

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

Unions in the Philippines are classified into two (2) types of sectors: public and private.

- **Public Sector Union or Public Employees Organization** refers to any organization, union or association of employees in the agencies of the 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 further classified into two: formal and informal.

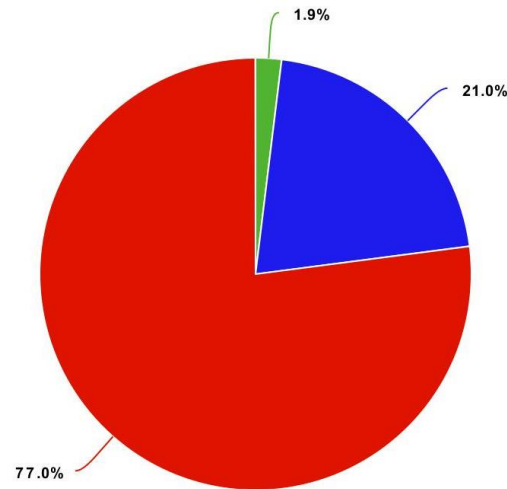
## Classification of Labor Organizations:

- ✓ **Formal Labor Organization** refers to an organization with employee-employer relationship and is also known as **Enterprise-Based Unions**. It is composed of Chartered Locals, Affiliates and Independent Unions.
- ✓ **Informal Labor Organization** refers to organization with no definite employer.

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

As of December 2018, there are 84,278 registered labor organizations with more than 4.6 million reported members in the country. In particular, it is comprised by the following:

- **64,933 Workers' Association** with 2.7 million reported membership
- **17,715 Private Sector Unions** with 1.5 million reported membership
- **1,630 Public Sector Unions** with 0.5 million reported membership



Distribution of Labor Organizations by Type

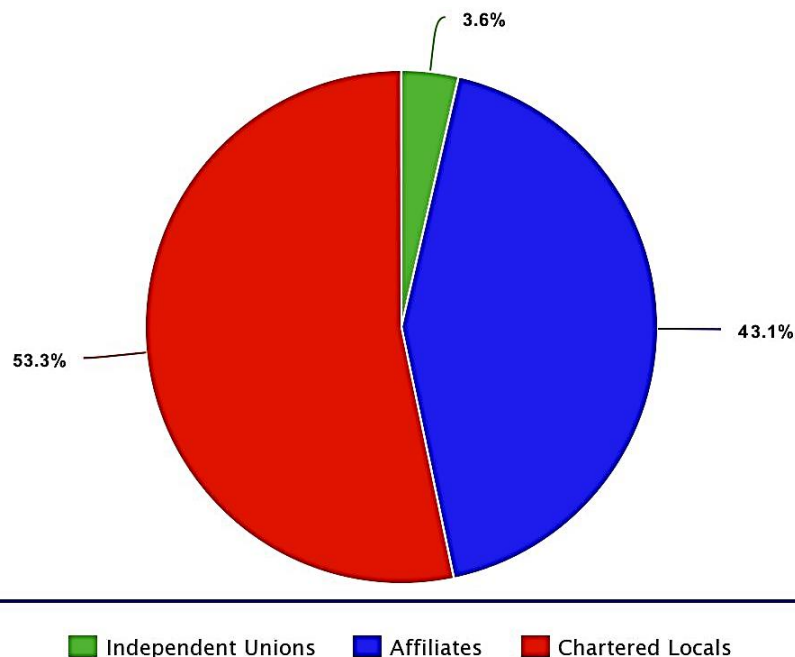
**3. HOW MANY REGISTERED LABOR ORGANIZATIONS ARE THERE IN THE PRIVATE SECTOR?**

There are 17,715 registered labor organizations in the private sector having more than 1.5 million reported members. This is composed of:

- **17,562 Enterprise-Based Unions**
- **136 Federations**
- **13 Labor Centers**
- **4 Industry Unions**

The 17,562 Registered Enterprise-Based Unions are comprised of:

- **9,355 Chartered Local Unions or Local Chapters** with about 592,000 reported members. These unions acquired legal personality through the issuance of a charter certificate by a duly registered federation or national union.
- **7,577 Independent Unions** with about 790,000 reported members. These unions acquired legal personality through independent registration.
- **630 Affiliates** with about 160,000 reported members. Affiliates are independent unions affiliated with a federation or a national union. It can also be a chartered local subsequently granted independent registration but did not disaffiliate from its federation.



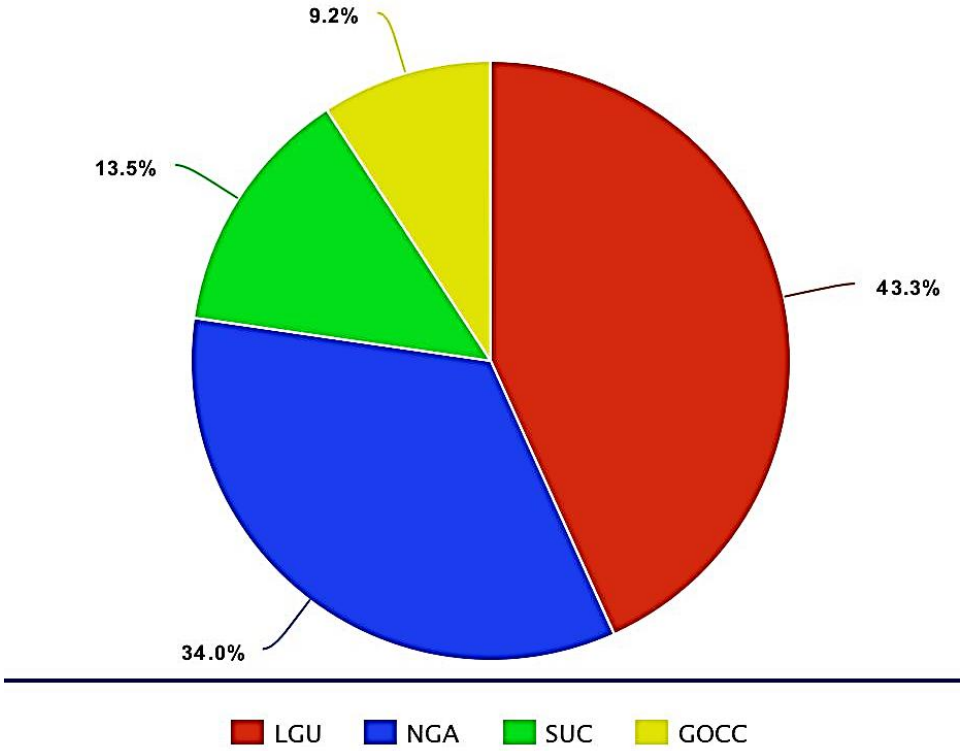
Distribution of Enterprise-Based Unions by Classification

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

There are 1,630 registered employees' organizations in the public sector with about 0.5 million reported members. The organizations are from the following types of government office:

- **705** are in the **Local Government Units (LGU)** with about 98,000 reported members
- **555** are from the **National Government Agencies (NGA)** with about 280,000 reported members
- **220** are from the **State Universities and Colleges (SUC)** with about 42,000 reported members
- **150** are in the **Government Owned and Controlled Corporations (GOCC)** with about 49,000 reported members

Distribution of Public Sector Unions  
by Type of Office



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

There are **64,933 registered Workers' Associations** in the country, where:

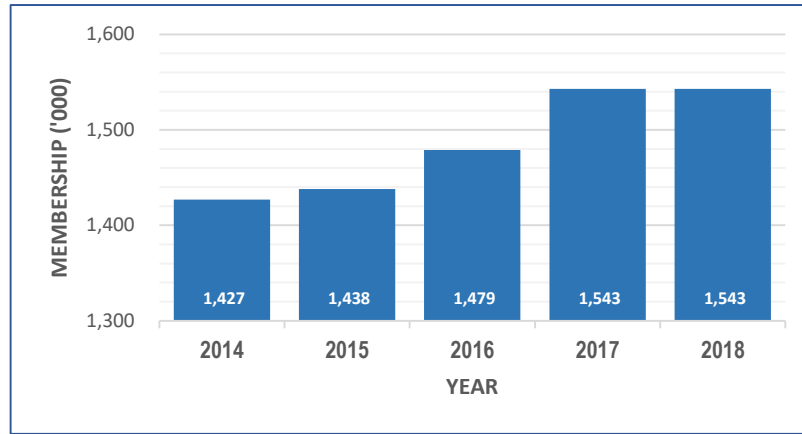
- **64,876 operates in one region** having 2.5 million reported members; while
- **57 operates in more than one region** having about 130,000 reported members.

**Workers' Associations** are associations of workers organized for mutual aid or protection of its members or for any legitimate purpose other than collective bargaining.



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

**PRIVATE SECTOR**

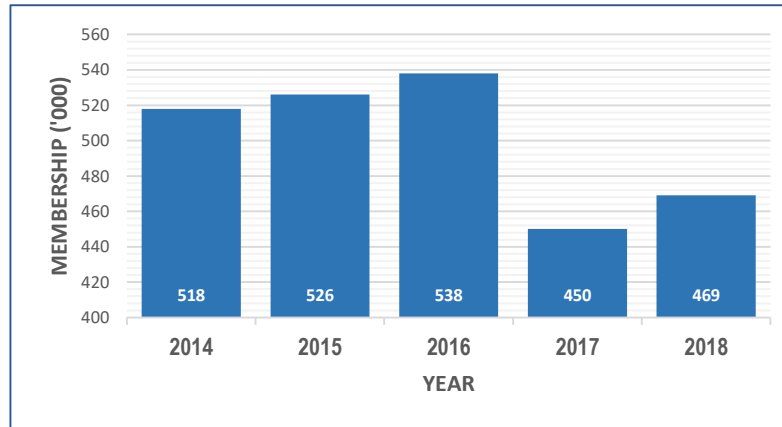


Membership in the  
Private Sector,  
2014-2018

The number of members of private sector unions is generally increasing. On the average, the increase in the union membership is about 2.0% per year in the past five years.

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

### PUBLIC SECTOR

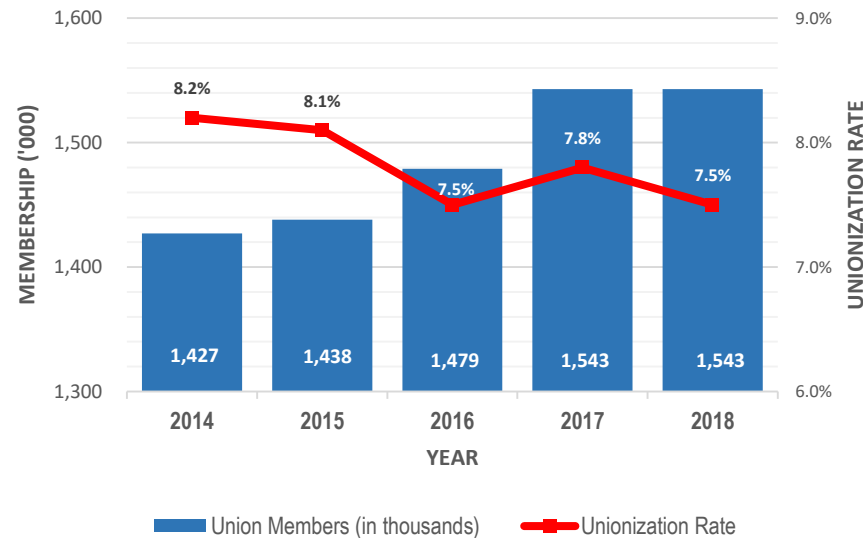


Membership in the Public Sector, 2014-2018

The membership of public sector unions is increasing from 2014 to 2016. However, with the administrative cancellation of registration of 583 public sector unions due to non-compliance in the submission of reportorial requirements, there is a slight decrease in the union membership in the public sector on 2017. Yet, the membership increased by 4.1% or about 18,000 on the following year.

## 7. WHAT IS THE UNIONIZATION RATE IN THE PHILIPPINES?

### PRIVATE SECTOR

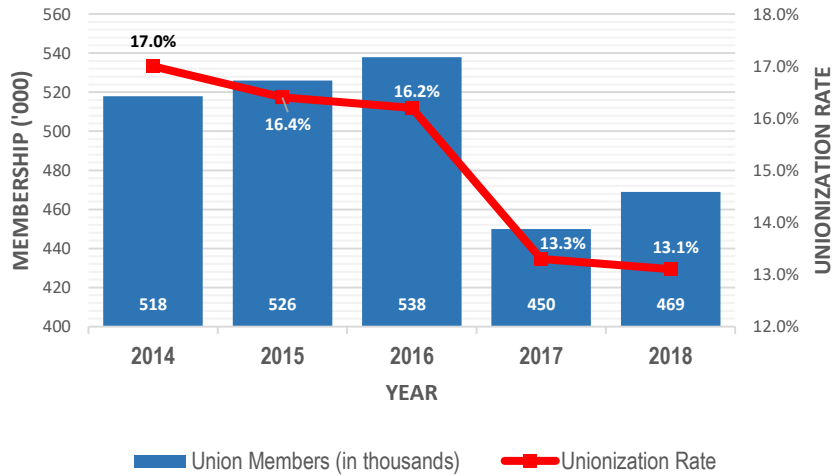


Membership and Unionization Rate in the Private Sector, 2014-2018

For the year 2018, the recorded unionization rate in the private sector is 7.5%, corresponding to about 1.5 million reported union members. In the past five years, the highest recorded unionization rate is in 2014 at 8.2%.

## 7. WHAT IS THE UNIONIZATION RATE IN THE PHILIPPINES?

### PUBLIC SECTOR



Membership and Unionization Rate in the Public Sector, 2014-2018

For the year 2018, the recorded unionization rate in the public sector is 13.1%, corresponding to about 0.5 million reported union members. In the past five years, the highest recorded unionization rate is in 2014 at 17.0%.

## **8. HOW MANY UNIONS ARE IN THE ECOZONES?**

As of December 2018, there are 438 registered Enterprise-Based Unions in the economic zones of the country. Most of which are in the following:

- **124** are in **Cavite Economic Zone** (Rosario, Cavite)
- **113** are in **Bataan Economic Zone** (Mariveles, Bataan)
- **41** are in **Camelray Industrial Park** (Canlubang, Laguna)
- **28** are in **Subic Shipyard Special Economic Zone/ Subi Bay Freeport Zone** (Subic, Zambales); and
- **27** are in **Laguna Technopark Inc.** (Sta. Rosa & Biñan, Laguna).

**9. HOW MANY  
LABOR  
ORGANIZATIONS  
HAVE CBAs?**

As of December 2018, there are **995 existing CBAs** registered by:

- **412 independent unions** covering 94,231 workers; and
- **583 federated unions** covering 92,661 workers.

**10. HOW MANY  
CBAs WILL  
SOON EXPIRE?**

Out of the 995 existing CBAs as of December 2018, 296 will expire on the year 2019, 280 CBAs on year 2020, 216 CBAs on year 2021, 156 CBAs on year 2022 and 47 CBAs on year 2023.

Expiration of Existing CBAs	
<b>Year of Expiration</b>	<b>No. of CBA</b>
2019	296
2020	280
2021	216
2022	156
2023	47
<b>Total</b>	<b>995</b>