

Table 1.1 NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER WITH UNION AND WITH COLLECTIVE BARGAINING AGREEMENT (CBA) BY MAJOR INDUSTRY GROUP AND TYPE OF OWNERSHIP, PHILIPPINES: JUNE 2003

MAJOR INDUSTRY GROUP / TYPE OF OWNERSHIP	Total	Establishments with Union		Establishments with CBAs	
		Number	Percent Share	Number	Percent Share
Total	24,533	3,640	14.8	3,479	14.2
Mining & Quarrying	74	38	51.4	38	51.4
Manufacturing	6,718	1,537	22.9	1,493	22.2
Electricity, Gas & Water Supply	433	222	51.3	187	43.2
Construction	808	16	2.0	16	2.0
Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	6,008	679	11.3	635	10.6
Hotels & Restaurants	2,298	191	8.3	189	8.2
Transport, Storage & Communications	1,571	219	13.9	216	13.7
Financial Intermediation	1,312	297	22.6	294	22.4
Real Estate, Renting & Business Activities	2,072	95	4.6	95	4.6
Private Education Services	2,156	138	6.4	109	5.1
Health & Social Work Except Public, Medical, Dental and Other Health Services	525	38	7.2	37	7.0
Other Community, Social & Personal Service Activities	557	170	30.5	169	30.3
Wholly Filipino	21,116	2,934	13.9	2,814	13.3
Wholly Foreign	1,081	239	22.1	231	21.4
With Foreign Equity	2,336	468	20.0	434	18.6

Note: Details may not add to total due to rounding.

Source of data: Bureau of Labor and Employment Statistics, 2002/2003 BLES Integrated Survey.

Table 1.2 NUMBER AND PERCENT SHARE OF UNION MEMBERSHIP AND CBA COVERAGE TO PAID EMPLOYEES IN NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER BY MAJOR INDUSTRY GROUP AND TYPE OF OWNERSHIP, PHILIPPINES: JUNE 2003
(In thousands except percent)

MAJOR INDUSTRY GROUP / TYPE OF OWNERSHIP	Paid Employees	Union Membership		CBA Coverage	
		Number	Percent Share	Number	Percent Share
Total	2,582	521	20.2	508	19.7
Mining & Quarrying	20	13	66.6	13	67.9
Manufacturing	993	221	22.2	226	22.8
Electricity, Gas & Water Supply	71	27	38.0	27	37.3
Construction	80	4	4.8	4	5.0
Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	370	45	12.2	48	13.0
Hotels & Restaurants	150	9	6.1	9	6.3
Transport, Storage & Communications	202	103	51.2	74	36.8
Financial Intermediation	132	40	30.7	42	32.0
Real Estate, Renting & Business Activities	254	5	1.9	5	2.0
Private Education Services	192	22	11.6	25	12.9
Health & Social Work Except Public, Medical, Dental and Other Health Services	58	15	26.4	17	29.3
Other Community, Social & Personal Service Activities	61	16	26.0	17	27.6
Wholly Filipino	1,790	346	19.3	326	18.2
Wholly Foreign	353	46	13.1	48	13.6
With Foreign Equity	440	129	29.4	133	30.3

Note: Details may not add to total due to rounding.

Source of data: Bureau of Labor and Employment Statistics, 2002/2003 BLES Integrated Survey.

Table 1.3 NUMBER AND PERCENT DISTRIBUTION OF UNION MEMBERSHIP IN NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER BY MAJOR INDUSTRY GROUP AND TYPE OF OWNERSHIP, PHILIPPINES: JUNE 2003

(In thousands except percent)

MAJOR INDUSTRY GROUP / TYPE OF OWNERSHIP	Both Sexes	Male	Female
Total	521	68.9	31.1
Mining & Quarrying	13	95.1	4.9
Manufacturing	221	68.2	31.8
Electricity, Gas & Water Supply	27	81.4	18.6
Construction	4	85.3	14.7
Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	45	56.7	43.3
Hotels & Restaurants	9	70.7	29.3
Transport, Storage & Communications	103	89.0	11.0
Financial Intermediation	40	38.2	61.8
Real Estate, Renting & Business Activities	5	79.8	20.2
Private Education Services	22	43.0	57.0
Health & Social Work Except Public, Medical, Dental and Other Health Services	15	41.6	58.4
Other Community, Social & Personal Service Activities	16	70.2	29.8
Wholly Filipino	346	72.7	27.3
Wholly Foreign	46	51.4	48.6
With Foreign Equity	129	64.8	35.2

Source of data: Bureau of Labor and Employment Statistics, 2002/2003 BLES Integrated Survey.

Table 1.4 NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER WITH CBA TO TOTAL ESTABLISHMENTS WITH UNION, PHILIPPINES: JUNE 2003

MAJOR INDUSTRY GROUP / TYPE OF OWNERSHIP	Establishments with Union	Establishments with CBA	Percent Share
Total	3,640	3,479	95.6
Mining & Quarrying	38	38	100.0
Manufacturing	1,537	1,493	97.1
Electricity, Gas & Water Supply	222	187	84.2
Construction	16	16	100.0
Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	679	635	93.5
Hotels & Restaurants	191	189	99.0
Transport, Storage & Communications	219	216	98.6
Financial Intermediation	297	294	99.0
Real Estate, Renting & Business Activities	95	95	100.0
Private Education Services	138	109	79.0
Health & Social Work Except Public, Medical, Dental and Other Health Services	38	37	97.4
Other Community, Social & Personal Service Activities	170	169	99.4
Wholly Filipino	2,934	2,814	95.9
Wholly Foreign	239	231	96.6
With Foreign Equity	468	434	92.8

Note: Details may not add to total due to rounding.

Source of data: Bureau of Labor and Employment Statistics, 2002/2003 BLES Integrated Survey.

**Table 1.5 NUMBER AND PERCENT SHARE OF CBA COVERAGE TO UNION MEMBERSHIP, PHILIPPINES:
JUNE 2003**

(In thousands except percent)

MAJOR INDUSTRY GROUP / TYPE OF OWNERSHIP	Union Membership	CBA Coverage	Percent
Total	521	508	97.4
Mining & Quarrying	13	13	102.0
Manufacturing	221	226	102.3
Electricity, Gas & Water Supply	27	27	98.1
Construction	4	4	102.9
Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	45	48	106.4
Hotels & Restaurants	9	9	102.8
Transport, Storage & Communications	103	74	71.8
Financial Intermediation	40	42	104.3
Real Estate, Renting & Business Activities	5	5	107.8
Private Education Services	22	25	110.8
Health & Social Work Except Public Health Services	15	17	111.1
Other Community, Social & Personal Service Activities	16	17	106.4
Wholly Filipino	346	326	94.4
Wholly Foreign	46	48	103.2
With Foreign Equity	129	133	103.3

Table 2.1 NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER BY MAJOR INDUSTRY GROUP, OCCUPATIONAL CATEGORY AND SOURCE OF APPLICANTS, PHILIPPINES: JUNE 2003

MAJOR INDUSTRY GROUP / OCCUPATIONAL CATEGORY	Number of Establishments	From within the establishment	From another establishment within the same enterprise	From outside the establishment/enterprise
All Industries				
Managers/Executives	22,333	81.2	20.1	35.3
Professional/Technical	18,102	52.2	26.5	58.5
Supervisors/Foremen	19,748	79.1	20.1	35.8
Sales/Services	17,186	51.8	24.0	58.4
Clerical	21,587	53.0	17.4	60.1
Skilled Operatives	17,336	49.2	22.8	58.2
Unskilled Operatives	13,645	38.8	16.5	68.6
Mining and Quarrying				
Managers/Executives	70	90.0	17.1	57.1
Professional/Technical	73	86.3	16.4	63.0
Supervisors/Foremen	71	88.7	18.3	62.0
Sales/Services	34	88.2	-	88.2
Clerical	70	87.1	2.9	55.7
Skilled Operatives	74	93.2	17.6	60.8
Unskilled Operatives	38	68.4	10.5	34.2
Manufacturing				
Managers/Executives	6,197	79.5	13.6	31.5
Professional/Technical	5,126	45.7	21.3	59.0
Supervisors/Foremen	5,742	82.8	12.5	34.3
Sales/Services	4,718	54.0	16.0	56.7
Clerical	6,092	59.9	8.8	55.1
Skilled Operatives	6,253	52.9	20.0	54.5
Unskilled Operatives	4,999	43.0	14.6	64.2
Electricity, Gas & Water Supply				
Managers/Executives	404	97.5	6.9	25.5
Professional/Technical	401	87.5	13.0	38.4
Supervisors/Foremen	406	97.3	7.4	17.0
Sales/Services	174	65.5	9.2	44.8
Clerical	405	78.8	12.8	59.5
Skilled Operatives	393	77.4	15.5	59.3
Unskilled Operatives	277	69.7	6.5	61.0
Construction				
Managers/Executives	565	81.8	15.6	22.3
Professional/Technical	680	52.8	13.8	49.1
Supervisors/Foremen	807	55.6	11.5	47.5
Sales/Services	483	47.2	16.4	54.0
Clerical	753	39.0	11.0	57.2
Skilled Operatives	805	42.7	23.7	52.8
Unskilled Operatives	550	24.4	22.5	77.5

Table 2.1 NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER BY MAJOR INDUSTRY GROUP, OCCUPATIONAL CATEGORY AND SOURCE OF APPLICANTS, PHILIPPINES: JUNE 2003 (cont'd)

MAJOR INDUSTRY GROUP / OCCUPATIONAL CATEGORY	Number of Establishments	From within the establishment	From another establishment within the same enterprise	From outside the establishment/ enterprise
Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods				
Managers/Executives	5,147	78.2	19.8	37.4
Professional/Technical	3,887	50.2	28.0	56.3
Supervisors/Foremen	4,722	77.3	21.3	30.5
Sales/Services	5,293	47.2	22.2	61.3
Clerical	5,231	45.2	14.1	65.0
Skilled Operatives	3,748	39.9	20.6	63.9
Unskilled Operatives	3,070	31.6	12.8	74.3
Hotels & Restaurants				
Managers/Executives	2,174	79.0	32.6	51.1
Professional/Technical	1,022	55.0	46.5	69.4
Supervisors/Foremen	1,713	74.4	34.0	46.0
Sales/Services	1,909	54.6	35.3	56.3
Clerical	1,454	55.8	33.8	57.6
Skilled Operatives	1,340	50.8	36.7	62.4
Unskilled Operatives	971	35.1	31.7	78.8
Transport, Storage & Communications				
Managers/Executives	1,476	82.9	15.2	30.8
Professional/Technical	1,186	53.0	32.5	48.3
Supervisors/Foremen	1,385	76.9	21.7	38.4
Sales/Services	1,141	57.7	24.1	50.5
Clerical	1,510	51.5	15.8	57.5
Skilled Operatives	1,190	48.7	20.9	61.9
Unskilled Operatives	891	33.7	21.8	69.1
Financial Intermediation				
Managers/Executives	1,312	87.8	30.1	32.3
Professional/Technical	1,144	70.5	29.6	57.0
Supervisors/Foremen	954	85.8	26.9	32.0
Sales/Services	624	72.1	36.4	56.1
Clerical	1,232	63.8	35.0	55.9
Skilled Operatives	323	48.3	22.6	45.2
Unskilled Operatives	184	29.3	28.8	56.0
Real Estate, Renting & Business Activities				
Managers/Executives	2,008	78.8	26.4	43.0
Professional/Technical	1,523	46.3	38.2	68.2
Supervisors/Foremen	1,670	74.7	27.8	46.6
Sales/Services	1,404	30.7	39.8	67.7
Clerical	1,920	31.4	30.9	75.1
Skilled Operatives	1,153	36.3	34.9	65.7
Unskilled Operatives	837	36.1	17.2	66.8

Table 2.1 NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER BY MAJOR INDUSTRY GROUP, OCCUPATIONAL CATEGORY AND SOURCE OF APPLICANTS, PHILIPPINES: JUNE 2003 (cont'd)

MAJOR INDUSTRY GROUP / OCCUPATIONAL CATEGORY	Number of Establishments	From within the establishment	From another establishment within the same enterprise	From outside the establishment/enterprise
Private Education Services				
Managers/Executives	1,962	89.3	20.9	24.2
Professional/Technical	2,101	50.9	20.2	62.0
Supervisors/Foremen	1,351	81.1	22.9	34.2
Sales/Services	777	58.6	26.9	52.6
Clerical	1,914	60.0	16.2	56.5
Skilled Operatives	1,283	56.2	18.1	55.7
Unskilled Operatives	1,096	47.0	12.0	62.9
Health & Social Work Except Public, Medical, Dental and Other Health Services				
Managers/Executives	523	86.6	23.5	35.2
Professional/Technical	522	70.7	29.5	56.9
Supervisors/Foremen	434	92.2	16.1	34.3
Sales/Services	229	74.2	15.3	55.0
Clerical	524	59.0	28.4	64.1
Skilled Operatives	368	57.6	24.7	56.3
Unskilled Operatives	346	46.2	17.6	66.2
Other Community, Social & Personal Service				
Managers/Executives	494	74.5	20.4	46.2
Professional/Technical	439	53.3	22.3	59.9
Supervisors/Foremen	492	80.9	26.6	31.1
Sales/Services	400	68.8	31.3	65.8
Clerical	483	64.6	27.5	50.1
Skilled Operatives	405	57.5	32.3	47.2
Unskilled Operatives	387	38.2	24.0	75.7

Source of data: Bureau of Labor and Employment Statistics, 2002/2003 BLES Integrated Survey.

Table 2.2 NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER BY TYPE OF OWNERSHIP, OCCUPATIONAL CATEGORY AND SOURCE OF APPLICANTS, PHILIPPINES: JUNE 2003

TYPE OF OWNERSHIP / OCCUPATIONAL CATEGORY	Number of Establishments	From within the establishment	From another establishment within the same enterprise	From outside the establishment/enterprise
Total				
Managers/Executives	22,333	81.2	20.1	35.3
Professional/Technical	18,102	52.2	26.5	58.5
Supervisors/Foremen	19,748	79.1	20.1	35.8
Sales/Services	17,186	51.8	24.0	58.4
Clerical	21,587	53.0	17.4	60.1
Skilled Operatives	17,336	49.2	22.8	58.2
Unskilled Operatives	13,645	38.8	16.5	68.6
Wholly Filipino				
Managers/Executives	19,031	82.2	16.9	31.6
Professional/Technical	15,200	51.6	23.8	55.4
Supervisors/Foremen	16,666	79.4	18.2	32.2
Sales/Services	14,662	51.3	21.5	57.3
Clerical	18,434	54.2	15.8	57.1
Skilled Operatives	14,751	50.7	21.2	56.2
Unskilled Operatives	11,655	40.7	16.3	67.1
Wholly Foreign				
Managers/Executives	1,072	72.7	42.5	63.2
Professional/Technical	875	65.1	46.7	79.9
Supervisors/Foremen	962	79.7	28.7	55.3
Sales/Services	783	60.7	29.6	69.6
Clerical	1,032	53.3	29.2	78.3
Skilled Operatives	728	42.3	26.1	79.8
Unskilled Operatives	641	27.3	19.2	84.1
With Foreign Equity				
Managers/Executives	2,230	76.4	36.6	53.5
Professional/Technical	2,027	50.5	38.2	72.2
Supervisors/Foremen	2,121	76.1	31.2	55.4
Sales/Services	1,741	51.9	42.4	63.0
Clerical	2,121	42.0	25.5	77.3
Skilled Operatives	1,856	39.6	34.5	66.2
Unskilled Operatives	1,350	28.1	16.7	73.9

Source of data: Bureau of Labor and Employment Statistics, 2002/2003 BLES Integrated Survey.

Table 2.3 NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER WITH OR WITHOUT UNION BY OCCUPATIONAL CATEGORY AND SOURCE OF APPLICANTS, PHILIPPINES: JUNE 2003

WITH OR WITHOUT UNION / OCCUPATIONAL CATEGORY	Number of Establishments	From within the establishment	From another establishment within the same enterprise	From outside the establishment/ enterprise
Total				
Managers/Executives	22,333	81.2	20.1	35.3
Professional/Technical	18,102	52.2	26.5	58.5
Supervisors/Foremen	19,748	79.1	20.1	35.8
Sales/Services	17,186	51.8	24.0	58.4
Clerical	21,587	53.0	17.4	60.1
Skilled Operatives	17,336	49.2	22.8	58.2
Unskilled Operatives	13,645	38.8	16.5	68.6
With Union				
Managers/Executives	3,536	83.8	23.3	44.9
Professional/Technical	3,159	65.3	26.3	59.8
Supervisors/Foremen	3,233	90.5	20.6	33.8
Sales/Services	2,605	65.1	24.8	59.9
Clerical	3,404	63.0	19.1	65.2
Skilled Operatives	2,923	60.9	22.0	60.5
Unskilled Operatives	2,437	48.9	16.7	70.4
Without Union				
Managers/Executives	18,797	80.7	19.5	33.5
Professional/Technical	14,943	49.4	26.5	58.2
Supervisors/Foremen	16,515	76.8	20.0	36.2
Sales/Services	14,581	49.4	23.9	58.2
Clerical	18,183	51.1	17.1	59.1
Skilled Operatives	14,413	46.8	23.0	57.8
Unskilled Operatives	11,208	37.2	16.7	69.3

Source of data: Bureau of Labor and Employment Statistics, 2002/2003 BLES Integrated Survey.

Table 3.1 NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER BY MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP, WITH OR WITHOUT UNION AND METHOD OF ANNOUNCING VACANCIES, PHILIPPINES: JUNE 2003

MAJOR INDUSTRY GROUP / TYPE OF OWNERSHIP / WITH OR WITHOUT UNION	Total	Word of mouth	Posting in-house	Posting vacancies on bulletin boards in schools	Advertising through print	Posting vacancies in the internet	Thru private recruitment agencies/ employment services	Thru Public Employment Service Offices (PESOs)/Phil-JOBNET	Others
Total	24,533	80.9	42.3	25.3	44.3	14.9	13.9	13.2	6.5
Mining & Quarrying	74	94.6	59.5	10.8	93.2	12.2	6.8	8.1	6.8
Manufacturing	6,718	81.5	37.4	15.9	40.5	11.0	16.9	14.8	5.6
Electricity, Gas & Water Supply	433	30.7	64.0	18.5	36.3	4.4	4.2	5.8	37.4
Construction	808	78.5	35.6	16.7	30.8	9.7	7.9	3.3	8.0
Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	6,008	82.0	37.0	18.9	43.6	15.6	13.7	13.0	3.5
Hotels & Restaurants	2,298	84.9	56.4	32.9	59.3	17.1	18.1	18.5	9.4
Transport, Storage & Communications	1,571	79.9	48.2	27.4	46.5	14.4	13.6	8.7	7.0
Financial Intermediation	1,312	77.5	65.2	33.7	44.2	15.6	15.8	6.7	8.8
Real Estate, Renting & Business Activities	2,072	79.2	39.7	31.7	56.4	27.2	13.2	17.9	3.4
Private Education Services	2,156	83.5	30.0	55.8	32.6	13.7	9.7	11.6	6.6
Health & Social Work Except Public, Medical, Dental and Other Health Services	525	86.3	60.8	34.5	53.1	3.2	2.9	8.6	7.2
Other Community, Social & Personal Service Activities	557	89.0	61.6	18.9	43.6	29.4	3.4	16.9	15.8
Wholly Filipino	21,116	82.0	40.1	23.6	41.2	12.0	11.4	12.1	6.1
Wholly Foreign	1,081	68.9	63.0	31.5	80.9	43.5	39.8	17.9	4.4
With Foreign Equity	2,336	76.3	53.1	37.8	55.6	27.2	23.8	21.4	11.5
With Union	3,640	73.5	58.2	28.6	54.1	23.2	22.1	20.1	8.6
Without Union	20,893	82.2	39.6	24.7	42.6	13.4	12.4	12.0	6.2

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

Source of data: Bureau of Labor and Employment Statistics, 2002/2003 BLES Integrated Survey.

Table 4.1 NUMBER AND PERCENT DISTRIBUTION OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER BY MAJOR INDUSTRY GROUP, CRITERIA FOR RECRUITMENT AND OCCUPATIONAL CATEGORY, PHILIPPINES: JUNE 2003

MAJOR INDUSTRY GROUP / CRITERIA FOR RECRUITMENT	Managers/ Executives	Professional/ Technical	Supervisors/ Foremen	Sales/ Services	Clerical	Skilled Operatives	Unskilled Operatives
All Industries	22,333	18,102	19,748	17,186	21,587	17,336	13,645
Age							
With Preference	56.6	58.5	61.1	65.1	65.6	60.5	55.3
No Preference	43.4	41.5	38.9	34.9	34.4	39.4	44.7
Sex							
Male	13.9	19.4	22.7	11.8	0.8	30.0	26.8
Female	1.9	1.3	4.6	8.1	27.8	3.1	2.6
No Preference	84.2	79.3	72.7	80.1	71.4	66.9	70.6
Civil Status							
Single	2.9	4.5	5.8	15.0	23.3	9.1	9.0
Married	4.8	3.9	4.1	2.4	1.2	3.6	2.6
No Preference	92.3	91.6	90.2	82.5	75.6	87.3	88.4
Educational Attainment							
With Preference	96.7	96.6	94.4	89.6	93.5	76.4	47.0
No Preference	3.3	3.4	5.6	10.4	6.5	23.6	53.0
Relevant Training							
With Preference	90.3	89.8	87.2	72.7	67.0	78.1	37.8
No Preference	9.7	10.2	12.8	27.3	33.0	21.9	62.2
Experience							
With Preference	93.4	92.2	89.5	73.3	64.2	81.0	38.6
No Preference	6.6	7.8	10.5	26.7	35.8	19.0	61.4
Mining and Quarrying	70	73	71	34	70	74	38
Age							
With Preference	51.0	90.8	89.2	92.1	96.7	91.4	86.8
No Preference	49.0	9.2	10.8	7.9	3.3	8.6	13.2
Sex							
Male	1.4	3.2	4.2	5.9	34.4	47.9	78.9
Female	-	-	-	-	8.1	-	-
No Preference	98.6	96.8	95.8	94.1	57.5	52.1	21.1
Civil Status							
Single	-	-	-	-	1.4	-	-
Married	-	-	-	-	-	-	-
No Preference	100.0	100.0	100.0	100.0	98.6	100.0	100.0
Educational Attainment							
With Preference	100.0	100.0	100.0	100.0	100.0	93.7	86.0
No Preference	-	-	-	-	-	6.3	14.0
Relevant Training							
With Preference	97.1	98.6	98.6	97.0	92.8	91.9	2.6
No Preference	2.9	1.4	1.4	3.0	7.2	8.1	97.4
Experience							
With Preference	98.6	96.3	100.0	89.2	90.4	94.6	-
No Preference	1.4	3.7	-	10.8	9.6	5.4	100.0

Table 4.1 NUMBER AND PERCENT DISTRIBUTION OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER BY MAJOR INDUSTRY GROUP, CRITERIA FOR RECRUITMENT AND OCCUPATIONAL CATEGORY, PHILIPPINES: JUNE 2003 (cont'd)

MAJOR INDUSTRY GROUP / CRITERIA FOR RECRUITMENT	Managers/ Executives	Professional/ Technical	Supervisors/ Foremen	Sales/ Services	Clerical	Skilled Operatives	Unskilled Operatives
Manufacturing	6,197	5,126	5,742	4,718	6,092	6,253	4,999
Age							
With Preference	55.9	59.6	61.2	65.3	69.8	63.4	56.9
No Preference	44.1	40.4	38.8	34.7	30.2	36.6	43.1
Sex							
Male	17.3	25.2	32.2	15.7	1.5	38.8	37.2
Female	1.5	1.9	5.8	5.5	34.2	6.5	3.7
No Preference	81.2	72.8	62.0	78.8	64.3	54.7	59.1
Civil Status							
Single	2.9	3.6	5.8	9.9	23.7	6.8	10.3
Married	6.6	6.4	5.2	5.2	1.2	5.9	3.1
No Preference	90.6	90.0	89.1	84.9	75.1	87.2	86.6
Educational Attainment							
With Preference	96.9	94.4	88.9	86.4	90.7	68.9	39.7
No Preference	3.1	5.6	11.1	13.6	9.3	31.1	60.3
Relevant Training							
With Preference	89.9	88.7	84.3	73.8	65.4	76.8	30.6
No Preference	10.1	11.3	15.7	26.2	34.6	23.2	69.4
Experience							
With Preference	93.2	91.8	86.7	79.5	63.1	79.4	31.8
No Preference	6.8	8.2	13.3	20.5	36.9	20.6	68.2
Electricity, Gas & Water Supply	404	401	406	174	405	393	277
Age							
With Preference	50.8	53.2	55.2	51.3	62.1	59.5	44.5
No Preference	49.2	46.8	44.8	48.7	37.9	40.5	55.5
Sex							
Male	-	18.6	15.4	6.5	-	31.5	29.1
Female	21.1	-	-	1.2	10.5	-	-
No Preference	78.9	81.4	84.6	92.2	89.5	68.5	70.9
Civil Status							
Single	0.5	1.1	1.1	1.9	7.6	1.5	2.1
Married	0.5	0.8	0.6	-	-	7.1	0.4
No Preference	98.9	98.0	98.3	98.1	92.4	91.5	97.5
Educational Attainment							
With Preference	100.0	94.2	94.1	95.5	92.9	87.5	56.6
No Preference	-	5.8	5.9	4.5	7.1	12.5	43.4
Relevant Training							
With Preference	98.6	98.5	98.8	77.6	71.6	83.3	62.9
No Preference	1.4	1.5	1.2	22.4	28.4	16.7	37.1
Experience							
With Preference	98.6	98.3	98.0	87.1	82.2	87.1	52.7
No Preference	1.4	1.7	2.0	12.9	17.8	12.9	47.3

Table 4.1 NUMBER AND PERCENT DISTRIBUTION OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER BY MAJOR INDUSTRY GROUP, CRITERIA FOR RECRUITMENT AND OCCUPATIONAL CATEGORY, PHILIPPINES: JUNE 2003 (cont'd)

MAJOR INDUSTRY GROUP / CRITERIA FOR RECRUITMENT	Managers/ Executives	Professional/ Technical	Supervisors/ Foremen	Sales/ Services	Clerical	Skilled Operatives	Unskilled Operatives
Construction	565	680	807	483	753	805	550
Age							
With Preference	73.8	72.1	69.8	63.7	69.2	62.6	57.2
No Preference	26.2	27.9	30.2	36.3	30.8	37.4	42.8
Sex							
Male	28.0	21.9	38.0	14.5	0.8	51.8	64.8
Female	0.2	0.2	-	0.5	40.1	0.1	-
No Preference	71.8	77.9	62.0	85.0	59.1	48.0	35.2
Civil Status							
Single	0.2	0.4	0.2	1.7	20.5	0.4	0.6
Married	8.7	7.3	6.1	0.2	-	3.1	4.2
No Preference	91.1	92.3	93.6	98.1	79.5	96.5	95.2
Educational Attainment							
With Preference	90.9	92.7	93.0	88.6	91.4	75.0	52.8
No Preference	9.1	7.3	7.0	11.4	8.6	25.0	47.2
Relevant Training							
With Preference	80.7	84.1	81.2	76.2	67.8	72.3	44.5
No Preference	19.3	15.9	18.8	23.8	32.2	27.7	55.5
Experience							
With Preference	82.1	91.9	81.9	67.4	61.1	80.2	53.1
No Preference	17.9	8.1	18.1	32.6	38.9	19.8	46.9
Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	5,147	3,887	4,722	5,293	5,231	3,748	3,070
Age							
With Preference	53.9	58.9	62.7	68.8	64.3	62.3	61.7
No Preference	46.1	41.1	37.3	31.2	35.7	37.7	38.3
Sex							
Male	15.0	27.3	25.0	15.3	0.5	27.8	20.4
Female	1.6	0.2	4.6	11.9	35.6	1.1	1.4
No Preference	83.4	72.6	70.4	72.7	63.9	71.1	78.2
Civil Status							
Single	3.4	7.0	8.8	22.8	30.1	14.3	13.0
Married	7.7	5.8	5.1	1.9	2.3	4.8	2.3
No Preference	89.0	87.2	86.1	75.3	67.6	80.9	84.7
Educational Attainment							
With Preference	95.5	99.7	98.3	92.4	95.0	82.0	50.6
No Preference	4.5	0.3	1.7	7.6	5.0	18.0	49.4
Relevant Training							
With Preference	90.1	90.4	87.5	69.4	61.7	75.3	33.8
No Preference	9.9	9.6	12.5	30.6	38.3	24.7	66.2
Experience							
With Preference	94.8	95.8	90.8	71.0	63.7	82.0	40.2
No Preference	5.2	4.2	9.2	29.0	36.3	18.0	59.8

Table 4.1 NUMBER AND PERCENT DISTRIBUTION OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER BY MAJOR INDUSTRY GROUP, CRITERIA FOR RECRUITMENT AND OCCUPATIONAL CATEGORY, PHILIPPINES: JUNE 2003 (cont'd)

MAJOR INDUSTRY GROUP / CRITERIA FOR RECRUITMENT	Managers/ Executives	Professional/ Technical	Supervisors/ Foremen	Sales/ Services	Clerical	Skilled Operatives	Unskilled Operatives
Hotels & Restaurants	2,174	1,022	1,713	1,909	1,454	1,340	971
Age							
With Preference	70.2	63.5	69.8	79.8	79.2	70.7	67.7
No Preference	29.8	36.5	30.2	20.2	20.8	29.3	32.3
Sex							
Male	5.8	12.8	9.2	3.4	-	14.7	15.4
Female	2.9	-	3.6	8.8	20.5	-	6.4
No Preference	91.3	87.2	87.2	87.8	79.5	85.3	78.2
Civil Status							
Single	3.0	3.0	3.7	17.7	24.8	12.3	7.7
Married	0.1	0.1	0.1	1.6	-	0.2	6.4
No Preference	97.0	96.9	96.2	80.7	75.2	87.5	85.9
Educational Attainment							
With Preference	95.5	84.4	92.3	88.1	88.9	71.1	51.3
No Preference	4.5	15.6	7.7	11.9	11.1	28.9	48.7
Relevant Training							
With Preference	86.0	92.4	84.6	64.1	67.8	80.4	44.5
No Preference	14.0	7.6	15.4	35.9	32.2	19.6	55.5
Experience							
With Preference	89.1	95.5	88.6	61.0	57.0	80.3	37.3
No Preference	10.9	4.5	11.4	39.0	43.0	19.7	62.7
Transport, Storage & Communications	1,476	1,186	1,385	1,141	1,510	1,190	891
Age							
With Preference	60.1	58.0	57.2	53.6	71.9	55.5	47.9
No Preference	39.9	42.0	42.8	46.4	28.1	44.5	52.1
Sex							
Male	22.0	24.6	32.5	17.6	0.4	37.7	31.2
Female	-	0.1	-	5.6	23.2	0.1	0.1
No Preference	78.0	75.2	67.5	76.8	76.4	62.2	68.7
Civil Status							
Single	-	2.8	0.4	9.2	23.0	6.7	4.5
Married	2.9	0.5	5.1	0.3	0.1	0.7	0.4
No Preference	97.1	96.7	94.5	90.5	77.0	92.6	95.1
Educational Attainment							
With Preference	93.4	96.8	92.2	79.1	93.5	70.3	49.3
No Preference	6.6	3.2	7.8	20.9	6.5	29.7	50.7
Relevant Training							
With Preference	84.2	83.2	81.3	66.9	58.5	73.5	41.3
No Preference	15.8	16.8	18.7	33.1	41.5	26.5	58.7
Experience							
With Preference	89.7	89.6	90.6	61.4	59.6	77.6	35.7
No Preference	10.3	10.4	9.4	38.6	40.4	22.4	64.3

Table 4.1 NUMBER AND PERCENT DISTRIBUTION OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER BY MAJOR INDUSTRY GROUP, CRITERIA FOR RECRUITMENT AND OCCUPATIONAL CATEGORY, PHILIPPINES: JUNE 2003 (cont'd)

MAJOR INDUSTRY GROUP / CRITERIA FOR RECRUITMENT	Managers/ Executives	Professional/ Technical	Supervisors/ Foremen	Sales/ Services	Clerical	Skilled Operatives	Unskilled Operatives
Financial Intermediation	1,312	1,144	954	624	1,232	323	184
Age							
With Preference	51.0	61.8	53.1	48.3	66.4	57.2	68.1
No Preference	49.0	38.2	46.9	51.7	33.6	42.8	31.9
Sex							
Male	6.7	8.1	5.2	0.4	0.3	1.1	24.7
Female	3.1	3.5	8.5	6.8	19.2	12.5	-
No Preference	90.2	88.3	86.3	92.8	80.5	86.4	75.3
Civil Status							
Single	3.1	0.1	0.1	13.9	24.9	14.3	25.0
Married	3.0	0.1	0.1	-	-	-	-
No Preference	93.9	99.8	99.7	86.1	75.1	85.7	75.0
Educational Attainment							
With Preference	97.1	96.6	95.8	93.4	93.3	98.3	72.5
No Preference	2.9	3.4	4.2	6.6	6.7	1.7	27.5
Relevant Training							
With Preference	93.1	92.5	86.9	73.6	62.7	59.9	45.3
No Preference	6.9	7.5	13.1	26.4	37.3	40.1	54.7
Experience							
With Preference	95.1	92.7	89.2	67.4	65.7	80.8	44.2
No Preference	4.9	7.3	10.8	32.6	34.3	19.2	55.8
Real Estate, Renting & Business Activities	2,008	1,523	1,670	1,404	1,920	1,153	837
Age							
With Preference	46.8	50.4	54.6	51.8	51.9	39.6	37.9
No Preference	53.2	49.6	45.4	48.2	48.1	60.4	62.1
Sex							
Male	12.6	18.1	19.5	8.4	0.5	25.1	14.6
Female	0.3	-	0.2	5.6	17.1	0.1	0.1
No Preference	87.0	81.9	80.3	86.0	82.5	74.8	85.3
Civil Status							
Single	1.9	3.3	4.2	13.3	12.6	10.5	5.9
Married	2.6	0.8	2.6	0.8	1.5	0.6	0.4
No Preference	95.5	95.9	93.2	85.9	85.8	89.0	93.7
Educational Attainment							
With Preference	99.4	99.4	99.8	93.9	97.2	85.5	55.3
No Preference	0.6	0.6	0.2	6.1	2.8	14.5	44.7
Relevant Training							
With Preference	89.3	91.2	93.2	84.2	70.0	86.4	44.0
No Preference	10.7	8.8	6.8	15.8	30.0	13.6	56.0
Experience							
With Preference	93.5	96.3	96.5	85.3	72.0	91.0	43.2
No Preference	6.5	3.7	3.5	14.7	28.0	9.0	56.8

Table 4.1 NUMBER AND PERCENT DISTRIBUTION OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER BY MAJOR INDUSTRY GROUP, CRITERIA FOR RECRUITMENT AND OCCUPATIONAL CATEGORY, PHILIPPINES: JUNE 2003 (cont'd)

MAJOR INDUSTRY GROUP / CRITERIA FOR RECRUITMENT	Managers/ Executives	Professional/ Technical	Supervisors/ Foremen	Sales/ Services	Clerical	Skilled Operatives	Unskilled Operatives
Private Education Services	1,962	2,101	1,351	777	1,914	1,283	1,096
Age							
With Preference	53.8	48.0	52.7	45.6	48.2	48.2	40.9
No Preference	46.2	52.0	47.3	54.4	51.8	51.8	59.1
Sex							
Male	6.8	2.8	4.5	0.1	0.1	8.6	4.3
Female	3.4	2.9	8.2	3.9	13.5	0.3	2.7
No Preference	89.7	94.3	87.3	96.0	86.4	91.1	93.0
Civil Status							
Single	1.9	6.5	6.2	4.2	16.7	6.6	2.8
Married	1.5	1.5	4.2	3.3	1.4	0.4	2.5
No Preference	96.6	92.0	89.6	92.5	81.9	93.0	94.6
Educational Attainment							
With Preference	99.7	99.7	97.8	98.9	97.8	84.7	44.6
No Preference	0.3	0.3	2.2	1.1	2.2	15.3	55.4
Relevant Training							
With Preference	96.8	89.4	93.1	87.4	86.2	89.7	55.6
No Preference	3.2	10.6	6.9	12.6	13.8	10.3	44.4
Experience							
With Preference	96.7	85.2	93.3	84.0	69.7	77.1	59.3
No Preference	3.3	14.8	6.7	16.0	30.3	22.9	40.7
Health & Social Work Except Public, Medical, Dental and Other Health Services	523	522	434	229	524	368	346
Age							
With Preference	62.9	69.7	69.2	63.0	71.2	58.7	48.5
No Preference	37.1	30.3	30.8	37.0	28.8	41.3	51.5
Sex							
Male	0.6	5.3	0.2	0.5	0.2	23.6	16.6
Female	0.6	5.5	13.3	0.9	22.4	0.3	7.9
No Preference	98.8	89.2	86.4	98.6	77.4	76.1	75.5
Civil Status							
Single	5.8	11.9	20.4	14.3	30.4	17.8	18.0
Married	4.7	0.4	-	-	-	0.3	-
No Preference	89.4	87.7	79.6	85.7	69.6	82.0	82.0
Educational Attainment							
With Preference	100.0	100.0	99.8	97.3	99.0	91.3	53.4
No Preference	-	-	0.2	2.7	1.0	8.7	46.6
Relevant Training							
With Preference	97.5	91.8	97.2	80.4	87.5	79.5	49.5
No Preference	2.5	8.2	2.8	19.6	12.5	20.5	50.5
Experience							
With Preference	97.8	86.3	91.3	41.6	64.5	77.5	38.3
No Preference	2.2	13.7	8.7	58.4	35.5	22.5	61.7

Table 4.1 NUMBER AND PERCENT DISTRIBUTION OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER BY MAJOR INDUSTRY GROUP, CRITERIA FOR RECRUITMENT AND OCCUPATIONAL CATEGORY, PHILIPPINES: JUNE 2003 (cont'd)

MAJOR INDUSTRY GROUP / CRITERIA FOR RECRUITMENT	Managers/ Executives	Professional/ Technical	Supervisors/ Foremen	Sales/ Services	Clerical	Skilled Operatives	Unskilled Operatives
Other Community, Social & Personal Services	494	439	492	400	483	405	387
Age							
With Preference	69.1	64.0	65.5	93.8	74.2	75.4	49.7
No Preference	30.9	36.0	34.5	6.2	25.8	24.6	50.3
Sex							
Male	15.9	12.3	9.1	-	-	4.9	2.4
Female	14.9	-	7.5	29.4	24.8	9.1	-
No Preference	69.2	87.7	83.5	70.6	75.2	86.0	97.6
Civil Status							
Single	15.0	8.7	15.3	29.4	17.6	10.3	0.8
Married	7.5	8.5	7.5	-	-	-	-
No Preference	77.5	82.9	77.1	70.6	82.4	89.7	99.2
Educational Attainment							
With Preference	99.2	99.6	99.0	80.7	90.5	79.6	47.6
No Preference	0.8	0.4	1.0	19.3	9.5	20.4	52.4
Relevant Training							
With Preference	99.2	94.6	99.0	78.6	59.1	88.6	33.9
No Preference	0.8	5.4	1.0	21.4	40.9	11.4	66.1
Experience							
With Preference	99.2	85.7	76.6	88.6	48.4	88.5	23.6
No Preference	0.8	14.3	23.4	11.4	51.6	11.5	76.4

Source of data: Bureau of Labor and Employment Statistics, 2002/2003 BLES Integrated Survey.

Table 4.2 NUMBER AND PERCENT DISTRIBUTION OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER BY TYPE OF OWNERSHIP, CRITERIA FOR RECRUITMENT AND OCCUPATIONAL CATEGORY, PHILIPPINES: JUNE 2003

TYPE OF OWNERSHIP / CRITERIA FOR RECRUITMENT	Managers/ Executives	Professional/ Technical	Supervisors/ Foremen	Sales/ Services	Clerical	Skilled Operatives	Unskilled Operatives
Total	22,333	18,102	19,748	17,186	21,587	17,336	13,645
Age							
With Preference	56.6	58.5	61.1	65.1	65.6	60.5	55.3
No Preference	43.4	41.5	38.9	34.9	34.4	39.5	44.7
Sex							
Male	13.9	19.4	22.7	11.8	0.8	30.0	26.8
Female	1.9	1.3	4.6	8.1	27.8	3.1	2.6
No Preference	84.2	79.3	72.7	80.1	71.4	66.9	70.6
Civil Status							
Single	2.9	4.5	5.8	15.0	23.3	9.1	9.0
Married	4.8	3.9	4.1	2.4	1.2	3.6	2.6
No Preference	92.3	91.6	90.2	82.5	75.6	87.3	88.4
Educational Attainment							
With Preference	96.7	96.6	94.4	89.6	93.5	76.4	47.0
No Preference	3.3	3.4	5.6	10.4	6.5	23.6	53.0
Relevant Training							
With Preference	90.3	89.8	87.2	72.7	67.0	78.1	37.8
No Preference	9.7	10.2	12.8	27.3	33.0	21.9	62.2
Experience							
With Preference	93.4	92.2	89.5	73.3	64.2	81.0	38.6
No Preference	6.6	7.8	10.5	26.7	35.8	19.0	61.4
Wholly Filipino	19,031	15,200	16,666	14,662	18,434	14,751	11,655
Age							
With Preference	56.4	58.1	60.8	66.1	65.8	60.4	53.8
No Preference	43.6	41.9	39.2	33.9	34.2	39.6	46.2
Sex							
Male	15.3	20.3	24.1	12.2	0.9	32.4	28.8
Female	2.0	1.0	4.5	8.3	28.8	2.2	2.0
No Preference	82.7	78.8	71.4	79.5	70.4	65.4	69.2
Civil Status							
Single	3.1	4.9	6.0	15.8	22.9	8.8	8.2
Married	5.6	4.5	4.7	2.8	1.4	4.2	2.9
No Preference	91.4	90.6	89.3	81.4	75.7	87.1	88.8
Educational Attainment							
With Preference	96.6	96.6	94.2	89.5	93.1	74.6	43.7
No Preference	3.4	3.4	5.8	10.5	6.9	25.4	56.3
Relevant Training							
With Preference	89.7	89.3	87.1	71.5	66.2	77.7	36.6
No Preference	10.3	10.7	12.9	28.5	33.8	22.3	63.4
Experience							
With Preference	92.6	91.6	89.1	71.8	63.8	81.0	37.9
No Preference	7.4	8.4	10.9	28.2	36.2	19.0	62.1

Table 4.2 NUMBER AND PERCENT DISTRIBUTION OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER BY TYPE OF OWNERSHIP, CRITERIA FOR RECRUITMENT AND OCCUPATIONAL CATEGORY, PHILIPPINES: JUNE 2003 (cont'd)

TYPE OF OWNERSHIP / CRITERIA FOR RECRUITMENT	Managers/ Executives	Professional/ Technical	Supervisors/ Foremen	Sales/ Services	Clerical	Skilled Operatives	Unskilled Operatives
Wholly Foreign	1,072	875	962	783	1,032	728	641
Age							
With Preference	58.3	63.0	65.2	61.0	65.7	69.5	66.3
No Preference	41.7	37.0	34.8	39.0	34.3	30.5	33.7
Sex							
Male	3.9	5.9	8.5	10.9	0.2	7.0	4.9
Female	3.6	4.4	4.3	6.6	19.7	9.2	11.4
No Preference	92.4	89.7	87.1	82.5	80.1	83.8	83.6
Civil Status							
Single	0.4	1.6	4.8	12.8	22.4	17.7	21.0
Married	1.0	0.8	0.9	0.2	0.1	0.5	0.2
No Preference	98.6	97.6	94.3	87.0	77.5	81.9	78.8
Educational Attainment							
With Preference	96.0	93.0	94.5	85.9	91.0	84.7	65.8
No Preference	4.0	7.0	5.5	14.1	9.0	15.3	34.2
Relevant Training							
With Preference	93.5	88.7	83.6	76.7	66.1	74.7	33.0
No Preference	6.5	11.3	16.4	23.3	33.9	25.3	67.0
Experience							
With Preference	95.9	90.1	93.4	87.3	72.3	75.4	36.2
No Preference	4.1	9.9	6.6	12.7	27.7	24.6	63.8
With Foreign Equity	2,230	2,027	2,121	1,741	2,121	1,856	1,350
Age							
With Preference	57.7	59.2	61.7	58.3	64.0	58.3	62.8
No Preference	42.3	40.8	38.3	41.7	36.0	41.7	37.2
Sex							
Male	6.7	18.8	18.4	8.9	0.6	20.3	20.2
Female	0.3	2.5	4.9	7.3	23.3	7.5	3.7
No Preference	93.0	78.6	76.7	83.8	76.1	72.2	76.1
Civil Status							
Single	2.1	2.7	4.4	9.6	26.6	8.4	10.1
Married	0.6	0.7	0.5	0.4	0.1	0.4	0.3
No Preference	97.3	96.6	95.1	90.0	73.3	91.3	89.7
Educational Attainment							
With Preference	98.0	97.9	95.6	91.8	98.1	87.4	66.2
No Preference	2.0	2.1	4.4	8.2	1.9	12.6	33.8
Relevant Training							
With Preference	93.6	93.6	89.5	81.5	73.9	83.2	50.2
No Preference	6.4	6.4	10.5	18.5	26.1	16.8	49.8
Experience							
With Preference	99.3	97.6	90.4	80.1	63.3	83.5	45.3
No Preference	0.7	2.4	9.6	19.9	36.7	16.5	54.7

Source of data: Bureau of Labor and Employment Statistics, 2002/2003 BLES Integrated Survey.

Table 4.3 NUMBER AND PERCENT DISTRIBUTION OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER WITH OR WITHOUT UNION BY CRITERIA FOR RECRUITMENT AND OCCUPATIONAL CATEGORY, PHILIPPINES: JUNE 2003

WITH OR WITHOUT UNION / CRITERIA FOR RECRUITMENT	Managers/ Executives	Professional/ Technical	Supervisors/ Foremen	Sales/ Services	Clerical	Skilled Operatives	Unskilled Operatives
Total	22,333	18,102	19,748	17,186	21,587	17,336	13,645
Age							
With Preference	56.6	58.5	61.1	65.1	65.6	60.5	55.3
No Preference	43.4	41.5	38.9	34.9	34.4	39.5	44.7
Sex							
Male	13.9	19.4	22.7	11.8	0.8	30.0	26.8
Female	1.9	1.3	4.6	8.1	27.8	3.1	2.6
No Preference	84.2	79.3	72.7	80.1	71.4	66.9	70.6
Civil Status							
Single	2.9	4.5	5.8	15.0	23.3	9.1	9.0
Married	4.8	3.9	4.1	2.4	1.2	3.6	2.6
No Preference	92.3	91.6	90.2	82.5	75.6	87.3	88.4
Educational Attainment							
With Preference	96.7	96.6	94.4	89.6	93.5	76.4	47.0
No Preference	3.3	3.4	5.6	10.4	6.5	23.6	53.0
Relevant Training							
With Preference	90.3	89.8	87.2	72.7	67.0	78.1	37.8
No Preference	9.7	10.2	12.8	27.3	33.0	21.9	62.2
Experience							
With Preference	93.4	92.2	89.5	73.3	64.2	81.0	38.6
No Preference	6.6	7.8	10.5	26.7	35.8	19.0	61.4
With Union	3,536	3,159	3,233	2,605	3,404	2,923	2,437
Age							
With Preference	67.9	67.0	73.9	69.6	74.3	76.5	64.7
No Preference	32.1	33.0	26.1	30.4	25.7	23.5	35.3
Sex							
Male	13.2	18.4	21.9	10.3	1.3	33.9	28.3
Female	0.6	0.4	3.1	6.1	23.2	1.1	1.1
No Preference	86.2	81.3	75.0	83.6	75.4	65.0	70.6
Civil Status							
Single	2.4	5.8	4.4	13.6	19.3	4.6	8.9
Married	5.6	4.1	4.7	3.3	0.2	1.3	0.7
No Preference	92.0	90.2	90.9	83.1	80.5	94.1	90.4
Educational Attainment							
With Preference	98.8	96.9	96.0	90.7	92.4	83.9	54.9
No Preference	1.2	3.1	4.0	9.3	7.6	16.1	45.1
Relevant Training							
With Preference	91.4	90.7	89.0	75.6	66.6	81.1	37.8
No Preference	8.6	9.3	11.0	24.4	33.4	18.9	62.2
Experience							
With Preference	95.0	92.2	91.5	79.5	63.3	82.6	40.0
No Preference	5.0	7.8	8.5	20.5	36.7	17.4	60.0

Table 4.3 NUMBER AND PERCENT DISTRIBUTION OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER WITH OR WITHOUT UNION BY CRITERIA FOR RECRUITMENT AND OCCUPATIONAL CATEGORY, PHILIPPINES: JUNE 2003 (cont'd)

WITH OR WITHOUT UNION / CRITERIA FOR RECRUITMENT	Managers/ Executives	Professional/ Technical	Supervisors/ Foremen	Sales/ Services	Clerical	Skilled Operatives	Unskilled Operatives
Without Union	18,797	14,943	16,515	14,581	18,183	14,412	11,208
Age							
With Preference	45.5	56.7	58.6	64.3	64.0	57.3	53.2
No Preference	54.5	43.3	41.4	35.7	36.0	42.7	46.8
Sex							
Male	2.2	19.6	22.9	12.0	0.7	29.2	26.5
Female	14.0	1.5	4.9	8.5	28.7	3.5	2.9
No Preference	83.8	78.9	72.2	79.5	70.6	67.3	70.6
Civil Status							
Single	2.9	4.3	6.0	15.3	24.0	10.0	9.0
Married	4.7	3.8	3.9	2.3	1.3	4.1	3.0
No Preference	92.4	91.9	90.0	82.4	74.6	85.9	88.0
Educational Attainment							
With Preference	96.4	96.5	94.0	89.4	93.7	74.8	45.3
No Preference	3.6	3.5	6.0	10.6	6.3	25.2	54.7
Relevant Training							
With Preference	90.1	89.6	86.9	72.2	67.0	77.5	37.7
No Preference	9.9	10.4	13.1	27.8	33.0	22.5	62.3
Experience							
With Preference	93.2	92.3	89.1	72.2	64.4	80.7	38.2
No Preference	6.8	7.7	10.9	27.8	35.6	19.3	61.8

Source of data: Bureau of Labor and Employment Statistics, 2002/2003 BLES Integrated Survey.

Table 5.1 NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER BY METHOD USED IN FIXING OR REVISING WAGES AND SALARIES BY MAJOR INDUSTRY GROUP AND OCCUPATIONAL CATEGORY, PHILIPPINES: JUNE 2003

MAJOR INDUSTRY GROUP / METHOD OF FIXING OR REVISING WAGES AND SALARIES	Managers/ Executives	Supervisors/ Foremen	Rank and File	
			Regular	Non-Regular
All Industries	22,333	19,748	23,893	16,035
Collective Bargaining Agreements	*	4.7	13.4	2.4
Individual Agreement between Employer and Employee	35.5	31.3	21.4	18.4
Employer's Decision	74.5	69.6	56.5	52.1
Wage Restructuring due to Minimum Wage				
issuances of RTWPBs	24.9	36.2	62.3	62.9
Wage Structuring Arising from Wage Distortion	16.0	23.4	28.6	18.7
Others	5.7	6.3	6.2	5.8
Mining and Quarrying	70	71	70	66
Collective Bargaining Agreements	*	42.3	54.3	-
Individual Agreement between Employer and Employee	42.3	7.0	7.1	6.1
Employer's Decision	94.3	11.3	2.9	43.9
Wage Restructuring due to Minimum Wage				
issuances of RTWPBs	5.7	83.1	94.3	93.9
Wage Structuring Arising from Wage Distortion	13.3	50.7	47.1	12.1
Others	9.5	9.9	4.3	-
Manufacturing	6,197	5,742	6,621	4,120
Collective Bargaining Agreements	*	6.7	21.7	2.8
Individual Agreement between Employer and Employee	40.7	34.5	19.9	16.8
Employer's Decision	73.7	68.8	51.0	44.7
Wage Restructuring due to Minimum Wage				
issuances of RTWPBs	21.6	40.4	67.4	69.9
Wage Structuring Arising from Wage Distortion	15.6	28.1	33.5	22.8
Others	4.7	6.3	6.5	5.3
Electricity, Gas & Water Supply	404	406	409	275
Collective Bargaining Agreements	*	23.2	28.9	12.4
Individual Agreement between Employer and Employee	7.3	3.7	2.9	2.5
Employer's Decision	47.8	44.6	40.8	26.2
Wage Restructuring due to Minimum Wage				
issuances of RTWPBs	20.0	23.4	39.9	48.0
Wage Structuring Arising from Wage Distortion	15.9	17.5	18.1	19.3
Others	44.7	45.3	44.3	47.6
Construction	565	807	759	600
Collective Bargaining Agreements	*	0.7	2.0	0.8
Individual Agreement between Employer and Employee	42.0	38.7	25.4	13.3
Employer's Decision	63.2	73.9	58.1	62.2
Wage Restructuring due to Minimum Wage				
issuances of RTWPBs	24.0	15.5	54.8	46.8
Wage Structuring Arising from Wage Distortion	14.1	13.1	21.2	17.2
Others	1.2	1.0	0.9	1.0
Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	5,147	4,722	5,916	3,376
Collective Bargaining Agreements	*	3.1	9.4	2.2
Individual Agreement between Employer and Employee	31.0	26.0	19.3	15.3
Employer's Decision	75.8	73.3	55.6	56.3
Wage Restructuring due to Minimum Wage				
issuances of RTWPBs	28.8	42.4	67.8	64.8
Wage Structuring Arising from Wage Distortion	14.4	18.7	23.4	16.2
Others	5.0	5.5	4.5	5.0
Hotels & Restaurants	2,174	1,713	2,147	1,783
Collective Bargaining Agreements	*	6.5	8.8	1.9
Individual Agreement between Employer and Employee	36.9	33.9	26.4	13.8
Employer's Decision	77.2	70.4	52.9	35.5
Wage Restructuring due to Minimum Wage				
issuances of RTWPBs	36.7	37.7	67.4	86.8
Wage Structuring Arising from Wage Distortion	24.3	26.7	36.1	20.2
Others	3.4	2.5	3.5	2.2

Table 5.1 NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER BY METHOD USED IN FIXING OR REVISING WAGES AND SALARIES BY MAJOR INDUSTRY GROUP AND OCCUPATIONAL CATEGORY, PHILIPPINES: JUNE 2003 (cont'd)

MAJOR INDUSTRY GROUP / METHOD OF FIXING OR REVISING WAGES AND SALARIES	Managers/ Executives	Supervisors/ Foremen	Rank and File	
			Regular	Non-Regular
Transport, Storage & Communications	1,476	1,385	1,570	1,085
Collective Bargaining Agreements	*	4.4	12.5	4.2
Individual Agreement between Employer and Employee	28.3	31.3	21.1	25.3
Employer's Decision	73.9	65.9	63.6	64.4
Wage Restructuring due to Minimum Wage issuances of RTWPBs	23.8	40.2	67.0	60.2
Wage Structuring Arising from Wage Distortion	15.9	27.4	34.1	21.0
Others	3.3	3.8	3.2	1.4
Financial Intermediation	1,312	954	1,280	653
Collective Bargaining Agreements	*	0.2	20.2	1.2
Individual Agreement between Employer and Employee	38.9	30.3	21.9	20.5
Employer's Decision	82.9	82.1	65.4	74.1
Wage Restructuring due to Minimum Wage issuances of RTWPBs	18.7	22.1	39.0	36.0
Wage Structuring Arising from Wage Distortion	19.9	27.6	30.9	14.5
Others	6.5	8.5	6.5	6.7
Real Estate, Renting & Business Activities	2,008	1,670	1,963	1,335
Collective Bargaining Agreements	*	-	4.2	-
Individual Agreement between Employer and Employee	31.6	31.6	23.6	26.7
Employer's Decision	77.1	72.0	63.7	58.2
Wage Restructuring due to Minimum Wage issuances of RTWPBs	23.9	32.9	52.1	50.4
Wage Structuring Arising from Wage Distortion	13.9	25.1	30.8	22.2
Others	6.7	3.9	6.6	6.4
Private Education Services	1,962	1,351	2,078	1,907
Collective Bargaining Agreements	*	1.3	5.0	2.8
Individual Agreement between Employer and Employee	32.0	34.0	28.0	27.0
Employer's Decision	67.9	59.5	63.3	54.5
Wage Restructuring due to Minimum Wage issuances of RTWPBs	19.3	22.3	49.5	49.3
Wage Structuring Arising from Wage Distortion	8.2	10.1	14.1	10.1
Others	7.4	10.2	10.1	11.5
Health & Social Work Except Public, Medical, Dental and Other Health Services	523	434	524	372
Collective Bargaining Agreements	*	2.4	7.3	1.6
Individual Agreement between Employer and Employee	43.9	37.8	23.5	10.2
Employer's Decision	75.0	69.6	70.8	65.6
Wage Restructuring due to Minimum Wage issuances of RTWPBs	33.0	48.4	72.5	64.8
Wage Structuring Arising from Wage Distortion	16.4	28.0	29.6	21.8
Others	7.3	8.5	6.9	1.1
Other Community, Social & Personal Service	494	492	556	464
Collective Bargaining Agreements	*	14.8	30.2	1.1
Individual Agreement between Employer and Employee	60.4	36.0	17.4	18.3
Employer's Decision	86.2	68.7	56.5	56.9
Wage Restructuring due to Minimum Wage issuances of RTWPBs	19.0	13.6	59.0	54.5
Wage Structuring Arising from Wage Distortion	31.5	27.8	37.2	19.0
Others	2.8	2.8	2.0	1.9

* Not applicable.

Source of data: Bureau of Labor and Employment Statistics, 2002/2003 BLES Integrated Survey.

Table 5.2 NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER BY METHOD USED IN FIXING OR REVISING WAGES AND SALARIES, TYPE OF OWNERSHIP AND OCCUPATIONAL CATEGORY, PHILIPPINES: JUNE 2003

TYPE OF OWNERSHIP / METHOD OF FIXING OR REVISING WAGES	Managers/ Executives	Supervisors/ Foremen	Rank and File	
			Regular	Non-Regular
Total	22,333	19,748	23,893	16,035
Collective Bargaining Agreements	*	4.7	13.4	2.4
Individual Agreement between Employer and Employee	35.5	31.3	21.4	18.4
Employer's Decision	74.5	69.6	56.5	52.1
Wage Restructuring due to Minimum Wage issuances of RTWPBs	24.9	36.2	62.3	62.9
Wage Structuring Arising from Wage Distortion	16.0	23.4	28.6	18.7
Others	5.7	6.3	6.2	5.9
Wholly Filipino	19,031	16,666	20,583	13,489
Collective Bargaining Agreements	*	4.6	12.4	2.5
Individual Agreement between Employer and Employee	35.5	31.8	21.3	19.1
Employer's Decision	73.9	67.9	56.0	51.6
Wage Restructuring due to Minimum Wage issuances of RTWPBs	25.9	37.0	63.1	61.9
Wage Structuring Arising from Wage Distortion	15.7	22.5	27.9	17.5
Others	4.8	5.1	5.1	5.7
Wholly Foreign	1,072	962	1,072	726
Collective Bargaining Agreements	*	3.5	21.2	2.9
Individual Agreement between Employer and Employee	37.2	29.4	21.2	12.9
Employer's Decision	75.9	76.5	56.5	56.5
Wage Restructuring due to Minimum Wage issuances of RTWPBs	19.8	32.8	54.3	66.4
Wage Structuring Arising from Wage Distortion	20.7	32.5	34.7	34.8
Others	15.0	18.3	16.2	4.0
With Foreign Equity	2,230	2,121	2,237	1,821
Collective Bargaining Agreements	*	6.5	18.8	1.4
Individual Agreement between Employer and Employee	34.8	27.5	22.2	15.2
Employer's Decision	78.5	80.0	61.2	54.3
Wage Restructuring due to Minimum Wage issuances of RTWPBs	19.2	31.3	58.2	69.0
Wage Structuring Arising from Wage Distortion	16.0	26.2	31.8	21.0
Others	9.7	10.7	11.8	7.7

* Not applicable.

Source of data: Bureau of Labor and Employment Statistics, 2002/2003 BLES Integrated Survey.

Table 5.3 NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER BY METHOD USED IN FIXING OR REVISING WAGES AND SALARIES, WITH OR WITHOUT UNION AND OCCUPATIONAL CATEGORY, PHILIPPINES: JUNE 2003

WITH OR WITHOUT UNION / METHOD OF FIXING OR REVISING WAGES	Managers/ Executives	Supervisors/ Foremen	Rank and File	
			Regular	Non-Regular
Total	22,333	19,748	23,893	16,035
Collective Bargaining Agreements	*	4.7	13.4	2.4
Individual Agreement between Employer and Employee	35.5	31.3	21.4	18.4
Employer's Decision	74.5	69.6	56.5	52.1
Wage Restructuring due to Minimum Wage issuances of RTWPBs	24.9	36.2	62.3	62.9
Wage Structuring Arising from Wage Distortion	16.0	23.4	28.6	18.7
Others	5.7	6.3	6.2	5.9
With Union	3,536	3,233	3,603	2,331
Collective Bargaining Agreements	*	29.0	88.8	16.4
Individual Agreement between Employer and Employee	75.4	23.6	11.3	9.3
Employer's Decision	21.3	65.8	35.6	37.6
Wage Restructuring due to Minimum Wage issuances of RTWPBs	23.8	37.1	58.6	68.0
Wage Structuring Arising from Wage Distortion	7.0	34.1	39.7	25.0
Others	*	6.7	5.4	5.8
Without Union	18,797	16,515	20,290	13,704
Collective Bargaining Agreements	*	*	*	*
Individual Agreement between Employer and Employee	74.3	32.8	23.2	19.9
Employer's Decision	25.6	70.4	60.2	54.6
Wage Restructuring due to Minimum Wage issuances of RTWPBs	14.5	36.0	62.9	62.0
Wage Structuring Arising from Wage Distortion	5.5	21.3	26.6	17.6
Others	*	6.3	6.3	5.9

* Not applicable.

Source of data: Bureau of Labor and Employment Statistics, 2002/2003 BLES Integrated Survey.

Table 6.1 NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER WITH BENEFITS/SCHEMES PROVIDED TO EMPLOYEES BY TYPE OF BENEFITS AND MAJOR INDUSTRY GROUP, PHILIPPINES: JUNE 2003

TYPE OF BENEFITS / SCHEMES	All Industries	Mining & Quarrying	Manufacturing	Electricity, Gas & Water Supply	Construction	Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	Hotels & Restaurants	Transport, Storage & Communications	Financial Intermediation	Real Estate, Renting & Business Activities	Private Education Services	Health & Social Work Except Public, Medical, Dental and Other Health Services	Other Community, Social & Personal Service Activities
Total	24,533	74	6,718	433	808	6,008	2,298	1,571	1,312	2,072	2,156	525	557
Leave Benefits													
Vacation Leave	88.6	98.6	86.4	99.1	86.0	84.8	95.8	90.3	97.0	91.9	84.8	98.7	88.9
Sick Leave	88.6	98.6	85.2	99.3	88.9	82.6	95.7	92.5	100.0	92.3	89.5	93.5	95.5
Maternity Leave	84.9	60.8	80.8	97.2	73.5	84.7	90.3	88.9	90.1	86.4	85.6	87.8	88.2
Paternity Leave	70.5	60.8	67.8	90.1	56.2	66.4	76.5	82.9	87.8	75.5	61.9	63.8	73.6
Emergency Leave	39.3	91.9	27.9	69.5	18.7	34.8	49.2	41.4	61.5	46.4	51.3	39.0	54.0
Bereavement Leave	32.4	51.4	28.2	63.7	17.3	28.1	30.8	41.4	40.3	35.4	42.1	32.6	38.4
Service Incentive Leave	23.2	17.6	20.6	8.5	37.1	22.0	38.3	22.1	19.2	19.6	23.9	11.4	33.8
Union Leave	9.9	47.3	16.2	24.2	1.4	6.5	6.7	8.6	11.7	3.9	3.7	5.0	29.4
Allowance, Bonuses and Gratuities													
13th Month Bonus	95.8	100.0	94.1	93.8	88.1	96.9	97.3	99.6	99.4	97.8	93.8	99.8	89.0
Cost of Living Allowance	52.6	87.8	50.3	67.0	68.3	54.8	59.3	49.0	32.9	59.1	49.6	57.9	28.2
Christmas Bonus	41.4	10.8	34.9	63.7	16.5	43.5	34.5	34.8	75.9	42.5	47.3	39.8	59.1
Transportation Allowance	35.4	9.5	30.0	54.0	27.0	27.6	43.3	50.5	54.5	52.4	31.2	20.6	31.8
Representation Allowance	23.7	10.8	17.5	84.3	23.9	21.6	15.5	27.0	37.5	36.7	27.1	9.0	18.3
Incentive Pay	20.9	5.4	20.7	9.0	9.8	28.3	15.9	18.5	13.3	18.5	24.4	8.4	25.0
Mid-year Bonus	17.8	6.8	12.6	61.2	3.6	11.9	24.2	19.3	58.5	26.6	7.0	3.0	26.6
Performance Bonus	15.6	12.2	12.6	15.7	3.3	15.6	31.2	9.3	15.5	25.3	10.5	12.0	11.0
Productivity Bonus	9.4	9.5	9.9	33.5	7.9	9.9	8.4	6.4	9.4	8.7	6.5	6.5	10.4
14th, 15th Month Pay	7.1	-	6.1	25.4	1.9	5.4	5.3	8.1	19.7	9.7	2.7	11.2	10.4
Housing Allowance	6.8	43.2	6.7	5.5	7.7	8.6	2.8	7.9	10.4	5.8	1.7	6.9	10.8
Profit Sharing Bonus	5.1	1.4	2.4	2.1	7.3	5.0	7.4	3.1	13.9	8.0	2.6	6.5	9.9
Other Allowance	1.3	-	2.2	7.4	0.2	0.4	1.4	0.2	0.7	1.3	1.4	0.6	1.3

Table 6.1 NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER WITH BENEFITS/SCHEMES PROVIDED TO EMPLOYEES BY TYPE OF BENEFITS AND MAJOR INDUSTRY GROUP, PHILIPPINES: JUNE 2003 (cont'd)

TYPE OF BENEFITS / SCHEMES	All Industries	Mining & Quarrying	Manufacturing	Electricity, Gas & Water Supply	Construction	Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	Hotels & Restaurants	Transport, Storage & Communications	Financial Intermediation	Real Estate, Renting & Business Activities	Private Education Services	Health & Social Work Except Public, Medical, Dental and Other Health Services	Other Community, Social & Personal Service Activities
Social Security Schemes													
Compulsory Social Security	98.9	100.0	98.0	99.5	94.2	99.4	100.0	100.0	97.0	99.9	100.0	100.0	100.0
Separation/Termination Pay	47.4	59.5	49.7	63.3	21.0	44.1	46.3	45.1	69.7	47.3	40.4	40.8	72.2
Retirement Pay	40.5	52.7	42.9	67.0	20.9	28.2	36.8	27.1	85.5	44.0	51.0	44.6	41.3
Medical and Health Insurance	38.2	54.1	28.4	68.8	27.2	33.1	49.8	42.6	78.0	42.1	31.0	37.1	61.4
Accident Insurance	33.2	91.9	28.7	54.5	19.4	34.3	29.5	40.1	46.3	33.6	35.3	14.5	44.9
Life Insurance	22.2	51.4	16.1	55.2	10.0	23.1	21.4	18.5	50.2	26.9	14.4	17.1	38.8
Hospitalization Plan	21.9	58.1	14.8	49.4	9.2	21.9	34.3	19.8	41.3	20.1	10.7	20.4	60.0
Pension Plan	8.5	6.8	3.8	26.8	1.6	8.4	3.0	4.3	34.0	6.8	11.8	18.1	20.8
Other Benefits/Schemes													
Bereavement/Burial Aid	25.0	94.6	26.3	33.5	10.3	23.2	24.1	25.7	34.8	22.9	24.2	11.8	37.5
Health and Safety Equipment	21.2	56.8	30.3	22.9	19.9	16.4	22.8	25.5	13.6	14.4	13.7	13.7	20.6
Canteen and Other Food Services	16.5	12.2	18.9	15.5	2.0	10.8	30.7	23.2	8.4	10.9	13.5	32.0	32.0
Transport of Workers to and from Work	10.8	25.7	14.0	30.9	10.5	10.9	7.5	10.9	6.8	6.6	5.1	1.0	23.9
Cultural and Recreational Services	9.5	37.8	12.2	21.5	1.7	4.9	6.6	9.0	23.3	8.6	7.7	7.8	17.6
Workers Education	9.1	41.9	5.9	14.3	1.9	5.1	6.3	5.9	13.5	5.9	34.2	7.6	18.7
Grants to Cooperatives/Credit Unions	6.0	-	6.2	11.8	1.0	6.3	8.7	6.0	4.2	3.3	1.6	7.2	22.8
Training on Committee Decorum and Investigation	5.4	1.4	4.9	11.8	1.0	3.4	8.6	2.6	6.9	4.1	7.0	6.9	21.2
Family Planning/Reproductive Health	4.6	16.2	7.9	11.5	0.7	2.1	3.5	3.6	0.8	1.8	3.5	7.0	17.1
Other Benefits	3.6	-	3.8	8.5	0.1	2.1	3.3	1.1	4.0	4.2	9.0	6.1	1.8

Note: Details may not add to total due to rounding.

Source of data: Bureau of Labor and Employment Statistics, 2002/2003 BLES Integrated Survey.

Table 6.2 NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER WITH BENEFITS PROVIDED TO EMPLOYEES BY TYPE OF BENEFITS/SCHEMES AND TYPE OF OWNERSHIP, PHILIPPINES: JUNE 2003

TYPE OF BENEFITS / SCHEMES	Total	Type of Ownership		
		Wholly Filipino	Wholly Foreign	With Foreign Equity
Total	24,533	21,116	1,081	2,336
Leave Benefits				
Vacation Leave	88.6	87.5	93.3	96.5
Sick Leave	88.6	87.9	93.7	92.6
Maternity Leave	84.9	83.8	97.6	88.5
Paternity Leave	70.5	68.0	93.2	82.7
Emergency Leave	39.3	36.1	51.9	63.2
Bereavement Leave	32.4	28.5	54.3	57.1
Service Incentive Leave	23.2	23.8	18.5	20.5
Union Leave	9.9	8.9	19.5	14.8
Allowance, Bonuses and Gratuities				
13th Month Bonus	95.8	95.3	99.0	99.4
Cost of Living Allowance	52.6	53.2	33.5	55.4
Christmas Bonus	41.4	41.4	37.4	43.0
Transportation Allowance	35.4	35.0	36.3	38.4
Representation Allowance	23.7	23.2	20.4	29.9
Incentive Pay	20.9	20.9	29.1	17.7
Mid-year Bonus	17.8	16.3	30.3	25.4
Performance Bonus	15.6	13.6	24.1	30.1
Productivity Bonus	9.4	9.2	11.5	10.4
14th, 15th Month Pay	7.1	6.9	13.5	5.9
Housing Allowance	6.8	6.3	12.6	8.3
Profit Sharing Bonus	5.1	5.0	6.4	5.4
Other Allowance	1.3	1.3	1.5	1.6
Social Security Schemes				
Compulsory Social Security	98.9	98.8	99.9	99.9
Separation/Termination Pay	47.4	45.2	67.4	57.8
Retirement Pay	40.5	38.7	60.6	47.9
Medical and Health Insurance	38.2	34.5	65.5	59.4
Accident Insurance	33.2	30.3	69.8	42.2
Life Insurance	22.2	18.3	59.9	40.2
Hospitalization Plan	21.9	18.4	64.1	34.0
Pension Plan	8.5	7.0	22.8	15.6
Other Benefits/Schemes				
Bereavement/Burial Aid	25.0	23.3	39.6	33.8
Health and Safety Equipment	21.2	19.8	41.1	25.2
Canteen and Other Food Services	16.5	15.1	31.0	22.7
Transport of Workers to and from Work	10.8	9.3	27.8	16.5
Cultural and Recreational Services	9.5	7.7	25.0	19.0
Workers Education	9.1	8.6	15.2	10.7
Grants to Cooperatives/Credit Unions	6.0	5.4	12.1	8.0
Training on Committee Decorum and Investigation	5.4	5.1	10.5	5.7
Family Planning/Reproductive Health	4.6	3.4	13.2	10.7
Other Benefits	3.6	3.7	1.9	3.6

Table 6.3 NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER WITH BENEFITS/SCHEMES PROVIDED TO EMPLOYEES BY TYPE OF BENEFITS/SCHEMES AND WITH OR WITHOUT UNION, PHILIPPINES: JUNE 2003

TYPE OF BENEFITS / SCHEMES	Total	With Union	Without Union
Total	24,533	3,640	20,893
Leave Benefits			
Vacation Leave	88.6	98.7	86.8
Sick Leave	88.6	98.5	86.9
Maternity Leave	84.9	91.5	83.7
Paternity Leave	70.5	86.8	67.6
Emergency Leave	39.3	61.0	35.6
Bereavement Leave	32.4	58.0	27.9
Service Incentive Leave	23.2	19.5	23.9
Union Leave	9.9	66.7	-
Allowance, Bonuses and Gratuities			
13th Month Bonus	95.8	99.2	95.2
Cost of Living Allowance	52.6	58.6	51.5
Christmas Bonus	41.4	44.1	40.9
Transportation Allowance	35.4	37.9	35.0
Representation Allowance	23.7	22.9	23.8
Incentive Pay	20.9	24.1	20.4
Mid-year Bonus	17.8	34.5	14.8
Performance Bonus	15.6	18.8	15.0
Productivity Bonus	9.4	16.5	8.1
14th, 15th Month Pay	7.1	9.1	6.8
Housing Allowance	6.8	11.0	6.0
Profit Sharing Bonus	5.1	3.0	5.4
Other Allowance	1.3	1.5	1.3
Social Security Schemes			
Compulsory Social Security	98.9	99.9	98.8
Separation/Termination Pay	47.4	65.4	44.3
Retirement Pay	40.5	62.1	36.7
Medical and Health Insurance	38.2	55.2	35.2
Accident Insurance	33.2	48.6	30.5
Life Insurance	22.2	41.9	18.7
Hospitalization Plan	21.9	42.2	18.3
Pension Plan	8.5	12.7	7.8
Other Benefits/Schemes			
Bereavement/Burial Aid	25.0	49.6	20.7
Health and Safety Equipment	21.2	37.5	18.4
Canteen and Other Food Services	16.5	25.2	15.0
Transport of Workers to and from Work	10.8	18.4	9.5
Cultural and Recreational Services	9.5	24.4	6.9
Workers Education	9.1	20.2	7.2
Grants to Cooperatives/Credit Unions	6.0	18.7	3.8
Training on Committee Decorum and Investigation	5.4	11.8	4.2
Family Planning/Reproductive Health	4.6	14.6	2.8
Other Benefits	3.6	5.5	3.3

Source of data: Bureau of Labor and Employment Statistics, 2002/2003 BLES Integrated Survey.

Table 6.4 NUMBER AND PERCENT SHARE OF EMPLOYEES COVERED BY BENEFITS/SCHEMES TO TOTAL PAID EMPLOYEES BY TYPE OF BENEFITS/SCHEMES AND MAJOR INDUSTRY GROUP, PHILIPPINES: JUNE 2003

(In thousands except percent)

TYPE OF BENEFITS / SCHEMES	All Industries	Mining & Quarrying	Manufacturing	Electricity, Gas & Water Supply	Construction	Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	Hotels & Restaurants	Transport, Storage & Communications	Financial Intermediation	Real Estate, Renting & Business Activities	Private Education Services	Health & Social Work Except Public, Medical, Dental and Other Health Services	Other Community, Social & Personal Service Activities
Total Paid Employees	2,582	20	993	71	80	370	150	202	132	254	192	58	61
Leave Benefits													
Sick Leave	69.8	88.4	70.1	92.3	38.4	67.5	59.8	74.4	94.1	55.3	74.2	80.1	79.6
Vacation Leave	69.6	90.7	70.8	91.1	39.8	67.8	60.6	75.1	93.6	52.8	69.1	82.6	78.5
Emergency Leave	37.0	86.9	33.2	48.5	14.7	32.6	37.6	48.5	57.7	28.7	43.7	46.6	44.6
Bereavement Leave	33.4	42.1	33.4	53.1	14.7	24.6	34.9	45.9	47.9	22.7	36.8	40.0	35.6
Paternity Leave	30.9	64.4	29.1	59.6	34.3	27.7	31.8	47.4	25.8	30.6	16.3	16.7	43.7
Maternity Leave	25.7	7.5	29.3	13.9	5.4	23.8	22.2	19.6	41.9	16.3	33.9	36.9	20.5
Service Incentive Leave	17.7	40.0	13.1	6.9	26.8	16.9	20.3	19.5	13.8	33.2	20.3	14.3	16.0
Union Leave	5.8	2.8	8.6	15.4	0.7	3.6	2.7	6.4	4.3	0.3	2.9	3.4	15.5
Allowance, Bonuses and Gratuities													
13th Month Bonus	92.1	99.1	92.5	93.1	87.9	93.1	93.1	92.6	85.2	94.5	89.5	93.7	89.5
Cost of Living Allowance	37.0	84.0	31.0	42.9	47.5	47.8	38.7	31.0	25.2	48.4	29.9	49.3	38.5
Christmas Bonus	34.9	5.4	30.3	60.9	14.0	36.1	17.7	40.4	73.3	23.2	45.6	36.9	65.0
Mid-year Bonus	18.7	3.0	14.9	52.9	6.7	12.5	12.0	26.4	63.1	14.3	11.8	7.6	45.4
Incentive Pay	14.0	35.8	13.9	10.6	3.5	18.0	6.3	17.8	6.0	15.6	14.2	4.4	28.6
Performance Bonus	12.7	15.1	13.0	12.3	5.9	11.3	10.3	23.0	13.4	11.1	7.3	6.8	23.6
Transportation Allowance	12.4	5.5	12.9	16.1	5.7	13.6	7.7	16.0	19.8	12.4	6.7	6.0	10.6
14th, 15th Month Pay	9.6	-	7.2	34.9	1.8	7.5	16.4	8.5	33.1	4.8	4.3	3.5	23.0
Productivity Bonus	8.6	46.6	9.3	22.4	5.9	7.3	1.7	10.2	8.3	4.8	3.5	4.4	26.3
Profit Sharing Bonus	3.7	0.1	4.1	2.4	0.9	4.3	2.9	5.1	9.5	1.3	0.8	1.4	7.4
Representation Allowance	3.1	3.0	1.6	7.6	1.2	4.7	1.1	2.0	10.1	4.1	3.9	0.5	4.1
Other Allowance	2.2	-	2.2	3.7	0.4	0.7	0.2	1.2	8.8	0.5	1.4	4.2	14.7
Housing Allowance	1.8	3.0	1.9	1.3	1.2	3.0	3.3	0.4	1.5	0.7	0.3	0.4	6.3

**Table 6.4 NUMBER AND PERCENT SHARE OF EMPLOYEES COVERED BY BENEFITS/SCHEMES TO TOTAL PAID EMPLOYEES BY TYPE OF BENEFITS/SCHEMES AND MAJOR INDUSTRY GROUP,
PHILIPPINES: JUNE 2003 (cont'd)**
(In thousands except percent)

TYPE OF BENEFITS / SCHEMES	All Industries	Mining & Quarrying	Manufacturing	Electricity, Gas & Water Supply	Construction	Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	Hotels & Restaurants	Transport, Storage & Communications	Financial Intermediation	Real Estate, Renting & Business Activities	Private Education Services	Health & Social Work Except Public, Medical, Dental and Other Health Services	Other Community, Social & Personal Service Activities
Social Security Schemes													
Compulsory Social Security	95.2	98.7	94.8	95.5	93.8	95.0	94.1	97.4	97.0	97.7	93.2	95.6	91.0
Separation/Termination Pay	40.3	54.2	42.7	57.5	17.2	38.3	28.2	49.4	54.7	32.4	34.8	27.4	50.4
Medical and Health Insurance	39.0	13.7	37.4	67.1	19.9	31.0	38.5	52.0	63.1	36.3	32.6	35.1	55.4
Retirement Pay	37.4	18.4	40.3	54.0	18.0	28.5	26.1	38.3	61.2	27.5	48.5	33.7	40.2
Accident Insurance	35.0	89.1	34.8	58.7	26.8	27.9	34.3	46.3	42.9	34.7	29.6	9.5	34.2
Hospitalization Plan	30.0	90.6	31.3	52.5	9.4	24.6	29.8	39.7	47.3	16.4	13.8	37.2	54.4
Life Insurance	29.3	83.3	28.6	54.4	10.4	21.5	25.2	36.9	60.4	33.3	11.4	9.1	43.1
Pension Plan	6.9	3.5	5.3	17.2	1.7	5.1	2.2	15.5	12.2	6.8	6.4	7.7	11.4
Other Benefits/Schemes													
Bereavement/Burial Aid	33.3	88.6	40.3	34.6	9.3	23.5	29.3	40.8	44.6	21.4	23.0	18.6	50.1
Health and Safety Equipment	30.2	93.8	44.7	23.7	17.8	18.4	34.7	27.4	17.0	15.3	9.8	13.6	38.7
Canteen and Other Food Services	26.2	4.6	40.8	16.8	4.1	19.3	41.1	17.5	14.7	6.8	10.5	19.6	32.7
Cultural and Recreational Services	20.7	46.4	29.5	19.9	3.7	11.9	22.1	23.4	14.6	6.5	13.4	13.5	33.0
Transport of Workers to and from Work	15.5	83.3	25.2	21.3	7.5	7.8	2.2	14.4	3.4	7.9	4.2	0.4	28.3

**Table 6.4 NUMBER AND PERCENT SHARE OF EMPLOYEES COVERED BY BENEFITS/SCHEMES TO TOTAL PAID EMPLOYEES BY TYPE OF BENEFITS/SCHEMES AND MAJOR INDUSTRY GROUP,
PHILIPPINES: JUNE 2003 (cont'd)**
(In thousands except percent)

TYPE OF BENEFITS / SCHEMES	All Industries	Mining & Quarrying	Manufacturing	Electricity, Gas & Water Supply	Construction	Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	Hotels & Restaurants	Transport, Storage & Communications	Financial Intermediation	Real Estate, Renting & Business Activities	Private Education Services	Health & Social Work Except Public, Medical, Dental and Other Health Services	Other Community, Social & Personal Service Activities
Other Benefits/Schemes													
Family Planning/ Reproductive Health	12.8	73.8	23.2	13.1	1.6	5.3	4.0	4.7	6.4	1.3	3.0	8.3	28.9
Workers Education	11.4	44.6	14.4	14.4	3.2	2.9	3.5	18.5	12.6	3.4	20.4	6.6	16.1
Grants to Cooperatives/ Credit Unions	11.0	-	14.8	13.0	2.6	6.8	14.2	19.9	8.9	1.2	4.1	9.9	19.9
Training on Committee Decorum and Investigation	5.7	0.0	7.3	7.6	1.1	3.6	5.0	4.3	11.6	3.6	2.9	3.8	12.5
Other Benefits	3.4	-	2.4	4.8	0.1	1.4	4.2	2.5	10.6	2.0	6.9	6.0	16.4

Note: Details may not add to total due to rounding.

Source of data: Bureau of Labor and Employment Statistics, 2002/2003 BLES Integrated Survey.

Table 6.5 NUMBER AND PERCENT OF SHARE OF EMPLOYEES COVERED BY BENEFITS/SCHEMES TO TOTAL PAID EMPLOYEES BY TYPE OF BENEFITS/SCHEMES AND TYPE OF OWNERSHIP, PHILIPPINES:

JUNE 2003

(In thousands except percent)

TYPE OF BENEFITS / SCHEMES	Total	Wholly Filipino	Wholly Foreign	With Foreign Equity
Total	2,582	1,790	353	440
Leave Benefits				
Sick Leave	69.8	67.9	77.4	71.5
Vacation Leave	69.6	66.8	78.5	73.9
Emergency Leave	37.0	34.1	40.3	46.0
Bereavement Leave	33.4	28.4	45.9	43.4
Paternity Leave	30.9	30.3	26.1	37.0
Maternity Leave	25.7	21.5	42.0	29.7
Service Incentive Leave	17.7	19.8	11.6	13.7
Union Leave	5.8	4.8	5.5	10.4
Allowance, Bonuses and Gratuities				
13th Month Bonus	92.1	90.9	96.6	93.4
Cost of Living Allowance	37.0	43.6	19.4	24.3
Christmas Bonus	34.9	34.9	32.7	36.8
Mid-year Bonus	18.7	17.3	18.7	24.4
Incentive Pay	14.0	13.2	17.2	14.7
Performance Bonus	12.7	8.6	20.5	22.9
Transportation Allowance	12.4	10.4	17.2	16.4
14th, 15th Month Pay	9.6	8.6	13.3	10.4
Productivity Bonus	8.6	7.2	13.6	10.1
Profit Sharing Bonus	3.7	3.0	4.5	6.3
Representation Allowance	3.1	3.2	2.6	3.1
Other Allowance	2.2	1.9	2.3	3.6
Housing Allowance	1.8	1.5	2.8	2.3
Social Security Schemes				
Compulsory Social Security	95.2	94.5	98.3	95.5
Separation/Termination Pay	40.3	37.4	42.5	50.5
Medical and Health Insurance	39.0	32.6	55.0	52.3
Retirement Pay	37.4	33.9	46.9	44.4
Accident Insurance	35.0	29.0	51.2	46.1
Hospitalization Plan	30.0	21.9	54.8	43.3
Life Insurance	29.3	21.5	47.7	46.4
Pension Plan	6.9	4.8	8.2	14.2
Other Benefits/Schemes				
Bereavement/Burial Aid	33.3	26.3	57.1	42.8
Health and Safety Equipment	30.2	22.5	60.2	37.8
Canteen and Other Food Services	26.2	17.2	63.1	33.5
Cultural and Recreational Services	20.7	12.5	46.7	32.9
Transport of Workers to and from Work	15.5	9.6	38.4	20.8
Family Planning/Reproductive Health	12.8	7.2	30.4	21.3
Workers Education	11.4	7.9	19.5	19.5
Grants to Cooperatives/Credit Unions	11.0	6.6	26.3	16.7
Training on Committee Decorum and Investigation	5.7	4.5	11.0	6.4
Other Benefits	3.4	4.1	2.5	1.5

Note: Details may not add to total due to rounding.

Source of data: Bureau of Labor and Employment Statistics, 2002/2003 BLES Integrated Survey.

Table 6.6 NUMBER AND PERCENT SHARE OF EMPLOYEES COVERED BY BENEFITS/SCHEMES TO TOTAL PAID EMPLOYEES, TYPE OF BENEFITS/SCHEMES AND WITH OR WITHOUT UNION, PHILIPPINES: JUNE 2003
(In thousands except percent)

TYPE OF BENEFITS / SCHEMES	All Industries	With Union	Without Union
Total Paid Employees	2,582	809	1,773
Leave Benefits			
Sick Leave	69.8	79.2	65.5
Vacation Leave	69.6	78.3	65.6
Emergency Leave	37.0	51.1	30.5
Bereavement Leave	33.4	49.2	26.2
Paternity Leave	30.9	39.6	26.9
Maternity Leave	25.7	24.4	26.2
Service Incentive Leave	17.7	13.9	19.4
Union Leave	5.8	18.6	-
Allowance, Bonuses and Gratuities			
13th Month Bonus	92.1	91.9	92.2
Cost of Living Allowance	37.0	37.1	36.9
Christmas Bonus	34.9	43.4	31.1
Mid-year Bonus	18.7	29.8	13.7
Incentive Pay	14.0	15.2	13.5
Performance Bonus	12.7	15.2	11.5
Transportation Allowance	12.4	12.2	12.4
14th, 15th Month Pay	9.6	12.9	8.1
Productivity Bonus	8.6	12.1	7.0
Profit Sharing Bonus	3.7	4.6	3.4
Representation Allowance	3.1	3.3	3.0
Other Allowance	2.2	3.6	1.6
Housing Allowance	1.8	2.2	1.6
Social Security Schemes			
Compulsory Social Security	95.2	96.2	94.8
Separation/Termination Pay	40.3	52.1	35.0
Medical and Health Insurance	39.0	45.7	35.9
Retirement Pay	37.4	50.4	31.5
Accident Insurance	35.0	44.3	30.7
Hospitalization Plan	30.0	44.6	23.4
Life Insurance	29.3	41.5	23.7
Pension Plan	6.9	10.5	5.2
Other Benefits/Schemes			
Bereavement/Burial Aid	33.3	47.8	26.7
Health and Safety Equipment	30.2	37.8	26.8
Canteen and Other Food Services	26.2	29.7	24.7
Cultural and Recreational Services	20.7	28.4	17.1
Transport of Workers to and from Work	15.5	18.7	14.0
Family Planning/Reproductive Health	12.8	20.3	9.4
Workers Education	11.4	20.2	7.5
Grants to Cooperatives/Credit Unions	11.0	19.1	7.3
Training on Committee Decorum and Investigation	5.7	7.1	5.1
Other Benefits	3.4	5.0	2.7

Source of data: Bureau of Labor and Employment Statistics, 2002/2003 BLES Integrated Survey.

Table 7.1 NUMBER AND PERCENT DISTRIBUTION OF PAID EMPLOYEES IN NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER PROVIDED WITH JOB-RELATED TRAININGS BY MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP, WITH OR WITHOUT UNION AND SEX, PHILIPPINES: 2002
(In thousands except percent)

MAJOR INDUSTRY GROUP / TYPE OF OWNERSHIP / WITH OR WITHOUT UNION	Both Sexes	Male	Female
Total	1,044	54.8	45.2
Mining & Quarrying	22	97.6	2.4
Manufacturing	374	49.2	50.8
Electricity, Gas & Water Supply	44	76.7	23.3
Construction	11	75.0	25.0
Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	121	53.4	46.6
Hotels & Restaurants	68	62.0	38.0
Transport, Storage & Communications	90	69.6	30.4
Financial Intermediation	78	41.6	58.4
Real Estate, Renting & Business Activities	84	76.7	23.3
Private Education Services	99	32.5	67.5
Health & Social Work Except Public, Medical, Dental and Other Health Services	23	27.8	72.2
Other Community, Social & Personal Service Activities	28	66.5	33.5
Wholly Filipino	643	58.1	41.9
Wholly Foreign	185	42.0	58.0
With Foreign Equity	216	55.8	44.2
With Union	387	62.9	37.1
Without Union	657	50.0	50.0

Source of data: Bureau of Labor and Employment Statistics, 2002/2003 BLES Integrated Survey.

Table 7.2 NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER WHICH PROVIDED JOB-RELATED TRAININGS BY MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP, WITH OR WITHOUT UNION AND OCCUPATIONAL CATEGORY, PHILIPPINES: 2002

MAJOR INDUSTRY GROUP / TYPE OF OWNERSHIP / WITH OR WITHOUT UNION	Managers / Executives	Supervisors / Foremen	Rank and File	
			Regular	Non-Regular
Total	11,633	11,061	13,015	5,250
Mining & Quarrying	0.4	0.4	0.3	0.1
Manufacturing	20.0	24.3	21.2	19.7
Electricity, Gas & Water Supply	2.8	3.0	1.9	1.4
Construction	2.1	3.1	2.8	1.5
Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	20.7	21.8	21.0	16.6
Hotels & Restaurants	11.3	9.2	10.4	16.3
Transport, Storage & Communications	7.1	6.9	6.6	5.8
Financial Intermediation	9.4	7.4	8.4	4.9
Real Estate, Renting & Business Activities	8.6	8.4	7.8	7.2
Private Education Services	12.2	9.5	13.5	20.5
Health & Social Work Except Public, Medical, Dental and Other Health Services	3.1	3.3	3.5	2.5
Other Community, Social & Personal Service Activities	2.5	2.9	2.6	3.6
Wholly Filipino	81.6	81.6	83.0	84.1
Wholly Foreign	6.4	6.3	5.9	4.9
With Foreign Equity	12.1	12.2	11.1	11.0
With Union	17.0	18.0	16.7	16.7
Without Union	83.0	82.0	83.3	83.3

Source of data: Bureau of Labor and Employment Statistics, 2002/2003 BLES Integrated Survey.

Table 7.3 NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER WHICH PROVIDED JOB-RELATED TRAININGS BY TYPE OF TRAINING AND OCCUPATIONAL CATEGORY, PHILIPPINES: 2002

TYPE OF TRAINING	Managers/ Executives	Supervisors/ Foremen	Rank and File	
			Regular	Non-Regular
Total	11,633	11,061	13,015	5,250
Managerial/Supervisory Training	64.6	54.4	17.2	9.3
Problem-solving or Decision-making	40.9	36.0	14.0	9.3
Strategic Planning	42.4	24.0	10.3	6.6
Business Planning/Market Forecasting	40.4	21.4	8.0	2.7
Financial Management Training	35.6	20.7	7.4	1.3
Total Quality Management	40.2	29.5	17.8	17.0
Productivity Improvement	31.4	33.5	26.6	19.8
Team-building	37.3	37.4	37.6	33.4
Sales and Marketing Training	28.7	28.9	23.4	16.6
Communication Skills Training	23.4	28.7	29.4	31.2
Occupational Health and Safety Training	26.3	38.3	36.4	32.3
Computer Programming/Systems Analysis and Design	15.9	19.3	20.8	9.0
Computer Hardware	11.2	18.6	17.6	8.1
Computer Software Application Training	17.5	26.6	27.1	15.8
Skills Upgrading Training	18.9	29.9	35.8	31.3
Others	7.2	9.9	12.2	15.3

Source of data: Bureau of Labor and Employment Statistics, 2002/2003 BLES Integrated Survey.

Table 8.1 NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER WITH MEASURES IMPLEMENTED TO COPE WITH ECONOMIC AND FINANCIAL DIFFICULTIES BY MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP, WITH OR WITHOUT UNION AND MEASURES IMPLEMENTED TO COPE WITH ECONOMIC AND FINANCIAL DIFFICULTIES, PHILIPPINES: 2002

MAJOR INDUSTRY GROUP / TYPE OF OWNERSHIP / WITH OR WITHOUT UNION	Total	Freeze hiring for all positions	Freeze hiring for managerial and supervisory positions	Freeze hiring for rank and file positions	Granting smaller salary increases	Suspension of salary increases	Suspension of some benefits	Layoffs	Reducing work time (days/hours)	Job rotation	Contracting out some services	Budget cuts in training	Defer expansion plans	Others
Total	24,459	51.1	42.1	44.0	31.8	27.7	14.9	19.1	25.9	32.0	18.7	36.1	36.4	5.2
Mining & Quarrying	76	51.3	9.2	47.4	7.9	81.6	39.5	14.5	1.3	47.4	51.3	61.8	44.7	84.2
Manufacturing	6,800	54.6	45.9	47.0	30.3	29.9	11.1	24.3	40.0	37.9	21.1	36.6	40.8	3.4
Electricity, Gas & Water Supply	434	55.8	35.9	38.9	16.1	24.2	26.7	12.0	3.2	30.0	41.9	35.3	32.5	9.0
Construction	808	52.7	44.2	56.1	41.1	21.7	29.6	41.1	23.9	15.3	26.6	35.8	41.3	1.6
Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	5,938	50.5	39.5	43.4	27.0	28.0	13.2	18.6	19.6	28.5	14.7	33.7	33.3	5.5
Hotels & Restaurants	2,298	39.4	37.4	38.4	23.9	18.1	11.5	13.1	39.8	35.7	20.6	22.1	32.2	6.7
Transport, Storage & Communications	1,572	60.1	56.6	56.4	33.4	38.2	30.9	24.0	22.1	32.6	18.8	45.0	35.8	4.6
Financial Intermediation	1,267	61.6	33.0	36.0	30.1	26.8	15.2	5.3	9.3	44.2	18.9	46.6	39.8	4.7
Real Estate, Renting & Business	2,072	55.4	51.5	45.8	42.3	28.1	21.2	22.0	13.5	23.9	15.7	39.5	36.1	6.6
Private Education Services	2,132	37.2	32.8	35.8	47.1	21.1	9.9	11.6	14.8	26.6	18.2	36.5	36.6	5.5
Health & Social Work Except Public, Medical, Dental and Other Health Services	502	34.7	39.8	31.1	24.3	34.1	8.6	1.8	19.1	29.5	5.4	37.3	31.3	1.0
Other Community, Social & Personal Service Activities	558	58.8	31.5	43.4	44.6	31.5	15.4	12.4	30.1	30.5	15.4	43.4	25.3	7.5
Wholly Filipino	21,067	51.0	42.3	44.4	31.4	29.0	15.3	18.6	25.6	31.2	17.9	34.9	36.0	4.2
Wholly Foreign	1,053	47.2	35.2	37.5	26.6	15.6	8.4	20.3	21.5	39.0	25.5	38.9	39.8	18.0
With Foreign Equity	2,339	53.1	43.2	43.7	37.9	21.5	14.6	23.0	30.7	36.6	23.5	45.0	38.0	8.3
With Union	3,586	52.3	39.7	43.2	22.4	21.7	10.4	18.3	27.4	33.2	26.7	42.7	35.3	8.4
Without Union	20,873	50.9	42.5	44.1	33.4	28.7	15.7	19.3	25.6	31.8	17.4	34.9	36.6	4.6

Note: Details may not add to total due to rounding.

Source of data: Bureau of Labor and Employment Statistics, 2002/2003 BLES Integrated Survey.

Table 8.2 NUMBER AND PERCENT DISTRIBUTION OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER WITH INNOVATIONS/IMPROVEMENTS INTRODUCED BY MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP, WITH OR WITHOUT UNIONS AND TYPE OF INNOVATION, PHILIPPINES: 2002

MAJOR INDUSTRY GROUP / TYPE OF OWNERSHIP / WITH OR WITHOUT UNION	Total	Implementation of Total Quality Management	New products or services	Improved products or services	New processes	Improved processes/re-engineering	New technology	Adoption of flexible working hours	Other innovation introduced
Total	21,139	63.3	60.3	78.6	57.8	57.8	61.3	44.4	1.2
Mining & Quarrying	48	29.2	4.2	10.4	91.7	93.8	93.8	6.3	-
Manufacturing	5,722	58.5	59.2	71.9	56.6	58.1	55.6	41.1	0.4
Electricity, Gas & Water Supply	380	72.4	36.3	76.3	57.4	71.1	85.3	40.0	7.9
Construction	544	61.8	43.9	73.5	42.1	40.8	56.6	41.7	-
Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	5,053	60.7	65.4	78.6	52.7	51.3	55.6	37.0	1.8
Hotels & Restaurants	2,143	64.3	76.2	92.5	62.1	59.6	52.5	58.0	0.2
Transport, Storage & Communications	1,433	70.1	56.2	84.0	54.3	56.6	65.8	61.8	0.2
Financial Intermediation	1,121	67.4	72.1	83.4	72.9	76.7	80.7	34.4	3.9
Real Estate, Renting & Business Activities	1,817	64.0	44.5	74.2	57.1	61.7	66.1	56.0	2.1
Private Education Services	1,922	77.3	54.7	83.1	63.3	58.0	79.7	43.1	0.5
Health & Social Work Except Public, Medical, Dental and Other Health Services	441	71.4	62.4	84.8	79.6	73.7	71.0	39.0	0.5
Other Community, Social & Personal Service Activities	516	47.9	55.8	76.6	56.0	49.2	52.3	50.2	-
Wholly Filipino	18,028	63.3	58.9	78.2	55.6	55.6	59.0	43.6	1.1
Wholly Foreign	950	54.2	62.3	77.2	65.6	68.7	68.2	45.6	0.8
With Foreign Equity	2,161	67.8	70.8	82.4	72.5	71.2	77.0	51.0	1.6
With Union	3,276	65.0	58.5	76.7	63.8	70.6	68.7	43.2	3.1
Without Union	17,863	63.0	60.6	78.9	56.7	55.4	59.9	44.7	0.8

Source of data: Bureau of Labor and Employment Statistics, 2002/2003 BLES Integrated Survey.

Table 8.3 NUMBER AND PERCENT SHARE OF NON-AGRICULTURAL ESTABLISHMENTS EMPLOYING 20 AND OVER WITH IMPEDIMENTS ENCOUNTERED IN THE IMPLEMENTATION OF INNOVATION/S BY MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP, WITH OR WITHOUT UNIONS AND IMPEDIMENTS ENCOUNTERED, PHILIPPINES: 2002

MAJOR INDUSTRY GROUP / TYPE OF OWNERSHIP / WITH OR WITHOUT UNION	Total	Internal resistance to change	Insufficient skilled personnel	Insufficient financial resources	Insufficient information on markets	Insufficient information on technologies	Deficiencies in the availability of external technical services	Barriers to cooperation with other firms	Barriers to cooperation with scientific and educational institutions	Insufficient information on govt-initiated assistance programs	Insufficient government incentives	Inappropriate government standards and regulations	Other impediment encountered
Total	18,629	29.0	22.3	57.1	18.6	20.8	18.6	12.5	10.7	13.7	13.4	3.9	19.8
Mining & Quarrying	73	8.2	2.7	80.8	4.1	5.5	5.5	1.4	1.4	4.1	5.5	1.4	11.0
Manufacturing	5,433	30.9	26.8	60.4	19.5	24.3	17.7	11.1	7.5	14.4	15.3	4.1	15.4
Electricity, Gas & Water Supply	310	28.7	9.4	56.8	16.8	10.3	19.0	6.1	4.8	6.5	4.5	1.6	26.1
Construction	729	32.1	18.4	81.2	30.5	30.0	30.7	21.4	14.5	10.0	10.7	0.8	8.9
Wholesale & Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	4,792	31.0	21.7	56.2	23.3	20.7	24.6	15.9	15.5	16.3	16.7	5.6	17.7
Hotels & Restaurants	1,531	23.9	21.8	56.0	28.0	30.4	14.3	14.6	14.0	12.9	12.8	2.4	22.9
Transport, Storage & Communications	1,103	26.7	16.1	50.0	12.6	13.6	11.1	10.3	5.1	11.2	8.3	3.0	32.5
Financial Intermediation	841	42.7	18.0	36.6	5.1	10.6	10.1	5.0	5.0	5.5	5.4	0.4	28.5
Real Estate, Renting & Business Activities	1,477	19.6	17.3	46.7	5.7	10.8	10.5	9.8	8.1	16.4	7.7	2.8	30.5
Private Education Services	1,510	22.3	20.9	57.0	13.9	19.5	22.2	10.9	14.8	13.9	15.8	3.8	21.5
Health & Social Work Except Public, Medical, Dental and Other Health Services	400	13.5	30.8	55.8	16.5	15.8	9.5	14.0	13.5	7.5	7.5	12.8	25.0
Other Community, Social & Personal Service Activities	430	48.1	32.6	82.1	8.4	20.5	20.2	10.2	1.4	10.9	11.4	1.4	3.5
Wholly Filipino	16,384	29.3	23.0	58.6	19.4	21.4	18.8	12.9	10.7	14.1	13.9	4.1	18.7
Wholly Foreign	684	21.7	22.4	43.6	11.3	14.2	15.4	14.4	16.3	11.0	11.4	5.3	26.6
With Foreign Equity	1,561	29.4	15.2	47.8	13.5	17.3	17.8	7.3	7.6	11.2	8.3	1.5	27.7
With Union	2,565	35.3	23.1	55.1	22.4	24.0	24.2	8.3	8.4	15.0	15.4	5.3	17.7
Without Union	16,064	28.0	22.2	57.5	18.0	20.3	17.7	13.2	11.0	13.5	13.0	3.7	20.1

Source of data: Bureau of Labor and Employment Statistics, 2002/2003 BLES Integrated Survey.