

## 1999 CBAs . . . A Profile



*In an effort to respond to the growing needs of information on collective bargaining agreements (CBAs), the Bureau of Labor and Employment Statistics (BLES) has been conducting studies on the profile and provisions of CBAs filed in the DOLE in coordination with the Bureau of Labor Relations (BLR). Initial publications started sometime in July 1997 thru LABSTAT Updates Vol. 1 Nos. 8, 9 and 12 for CBAs filed in 1993 to 1995. Succeeding studies were published through LABSTAT Updates Vol. 2 No. 11 on CBAs filed in 1996; LABSTAT Updates Vol. 3 No. 12 for CBAs filed in 1997 and LABSTAT Updates Vol. 4 No. 11 comparing the provisions of CBAs filed in 1993 to 1998.*

This year, the BLES will come out with a two-part series that deals on the profile and provisions of new CBAs filed in 1999. Highlights of the profile of 1999 registered CBAs is featured in this article.

- ◆ A total of 309 CBAs were registered nationwide in 1999.
- ◆ Among regions, majority of the newly filed CBAs came from the National Capital Region (211) which accounted for 68.3 percent of the total registered CBAs in the country while the rest of the regions posted relatively small percentage shares (less than 10.0 percent each) as shown in *Table 1*.

**Table 1- Number and Percent Distribution of CBAs and CBA Coverage by Region and Status of Union, Philippines: 1999**

REGION	CBA	%	Coverage	%
<b>Philippines</b>	<b>309</b>	<b>100.0</b>	<b>44,375</b>	<b>100.0</b>
NCR	211	68.3	26,736	60.2
CAR	-	-	-	-
Region I	12	3.9	3,076	6.9
Region II	1	0.3	23	0.1
Region III	13	4.2	1,694	3.8
Region IV	7	2.3	1,079	2.4
Region V	2	0.6	58	0.1
Region VI	14	4.5	693	1.6
Region VII	15	4.9	1,628	3.7
Region VIII	2	0.6	81	0.2
Region IX	3	1.0	89	0.2
Region X	4	1.3	4,816	10.9
Region XI	21	6.8	3,591	8.1
Region XII	3	1.0	286	0.6
Caraga	1	0.3	525	1.2
<b>STATUS</b>				
Independent <sup>1</sup>	105	34.0	18,043	40.7
Affiliated <sup>2</sup>	204	66.0	26,332	59.3

- ◆ A total of 44,375 employees in the private sector were covered by the new CBAs. About three-fifths (26,736 or 60.2%) were workers in business establishments operating in NCR. The rest were thinly distributed in other regions ranging from 0.1 percent to 10.9 percent.
- ◆ Most of the registered CBAs (204 or 66.0%) were negotiated by affiliated unions while the remaining 34.0 percent or 105 CBAs were from independent labor groups. Of the total workers covered, affiliated unions claimed the bulk (59.3%) while independent unions had the remaining 40.7 percent.
- ◆ More than half (51.1% or 158) of the total registered CBAs were from the manufacturing sector. It claimed nearly two-fifths (38.9%) of the total workers coverage. Majority 74.8%) of them came from establishments engaged in

manufacturing of food products and beverages, chemicals and chemical products, wearing apparel, textiles, basic metals, rubber and plastic products and fabricated metal products. Transport, storage and communications industry ranked second in terms of number and workers coverage accounting for 14.2 percent and 18.0 percent, respectively. Wholesale and retail trade which ranked third had a total of 34 (11.0%) new CBAs but fewer workers coverage (2,577 or 5.8%).

- ◆ Agriculture with 27 newly filed CBAs claimed 9.3 percent of the total CBA coverage while financial intermediaries with only 6 CBAs accounted for 11.1 percent of the workers covered. Very few CBAs were filed by the rest of the industries as shown in *Table 2*.

**Table 2- Number and Percent Distribution of CBAs and CBA Coverage by Major Industry Group Philippines: 1999**

INDUSTRY	No.	%	Coverage	%
<b>Total</b>	<b>309</b>	<b>100.0</b>	<b>44,375</b>	<b>100.0</b>
Agriculture	27	8.7	4,128	9.3
Fishing	2	0.7	712	1.6
Manufacturing	158	51.1	17,252	38.9
Electricity, Gas and Water Supply	2	0.7	2,678	6.0
Construction	2	0.7	344	0.8
Wholesale and Retail Trade	34	11.0	2,577	5.8
Hotels and Restaurants	13	4.2	1,789	4.0
Transport, Storage & Communications	44	14.2	7,996	18.0
Financial Intermediation	6	1.9	4,914	11.1
Real Estate, Renting and Business Activities	5	1.6	441	1.0
Education	7	2.3	1,091	2.5
Other Community, Social and Personal Service Activities	9	2.9	453	1.0

- ◆ The bulk (304) of the registered CBAs covered the rank and file employees. This translates to 98.4 percent of the total

<sup>1</sup> **Independent union** – a union operating in an establishment by itself not identified with a federation nor a national union.

<sup>2</sup> **Affiliated union** - a local or chapter or an independently registered union affiliated with a federation or a national union.

309 registered CBAs nationwide. Only 5 or 1.6 percent of the CBAs had supervisors as their bargaining unit as shown below.

Type of Bargaining Unit	Number of CBAs	Percent
<b>Total</b>	<b>309</b>	<b>100.0</b>
Rank and File	304	98.4
Supervisory	5	1.6

- ◆ The males comprised 64.3 percent of the total CBA coverage while females accounted for only 26.2 percent. The sex composition of more than nine (9) percent of the total workers covered by CBAs was not reported as shown by figures below.

Sex	Workers Coverage	Percent
<b>Total</b>	<b>44,375</b>	<b>100.0</b>
Male	28,547	64.3
Female	11,631	26.2
Not Reported	4,197	9.5

- ◆ More than three-fourths (234 or 75.7%) of registered CBAs in 1999 had an effectivity period of five (5) years while the remaining one-fourth (75 or 24.3%) had a duration of one to four years.
- ◆ Sectoral breakdown showed that majority of CBAs in the manufacturing industry (133 out of 158) had a maximum span of five years. On the other hand, almost half (47.7%) of CBAs in the transport, storage and communication sector had an effectivity period of one (1) year. This is due to the fact that CBAs in the transport industry especially sea-based are renewable yearly. See *Table 3*.

**Table 3 - Number and Percent Distribution of CBAs by Number of Years in Effect and Major Industry Group, Philippines: 1999**

MAJOR INDUSTRY GROUP	Total CBAs	Years in Effect									
		1		2		3		4		5	
		No.	%	No.	%	No.	%	No.	%	No.	%
<b>All Industries</b>	<b>309</b>	<b>21</b>	<b>6.8</b>	<b>7</b>	<b>2.3</b>	<b>11</b>	<b>3.6</b>	<b>36</b>	<b>11.7</b>	<b>234</b>	<b>75.7</b>
Agriculture	27	-	-	1	3.7	-	-	6	22.2	20	74.1
Fishing	2	-	-	-	-	-	-	-	-	2	100.0
Manufacturing	158	-	-	2	1.3	9	5.7	14	8.9	133	84.2
Electricity, Gas and Water Supply	2	-	-	-	-	-	-	-	-	2	100.0
Construction	2	-	-	-	-	-	-	1	50.0	1	50.0
Wholesale and Retail Trade	34	-	-	1	2.9	2	5.9	8	23.5	23	67.6
Hotels and Restaurants	13	-	-	1	7.7	-	-	2	15.4	10	76.9
Transport, Storage and Communication	44	21	47.7	-	-	-	-	2	4.5	21	47.7
Financial Intermediation	6	-	-	-	-	-	-	2	33.3	4	66.7
Real Estate, Renting and Business Activities	5	-	-	-	-	-	-	-	-	5	100.0
Education	7	-	-	1	14.3	-	-	-	-	6	85.7
Other Community, Social and Personal Activities	9	-	-	1	11.1	-	-	1	11.1	7	77.8

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