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Profile of Collective Bargaining Agreements in 2012 (First of a Three-part Series)

Registration of collective bargaining agreements is closely monitored as an indicator of harmonious labor-management relations and industrial peace in the country. Collective Bargaining is simply a process where the parties agree to fix and administer terms and conditions of employment which must not be below the minimum standards fixed by law, and set a mechanism for resolving the parties' grievances.

Collective Bargaining Agreement is a contract executed upon incorporating the agreement reached after negotiations with the employer and the exclusive bargaining representative of the employees with respect to wages, hours of work and all other terms and conditions of employment. Thus, it includes economic provisions (monetary value of wage increases, loan benefits, bonuses, allowances, retirement plan, and other fringe benefits) and non-economic clauses (union security clauses, grievance procedures, labor-management cooperation schemes, and other stipulations without monetary value).

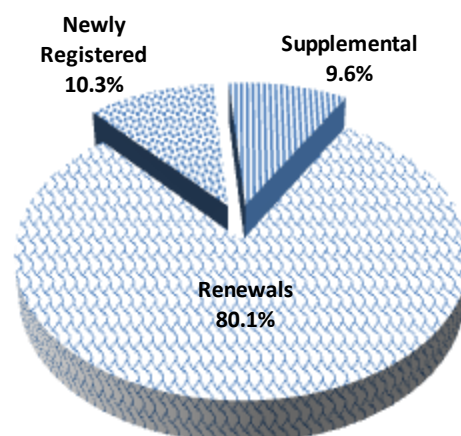
This three-part series of LABSTAT Updates focuses on the registered CBAs gathered from the documents filed at the Bureau of Labor Relations (BLR). Specifically, this issue provides a descriptive analysis on the profile of CBAs registered in 2012.

Registered CBAs

- The number of collective bargaining agreements (CBAs) registered in 2012 reached a total of 281. These were comprised mainly of renewals (225 or 80.1%) while the rest were newly registered agreements (29 or 10.3%) and supplemental agreements (27 or 9.6%). (Figure 1)
- Classified by scope of bargaining unit, about 96.1% (270) were CBAs of rank and file employees. Only 3.9% (11) were CBAs of supervisory level employees. (Table 1)
- Based on the status of union, about 6 out of every 10 CBAs (56.6%) belonged to affiliated unions while 119 CBAs (42.3%) were from independent unions.
- Among the three main sectors, the industry sector posted the largest share of registered CBAs (158 or 56.2%)

followed by the services sector with 109 CBAs (38.8%) and lastly agriculture sector with 14 (5.0%) CBAs.

FIGURE 1 - Percent Distribution of CBAs by Type, Philippines: 2012



Source of data: Bureau of Labor Relations.

*With contributions from Cheryl Nikka Z. Gupilan and Fhayee Beatriz P. Santos, B.S. Statistics, University of the Philippines Los Baños.

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- With the industry sector being the most unionized, half of the registered CBAs specifically came from the manufacturing sector (139 or 49.5%). These CBAs were spread into the following sub-industries: manufacturing of food products (20 or 14.4%); beverages (19 or 13.7%); and basic metals (14 or 10.1%).

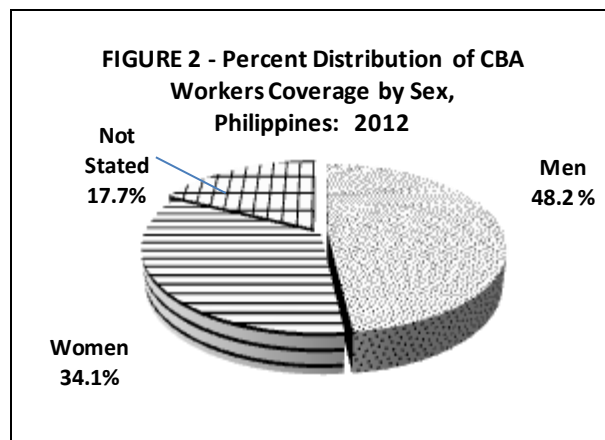
Manufacturing Sub-Industry	Number of CBAs	Percent
TOTAL	139	100.0
Food Products	20	14.4
Beverages	19	13.7
Basic Metals	14	10.1
Rubber and Plastic Products	13	9.4
Wearing Apparel	11	7.9
Paper and Paper Products	10	7.2
Chemicals and Chemical Products	8	5.8
Wood and Products of Wood and Cork	5	3.6
Printing and Reproduction of Recorded Media	5	3.6
Textiles	4	2.9
Basic Pharmaceutical Products	4	2.9
Leather and Related Products	3	2.2
Other Non-Metallic Mineral Products	3	2.2
Electrical Equipment	3	2.2
Motor Vehicles, Trailers and Semi-trailers	3	2.2
Repair and Installation of Machinery Equipment	3	2.2
Tobacco Products	2	1.4
Fabricated Metal Products	2	1.4
Machinery and Equipment, n.e.c.	2	1.4
Furniture	2	1.4
Computer, Electronic and Optical Products	1	0.7
Other Manufacturing	3	2.2

Note: Details may not add up to totals due to rounding.
 Source of data: Bureau of Labor Relations.

Workers Coverage

- All the 281 registered CBAs reported a total coverage of 47,427 workers. Correspondingly, the large majority of the workers covered were from CBA renewals at 84.5% (40,059). Renegotiated or supplemental agreements covered 10.3% (4,882) while newly-registered CBAs accounted for the least at 5.2% (2,486). (Table 1)

- About 97.2% (46,096) of the workers covered by the registered CBAs were rank and file employees. On the other hand, only 2.8% (1,331) of workers coverage were supervisory level positions.
- Independent unions, which registered a lower number of CBAs (119), reported a higher coverage of 25,252 workers compared with affiliated unions which registered the most number of CBAs (159), with a coverage of 21,718 workers. This is equivalent to an average coverage of 212 workers per CBA for independent unions and 137 workers per CBA for affiliated unions.
- The industry sector, which registered the largest number of CBAs, reported a much lesser number of workers covered by CBAs at 14,309 (30.2%). It was the services sector which posted the largest coverage at 28,560 (60.2%). Agriculture sector had the lowest coverage of 4,558 workers (9.6%).
- Industry-wise, the manufacturing industry had the most number of workers covered by CBAs at 12,534 (26.4%). Financial and insurance activities (5,977) and transportation and storage industry (5,968) had the same share at 12.6% each.
- Of the total workers covered by CBAs, 22,866 (48.2%) were men and 16,184 (34.1%) were women. (Figure 2)



Source of data: Bureau of Labor Relations.

FOR INQUIRIES

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 Regarding other statistics and technical services contact **BLES Data Bank** at 527-9311 (Telefax)
 Or Write to BLES c/o **Data Bank**, 3/F DOLE Bldg., Gen. Luna St., Intramuros, Manila, 1002
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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: 2012

INDICATOR	Collective Bargaining Agreements		Workers Covered	
	Number	Percent	Number	Percent
TOTAL	281	100.0	47,427	100.0
Type				
First CBA	29	10.3	2,486	5.2
Renewal	225	80.1	40,059	84.5
Supplemental	27	9.6	4,882	10.3
Scope of Bargaining Unit				
Supervisory	11	3.9	1,331	2.8
Rank and File	270	96.1	46,096	97.2
Status				
Independent	119	42.3	25,252	53.2
Affiliated	159	56.6	21,718	45.8
Not Specified	3	1.1	457	1.0
Sector/Major Industry Group				
Agriculture	14	5.0	4,558	9.6
Agriculture, Hunting, Forestry and Fishing	14	5.0	4,558	9.6
Industry	158	56.2	14,309	30.2
Mining and Quarrying	2	0.7	62	0.1
Manufacturing	139	49.5	12,534	26.4
Electricity, Gas, Steam and Air Conditioning Supply	13	4.6	1,566	3.3
Water Supply; Sewerage, Waste Management and Remediation Activities	1	0.4	54	0.1
Construction	3	1.1	93	0.2
Services	109	38.8	28,560	60.2
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	24	8.5	5,808	12.2
Transportation and Storage	21	7.5	5,968	12.6
Accommodation and Food Service Activities	14	5.0	1,150	2.4
Information and Communication	6	2.1	548	1.2
Financial and Insurance Activities	12	4.3	5,977	12.6
Real Estate Activities	2	0.7	73	0.2
Administrative and Support Service Activities	3	1.1	267	0.6
Education	15	5.3	4,657	9.8
Human Health and Social Work Activities	6	2.1	3,563	7.5
Arts, Entertainment and Recreation	3	1.1	122	0.3
Other Service Activities	3	1.1	427	0.9
Sex				
Men			22,866	48.2
Women			16,184	34.1
Not Stated			8,377	17.7

Source of data: Bureau of Labor Relations.