

Collective Bargaining Agreements in 2007 (First of a two-part series)

One of the major programs in the maintenance of industrial peace and stable employment relations is the promotion of collective bargaining. Through collective bargaining workers can negotiate with their employers on the wages, hours of work and other terms and conditions of employment to come up with a Collective Bargaining Agreement (CBA).

A CBA usually contains clauses on economic and non-economic benefits. The economic benefits include wage increases, allowances, bonuses, longevity pay, insurance, separation pay, monetary assistance, death aid, funeral assistance, leave benefits, retirement plan and other fringe benefits. The non-economic provisions include union security clauses, grievance procedures, and labor-management cooperation schemes, among others. Although the term of a CBA is five (5) years, its economic provisions can be renegotiated on the third year after its execution.

Since 1997, the Bureau of Labor and Employment Statistics (BLES) has published articles on the profile of collective bargaining agreements specifically on its economic and non-economic provisions. Data were culled from actual documents on file of CBAs registered at the Bureau of Labor Relations (BLR).

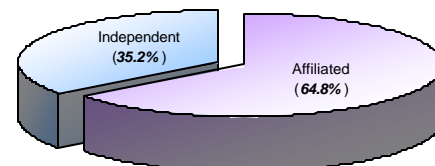
This issue of LABSTAT Updates provides a descriptive analysis of the profile of the CBAs registered in 2007.

Profile of CBAs

- A total of 361 CBAs were registered at the Bureau of Labor Relations in 2007. About 3 out of every 4 CBAs were renewals while 76 (21.1%) were first-time negotiated CBAs. Renegotiated CBAs (18) accounted for only 5.0% of the total. (Table 1)
- The bulk of the CBAs (94.7%) covered rank-and-file employees. Merely 5.3% (19 CBAs) were for supervisors.
- About two-thirds (64.8%) of the CBAs belonged to affiliated unions while the remaining

35.2% were concluded by independent unions.

FIGURE 1 - Percent Distribution of CBA by Status, Philippines: 2007



- Industrywise, almost half (49.6%) of the CBAs were from the industry sector. The services

sector registered a total of 147 CBAs (40.8%) while the agricultural sector had less than 10% with 35 CBAs. (Table 1)

- Nearly half (43.8% of the total CBAs were from manufacturing industry, specifically in the manufacturing of food products and beverages (25.3% or 40 CBAs); rubber and plastic products (13.9% or 22 CBAs), and basic metals (10.8% or 17 CBAs).

Manufacturing Industry	Number	%
TOTAL	158	100.0
Food Products & Beverages	40	25.3
Tobacco Products	1	0.6
Textiles	5	3.2
Wearing Apparel	9	5.7
Luggage, Handbags & Footwear	1	0.6
Wood & Wood Products & Cork	6	3.8
Paper and Paper Products	6	3.8
Publishing, Printing & Reproduction of Recorded Media	6	3.8
Coke, Refined Petroleum & Other Fuel Products	1	0.6
Chemicals & Chemical Products	13	8.2
Rubber & Plastic Products	22	13.9
Other Non-Metallic Mineral Products	9	5.7
Basic Metals	17	10.8
Fabricated Metal Products	3	1.9
Machinery and Equipment	6	3.8
Electrical Machinery and Apparatus	3	1.9
Motor Vehicles, Trailers and Semi-Trailers	1	0.6
Other Transport Equipment	2	1.3
Manufacture and Repair of Furniture	5	3.2
Manufacturing, N.E.C.	2	1.3

Sources of data: Bureau of Labor Relations.
Bureau of Labor and Employment Statistics.

Workers Covered



- The CBAs registered a total coverage of 46,399 workers. Of these, 97.5% (45,273) were rank and file employees and only 1,126 (2.4%) were supervisory personnel. (Table 1)
- Affiliated unions which had the most number of CBAs posted a total coverage of 25,884 workers. This translates to an average coverage of 111 workers per CBA. Meanwhile, the 127 CBAs from independent unions covered a total of 20,515 workers or an equivalent of 162 workers covered per CBA.
- The manufacturing industry recorded the most number of workers covered by CBAs at 19,074 (41.1%). Far behind were agriculture, hunting and fishing (13.8%), education (10.1%) and wholesale and retail trade (8.9%).
- Disaggregation by sex showed that male workers outnumbered female workers covered by CBAs (67.2% vs. 32.4%).

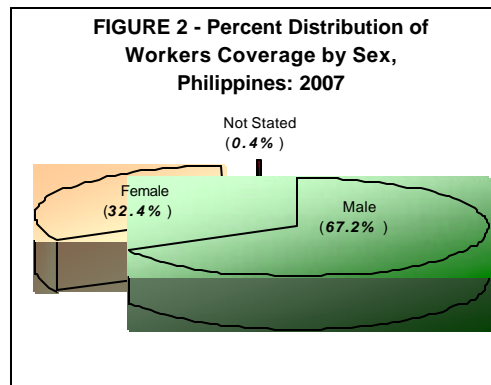


TABLE 1 – Number and Percent Distribution of Collective Bargaining Agreements and Workers Covered, Philippines: 2007

INDICATOR	Number of CBAs	% Share	Workers Covered	% Share
TOTAL	361	100.0	46,399	100.0
By Type				
First	76	21.1	8,015	17.3
Renewal	267	74.0	33,405	72.0
Renegotiated	18	5.0	4,979	10.7
By Scope				
Supervisory	19	5.3	1,126	2.4
Rank and File	342	94.7	45,273	97.5
By Status				
Affiliated	234	64.8	25,884	55.8
Independent	127	35.2	20,515	44.2
By Sector/Major Industry Group				
Agriculture	35	9.7	6,409	13.8
Agriculture, Hunting and Forestry	35	9.7	6,409	13.8
Industry	179	49.6	21,347	46.0
Mining and Quarrying	6	1.7	751	1.6
Manufacturing	158	43.8	19,074	41.1
Electricity, Gas and Water Supply	12	3.3	1,236	2.7
Construction	3	0.8	286	0.6
Services	147	40.7	18,643	40.2
Wholesale and Retail Trade	18	5.0	4,149	8.9
Hotels and Restaurants	26	7.2	2,454	5.3
Transport, Storage & Communications	17	4.7	1,936	4.2
Financial Intermediation	9	2.5	1,250	2.7
Real Estate, Renting and Business Activities	45	12.5	1,294	2.8
Education	21	5.8	4,670	10.1
Health and Social Work	6	1.7	1,852	4.0
Other Community, Social and Personal Service Activities	5	1.4	1,038	2.2
By Sex				
Male	-	-	31,183	67.2
Female	-	-	15,031	32.4
Not Stated	-	-	185	0.4

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

Sources of data: Bureau of Labor Relations.
Bureau of Labor and Employment Statistics.

FOR INQUIRIES:

Regarding this report contact **LABOR RELATIONS STATISTICS DIVISION** at 527-30-00 local 319

Regarding other statistics and technical services contact **BLES DATABANK** at 527-30-00 local 317

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