



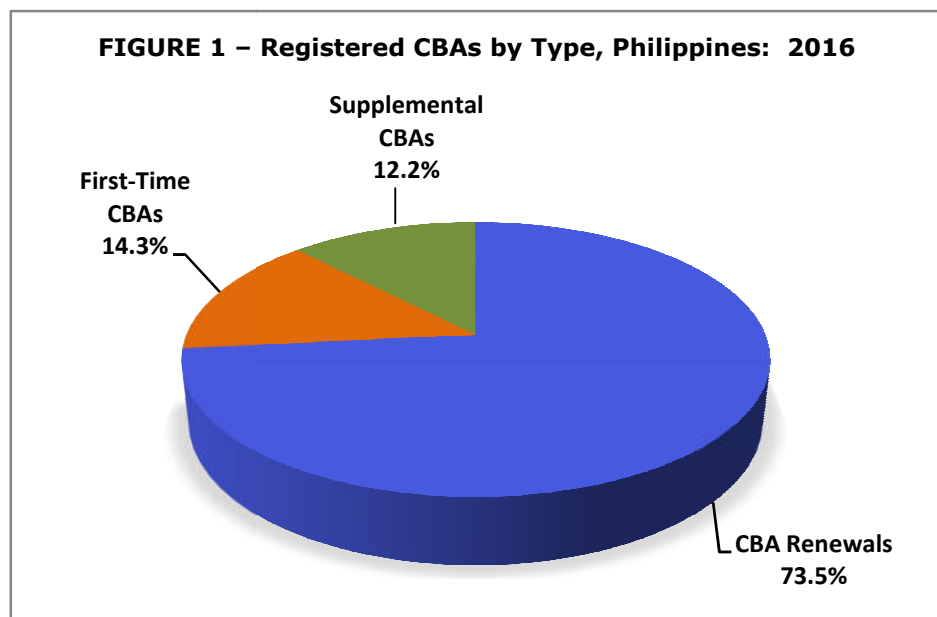
Profile of Collective Bargaining Agreements in 2016 (Second of a Three-Part series)

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 provisions 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 clauses include union security clauses, grievance procedures, labor-management cooperation schemes, and other provisions without monetary value.

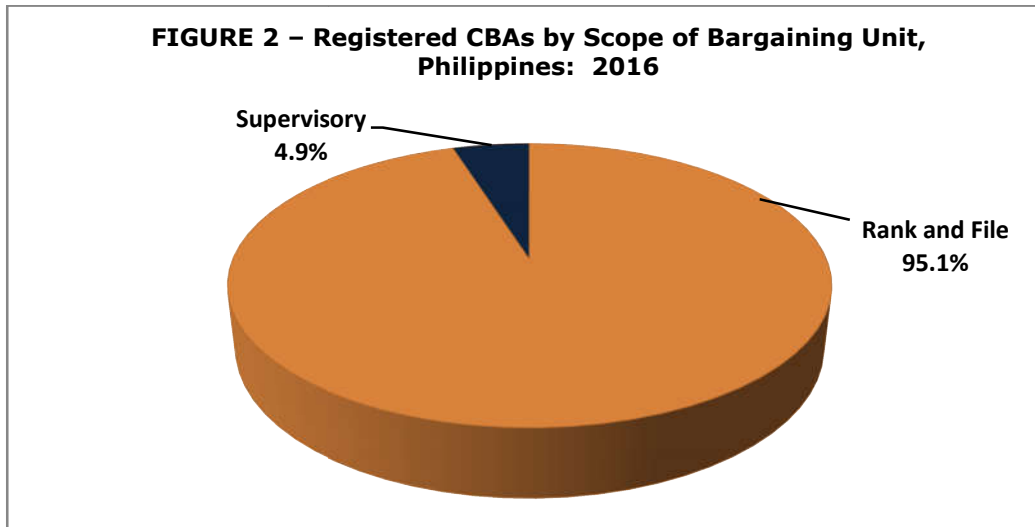
This three-part series of LABSTAT Updates presents administrative data on CBAs gathered and tabulated from the documents filed at the Bureau of Labor Relations (BLR) of the Department of Labor and Employment (DOLE). Specifically, this 2nd issue highlights the profile of CBAs registered in 2016.

- For 2016, a total of 328 Collective Bargaining Agreements (CBAs) were registered by the different labor organizations in the country. The biggest proportion of CBAs were renewals comprising almost three-fourths (241 or 73.5%) of the total, followed by first-time CBAs (47 or 14.3%) and supplemental CBAs (40 or 12.2%). (Figure 1)



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

- In terms of scope of bargaining unit, majority (312 or 95.1%) of registered CBAs covered rank and file employees while only few CBAs (16 or 4.9%) were composed of supervisory positions. (Figure 2)



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

- Classified by union status, almost two-thirds of total registered CBAs (211 or 64.3%) were negotiated by affiliated unions while independent unions covered the remaining more than one-third of total CBAs (117 or 35.7%). (Table 1)
- Among the three sectors, the industry sector recorded the biggest share of registered CBAs with 193 (58.8%), followed by the services sector with 128 CBAs (39.0%). The agriculture sector posted the lowest share with 7 CBAs (2.1%). (Figure 3)



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

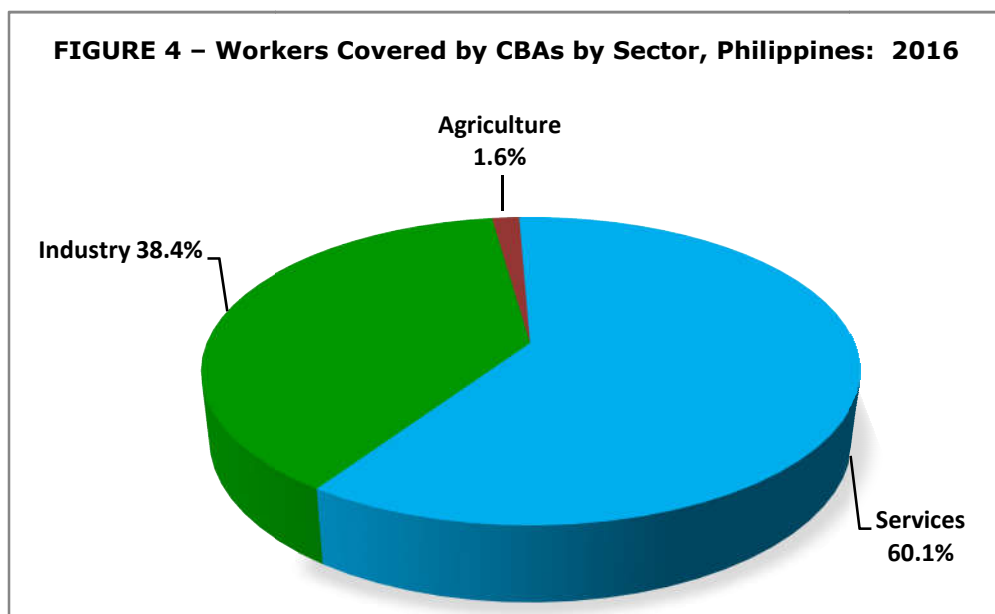
- Categorized by industry section, manufacturing posted more than half (173 or 52.7%) of the total registered CBAs while the rest of the industries have less than 9 percent share each. (Table 1)
- By manufacturing division, CBAs were prevalent in the manufacture of food products (36 or 20.8%), rubber and plastic products (26 or 15.0%) and basic metals (17 or 9.8%). On the other hand, manufacture of tobacco, leather and related products, machinery and equipment not elsewhere classified, other transport equipment, and other manufacturing all reported the least shares of CBAs at 0.6 percent. (Table 2)

Workers Coverage

- Of the total 328 CBAs registered in 2016, 83,403 workers were covered by the agreements during the period. Of these, more than three-fourths (65,312 or 78.3%) were covered by renewed CBAs during the year. This was followed by workers covered

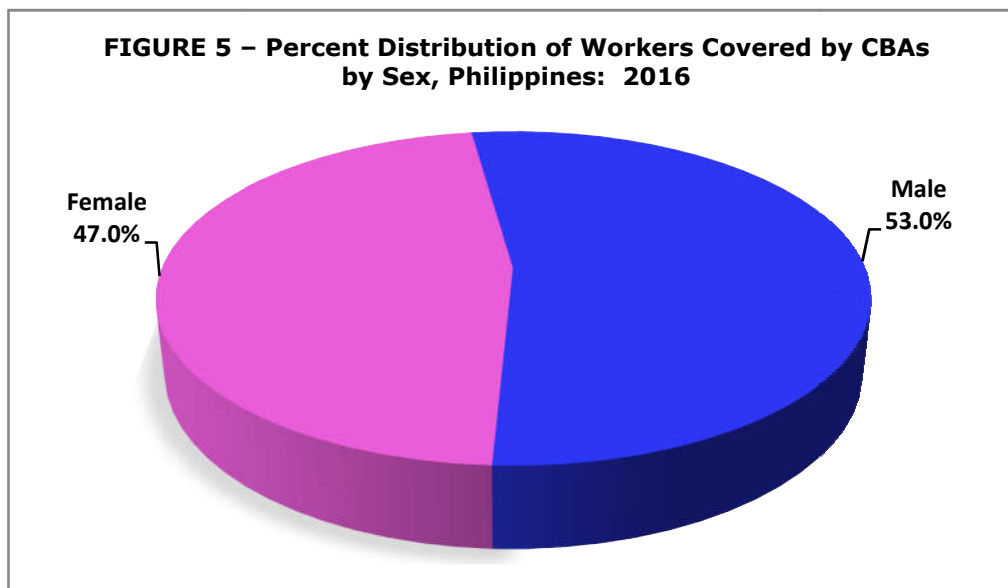
by supplemental CBAs with 10,994 workers (13.2%) while newly-registered CBAs had the least number of workers with 7,097 (8.5%). (Table 1)

- By scope of bargaining unit, almost all (77,277 or 92.7%) covered by CBA’s were rank and file employees while the rest (6,126 or 7.3%) were supervisors.
- More than two-thirds (56,914 or 68.2%) of all workers covered by CBAs were members of affiliated unions while members of independent unions comprised the remaining share (26,489 or 31.8%).
- In terms of workers coverage by sector, three out of every five workers covered by CBAs were engaged in the services sector (50,088 or 60.1%). Meanwhile, the industry sector comprised 38.4 percent (31,991) of the total while the agriculture sector registered the least share at 1.6 percent (1,324). (Figure 4)



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

- By major industry section, financial and insurance activities posted the highest count of workers covered by CBAs at 30,015 (36.0%) workers followed by manufacturing with 23,446 (28.1%) and transportation and storage with 7,867 (9.4%). On the other hand, real estate activities had the least number of workers covered by CBA with only 20 workers.
- Disaggregated by sex, male workers sliced the bigger share of workers covered by CBAs with 44,200 workers (53.0%). Female workers accounted for the remaining 39,203 workers (47.0%). (Figure 5)



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

FOR INQUIRIES

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 Regarding other statistics, contact **KNOWLEDGE MANAGEMENT AND COMMUNICATIONS DIVISION** at 462-6600 local 834
 Or visit our website at <http://www.psa.gov.ph>

TABLE 1 – Number and Percent Distribution of Collective Bargaining Agreements (CBAs) and Workers Covered by Type, Scope of Bargaining Unit, Union Status, Sector/Industry Section and Sex, Philippines: 2016

INDICATOR	Collective Bargaining Agreements		Workers Covered	
	Number	Percent	Number	Percent
TOTAL	328	100.0	83,403	100.0
Type of CBA				
First-time CBA	47	14.3	7,097	8.5
Renewal	241	73.5	65,312	78.3
Supplemental	40	12.2	10,994	13.2
Scope of Bargaining Unit				
Supervisory Level	16	4.9	6,126	7.3
Rank and File Employees	312	95.1	77,277	92.7
Union Status				
Independent	117	35.7	26,489	31.8
Affiliated	211	64.3	56,914	68.2
Sector/Major Industry Section				
Agriculture	7	2.1	1,324	1.6
Agriculture, Forestry and Fishing	7	2.1	1,324	1.6
Industry	193	58.8	31,991	38.4
Mining and Quarrying	4	1.2	2,028	2.4
Manufacturing	173	52.7	23,446	28.1
Electricity, Gas, Steam and Air Conditioning Supply	9	2.7	4,203	5.0
Water Supply; Sewerage waste management and Recommendation Activities	1	0.3	212	0.3
Construction	6	1.8	2,102	2.5
Services	128	39.0	50,088	60.1
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	22	6.7	2,526	3.0
Transportation and Storage	28	8.5	7,867	9.4
Accommodation and Food Service Activities	19	5.8	1,604	1.9
Information and Communication	3	0.9	714	0.9
Financial and Insurance Activities	18	5.5	30,015	36.0
Real Estate Activities	2	0.6	20	**
Administrative and Support Service Activities	1	0.3	37	**
Education	19	5.8	2,384	2.9
Human Health and Social Work Activities	10	3.0	4,606	5.5
Arts, Entertainment and Recreation	6	1.8	315	0.4
Sex				
Men			44,200	53.0
Women			39,203	47.0

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

*** Less than 0.05 percent*

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

TABLE 2 – Number and Percent Distribution of Collective Bargaining Agreements (CBAs) in the Manufacturing Division, Philippines: 2016

Manufacturing Division	Number of CBAs	Percent Share
TOTAL	173	100.0
Food Products	36	20.8
Rubber and Plastic Products	26	15.0
Basic Metals	17	9.8
Beverages	12	6.9
Textiles	12	6.9
Motor Vehicles, Trailers and Semi-Trailers	10	5.8
Paper and Paper Products	7	4.0
Wearing Apparel	7	4.0
Wood and Products of Wood and Cork	7	4.0
Chemicals and Chemical Products	6	3.5
Fabricated Metal Products	6	3.5
Other Non-Metallic Mineral Products	5	2.9
Printing and Reproduction of Recorded Media	4	2.3
Basic Pharmaceutical Products and Pharmaceutical Preparations	4	2.3
Computer, Electronic and Optical Products	3	1.7
Electrical Equipment	3	1.7
Furniture	3	1.7
Tobacco	1	0.6
Leather and Related Products	1	0.6
Machinery and Equipment Not Elsewhere Classified	1	0.6
Other Transport Equipment	1	0.6
Other Manufacturing	1	0.6

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

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