

HIGHLIGHTS OF WELFARE BENEFIT PROVISIONS - CBAs 1993 - 1998

Since 1996, the BLES has been undertaking studies on the profile and welfare benefit provisions of collective bargaining agreements filed at the DOLE. The sources of data were actual CBA documents on file at the Bureau of Labor Relations.

Results of the studies covering CBAs filed from 1993 to 1997 were published on the following LABSTAT Updates: Vol. 1 Nos. 8, 9 and 12 (covering the profile of new CBAs filed in 1993 up to 1995); Vol. 2 No. 11 (for CBAs filed in 1996) and Vol. 3 No. 12 (for CBAs filed in 1997).

For the year 2000, the BLES has prepared a descriptive analysis of the profile and welfare benefit provisions of CBAs filed from 1993 to 1998. The first part dealing on the profile of CBAs was published in August 2000 (LABSTAT Updates Vol. 4 No. 11.) and this issue, the second focuses on the welfare benefits enjoyed by covered workers during the same period.

WELFARE BENEFIT PROVISIONS

The provisions of CBAs may be classified into economic and non-economic. The first refer to all terms and conditions of employment with monetary

value while the latter has no monetary value.

The following are some of the welfare benefits provided to workers either in monetary or non-monetary form:

a) Wage Increases

Provisions on wage increases in the CBAs are expressed either in terms of across the board increases of specified amounts (in pesos) or as percent increase from basic pay of workers. It may either be fixed for a given period, or for specified tasks or results. Likewise, wage increases may be computed on an hourly, daily or monthly basis.

- Almost the same number of CBAs in 1993 (323) and 1994 (324) had provisions for wage increases. The next three years 1995, 1996 and 1997 reported a larger number with 510; 526; and 368 CBAs, respectively. The least was in 1998 with 222 CBAs.
- Some 237 CBAs in 1993; 249 in 1994; 403 in 1995; 391 in 1996; 278 in 1997; and 167 in 1998 provided peso wage increases for daily-paid workers.
- Of these CBAs, more than sixty-five percent (195 in 1993; 203 in 1994; 317 in 1995; 256 in 1996; 184 in 1997; and 116 in 1998) granted increases below P30 spread over a period of 3 to 5 years. Less than 10.0

percent granted P50 or more in 1993, 1994 and 1995. However, the number of CBAs granting P50 or more wage increases slightly rose in 1996 (14.1%) and 1997 (16.5%). Only 20 CBAs (12.0%) granted the same wage increase in 1998.

- CBAs with provisions for wage increases covering monthly-paid workers numbered 70 in 1993; 69 in 1994; 77 in 1995; 115 in 1996; 90 in 1997 and 56 in 1998. Of these CBAs, more than fifty-five percent granted annual increases of less than P3,000 in a span of three to five years while less than 10.0 percent granted annual wage increases of P5,000 and over.
- Other CBAs provided wage increases in terms of percent. Of these CBAs, in 1993 (8 out of 14); 1994 (11 out of 16); 1995 (17 out of 32); 1996 (25 out of 41); 1997 (3 out of 7) and 1998 (2 out of 3) granted wage increments of less than 30.0 percent spread over a period of three to five years.

b) Other Benefits

The most mentioned benefits with relatively high percentage share to total number of registered CBAs in the six-year period under review are as follows:

Welfare Benefits	1993	1994	1995	1996	1997	1998
Family Planning Services	82.3	83.9	83.9	77.0	78.0	63.7
Medical/Dental Services	82.0	83.4	70.2	77.9	66.3	61.1
Workers Education	76.6	74.6	75.1	52.7	46.7	33.1
Burial Aid	76.4	74.4	66.3	60.1	61.6	55.3
Sports Activities	76.6	78.8	78.7	29.5	17.1	16.7
Hospitalization Plan	27.9	46.5	58.8	65.6	57.2	49.8
Medicines/Medical Allowance	56.2	56.2	42.2	21.6	14.9	15.6
Death Benefit	10.1	32.4	40.4	38.3	35.0	38.9

- Family Planning Services was mentioned in most CBAs filed during the period except in 1996 where the provision of medical/dental services recorded the biggest share.

- Other benefits worth mentioning were workers education, burial aid, sport activities, hospitalization plan and medicine/medical allowance. The figure show a growing concern for the health and education of workers among organized establishments.

c) Leave Benefits

Among the leave benefits enjoyed by the covered workers, the provision for vacation leave had the highest percentage share. It was stipulated in more than 80.0 percent of the total CBAs filed during the period. Sick leave was the second most mentioned benefit in all years.

- The following are the top 5 leave benefit provisions and their corresponding percent share to the total number of registered CBAs during the six-year period.

Leave Benefits	1993	1994	1995	1996	1997	1998
Vacation Leave	86.7	92.3	84.7	85.6	91.8	81.8
Sick Leave	41.3	45.2	63.4	76.6	85.7	76.7
Maternity Leave	18.6	21.3	29.0	40.9	46.9	39.5
Paternity Leave	15.9	20.0	26.9	37.0	51.8	48.7
Burial Leave	17.6	17.1	23.4	28.2	32.4	24.2

- Maternity leave and paternity leave are two of the mandatory leave entitlements which an employer is obliged to extend to its workers. However, data show that these two leave benefits are still being bargained for during CBA negotiations. Some CBAs included leave benefit provisions other than what was stipulated by law such as burial leave, birthday leave, study/scholarship leave, wedding leave, legal/court leave among others.

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**TABLE 1 - Number of Registered CBAs with Provisions on Wage Increases by Type of Wage Increase Provision
Philippines: 1993 - 1998**

TYPE OF WAGE INCREASE PROVISION	1993	1994	1995	1996	1997	1998
TOTAL CBAs WITH WAGE PROVISION	323	324	510	526	368	222
With Wage Increases in Peso Terms	309	308	478	500	362	215
Daily - Paid	237	249	403	391	278	167
< 5.00	28	25	61	28	15	15
5.00 - 9.99	56	56	78	60	40	36
10.00 - 14.99	49	49	70	51	32	18
15.00 - 19.99	29	34	53	52	41	24
20.00 - 24.99	18	26	31	42	28	13
25.00 - 29.99	15	13	24	23	28	10
30.00 - 34.99	7	10	20	30	21	15
35.00 - 39.99	6	12	15	10	13	9
40.00 - 49.99	9	7	18	40	14	7
50.00 - 99.99	13	12	21	38	29	15
10.000 and over	7	5	12	17	17	5
Monthly Paid	70	69	77	115	90	56
< 500	19	17	13	18	6	4
500 - 999	13	11	15	18	10	5
1000 - 1499	6	11	13	14	8	6
1500 - 1999	4	5	5	9	10	10
2000 - 2499	6	5	12	12	12	2
2500 - 2999	1	5	3	8	9	4
3000 - 3499	7	6	2	9	14	12
3500 - 3999	6	2	5	11	10	7
4000 - 4499	4	5	3	5	2	3
4500 - 4999	1	-	2	2	4	1
5000 and over	3	2	4	9	5	2
With Wage Increases in Percent (%)	14	16	32	41	7	3
< 10	2	1	3	3	1	-
10 - 19	1	6	7	12	2	2
20 - 29	5	4	7	10	-	-
30 - 39	2	2	8	12	3	-
40 - 49	1	2	3	1	-	-
50 and over	3	1	4	3	1	1

**TABLE 3 - Number of CBAs with Leave Benefit Provisions by Type of Benefit
Philippines: 1993-1998**

LEAVE BENEFITS	TOTAL					
	1993	1994	1995	1996	1997	1998
TOTAL	774	765	815	721	537	347
Vacation Leave	671	706	690	617	493	284
Sick Leave	320	346	517	552	460	266
Birthday Leave	15	12	24	69	60	30
Burial Leave	136	131	191	203	174	84
Legal/Court Leave	3	3	6	12	2	2
Maternity leave	144	165	236	295	262	137
Paternity Leave	123	153	219	267	278	169
Study/Scholarship Leave	17	8	5	23	15	9
PTB Leave	12	19	20	44	8	10
Military Leave	9	10	6	10	6	6
Wedding Leave	7	12	14	22	17	10
Review/Bar/Board	4	9	10	3	-	-
Others (Calamity, Time-Off and Other Emergency Leaves)	16	6	24	18	42	22