

Profile of Collective Bargaining Agreements in 2015 (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.

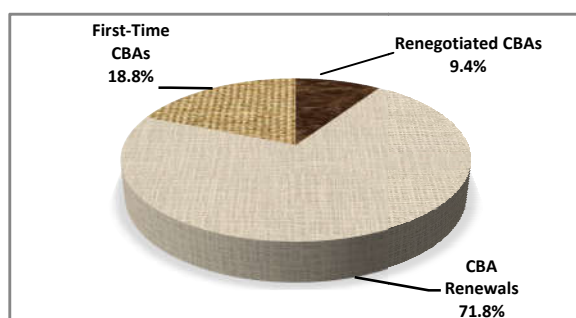
This three-part series of LABSTAT Updates presents data on CBAs gathered and tabulated from the documents filed at the Bureau of Labor Relations (BLR) of the Department of Labor and Employment (DOLE). Specifically, this first issue highlights the profile of CBAs registered in 2015.

Registered CBAs

- For 2015, a total of 298 Collective Bargaining Agreements (CBAs) were registered by the different labor organizations in the country. Seven out of every 10 registered CBAs were renewals (214 or 71.8%) while first-time CBAs accounted for less than 20 percent (56 or 18.8%). Renegotiated CBAs posted the least share at 9.4 percent (28 CBAs). (Figure 1)

- As for the scope of bargaining unit, majority (283 or 95%) of the CBAs covered rank and file workers while only few CBAs (15 or 5%) comprised supervisory level positions. (Table 1)

FIGURE 1 –Registered CBAs by Type, Philippines: 2015



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

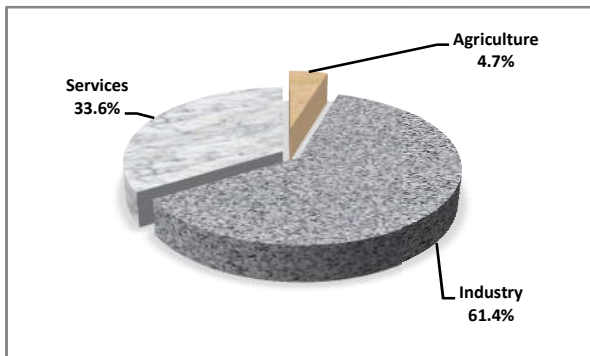
TABLE 1 - Registered CBAs by Scope of Bargaining Unit, Philippines: 2015

| Scope of Bargaining Unit | Number | Percent Share |
|--------------------------|------------|---------------|
| Total | 298 | 100.0 |
| Rank and File | 283 | 95.0 |
| Supervisory | 15 | 5.0 |

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

- Classified by union status, five-eighths of total registered CBAs (189 or 63.4%) were negotiated by affiliated unions while independent unions covered almost one-third of total CBAs (99 or 33.2%). (Table 2)
- Among the three sectors, the industry sector recorded the biggest share of registered CBAs reaching more than three-fifths (183 or 61.4%) of the total, followed by the services sector with 100 CBAs (33.6%). The agriculture sector recorded the lowest share with 14 CBAs (4.7%). (Figure 2)

FIGURE 2 - Registered CBAs by Sector, Philippines: 2015



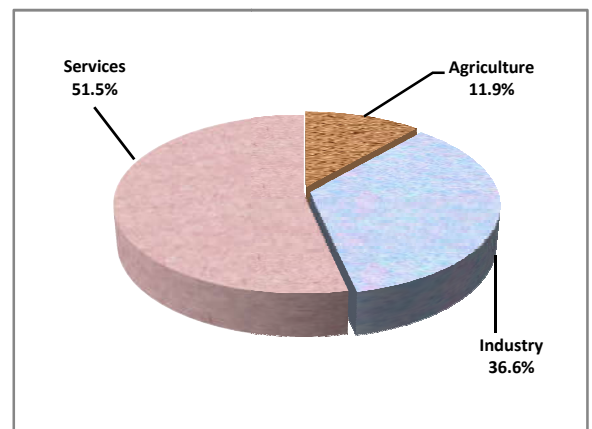
Source of data: Department of Labor and Employment, Bureau of Labor Relations.

- Categorized by major industry group, manufacturing posted more than half (169 or 56.7%) of the total registered CBAs with the rest of the industries registering shares of less than 9 percent each. (Table 2)
- By manufacturing sub-industry group, CBAs were prevalent in the manufacturing of food products (32 or 18.9%) and rubber and plastic products (23 or 13.6%). On the other hand, manufacturing of leather and related products and repair and installation of machinery equipment both reported the least shares of CBAs at 0.6 percent. (Table 3)

Workers Coverage

- Of the total 298 CBAs registered in 2015, some 56,435 workers were covered by the agreements during the period. Of these, more than half (33,217 or 58.9%) were members of renewed CBAs during the year. Meanwhile, 2 out of every 7 workers (16,281 or 28.8%) belonged to newly-registered CBAs while renegotiated CBAs were composed of 6,937 (12.3%) workers. (Table 2)
- Five out of every eight (62.4%) workers covered by CBAs were members of affiliated unions while the remaining 37.6 percent were members of independent unions.
- In terms of workers coverage by sector, workers in the services sector accounted for the largest share of total workers covered by CBAs at 51.5 percent (29,062) as compared to the workers in the industry sector which comprised 36.6 percent share (20,644) of the total. The share of the agricultural workers covered by CBAs registered the least at 11.9 percent (6,729). (Figure 3)

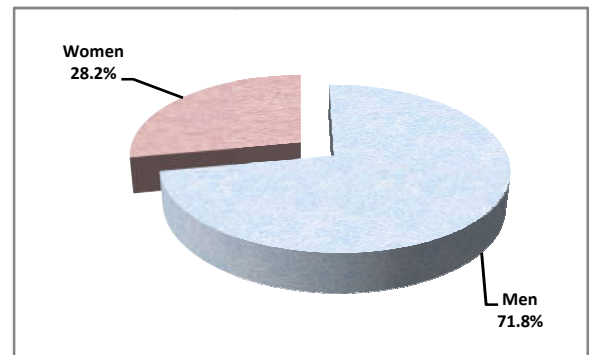
FIGURE 3-Workers Covered by CBAs by Sector, Philippines: 2015



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

- By major industry group, the manufacturing industry posted the highest count of workers covered by CBAs at 16,485 workers (29.2%) followed by transportation and storage with 10,911 workers (19.3%), and agriculture, hunting and forestry with 6,729 workers (11.9%).
- Disaggregated by sex, 5 out of every 7 workers (40,502 or 71.8%) of total workers covered by CBAs were males while 2 out of every 7 workers (15,933 or 28.2%) were female workers. (Figure 4)

FIGURE 4 – Percent Distribution of Workers Covered by CBAs by Sex, Philippines: 2015



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 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: 2015

| INDICATOR | Collective Bargaining Agreements | | Workers Covered ¹ | |
|--|----------------------------------|--------------|------------------------------|--------------|
| | Number | Percent | Number | Percent |
| TOTAL | 298 | 100.0 | 56,435 | 100.0 |
| Type of CBA | | | | |
| First-Time CBA | 56 | 18.8 | 16,281 | 28.8 |
| Renewal | 214 | 71.8 | 33,217 | 58.9 |
| Renegotiated | 28 | 9.4 | 6,937 | 12.3 |
| Scope of Bargaining Unit | | | | |
| Supervisory Level | 15 | 5.0 | 1,102 | 2.0 |
| Rank and File Employees | 283 | 95.0 | 55,333 | 98.0 |
| Union Status | | | | |
| Independent | 99 | 33.2 | 21,202 | 37.6 |
| Affiliated | 189 | 63.4 | 35,233 | 62.4 |
| Not Specified | 10 | 3.4 | - | - |
| Sector/Major Industry Group | | | | |
| Agriculture | 14 | 4.7 | 6,729 | 11.9 |
| Agriculture, Hunting and Forestry | 14 | 4.7 | 6,729 | 11.9 |
| Industry | 183 | 61.4 | 20,644 | 36.6 |
| Mining and Quarrying | 3 | 1.0 | 2,493 | 4.4 |
| Manufacturing | 169 | 56.7 | 16,485 | 29.2 |
| Electricity, Gas, Steam and Air Conditioning Supply | 11 | 3.7 | 1,363 | 2.4 |
| Construction | 1 | 0.3 | 303 | 0.5 |
| Services | 100 | 33.6 | 29,062 | 51.5 |
| Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles | 23 | 7.7 | 2,212 | 3.9 |
| Transportation and Storage | 24 | 8.1 | 10,911 | 19.3 |
| Accommodation and Food Service Activities | 13 | 4.4 | 715 | 1.3 |
| Information and Communication | 5 | 1.7 | 1,620 | 2.9 |
| Financial and Insurance Activities | 11 | 3.7 | 5,592 | 9.9 |
| Administrative and Support Service Activities | 3 | 1.0 | 405 | 0.7 |
| Education | 10 | 3.4 | 1,637 | 2.9 |
| Human Health and Social Work Activities | 5 | 1.7 | 4,832 | 8.6 |
| Arts, Entertainment and Recreation | 5 | 1.7 | 1,121 | 2.0 |
| Other Service Activities | 1 | 0.3 | 17 | ** |
| Sex | | | | |
| Men | | | 40,502 | 71.8 |
| Women | | | 15,933 | 28.2 |

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

** Less than 0.05 percent

¹ Workers covered does not include CBAs whose union status are not specified.

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: 2015

| Manufacturing Sub-Industry Group | Number of CBAs | Percent Share |
|--|-----------------------|----------------------|
| TOTAL | 169 | 100.0 |
| Food Products | 32 | 18.9 |
| Beverages | 9 | 5.3 |
| Tobacco | 5 | 3.0 |
| Textiles | 6 | 3.6 |
| Wearing Apparel | 8 | 4.7 |
| Leather and Related Products | 1 | 0.6 |
| Wood and Products of Wood and Cork | 4 | 2.4 |
| Paper and Paper Products | 13 | 7.7 |
| Chemicals and Chemical Products | 10 | 5.9 |
| Basic Pharmaceutical Products | 3 | 1.8 |
| Rubber and Plastic Products | 23 | 13.6 |
| Other Non-Metallic Mineral Products | 5 | 3.0 |
| Basic Metals | 10 | 5.9 |
| Fabricated Metal Products | 10 | 5.9 |
| Computer, Electronic and Optical Products | 5 | 3.0 |
| Electrical Equipment | 2 | 1.2 |
| Machinery and Equipment Not Elsewhere Classified | 3 | 1.8 |
| Motor Vehicles, Trailers and Semi-Trailers | 8 | 4.7 |
| Other Transport Equipment | 3 | 1.8 |
| Furniture | 2 | 1.2 |
| Repair and Installation of Machinery Equipment | 1 | 0.6 |
| Other Manufacturing | 6 | 3.6 |

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

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