

Profile of Collective Bargaining Agreements in 2020
(First of a three-part series)

The registration of Collective Bargaining Agreements (CBAs) is closely monitored as an indicator of harmonious labor-management relations and industrial peace in the country. A collective bargaining is a process where both parties, labor and management, agree to fix and administer terms and conditions of employment which must not be below the minimum standards fixed by law, and sets a mechanism for resolving the parties' grievances.

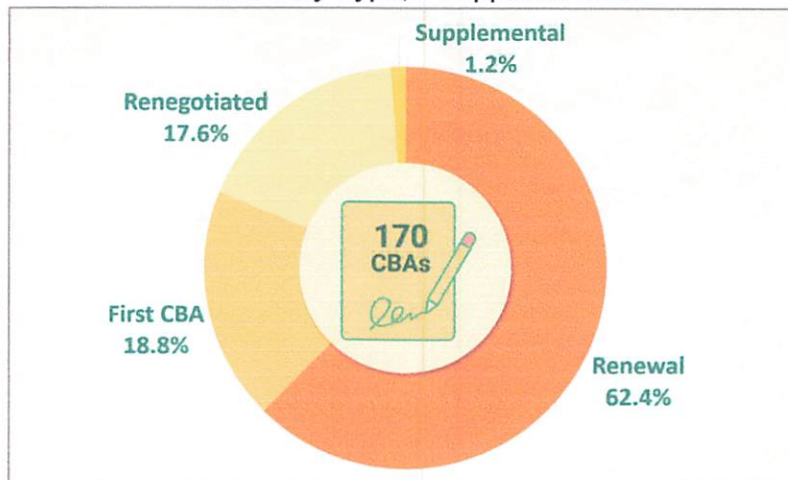
Specifically, a CBA is a contract executed upon incorporating the agreements reached after negotiations with the employer and the exclusive bargaining representative of the employees with respect to wages, hours or work and all other terms and conditions of employment. As such, a CBA includes economic and non-economic provisions. Economic provisions include monetary value of wage increases, loan benefits, bonuses, allowances, retirement plans, and other fringe benefits. On the other hand, non-economic provisions include union security clauses, grievance procedures, labor-management cooperation schemes, and other provisions without monetary value.

A three-part series of LABSTAT Updates will present data on CBAs gathered and tabulated from the administrative documents filed at the Bureau of Labor Relations (BLR) of the Department of Labor and Employment (DOLE). This first issue specifically highlights the profile of the registered 170 CBAs in 2020. Excluded from this analysis are CBAs filed from seafarer unions/associations due to relatively high amount and different currencies in their CBA provisions.

1. CBA renewals accounted for the majority or 62.4 percent of the registered CBAs in 2020

- a. A total of 170 CBAs from various labor organizations in the country were registered in 2020, majority (62.4%) of which were renewals of expired CBAs. This was followed by CBAs filed for the first time (18.8%), CBAs that were renegotiated or with changes in their provisions (17.6%), and supplemental CBAs or those with additional provisions (1.2%). (Figure 1 and Table 1)
- b. By scope of bargaining unit, 96.5 percent of the registered CBAs included rank and file workers, while the remaining 3.5 percent included supervisory level positions. (Figure 2 and Table 1).

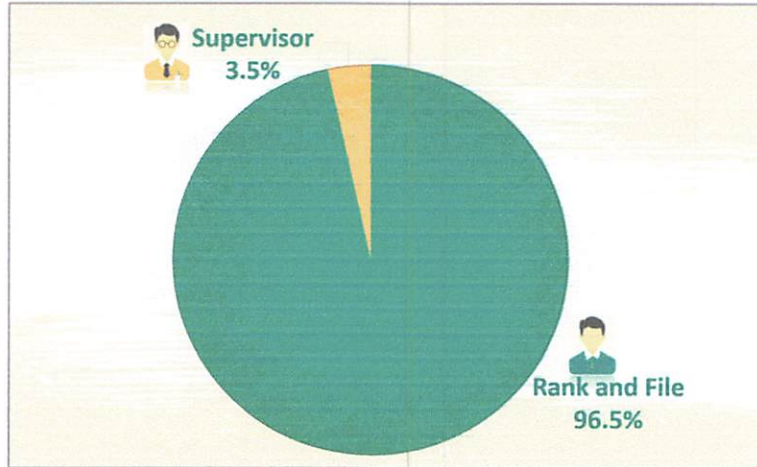
Figure 1. Percent Distribution of Registered CBAs by Type, Philippines: 2020



Note: Details may not add up to 100% due to rounding.
 Source of data: Department of Labor and Employment, Bureau of Labor Relations



Figure 2. Percent Distribution of Registered CBAs by Scope of Bargaining Unit, Philippines: 2020

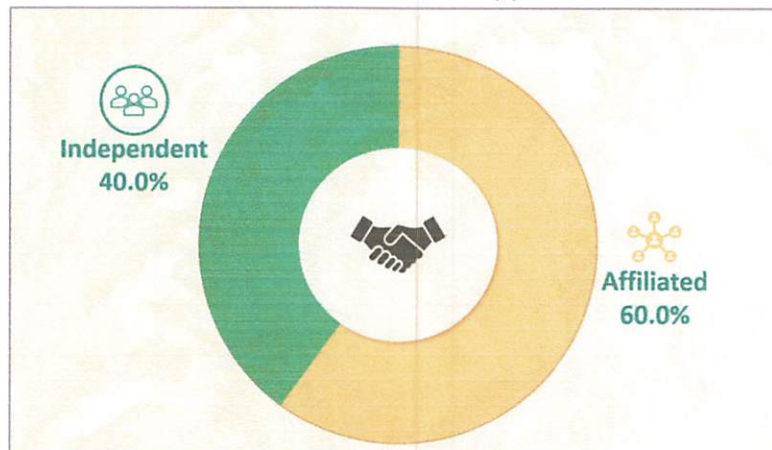


Note: Details may not add up to 100% due to rounding.
 Source of data: Department of Labor and Employment, Bureau of Labor Relations

2. Three (3) out of five (5) CBAs were negotiated by affiliated unions

- a. Sixty percent of the total registered CBAs were negotiated by affiliated unions or those unions that are linked with federation, national union or chartered local. Meanwhile, two out of five or 40.0 percent of the CBAs were negotiated by independent unions that have their own legal personalities. (Figure 3 and Table 1)

Figure 3. Percent Distribution of Registered CBAs by Union Status, Philippines: 2020



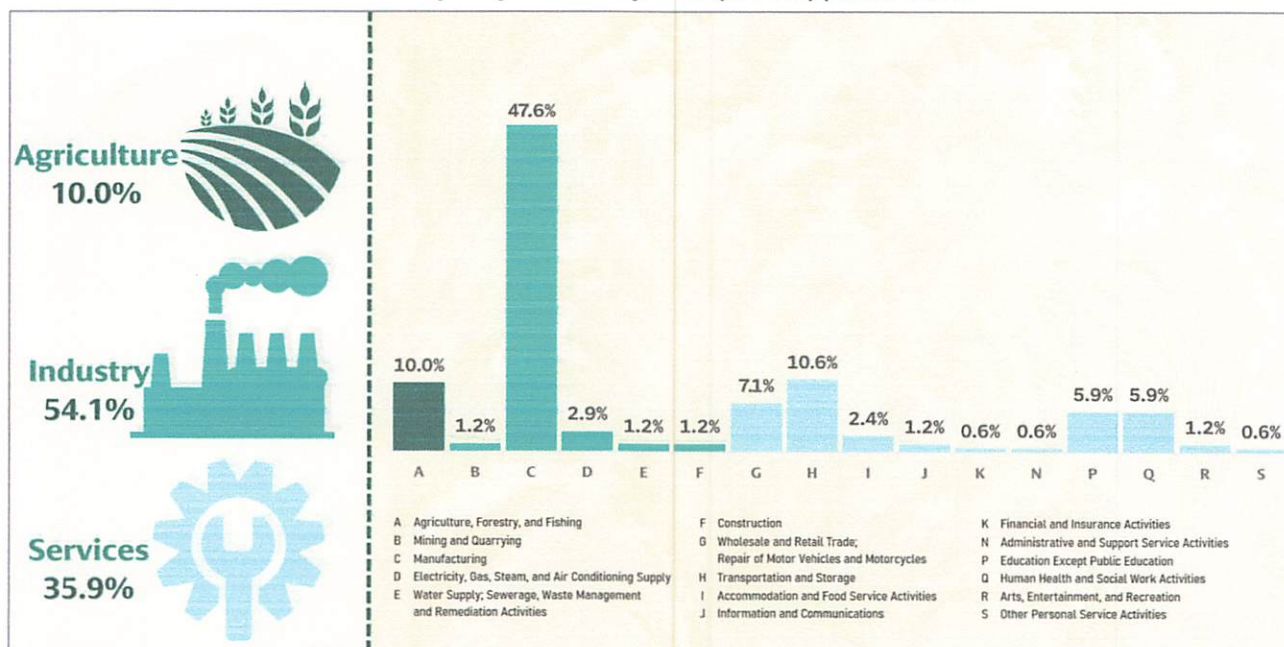
Note: Details may not add up to 100% due to rounding.
 Source of data: Department of Labor and Employment, Bureau of Labor Relations

3. Industry sector recorded the highest registered CBAs at 54.1 percent

- a. Among the three basic sectors, Industry sector posted the highest share of CBA registrations in 2020 with 54.1 percent of the total CBAs. The Services sector came next with 35.9 percent share and Agriculture sector having the least share of 10.0 percent. (Figure 4 and Table 1)
- b. By major industry group, Manufacturing registered 47.6 percent of the total number of CBAs. Transportation and Storage came in next at 10.6 percent, followed by Agriculture, Forestry and Fishing at 10.0 percent. Trailing behind are Education; and Human Health and Social Work Activities at 5.9 percent each.
- c. On the other hand, Real Estate Activities; and Professional, Scientific, and Technical Activities did not register any CBAs during the period.

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Figure 4. Percent Distribution of Registered CBAs by Sector and by Major Industry Group, Philippines: 2020



Note: Details may not add up to 100% due to rounding.
 Source of data: Department of Labor and Employment, Bureau of Labor Relations

4. CBAs were dominant in the manufacturing of food products

a. Among the sub groups of Manufacturing industry, Manufacturing of Food Products accounted for 21.0 percent of the CBAs. Manufacturing of Rubber and Plastic Products and Manufacturing of Beverages accounted for 16.0 percent and 9.9 percent, respectively. On the other hand, the remaining sub-industries accounted for less than eight percent share each. (Table 2)

5. Around 61,000 workers were covered by CBA negotiations in 2020

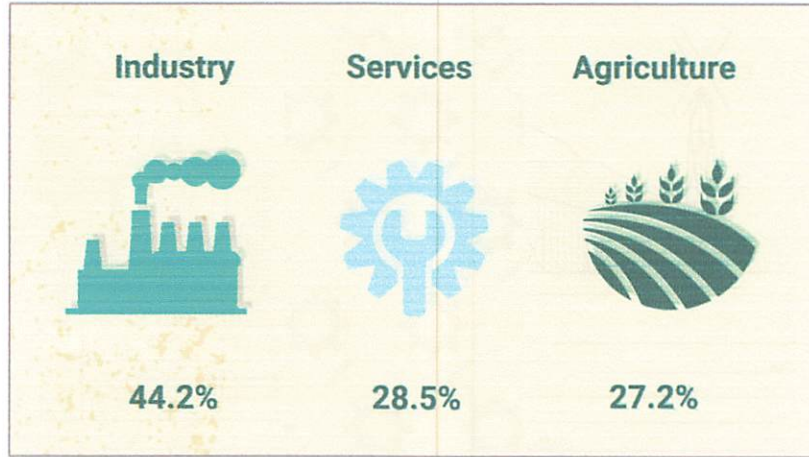
- a. A total of 60,994 workers benefitted from the registered CBAs in 2020 which was covered by the following: (1) CBA renewals with 45,090 workers (73.9%); (2) newly registered CBAs 9,478 workers (15.5%); (3) renegotiated CBAs 6,192 workers (10.2%); and (4) supplemental CBAs 234 workers (0.4%). (Table 1)
- b. By scope of bargaining unit, 60,454 of the total workers covered were rank and file employees, while the remaining 540 workers (0.9%) were supervisors.
- c. Classified by union status, 50.8 percent of workers covered came from independent unions while the remaining 49.2 percent of workers covered were from affiliated unions.

6. Four (4) out of nine (9) workers covered by CBAs were from the Industry Sector

a. Industry sector posted the highest CBA coverage rate of 44.2 percent with 26,971 workers included in the negotiations. Services sector accounted for 28.5 percent of the total share with 17,409 workers, while agricultural workers accounted for the remaining 27.2 percent with 16,614 workers. (Figure 5 and Table 1)

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Figure 5. Percent Distribution of Registered CBAs by Sector and by Major Industry Group, Philippines: 2020



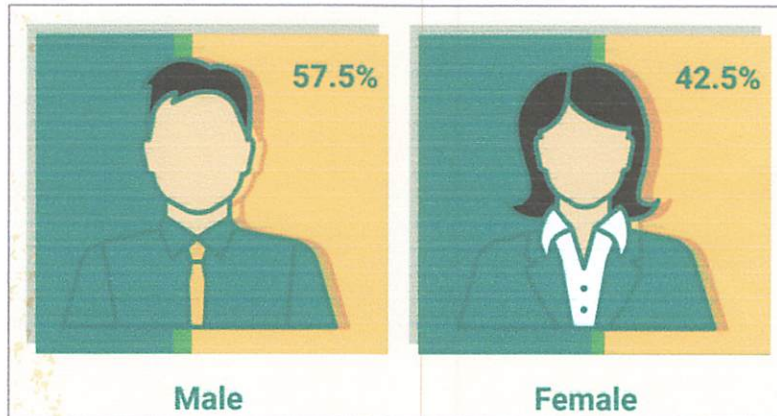
Note: Details may not add up to 100% due to rounding.
 Source of data: Department of Labor and Employment, Bureau of Labor Relations

- b. By major industry group, two-fifths (40.5%) of the total workers covered by CBAs were from Manufacturing with 24,694 workers, followed by Agriculture, Forestry and Fishing with 16,614 workers (27.2%), and Human Health and Social Work Activities with 5,820 workers (9.5%).

7. Two out of 5 workers covered by CBAs were female

- a. The total number of male workers covered by CBAs was 35,078, which was 15.0 percentage points higher than the 42.5 percent share or 25,916-covered female workers. (Figure 6 and Table 1)

Figure 6. Percent Distribution of Workers Covered by Registered CBAs by Sex, Philippines: 2020



Note: Details may not add up to 100% due to rounding.
 Source of data: Department of Labor and Employment, Bureau of Labor Relations

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Definition of Terms

Union - any registered group or association of employees that exists in whole or in part for the purpose of collective bargaining or dealing with employers concerning terms and conditions of employment. It also refers to a union whose registration is still in process as of reference date.

Collective Bargaining Agreement (CBA) - the negotiated contract between a legitimate labor organization and the employer concerning wages, hours of work, and all other terms and conditions of employment in a bargaining unit, including mandatory provisions for grievance and arbitration machinery.

Bargaining Unit - a group of employees sharing mutual interest within a given employer, comprised of all or less than all of the entire body of employees in the employer unit or any specific occupational or geographical grouping within such employer unit. According to law, a bargaining unit or scope of bargaining unit can be the following:

- **Rank and File Employees** - an employee whose functions are either managerial or supervisory in nature.
- **Supervisory Employees** - an employee who, in the interest of the employer, effectively recommends managerial actions and the exercise of such authority is not merely routine or clerical but requires the use of independent judgement.

Independent Union - a union operating in an establishment by itself. It is not identified with a federation nor a national union.

Affiliated Union - a local or an independently registered union affiliated with a federation or a national union.



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Regarding other statistics, contact **KNOWLEDGE MANAGEMENT AND COMMUNICATIONS DIVISION** at 8462-6600 local 834
Or visit our website at <https://www.psa.gov.ph>

Table 1. Number and Percent Distribution of Registered CBAs and Workers Covered by Type, Scope of Bargaining Unit, Union Status, Major Industry Group and Sex, Philippines: 2020

INDICATOR	CBAs		Workers Covered	
	Number	Percent Share	Number	Percent Share
TOTAL	170	100.0	60,994	100.0
Type of CBA				
First-Time CBA	32	18.8	9,478	15.5
Renewal	106	62.4	45,090	73.9
Supplemental	2	1.2	234	0.4
Renegotiated	30	17.6	6,192	10.2
Scope of Bargaining Unit				
Supervisory Level	6	3.5	540	0.9
Rank and File Employees	164	96.5	60,454	99.1
Union Status				
Independent	68	40.0	30,972	50.8
Affiliated	102	60.0	30,022	49.2
Major Industry Group				
Agriculture	17	10.0	16,614	27.2
Agriculture, Forestry and Fishing	17	10.0	16,614	27.2
Industry	92	54.1	26,971	44.2
Mining and Quarrying	2	1.2	280	0.5
Manufacturing	81	47.6	24,685	40.5
Electricity, Gas, Steam and Air Conditioning Supply	5	2.9	499	0.8
Water Supply; Sewerage, Waste Management and Remediation Activities	2	1.2	1,333	2.2
Construction	2	1.2	174	0.3
Services	61	35.9	17,409	28.5
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	12	7.1	749	1.2
Transportation and Storage	18	10.6	2,826	4.6
Accommodation and Food Service Activities	4	2.4	2,463	4.0
Information and Communication	2	1.2	249	0.4
Financial and Insurance Activities	1	0.6	91	0.1
Administrative and Support Service Activities	1	0.6	51	0.1
Education	10	5.9	4,078	6.7
Human Health and Social Work Activities	10	5.9	5,820	9.5
Arts, Entertainment and Recreation	2	1.2	1,070	1.8
Other Service Activities	1	0.6	12	*
Sex				
Men			35,078	57.5
Women			25,916	42.5

* Less than 0.05

Note: Details may not add up to totals due to rounding.

Source of data: Department of Labor and Employment, Bureau of Labor Relations

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Table 2. Number and Percent Share of Registered CBAs in the Manufacturing Sub-Industry Group, Philippines: 2020

Manufacturing Sub-Industry Group	Number	Percent Share
TOTAL	81	100.0
Food Products	17	21.0
Rubber and Plastic Products	13	16.0
Beverages	8	9.9
Motor Vehicles, Trailers, and Semi-Trailers	6	7.4
Paper and Paper Products	5	6.2
Chemicals and Chemical Products	4	4.9
Fabricated Metal Products	4	4.9
Other Non-Metallic Mineral Products	4	4.9
Electrical Equipment	3	3.7
Textiles	2	2.5
Tobacco Products	2	2.5
Leather and Related Products	2	2.5
Basic Metals	2	2.5
Furniture	2	2.5
Other Manufacturing	2	2.5
Wood Products and of Products of Wood and Cork	1	1.2
Printing and Reproduction of Recorded Media	1	1.2
Basic Pharmaceutical Products and Pharmaceutical Preparation	1	1.2
Manufacture of Computer, Electronic and Optical Products	1	1.2
Other Transport Equipment	1	1.2

Note: Details may not add up to totals due to rounding.

Source of data: Department of Labor and Employment, Bureau of Labor Relations

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