

Profile of Collective Bargaining Agreements in 2010 (First of a Three-part Series)*

A *Collective Bargaining Agreement (CBA)* is a contractual agreement between an employer and registered labor organization/s that governs wages, hours of work and working conditions for employees. Such an agreement is ordinarily reached following the process of collective bargaining. Specifically, it contains economic and non-economic provisions and the representation aspect.

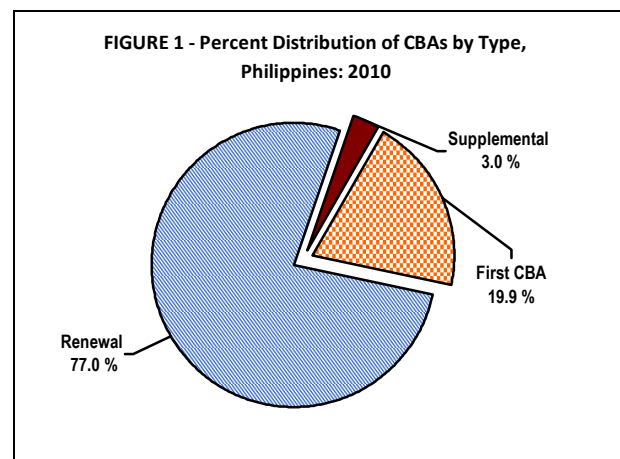
The economic provisions refer to those clauses on the terms and conditions of employment with monetary value while the non-economic provisions are stipulations without monetary value and may include union security clauses, grievance procedures, labor-management cooperation schemes, among others. The 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 5 years for the representation aspect and not more than 3 years for all other provisions (economic and non-economic).

Since 1997, the Bureau of Labor and Employment Statistics (BLES) has published studies on the profile of CBAs specifically on its economic and non-economic provisions. Data were culled from registration documents filed at the Bureau of Labor Relations (BLR).

This issue provides a descriptive analysis on the profile of CBAs registered in 2010.

Registered CBAs

- A total of 396 CBAs were registered nationwide in 2010. About 7 out of every 9 CBAs (77.0%) were renewals while 1 out of every 5 (19.9%) were newly-registered CBAs. Only 12 (3.0%) were supplemental agreements. (Figure 1)
- By scope of bargaining unit, bulk of the CBAs (96.0%) covered rank and file employees. Merely 15 CBAs (3.8%) were from unions composed of supervisors. (Table 1)
- About 4 out of every 7 CBAs (57.3%) were negotiated by affiliated unions while the rest (42.7%) were concluded by independent unions.
- More than half (57.1%) of the CBAs were from the industry sector. The services sector registered 137 (34.6%) while the agricultural sector had 8.3% with 33 CBAs.



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- Majority of the registered CBAs were from manufacturing (213 or 53.8%). Of which, 43 CBAs (20.2%) were from establishments engaged in the manufacture of food products; 34 CBAs (16.0%) were in the manufacture of rubber and plastic products and 14 CBAs (6.6%) were in the manufacture of basic metals. Other CBAs were dispersed in different manufacturing sub-industries as shown below:

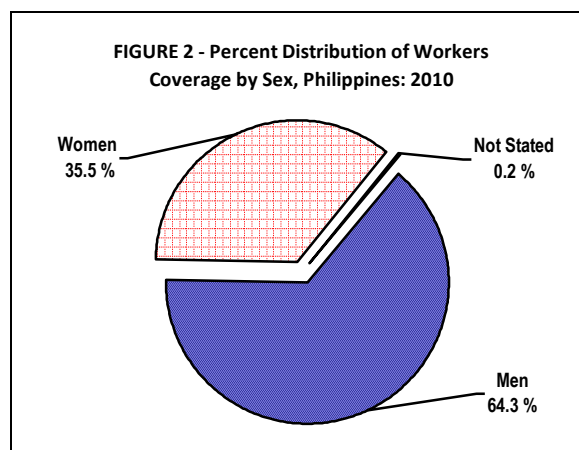
Manufacturing Sub-Industry	No. of CBAs	Percent
Total	213	100.0
Food Products	43	20.2
Beverages	11	5.2
Tobacco Products	3	1.4
Textiles	12	5.6
Wearing Apparel	13	6.1
Leather and Related Products	1	0.5
Wood and Wood Products and Cork	5	2.3
Paper and Paper Products	10	4.7
Printing and Reproduction of Recorded Media	7	3.3
Coke and Refined Petroleum Products	2	0.9
Chemicals and Chemical Products	11	5.2
Basic Pharmaceutical Products and Pharmaceutical Preparations	5	2.3
Rubber and Plastic Products	34	16.0
Other Non-Metallic Mineral Products	8	3.8
Basic Metals	14	6.6
Fabricated Metal Products	9	4.2
Computer, Electronic and Optical Products	4	1.9
Electrical Equipment	6	2.8
Machinery and Equipment , N.E.C.	2	0.9
Motor Vehicles, Trailers and Semi-Trailers	2	0.9
Other Transport Equipment	1	0.5
Manufacture of Furniture	6	2.8
Other Manufacturing	2	0.9
Repair and Installation of Machinery and Equipment	2	0.9

*Note: Details may not add up to totals due to rounding.
Sources of data: Bureau of Labor Relations.
Bureau of Labor and Employment Statistics.*

Workers Coverage

- The registered CBAs covered a total of 74,552 workers nationwide in 2010. Of these, 62,566 (83.9%) were from CBA renewals while newly-registered CBAs covered 10,391 workers (13.9%). The rest (1,595 workers or 2.1%) were from supplemental agreements.

- Almost all (99.1%) workers covered by CBAs were rank and file employees.
- Affiliated unions which had the most number of CBAs posted a total coverage of 45,567 workers. This translates to an average coverage of 201 workers per CBA. Meanwhile, the 169 CBAs from independent unions covered a total of 28,985 workers or an equivalent of 172 workers covered per CBA.
- Among the different sectors, the services sector had the highest number of workers covered by CBAs with 38,631 workers (51.8%). This was followed by the industry sector with 31,218 workers (41.9%) and the agriculture sector with 4,703 workers (6.3%).
- The manufacturing industry recorded the most number of workers covered by CBAs at 27,898 (37.4%). Transportation and storage (11,618 or 15.6%) and financial and insurance activities (8,388 or 11.3%) were far second and third, respectively.
- Disaggregation by sex showed that nearly two-thirds (64.3% or 47,923) of the workers covered by CBAs were men while only 35.5% (26,454) were women. (Figure 2)



FOR INQUIRIES

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TABLE 1 – Number and Percent Distribution of Collective Bargaining Agreements and Workers Covered by Type, Scope, Status, Sector/Major Industry Group and Sex, Philippines: 2010

INDICATOR	Collective Bargaining Agreements		Workers Covered	
	Number	Percent	Number	Percent
TOTAL	396	100.0	74,552	100.0
Type				
First CBA	79	19.9	10,391	13.9
Renewal	305	77.0	62,566	83.9
Supplemental	12	3.0	1,595	2.1
Scope				
Supervisory	15	3.8	589	0.8
Rank and File	380	96.0	73,912	99.1
Not Specified	1	0.3	51	0.1
Status				
Independent	169	42.7	28,985	38.9
Affiliated	227	57.3	45,567	61.1
Sector/Major Industry Group				
Agriculture	33	8.3	4,703	6.3
Agriculture, Forestry and Fishing	33	8.3	4,703	6.3
Industry	226	57.1	31,218	41.9
Mining and Quarrying	3	0.8	2,085	2.8
Manufacturing	213	53.8	27,898	37.4
Electricity, Gas, Steam and Air Conditioning Supply	6	1.5	1,049	1.4
Construction	4	1.0	186	0.2
Services	137	34.6	38,631	51.8
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	32	8.1	4,988	6.7
Transportation and Storage	29	7.3	11,618	15.6
Accommodation and Food Service Activities	17	4.3	1,552	2.1
Information and Communication	6	1.5	913	1.2
Financial and Insurance Activities	13	3.3	8,388	11.3
Administrative and Support Service Activities	3	0.8	292	0.4
Education	19	4.8	3,505	4.7
Human Health and Social Work Activities	12	3.0	6,709	9.0
Arts, Entertainment and Recreation	1	0.3	447	0.6
Other Service Activities	5	1.3	219	0.3
Sex				
Men	-	-	47,923	64.3
Women	-	-	26,454	35.5
Not Stated	-	-	175	0.2

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.