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TABLE 1 - Percent Distribution of Labor Cost in Non-Agricultural Establishments Employing 20 and Over by Industry Group and Major Cost Component, Philippines: 1998

Industry Group	Total		Direct Wages and Salaries	Remuneration for Time Not Worked	Bonuses and Gratuities	Food, Drink, Fuel and Other Payments in Kind
	Amount (P000)	Percent				
Total	314,844,274	100.00	76.63	2.22	8.68	0.68
Mining and Quarrying	2,227,267	100.00	61.59	4.30	5.87	1.86
Metallic Ore Mining	1,763,309	100.00	59.56	4.83	4.58	1.97
Non-Metallic Ore Mining	463,958	100.00	69.32	2.29	10.73	1.41
Manufacturing	104,994,271	100.00	76.68	2.67	7.60	0.56
Manufacture of Food Products	17,415,300	100.00	76.31	3.59	8.04	0.65
Manufacture of Beverages	6,734,253	100.00	77.14	2.89	6.84	0.51
Manufacture of Tobacco Products	832,334	100.00	78.98	2.62	7.45	0.39
Manufacture of Textiles	4,133,301	100.00	79.49	3.63	6.28	0.61
Manufacture of Wearing Apparel	9,893,212	100.00	75.20	2.53	6.02	0.39
Tanning and Dressing of Leather; Mfg. of Luggage and Handbags	718,819	100.00	85.76	1.58	5.93	0.03
Manufacture of Footwear	1,315,387	100.00	82.57	1.27	7.67	0.86
Mfg of Articles of Bamboo, Cane, Rattan & the like; Plaiting Materials	261,091	100.00	83.22	1.19	8.05	0.49
Manufacture of Wood, Wood Products & Cork, Except Furniture	1,134,539	100.00	80.53	3.77	6.34	0.17
Manufacture of Paper and Paper Products	1,823,072	100.00	80.46	3.20	6.49	0.43
Publishing, Printing and Reproduction of Recorded Media	2,853,041	100.00	77.32	2.06	11.10	0.55
Manufacture of Coke, Refined Petroleum & Other Fuel Products	1,071,687	100.00	65.88	1.47	14.12	0.36
Manufacture of Chemicals and Chemical Products	11,361,372	100.00	74.79	1.92	10.30	0.34
Manufacture of Rubber Products	889,896	100.00	78.99	3.62	6.08	1.32
Manufacture of Plastic Products	3,092,530	100.00	80.31	2.63	6.74	0.38
Manufacture of Glass and Glass Products	1,073,271	100.00	73.64	1.87	8.69	1.21
Manufacture of Cement	1,046,478	100.00	74.17	1.24	7.53	1.12
Manufacture of Other Non-Metallic Mineral Products, N.E.C.	2,250,886	100.00	77.88	3.02	6.89	0.45
Manufacture of Basic Metals	4,101,463	100.00	81.04	1.96	6.22	0.42
Mfg of Fabricated Metal Products, Except Machinery & Equipment	2,741,264	100.00	79.22	1.86	8.52	0.76
Manufacture of Machinery & Equipment	2,585,869	100.00	77.43	1.83	6.78	0.38
Manufacture of Office, Accounting and Computing Machinery	2,490,802	100.00	77.52	2.21	7.62	0.18
Manufacture of Electrical Machinery and Apparatus	6,109,779	100.00	76.51	2.27	7.32	0.42
Manufacture of Radio, Television & Comm. Equipmt & Apparatus	9,430,241	100.00	77.24	2.28	5.48	0.80
Mfg of Medical, Precision and Optical Instruments, Watches	1,819,613	100.00	76.18	1.53	4.20	0.26
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	3,048,808	100.00	60.71	5.51	11.67	1.78
Manufacture of Other Transport Equipment	988,091	100.00	75.50	1.65	9.75	1.03
Manufacture and Repair of Furniture	2,321,350	100.00	81.88	3.33	6.55	0.38
Recycling	17,776	100.00	69.94	17.18	7.33	0.00
Manufacturing, N.E.C.	1,438,747	100.00	79.24	3.03	8.58	0.29

TABLE 1 - Percent Distribution of Labor Cost in Non-Agricultural Establishments Employing 20 and Over by Industry Group and Major Cost Component, Philippines: 1998
(Cont'd.)

Industry Group	Total		Direct Wages and Salaries	Remuneration for Time Not Worked	Bonuses and Gratuities	Food, Drink, Fuel and Other Payments in Kind
	Amount (P000)	Percent				
Electricity, Gas and Water Supply	22,993,946	100.00	66.71	5.92	13.14	1.21
Electricity, Gas, Steam and Hot Water Supply	19,823,626	100.00	65.75	6.62	13.52	1.31
Collection, Purification and Distribution of Water	3,170,320	100.00	72.71	1.54	10.71	0.54
Construction	11,356,655	100.00	83.65	1.34	6.61	0.99
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	35,978,224	100.00	78.79	2.06	7.19	0.56
Sale, Maintenance & Repair of Motor Vehicles and Motorcycles	3,818,594	100.00	75.07	3.81	5.33	0.58
Wholesale Trade & Commission Trade, Except of Motor Vehicles	17,276,468	100.00	76.34	1.97	8.26	0.94
Retail Trade, Except of Motor Vehicles	14,883,163	100.00	82.58	1.72	6.41	0.11
Hotels and Restaurants	12,022,126	100.00	81.17	1.16	6.32	2.46
Transport, Storage and Communications	32,495,229	100.00	78.12	1.17	6.65	0.84
Land Transport; Transport Via Pipelines	4,382,365	100.00	83.50	1.22	6.40	0.41
Water Transport	1,653,363	100.00	77.11	2.74	8.80	1.19
Air Transport	10,201,396	100.00	67.37	a	6.98	1.73
Supporting & Auxilliary Transport Activities; Travel Agency	9,997,814	100.00	89.28	0.60	5.02	0.31
Post & Telecommunications Services except National Postal	6,260,292	100.00	74.35	3.55	8.33	0.43
Financial Intermediation	32,263,022	100.00	69.86	1.61	15.23	0.33
Banking Institutions except Central Banking	24,010,142	100.00	68.10	1.78	16.37	0.26
Non-Bank Financial Intermediation	3,449,015	100.00	76.62	1.03	12.19	0.60
Insurance and Pension Funding, Except Compulsory Social Security	3,257,436	100.00	72.11	1.27	12.15	0.66
Activities Auxilliary to Financial Intermediation	1,546,429	100.00	77.39	0.96	10.79	0.14
Real Estate, Renting and Business Activities	24,878,820	100.00	82.73	0.70	7.79	0.33
Real Estate Activities	2,776,091	100.00	80.37	1.01	8.99	0.53
Renting of Machinery & Equipment Without Operator	347,704	100.00	82.96	1.01	7.41	0.25
Computer and Related Activities	1,880,648	100.00	80.44	1.99	7.57	0.60
Research and Development	299,471	100.00	68.51	0.70	12.72	0.02
Miscellaneous Business Activities	19,574,905	100.00	83.50	0.53	7.57	0.28
Private Education Services	23,728,301	100.00	77.97	1.87	9.07	0.22
Private Health & Social Work Services	5,500,760	100.00	79.23	2.20	6.45	0.58
Other Community, Social and Personal Service Activities	6,405,652	100.00	79.27	0.98	9.07	1.24
Sewage and Refuse Disposal, Sanitation & Similar Activities	54,099	100.00	79.36	2.13	8.66	0.00
Recreational, Cultural and Sporting Activities	5,568,750	100.00	78.92	0.96	9.14	1.39
Other Service Activities	782,802	100.00	81.76	1.08	8.57	0.24

a Less than 0.005.

TABLE 1 - Percent Distribution of Labor Cost in Non-Agricultural Establishments Employing 20 and Over by Industry Group and Major Cost Component, Philippines: 1998
(Cont'd.)

Industry Group	Cost of Workers' Housing Shouldered by Employer	Employer's Social Security Expenditures	Cost of Training	Cost of Welfare Services	Other Labor Cost
Total	0.44	9.10	0.76	0.55	0.94
Mining and Quarrying	2.20	19.55	0.49	1.19	2.96
Metallic Ore Mining	2.71	21.27	0.50	1.28	3.30
Non-Metallic Ore Mining	0.28	13.03	0.45	0.83	1.67
Manufacturing	0.46	9.69	0.57	0.70	1.07
Manufacture of Food Products	0.62	8.93	0.36	0.80	0.71
Manufacture of Beverages	0.08	10.90	0.23	0.67	0.74
Manufacture of Tobacco Products	0.00	9.76	0.12	0.10	0.59
Manufacture of Textiles	0.49	8.40	0.09	0.21	0.82
Manufacture of Wearing Apparel	0.39	14.73	0.16	0.20	0.40
Tanning and Dressing of Leather; Mfg. of Luggage and Handbags	0.03	6.22	0.10	0.07	0.28
Manufacture of Footwear	0.18	6.99	0.06	0.11	0.29
Mfg of Articles of Bamboo, Cane, Rattan & the like; Plaiting Materials	0.84	5.44	0.15	0.26	0.36
Manufacture of Wood, Wood Products & Cork, Except Furniture	0.35	8.26	0.13	0.08	0.36
Manufacture of Paper and Paper Products	0.21	7.74	0.39	0.77	0.31
Publishing, Printing and Reproduction of Recorded Media	0.13	7.71	0.33	0.49	0.31
Manufacture of Coke, Refined Petroleum & Other Fuel Products	1.04	9.53	3.52	3.10	1.00
Manufacture of Chemicals and Chemical Products	0.15	9.68	0.62	1.05	1.15
Manufacture of Rubber Products	0.14	7.30	1.23	0.86	0.48
Manufacture of Plastic Products	1.32	7.51	0.52	0.16	0.44
Manufacture of Glass and Glass Products	0.30	5.81	0.40	a	8.09
Manufacture of Cement	0.13	12.15	0.64	1.20	1.81
Manufacture of Other Non-Metallic Mineral Products, N.E.C.	0.06	8.69	0.43	0.39	2.20
Manufacture of Basic Metals	0.32	8.44	0.37	0.35	0.88
Mfg of Fabricated Metal Products, Except Machinery & Equipment	0.42	6.87	0.24	1.56	0.55
Manufacture of Machinery & Equipment	0.87	10.83	0.63	0.54	0.72
Manufacture of Office, Accounting and Computing Machinery	0.26	6.18	0.95	1.76	3.32
Manufacture of Electrical Machinery and Apparatus	0.39	9.77	1.32	1.29	0.71
Manufacture of Radio, Television & Comm. Equipt & Apparatus	1.06	9.01	1.33	0.30	2.50
Mfg of Medical, Precision and Optical Instruments, Watches	0.54	13.79	0.77	1.86	0.87
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	0.25	17.53	0.35	0.32	1.88
Manufacture of Other Transport Equipment	0.96	6.95	0.87	2.14	1.15
Manufacture and Repair of Furniture	0.70	6.17	0.57	0.14	0.28
Recycling	0.54	4.42	0.00	0.00	0.60
Manufacturing, N.E.C.	0.09	7.04	0.46	0.70	0.57

a Less than 0.005.

TABLE 1 - Percent Distribution of Labor Cost in Non-Agricultural Establishments Employing 20 and Over by Industry Group and Major Cost Component, Philippines: 1998
(Cont'd.)

Industry Group	Cost of Workers' Housing Shouldered by Employer	Employer's Social Security Expenditures	Cost of Training	Cost of Welfare Services	Other Labor Cost
Electricity, Gas and Water Supply	0.14	9.74	0.93	1.35	0.86
Electricity, Gas, Steam and Hot Water Supply	0.16	9.49	0.98	1.49	0.67
Collection, Purification and Distribution of Water	0.04	11.30	0.61	0.49	2.05
Construction	0.33	5.88	0.31	0.41	0.48
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	0.48	8.78	0.98	0.34	0.82
Sale, Maintenance & Repair of Motor Vehicles and Motorcycles	0.59	12.59	1.31	0.17	0.55
Wholesale Trade & Commission Trade, Except of Motor Vehicles	0.57	9.60	1.28	0.36	0.67
Retail Trade, Except of Motor Vehicles	0.35	6.85	0.55	0.36	1.06
Hotels and Restaurants	0.18	6.65	0.34	0.85	0.86
Transport, Storage and Communications	0.29	10.90	0.82	0.12	1.08
Land Transport; Transport Via Pipelines	0.27	7.80	0.07	0.06	0.28
Water Transport	0.17	8.66	0.33	0.17	0.84
Air Transport	0.47	20.32	1.56	a	1.57
Supporting & Auxilliary Transport Activities; Travel Agency	0.16	3.80	0.21	0.07	0.55
Post & Telecommunications Services except National Postal	0.24	9.64	1.26	0.45	1.76
Financial Intermediation	0.39	10.09	0.90	0.28	1.31
Banking Institutions except Central Banking	0.43	10.57	0.83	0.28	1.37
Non-Bank Financial Intermediation	0.37	7.30	0.59	0.24	1.04
Insurance and Pension Funding, Except Compulsory Social Security	0.19	10.64	1.32	0.23	1.43
Activities Auxilliary to Financial Intermediation	0.21	7.65	1.73	0.40	0.72
Real Estate, Renting and Business Activities	0.40	6.22	0.82	0.22	0.80
Real Estate Activities	0.04	7.61	0.55	0.06	0.84
Renting of Machinery & Equipment Without Operator	0.33	6.82	0.09	0.00	1.14
Computer and Related Activities	0.13	5.49	1.53	0.12	2.12
Research and Development	0.81	12.74	0.72	0.08	3.70
Miscellaneous Business Activities	0.47	5.98	0.80	0.25	0.62
Private Education Services	0.93	7.68	1.29	0.72	0.26
Private Health & Social Work Services	0.47	9.74	0.41	0.29	0.63
Other Community, Social and Personal Service Activities	0.45	7.25	0.74	0.13	0.88
Sewage and Refuse Disposal, Sanitation & Similar Activities	0.00	9.76	0.00	0.00	0.09
Recreational, Cultural and Sporting Activities	0.45	7.44	0.77	0.12	0.81
Other Service Activities	0.45	5.75	0.56	0.21	1.39

a Less than 0.005.

Source of data: Bureau of Labor and Employment Statistics, 1998 Labor Cost Survey.

TABLE 2 - Percent Distribution of Direct Wages and Salaries in Non-Agricultural Establishments Employing 20 and Over by Industry Group and Sub-Component, Philippines: 1998

Industry Group	Total		Payment for normal/regular working time	Commissions and share of employees in service charges	Overtime, night shift and premium pay	Payments under bonus	Cost of living allowances
	Amount (P000)	Percent					
Total	241,267,522	100.00	83.35	3.92	8.21	2.05	2.48
Mining and Quarrying	1,371,822	100.00	85.87	0.05	10.88	1.44	1.77
Metallic Ore Mining	1,050,194	100.00	84.39	0.00	11.86	1.77	1.97
Non-Metallic Ore Mining	321,627	100.00	90.69	0.20	7.65	0.34	1.12
Manufacturing	80,506,786	100.00	81.93	1.64	12.57	2.09	1.77
Manufacture of Food Products	13,290,240	100.00	86.01	0.40	11.10	1.19	1.31
Manufacture of Beverages	5,194,879	100.00	70.57	9.37	17.47	1.34	1.24
Manufacture of Tobacco Products	657,338	100.00	74.31	0.31	24.89	0.00	0.49
Manufacture of Textiles	3,285,377	100.00	85.30	0.37	11.97	1.61	0.76
Manufacture of Wearing Apparel	7,439,758	100.00	81.24	0.17	13.87	0.91	3.81
Tanning and Dressing of Leather; Mfg. of Luggage and Handbags	616,433	100.00	83.41	0.06	15.79	0.09	0.66
Manufacture of Footwear	1,086,166	100.00	91.46	0.24	7.23	0.39	0.68
Mfg of Articles of Bamboo, Cane, Rattan & the like; Plaiting Materials	217,268	100.00	88.24	0.06	9.75	0.76	1.18
Manufacture of Wood, Wood Products & Cork, Except Furniture	913,673	100.00	82.86	0.65	12.17	1.52	2.81
Manufacture of Paper and Paper Products	1,466,787	100.00	85.46	0.68	12.39	0.71	0.76
Publishing, Printing and Reproduction of Recorded Media	2,206,102	100.00	82.62	4.00	10.28	1.27	1.84
Manufacture of Coke, Refined Petroleum & Other Fuel Products	706,024	100.00	81.35	0.10	16.31	1.83	0.42
Manufacture of Chemicals and Chemical Products	8,496,988	100.00	76.08	3.85	8.90	9.90	1.27
Manufacture of Rubber Products	702,892	100.00	91.11	0.91	6.59	0.40	0.98
Manufacture of Plastic Products	2,483,542	100.00	85.41	1.24	11.54	0.86	0.95
Manufacture of Glass and Glass Products	790,365	100.00	82.53	0.21	15.59	1.25	0.43
Manufacture of Cement	776,155	100.00	92.18	0.00	6.19	0.00	1.63
Manufacture of Other Non-Metallic Mineral Products, N.E.C.	1,753,069	100.00	86.13	0.40	12.83	0.23	0.42
Manufacture of Basic Metals	3,323,958	100.00	78.85	0.80	14.16	0.76	5.44
Mfg of Fabricated Metal Products, Except Machinery & Equipment	2,171,618	100.00	85.09	1.48	12.12	0.71	0.61
Manufacture of Machinery & Equipment	2,002,283	100.00	85.01	7.98	5.20	0.97	0.84
Manufacture of Office, Accounting and Computing Machinery	1,930,806	100.00	72.01	0.00	23.48	3.82	0.69
Manufacture of Electrical Machinery and Apparatus	4,674,398	100.00	81.88	0.12	16.06	0.93	1.01
Manufacture of Radio, Television & Comm. Equipmt & Apparatus	7,284,342	100.00	79.70	0.41	15.13	1.60	3.16
Mfg of Medical, Precision and Optical Instruments, Watches	1,386,270	100.00	82.84	0.00	13.65	2.00	1.52
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	1,850,900	100.00	90.23	0.15	6.77	0.46	2.38
Manufacture of Other Transport Equipment	746,002	100.00	85.89	0.03	9.67	2.80	1.61
Manufacture and Repair of Furniture	1,900,613	100.00	86.39	0.79	11.73	0.45	0.64
Recycling	12,431	100.00	98.42	0.00	0.41	1.16	0.00
Manufacturing, N.E.C.	1,140,111	100.00	88.66	0.11	7.19	1.94	2.10

TABLE 2 - Percent Distribution of Direct Wages and Salaries in Non-Agricultural Establishments Employing 20 and Over by Industry Group and Sub-Component, Philippines: 1998
(Cont'd.)

Industry Group	Total		Payment for normal/regular working time	Commissions and share of employees in service charges	Overtime, night shift and premium pay	Payments under bonus	Cost of living allowances
	Amount (P000)	Percent					
Electricity, Gas and Water Supply	15,339,726	100.00	81.54	0.01	9.04	1.31	8.10
Electricity, Gas, Steam and Hot Water Supply	13,034,679	100.00	82.12	0.01	9.35	1.00	7.52
Collection, Purification and Distribution of Water	2,305,047	100.00	78.24	0.02	7.31	3.06	11.37
Construction	9,500,205	100.00	83.07	0.38	14.72	0.42	1.40
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	28,345,730	100.00	87.35	3.71	4.65	2.84	1.45
Sale, Maintenance & Repair of Motor Vehicles and Motorcycles	2,866,618	100.00	87.05	4.88	5.31	1.75	1.00
Wholesale Trade & Commission Trade, Except of Motor Vehicles	13,188,468	100.00	84.39	3.56	5.67	4.81	1.57
Retail Trade, Except of Motor Vehicles	12,290,644	100.00	90.59	3.60	3.39	1.00	1.42
Hotels and Restaurants	9,757,974	100.00	82.08	11.57	4.26	1.18	0.91
Transport, Storage and Communications	25,386,681	100.00	67.85	20.08	8.23	1.74	2.10
Land Transport; Transport Via Pipelines	3,659,063	100.00	79.03	11.15	5.96	0.72	3.14
Water Transport	1,274,848	100.00	89.65	0.07	4.83	3.11	2.34
Air Transport	6,872,610	100.00	81.31	<i>a</i>	14.51	4.16	0.01
Supporting & Auxilliary Transport Activities; Travel Agency	8,925,859	100.00	41.71	51.39	5.31	0.39	1.19
Post & Telecommunications Services except National Postal	4,654,301	100.00	83.34	2.17	7.25	1.19	6.06
Financial Intermediation	22,539,989	100.00	87.93	0.38	3.04	3.85	4.81
Banking Institutions except Central Banking	16,351,674	100.00	87.78	0.11	3.00	3.72	5.39
Non-Bank Financial Intermediation	2,642,655	100.00	86.33	2.01	2.06	4.73	4.86
Insurance and Pension Funding, Except Compulsory Social Security	2,348,908	100.00	88.25	0.07	4.45	5.08	2.15
Activities Auxilliary to Financial Intermediation	1,196,752	100.00	93.02	0.96	2.94	1.21	1.88
Real Estate, Renting and Business Activities	20,582,569	100.00	87.68	1.80	7.44	1.49	1.59
Real Estate Activities	2,231,152	100.00	83.46	11.13	3.13	0.73	1.55
Renting of Machinery & Equipment Without Operator	288,454	100.00	88.89	0.64	9.34	0.61	0.53
Computer and Related Activities	1,512,710	100.00	86.46	0.85	5.85	5.88	0.95
Research and Development	205,172	100.00	91.67	0.62	2.74	2.46	2.51
Miscellaneous Business Activities	16,345,080	100.00	88.30	0.65	8.20	1.19	1.66
Private Education	18,500,112	100.00	95.73	0.03	1.04	1.12	2.08
Private Health & Social Work Services	4,358,289	100.00	90.22	0.76	4.95	0.67	3.40
Other Community, Social and Personal Service Activities	5,077,640	100.00	79.64	6.22	5.79	4.74	3.60
Sewage and Refuse Disposal, Sanitation & Similar Activities	42,934	100.00	94.01	2.04	3.95	0.00	0.00
Recreational, Cultural and Sporting Activities	4,394,683	100.00	79.53	6.02	5.65	5.11	3.69
Other Service Activities	640,023	100.00	79.50	7.92	6.86	2.47	3.25

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Source of data: Bureau of Labor and Employment Statistics, 1998 Labor Cost Survey.

TABLE 3 - Percent Distribution of Bonuses and Gratuities in Non-Agricultural Establishments Employing 20 and Over by Industry Group and Sub-Component, Philippines: 1998

Industry Group	Total		13th month pay	Profit sharing bonuses	Additional payments
	Amount (P000)	Percent			
Total	27,339,686	100.00	91.05	6.96	1.98
Mining and Quarrying	130,637	100.00	89.66	7.04	3.30
Metallic Ore Mining	80,839	100.00	97.52	2.43	0.05
Non-Metallic Ore Mining	49,797	100.00	76.89	14.54	8.57
Manufacturing	7,992,985	100.00	90.44	6.59	2.97
Manufacture of Food Products	1,399,405	100.00	94.36	1.63	4.01
Manufacture of Beverages	460,399	100.00	94.50	2.29	3.21
Manufacture of Tobacco Products	72,596	100.00	97.47	0.00	2.53
Manufacture of Textiles	259,376	100.00	96.30	1.90	1.79
Manufacture of Wearing Apparel	595,293	100.00	86.83	9.42	3.75
Tanning and Dressing of Leather; Mfg. of Luggage and Handbags	42,602	100.00	96.12	0.51	3.37
Manufacture of Footwear	100,862	100.00	91.43	3.35	5.22
Mfg of Articles of Bamboo, Cane, Rattan & the like; Plaiting Materials	21,017	100.00	98.76	1.24	0.00
Manufacture of Wood, Wood Products & Cork, Except Furniture	71,973	100.00	95.66	2.72	1.62
Manufacture of Paper and Paper Products	118,240	100.00	90.11	2.36	7.53
Publishing, Printing and Reproduction of Recorded Media	316,782	100.00	76.71	20.27	3.02
Manufacture of Coke, Refined Petroleum & Other Fuel Products	151,292	100.00	98.09	1.77	0.13
Manufacture of Chemicals and Chemical Products	1,170,381	100.00	78.76	19.07	2.17
Manufacture of Rubber Products	54,063	100.00	94.27	0.73	5.00
Manufacture of Plastic Products	208,463	100.00	95.14	0.50	4.36
Manufacture of Glass and Glass Products	93,221	100.00	82.71	13.76	3.54
Manufacture of Cement	78,812	100.00	91.41	4.86	3.73
Manufacture of Other Non-Metallic Mineral Products, N.E.C.	155,011	100.00	93.32	2.44	4.24
Manufacture of Basic Metals	255,139	100.00	95.38	0.62	3.99
Mfg of Fabricated Metal Products, Except Machinery & Equipment	233,680	100.00	93.35	1.13	5.52
Manufacture of Machinery & Equipment	175,449	100.00	90.34	8.56	1.10
Manufacture of Office, Accounting and Computing Machinery	189,903	100.00	84.54	11.35	4.11
Manufacture of Electrical Machinery and Apparatus	447,264	100.00	89.41	9.30	1.29
Manufacture of Radio, Television & Comm. Equipmt & Apparatus	516,534	100.00	97.29	2.44	0.28
Mfg of Medical, Precision and Optical Instruments, Watches	76,350	100.00	96.86	2.90	0.24
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	355,719	100.00	98.57	0.21	1.22
Manufacture of Other Transport Equipment	96,330	100.00	91.48	7.30	1.22
Manufacture and Repair of Furniture	152,112	100.00	86.70	4.15	9.14
Recycling	1,303	100.00	100.00	0.00	0.00
Manufacturing, N.E.C.	123,416	100.00	98.21	0.66	1.14

TABLE 3 - Percent Distribution of Bonuses and Gratuities in Non-Agricultural Establishments Employing 20 and Over by Industry Group and Sub-Component, Philippines: 1998 (Cont'd.)

Industry Group	Total		13th month pay	Profit sharing bonuses	Additional payments
	Amount (P000)	Percent			
Electricity, Gas and Water Supply	3,020,456	100.00	97.73	1.73	0.54
Electricity, Gas, Steam and Hot Water Supply	2,681,000	100.00	97.51	1.93	0.56
Collection, Purification and Distribution of Water	339,456	100.00	99.49	0.13	0.38
Construction	750,443	100.00	95.86	2.89	1.25
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	2,585,516	100.00	92.52	4.65	2.83
Sale, Maintenance & Repair of Motor Vehicles and Motorcycles	203,661	100.00	95.43	3.19	1.37
Wholesale Trade & Commission Trade, Except of Motor Vehicles	1,427,453	100.00	89.43	6.16	4.41
Retail Trade, Except of Motor Vehicles	954,403	100.00	96.52	2.70	0.78
Hotels and Restaurants	759,422	100.00	94.16	4.98	0.86
Transport, Storage and Communications	2,160,796	100.00	96.03	2.74	1.23
Land Transport; Transport Via Pipelines	280,563	100.00	94.17	0.64	5.19
Water Transport	145,469	100.00	99.19	0.17	0.64
Air Transport	711,831	100.00	99.54	0.42	0.04
Supporting & Auxilliary Transport Activities; Travel Agency	501,514	100.00	88.31	10.26	1.43
Post & Telecommunications Services except National Postal	521,420	100.00	98.78	0.51	0.71
Financial Intermediation	4,913,264	100.00	88.17	11.07	0.77
Banking Institutions except Central Banking	3,930,064	100.00	88.10	11.12	0.78
Non-Bank Financial Intermediation	420,553	100.00	86.40	12.51	1.09
Insurance and Pension Funding, Except Compulsory Social Security	395,811	100.00	91.49	7.99	0.52
Activities Auxilliary to Financial Intermediation	166,836	100.00	86.28	13.40	0.31
Real Estate, Renting and Business Activities	1,938,373	100.00	88.41	9.94	1.65
Real Estate Activities	249,576	100.00	92.91	6.61	0.48
Renting of Machinery & Equipment Without Operator	25,752	100.00	75.66	3.78	20.56
Computer and Related Activities	142,368	100.00	86.42	13.31	0.26
Research and Development	38,105	100.00	88.79	0.64	10.57
Miscellaneous Business Activities	1,482,572	100.00	88.05	10.53	1.42
Private Education	2,152,084	100.00	81.09	15.20	3.71
Private Health & Social Work Services	354,779	100.00	95.37	1.65	2.98
Other Community, Social and Personal Service Activities	580,930	100.00	97.25	1.25	1.49
Sewage and Refuse Disposal, Sanitation & Similar Activities	4,684	100.00	100.00	0.00	0.00
Recreational, Cultural and Sporting Activities	509,130	100.00	98.32	1.25	0.43
Other Service Activities	67,116	100.00	88.96	1.39	9.65

Source of data: Bureau of Labor and Employment Statistics, 1998 Labor Cost Survey.

TABLE 4 - Percent Distribution of Cost of Workers' Housing Shouldered by Employer in Non-Agricultural Establishments Employing 20 and Over by Industry Group and Sub-Component, Philippines: 1998

Industry Group	Total		Cost for establishment-owned dwellings	Cost for dwellings not owned by establishment
	Amount (P000)	Percent		
Total	1,393,678	100.00	30.78	69.22
Mining and Quarrying	49,054	100.00	63.85	36.15
Metallic Ore Mining	47,769	100.00	65.04	34.96
Non-Metallic Ore Mining	1,285	100.00	19.64	80.36
Manufacturing	485,372	100.00	35.62	64.38
Manufacture of Food Products	107,352	100.00	48.24	51.76
Manufacture of Beverages	5,234	100.00	0.00	100.00
Manufacture of Tobacco Products	0	0.00	0.00	0.00
Manufacture of Textiles	20,365	100.00	43.14	56.86
Manufacture of Wearing Apparel	38,256	100.00	17.48	82.52
Tanning and Dressing of Leather; Mfg. of Luggage and Handbags	188	100.00	52.17	47.83
Manufacture of Footwear	2,308	100.00	26.19	73.81
Mfg of Articles of Bamboo, Cane, Rattan & the like; Plaiting Materials	2,183	100.00	100.00	0.00
Manufacture of Wood, Wood Products & Cork, Except Furniture	3,966	100.00	62.08	37.92
Manufacture of Paper and Paper Products	3,910	100.00	32.99	67.01
Publishing, Printing and Reproduction of Recorded Media	3,610	100.00	75.26	24.74
Manufacture of Coke, Refined Petroleum & Other Fuel Products	11,100	100.00	94.31	5.69
Manufacture of Chemicals and Chemical Products	16,999	100.00	21.54	78.46
Manufacture of Rubber Products	1,219	100.00	61.50	38.50
Manufacture of Plastic Products	40,907	100.00	3.86	96.14
Manufacture of Glass and Glass Products	3,169	100.00	0.00	100.00
Manufacture of Cement	1,396	100.00	0.00	100.00
Manufacture of Other Non-Metallic Mineral Products, N.E.C.	1,364	100.00	100.00	0.00
Manufacture of Basic Metals	12,980	100.00	19.65	80.35
Mfg of Fabricated Metal Products, Except Machinery & Equipment	11,599	100.00	9.40	90.60
Manufacture of Machinery & Equipment	22,412	100.00	53.91	46.09
Manufacture of Office, Accounting and Computing Machinery	6,505	100.00	0.00	100.00
Manufacture of Electrical Machinery and Apparatus	23,792	100.00	0.00	100.00
Manufacture of Radio, Television & Comm. Equipt & Apparatus	99,895	100.00	40.06	59.94
Mfg of Medical, Precision and Optical Instruments, Watches	9,913	100.00	1.05	98.95
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	7,523	100.00	81.95	18.05
Manufacture of Other Transport Equipment	9,535	100.00	1.25	98.75
Manufacture and Repair of Furniture	16,305	100.00	96.26	3.74
Recycling	96	100.00	0.00	100.00
Manufacturing, N.E.C.	1,292	100.00	48.17	51.83

TABLE 4 - Percent Distribution of Cost of Workers' Housing Shouldered by Employer in Non-Agricultural Establishments Employing 20 and Over by Industry Group and Sub-Component, Philippines: 1998 (Cont'd.)

Industry Group	Total		Cost for establishment-owned dwellings	Cost for dwellings not owned by establishment
	Amount (P000)	Percent		
Electricity, Gas and Water Supply	33,011	100.00	76.60	23.40
Electricity, Gas, Steam and Hot Water Supply	31,595	100.00	80.03	19.97
Collection, Purification and Distribution of Water	1,416	100.00	0.17	99.83
Construction	37,843	100.00	73.40	26.60
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	172,987	100.00	31.47	68.53
Sale, Maintenance & Repair of Motor Vehicles and Motorcycles	22,491	100.00	93.55	6.45
Wholesale Trade & Commission Trade, Except of Motor Vehicles	98,883	100.00	13.76	86.24
Retail Trade, Except of Motor Vehicles	51,613	100.00	38.34	61.66
Hotels and Restaurants	21,760	100.00	63.80	36.20
Transport, Storage and Communications	93,996	100.00	14.13	85.87
Land Transport; Transport Via Pipelines	11,944	100.00	46.67	53.33
Water Transport	2,867	100.00	64.07	35.93
Air Transport	48,055	100.00	0.31	99.69
Supporting & Auxilliary Transport Activities; Travel Agency	16,037	100.00	34.61	65.39
Post & Telecommunications Services except National Postal	15,093	100.00	1.10	98.90
Financial Intermediation	125,887	100.00	16.14	83.86
Banking Institutions except Central Banking	103,458	100.00	16.64	83.36
Non-Bank Financial Intermediation	12,846	100.00	9.03	90.97
Insurance and Pension Funding, Except Compulsory Social Security	6,325	100.00	30.66	69.34
Activities Auxilliary to Financial Intermediation	3,258	100.00	0.00	100.00
Real Estate, Renting and Business Activities	98,574	100.00	7.57	92.43
Real Estate Activities	1,066	100.00	65.46	34.54
Renting of Machinery & Equipment Without Operator	1,154	100.00	92.17	7.83
Computer and Related Activities	2,486	100.00	16.54	83.46
Research and Development	2,431	100.00	0.00	100.00
Miscellaneous Business Activities	91,437	100.00	5.79	94.21
Private Education	220,722	100.00	19.01	80.99
Private Health & Social Work Services	25,783	100.00	30.56	69.44
Other Community, Social and Personal Service Activities	28,689	100.00	43.34	56.66
Sewage and Refuse Disposal, Sanitation & Similar Activities	0	0.00	0.00	0.00
Recreational, Cultural and Sporting Activities	25,190	100.00	39.21	60.79
Other Service Activities	3,499	100.00	73.06	26.94

Source of data: Bureau of Labor and Employment Statistics, 1998 Labor Cost Survey.

TABLE 5 - Percent Distribution of Employer's Social Security Expenditures In Non-Agricultural Establishments Employing 20 and Over by Industry Group and Sub-Component, Philippines: 1998

Industry Group	Total		Compulsory social security contributions	Collectively agreed, contractual & non-obligatory contributions	Direct payments by employer to employees	Cost of medical care and health services	Retirement and termination/separation pay
	Amount (P000)	Percent					
Total	28,644,860	100.00	43.31	9.65	2.75	8.66	35.62
Mining and Quarrying	435,431	100.00	13.54	7.01	0.65	8.23	70.57
Metallic Ore Mining	374,987	100.00	12.51	7.18	0.36	7.78	72.17
Non-Metallic Ore Mining	60,444	100.00	19.88	6.00	2.47	11.04	60.60
Manufacturing	10,178,999	100.00	42.00	6.19	3.45	8.76	39.59
Manufacture of Food Products	1,554,886	100.00	45.05	1.57	3.54	14.43	35.41
Manufacture of Beverages	733,883	100.00	29.65	3.70	0.64	26.48	39.53
Manufacture of Tobacco Products	81,244	100.00	48.76	0.10	2.61	9.32	39.21
Manufacture of Textiles	347,347	100.00	56.50	1.29	7.17	4.81	30.24
Manufacture of Wearing Apparel	1,457,322	100.00	27.93	3.37	2.34	0.93	65.44
Tanning and Dressing of Leather; Mfg. of Luggage and Handbags	44,736	100.00	79.82	0.54	2.21	4.72	12.71
Manufacture of Footwear	91,992	100.00	70.41	1.10	4.78	1.43	22.28
Mfg of Articles of Bamboo, Cane, Rattan & the like; Plaiting Materials	14,204	100.00	74.03	1.78	5.14	3.72	15.34
Manufacture of Wood, Wood Products & Cork, Except Furniture	93,680	100.00	59.57	6.30	4.00	3.73	26.39
Manufacture of Paper and Paper Products	141,066	100.00	56.91	2.49	3.84	6.95	29.82
Publishing, Printing and Reproduction of Recorded Media	219,963	100.00	53.75	8.27	3.81	10.83	23.34
Manufacture of Coke, Refined Petroleum & Other Fuel Products	102,108	100.00	28.53	14.46	7.80	4.67	44.54
Manufacture of Chemicals and Chemical Products	1,100,016	100.00	25.90	3.59	0.52	7.06	62.93
Manufacture of Rubber Products	64,943	100.00	69.67	3.73	1.61	8.17	16.82
Manufacture of Plastic Products	232,347	100.00	65.98	5.41	4.68	4.57	19.36
Manufacture of Glass and Glass Products	62,327	100.00	61.17	15.12	0.53	14.87	8.32
Manufacture of Cement	127,180	100.00	31.16	2.98	1.40	7.00	57.46
Manufacture of Other Non-Metallic Mineral Products, N.E.C.	195,562	100.00	50.67	5.70	2.90	7.93	32.80
Manufacture of Basic Metals	346,127	100.00	48.55	3.39	2.59	23.92	21.55
Mfg of Fabricated Metal Products, Except Machinery & Equipment	188,238	100.00	64.56	6.58	5.24	8.54	15.08
Manufacture of Machinery & Equipment	279,942	100.00	71.08	6.60	1.49	5.74	15.09
Manufacture of Office, Accounting and Computing Machinery	154,002	100.00	61.62	8.93	7.81	8.30	13.34
Manufacture of Electrical Machinery and Apparatus	597,150	100.00	30.51	21.99	6.15	3.41	37.94
Manufacture of Radio, Television & Comm. Equip & Apparatus	849,644	100.00	55.68	14.93	8.79	9.41	11.18
Mfg of Medical, Precision and Optical Instruments, Watches	250,890	100.00	33.65	9.99	3.46	1.44	51.46
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	534,328	100.00	23.55	7.53	1.42	0.82	66.68
Manufacture of Other Transport Equipment	68,692	100.00	62.20	7.36	2.90	7.40	20.14
Manufacture and Repair of Furniture	143,132	100.00	65.16	7.62	4.97	10.56	11.69
Recycling	786	100.00	100.00	0.00	0.00	0.00	0.00
Manufacturing, N.E.C.	101,264	100.00	72.73	6.53	1.92	6.21	12.61

TABLE 5 - Percent Distribution of Employer's Social Security Expenditures In Non-Agricultural Establishments Employing 20 and Over by Industry Group and Sub-Component, Philippines: 1998 (Cont'd.)

Industry Group	Total		Compulsory social security contributions	Collectively agreed, contractual & non-obligatory contributions	Direct payments by employer to employees	Cost of medical care and health services	Retirement and termination/separation pay
	Amount (P000)	Percent					
Electricity, Gas and Water Supply	2,239,558	100.00	41.74	10.07	1.07	15.92	31.20
Electricity, Gas, Steam and Hot Water Supply	1,881,390	100.00	35.20	10.80	1.01	18.05	34.94
Collection, Purification and Distribution of Water	358,167	100.00	76.08	6.27	1.40	4.72	11.53
Construction	667,424	100.00	80.39	4.77	3.12	6.47	5.24
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	3,158,912	100.00	46.89	14.37	2.71	4.96	31.08
Sale, Maintenance & Repair of Motor Vehicles and Motorcycles	480,913	100.00	32.37	32.77	0.94	4.28	29.65
Wholesale Trade & Commission Trade, Except of Motor Vehicles	1,658,721	100.00	34.63	15.84	3.49	6.16	39.87
Retail Trade, Except of Motor Vehicles	1,019,278	100.00	73.69	3.30	2.27	3.32	17.43
Hotels and Restaurants	799,633	100.00	70.00	5.69	4.71	7.01	12.57
Transport, Storage and Communications	3,540,998	100.00	28.15	8.75	0.92	6.89	55.29
Land Transport; Transport Via Pipelines	341,831	100.00	73.74	1.81	1.65	4.57	18.23
Water Transport	143,202	100.00	49.85	18.30	1.98	3.37	26.50
Air Transport	2,072,785	100.00	12.28	1.37	0.00	8.39	77.96
Supporting & Auxilliary Transport Activities; Travel Agency	379,903	100.00	59.97	12.23	3.34	6.14	18.32
Post & Telecommunications Services except National Postal	603,277	100.00	31.63	33.59	1.90	4.39	28.49
Financial Intermediation	3,254,750	100.00	26.21	21.57	3.94	10.46	37.83
Banking Institutions except Central Banking	2,537,867	100.00	22.62	23.63	4.42	11.54	37.79
Non-Bank Financial Intermediation	251,931	100.00	49.44	14.22	2.69	7.72	25.93
Insurance and Pension Funding, Except Compulsory Social Security	346,586	100.00	27.94	16.09	1.66	5.57	48.75
Acitivities Auxilliary to Financial Intermediation	118,366	100.00	48.66	8.94	2.94	7.32	32.14
Real Estate, Renting and Business Activities	1,547,297	100.00	68.77	8.69	1.93	6.12	14.49
Real Estate Activities	211,366	100.00	49.19	12.15	3.59	7.57	27.49
Renting of Machinery & Equipment Without Operator	23,710	100.00	80.41	6.58	2.02	2.85	8.14
Computer and Related Activities	103,237	100.00	57.33	14.74	3.47	9.12	15.34
Research and Development	38,145	100.00	44.22	11.67	4.40	0.30	39.41
Miscellaneous Business Activities	1,170,838	100.00	73.88	7.47	1.41	5.85	11.38
Private Education	1,821,601	100.00	61.97	8.04	1.86	4.05	24.08
Private Health & Social Work Services	535,891	100.00	49.64	2.23	5.73	24.91	17.49
Other Community, Social and Personal Service Activities	464,365	100.00	54.21	9.24	2.27	11.73	22.55
Sewage and Refuse Disposal, Sanitation & Similar Activities	5,279	100.00	33.49	32.01	0.09	0.00	34.40
Recreational, Cultural and Sporting Activities	414,081	100.00	51.91	8.99	2.12	12.62	24.35
Other Service Activities	45,004	100.00	77.76	8.83	3.87	4.92	4.62

Source of data: Bureau of Labor and Employment Statistics, 1998 Labor Cost Survey.

TABLE 6 - Percent Distribution of Other Labor Cost in Non-Agricultural Establishments Employing 20 and Over by Industry Group and Sub-Component, Philippines: 1998

Industry Group	Total		Work Clothes/ Uniform	Transport of Workers	Travelling Cost	Recruitment Cost	Other Labor Cost, NEC
	Amount (P000)	Percent					
Total	2,964,085	100.00	51.46	36.05	10.15	2.01	0.33
Mining and Quarrying	65,973	100.00	3.80	95.73	0.00	0.47	0.00
Metallic Ore Mining	58,247	100.00	0.47	99.23	0.00	0.30	0.00
Non-Metallic Ore Mining	7,726	100.00	28.87	69.34	0.00	1.79	0.00
Manufacturing	1,122,322	100.00	39.53	53.38	4.68	1.60	0.82
Manufacture of Food Products	123,526	100.00	41.72	55.90	1.03	1.35	0.00
Manufacture of Beverages	50,018	100.00	55.82	44.13	0.00	0.05	0.00
Manufacture of Tobacco Products	4,880	100.00	61.79	37.87	0.33	0.00	0.00
Manufacture of Textiles	33,704	100.00	53.40	45.78	0.00	0.54	0.27
Manufacture of Wearing Apparel	39,697	100.00	16.28	31.88	50.86	0.98	0.00
Tanning and Dressing of Leather; Mfg. of Luggage and Handbags	2,017	100.00	55.75	34.33	0.00	9.92	0.00
Manufacture of Footwear	3,848	100.00	60.74	26.98	0.00	12.28	0.00
Mfg of Articles of Bamboo, Cane, Rattan & the like; Plaiting Materials	945	100.00	36.79	46.65	16.56	0.00	0.00
Manufacture of Wood, Wood Products & Cork, Except Furniture	4,131	100.00	30.46	22.82	46.24	0.48	0.00
Manufacture of Paper and Paper Products	5,653	100.00	62.46	17.20	13.19	7.15	0.00
Publishing, Printing and Reproduction of Recorded Media	8,760	100.00	54.48	36.74	0.00	8.78	0.00
Manufacture of Coke, Refined Petroleum & Other Fuel Products	10,691	100.00	20.03	78.01	0.00	1.96	0.00
Manufacture of Chemicals and Chemical Products	130,427	100.00	43.44	46.83	0.00	2.78	6.96
Manufacture of Rubber Products	4,308	100.00	45.63	50.66	0.00	3.71	0.00
Manufacture of Plastic Products	13,626	100.00	64.69	29.89	3.59	1.82	0.00
Manufacture of Glass and Glass Products	86,826	100.00	99.82	0.16	0.00	0.02	0.00
Manufacture of Cement	18,907	100.00	28.80	45.50	25.70	0.00	0.00
Manufacture of Other Non-Metallic Mineral Products, N.E.C.	49,520	100.00	9.93	89.96	0.00	0.11	0.00
Manufacture of Basic Metals	36,138	100.00	64.66	34.89	0.00	0.44	0.00
Mfg of Fabricated Metal Products, Except Machinery & Equipment	15,121	100.00	70.15	26.16	1.29	2.40	0.00
Manufacture of Machinery & Equipment	18,532	100.00	55.46	35.68	7.57	1.30	0.00
Manufacture of Office, Accounting and Computing Machinery	82,655	100.00	10.38	85.96	0.03	3.64	0.00
Manufacture of Electrical Machinery and Apparatus	43,526	100.00	34.53	59.83	0.00	5.64	0.00
Manufacture of Radio, Television & Comm. Equip & Apparatus	235,480	100.00	20.75	72.47	6.43	0.34	0.00
Mfg of Medical, Precision and Optical Instruments, Watches	15,844	100.00	38.93	20.97	35.13	4.97	0.00
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	57,376	100.00	39.89	59.14	0.47	0.50	0.00
Manufacture of Other Transport Equipment	11,377	100.00	48.09	51.18	0.05	0.68	0.00
Manufacture and Repair of Furniture	6,490	100.00	22.19	72.90	1.50	3.41	0.00
Recycling	106	100.00	6.94	93.06	0.00	0.00	0.00
Manufacturing, N.E.C.	8,193	100.00	48.95	35.45	2.59	13.00	0.00

TABLE 6 - Percent Distribution of Other Labor Cost in Non-Agricultural Establishments Employing 20 and Over by Industry Group and Sub-Component, Philippines: 1998 (Cont'd.)

Industry Group	Total		Work Clothes/ Uniform	Transport of Workers	Travelling Cost	Recruitment Cost	Other Labor Cost, NEC
	Amount (P000)	Percent					
Electricity, Gas and Water Supply	197,087	100.00	57.84	40.54	1.37	0.25	0.00
Electricity, Gas, Steam and Hot Water Supply	132,007	100.00	69.26	29.58	1.12	0.03	0.00
Collection, Purification and Distribution of Water	65,081	100.00	34.66	62.77	1.87	0.69	0.00
Construction	54,757	100.00	40.52	54.79	0.00	4.69	0.00
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	294,796	100.00	46.87	25.71	24.88	2.53	0.00
Sale, Maintenance & Repair of Motor Vehicles and Motorcycles	20,851	100.00	56.41	33.93	0.00	9.66	0.00
Wholesale Trade & Commission Trade, Except of Motor Vehicles	115,717	100.00	49.31	41.86	6.50	2.33	0.00
Retail Trade, Except of Motor Vehicles	158,228	100.00	43.84	12.82	41.60	1.74	0.00
Hotels and Restaurants	103,641	100.00	78.68	6.65	12.99	1.67	0.00
Transport, Storage and Communications	351,596	100.00	76.60	17.26	4.69	1.43	0.02
Land Transport; Transport Via Pipelines	12,236	100.00	93.52	6.48	0.00	0.00	0.00
Water Transport	13,956	100.00	52.22	40.54	3.45	3.78	0.00
Air Transport	160,363	100.00	100.00	0.00	0.00	0.00	0.00
Supporting & Auxilliary Transport Activities; Travel Agency	54,909	100.00	53.41	45.15	0.09	1.19	0.15
Post & Telecommunications Services except National Postal	110,132	100.00	55.31	26.74	14.48	3.48	0.00
Financial Intermediation	423,198	100.00	64.42	9.66	25.26	0.53	0.13
Banking Institutions except Central Banking	329,430	100.00	66.30	3.48	30.04	0.17	0.00
Non-Bank Financial Intermediation	35,985	100.00	46.80	32.64	17.16	2.27	1.13
Insurance and Pension Funding, Except Compulsory Social Security	46,594	100.00	61.97	32.58	3.75	1.41	0.29
Activities Auxilliary to Financial Intermediation	11,189	100.00	75.92	22.06	0.00	2.02	0.00
Real Estate, Renting and Business Activities	199,056	100.00	38.73	41.47	13.83	5.96	0.00
Real Estate Activities	23,244	100.00	40.96	52.43	0.00	6.61	0.00
Renting of Machinery & Equipment Without Operator	3,951	100.00	39.24	59.77	0.00	0.99	0.00
Computer and Related Activities	39,919	100.00	19.35	8.58	68.89	3.18	0.00
Research and Development	11,070	100.00	93.61	6.37	0.00	0.02	0.00
Miscellaneous Business Activities	120,873	100.00	39.67	52.85	0.02	7.46	0.00
Private Education	61,042	100.00	74.37	14.69	2.89	7.86	0.18
Private Health & Social Work Services	34,424	100.00	69.36	20.23	0.00	10.41	0.00
Other Community, Social and Personal Service Activities	56,192	100.00	62.03	24.28	11.10	2.59	0.00
Sewage and Refuse Disposal, Sanitation & Similar Activities	50	100.00	100.00	0.00	0.00	0.00	0.00
Recreational, Cultural and Sporting Activities	45,231	100.00	64.14	29.27	3.79	2.80	0.00
Other Service Activities	10,911	100.00	53.12	3.71	41.48	1.69	0.00

Source of data: Bureau of Labor and Employment Statistics, 1998 Labor Cost Survey.

TABLE 7 - Annual Labor Cost Per Employee in Non-Agricultural Establishments Employing 20 and Over by Industry Group and Major Cost Component, Philippines: 1998

(In Pesos)

Industry Group	TOTAL	Direct Wages and Salaries	Remuneration for Time Not Worked	Bonuses and Gratuities	Food, Drink, Fuel and Other Payments in Kind
Total	139,934	107,233	3,110	12,147	952
Mining and Quarrying	195,880	120,647	8,419	11,489	3,634
Metallic Ore Mining	202,035	120,328	9,749	9,262	3,986
Non-Metallic Ore Mining	175,556	121,700	4,027	18,843	2,470
Manufacturing	121,950	93,508	3,257	9,271	684
Manufacture of Food Products	111,100	84,784	3,985	8,927	721
Manufacture of Beverages	183,024	141,187	5,285	12,513	938
Manufacture of Tobacco Products	116,652	92,127	3,061	8,687	450
Manufacture of Textiles	94,443	75,068	3,425	5,927	572
Manufacture of Wearing Apparel	93,301	70,163	2,358	5,614	360
Tanning and Dressing of Leather; Mfg. of Luggage and Handbags	83,024	71,198	1,315	4,921	29
Manufacture of Footwear	70,600	58,297	894	5,414	609
Mfg of Articles of Bamboo, Cane, Rattan & the like; Plaiting Materials	66,870	55,647	794	5,383	330
Manufacture of Wood, Wood Products & Cork, Except Furniture	77,253	62,214	2,914	4,901	135
Manufacture of Paper and Paper Products	122,015	98,170	3,911	7,914	527
Publishing, Printing and Reproduction of Recorded Media	139,932	108,202	2,886	15,537	770
Manufacture of Coke, Refined Petroleum & Other Fuel Products	493,147	324,883	7,251	69,618	1,752
Manufacture of Chemicals and Chemical Products	249,985	186,960	4,798	25,752	859
Manufacture of Rubber Products	110,426	87,221	3,994	6,709	1,452
Manufacture of Plastic Products	104,446	83,879	2,745	7,041	392
Manufacture of Glass and Glass Products	210,296	154,864	3,939	18,266	2,547
Manufacture of Cement	187,777	139,271	2,329	14,142	2,106
Manufacture of Other Non-Metallic Mineral Products, N.E.C.	107,840	83,990	3,255	7,427	481
Manufacture of Basic Metals	160,981	130,464	3,150	10,014	677
Mfg of Fabricated Metal Products, Except Machinery & Equipment	99,412	78,754	1,846	8,474	755
Manufacture of Machinery & Equipment	113,092	87,569	2,066	7,673	434
Manufacture of Office, Accounting and Computing Machinery	113,492	87,976	2,511	8,653	199
Manufacture of Electrical Machinery and Apparatus	150,192	114,907	3,415	10,995	624
Manufacture of Radio, Television & Comm. Equipt & Apparatus	110,770	85,564	2,526	6,067	884
Mfg of Medical, Precision and Optical Instruments, Watches	104,145	79,343	1,592	4,370	267
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	159,395	96,767	8,781	18,597	2,844
Manufacture of Other Transport Equipment	120,501	90,978	1,984	11,748	1,245
Manufacture and Repair of Furniture	80,525	65,930	2,683	5,277	310
Recycling	92,277	64,534	15,850	6,763	0
Manufacturing, N.E.C.	96,331	76,336	2,919	8,263	279

TABLE 7 - Annual Labor Cost Per Employee in Non-Agricultural Establishments Employing 20 and Over by Industry Group and Major Cost Component, Philippines: 1998 (Cont'd.)

(In Pesos)

Industry Group	TOTAL	Direct Wages and Salaries	Remuneration for Time Not Worked	Bonuses and Gratuities	Food, Drink, Fuel and Other Payments in Kind
Electricity, Gas and Water Supply	301,464	201,113	17,846	39,600	3,636
Electricity, Gas, Steam and Hot Water Supply	324,359	213,277	21,471	43,867	4,256
Collection, Purification and Distribution of Water	209,152	152,068	3,229	22,395	1,138
Construction	108,664	90,901	1,451	7,180	1,078
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	122,371	96,411	2,524	8,794	683
Sale, Maintenance & Repair of Motor Vehicles and Motorcycles	125,159	93,957	4,768	6,675	725
Wholesale Trade & Commission Trade, Except of Motor Vehicles	189,236	144,458	3,733	15,635	1,773
Retail Trade, Except of Motor Vehicles	86,428	71,373	1,486	5,542	98
Hotels and Restaurants	91,614	74,360	1,067	5,787	2,258
Transport, Storage and Communications	198,038	154,716	2,326	13,169	1,658
Land Transport; Transport Via Pipelines	98,721	82,427	1,201	6,320	401
Water Transport	147,692	113,880	4,042	12,994	1,752
Air Transport	400,730	269,969	10	27,962	6,930
Supporting & Auxilliary Transport Activities; Travel Agency	205,101	183,110	1,241	10,288	637
Post & Telecommunications Services except National Postal	182,531	135,705	6,483	15,203	794
Financial Intermediation	300,985	210,278	4,834	45,836	1,001
Banking Institutions except Central Banking	352,748	240,233	6,262	57,739	925
Non-Bank Financial Intermediation	191,951	147,074	1,984	23,405	1,152
Insurance and Pension Funding, Except Compulsory Social Security	263,600	190,080	3,352	32,030	1,734
Activities Auxilliary to Financial Intermediation	175,733	135,996	1,694	18,959	253
Real Estate, Renting and Business Activities	111,310	92,088	782	8,672	365
Real Estate Activities	162,755	130,806	1,640	14,632	865
Renting of Machinery & Equipment Without Operator	75,739	62,833	764	5,609	190
Computer and Related Activities	171,725	138,128	3,420	13,000	1,033
Research and Development	215,622	147,725	1,511	27,436	41
Miscellaneous Business Activities	103,286	86,244	547	7,823	288
Private Education Services	132,358	103,195	2,481	12,004	286
Private Health & Social Work Services	103,831	82,266	2,287	6,697	606
Other Community, Social and Personal Service Activities	143,782	113,973	1,410	13,040	1,785
Sewage and Refuse Disposal, Sanitation & Similar Activities	100,369	79,655	2,136	8,691	0
Recreational, Cultural and Sporting Activities	149,678	118,121	1,430	13,685	2,088
Other Service Activities	114,994	94,020	1,241	9,859	271

TABLE 7 - Annual Labor Cost Per Employee in Non-Agricultural Establishments Employing 20 and Over by Industry Group and Major Cost Component, Philippines: 1998 (Cont'd.)

(In Pesos)

Industry Group	Cost of Workers' Housing Shouldered by Employer	Employer's Social Security Expenditures	Cost of Training	Cost of Welfare Services	Other Labor Cost
Total	619	12,731	1,060	765	1,317
Mining and Quarrying	4,314	38,295	953	2,327	5,802
Metallic Ore Mining	5,473	42,965	1,003	2,593	6,674
Non-Metallic Ore Mining	486	22,871	788	1,448	2,923
Manufacturing	564	11,823	690	850	1,304
Manufacture of Food Products	685	9,919	398	892	788
Manufacture of Beverages	142	19,946	423	1,231	1,359
Manufacture of Tobacco Products	0	11,386	145	111	684
Manufacture of Textiles	465	7,937	85	194	770
Manufacture of Wearing Apparel	361	13,744	145	182	374
Tanning and Dressing of Leather; Mfg. of Luggage and Handbags	22	5,167	80	60	233
Manufacture of Footwear	124	4,937	43	76	207
Mfg of Articles of Bamboo, Cane, Rattan & the like; Plaiting Materials	559	3,638	101	177	242
Manufacture of Wood, Wood Products & Cork, Except Furniture	270	6,379	100	59	281
Manufacture of Paper and Paper Products	262	9,441	476	937	378
Publishing, Printing and Reproduction of Recorded Media	177	10,788	456	685	430
Manufacture of Coke, Refined Petroleum & Other Fuel Products	5,108	46,986	17,345	15,285	4,919
Manufacture of Chemicals and Chemical Products	374	24,204	1,551	2,618	2,870
Manufacture of Rubber Products	151	8,059	1,361	944	535
Manufacture of Plastic Products	1,382	7,847	539	162	460
Manufacture of Glass and Glass Products	621	12,212	831	4	17,013
Manufacture of Cement	251	22,821	1,205	2,260	3,393
Manufacture of Other Non-Metallic Mineral Products, N.E.C.	65	9,369	463	417	2,373
Manufacture of Basic Metals	509	13,585	593	569	1,418
Mfg of Fabricated Metal Products, Except Machinery & Equipment	421	6,826	235	1,553	548
Manufacture of Machinery & Equipment	980	12,243	707	608	810
Manufacture of Office, Accounting and Computing Machinery	296	7,017	1,077	1,997	3,766
Manufacture of Electrical Machinery and Apparatus	585	14,679	1,978	1,939	1,070
Manufacture of Radio, Television & Comm. Equipmt & Apparatus	1,173	9,980	1,473	337	2,766
Mfg of Medical, Precision and Optical Instruments, Watches	567	14,360	807	1,933	907
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	393	27,935	563	515	3,000
Manufacture of Other Transport Equipment	1,163	8,377	1,046	2,574	1,387
Manufacture and Repair of Furniture	566	4,965	458	112	225
Recycling	498	4,080	0	0	550
Manufacturing, N.E.C.	86	6,780	441	678	549

TABLE 7 - Annual Labor Cost Per Employee in Non-Agricultural Establishments Employing 20 and Over by Industry Group and Major Cost Component, Philippines: 1998 (Cont'd.)

(In Pesos)

Industry Group	Cost of Workers' Housing Shouldered by Employer	Employer's Social Security Expenditures	Cost of Training	Cost of Welfare Services	Other Labor Cost
Electricity, Gas and Water Supply	433	29,362	2,808	4,083	2,584
Electricity, Gas, Steam and Hot Water Supply	517	30,784	3,185	4,842	2,160
Collection, Purification and Distribution of Water	93	23,629	1,285	1,020	4,293
Construction	362	6,386	337	444	524
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	588	10,744	1,205	419	1,003
Sale, Maintenance & Repair of Motor Vehicles and Motorcycles	737	15,762	1,641	210	683
Wholesale Trade & Commission Trade, Except of Motor Vehicles	1,083	18,169	2,427	689	1,267
Retail Trade, Except of Motor Vehicles	300	5,919	479	312	919
Hotels and Restaurants	166	6,094	312	781	790
Transport, Storage and Communications	573	21,580	1,628	246	2,143
Land Transport; Transport Via Pipelines	269	7,700	69	58	276
Water Transport	256	12,792	484	245	1,247
Air Transport	1,888	81,423	6,243	6	6,299
Supporting & Auxilliary Transport Activities; Travel Agency	329	7,794	432	143	1,126
Post & Telecommunications Services except National Postal	440	17,590	2,292	813	3,211
Financial Intermediation	1,174	30,364	2,710	839	3,948
Banking Institutions except Central Banking	1,520	37,285	2,944	1,001	4,840
Non-Bank Financial Intermediation	715	14,021	1,142	455	2,003
Insurance and Pension Funding, Except Compulsory Social Security	512	28,047	3,469	606	3,771
Activities Auxilliary to Financial Intermediation	370	13,451	3,043	695	1,271
Real Estate, Renting and Business Activities	441	6,923	908	240	891
Real Estate Activities	63	12,392	903	91	1,363
Renting of Machinery & Equipment Without Operator	251	5,165	66	0	861
Computer and Related Activities	227	9,427	2,631	214	3,645
Research and Development	1,750	27,465	1,553	170	7,971
Miscellaneous Business Activities	482	6,178	824	261	638
Private Education Services	1,231	10,161	1,701	957	340
Private Health & Social Work Services	487	10,115	421	303	650
Other Community, Social and Personal Service Activities	644	10,423	1,063	183	1,261
Sewage and Refuse Disposal, Sanitation & Similar Activities	0	9,795	0	0	93
Recreational, Cultural and Sporting Activities	677	11,130	1,157	176	1,216
Other Service Activities	514	6,611	638	237	1,603

Source of data: Bureau of Labor and Employment Statistics, 1998 Labor Cost Survey.

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TABLE 8 - Annual Direct Wages and Salaries Per Employee in Non-Agricultural Establishments Employing 20 and Over by Industry Group and Sub-Component, Philippines: 1998

(In Pesos)						
Industry Group	TOTAL	Payment for normal/regular working time	Commissions and share of employees in service charges	Overtime, night shift and premium pay	Payments under bonus	Cost of living allowances
Total	107,233	89,374	4,198	8,799	2,203	2,658
Mining and Quarrying	120,647	103,600	56	13,121	1,735	2,135
Metallic Ore Mining	120,328	101,550	0	14,275	2,135	2,368
Non-Metallic Ore Mining	121,700	110,371	242	9,309	414	1,364
Manufacturing	93,508	76,613	1,534	11,758	1,952	1,651
Manufacture of Food Products	84,784	72,920	335	9,407	1,008	1,113
Manufacture of Beverages	141,187	99,631	13,235	24,671	1,894	1,756
Manufacture of Tobacco Products	92,127	68,463	287	22,928	0	449
Manufacture of Textiles	75,068	64,031	279	8,986	1,206	567
Manufacture of Wearing Apparel	70,163	57,001	118	9,729	641	2,674
Tanning and Dressing of Leather; Mfg. of Luggage and Handbags	71,198	59,386	41	11,239	65	467
Manufacture of Footwear	58,297	53,320	138	4,214	226	399
Mfg of Articles of Bamboo, Cane, Rattan & the like; Plaiting Materials	55,647	49,105	33	5,426	423	658
Manufacture of Wood, Wood Products & Cork, Except Furniture	62,214	51,548	405	7,570	945	1,745
Manufacture of Paper and Paper Products	98,170	83,898	670	12,161	694	747
Publishing, Printing and Reproduction of Recorded Media	108,202	89,392	4,332	11,119	1,373	1,987
Manufacture of Coke, Refined Petroleum & Other Fuel Products	324,883	264,284	325	52,984	5,930	1,361
Manufacture of Chemicals and Chemical Products	186,960	142,245	7,192	16,632	18,508	2,384
Manufacture of Rubber Products	87,221	79,470	794	5,750	352	855
Manufacture of Plastic Products	83,879	71,644	1,040	9,681	720	794
Manufacture of Glass and Glass Products	154,864	127,803	331	24,138	1,932	660
Manufacture of Cement	139,271	128,380	0	8,617	0	2,275
Manufacture of Other Non-Metallic Mineral Products, N.E.C.	83,990	72,341	336	10,772	189	351
Manufacture of Basic Metals	130,464	102,875	1,039	18,470	989	7,091
Mfg of Fabricated Metal Products, Except Machinery & Equipment	78,754	67,008	1,163	9,546	558	478
Manufacture of Machinery & Equipment	87,569	74,440	6,988	4,553	853	735
Manufacture of Office, Accounting and Computing Machinery	87,976	63,353	0	20,655	3,363	605
Manufacture of Electrical Machinery and Apparatus	114,907	94,089	140	18,449	1,067	1,162
Manufacture of Radio, Television & Comm. Equipt & Apparatus	85,564	68,197	352	12,944	1,366	2,705
Mfg of Medical, Precision and Optical Instruments, Watches	79,343	65,725	0	10,829	1,584	1,206
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	96,767	87,312	150	6,552	447	2,306
Manufacture of Other Transport Equipment	90,978	78,137	30	8,802	2,547	1,462
Manufacture and Repair of Furniture	65,930	56,960	520	7,732	297	422
Recycling	64,534	63,517	0	267	750	0
Manufacturing, N.E.C.	76,336	67,680	86	5,487	1,481	1,602

TABLE 8 - Annual Direct Wages and Salaries per Employee in Non-Agricultural Establishments Employing 20 and Over by Industry Group and Sub-components, Philippines: 1998
(Cont'd.)
(In Pesos)

Industry Group	TOTAL	Payment for normal/regular working time	Commissions and share of employees in service charges	Overtime, night shift and premium pay	Payments under bonus	Cost of living allowances
Electricity, Gas and Water Supply	201,113	163,990	16	18,182	2,640	16,285
Electricity, Gas, Steam and Hot Water Supply	213,277	175,152	14	19,933	2,141	16,036
Collection, Purification and Distribution of Water	152,068	118,984	25	11,122	4,651	17,286
Construction	90,901	75,510	347	13,384	383	1,277
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	96,411	84,214	3,578	4,481	2,743	1,395
Sale, Maintenance & Repair of Motor Vehicles and Motorcycles	93,957	81,794	4,588	4,989	1,641	944
Wholesale Trade & Commission Trade, Except of Motor Vehicles	144,458	121,915	5,139	8,198	6,942	2,265
Retail Trade, Except of Motor Vehicles	71,373	64,656	2,571	2,421	711	1,013
Hotels and Restaurants	74,360	61,035	8,606	3,171	875	673
Transport, Storage and Communications	154,716	104,973	31,065	12,726	2,698	3,254
Land Transport; Transport Via Pipelines	82,427	65,142	9,189	4,911	597	2,589
Water Transport	113,880	102,097	81	5,503	3,538	2,661
Air Transport	269,969	219,524	9	39,168	11,243	25
Supporting & Auxilliary Transport Activities; Travel Agency	183,110	76,370	94,109	9,728	717	2,186
Post & Telecommunications Services except National Postal	135,705	113,094	2,941	9,832	1,615	8,224
Financial Intermediation	210,278	184,906	790	6,382	8,093	10,107
Banking Institutions except Central Banking	240,233	210,865	269	7,198	8,944	12,957
Non-Bank Financial Intermediation	147,074	126,975	2,963	3,032	6,956	7,149
Insurance and Pension Funding, Except Compulsory Social Security	190,080	167,742	137	8,459	9,649	4,093
Activities Auxilliary to Financial Intermediation	135,996	126,507	1,301	3,995	1,640	2,554
Real Estate, Renting and Business Activities	92,088	80,745	1,655	6,850	1,374	1,463
Real Estate Activities	130,806	109,172	14,554	4,097	959	2,024
Renting of Machinery & Equipment Without Operator	62,833	55,853	400	5,868	381	331
Computer and Related Activities	138,128	119,426	1,181	8,087	8,121	1,314
Research and Development	147,725	135,417	919	4,050	3,636	3,704
Miscellaneous Business Activities	86,244	76,154	558	7,071	1,030	1,432
Private Education Services	103,195	98,787	31	1,075	1,157	2,144
Private Health & Social Work Services	82,266	74,217	626	4,074	554	2,794
Other Community, Social and Personal Service Activities	113,973	90,774	7,092	6,601	5,399	4,108
Sewage and Refuse Disposal, Sanitation & Similar Activities	79,655	74,885	1,626	3,143	0	0
Recreational, Cultural and Sporting Activities	118,121	93,937	7,106	6,679	6,040	4,360
Other Service Activities	94,020	74,743	7,447	6,447	2,323	3,059

Source of data: Bureau of Labor and Employment Statistics, 1998 Labor Cost Survey.

TABLE 9 - Annual Bonuses and Gratuities Per Employee in Non-Agricultural Establishments Employing 20 and Over by Industry Group and Sub-Component, Philippines: 1998

(In Pesos)

Industry Group	TOTAL	13th month pay	Profit sharing bonuses	Additional payments
Total	12,147	11,059	846	241
Mining and Quarrying	11,489	10,301	809	379
Metallic Ore Mining	9,262	9,033	225	5
Non-Metallic Ore Mining	18,843	14,488	2,740	1,615
Manufacturing	9,271	8,384	612	276
Manufacture of Food Products	8,927	8,424	145	358
Manufacture of Beverages	12,513	11,825	287	401
Manufacture of Tobacco Products	8,687	8,430	0	257
Manufacture of Textiles	5,927	5,707	113	106
Manufacture of Wearing Apparel	5,614	4,875	529	210
Tanning and Dressing of Leather; Mfg. of Luggage and Handbags	4,921	4,730	25	166
Manufacture of Footwear	5,414	4,950	181	283
Mfg of Articles of Bamboo, Cane, Rattan & the like; Plaiting Materials	5,383	5,316	67	0
Manufacture of Wood, Wood Products & Cork, Except Furniture	4,901	4,688	133	80
Manufacture of Paper and Paper Products	7,914	7,131	187	596
Publishing, Printing and Reproduction of Recorded Media	15,537	11,919	3,149	469
Manufacture of Coke, Refined Petroleum & Other Fuel Products	69,618	68,292	1,233	94
Manufacture of Chemicals and Chemical Products	25,752	20,282	4,910	560
Manufacture of Rubber Products	6,709	6,324	49	335
Manufacture of Plastic Products	7,041	6,698	35	307
Manufacture of Glass and Glass Products	18,266	15,107	2,513	646
Manufacture of Cement	14,142	12,927	687	527
Manufacture of Other Non-Metallic Mineral Products, N.E.C.	7,427	6,931	181	315
Manufacture of Basic Metals	10,014	9,552	62	400
Mfg of Fabricated Metal Products, Except Machinery & Equipment	8,474	7,911	96	468
Manufacture of Machinery & Equipment	7,673	6,932	657	84
Manufacture of Office, Accounting and Computing Machinery	8,653	7,315	982	356
Manufacture of Electrical Machinery and Apparatus	10,995	9,830	1,022	142
Manufacture of Radio, Television & Comm. Equipmt & Apparatus	6,067	5,903	148	17
Mfg of Medical, Precision and Optical Instruments, Watches	4,370	4,233	127	11
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	18,597	18,332	38	227
Manufacture of Other Transport Equipment	11,748	10,746	858	144
Manufacture and Repair of Furniture	5,277	4,575	219	482
Recycling	6,763	6,763	0	0
Manufacturing, N.E.C.	8,263	8,115	54	94
Electricity, Gas and Water Supply	39,600	38,702	685	213
Electricity, Gas, Steam and Hot Water Supply	43,867	42,775	848	245
Collection, Purification and Distribution of Water	22,395	22,280	30	85
Construction	7,180	6,884	207	90
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	8,794	8,136	409	249
Sale, Maintenance & Repair of Motor Vehicles and Motorcycles	6,675	6,370	213	92
Wholesale Trade & Commission Trade, Except of Motor Vehicles	15,635	13,983	963	689
Retail Trade, Except of Motor Vehicles	5,542	5,349	150	43
Hotels and Restaurants	5,787	5,449	288	50
Transport, Storage and Communications	13,169	12,646	361	162
Land Transport; Transport Via Pipelines	6,320	5,952	41	328
Water Transport	12,994	12,890	22	83
Air Transport	27,962	27,834	118	10
Supporting & Auxilliary Transport Activities; Travel Agency	10,288	9,086	1,056	147
Post & Telecommunications Services except National Postal	15,203	15,017	78	108
Financial Intermediation	45,836	40,412	5,073	351
Banking Institutions except Central Banking	57,739	50,868	6,423	448
Non-Bank Financial Intermediation	23,405	20,222	2,928	255
Insurance and Pension Funding, Except Compulsory Social Security	32,030	29,303	2,559	168
Activities Auxilliary to Financial Intermediation	18,959	16,358	2,541	60
Real Estate, Renting and Business Activities	8,672	7,667	862	143
Real Estate Activities	14,632	13,595	967	70
Renting of Machinery & Equipment Without Operator	5,609	4,244	212	1,153
Computer and Related Activities	13,000	11,235	1,731	34
Research and Development	27,436	24,360	177	2,899
Miscellaneous Business Activities	7,823	6,888	824	111
Private Education Services	12,004	9,735	1,825	445
Private Health & Social Work Services	6,697	6,387	111	200
Other Community, Social and Personal Service Activities	13,040	12,682	163	195
Sewage and Refuse Disposal, Sanitation & Similar Activities	8,691	8,691	0	0
Recreational, Cultural and Sporting Activities	13,685	13,455	171	59
Other Service Activities	9,859	8,771	137	951

Source of data: Bureau of Labor and Employment Statistics, 1998 Labor Cost Survey.

TABLE 10 - Annual Cost of Workers' Housing Shouldered by Employer Per Employee in Non Agricultural Establishments Employing 20 and Over by Industry Group and Sub-Component, Philippines: 1998
(In Pesos)

Industry Group	TOTAL	Cost for establishment-owned dwellings	Cost for dwellings not owned by establishment
Total	619	191	429
Mining and Quarrying	4,314	2,755	1,559
Metallic Ore Mining	5,473	3,560	1,913
Non-Metallic Ore Mining	486	95	391
Manufacturing	564	201	363
Manufacture of Food Products	685	330	354
Manufacture of Beverages	142	0	142
Manufacture of Tobacco Products	0	0	0
Manufacture of Textiles	465	201	265
Manufacture of Wearing Apparel	361	63	298
Tanning and Dressing of Leather; Mfg. of Luggage and Handbags	22	11	10
Manufacture of Footwear	124	32	91
Mfg of Articles of Bamboo, Cane, Rattan & the like; Plaiting Material	559	559	0.00
Manufacture of Wood, Wood Products & Cork, Except Furniture	270	168	102
Manufacture of Paper and Paper Products	262	86	175
Publishing, Printing and Reproduction of Recorded Media	177	133	44
Manufacture of Coke, Refined Petroleum & Other Fuel Products	5,108	4,817	291
Manufacture of Chemicals and Chemical Products	374	81	293
Manufacture of Rubber Products	151	93	58
Manufacture of Plastic Products	1,382	53	1,328
Manufacture of Glass and Glass Products	621	0	621
Manufacture of Cement	251	0	251
Manufacture of Other Non-Metallic Mineral Products, N.E.C.	65	65	0.00
Manufacture of Basic Metals	509	100	409
Mfg of Fabricated Metal Products, Except Machinery & Equipment	421	40	381
Manufacture of Machinery & Equipment	980	528	452
Manufacture of Office, Accounting and Computing Machinery	296	0	296
Manufacture of Electrical Machinery and Apparatus	585	0	585
Manufacture of Radio, Television & Comm. Equip't & Apparatus	1,173	470	703
Mfg of Medical, Precision and Optical Instruments, Watches	567	6	561
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	393	322	71
Manufacture of Other Transport Equipment	1,163	15	1,148
Manufacture and Repair of Furniture	566	544	21
Recycling	498	0	498
Manufacturing, N.E.C.	86	42	45
Electricity, Gas and Water Supply	433	332	101
Electricity, Gas, Steam and Hot Water Supply	517	414	103
Collection, Purification and Distribution of Water	93	0	93
Construction	362	266	96
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	588	185	403
Sale, Maintenance & Repair of Motor Vehicles and Motorcycles	737	690	48
Wholesale Trade & Commission Trade, Except of Motor Vehicles	1,083	149	934
Retail Trade, Except of Motor Vehicles	300	115	185
Hotels and Restaurants	166	106	60
Transport, Storage and Communications	573	81	492
Land Transport; Transport Via Pipelines	269	126	143
Water Transport	256	164	92
Air Transport	1,888	6	1,882
Supporting & Auxilliary Transport Activities; Travel Agency	329	114	215
Post & Telecommunications Services except National Postal	440	5	435
Financial Intermediation	1,174	190	985
Banking Institutions except Central Banking	1,520	253	1,267
Non-Bank Financial Intermediation	715	65	650
Insurance and Pension Funding, Except Compulsory Social Security	512	157	355
Activities Auxilliary to Financial Intermediation	370	0	370
Real Estate, Renting and Business Activities	441	33	408
Real Estate Activities	63	41	22
Renting of Machinery & Equipment Without Operator	251	232	20
Computer and Related Activities	227	38	189
Research and Development	1,750	0	1,750
Miscellaneous Business Activities	482	28	455
Private Education Services	1,231	234	997
Private Health & Social Work Services	487	149	338
Other Community, Social and Personal Service Activities	644	279	365
Sewage and Refuse Disposal, Sanitation & Similar Activities	0	0	0
Recreational, Cultural and Sporting Activities	677	265	412
Other Service Activities	514	375	138

Source of data: Bureau of Labor and Employment Statistics, 1998 Labor Cost Survey.

TABLE 11 - Annual Employer's Social Security Expenditures Per Employee in Non-Agricultural Establishments Employing 20 and Over by Industry Group and Sub-Component, Philippines: 1998
(In Pesos)

Industry Group	TOTAL	Compulsory social security contributions	Collectively agreed, contractual and non-obligatory contributions	Direct payments by employer to employees regarded as social security benefits	Cost of medical care and health services	Retirement and termination/separation pay
Total	12,731	5,514	1,229	350	1,103	4,535
Mining and Quarrying	38,295	5,183	2,686	250	3,152	27,023
Metallic Ore Mining	42,965	5,376	3,083	155	3,342	31,009
Non-Metallic Ore Mining	22,871	4,547	1,373	566	2,525	13,860
Manufacturing	11,823	4,965	732	408	1,036	4,681
Manufacture of Food Products	9,919	4,469	156	351	1,431	3,513
Manufacture of Beverages	19,946	5,914	739	128	5,281	7,884
Manufacture of Tobacco Products	11,386	5,552	12	297	1,061	4,464
Manufacture of Textiles	7,937	4,484	103	569	381	2,400
Manufacture of Wearing Apparel	13,744	3,839	463	321	128	8,993
Tanning and Dressing of Leather; Mfg. of Luggage and Handbags	5,167	4,125	28	114	244	657
Manufacture of Footwear	4,937	3,476	54	236	71	1,100
Mfg of Articles of Bamboo, Cane, Rattan & the like; Plaiting Materials	3,638	2,693	65	187	135	558
Manufacture of Wood, Wood Products & Cork, Except Furniture	6,379	3,800	402	255	238	1,684
Manufacture of Paper and Paper Products	9,441	5,373	235	363	656	2,815
Publishing, Printing and Reproduction of Recorded Media	10,788	5,799	892	411	1,168	2,518
Manufacture of Coke, Refined Petroleum & Other Fuel Products	46,986	13,403	6,795	3,666	2,195	20,927
Manufacture of Chemicals and Chemical Products	24,204	6,269	870	126	1,709	15,231
Manufacture of Rubber Products	8,059	5,615	300	130	658	1,356
Manufacture of Plastic Products	7,847	5,178	425	367	359	1,519
Manufacture of Glass and Glass Products	12,212	7,470	1,846	65	1,816	1,016
Manufacture of Cement	22,821	7,111	679	319	1,598	13,114
Manufacture of Other Non-Metallic Mineral Products, N.E.C.	9,369	4,747	534	271	743	3,073
Manufacture of Basic Metals	13,585	6,596	461	352	3,249	2,928
Mfg of Fabricated Metal Products, Except Machinery & Equipment	6,826	4,407	449	358	583	1,029
Manufacture of Machinery & Equipment	12,243	8,702	808	183	702	1,848
Manufacture of Office, Accounting and Computing Machinery	7,017	4,324	626	548	583	936
Manufacture of Electrical Machinery and Apparatus	14,679	4,479	3,227	902	500	5,570
Manufacture of Radio, Television & Comm. Equipmt & Apparatus	9,980	5,557	1,490	877	940	1,116
Mfg of Medical, Precision and Optical Instruments, Watches	14,360	4,832	1,434	497	207	7,390
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	27,935	6,580	2,102	395	230	18,628
Manufacture of Other Transport Equipment	8,377	5,211	617	243	620	1,687
Manufacture and Repair of Furniture	4,965	3,235	378	247	524	580
Recycling	4,080	4,080	0	0	0	0
Manufacturing, N.E.C.	6,780	4,931	442	130	421	855

TABLE 11 - Annual Employer's Social Security Expenditures Per Employee in Non-Agricultural Establishments Employing 20 and Over by Industry Group and Sub-components, Philippines: 1998 (Cont'd.)
(In Pesos)

Industry Group	TOTAL	Compulsory social security contributions	Collectively agreed, contractual and non-obligatory contributions	Direct payments by employer to employees regarded as social security	Cost of medical care and health services	Retirement and termination/separation pay
Electricity, Gas and Water Supply	29,362	12,255	2,958	315	4,674	9,160
Electricity, Gas, Steam and Hot Water Supply	30,784	10,836	3,324	311	5,557	10,756
Collection, Purification and Distribution of Water	23,629	17,976	1,482	331	1,115	2,725
Construction	6,386	5,134	305	200	413	335
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	10,744	5,038	1,544	291	533	3,339
Sale, Maintenance & Repair of Motor Vehicles and Motorcycles	15,762	5,102	5,165	147	675	4,673
Wholesale Trade & Commission Trade, Except of Motor Vehicles	18,169	6,291	2,878	635	1,120	7,244
Retail Trade, Except of Motor Vehicles	5,919	4,362	195	134	196	1,032
Hotels and Restaurants	6,094	4,266	347	287	427	766
Transport, Storage and Communications	21,580	6,074	1,888	199	1,488	11,931
Land Transport; Transport Via Pipelines	7,700	5,679	139	127	352	1,404
Water Transport	12,792	6,377	2,341	253	431	3,390
Air Transport	81,423	10,000	1,116	0	6,830	63,477
Supporting & Auxilliary Transport Activities; Travel Agency	7,794	4,673	953	260	479	1,428
Post & Telecommunications Services except National Postal	17,590	5,564	5,908	333	773	5,011
Financial Intermediation	30,364	7,958	6,549	1,195	3,175	11,486
Banking Institutions except Central Banking	37,285	8,434	8,812	1,647	4,304	14,088
Non-Bank Financial Intermediation	14,021	6,932	1,993	378	1,083	3,635
Insurance and Pension Funding, Except Compulsory Social Security	28,047	7,836	4,511	466	1,561	13,672
Activities Auxilliary to Financial Intermediation	13,451	6,545	1,202	396	985	4,323
Real Estate, Renting and Business Activities	6,923	4,761	601	133	424	1,003
Real Estate Activities	12,392	6,096	1,506	445	938	3,407
Renting of Machinery & Equipment Without Operator	5,165	4,153	340	104	147	420
Computer and Related Activities	9,427	5,404	1,389	327	860	1,446
Research and Development	27,465	12,145	3,204	1,208	84	10,824
Miscellaneous Business Activities	6,178	4,564	462	87	362	703
Private Education Services	10,161	6,297	817	189	411	2,447
Private Health & Social Work Services	10,115	5,021	225	580	2,520	1,769
Other Community, Social and Personal Service Activities	10,423	5,650	963	237	1,223	2,351
Sewage and Refuse Disposal, Sanitation & Similar Activities	9,795	3,280	3,136	9	0	3,369
Recreational, Cultural and Sporting Activities	11,130	5,778	1,001	236	1,404	2,710
Other Service Activities	6,611	5,141	584	256	325	305

Source of data: Bureau of Labor and Employment Statistics, 1998 Labor Cost Survey.

**TABLE 12 - Annual Other Labor Cost Per Employee in Non-Agricultural Establishments Employing 20 and Over by Industry Group
and Sub-Component, Philippines: 1998
(In Pesos)**

Industry	TOTAL	Work Clothes/ Uniform	Transport of Workers	Travelling Cost	Recruitment Cost	Other Labor Cost, nec
Total	1,317	678	475	134	26	4
Mining and Quarrying	5,802	220	5,554	0	27	0
Metallic Ore Mining	6,674	32	6,623	0	20	0
Non-Metallic Ore Mining	2,923	844	2,027	0	52	0
Manufacturing	1,304	515	696	61	21	11
Manufacture of Food Products	788	329	441	8	11	0
Manufacture of Beverages	1,359	759	600	0	1	0
Manufacture of Tobacco Products	684	423	259	2	0	0
Manufacture of Textiles	770	411	353	0	4	2
Manufacture of Wearing Apparel	374	61	119	190	4	0
Tanning and Dressing of Leather; Mfg. of Luggage and Handbags	233	130	80	0	23	0
Manufacture of Footwear	207	125	56	0	25	0
Mfg of Articles of Bamboo, Cane, Rattan & the like; Plaiting Materiaz	242	89	113	40	0	0
Manufacture of Wood, Wood Products & Cork, Except Furniture	281	86	64	130	1	0
Manufacture of Paper and Paper Products	378	236	65	50	27	0
Publishing, Printing and Reproduction of Recorded Media	430	234	158	0	38	0
Manufacture of Coke, Refined Petroleum & Other Fuel Products	4,919	985	3,837	0	97	0
Manufacture of Chemicals and Chemical Products	2,870	1,247	1,344	0	80	200
Manufacture of Rubber Products	535	244	271	0	20	0
Manufacture of Plastic Products	460	298	138	17	8	0
Manufacture of Glass and Glass Products	17,013	16,982	26	0	4	0
Manufacture of Cement	3,393	977	1,544	872	0	0
Manufacture of Other Non-Metallic Mineral Products, N.E.C.	2,373	236	2,134	0	3	0
Manufacture of Basic Metals	1,418	917	495	0	6	0
Mfg of Fabricated Metal Products, Except Machinery & Equipment	548	385	143	7	13	0
Manufacture of Machinery & Equipment	810	449	289	61	11	0
Manufacture of Office, Accounting and Computing Machinery	3,766	391	3,237	1	137	0
Manufacture of Electrical Machinery and Apparatus	1,070	369	640	0	60	0
Manufacture of Radio, Television & Comm. Equipt & Apparatus	2,766	574	2,005	178	9	0
Mfg of Medical, Precision and Optical Instruments, Watches	907	353	190	319	45	0
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	3,000	1,196	1,774	14	15	0
Manufacture of Other Transport Equipment	1,387	667	710	1	9	0
Manufacture and Repair of Furniture	225	50	164	3	8	0
Recycling	550	38	512	0	0	0
Manufacturing, N.E.C.	549	269	194	14	71	0

TABLE 12 - Annual Other Labor Cost Per Employee in Non-Agricultural Establishments Employing 20 and Over by Industry Group and Sub-Components, Philippines: 1998 (Cont'd.)
(In Pesos)

Industry	TOTAL	Work Clothes/ Uniform	Transport of Workers	Travelling Cost	Recruitment Cost	Other Labor Cost, nec
Electricity, Gas and Water Supply	2,584	1,495	1,048	35	6	0
Electricity, Gas, Steam and Hot Water Supply	2,160	1,496	639	24	1	0
Collection, Purification and Distribution of Water	4,293	1,488	2,695	80	30	0
Construction	524	212	287	0	25	0
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	1,003	470	258	249	25	0
Sale, Maintenance & Repair of Motor Vehicles and Motorcycles	683	386	232	0	66	0
Wholesale Trade & Commission Trade, Except of Motor Vehicles	1,267	625	531	82	30	0
Retail Trade, Except of Motor Vehicles	919	403	118	382	16	0
Hotels and Restaurants	790	621	53	103	13	0
Transport, Storage and Communications	2,143	1,641	370	100	31	0
Land Transport; Transport Via Pipelines	276	258	18	0	0	0
Water Transport	1,247	651	505	43	47	0
Air Transport	6,299	6,299	0	0	0	0
Supporting & Auxilliary Transport Activities; Travel Agency	1,126	602	509	1	13	2
Post & Telecommunications Services except National Postal	3,211	1,776	859	465	112	0
Financial Intermediation	3,948	2,543	381	997	21	5
Banking Institutions except Central Banking	4,840	3,209	169	1,454	8	0
Non-Bank Financial Intermediation	2,003	937	654	344	45	23
Insurance and Pension Funding, Except Compulsory Social Security	3,771	2,337	1,229	141	53	11
Activities Auxilliary to Financial Intermediation	1,271	965	280	0	26	0
Real Estate, Renting and Business Activities	891	345	369	123	53	0
Real Estate Activities	1,363	558	714	0	90	0
Renting of Machinery & Equipment Without Operator	861	338	514	0	8	0
Computer and Related Activities	3,645	705	313	2,511	116	0
Research and Development	7,971	7,462	507	0	2	0
Miscellaneous Business Activities	638	253	337	0	48	0
Private Education Services	340	253	50	10	27	1
Private Health & Social Work Services	650	451	131	0	68	0
Other Community, Social and Personal Service Activities	1,261	782	306	140	33	0
Sewage and Refuse Disposal, Sanitation & Similar Activities	93	93	0	0	0	0
Recreational, Cultural and Sporting Activities	1,216	780	356	46	34	0
Other Service Activities	1,603	851	59	665	27	0

Source of data: Bureau of Labor and Employment Statistics, 1998 Labor Cost Survey.

Table 13 - Labor Cost Per Hour in Non-Agricultural Establishments Employing 20 and Over by Industry Group and Employment Size, Philippines: 1998
(In Pesos)

Industry Group	Employment Size			
	All Sizes	20-49	50-199	200 and Over
Total	58.53	45	50	65
Mining and Quarrying	80.08	111	58	84
Metallic Ore Mining	81.89	100	70	84
Non-Metallic Ore Mining	73.86	117	47	*
Manufacturing	48.45	36	42	52
Manufacture of Food Products	45.45	31	39	50
Manufacture of Beverages	72.40	53	57	75
Manufacture of Tobacco Products	46.19	24	30	47
Manufacture of Textiles	37.31	31	36	39
Manufacture of Wearing Apparel	33.03	28	29	35
Tanning and Dressing of Leather; Mfg. of Luggage and Handbags	31.25	30	41	29
Manufacture of Footwear	29.46	30	31	29
Mfg of Articles of Bamboo, Cane, Rattan & the like; Plaiting Materials	27.14	30	25	28
Manufacture of Wood, Wood Products & Cork, Except Furniture	29.77	32	35	27
Manufacture of Paper and Paper Products	45.71	56	39	53
Publishing, Printing and Reproduction of Recorded Media	56.27	37	47	87
Manufacture of Coke, Refined Petroleum & Other Fuel Products	250.55	58	128	340
Manufacture of Chemicals and Chemical Products	107.64	50	77	140
Manufacture of Rubber Products	47.37	36	38	65
Manufacture of Plastic Products	40.24	32	43	39
Manufacture of Glass and Glass Products	87.90	39	90	92
Manufacture of Cement	84.10	113	104	81
Manufacture of Other Non-Metallic Mineral Products, N.E.C.	42.33	37	45	42
Manufacture of Basic Metals	63.35	49	40	87
Mfg of Fabricated Metal Products, Except Machinery & Equipment	40.41	36	34	52
Manufacture of Machinery & Equipment	46.61	32	54	48
Manufacture of Office, Accounting and Computing Machinery	41.88	33	36	42
Manufacture of Electrical Machinery and Apparatus	61.36	41	44	65
Manufacture of Radio, Television & Comm. Equipmt & Apparatus	45.09	46	40	45
Mfg of Medical, Precision and Optical Instruments, Watches	37.88	34	39	38
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	75.74	43	40	89
Manufacture of Other Transport Equipment	47.13	34	41	52
Manufacture and Repair of Furniture	33.75	32	37	32
Recycling	37.72	38	-	-
Manufacturing, N.E.C.	37.54	36	42	35

* No responding establishment.

- No establishment population.

Table 13 - Labor Cost Per Hour in Non-Agricultural Establishments Employing 20 and Over by Industry Group and Employment Size, Philippines: 1998 (Cont'd.)
(In Pesos)

Industry Group	Employment Size			
	All Sizes	20-49	50-199	200 and Over
Electricity, Gas and Water Supply	136.61	69	89	160
Electricity, Gas, Steam and Hot Water Supply	141.44	83	91	162
Collection, Purification and Distribution of Water	112.57	63	82	147
Construction	43.32	32	46	44
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	51.67	41	54	58
Sale, Maintenance & Repair of Motor Vehicles and Motorcycles	52.14	33	47	128
Wholesale Trade & Commission Trade, Except of Motor Vehicles	80.75	50	65	138
Retail Trade, Except of Motor Vehicles	36.38	39	45	29
Hotels and Restaurants	40.81	34	40	47
Transport, Storage and Communications	85.34	51	53	102
Land Transport; Transport Via Pipelines	41.58	39	50	40
Water Transport	62.21	68	70	56
Air Transport	178.67	77	78	180
Supporting & Auxilliary Transport Activities; Travel Agency	87.32	50	51	128
Post & Telecommunications Services except National Postal	81.08	75	50	89
Financial Intermediation	136.29	109	91	155
Banking Institutions except Central Banking	159.94	121	102	172
Non-Bank Financial Intermediation	84.75	91	75	87
Insurance and Pension Funding, Except Compulsory Social Security	123.10	101	106	141
Activities Auxilliary to Financial Intermediation	79.56	96	79	77
Real Estate, Renting and Business Activities	44.45	66	55	38
Real Estate Activities	69.41	72	70	67
Renting of Machinery & Equipment Without Operator	32.07	40	34	27
Computer and Related Activities	72.37	106	104	54
Research and Development	100.16	71	73	113
Miscellaneous Business Activities	40.79	64	50	35
Private Education Services	65.14	44	54	85
Private Health & Social Work Services	46.57	32	39	55
Other Community, Social and Personal Service Activities	61.59	43	56	74
Sewage and Refuse Disposal, Sanitation & Similar Activities	42.81	*	40	44
Recreational, Cultural and Sporting Activities	65.08	41	62	75
Other Service Activities	45.56	47	41	58

* No responding establishment.

Source of data: Bureau of Labor and Employment Statistics, 1998 Labor Cost Survey.