



CBA's in 1997 . . . their profile and welfare benefits



Since 1997, the Bureau of Labor and Employment Statistics (BLES) has published studies on the profile of collective bargaining agreements (CBAs) focusing on their economic and non-economic provisions. Initial publications dealt on the profile of CBAs filed in 1993, 1994 and 1995 through LABSTAT Updates Vol. 1 Nos. 8, 9 and 12.

Last year, a similar study was undertaken on CBAs filed in 1996 (LABSTAT Update Vol. 2 No. 11)

This year, the BLES focuses on the profile and welfare benefits of all CBAs filed in 1997 at the Bureau of Labor Relations.

CBA Profile

- A total of 537 CBAs were registered nationwide in 1997.
- More than three-fifths (347 or 64.6 %) of the registered CBAs were negotiated by affiliated unions while the remaining two-fifths (190 or 35.4 %) were from independent labor groups.
- The National Capital Region (NCR) reported the highest number of CBAs (291). This is more than half (54.2%) of the total new CBAs filed in the country. Regions IV and VII followed with respective shares of 13.0 percent and 11.2 percent. The rest of the regions posted relatively small percentage shares (*less than 10.0 percent*). Table 1

Table 1 – Number and Percent Distribution of CBA and CBA Coverage by Region and Status Philippines: 1997				
REGION	CBA	%	Coverage	%
Philippines	537	100.0	75,323	100.0
NCR	291	54.2	33,787	44.9
CAR	2	0.4	*	-
Region I	7	1.3	918	1.2
Region II	1	0.2	184	0.2
Region III	32	6.0	5,588	7.4
Region IV	70	13.0	14,914	19.8
Region V	8	1.5	325	0.4
Region VI	18	3.3	4,908	6.5
Region VII	60	11.2	5,628	7.5
Region VIII	2	0.4	102	0.1
Region IX	9	1.7	547	0.7
Region X	10	1.9	534	0.7
Region XI	18	3.4	1,998	2.7
Region XII	3	0.6	95	0.1
Caraga	6	1.1	5,795	7.7
STATUS				
Independent	190	35.4	28,028	37.2
Affiliated	347	64.6	47,295	62.8

*Not Stated

- A total of 75,323 employees were covered by CBAs. Workers in NCR posted the highest CBA coverage at 44.9 percent. This was followed by Region IV (19.8%), Caraga (7.7%), Region VII (7.5%), Region III (7.4%) and Region VI (6.5%). The remaining regions registered relatively small percentage shares ranging from 0.1 percent to 2.7 percent. Table 1
- The bulk (337 or 62.8%) of registered CBAs were in the manufacturing sector. Far behind was community, social and personal services at 11.7 percent. The least share was claimed by the construction industry at only 0.4 percent or equivalent to only two (2) CBAs filed during the year. Table 2

- As expected, majority (66.6%) of the workers covered by CBAs were in the manufacturing industry. Wholesale and retail trade ranked far second with 8.1 percent followed by community, social and personal services with 7.3 percent. The construction sector claimed the least with only 0.1 percent. Table 2

Table 2 – Number and Percent Distribution of CBA and CBA Coverage by Major Industry Group Philippines : 1997				
INDUSTRY	No.	%	Coverage	%
Total	537	100.0	75,323	100.0
Agriculture, Fishery & Forestry	19	3.5	2,336	3.1
Mining and Quarrying	8	1.5	1,646	2.2
Manufacturing	337	62.8	50,156	66.6
Electricity, Gas and Water	7	1.3	944	1.3
Construction	2	0.4	58	0.1
Wholesale & Retail	35	6.5	6,116	8.1
Transportation, Storage and Communication	29	5.4	4,533	6.0
Financing, Insurance, Real Estate & Business Services	37	6.9	4,066	5.4
Community, Social & Personal Services	63	11.7	5,468	7.3

Welfare Benefits

Registered CBAs came up with a package of benefits for the welfare of the covered workers. These benefits were provided to workers either in monetary or non-monetary form.

- The most common was the provision of family planning services. It was stipulated in 78.0 percent of the CBAs filed during the year. Medical/dental services and burial aid were also given importance as these were incorporated in more than 60.0 percent of the total CBAs registered. More than one-half of the registered CBAs also provided hospitalization plans (57.2%) and retirement pay (53.1%) to covered workers. Table 3
- Among the leave benefits commonly granted, vacation leave ranked first at 91.8 percent. Sick leave was second at 85.7 percent. Other CBAs also provided for paternity (51.8 %), maternity leave (46.9%) and (38.2%) emergency leaves. Table 3

Table 3 - Number and Percent Distribution of CBA by Type of Benefits Provided Philippines: 1997		
Welfare Benefits	Number	Percent Share
Family Planning Services	419	78.0
Medical/Dental Services	356	66.3
Burial Aid	331	61.6
Hospitalization Plan	307	57.2
Retirement Pay	285	53.1
Uniform Allowance	267	49.7
Workers Education	251	46.7
Death Benefit	188	35.0
Separation Pay	164	30.5
Signing bonus	158	29.4
Christmas Party	142	26.4
Rice and Corn Subsidy	133	24.8
Life Insurance	128	23.8
Meal Allowance	117	21.8
Christmas	106	19.7
Leave Benefits		
Vacation Leave	493	91.8
Sick Leave	460	85.7
Paternity Leave	278	51.8
Maternity Leave	252	46.9
Emergency Leave	205	38.2
Burial Leave	174	32.4
Birthday Leave	60	11.2

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