

REGISTERED LABOR ORGANIZATIONS, WORKERS' ASSOCIATIONS AND EXISTING COLLECTIVE BARGAINING AGREEMENTS

As of 3rd Quarter 2025

A Summary Report

As of the end of Third Quarter of 2025, there are 157,058 registered labor organizations in the country with a total reported membership of 6.76 million. Workers' associations represent the majority, accounting for 86.7% of registered labor organizations equivalent to 136,153 with 4.36 million reported members. Private sector organizations make up the 12% or 18,821 labor organizations with 1.71 million members. The remaining 1.3% consists of 2,084 organizations representing public sector employees with a total of 691,274 members.

In the private sector, enterprise-based unions account for 18,663 organizations of the total registered labor organizations, with the following breakdown: 10,167 chartered locals, 7,801 independent unions, and 695 affiliates. Independent unions have the highest membership with 832,097 members, followed by chartered locals with 703,864 members. Additionally, there are 14 trade union centers, 140 federations, and 4 industry unions among the other registered labor organizations in the private sector.

Currently, the number of workers' associations operating in one region has reached 136,079 with a total membership of around 4.1 million. Meanwhile, there are 74 registered workers' associations operating in more than one region with a combined membership of 264,971.

In the public sector, there are 2,084 registered public sector employees' organizations (PSEOs). These include 1,027 from Local Government Units (LGUs), 588 from National Government Agencies (NGAs), 244 from State Universities and Colleges (SUCs), and 225 from Government-Owned and Controlled Corporations (GOCCs). NGAs have the largest membership with 383,042 members, followed by LGUs with 175,344 members.

In the reporting quarter, the total number of existing collective bargaining agreements (CBAs) stood at 1,324 covering 334,750 workers. Of these, 801 CBAs were negotiated between management and federated unions covering 190,813 workers, while the remaining 523 CBAs were negotiated by independent unions with 143,937 covered workers.

In the Third Quarter of 2025, union registrations in both the public and private sectors, including workers' associations, reached a total of 157,058 marking a 1.93% increase from the Second Quarter of 2025 (154,086). This increase accounts for additional 2,972 labor organization registrations and 138,947 members. Furthermore, there was a 6.91% increase in registration in the Third Quarter of 2025 (157,058) compared to the same period in 2024 (146,909), which is equivalent to 10,149 new registrations.

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As of 3rd Quarter 2025

Labor Organizations / Collective Bargaining Agreements (CBAs)	Number of Organizations / CBAs	Reported Members/ Workers Covered
Labor Organizations	157,058	6,761,812
Public Sector	2,084	691,274
National Government Agencies (NGA)	588	383,042
Local Government Units (LGU)	1,027	175,344
State Universities & Colleges (SUC)	244	52,427
Government Owned & Controlled Corporations (GOCC)	225	80,461
Private Sector	18,821	1,707,746
Trade Union Centers	14	*
Federations	140	*
Industry Unions	4	*
Enterprise Based Unions	18,663	1,707,746
Affiliates	695	171,785
Chartered locals	10,167	703,864
Independent unions	7,801	832,097
Workers Association	136,153	4,362,792
Operating in one region	136,079	4,097,821
Operating in more than one region	74	264,971
Existing Collective Bargaining Agreements (CBAs)	1,324	334,750
Independent Unions	523	143,937
Federated Unions	801	190,813

Source of Data: Records transmitted by the DOLE Regional Offices to the Bureau of Labor Relations, Preliminary Data

* Included in the total membership