

Profile of Collective Bargaining Agreements in 2008 (First of a three-part series)*

The Philippine Labor Code recognizes the importance of collective bargaining in the promotion and maintenance of industrial peace and in the attainment of stable employment relations. Essentially, collective bargaining involves two parties: 1) the representative of the employer; and 2) a union duly authorized by the majority of the employees within a bargaining unit called **exclusive bargaining agent**. It is a process where the parties agree to fix and administer the terms and conditions of employment and to set a mechanism for resolving grievances.

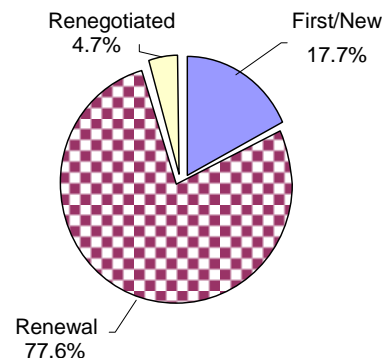
The end result of the collective process is a contract called the **collective bargaining agreement (CBA)**. A CBA generally contains economic and non-economic provisions. Economic provisions refer to those clauses on the terms and conditions of employment with monetary value, e.g., wage increases, allowances, bonuses, longevity pay, insurance, separation pay, monetary assistance, death aid, funeral assistance, leave benefits, retirement plan and other fringe benefits. The non-economic provisions, on the other hand, include union security clauses, grievance procedures, labor management cooperation schemes among others. The economic provisions have a term of five(5) years but may be renegotiated before the end of the third year of the effectivity of the CBA.

The three series of LABSTAT Updates focus on the statistics on CBAs gathered from the CBA documents filed at the Bureau of Labor Relations. Specifically, this issue provides a descriptive analysis on the profile of CBAs registered in 2008.

CBAs Registered

- A total of 344 CBAs were registered nationwide in 2008. Of these, more than three-fourths (77.6%) were renewals while 61 (17.7%) were newly filed CBAs. Only 16 CBAs (4.7%) were renegotiated contracts. (Figure 1)
- By bargaining unit, most of the CBAs (321) covered rank and file employees. This is about 93.3% of the total 344 CBAs registered during the year. Only 3.5% (12 CBAs) were composed of supervisors. (Table 1)
- About 3 out of every 5 CBAs were negotiated by affiliated unions while the rest (39.8%) were concluded by independent unions.
- By major industry group, almost half (168 or 48.8%) of the CBAs were from the industry sector. The services sector registered a total of 152 CBAs (44.2%), while the agricultural sector accounted for merely 7.0% or 24 CBAs.
- About 6 out of every 7 registered CBAs in the industry sector were from the

FIGURE 1- Percent Distribution of CBAs by Type, Philippines: 2008



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manufacturing industry. Specifically, the bulk of the CBAs were in the following sub-industries: manufacturing of food products and beverages (34 CBAs or 23.4%); rubber and plastic products (21 CBAs or 14.5%); and chemicals and chemical products (11 CBAs or 7.6%). Other CBAs were thinly spread among the rest of the manufacturing sub-industries as shown below:

MANUFACTURING SUB-INDUSTRY	No. of CBAs	Percent
Total	145	100.0
Food Products and Beverages	34	23.4
Tobacco Products	5	3.4
Textiles	8	5.5
Wearing Apparel	9	6.2
Luggage, Handbags and Footwear	3	2.1
Wood and Wood Products and Cork	3	2.1
Paper and Paper Products	9	6.2
Publishing, Printing and Reproduction of Recorded Media	6	4.1
Coke, Refined Petroleum and Other Fuel Products	1	0.7
Chemicals and Chemical Products	11	7.6
Rubber and Plastic Products	21	14.5
Other Non-Metallic Mineral Products	5	3.4
Basic Metals	5	3.4
Fabricated Metal Products	9	6.2
Machinery and Equipment	6	4.1
Electrical Machinery and Apparatus	4	2.8
Medical, Precision and Optical Instruments	1	0.7
Motor Vehicles, Trailers and Semi-Trailers	1	0.7
Other Transport Equipment	1	0.7
Manufacture and Repair of Furniture	2	1.4
Manufacturing, N.E.C.	1	0.7

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

Workers Coverage

- The 344 CBAs registered in 2008 covered a total of 64,151 workers nationwide. By type, CBA renewals covered the highest number of workers at 54,363 (84.7%), followed by first-time filed CBAs at 7,867 (12.3%). Renegotiated CBAs accounted for only 1,921 (3.0%) of the total.
- By scope of bargaining unit, majority or 58,296 (90.9%) were rank and file employees while a mere 6.2% (3,978) belonged to supervisory level positions. (Table 1)

- By affiliation status, although affiliated unions registered the most number of CBAs (207), it reported a relatively lower coverage at 27,558 than independent unions (137 CBAs) which covered 36,593 workers. This translates to an average coverage of only 133 workers per CBA for affiliated unions compared to 267 average workers per CBA for independent unions.
- Among sectors, the services sector recorded the most number of workers covered by CBAs at 21,823 (34.0%), followed closely by the industry sector at 21,205 workers (33.1%) and agriculture sector with 21,123 workers (32.9%).
- Industrywise, agriculture, hunting and forestry topped the list with the most number of workers covered by CBAs at 21,123 (32.9%). The manufacturing industry came second with 15,503 (24.2%). The rest of the industries accounted for percentage shares ranging from 0.1% to 8.5%.
- More than two-thirds (69.8%) of the total workers covered by CBAs were males while females accounted for only 28.6% of the total. (Figure 2)

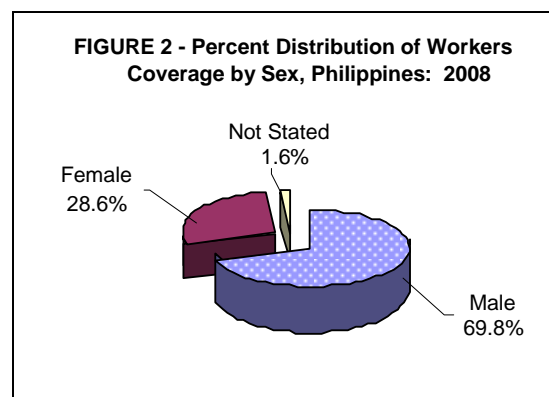


TABLE 1 – Number and Percent Distribution of Collective Bargaining Agreements and Workers Covered by Type, Scope, Status, Major Industry Group and Sex, Philippines: 2008

INDICATOR	Collective Bargaining Agreements		Workers Covered	
	Number	Percent	Number	Percent
TOTAL	344	100.0	64,151	100.0
By Type				
First CBA	61	17.7	7,867	12.3
Renewal	267	77.6	54,363	84.7
Renegotiated	16	4.7	1,921	3.0
By Scope				
Supervisory	12	3.5	3,978	6.2
Rank and File	321	93.3	58,296	90.9
Not Specified	11	3.2	1,877	2.9
By Status				
Affiliated	207	60.2	27,558	43.0
Independent	137	39.8	36,593	57.0
By Sector/Major Industry Group				
Agriculture	24	7.0	21,123	32.9
Agriculture, Hunting and Forestry	24	7.0	21,123	32.9
Industry	168	48.8	21,205	33.1
Mining and Quarrying	2	0.6	62	0.1
Manufacturing	145	42.2	15,503	24.2
Electricity, Gas and Water Supply	18	5.2	5,475	8.5
Construction	3	0.9	165	0.3
Services	152	44.2	21,823	34.0
Wholesale and Retail Trade	15	4.4	2,049	3.2
Hotels and Restaurants	12	3.5	1,520	2.4
Transport, Storage and Communications	31	9.0	4,410	6.9
Financial Intermediation	7	2.0	3,936	6.1
Real Estate, Renting and Business Activities	49	14.2	1,447	2.3
Education	12	3.5	2,950	4.6
Health and Social Work	6	1.7	2,813	4.4
Other Community, Social and Personal Service Activities	20	5.8	2,698	4.2

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**

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