



Profile of Collective Bargaining Agreements in 2014

(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 simply a process where the parties 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.

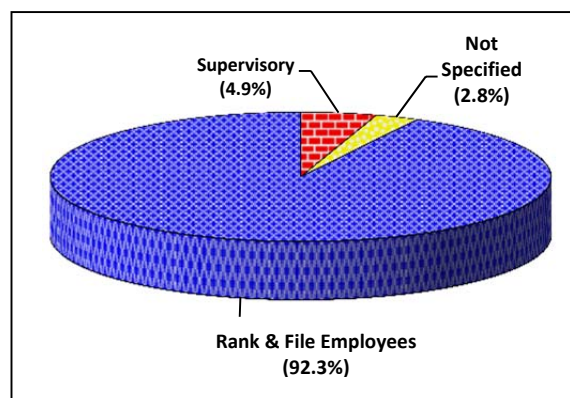
A CBA is a contract executed upon incorporating the agreements reached after negotiations with the employer and the exclusive bargaining representative of the employees with respect to wages, hours or work and all other terms and conditions of employment. As such, a CBA includes economic provisions and non-economic provisions. Economic provisions include monetary value of wage increases, loan benefits, bonuses, allowances, retirement plan, 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 from the documents filed at the Bureau of Labor Relations (BLR) of the Department of Labor and Employment (DOLE). Specifically, this issue highlights the profile of CBAs registered in 2014.

Registered CBAs

- A total of 325 Collective Bargaining Agreements (CBAs) were registered by various labor organizations in 2014. By type of CBA, almost two-thirds of total CBAs were renewals (215 or 66.2%) while less than 15% were composed of first-time CBAs (47 or 14.5%) and renegotiated CBAs (43 or 13.2%). Supplemental CBAs accounted for the least share at 1.2%. (Table 1)
- In terms of scope of bargaining unit, 9 out of every 10 CBAs (92.3%) covered rank and file employees while only 16 CBAs (4.9%) involved employees belonging to supervisory level positions. (Figure 1)

FIGURE 1 - Registered CBAs by Scope of Bargaining Unit, Philippines: 2014



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

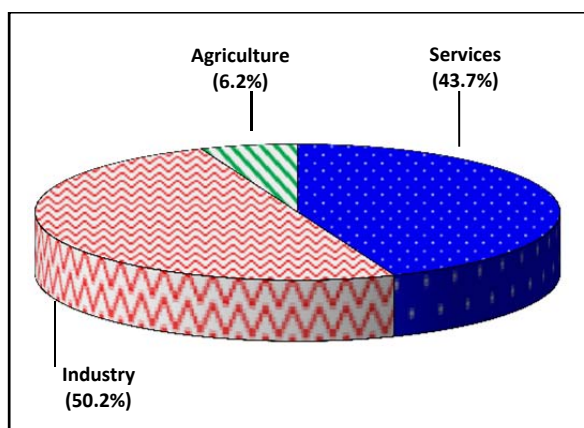
TABLE 1 –Number and Percent Distribution of CBAs by Type, Philippines:2014

Type of CBA	Number	% Share
Total	325	100.0
First CBAs	47	14.5
Renewal	215	66.2
Supplemental	4	1.2
Renegotiated	43	13.2
Not Specified	16	4.9

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

- Classified by union status, 4 out of every 7 CBAs (186 or 57.2%) were negotiated by affiliated unions while 4 out of every 10 CBAs (133 or 40.9%) were bargained for by independent unions. (Table 3)
- Among sectors, the industry sector sliced the biggest share of CBAs at slightly more than half of total CBAs (163 or 50.2%) followed by the services sector at 43.7% (142 CBAs). The least share was posted in agriculture with 20 CBAs (6.2%). (Figure 2)

FIGURE 2 - Registered CBAs by Sector, Philippines: 2014



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

- Classified by major industry group, manufacturing accounted for almost half (145 or 44.6%) of the total 325 registered CBAs. Specifically by sub-industry group, CBAs were dominant in the manufacture of food products (28 or 19.3%) and manufacture of rubber and plastic products (19 or 13.1%). (Table 2)

Workers Coverage

- The 325 registered CBAs in 2014 covered a total of 58,306 workers during the period. Of these, CBA renewals accounted for more than half of the total workers covered at 58.2% (33,929). Workers covered under supplemental/renewed CBAs made up for almost one-fourth at

22.9% (13,346) while newly-registered CBAs comprising 9.7% (5,667) of the total. (Table 3)

TABLE 2 – Number and Percent Distribution of CBAs in the Manufacturing Industry by Sub-Industry Group, Philippines: 2014

Manufacturing Sub-Industry Group	Number of CBAs	% Share
TOTAL	145	100.0
Food Products	28	19.3
Beverages	5	3.4
Textiles	5	3.4
Wearing Apparel	5	3.4
Leather and Related Products	1	0.7
Wood and Products of Wood and Cork	4	2.8
Paper and Paper Products	6	4.1
Printing and Reproduction of Recorded Media	3	2.1
Chemicals and Chemical Products	3	2.1
Basic Pharmaceutical Products	3	2.1
Rubber and Plastic Products	19	13.1
Other Non-Metallic Mineral Products	3	2.1
Basic Metals	13	9.0
Fabricated Metal Products	3	2.1
Computer, Electronic and Optical Products	2	1.4
Electrical Equipment	2	1.4
Machinery and Equipment, n.e.c.	3	2.1
Motor Vehicles, Trailers and Semi-trailers	6	4.1
Repair and Installation of Machinery Equipment	3	2.1
Other Manufacturing	28	19.3

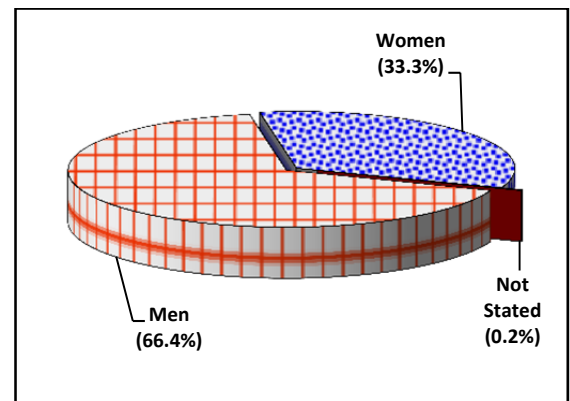
Note: Details may not add up to totals due to rounding. Source of data: Department of Labor and Employment, Bureau of Labor Relations.

- Classified by union status, 4 out of every 7 workers (58.3%) covered by CBAs were members of independent unions while 3 out of every 7 workers (41.7%) covered by CBAs were members of affiliated unions.

- Despite larger number of registered CBAs in the industry sector compared with the services sector (163 CBAs vs. 142 CBAs), the latter led the former in terms of workers covered by CBAs at 31,813 workers vis-à-vis 23,125 workers. Specifically, workers coverage by CBAs in the services sector comprised 54.6% of the total 58,306 workers covered by CBAs during the year.
- The industry sector, on the other hand, represented almost two-fifths (39.7% or 23,125) of the total workers covered by CBAs with the agricultural sector posting the lowest share at 5.8% (3,368).
- By major industry group, the manufacturing industry posted the highest share of workers covered by CBAs at 33.5% (19,504) followed by transportation and storage (14.0%) and financial and insurance activities (12.8%).

- In terms of gender, nearly two-thirds (66.4% or 38,743) of total workers covered by CBAs were males with females accounting for one-third (33.3% or 19,443) of the total. (Figure 3)

FIGURE 3 – Percent Distribution of Workers Covered by CBAs by Sex, Philippines: 2014



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

FOR INQUIRIES

Regarding this report, contact **LABOR STANDARDS AND RELATIONS STATISTICS DIVISION** at 376-1921
 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 3 – Number and Percent Distribution of Collective Bargaining Agreements and Workers Covered by Type, Scope of Bargaining Unit, Union Status, Sector/Major Industry Group and Sex, Philippines: 2014

INDICATOR	Collective Bargaining Agreements		Workers Covered	
	Number	Percent	Number	Percent
TOTAL	325	100.0	58,306	100.0
Type of CBA				
First CBA	47	14.5	5,667	9.7
Renewal	215	66.2	33,929	58.2
Supplemental/Renegotiated	47	14.4	13,346	22.9
Not Specified	16	4.9	5,364	9.2
Scope of Bargaining Unit				
Supervisory Level	16	4.9	1,320	2.3
Rank and File Employees	300	92.3	56,538	97.0
Not Specified	9	2.8	448	0.8
Union Status				
Independent	133	40.9	34,000	58.3
Affiliated	186	57.2	24,306	41.7
Not Specified	6	1.8	-	-
Sector/Major Industry Group				
Agriculture	20	6.2	3,368	5.8
Agriculture, Hunting, Forestry and Fishing	20	6.2	3,368	5.8
Industry	163	50.2	23,125	39.7
Mining and Quarrying	4	1.2	1,245	2.1
Manufacturing	145	44.6	19,504	33.5
Electric, Gas, Steam and Air Conditioning Supply	12	3.7	2,289	3.9
Water Supply; Sewerage, Waste Management and Remediation Activities	-	-	-	-
Construction	2	0.6	87	0.1
Services	142	43.7	31,813	54.6
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	14	4.3	1,182	2.0
Transportation and Storage	27	8.3	8,137	14.0
Accommodation and Food Service Activities	13	4.0	1,133	1.9
Information and Communication	8	2.5	4,821	8.3
Financial and Insurance Activities	14	4.3	7,471	12.8
Real Estate Activities	-	-	-	-
Professional Scientific and Technical Activities	2	0.6	40	0.1
Administrative and Support Service Activities	41	12.6	1,124	1.9
Education	14	4.3	5,267	9.0
Human Health and Social Work Activities	8	2.5	2,591	4.4
Arts, Entertainment and Recreation	1	0.3	47	0.1
Sex				
Men			38,743	66.4
Women			19,443	33.3
Not Stated			120	0.2

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

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