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COLLECTIVE BARGAINING AGREEMENTS 1993 - 1995

A Profile

The Bureau of Labor and Employment Statistics (BLES), in its effort to respond to the need for information on the economic and non-economic provisions of collective bargaining agreements (CBAs), conducted a study on the profile of CBAs filed in 1993, 1994 and 1995.

This manuscript is the first of a three-part series to be published by BLES in 1997. It provides general information on CBAs filed in these years. Parts I and II will focus on the comparative analysis of the economic and non-economic provisions, respectively.

Here are some of the features of the registered CBAs.

- *More CBAs On File In 1995*

A total of 815 CBAs were registered nationwide in 1995. This represents a 6.5 percent increase from the 765 CBAs filed in 1994 and a 5.3 percent increase from the 1993 CBA registrations. The number of CBAs totaled to 774 in 1993.

- *NCR Tops In CBA Registration*

The National Capital Region (NCR) posted the biggest CBA registration at 75.1 percent, 72.0 percent, and 73.4 percent in 1993, 1994 and 1995, respectively. The rest of the regions shared less than 10.0 percent each during the three-year period. Only one (1) CBA was registered in Regions II and XII in 1994 and in CAR and Region I in 1995.

- *Affiliated Unions Are Filers Of Most CBAs*

Eight out of ten CBAs were filed by affiliated unions and the rest were from independent unions. This observation is evident in 1993 and 1994. However, an almost equal proportion was shared by affiliated (50.7%) and independent (49.3%) unions in 1995.

- ***Most Registrants Are From The Transport Sector In 1993 And 1994; In Manufacturing In 1995***

Almost half of the total registered CBAs in 1993 (47.5%) and in 1994 (47.2%) were from the transportation, storage and communication sector. The share was only 31.4 percent in 1995. Practically all of the registrants in this sector came from establishments engaged in transportation services particularly in water transport services as shown below:

**DISTRIBUTION OF REGISTERED CBAS
IN TRANSPORTATION SERVICES
1993 - 1995**

	1993	1994	1995
Total	367	360	251
Water Transport	337	331	223
Land Transport	15	16	13
Air Transport	-	3	2
Services Allied to Transport	15	10	13

In 1995, manufacturing topped all sectors in CBA registration accounting for 45.6 percent (372) of the total. This sector was the second biggest filer in 1993 at 28.2 percent (218) and in 1994 at 32.4 percent (248).

Very few CBAs were filed by mining and quarrying in all years (4 each). The construction industry filed only one (1) CBA in 1994 and 1995.

- ***Bulk Of CBAs Cover The Rank And File Employees***

The bulk or about 99.0 percent of the CBAs covered the rank and file employees in offices, plants and in sales.

Only 11 (1.4%) embraced those holding supervisory positions in 1993. The same number was noted in 1994. This figure, however, decreased to nine (9) in 1995. The minimal turnout of CBAs negotiated by the supervisors could be attributed to the very few number of unions formed under this category. In a survey conducted by BLES on labor organizations in 1994, results showed that only 4.6 percent out of 1,708 unions interviewed had supervisors as their bargaining unit.

- ***More Workers Are Covered By CBAs In 1995***

There were more workers covered by CBAs filed in 1995 than in the two preceding years. Workers coverage stood at 50,363 in 1993 and 53,116 in 1994. It reached 92,715 in 1995. This could be attributed to the increase in the number of registered CBAs during the year. On the average, around 114 workers per CBA were covered in 1995. Meanwhile, in 1993 and 1994, each CBA covered only about 65 and 69 workers, respectively.

- ***CBA Coverage Comprises Mostly Of Workers In NCR***

Workers covered by CBAs filed in 1993 (45.4%), 1994 (49.6%) and 1995 (54.9%) were mostly from business establishments operating in NCR. The rest were thinly spread in other regions.

- ***CBA Covered Workers Are Largely From Manufacturing***

Workers in the manufacturing industry accounted for the biggest share in terms of CBA coverage (49.9% in 1993; 49.3% in 1994; and 55.9% in 1995) with respective

averages of around 115, 106 and 139 workers per CBA.

Transportation, storage and communication bagged the second biggest coverage in 1993 and 1994 with 8,527 (16.9%) and 9,658 (18.2%) workers, respectively. Though most of the registrants came from this sector, it chalked the lowest average among sectors at 23 and 27 workers, respectively. This could be attributed to the very nature of bargaining negotiations being adopted by this sector particularly in the water transport services. Generally, these negotiations are done on per ship deployment basis of seamen and CBAs usually have a life span of one year. This accounts for the big number of

CBAs filed annually by the Philippine Seafarers Union-Associated Labor Union

- ***Most Workers Covered By CBAs Are Men***

The sex composition of more than 25.0 percent of the total workers covered by CBAs in the three-year period was not specified. For which data are available, there is glaring disparity in coverage by sex. Men outnumbered women in all years, i.e. 27,885 vs. 8,732 in 1993; 28,409 vs. 9,830 in 1994; and 45,526 vs. 22,601 in 1995.

NOTES:

CBAs covered in this study are based on actual documents available or on file at the Bureau of Labor Relations and DOLE-NCR. The number of new CBAs reported here may not tally with the published data.

Available data on CBA coverage include only those workers (union members) in the bargaining unit. This, however, excludes other workers within the bargaining unit who are not union members but enjoying the same benefits as the union members (especially those paying agency fees). Hence, it appears that the scope of workers coverage is underreported.

The low turn-out of CBA registration in the construction industry may be attributed to the few number of unions

formed in this sector. In a study conducted by BLES on labor organizations in 1994, 13 out of 1,708 unions interviewed belong to this sector. This may have a bearing on the nature of employment and seasonal activities of the construction industry.

There seems to be some confusion or misconception in the recording of CBA cycle. Based on the data gathered, it was noted that in the three-year period under review, majority of the CBAs were first time CBAs i.e. 614 in 1993; 534 in 1994; and 437 in 1995. Except for the 54, 33 and 23 CBAs, respectively whose cycles were not reported, the rest were renewals. Considering the number of expired CBAs in 1992 (822), 1993 (659), 1994 (1,228), and 1995 (1,344), it denotes that most unions do not renew their CBAs.

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**TABLE 1.1 - NUMBER OF REGISTERED CBAS BY REGION AND STATUS,
PHILIPPINES: 1993 – 1995**

Region/Status	1993	1994	1995
PHILIPPINES	774	765	815
National Capital Region	581	551	598
Cordillera Administrative Region	4	2	1
Region I - Ilocos Region	1	9	1
Region II - Cagayan Valley	-	1	2
Region III - Central Luzon	20	33	34
Region IV - Southern Tagalog	45	35	46
Region V - Bicol Region	6	6	10
Region VI - Western Visayas	27	14	12
Region VII - Central Visayas	30	57	45
Region VIII - Eastern Visayas	9	12	9
Region IX - Western Mindanao	8	6	4
Region X - Northern Mindanao	13	14	18
Region XI - Southern Mindanao	26	24	27
Region XII - Central Mindanao	4	1	2
CARAGA	-	-	6
Affiliated	600	574	413
Independent	174	191	402

**TABLE 1.1A - NUMBER OF REGISTERED CBAS BY MAJOR INDUSTRY GROUP,
PHILIPPINES: 1993 – 1995**

Major Industry Group	1993	1994	1995
ALL INDUSTRIES	774	765	815
Agriculture, Fishery and Forestry	30	25	35
Mining and Quarrying	4	4	4
Manufacturing	218	248	372
Electricity, Gas and Water	7	5	6
Construction	7	1	1
Wholesale and Retail Trade	40	49	62
Transportation, Storage and Communication	368	361	256
Financing, Insurance, Real Estate and Business Services	53	33	26
Community, Social and Personal Services	47	39	53

TABLE 1.2 - CBA COVERAGE BY REGION, STATUS AND SEX, PHILIPPINES: 1993 – 1995

Region/Status	Total	1993				Total	1994				Total	1995			
		Male	Female	Not Specified	Average Member Per CBA		Male	Female	Not Specified	Average Member Per CBA		Male	Female	Not Specified	Average Member Per CBA
PHILIPPINES	50,363	27,885	8,732	13,746	65	53,116	28,409	9,830	14,877	69	92,715	45,526	22,601	24,588	114
National Capital Region	22,877	11,797	3,918	7,162	39	26,355	13,804	3,544	9,007	48	50,889	28,908	16,646	5,335	85
Cordillera Administrative Region	2,325	2,281	44	-	581	62	47	-	15	31	34	31	3	-	34
Region I - Ilocos Region	102	102	-	-	102	1,176	689	487	-	131	10	10	-	-	10
Region II - Cagayan Valley	-	-	-	-	-	192	52	44	96	192	484	56	77	351	242
Region III - Central Luzon	1,599	644	638	317	80	5,362	2,697	2,003	662	162	6,711	1,867	886	3,958	197
Region IV - Southern Tagalog	9,893	4,936	1,741	3,216	220	4,134	2,143	559	1,432	118	7,054	2,978	2,241	1,835	153
Region V - Bicol Region	292	185	22	85	49	244	160	84	-	41	2,072	1,120	60	892	207
Region VI - Western Visayas	2,376	1,198	519	659	88	2,575	1,509	312	754	184	2,802	1,883	135	784	234
Region VII - Central Visayas	3,315	1,104	707	1,504	111	6,580	2,683	2,119	1,778	115	4,474	2,695	1,305	474	99
Region VIII - Eastern Visayas	393	263	59	71	44	1,082	273	101	708	90	652	282	52	318	72
Region IX - Western Mindanao	649	507	113	29	81	641	412	7	222	107	544	540	4	-	136
Region X - Northern Mindanao	908	518	46	344	70	1,715	1,467	63	185	122	1,748	950	303	495	97
Region XI - Southern Mindanao	5,381	4,142	910	329	207	2,950	2,427	505	18	123	12,023	1,201	820	10,002	445
Region XII - Central Mindanao	253	208	15	30	63	48	46	2	-	48	2,357	2,289	68	-	1,178
CARAGA	-	-	-	-	-	-	-	-	-	-	861	716	1	144	144
Affiliated	31,202	16,560	5,875	8,767	52	30,452	16,528	6,187	7,737	53	47,398	25,174	12,362	9,862	115
Independent	19,161	11,325	2,857	4,979	110	22,664	11,881	3,643	7,140	119	45,317	20,352	10,239	14,726	113

TABLE 1.2A - CBA COVERAGE BY MAJOR INDUSTRY GROUP, PHILIPPINES: 1993 – 1995

Region/Status	Total	1993				Total	1994				Total	1995			
		Male	Female	Not Specified	Average Member Per CBA		Male	Female	Not Specified	Average Member Per CBA		Male	Female	Not Specified	Average Member Per CBA
PHILIPPINES	50,363	27,885	8,732	13,746	65	53,116	28,409	9,830	14,877	69	92,715	45,526	22,601	24,588	114
Agriculture, Fishery and Forestry	5,413	4,045	923	445	180	5,522	2,576	536	2,410	221	12,712	2,671	392	9,649	363
Mining and Quarrying	2,554	2,549	5	-	638	247	143	-	104	62	884	860	24	-	126
Manufacturing	25,136	9,977	5,752	9,407	115	26,166	13,090	5,410	7,666	106	51,842	26,756	15,098	9,988	139
Electricity, Gas and Water	782	350	83	349	112	1,060	614	167	279	212	1,000	411	78	511	167
Construction	727	564	60	103	104	280	269	11	-	280	347	347	-	-	347
Wholesale and Retail Trade	3,192	599	977	1,616	80	3,864	1,380	1,688	796	79	6,625	2,331	2,355	1,939	107
Transportation, Storage and Communication	8,527	8,162	63	302	23	9,658	8,434	393	831	27	7,843	6,962	355	526	31
Financing, Insurance, Real Estate and Business Services	1,417	829	184	404	27	1,302	454	439	409	39	2,638	888	762	988	101
Community, Social and Personal Services	2,615	810	685	1,120	56	5,017	1,449	1,186	2,382	129	8,824	4,300	3,537	987	166