

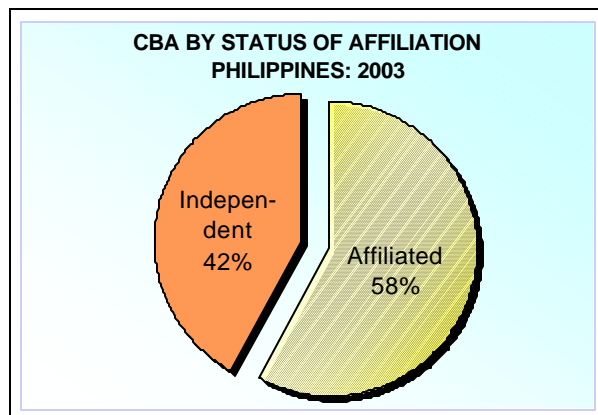
2003 COLLECTIVE BARGAINING AGREEMENTS: THEIR PROFILE AND WELFARE BENEFIT PROVISIONS

This article provides a descriptive analysis of the profile, socio-economic and socio-political provisions of 324 collective bargaining agreements (CBAs) filed in 2003. Data were sourced from the database of the Bureau of Labor Relations. The welfare benefits provided to workers are expressed either in monetary or non-monetary form.

Other studies covering CBAs filed from 1993 to 2002 were published in LABSTAT Updates since 1996.

CBA Profile

- A total of 324 CBAs were registered nationwide in 2003. The bulk (188 or 58%) were negotiated by affiliated unions while the remaining 42 percent or 136 belonged to the independent unions.



- The manufacturing sector topped all sectors in CBA registration accounting for 58.3 percent (189) of the total. Far behind was transportation, storage and communications with 31 CBAs (9.6%).

Mining and quarrying had the least with only two (2) CBAs filed.

- Workers coverage stood at 47,875. Accordingly, 54.0 percent (25,859) were from the manufacturing sector. Transportation, storage and communications claimed the second biggest coverage with 5,722 workers (12.0%). The rest of the industry posted shares of less than 10.0 percent each.

Socio-Economic Provisions

One of the economic provisions strongly pursued by workers in their negotiation is the granting of wage increases.

- Spread over a period of 3 to 5 years, provision on wage increases are expressed either in daily or monthly rate per covered employee.
- A total of 228 CBAs (70.4%) provided for wage increases while less than one-third (29.6%) had no specific provision for increases.

- A total of 176 CBAs provided for daily wage increases. Of these, 48.8% percent granted less than ₱25 increase spread over a period of 3 to 5 years. A little more than 20 percent had negotiated an increase between ₱25 to ₱49.99 while 30.7 percent were able to bargain for a relatively higher amount of ₱50 or more. On the average, CBAs provided for a daily wage increase of ₱42.43.
- Among CBAs with monthly wage increase provision, 54.0 percent approved for an increase of less than ₱2,500 per month in a span of 3 to 5 years. More than one-third (34.9%) provided increases of ₱2,500 to ₱4,999. Only 7 CBAs (11.2%) granted monthly increases of ₱5,000 or more. The average monthly increase was computed at ₱2,928.96.



Provisions for the workers' well-being and the promotion of health program were likewise pushed for inclusion by workers in their CBAs.

- Provision for the promotion of family planning was contained in most (227 or 68.8%) CBAs. Medical services and hospitalization plan followed as stipulated in 67.6 percent and 63.3 percent of the CBAs, respectively.

- Benefits granted to workers in the form of assistance such as the burial/bereavement aid was stipulated in more than 60.0 percent of the total CBAs filed.
- Paid leaves were also made available to workers. Vacation leave and sick leave were the most popular leave benefit provisions. They were mentioned in 90.1 percent and 84.6 percent of the CBAs, respectively. Mandatory provisions such as paternity leave (59.3%) and maternity leave (46.6%) were likewise successfully negotiated.

Socio-Political Provisions

- Majority of the CBAs (88.9%) included union security clause in their negotiated contract.
- Other provisions that the negotiating parties found important to include in their CBAs were job security clause (74.1%) and the granting of union leave for union officers/members (61.7%) to attend to training and other educational purposes.
- There is also a growing concern for establishment of measures to enhance labor productivity and education of workers among organized establishments. These were stipulated in 44.1 percent and 42.3 percent, respectively of the total CBAs filed in 2003.

FOR INQUIRIES:

Regarding this report contact **LABOR RELATIONS STATISTICS DIVISION** at 527-35-78/527-93-10
 Regarding other statistics and technical services contact **BLES DATABANK** at 527-35-77
 Or Write to BLES c/o **Databank, 3/F DOLE Bldg. Gen. Luna St., Intramuros, Manila, 1002**
 FAX **527-35-78** E mail: lrsd@manila-online.net or bleslrsd@bles.dole.gov.ph or visit our
 Website at <http://www.manila-online.net/bles> or <http://www.bles.dole.gov.ph> for other statistical
 Information

**TABLE 1. NUMBER AND PERCENT SHARE OF CBAs FILED AND CBA COVERAGE
BY MAJOR INDUSTRY GROUP, PHILIPPINES: 2003**

MAJOR INDUSTRY GROUP	CBA Filed		CBA Coverage	
	Number	Percent	Number	Percent
ALL INDUSTRIES	324	100	47,875	100
Agriculture, Hunting and Forestry	15	4.6	2,673	5.6
Mining and Quarrying	2	0.6	207	0.4
Manufacturing	189	58.3	25,859	54.0
Electricity, Gas and Water Supply	12	3.7	4,038	8.4
Construction	6	1.9	331	0.7
Wholesale and Retail Trade	14	4.3	1,615	3.4
Hotel and Restaurant	16	4.9	1,087	2.3
Transport, Storage and Communications	31	9.6	5,722	12.0
Financial Intermediation	12	3.7	2,548	5.3
Real Estate, Renting and Business Activities	7	2.2	338	0.7
Education	10	3.1	1,308	2.7
Health and Social Work	5	1.5	1,088	2.3
Other Community, Social and Personal Service Activities	5	1.5	1,061	2.2
Affiliated	188	58.0	22,919	47.9
Independent	136	42.0	24,956	52.1

Source of basic data: Bureau of Labor Relations

**TABLE 2. PERCENT SHARE OF CBAs WITH PROVISIONS ON WAGE INCREASES BY TYPE OF
WAGE INCREASE PROVISION, PHILIPPINES: 2003**

TYPE OF WAGE INCREASE PROVISION	Percent Share
CBAs With Provisions on Wage Increases in Peso Terms	228^a
Daily Wage Increase Per Covered Employee	176
< 5.00	3.4
5.00 - 9.99	13.6
10.00 - 14.99	8.5
15.00 - 19.99	9.7
20.00 - 24.99	13.6
25.00 - 29.99	6.3
30.00 - 34.99	7.4
35.00 - 39.99	1.7
40.00 - 44.99	3.4
45.00 - 49.99	1.7
50.00 - 99.99	18.8
100 and over	11.9
Monthly Wage Increase Per Covered Employee	63
< 500	3.2
500 - 999	15.9
1,000 - 1,499	7.9
1,500 - 1,999	15.9
2,000 - 2,499	11.1
2,500 - 2,999	6.3
3,000 - 3,499	4.8
3,500 - 3,999	6.3
4,000 - 4,499	12.7
4,500 - 4,999	4.8
5,000 and over	11.1

a Details may not add up to totals due to multiple provisions.

Source of basic data: Bureau of Labor Relations

**TABLE 3. PERCENT SHARE OF CBAs BY WELFARE BENEFIT PROVISIONS
PHILIPPINES: 2003**

WELFARE BENEFIT PROVISIONS	Percent Share
Total CBAs	324
A. SOCIO-ECONOMIC PROVISIONS	
Family Planning Promotion	68.8
Medical Services	67.6
Hospitalization Plan	63.3
13th Month Pay	62.7
Burial/Bereavement Aid	61.7
Retirement Pay	61.1
Dental Services	52.5
Excursion, Sports and Recreational Activities	40.1
Occupational Health and Safety Promotion Programs and Seminars	39.5
Accident Insurance	38.6
Leave Benefits	
Vacation Leave	90.1
Sick Leave	84.6
Paternity Leave	59.3
Maternity Leave	46.6
Emergency Leave	44.1
Death/Burial Leave	39.8
B. SOCIO-POLITICAL PROVISIONS	
Union Security	88.9
Job Security	74.1
Union Leave	61.7
Labor Management Council and Productivity Scheme	44.1
Labor Education	42.3

Source of basic data: Bureau of Labor Relations