

TABLE 1.1

Number and Percent Share of Non-Agricultural Establishments Employing 20 or More Workers With Union and With Collective Bargaining Agreement (CBA) to Total Establishments by Major Industry Group, Type of Ownership and Employment Size, Philippines: June 2006

MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP AND EMPLOYMENT SIZE	Total	Establishments with Union		Establishments with CBA	
		Number	Percent Share	Number	Percent Share
Total	25,349	3,067	12.1	2,967	11.7
Mining and Quarrying	80	17	21.3	17	21.3
Manufacturing	6,421	1,385	21.6	1,347	21.0
Electricity, Gas and Water Supply	501	136	27.1	120	24.0
Construction	734	50	6.8	50	6.8
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles, Personal and Household Goods	5,472	427	7.8	426	7.8
Hotels and Restaurants	3,171	269	8.5	269	8.5
Transport, Storage and Communications	1,410	222	15.7	194	13.8
Financial Intermediation	1,074	230	21.4	230	21.4
Real Estate, Renting and Business Activities	2,553	30	1.2	30	1.2
Private Education Services	2,591	178	6.9	161	6.2
Health and Social Work Except Public Health Services					
Other Community, Social and Personal Service Activities	611	46	7.5	46	7.5
	730	78	10.7	78	10.7
Wholly Filipino - Owned	21,971	2,393	10.9	2,299	10.5
With Foreign Equity	2,020	478	23.7	477	23.6
Wholly Foreign - Owned	1,358	196	14.4	192	14.1
20 - 99	19,660	1,601	8.1	1,540	7.8
100 - 199	2,956	640	21.7	620	21.0
200 and Over	2,733	826	30.2	808	29.6

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

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 1.2

Number and Percent Share of Non-Agricultural Establishments Employing 20 or More Workers With CBA to Establishments With Union by Major Industry Group, Type of Ownership and Employment Size, Philippines: June 2006

MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP AND EMPLOYMENT SIZE	<i>Establishments with Union</i>	<i>Establishments with CBA</i>	<i>Percent Share</i>
Total	3,067	2,967	96.7
<i>Mining and Quarrying</i>	17	17	100.0
<i>Manufacturing</i>	1,385	1,347	97.3
<i>Electricity, Gas and Water Supply</i>	136	120	88.2
<i>Construction</i>	50	50	100.0
<i>Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles, Personal and Household Goods</i>	427	426	99.8
<i>Hotels and Restaurants</i>	269	269	100.0
<i>Transport, Storage and Communications</i>	222	194	87.4
<i>Financial Intermediation</i>	230	230	100.0
<i>Real Estate, Renting and Business Activities</i>	30	30	100.0
<i>Private Education Services</i>	178	161	90.4
<i>Health and Social Work Except Public Health Services</i>	46	46	100.0
<i>Other Community, Social and Personal Service Activities</i>	78	78	100.0
<i>Wholly Filipino-Owned</i>	2,393	2,299	96.1
<i>With Foreign Equity</i>	478	477	99.8
<i>Wholly Foreign-Owned</i>	196	192	98.0
<i>20 - 99</i>	1,601	1,540	96.2
<i>100 - 199</i>	640	620	96.9
<i>200 and Over</i>	826	808	97.8

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

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 2.1
Number and Percent Share of Unionized Workers and CBA Coverage to Total
Employment in Non-Agricultural Establishments Employing 20 or More Workers by
Major Industry Group, Type of Ownership and Employment Size,
Philippines: June 2006

MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP AND EMPLOYMENT SIZE	Total Employed	Unionized Workers		CBA Coverage	
		Number	Percent Share	Number	Percent Share
Total	2,887,510	400,669	13.9	423,305	14.7
Mining and Quarrying	14,372	5,608	39.0	5,649	39.3
Manufacturing	1,058,824	176,412	16.7	186,209	17.6
Electricity, Gas and Water Supply	73,693	30,432	41.3	29,910	40.6
Construction	99,682	5,635	5.7	12,314	12.4
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles, Personal and Household Goods	360,379	33,791	9.4	34,464	9.6
Hotels and Restaurants	162,643	11,910	7.3	12,222	7.5
Transport, Storage and Communications	169,651	58,406	34.4	55,926	33.0
Financial Intermediation	115,984	29,217	25.2	30,356	26.2
Real Estate, Renting and Business Activities	491,277	3,667	0.7	5,803	1.2
Private Education Services	213,398	21,908	10.3	24,058	11.3
Health and Social Work Except Public Health Services	69,573	15,985	23.0	17,823	25.6
Other Community, Social and Personal Service Activities	58,035	7,698	13.3	8,571	14.8
Wholly Filipino - Owned	2,026,842	291,252	14.4	307,308	15.2
With Foreign Equity	372,258	71,695	19.3	75,341	20.2
Wholly Foreign - Owned	488,410	37,723	7.7	40,657	8.3
20 - 99	791,398	50,236	6.3	51,174	6.5
100 - 199	406,920	53,975	13.3	55,390	13.6
200 and Over	1,689,192	296,458	17.6	316,741	18.8

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

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 2.2

Number and Percent Distribution of Unionized Workers in Non-Agricultural Establishments Employing 20 or More by Major Industry Group, Type of Ownership, Employment Size and Sex, Philippines: June 2006

MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP AND EMPLOYMENT SIZE	Both Sexes	Male	Female
Total	400,669	65.3	34.7
Mining and Quarrying	5,608	94.9	5.1
Manufacturing	176,412	65.4	34.6
Electricity, Gas and Water Supply	30,432	83.5	16.5
Construction	5,635	90.3	9.7
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles, Personal and Household Goods	33,791	54.7	45.3
Hotels and Restaurants	11,910	72.7	27.3
Transport, Storage and Communications	58,406	85.5	14.5
Financial Intermediation	29,217	39.9	60.1
Real Estate, Renting and Business Activities	3,667	85.0	15.0
Private Education Services	21,908	37.0	63.0
Health and Social Work Except Public Health Services	15,985	32.6	67.4
Other Community, Social and Personal Service Activities	7,698	67.7	32.3
Wholly Filipino - Owned	291,252	66.6	33.4
With Foreign Equity	71,695	67.5	32.5
Wholly Foreign - Owned	37,723	50.9	49.1
20 - 99	50,236	66.2	33.8
100 - 199	53,975	75.0	25.0
200 and Over	296,458	63.4	36.6

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

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 2.3

Number and Percent Share of CBA Coverage to Unionized Workers in Non-Agricultural Establishments Employing 20 or More Workers by Major Industry Group, Type of Ownership and Employment Size, Philippines: June 2006

MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP AND EMPLOYMENT SIZE	<i>Unionized Workers</i>	<i>CBA Coverage</i>	<i>Percent Share</i>
Total	400,669	423,305	105.6
<i>Mining and Quarrying</i>	5,608	5,649	100.7
<i>Manufacturing</i>	176,412	186,209	105.6
<i>Electricity, Gas and Water Supply</i>	30,432	29,910	98.3
<i>Construction</i>	5,635	12,314	218.5
<i>Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles, Personal and Household Goods</i>	33,791	34,464	102.0
<i>Hotels and Restaurants</i>	11,910	12,222	102.6
<i>Transport, Storage and Communications</i>	58,406	55,926	95.8
<i>Financial Intermediation</i>	29,217	30,356	103.9
<i>Real Estate, Renting and Business Services</i>	3,667	5,803	158.3
<i>Private Education Services</i>	21,908	24,058	109.8
<i>Health and Social Work Except Public Health Services</i>	15,985	17,823	111.5
<i>Other Community, Social and Personal Service Activities</i>	7,698	8,571	111.3
<i>Wholly Filipino - Owned</i>	291,252	307,308	105.5
<i>With Foreign Equity</i>	71,695	75,341	105.1
<i>Wholly Foreign - Owned</i>	37,723	40,657	107.8
<i>20 - 99</i>	50,236	51,174	101.9
<i>100 - 199</i>	53,975	55,390	102.6
<i>200 and Over</i>	296,458	316,741	106.8

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

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 3.1
Unionized Workers in Non-Agricultural Establishments Employing 20 or More Workers
by Major Industry Group, Type of Ownership, Employment Size and Sex,
Philippines: June 2006

MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP AND EMPLOYMENT SIZE	Both Sexes	Male	Female
Total	400,669	261,669	139,001
Mining and Quarrying	5,608	5,320	288
Manufacturing	176,412	115,441	60,972
Electricity, Gas and Water Supply	30,432	25,414	5,019
Construction	5,635	5,087	548
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles, Personal and Household Goods	33,791	18,486	15,305
Hotels and Restaurants	11,910	8,655	3,255
Transport, Storage and Communications	58,406	49,965	8,441
Financial Intermediation	29,217	11,643	17,574
Real Estate, Renting and Business Activities	3,667	3,117	550
Private Education Services	21,908	8,116	13,792
Health and Social Work Except Public Health Services	15,985	5,211	10,774
Other Community, Social and Personal Service Activities	7,698	5,215	2,484
Wholly Filipino - Owned	291,252	194,094	97,158
With Foreign Equity	71,695	48,362	23,332
Wholly Foreign - Owned	37,723	19,213	18,511
20 - 99	50,236	33,260	16,976
100 - 199	53,975	40,496	13,479
200 and Over	296,458	187,912	108,546

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

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 3.2
Union Officers in Non-Agricultural Establishments Employing 20 or More Workers by
Major Industry Group, Type of Ownership, Employment Size and Sex,
Philippines: June 2006

MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP AND EMPLOYMENT SIZE	Both Sexes	Male	Female
Total	29,002	21,944	7,058
Mining and Quarrying	240	228	12
Manufacturing	14,805	11,859	2,946
Electricity, Gas and Water Supply	1,880	1,545	335
Construction	423	353	69
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles, Personal and Household Goods	3,106	2,000	1,106
Hotels and Restaurants	1,629	1,256	373
Transport, Storage and Communications	1,999	1,754	246
Financial Intermediation	1,408	951	456
Real Estate, Renting and Business Activities	321	269	52
Private Education Services	1,784	715	1,069
Health and Social Work Except Public Health Services	543	326	217
Other Community, Social and Personal Service Activities	865	689	177
Wholly Filipino - Owned	21,635	16,102	5,534
With Foreign Equity	4,742	4,030	711
Wholly Foreign - Owned	2,625	1,812	813
20 - 99	9,814	7,237	2,576
100 - 199	6,877	5,389	1,488
200 and Over	12,311	9,318	2,994

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

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 3.3
Union Presidents in Non-Agricultural Establishments Employing 20 or More Workers by
Major Industry Group, Type of Ownership, Employment Size and Sex ,
Philippines: June 2006

MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP AND EMPLOYMENT SIZE	<i>Both Sexes</i>	<i>Male</i>	<i>Female</i>
Total	3,472	2,913	560
Mining and Quarrying	21	21	-
Manufacturing	1,557	1,338	218
Electricity, Gas and Water Supply	198	190	8
Construction	63	45	18
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles, Personal and Household Goods	465	366	99
Hotels and Restaurants	283	269	14
Transport, Storage and Communications	265	242	23
Financial Intermediation	236	197	39
Real Estate, Renting and Business Activities	30	27	3
Private Education Services	226	112	114
Health and Social Work Except Public Health Services	47	26	21
Other Community, Social and Personal Service Activities	82	81	1
Wholly Filipino - Owned	2,647	2,209	438
With Foreign Equity	588	540	48
Wholly Foreign - Owned	237	163	74
20 - 99	1,693	1,423	270
100 - 199	720	605	115
200 and Over	1,059	885	175

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

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 3.4

Workers Covered by CBAs in Non-Agricultural Establishments Employing 20 or More Workers by Major Industry Group, Type of Ownership, Employment Size and Sex, Philippines: June 2006

MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP AND EMPLOYMENT SIZE	Both Sexes	Male	Female
Total	423,305	272,109	151,197
Mining and Quarrying	5,649	5,350	299
Manufacturing	186,209	121,042	65,167
Electricity, Gas and Water Supply	29,910	24,781	5,130
Construction	12,314	9,216	3,097
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles, Personal and Household Goods	34,464	18,370	16,094
Hotels and Restaurants	12,222	8,711	3,511
Transport, Storage and Communications	55,926	47,438	8,489
Financial Intermediation	30,356	11,401	18,955
Real Estate, Renting and Business Activities	5,803	5,133	670
Private Education Services	24,058	8,978	15,081
Health and Social Work Except Public Health Services	17,823	5,758	12,065
Other Community, Social and Personal Service Activities	8,571	5,932	2,638
Wholly Filipino - Owned	307,308	201,891	105,416
With Foreign Equity	75,341	50,482	24,859
Wholly Foreign - Owned	40,657	19,735	20,921
20 - 99	51,174	33,159	18,015
100 - 199	55,390	40,881	14,509
200 and Over	316,741	198,069	118,673

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

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 4.1

Non-Agricultural Establishments Employing 20 or More Workers by Method Used in Fixing or Revising Wages and Salaries by Major Industry Group and Occupational Category, Philippines: June 2006

MAJOR INDUSTRY GROUP AND METHOD OF FIXING OR REVISING WAGES AND SALARIES	Managers/ Executives	Supervisors/ Foremen	Rank and File	
			Regular	Non-Regular
All Industries	23,906	21,917	25,110	18,553
Collective Bargaining Agreements	NAP	530	2,453	239
Individual Agreement between Employer and Employee	4,758	3,679	1,971	1,341
Employer's Decision	12,893	9,959	6,240	4,103
Wage Restructuring due to Minimum Wage issuances of RTWPBs	4,219	5,545	12,404	11,480
Productivity-based Pay Schemes	1,376	1,606	1,430	1,006
Others	659	600	611	384
Mining and Quarrying	65	70	80	57
Collective Bargaining Agreements	NAP	5	16	2
Individual Agreement between Employer and Employee	11	6	4	7
Employer's Decision	42	36	23	11
Wage Restructuring due to Minimum Wage issuances of RTWPBs	7	10	29	26
Productivity-based Pay Schemes	3	10	6	11
Others	3	3	2	-
Manufacturing	5,987	6,034	6,390	4,482
Collective Bargaining Agreements	NAP	235	1,149	93
Individual Agreement between Employer and Employee	1,207	1,127	549	340
Employer's Decision	3,498	2,787	1,388	977
Wage Restructuring due to Minimum Wage issuances of RTWPBs	912	1,465	2,921	2,726
Productivity-based Pay Schemes	249	287	285	292
Others	122	133	98	54
Electricity, Gas and Water Supply	501	487	501	419
Collective Bargaining Agreements	NAP	45	85	26
Individual Agreement between Employer and Employee	73	53	15	13
Employer's Decision	151	91	66	16
Wage Restructuring due to Minimum Wage issuances of RTWPBs	71	101	144	264
Productivity-based Pay Schemes	55	65	67	29
Others	152	132	124	71
Construction	677	734	734	642
Collective Bargaining Agreements	NAP	22	49	3
Individual Agreement between Employer and Employee	240	214	127	101
Employer's Decision	363	282	193	137
Wage Restructuring due to Minimum Wage issuances of RTWPBs	54	155	308	336
Productivity-based Pay Schemes	21	60	57	65
Others	-	-	-	-
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles, Personal and Household Goods	5,100	4,693	5,421	3,863
Collective Bargaining Agreements	NAP	70	352	54
Individual Agreement between Employer and Employee	1,018	668	294	240
Employer's Decision	2,695	2,078	1,244	764
Wage Restructuring due to Minimum Wage issuances of RTWPBs	1,045	1,479	3,223	2,624
Productivity-based Pay Schemes	289	345	264	145
Others	54	53	45	36
Hotels and Restaurants	3,008	2,277	3,069	2,640
Collective Bargaining Agreements	NAP	60	236	2
Individual Agreement between Employer and Employee	576	411	160	113
Employer's Decision	1,562	1,008	641	374
Wage Restructuring due to Minimum Wage issuances of RTWPBs	727	702	1,943	2,083
Productivity-based Pay Schemes	114	96	79	57
Others	30	-	11	11

TABLE 4.1
Non-Agricultural Establishments Employing 20 or More Workers by Method Used in Fixing
or Revising Wages and Salaries by Major Industry Group and Occupational Category,
Philippines: June 2006 (Continued)

MAJOR INDUSTRY GROUP AND METHOD OF FIXING OR REVISING WAGES AND SALARIES	Managers/ Executives	Supervisors/ Foremen	Rank and File	
			Regular	Non-Regular
Transport, Storage and Communications	1,386	1,234	1,410	938
Collective Bargaining Agreements	NAP	38	155	16
Individual Agreement between Employer and Employee	347	207	95	105
Employer's Decision	728	514	355	235
Wage Restructuring due to Minimum Wage				
issuances of RTWPBs	239	350	679	528
Productivity-based Pay Schemes	59	113	100	51
Others	13	11	25	3
Financial Intermediation	1,059	950	1,074	661
Collective Bargaining Agreements	NAP	22	193	19
Individual Agreement between Employer and Employee	88	59	30	14
Employer's Decision	556	473	293	155
Wage Restructuring due to Minimum Wage				
issuances of RTWPBs	139	138	350	349
Productivity-based Pay Schemes	219	214	152	79
Others	59	45	56	45
Real Estate, Renting and Business Services	2,458	2,367	2,498	1,929
Collective Bargaining Agreements	NAP	5	23	1
Individual Agreement between Employer and Employee	537	425	254	146
Employer's Decision	1,335	1,231	740	507
Wage Restructuring due to Minimum Wage				
issuances of RTWPBs	360	455	1,222	1,102
Productivity-based Pay Schemes	182	216	213	160
Others	44	36	46	14
Private Education Services	2,400	1,919	2,591	1,874
Collective Bargaining Agreements	NAP	15	103	13
Individual Agreement between Employer and Employee	464	336	328	182
Employer's Decision	1,238	898	920	648
Wage Restructuring due to Minimum Wage				
issuances of RTWPBs	404	368	889	779
Productivity-based Pay Schemes	119	127	152	109
Others	175	176	198	143
Health and Social Work Except Public Health Services	559	555	611	526
Collective Bargaining Agreements	NAP	7	36	6
Individual Agreement between Employer and Employee	120	87	68	51
Employer's Decision	311	265	121	132
Wage Restructuring due to Minimum Wage				
issuances of RTWPBs	115	172	377	333
Productivity-based Pay Schemes	12	20	7	2
Others	2	3	1	2
Other Community, Social and Personal Service Activities	704	598	730	522
Collective Bargaining Agreements	NAP	5	57	3
Individual Agreement between Employer and Employee	79	86	46	30
Employer's Decision	416	296	256	147
Wage Restructuring due to Minimum Wage				
issuances of RTWPBs	146	151	318	330
Productivity-based Pay Schemes	55	52	48	6
Others	7	7	6	6

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

NAP Not applicable

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 4.1a
Non-Agricultural Establishments Employing 20 or More Workers by Method Used in
Fixing or Revising Wages and Salaries, Type of Ownership and Occupational
Category, Philippines: June 2006

TYPE OF OWNERSHIP AND METHOD OF FIXING OR REVISING WAGES	Managers/ Executives	Supervisors/ Foremen	Rank and File	
			Regular	Non-Regular
Total	23,906	21,917	25,110	18,553
Collective Bargaining Agreements	NAP	530	2,453	239
Individual Agreement between Employer and Employee	4,758	3,679	1,971	1,341
Employer's Decision	12,893	9,959	6,240	4,103
Wage Restructuring due to Minimum Wage issuances of RTWPBs	4,219	5,545	12,404	11,480
Productivity-based Pay Schemes	1,376	1,606	1,430	1,006
Others	659	600	611	384
Wholly Filipino - Owned	20,606	18,735	21,734	15,907
Collective Bargaining Agreements	NAP	427	1,893	213
Individual Agreement between Employer and Employee	4,156	3,182	1,736	1,189
Employer's Decision	10,966	8,379	5,379	3,480
Wage Restructuring due to Minimum Wage issuances of RTWPBs	3,871	5,045	11,083	9,861
Productivity-based Pay Schemes	1,069	1,235	1,118	810
Others	544	468	524	354
With Foreign Equity	1,960	1,890	2,018	1,578
Collective Bargaining Agreements	NAP	79	366	15
Individual Agreement between Employer and Employee	408	358	158	103
Employer's Decision	1,174	934	509	397
Wage Restructuring due to Minimum Wage issuances of RTWPBs	170	267	804	953
Productivity-based Pay Schemes	172	195	159	104
Others	36	58	22	6
Wholly Foreign - Owned	1,340	1,292	1,358	1,067
Collective Bargaining Agreements	NAP	24	193	10
Individual Agreement between Employer and Employee	195	137	77	49
Employer's Decision	753	647	351	226
Wage Restructuring due to Minimum Wage issuances of RTWPBs	178	233	517	665
Productivity-based Pay Schemes	135	176	153	92
Others	79	74	66	25

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

NAP Not applicable

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 4.1b

Non-Agricultural Establishments Employing 20 or More Workers by Method Used in Fixing or Revising Wages and Salaries, With or Without Union and Occupational Category, Philippines: June 2006

WITH OR WITHOUT UNION AND METHOD OF FIXING OR REVISING WAGES	Managers/ Executives	Supervisors/ Foremen	Rank and File	
			Regular	Non-Regular
Total	23,906	21,917	25,110	18,553
Collective Bargaining Agreements	NAP	530	2,453	239
Individual Agreement between Employer and Employee	4,758	3,679	1,971	1,341
Employer's Decision	12,893	9,959	6,240	4,103
Wage Restructuring due to Minimum Wage				
issuances of RTWPBs	4,219	5,545	12,404	11,480
Productivity-based Pay Schemes	1,376	1,606	1,430	1,006
Others	659	600	611	384
With Union	2,944	2,825	3,056	2,137
Collective Bargaining Agreements	NAP	528	2,425	238
Individual Agreement between Employer and Employee	515	366	23	76
Employer's Decision	1,764	1,135	128	201
Wage Restructuring due to Minimum Wage				
issuances of RTWPBs	358	509	379	1,526
Productivity-based Pay Schemes	167	165	38	39
Others	140	121	63	58
Without Union	20,962	19,092	22,054	16,416
Collective Bargaining Agreements	NAP	-	-	-
Individual Agreement between Employer and Employee	4,243	3,311	1,949	1,265
Employer's Decision	11,130	8,825	6,112	3,902
Wage Restructuring due to Minimum Wage				
issuances of RTWPBs	3,861	5,036	12,051	9,955
Productivity-based Pay Schemes	1,209	1,441	1,392	968
Others	520	479	548	326

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

NAP Not applicable

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 4.1c
Non-Agricultural Establishments Employing 20 or More Workers by Method Used in
Fixing or Revising Wages and Salaries, Employment Size and Occupational Category,
Philippines: June 2006

EMPLOYMENT SIZE AND METHOD OF FIXING OR REVISING WAGES	Managers/ Executives	Supervisors/ Foremen	Rank and File	
			Regular	Non-Regular
Total	23,906	21,917	25,110	18,553
Collective Bargaining Agreements	NAP	530	2,453	239
Individual Agreement between Employer and Employee	4,758	3,679	1,971	1,341
Employer's Decision	12,893	9,959	6,240	4,103
Wage Restructuring due to Minimum Wage issuances of RTWPBs	4,219	5,545	12,404	11,480
Productivity-based Pay Schemes	1,376	1,606	1,430	1,006
Others	659	600	611	384
20 - 99	18,290	16,425	19,433	13,680
Collective Bargaining Agreements	NAP	263	1,264	102
Individual Agreement between Employer and Employee	3,786	3,022	1,744	1,155
Employer's Decision	9,888	7,405	5,097	3,180
Wage Restructuring due to Minimum Wage issuances of RTWPBs	3,284	4,271	9,840	8,247
Productivity-based Pay Schemes	964	1,145	1,097	760
Others	368	319	391	237
100 - 199	2,912	2,834	2,952	2,442
Collective Bargaining Agreements	NAP	97	518	54
Individual Agreement between Employer and Employee	522	340	137	89
Employer's Decision	1,550	1,365	621	528
Wage Restructuring due to Minimum Wage issuances of RTWPBs	501	641	1,364	1,564
Productivity-based Pay Schemes	185	252	190	136
Others	155	139	121	71
200 and Over	2,704	2,658	2,725	2,430
Collective Bargaining Agreements	NAP	169	671	83
Individual Agreement between Employer and Employee	450	315	90	97
Employer's Decision	1,456	1,190	522	394
Wage Restructuring due to Minimum Wage issuances of RTWPBs	434	633	1,200	1,669
Productivity-based Pay Schemes	227	209	143	111
Others	137	142	99	76

NAP Not applicable

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

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 4.2
Non-Agricultural Establishments Employing 20 or More Workers by Basis of Wage Payment, Major Industry Group and Occupational Category, Philippines: June 2006

MAJOR INDUSTRY GROUP AND BASIS OF WAGE PAYMENT	Managers/ Executives	Supervisors/ Foremen	Rank and File	
			Regular	Non-Regular
All Industries	23,906	21,917	25,110	18,553
Hourly	70	178	1,129	2,002
Daily	1,100	2,885	8,893	8,974
Weekly	249	616	1,303	1,018
Monthly	22,447	18,185	13,543	5,883
Output/Piece-rate	39	53	241	675
Mining and Quarrying	65	70	80	57
Hourly	-	-	-	-
Daily	-	11	31	35
Weekly	-	2	13	4
Monthly	65	57	36	12
Output/Piece-rate	-	-	-	6
Manufacturing	5,987	6,034	6,390	4,482
Hourly	25	85	162	176
Daily	289	1,115	3,593	2,778
Weekly	115	300	713	438
Monthly	5,557	4,534	1,771	645
Output/Piece-rate	-	-	152	445
Electricity, Gas and Water Supply	501	487	501	419
Hourly	-	1	1	1
Daily	2	2	7	283
Weekly	-	-	-	-
Monthly	499	484	493	119
Output/Piece-rate	-	-	-	16
Construction	677	734	734	642
Hourly	-	-	-	23
Daily	8	121	264	375
Weekly	7	82	63	126
Monthly	662	531	407	99
Output/Piece-rate	-	-	-	18
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles, Personal and Household Goods	5,100	4,693	5,421	3,863
Hourly	5	5	35	72
Daily	301	783	2,272	2,383
Weekly	63	144	355	259
Monthly	4,727	3,757	2,732	1,131
Output/Piece-rate	4	4	26	18
Hotels and Restaurants	3,008	2,277	3,069	2,640
Hourly	25	69	819	1,356
Daily	225	312	1,289	949
Weekly	22	22	12	12
Monthly	2,737	1,874	949	323
Output/Piece-rate	-	-	-	-

TABLE 4.2
Non-Agricultural Establishments Employing 20 or More by Basis of Wage Payment,
Major Industry Group and Occupational Category,
Philippines: June 2006 (Continued)

MAJOR INDUSTRY GROUP AND BASIS OF WAGE PAYMENT	Managers/ Executives	Supervisors/ Foremen	Rank and File	
			Regular	Non-Regular
Transport, Storage and Communications	1,386	1,234	1,410	938
Hourly	-	1	16	23
Daily	81	145	418	402
Weekly	14	17	47	40
Monthly	1,292	1,069	905	396
Output/Piece-rate	-	1	24	76
Financial Intermediation	1,059	950	1,074	661
Hourly	-	-	-	18
Daily	22	10	52	186
Weekly	-	11	-	11
Monthly	1,037	928	1,022	445
Output/Piece-rate	-	-	-	-
Real Estate, Renting and Business Services	2,458	2,367	2,498	1,929
Hourly	5	14	48	69
Daily	45	173	489	794
Weekly	25	39	58	84
Monthly	2,360	2,127	1,879	943
Output/Piece-rate	23	14	25	40
Private Education Services	2,400	1,919	2,591	1,874
Hourly	10	3	47	249
Daily	101	109	167	373
Weekly	-	-	12	17
Monthly	2,290	1,796	2,363	1,214
Output/Piece-rate	-	11	1	21
Health and Social Work Except Public Health Services	559	555	611	526
Hourly	-	-	-	1
Daily	14	51	120	239
Weekly	3	-	14	20
Monthly	543	493	477	256
Output/Piece-rate	-	10	-	10
Other Community, Social and Personal Service Activities	704	598	730	522
Hourly	-	-	-	14
Daily	14	51	192	178
Weekly	-	-	16	7
Monthly	678	534	509	298
Output/Piece-rate	13	13	13	25

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

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 4.2a
Non-Agricultural Establishments Employing 20 or More Workers by Basis of Wage Payment, Type of Ownership and Occupational Category,
Philippines: June 2006

TYPE OF OWNERSHIP AND BASIS OF WAGE PAYMENT	Managers/ Executives	Supervisors/ Foremen	Rank and File	
			Regular	Non-Regular
Total	23,906	21,917	25,110	18,553
Hourly	70	178	1,129	2,002
Daily	1,100	2,885	8,893	8,974
Weekly	249	616	1,303	1,018
Monthly	22,447	18,185	13,543	5,883
Outut/Piece-rate	39	53	241	675
Wholly Filipino - Owned	20,606	18,735	21,734	15,907
Hourly	70	141	1,028	1,854
Daily	1,040	2,605	7,664	7,616
Weekly	245	580	1,184	913
Monthly	19,213	15,355	11,623	4,888
Outut/Piece-rate	39	53	234	636
With Foreign Equity	1,960	1,890	2,018	1,578
Hourly	-	22	93	128
Daily	49	152	642	722
Weekly	5	15	98	89
Monthly	1,906	1,701	1,181	614
Outut/Piece-rate	-	-	4	24
Wholly Foreign - Owned	1,340	1,292	1,358	1,067
Hourly	-	15	8	20
Daily	12	127	587	635
Weekly	-	21	20	16
Monthly	1,328	1,128	740	381
Outut/Piece-rate	-	-	3	15

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

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 4.2b
Non-Agricultural Establishments Employing 20 or More Workers by Basis of Wage Payment, With or Without Union and Occupational Category, Philippines: June 2006

WITH OR WITHOUT UNION AND BASIS OF WAGE PAYMENT	Managers/ Executives	Supervisors/ Foremen	Rank and File	
			Regular	Non-Regular
Total	23,906	21,917	25,110	18,553
Hourly	70	178	1,129	2,002
Daily	1,100	2,885	8,893	8,974
Weekly	249	616	1,303	1,018
Monthly	22,447	18,185	13,543	5,883
Output/Piece-rate	39	53	241	675
With Union	2,944	2,825	3,056	2,137
Hourly	16	21	77	209
Daily	42	274	1,105	1,174
Weekly	1	83	299	160
Monthly	2,885	2,447	1,544	547
Output/Piece-rate	-	-	30	47
Without Union	20,962	19,092	22,054	16,416
Hourly	54	158	1,052	1,793
Daily	1,058	2,611	7,788	7,800
Weekly	248	533	1,003	858
Monthly	19,562	15,738	11,999	5,336
Output/Piece-rate	39	53	210	629

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

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 4.2c
Non-Agricultural Establishments Employing 20 or More Workers by Basis of Wage Payment, Employment Size and Occupational Category,
Philippines: June 2006

EMPLOYMENT SIZE AND BASIS OF WAGE PAYMENT	<i>Managers/ Executives</i>	<i>Supervisors/ Foremen</i>	<i>Rank and File</i>	
			<i>Regular</i>	<i>Non-Regular</i>
Total	23,906	21,917	25,110	18,553
Hourly	70	178	1,129	2,002
Daily	1,100	2,885	8,893	8,974
Weekly	249	616	1,303	1,018
Monthly	22,447	18,185	13,543	5,883
Outut/Piece-rate	39	53	241	675
20 - 99	18,290	16,425	19,433	13,680
Hourly	63	154	978	1,712
Daily	930	2,315	6,912	6,380
Weekly	207	486	1,052	754
Monthly	17,063	13,423	10,335	4,299
Outut/Piece-rate	27	47	156	535
100 - 199	2,912	2,834	2,952	2,442
Hourly	4	8	84	171
Daily	122	302	952	1,221
Weekly	34	100	167	163
Monthly	2,748	2,418	1,693	808
Outut/Piece-rate	4	5	56	80
200 and Over	2,704	2,658	2,725	2,430
Hourly	3	16	68	119
Daily	48	268	1,030	1,373
Weekly	8	29	83	101
Monthly	2,637	2,344	1,515	776
Outut/Piece-rate	8	1	28	60

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

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 4.3
Non-Agricultural Establishments Employing 20 or More Workers by Mode of
Payment, Major Industry Group and Occupational Category,
Philippines: June 2006

MAJOR INDUSTRY GROUP AND MODE OF PAYMENT	Managers/ Executives	Supervisors/ Foremen	Rank and File	
			Regular	Non-Regular
All Industries	23,906	21,917	25,110	18,553
Daily	77	218	867	1,283
Weekly	645	1,527	4,573	3,956
Fortnightly	17,303	15,759	16,353	11,403
Monthly	5,881	4,413	3,316	1,912
Mining and Quarrying	65	70	80	57
Daily	-	-	2	3
Weekly	-	7	23	13
Fortnightly	41	51	43	32
Monthly	24	11	12	8
Manufacturing	5,987	6,034	6,390	4,482
Daily	42	99	343	334
Weekly	278	856	2,787	2,002
Fortnightly	3,791	3,666	2,774	1,855
Monthly	1,876	1,414	486	291
Electricity, Gas and Water Supply	501	487	501	419
Daily	-	-	-	19
Weekly	40	44	44	52
Fortnightly	371	353	379	301
Monthly	90	90	79	47
Construction	677	734	734	642
Daily	-	3	13	39
Weekly	-	139	169	281
Fortnightly	464	454	421	291
Monthly	213	139	131	31
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles, Personal and Household Goods	5,100	4,693	5,421	3,863
Daily	6	52	228	403
Weekly	157	321	952	795
Fortnightly	3,450	3,239	3,348	2,142
Monthly	1,487	1,081	894	522
Hotels and Restaurants	3,008	2,277	3,069	2,640
Daily	22	11	91	156
Weekly	36	36	211	244
Fortnightly	2,445	1,931	2,473	2,052
Monthly	505	299	295	187
Transport, Storage and Communications	1,386	1,234	1,410	938
Daily	-	22	73	83
Weekly	44	44	176	178
Fortnightly	1,041	956	993	608
Monthly	301	212	169	68

TABLE 4.3

Non-Agricultural Establishments Employing 20 or More Workers by Mode of Payment, Major Industry Group and Occupational Category, Philippines: June 2006 (Continued)

MAJOR INDUSTRY GROUP AND MODE OF PAYMENT	Managers/ Executives	Supervisors/ Foremen	Rank and File	
			Regular	Non-Regular
Financial Intermediation	1,059	950	1,074	661
Daily	1	1	1	11
Weekly	8	23	23	29
Fortnightly	869	779	881	500
Monthly	181	148	169	123
Real Estate, Renting and Business Services	2,458	2,367	2,498	1,929
Daily	-	10	40	86
Weekly	19	23	81	169
Fortnightly	1,973	1,937	2,019	1,511
Monthly	466	397	357	163
Private Education Services	2,400	1,919	2,591	1,874
Daily	-	9	-	60
Weekly	12	11	13	63
Fortnightly	1,900	1,511	2,071	1,414
Monthly	489	389	507	337
Health and Social Work Except Public Health Services	559	555	611	526
Daily	5	13	25	49
Weekly	20	20	30	67
Fortnightly	370	374	397	308
Monthly	164	148	159	102
Other Community, Social and Personal Service Activities	704	598	730	522
Daily	-	-	53	39
Weekly	30	5	64	64
Fortnightly	589	508	554	388
Monthly	85	85	60	31

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

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 4.3a
Non-Agricultural Establishments Employing 20 or More Workers by Mode of Payment, Type of Ownership and Occupational Category,
Philippines: June 2006

TYPE OF OWNERSHIP AND MODE OF PAYMENT	Managers/ Executives	Supervisors/ Foremen	Rank and File	
			Regular	Non-Regular
Total	23,906	21,917	25,110	18,553
Daily	77	218	867	1,283
Weekly	645	1,527	4,573	3,956
Fortnightly	17,303	15,759	16,353	11,403
Monthly	5,881	4,413	3,316	1,912
Wholly Filipino - Owned	20,606	18,735	21,734	15,907
Daily	77	185	734	1,092
Weekly	642	1,439	4,263	3,680
Fortnightly	14,749	13,272	13,820	9,493
Monthly	5,139	3,840	2,917	1,642
With Foreign Equity	1,960	1,890	2,018	1,578
Daily	-	13	74	128
Weekly	1	37	208	191
Fortnightly	1,523	1,474	1,477	1,091
Monthly	436	366	260	168
Wholly Foreign - Owned	1,340	1,292	1,358	1,067
Daily	-	20	60	62
Weekly	3	51	102	85
Fortnightly	1,031	1,013	1,056	819
Monthly	306	207	140	101

Note: Details may not add to totals due to rounding.
Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 4.3b

Non-Agricultural Establishments Employing 20 or More Workers by Mode of Payment, With or Without Union and Occupational Category, Philippines: June 2006

WITH OR WITHOUT UNION AND MODE OF PAYMENT	Managers/ Executives	Supervisors/ Foremen	Rank and File	
			Regular	Non-Regular
Total	23,906	21,917	25,110	18,553
Daily	77	218	867	1,283
Weekly	645	1,527	4,573	3,956
Fortnightly	17,303	15,759	16,353	11,403
Monthly	5,881	4,413	3,316	1,912
With Union	2,944	2,825	3,056	2,137
Daily	1	25	100	163
Weekly	23	182	818	589
Fortnightly	1,935	1,863	1,759	1,203
Monthly	985	755	379	183
Without Union	20,962	19,092	22,054	16,416
Daily	75	193	767	1,120
Weekly	623	1,346	3,756	3,367
Fortnightly	15,368	13,895	14,594	10,200
Monthly	4,896	3,658	2,937	1,729

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

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 4.3c
Non-Agricultural Establishments Employing 20 or More Workers by Mode of
Payment, Employment Size and Occupational Category, Philippines: June 2006

EMPLOYMENT SIZE AND MODE OF PAYMENT	Managers/ Executives	Supervisors/ Foremen	Rank and File	
			Regular	Non-Regular
Total	23,906	21,917	25,110	18,553
Daily	77	218	867	1,283
Weekly	645	1,527	4,573	3,956
Fortnightly	17,303	15,759	16,353	11,403
Monthly	5,881	4,413	3,316	1,912
20 - 99	18,290	16,425	19,433	13,680
Daily	1,020	932	1,090	971
Weekly	4,220	4,077	4,613	3,140
Fortnightly	13,725	12,144	14,333	10,300
Monthly	4,540	4,097	4,750	3,221
100 - 199	2,912	2,834	2,952	2,442
Daily	193	183	193	167
Weekly	585	591	605	517
Fortnightly	2,253	2,194	2,283	1,928
Monthly	731	710	739	567
200 and Over	2,704	2,658	2,725	2,430
Daily	198	195	195	171
Weekly	427	421	430	379
Fortnightly	2,190	2,147	2,208	1,963
Monthly	624	618	624	557

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

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 4.4

**Non-Agricultural Establishments Employing 20 or More Workers by Type of Payment,
Major Industry Group and Occupational Category,
Philippines: June 2006**

MAJOR INDUSTRY GROUP AND TYPE OF WAGE PAYMENT	Managers/ Executives	Supervisors/ Foremen	Rank and File	
			Regular	Non-Regular
All Industries	23,906	21,917	25,110	18,553
Wholly in Cash	23,500	21,681	24,791	18,351
Partly in Cash and Partly in Kind	370	225	307	201
Wholly in Kind	36	11	11	1
Mining and Quarrying	65	70	80	57
Wholly in Cash	61	64	76	53
Partly in Cash and Partly in Kind	4	5	4	4
Wholly in Kind	-	-	-	-
Manufacturing	5,987	6,034	6,390	4,482
Wholly in Cash	5,909	5,984	6,331	4,452
Partly in Cash and Partly in Kind	55	39	48	30
Wholly in Kind	24	11	11	1
Electricity, Gas and Water Supply	501	487	501	419
Wholly in Cash	500	485	499	419
Partly in Cash and Partly in Kind	1	2	2	-
Wholly in Kind	-	-	-	-
Construction	677	734	734	642
Wholly in Cash	677	714	716	622
Partly in Cash and Partly in Kind	-	20	18	20
Wholly in Kind	-	-	-	-
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles, Personal and Household Goods	5,100	4,693	5,421	3,863
Wholly in Cash	5,015	4,691	5,395	3,835
Partly in Cash and Partly in Kind	73	1	26	27
Wholly in Kind	12	-	-	-
Hotels and Restaurants	3,008	2,277	3,069	2,640
Wholly in Cash	2,840	2,164	2,933	2,559
Partly in Cash and Partly in Kind	168	113	136	81
Wholly in Kind	-	-	-	-
Transport, Storage and Communications	1,386	1,234	1,410	938
Wholly in Cash	1,370	1,219	1,392	938
Partly in Cash and Partly in Kind	16	15	18	-
Wholly in Kind	-	-	-	-
Financial Intermediation	1,059	950	1,074	661
Wholly in Cash	1,058	950	1,072	661
Partly in Cash and Partly in Kind	1	-	1	-
Wholly in Kind	-	-	-	-

TABLE 4.4
Non-Agricultural Establishments Employing 20 or More by Type of Payment, Major
Industry Group and Occupational Category,
Philippines: June 2006 (Continued)

MAJOR INDUSTRY GROUP AND TYPE OF WAGE PAYMENT	Managers/ Executives	Supervisors/ Foremen	Rank and File	
			Regular	Non-Regular
Real Estate, Renting and Business Services	2,458	2,367	2,498	1,929
Wholly in Cash	2,451	2,364	2,494	1,926
Partly in Cash and Partly in Kind	7	3	4	3
Wholly in Kind	-	-	-	-
Private Education Services	2,400	1,919	2,591	1,874
Wholly in Cash	2,381	1,918	2,580	1,864
Partly in Cash and Partly in Kind	19	1	11	10
Wholly in Kind	-	-	-	-
Health and Social Work Except Public				
Health Services	559	555	611	526
Wholly in Cash	559	555	611	527
Partly in Cash and Partly in Kind	-	-	-	-
Wholly in Kind	-	-	-	-
Other Community, Social and Personal				
Service Activities	704	598	730	522
Wholly in Cash	679	572	692	497
Partly in Cash and Partly in Kind	25	25	38	25
Wholly in Kind	-	-	-	-

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

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 4.4a
Non-Agricultural Establishments Employing 20 or More Workers by Type of Wage Payment, Type of Ownership and Occupational Category,
Philippines: June 2006

TYPE OF OWNERSHIP AND TYPE OF WAGE PAYMENT	Managers/ Executives	Supervisors/ Foremen	Rank and File	
			Regular	Non-Regular
Total	23,906	21,917	25,110	18,553
Wholly in Cash	23,500	21,681	24,791	18,351
Partly in Cash and Partly in Kind	370	225	307	201
Wholly in Kind	36	11	11	1
Wholly Filipino - Owned	20,606	18,735	21,734	15,907
Wholly in Cash	20,238	18,519	21,434	15,721
Partly in Cash and Partly in Kind	333	206	289	186
Wholly in Kind	35	10	10	-
With Foreign Equity	1,960	1,890	2,018	1,578
Wholly in Cash	1,930	1,876	2,003	1,567
Partly in Cash and Partly in Kind	30	14	15	11
Wholly in Kind	-	-	-	-
Wholly Foreign - Owned	1,340	1,292	1,358	1,067
Wholly in Cash	1,332	1,286	1,353	1,063
Partly in Cash and Partly in Kind	7	5	4	4
Wholly in Kind	1	1	1	1

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

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 4.4b

Non-Agricultural Establishments Employing 20 or More Workers by Type of Wage Payment, With or Without Union and Occupational Category, Philippines: June 2006

WITH OR WITHOUT UNION AND TYPE OF WAGE PAYMENT	Managers/ Executives	Supervisors/ Foremen	Rank and File	
			Regular	Non-Regular
Total	23,906	21,917	25,110	18,553
Wholly in Cash	23,500	21,681	24,791	18,351
Partly in Cash and Partly in Kind	370	225	307	201
Wholly in Kind	36	11	11	1
With Union	2,944	2,825	3,056	2,137
Wholly in Cash	2,912	2,819	3,051	2,136
Partly in Cash and Partly in Kind	20	6	5	1
Wholly in Kind	12	-	-	-
Without Union	20,962	19,092	22,054	16,416
Wholly in Cash	20,588	18,862	21,740	16,216
Partly in Cash and Partly in Kind	350	219	302	199
Wholly in Kind	24	11	11	1

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

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 4.4c
Non-Agricultural Establishments Employing 20 or More Workers by Type of Wage Payment, Employment Size and Occupational Category,
Philippines: June 2006

EMPLOYMENT SIZE AND TYPE OF WAGE PAYMENT	<i>Managers/ Executives</i>	<i>Supervisors/ Foremen</i>	<i>Rank and File</i>	
			<i>Regular</i>	<i>Non-Regular</i>
Total	23,906	21,917	25,110	18,553
Wholly in Cash	23,500	21,681	24,791	18,351
Partly in Cash and Partly in Kind	370	225	307	201
Wholly in Kind	36	11	11	1
20 - 99	18,290	16,425	19,433	13,680
Wholly in Cash	18,145	16,284	19,247	13,528
Partly in Cash and Partly in Kind	391	338	433	365
Wholly in Kind	35	23	35	12
100 - 199	2,912	2,834	2,952	2,442
Wholly in Cash	2,910	2,832	2,950	2,440
Partly in Cash and Partly in Kind	11	11	11	11
Wholly in Kind	-	-	-	-
200 and Over	2,704	2,658	2,725	2,430
Wholly in Cash	2,695	2,648	2,714	2,422
Partly in Cash and Partly in Kind	37	37	38	35
Wholly in Kind	1	1	1	1

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

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 4.5

Non-Agricultural Establishments Employing 20 or More Workers by Method Used in Fixing COLA, Major Industry Group and Occupational Category, Philippines: June 2006

MAJOR INDUSTRY GROUP AND METHOD IN FIXING COLA	Managers/ Executives	Supervisors/ Foremen	Rank and File	
			Regular	Non-Regular
All Industries	14,259	14,069	17,296	10,424
Collective Bargaining Agreements	NAP	254	1,013	127
Individual Agreement between Employer and Employee	2,127	1,725	965	355
Employer's Decision	6,913	5,711	4,441	1,984
Wage Restructuring due to Minimum Wage issuances of RTWPBs	4,478	5,615	10,142	7,526
Productivity-based Pay Schemes	473	513	460	275
Others	268	252	275	158
Mining and Quarrying	32	37	50	31
Collective Bargaining Agreements	NAP	4	7	1
Individual Agreement between Employer and Employee	6	5	3	3
Employer's Decision	18	14	10	3
Wage Restructuring due to Minimum Wage issuances of RTWPBs	6	11	28	21
Productivity-based Pay Schemes	2	4	2	4
Others	-	-	-	-
Manufacturing	3,430	3,853	4,217	2,259
Collective Bargaining Agreements	NAP	116	433	47
Individual Agreement between Employer and Employee	623	563	256	46
Employer's Decision	1,766	1,513	908	448
Wage Restructuring due to Minimum Wage issuances of RTWPBs	918	1,483	2,483	1,644
Productivity-based Pay Schemes	82	133	94	48
Others	42	45	42	25
Electricity, Gas and Water Supply	344	333	345	229
Collective Bargaining Agreements	NAP	18	39	11
Individual Agreement between Employer and Employee	6	5	4	1
Employer's Decision	115	98	82	34
Wage Restructuring due to Minimum Wage issuances of RTWPBs	125	121	124	135
Productivity-based Pay Schemes	25	24	20	15
Others	72	67	76	32
Construction	473	573	579	442
Collective Bargaining Agreements	NAP	-	18	2
Individual Agreement between Employer and Employee	154	150	97	49
Employer's Decision	174	196	149	82
Wage Restructuring due to Minimum Wage issuances of RTWPBs	125	225	305	299
Productivity-based Pay Schemes	20	2	10	9
Others	-	-	-	-
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles, Personal and Household Goods	3,018	2,966	3,900	2,409
Collective Bargaining Agreements	NAP	21	166	35
Individual Agreement between Employer and Employee	424	316	164	51
Employer's Decision	1,257	993	793	350
Wage Restructuring due to Minimum Wage issuances of RTWPBs	1,236	1,459	2,604	1,864
Productivity-based Pay Schemes	84	145	140	82
Others	18	31	33	28
Hotels and Restaurants	1,968	1,626	2,352	1,764
Collective Bargaining Agreements	NAP	18	84	-
Individual Agreement between Employer and Employee	243	171	99	22
Employer's Decision	882	699	495	239
Wage Restructuring due to Minimum Wage issuances of RTWPBs	768	698	1,635	1,487
Productivity-based Pay Schemes	62	41	38	16
Others	14	-	-	-

TABLE 4.5

Non-Agricultural Establishments Employing 20 or More Workers by Method Used in Fixing COLA, Major Industry Group and Occupational Category, Philippines: June 2006

MAJOR INDUSTRY GROUP AND METHOD OF FIXING OR REVISING WAGES AND SALARIES	Managers/ Executives	Supervisors/ Foremen	Rank and File	
			Regular	Non-Regular
Transport, Storage and Communications	857	865	1,023	506
Collective Bargaining Agreements	NAP	9	45	5
Individual Agreement between Employer and Employee	155	110	72	14
Employer's Decision	410	313	300	163
Wage Restructuring due to Minimum Wage issuances of RTWPBs	285	431	602	319
Productivity-based Pay Schemes	5	-	-	3
Others	3	3	3	2
Financial Intermediation	684	638	778	364
Collective Bargaining Agreements	NAP	51	131	18
Individual Agreement between Employer and Employee	46	19	3	1
Employer's Decision	365	343	271	45
Wage Restructuring due to Minimum Wage issuances of RTWPBs	162	143	305	258
Productivity-based Pay Schemes	76	61	47	24
Others	35	21	21	18
Real Estate, Renting and Business Services	1,356	1,302	1,602	1,029
Collective Bargaining Agreements	NAP	-	6	-
Individual Agreement between Employer and Employee	226	204	112	60
Employer's Decision	769	619	480	218
Wage Restructuring due to Minimum Wage issuances of RTWPBs	296	419	948	717
Productivity-based Pay Schemes	52	48	38	32
Others	13	13	18	2
Private Education Services	1,360	1,089	1,447	806
Collective Bargaining Agreements	NAP	7	35	6
Individual Agreement between Employer and Employee	174	121	128	69
Employer's Decision	768	550	641	263
Wage Restructuring due to Minimum Wage issuances of RTWPBs	325	336	545	392
Productivity-based Pay Schemes	54	34	47	42
Others	40	40	51	34
Health and Social Work Except Public Health Services	350	408	488	290
Collective Bargaining Agreements	NAP	1	11	2
Individual Agreement between Employer and Employee	48	39	22	21
Employer's Decision	188	190	140	88
Wage Restructuring due to Minimum Wage issuances of RTWPBs	100	155	292	178
Productivity-based Pay Schemes	11	21	21	-
Others	2	2	2	1
Other Community, Social and Personal Service	386	379	517	295
Collective Bargaining Agreements	NAP	9	39	-
Individual Agreement between Employer and Employee	23	23	5	17
Employer's Decision	201	183	172	50
Wage Restructuring due to Minimum Wage issuances of RTWPBs	132	135	270	212
Productivity-based Pay Schemes	1	-	2	-
Others	29	29	29	16

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

NAP Not applicable

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 4.5a
Non-Agricultural Establishments Employing 20 or More Workers by Method Used in
Fixing COLA, Type of Ownership and Occupational Category,
Philippines: June 2006

TYPE OF OWNERSHIP AND METHOD IN FIXING COLA	Managers/ Executives	Supervisors/ Foremen	Rank and File	
			Regular	Non-Regular
Total	14,259	14,069	17,296	10,424
Collective Bargaining Agreements	NAP	254	1,013	127
Individual Agreement between Employer and Employee	2,127	1,725	965	355
Employer's Decision	6,913	5,711	4,441	1,984
Wage Restructuring due to Minimum Wage issuances of RTWPBs	4,478	5,615	10,142	7,526
Productivity-based Pay Schemes	473	513	460	275
Others	268	252	275	158
Wholly Filipino - Owned	12,611	12,431	15,336	9,266
Collective Bargaining Agreements	NAP	216	838	117
Individual Agreement between Employer and Employee	1,889	1,524	868	332
Employer's Decision	5,818	4,749	3,806	1,620
Wage Restructuring due to Minimum Wage issuances of RTWPBs	4,230	5,263	9,180	6,808
Productivity-based Pay Schemes	435	460	398	252
Others	240	220	246	138
With Foreign Equity	996	981	1,231	779
Collective Bargaining Agreements	NAP	27	132	6
Individual Agreement between Employer and Employee	136	103	34	13
Employer's Decision	675	573	366	212
Wage Restructuring due to Minimum Wage issuances of RTWPBs	149	220	644	519
Productivity-based Pay Schemes	21	38	34	14
Others	16	19	21	15
Wholly Foreign - Owned	652	657	729	379
Collective Bargaining Agreements	NAP	10	43	4
Individual Agreement between Employer and Employee	103	98	63	10
Employer's Decision	419	388	268	152
Wage Restructuring due to Minimum Wage issuances of RTWPBs	99	132	318	199
Productivity-based Pay Schemes	18	16	28	9
Others	13	12	8	4

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

NAP Not applicable

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 4.5b

Non-Agricultural Establishments Employing 20 or More Workers by Method Used in Fixing COLA, With or Without Union and Occupational Category, Philippines: June 2006

WITH OR WITHOUT UNION AND METHOD IN FIXING COLA	Managers/ Executives	Supervisors/ Foremen	Rank and File	
			Regular	Non-Regular
Total	14,259	14,069	17,296	10,424
Collective Bargaining Agreements	<i>NAP</i>	254	1,013	127
Individual Agreement between Employer and Employee	2,127	1,725	965	355
Employer's Decision	6,913	5,711	4,441	1,984
Wage Restructuring due to Minimum Wage issuances of RTWPBs	4,478	5,615	10,142	7,526
Productivity-based Pay Schemes	473	513	460	275
Others	268	252	275	158
With Union	1,801	1,873	2,195	1,269
Collective Bargaining Agreements	<i>NAP</i>	254	1,013	127
Individual Agreement between Employer and Employee	284	194	29	7
Employer's Decision	886	619	186	89
Wage Restructuring due to Minimum Wage issuances of RTWPBs	503	703	888	990
Productivity-based Pay Schemes	59	28	7	7
Others	69	75	72	49
Without Union	12,458	12,196	15,101	9,156
Collective Bargaining Agreements	<i>NAP</i>	<i>NAP</i>	<i>NAP</i>	<i>NAP</i>
Individual Agreement between Employer and Employee	1,843	1,531	936	348
Employer's Decision	6,027	5,092	4,254	1,895
Wage Restructuring due to Minimum Wage issuances of RTWPBs	3,975	4,911	9,254	6,535
Productivity-based Pay Schemes	414	486	454	269
Others	199	177	203	109

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

NAP Not applicable

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 4.5c

Non-Agricultural Establishments Employing 20 or More Workers by Method Used in Fixing COLA, Employment Size and Occupational Category, Philippines: June 2006

EMPLOYMENT SIZE AND METHOD IN FIXING COLA	Managers/ Executives	Supervisors/ Foremen	Rank and File	
			Regular	Non-Regular
Total	14,259	14,069	17,296	10,424
Collective Bargaining Agreements	NAP	254	1,013	127
Individual Agreement between Employer and Employee	2,127	1,725	965	355
Employer's Decision	6,913	5,711	4,441	1,984
Wage Restructuring due to Minimum Wage issuances of RTWPBs	4,478	5,615	10,142	7,526
Productivity-based Pay Schemes	473	513	460	275
Others	268	252	275	158
20 - 99	10,951	10,654	13,493	7,763
Collective Bargaining Agreements	NAP	149	603	49
Individual Agreement between Employer and Employee	1,697	1,412	864	309
Employer's Decision	5,214	4,238	3,612	1,606
Wage Restructuring due to Minimum Wage issuances of RTWPBs	3,504	4,305	7,881	5,468
Productivity-based Pay Schemes	357	384	346	201
Others	178	166	187	128
100 - 199	1,846	1,907	2,105	1,350
Collective Bargaining Agreements	NAP	37	179	37
Individual Agreement between Employer and Employee	230	170	51	16
Employer's Decision	970	861	493	200
Wage Restructuring due to Minimum Wage issuances of RTWPBs	533	713	1,269	1,060
Productivity-based Pay Schemes	66	82	68	27
Others	47	44	46	9
200 and Over	1,462	1,508	1,698	1,312
Collective Bargaining Agreements	NAP	68	231	41
Individual Agreement between Employer and Employee	200	143	50	29
Employer's Decision	728	611	336	178
Wage Restructuring due to Minimum Wage issuances of RTWPBs	440	597	992	997
Productivity-based Pay Schemes	50	47	47	46
Others	43	42	42	21

NAP Not applicable

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

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 5.1
Non-Agricultural Establishments Employing 20 or More Workers
With Compensation Schemes by Major Industry Group, Type of
Ownership, With or Without Union, Employment Size and Type of
Scheme, Philippines: June 2006

MAJOR INDUSTRY GROUP, TYPE OF OWNERSHIP, WITH OR WITHOUT UNION AND EMPLOYMENT SIZE	<i>Total</i>	<i>Social Security Scheme</i>	<i>Paid Leave Benefit</i>	<i>Health Care Benefit</i>	<i>Incentive Scheme</i>
Total	25,349	25,276	24,838	19,944	14,620
Mining and Quarrying	80	80	78	60	41
Manufacturing	6,421	6,401	6,307	5,121	3,403
Electricity, Gas and Water Supply	501	501	501	477	340
Construction	734	734	706	512	323
Wholesale and Retail; Repair of Motor Vehicles, Motorcycles, Personal and Household Goods	5,472	5,447	5,377	4,117	3,495
Hotels and Restaurants	3,171	3,160	3,103	2,580	1,957
Transport, Storage & Communications	1,410	1,410	1,318	1,128	799
Financial Intermediation	1,074	1,065	1,065	874	674
Real Estate, Renting and Business Activities	2,553	2,547	2,497	1,956	1,463
Private Education Services	2,591	2,591	2,572	2,001	1,362
Health and Social Work Except Public Health Services	611	610	611	571	324
Other Community, Social and Personal Service Activities	730	730	704	546	437
Wholly Filipino	21,971	21,903	21,484	16,887	12,514
With Foreign Equity	2,020	2,019	2,006	1,789	1,241
Wholly Foreign	1,358	1,354	1,348	1,269	865
With Union	3,067	3,067	3,067	2,757	1,900
Without Union	22,282	22,209	21,771	17,187	12,720
20 - 99	19,660	19,591	19,197	14,906	11,020
100 - 199	2,956	2,955	2,917	2,566	1,809
200 and Over	2,733	2,730	2,725	2,472	1,791

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

Source of Data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 5.2
Non-Agricultural Establishments Employing 20 or More Workers With
Paid Leave Benefits by Type of Benefit, Major Industry Group
and Occupational Category, Philippines: June 2006

TYPE OF BENEFIT AND MAJOR INDUSTRY GROUP	Total Estabs. w/ Paid Leave Benefits	Managers/ Executives	Supervisors/ Foremen	Regular Rank and File
All Industries	24,838	21,766	20,985	24,392
Vacation Leave	21,863	19,432	18,660	21,139
Sick Leave	21,433	18,996	18,212	20,523
Maternity Leave	19,626	16,978	16,222	19,105
Paternity Leave	17,677	15,634	15,167	17,276
Emergency Leave	5,480	5,025	4,443	5,100
Bereavement Leave	5,066	4,513	4,356	4,785
Birthday Leave	3,636	3,204	3,117	3,439
Marriage Leave	1,669	1,481	1,325	1,561
Union Leave	1,493	<i>NAP</i>	365	1,481
Service Incentive Leave	1,083	540	661	899
Calamity Leave	977	896	892	940
Study Leave	786	669	603	659
Solo Parent Leave	214	210	208	-
Special Privilege Leave	158	158	120	131
Rehabilitation Leave	53	47	48	52
Others	541	430	430	474
Mining and Quarrying	78	62	67	78
Vacation Leave	68	57	58	66
Sick Leave	71	59	63	70
Maternity Leave	57	54	54	57
Paternity Leave	57	53	55	57
Emergency Leave	8	7	8	8
Bereavement Leave	17	16	17	17
Birthday Leave	6	6	5	6
Marriage Leave	6	6	6	6
Union Leave	10	<i>NAP</i>	-	9
Service Incentive Leave	3	-	2	3
Calamity Leave	6	4	4	6
Study Leave	7	7	7	7
Solo Parent Leave	1	1	1	-
Special Privilege Leave	-	-	-	-
Rehabilitation Leave	-	-	-	-
Others	5	1	4	3

TABLE 5.2
Non-Agricultural Establishments Employing 20 or More Workers With
Paid Leave Benefits by Type of Benefit, Major Industry Group
and Occupational Category, Philippines: June 2006 (Continued)

TYPE OF BENEFIT AND MAJOR INDUSTRY GROUP	Total Estabs. w/ Paid Leave Benefits	Managers/ Executives	Supervisors/ Foremen	Rank and File
				Regular
Manufacturing	6,307	5,289	5,777	6,269
Vacation Leave	5,599	4,733	5,188	5,521
Sick Leave	5,311	4,505	4,922	5,245
Maternity Leave	4,922	4,067	4,359	4,860
Paternity Leave	4,587	3,808	4,205	4,552
Emergency Leave	1,127	1,019	988	1,071
Bereavement Leave	1,416	1,173	1,224	1,395
Birthday Leave	783	633	652	752
Marriage Leave	390	361	346	387
Union Leave	759	NAP	193	758
Service Incentive Leave	314	170	216	292
Calamity Leave	252	243	244	249
Study Leave	44	37	39	36
Solo Parent Leave	62	58	58	-
Special Privilege Leave	8	8	8	8
Rehabilitation Leave	14	13	14	13
Others	99	69	79	90
Electricity, Gas and Water Supply	501	484	471	501
Vacation Leave	482	469	456	480
Sick Leave	489	476	464	488
Maternity Leave	481	447	445	479
Paternity Leave	473	444	432	471
Emergency Leave	121	120	110	121
Bereavement Leave	173	173	170	173
Birthday Leave	208	206	208	208
Marriage Leave	67	67	67	67
Union Leave	65	NAP	30	65
Service Incentive Leave	5	-	-	-
Calamity Leave	54	54	54	53
Study Leave	41	41	30	27
Solo Parent Leave	1	1	1	-
Special Privilege Leave	91	91	67	67
Rehabilitation Leave	-	-	-	-
Others	71	46	48	71

TABLE 5.2
Non-Agricultural Establishments Employing 20 or More Workers With
Paid Leave Benefits by Type of Benefit, Major Industry Group
and Occupational Category, Philippines: June 2006 (Continued)

TYPE OF BENEFIT AND MAJOR INDUSTRY GROUP	Total Estabs. w/ Paid Leave Benefits	Managers/ Executives	Supervisors/ Foremen	Rank and File
				Regular
Construction	706	545	683	665
Vacation Leave	568	515	562	536
Sick Leave	593	477	591	545
Maternity Leave	530	445	440	528
Paternity Leave	410	399	404	407
Emergency Leave	116	69	76	74
Bereavement Leave	108	80	103	106
Birthday Leave	117	99	109	99
Marriage Leave	47	47	47	46
Union Leave	15	NAP	9	15
Service Incentive Leave	27	6	6	6
Calamity Leave	17	16	17	17
Study Leave	36	36	36	36
Solo Parent Leave	2	2	2	-
Special Privilege Leave	-	-	-	-
Rehabilitation Leave	5	-	-	5
Others	24	24	24	20
Wholesale and Retail; Repair of Motor Vehicles, Motorcycles, Personal and Household Goods	5,377	4,623	4,500	5,289
Vacation Leave	4,576	4,042	3,913	4,455
Sick Leave	4,413	3,850	3,764	4,254
Maternity Leave	4,095	3,409	3,323	4,014
Paternity Leave	3,653	3,234	3,154	3,604
Emergency Leave	999	886	844	946
Bereavement Leave	845	772	770	844
Birthday Leave	489	439	464	474
Marriage Leave	389	338	262	353
Union Leave	148	NAP	25	148
Service Incentive Leave	183	111	156	178
Calamity Leave	232	204	189	213
Study Leave	111	111	73	96
Solo Parent Leave	42	42	42	-
Special Privilege Leave	5	5	5	5
Rehabilitation Leave	16	16	16	16
Others	49	47	47	49

TABLE 5.2
Non-Agricultural Establishments Employing 20 or More Workers With
Paid Leave Benefits by Type of Benefit, Major Industry Group
and Occupational Category, Philippines: June 2006 (Continued)

TYPE OF BENEFIT AND MAJOR INDUSTRY GROUP	Total Estabs. w/ Paid Leave Benefits	Managers/ Executives	Supervisors/ Foremen	Rank and File
				Regular
Hotels and Restaurants	3,103	2,848	2,228	2,932
Vacation Leave	2,899	2,653	2,022	2,602
Sick Leave	2,812	2,581	1,939	2,406
Maternity Leave	2,514	2,245	1,766	2,265
Paternity Leave	2,364	2,195	1,689	2,163
Emergency Leave	955	891	593	787
Bereavement Leave	575	518	399	381
Birthday Leave	598	541	434	537
Marriage Leave	147	102	91	113
Union Leave	104	NAP	23	104
Service Incentive Leave	171	71	81	152
Calamity Leave	108	86	105	97
Study Leave	79	35	46	46
Solo Parent Leave	15	15	15	-
Special Privilege Leave	-	-	-	-
Rehabilitation Leave	1	1	1	1
Others	53	53	17	31
Transport, Storage and Communications	1,318	1,192	1,137	1,282
Vacation Leave	1,186	1,064	1,067	1,168
Sick Leave	1,151	1,063	1,048	1,101
Maternity Leave	1,030	941	903	1,009
Paternity Leave	927	820	845	912
Emergency Leave	291	262	241	256
Bereavement Leave	297	284	281	278
Birthday Leave	148	122	132	127
Marriage Leave	45	30	31	45
Union Leave	88	NAP	17	80
Service Incentive Leave	71	37	35	42
Calamity Leave	55	52	55	55
Study Leave	22	21	19	17
Solo Parent Leave	24	24	24	-
Special Privilege Leave	3	3	1	1
Rehabilitation Leave	-	-	-	-
Others	30	22	29	27

TABLE 5.2
Non-Agricultural Establishments Employing 20 or More Workers With
Paid Leave Benefits by Type of Benefit, Major Industry Group
and Occupational Category, Philippines: June 2006 (Continued)

TYPE OF BENEFIT AND MAJOR INDUSTRY GROUP	Total Estabs. w/ Paid Leave Benefits	Managers/ Executives	Supervisors/ Foremen	Regular Rank and File
Financial Intermediation	1,065	1,042	952	1,065
Vacation Leave	1,009	966	898	1,009
Sick Leave	1,036	993	911	1,036
Maternity Leave	964	941	874	964
Paternity Leave	911	886	830	911
Emergency Leave	380	380	338	380
Bereavement Leave	225	214	212	224
Birthday Leave	264	254	257	263
Marriage Leave	69	68	58	69
Union Leave	114	<i>NAP</i>	17	114
Service Incentive Leave	-	-	-	-
Calamity Leave	65	62	62	65
Study Leave	84	74	69	71
Solo Parent Leave	21	21	21	-
Special Privilege Leave	29	29	17	29
Rehabilitation Leave	14	14	14	14
Others	34	34	34	33
Real Estate, Renting and Business Activities	2,497	2,308	2,233	2,424
Vacation Leave	2,207	2,091	1,986	2,058
Sick Leave	2,256	2,118	1,989	2,079
Maternity Leave	1,941	1,745	1,741	1,865
Paternity Leave	1,825	1,647	1,649	1,757
Emergency Leave	517	506	483	499
Bereavement Leave	551	523	518	532
Birthday Leave	424	415	380	400
Marriage Leave	145	144	137	130
Union Leave	25	<i>NAP</i>	-	25
Service Incentive Leave	136	42	62	80
Calamity Leave	58	57	58	57
Study Leave	66	63	59	58
Solo Parent Leave	24	24	24	-
Special Privilege Leave	10	10	10	10
Rehabilitation Leave	2	2	2	2
Others	34	28	30	32

TABLE 5.2
Non-Agricultural Establishments Employing 20 or More Workers With
Paid Leave Benefits by Type of Benefit, Major Industry Group
and Occupational Category, Philippines: June 2006 (Continued)

TYPE OF BENEFIT AND MAJOR INDUSTRY GROUP	Total Estabs. w/ Paid Leave Benefits	Managers/ Executives	Supervisors/ Foremen	Rank and File
				Regular
Private Education Services	2,572	2,214	1,835	2,572
Vacation Leave	2,104	1,810	1,549	2,092
Sick Leave	2,216	1,896	1,618	2,214
Maternity Leave	2,112	1,812	1,505	2,101
Paternity Leave	1,626	1,371	1,161	1,625
Emergency Leave	676	624	501	673
Bereavement Leave	620	526	422	595
Birthday Leave	330	257	230	304
Marriage Leave	291	259	220	272
Union Leave	77	<i>NAP</i>	27	76
Service Incentive Leave	73	41	32	61
Calamity Leave	110	99	83	107
Study Leave	257	216	196	242
Solo Parent Leave	19	19	17	-
Special Privilege Leave	-	-	-	-
Rehabilitation Leave	-	-	-	-
Others	125	97	100	105
Health and Social Work Except				
Public Health Services	611	483	519	611
Vacation Leave	501	410	416	501
Sick Leave	460	382	375	460
Maternity Leave	460	381	385	458
Paternity Leave	348	279	324	348
Emergency Leave	127	101	104	127
Bereavement Leave	111	105	110	110
Birthday Leave	151	114	143	150
Marriage Leave	43	30	30	43
Union Leave	28	<i>NAP</i>	1	28
Service Incentive Leave	36	26	36	36
Calamity Leave	12	12	12	12
Study Leave	24	12	12	20
Solo Parent Leave	1	1	1	-
Special Privilege Leave	10	10	10	10
Rehabilitation Leave	-	-	-	-
Others	13	3	13	13

TABLE 5.2
Non-Agricultural Establishments Employing 20 or More Workers With
Paid Leave Benefits by Type of Benefit, Major Industry Group
and Occupational Category, Philippines: June 2006 (Continued)

TYPE OF BENEFIT AND MAJOR INDUSTRY GROUP	Total Estabs. w/ Paid Leave Benefits	Managers/ Executives	Supervisors/ Foremen	Rank and File
				Regular
Other Community, Social and Personal Service Activities	704	676	585	704
Vacation Leave	664	623	545	651
Sick Leave	623	596	530	623
Maternity Leave	519	490	426	506
Paternity Leave	498	497	419	471
Emergency Leave	162	161	157	157
Bereavement Leave	129	129	129	129
Birthday Leave	118	116	105	118
Marriage Leave	30	29	30	30
Union Leave	59	NAP	22	59
Service Incentive Leave	64	36	36	49
Calamity Leave	8	8	8	8
Study Leave	17	17	17	3
Solo Parent Leave	3	3	3	-
Special Privilege Leave	1	1	1	1
Rehabilitation Leave	-	-	-	-
Others	4	4	4	1

Note: Details may not add up to totals due to multiple responses.

NAP Not Applicable.

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 5.2a

**Non-Agricultural Establishments Employing 20 or More Workers With
Paid Leave Benefits by Type of Benefit, Type of Ownership
and Occupational Category, Philippines: June 2006**

TYPE OF BENEFIT AND TYPE OF OWNERSHIP	Total Estabs. w/ Paid Leave Benefits	Managers/ Executives	Supervisors/ Foremen	Regular Rank and File
Total	24,838	21,766	20,985	24,392
Vacation Leave	21,863	19,432	18,660	21,139
Sick Leave	21,433	18,996	18,212	20,523
Maternity Leave	19,626	16,978	16,222	19,105
Paternity Leave	17,677	15,634	15,167	17,276
Emergency Leave	5,480	5,025	4,443	5,100
Bereavement Leave	5,066	4,513	4,356	4,785
Birthday Leave	3,636	3,204	3,117	3,439
Marriage Leave	1,669	1,481	1,325	1,561
Union Leave	1,493	NAP	365	1,481
Service Incentive Leave	1,083	540	661	899
Calamity Leave	977	896	892	940
Study Leave	786	669	603	659
Solo Parent Leave	214	210	208	-
Special Privilege Leave	158	158	120	131
Rehabilitation Leave	53	47	48	52
Others	541	430	430	474
Wholly Filipino - Owned	21,484	18,625	17,878	21,049
Vacation Leave	18,709	16,494	15,751	18,016
Sick Leave	18,493	16,268	15,519	17,638
Maternity Leave	16,716	14,262	13,534	16,271
Paternity Leave	14,767	12,891	12,438	14,413
Emergency Leave	4,543	4,131	3,578	4,177
Bereavement Leave	3,808	3,314	3,167	3,531
Birthday Leave	3,207	2,802	2,715	3,012
Marriage Leave	1,269	1,121	980	1,173
Union Leave	1,075	NAP	266	1,066
Service Incentive Leave	944	445	562	787
Calamity Leave	722	666	657	688
Study Leave	671	555	489	562
Solo Parent Leave	135	135	133	-
Special Privilege Leave	149	149	111	123
Rehabilitation Leave	31	31	31	31
Others	410	313	309	353

TABLE 5.2a

Non-Agricultural Establishments Employing 20 or More Workers With Paid Leave Benefits by Type of Benefit, Type of Ownership and Occupational Category, Philippines: June 2006 (Continued)

TYPE OF BENEFIT AND TYPE OF OWNERSHIP	Total Estab. w/ Paid Leave Benefits	Managers/ Executives	Supervisors/ Foremen	Regular Rank and File
With Foreign Equity	2,006	1,877	1,842	1,996
Vacation Leave	1,902	1,770	1,750	1,873
Sick Leave	1,813	1,675	1,656	1,760
Maternity Leave	1,662	1,558	1,526	1,591
Paternity Leave	1,684	1,582	1,562	1,639
Emergency Leave	650	615	600	639
Bereavement Leave	721	682	685	718
Birthday Leave	270	244	248	270
Marriage Leave	207	188	178	196
Union Leave	317	NAP	84	315
Service Incentive Leave	103	70	71	84
Calamity Leave	182	162	164	179
Study Leave	68	67	67	53
Solo Parent Leave	43	43	43	-
Special Privilege Leave	8	8	8	8
Rehabilitation Leave	9	3	5	8
Others	82	73	75	73
Wholly Foreign - Owned	1,348	1,264	1,266	1,347
Vacation Leave	1,251	1,168	1,158	1,250
Sick Leave	1,127	1,052	1,038	1,125
Maternity Leave	1,247	1,158	1,162	1,244
Paternity Leave	1,227	1,160	1,167	1,224
Emergency Leave	287	279	264	285
Bereavement Leave	537	516	504	536
Birthday Leave	159	158	154	156
Marriage Leave	192	173	168	192
Union Leave	101	NAP	14	100
Service Incentive Leave	36	26	29	29
Calamity Leave	73	68	70	73
Study Leave	47	46	46	43
Solo Parent Leave	35	31	31	-
Special Privilege Leave	-	-	-	-
Rehabilitation Leave	12	12	12	12
Others	49	44	46	48

Note: Details may not add up to totals due to multiple responses.

NAP Not Applicable.

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 5.2b

Non-Agricultural Establishments Employing 20 or More Workers With Paid Leave Benefits by Type of Benefit, With or Without Union and Occupational Category, Philippines: June 2006

TYPE OF BENEFIT AND WITH OR WITHOUT UNION	Total Estabs. w/ Paid Leave Benefits	Managers/ Executives	Supervisors/ Foremen	Regular Rank and File
Total	24,838	21,766	20,985	24,392
Vacation Leave	21,863	19,432	18,660	21,139
Sick Leave	21,433	18,996	18,212	20,523
Maternity Leave	19,626	16,978	16,222	19,105
Paternity Leave	17,677	15,634	15,167	17,276
Emergency Leave	5,480	5,025	4,443	5,100
Bereavement Leave	5,066	4,513	4,356	4,785
Birthday Leave	3,636	3,204	3,117	3,439
Marriage Leave	1,669	1,481	1,325	1,561
Union Leave	1,493	NAP	365	1,481
Service Incentive Leave	1,083	540	661	899
Calamity Leave	977	896	892	940
Study Leave	786	669	603	659
Solo Parent Leave	214	210	208	-
Special Privilege Leave	158	158	120	131
Rehabilitation Leave	53	47	48	52
Others	541	430	430	474
With Union	3,067	2,749	2,747	3,050
Vacation Leave	2,974	2,671	2,680	2,936
Sick Leave	3,006	2,681	2,690	2,968
Maternity Leave	2,636	2,341	2,285	2,570
Paternity Leave	2,775	2,411	2,417	2,726
Emergency Leave	1,186	1,070	1,015	1,142
Bereavement Leave	1,398	1,142	1,221	1,372
Birthday Leave	764	595	652	746
Marriage Leave	232	200	129	220
Union Leave	1,493	NAP	365	1,481
Service Incentive Leave	43	16	16	28
Calamity Leave	307	282	290	303
Study Leave	194	165	116	146
Solo Parent Leave	51	49	47	-
Special Privilege Leave	51	51	36	36
Rehabilitation Leave	29	29	29	29
Others	102	70	77	100

TABLE 5.2b

Non-Agricultural Establishments Employing 20 or More Workers With Paid Leave Benefits by Type of Benefit, With or Without Union and Occupational Category, Philippines: June 2006 (Continued)

TYPE OF BENEFIT AND WITH OR WITHOUT UNION	Total Estabs. w/ Paid Leave Benefits	Managers/ Executives	Supervisors/ Foremen	Regular Rank and File
Without Union	21,771	19,017	18,238	21,342
Vacation Leave	18,888	16,761	15,980	18,203
Sick Leave	18,426	16,315	15,522	17,555
Maternity Leave	16,990	14,637	13,937	16,535
Paternity Leave	14,903	13,223	12,750	14,550
Emergency Leave	4,295	3,955	3,427	3,958
Bereavement Leave	3,668	3,371	3,135	3,413
Birthday Leave	2,873	2,609	2,466	2,693
Marriage Leave	1,437	1,282	1,197	1,341
Union Leave	NAP	NAP	NAP	NAP
Service Incentive Leave	1,040	524	645	872
Calamity Leave	671	614	602	637
Study Leave	593	504	486	512
Solo Parent Leave	163	160	161	-
Special Privilege Leave	107	107	84	95
Rehabilitation Leave	24	18	19	23
Others	439	360	353	374

Note: Details may not add up to totals due to multiple responses.

NAP Not Applicable.

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 5.2c
Non-Agricultural Establishments Employing 20 or More Workers With
Paid Leave Benefits by Type of Benefit, Employment Size and
Occupational Category, Philippines: June 2006

TYPE OF BENEFIT AND EMPLOYMENT SIZE	Total Estabs. w/ Paid Leave Benefits	Managers/ Executives	Supervisors/ Foremen	Regular Rank and File
Total	24,838	21,766	20,985	24,392
Vacation Leave	21,863	19,432	18,660	21,139
Sick Leave	21,433	18,996	18,212	20,523
Maternity Leave	19,626	16,978	16,222	19,105
Paternity Leave	17,677	15,634	15,167	17,276
Emergency Leave	5,480	5,025	4,443	5,100
Bereavement Leave	5,066	4,513	4,356	4,785
Birthday Leave	3,636	3,204	3,117	3,439
Marriage Leave	1,669	1,481	1,325	1,561
Union Leave	1,493	NAP	365	1,481
Service Incentive Leave	1,083	540	661	899
Calamity Leave	977	896	892	940
Study Leave	786	669	603	659
Solo Parent Leave	214	210	208	-
Special Privilege Leave	158	158	120	131
Rehabilitation Leave	53	47	48	52
Others	541	430	430	474
20 - 99	19,197	16,463	15,634	18,821
Vacation Leave	16,608	14,526	13,701	16,030
Sick Leave	16,326	14,211	13,383	15,572
Maternity Leave	14,768	12,479	11,679	14,339
Paternity Leave	12,840	11,132	10,605	12,506
Emergency Leave	3,806	3,455	2,889	3,487
Bereavement Leave	3,295	2,884	2,707	3,067
Birthday Leave	2,447	2,100	2,060	2,318
Marriage Leave	1,168	1,003	855	1,071
Union Leave	693	NAP	181	691
Service Incentive Leave	788	392	479	686
Calamity Leave	630	568	564	603
Study Leave	516	423	371	421
Solo Parent Leave	86	86	86	-
Special Privilege Leave	118	118	83	95
Rehabilitation Leave	27	27	27	27
Others	319	258	249	271

TABLE 5.2c
Non-Agricultural Establishments Employing 20 or More Workers With
Paid Leave Benefits by Type of Benefit, Employment Size and
Occupational Category, Philippines: June 2006 (Continued)

TYPE OF BENEFIT AND EMPLOYMENT SIZE	Total Estabs. w/ Paid Leave Benefits	Managers/ Executives	Supervisors/ Foremen	Regular Rank and File
100 - 199	2,917	2,700	2,737	2,875
Vacation Leave	2,697	2,480	2,523	2,634
Sick Leave	2,612	2,425	2,464	2,531
Maternity Leave	2,464	2,252	2,279	2,416
Paternity Leave	2,439	2,239	2,285	2,409
Emergency Leave	836	779	791	819
Bereavement Leave	881	793	817	860
Birthday Leave	576	523	495	538
Marriage Leave	276	262	258	269
Union Leave	348	NAP	84	342
Service Incentive Leave	165	84	103	124
Calamity Leave	171	159	158	166
Study Leave	129	117	106	118
Solo Parent Leave	19	17	16	-
Special Privilege Leave	19	19	19	19
Rehabilitation Leave	5	-	-	5
Others	104	81	86	95
200 and Over	2,725	2,602	2,614	2,696
Vacation Leave	2,557	2,426	2,436	2,476
Sick Leave	2,495	2,360	2,365	2,420
Maternity Leave	2,393	2,247	2,263	2,351
Paternity Leave	2,398	2,263	2,277	2,362
Emergency Leave	839	791	763	794
Bereavement Leave	890	836	832	858
Birthday Leave	614	580	563	583
Marriage Leave	225	217	213	221
Union Leave	452	NAP	100	448
Service Incentive Leave	130	64	80	89
Calamity Leave	176	168	170	171
Study Leave	142	129	126	120
Solo Parent Leave	109	107	105	-
Special Privilege Leave	20	20	17	17
Rehabilitation Leave	21	19	21	19
Others	117	91	96	107

Note: Details may not add up to totals due to multiple responses.

NAP Not Applicable.

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 5.3
Non-Agricultural Establishments Employing 20 or More Workers With
Social Security Schemes by Type of Scheme, Major Industry Group
and Occupational Category, Philippines: June 2006

TYPE OF SCHEME AND MAJOR INDUSTRY GROUP	Total Estabs. w/ Social Security Schemes	Managers/ Executives	Supervisors/ Foremen	Regular Rank and File
All Industries	25,276	23,333	21,575	24,995
Compulsory Social Security Scheme	24,772	22,781	21,127	24,478
Pension Plan	1,726	1,446	1,317	1,469
Life Insurance	5,285	5,034	4,509	4,772
Accident Insurance	8,692	7,641	6,994	8,259
Medical and Health Insurance	9,927	9,371	8,385	9,143
Hospitalization Plan	5,395	5,060	4,654	4,976
Retirement Plan	11,813	10,757	9,951	11,252
Separation/Termination Pay	13,643	11,981	11,321	13,278
Others	315	248	268	299
Mining and Quarrying	80	64	70	80
Compulsory Social Security Scheme	80	62	70	80
Pension Plan	5	5	5	5
Life Insurance	32	23	23	31
Accident Insurance	36	33	34	33
Medical and Health Insurance	44	33	35	43
Hospitalization Plan	24	24	24	24
Retirement Plan	48	47	48	47
Separation/Termination Pay	40	38	39	40
Others	2	2	2	2
Manufacturing	6,401	5,807	5,981	6,376
Compulsory Social Security Scheme	6,221	5,620	5,795	6,181
Pension Plan	308	261	241	253
Life Insurance	1,098	1,019	973	982
Accident Insurance	1,724	1,558	1,462	1,593
Medical and Health Insurance	2,088	1,953	1,903	1,939
Hospitalization Plan	1,191	1,085	1,086	1,081
Retirement Plan	2,759	2,450	2,558	2,702
Separation/Termination Pay	3,642	3,024	3,275	3,598
Others	44	32	44	44
Electricity, Gas and Water Supply	501	501	487	501
Compulsory Social Security Scheme	486	486	472	486
Pension Plan	44	44	40	42
Life Insurance	140	139	136	140
Accident Insurance	218	212	207	211
Medical and Health Insurance	234	234	220	234
Hospitalization Plan	148	147	146	148
Retirement Plan	344	332	330	344
Separation/Termination Pay	318	299	298	313
Others	13	13	13	13

TABLE 5.3
Non-Agricultural Establishments Employing 20 or More Workers With
Social Security Schemes by Type of Scheme, Major Industry Group
and Occupational Category, Philippines: June 2006 (Continued)

TYPE OF SCHEME AND MAJOR INDUSTRY GROUP	Total Estabs. w/ Social Security Schemes	Managers/ Executives	Supervisors/ Foremen	Regular Rank and File
Construction	734	636	734	731
Compulsory Social Security Scheme	732	634	732	730
Pension Plan	41	41	39	28
Life Insurance	82	82	80	55
Accident Insurance	279	203	256	264
Medical and Health Insurance	157	139	148	131
Hospitalization Plan	58	58	40	37
Retirement Plan	207	205	201	206
Separation/Termination Pay	470	428	443	449
Others	-	-	-	-
Wholesale and Retail; Repair of Motor Vehicles, Motorcycles, Personal and Household Goods	5,447	4,994	4,604	5,386
Compulsory Social Security Scheme	5,335	4,869	4,516	5,275
Pension Plan	357	272	266	282
Life Insurance	1,109	1,057	895	1,040
Accident Insurance	1,737	1,542	1,444	1,631
Medical and Health Insurance	2,056	1,949	1,784	1,867
Hospitalization Plan	1,170	1,088	1,003	1,087
Retirement Plan	2,501	2,302	2,121	2,381
Separation/Termination Pay	3,159	2,783	2,595	3,120
Others	105	63	79	105
Hotels and Restaurants	3,160	2,983	2,277	3,047
Compulsory Social Security Scheme	3,104	2,912	2,243	2,991
Pension Plan	118	93	63	74
Life Insurance	741	719	571	535
Accident Insurance	1,230	1,023	734	1,172
Medical and Health Insurance	1,573	1,525	1,044	1,273
Hospitalization Plan	631	609	463	478
Retirement Plan	1,160	1,102	820	905
Separation/Termination Pay	1,559	1,391	1,018	1,438
Others	48	48	37	48
Transport, Storage and Communications	1,410	1,353	1,204	1,390
Compulsory Social Security Scheme	1,388	1,317	1,182	1,368
Pension Plan	58	58	48	34
Life Insurance	358	349	323	342
Accident Insurance	544	449	434	525
Medical and Health Insurance	575	531	544	555
Hospitalization Plan	274	244	244	271
Retirement Plan	699	599	625	676
Separation/Termination Pay	731	595	632	696
Others	2	2	2	2

TABLE 5.3
Non-Agricultural Establishments Employing 20 or More Workers With
Social Security Schemes by Type of Scheme, Major Industry Group
and Occupational Category, Philippines: June 2006 (Continued)

TYPE OF SCHEME AND MAJOR INDUSTRY GROUP	Total Estabs. w/ Social Security Schemes	Managers/ Executives	Supervisors/ Foremen	Regular Rank and File
Financial Intermediation	1,065	1,050	925	1,065
Compulsory Social Security Scheme	1,050	1,034	910	1,050
Pension Plan	138	138	138	138
Life Insurance	484	482	436	475
Accident Insurance	495	462	439	494
Medical and Health Insurance	597	559	508	597
Hospitalization Plan	519	509	485	504
Retirement Plan	772	747	668	772
Separation/Termination Pay	672	646	585	670
Others	16	16	16	16
Real Estate, Renting and Business Activities	2,547	2,418	2,330	2,486
Compulsory Social Security Scheme	2,508	2,360	2,274	2,448
Pension Plan	213	195	192	188
Life Insurance	799	752	706	735
Accident Insurance	1,033	919	933	984
Medical and Health Insurance	1,265	1,214	1,167	1,207
Hospitalization Plan	546	517	493	544
Retirement Plan	1,149	1,088	1,070	1,091
Separation/Termination Pay	1,177	1,131	1,109	1,123
Others	17	15	8	11
Private Education Services	2,591	2,336	1,853	2,591
Compulsory Social Security Scheme	2,530	2,295	1,847	2,530
Pension Plan	377	282	229	361
Life Insurance	300	269	224	296
Accident Insurance	1,121	971	817	1,106
Medical and Health Insurance	924	856	690	922
Hospitalization Plan	467	436	337	450
Retirement Plan	1,661	1,421	1,095	1,630
Separation/Termination Pay	1,307	1,122	846	1,276
Others	46	36	46	38
Health and Social Work Except Public Health Services	610	514	514	610
Compulsory Social Security Scheme	610	513	504	610
Pension Plan	30	20	17	25
Life Insurance	30	30	29	28
Accident Insurance	78	78	78	76
Medical and Health Insurance	169	147	147	169
Hospitalization Plan	205	184	187	205
Retirement Plan	228	182	196	226
Separation/Termination Pay	262	235	230	262
Others	16	16	16	16

TABLE 5.3
Non-Agricultural Establishments Employing 20 or More Workers With
Social Security Schemes by Type of Scheme, Major Industry Group
and Occupational Category, Philippines: June 2006 (Continued)

TYPE OF SCHEME AND MAJOR INDUSTRY GROUP	Total Estabs. w/ Social Security Schemes	Managers/ Executives	Supervisors/ Foremen	Regular Rank and File
Other Community, Social and Personal Service Activities	730	678	598	730
Compulsory Social Security Scheme	730	678	584	730
Pension Plan	38	38	38	38
Life Insurance	113	113	113	113
Accident Insurance	196	192	157	170
Medical and Health Insurance	246	232	194	206
Hospitalization Plan	162	161	148	148
Retirement Plan	285	283	219	273
Separation/Termination Pay	305	289	252	293
Others	5	5	5	5

Note: Details may not add up to totals due to multiple responses.

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 5.3a
Non-Agricultural Establishments Employing 20 or More Workers With
Social Security Schemes by Type of Scheme, Type of Ownership
and Occupational Category, Philippines: June 2006

TYPE OF SCHEME AND TYPE OF OWNERSHIP	Total Estabs. w/ Social Security Schemes	Managers/ Executives	Supervisors/ Foremen	Regular Rank and File
Total	25,276	23,333	21,575	24,995
Compulsory Social Security Scheme	24,772	22,781	21,127	24,478
Pension Plan	1,726	1,446	1,317	1,469
Life Insurance	5,285	5,034	4,509	4,772
Accident Insurance	8,692	7,641	6,994	8,259
Medical and Health Insurance	9,927	9,371	8,385	9,143
Hospitalization Plan	5,395	5,060	4,654	4,976
Retirement Plan	11,813	10,757	9,951	11,252
Separation/Termination Pay	13,643	11,981	11,321	13,278
Others	315	248	268	299
Wholly Filipino - Owned	21,903	20,100	18,424	21,658
Compulsory Social Security Scheme	21,440	19,613	18,025	21,181
Pension Plan	1,497	1,220	1,112	1,262
Life Insurance	4,062	3,841	3,406	3,577
Accident Insurance	7,130	6,180	5,608	6,744
Medical and Health Insurance	7,993	7,512	6,579	7,261
Hospitalization Plan	4,279	3,974	3,611	3,887
Retirement Plan	10,177	9,186	8,469	9,676
Separation/Termination Pay	11,854	10,328	9,761	11,523
Others	265	200	219	250
With Foreign Equity	2,019	1,952	1,889	2,008
Compulsory Social Security Scheme	1,985	1,895	1,845	1,974
Pension Plan	130	129	107	110
Life Insurance	634	617	564	615
Accident Insurance	831	755	721	814
Medical and Health Insurance	1,077	1,054	989	1,041
Hospitalization Plan	620	604	571	593
Retirement Plan	920	884	830	874
Separation/Termination Pay	1,095	1,015	955	1,081
Others	39	38	39	39
Wholly Foreign - Owned	1,354	1,282	1,263	1,329
Compulsory Social Security Scheme	1,348	1,273	1,257	1,323
Pension Plan	99	97	98	96
Life Insurance	590	576	540	581
Accident Insurance	730	706	665	701
Medical and Health Insurance	857	806	817	841
Hospitalization Plan	496	482	472	496
Retirement Plan	716	687	652	701
Separation/Termination Pay	694	638	605	674
Others	10	10	10	10

Note: Details may not add up to totals due to multiple responses.

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 5.3b

Non-Agricultural Establishments Employing 20 or More Workers With Social Security Schemes by Type of Scheme, With or Without Union and Occupational Category, Philippines: June 2006

TYPE OF SCHEME AND WITH OR WITHOUT UNION	Total Estabs. w/ Social Security Schemes	Managers/ Executives	Supervisors/ Foremen	Regular Rank and File
Total	25,276	23,333	21,575	24,995
Compulsory Social Security Scheme	24,772	22,781	21,127	24,478
Pension Plan	1,726	1,446	1,317	1,469
Life Insurance	5,285	5,034	4,509	4,772
Accident Insurance	8,692	7,641	6,994	8,259
Medical and Health Insurance	9,927	9,371	8,385	9,143
Hospitalization Plan	5,395	5,060	4,654	4,976
Retirement Plan	11,813	10,757	9,951	11,252
Separation/Termination Pay	13,643	11,981	11,321	13,278
Others	315	248	268	299
With Union	3,067	2,905	2,824	3,056
Compulsory Social Security Scheme	3,037	2,852	2,782	3,024
Pension Plan	216	209	177	203
Life Insurance	1,105	1,081	960	1,054
Accident Insurance	1,405	1,334	1,216	1,338
Medical and Health Insurance	1,547	1,497	1,393	1,449
Hospitalization Plan	1,267	1,168	1,114	1,204
Retirement Plan	2,277	2,119	2,027	2,224
Separation/Termination Pay	2,271	2,088	2,031	2,210
Others	51	41	51	51
Without Union	22,209	20,428	18,751	21,939
Compulsory Social Security Scheme	21,735	19,929	18,345	21,453
Pension Plan	1,510	1,237	1,140	1,266
Life Insurance	4,180	3,953	3,549	3,718
Accident Insurance	7,286	6,306	5,778	6,922
Medical and Health Insurance	8,380	7,874	6,992	7,694
Hospitalization Plan	4,128	3,893	3,541	3,771
Retirement Plan	9,536	8,638	7,924	9,028
Separation/Termination Pay	11,372	9,893	9,291	11,068
Others	264	207	217	248

Note: Details may not add up to totals due to multiple responses.

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 5.3c

Non-Agricultural Establishments Employing 20 or More Workers With Social Security Schemes by Type of Scheme, Employment Size and Occupational Category, Philippines: June 2006

TYPE OF SCHEME AND EMPLOYMENT SIZE	Total Estabs. w/ Social Security Schemes	Managers/ Executives	Supervisors/ Foremen	Regular Rank and File
Total	25,276	23,333	21,575	24,995
Compulsory Social Security Scheme	24,772	22,781	21,127	24,478
Pension Plan	1,726	1,446	1,317	1,469
Life Insurance	5,285	5,034	4,509	4,772
Accident Insurance	8,692	7,641	6,994	8,259
Medical and Health Insurance	9,927	9,371	8,385	9,143
Hospitalization Plan	5,395	5,060	4,654	4,976
Retirement Plan	11,813	10,757	9,951	11,252
Separation/Termination Pay	13,643	11,981	11,321	13,278
Others	315	248	268	299
20 - 99	19,591	17,782	16,141	19,325
Compulsory Social Security Scheme	19,175	17,330	15,783	18,898
Pension Plan	1,194	944	866	1,010
Life Insurance	3,496	3,288	2,862	3,092
Accident Insurance	6,133	5,272	4,666	5,843
Medical and Health Insurance	7,124	6,652	5,768	6,480
Hospitalization Plan	3,482	3,251	2,879	3,121
Retirement Plan	8,320	7,416	6,709	7,843
Separation/Termination Pay	10,240	8,750	8,140	9,960
Others	214	157	178	214
100 - 199	2,955	2,870	2,787	2,947
Compulsory Social Security Scheme	2,908	2,821	2,740	2,898
Pension Plan	266	252	218	224
Life Insurance	804	777	742	756
Accident Insurance	1,249	1,167	1,163	1,186
Medical and Health Insurance	1,373	1,322	1,252	1,303
Hospitalization Plan	895	836	824	859
Retirement Plan	1,752	1,646	1,600	1,700
Separation/Termination Pay	1,810	1,707	1,687	1,762
Others	61	56	55	46
200 and Over	2,730	2,681	2,647	2,723
Compulsory Social Security Scheme	2,689	2,630	2,604	2,682
Pension Plan	266	249	233	235
Life Insurance	986	970	905	924
Accident Insurance	1,309	1,202	1,165	1,230
Medical and Health Insurance	1,431	1,397	1,365	1,360
Hospitalization Plan	1,017	974	952	995
Retirement Plan	1,741	1,695	1,642	1,709
Separation/Termination Pay	1,592	1,523	1,495	1,556
Others	40	36	36	40

Note: Details may not add up to totals due to multiple responses.

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 5.3d
Percent Share of Non-Agricultural Establishments Employing 20 or More Workers
With Social Security Schemes by Type of Scheme, Type of Payment and
Occupational Category, Philippines: June 2006

TYPE OF SCHEME	Total Estabs. with Social Security Schemes	Wholly By Employer			With Contribution From Employee		
		Managers/ Executives	Supervisors/ Foremen	Regular Rank and File	Managers/ Executives	Supervisors/ Foremen	Regular Rank and File
Total	25,276	61.3	56.4	63.8	89.3	82.6	95.6
Compulsory Social Security Scheme	24,772	4.9	2.9	3.2	87.0	82.4	96.1
Pension Plan	1,726	50.4	45.1	46.7	33.3	31.2	38.4
Life Insurance	5,285	74.2	64.7	67.6	21.0	20.6	22.7
Accident Insurance	8,692	66.9	60.3	69.9	21.0	20.2	25.1
Medical and Health Insurance	9,927	58.2	50.2	52.4	36.2	34.3	39.7
Hospitalization Plan	5,395	68.4	60.5	63.7	25.4	25.8	28.5
Retirement Plan	11,813	73.6	68.8	75.7	17.4	15.5	19.5
Separation/Termination Pay	13,643	72.9	69.2	79.8	14.9	13.8	17.6
Others	315	42.5	49.2	54.6	36.2	36.2	40.6

Note: Details may not add up to totals due to multiple responses.

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 5.4

Non-Agricultural Establishments Employing 20 or More Workers With Health Care Benefits by Type of Benefit, Major Industry Group and Occupational Category, Philippines: June 2006

TYPE OF BENEFIT AND MAJOR INDUSTRY GROUP	Total Estabs. w/ Health Care Benefits	Managers/ Executives	Supervisors/ Foremen	Regular Rank and File
All Industries	19,944	18,511	17,121	19,410
Medical Care	13,869	13,195	11,883	13,446
Vision Care	4,930	4,740	4,388	4,807
Dental Care	8,341	8,073	7,212	8,170
Annual Physical Check-up	12,043	11,621	10,623	11,765
Optical Assistance	3,822	3,716	3,412	3,739
Hospitalization Assistance	10,814	10,158	9,363	10,618
Medicine Allowance	6,120	5,817	5,427	6,010
First Aid Treatment	12,377	11,607	10,869	12,164
Special Laboratory Examination	5,271	5,098	4,731	5,153
Others	391	363	334	390
Mining and Quarrying	60	57	60	60
Medical Care	35	35	35	35
Vision Care	26	26	26	26
Dental Care	35	35	35	35
Annual Physical Check-up	43	43	43	43
Optical Assistance	20	20	20	20
Hospitalization Assistance	39	36	39	39
Medicine Allowance	24	24	24	24
First Aid Treatment	48	45	48	48
Special Laboratory Examination	23	23	23	23
Others	4	4	4	4
Manufacturing	5,121	4,709	4,795	5,061
Medical Care	2,989	2,869	2,817	2,941
Vision Care	1,303	1,242	1,276	1,297
Dental Care	1,929	1,862	1,888	1,926
Annual Physical Check-up	3,223	3,095	3,108	3,214
Optical Assistance	1,004	969	979	1,002
Hospitalization Assistance	2,696	2,517	2,571	2,665
Medicine Allowance	1,742	1,623	1,641	1,720
First Aid Treatment	3,745	3,527	3,588	3,734
Special Laboratory Examination	1,273	1,221	1,206	1,264
Others	133	119	119	133
Electricity, Gas and Water Supply	477	476	462	476
Medical Care	313	313	299	312
Vision Care	110	110	98	110
Dental Care	232	232	218	232
Annual Physical Check-up	374	374	360	374
Optical Assistance	117	117	103	117
Hospitalization Assistance	239	238	223	239
Medicine Allowance	159	159	159	159
First Aid Treatment	239	239	227	239
Special Laboratory Examination	94	94	91	94
Others	25	25	25	25

TABLE 5.4
Non-Agricultural Establishments Employing 20 or More Workers With
Health Care Benefits by Type of Benefit, Major Industry Group
and Occupational Category, Philippines: June 2006 (Continued)

TYPE OF BENEFIT AND MAJOR INDUSTRY GROUP	Total Estabs. w/ Health Care Benefits	Managers/ Executives	Supervisors/ Foremen	Regular Rank and File
Construction	512	421	483	480
Medical Care	366	294	338	337
Vision Care	80	80	70	78
Dental Care	120	120	110	116
Annual Physical Check-up	178	178	167	173
Optical Assistance	54	54	54	54
Hospitalization Assistance	326	253	317	323
Medicine Allowance	115	97	115	115
First Aid Treatment	316	280	298	297
Special Laboratory Examination	95	95	94	94
Others	3	3	3	3
Wholesale and Retail; Repair of Motor Vehicles, Motorcycles, Personal and Household Goods	4,117	3,792	3,517	4,028
Medical Care	2,822	2,686	2,423	2,741
Vision Care	891	867	837	890
Dental Care	1,481	1,455	1,314	1,475
Annual Physical Check-up	2,117	2,084	2,011	2,104
Optical Assistance	680	667	666	680
Hospitalization Assistance	2,229	2,093	1,931	2,214
Medicine Allowance	1,486	1,423	1,328	1,471
First Aid Treatment	2,637	2,412	2,275	2,610
Special Laboratory Examination	1,052	1,030	1,028	1,041
Others	106	105	81	106
Hotels and Restaurants	2,580	2,437	1,786	2,370
Medical Care	2,078	2,001	1,412	1,878
Vision Care	805	783	555	714
Dental Care	1,525	1,489	1,006	1,383
Annual Physical Check-up	1,950	1,870	1,280	1,752
Optical Assistance	641	630	392	575
Hospitalization Assistance	1,481	1,412	1,004	1,386
Medicine Allowance	723	688	507	655
First Aid Treatment	1,586	1,487	1,140	1,472
Special Laboratory Examination	882	857	607	790
Others	37	37	22	37
Transport, Storage and Communications	1,128	1,085	977	1,113
Medical Care	922	884	796	921
Vision Care	289	276	285	275
Dental Care	499	473	481	499
Annual Physical Check-up	679	653	622	665
Optical Assistance	239	225	234	225
Hospitalization Assistance	550	535	480	550
Medicine Allowance	359	353	320	359
First Aid Treatment	624	620	528	620

TABLE 5.4

Non-Agricultural Establishments Employing 20 or More Workers With Health Care Benefits by Type of Benefit, Major Industry Group and Occupational Category, Philippines: June 2006 (Continued)

TYPE OF BENEFIT AND MAJOR INDUSTRY GROUP	Total Estabs. w/ Health Care Benefits	Managers/ Executives	Supervisors/ Foremen	Regular Rank and File
Financial Intermediation	874	848	770	874
Medical Care	672	658	594	672
Vision Care	280	280	259	280
Dental Care	477	465	440	477
Annual Physical Check-up	602	588	535	602
Optical Assistance	254	254	234	254
Hospitalization Assistance	650	639	585	650
Medicine Allowance	319	307	282	319
First Aid Treatment	464	452	429	464
Special Laboratory Examination	301	301	292	301
Others	-	-	-	-
Real Estate, Renting and Business Services	1,956	1,884	1,796	1,845
Medical Care	1,538	1,520	1,443	1,477
Vision Care	551	546	508	541
Dental Care	862	856	798	849
Annual Physical Check-up	1,249	1,205	1,171	1,208
Optical Assistance	457	456	410	456
Hospitalization Assistance	1,126	1,095	1,021	1,073
Medicine Allowance	513	508	465	508
First Aid Treatment	1,010	966	945	990
Special Laboratory Examination	540	526	483	535
Others	26	26	21	25
Private Education Services	2,001	1,813	1,511	1,989
Medical Care	1,429	1,273	1,072	1,429
Vision Care	388	324	268	388
Dental Care	845	761	611	842
Annual Physical Check-up	980	925	750	980
Optical Assistance	232	210	206	232
Hospitalization Assistance	901	816	672	901
Medicine Allowance	377	331	298	377
First Aid Treatment	1,126	1,042	866	1,117
Special Laboratory Examination	324	295	274	324
Others	24	14	24	24
Health and Social Work Except Public Health Services	571	468	497	571
Medical Care	340	297	317	340
Vision Care	74	73	74	74
Dental Care	104	93	94	104
Annual Physical Check-up	310	267	277	310
Optical Assistance	50	40	40	50
Hospitalization Assistance	328	286	295	328
Medicine Allowance	136	136	133	136
First Aid Treatment	225	203	202	225
Special Laboratory Examination	240	207	207	240

TABLE 5.4
Non-Agricultural Establishments Employing 20 or More Workers With
Health Care Benefits by Type of Benefit, Major Industry Group
and Occupational Category, Philippines: June 2006 (Continued)

TYPE OF BENEFIT AND MAJOR INDUSTRY GROUP	Total Estabs. w/ Health Care Benefits	Managers/ Executives	Supervisors/ Foremen	Regular Rank and File
Other Community, Social and Personal Service Activities	546	521	468	546
Medical Care	365	365	338	365
Vision Care	133	133	133	133
Dental Care	231	231	218	231
Annual Physical Check-up	338	338	299	338
Optical Assistance	74	74	74	74
Hospitalization Assistance	250	238	225	250
Medicine Allowance	168	168	156	168
First Aid Treatment	347	334	322	347
Special Laboratory Examination	135	135	135	135
Others	-	-	-	-

Note: Details may not add up to totals due to multiple responses.

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 5.4a
Non-Agricultural Establishments Employing 20 or More Workers With
Health Care Benefits by Type of Benefit, Type of Ownership
and Occupational Category, Philippines: June 2006

TYPE OF BENEFIT AND TYPE OF OWNERSHIP	Total Estabs. w/ Health Care Benefits	Managers/ Executives	Supervisors/ Foremen	Regular Rank and File
Total	19,944	18,511	17,121	19,410
Medical Care	13,869	13,195	11,883	13,446
Vision Care	4,930	4,740	4,388	4,807
Dental Care	8,341	8,073	7,212	8,170
Annual Physical Check-up	12,043	11,621	10,623	11,765
Optical Assistance	3,822	3,716	3,412	3,739
Hospitalization Assistance	10,814	10,158	9,363	10,618
Medicine Allowance	6,120	5,817	5,427	6,010
First Aid Treatment	12,377	11,607	10,869	12,164
Special Laboratory Examination	5,271	5,098	4,731	5,153
Others	391	363	334	390
Wholly Filipino - Owned	16,887	15,595	14,306	16,379
Medical Care	11,560	10,940	9,773	11,161
Vision Care	3,813	3,638	3,348	3,692
Dental Care	6,494	6,241	5,505	6,324
Annual Physical Check-up	9,577	9,194	8,353	9,311
Optical Assistance	2,912	2,821	2,563	2,831
Hospitalization Assistance	8,946	8,361	7,617	8,761
Medicine Allowance	4,855	4,598	4,276	4,747
First Aid Treatment	10,198	9,498	8,796	9,990
Special Laboratory Examination	4,133	3,989	3,697	4,018
Others	317	289	260	316
With Foreign Equity	1,789	1,712	1,639	1,765
Medical Care	1,318	1,279	1,187	1,296
Vision Care	665	653	594	664
Dental Care	993	982	908	991
Annual Physical Check-up	1,361	1,342	1,245	1,348
Optical Assistance	506	494	452	505
Hospitalization Assistance	1,124	1,080	1,039	1,112
Medicine Allowance	753	737	674	752
First Aid Treatment	1,286	1,236	1,195	1,281
Special Laboratory Examination	668	652	602	665
Others	46	46	46	46
Wholly Foreign - Owned	1,269	1,204	1,177	1,266
Medical Care	991	976	923	989
Vision Care	451	449	446	451
Dental Care	854	849	799	854
Annual Physical Check-up	1,106	1,084	1,025	1,106
Optical Assistance	403	401	397	403
Hospitalization Assistance	745	717	707	745
Medicine Allowance	512	482	477	510
First Aid Treatment	894	873	877	892
Special Laboratory Examination	470	457	432	470
Others	28	28	28	28

Note: Details may not add up to totals due to multiple responses.

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 5.4b
Non-Agricultural Establishments Employing 20 or More Workers With
Health Care Benefits by Type of Benefit, With or Without Union
and Occupational Category, Philippines: June 2006

TYPE OF BENEFIT AND WITH OR WITHOUT UNION	Total Estabs. w/ Health Care Benefits	Managers/ Executives	Supervisors/ Foremen	Regular Rank and File
Total	19,944	18,511	17,121	19,410
Medical Care	13,869	13,195	11,883	13,446
Vision Care	4,930	4,740	4,388	4,807
Dental Care	8,341	8,073	7,212	8,170
Annual Physical Check-up	12,043	11,621	10,623	11,765
Optical Assistance	3,822	3,716	3,412	3,739
Hospitalization Assistance	10,814	10,158	9,363	10,618
Medicine Allowance	6,120	5,817	5,427	6,010
First Aid Treatment	12,377	11,607	10,869	12,164
Special Laboratory Examination	5,271	5,098	4,731	5,153
Others	391	363	334	390
With Union	2,757	2,649	2,517	2,743
Medical Care	2,063	2,015	1,859	2,049
Vision Care	994	964	913	994
Dental Care	1,878	1,824	1,702	1,865
Annual Physical Check-up	2,116	2,070	1,950	2,103
Optical Assistance	904	868	809	904
Hospitalization Assistance	1,913	1,816	1,708	1,912
Medicine Allowance	1,375	1,340	1,257	1,362
First Aid Treatment	2,132	2,067	1,972	2,119
Special Laboratory Examination	1,094	1,068	1,006	1,093
Others	80	67	80	80
Without Union	17,187	15,862	14,604	16,667
Medical Care	11,806	11,180	10,024	11,397
Vision Care	3,936	3,777	3,475	3,813
Dental Care	6,463	6,249	5,510	6,304
Annual Physical Check-up	9,928	9,550	8,672	9,662
Optical Assistance	2,917	2,848	2,604	2,835
Hospitalization Assistance	8,901	8,342	7,654	8,706
Medicine Allowance	4,746	4,477	4,170	4,647
First Aid Treatment	10,245	9,540	8,897	10,045
Special Laboratory Examination	4,177	4,029	3,725	4,060
Others	311	296	254	310

Note: Details may not add up to totals due to multiple responses.

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 5.4c
Non-Agricultural Establishments Employing 20 or More Workers With
Health Care Benefits by Type of Benefit, Employment Size
and Occupational Category, Philippines: June 2006

TYPE OF BENEFIT AND EMPLOYMENT SIZE	Total Estabs. w/ Health Care Benefits	Managers/ Executives	Supervisors/ Foremen	Rank and File
All Sizes	19,944	18,511	17,121	19,410
Medical Care	13,869	13,195	11,883	13,446
Vision Care	4,930	4,740	4,388	4,807
Dental Care	8,341	8,073	7,212	8,170
Annual Physical Check-up	12,043	11,621	10,623	11,765
Optical Assistance	3,822	3,716	3,412	3,739
Hospitalization Assistance	10,814	10,158	9,363	10,618
Medicine Allowance	6,120	5,817	5,427	6,010
First Aid Treatment	12,377	11,607	10,869	12,164
Special Laboratory Examination	5,271	5,098	4,731	5,153
Others	391	363	334	390
20 - 99	14,906	13,571	12,287	14,478
Medical Care	10,133	9,497	8,285	9,782
Vision Care	3,189	3,015	2,704	3,080
Dental Care	5,429	5,193	4,418	5,299
Annual Physical Check-up	8,254	7,884	6,961	8,029
Optical Assistance	2,321	2,231	1,952	2,248
Hospitalization Assistance	7,608	7,009	6,289	7,447
Medicine Allowance	4,265	3,996	3,611	4,166
First Aid Treatment	8,767	8,065	7,354	8,571
Special Laboratory Examination	3,406	3,248	2,957	3,313
Others	216	193	164	216
100 - 199	2,566	2,514	2,438	2,516
Medical Care	1,823	1,794	1,721	1,782
Vision Care	821	813	791	811
Dental Care	1,339	1,325	1,269	1,310
Annual Physical Check-up	1,844	1,815	1,769	1,816
Optical Assistance	645	634	621	637
Hospitalization Assistance	1,538	1,505	1,455	1,520
Medicine Allowance	898	874	872	896
First Aid Treatment	1,742	1,706	1,678	1,734
Special Laboratory Examination	890	880	841	876
Others	89	85	84	88
200 and Over	2,472	2,425	2,396	2,416
Medical Care	1,933	1,904	1,877	1,882
Vision Care	920	912	892	916
Dental Care	1,574	1,554	1,525	1,560
Annual Physical Check-up	1,945	1,922	1,893	1,919
Optical Assistance	856	850	839	854
Hospitalization Assistance	1,668	1,644	1,619	1,651
Medicine Allowance	957	946	944	948
First Aid Treatment	1,868	1,836	1,837	1,859
Special Laboratory Examination	975	969	933	964
Others	86	85	86	86

Note: Details may not add up to totals due to multiple responses.

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 5.5
Non-Agricultural Establishments Employing 20 or More Workers With
Incentive Schemes by Type of Scheme, Major Industry Group
and Occupational Category, Philippines: June 2006

TYPE OF SCHEME AND MAJOR INDUSTRY GROUP	Total Estabs. w/ Incentive Schemes	Managers/ Executives	Supervisors/ Foremen	Regular Rank and File
All Industries	14,620	12,265	11,634	13,126
Individual Incentive System	8,775	7,362	7,008	7,967
Group Incentive System	4,864	4,224	4,189	4,400
Profit-sharing Plan	2,186	2,066	1,837	1,976
Merit Pay or Skill-based Pay	4,941	4,418	4,169	4,696
Employee Stock Plan	407	407	351	377
Others	949	755	736	896
Mining and Quarrying	41	35	40	38
Individual Incentive System	22	19	22	20
Group Incentive System	14	10	14	14
Profit-sharing Plan	5	5	5	5
Merit Pay or Skill-based Pay	21	17	20	20
Employee Stock Plan	2	2	2	2
Others	1	1	1	1
Manufacturing	3,403	2,635	2,802	3,007
Individual Incentive System	2,104	1,678	1,721	1,869
Group Incentive System	1,038	801	900	973
Profit-sharing Plan	418	404	379	362
Merit Pay or Skill-based Pay	1,070	936	976	989
Employee Stock Plan	99	99	96	95
Others	283	182	215	269
Electricity, Gas and Water Supply	340	332	323	340
Individual Incentive System	148	146	134	148
Group Incentive System	205	205	203	205
Profit-sharing Plan	24	24	24	24
Merit Pay or Skill-based Pay	108	102	107	108
Employee Stock Plan	7	7	7	7
Others	59	59	59	59
Construction	323	248	310	288
Individual Incentive System	221	148	211	202
Group Incentive System	93	90	93	87
Profit-sharing Plan	48	48	46	42
Merit Pay or Skill-based Pay	117	98	116	114
Employee Stock Plan	19	19	19	19
Others	19	19	19	10

TABLE 5.5
Non-Agricultural Establishments Employing 20 or More Workers With
Incentive Schemes by Type of Scheme, Major Industry Group
and Occupational Category, Philippines: June 2006 (Continued)

TYPE OF SCHEME AND MAJOR INDUSTRY GROUP	Total Estabs. w/ Incentive Schemes	Managers/ Executives	Supervisors/ Foremen	Regular Rank and File
Wholesale and Retail; Repair of Motor Vehicles, Motorcycles, Personal and Household Goods	3,495	2,922	2,756	3,159
Individual Incentive System	2,337	1,959	1,853	2,119
Group Incentive System	1,385	1,224	1,215	1,252
Profit-sharing Plan	434	387	385	418
Merit Pay or Skill-based Pay	884	762	760	844
Employee Stock Plan	75	75	75	74
Others	162	149	113	161
Hotels and Restaurants	1,957	1,779	1,238	1,666
Individual Incentive System	1,074	999	673	941
Group Incentive System	674	637	474	572
Profit-sharing Plan	390	368	248	331
Merit Pay or Skill-based Pay	741	698	422	674
Employee Stock Plan	63	63	13	39
Others	135	105	101	120
Transport, Storage and Communications	799	621	626	713
Individual Incentive System	417	280	326	396
Group Incentive System	336	277	299	299
Profit-sharing Plan	153	153	136	136
Merit Pay or Skill-based Pay	286	250	265	284
Employee Stock Plan	43	43	43	43
Others	22	17	7	10
Financial Intermediation	674	598	590	652
Individual Incentive System	366	322	328	354
Group Incentive System	179	157	151	165
Profit-sharing Plan	228	212	192	225
Merit Pay or Skill-based Pay	308	292	289	300
Employee Stock Plan	45	45	42	45
Others	4	4	4	4
Real Estate, Renting and Business Activities	1,463	1,315	1,281	1,261
Individual Incentive System	899	821	796	799
Group Incentive System	467	409	424	408
Profit-sharing Plan	307	304	263	252
Merit Pay or Skill-based Pay	523	483	501	490
Employee Stock Plan	46	46	46	45
Others	48	48	47	47

TABLE 5.5
Non-Agricultural Establishments Employing 20 or More Workers With
Incentive Schemes by Type of Scheme, Major Industry Group
and Occupational Category, Philippines: June 2006 (Continued)

TYPE OF SCHEME AND MAJOR INDUSTRY GROUP	Total Estabs. w/ Incentive Schemes	Managers/ Executives	Supervisors/ Foremen	Regular Rank and File
Private Education Services	1,362	1,171	1,060	1,323
Individual Incentive System	654	558	536	631
Group Incentive System	274	242	231	263
Profit-sharing Plan	98	88	88	98
Merit Pay or Skill-based Pay	652	578	495	646
Employee Stock Plan	1	1	1	1
Others	156	123	114	156
Health and Social Work Except Public Health Services	324	247	279	297
Individual Incentive System	221	176	188	206
Group Incentive System	55	44	55	45
Profit-sharing Plan	27	17	27	27
Merit Pay or Skill-based Pay	100	78	90	97
Employee Stock Plan	8	8	8	8
Others	38	28	35	38
Other Community, Social and Personal Service Activities	437	364	330	380
Individual Incentive System	312	257	219	282
Group Incentive System	142	128	129	115
Profit-sharing Plan	55	55	42	55
Merit Pay or Skill-based Pay	129	124	129	129
Employee Stock Plan	-	-	-	-
Others	22	21	21	22

Note: Details may not add up to totals due to multiple responses.

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 5.5a
Non-Agricultural Establishments Employing 20 or More Workers With
Incentive Schemes by Type of Scheme, Type of Ownership
and Occupational Category, Philippines: June 2006

TYPE OF SCHEME AND TYPE OF OWNERSHIP	Total Estab. w/ Incentive Schemes	Managers/ Executives	Supervisors/ Foremen	Regular Rank and File
Total	14,620	12,265	11,634	13,126
Individual Incentive System	8,775	7,362	7,008	7,967
Group Incentive System	4,864	4,224	4,189	4,400
Profit-sharing Plan	2,186	2,066	1,837	1,976
Merit Pay or Skill-based Pay	4,941	4,418	4,169	4,696
Employee Stock Plan	407	407	351	377
Others	949	755	736	896
Wholly Filipino - Owned	12,514	10,473	9,746	11,103
Individual Incentive System	7,612	6,403	6,023	6,852
Group Incentive System	4,025	3,479	3,390	3,587
Profit-sharing Plan	1,887	1,767	1,563	1,690
Merit Pay or Skill-based Pay	4,019	3,532	3,293	3,782
Employee Stock Plan	241	241	202	212
Others	746	609	549	696
With Foreign Equity	1,241	1,077	1,118	1,180
Individual Incentive System	726	611	629	694
Group Incentive System	494	462	487	476
Profit-sharing Plan	200	200	176	187
Merit Pay or Skill-based Pay	567	544	538	562
Employee Stock Plan	102	102	88	102
Others	106	103	105	104
Wholly Foreign - Owned	865	716	770	843
Individual Incentive System	437	343	356	422
Group Incentive System	345	283	313	337
Profit-sharing Plan	99	99	98	99
Merit Pay or Skill-based Pay	354	342	337	352
Employee Stock Plan	64	64	61	64
Others	96	43	81	96

Note: Details may not add up to totals due to multiple responses.

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 5.5b

Non-Agricultural Establishments Employing 20 or More Workers With Incentive Schemes by Type of Scheme, With or Without Union and Occupational Category, Philippines: June 2006

TYPE OF SCHEME AND WITH OR WITHOUT UNION	Total Estabs. w/ Incentive Schemes	Managers/ Executives	Supervisors/ Foremen	Regular Rank and File
Total	14,620	12,265	11,634	13,126
Individual Incentive System	8,775	7,362	7,008	7,967
Group Incentive System	4,864	4,224	4,189	4,400
Profit-sharing Plan	2,186	2,066	1,837	1,976
Merit Pay or Skill-based Pay	4,941	4,418	4,169	4,696
Employee Stock Plan	407	407	351	377
Others	949	755	736	896
With Union	1,900	1,619	1,595	1,769
Individual Incentive System	1,047	894	853	984
Group Incentive System	680	607	612	649
Profit-sharing Plan	311	304	289	290
Merit Pay or Skill-based Pay	867	790	759	826
Employee Stock Plan	136	136	118	133
Others	143	122	126	137
Without Union	12,720	10,646	10,039	11,357
Individual Incentive System	7,728	6,468	6,155	6,983
Group Incentive System	4,183	3,617	3,576	3,751
Profit-sharing Plan	1,875	1,762	1,548	1,686
Merit Pay or Skill-based Pay	4,073	3,628	3,409	3,870
Employee Stock Plan	272	272	232	245
Others	806	633	610	759

Note: Details may not add up to totals due to multiple responses.

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.

TABLE 5.5c

Non-Agricultural Establishments Employing 20 or More Workers With Incentive Schemes by Type of Scheme, Employment Size and Occupational Category, Philippines: June 2006

TYPE OF SCHEME AND EMPLOYMENT SIZE	Total Estab. w/ Incentive Schemes	Managers/ Executives	Supervisors/ Foremen	Regular Rank and File
Total	14,620	12,265	11,634	13,126
Individual Incentive System	8,775	7,362	7,008	7,967
Group Incentive System	4,864	4,224	4,189	4,400
Profit-sharing Plan	2,186	2,066	1,837	1,976
Merit Pay or Skill-based Pay	4,941	4,418	4,169	4,696
Employee Stock Plan	407	407	351	377
Others	949	755	736	896
20 - 99	11,020	9,109	8,449	9,889
Individual Incentive System	6,736	5,555	5,183	6,103
Group Incentive System	3,458	2,991	2,915	3,114
Profit-sharing Plan	1,690	1,576	1,386	1,535
Merit Pay or Skill-based Pay	3,463	3,049	2,803	3,300
Employee Stock Plan	225	225	175	200
Others	673	509	493	648
100 - 199	1,809	1,614	1,585	1,614
Individual Incentive System	1,049	947	932	948
Group Incentive System	649	579	582	580
Profit-sharing Plan	265	264	237	229
Merit Pay or Skill-based Pay	698	654	635	658
Employee Stock Plan	75	75	71	74
Others	141	128	119	127
200 and Over	1,791	1,543	1,599	1,623
Individual Incentive System	990	860	893	916
Group Incentive System	757	654	692	706
Profit-sharing Plan	232	226	214	213
Merit Pay or Skill-based Pay	779	715	730	737
Employee Stock Plan	108	108	104	103
Others	135	118	123	121

Note: Details may not add up to totals due to multiple responses.

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey.