

## *List of Statistical Tables*

## *Page*

Table 1	Percent Distribution of Annual Labor Cost in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Major Cost Component, Philippines: 2007	1
Table 2	Percent Distribution of Direct Wages and Salaries in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007	4
Table 3	Percent Distribution of Bonuses and Gratuities in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007	7
Table 4	Percent Distribution of Cost of Workers' Housing Shouldered by Employers in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007	10
Table 5	Percent Distribution of Employer's Social Security Expenditures in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007	13
Table 6	Percent Distribution of Other Labor Costs in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007	16
Table 7	Annual Labor Cost Per Employee in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Major Cost Component, Philippines: 2007	19
Table 8	Annual Direct Wages and Salaries Per Employee in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007	22
Table 9	Annual Bonuses and Gratuities per Employee in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007	25
Table 10	Annual Cost of Workers' Housing Shouldered by Employers Per Employee in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007	28
Table 11	Annual Employer's Social Security Expenditures Per Employee in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007	31
Table 12	Annual Other Labor Costs Per Employee in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007	34
Table 13	Labor Cost Per Hour in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group, Philippines: 2007	37
Table 14	Average Share of Labor Cost to Total Cost in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Employment Size, Philippines: 2007	39

**TABLE 1 - Percent Distribution of Annual Labor Cost in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Major Cost Component, Philippines: 2007**

Industry Group	Total		Direct Wages and Salaries	Remuneration for Time Not Worked	Bonuses and Gratuities	Payments in Kind	Housing	Social Security Expenditures	Cost of Training	Cost of Welfare Services	Other Labor Costs
	Amount (P000)	Percent									
<b>Total</b>	<b>615,645,744</b>	<b>100.00</b>	<b>78.08</b>	<b>0.82</b>	<b>9.62</b>	<b>0.26</b>	<b>0.53</b>	<b>8.45</b>	<b>0.68</b>	<b>0.43</b>	<b>1.13</b>
<b>MINING AND QUARRYING</b>	<b>5,330,168</b>	<b>100.00</b>	<b>71.63</b>	<b>0.98</b>	<b>10.35</b>	<b>0.14</b>	<b>2.44</b>	<b>10.16</b>	<b>1.36</b>	<b>0.47</b>	<b>2.49</b>
Metallic Ore Mining	3,605,158	100.00	73.06	1.17	13.22	0.14	1.38	7.94	0.29	0.32	2.47
Non-Metallic Mining and Quarrying	1,725,010	100.00	68.63	0.58	4.34	0.14	4.65	14.79	3.58	0.78	2.51
<b>MANUFACTURING</b>	<b>172,738,766</b>	<b>100.00</b>	<b>77.52</b>	<b>1.22</b>	<b>8.53</b>	<b>0.26</b>	<b>0.49</b>	<b>8.27</b>	<b>0.52</b>	<b>0.81</b>	<b>2.38</b>
Manufacture of Food Products except Beverages	23,602,183	100.00	79.54	1.24	8.61	0.08	0.30	8.86	0.54	0.17	0.65
Manufacture of Beverages	5,939,881	100.00	74.40	3.05	13.99	0.27	0.17	7.61	0.20	0.05	0.27
Manufacture of Tobacco Products	1,858,728	100.00	79.10	2.21	10.86	0.01	1.73	5.05	0.27	0.03	0.75
Manufacture of Textiles	2,911,707	100.00	83.63	0.43	8.31	0.02	0.07	7.22	0.08	0.17	0.05
Manufacture of Wearing Apparel	14,720,962	100.00	84.55	0.50	7.08	0.01	0.68	5.88	0.04	0.13	1.14
Tanning and Dressing of Leather; Manufacture of Luggage and Handbags	1,757,100	100.00	64.11	1.92	4.68	0.04	a	19.39	0.17	5.19	4.49
Manufacture of Footwear	873,568	100.00	83.69	0.14	7.95	0.12	0.09	7.84	0.02	-	0.16
Manufacture of Wood, Wood Products and Cork except Furniture	2,436,192	100.00	84.48	0.65	5.98	0.04	0.28	6.89	0.03	0.02	1.64
Manufacture of Products of Bamboo, Cane, Rattan and the Like;											
Manufacture of Plaiting Materials except Furniture	80,213	100.00	81.36	-	8.51	0.71	0.36	7.76	0.02	1.09	0.19
Manufacture of Paper and Paper Products	3,437,774	100.00	81.19	0.36	7.43	0.12	0.12	9.07	0.12	0.10	1.47
Publishing, Printing and Reproduction of Recorded Media	5,062,983	100.00	83.16	0.29	8.90	0.08	0.04	6.69	0.28	0.22	0.33
Manufacture of Coke, Refined Petroleum and Other Fuel Products	2,913,905	100.00	77.00	1.32	13.62	0.01	-	6.85	1.03	0.07	0.10
Manufacture of Chemicals and Chemical Products	12,683,338	100.00	70.86	0.42	13.70	0.74	0.12	10.28	0.81	0.51	2.56
Manufacture of Rubber Products	1,410,097	100.00	83.86	0.69	8.04	0.12	0.14	6.41	0.02	0.24	0.47
Manufacture of Plastic Products	5,931,544	100.00	82.59	0.96	7.17	0.04	0.77	6.85	0.16	0.24	1.22
Manufacture of Glass and Glass Products	1,399,083	100.00	56.93	1.38	5.63	0.07	2.28	17.14	0.10	0.58	15.91
Manufacture of Cement	2,015,272	100.00	70.61	1.16	10.88	1.00	0.52	9.75	1.12	1.23	3.73
Manufacture of Other Non-Metallic Mineral Products, n.e.c.	1,605,056	100.00	83.02	0.19	7.94	0.01	0.12	7.48	0.06	0.75	0.44
Manufacture of Basic Metals	4,970,823	100.00	76.90	1.99	8.20	0.42	0.65	7.65	0.31	0.35	3.51
Manufacture of Fabricated Metal Products, except Machinery and Equipment	6,393,478	100.00	80.08	0.17	7.41	0.24	0.67	9.32	0.58	0.10	1.41
Manufacture of Machinery and Equipment, n.e.c.	4,387,605	100.00	71.25	1.50	9.75	0.40	0.48	8.24	0.74	6.09	1.55
Manufacture of Office, Accounting and Computing Machinery	8,582,549	100.00	79.62	0.93	7.31	a	0.11	6.91	0.08	0.54	4.50
Manufacture of Electrical Machinery and Apparatus, n.e.c.	7,333,557	100.00	74.45	2.04	7.39	0.41	0.40	12.91	0.27	0.74	1.40
Manufacture of Radio, Television and Communication Equipment and Apparatus	31,899,186	100.00	76.56	1.90	7.38	0.61	0.85	7.28	0.57	1.59	3.26
Manufacture of Medical, Precision and Optical Instruments, Watches and Clocks	3,409,890	100.00	79.48	1.12	5.60	0.06	1.36	8.07	0.93	1.15	2.24
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	6,120,752	100.00	66.44	0.95	9.85	0.12	0.23	9.37	0.73	1.94	10.37
Manufacture of Other Transport Equipment except Building and Repairing of											
Ships and Boats	2,599,689	100.00	76.73	2.67	5.32	a	0.11	9.35	5.31	0.03	0.48
Building and Repairing of Ships and Boats	1,265,824	100.00	66.94	0.20	8.47	0.02	1.44	9.08	3.29	3.40	7.16
Manufacture and Repair of Furniture	3,313,329	100.00	79.35	0.76	7.14	0.05	0.01	7.33	0.26	0.04	5.04
Recycling	60,859	100.00	60.40	2.29	7.15	-	24.11	3.80	1.31	0.94	0.00
Manufacturing, n.e.c.	1,761,639	100.00	81.71	0.55	9.28	0.01	0.13	7.56	0.01	0.09	0.67

*Note: Details may not add up to totals due to rounding.  
a Less than 0.005.*

**TABLE 1 - Percent Distribution of Annual Labor Cost in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Major Cost Component, Philippines: 2007 (Cont'd)**

Industry Group	Total		Direct Wages and Salaries	Remuneration for Time Not Worked	Bonuses and Gratuities	Payments in Kind	Housing	Social Security Expenditures	Cost of Training	Cost of Welfare Services	Other Labor Costs
	Amount (P000)	Percent									
<b>ELECTRICITY, GAS AND WATER SUPPLY</b>	<b>22,913,929</b>	<b>100.00</b>	<b>73.60</b>	<b>0.66</b>	<b>13.23</b>	<b>0.58</b>	<b>0.44</b>	<b>8.60</b>	<b>0.58</b>	<b>0.66</b>	<b>1.65</b>
Electricity, Gas, Steam and Hot Water Supply	19,112,762	100.00	73.49	0.66	13.04	0.51	0.46	8.78	0.48	0.74	1.84
Collection, Purification and Distribution of Water	3,801,167	100.00	74.14	0.61	14.20	0.94	0.37	7.70	1.09	0.25	0.69
<b>CONSTRUCTION</b>	<b>13,898,163</b>	<b>100.00</b>	<b>85.27</b>	<b>0.10</b>	<b>6.84</b>	<b>0.01</b>	<b>0.18</b>	<b>6.93</b>	<b>0.11</b>	<b>0.03</b>	<b>0.53</b>
<b>WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES, MOTORCYCLES AND PERSONAL AND HOUSEHOLD GOODS</b>	<b>70,127,034</b>	<b>100.00</b>	<b>84.10</b>	<b>0.31</b>	<b>7.85</b>	<b>0.15</b>	<b>0.42</b>	<b>6.34</b>	<b>0.24</b>	<b>0.09</b>	<b>0.49</b>
Sale, Maintenance and Repair of Motor Vehicles and Motorcycles, Retail Sale of Automotive Fuel	15,729,149	100.00	90.83	0.11	3.70	0.16	1.17	3.31	0.19	0.01	0.51
Wholesale Trade and Commission Trade, except of Motor Vehicles and Motorcycles	20,745,549	100.00	79.51	0.60	10.40	0.13	0.35	7.80	0.40	0.16	0.66
Retail Trade, except of Motor Vehicles and Motorcycles; Repair of Personal and Household Goods	33,652,336	100.00	83.79	0.24	8.21	0.16	0.11	6.86	0.17	0.07	0.38
<b>HOTELS AND RESTAURANTS</b>	<b>19,843,687</b>	<b>100.00</b>	<b>84.09</b>	<b>0.33</b>	<b>7.59</b>	<b>0.29</b>	<b>0.34</b>	<b>6.45</b>	<b>0.23</b>	<b>0.18</b>	<b>0.50</b>
<b>TRANSPORT, STORAGE AND COMMUNICATIONS</b>	<b>62,462,308</b>	<b>100.00</b>	<b>68.30</b>	<b>1.91</b>	<b>13.29</b>	<b>0.50</b>	<b>0.12</b>	<b>14.30</b>	<b>0.62</b>	<b>0.57</b>	<b>0.39</b>
Other Land Transport, except Bus Line Operation; Transport Via Pipelines	2,372,941	100.00	86.29	0.31	6.43	0.33	0.23	6.08	0.05	a	0.27
Bus Line Operation	3,732,099	100.00	87.31	0.03	6.67	0.04	0.07	5.66	0.02	a	0.20
Water Transport	3,615,652	100.00	78.17	0.17	10.41	0.28	0.08	9.24	0.52	0.47	0.65
Air Transport	9,436,502	100.00	71.42	0.00	7.93	1.99	-	18.12	0.34	0.19	0.00
Supporting and Auxiliary Transport Activities; Activities of Travel Agencies	10,677,824	100.00	80.34	0.54	9.10	0.23	0.25	7.98	0.65	0.09	0.84
Postal and Telecommunications Services except National Postal Activities	32,627,290	100.00	58.89	3.43	17.79	0.25	0.12	17.41	0.81	0.96	0.35
<b>FINANCIAL INTERMEDIATION</b>	<b>45,285,616</b>	<b>100.00</b>	<b>67.54</b>	<b>0.33</b>	<b>17.11</b>	<b>0.67</b>	<b>1.11</b>	<b>10.50</b>	<b>1.24</b>	<b>0.40</b>	<b>1.10</b>
Banking Institutions except Central Banking	31,168,630	100.00	65.60	0.19	18.51	0.71	1.51	11.13	1.31	0.08	0.97
Non-Bank Financial Intermediation	5,517,947	100.00	72.05	0.39	12.30	1.22	0.32	9.38	2.09	0.28	1.98
Insurance and Pension Funding except Compulsory Social Security	6,245,043	100.00	69.99	0.95	16.47	0.15	0.19	9.33	0.52	1.41	0.98
Activities Auxiliary to Financial Intermediation	2,353,995	100.00	76.13	0.39	11.55	0.26	0.12	8.02	0.27	2.24	1.03

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

a Less than 0.005.

**TABLE 1 - Percent Distribution of Annual Labor Cost in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Major Cost Component, Philippines: 2007 (Cont'd)**

Industry Group	Total		Direct Wages and Salaries	Remuneration for Time Not Worked	Bonuses and Gratuities	Payments in Kind	Housing	Social Security Expenditures	Cost of Training	Cost of Welfare Services	Other Labor Costs
	Amount (P000)	Percent									
<b>REAL ESTATE, RENTING AND BUSINESS ACTIVITIES</b>	<b>127,896,264</b>	<b>100.00</b>	<b>83.01</b>	<b>0.44</b>	<b>7.90</b>	<b>0.07</b>	<b>0.22</b>	<b>6.58</b>	<b>1.15</b>	<b>0.08</b>	<b>0.55</b>
Real Estate Activities	5,775,666	100.00	74.38	0.42	10.17	0.09	1.13	12.04	0.95	-	0.83
Renting of Machinery and Equipment Without Operator; Personal and Household Goods	772,514	100.00	69.04	0.58	5.89	-	17.33	6.05	0.50	-	0.61
Computer and Related Activities	9,181,866	100.00	80.64	0.80	9.21	0.02	0.33	6.26	1.71	0.25	0.78
Research and Development	1,453,779	100.00	81.47	0.02	9.22	0.10	-	6.79	1.15	-	1.25
Miscellaneous Business Activities	38,656,156	100.00	83.13	0.36	8.53	0.12	0.04	6.76	0.31	0.06	0.68
Accounting, Bookkeeping and Auditing Activities; Tax Consultancy	1,352,294	100.00	71.26	-	14.57	0.07	0.02	9.55	3.39	0.06	1.08
Architectural, Engineering and Related Technical Consultancy	4,340,854	100.00	80.89	0.65	9.13	0.21	0.16	6.44	0.53	0.25	1.73
Call Center Activities	66,219,447	100.00	84.59	0.43	6.93	0.03	0.04	6.00	1.59	0.07	0.32
Medical Transcription and Related Outsourcing Activities	143,690	100.00	85.24	0.31	6.24	0.03	0.06	6.30	1.09	0.10	0.62
<b>PRIVATE EDUCATION SERVICES</b>	<b>46,661,844</b>	<b>100.00</b>	<b>80.36</b>	<b>0.70</b>	<b>7.87</b>	<b>0.17</b>	<b>1.36</b>	<b>8.24</b>	<b>0.73</b>	<b>0.18</b>	<b>0.40</b>
<b>HEALTH AND SOCIAL WORK EXCEPT PUBLIC MEDICAL, DENTAL AND HEALTH ACTIVITIES</b>	<b>13,311,092</b>	<b>100.00</b>	<b>77.55</b>	<b>1.12</b>	<b>8.25</b>	<b>0.22</b>	<b>0.82</b>	<b>9.31</b>	<b>0.45</b>	<b>1.85</b>	<b>0.42</b>
<b>OTHER COMMUNITY, SOCIAL AND PERSONAL SERVICE ACTIVITIES</b>	<b>15,176,874</b>	<b>100.00</b>	<b>74.87</b>	<b>0.47</b>	<b>13.41</b>	<b>0.24</b>	<b>1.16</b>	<b>8.66</b>	<b>0.26</b>	<b>0.04</b>	<b>0.89</b>
Sewage and Refuse Disposal, Sanitation and Similar Activities	179,296	100.00	83.62	-	5.30	0.07	1.98	8.48	0.02	0.01	0.52
Recreational, Cultural and Sporting Activities except Animated Films and Cartoons Production	12,419,991	100.00	72.90	0.29	14.63	0.29	1.30	9.28	0.23	0.03	1.05
Animated Films and Cartoons Production	1,059,602	100.00	82.88	2.23	10.49	-	-	4.05	0.22	0.08	0.04
Other Service Activities	1,517,986	100.00	84.36	0.75	6.40	0.05	0.72	6.90	0.57	0.03	0.24

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

*Source of data: Bureau of Labor and Employment Statistics, 2007/2008 BLES Integrated Survey.*

**TABLE 2 - Percent Distribution of Direct Wages and Salaries in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007**

Industry Group	Total		Pay for Normal/Regular Working Time	Commissions	Overtime, Night Shift and Premium Pay	Bonus Productivity, Performance and Other Incentive Schemes	Cost of Living Allowances and Other Regularly Paid Allowances
	Amount (P000)	Percent					
<b>TOTAL</b>	<b>480,693,439</b>	<b>100.00</b>	<b>87.68</b>	<b>1.09</b>	<b>6.57</b>	<b>2.41</b>	<b>2.25</b>
<b>MINING AND QUARRYING</b>	<b>3,818,015</b>	<b>100.00</b>	<b>83.17</b>	<b>-</b>	<b>8.48</b>	<b>3.73</b>	<b>4.62</b>
Metallic Ore Mining	2,634,070	100.00	85.97	-	11.80	1.36	0.87
Non-Metallic Mining and Quarrying	1,183,945	100.00	76.96	-	1.08	8.99	12.97
<b>MANUFACTURING</b>	<b>133,899,161</b>	<b>100.00</b>	<b>83.52</b>	<b>0.55</b>	<b>12.37</b>	<b>1.58</b>	<b>1.99</b>
Manufacture of Food Products except Beverages	18,773,809	100.00	85.91	0.32	10.96	1.25	1.55
Manufacture of Beverages	4,419,239	100.00	77.48	4.31	13.08	4.76	0.37
Manufacture of Tobacco Products	1,470,254	100.00	94.92	0.06	2.29	1.43	1.29
Manufacture of Textiles	2,435,166	100.00	88.26	0.02	8.14	0.47	3.10
Manufacture of Wearing Apparel	12,446,243	100.00	93.07	-	5.21	0.53	1.20
Tanning and Dressing of Leather; Manufacture of Luggage and Handbags	1,126,485	100.00	86.86	0.19	7.99	2.93	2.04
Manufacture of Footwear	731,059	100.00	94.43	0.38	3.83	0.38	0.98
Manufacture of Wood, Wood Products and Cork except Furniture	2,057,976	100.00	88.63	0.27	7.00	1.55	2.55
Manufacture of Products of Bamboo, Cane, Rattan and the Like;							
Manufacture of Plaiting Materials except Furniture	65,263	100.00	93.76	-	3.54	0.95	1.75
Manufacture of Paper and Paper Products	2,791,179	100.00	85.59	-	12.81	0.21	1.40
Publishing, Printing and Reproduction of Recorded Media	4,210,280	100.00	88.34	1.75	4.81	3.22	1.88
Manufacture of Coke, Refined Petroleum and Other Fuel Products	2,243,775	100.00	85.91	0.14	0.50	8.13	5.31
Manufacture of Chemicals and Chemical Products	8,986,995	100.00	81.93	0.78	13.00	2.95	1.34
Manufacture of Rubber Products	1,182,573	100.00	87.40	0.99	8.86	1.47	1.29
Manufacture of Plastic Products	4,898,971	100.00	81.49	0.31	15.39	0.75	2.05
Manufacture of Glass and Glass Products	796,457	100.00	72.11	-	26.55	0.70	0.63
Manufacture of Cement	1,422,959	100.00	80.62	1.96	10.74	5.14	1.54
Manufacture of Other Non-Metallic Mineral Products, n.e.c.	1,332,597	100.00	92.99	0.04	5.11	0.44	1.42
Manufacture of Basic Metals	3,822,771	100.00	80.69	1.98	12.28	0.39	4.66
Manufacture of Fabricated Metal Products, except Machinery and Equipment	5,119,983	100.00	82.93	0.10	12.59	0.59	3.79
Manufacture of Machinery and Equipment, n.e.c.	3,126,383	100.00	87.85	0.18	9.75	0.59	1.64
Manufacture of Office, Accounting and Computing Machinery	6,833,345	100.00	71.73	-	23.90	0.43	3.94
Manufacture of Electrical Machinery and Apparatus, n.e.c.	5,460,162	100.00	83.38	1.08	12.27	1.74	1.54
Manufacture of Radio, Television and Communication Equipment and Apparatus	24,421,343	100.00	78.83	0.21	18.57	1.07	1.32
Manufacture of Medical, Precision and Optical Instruments, Watches and Clocks	2,710,092	100.00	85.98	0.06	10.84	2.05	1.08
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	4,066,359	100.00	83.32	a	13.29	0.80	2.59
Manufacture of Other Transport Equipment except Building and Repairing of							
Ships and Boats	1,994,714	100.00	64.17	-	19.94	9.48	6.41
Building and Repairing of Ships and Boats	847,309	100.00	85.57	1.20	4.69	0.23	8.30
Manufacture and Repair of Furniture	2,629,168	100.00	89.83	1.79	5.45	1.66	1.26
Recycling	36,760	100.00	95.29	-	4.71	-	-
Manufacturing, n.e.c.	1,439,495	100.00	90.61	1.12	5.43	0.22	2.62

Note: Details may not add up to totals due to rounding.  
a Less than 0.005.

**TABLE 2 - Percent Distribution of Direct Wages and Salaries in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007 (Cont'd)**

Industry Group	Total		Pay for Normal/Regular Working Time	Commissions	Overtime, Night Shift and Premium Pay	Bonus Productivity, Performance and Other Incentive Schemes	Cost of Living Allowances and Other Regularly Paid Allowances
	Amount (P000)	Percent					
<b>ELECTRICITY, GAS AND WATER SUPPLY</b>	<b>16,865,235</b>	<b>100.00</b>	86.29	a	6.12	1.68	5.91
Electricity, Gas, Steam and Hot Water Supply	14,046,908	100.00	87.40	a	6.12	1.18	5.29
Collection, Purification and Distribution of Water	2,818,327	100.00	80.77	-	6.09	4.14	8.99
<b>CONSTRUCTION</b>	<b>11,851,012</b>	<b>100.00</b>	<b>88.36</b>	<b>0.21</b>	<b>9.04</b>	<b>0.39</b>	<b>1.99</b>
<b>WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES, MOTORCYCLES AND PERSONAL AND HOUSEHOLD GOODS</b>	<b>58,979,974</b>	<b>100.00</b>	<b>89.73</b>	<b>2.27</b>	<b>2.83</b>	<b>2.29</b>	<b>2.88</b>
Sale, Maintenance and Repair of Motor Vehicles and Motorcycles, Retail Sale of Automotive Fuel	14,287,416	100.00	95.20	1.88	0.70	1.00	1.22
Wholesale Trade and Commission Trade, except of Motor Vehicles and Motorcycles	16,494,893	100.00	85.41	3.34	3.94	4.28	3.04
Retail Trade, except of Motor Vehicles and Motorcycles; Repair of Personal and Household Goods	28,197,665	100.00	89.48	1.85	3.26	1.78	3.64
<b>HOTELS AND RESTAURANTS</b>	<b>16,685,861</b>	<b>100.00</b>	<b>87.62</b>	<b>7.54</b>	<b>2.79</b>	<b>0.64</b>	<b>1.40</b>
<b>TRANSPORT, STORAGE AND COMMUNICATIONS</b>	<b>42,663,991</b>	<b>100.00</b>	<b>81.76</b>	<b>1.74</b>	<b>5.19</b>	<b>9.81</b>	<b>1.50</b>
Other Land Transport, except Bus Line Operation; Transport Via Pipelines	2,047,592	100.00	90.92	5.37	1.64	0.25	1.82
Bus Line Operation	3,258,590	100.00	74.27	17.55	3.30	1.80	3.08
Water Transport	2,826,470	100.00	93.24	0.04	4.00	1.60	1.12
Air Transport	6,739,615	100.00	72.47	-	6.43	19.03	2.07
Supporting and Auxiliary Transport Activities; Activities of Travel Agencies	8,578,076	100.00	88.50	0.06	7.87	1.70	1.88
Postal and Telecommunications Services except National Postal Activities	19,213,648	100.00	80.62	0.28	4.43	13.78	0.89
<b>FINANCIAL INTERMEDIATION</b>	<b>30,585,161</b>	<b>100.00</b>	<b>94.91</b>	<b>0.50</b>	<b>1.56</b>	<b>1.20</b>	<b>1.83</b>
Banking Institutions except Central Banking	20,446,264	100.00	96.79	a	1.45	0.82	0.94
Non-Bank Financial Intermediation	3,975,811	100.00	90.34	0.60	1.40	2.45	5.22
Insurance and Pension Funding except Compulsory Social Security	4,371,085	100.00	91.08	2.38	1.74	1.85	2.95
Activities Auxiliary to Financial Intermediation	1,792,000	100.00	92.93	1.45	2.78	1.17	1.67

*Note: Details may not add up to totals due to rounding.  
a Less than 0.005.*

**TABLE 2 - Percent Distribution of Direct Wages and Salaries in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007 (Cont'd)**

Industry Group	Total		Pay for Normal/Regular Working Time	Commissions	Overtime, Night Shift and Premium Pay	Bonus Productivity, Performance and Other Incentive Schemes	Cost of Living Allowances and Other Regularly Paid Allowances
	Amount (P000)	Percent					
<b>REAL ESTATE, RENTING AND BUSINESS ACTIVITIES</b>	<b>106,161,935</b>	<b>100.00</b>	<b>89.52</b>	<b>0.38</b>	<b>6.22</b>	<b>1.69</b>	<b>2.19</b>
Real Estate Activities	4,295,761	100.00	91.56	1.81	2.59	2.44	1.60
Renting of Machinery and Equipment Without Operator; Personal and Household Goods	533,357	100.00	79.06	9.37	5.22	0.28	6.08
Computer and Related Activities	7,404,492	100.00	88.63	0.06	5.66	2.16	3.48
Research and Development	1,184,372	100.00	88.01	-	2.01	2.72	7.26
Miscellaneous Business Activities	32,134,409	100.00	90.62	0.12	6.67	0.37	2.22
Accounting, Bookkeeping and Auditing Activities; Tax Consultancy	963,600	100.00	94.30	-	1.21	2.91	1.58
Architectural, Engineering and Related Technical Consultancy	3,511,468	100.00	89.64	-	4.97	3.74	1.66
Call Center Activities	56,011,993	100.00	88.89	0.42	6.58	2.16	1.95
Medical Transcription and Related Outsourcing Activities	122,485	100.00	88.55	a	4.43	5.11	1.91
<b>PRIVATE EDUCATION SERVICES</b>	<b>37,497,290</b>	<b>100.00</b>	<b>96.63</b>	<b>0.08</b>	<b>0.80</b>	<b>0.85</b>	<b>1.65</b>
<b>HEALTH AND SOCIAL WORK EXCEPT PUBLIC MEDICAL, DENTAL AND OTHER HEALTH ACTIVITIES</b>	<b>10,323,243</b>	<b>100.00</b>	<b>90.16</b>	<b>0.65</b>	<b>5.47</b>	<b>0.56</b>	<b>3.16</b>
<b>OTHER COMMUNITY, SOCIAL AND PERSONAL SERVICE ACTIVITIES</b>	<b>11,362,562</b>	<b>100.00</b>	<b>82.68</b>	<b>4.11</b>	<b>2.86</b>	<b>7.16</b>	<b>3.19</b>
Sewage and Refuse Disposal, Sanitation and Similar Activities	149,928	100.00	90.65	2.39	1.33	1.88	3.74
Recreational, Cultural and Sporting Activities except Animated Films and Cartoons Production	9,053,863	100.00	83.02	3.89	2.28	7.12	3.69
Animated Films and Cartoons Production	878,171	100.00	78.80	-	2.92	18.28	0.00
Other Service Activities	1,280,600	100.00	82.02	8.69	7.15	0.41	1.73

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

*a Less than 0.005.*

*Source of data: Bureau of Labor and Employment Statistics, 2007/2008 BLES Integrated Survey.*

**TABLE 3 - Percent Distribution of Bonuses and Gratuities in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007**

Industry Group	Total		Year-end, Seasonal and Other One-Time Bonuses	Profit Sharing Bonuses	Additional Payments in Respect of Vacation, Supplementary to Normal Vacation Pay
	Amount (P000)	Percent			
<b>TOTAL</b>	<b>59,235,950</b>	<b>100.00</b>	<b>93.89</b>	<b>2.72</b>	<b>3.38</b>
<b>MINING AND QUARRYING</b>	<b>551,480</b>	<b>100.00</b>	<b>96.35</b>	<b>0.08</b>	<b>3.57</b>
Metallic Ore Mining	476,626	100.00	96.26	-	3.74
Non-Metallic Mining and Quarrying	74,854	100.00	96.93	0.59	2.47
<b>MANUFACTURING</b>	<b>14,734,975</b>	<b>100.00</b>	<b>91.63</b>	<b>2.77</b>	<b>5.60</b>
Manufacture of Food Products except Beverages	2,032,809	100.00	91.62	5.82	2.56
Manufacture of Beverages	831,089	100.00	92.69	1.61	5.69
Manufacture of Tobacco Products	201,835	100.00	80.94	19.01	0.04
Manufacture of Textiles	242,033	100.00	96.09	-	3.91
Manufacture of Wearing Apparel	1,041,833	100.00	99.70	-	0.30
Tanning and Dressing of Leather; Manufacture of Luggage and Handbags	82,251	100.00	97.88	-	2.12
Manufacture of Footwear	69,436	100.00	100.00	-	-
Manufacture of Wood, Wood Products and Cork except Furniture	145,568	100.00	88.86	1.81	9.33
Manufacture of Products of Bamboo, Cane, Rattan and the Like; Manufacture of Plaiting Materials except Furniture	6,825	100.00	100.00	-	-
Manufacture of Paper and Paper Products	255,370	100.00	88.86	-	11.14
Publishing, Printing and Reproduction of Recorded Media	450,670	100.00	91.82	0.06	8.11
Manufacture of Coke, Refined Petroleum and Other Fuel Products	396,833	100.00	71.21	24.05	4.74
Manufacture of Chemicals and Chemical Products	1,737,240	100.00	87.68	0.72	11.61
Manufacture of Rubber Products	113,386	100.00	93.55	-	6.45
Manufacture of Plastic Products	425,324	100.00	93.23	1.57	5.20
Manufacture of Glass and Glass Products	78,724	100.00	78.22	5.31	16.46
Manufacture of Cement	219,263	100.00	90.13	1.87	8.00
Manufacture of Other Non-Metallic Mineral Products, n.e.c.	127,377	100.00	91.21	-	8.79
Manufacture of Basic Metals	407,745	100.00	96.01	1.57	2.42
Manufacture of Fabricated Metal Products, except Machinery and Equipment	473,930	100.00	91.51	1.76	6.73
Manufacture of Machinery and Equipment, n.e.c.	427,805	100.00	94.51	0.62	4.87
Manufacture of Office, Accounting and Computing Machinery	627,274	100.00	85.49	-	14.51
Manufacture of Electrical Machinery and Apparatus, n.e.c.	541,705	100.00	90.54	6.24	3.22
Manufacture of Radio, Television and Communication Equipment and	2,354,813	100.00	92.88	1.33	5.79
Manufacture of Medical, Precision and Optical Instruments, Watches and	190,812	100.00	97.40	-	2.60
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	603,121	100.00	96.24	2.08	1.68
Manufacture of Other Transport Equipment except Building and Repairing of Ships and Boats	138,201	100.00	99.16	-	0.84
Building and Repairing of Ships and Boats	107,225	100.00	80.75	16.45	2.80
Manufacture and Repair of Furniture	236,693	100.00	94.57	-	5.43
Recycling	4,352	100.00	100.00	-	-
Manufacturing, n.e.c.	163,432	100.00	99.35	-	0.65

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

**TABLE 3 - Percent Distribution of Bonuses and Gratuities in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group**

**and Sub-Cost Component, Philippines: 2007 (Cont'd)**

Industry Group	Total		Year-end, Seasonal and Other One-Time Bonuses	Profit Sharing Bonuses	Additional Payments in Respect of Vacation, Supplementary to Normal Vacation Pay
	Amount (P000)	Percent			
<b>ELECTRICITY, GAS AND WATER SUPPLY</b>	<b>3,031,612</b>	<b>100.00</b>	<b>93.12</b>	<b>5.22</b>	<b>1.67</b>
Electricity, Gas, Steam and Hot Water Supply	2,491,707	100.00	93.10	6.02	0.88
Collection, Purification and Distribution of Water	539,905	100.00	93.18	1.52	5.30
<b>CONSTRUCTION</b>	<b>950,622</b>	<b>100.00</b>	<b>97.17</b>	<b>0.45</b>	<b>2.38</b>
<b>WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES, MOTORCYCLES AND PERSONAL AND HOUSEHOLD GOODS</b>	<b>5,502,035</b>	<b>100.00</b>	<b>94.95</b>	<b>2.38</b>	<b>2.66</b>
Sale, Maintenance and Repair of Motor Vehicles and Motorcycles, Retail Sale of Automotive Fuel	581,736	100.00	89.26	5.55	5.19
Wholesale Trade and Commission Trade, except of Motor Vehicles and Motorcycles	2,157,926	100.00	94.36	2.36	3.28
Retail Trade, except of Motor Vehicles and Motorcycles; Repair of Personal and Household Goods	2,762,373	100.00	96.62	1.73	1.65
<b>HOTELS AND RESTAURANTS</b>	<b>1,506,559</b>	<b>100.00</b>	<b>96.63</b>	<b>0.43</b>	<b>2.94</b>
<b>TRANSPORT, STORAGE AND COMMUNICATIONS</b>	<b>8,301,251</b>	<b>100.00</b>	<b>95.50</b>	<b>0.54</b>	<b>3.95</b>
Other Land Transport, except Bus Line Operation; Transport Via Pipelines	152,563	100.00	99.22	-	0.78
Bus Line Operation	248,764	100.00	85.53	-	14.47
Water Transport	376,485	100.00	98.48	-	1.52
Air Transport	748,650	100.00	100.00	-	-
Supporting and Auxiliary Transport Activities; Activities of Travel Agencies	971,600	100.00	92.37	4.65	2.98
Postal and Telecommunications Services except National Postal Activities	5,803,190	100.00	95.58	-	4.42
<b>FINANCIAL INTERMEDIATION</b>	<b>7,747,761</b>	<b>100.00</b>	<b>89.65</b>	<b>8.85</b>	<b>1.50</b>
Banking Institutions except Central Banking	5,768,636	100.00	87.91	10.57	1.52
Non-Bank Financial Intermediation	678,703	100.00	86.92	10.71	2.36
Insurance and Pension Funding except Compulsory Social Security	1,028,467	100.00	98.61	0.21	1.18
Activities Auxiliary to Financial Intermediation	271,954	100.00	99.44	0.36	0.20

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

**TABLE 3 - Percent Distribution of Bonuses and Gratuities in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007 (Cont'd)**

Industry Group	Total		Year-end, Seasonal and Other One-Time Bonuses	Profit Sharing Bonuses	Additional Payments in Respect of Vacation, Supplementary to Normal Vacation Pay
	Amount (P000)	Percent			
<b>REAL ESTATE, RENTING AND BUSINESS ACTIVITIES</b>	<b>10,104,150</b>	<b>100.00</b>	<b>96.31</b>	<b>1.55</b>	<b>2.15</b>
Real Estate Activities	587,545	100.00	93.97	2.44	3.59
Renting of Machinery and Equipment Without Operator; Personal and Household Goods	45,482	100.00	98.98	-	1.02
Computer and Related Activities	845,237	100.00	97.60	-	2.40
Research and Development	134,010	100.00	74.47	4.72	20.81
Miscellaneous Business Activities	3,298,947	100.00	95.35	0.66	3.99
Accounting, Bookkeeping and Auditing Activities; Tax Consultancy	197,070	100.00	71.68	27.40	0.92
Architectural, Engineering and Related Technical Consultancy	396,527	100.00	83.36	15.14	1.50
Call Center Activities	4,590,362	100.00	99.83	-	0.17
Medical Transcription and Related Outsourcing Activities	8,971	100.00	98.77	-	1.23
<b>PRIVATE EDUCATION SERVICES</b>	<b>3,672,080</b>	<b>100.00</b>	<b>94.97</b>	<b>0.15</b>	<b>4.88</b>
<b>HEALTH AND SOCIAL WORK EXCEPT PUBLIC MEDICAL, DENTAL AND HEALTH ACTIVITIES</b>	<b>1,098,620</b>	<b>100.00</b>	<b>94.93</b>	<b>0.51</b>	<b>4.56</b>
<b>OTHER COMMUNITY, SOCIAL AND PERSONAL SERVICE ACTIVITIES</b>	<b>2,034,804</b>	<b>100.00</b>	<b>99.50</b>	<b>0.24</b>	<b>0.26</b>
Sewage and Refuse Disposal, Sanitation and Similar Activities	9,506	100.00	97.21	1.28	1.51
Recreational, Cultural and Sporting Activities except Animated Films and Cartoons Production	1,817,047	100.00	99.51	0.22	0.27
Animated Films and Cartoons Production	111,166	100.00	100.00	-	-
Other Service Activities	97,084	100.00	98.93	0.71	0.36

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

*Source of data: Bureau of Labor and Employment Statistics, 2007/2008 BLES Integrated Survey.*

**TABLE 4 - Percent Distribution of Cost of Workers' Housing Shouldered by Employers in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007**

Industry Group	Total		Cost for Establishment- Owned Dwellings	Cost for Dwellings Not Owned by Establishment and Other Housing Costs
	Amount (P000)	Percent		
<b>TOTAL</b>	<b>3,238,601</b>	<b>100.00</b>	<b>41.94</b>	<b>58.06</b>
<b>MINING AND QUARRYING</b>	<b>129,952</b>	<b>100.00</b>	<b>37.24</b>	<b>62.76</b>
Metallic Ore Mining	49,775	100.00	97.24	2.76
Non-Metallic Mining and Quarrying	80,176	100.00	-	100.00
<b>MANUFACTURING</b>	<b>842,010</b>	<b>100.00</b>	<b>17.80</b>	<b>82.20</b>
Manufacture of Food Products except Beverages	70,585	100.00	2.41	97.59
Manufacture of Beverages	10,031	100.00	-	100.00
Manufacture of Tobacco Products	32,161	100.00	36.45	63.55
Manufacture of Textiles	2,059	100.00	80.09	19.91
Manufacture of Wearing Apparel	100,341	100.00	21.43	78.57
Tanning and Dressing of Leather; Manufacture of Luggage and Handbags	48	100.00	-	100.00
Manufacture of Footwear	784	100.00	0.46	99.54
Manufacture of Wood, Wood Products and Cork except Furniture	6,765	100.00	77.30	22.70
Manufacture of Products of Bamboo, Cane, Rattan and the Like; Manufacture of Plaiting Materials except Furniture	289	100.00	100.00	-
Manufacture of Paper and Paper Products	3,967	100.00	-	100.00
Publishing, Printing and Reproduction of Recorded Media	1,892	100.00	50.68	49.32
Manufacture of Coke, Refined Petroleum and Other Fuel Products	-	-	-	-
Manufacture of Chemicals and Chemical Products	14,956	100.00	17.78	82.22
Manufacture of Rubber Products	2,009	100.00	85.58	14.42
Manufacture of Plastic Products	45,442	100.00	29.61	70.39
Manufacture of Glass and Glass Products	31,838	100.00	57.11	42.89
Manufacture of Cement	10,439	100.00	1.84	98.16
Manufacture of Other Non-Metallic Mineral Products, n.e.c.	1,853	100.00	81.42	18.58
Manufacture of Basic Metals	32,325	100.00	35.40	64.60
Manufacture of Fabricated Metal Products, except Machinery and Equipment	42,847	100.00	46.82	53.18
Manufacture of Machinery and Equipment, n.e.c.	21,093	100.00	1.10	98.90
Manufacture of Office, Accounting and Computing Machinery	9,162	100.00	1.53	98.47
Manufacture of Electrical Machinery and Apparatus, n.e.c.	29,406	100.00	16.22	83.78
Manufacture of Radio, Television and Communication Equipment and Apparatus	272,590	100.00	0.16	99.84
Manufacture of Medical, Precision and Optical Instruments, Watches and Clocks	46,376	100.00	1.90	98.10
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	14,367	100.00	49.47	50.53
Manufacture of Other Transport Equipment except Building and Repairing of Ships and Boats	2,905	100.00	-	100.00
Building and Repairing of Ships and Boats	18,214	100.00	49.71	50.29
Manufacture and Repair of Furniture	350	100.00	100.00	-
Recycling	14,671	100.00	100.00	-
Manufacturing, n.e.c.	2,247	100.00	-	100.00

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

**TABLE 4 - Percent Distribution of Cost of Workers' Housing Shouldered by Employers in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007 (Cont'd)**

Industry Group	Total		Cost for Establishment-Owned Dwellings	Cost for Dwellings Not Owned by Establishment and Other Housing Costs
	Amount (P000)	Percent		
<b>ELECTRICITY, GAS AND WATER SUPPLY</b>	<b>101,383</b>	<b>100.00</b>	<b>86.17</b>	<b>13.83</b>
Electricity, Gas, Steam and Hot Water Supply	x	100.00	99.95	0.05
Collection, Purification and Distribution of Water	14,018	100.00	0.28	99.72
<b>CONSTRUCTION</b>	<b>24,899</b>	<b>100.00</b>	<b>17.78</b>	<b>82.22</b>
<b>WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES, AND PERSONAL AND HOUSEHOLD GOODS</b>	<b>293,427</b>	<b>100.00</b>	<b>45.40</b>	<b>54.60</b>
Sale, Maintenance and Repair of Motor Vehicles and Motorcycles, Retail Sale of Automotive Fuel	184,256	100.00	46.83	53.17
Wholesale Trade and Commission Trade, except of Motor Vehicles and Motorcycles	72,003	100.00	38.97	61.03
Retail Trade, except of Motor Vehicles and Motorcycles; Repair of Personal and Household Goods	37,168	100.00	50.80	49.20
<b>HOTELS AND RESTAURANTS</b>	<b>67,199</b>	<b>100.00</b>	<b>6.52</b>	<b>93.48</b>
<b>TRANSPORT, STORAGE AND COMMUNICATIONS</b>	<b>77,292</b>	<b>100.00</b>	<b>37.81</b>	<b>62.19</b>
Other Land Transport, except Bus Line Operation; Transport Via Pipelines	5,410	100.00	13.20	86.80
Bus Line Operation	2,474	100.00	62.94	37.06
Water Transport	2,770	100.00	-	100.00
Air Transport	-	-	-	-
Supporting and Auxiliary Transport Activities; Activities of Travel Agencies	26,167	100.00	5.65	94.35
Postal and Telecommunications Services except National Postal Activities	40,471	100.00	62.94	37.06
<b>FINANCIAL INTERMEDIATION</b>	<b>503,140</b>	<b>100.00</b>	<b>0.20</b>	<b>99.80</b>
Banking Institutions except Central Banking	470,821	100.00	0.09	99.91
Non-Bank Financial Intermediation	17,659	100.00	-	100.00
Insurance and Pension Funding except Compulsory Social Security	11,951	100.00	4.74	95.26
Activities Auxiliary to Financial Intermediation	2,708	100.00	-	100.00

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

**TABLE 4 - Percent Distribution of Cost of Workers' Housing Shouldered by Employers in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007 (Cont'd)**

Industry Group	Total		Cost for Establishment- Owned Dwellings	Cost for Dwellings Not Owned by Establishment and Other Housing Costs
	Amount (P000)	Percent		
<b>REAL ESTATE, RENTING AND BUSINESS ACTIVITIES</b>	<b>279,572</b>	<b>100.00</b>	<b>67.65</b>	<b>32.35</b>
Real Estate Activities	65,132	100.00	55.67	44.33
Renting of Machinery and Equipment Without Operator; Personal and Household Goods	133,878	100.00	98.46	1.54
Computer and Related Activities	30,438	100.00	55.75	44.25
Research and Development	-	-	-	-
Miscellaneous Business Activities	15,919	100.00	25.63	74.37
Accounting, Bookkeeping and Auditing Activities; Tax Consultancy	235	100.00	-	100.00
Architectural, Engineering and Related Technical Consultancy	6,998	100.00	-	100.00
Call Center Activities	26,891	100.00	-	100.00
Medical Transcription and Related Outsourcing Activities	80	100.00	-	100.00
<b>PRIVATE EDUCATION SERVICES</b>	<b>634,723</b>	<b>100.00</b>	<b>73.22</b>	<b>26.78</b>
<b>HEALTH AND SOCIAL WORK EXCEPT PUBLIC MEDICAL, DENTAL AND HEALTH ACTIVITIES</b>	<b>109,009</b>	<b>100.00</b>	<b>96.50</b>	<b>3.50</b>
<b>OTHER COMMUNITY, SOCIAL AND PERSONAL SERVICE ACTIVITIES</b>	<b>175,996</b>	<b>100.00</b>	<b>80.23</b>	<b>19.77</b>
Sewage and Refuse Disposal, Sanitation and Similar Activities	3,549	100.00	98.94	1.06
Recreational, Cultural and Sporting Activities except Animated Films and Cartoons Production	161,583	100.00	80.06	19.94
Animated Films and Cartoons Production	-	-	-	-
Other Service Activities	10,864	100.00	76.64	23.36

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

*Source of data: Bureau of Labor and Employment Statistics, 2007/2008 BLES Integrated Survey.*

**TABLE 5 - Percent Distribution of Employer's Social Security Expenditures in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007**

Industry Group	Total		Compulsory Social Security Expenditures	Collectively Agreed, Contractual and Non-Obligatory Contributions to Private Social Security Schemes	Direct Payments by Employer to Employees Regarded as Social Security Benefits	Cost of Medical Care and Health Services	Retirement and Termination/ Separation Pay
	Amount (P000)	Percent					
<b>TOTAL</b>	<b>51,997,579</b>	<b>100.00</b>	<b>51.47</b>	<b>12.87</b>	<b>1.69</b>	<b>10.62</b>	<b>23.34</b>
<b>MINING AND QUARRYING</b>	<b>541,459</b>	<b>100.00</b>	<b>27.49</b>	<b>38.66</b>	<b>8.09</b>	<b>14.09</b>	<b>11.68</b>
Metallic Ore Mining	286,270	100.00	45.26	4.13	14.51	22.82	13.28
Non-Metallic Mining and Quarrying	255,189	100.00	7.54	77.38	0.90	4.29	9.88
<b>MANUFACTURING</b>	<b>14,286,925</b>	<b>100.00</b>	<b>57.64</b>	<b>9.49</b>	<b>2.35</b>	<b>10.13</b>	<b>20.38</b>
Manufacture of Food Products except Beverages	2,090,539	100.00	54.28	5.42	1.83	15.73	22.74
Manufacture of Beverages	451,939	100.00	51.39	14.41	0.64	10.38	23.17
Manufacture of Tobacco Products	93,811	100.00	59.12	0.59	0.43	38.41	1.45
Manufacture of Textiles	210,289	100.00	82.88	0.77	1.89	4.04	10.41
Manufacture of Wearing Apparel	865,130	100.00	93.35	0.59	1.02	2.85	2.19
Tanning and Dressing of Leather; Manufacture of Luggage and Handbags	340,735	100.00	96.44	1.67	0.08	0.65	1.16
Manufacture of Footwear	68,488	100.00	93.82	0.33	0.09	1.26	4.50
Manufacture of Wood, Wood Products and Cork except Furniture	167,838	100.00	82.30	1.44	8.09	1.59	6.57
Manufacture of Products of Bamboo, Cane, Rattan and the Like; Manufacture of Plaiting Materials except Furniture	6,225	100.00	69.71	3.45	1.61	22.58	2.65
Manufacture of Paper and Paper Products	311,942	100.00	68.90	4.07	0.68	13.53	12.81
Publishing, Printing and Reproduction of Recorded Media	338,960	100.00	63.99	14.31	2.74	11.39	7.57
Manufacture of Coke, Refined Petroleum and Other Fuel Products	199,634	100.00	16.10	21.81	0.43	1.59	60.07
Manufacture of Chemicals and Chemical Products	1,304,411	100.00	33.57	29.04	1.04	11.69	24.66
Manufacture of Rubber Products	90,382	100.00	75.95	1.88	5.49	5.48	11.20
Manufacture of Plastic Products	406,192	100.00	75.42	4.97	4.86	4.35	10.40
Manufacture of Glass and Glass Products	239,749	100.00	18.82	12.14	0.62	8.92	59.50
Manufacture of Cement	196,485	100.00	27.54	10.82	4.78	26.38	30.48
Manufacture of Other Non-Metallic Mineral Products, n.e.c.	120,016	100.00	87.70	1.45	1.29	3.24	6.33
Manufacture of Basic Metals	380,191	100.00	53.35	25.71	2.95	8.06	9.92
Manufacture of Fabricated Metal Products, except Machinery and Equipment	596,176	100.00	62.74	18.95	1.54	5.82	10.95
Manufacture of Machinery and Equipment, n.e.c.	361,353	100.00	61.21	16.37	1.35	1.90	19.17
Manufacture of Office, Accounting and Computing Machinery	592,825	100.00	71.15	7.60	5.52	8.80	6.93
Manufacture of Electrical Machinery and Apparatus, n.e.c.	946,716	100.00	35.52	9.73	3.78	8.16	42.81
Manufacture of Radio, Television and Communication Equipment and Apparatus	2,321,786	100.00	64.55	4.43	1.60	13.58	15.84
Manufacture of Medical, Precision and Optical Instruments, Watches and Clocks	275,249	100.00	58.32	9.69	4.12	7.11	20.76
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	573,416	100.00	32.95	8.73	9.57	7.27	41.48
Manufacture of Other Transport Equipment except Building and Repairing of Ships and Boats	242,976	100.00	27.10	3.13	0.93	22.02	46.82
Building and Repairing of Ships and Boats	114,968	100.00	33.47	4.11	0.73	12.26	49.44
Manufacture and Repair of Furniture	243,012	100.00	75.20	1.43	1.05	4.20	18.11
Recycling	2,312	100.00	78.81	8.46	3.40	9.33	-
Manufacturing, n.e.c.	133,179	100.00	90.90	1.28	0.98	2.28	4.56

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

**TABLE 5 - Percent Distribution of Employer's Social Security Expenditures in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007 (Cont'd)**

Industry Group	Total		Compulsory Social Security Expenditures	Collectively Agreed, Contractual and Non-Obligatory Contributions to Private Social Security Schemes	Direct Payments by Employer to Employees Regarded as Social Security Benefits	Cost of Medical Care and Health Services	Retirement and Termination/ Separation Pay
	Amount (P000)	Percent					
<b>ELECTRICITY, GAS AND WATER SUPPLY</b>	<b>1,970,482</b>	<b>100.00</b>	<b>48.69</b>	<b>6.03</b>	<b>0.73</b>	<b>11.52</b>	<b>33.03</b>
Electricity, Gas, Steam and Hot Water Supply	1,677,938	100.00	44.18	7.03	0.70	10.83	37.26
Collection, Purification and Distribution of Water	292,544	100.00	74.56	0.31	0.89	15.49	8.74
<b>CONSTRUCTION</b>	<b>962,983</b>	<b>100.00</b>	<b>81.43</b>	<b>4.63</b>	<b>1.72</b>	<b>3.42</b>	<b>8.79</b>
<b>WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES, PERSONAL AND HOUSEHOLD GOODS</b>	<b>4,449,178</b>	<b>100.00</b>	<b>63.46</b>	<b>5.95</b>	<b>1.22</b>	<b>8.63</b>	<b>20.74</b>
Sale, Maintenance and Repair of Motor Vehicles and Motorcycles, Retail Sale of Automotive Fuel	520,884	100.00	68.47	2.83	3.83	11.85	13.02
Wholesale Trade and Commission Trade, except of Motor Vehicles and Motorcycles	1,618,437	100.00	53.12	4.98	0.49	10.57	30.85
Retail Trade, except of Motor Vehicles and Motorcycles; Repair of Personal and Household Goods	2,309,857	100.00	69.57	7.34	1.14	6.54	15.40
<b>HOTELS AND RESTAURANTS</b>	<b>1,279,519</b>	<b>100.00</b>	<b>75.06</b>	<b>6.51</b>	<b>3.96</b>	<b>5.98</b>	<b>8.49</b>
<b>TRANSPORT, STORAGE AND COMMUNICATIONS</b>	<b>8,932,446</b>	<b>100.00</b>	<b>22.64</b>	<b>38.68</b>	<b>0.27</b>	<b>10.32</b>	<b>28.09</b>
Other Land Transport, except Bus Line Operation; Transport Via Pipelines	144,366	100.00	80.83	3.97	3.89	3.10	8.21
Bus Line Operation	211,338	100.00	82.62	2.02	1.13	1.82	12.41
Water Transport	334,182	100.00	59.41	6.47	1.13	16.07	16.92
Air Transport	1,710,183	100.00	17.90	1.46	-	10.67	69.96
Supporting and Auxiliary Transport Activities; Activities of Travel Agencies	852,374	100.00	59.73	15.25	1.02	11.20	12.80
Postal and Telecommunications Services except National Postal Activities	5,680,003	100.00	12.62	57.54	0.07	10.25	19.52
<b>FINANCIAL INTERMEDIATION</b>	<b>4,757,035</b>	<b>100.00</b>	<b>32.90</b>	<b>7.04</b>	<b>1.31</b>	<b>12.47</b>	<b>46.28</b>
Banking Institutions except Central Banking	3,468,026	100.00	27.65	3.23	1.04	13.54	54.54
Non-Bank Financial Intermediation	517,317	100.00	60.31	14.51	2.66	9.26	13.27
Insurance and Pension Funding except Compulsory Social Security	582,958	100.00	32.72	19.85	1.73	9.26	36.44
Activities Auxiliary to Financial Intermediation	188,734	100.00	54.86	16.96	1.31	11.54	15.32

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

**TABLE 5 - Percent Distribution of Employer's Social Security Expenditures in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007 (Cont'd)**

Industry Group	Total		Compulsory Social Security Expenditures	Collectively Agreed, Contractual and Non-Obligatory Contributions to Private Social Security Schemes	Direct Payments by Employer to Employees Regarded as Social Security Benefits	Cost of Medical Care and Health Services	Retirement and Termination/ Separation Pay
	Amount (P000)	Percent					
<b>REAL ESTATE, RENTING AND BUSINESS ACTIVITIES</b>	<b>8420523</b>	<b>100.00</b>	<b>64.68</b>	<b>6.76</b>	<b>2.24</b>	<b>14.63</b>	<b>11.69</b>
Real Estate Activities	695261	100.00	29.48	20.89	5.71	10.30	33.62
Renting of Machinery and Equipment Without Operator; Personal and Household Goods	46,738	100.00	79.75	2.11	0.44	7.20	10.51
Computer and Related Activities	574,807	100.00	64.44	16.30	2.33	9.56	7.38
Research and Development	98,693	100.00	55.85	18.41	0.06	9.71	15.97
Miscellaneous Business Activities	2,612,276	100.00	78.02	4.60	0.75	4.91	11.73
Accounting, Bookkeeping and Auditing Activities; Tax Consultancy	129,174	100.00	41.65	7.70	-	13.11	37.54
Architectural, Engineering and Related Technical Consultancy	279,744	100.00	57.51	9.90	0.99	6.50	25.09
Call Center Activities	3,974,771	100.00	63.35	3.85	2.83	23.36	6.61
Medical Transcription and Related Outsourcing Activities	9,057	100.00	83.64	0.00	3.90	10.97	1.49
<b>PRIVATE EDUCATION SERVICES</b>	<b>3,843,301</b>	<b>100.00</b>	<b>60.55</b>	<b>4.44</b>	<b>1.21</b>	<b>4.14</b>	<b>29.66</b>
<b>HEALTH AND SOCIAL WORK EXCEPT PUBLIC MEDICAL, DENTAL AND OTHER HEALTH ACTIVITIES</b>	<b>1,238,909</b>	<b>100.00</b>	<b>64.44</b>	<b>2.22</b>	<b>1.68</b>	<b>17.25</b>	<b>14.41</b>
<b>OTHER COMMUNITY, SOCIAL AND PERSONAL SERVICE ACTIVITIES</b>	<b>1,314,820</b>	<b>100.00</b>	<b>52.76</b>	<b>4.35</b>	<b>1.71</b>	<b>12.11</b>	<b>29.08</b>
Sewage and Refuse Disposal, Sanitation and Similar Activities	15,207	100.00	53.29	23.02	2.96	17.76	2.98
Recreational, Cultural and Sporting Activities except Animated Films and Cartoons Production	1,152,002	100.00	49.07	4.35	1.66	12.08	32.85
Animated Films and Cartoons Production	42,930	100.00	58.65	4.70	0.09	36.55	0.00
Other Service Activities	104,681	100.00	90.88	1.49	2.74	1.59	3.30

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

*Source of data: Bureau of Labor and Employment Statistics, 2007/2008 BLES Integrated Survey.*

**TABLE 6 - Percent Distribution of Other Labor Costs in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007**

Industry Group	Total		Cost of Work Clothes/ Protective Gear	Transport of Workers to and from Work Undertaken by Employers	Recruitment Cost	Other Labor Costs
	Amount (P000)	Percent				
<b>TOTAL</b>	<b>6,961,658</b>	<b>100.00</b>	<b>17.54</b>	<b>43.43</b>	<b>7.56</b>	<b>31.47</b>
<b>MINING AND QUARRYING</b>	<b>132,473</b>	<b>100.00</b>	<b>4.94</b>	<b>67.79</b>	<b>10.26</b>	<b>17.01</b>
Metallic Ore Mining	89,211	100.00	6.39	65.98	2.38	25.25
Non-Metallic Mining and Quarrying	43,263	100.00	1.96	71.53	26.50	0.00
<b>MANUFACTURING</b>	<b>4,109,785</b>	<b>100.00</b>	<b>13.29</b>	<b>44.34</b>	<b>2.15</b>	<b>40.22</b>
Manufacture of Food Products except Beverages	154,373	100.00	21.86	44.98	4.88	28.28
Manufacture of Beverages	15,817	100.00	45.26	53.42	1.32	-
Manufacture of Tobacco Products	13,916	100.00	-	99.01	0.99	-
Manufacture of Textiles	1,536	100.00	47.65	34.95	17.40	-
Manufacture of Wearing Apparel	167,961	100.00	4.11	21.23	0.73	73.93
Tanning and Dressing of Leather; Manufacture of Luggage and Handbags	78,937	100.00	6.72	92.35	0.93	0.00
Manufacture of Footwear	1,377	100.00	49.14	47.63	3.23	0.00
Manufacture of Wood, Wood Products and Cork except Furniture	39,897	100.00	72.62	12.16	0.99	14.23
Manufacture of Products of Bamboo, Cane, Rattan and the Like; Manufacture of Plaiting Materials except Furniture	152	100.00	100.00	-	-	-
Manufacture of Paper and Paper Products	50,650	100.00	19.19	20.49	1.28	59.03
Publishing, Printing and Reproduction of Recorded Media	16,915	100.00	43.64	37.62	18.74	-
Manufacture of Coke, Refined Petroleum and Other Fuel Products	3,026	100.00	14.23	-	85.77	0.00
Manufacture of Chemicals and Chemical Products	324,777	100.00	11.68	27.59	8.53	52.21
Manufacture of Rubber Products	6,631	100.00	29.64	66.29	4.07	-
Manufacture of Plastic Products	72,554	100.00	12.61	62.64	3.71	21.04
Manufacture of Glass and Glass Products	222,629	100.00	2.02	2.10	0.07	95.81
Manufacture of Cement	75,245	100.00	22.24	19.50	3.46	54.80
Manufacture of Other Non-Metallic Mineral Products, n.e.c.	6,987	100.00	15.98	58.20	9.97	15.85
Manufacture of Basic Metals	174,639	100.00	25.03	2.91	0.68	71.38
Manufacture of Fabricated Metal Products, except Machinery and Equipment	90,401	100.00	25.02	54.12	1.19	19.68
Manufacture of Machinery and Equipment, n.e.c.	68,164	100.00	7.95	83.18	0.56	8.31
Manufacture of Office, Accounting and Computing Machinery	386,282	100.00	17.02	78.27	0.48	4.24
Manufacture of Electrical Machinery and Apparatus, n.e.c.	102,390	100.00	26.15	44.62	6.32	22.92
Manufacture of Radio, Television and Communication Equipment and Apparatus	1,041,504	100.00	7.02	69.92	1.42	21.64
Manufacture of Medical, Precision and Optical Instruments, Watches and Clocks	76,302	100.00	14.52	71.67	7.26	6.55
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	634,716	100.00	5.09	24.92	0.41	69.58
Manufacture of Other Transport Equipment except Building and Repairing of Ships and Boats	12,535	100.00	23.01	76.61	0.38	-
Building and Repairing of Ships and Boats	90,618	100.00	83.02	12.98	2.18	1.82
Manufacture and Repair of Furniture	167,110	100.00	8.51	2.46	0.91	88.12
Recycling	-	-	-	-	-	-
Manufacturing, n.e.c.	11,743	100.00	4.54	94.98	0.47	-

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

**TABLE 6 - Percent Distribution of Other Labor Costs in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007 (Cont'd)**

Industry Group	Total		Cost of Work Clothes/ Protective Gear	Transport of Workers to and from Work Undertaken by Employers	Recruitment Cost	Other Labor Costs
	Amount (P000)	Percent				
<b>ELECTRICITY, GAS AND WATER SUPPLY</b>	<b>377,239</b>	<b>100.00</b>	<b>27.69</b>	<b>35.35</b>	<b>0.48</b>	<b>36.47</b>
Electricity, Gas, Steam and Hot Water Supply	350,982	100.00	26.76	33.55	0.49	39.20
Collection, Purification and Distribution of Water	26,257	100.00	40.17	59.43	0.40	-
<b>CONSTRUCTION</b>	<b>73,669</b>	<b>100.00</b>	<b>28.03</b>	<b>65.31</b>	<b>3.87</b>	<b>2.79</b>
<b>WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES, MOTORCYCLES AND PERSONAL AND HOUSEHOLD GOODS</b>	<b>345,771</b>	<b>100.00</b>	<b>25.06</b>	<b>55.23</b>	<b>13.64</b>	<b>6.08</b>
Sale, Maintenance and Repair of Motor Vehicles and Motorcycles, Retail Sale of Automotive Fuel	80,447	100.00	20.73	70.09	9.18	-
Wholesale Trade and Commission Trade, except of Motor Vehicles and Motorcycles	137,048	100.00	22.08	56.60	19.56	1.76
Retail Trade, except of Motor Vehicles and Motorcycles; Repair of Personal and Household Goods	128,276	100.00	30.95	44.43	10.11	14.51
<b>HOTELS AND RESTAURANTS</b>	<b>99,337</b>	<b>100.00</b>	<b>47.92</b>	<b>16.64</b>	<b>10.51</b>	<b>24.93</b>
<b>TRANSPORT, STORAGE AND COMMUNICATIONS</b>	<b>240,913</b>	<b>100.00</b>	<b>30.44</b>	<b>38.71</b>	<b>23.33</b>	<b>7.51</b>
Other Land Transport, except Bus Line Operation; Transport Via Pipelines	6,448	100.00	71.44	19.76	6.98	1.82
Bus Line Operation	7,483	100.00	81.05	-	0.58	18.37
Water Transport	23,675	100.00	31.24	50.58	18.18	-
Air Transport	253	100.00	-	83.88	16.12	-
Supporting and Auxiliary Transport Activities; Activities of Travel Agencies	89,448	100.00	49.65	40.09	5.41	4.86
Postal and Telecommunications Services except National Postal Activities	113,606	100.00	9.57	38.68	40.95	10.80
<b>FINANCIAL INTERMEDIATION</b>	<b>496,538</b>	<b>100.00</b>	<b>20.24</b>	<b>71.00</b>	<b>3.62</b>	<b>5.14</b>
Banking Institutions except Central Banking	301,869	100.00	20.97	69.17	1.40	8.45
Non-Bank Financial Intermediation	109,168	100.00	16.62	82.36	1.01	-
Insurance and Pension Funding except Compulsory Social Security	61,337	100.00	28.16	51.82	20.02	-
Activities Auxiliary to Financial Intermediation	24,164	100.00	7.38	91.17	1.46	-

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

**TABLE 6 - Percent Distribution of Other Labor Costs in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007 (Cont'd)**

Industry Group	Total		Cost of Work Clothes/ Protective Gear	Transport of Workers to and from Work Undertaken by Employers	Recruitment Cost	Other Labor Costs
	Amount (P000)	Percent				
<b>REAL ESTATE, RENTING AND BUSINESS ACTIVITIES</b>	<b>707,358</b>	<b>100.00</b>	<b>13.48</b>	<b>27.74</b>	<b>36.53</b>	<b>22.25</b>
Real Estate Activities	47,771	100.00	21.93	32.22	45.85	-
Renting of Machinery and Equipment Without Operator; Personal and Household Goods	4,710	100.00	0.47	17.26	61.57	20.70
Computer and Related Activities	71,618	100.00	5.51	48.57	33.61	12.32
Research and Development	18,196	100.00	19.61	16.31	43.43	20.65
Miscellaneous Business Activities	264,066	100.00	26.39	21.83	4.64	47.14
Accounting, Bookkeeping and Auditing Activities; Tax Consultancy	14,569	100.00	0.72	65.90	33.38	-
Architectural, Engineering and Related Technical Consultancy	74,985	100.00	6.71	57.09	10.73	25.47
Call Center Activities	210,549	100.00	1.06	15.24	83.70	-
Medical Transcription and Related Outsourcing Activities	895	100.00	33.73	13.98	24.64	27.64
<b>PRIVATE EDUCATION SERVICES</b>	<b>187,392</b>	<b>100.00</b>	<b>40.21</b>	<b>27.18</b>	<b>10.46</b>	<b>22.15</b>
<b>HEALTH AND SOCIAL WORK EXCEPT PUBLIC MEDICAL, DENTAL AND OTHER HEALTH ACTIVITIES</b>	<b>55,623</b>	<b>100.00</b>	<b>75.86</b>	<b>21.30</b>	<b>2.83</b>	<b>-</b>
<b>OTHER COMMUNITY, SOCIAL AND PERSONAL SERVICE ACTIVITIES</b>	<b>135,559</b>	<b>100.00</b>	<b>16.38</b>	<b>13.00</b>	<b>5.88</b>	<b>64.73</b>
Sewage and Refuse Disposal, Sanitation and Similar Activities	931	100.00	6.26	92.29	1.45	-
Recreational, Cultural and Sporting Activities except Animated Films and Cartoons Production	130,583	100.00	15.12	12.68	5.00	67.20
Animated Films and Cartoons Production	445	100.00	4.55	-	95.45	-
Other Service Activities	3,600	100.00	66.48	5.71	27.80	-

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

*Source of data: Bureau of Labor and Employment Statistics, 2007/2008 BLES Integrated Survey.*

**Table 7 - Annual Labor Cost Per Employee in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Major Cost Component, Philippines: 2007**  
( In Pesos)

Industry Group	Total	Direct Wages and Salaries	Remuneration for Time Not Worked	Bonuses and Gratuities	Payments in Kind	Cost of Workers' Housing Shouldered by Employers	Employer's Social Security Expenditures	Cost of Training	Cost of Welfare Services	Other Labor Costs
<b>Total</b>	<b>213,395</b>	<b>166,618</b>	<b>1,748</b>	<b>20,532</b>	<b>559</b>	<b>1,123</b>	<b>18,023</b>	<b>1,456</b>	<b>923</b>	<b>2,413</b>
<b>MINING AND QUARRYING</b>	<b>268,323</b>	<b>192,201</b>	<b>2,627</b>	<b>27,762</b>	<b>370</b>	<b>6,542</b>	<b>27,257</b>	<b>3,637</b>	<b>1,259</b>	<b>6,669</b>
Metallic Ore Mining	205,308	150,006	2,400	27,143	284	2,835	16,303	596	662	5,080
Non-Metallic Mining and Quarrying	748,377	513,642	4,354	32,475	1,029	34,784	110,711	26,810	5,804	18,769
<b>MANUFACTURING</b>	<b>190,533</b>	<b>147,693</b>	<b>2,315</b>	<b>16,253</b>	<b>505</b>	<b>929</b>	<b>15,759</b>	<b>996</b>	<b>1,551</b>	<b>4,533</b>
Manufacture of Food Products except Beverages	166,006	132,046	2,060	14,298	130	496	14,704	901	286	1,086
Manufacture of Beverages	349,464	259,999	10,642	48,896	942	590	26,589	712	163	931
Manufacture of Tobacco Products	208,034	164,555	4,588	22,590	11	3,599	10,500	562	71	1,558
Manufacture of Textiles	143,243	119,800	615	11,907	31	101	10,345	120	249	76
Manufacture of Wearing Apparel	140,798	119,041	709	9,965	14	960	8,274	50	178	1,606
Tanning and Dressing of Leather; Manufacture of Luggage and Handbags	205,415	131,692	3,947	9,616	82	6	39,834	343	10,667	9,228
Manufacture of Footwear	117,438	98,280	170	9,335	136	105	9,207	20	-	185
Manufacture of Wood, Wood Products and Cork except Furniture	112,664	95,173	737	6,732	49	313	7,762	33	20	1,845
Manufacture of Products of Bamboo, Cane, Rattan and the Like;										
Manufacture of Plaiting Materials except Furniture	78,029	63,485	-	6,639	551	281	6,055	19	851	148
Manufacture of Paper and Paper Products	160,851	130,598	586	11,949	201	186	14,596	200	168	2,370
Publishing, Printing and Reproduction of Recorded Media	226,402	188,271	666	20,153	174	85	15,157	645	495	756
Manufacture of Coke, Refined Petroleum and Other Fuel Products	971,083	747,757	12,780	132,248	78	-	66,530	10,016	667	1,008
Manufacture of Chemicals and Chemical Products	306,876	217,442	1,287	42,033	2,271	362	31,561	2,499	1,563	7,858
Manufacture of Rubber Products	137,238	115,094	951	11,035	167	196	8,796	21	332	645
Manufacture of Plastic Products	173,953	143,671	1,676	12,473	72	1,333	11,912	272	416	2,128
Manufacture of Glass and Glass Products	384,187	218,707	5,296	21,618	259	8,743	65,835	382	2,214	61,134
Manufacture of Cement	457,118	322,766	5,287	49,735	4,562	2,368	44,568	5,132	5,633	17,068
Manufacture of Other Non-Metallic Mineral Products, n.e.c.	122,204	101,460	232	9,698	16	141	9,138	74	913	532
Manufacture of Basic Metals	231,284	177,867	4,612	18,972	975	1,504	17,690	728	810	8,126
Manufacture of Fabricated Metal Products, except Machinery and Equipment	151,779	121,546	259	11,251	366	1,017	14,153	885	155	2,146
Manufacture of Machinery and Equipment, n.e.c.	161,585	115,137	2,423	15,755	643	777	13,308	1,190	9,841	2,510
Manufacture of Office, Accounting and Computing Machinery	187,253	149,089	1,747	13,686	7	200	12,934	155	1,007	8,428
Manufacture of Electrical Machinery and Apparatus, n.e.c.	169,665	126,323	3,456	12,533	697	680	21,903	454	1,249	2,369
Manufacture of Radio, Television and Communication Equipment and Apparatus	220,785	169,028	4,188	16,298	1,342	1,887	16,070	1,262	3,501	7,209
Manufacture of Medical, Precision and Optical Instruments, Watches and Clocks	168,026	133,543	1,884	9,403	99	2,285	13,563	1,558	1,932	3,760
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	271,183	180,162	2,567	26,722	323	637	25,406	1,989	5,256	28,121
Manufacture of Other Transport Equipment except Building and Repairing										
of Ships and Boats	417,914	320,661	11,177	22,217	4	467	39,060	22,181	132	2,015
Building and Repairing of Ships and Boats	171,529	114,817	339	14,530	38	2,468	15,579	5,644	5,834	12,279
Manufacture and Repair of Furniture	117,767	93,450	899	8,413	63	12	8,637	305	48	5,940
Recycling	182,212	110,060	4,176	13,030	-	43,925	6,923	2,382	1,715	-
Manufacturing, n.e.c.	145,506	118,898	803	13,499	8	186	11,000	18	124	970

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

**Table 7 - Annual Labor Cost Per Employee in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Major Cost Component, Philippines: 2007 (Cont'd)**  
( In Pesos)

Industry Group	Total	Direct Wages and Salaries	Remuneration for Time Not Worked	Bonuses and Gratuities	Payments in Kind	Cost of Workers' Housing Shouldered by Employers	Employer's Social Security Expenditures	Cost of Training	Cost of Welfare Services	Other Labor Costs
<b>ELECTRICITY, GAS AND WATER SUPPLY</b>	<b>284,708</b>	<b>209,552</b>	<b>1,867</b>	<b>37,668</b>	<b>1,665</b>	<b>1,260</b>	<b>24,483</b>	<b>1,652</b>	<b>1,874</b>	<b>4,687</b>
Electricity, Gas, Steam and Hot Water Supply	308,371	226,637	2,047	40,202	1,586	1,410	27,072	1,477	2,277	5,663
Collection, Purification and Distribution of Water	205,443	152,323	1,263	29,180	1,930	758	15,811	2,236	523	1,419
<b>CONSTRUCTION</b>	<b>152,923</b>	<b>130,398</b>	<b>151</b>	<b>10,460</b>	<b>23</b>	<b>274</b>	<b>10,596</b>	<b>171</b>	<b>41</b>	<b>811</b>
<b>WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES, MOTORCYCLES AND PERSONAL AND HOUSEHOLD GOODS</b>	<b>197,778</b>	<b>166,340</b>	<b>621</b>	<b>15,517</b>	<b>300</b>	<b>828</b>	<b>12,548</b>	<b>479</b>	<b>170</b>	<b>975</b>
Sale, Maintenance and Repair of Motor Vehicles and Motorcycles, Retail Sale of Automotive Fuel	382,723	347,643	412	14,155	629	4,483	12,674	714	56	1,957
Wholesale Trade and Commission Trade, except of Motor Vehicles and Motorcycles	213,234	169,543	1,272	22,180	268	740	16,635	844	342	1,409
Retail Trade, except of Motor Vehicles and Motorcycles; Repair of Personal and Household Goods	155,663	130,432	368	12,778	252	172	10,685	270	114	593
<b>HOTELS AND RESTAURANTS</b>	<b>140,032</b>	<b>117,748</b>	<b>468</b>	<b>10,631</b>	<b>400</b>	<b>474</b>	<b>9,029</b>	<b>324</b>	<b>257</b>	<b>701</b>
<b>TRANSPORT, STORAGE AND COMMUNICATIONS</b>	<b>353,315</b>	<b>241,327</b>	<b>6,738</b>	<b>46,956</b>	<b>1,762</b>	<b>437</b>	<b>50,526</b>	<b>2,177</b>	<b>2,029</b>	<b>1,363</b>
Other Land Transport, except Bus Line Operation; Transport Via Pipelines	144,134	124,372	451	9,267	480	329	8,769	70	5	392
Bus Line Operation	156,876	136,973	48	10,457	69	104	8,883	28	0	315
Water Transport	227,380	177,751	379	23,676	629	174	21,016	1,187	1,080	1,489
Air Transport	694,537	496,043	22	55,101	13,800	-	125,871	2,392	1,288	19
Supporting and Auxiliary Transport Activities; Activities of Travel Agencies	201,874	162,176	1,091	18,369	456	495	16,115	1,304	177	1,691
Postal and Telecommunications Services except National Postal Activities	602,491	354,797	20,657	107,161	1,485	747	104,886	4,851	5,809	2,098
<b>FINANCIAL INTERMEDIATION</b>	<b>325,798</b>	<b>220,039</b>	<b>1,075</b>	<b>55,740</b>	<b>2,185</b>	<b>3,620</b>	<b>34,224</b>	<b>4,035</b>	<b>1,309</b>	<b>3,572</b>
Banking Institutions except Central Banking	363,026	238,141	698	67,188	2,572	5,484	40,393	4,739	296	3,516
Non-Bank Financial Intermediation	192,789	138,909	745	23,713	2,347	617	18,074	4,023	546	3,814
Insurance and Pension Funding except Compulsory Social Security	410,054	287,009	3,878	67,530	620	785	38,277	2,132	5,796	4,027
Activities Auxiliary to Financial Intermediation	253,398	192,901	988	29,275	669	292	20,316	686	5,670	2,601

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

**Table 7 - Annual Labor Cost Per Employee in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Major Cost Component, Philippines: 2007 (Cont'd)**  
( In Pesos)

Industry Group	Total	Direct Wages and Salaries	Remuneration for Time Not Worked	Bonuses and Gratuities	Payments in Kind	Cost of Workers' Housing Shouldered by Employers	Employer's Social Security Expenditures	Cost of Training	Cost of Welfare Services	Other Labor Costs
<b>REAL ESTATE, RENTING AND BUSINESS ACTIVITIES</b>	<b>212,759</b>	<b>176,603</b>	<b>927</b>	<b>16,809</b>	<b>142</b>	<b>465</b>	<b>14,008</b>	<b>2,454</b>	<b>175</b>	<b>1,177</b>
Real Estate Activities	301,579	224,305	1,257	30,679	278	3,401	36,303	2,861	-	2,494
Renting of Machinery and Equipment Without Operator; Personal and Household Goods	210,470	145,312	1,212	12,391	-	36,475	12,734	1,062	-	1,283
Computer and Related Activities	286,101	230,719	2,280	26,337	65	948	17,911	4,892	717	2,232
Research and Development	330,044	268,882	80	30,424	317	-	22,406	3,805	-	4,131
Miscellaneous Business Activities	140,645	116,916	506	12,003	173	58	9,504	440	84	961
Accounting, Bookkeeping and Auditing Activities; Tax Consultancy	266,287	189,748	-	38,806	193	46	25,436	9,039	150	2,869
Architectural, Engineering and Related Technical Consultancy	262,957	212,715	1,697	24,021	555	424	16,946	1,392	665	4,542
Call Center Activities	270,939	229,175	1,176	18,782	77	110	16,263	4,301	194	861
Medical Transcription and Related Outsourcing Activities	148,261	126,381	463	9,256	38	83	9,346	1,621	150	923
<b>PRIVATE EDUCATION SERVICES</b>	<b>211,328</b>	<b>169,822</b>	<b>1,470</b>	<b>16,631</b>	<b>369</b>	<b>2,875</b>	<b>17,406</b>	<b>1,537</b>	<b>370</b>	<b>849</b>
<b>HEALTH AND SOCIAL WORK EXCEPT PUBLIC MEDICAL, DENTAL AND HEALTH ACTIVITIES</b>	<b>156,884</b>	<b>121,669</b>	<b>1,751</b>	<b>12,948</b>	<b>353</b>	<b>1,285</b>	<b>14,602</b>	<b>710</b>	<b>2,910</b>	<b>656</b>
<b>OTHER COMMUNITY, SOCIAL AND PERSONAL SERVICE ACTIVITIES</b>	<b>222,152</b>	<b>166,320</b>	<b>1,033</b>	<b>29,784</b>	<b>539</b>	<b>2,576</b>	<b>19,246</b>	<b>587</b>	<b>82</b>	<b>1,984</b>
Sewage and Refuse Disposal, Sanitation and Similar Activities	170,921	142,925	-	9,062	113	3,383	14,497	41	12	887
Recreational, Cultural and Sporting Activities except Animated Films and Cartoons Production	224,785	163,863	644	32,886	651	2,924	20,850	526	78	2,363
Animated Films and Cartoons Production	346,728	287,360	7,741	36,376	-	-	14,048	778	280	146
Other Service Activities	169,419	142,925	1,271	10,835	82	1,212	11,683	965	45	402

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

Source of data: Bureau of Labor and Employment Statistics, 2007/2008 BLES Integrated Survey.

**TABLE 8 - Annual Direct Wages and Salaries Per Employee in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component,  
Philippines: 2007  
(In Pesos)**

Industry Group	Total	Pay for Normal/Regular Working Time	Commissions	Overtime, Night Shift and Premium Pay	Bonus Productivity, Performance and Other Incentive Schemes	Cost of Living Allowances and Other Regularly Paid Allowances
<b>TOTAL</b>	<b>166,618</b>	<b>146,082</b>	<b>1,812</b>	<b>10,954</b>	<b>4,013</b>	<b>3,757</b>
<b>MINING AND QUARRYING</b>	<b>192,201</b>	<b>159,856</b>	<b>-</b>	<b>16,297</b>	<b>7,160</b>	<b>8,887</b>
Metallic Ore Mining	150,006	128,954	-	17,708	2,036	1,308
Non-Metallic Mining and Quarrying	513,642	395,274	-	5,549	46,190	66,629
<b>MANUFACTURING</b>	<b>147,693</b>	<b>123,348</b>	<b>814</b>	<b>18,266</b>	<b>2,333</b>	<b>2,932</b>
Manufacture of Food Products except Beverages	132,046	113,442	428	14,469	1,657	2,049
Manufacture of Beverages	259,999	201,438	11,205	34,002	12,382	972
Manufacture of Tobacco Products	164,555	156,201	101	3,769	2,358	2,125
Manufacture of Textiles	119,800	105,741	30	9,750	568	3,712
Manufacture of Wearing Apparel	119,041	110,793	-	6,197	628	1,423
Tanning and Dressing of Leather; Manufacture of Luggage and Handbags	131,692	114,384	251	10,520	3,854	2,683
Manufacture of Footwear	98,280	92,809	370	3,762	372	968
Manufacture of Wood, Wood Products and Cork except Furniture	95,173	84,357	257	6,661	1,475	2,423
Manufacture of Products of Bamboo, Cane, Rattan and the Like; Manufacture of Plaiting Materials except Furniture	63,485	59,521	-	2,249	603	1,112
Manufacture of Paper and Paper Products	130,598	111,776	-	16,723	269	1,829
Publishing, Printing and Reproduction of Recorded Media	188,271	166,315	3,300	9,062	6,054	3,541
Manufacture of Coke, Refined Petroleum and Other Fuel Products	747,757	642,375	1,082	3,752	60,811	39,738
Manufacture of Chemicals and Chemical Products	217,442	178,147	1,703	28,261	6,412	2,919
Manufacture of Rubber Products	115,094	100,588	1,134	10,196	1,692	1,484
Manufacture of Plastic Products	143,671	117,082	452	22,112	1,073	2,952
Manufacture of Glass and Glass Products	218,707	157,716	-	58,075	1,536	1,380
Manufacture of Cement	322,766	260,203	6,325	34,675	16,592	4,971
Manufacture of Other Non-Metallic Mineral Products, n.e.c.	101,460	94,348	38	5,183	448	1,442
Manufacture of Basic Metals	177,867	143,520	3,528	21,834	689	8,296
Manufacture of Fabricated Metal Products, except Machinery and Equipment	121,546	100,793	125	15,302	715	4,611
Manufacture of Machinery and Equipment, n.e.c.	115,137	101,147	204	11,223	676	1,888
Manufacture of Office, Accounting and Computing Machinery	149,089	106,948	-	35,625	642	5,873
Manufacture of Electrical Machinery and Apparatus, n.e.c.	126,323	105,326	1,359	15,498	2,195	1,945
Manufacture of Radio, Television and Communication Equipment and Apparatus	169,028	133,242	354	31,383	1,814	2,236
Manufacture of Medical, Precision and Optical Instruments, Watches and Clocks	133,543	114,823	75	14,470	2,736	1,439
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	180,162	150,118	3	23,946	1,433	4,663
Manufacture of Other Transport Equipment except Building and Repairing of Ships and Boats	320,661	205,755	-	63,950	30,401	20,556
Building and Repairing of Ships and Boats	114,817	98,246	1,383	5,386	270	9,532
Manufacture and Repair of Furniture	93,450	83,950	1,676	5,092	1,555	1,176
Recycling	110,060	104,873	-	5,187	-	-
Manufacturing, n.e.c.	118,898	107,732	1,334	6,453	260	3,119

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

**TABLE 8 - Annual Direct Wages and Salaries Per Employee in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007 (Cont'd)**  
(In Pesos)

Industry Group	Total	Pay for Normal/Regular Working Time	Commissions	Overtime, Night Shift and Premium Pay	Bonus Productivity, Performance and Other Incentive Schemes	Cost of Living Allowances and Other Regularly Paid Allowances
<b>ELECTRICITY, GAS AND WATER SUPPLY</b>	<b>209,552</b>	<b>180,830</b>	<b>5</b>	<b>12,817</b>	<b>3,513</b>	<b>12,388</b>
Electricity, Gas, Steam and Hot Water Supply	226,637	198,082	7	13,871	2,680	11,997
Collection, Purification and Distribution of Water	152,323	123,038	-	9,284	6,303	13,698
<b>CONSTRUCTION</b>	<b>130,398</b>	<b>115,226</b>	<b>277</b>	<b>11,786</b>	<b>508</b>	<b>2,601</b>
<b>WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES, MOTORCYCLES AND PERSONAL AND HOUSEHOLD GOODS</b>	<b>166,340</b>	<b>149,250</b>	<b>3,778</b>	<b>4,707</b>	<b>3,807</b>	<b>4,798</b>
Sale, Maintenance and Repair of Motor Vehicles and Motorcycles, Retail Sale of Automotive Fuel	347,643	330,944	6,535	2,450	3,473	4,240
Wholesale Trade and Commission Trade, except of Motor Vehicles and Motorcycles	169,543	144,807	5,655	6,683	7,252	5,146
Retail Trade, except of Motor Vehicles and Motorcycles; Repair of Personal and Household Goods	130,432	116,709	2,409	4,247	2,319	4,747
<b>HOTELS AND RESTAURANTS</b>	<b>117,748</b>	<b>103,176</b>	<b>8,882</b>	<b>3,290</b>	<b>752</b>	<b>1,648</b>
<b>TRANSPORT, STORAGE AND COMMUNICATIONS</b>	<b>241,327</b>	<b>197,319</b>	<b>4,190</b>	<b>12,525</b>	<b>23,671</b>	<b>3,622</b>
Other Land Transport, except Bus Line Operation; Transport Via Pipelines	124,372	113,076	6,677	2,041	313	2,266
Bus Line Operation	136,973	101,725	24,042	4,517	2,469	4,220
Water Transport	177,751	165,735	64	7,111	2,853	1,988
Air Transport	496,043	359,498	-	31,884	94,393	10,267
Supporting and Auxiliary Transport Activities; Activities of Travel Agencies	162,176	143,522	90	12,760	2,760	3,043
Postal and Telecommunications Services except National Postal Activities	354,797	286,054	982	15,733	48,880	3,148
<b>FINANCIAL INTERMEDIATION</b>	<b>220,039</b>	<b>208,835</b>	<b>1,108</b>	<b>3,435</b>	<b>2,637</b>	<b>4,023</b>
Banking Institutions except Central Banking	238,141	230,493	2	3,447	1,950	2,250
Non-Bank Financial Intermediation	138,909	125,485	838	1,942	3,397	7,246
Insurance and Pension Funding except Compulsory Social Security	287,009	261,421	6,819	4,999	5,313	8,457
Activities Auxiliary to Financial Intermediation	192,901	179,263	2,802	5,364	2,260	3,212

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

**TABLE 8 - Annual Direct Wages and Salaries Per Employee in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007 (Cont'd)**  
(In Pesos)

Industry Group	Total	Pay for Normal/Regular Working Time	Commissions	Overtime, Night Shift and Premium Pay	Bonus Productivity, Performance and Other Incentive Schemes	Cost of Living Allowances and Other Regularly Paid Allowances
<b>REAL ESTATE, RENTING AND BUSINESS ACTIVITIES</b>	<b>176,603</b>	<b>158,088</b>	<b>679</b>	<b>10,977</b>	<b>2,985</b>	<b>3,874</b>
Real Estate Activities	224,305	205,370	4,068	5,802	5,478	3,588
Renting of Machinery and Equipment Without Operator; Personal and Household Goods	145,312	114,879	13,614	7,589	401	8,829
Computer and Related Activities	230,719	204,495	139	13,066	4,985	8,034
Research and Development	268,882	236,632	-	5,416	7,305	19,528
Miscellaneous Business Activities	116,916	105,950	145	7,793	434	2,594
Accounting, Bookkeeping and Auditing Activities; Tax Consultancy	189,748	178,929	-	2,290	5,530	2,999
Architectural, Engineering and Related Technical Consultancy	212,715	190,669	-	10,563	7,946	3,537
Call Center Activities	229,175	203,704	966	15,068	4,956	4,480
Medical Transcription and Related Outsourcing Activities	<b>126,381</b>	<b>111,911</b>	<b>5</b>	<b>5,594</b>	<b>6,454</b>	<b>2,418</b>
<b>PRIVATE EDUCATION SERVICES</b>	<b>169,822</b>	<b>164,092</b>	<b>135</b>	<b>1,355</b>	<b>1,437</b>	<b>2,802</b>
<b>HEALTH AND SOCIAL WORK EXCEPT PUBLIC MEDICAL, DENTAL AND OTHER HEALTH ACTIVITIES</b>	<b>121,669</b>	<b>109,696</b>	<b>790</b>	<b>6,654</b>	<b>680</b>	<b>3,850</b>
<b>OTHER COMMUNITY, SOCIAL AND PERSONAL SERVICE ACTIVITIES</b>	<b>166,320</b>	<b>137,520</b>	<b>6,831</b>	<b>4,762</b>	<b>11,906</b>	<b>5,300</b>
Sewage and Refuse Disposal, Sanitation and Similar Activities	142,925	129,563	3,418	1,907	2,691	5,347
Recreational, Cultural and Sporting Activities except Animated Films and Cartoons Production	163,863	136,043	6,367	3,730	11,670	6,052
Animated Films and Cartoons Production	287,360	226,447	-	8,384	52,529	-
Other Service Activities	142,925	117,227	12,420	10,222	587	2,470

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

*Source of data: Bureau of Labor and Employment Statistics, 2007/2008 BLES Integrated Survey.*

**TABLE 9 - Annual Bonuses and Gratuities Per Employee in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007**

(In Pesos)

Industry Group	Total	Year-end, Seasonal and Other One-Time Bonuses	Profit Sharing Bonuses	Additional Payments in Respect of Vacation, Supplementary to Normal Vacation Pay
<b>TOTAL</b>	<b>20,532</b>	<b>19,279</b>	<b>559</b>	<b>695</b>
<b>MINING AND QUARRYING</b>	<b>27,762</b>	<b>26,749</b>	22	<b>990</b>
Metallic Ore Mining	27,143	26,128	-	1,015
Non-Metallic Mining and Quarrying	32,475	31,478	193	803
<b>MANUFACTURING</b>	<b>16,253</b>	<b>14,893</b>	<b>451</b>	<b>909</b>
Manufacture of Food Products except Beverages	14,298	13,100	832	366
Manufacture of Beverages	48,896	45,323	790	2,783
Manufacture of Tobacco Products	22,590	18,285	4,295	10
Manufacture of Textiles	11,907	11,441	-	466
Manufacture of Wearing Apparel	9,965	9,934	-	30
Tanning and Dressing of Leather; Manufacture of Luggage and Handbags	9,616	9,412	-	204
Manufacture of Footwear	9,335	9,335	-	-
Manufacture of Wood, Wood Products and Cork except Furniture	6,732	5,982	122	628
Manufacture of Products of Bamboo, Cane, Rattan and the Like; Manufacture of Plaiting Materials except Furniture	6,639	6,639	-	-
Manufacture of Paper and Paper Products	11,949	10,617	-	1,332
Publishing, Printing and Reproduction of Recorded Media	20,153	18,505	13	1,634
Manufacture of Coke, Refined Petroleum and Other Fuel Products	132,248	94,180	31,802	6,266
Manufacture of Chemicals and Chemical Products	42,033	36,852	301	4,879
Manufacture of Rubber Products	11,035	10,323	-	712
Manufacture of Plastic Products	12,473	11,629	196	648
Manufacture of Glass and Glass Products	21,618	16,910	1,149	3,559
Manufacture of Cement	49,735	44,827	928	3,979
Manufacture of Other Non-Metallic Mineral Products, n.e.c.	9,698	8,845	-	853
Manufacture of Basic Metals	18,972	18,214	298	459
Manufacture of Fabricated Metal Products, except Machinery and Equipment	11,251	10,296	198	757
Manufacture of Machinery and Equipment, n.e.c.	15,755	14,889	98	767
Manufacture of Office, Accounting and Computing Machinery	13,686	11,700	-	1,986
Manufacture of Electrical Machinery and Apparatus, n.e.c.	12,533	11,347	782	404
Manufacture of Radio, Television and Communication Equipment and Apparatus	16,298	15,138	216	944
Manufacture of Medical, Precision and Optical Instruments, Watches and Clocks	9,403	9,158	-	245
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	26,722	25,716	557	449
Manufacture of Other Transport Equipment except Building and Repairing of Ships and Boats	22,217	22,030	-	186
Building and Repairing of Ships and Boats	14,530	11,733	2,391	406
Manufacture and Repair of Furniture	8,413	7,956	-	457
Recycling	13,030	13,030	-	-
Manufacturing, n.e.c.	13,499	13,412	-	88

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

**TABLE 9 - Annual Bonuses and Gratuities Per Employee in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007 (Cont'd)**

(In Pesos)

Industry Group	Total	Year-end, Seasonal and Other One-Time Bonuses	Profit Sharing Bonuses	Additional Payments in Respect of Vacation, Supplementary to Normal Vacation Pay
<b>ELECTRICITY, GAS AND WATER SUPPLY</b>	<b>37,668</b>	<b>35,075</b>	<b>1,966</b>	<b>627</b>
Electricity, Gas, Steam and Hot Water Supply	40,202	37,429	2,420	353
Collection, Purification and Distribution of Water	29,180	27,191	442	1,546
<b>CONSTRUCTION</b>	<b>10,460</b>	<b>10,164</b>	<b>47</b>	<b>249</b>
<b>WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES, MOTORCYCLES AND PERSONAL AND HOUSEHOLD GOODS</b>	<b>15,517</b>	<b>14,734</b>	<b>370</b>	<b>413</b>
Sale, Maintenance and Repair of Motor Vehicles and Motorcycles, Retail Sale of Automotive Fuel	14,155	12,635	785	735
Wholesale Trade and Commission Trade, except of Motor Vehicles and Motorcycles	22,180	20,929	524	726
Retail Trade, except of Motor Vehicles and Motorcycles; Repair of Personal and Household Goods	12,778	12,345	221	211
<b>HOTELS AND RESTAURANTS</b>	<b>10,631</b>	<b>10,273</b>	<b>46</b>	<b>313</b>
<b>TRANSPORT, STORAGE AND COMMUNICATIONS</b>	<b>46,956</b>	<b>44,844</b>	<b>256</b>	<b>1,856</b>
Other Land Transport, except Bus Line Operation; Transport Via Pipelines	9,267	9,195	-	72
Bus Line Operation	10,457	8,944	-	1,513
Water Transport	23,676	23,316	-	360
Air Transport	55,101	55,101	-	-
Supporting and Auxiliary Transport Activities; Activities of Travel Agencies	18,369	16,967	854	548
Postal and Telecommunications Services except National Postal Activities	107,161	102,429	-	4,732
<b>FINANCIAL INTERMEDIATION</b>	<b>55,740</b>	<b>49,972</b>	<b>4,933</b>	<b>836</b>
Banking Institutions except Central Banking	67,188	59,068	7,102	1,018
Non-Bank Financial Intermediation	23,713	20,611	2,541	561
Insurance and Pension Funding except Compulsory Social Security	67,530	66,593	140	797
Activities Auxiliary to Financial Intermediation	29,275	29,111	105	59

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

**TABLE 9 - Annual Bonuses and Gratuities Per Employee in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007 (Cont'd)**

(In Pesos)

Industry Group	Total	Year-end, Seasonal and Other One-Time Bonuses	Profit Sharing Bonuses	Additional Payments in Respect of Vacation, Supplementary to Normal Vacation Pay
<b>REAL ESTATE, RENTING AND BUSINESS ACTIVITIES</b>	<b>16,809</b>	<b>16,187</b>	<b>260</b>	<b>361</b>
Real Estate Activities	30,679	28,828	749	1,102
Renting of Machinery and Equipment Without Operator; Personal and Household Goods	12,391	12,265	-	127
Computer and Related Activities	26,337	25,704	-	633
Research and Development	30,424	22,656	1,435	6,332
Miscellaneous Business Activities	12,003	11,444	79	479
Accounting, Bookkeeping and Auditing Activities; Tax Consultancy	38,806	27,816	10,632	358
Architectural, Engineering and Related Technical Consultancy	24,021	20,024	3,637	360
Call Center Activities	18,782	18,751	-	31
Medical Transcription and Related Outsourcing Activities	9,256	9,142	-	114
<b>PRIVATE EDUCATION SERVICES</b>	<b>16,631</b>	<b>15,793</b>	<b>25</b>	<b>812</b>
<b>HEALTH AND SOCIAL WORK EXCEPT PUBLIC MEDICAL, DENTAL AND HEALTH ACTIVITIES</b>	<b>12,948</b>	<b>12,291</b>	<b>67</b>	<b>590</b>
<b>OTHER COMMUNITY, SOCIAL AND PERSONAL SERVICE ACTIVITIES</b>	<b>29,784</b>	<b>29,634</b>	<b>72</b>	<b>79</b>
Sewage and Refuse Disposal, Sanitation and Similar Activities	9,062	8,810	116	137
Recreational, Cultural and Sporting Activities except Animated Films and Cartoons Production	32,886	32,724	74	88
Animated Films and Cartoons Production	36,376	36,376	-	-
Other Service Activities	10,835	10,719	77	39

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

*Source of data: Bureau of Labor and Employment Statistics, 2007/2008 BLES Integrated Survey.*

**TABLE 10 - Annual Cost of Workers' Housing Shouldered by Employers Per Employee in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007**

(In Pesos)

Industry Group	Total	Cost for Establishment-Owned Dwellings	Cost for Dwellings Not Owned by Establishment and Other Housing Costs
<b>TOTAL</b>	<b>1,123</b>	<b>471</b>	<b>652</b>
<b>MINING AND QUARRYING</b>	<b>6,542</b>	<b>2,436</b>	<b>4,105</b>
Metallic Ore Mining	2,835	2,756	78
Non-Metallic Mining and Quarrying	34,784	-	34,784
<b>MANUFACTURING</b>	<b>929</b>	<b>165</b>	<b>763</b>
Manufacture of Food Products except Beverages	496	12	484
Manufacture of Beverages	590	-	590
Manufacture of Tobacco Products	3,599	1,312	2,288
Manufacture of Textiles	101	81	20
Manufacture of Wearing Apparel	960	206	754
Tanning and Dressing of Leather; Manufacture of Luggage and Handbags	6	-	6
Manufacture of Footwear	105	-	105
Manufacture of Wood, Wood Products and Cork except Furniture	313	242	71
Manufacture of Products of Bamboo, Cane, Rattan and the Like; Manufacture of Plaiting Materials except Furniture	281	281	-
Manufacture of Paper and Paper Products	186	-	186
Publishing, Printing and Reproduction of Recorded Media	85	43	42
Manufacture of Coke, Refined Petroleum and Other Fuel Products	-	-	-
Manufacture of Chemicals and Chemical Products	362	64	298
Manufacture of Rubber Products	196	167	28
Manufacture of Plastic Products	1,333	395	938
Manufacture of Glass and Glass Products	8,743	4,993	3,750
Manufacture of Cement	2,368	44	2,324
Manufacture of Other Non-Metallic Mineral Products, n.e.c.	141	115	26
Manufacture of Basic Metals	1,504	532	972
Manufacture of Fabricated Metal Products, except Machinery and Equipment	1,017	476	541
Manufacture of Machinery and Equipment, n.e.c.	777	9	768
Manufacture of Office, Accounting and Computing Machinery	200	3	197
Manufacture of Electrical Machinery and Apparatus, n.e.c.	680	110	570
Manufacture of Radio, Television and Communication Equipment and Apparatus	1,887	3	1,884
Manufacture of Medical, Precision and Optical Instruments, Watches and Clocks	2,285	43	2,242
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	637	315	322
Manufacture of Other Transport Equipment except Building and Repairing of Ships and Boats	467	-	467
Building and Repairing of Ships and Boats	2,468	1,227	1,241
Manufacture and Repair of Furniture	12	12	-
Recycling	43,925	43,925	-
Manufacturing, n.e.c.	186	-	186

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

**TABLE 10 - Annual Cost of Workers' Housing Shouldered by Employers Per Employee in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007 (Cont'd)**

(In Pesos)

Industry Group	Total	Cost for Establishment-Owned Dwellings	Cost for Dwellings Not Owned by Establishment and Other Housing Costs
<b>ELECTRICITY, GAS AND WATER SUPPLY</b>	<b>1,260</b>	<b>1,085</b>	<b>174</b>
Electricity, Gas, Steam and Hot Water Supply	1,410	1,409	1
Collection, Purification and Distribution of Water	758	2	755
<b>CONSTRUCTION</b>	<b>274</b>	<b>49</b>	<b>225</b>
<b>WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES, MOTORCYCLES AND PERSONAL AND HOUSEHOLD GOODS</b>	<b>828</b>	<b>376</b>	<b>452</b>
Sale, Maintenance and Repair of Motor Vehicles and Motorcycles, Retail Sale of Automotive Fuel	4,483	2,099	2,384
Wholesale Trade and Commission Trade, except of Motor Vehicles and Motorcycles	740	288	452
Retail Trade, except of Motor Vehicles and Motorcycles; Repair of Personal and Household Goods	172	87	85
<b>HOTELS AND RESTAURANTS</b>	<b>474</b>	<b>31</b>	<b>443</b>
<b>TRANSPORT, STORAGE AND COMMUNICATIONS</b>	<b>437</b>	<b>165</b>	<b>272</b>
Other Land Transport, except Bus Line Operation; Transport Via Pipelines	329	43	285
Bus Line Operation	104	65	39
Water Transport	174	-	174
Air Transport	-	-	-
Supporting and Auxiliary Transport Activities; Activities of Travel Agencies	495	28	467
Postal and Telecommunications Services except National Postal Activities	747	470	277
<b>FINANCIAL INTERMEDIATION</b>	<b>3,620</b>	<b>7</b>	<b>3,612</b>
Banking Institutions except Central Banking	5,484	5	5,479
Non-Bank Financial Intermediation	617	-	617
Insurance and Pension Funding except Compulsory Social Security	785	37	748
Activities Auxiliary to Financial Intermediation	292	-	292

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

**TABLE 10 - Annual Cost of Workers' Housing Shouldered by Employers Per Employee in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007 (Cont'd)**

(In Pesos)

Industry Group	Total	Cost for Establishment-Owned Dwellings	Cost for Dwellings Not Owned by Establishment and Other Housing Costs
<b>REAL ESTATE, RENTING AND BUSINESS ACTIVITIES</b>	<b>465</b>	315	150
Real Estate Activities	3,401	1,893	1,508
Renting of Machinery and Equipment Without Operator; Personal and Household Goods	36,475	35,913	562
Computer and Related Activities	948	529	420
Research and Development	-	-	-
Miscellaneous Business Activities	58	15	43
Accounting, Bookkeeping and Auditing Activities; Tax Consultancy	46	-	46
Architectural, Engineering and Related Technical Consultancy	424	-	424
Call Center Activities	110	-	110
Medical Transcription and Related Outsourcing Activities	83	-	83
<b>PRIVATE EDUCATION SERVICES</b>	<b>2,875</b>	2,105	770
<b>HEALTH AND SOCIAL WORK EXCEPT PUBLIC MEDICAL, DENTAL AND OTHER HEALTH ACTIVITIES</b>	<b>1,285</b>	1,240	45
<b>OTHER COMMUNITY, SOCIAL AND PERSONAL SERVICE ACTIVITIES</b>	<b>2,576</b>	2,067	509
Sewage and Refuse Disposal, Sanitation and Similar Activities	3,383	3,347	36
Recreational, Cultural and Sporting Activities except Animated Films and Cartoons Production	2,924	2,341	583
Animated Films and Cartoons Production	-	-	-
Other Service Activities	1,212	929	283

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

*Source of data: Bureau of Labor and Employment Statistics, 2007/2008 BLES Integrated Survey.*

**TABLE 11 - Annual Employer's Social Security Expenditures Per Employee in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007**  
(In Pesos)

Industry Group	Total	Compulsory Social Security Expenditures	Collectively Agreed, Contractual and Non-Obligatory Contributions to Private Social Security Schemes	Direct Payments by Employer to Employees Regarded as Social Security Benefits	Cost of Medical Care and Health Services	Retirement and Termination/ Separation Pay
<b>TOTAL</b>	<b>18,023</b>	<b>9,277</b>	<b>2,319</b>	<b>305</b>	<b>1,915</b>	<b>4,207</b>
<b>MINING AND QUARRYING</b>	<b>27,257</b>	<b>7,492</b>	<b>10,536</b>	<b>2,206</b>	<b>3,840</b>	<b>3,183</b>
Metallic Ore Mining	16,303	7,379	674	2,366	3,720	2,164
Non-Metallic Mining and Quarrying	110,711	8,349	85,672	995	4,752	10,943
<b>MANUFACTURING</b>	<b>15,759</b>	<b>9,084</b>	<b>1,496</b>	<b>370</b>	<b>1,597</b>	<b>3,212</b>
Manufacture of Food Products except Beverages	14,704	7,981	798	269	2,312	3,344
Manufacture of Beverages	26,589	13,665	3,831	171	2,760	6,161
Manufacture of Tobacco Products	10,500	6,207	62	45	4,033	153
Manufacture of Textiles	10,345	8,575	80	196	418	1,077
Manufacture of Wearing Apparel	8,274	7,724	49	85	236	181
Tanning and Dressing of Leather; Manufacture of Luggage and Handbags	39,834	38,418	664	31	258	464
Manufacture of Footwear	9,207	8,638	30	9	116	414
Manufacture of Wood, Wood Products and Cork except Furniture	7,762	6,388	112	628	123	510
Manufacture of Products of Bamboo, Cane, Rattan and the Like; Manufacture of Plaiting Materials except Furniture	6,055	4,221	209	97	1,368	161
Manufacture of Paper and Paper Products	14,596	10,057	595	99	1,975	1,870
Publishing, Printing and Reproduction of Recorded Media	15,157	9,699	2,169	415	1,727	1,147
Manufacture of Coke, Refined Petroleum and Other Fuel Products	66,530	10,709	14,510	288	1,056	39,967
Manufacture of Chemicals and Chemical Products	31,561	10,593	9,166	330	3,689	7,783
Manufacture of Rubber Products	8,796	6,681	166	483	482	985
Manufacture of Plastic Products	11,912	8,984	592	579	518	1,239
Manufacture of Glass and Glass Products	65,835	12,391	7,994	407	5,874	39,169
Manufacture of Cement	44,568	12,273	4,822	2,130	11,757	13,587
Manufacture of Other Non-Metallic Mineral Products, n.e.c.	9,138	8,013	132	117	296	579
Manufacture of Basic Metals	17,690	9,437	4,548	523	1,426	1,756
Manufacture of Fabricated Metal Products, except Machinery and Equipment	14,153	8,880	2,683	218	824	1,549
Manufacture of Machinery and Equipment, n.e.c.	13,308	8,145	2,179	180	253	2,551
Manufacture of Office, Accounting and Computing Machinery	12,934	9,203	983	714	1,139	896
Manufacture of Electrical Machinery and Apparatus, n.e.c	21,903	7,780	2,131	827	1,787	9,377
Manufacture of Radio, Television and Communication Equipment and Apparatus	16,070	10,374	711	256	2,183	2,546
Manufacture of Medical, Precision and Optical Instruments, Watches and Clocks	13,563	7,910	1,315	558	965	2,815
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	25,406	8,371	2,217	2,432	1,847	10,539
Manufacture of Other Transport Equipment except Building and Repairing of Ships and Boats	39,060	10,584	1,224	364	8,602	18,286
Building and Repairing of Ships and Boats	15,579	5,214	640	113	1,910	7,703
Manufacture and Repair of Furniture	8,637	6,496	124	91	363	1,565
Recycling	6,923	5,456	586	235	646	-
Manufacturing, n.e.c.	11,000	9,999	141	108	251	501

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

**TABLE 11 - Annual Employer's Social Security Expenditures Per Employee in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007 (C**  
(In Pesos)

Industry Group	Total	Compulsory Social Security Expenditures	Collectively Agreed, Contractual and Non-Obligatory Contributions to Private Social Security Schemes	Direct Payments by Employer to Employees Regarded as Social Security Benefits	Cost of Medical Care and Health Services	Retirement and Termination/ Separation Pay
<b>ELECTRICITY, GAS AND WATER SUPPLY</b>	<b>24,483</b>	<b>11,921</b>	<b>1,477</b>	<b>178</b>	<b>2,821</b>	<b>8,087</b>
Electricity, Gas, Steam and Hot Water Supply	27,072	11,961	1,903	189	2,931	10,088
Collection, Purification and Distribution of Water	15,811	11,789	49	141	2,450	1,383
<b>CONSTRUCTION</b>	<b>10,596</b>	<b>8,628</b>	<b>491</b>	<b>183</b>	<b>363</b>	<b>932</b>
<b>WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES, MOTORCYCLES AND PERSONAL AND HOUSEHOLD GOODS</b>	<b>12,548</b>	<b>7,963</b>	<b>747</b>	<b>153</b>	<b>1,082</b>	<b>2,603</b>
Sale, Maintenance and Repair of Motor Vehicles and Motorcycles, Retail Sale of Automotive Fuel	12,674	8,679	358	485	1,501	1,651
Wholesale Trade and Commission Trade, except of Motor Vehicles and Motorcycles	16,635	8,836	828	81	1,759	5,132
Retail Trade, except of Motor Vehicles and Motorcycles; Repair of Personal and Household Goods	10,685	7,434	785	122	698	1,646
<b>HOTELS AND RESTAURANTS</b>	<b>9,029</b>	<b>6,778</b>	<b>588</b>	<b>358</b>	<b>540</b>	<b>766</b>
<b>TRANSPORT, STORAGE AND COMMUNICATIONS</b>	<b>50,526</b>	<b>11,438</b>	<b>19,543</b>	<b>139</b>	<b>5,215</b>	<b>14,191</b>
Other Land Transport, except Bus Line Operation; Transport Via Pipelines	8,769	7,088	348	341	272	720
Bus Line Operation	8,883	7,339	180	100	162	1,103
Water Transport	21,016	12,485	1,360	238	3,378	3,555
Air Transport	125,871	22,535	1,840	-	13,433	88,064
Supporting and Auxiliary Transport Activities; Activities of Travel Agencies	16,115	9,625	2,458	164	1,805	2,063
Postal and Telecommunications Services except National Postal Activities	104,886	13,239	60,353	75	10,746	20,472
<b>FINANCIAL INTERMEDIATION</b>	<b>34,224</b>	<b>11,260</b>	<b>2,410</b>	<b>448</b>	<b>4,267</b>	<b>15,838</b>
Banking Institutions except Central Banking	40,393	11,168	1,307	419	5,468	22,031
Non-Bank Financial Intermediation	18,074	10,901	2,622	480	1,674	2,398
Insurance and Pension Funding except Compulsory Social Security	38,277	12,526	7,597	661	3,546	13,947
Activities Auxiliary to Financial Intermediation	20,316	11,146	3,446	267	2,344	3,113

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

**TABLE 11 - Annual Employer's Social Security Expenditures Per Employee in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007 (C**  
(In Pesos)

Industry Group	Total	Compulsory Social Security Expenditures	Collectively Agreed, Contractual and Non-Obligatory Contributions to Private Social Security Schemes	Direct Payments by Employer to Employees Regarded as Social Security Benefits	Cost of Medical Care and Health Services	Retirement and Termination/ Separation Pay
<b>REAL ESTATE, RENTING AND BUSINESS ACTIVITIES</b>	<b>14,008</b>	<b>9,060</b>	<b>946</b>	<b>314</b>	<b>2,050</b>	<b>1,638</b>
Real Estate Activities	36,303	10,703	7,583	2,074	3,738	12,205
Renting of Machinery and Equipment Without Operator; Personal and Household Goods	12,734	10,155	268	55	917	1,338
Computer and Related Activities	17,911	11,542	2,920	417	1,712	1,321
Research and Development	22,406	12,514	4,125	13	2,175	3,579
Miscellaneous Business Activities	9,504	7,416	437	71	466	1,115
Accounting, Bookkeeping and Auditing Activities; Tax Consultancy	25,436	10,595	1,959	-	3,334	9,548
Architectural, Engineering and Related Technical Consultancy	16,946	9,746	1,678	168	1,101	4,252
Call Center Activities	16,263	10,302	626	461	3,799	1,074
Medical Transcription and Related Outsourcing Activities	9,346	7,817	-	365	1,025	139
<b>PRIVATE EDUCATION SERVICES</b>	<b>17,406</b>	<b>10,539</b>	<b>773</b>	<b>211</b>	<b>720</b>	<b>5,162</b>
<b>HEALTH AND SOCIAL WORK EXCEPT PUBLIC MEDICAL, DENTAL AND HEALTH ACTIVITIES</b>	<b>14,602</b>	<b>9,410</b>	<b>324</b>	<b>246</b>	<b>2,518</b>	<b>2,104</b>
<b>OTHER COMMUNITY, SOCIAL AND PERSONAL SERVICE ACTIVITIES</b>	<b>19,246</b>	<b>10,153</b>	<b>837</b>	<b>328</b>	<b>2,331</b>	<b>5,597</b>
Sewage and Refuse Disposal, Sanitation and Similar Activities	14,497	7,725	3,337	429	2,575	431
Recreational, Cultural and Sporting Activities except Animated Films and Cartoons Production	20,850	10,230	906	345	2,519	6,849
Animated Films and Cartoons Production	14,048	8,240	660	13	5,135	-
Other Service Activities	11,683	10,618	174	320	186	386

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

*Source of data: Bureau of Labor and Employment Statistics, 2007/2008 BLES Integrated Survey.*

**TABLE 12 - Annual Other Labor Costs Per Employee in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007**  
(In Pesos)

Industry Group	Total	Cost of Work Clothes/ Protective Gear	Transport of Workers to and from Work Undertaken by Employers	Recruitment Cost	Other Labor Cost
<b>TOTAL</b>	<b>2,413</b>	<b>423</b>	<b>1,048</b>	<b>182</b>	<b>759</b>
<b>MINING AND QUARRYING</b>	<b>6,669</b>	<b>330</b>	<b>4,521</b>	<b>684</b>	<b>1,134</b>
Metallic Ore Mining	5,080	324	3,352	121	1,283
Non-Metallic Mining and Quarrying	18,769	369	13,426	4,975	-
<b>MANUFACTURING</b>	<b>4,533</b>	<b>602</b>	<b>2,010</b>	<b>98</b>	<b>1,823</b>
Manufacture of Food Products except Beverages	1,086	237	488	53	307
Manufacture of Beverages	931	421	497	12	-
Manufacture of Tobacco Products	1,558	-	1,542	15	-
Manufacture of Textiles	76	36	26	13	-
Manufacture of Wearing Apparel	1,606	66	341	12	1,188
Tanning and Dressing of Leather; Manufacture of Luggage and Handbags	9,228	620	8,522	86	-
Manufacture of Footwear	185	91	88	6	-
Manufacture of Wood, Wood Products and Cork except Furniture	1,845	1,340	224	18	262
Manufacture of Products of Bamboo, Cane, Rattan and the Like; Manufacture of Plaiting Materials except Furniture	148	148	-	-	-
Manufacture of Paper and Paper Products	2,370	455	486	30	1,399
Publishing, Printing and Reproduction of Recorded Media	756	330	285	142	-
Manufacture of Coke, Refined Petroleum and Other Fuel Products	1,008	143	-	865	-
Manufacture of Chemicals and Chemical Products	7,858	918	2,168	670	4,103
Manufacture of Rubber Products	645	191	428	26	-
Manufacture of Plastic Products	2,128	268	1,333	79	448
Manufacture of Glass and Glass Products	61,134	1,232	1,284	43	58,574
Manufacture of Cement	17,068	3,795	3,329	591	9,353
Manufacture of Other Non-Metallic Mineral Products, n.e.c.	532	85	310	53	84
Manufacture of Basic Metals	8,126	2,034	236	56	5,800
Manufacture of Fabricated Metal Products, except Machinery and Equipment	2,146	537	1,161	26	422
Manufacture of Machinery and Equipment, n.e.c.	2,510	200	2,088	14	209
Manufacture of Office, Accounting and Computing Machinery	8,428	1,434	6,596	40	357
Manufacture of Electrical Machinery and Apparatus, n.e.c.	2,369	619	1,057	150	543
Manufacture of Radio, Television and Communication Equipment and Apparatus	7,209	506	5,041	102	1,560
Manufacture of Medical, Precision and Optical Instruments, Watches and Clocks	3,760	546	2,695	273	246
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	28,121	1,432	7,007	115	19,567
Manufacture of Other Transport Equipment except Building and Repairing of Ships and Boats	2,015	464	1,544	8	-
Building and Repairing of Ships and Boats	12,279	10,195	1,594	268	223
Manufacture and Repair of Furniture	5,940	505	146	54	5,234
Recycling	0	-	-	-	-
Manufacturing, n.e.c.	970	44	921	5	-

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

**TABLE 12 - Annual Other Labor Costs Per Employee in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007 (Cont'd)**  
(In Pesos)

Industry Group	Total	Cost of Work Clothes/ Protective Gear	Transport of Workers to and from Work Undertaken by Employers	Recruitment Cost	Other Labor Cost
<b>ELECTRICITY, GAS AND WATER SUPPLY</b>	<b>4,687</b>	<b>1,298</b>	<b>1,657</b>	<b>23</b>	<b>1,710</b>
Electricity, Gas, Steam and Hot Water Supply	5,663	1,515	1,900	28	2,220
Collection, Purification and Distribution of Water	1,419	570	843	6	-
<b>CONSTRUCTION</b>	<b>811</b>	<b>227</b>	<b>529</b>	<b>31</b>	<b>23</b>
<b>WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES, MOTORCYCLES AND PERSONAL AND HOUSEHOLD GOODS</b>	<b>975</b>	<b>244</b>	<b>539</b>	<b>133</b>	<b>59</b>
Sale, Maintenance and Repair of Motor Vehicles and Motorcycles, Retail Sale of Automotive Fuel	1,957	406	1,372	180	-
Wholesale Trade and Commission Trade, except of Motor Vehicles and Motorcycles	1,409	311	797	276	25
Retail Trade, except of Motor Vehicles and Motorcycles; Repair of Personal and Household Goods	593	184	264	60	86
<b>HOTELS AND RESTAURANTS</b>	<b>701</b>	<b>336</b>	<b>117</b>	<b>74</b>	<b>175</b>
<b>TRANSPORT, STORAGE AND COMMUNICATIONS</b>	<b>1,363</b>	<b>415</b>	<b>528</b>	<b>318</b>	<b>102</b>
Other Land Transport, except Bus Line Operation; Transport Via Pipelines	392	280	77	27	7
Bus Line Operation	315	255	-	2	58
Water Transport	1,489	465	753	271	-
Air Transport	19	-	16	3	-
Supporting and Auxiliary Transport Activities; Activities of Travel Agencies	1,691	840	678	92	82
Postal and Telecommunications Services except National Postal Activities	2,098	201	811	859	227
<b>FINANCIAL INTERMEDIATION</b>	<b>3,572</b>	<b>723</b>	<b>2,536</b>	<b>129</b>	<b>184</b>
Banking Institutions except Central Banking	3,516	737	2,432	49	297
Non-Bank Financial Intermediation	3,814	634	3,141	39	-
Insurance and Pension Funding except Compulsory Social Security	4,027	1,134	2,087	806	-
Activities Auxiliary to Financial Intermediation	2,601	192	2,371	38	-

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

**TABLE 12 - Annual Other Labor Costs Per Employee in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2007 (Cont'd)**  
(In Pesos)

Industry Group	Total	Cost of Work Clothes/ Protective Gear	Transport of Workers to and from Work Undertaken by Employers	Recruitment Cost	Other Labor Cost
<b>REAL ESTATE, RENTING AND BUSINESS ACTIVITIES</b>	<b>1,177</b>	<b>159</b>	<b>326</b>	<b>430</b>	<b>262</b>
Real Estate Activities	2,494	547	804	1,144	-
Renting of Machinery and Equipment Without Operator; Personal and Household Goods	1,283	6	221	790	266
Computer and Related Activities	2,232	123	1,084	750	275
Research and Development	4,131	810	674	1,794	853
Miscellaneous Business Activities	961	254	210	45	453
Accounting, Bookkeeping and Auditing Activities; Tax Consultancy	2,869	21	1,891	958	-
Architectural, Engineering and Related Technical Consultancy	4,542	305	2,593	487	1,157
Call Center Activities	861	9	131	721	-
Medical Transcription and Related Outsourcing Activities	923	311	129	228	255
<b>PRIVATE EDUCATION SERVICES</b>	<b>849</b>	<b>341</b>	<b>231</b>	<b>89</b>	<b>188</b>
<b>HEALTH AND SOCIAL WORK EXCEPT PUBLIC MEDICAL, DENTAL AND HEALTH ACTIVITIES</b>	<b>656</b>	<b>497</b>	<b>140</b>	<b>19</b>	<b>-</b>
<b>OTHER COMMUNITY, SOCIAL AND PERSONAL SERVICE ACTIVITIES</b>	<b>1,984</b>	<b>325</b>	<b>258</b>	<b>117</b>	<b>1,284</b>
Sewage and Refuse Disposal, Sanitation and Similar Activities	887	56	819	13	-
Recreational, Cultural and Sporting Activities except Animated Films and Cartoons Production	2,363	357	300	118	1,588
Animated Films and Cartoons Production	146	7	-	139	-
Other Service Activities	402	267	23	112	-

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

*Source of data: Bureau of Labor and Employment Statistics, 2007/2008 BLES Integrated Survey.*

**TABLE 13 - Labor Cost Per Hour in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group, Philippines: 2007**

Industry Group	Hourly Labor Cost
<b>Total</b>	<b>85.06</b>
<b>MINING AND QUARRYING</b>	<b>93.36</b>
Metallic Ore Mining	70.53
Non-Metallic Mining and Quarrying	288.48
<b>MANUFACTURING</b>	<b>72.75</b>
Manufacture of Food Products except Beverages	65.41
Manufacture of Beverages	135.51
Manufacture of Tobacco Products	91.02
Manufacture of Textiles	57.02
Manufacture of Wearing Apparel	54.35
Tanning and Dressing of Leather; Manufacture of Luggage and Handbags	72.41
Manufacture of Footwear	48.66
Manufacture of Wood, Wood Products and Cork except Furniture	40.04
Manufacture of Products of Bamboo, Cane, Rattan and the Like; Manufacture of Materials except Furniture	32.70
Manufacture of Paper and Paper Products	60.50
Publishing, Printing and Reproduction of Recorded Media	90.18
Manufacture of Coke, Refined Petroleum and Other Fuel Products	440.47
Manufacture of Chemicals and Chemical Products	122.80
Manufacture of Rubber Products	52.97
Manufacture of Plastic Products	64.06
Manufacture of Glass and Glass Products	138.64
Manufacture of Cement	170.74
Manufacture of Other Non-Metallic Mineral Products, n.e.c.	47.91
Manufacture of Basic Metals	83.90
Manufacture of Fabricated Metal Products, except Machinery and Equipment	55.74
Manufacture of Machinery and Equipment, n.e.c.	64.65
Manufacture of Office, Accounting and Computing Machinery	71.53
Manufacture of Electrical Machinery and Apparatus, n.e.c.	64.95
Manufacture of Radio, Television and Communication Equipment and Apparatus	79.66
Manufacture of Medical, Precision and Optical Instruments, Watches and Clocks	61.18
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	105.05
Manufacture of Other Transport Equipment except Building and Repairing of Ships and Boats	185.77
Building and Repairing of Ships and Boats	64.12
Manufacture and Repair of Furniture	47.22
Recycling	68.14
Manufacturing, n.e.c.	57.99
<b>ELECTRICITY, GAS AND WATER SUPPLY</b>	<b>126.36</b>
Electricity, Gas, Steam and Hot Water Supply	136.31
Collection, Purification and Distribution of Water	92.43
<b>CONSTRUCTION</b>	<b>58.22</b>
<b>WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES, AND PERSONAL AND HOUSEHOLD GOODS</b>	<b>79.52</b>
Sale, Maintenance and Repair of Motor Vehicles and Motorcycles, Retail Sale of	150.31
Wholesale Trade and Commission Trade, except of Motor Vehicles and Motorcycles	90.51
Retail Trade, except of Motor Vehicles and Motorcycles; Repair of Personal and Household Goods	61.40
<b>HOTELS AND RESTAURANTS</b>	<b>57.54</b>
<b>TRANSPORT, STORAGE AND COMMUNICATIONS</b>	<b>138.60</b>
Other Land Transport, except Bus Line Operation; Transport Via Pipelines	59.22
Bus Line Operation	61.05
Water Transport	91.62
Air Transport	224.41
Supporting and Auxiliary Transport Activities; Activities of Travel Agencies	82.23
Postal and Telecommunications Services except National Postal Activities	236.28

**TABLE 13 - Labor Cost Per Hour in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group, Philippines: 2007 (Cont'd.)**

Industry Group	Hourly Labor Cost
<b>FINANCIAL INTERMEDIATION</b>	<b>148.99</b>
Banking Institutions except Central Banking	171.00
Non-Bank Financial Intermediation	82.46
Insurance and Pension Funding except Compulsory Social Security	184.68
Activities Auxiliary to Financial Intermediation	112.40
<b>REAL ESTATE, RENTING AND BUSINESS ACTIVITIES</b>	<b>82.77</b>
Real Estate Activities	122.98
Renting of Machinery and Equipment Without Operator; Personal and Household	84.64
Computer and Related Activities	112.02
Research and Development	134.08
Miscellaneous Business Activities	53.14
Accounting, Bookkeeping and Auditing Activities; Tax Consultancy	107.09
Architectural, Engineering and Related Technical Consultancy	102.32
Call Center Activities	108.29
Medical Transcription and Related Outsourcing Activities	62.50
<b>PRIVATE EDUCATION SERVICES</b>	<b>98.26</b>
<b>HEALTH AND SOCIAL WORK EXCEPT PUBLIC MEDICAL, DENTAL AND OTHER HEALTH ACTIVITIES</b>	<b>63.56</b>
<b>OTHER COMMUNITY, SOCIAL AND PERSONAL SERVICE ACTIVITIES</b>	<b>86.68</b>
Sewage and Refuse Disposal, Sanitation and Similar Activities	74.10
Recreational, Cultural and Sporting Activities except Animated Films and Cartoons	87.22
Animated Films and Cartoons Production	151.99
Other Service Activities	65.12

*Source of data: Bureau of Labor and Employment Statistics, 2007/2008 BLES Integrated Survey.*

**TABLE 14 - Average Share of Labor Cost to Total Cost in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Employment Size, Philippines: 2007**

Industry Group	All Sizes	20 - 99	100 - 199	200 or more
<b>ALL INDUSTRIES</b>	<b>22.0</b>	<b>21.1</b>	<b>23.8</b>	<b>25.1</b>
<b>MINING AND QUARRYING</b>	<b>19.8</b>	<b>20.8</b>	<b>12.8</b>	<b>22.8</b>
Metallic Ore Mining	23.7	24.2	12.0	29.5
Non-Metallic Mining and Quarrying	15.5	16.2	14.5	14.5
<b>MANUFACTURING</b>	<b>20.1</b>	<b>19.5</b>	<b>20.6</b>	<b>22.5</b>
Manufacture of Food Products except Beverages	20.1	19.3	21.5	21.9
Manufacture of Beverages	20.3	13.9	20.8	23.5
Manufacture of Tobacco Products	25.3	22.2	14.5	32.5
Manufacture of Textiles	22.7	23.9	15.3	23.1
Manufacture of Wearing Apparel	23.4	22.2	26.2	28.9
Tanning and Dressing of Leather; Manufacture of Luggage and Handbags	23.8	23.5	24.5	24.5
Manufacture of Footwear	16.7	15.9	25.6	17.1
Manufacture of Wood, Wood Products and Cork except Furniture	23.5	24.0	16.6	23.8
Manufacture of Products of Bamboo, Cane, Rattan and the Like; Manufacture of Plaiting Materials except Furniture	12.0	a	a	a
Manufacture of Paper and Paper Products	14.9	14.1	14.0	22.7
Publishing, Printing and Reproduction of Recorded Media	22.6	22.3	19.5	25.4
Manufacture of Coke, Refined Petroleum and Other Fuel Products	30.1	30.6	19.5	32.0
Manufacture of Chemicals and Chemical Products	20.7	20.0	21.8	23.1
Manufacture of Rubber Products	17.5	17.7	12.9	29.5
Manufacture of Plastic Products	18.1	16.4	21.8	21.6
Manufacture of Glass and Glass Products	18.8	21.1	10.2	19.5
Manufacture of Cement	16.8	9.5	31.2	25.1
Manufacture of Other Non-Metallic Mineral Products, n.e.c.	17.9	18.6	10.8	19.1
Manufacture of Basic Metals	15.6	16.3	11.0	14.5
Manufacture of Fabricated Metal Products, Except Machinery and Equipment	15.3	15.5	7.2	21.5
Manufacture of Machinery and Equipment, n.e.c.	22.9	23.4	21.9	26.9
Manufacture of Office, Accounting and Computing Machinery	22.9	19.5	27.8	13.6
Manufacture of Electrical Machinery and Apparatus, n.e.c.	22.0	21.8	30.4	15.3
Manufacture of Radio, Television and Communication Equipment and Apparatus	19.7	21.3	13.7	21.7
Manufacture of Medical, Precision and Optical Instruments, Watches and Clocks	21.6	20.5	22.9	22.0
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	22.1	22.8	27.2	24.9
Manufacture of Other Transport Equipment except Building and Repairing of Ships and Boats	13.6	11.9	-	21.4
Building and Repairing of Ships and Boats	24.0	23.8	24.5	26.0
Manufacture and Repair of Furniture	19.0	16.4	25.8	22.6
Recycling	14.5	19.5	-	14.5
Manufacturing, n.e.c.	21.5	20.5	18.8	29.0
<b>ELECTRICITY, GAS AND WATER SUPPLY</b>	<b>24.1</b>	<b>23.3</b>	<b>28.1</b>	<b>21.1</b>
Electricity, Gas, Steam and Hot Water Supply	24.1	22.9	29.3	20.1
Collection, Purification and Distribution of Water	24.2	23.8	24.0	32.2
<b>CONSTRUCTION</b>	<b>22.4</b>	<b>21.0</b>	<b>24.9</b>	<b>23.6</b>
<b>WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES, MOTORCYCLES AND PERSONAL AND HOUSEHOLD GOODS</b>	<b>21.3</b>	<b>20.7</b>	<b>25.2</b>	<b>24.9</b>
Sale, Maintenance and Repair of Motor Vehicles and Motorcycles, Retail Sale of Automotive Fuel	21.2	20.4	28.8	29.4
Wholesale Trade and Commission Trade, Except of Motor Vehicles and Motorcycles	21.1	20.8	24.1	23.8
Retail Trade, Except of Motor Vehicles and Motorcycles; Repair of Personal and Household Goods	21.4	20.6	25.3	24.9
<b>HOTELS AND RESTAURANTS</b>	<b>16.7</b>	<b>16.4</b>	<b>21.7</b>	<b>24.8</b>
<b>TRANSPORT, STORAGE AND COMMUNICATIONS</b>	<b>22.9</b>	<b>22.4</b>	<b>24.9</b>	<b>23.7</b>
Other Land Transport, except Bus Line Operation; Transport Via Pipelines	19.8	19.7	9.5	31.6
Bus Line Operation	24.0	26.9	23.3	23.2
Water Transport	20.3	21.5	17.2	16.1
Air Transport	21.4	24.5	-	16.2
Supporting and Auxiliary Transport Activities; Activities of Travel Agencies	20.8	18.2	28.3	26.1
Postal and Telecommunications Services except National Postal Activities	31.1	31.8	29.9	24.0

*a Included in collapsed employment sizes.*

**TABLE 14 - Average Share of Labor Cost to Total Cost in Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Employment Size, Philippines: 2007 (Cont'd)**

Industry Group	All Sizes	20 - 99	100 - 199	200 or more
<b>FINANCIAL INTERMEDIATION</b>	<b>26.7</b>	<b>27.8</b>	<b>17.4</b>	<b>21.8</b>
Banking Institutions except Central Banking	30.5	31.6	10.5	19.6
Non-Bank Financial Intermediation	19.5	18.6	19.5	26.2
Insurance and Pension Funding except Compulsory Social Security	22.7	20.6	29.5	19.5
Activities Auxiliary to Financial Intermediation	16.6	15.2	19.8	23.5
<b>REAL ESTATE, RENTING AND BUSINESS ACTIVITIES</b>	<b>25.0</b>	<b>23.2</b>	<b>25.7</b>	<b>28.2</b>
Real Estate Activities	20.5	20.0	20.1	28.1
Renting of Machinery and Equipment Without Operator; Personal and Household Goods	24.0	23.9	19.5	27.0
Computer and Related Activities	31.1	31.5	31.4	29.0
Research and Development	24.7	22.0	32.0	26.6
Miscellaneous Business Activities	24.2	22.6	24.4	27.4
Accounting, Bookkeeping and Auditing Activities; Tax Consultancy	32.5	a	a	32.4
Architectural, Engineering and Related Technical Consultancy	24.3	20.7	32.6	32.3
Call Center Activities	29.7	31.3	23.3	29.4
Medical Transcription and Related Outsourcing Activities	24.9	25.1	a	a
<b>PRIVATE EDUCATION SERVICES</b>	<b>30.1</b>	<b>30.3</b>	<b>27.4</b>	<b>31.2</b>
<b>HEALTH AND SOCIAL WORK EXCEPT PUBLIC MEDICAL, DENTAL AND OTHER HEALTH ACTIVITIES</b>	<b>23.2</b>	<b>21.3</b>	<b>28.0</b>	<b>26.9</b>
<b>OTHER COMMUNITY, SOCIAL AND PERSONAL SERVICE ACTIVITIES</b>	<b>23.9</b>	<b>24.1</b>	<b>22.2</b>	<b>26.7</b>
Sewage and Refuse Disposal, Sanitation and Similar Activities	18.3	9.5	14.5	24.5
Recreational, Cultural and Sporting Activities except Animated Films and Cartoons Production	25.8	27.3	23.0	26.2
Animated Films and Cartoons Production	27.5	23.3	a	a
Other Service Activities	19.0	18.9	17.6	31.2

*a Included in collapsed employment sizes.*

*Source of data: Bureau of Labor and Employment Statistics, 2007/2008 BLES Integrated Survey.*