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## Profile of Collective Bargaining Agreements in 2011 (First of a Three-part Series)

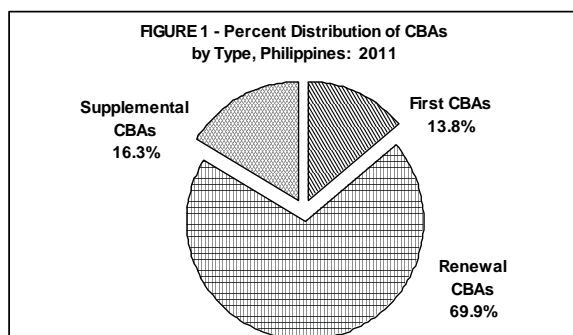
The Labor Code of the Philippines recognizes the importance of collective bargaining as one of the most fundamental and important elements in the promotion of harmonious labor-management relations and industrial peace. Collective bargaining basically involves a process of negotiations between an employer and registered labor organization/s concerning wages, hours of work and working conditions of employees.

The ultimate goal of the collective bargaining process is a Collective Bargaining Agreement (CBA), which serves as a contract between a legitimate labor union and the employer. A CBA generally contains economic clauses or provisions on the terms and conditions of employment with monetary value including wage increases, loan benefits, bonuses, allowances, retirement plan, and other fringe benefits. It likewise includes non-economic provisions, e.g., union security clauses, grievance procedures, labor-management cooperation schemes, and other stipulations without monetary value.

This three-part series of LABSTAT Updates focus on the statistics of CBAs gathered from the documents filed at the Bureau of Labor Relations (BLR). Specifically, this issue provides a descriptive analysis on the profile of CBAs registered in 2011.

### Registered CBAs

- A total of 326 CBAs were registered nationwide in 2011. Of these, 228 (69.9%) were renewals while 53 (16.3%) were supplemental agreements. A total of 45 (13.8%) were newly-registered CBAs. (Figure 1)



- By scope of bargaining unit, the bulk of the CBAs (309) covered rank and file

employees. This is about 94.8% of the total 326 CBAs registered during the year. Only 15 CBAs (4.6%) were from unions composed of supervisors. (Table 1)

- About 7 out of every 11 CBAs (63.2%) were negotiated by affiliated unions while the rest (36.8%) were concluded by independent unions.
- By major industry group, majority (197 or 60.4%) of the CBAs were from the industry sector. The services sector registered a total of 112 CBAs (34.4%) while the agricultural sector accounted for merely 5.2% or 17 CBAs.
- More than half of the registered CBAs came from the manufacturing sector (173 or 53.1%). Specifically, the bulk of the CBAs were from establishments engaged in the following manufacturing sub-industries: manufacturing of food products (42 CBAs or 24.3%); rubber

and plastic products (23 CBAs or 13.3%); and basic metals (17 CBAs or 9.8%). Other CBAs were in different manufacturing sub-industries as shown below:

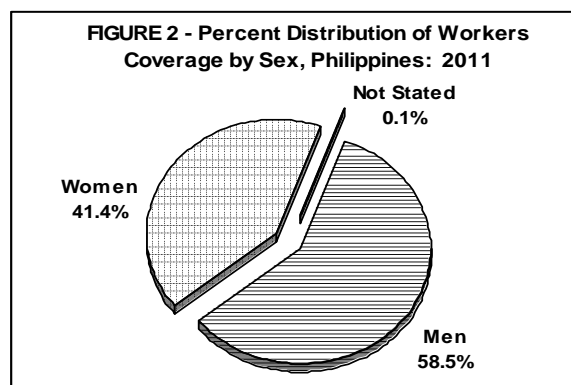
| Manufacturing Sub-Industry                         | Number of CBAs | Percent      |
|--|----------------|--------------|
| <b>TOTAL</b>                                       | <b>173</b>     | <b>100.0</b> |
| Basic Metals                                       | 17             | 9.8          |
| Beverages  | 3              | 1.7          |
| Chemicals and Chemical Products                    | 11             | 6.4          |
| Coke and Refined Petroleum Products                | 1              | 0.6          |
| Computer, Electronic and Optical Products          | 1              | 0.6          |
| Electrical Equipment                               | 3              | 1.7          |
| Fabricated Metal Products                          | 5              | 2.9          |
| Food Products                                      | 42             | 24.3         |
| Furniture  | 3              | 1.7          |
| Leather and Related Products                       | 3              | 1.7          |
| Machinery and Equipment, n.e.c.                    | 1              | 0.6          |
| Motor Vehicles, Trailers and Semi-Trailers         | 1              | 0.6          |
| Other Non-Metallic Mineral Products                | 11             | 6.4          |
| Paper and Paper Products                           | 10             | 5.8          |
| Printing and Reproduction Recorded Media           | 6              | 3.5          |
| Repair and Installation of Machinery and Equipment | 3              | 1.7          |
| Rubber and Plastic Products                        | 23             | 13.3         |
| Textiles   | 10             | 5.8          |
| Wearing Apparel                                    | 9              | 5.2          |
| Wood and Wood Products and Cork                    | 5              | 2.9          |
| Other Manufacturing                                | 5              | 2.9          |

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 326 registered CBAs in 2011 covered a total of 66,485 workers nationwide. Of these, 36,239 (54.5%) were from CBA renewals while renegotiated or supplemental agreements covered 20,989 workers (31.6%). Newly-registered CBAs accounted for 9,257 (13.9%) of the total. (Table 1)

- By scope of bargaining unit, majority or 57,812 (87.0%) of the workers covered by CBAs were rank and file employees while 11.9% (7,917) belonged to supervisory level positions.
- Affiliated unions registered the most number of CBAs (206), but reported a lower coverage of 29,673 workers compared to independent unions (120 CBAs) which covered 36,812 workers. This translates to an average coverage of 144 workers per CBA for affiliated unions and 307 workers per CBA for independent unions.
- Among the different sectors, the services sector had the highest number of workers covered by CBAs with 31,332 workers (47.1%). This was followed by the industry sector with 23,519 workers (35.4%) and the agriculture sector with 11,634 workers (17.5%).
- By major industry group, the financial and insurance activities industry recorded the most number of workers covered by CBAs at 16,403 (24.7%), followed closely by the manufacturing industry at 15,410 workers (23.2%). The agriculture, hunting, forestry and fishing industry came far third which covered 11,634 workers (17.5%). The rest of the industries accounted for percentage shares ranging from 0.1% to 9.2%.
- Disaggregation by sex showed that 58.5% (38,900) of the total workers covered by CBAs were men while women accounted for 41.4% (27,511) of the total. (Figure 2)



### FOR INQUIRIES

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**TABLE 1 – Number and Percent Distribution of Collective Bargaining Agreements and Workers Covered by Type, Scope of Bargaining Unit, Status, Sector/Major Industry Group and Sex, Philippines: 2011**

| INDICATOR  | Collective Bargaining Agreements |              | Workers Covered |              |
|--|----------------------------------|--------------|-----------------|--------------|
|  | Number                           | Percent      | Number          | Percent      |
| <b>TOTAL</b>   | <b>326</b>                       | <b>100.0</b> | <b>66,485</b>   | <b>100.0</b> |
| <b>Type</b>  |                                  |              |                 |              |
| First CBA  | 45                               | 13.8         | 9,257           | 13.9         |
| Renewal  | 228                              | 69.9         | 36,239          | 54.5         |
| Supplemental   | 53                               | 16.3         | 20,989          | 31.6         |
| <b>Scope of Bargaining Unit</b>                                      |                                  |              |                 |              |
| Supervisory  | 15                               | 4.6          | 7,917           | 11.9         |
| Rank and File  | 309                              | 94.8         | 57,812          | 87.0         |
| Not Specified  | 2                                | 0.6          | 756             | 1.1          |
| <b>Status</b>  |                                  |              |                 |              |
| Independent  | 120                              | 36.8         | 36,812          | 55.4         |
| Affiliated   | 206                              | 63.2         | 29,673          | 44.6         |
| <b>Sector/Major Industry Group</b>                                   |                                  |              |                 |              |
| <b>Agriculture</b>   | <b>17</b>                        | <b>5.2</b>   | <b>11,634</b>   | <b>17.5</b>  |
| Agriculture, Hunting, Forestry and Fishing                           | 17                               | 5.2          | 11,634          | 17.5         |
| <b>Industry</b>  | <b>197</b>                       | <b>60.4</b>  | <b>23,519</b>   | <b>35.4</b>  |
| Mining and Quarrying   | 1                                | 0.3          | 181             | 0.3          |
| Manufacturing  | 173                              | 53.1         | 15,410          | 23.2         |
| Electricity, Gas Steam and Air Conditioning Supply                   | 16                               | 4.9          | 6,120           | 9.2          |
| Water Supply; Sewerage, Waste Management and Remediation Activities  | 2                                | 0.6          | 159             | 0.2          |
| Construction   | 5                                | 1.5          | 1,649           | 2.5          |
| <b>Services</b>  | <b>112</b>                       | <b>34.4</b>  | <b>31,332</b>   | <b>47.1</b>  |
| Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles | 23                               | 7.1          | 1,025           | 1.5          |
| Transportation and Storage   | 27                               | 8.3          | 4,035           | 6.1          |
| Accommodation and Food Service Activities                            | 17                               | 5.2          | 1,253           | 1.9          |
| Information and Communication  | 3                                | 0.9          | 4,292           | 6.5          |
| Financial and Insurance Activities                                   | 14                               | 4.3          | 16,403          | 24.7         |
| Real Estate Activities   | 2                                | 0.6          | 42              | 0.1          |
| Administrative and Support Service Activities                        | 2                                | 0.6          | 88              | 0.1          |
| Education  | 16                               | 4.9          | 2,055           | 3.1          |
| Human Health and Social Work Activities                              | 5                                | 1.5          | 2,022           | 3.1          |
| Arts, Entertainment and Recreation                                   | 2                                | 0.6          | 89              | 0.1          |
| Other Service Activities   | 1                                | 0.3          | 28              | *            |
| <b>Sex</b>   |                                  |              |                 |              |
| Men  |                                  |              | 38,900          | 58.5         |
| Women  |                                  |              | 27,511          | 41.4         |
| Not Stated   |                                  |              | 74              | 0.1          |

\* Less than 0.05 percent.

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.