

Profile of Collective Bargaining Agreements in 2009 (First of a three-part series)*

The right of all workers to collective bargaining and negotiations is enshrined in the Constitution. This is echoed in the Labor Code by declaring it as a policy to promote and emphasize the primacy of free collective bargaining and negotiations, including voluntary arbitration, mediation and conciliation, as modes of settling labor or industrial disputes.

A Collective Bargaining Agreement (CBA) constitutes the law between the parties. It contains economic and non-economic provisions and representation aspect. The economic provisions refer to those clauses on the terms and conditions of employment with monetary value while the non-economic provisions are stipulations without monetary value and may include union security clauses, grievance procedures, labor-management cooperation schemes, among others. The representation aspect refers to the identity and majority status of the union that negotiated the CBA as the exclusive bargaining representative. A CBA has a life of five years for the representation aspect and not more than three years for all other provisions (economic and non-economic).

The three series of LABSTAT Updates focus on the statistics on CBAs gathered from the registration documents filed at the Bureau of Labor Relations. Specifically, this issue provides a descriptive analysis on the profile of CBAs registered in 2009.

Registered CBAs

- A total of 274 registered CBAs were recorded in 2009. Over three-fourths (78.5%) were renewals while 57 (20.8%) CBAs were newly-registered. A meager 0.7% was supplemental agreements. (Figure 1)
- By scope of bargaining unit, 259 out of the total registered CBAs (94.5%) covered rank and file employees. Only 13 CBAs (4.7%) were from unions composed of supervisors. (Figure 2)

FIGURE 1 – Percent Distribution of CBAs by Type, Philippines: 2009

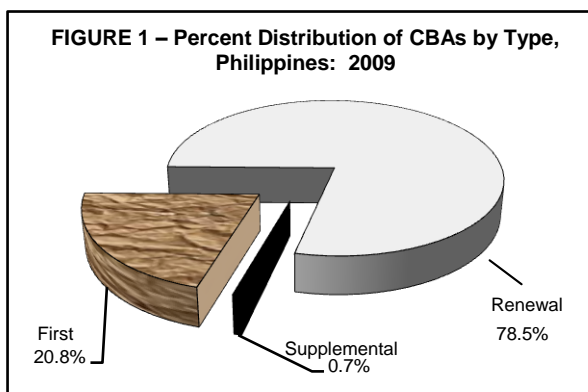
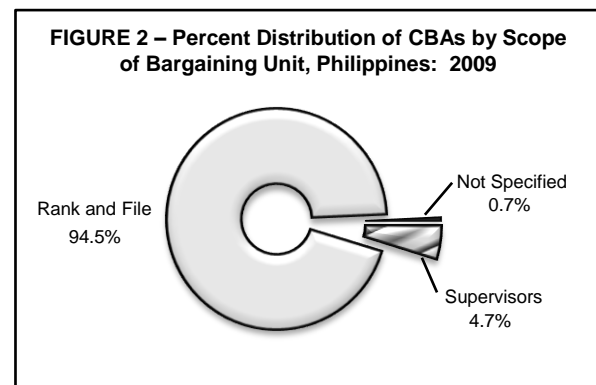


FIGURE 2 – Percent Distribution of CBAs by Scope of Bargaining Unit, Philippines: 2009



- About 3 out of every 5 CBAs (59.9%) were negotiated by affiliated unions while the rest (40.1%) were concluded by independent unions. (Table 1)

*With contributions from Franzes Angelica D. Pineda, B.S. Statistics, University of the Philippines Los Baños.

- The industry sector had the highest number of CBAs with 163 (59.5%). The services sector recorded 93 CBAs (33.9%) while the rest of the CBAs (18 or 6.6%) were from the agriculture sector.
- Industry wise, majority of the registered CBAs were from the manufacturing industry (143 or 52.2%). Of which, 38 CBAs (26.6%) were from establishments engaged in the manufacture of food products and beverages. Establishments engaged in the manufacture of chemicals and chemical products and those in the manufacture of wearing apparel equally got a share of 9.8% with 14 CBAs, each.
- By affiliation status, more than half of the workers covered were from CBAs negotiated by affiliated unions (57.8%) while the rest of the workers covered were from independent unions (42.2%). This translates to an average coverage of 178 workers per CBA for affiliated unions as against 194 workers for independent unions.
- Among the different sectors, the industry sector had the highest number of workers covered by CBAs with 24,531 workers (48.6%). This was followed by services sector with 20,218 workers (40.0%) and agriculture sector with 5,744 workers (11.4%).
- The manufacturing industry topped the list of industries with the most number of workers covered by CBAs at 19,721 (39.1%). Transport, storage and communications (6,335 or 12.5%) and financial intermediation (6,198 or 12.3%) came in far second and third, respectively.
- Notably, 37.8% of workers covered by CBAs were women. This represents a ratio of 3 women for every 10 workers covered by CBAs. (Figure 3)

Manufacturing Sub-Industry	No. of CBAs	Percent
Total	143	100.0
Food Products and Beverages	38	26.6
Tobacco Products	2	1.4
Textiles	5	3.5
Wearing Apparel	14	9.8
Luggage, Handbags and Footwear	5	3.5
Wood and Wood Products and Cork	2	1.4
Paper and Paper Products	2	1.4
Publishing, Printing and Reproduction of Recorded Media	5	3.5
Chemicals and Chemical Products	14	9.8
Rubber and Plastic Products	6	4.2
Other Non-Metallic Mineral Products	8	5.6
Basic Metals	10	7.0
Fabricated Metal Products	9	6.3
Machinery and Equipment	9	6.3
Electrical Machinery and Apparatus	4	2.8
Medical, Precision and Optical Instruments	1	0.7
Motor Vehicles, Trailers and Semi-Trailers	5	3.5
Manufacture and Repair of Furniture	1	0.7
Manufacturing, N.E.C.	3	2.1

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

Workers Coverage

- A total of 50,497 workers nationwide were covered by the registered CBAs in 2009. These were largely from CBA renewals (44,152 or 87.4%) while newly-registered CBAs covered 6,287 workers (12.5%). (Table 1)

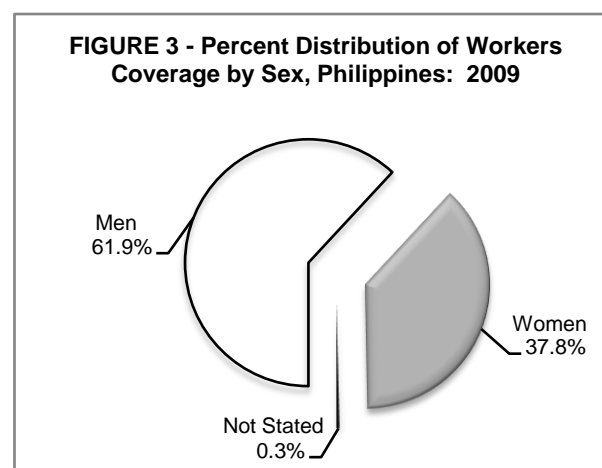


TABLE 1 – Number and Percent Distribution of Collective Bargaining Agreements and Workers Covered by Type, Scope, Status, Major Industry Group and Sex, Philippines: 2009

INDICATOR	Collective Bargaining Agreements		Workers Covered	
	Number	Percent	Number	Percent
TOTAL	274	100.0	50,497	100.00
Type				
First CBA	57	20.8	6,287	12.5
Renewal	215	78.5	44,152	87.4
Supplemental	2	0.7	58	0.1
Scope				
Supervisory	13	4.7	619	1.2
Rank and File	259	94.5	49,561	98.1
Not Specified	2	0.7	317	0.6
Status				
Independent	110	40.1	21,291	42.2
Affiliated	164	59.9	29,206	57.8
Sector/Major Industry Group				
Agriculture	18	6.6	5,744	11.4
Agriculture, Hunting and Forestry	18	6.6	5,744	11.4
Industry	163	59.5	24,531	48.6
Manufacturing	143	52.2	19,721	39.1
Electricity, Gas and Water Supply	14	5.1	3,240	6.4
Construction	6	2.2	1,570	3.1
Services	93	33.9	20,218	40.0
Wholesale and Retail Trade	22	8.0	1,615	3.2
Hotels and Restaurants	8	2.9	760	1.5
Transport, Storage and Communications	25	9.1	6,335	12.5
Financial Intermediation	9	3.3	6,198	12.3
Real Estate, Renting and Business Activities	3	1.1	160	0.3
Education	16	5.8	2,527	5.0
Health and Social Work	5	1.8	2,145	4.2
Other Community, Social and Personal Service Activities	5	1.8	482	1.0
Sex				
Men	-	-	31,275	61.9
Women	-	-	19,088	37.8
Not Stated	-	-	134	0.3

Notes: 1. Details may not add up to totals due to rounding.

2. No data available for other industries.

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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