



This year, the BLES focuses on the descriptive analysis of CBAs filed from 1993 to 1998, their profile and economic/non-economic provisions. This update, the first of a two-part series to be published by BLES this year, deals on the descriptive analysis of the profile of CBAs filed in the said years. Part II on the other hand, will focus on the descriptive analysis of the different welfare benefit provisions of CBAs over the six-year period.

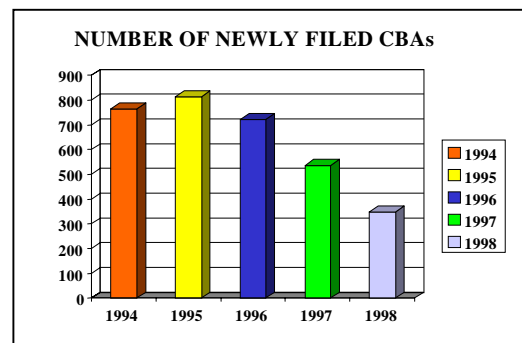
PROFILE

❖ *New CBAs on File Highest in 1995*

Since 1996, the Bureau of Labor and Employment Statistics has been conducting studies on the profile and welfare benefit provisions of collective bargaining agreements. Data were culled from actual documents on file at the Bureau of Labor Relations and DOLE-National Capital Region.

From 774 in 1993, CBAs filed slightly dropped to 765 in 1994. The following year, 1995 it posted the highest with 815 registered CBAs. The next three years thereafter, the number of CBA registrations continued to decline: 721 in 1996; 537 in 1997 and 347 in 1998.

Initial publication on CBAs came out in 1997 (LABSTAT Updates Vol. 1 Nos. 8, 9 and 12) covering the profile of new CBAs filed in 1993 up to 1995. Succeeding studies were published in 1998 (LABSTAT Updates Vol. 2 No. 11) on CBAs filed in 1996 and in 1999 (LABSTAT Updates Vol. 3 No. 12) for CBAs filed in 1997.



❖ *Majority of CBAs negotiated by affiliated unions*

Six out of ten CBAs filed in 1996, 1997 and 1998 were from affiliated unions and the rest were from independent unions. Likewise, eight out of ten CBAs were filed by affiliated unions in 1993 and 1994. Affiliated and independent unions had an almost equal proportion in 1995 (50.7% vs 49.3%).

❖ *Most registrants were from the manufacturing sector in 1996, 1997 and 1998; the transport sector in 1993 and 1994*

More than half of the total registered CBAs in 1996 (52.8%), 1997 (62.8%) and 1998 (59.1%) were from the manufacturing sector. It also posted the highest share in 1995 at 45.6 percent. This sector was the second biggest filer in 1993 and 1994. The transport sector led all sectors in those years accounting for 47.5 percent and 47.2 percent, respectively. Other CBA registrations were thinly spread in the rest of the sectors in all years.

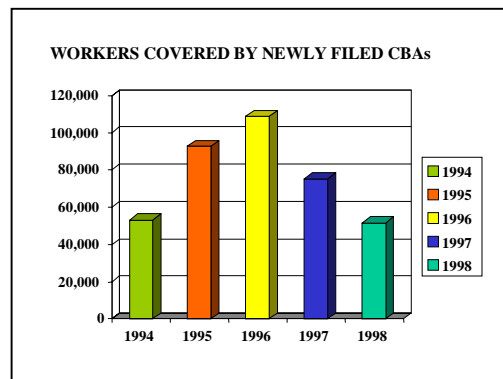
❖ *Most of the filers were from the rank and file unions*

As to bargaining unit, a generally lopsided distribution in favor of the rank and file was observed in all years in both independent and affiliated unions. CBA registrations covering the rank and file employees averaged to about 98.6 percent of the total per year.

❖ *Highest workers coverage posted in 1996 CBAs at 108,794*

Workers coverage was found highest in 1996 at 108,794 followed by 92,715 in 1995 and 75,323 in 1997. The lowest was recorded in 1993 numbering 50,363 workers.

On the average, around 151 workers per CBA were covered in 1996; 149 workers in 1998, 140 workers in 1997; and 114 workers in 1995. Meanwhile, only about 65 and 69 workers per CBA were covered in 1993 and 1994, respectively.



❖ *The bulk of CBA coverage claimed by affiliated unions*

As most of the CBAs filed during the period came from affiliated unions, they also claimed the bulk in terms of workers coverage. They claimed on the average 58.4 percent of the total CBA coverage per year or an annual average of 41,805 workers. Independent unions on the other hand, had an annual average of 30,172 workers. The highest CBA coverage was recorded in 1996 at 65,227 workers for affiliated unions

and in 1995 at 45,317 workers for independent unions.

In terms of average workers covered per CBA, independent unions posted a higher number with an annual average of 110 to 169 workers as compared to 52 to 147 workers among affiliated unions. The gap was highest in 1993 and 1994 depicting a 2:1 ratio in favor of independent unions. (110 vs 52 in 1993 and 118 vs 53 in 1994).

❖ *Manufacturing sector captured the biggest share in terms of CBA coverage*

Workers in the manufacturing industry accounted for the biggest share in terms of CBA coverage in all years: 49.9 percent in 1993; 49.3 percent in 1994; 55.9 percent in 1995; 66.5 percent in 1996; 66.6 percent in 1997 and 58.2 percent in 1998. The rest were sparsely distributed in other industries. The construction industry had the lowest workers coverage in all years except in 1994 where the lowest was shared by the mining industry.

❖ *Workers covered by CBAs were predominantly male*

There were more males covered by CBA than females. This distribution pattern holds true in all the years under review. However, the proportion of women covered increased from 17.3% in 1993 to 37.9% in 1996. It dropped to 27.9% in 1997 and slightly increased in 1998 (30.6%). Unfortunately, the sex disaggregation of some 20.7 percent workers, on the average every year were not reported.

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**Collective Bargaining Agreements and Workers Covered by CBAs
Philippines: 1993 – 1998**

INDICATOR	1993	1994	1995	1996	1997	1998
A. TOTAL NUMBER OF CBAs	774	765	815	721	537	347
By Status						
Affiliated	600	574	413	444	347	216
Independent	174	191	402	277	190	131
By Major Industry Group						
Agriculture, Fishery and Forestry	30	25	35	39	19	15
Mining and Quarrying	4	4	4	12	8	4
Manufacturing	218	248	372	381	337	205
Electricity, Gas and Water	7	5	6	6	7	5
Construction	7	1	1	1	2	4
Wholesale and Retail Trade	40	49	62	58	35	25
Transportation, Storage & Communication	368	361	256	130	29	27
Financing, Insurance, Real Estate and Business Services	53	33	26	20	37	17
Community, Social and Business Services	47	39	53	74	63	45
Type of Bargaining Unit						
Supervisory	11	11	9	5	18	9
Rank and File	763	754	806	716	519	338
B. TOTAL WORKERS COVERED BY CBAs	50,363	53,116	92,715	108,794	75,323	51,644
By Status						
Affiliated	31,202	30,452	47,398	65,227	47,196	29,448
Independent	19,161	22,664	45,317	43,567	28,127	22,196
By Major Industry Group						
Agriculture, Fishery and Forestry	5,413	5,522	12,712	5,617	2,336	1,724
Mining and Quarrying	2,554	247	884	1,731	1,646	204
Manufacturing	25,136	26,166	51,842	72,329	50,156	30,050
Electricity, Gas and Water	782	1,060	1,000	835	944	1,623
Construction	727	280	347	53	58	202
Wholesale and Retail Trade	3,192	3,864	6,625	3,463	6,116	3,529
Transportation, Storage & Communication	8,527	9,658	7,843	8,328	4,533	6,935
Financing, Insurance, Real Estate and Business Services	1,417	1,302	2,638	5,963	4,066	3,058
Community, Social and Business Services	2,615	5,017	8,824	10,475	5,468	4,861
By Sex Disaggregation						
Male	27,885	28,409	45,526	57,237	37,774	27,565
Female	8,732	9,830	22,601	41,245	21,016	15,780
Not Stated	13,746	14,877	24,588	10,312	16,533	8,299
Workers Coverage(Average)						
Total	65	69	114	151	140	149
Affiliated	52	53	115	147	136	136
Independent	110	118	113	157	148	169