



## EXTENT OF COLLECTIVE BARGAINING IN ESTABLISHMENTS IN 1996

*Collective bargaining is considered as one of the approaches by the Department of Labor and Employment in promoting a peaceful industrial climate. It is a process by which the wages, hours of work and all other terms and conditions of employment, including mandatory provisions for grievance and arbitration machineries of workers in a bargaining unit are regulated by agreements of the representatives of legitimate labor organizations and employers. In this regard, the Bureau of Labor and Employment Statistics (BLES) considers it vital and important to generate annually information on the extent of collective bargaining in the country through the Survey of Specific Groups of Workers (SSGW). This paper therefore provides information on how far collective bargaining is making headway in establishments in 1996.*

*The 1996 SSGW covered a total of 35,249 sample establishments employing 10 or more workers nationwide. However, survey results may not be comparable with the published statistics based on administrative reports on collective bargaining agreement (CBA) registrations.*



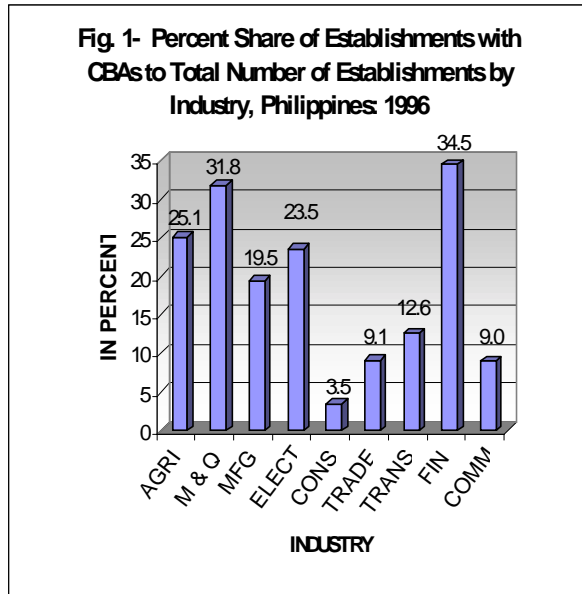
### Establishments with CBAs

**15.8 percent of establishments are with CBAs; highest share in financing, insurance, real estate and business services**

Based on the survey, a total of 5,564 establishments were covered by CBAs. This is equivalent to 15.8 percent of the total establishments employing 10 or more workers.

With regard to the percentage share of establishments with CBAs to total establishments per industry, data showed that financing, insurance, real estate and business services claimed the biggest proportion of establishments with CBAs representing 34.5 of the 4,893 total establishments in 1996. This was followed by mining and quarrying at 31.8 percent and agriculture at 25.1 percent.

Manufacturing which has the biggest number of establishments had a share of only 19.5 percent as 1,766 out of its 9,059 establishments had CBAs. The least was noted in the construction industry at 3.5 percent mainly because of the few number of unions forged in this sector due to the seasonal nature of its employment. (Fig. 1)



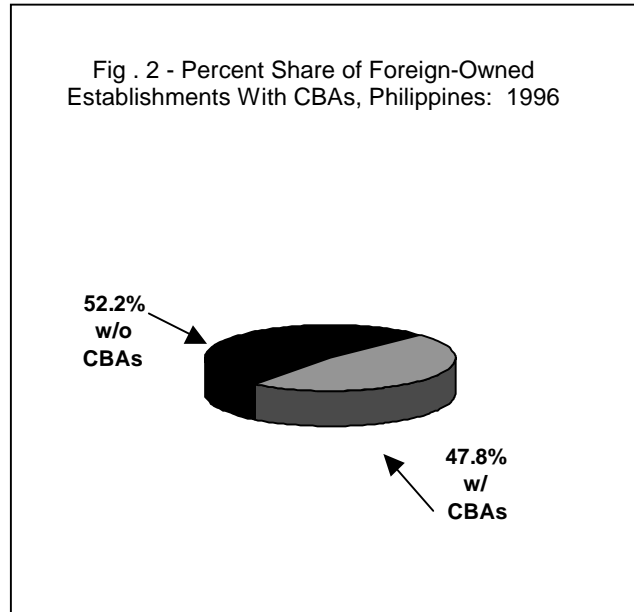
**Collective bargaining more prevalent in establishments in Region VII**

Relative to each region's total establishments, Region VII topped all regions with 22.0 percent of its establishments having CBAs in 1996.

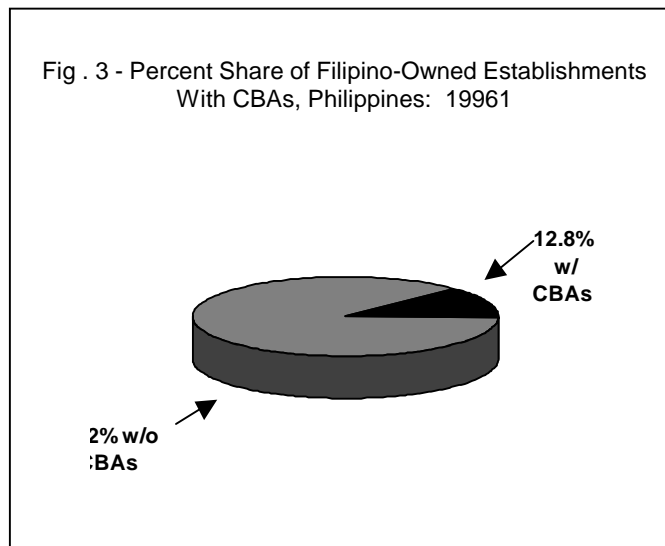
The National Capital Region (NCR) showed a relatively lower proportion at 16.7 percent. However, it constituted the bulk of establishments with CBAs (2,982). Region IX recorded the least share at 6.4 percent.

**Most foreign-owned establishments have CBAs**

Of the reported 3,000 establishments with foreign equity, almost half or about 1,435 (47.8%) were covered by CBAs. (Fig. 2)



In contrast, Filipino-owned business establishments had only 12.8 percent (4,129 out of 32,249) of CBAs. (Fig. 3)



**More CBAs are forged in establishments engaged in export trade**

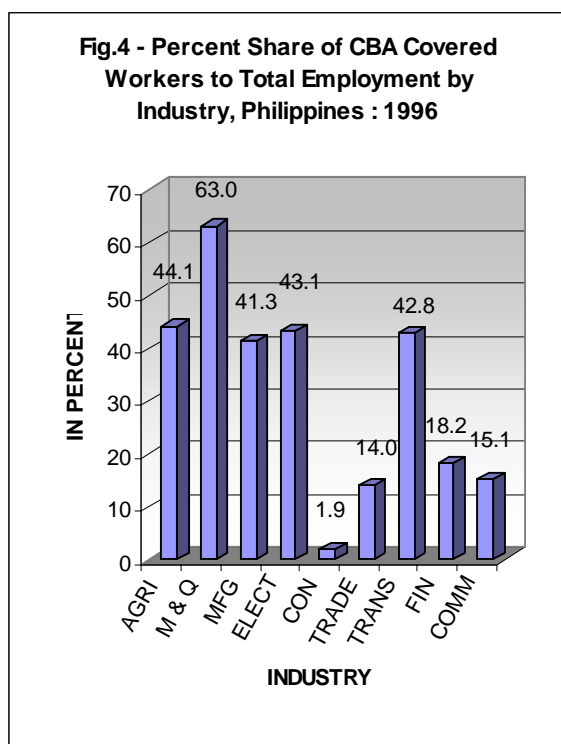
To increase benefits, more workers in export-oriented establishments resorted to CBA negotiations than those producing for the domestic market. Data revealed that 35.9 percent (1,185 out of 3,300 establishments) in the export business were with CBAs compared to a mere 13.7 percent (4,379 out of 31,949) in non-export producing establishments.

**CBA Coverage**

**28.0 percent of workers in establishments are covered by CBAs; majority are miners and quarrymen**

Total employment in establishments stood at 2.606 million. Of these 28.0 percent (729,000) were covered by CBAs.

Relative to the percentage share of workers coverage to industry's total employment, the mining sector topped the list of CBA-covered workers with 63.0 percent. Other sectors with fairly high shares were agriculture, (44.1 %), electricity, gas and water, (43.1%) and transportation, storage and communication (42.8%). The manufacturing sector which accounted for the biggest workforce, contributed a share of 41.3 percent. As expected, minimal share was found in construction with only 1.9 percent. (Fig. 4)



**Workers in CAR have the highest CBA coverage at 39.1 percent**

In proportion to respective regional total employment, CAR recorded the largest CBA coverage at 39.1 percent followed closely by Region XI at 35.9 percent. Considerable shares were also reported in Regions IV (33.9%), X (31.3%), VI (30.3%) and III (29.9%). In contrast, minimal shares were noted in Region I at 9.8 percent and Region IX at 5.6 percent, respectively. The NCR, despite its large workforce (1.461 million) and CBA coverage (405,000) had a share of only 27.7 percent.

***Most workers in foreign-owned establishments are covered by CBAs***

Bulk of the workforce constituting 2.078 million (79.7%) were employed in Filipino-owned establishments. Of these, 486,000 or 23.4 percent were covered by CBAs. In contrast, around 528,000 workers (20.3%) found jobs in foreign-owned establishments. A large number, 243,000 or 46.0 percent of these workers were enjoying the benefits provided for in their CBAs.

***More workers are covered by CBAs in export oriented than in non-export establishments***

Workers in the non-export trade establishments dominated the ranks of the employed (1.942 million or 74.5 percent of the total). However, only 21.6 percent or 419,000 were covered by CBAs. Meanwhile, employees in export-oriented establishments totalling 664,000 accounted for only 25.5 percent of the total employed. Nevertheless, most of their workers were covered by CBAs representing 310,000 or a share of 46.7 percent.

***CBA coverage higher among men than women***

Total male employment in establishments was estimated at 1.633 million. Approximately 479,000 or 29.3 percent were covered by CBAs in 1996.

On the other hand, about 25.7 (250,000) of the employed female were enjoying the benefits and provisions of collective agreements.

---

FOR INQUIRIES:

Regarding this report contact Labor Relations Statistics Division at 527-3578

Regarding other statistics and technical services contact BLES Databank at 527-3577

Or write to BLES c/o Databank, 3/F DOLE Bldg., Gen. Luna St., Intramuros, Manila 1002

FAX 527-3579 E-mail: [lrtd@manila-online.net](mailto:lrtd@manila-online.net) Website: <http://www.manila-online.net/bles>

---

**Table 1 - EXTENT OF COLLECTIVE BARGAINING IN ESTABLISHMENTS EMPLOYING 10 OR MORE WORKERS  
PHILIPPINES: 1996**

Indicator	Total Establishments	With CBAs		Total Employment (000)	Total CBA Covered Workers (000) <sup>a/</sup>	Percent Share	Male			Female		
		Number	Percent Share				Employment (000)	CBA Covered Workers (000)	Percent Share	Employment (000)	CBA Covered Workers (000)	Percent Share
Total	35,249	5,564	15.8	2,606	729	28	1,633	479	29.3	973	250	25.7
Major Industry Group												
Agriculture, fishery and forestry	630	158	25.1	143	63	44.1	120	50	41.7	23	12	52.2
Mining and quarrying	176	56	31.8	27	17	63.0	24	16	66.7	3	1	33.3
Manufacturing	9,059	1,766	19.5	881	364	41.3	498	226	45.4	383	139	36.3
Electricity, gas and water	323	76	23.5	65	28	43.1	53	23	43.4	12	5	41.7
Construction	833	29	3.5	159	3	1.9	152	3	2.0	7	a/	a/
Wholesale and retail trade	8,416	767	9.1	314	44	14.0	183	23	12.6	131	20	15.3
Transportation, storage and communication	1,290	163	12.6	173	74	42.8	141	61	43.3	32	13	40.6
Financing, insurance, real estate and business services	4,893	1,686	34.5	308	56	18.2	208	35	16.8	100	21	21.0
Community, Social and personal services	9,629	863	9.0	536	81	15.1	254	43	16.9	282	38	13.5
Region												
National Capital Region	17,853	2,982	16.7	1,461	405	27.7	917	249	27.2	544	157	28.9
Cordillera Administrative Region	411	31	7.5	23	9	39.1	15	7	46.7	8	2	25.0
Region I - Ilocos Region	1,026	92	9.0	41	4	9.8	25	3	12.0	16	1	6.3
Region II - Cagayan Valley	413	34	8.2	19	3	15.8	11	2	18.2	8	1	12.5
Region III - Central Luzon	2,198	295	13.4	97	29	29.9	61	23	37.7	36	6	16.7
Region IV - Southern Tagalog	3,424	617	18.0	271	92	33.9	141	52	36.9	130	40	30.8
Region V - Bicol Region	851	102	12.0	39	9	23.1	24	7	29.2	15	2	13.3
Region VI - Western Visayas	2,073	346	16.7	152	46	30.3	110	35	31.8	43	12	27.9
Region VII - Central Visayas	2,102	463	22.0	168	34	20.2	100	26	26.0	68	9	13.2
Region VIII - Eastern Visayas	464	78	16.8	23	4	17.4	14	3	21.4	9	1	11.1
Region IX - Western Mindanao	613	39	6.4	36	2	5.6	26	2	7.7	10	a/	a/
Region X - Northern Mindanao	1,230	174	14.1	80	25	31.3	53	19	35.8	27	7	25.9
Region XI - Southern Mindanao	1,995	251	12.6	167	60	35.9	118	48	40.7	49	12	24.5
Region XII - Central Mindanao	596	60	10.1	28	7	25.0	18	6	33.3	10	1	10.0
Type of Ownership												
With Foreign Capital	3,000	1,435	47.8	528	243	46.0	299	145	48.5	229	98	42.8
Without Foreign Capital	32,249	4,129	12.8	2,078	486	23.4	1,334	334	25.0	744	152	20.4
Type of Market												
Export Oriented	3,300	1,185	35.9	664	310	46.7	357	188	52.7	307	122	39.7
Non-Export Oriented	31,949	4,379	13.7	1,942	419	21.6	1,276	291	22.8	666	127	19.1

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

a/ - Less than 500

Source of data: Bureau of Labor and Employment Statistics, Survey of Specific Groups of Workers