

# **Results of the National FFW Survey & FGD**

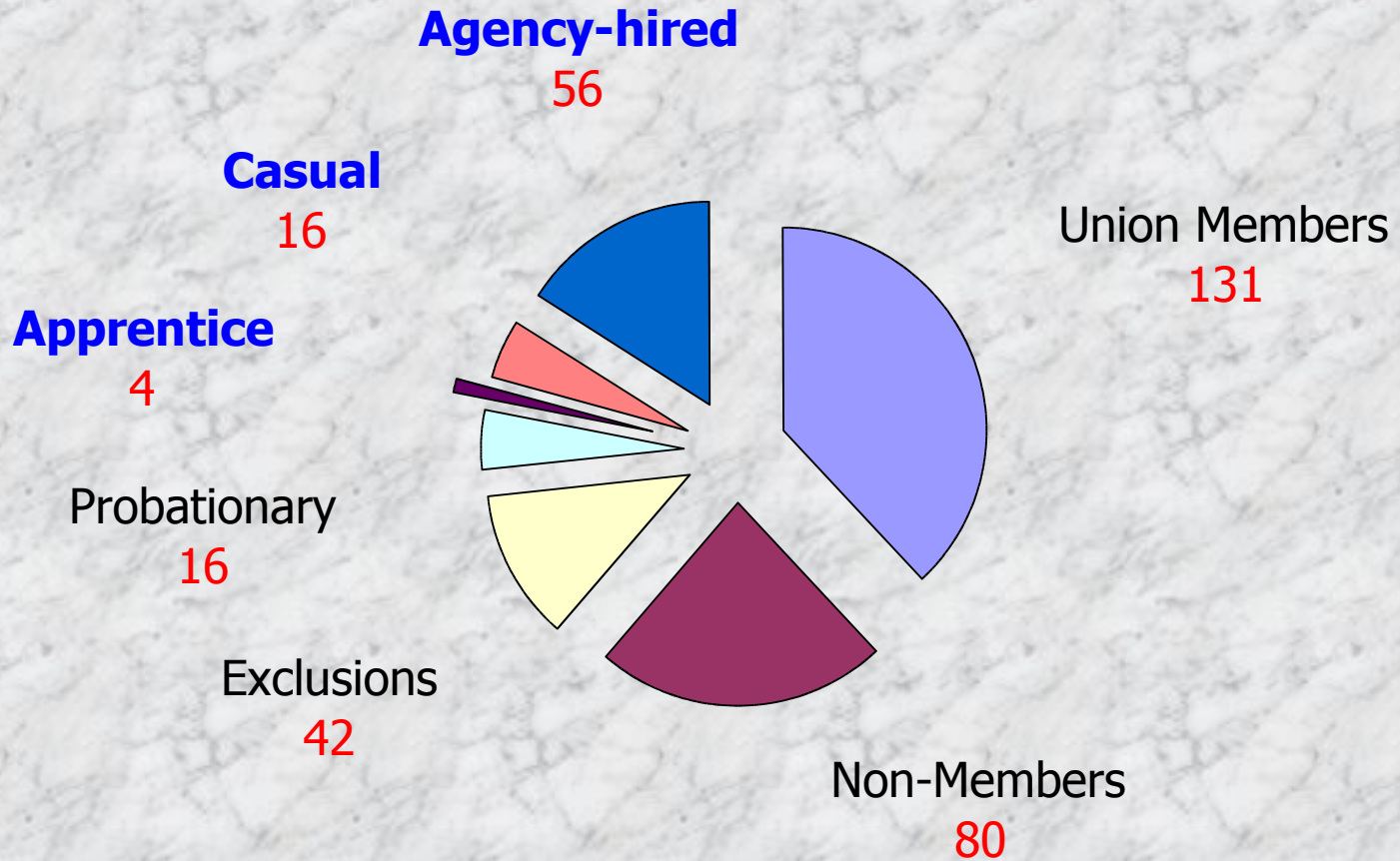
- Regional Validation Workshop on  
'Model CBA Provisions'

**FFW-CNV Workplan Team**

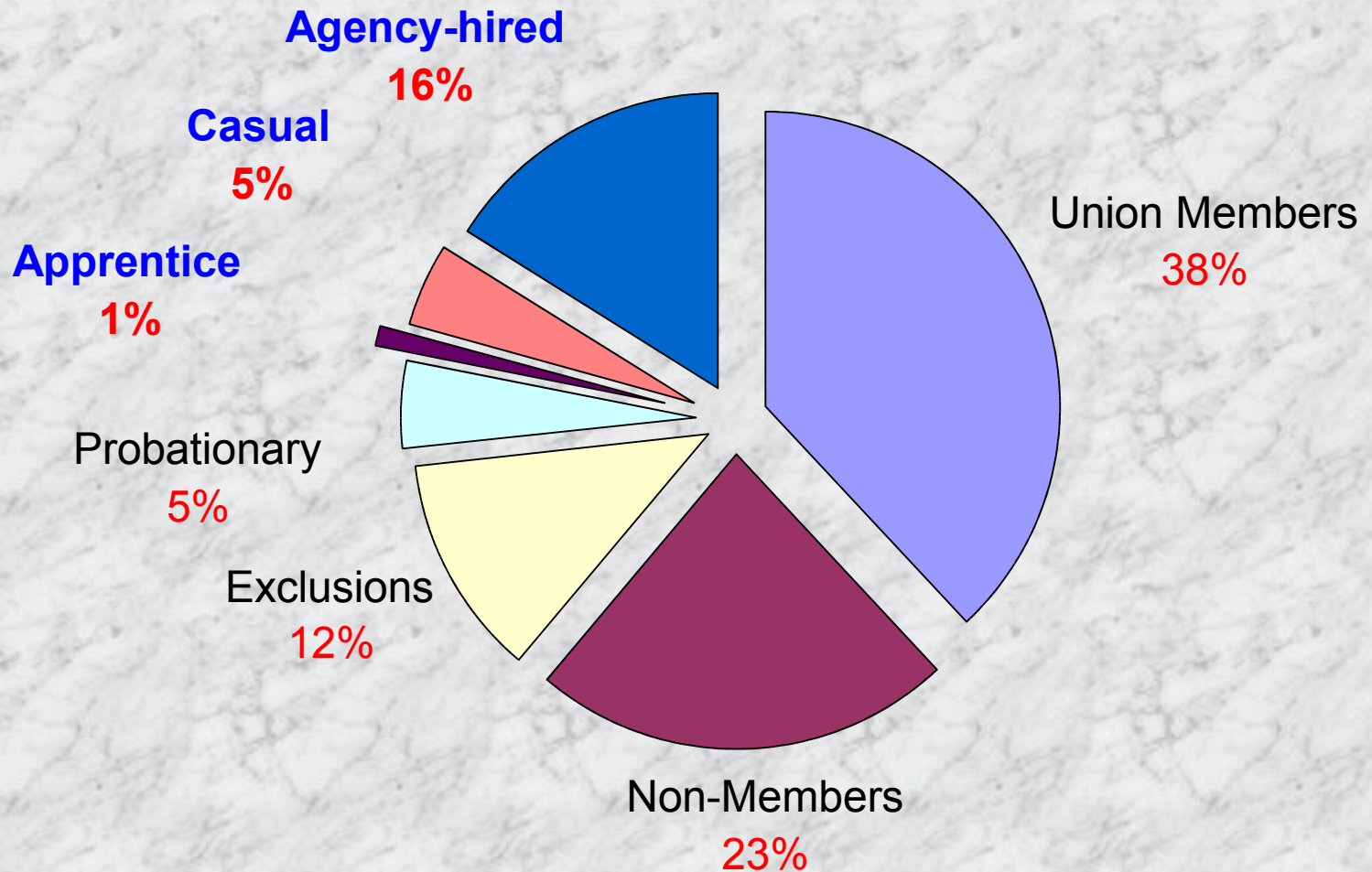
**April 27, 2004**

**Kimberly Hotel, Manila**

# Classification of Employees in Surveyed Companies [national ave: 345]



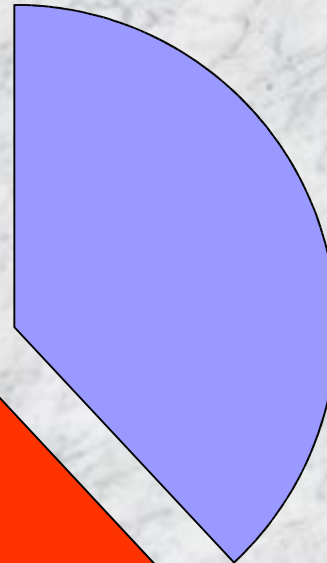
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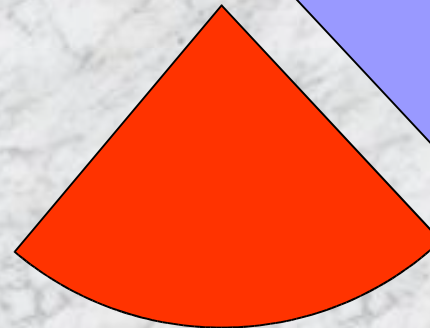
Agency-hired

16%



Union Members

38%



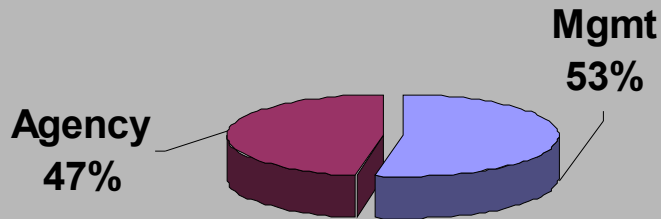
Non-Members

23%

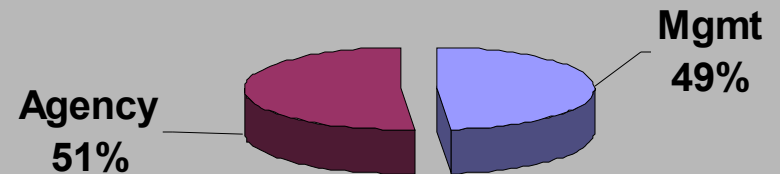


# Indicators of LOC

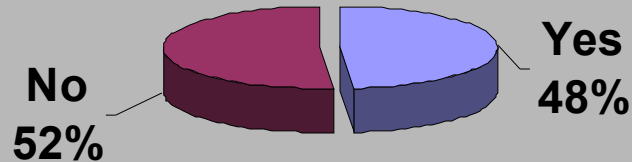
**Who exercises control over Agency-Hired Employees?**



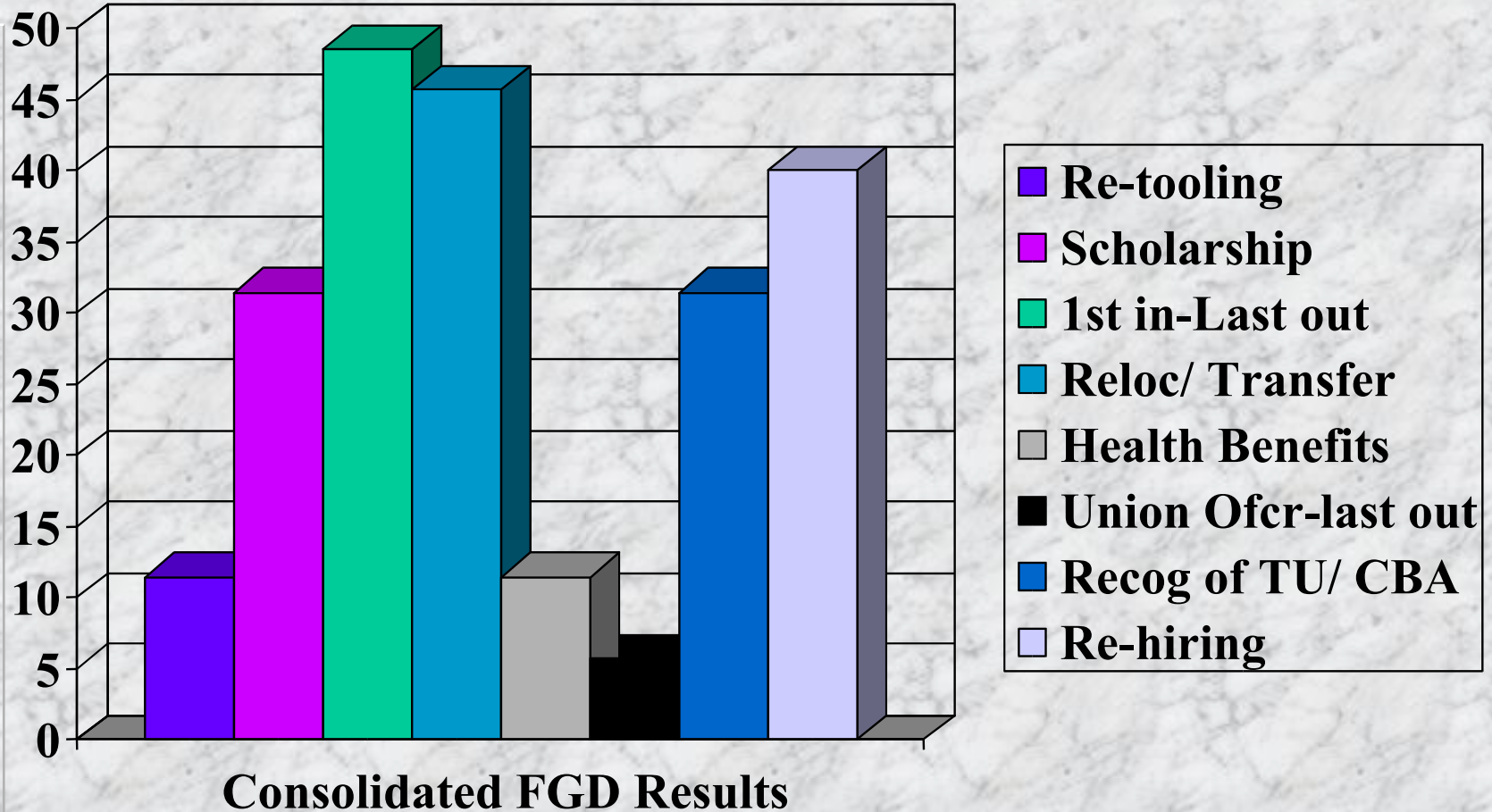
**Who owns the equipment being used by Agency-Hired Employees?**



**Is the job necessary and desirable?**



# Corporate Restructuring



# Analysis/ Observations

- Need to increase union membership
- Need to increase rate of unionization
  - (include all rank and file employees regardless of status)
- Need to combat hiring of workers thru manpower supplying agencies
  - Minimize if not put a stop to hiring thru manpower supplying agencies



# Analysis/ Observations

- In case of company's expansion, the need to include its workers in the existing bargaining unit
- In the event of unavoidable circumstances where workers will be displaced, the need to extend assistance to affected workers, before, during and after displacement
  - scholarship, re-tooling, re-skilling
  - job counseling, matching, placement
  - etc.



# Analysis/ Observations

- Need to outlaw fixed-term employment arrangement, intended to circumvent “tenurial right” or right to security of tenure