241
2009	8,153	445,392	594	155,829	7,078	726,141	15,825	1,327,362
2010	8,328	457,328	599	156,302	7,198	737,751	16,125	1,351,381
2011	8,483	470,548	603	156,458	7,300	747,191	16,386	1,374,197
2012	8,598	479,912	605	156,644	7,338	750,931	16,541	1,387,487
2013*	8,713	485,165	604	156,562	7,363	752,209	16,680	1,393,936

*As of September 2013

Note: Based on the received registrations documents from the regional offices.

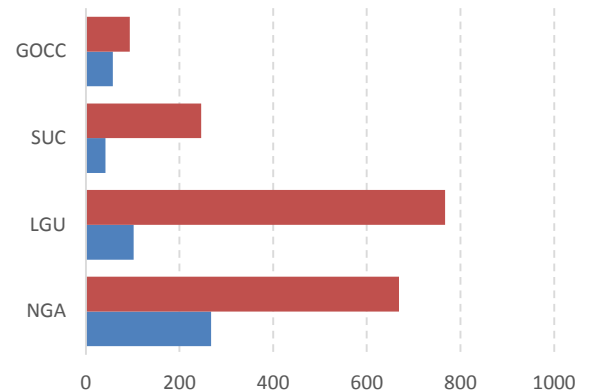
Enterprise-Based Unions is the total number of Chartered Local, Independent and Independently Affiliated Unions.

4. HOW MANY EMPLOYEES' ORGANIZATIONS IN THE PUBLIC SECTOR ARE REGISTERED?

EMPLOYERS' ORGANIZATIONS IN THE PUBLIC SECTOR

- **1,765** registered *Public Sector Unions* with **462,835** members
 - **43.2%** or 767 unions are in the *Local Government Unit* with **98,746** members; *these include Local Universities/Colleges*
 - **37.7%** or 669 unions belong to the *National Government* with **262,261** members
 - **13.9%** or 246 unions in various *State Universities and Colleges* with **39,877** members and
 - **5.3 %** or 94 unions in *Government Owned and Controlled Corporations* with **61,951** members.

Fig. 4 Distribution of Public Sector Unions and Members



	NGA	LGU	SUC	GOCC
■ Unions	669	767	246	94
■ Members ('000)	268	102	42	57

**5. HOW MANY
WORKERS'
ORGANIZATIONS
ARE
REGISTERED?**

WORKERS ASSOCIATIONS

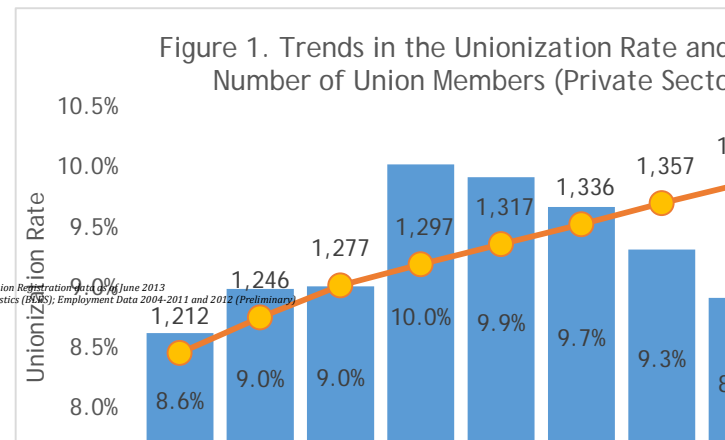
➤ There are **32,522** Workers Associations with **1,429,966** members recorded as of September 2013. Workers Associations refers to an association of workers organized for mutual aid and protection of its members or for any legitimate purpose other than collective bargaining.

**6. IS THE NUMBER
OF UNION
MEMBERS
INCREASING?**

YES. Data from 2007-2013 shows that there is an **average increase of 1.55%** of unionized workers in **private sector unions** and an **average increase of 4.9%** of unionized worker in **public sector unions**.

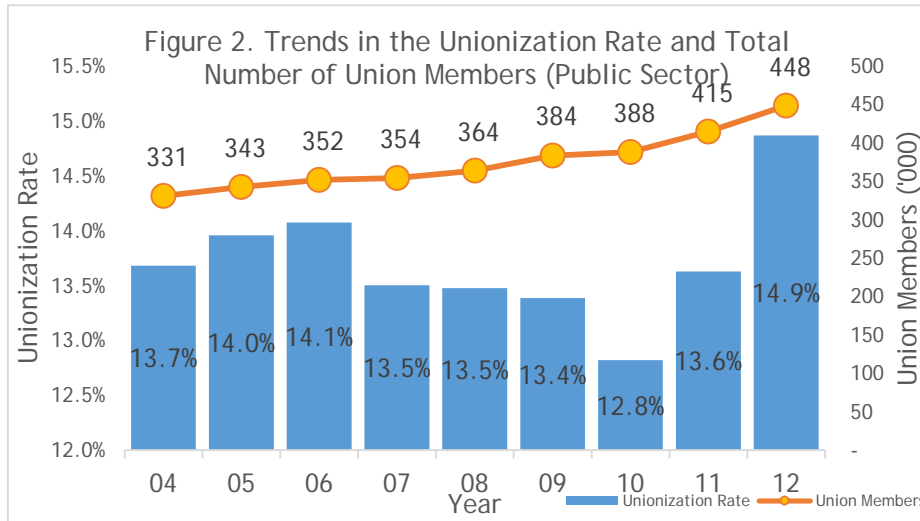
7. WHAT IS THE UNIONIZATION RATE IN THE PHILIPPINES?

From 2004-2012, unionization rate peaked in 2007 for the private sector with 10% total salaried workers, while the lowest was recorded in 2004 with 8.6%. Over the time period it gradually decreased from 9.9% in 2008; 9.7% in 2009; 9.3% in 2010; 8.9% in 2011 and 8.5% in 2012. (See Figure 1)



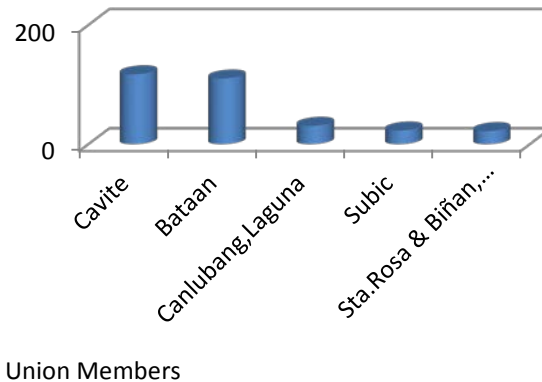
Source of Data: Bureau of Labor Relations (BLR); Union Registration Data as of June 2013
Bureau of Labor & Employment Statistics (BLES); Employment Data 2004-2011 and 2012 (Preliminary)

Over the same period, public sector unionization rate recorded its highest in 2012 with 14.9% of total number of public servants, while the lowest was in 2010 with 12.8%. A growth in union membership is seen over the past years due to the registrations of unions under the national government agencies. (See Figure 2)



Source of Data: Bureau of Labor Relations (BLR); Union Registration data as of June 2013
Bureau of Labor & Employment Statistics (BLES); Employment Data 2004-2011 and 2012 (Preliminary)

8. HOW MANY UNIONS ARE IN THE ECOZONES?



There are **392** registered unions operating in Economic Zones with **39,701** members as of September 2013

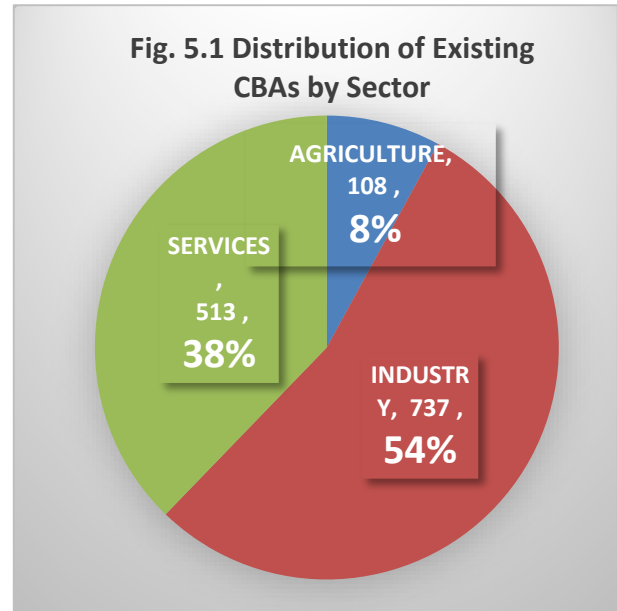
- *Cavite Economic Zone* (Rosario) has:
 - 117 union members
- *Bataan Economic Zone* in Mariveles, Bataan has:
 - 110 unions members
- Carmelray Industrial Park in Canlubang, Laguna has:
 - 31 union members
- Subic Shipyard Special Economic Zone in Subic, Zambales has:
 - 23 union members
- Laguna Technopark Inc. in Sta. Rosa & Biñan, Laguna have:
 - 22 union members

CBA's and CBA coverage and Sectoral Distribution

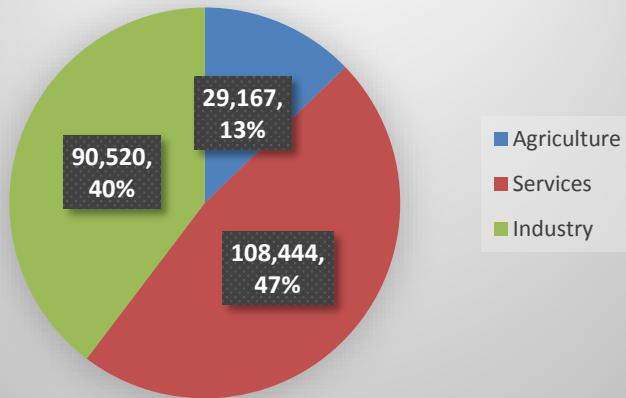
- 1,375 existing registered nationwide or 8.2% of 16,680 Enterprise-Based Unions
 - 803 or 58% negotiated by Affiliated Unions
 - 572 or 42 % negotiated by Independent Unions
- 227,049 members covered or 16.4% of 1,393,936 of total union membership, or for every 100 union members 16 are covered by the CBA.
 - 123,592 members or 54% are from affiliated unions
 - 103,457 or 46% are from independent unions

9. HOW MANY OF THESE UNIONS HAVE CBAs / CNAs?

- Of the **16,680** registered Enterprise-Based Unions or unions operating in private establishments there are **1,375** registered CBAs covering **227,049** members.
- Majority of the CBAs were negotiated by Affiliated Unions (**803 or 58%**) while the remaining **42% or 572** CBAs belong to Independent Unions.
 - Agriculture, Hunting & Forestry which have the most number of CBAs (**101**) in the Agriculture sector;
 - Manufacturing in Industry sector have **657** CBAs;
 - Transport, Storage and Communications (**148**) in Services sector



**Fig. 5.2 Distribution of Workers
Coverage of the Existing CBAs by Sector**



- In terms of CBA workers coverage,
 - Agriculture, Hunting & Forestry have the most members (**27,462**) in the Agriculture sector;
 - Manufacturing in Industry sector have **72,649** members;
 - Transport, Storage and Communications with **37,471** in the Services sector.
- In addition to, a total of 118 Collective Negotiation Agreements (CNAs) were recorded with 28,092 workers covered.

10. HOW MANY CBAs WILL SOON EXPIRE?

Table 3. Number of Expiring CBAs by Year (2011-2016)*

YEAR	No. of CBA	Workers Covered
2013	90	16,155
2014	419	72,154
2015	366	61,665
2016	238	35,965
2017	215	36,348

* Based on the registration documents received by BLR as of September 2013

LIST OF COLLECTIVE BARGAINING AGREEMENTS WITH ANTI-SEXUAL HARRASSMENT PROVISION

	Company	CBA Duration		Workers Coverage		
		Effectivity	Expiration	Total	Male	Female
EXPIRED						
1	TEMIC AUTOMOTIVE INC.	01-Jan-08	31-Dec-09	704	331	373
2	ASIATRUST DEVELOPMENT BANK	01-Jun-06	31-May-11	111	48	63
3	COKALIONG SHIPPING LINES, INCORPORATED	01-Aug-06	01-Aug-11	250	201	49
4	PHILIPPINE SALVAGE CONSTRUCTION & TRADING CORPORATION	01-Jan-07	31-Dec-11	13	10	3
	MANILA CENTRAL UNIVERSITY-FILEMON D. TANCHOCO MEDICAL FOUNDATION					
5	(MCU-FDTMF)	15-Mar-09	14-Mar-12	380	100	280
6	SPC POWER CORPORATION	31-May-10	25-Mar-12	151	144	7
7	MENDCO DEVELOPMENT CORPORATION	15-May-07	14-Apr-12	76	48	28
8	LAPU-LAPU RESORT AND DEVELOPMENT CORPORATION (TAMBULI BEACH CLUB)	14-Jun-09	13-Jun-12	80	60	20
9	LIMTONG PRESS INCORPORATED	30-Jun-07	29-Jun-12	39	25	14
10	BEST PRINT TEXTILE FINISHING CORPORATION	04-Dec-09	04-Dec-12	94	88	6
11	ROSE PHARMACY INCORPORATED	01-Jul-08	30-Jun-13			
EXISTING						
1	CEBU EASTERN COLLEGE	01-Jun-09	31-May-14	33	5	28
2	HIDECO SUGAR MILLING CO., INC.	01-Jul-09	30-Jun-14	61	52	9
3	EDISON ELECTRIC INTEGRATED, INC.	01-Sep-09	31-Aug-14	45	28	17
4	BILIRAN ELECTRIC COOPERATIVE, INC.	01-Sep-09	31-Aug-14	43	36	7
5	CENTRAL LUMBER CORPROATION	01-Jan-11	31-Dec-15	85	85	0