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Profile of Collective Bargaining Agreements in 2017 (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.

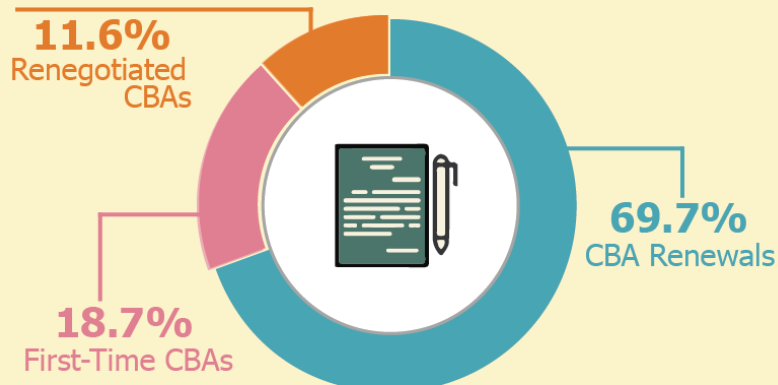
Specifically, a CBA is a contract executed upon incorporating the agreements reached after negotiations with the employer and the exclusive bargaining representative of the employees with respect to wages, hours or work and all other terms and conditions of employment. As such, a CBA includes economic 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 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). This first issue specifically highlights the profile of the registered CBAs in 2017.

Majority or 69.7 percent of the registered CBAs are renewals

- A total of 284 Collective Bargaining Agreements (CBAs) were registered by the different labor organizations in the country in 2017. Most or seven out of every 10 registered CBAs were renewals (198 or 69.7%) while first-time CBAs accounted for less than 20 percent (53 or 18.7%). On the other hand, renegotiated CBAs posted the least share at 11.6 percent (33 CBAs). (Figure 1)

FIGURE 1 - Registered CBAs by Type, Philippines: 2017



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

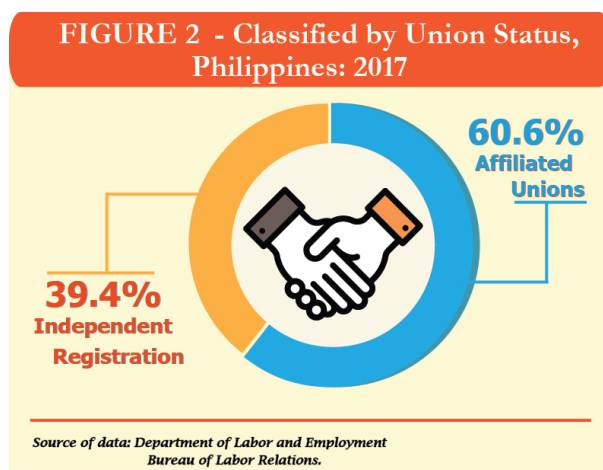
- By scope of bargaining unit, almost all (269 or 94.7%) of the CBAs covered rank and file workers while only few CBAs (15 or 5.3%) comprised supervisory level positions. (Table 1)

TABLE 1 - Registered CBAs by Scope of Bargaining Unit, Philippines: 2017

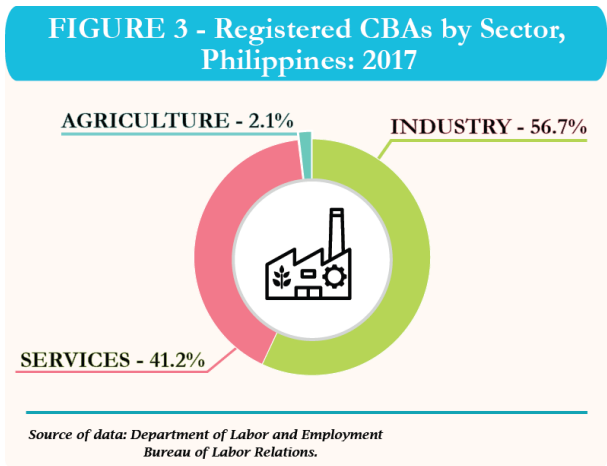
| Scope of Bargaining Unit | Number | Percent Share |
|--------------------------|------------|---------------|
| Total | 284 | 100.0 |
| Rank and File | 269 | 94.7 |
| Supervisory | 15 | 5.3 |

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

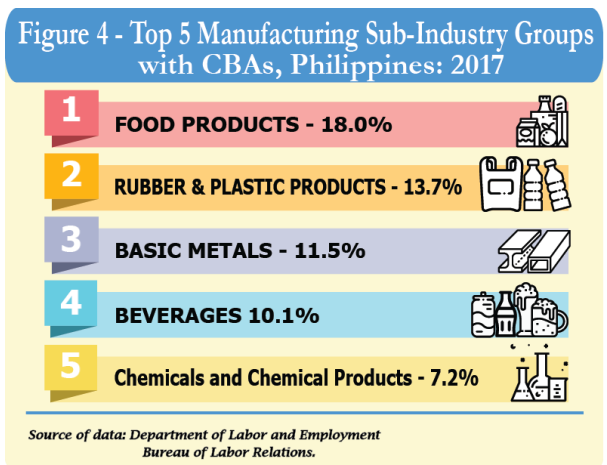
- Classified by union status, three - fifths of the total registered CBAs (172 or 60.6%) were negotiated by affiliated unions or those unions that are connected with federation, national union or chartered local. Independent unions or those unions that acquired legal personality through independent registration covered two -fifths of total CBAs (112 or 39.4%). (Figure 2)



- Sector-wise, the industry sector recorded the biggest share of registered CBAs in 2017 reaching 161 CBAs (56.7%), followed by the services sector with 117 CBAs (41.2%). The agriculture sector recorded the lowest share with 6 CBAs (2.1%). (Figure 3)



- Categorized by major industry group, manufacturing posted almost half (139 or 48.9%) of the total registered CBAs followed by wholesale and retail trade; repair of motor vehicles and motorcycles at 11.6 percent. The rest of the industries registered shares of less than 8 percent share each. (Table 2)
- By sub-industry grouping of the manufacturing industry, CBAs were prevalent in the manufacturing of food products (25 or 18.0%) and rubber and plastic products (19 or 13.7%). On the other hand, manufacturing of furniture; repair and installation of machinery equipment; and computer, electronic and optical products reported the least shares of CBAs at 0.7 percent. (Figure 4 and Table 3)



A total of 46,920 workers are covered by the CBAs in 2017

- Of the total 284 CBAs in 2017, 46,920 workers were covered by the different provisions. Majority (31,367 or 66.9%) were members of renewed CBAs. Meanwhile, one out of every five workers (9,582 or 20.4%) benefitted from the newly-registered CBAs while renegotiated CBAs covered 5,971 (12.7%) workers. (Table 2)
- By scope of bargaining unit, almost all CBAs (97.2% or 45,629) covered rank and file employees while the remaining 2.8 percent (1,281 CBAs) were supervisors.
- Three out of every five (60.6% or 28,433) workers covered by CBAs were members of affiliated unions while the rest (39.4% or 18,487) were members of independent unions.
- In terms of workers coverage by sector, workers in the services sector accounted for more than 50 percent of total workers covered by CBAs (53.0% or 24,830) as compared to the workers in the industry sector which comprised 45.8 percent (21,511) of the total share. The share of the agricultural workers covered by CBAs registered the least share at 1.3 percent (620). (Figure 5)
- By major industry group, manufacturing posted the highest count of workers covered by CBAs at 17,329 workers (36.9%) followed by financial and insurance activities with 6,652 workers (14.2%), and wholesale and retail trade; repair of motor vehicles and motorcycles with 5,967 workers (12.7%).
- Disaggregated by sex, two out of every three workers (30,898 or 65.9%) covered by CBAs were males. Female workers accounted for the remaining 34.1 percent or 16,022 workers. (Figure 6)

FIGURE 6 - Percent Distribution of Workers Covered by CBAs by Sex, Philippines: 2017

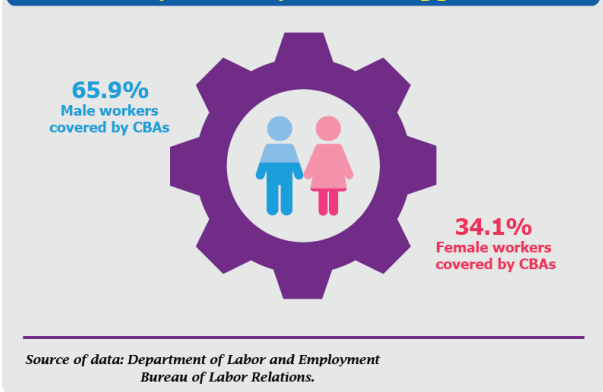
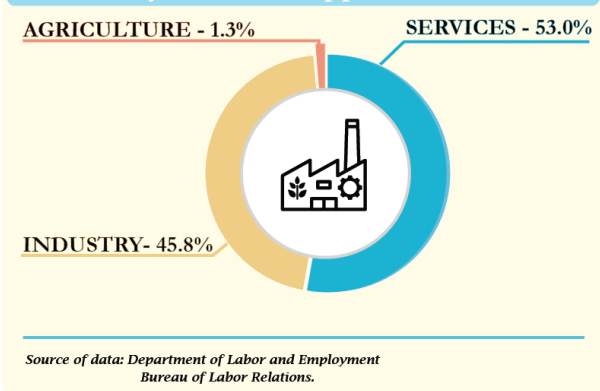


FIGURE 5 - Workers Covered by CBAs by Sector, Philippines: 2017



FOR INQUIRIES

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 Or visit our website at <http://www.psa.gov.ph>

TABLE 2 – Number and Percent Distribution of Collective Bargaining Agreements (CBAs) and Workers Covered by Type, Scope of Bargaining Unit, Union Status, Sector/Major Industry Group and Sex, Philippines: 2017

| INDICATOR | Collective Bargaining Agreements | | Workers Covered | |
|--|----------------------------------|--------------|-----------------|--------------|
| | Number | Percent | Number | Percent |
| TOTAL | 284 | 100.0 | 46,920 | 100.0 |
| Type of CBA | | | | |
| First-Time CBA | 53 | 18.7 | 9,582 | 20.4 |
| Renewal | 198 | 69.7 | 31,367 | 66.9 |
| Renegotiated | 33 | 11.6 | 5,971 | 12.7 |
| Scope of Bargaining Unit | | | | |
| Supervisory Level | 15 | 5.3 | 1,291 | 2.8 |
| Rank and File Employees | 269 | 94.7 | 45,629 | 97.2 |
| Union Status | | | | |
| Independent | 112 | 39.4 | 18,487 | 39.4 |
| Affiliated | 172 | 60.6 | 28,433 | 60.6 |
| Sector/Major Industry Group | | | | |
| Agriculture | 6 | 2.1 | 620 | 1.3 |
| Agriculture, Hunting and Forestry | 6 | 2.1 | 620 | 1.3 |
| Industry | 161 | 56.7 | 21,470 | 45.8 |
| Mining and Quarrying | 4 | 1.4 | 1,291 | 2.8 |
| Manufacturing | 139 | 48.9 | 17,329 | 36.9 |
| Electricity, Gas, Steam and Air Conditioning Supply | 11 | 3.9 | 2,047 | 4.4 |
| Water Supply; Sewerage | 1 | 0.4 | 35 | 0.1 |
| Construction | 6 | 2.1 | 768 | 1.6 |
| Services | 117 | 41.2 | 24,830 | 53.0 |
| Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles | 33 | 11.6 | 5,967 | 12.7 |
| Transportation and Storage | 24 | 8.5 | 4,296 | 9.2 |
| Accommodation and Food Service Activities | 14 | 4.9 | 1,596 | 3.4 |
| Information and Communication | 7 | 2.5 | 782 | 1.7 |
| Financial and Insurance Activities | 11 | 3.9 | 6,652 | 14.2 |
| Real Estate Activities | 3 | 1.1 | 86 | 0.2 |
| Administrative and Support Service Activities | 3 | 1.1 | 131 | 0.3 |
| Education | 12 | 4.2 | 2,207 | 4.7 |
| Human Health and Social Work Activities | 9 | 3.2 | 3,058 | 6.5 |
| Other Service Activities | 1 | 0.4 | 55 | 0.1 |
| Sex | | | | |
| Men | | | 30,898 | 65.9 |
| Women | | | 16,022 | 34.1 |

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

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

TABLE 3 – Number and Percent Distribution of Collective Bargaining Agreements (CBAs) in the Manufacturing Sub-Industry Group, Philippines: 2017

| Manufacturing Sub-Industry Group | Number of CBAs | Percent Share |
|--|-----------------------|----------------------|
| TOTAL | 139 | 100.0 |
| Food Products | 25 | 18.0 |
| Rubber and Plastic Products | 19 | 13.7 |
| Basic Metals | 16 | 11.5 |
| Beverages | 14 | 10.1 |
| Chemicals and Chemical Products | 10 | 7.2 |
| Textiles | 9 | 6.5 |
| Other Non-Metallic Mineral Products | 7 | 5.0 |
| Paper and Paper Products | 7 | 5.0 |
| Machinery and Equipment Not Elsewhere Classified | 5 | 3.6 |
| Printing and Reproduction of Recorded Media | 5 | 3.6 |
| Electrical Equipment | 4 | 2.9 |
| Fabricated Metal Products | 4 | 2.9 |
| Wearing Apparel | 4 | 2.9 |
| Tobacco | 3 | 2.2 |
| Basic Pharmaceutical Products | 2 | 1.4 |
| Other Transport Equipment | 2 | 1.4 |
| Computer, Electronic and Optical Products | 1 | 0.7 |
| Furniture | 1 | 0.7 |
| Repair and Installation of Machinery Equipment | 1 | 0.7 |

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

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