



ESTABLISHMENTS WITH CBAs: HOW MANY ARE THEY? 1997 - THE YEAR IN REVIEW

Collective Bargaining Agreement (CBA) refers to a 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.

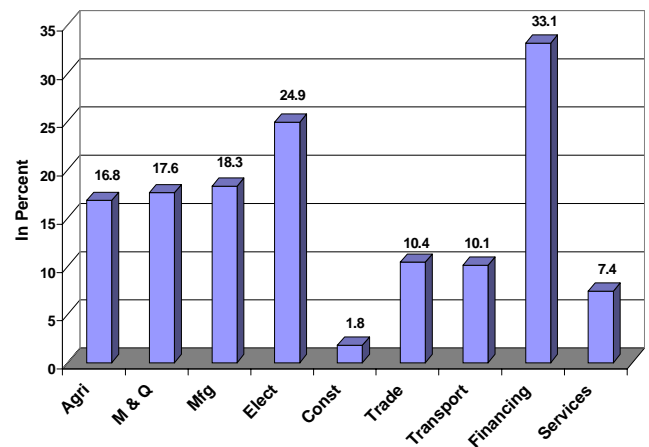
This manuscript provides information on the extent of collective bargaining in agricultural and non-agricultural establishments with 10 or more workers. Data were sourced from the 1997 Survey of Specific Group of Workers conducted by Bureau of Labor and Employment Statistics. The extent of collective bargaining in establishments is measured by getting the proportion of establishments with CBAs to the total number of establishments per industry or region.

Establishments with CBAs are estimated at 15.1 percent; majority are engaged in financing, insurance, real estate and business services

Survey results showed that approximately 6,540 establishments have CBAs in effect in 1997. This represents 15.1 percent of the total 43,358 establishments in the said year.

In proportion to the total number of establishments per industry, financing, insurance, real estate and business services sliced the biggest share of establishments with CBAs at 33.1 percent. This was followed by electricity, gas and water at 24.9 percent. The manufacturing sector which constituted the bulk of establishments had a share of only 18.3 percent as 2,072 out of its 11,305 establishments had CBAs. The least share was found in the construction sector at 1.8 percent. (Fig. 1)

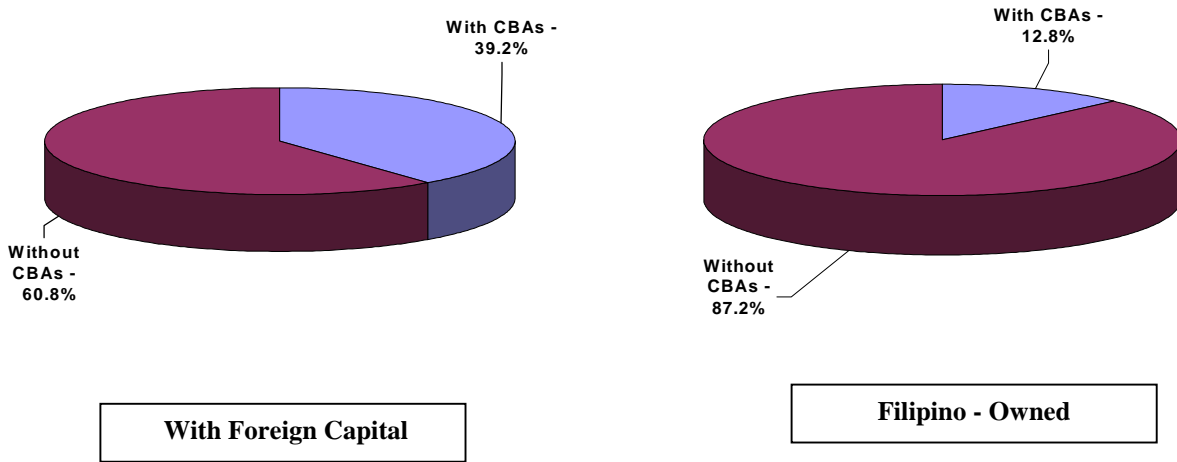
Fig. 1 - Percent Share of Establishments with CBAs to Total Number of Establishments by Industry, Philippines: 1997



Bulk of CBA covered establishments are found in Region VII

By region, the proportion of establishments with CBAs was highest in Region VII at 23.8 percent followed by Region III at 17.4 percent. The National Capital Region (NCR) which has the bulk of the total establishments showed a relatively lower proportion at 15.9 percent. The lowest was recorded in Region II at 5.8 percent. (Table 1)

Fig. 2 – Percent Share of Establishments with CBAs by Type of Ownership, Philippines: 1997



More establishments with foreign capital are covered by CBAs than Filipino-owned

The survey reported that out of 3,741 establishments with foreign capital, 1,467 or 39.2 percent had collective bargaining agreements. In contrast, only 5,073 (12.8%) of the 39,617 wholly Filipino-owned establishments were covered by CBAs. (Fig. 2)

More CBAs are forged in export oriented establishments

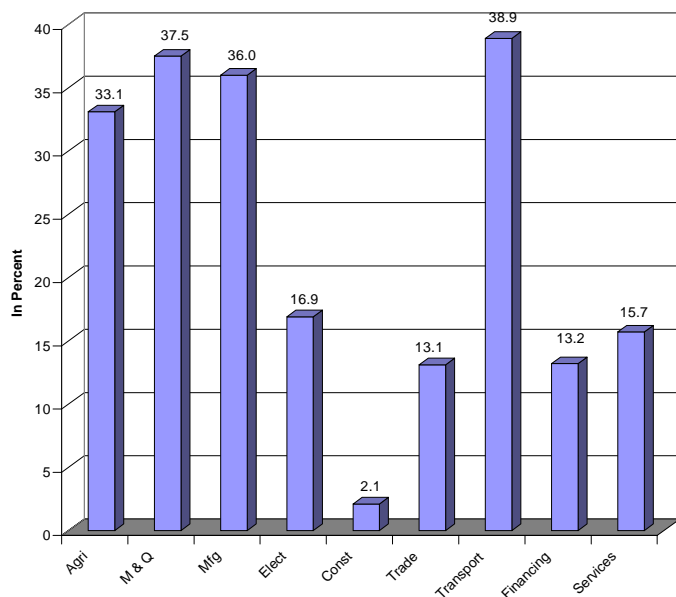
Nearly one-third or 30.9 percent (1,092 out of 3,539) of the export oriented establishments had CBAs in 1997, a big disparity from non-export oriented establishments where a mere 13.7% (5,448 out of 39,819) had collective bargaining contracts. (Table 1)

CBAs cover 23.8 percent of establishments' total employment; transportation, storage and communication sector leads in workers coverage

A total of 683,000 workers or 23.8 percent of the total 2.865 million establishments' workforce were covered by CBAs. The leading sector in terms of workers coverage was transportation, storage and communication with 38.9 percent.

Workers in the mining and quarrying industry placed second at 37.5 percent. Meanwhile, manufacturing which has the largest employment reported only 36.0 percent CBA coverage. Expectedly, the construction sector claimed the lowest share of only 2.1 percent. (Fig. 3)

Fig. 3 - Percent Share of Workers Covered by CBAs to Total Employment by Industry, Philippines: 1997



Workers in Region XI are widely covered by CBAs

In proportion to respective total employment, Region XI posted the highest share of CBA coverage at 32.9 percent. Following closely were CAR and Region IV with 30.0 percent and 29.2 percent, respectively. The NCR which accounted for the bulk (1.546 million) of the country's total employment reported that only 23.8 percent were covered by CBAs. Relatively lower coverage were noted in Regions IX (7.9%), II (8.7%), I (9.3%) and V (9.5%). (Table 1)

CBA coverage higher among workers in establishments with foreign capital

Bulk of the total workforce accounting for 2.211 million were employed in Filipino-owned establishments. Of these, only 448,000 or 20.3 percent were covered by CBAs. In contrast, 35.9 percent (235,000 out of 654,000) of the workers employed in establishments with foreign capital enjoy the package of benefits stipulated in their respective CBAs. (Table 1)

More workers are covered by CBAs in the export oriented establishments

The CBAs covered 41.0 percent (297,000) of the workforce in establishments engaged in export trade. Meanwhile, only 18.0 percent or 386,000 of the 2.141 million workers in establishments catering to the domestic market were covered by CBAs. (Table 1)

CBA coverage higher among men than women

Total male employment in establishments reached 1.788 million in 1997. Of these number around 449,000 or 25.1 percent had CBAs. Among females about 234,000 (21.7% out of 1.077 million) were enjoying the benefits provided in their CBAs. (Table 1).

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**Table 1 – EXTENT OF COLLECTIVE BARGAINING IN ESTABLISHMENTS EMPLOYING 10 OR MORE WORKERS
PHILIPPINES: 1997**

INDICATOR	Total Establishments	With CBAs		Total Employment (000)	Total CBA Covered Workers (000)	Percent Share	Male			Female		
		Number	Percent Share				Employment (000)	CBA Covered Workers (000)	Percent Share	Employment (000)	CBA Covered Workers (000)	Percent Share
Total	43,358	6,540	15.1	2,865	683	23.8	1,788	449	25.1	1,077	234	21.7
Major Industry Group												
Agriculture, fishery and forestry	1,019	171	16.8	130	43	33.1	112	37	33.0	18	6	33.3
Mining and quarrying	148	26	17.6	24	9	37.5	22	8	36.4	2	1	50.0
Manufacturing	11,305	2,072	18.3	961	346	36.0	571	230	40.3	390	116	29.7
Electricity, gas and water	457	114	24.9	59	10	16.9	48	8	16.7	11	2	18.2
Construction	947	17	1.8	141	3	2.1	134	a	-	7	a	-
Wholesale and retail trade	10,171	1,060	10.4	359	47	13.1	202	25	12.4	157	22	14.0
Transportation, storage and communication	1,835	185	10.1	203	79	38.9	159	61	38.4	44	18	40.9
Financing, insurance, real estate and business services	6,257	2,070	33.1	357	47	13.2	224	19	8.5	133	28	21.1
Community, social and personal services	11,219	825	7.4	631	99	15.7	316	58	18.4	315	41	13.0
Region												
National Capital Region	21,194	3,377	15.9	1,546	368	23.8	947	221	23.3	599	147	24.5
Cordillera Administrative Region	510	38	7.5	30	9	30.0	19	7	37.8	11	2	18.2
Region I - Ilocos Region	1,361	151	11.1	54	5	9.3	32	3	10.4	22	2	9.1
Region II - Cagayan Valley	616	36	5.8	23	2	8.7	13	1	9.6	10	1	10.0
Region III - Central Luzon	2,907	507	17.4	128	31	24.2	78	21	27.0	50	10	20.0
Region IV - Southern Tagalog	4,401	665	15.1	284	83	29.2	150	51	34.0	134	32	23.9
Region V - Bicol Region	987	59	6.0	42	4	9.5	26	3	12.8	16	1	6.3
Region VI - Western Visayas	2,452	354	14.4	183	34	18.6	134	26	19.5	49	8	16.3
Region VII - Central Visayas	2,400	572	23.8	171	42	24.6	101	29	29.1	70	13	18.6
Region VIII - Eastern Visayas	566	70	12.4	33	7	21.2	21	5	23.2	12	2	16.7
Region IX - Western Mindanao	897	93	10.4	38	3	7.9	25	3	10.1	13	a	-
Region X - Northern Mindanao	1,596	144	9.0	84	21	25.0	56	16	28.2	28	5	17.9
Region XI - Southern Mindanao	2,712	395	14.6	210	69	32.9	158	57	36.4	52	12	23.1
Region XII - Central Mindanao	699	75	10.7	31	4	12.9	20	3	14.4	11	1	9.1
Autonomous Region of Muslim Mindanao	60	4	6.7	8	1	12.5	6	1	9.4	2	a	-
Type of Ownership												
With Foreign Capital	3,741	1,467	39.2	654	235	35.9	378	147	38.9	276	88	31.9
Without Foreign Capital	39,617	5,073	12.8	2,211	448	20.3	1,410	302	21.4	801	146	18.2
Type of Market												
Export Oriented	3,539	1,092	30.9	724	297	41.0	401	189	47.1	323	108	33.4
Non-Export Oriented	39,819	5,448	13.7	2,141	386	18.0	1,387	260	18.7	754	126	16.7

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

a – Less than 500.

Source of data: Bureau of Labor and Employment Statistics, Survey of Specific Groups of Workers.