

Vol.19 No. 7

August 2015

## Profile of Collective Bargaining Agreements in 2013 (First of a three-part series)

A Collective Bargaining Agreement (CBA) is the outcome when the management and the employees group or labor union come together to work out an agreement concerning, wages, hours of work, benefits and work conditions of employment. Such an agreement is reached following the process of collective bargaining which is an important aspect of labor-management relations.

Most CBAs have a term of three (3) years and contains both economic and non-economic provisions. The economic stipulations primarily cover clauses on wage increases, allowances, bonuses, profit sharing, loan benefits, retirement plan, subsidies and employee welfare benefits. The non-economic provisions on the other hand, include union security clauses, rights and responsibilities of the management and employees; union privileges; security of tenure; grievance machinery; leave benefits; and health and safety programs.

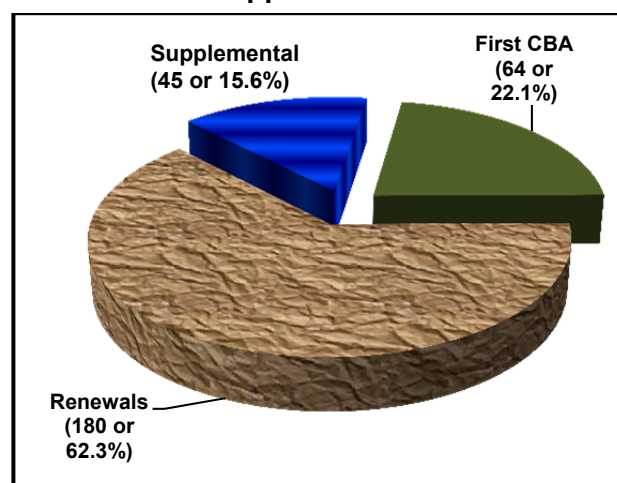
This three-part series of LABSTAT Updates presents data on CBAs gathered from the documents filed at the Bureau of Labor Relations (BLR) of the Department of Labor and Employment (DOLE). Specifically, this issue focuses on the profile of CBAs registered in 2013.

### Registered CBAs

- Collective Bargaining Agreements (CBAs) registered in 2013 reached a total of 289. Majority or 5 out of every 8 of these CBAs were comprised of renewals (180 or 62.3%), while 2 out of every 9 CBAs (64 or 22.1%) were initial CBAs or registered for the first-time. The remaining 45 CBAs (15.6%) were supplemental CBAs. (Figure 1)
- Classified by scope of bargaining unit, majority of the CBAs (279 or 96.5%) covered rank and file employees. Only 10 CBAs (3.5%) were for supervisory level positions. (Table 2)

- By status, nearly 3 out of every 5 CBAs (167 or 57.8%) were negotiated by affiliated unions while 2 out of every 5 CBAs (122 or 42.2%) were from independent unions.

**FIGURE 1 - Registered CBAs by Type, Philippines: 2013**



Source of data: Department of Labor and Employment, Bureau of Labor Relations

- The industry sector registered the largest share of CBAs at 56.4% (163) followed by the services sector with 40.5% (117). The least share was posted by the agriculture sector at 3.1% with only 9 CBAs. (Table 2)
- Almost half of the registered CBAs (139 or 48.1%) were from the manufacturing industry particularly from the following sub-industries: manufacture of food products (32 CBAs or 23.0%); manufacture of rubber and plastic products (16 CBAs or 11.5%); manufacture of beverages (12 CBAs or 8.6%); and manufacture of printing and reproduction recorded media (10 CBAs or 7.2%). (Table 1)

### Workers Coverage

- The 289 registered CBAs in 2013 reported a total coverage of 51,345 workers. CBA renewals accounted for more than half of total workers covered at 28,914 (56.3%). The renegotiated or supplemental agreements covered almost one-fourth at 22.4% (11,506), while newly-registered CBAs comprised the remaining 21.3% (10,925). (Table 2)
- By scope, nine out of every 10 workers covered by CBAs were rank and file employees (45,720 or 89.0%). The rest were workers in supervisory positions (5,625 or 11.0%).

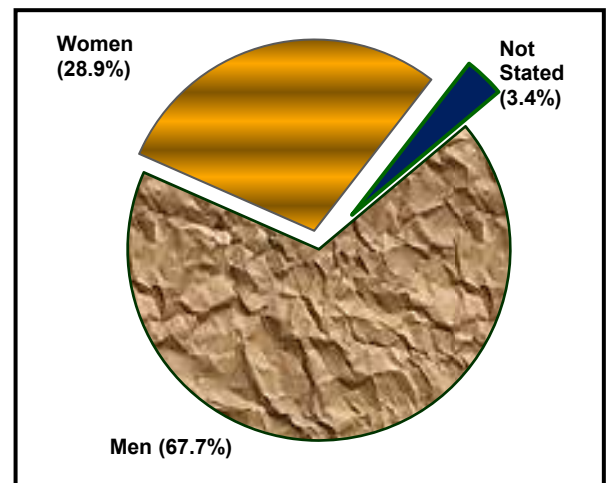
**TABLE 1 – Number and Percent Distribution of Registered Collective Bargaining Agreements in the Manufacturing Industry by Sub-Industry Group, Philippines: 2013**

Manufacturing Sub-Industry Group	Number of CBAs	Percent Share
<b>TOTAL</b>	<b>139</b>	<b>100.0</b>
Food Products	32	23.0
Beverages	12	8.6
Textiles	6	4.3
Wearing Apparel	4	2.9
Leather and Related Products	3	2.2
Wood and Products of Wood and Cork	3	2.2
Paper and Paper Products	5	3.6
Printing and Reproduction of Recorded Media	10	7.2
Chemicals and Chemical Products	6	4.3
Basic Pharmaceutical Products	4	2.9
Rubber and Plastic Products	16	11.5
Other Non-Metallic Mineral Products	1	0.7
Basic Metals	7	5.0
Fabricated Metal Products	9	6.5
Computer, Electronic and Optical Products	2	1.4
Electrical Equipment	4	2.9
Machinery and Equipment, n.e.c.	1	0.7
Motor Vehicles, Trailers and Semi-trailers	4	2.9
Repair and Installation of Machinery Equipment	2	1.4
Other Manufacturing	8	5.8

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

- By status, affiliated unions which had the most number of CBAs posted a workers' coverage of 26,054 (50.7%). This translates to an average coverage of 156 workers per CBA. Meanwhile, the 122 CBAs registered by independent unions covered a total of 25,291 workers or a coverage equivalent to 207 workers per CBA. (Table 2)
- The services sector led other sectors in terms of workers coverage covering more than half of the total (52.9% or 27,168). This was followed by the industry sector with 45.3% (23,262). The agricultural sector posted a very low share at 1.8% (915).
- Industry-wise, the manufacturing industry recorded the largest number of workers covered by CBAs at 13,771 (26.8%). Other industries following behind, with far lower shares include transportation and storage (15.7%); and human health and social work activities (12.8%).
- Classified by gender, less than one-third (28.9% or 14,831) of the total workers covered by CBAs were women while more than two-thirds (67.7% or 34,778) were men. (Figure 2)

**FIGURE 2 – Percent Distribution of Workers Covered by CBAs by Sex, Philippines: 2013**



Source of data: Department of Labor and Employment, Bureau of Labor Relations

---

#### FOR INQUIRIES

Regarding this report contact **LABOR STANDARDS AND RELATIONS STATISTICS DIVISION** at telefax 376-1921  
 Regarding other statistics contact **Knowledge Management and Communications Division** at 462-6600 loc 832  
 Or visit our website at <http://www.labstat.psa.gov.ph>

---

**TABLE 2 – Number and Percent Distribution of Collective Bargaining Agreements and Workers Covered by Type, Scope of Bargaining Unit, Union Status, Sector/Major Industry Group and Sex, Philippines: 2013**

INDICATOR	Collective Bargaining Agreements		Workers Covered	
	Number	Percent	Number	Percent
<b>TOTAL</b>	<b>289</b>	<b>100.0</b>	<b>51,345</b>	<b>100.0</b>
<b>Type of CBA</b>				
First CBA	64	22.1	10,925	21.3
Renewal	180	62.3	28,914	56.3
Supplemental	45	15.6	11,506	22.4
<b>Scope of Bargaining Unit</b>				
Supervisory	10	3.5	5,625	11.0
Rank and File	279	96.5	45,720	89.0
<b>Union Status</b>				
Independent	122	42.2	25,291	49.3
Affiliated	167	57.8	26,054	50.7
<b>Sector/Major Industry Group</b>				
<b>Agriculture</b>	<b>9</b>	<b>3.1</b>	<b>915</b>	<b>1.8</b>
Agriculture, Hunting, Forestry and Fishing	9	3.1	915	1.8
<b>Industry</b>	<b>163</b>	<b>56.4</b>	<b>23,262</b>	<b>45.3</b>
Mining and Quarrying	1	0.3	10	*
Manufacturing	139	48.1	13,771	26.8
Electric, Gas, Steam and Air Conditioning Supply	13	4.5	5,176	10.1
Water Supply; Sewerage, Waste Management and Remediation Activities	2	0.7	596	1.2
Construction	8	0.8	3,709	7.2
<b>Services</b>	<b>117</b>	<b>40.5</b>	<b>27,168</b>	<b>52.9</b>
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	18	6.2	1,342	2.6
Transportation and Storage	27	9.3	8,061	15.7
Accommodation and Food Service Activities	18	6.2	2,500	4.9
Information and Communication	2	0.7	452	0.9
Financial and Insurance Activities	7	2.4	4,224	8.2
Real Estate Activities	2	0.7	253	0.5
Professional Scientific and Technical Activities	4	1.4	597	1.2
Administrative and Support Service Activities	6	2.1	580	1.1
Education	13	4.5	2,460	4.8
Human Health and Social Work Activities	16	5.5	6,591	12.8
Other service Activities	4	1.4	108	0.2
<b>Sex</b>				
Men			34,778	67.7
Women			14,831	28.9
Not Stated			1,736	3.4

*Note: Details may not add up to totals due to rounding.*

*Source of data: Department of Labor and Employment, Bureau of Labor Relations.*