

Table 11. Social dialogue, workers' and employers' representation

Decent Work Indicator	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Union density rate, in %	30.5	..	..	..	..	..	..	..	20.2	16.3	..	..	..	12.5	..	10.6	..	9.9	..	7.7	..	6.5
Men	32.5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10.5	..	8.2	..	7.4
Women	27.0	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9.0	..	6.8	..	5.3
Agriculture	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	23.1	..	13.3	..	19.5
Industry	38.8	..	..	..	..	..	..	..	22.7	20.1	..	..	..	16.8	..	15.7	..	13.2	..	11.2	..	8.9
Services	23.6	..	..	..	..	..	..	..	18.1	13.3	..	..	..	9.9	..	7.9	..	7.2	..	5.5	..	4.7
Union membership, % distribution	100.0	..	..	..	100.0	..	..	..	100.0	100.0	..	100.0	..	100.0	..	100.0	..	100.0	..	100.0	..	100.0
Men	67.9	..	..	..	64.4	..	..	..	68.9	64.6	..	65.3	..	63.0	..	62.1	..	63.9	..	65.3	..	65.0
Women	32.1	..	..	..	35.6	..	..	..	31.1	35.4	..	34.7	..	37.0	..	37.9	..	36.1	..	34.7	..	35.0
Agriculture	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10.5	..	9.4	..	10.6
Industry	57.8	..	..	..	59.4	..	..	..	50.9	54.0	..	54.4	..	50.5	..	51.9	..	43.9	..	43.8	..	42.0
Services	42.2	..	..	..	40.6	..	..	..	49.1	46.0	..	45.6	..	49.5	..	48.1	..	45.6	..	46.8	..	47.3
Collective bargaining coverage rate, in %	..	..	..	..	..	..	..	..	19.7	17.3	..	..	..	13.1	..	10.9	..	10.3	..	8.1	..	7.2
Men	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10.8	..	8.8	..	8.0
Women	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9.5	..	7.1	..	6.1
Agriculture	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	23.1	..	14.4	..	19.5
Industry	..	..	..	..	..	..	..	..	23.2	21.1	..	..	..	17.4	..	15.9	..	13.5	..	12.1	..	9.9
Services	..	..	..	..	..	..	..	..	16.7	14.5	..	..	..	10.5	..	8.3	..	7.6	..	5.7	..	5.3
Collective bargaining coverage, % distribution	..	..	..	..	100.0	..	..	..	100.0	100.0	..	100.0	..	100.0	..	100.0	..	100.0	..	100.0	..	100.0
Men	..	..	..	..	63.9	..	..	..	..	..	..	64.3	..	62.4	..	61.3	..	63.2	..	65.6	..	63.9
Women	..	..	..	..	36.1	..	..	..	..	..	..	35.7	..	37.6	..	38.7	..	36.8	..	34.2	..	36.4
Agriculture	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10.2	..	9.4	..	9.6
Industry	..	..	..	..	60.1	..	..	..	53.3	53.0	..	55.3	..	50.1	..	50.9	..	43.6	..	44.7	..	42.2
Services	..	..	..	..	39.9	..	..	..	46.7	47.0	..	44.7	..	49.9	..	49.1	..	46.2	..	45.8	..	48.2
Strikes and lockouts¹																						
Number	94	89	93	92	58	60	43	36	38	25	26	12	6	5	4	8	2	3	1	2	5	15
Agriculture	3	3	2	2	0	2	0	0	3	1	1	1	0	1	1	1	0	1	0	0	0	0
Industry	68	63	65	57	32	36	32	22	25	16	21	7	4	3	3	5	1	0	1	1	3	9
Services	23	23	26	33	26	22	11	14	10	8	4	4	2	1	0	2	1	2	0	1	2	6
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	5.9
Agriculture	1.8	0.2	1.1	14.8	0.0	4.5	0.0	0.0	0.8	0.7	0.4	0.1	0.0	4.4	0.2	0.4	0.0	0.1	0.0	0.0	0.0	0.0
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	*	0.0	0.2	0.1	0.7	14.1
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	0.0	0.1	0.5	*	0.0	0.1	0.1	2.8
Tripartism																						
Tripartite Industrial Peace Councils created/reactivated	..	..	..	..	..	..	..	..	8	9	25	14	7	1	5	11	9	7	6	0	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
Voluntary Codes of Good Practices adopted	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8	33	45	35	37	21	8

Notes: 1. Data on unionism and collective bargaining were collected through a survey of establishments employing 20 or more workers (before 2012, non-agricultural establishments only). The survey coverage excludes public administration and defense, compulsory social security; public education and health; and extra-territorial organizations and bodies.

2. 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 exclude Region VIII.

3. Annualized data for 2015 from the Labor Force Survey is the average of estimates for January, April, July and October survey rounds. The estimates for these rounds exclude data for Leyte Province only. 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.

* Less than half the unit used.

Sources: Philippine Statistics Authority, Integrated Survey on Labor and Employment.

Labor Force Survey; National Conciliation and Mediation Board; and Department of Labor and Employment-Bureau of Labor Relations.

Date updated: 11/06/2017

Table 11. Social dialogue, workers' and employers' representation

Unionism																						
Decent Work Indicator and Underlying Data	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Union density rate (%)	30.5	..	..	..	..	..	..	..	20.2	16.3	..	..	..	12.5	..	10.6	..	9.9	..	7.7	..	6.5
Men	32.5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10.5	..	8.2	..	7.4
Women	27.0	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9.0	..	6.8	..	5.3
Agriculture	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	23.1	..	13.3	..	19.5
Industry	38.8	..	..	..	..	..	..	..	22.7	20.1	..	..	..	16.8	..	15.7	..	13.2	..	11.2	..	8.9
Services	23.6	..	..	..	..	..	..	..	18.1	13.3	..	..	..	9.9	..	7.9	..	7.2	..	5.5	..	4.7
Union membership, % distribution	100.0	..	..	..	100.0	..	..	..	100.0	100.0	..	100.0	..	100.0	..	100.0	..	100.0	..	100.0	..	100.0
Men	67.9	..	..	..	64.4	..	..	..	68.9	64.6	..	65.3	..	63.0	..	62.1	..	63.9	..	65.3	..	65.0
Women	32.1	..	..	..	35.6	..	..	..	31.1	35.4	..	34.7	..	37.0	..	37.9	..	36.1	..	34.7	..	35.0
Agriculture	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10.5	..	9.4	..	10.6
Industry	57.8	..	..	..	59.4	..	..	..	50.9	54.0	..	54.4	..	50.5	..	51.9	..	43.9	..	43.8	..	42.0
Services	42.2	..	..	..	40.6	..	..	..	49.1	46.0	..	45.6	..	49.5	..	48.1	..	45.6	..	46.8	..	47.3
Total union membership (000)	692	..	..	..	541	..	..	..	521	389	..	401	..	373	..	319	..	371	..	340	..	283
Men	470	..	..	..	349	..	..	..	359	252	..	262	..	235	..	198	..	237	..	222	..	184
Women	222	..	..	..	193	..	..	..	162	138	..	139	..	138	..	121	..	134	..	118	..	99
Agriculture	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	39	..	32	..	30
Industry	400	..	..	..	322	..	..	..	265	210	..	218	..	189	..	166	..	163	..	149	..	119
Services	292	..	..	..	220	..	..	..	256	179	..	183	..	185	..	154	..	169	..	159	..	134
Total employees (000)	2270	..	..	..	..	..	..	..	2582	2393	..	..	..	2991	..	3020	..	3739	..	4437	..	4365
Men	1447	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2249	..	2696	..	2502
Women	823	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1490	..	1741	..	1863
Agriculture	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	169	..	237	..	154
Industry	1032	..	..	..	..	..	..	..	1165	1044	..	..	..	1126	..	1059	..	1235	..	1327	..	1336
Services	1238	..	..	..	..	..	..	..	1417	1349	..	..	..	1865	..	1961	..	2335	..	2872	..	2875

Note: See Metadata of Statistical Indicators on Decent Work for definitions and other information.

Source: Philippine Statistics Authority, Integrated Survey on Labor and Employment.

Table 11. Social dialogue, workers' and employers' representation

Collective bargaining																						
Decent Work Indicator and Underlying Data	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Collective bargaining coverage rate (%)	..	..	..	..	..	..	..	..	19.7	17.3	..	..	..	13.1	..	10.9	..	10.3	..	8.1	..	7.2
Men	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10.8	..	8.8	..	8.0
Women	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9.5	..	7.1	..	6.1
Agriculture	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	23.1	..	14.4	..	19.5
Industry	..	..	..	..	..	..	..	..	23.2	21.1	..	..	..	17.4	..	15.9	..	13.5	..	12.1	..	9.9
Services	..	..	..	..	..	..	..	..	16.7	14.5	..	..	..	10.5	..	8.3	..	7.6	..	5.7	..	5.3
Collective bargaining coverage, % distribution	..	..	..	..	100.0	..	..	..	100.0	100.0	..	100.0	..	100.0	..	100.0	..	100.0	..	100.0	..	100.0
Men	..	..	..	..	63.9	..	..	..	..	..	..	64.3	..	62.4	..	61.3	..	63.2	..	65.6	..	63.9
Women	..	..	..	..	36.1	..	..	..	..	..	..	35.7	..	37.6	..	38.7	..	36.8	..	34.2	..	36.4
Agriculture	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10.2	..	9.4	..	9.6
Industry	..	..	..	..	60.1	..	..	..	53.3	53.0	..	55.3	..	50.1	..	50.9	..	43.6	..	44.7	..	42.2
Services	..	..	..	..	39.9	..	..	..	46.7	47.0	..	44.7	..	49.9	..	49.1	..	46.2	..	45.8	..	48.2
Total employees covered by CBAs (000)	..	..	..	..	552	..	..	..	508	415	..	423	..	391	..	330	..	383	..	360	..	313
Men	..	..	..	..	353	..	..	..	..	..	..	272	..	244	..	203	..	242	..	236	..	200
Women	..	..	..	..	199	..	..	..	..	..	..	151	..	147	..	128	..	141	..	123	..	114
Agriculture	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	39	..	34	..	30
Industry	..	..	..	..	332	..	..	..	270	220	..	234	..	196	..	168	..	167	..	161	..	132
Services	..	..	..	..	220	..	..	..	237	195	..	189	..	195	..	162	..	177	..	165	..	151
Total employees (000)	2270	..	..	..	..	..	..	..	2582	2393	..	..	..	2991	..	3020	..	3739	..	4437	..	4365
Men	1447	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2249	..	2696	..	2502
Women	823	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1490	..	1741	..	1863
Agriculture	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	169	..	237	..	154
Industry	1032	..	..	..	..	..	..	..	1165	1044	..	..	..	1126	..	1059	..	1235	..	1327	..	1336
Services	1238	..	..	..	..	..	..	..	1417	1349	..	..	..	1865	..	1961	..	2335	..	2872	..	2875

Note: See Metadata of Statistical Indicators on Decent Work for definitions and other information.
Source: Philippine Statistics Authority, Integrated Survey on Labor and Employment.

Table 11. Social dialogue, workers' and employers' representation

Strikes and lockouts/rates of days not worked																						
Decent Work Indicator and Underlying Data	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Strikes and lockouts	94	89	93	92	58	60	43	36	38	25	26	12	6	5	4	8	2	3	1	2	5	15
Agriculture	3	3	2	2	0	2	0	0	3	1	1	1	0	1	1	1	0	1	0	0	0	0
Industry	68	63	65	57	32	36	32	22	25	16	21	7	4	3	3	5	1	0	1	1	3	9
Services	23	23	26	33	26	22	11	14	10	8	4	4	2	1	0	2	1	2	0	1	2	6
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	5.9
Agriculture	1.8	0.2	1.1	14.8	0.0	4.5	0.0	0.0	0.8	0.7	0.4	0.1	0.0	4.4	0.2	0.4	0.0	0.1	0.0	0.0	0.0	0.0
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	*	0.0	0.2	0.1	0.7	14.1
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	0.0	0.1	0.5	*	0.0	0.1	0.1	2.8
Total workers directly involved	54412	32322	51531	34478	15517	21442	7919	18240	10035	11197	8496	1415	915	1115	1510	3034	3828	209	400	51	730	3138
Agriculture	1409	180	431	1050	0	516	0	0	403	60	400	31	0	500	280	163	0	64	0	0	0	0
Industry	34348	17020	26603	16129	7651	13779	5442	7940	7137	8669	7305	1013	605	515	1230	2707	128	0	400	32	522	922
Services	18655	15122	24497	17299	7866	7147	2477	10300	2495	2468	791	371	310	100	0	164	3700	145	0	19	208	2216
Total days not worked	584179	518870	672740	556796	229248	319233	206493	358152	150465	53434	123329	43519	12112	38711	6560	34171	3828	797	1200	1260	4882	116637
Agriculture	3809	400	2220	29800	0	10064	0	0	1926	2040	1200	155	0	13500	560	1304	0	512	0	0	0	0
Industry	454306	413590	593050	363044	176079	261095	160007	271668	80093	41872	67828	37081	6432	13711	6000	32305	128	0	1200	576	4004	88871
Services	126064	104880	77470	163952	53169	48074	46486	86484	68446	9522	54301	6283	5680	11500	0	562	3700	285	0	684	878	27766
Total employees in private establishments (000)	8398	9093	9442	9461	9946	9860	10366	10546	11294	12552	12261	12423	12950	13283	13824	14565	15431	16377	17114	17749	17669	19694
Agriculture	2073	2129	2025	2013	2285	2212	2331	2368	2519	2888	2677	2793	2923	3059	3160	3242	3578	3771	3782	3515	3419	3547
Industry	2976	3303	3504	3423	3414	3315	3492	3513	3679	3954	3937	3918	4065	4020	4035	4347	4463	4751	5017	5251	5407	6308
Services	3350	3660	3913	4025	4247	4333	4544	4665	5096	5711	5647	5712	5963	6206	6628	6976	7390	7857	8315	8553	8844	9839

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 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. The estimates for these rounds exclude data for Leyte Province only. 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 Metadata of Statistical Indicators on Decent Work for definitions and other information.

Sources: National Conciliation and Mediation Board (strikes/lockouts, workers directly involved and days not worked); Philippine Statistics Authority, Labor Force Survey.

Table 11. Social dialogue, workers' and employers' representation

Tripartism	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Decent Work Indicator and Underlying Data																						
Tripartite Industrial Peace Councils created/reactivated	8	9	25	14	7	1	5	11	9	7	6	0	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
Voluntary Codes of Good Practices adopted	8	33	45	35	37	21	8

Note: See Metadata of Statistical Indicators on Decent Work for definitions and other information.

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