

Collective Bargaining Agreements in 2006 (First of a two-part series)

The Labor Code encourages the execution of a collective bargaining agreement (CBA) between workers and employers to promote and maintain industrial peace and stable employment relations. CBA refers to a negotiated contract between a duly recognized or certified collective bargaining representative and an employer concerning wages, hours of work and other terms and conditions of employment in the appropriate bargaining unit including provision for grievance machinery. It covers all regular employees of an appropriate bargaining unit who are not excluded by law or by expressed provision of the CBA.

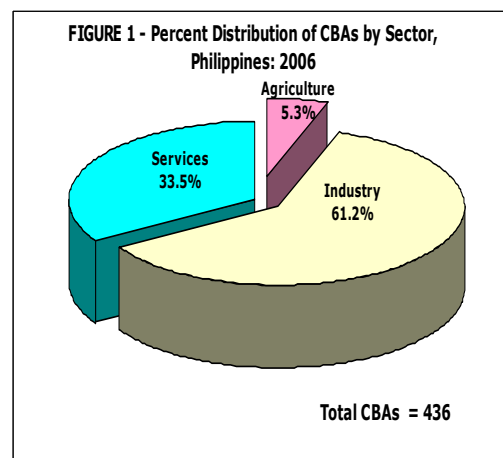
A CBA usually contains clauses on economic and non-economic benefits. The economic benefits include wage increases, allowances, bonuses, longevity pay, insurance, separation pay, monetary assistance, death aid, funeral assistance, leave benefits, retirement plan and other fringe benefits. The non-economic provisions include union security clauses, grievance procedures, labor-management cooperation schemes, among others. Although the term of a CBA is five (5) years, its economic provisions can be renegotiated on the third year after its execution.

Since 1997, the Bureau of Labor and Employment Statistics (BLES) has published articles on the profile of collective bargaining agreements (CBAs) specifically on its economic and non-economic provisions. Data were culled from actual documents on file of CBAs registered at the Bureau of Labor Relations.

This issue of LABSTAT Updates provides a descriptive analysis of the profile of the CBAs filed in 2006.

Profile of CBAs

- Of the total 436 CBAs filed in 2006, 350 (80.3%) were renewals, 68 (15.6%) were new CBAs and 18 (4.1%) were renegotiated.
- More than half (53.0%) of CBAs were negotiated by affiliated unions and the rest (47.0%) were from independent unions.
(TABLE 1)
- The bulk (267 or 61.2%) emerged from the industry sector. This was followed by the



services sector at 33.5% (146 CBAs). The least was claimed by the agriculture sector at 5.3% or 23 CBAs. (FIGURE 1)

- Majority of the 267 registered CBAs in the industry sector were from manufacturing (252 or 57.8%). The bulk of which, were in the manufacture of food products and beverages (72 CBAs) and rubber and plastic products (28 CBAs). Other CBAs were thinly spread in the rest of the manufacturing sub-sectors as shown below:

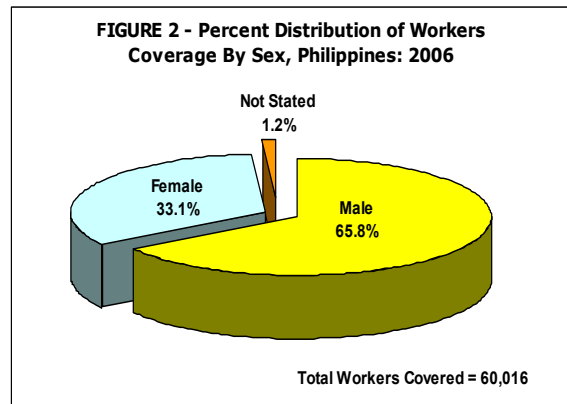
Manufacturing Sub-sector	Number	%
TOTAL	252	100.0
Food Products & Beverages	72	28.6
Tobacco	2	0.8
Textiles	14	5.6
Wearing Apparel	19	7.5
Luggage, Handbags & Footwear	3	1.2
Wood & Wood Products & Cork	14	5.6
Paper and Paper Products	8	3.2
Publishing, Printing & Reproduction of Recorded Media	9	3.6
Coke, Refined Petroleum & Other Fuel Products	2	0.8
Chemicals & Chemical Products	17	6.7
Rubber & Plastic Products	28	11.1
Other Non-Metallic Mineral Products	13	5.2
Basic Metals	11	4.4
Fabricated Metal Products	21	8.3
Machinery and Equipment	1	0.4
Electrical Machinery and Apparatus	4	1.6
Radio, Television and Communication Equipment and Apparatus	3	1.2
Medical, Precision & Optical Instruments, Watches and Clocks	1	0.4
Motor Vehicles, Trailers and Semi-Trailers	4	1.6
Other Transport Equipment	1	0.4
Manufacture and Repair of Furniture	3	1.2
Recycling	1	0.4
Manufacturing, N.E.C.	1	0.4

Sources of data: Bureau of Labor Relations.
Bureau of Labor and Employment Statistics.

- As to bargaining unit, most of the CBAs (419) covered rank and file employees in offices, plants and in sales. This translates to 96.1% of the total 436 CBAs registered during the year.

Workers Covered

- CBA coverage consisted mostly of workers in the industry and services sectors which accounted for almost the same shares at 45.9% and 45.7%, respectively. Workers covered in the agricultural sector comprised only 8.4%. (TABLE 1)
- As most of the CBAs filed during the period came from affiliated unions, they also claimed the bulk (51.9%) of workers coverage. Independent unions, on the other hand, got the remaining 48.1%.
- In terms of workers covered per CBA, the independent unions posted a higher coverage with an average of 141 workers compared to 135 workers among affiliated unions. Overall, average coverage per CBA stood at 138 workers.
- As expected, almost 95.9% of the total workers covered were rank and file employees while only 4.1% belonged to supervisory level positions.
- The males comprised almost two-thirds (65.8%) of the total CBA coverage while females accounted for only 33.1%.



**TABLE 1 – Number of Collective Bargaining Agreements and
Workers Covered, Philippines: 2006**

INDICATOR	Number of CBAs	% Share	Workers Covered	% Share
TOTAL	436	100.0	60,016	100.0
By Status				
Affiliated	231	53.0	31,139	51.9
Independent	205	47.0	28,877	48.1
By Sector/Major Industry Group				
Agriculture	23	5.3	5,032	8.4
Agriculture, Hunting and Forestry	23	5.3	5,032	8.4
Industry	267	61.2	27,544	45.9
Mining and Quarrying	2	0.5	344	0.6
Manufacturing	252	57.8	26,126	43.5
Electricity, Gas and Water Supply	9	2.1	752	1.3
Construction	4	0.9	322	0.5
Services	146	33.5	27,440	45.7
Wholesale and Retail Trade	37	8.5	1,563	2.6
Hotels and Restaurants	26	6.0	1,682	2.8
Transport, Storage & Communications	31	7.1	9,038	15.1
Financial Intermediation	10	2.3	6,543	10.9
Real Estate, Renting and Business Activities	9	2.1	443	0.7
Education	13	3.0	1,872	3.1
Health and Social Work	15	3.4	5,366	8.9
Other Community, Social and Personal Service Activities	5	1.2	933	1.6
By Type of Bargaining Unit				
Supervisory	17	3.9	2,472	4.1
Rank and File	419	96.1	57,544	95.9
By Sex				
Male	-	-	39,481	65.8
Female	-	-	19,812	33.1
Not Stated	-	-	723	1.2

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

Sources of data: Bureau of Labor Relations.

Bureau of Labor and Employment Statistics.

FOR INQUIRIES:

Regarding this report contact **LABOR RELATIONS STATISTICS DIVISION at 527-30-00 local 319**

Regarding other statistics and technical services contact **BLES DATABANK at 527-30-00 local 317**

Or Write to BLES c/o **Databank, 3/F DOLE Bldg. Gen. Luna St., Intramuros, Manila, 1002**

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