

**O**CCUPATIONAL  
**W**AGES  
**S**URVEY

**October 1997 Results**



**DEPARTMENT OF LABOR AND EMPLOYMENT**  
**Bureau of Labor and Employment Statistics**  
Manila, Philippines

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## P R E F A C E

**R**esults of the **1997 Occupational Wages Survey (OWS)** consist of employment and wage estimates for time-rate workers on full-time basis in non-agricultural establishments employing at least 50 persons in the private sector.

In particular, these are average monthly wage rates of selected occupations in specific non-agricultural industries; average monthly basic pay and allowance of all workers and a distribution of workers by basic pay and allowance interval.

The results of this survey are meant to provide government and private sector users, information on occupational wage rates, wage differences across industries and regions and wage structure in non-agriculture.

These information are useful for purposes of wage determination in collective bargaining negotiations and wage and salary administration; wage comparison across industries and areas and for investment decisions.

A brief statistical analysis of these results is available in the Labstat Digest series on wage rates to be released by the Bureau.

The BLES extends its gratitude to the National Statistics Office for assisting in the conduct of its field operations and most especially, to the valued respondents who actively participated in this inquiry.

**October 1999**  
**Manila, Philippines**

## INTRODUCTION

From 1989 to 1995, the OWS was conducted by the Bureau of Labor and Employment Statistics (BLES) to monitor the wage rates of 22 low paid occupations in 21 non-agricultural industries. Its objective was to generate wage estimates in aid to minimum wage determination.

In order to improve the retrieval rate, field operations were contracted out by the Bureau to the National Statistics Office beginning 1994. In 1996, however, no survey operations were conducted as its survey design was then being reviewed.

Recent developments towards globalization like the approval of the GATT-WTO and the creation of the BIMP-EAGA however, pressed the need for employment and wage estimates that would address the emerging concerns of planners and policy makers. The BLES has, therefore, decided to redesign the OWS to focus on the wage rates of selected or key occupations, particularly in industries likely to be affected by the changing local and global economic structure.

Thus, in 1997 the OWS was redesigned to yield more precise wage estimates for an expanded set of occupations in each industry. The new design is based on the **1992 Philippine Standard Occupational Classification (PSOC) and the 1994 Philippine Standard Industrial Classification (PSIC)**.

### 1.1. Objectives of the Survey:

The objective of the revised OWS is to generate statistics for **wage determination in collective bargaining negotiations and wage and salary administration**. In business, these shall serve as indicators of **industry viability** for investment decision.

These data are useful in determining **wage differences across occupations, industries and geographic areas**. The new design likewise allows **international comparability of data**.

## 1.2. Collection Authority:

The conduct of the OWS is mandated by:

- a. **Executive Order No. 126** (creating the BLES) - which mandates the Bureau, among others, to conduct nationwide surveys and studies which will generate trends and structures on labor and employment.
- b. **Executive Order NO. 352** - designating the OWS as one of the statistical activities that will generate critical data for decision-making of the government and the private sector.

## 1.3. Confidentiality of Information:

The BLES and the National Statistics Office (NSO) **shall hold all survey data supplied by the respondents in confidence**. It is embodied in Section 4 of Commonwealth Act No. 591 that the data furnished the Bureau of Census and Statistics will be kept strictly confidential and shall not be used as evidence in court for purposes of taxation, regulation or investigation; "nor shall such data or information be divulged to any person except authorized employees of the Bureau of the Census and Statistics, acting in the performance of their duties; nor such data be published except in the form of summaries or statistical tables in which no reference to any particular individual, corporation, partnership, institution or business enterprise shall appear...". Persons violating the provisions of the above section shall, upon conviction, be punished by a fine of not more than six hundred pesos or by imprisonment for not more than six months, or both.

The information obtained from the establishments shall be integrated and presented by the BLES in aggregate form so as not to reveal the identity of the individual establishments that participated in the survey. Further, the respondents must be reassured that these information shall be used for statistical purposes only.

## 1.4. Scope and Coverage:

The revised OWS is an **establishment-based survey**. It is a **complete enumeration** of establishments with an **average total employment of 50 or more persons** in selected non-agricultural industries in the private sector.

The new series covers 52 **non-agricultural industries** under the 1994 PSIC from which data on total employment, distribution of time-rated workers on full-time basis, unionism and collective bargaining agreements shall be drawn.

**Excluded from the survey are the agricultural and government sectors; predominantly household operated activities and; extra-territorial bodies:**

Description	1994 PSIC
Agriculture, Hunting and Forestry	A01-05
Fishing	B06
Public Administration and Defense and Compulsory Social Security	L75
Public Education Services	M80
Public Medical, Dental and Other Health Services	N8511
Activities of Membership Organizations	O91
Extra-Territorial Organizations and Bodies	Q99

#### **1.5. Bases for Industry and Occupational Coverages:**

The 41 industries for which occupational wages and employment shall be monitored were identified based on the following:

- Investment Priority Plan of the Board of Investments
- Export winners identified by the Dept. of Trade and Industry
- Areas of cooperation under the BIMP-EAGA
- Industries likely to be affected by GATT
- Industries monitored by the ILO industrial committees and similar bodies

Meanwhile, the 165 occupations for which wage rates shall be monitored were selected on the basis of the following:

- Relative importance of occupation in the industry
- 1992 Philippine Standard Occupational Classification
- Consultations with employers and workers groups, government agencies and the academe
- Results of the Employment and Wage Structure Survey, another BLES survey
- Initial List of Indicative Offers to the Coordinating Committee on Services - General Agreement on Trade in Services (ASEAN Bloc)
- Catalogue of the Occupational Skills Standards for National Certification Program of the Technical Education and Skills Development Authority
- Occupations covered by the ILO Inquiry on Occupational Wages and Hours of Work

At most, seven (7) occupations will be monitored in each of the 41 industries to represent the 7 major non-agricultural occupational groups in the 1992 PSOC. The occupations can be classified as supervisory, professional, technical, clerical, service, trade skills and machine operation and laborers/unskilled workers. In some cases, however, more were drawn for a particular occupation group depending on the relative importance of occupations in a given industry. For instance, in mining and quarrying; selected manufacturing industries; and construction, more occupations were drawn from trade skills and machine operation, given the manpower requirement of their operations. In trade, post and telecommunications, and most business services, more clerical occupations were selected. In hotels and restaurants, more service occupations were drawn.

#### **1.6. Unit of Enumeration:**

The unit of enumeration for this survey is the **establishment**. An establishment is defined as an economic unit, engaged in one or predominantly one kind of activity under a single ownership or control at a fixed location. Thus, stores, shops, factories, mining companies, construction companies, electric plants, transportation operators, warehouses, radio stations, hotels, restaurants, banks, real estate developers and the like are considered establishments. For multi-unit enterprises with different outlets and subsidiaries or whose activities are located at different locations, each branch, outlet or subsidiary is considered an establishment.

#### **1.8. Frequency and Reference Period:**

All information to be collected from the establishments should refer to the reference date, **October 31, 1997**.

**Table 1. - Average Monthly Wage Rates of Time-Rate Workers on Full-Time Basis in Selected Industries and Occupations, Philippines: October 1997**  
(Non-agricultural establishments employing 50 and over. Wage rate is the sum of basic pay and guaranteed and regular cash allowance.)

Industry and Occupation	Time-Rate Workers on Full-Time Basis	Average Monthly Wage Rates (P)
<b>METALLIC ORE MINING</b>		
Production Supervisors and General Foremen	1,075	11,171
Mining Engineers and Metallurgical Engineers	635	9,576
Mining and Metallurgical Engineering Technicians	360	7,782
Miners	1,754	5,342
Shotfirers and Blasters	230	5,503
Mining Plant Operators	317	5,258
Mineral-Ore Processing Plant Operators	553	5,732
<b>NON-METALLIC MINING AND QUARRYING</b>		
Production Supervisors and General Foremen	95	10,917
Mining Engineers	18	13,085
Mining Engineering Technicians	8	5,938
Miners and Quarry Workers	350	4,238
Mining Plant Operators	49	8,785
Stone Processing Plant Operators	115	5,360
Well Drillers and Borers and Related Workers	52	5,618
<b>MANUFACTURE OF FOOD PRODUCTS AND BEVERAGES</b>		
Production Supervisors and General Foremen	4,840	10,163
Food Technologist	712	8,705
Chemical Engineering Technicians	1,119	8,286
Quality Inspectors	2,589	6,902
Production Clerks	2,048	6,190
Food Processing and Related Trades Workers	29,253	4,970
Food and Related Products Machine Operators	19,159	6,783
<b>MANUFACTURE OF TEXTILES</b>		
Production Supervisors and General Foremen	2,010	7,676
Quality Inspectors	1,457	5,367
Fiber Preparers	959	5,405
Weavers, Knitters and Related Workers	4,879	4,828
Fiber Preparing, Spinning and Winding Machine Operators	7,657	5,083
Weaving and Knitting Machine Operators	5,491	4,928
Bleaching, Dyeing and Cleaning Machine Operators	4,160	5,007

**Table 1. - Average Monthly Wage Rates of Time-Rate Workers on Full-Time Basis in Selected Industries and Occupations, Philippines: October 1997**  
(Non-agricultural establishments employing 50 and over. Wage rate is the sum of basic pay and guaranteed and regular cash allowance.)

(continued)

Industry and Occupation	Time-Rate Workers on Full-Time Basis	Average Monthly Wage Rates (P)
<b>MANUFACTURE OF WEARING APPAREL</b>		
Production Supervisors and General Foremen	3,690	7,057
Quality Inspectors	5,820	4,778
Production Clerks	2,084	5,462
Tailors, Dressmakers and Hatters	1,677	4,860
Textile, Leather and Related Pattern Makers and Cutters	3,638	4,869
Sewers, Embroiderers and Related Workers	32,815	4,521
Sewing Machine Operators	18,267	4,716
<b>TANNING AND DRESSING OF LEATHER; MANUFACTURE OF LUGGAGE, HANDBAGS AND FOOTWEAR</b>		
Production Supervisors and General Foremen	954	6,686
Quality Inspectors	938	4,753
Production Clerks	515	5,649
Tanners	246	4,313
Shoemakers and Related Workers	7,562	4,648
Leather Preparing Machine Operators	2,025	4,754
Shoemaking and Related Machine Operators	2,762	4,649
<b>MANUFACTURE OF WOOD AND WOOD PRODUCTS EXCEPT FURNITURE</b>		
Production Supervisors and General Foremen	690	6,368
Production Clerks	522	4,300
Wood Treaters	265	3,862
Woodworking-Machine Setters and Setter Operators	453	4,230
Wood Processing Plant Operators	1,411	3,907
Wood Products Machine Operators	1,171	4,443
Wood and Related Products Assemblers	1,335	3,871
<b>MANUFACTURE OF PAPER AND PAPER PRODUCTS</b>		
Production Supervisors and General Foremen	491	10,635
Mechanical Engineers	100	11,168
Mechanical Engineering Technicians	363	8,586
Production Clerks	285	6,738
Paper Pulp Plant Operators	761	8,990
Papermaking Plant Operators	1,555	7,096
Paperboard and Related Products Assemblers	3,738	5,280

**Table 1. - Average Monthly Wage Rates of Time-Rate Workers on Full-Time Basis in Selected Industries and Occupations, Philippines: October 1997**  
(Non-agricultural establishments employing 50 and over. Wage rate is the sum of basic pay and guaranteed and regular cash allowance.)

(continued)

Industry and Occupation	Time-Rate Workers on Full-Time Basis	Average Monthly Wage Rates (P)
<b>PUBLISHING AND PRINTING</b>		
Production Supervisors and General Foremen	711	10,085
Mechanical Engineers	127	9,211
Compositors, Typesetters and Related Workers	1,162	7,226
Stereotypers and Electrotypers	141	6,621
Printing Engravers and Etchers	323	6,026
Bookbinders and Related Workers	1,440	6,495
Pressman Letterpress and Related Workers	2,200	6,941
<b>MANUFACTURE OF REFINED PETROLEUM AND OTHER FUEL PRODUCTS</b>		
Production Supervisors and General Foremen	312	37,882
Chemical Engineers	37	28,351
Chemical Engineering Technicians	57	21,425
Production Clerks	13	17,462
Petroleum Refining Plant Operators	497	16,696
<b>MANUFACTURE OF CHEMICALS AND CHEMICAL PRODUCTS</b>		
Production Supervisors and General Foremen	1,485	14,144
Chemical Engineers	778	13,499
Chemical Engineering Technicians	502	10,116
Crushing, Grinding and Chemical-Mixing Machinery Operators	1,920	6,931
Chemical Heat Treating Plant Operators	522	6,463
Chemical-Filtering and Separating Equipment Operators	1,568	6,529
Pharmaceutical and Toiletry Products Machine Operators	3,251	10,332
<b>MANUFACTURE OF RUBBER AND PLASTIC PRODUCTS</b>		
Production Supervisors and General Foremen	1,580	9,400
Chemical Engineers	148	10,362
Chemical Engineering Technicians	395	8,407
Quality Inspectors	1,425	6,201
Production Clerks	983	6,724
Rubber Products Machine Operators	2,975	6,483
Plastic Products Machine Operators	10,160	5,430

**Table 1. - Average Monthly Wage Rates of Time-Rated Workers on Full-Time Basis in Selected Industries and Occupations, Philippines: October 1997**  
(Non-agricultural establishments employing 50 and over. Wage rate is the sum of basic pay and guaranteed and regular cash allowance.)

(continued)

Industry and Occupation	Time-Rate Workers on Full-Time Basis	Average Monthly Wage Rates (P)
<b>MANUFACTURE OF OTHER NON-METALLIC MINERAL PRODUCTS</b>		
Production Supervisors and General Foremen	1,423	12,225
Mechanical Engineers	591	12,849
Quality Inspectors	450	9,606
Production Clerks	659	5,968
Potters, Glass-Makers and Related Trades	2,423	6,485
Glass, Ceramics and Related Plant Operators	5,864	6,576
Cement and Other Mineral Products Machine Operators	2,116	5,616
<b>MANUFACTURE OF BASIC METALS</b>		
Production Supervisors and General Foremen	856	9,811
Metal Molders and Core Makers	1,460	5,797
Sheet Metal Workers	2,608	5,557
Ore and Metal Furnace Operators	361	8,179
Metal Melters, Casters and Rolling-Mill Operators	4,289	5,433
Metal Heat Treating Plant Operators	280	5,960
Metal Drawers and Extruders	1,397	5,130
<b>MANUFACTURE OF FABRICATED METAL PRODUCTS EXCEPT MACHINERY AND EQUIPMENT</b>		
Production Supervisors and General Foremen	1,172	8,461
Quality Inspectors	617	6,149
Welders and Flamecutters	2,629	5,532
Structural Metal Preparers	822	5,333
Blacksmiths, Hammersmiths and Forging Press Operators	610	5,566
Machine-Tool Setters and Setter-Operators	954	5,571
Machine-Tool Operators	4,289	5,359
<b>MANUFACTURE OF MACHINERY AND EQUIPMENT</b>		
Production Supervisors and General Foremen	1,017	10,667
Quality Inspectors	482	8,042
Production Clerks	329	7,001
Welders and Flamecutters	1,441	7,412
Tool Makers and Related Workers	1,220	5,993
Agricultural or Industrial Machinery Mechanic and Fitters	873	7,088
Mechanical Machinery Assemblers	2,308	5,043

**Table 1. - Average Monthly Wage Rates of Time-Rated Workers on Full-Time Basis in Selected Industries and Occupations, Philippines: October 1997**  
 (Non-agricultural establishments employing 50 and over. Wage rate is the sum of basic pay and guaranteed cash allowance.)

(continued)

Industry and Occupation	Time-Rate Workers on Full-Time Basis	Average Monthly Wage Rates (P)
<b>MANUFACTURE OF ELECTRICAL MACHINERY AND APPARATUS</b>		
Production Supervisors and General Foremen	1,212	9,569
Electrical Engineers	380	11,832
Electrical Engineering Technicians	705	6,585
Quality Inspectors	1,380	6,685
Production Clerks	625	6,302
Electrical Mechanics and Fitters	907	5,874
Electrical Equipment Assemblers	18,693	6,227
<b>MANUFACTURE OF RADIO, TELEVISION AND COMMUNICATION EQUIPMENT AND APPARATUS</b>		
Production Supervisors and General Foremen	2,063	9,939
Electronics and Telecommunications Engineers	2,210	12,561
Electronics and Telecommunications Engineering Technicians	3,460	8,260
Quality Inspectors	4,115	6,058
Production Clerks	3,724	5,948
Electronics Fitters	103	5,622
Electronics Equipment Assemblers	55,902	4,908
<b>MANUFACTURE OF MOTOR VEHICLES , TRAILERS AND SEMI-TRAILERS</b>		
Production Supervisors and General Foremen	500	12,710
Mechanical Engineers	301	9,411
Mechanical Engineering Technicians	281	7,548
Quality Inspectors	604	8,606
Sheet-Metal Workers	1,018	7,118
Motor Vehicle Mechanics and Related Trades Workers	700	7,906
Mechanical Machinery Assemblers	3,972	8,351
<b>BUILDING AND REPAIRING OF SHIPS AND BOATS</b>		
Production Supervisors and General Foremen	136	8,594
Marine Engineers	58	8,987
Quality Inspectors	36	8,792
Production Clerks	120	6,789
Structural-Metal Preparers, Erectors and Related Workers	368	5,013
Riggers and Cable Spicers	121	6,050
Marine Craft Mechanics	129	5,546

**Table 1. - Average Monthly Wage Rates of Time-Rated Workers on Full-Time Basis in Selected Industries and Occupations, Philippines: October 1997**  
(Non-agricultural establishments employing 50 and over. Wage rate is the sum of basic pay and guaranteed and regular cash allowance.)

(continued)

Industry and Occupation	Time-Rate Workers on Full-Time Basis	Average Monthly Wage Rates (P)
<b>MANUFACTURE AND REPAIR OF FURNITURE</b>		
Production Supervisors and General Foremen	812	6,837
Quality Inspectors	665	4,862
Production Clerks	398	5,383
Cabinet Makers and Related Workers	2,434	4,515
Rattan, Bamboo and Other Wicker Furniture Makers	2,776	4,423
Upholsterers and Related Workers	957	4,658
Wood Products Machine Operators	1,913	5,115
<b>ELECTRICITY, GAS, STEAM AND HOT WATER SUPPLY</b>		
Production Supervisors and General Foremen	2,650	18,338
Electrical Engineers	1,074	17,269
Electrical Engineering Technicians	1,158	11,209
Debt Collectors and Related Workers	5,013	7,382
Electrical Mechanics and Fitters	1,038	11,815
Lineman, Line Installers and Cable Splicers	5,989	7,992
Power-Production Plant Operators	2,910	14,549
<b>COLLECTION, PURIFICATION AND DISTRIBUTION OF WATER</b>		
Production Supervisors and General Foremen	561	12,841
Civil Engineers	201	13,120
Civil Engineering Technicians	94	10,248
Quality Inspectors	50	11,991
Debt Collectors and Related Workers	725	10,965
Plumbers, Pipe Fitters and Other Related Workers	1,272	8,553
Water Treatment and Related Plant Operators	886	9,971
<b>CONSTRUCTION</b>		
Production Supervisors and General Foremen	3,426	8,893
Civil Engineers	3,945	9,838
Masons and Related Concrete Finishers	12,432	5,082
Carpenters and Joiners	11,491	5,000
Plumbers, Pipe Fitters and Other Related Workers	5,934	5,290
Structural-Metal Preparers, Erectors and Related Workers	3,779	5,561
Building and Related Electricians	6,188	5,441

**Table 1. - Average Monthly Wage Rates of Time-Rated Workers on Full-Time Basis in Selected Industries and Occupations, Philippines: October 1997**  
(Non-agricultural establishments employing 50 and over. Wage rate is the sum of basic pay and guaranteed and regular cash allowance.)

(continued)

Industry and Occupation	Time-Rate Workers on Full-Time Basis	Average Monthly Wage Rates (P)
<b>SALE, MAINTENANCE AND REPAIR OF MOTOR VEHICLES AND MOTORCYCLES</b>		
Sales Supervisors	488	9,864
Accountants and Auditors	234	10,397
Accounting and Bookkeeping Clerks	846	6,626
Stock Clerks	402	5,742
Cashiers	299	6,931
Shop Salespersons and Demonstrators	1,633	5,770
Motor Vehicle Mechanics and Related Trades Workers	3,531	6,001
<b>WHOLESALE TRADE AND COMMISSION TRADE EXCEPT OF MOTOR VEHICLES AND MOTORCYCLES</b>		
Sales Supervisors	1,967	13,341
Accountants and Auditors	1,312	14,116
Technical and Commercial Sales Representatives	6,823	8,945
Accounting and Bookkeeping Clerks	2,545	7,845
Stock Clerks	1,997	7,099
Cashiers	744	10,232
Shop Salespersons and Demonstrators	3,803	7,278
<b>RETAIL TRADE EXCEPT OF MOTOR VEHICLES AND MOTORCYCLES</b>		
Sales Supervisors	4,023	7,757
Accountants and Auditors	1,147	7,950
Accounting and Bookkeeping Clerks	3,913	5,818
Stock Clerks	6,732	5,025
Cashiers	9,818	5,209
Shop Salespersons and Demonstrators	36,044	4,609
<b>HOTELS AND RESTAURANTS</b>		
Accountants and Auditors	799	10,229
Accounting and Bookkeeping Clerks	1,864	6,517
Receptionist and Information Clerks	2,305	6,377
Service Crew	7,139	4,936
Housekeepers and Related Workers	3,626	6,283
Cooks	6,765	6,173
Waiters, Waitresses and Bartenders	13,230	5,285
Helpers and Cleaners	3,502	5,254

**Table 1. - Average Monthly Wage Rates of Time-Rated Workers on Full-Time Basis in Selected Industries and Occupations, Philippines: October 1997**  
 (Non-agricultural establishments employing 50 and over. Wage rate is the sum of basic pay and guaranteed and regular cash allowance.)

(continued)

Industry and Occupation	Time-Rate Workers on Full-Time Basis	Average Monthly Wage Rates (P)
<b>BUS LINE OPERATION</b>		
Road Transport Service Supervisors	1,313	6,206
Transport Clerks	1,064	4,666
Bus Conductors	2,871	4,358
Motor Vehicle Mechanics and Related Trades Workers	5,033	5,178
Bus Drivers	3,974	4,750
<b>WATER TRANSPORT</b>		
Maritime Transport Service Supervisors	221	19,531
Ships' Engineers	1,917	12,486
Ships' Deck Officers and Pilots	2,052	11,217
Transport Clerks	426	5,917
Travel Attendants and Travel Stewards	1,405	7,187
Marine Craft Mechanics	408	12,194
Ships' Deck Crew and Related Workers	2,965	8,765
<b>AIR TRANSPORT</b>		
Air Transport Service Supervisors	56	13,642
Aircraft Pilots, Navigators and Flight Engineers	298	47,514
Transport Clerks	522	7,135
Travel Attendants and Travel Stewards	432	8,107
Aircraft Engine Mechanics and Fitters	326	13,873
<b>SUPPORTING AND AUXILIARY TRANSPORT ACTIVITIES; ACTIVITIES OF TRAVEL AGENCIES</b>		
Travel Consultants and Organizers	266	9,098
Clearing and Forwarding Agents	1,085	6,795
Travel Agency Clerks and Related Workers	490	7,394
Travel Guides	75	6,764
Heavy Truck and Lorry Drivers	1,528	6,403
Freight Handlers	12,122	4,956
<b>POSTAL AND TELECOMMUNICATIONS SERVICES EXCEPT NATIONAL POSTAL ACTIVITIES</b>		
Communications Service Supervisors	653	14,583
Electronics and Telecommunications Engineers	1,252	14,989
Electronics and Telecommunications Engineering Technicians	2,054	8,890
Telefax/Teleprinters/Telex Clerks	551	6,503
Telephone Switchboard Operators	1,763	8,946
Telecommunication Equipment Installers and Repairers	2,767	6,327
Messengers and Deliverers	1,123	5,691

**Table 1. - Average Monthly Wage Rates of Time-Rated Workers on Full-Time Basis in Selected Industries and Occupations, Philippines: October 1997**  
(Non-agricultural establishments employing 50 and over. Wage rate is the sum of basic pay and guaranteed and regular cash allowance.)

(continued)

Industry and Occupation	Time-Rate Workers on Full-Time Basis	Average Monthly Wage Rates (P)
<b>BANKING INSTITUTIONS EXCEPT CENTRAL BANKING</b>		
Statisticians	307	10,882
Accountants and Auditors	1,622	12,132
Economists	99	14,465
Bookkeepers	1,753	8,551
Accounting and Bookkeeping Clerks	1,390	7,721
Statistical and Finance Clerks	223	8,788
Tellers	2,456	8,652
<b>NON-BANK FINANCIAL INTERMEDIATION</b>		
Statisticians	8	10,713
Accountants and Auditors	329	13,197
Economists	16	11,502
Securities and Finance Dealers and Brokers	35	13,382
Bookkeepers	180	9,743
Accounting and Bookkeeping Clerks	235	7,837
Statistical and Finance Clerks	35	7,754
<b>INSURANCE AND PENSION FUNDING, EXCEPT COMPULSORY SOCIAL SECURITY</b>		
Actuaries	107	15,800
Statisticians	4	9,976
Accountants and Auditors	321	14,329
Insurance Representatives	498	12,744
Appraisers and Valuers	225	11,070
Accounting and Bookkeeping Clerks	651	8,249
Statistical and Finance Clerks	224	8,105
<b>COMPUTER AND RELATED ACTIVITIES</b>		
Systems Analysts and Designers	188	19,161
Computer Programmers	1,265	13,507
Electronics and Telecommunications Engineers	67	14,167
Electronics and Telecommunications Engineering Technicians	72	7,893
Computer Assistants	232	7,560
Computer Equipment Operators	312	7,178
Data Entry Operators	3,745	5,597

**Table 1. - Average Monthly Wage Rates of Time-Rated Workers on Full-Time Basis in Selected Industries and Occupations, Philippines: October 1997**  
 (Non-agricultural establishments employing 50 and over. Wage rate is the sum of basic pay and guaranteed and regular cash allowance.)

(continued)

Industry and Occupation	Time-Rate Workers on Full-Time Basis	Average Monthly Wage Rates (P)
<b>ACCOUNTING, BOOKKEEPING AND AUDITING ACTIVITIES; TAX CONSULTANCY</b>		
Accountants and Auditors	1,741	9,917
Bookkeepers	61	9,441
Data Entry Operators	41	7,202
Accounting and Bookkeeping Clerks	143	6,484
<b>ARCHITECTURAL, ENGINEERING AND RELATED TECHNICAL CONSULTANCY</b>		
Architects	203	14,578
Civil Engineers	1,189	13,086
Electrical Engineers	277	12,522
Geodetic Engineers	21	13,000
Civil Engineering Technicians	67	10,578
Electrical Engineering Technicians	9	10,145
Draftsmen	565	8,156
<b>PRIVATE EDUCATION SERVICES</b>		
College, University and Higher Education Teaching Professionals	31,187	10,995
Technical and Vocational Instructors/Trainers	1,092	8,523
General Secondary Education Teaching Professionals	17,180	7,612
Science and Mathematics Teaching Professionals	3,246	8,165
Vocational Education Teaching Professionals	739	7,361
General Elementary Education Teaching Professionals	14,871	8,218
Science and Mathematics Elementary Education Teaching Professionals	2,591	8,461
<b>PRIVATE MEDICAL, DENTAL AND OTHER HEALTH SERVICES</b>		
Medical Doctors	2,108	8,121
Dentists	68	8,005
Nutritionists-Dietitians	670	5,767
Medical Technologists	1,454	6,168
Professional Nurses	12,445	5,849
Professional Midwives	2,201	5,162
Medical Equipment Operators	971	5,520

Source of data: Bureau of Labor and Employment Statistics, 1997 Occupational Wages Survey.

**Table 2. - Median Monthly Basic Pay and Monthly Allowance of Time-Rate Workers  
on Full-time Basis by Industry, Philippines: October 1997**

(Non-agricultural establishments employing 50 and over. Allowance refers to guaranteed and regular cash payments. Median refers to that amount where half of the workers receive more while the other half receive less.)

Industry	Time-rate Workers on Full-time Basis		Time-rate Workers on Full-time Basis With Allowance	
	Number (000)	Median Monthly Basic Pay (P)	Number (000)	Median Monthly Allowance (P)
<b>ALL INDUSTRIES</b>	<b>1,761</b>	<b>5,534</b>	<b>494</b>	<b>658</b>
<b>MINING AND QUARRYING</b>	<b>15</b>	<b>5,448</b>	<b>11</b>	<b>183</b>
Metallic Ore Mining	13	5,579	11	181
Non-Metallic Mining and Quarrying	2	4,847	a	1,342
<b>MANUFACTURING</b>	<b>784</b>	<b>5,208</b>	<b>191</b>	<b>506</b>
Manufacture of Food Products and Beverages	142	5,376	47	529
Manufacture of Tobacco Products	10	6,802	1	1,601
Manufacture of Textiles	41	5,088	6	351
Manufacture of Wearing Apparel Tanning and Dressing of Leather; Manufacture of Luggage, Handbags and Footwear	98	4,622	13	392
Manufacture of Wood, and Wood Products and Cork except Furniture; Manufacture of Articles of Bamboo, Cane, Rattan and the Like; Manufacture of Plaiting Materials	29	4,606	9	387
Manufacture of Paper and Paper Products	14	3,936	6	407
Publishing and Printing and Reproduction of Recorded Media	14	5,596	2	567
Manufacture of Refined Petroleum and Other Fuel Products	13	6,843	4	964
Manufacture of Chemicals and Chemical Products	2	12,425	a	479
Manufacture of Rubber and Plastic Products	37	8,518	8	1,119
Manufacture of Other Non-Metallic Mineral Products	33	5,600	7	528
Manufacture of Basic Metals	28	5,849	5	1,037
Manufacture of Fabricated Metal Products except Machinery and Equipment	22	5,740	5	2,052
Manufacture of Machinery and Equipment	24	5,411	3	505
Manufacture of Office, Accounting and Computing Machinery	21	6,689	4	622
	26	4,774	2	851

a - Less than 500.

**Table 2. - Median Monthly Basic Pay and Monthly Allowance of Time-Rate Workers  
on Full-time Basis by Industry, Philippines: October 1997**

(Non-agricultural establishments employing 50 and over. Allowance refers to guaranteed and regular cash payments. Median refers to that amount where half of the workers receive more while the other half receive less.)

(continued)

Industry	Time-rate Workers on Full-time Basis		Time-rate Workers on Full-time Basis With Allowance	
	Number (000)	Median Monthly Basic Pay (P)	Number (000)	Median Monthly Allowance (P)
<b>MANUFACTURING cont'd)</b>				
Manufacture of Electrical Machinery and Apparatus	42	5,701	8	640
Manufacture of Radio, Television and Communication Equipment and Apparatus	97	5,240	40	429
Manufacture of Medical, Precision and Optical Instruments, Watches and Clocks	27	4,420	5	929
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	18	7,016	3	766
Manufacture of Other Transport Equipment	8	5,574	3	215
Manufacture and Repair of Furniture	23	4,897	6	1,330
Recycling	a	6,511	a	575
Manufacturing, n. e. c.	14	4,902	4	433
<b>ELECTRICITY, GAS AND WATER SUPPLY</b>				
Electricity, Gas, Steam and Hot Water Supply	63	8,955	41	1,373
Electricity, Gas, Steam and Hot Water Supply	51	8,626	33	1,343
Collection, Purification and Distribution of Water	12	10,214	8	1,695
<b>CONSTRUCTION</b>	<b>96</b>	<b>5,304</b>	<b>15</b>	<b>665</b>
<b>WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES, MOTORCYCLES AND PERSONAL AND HOUSEHOLD GOODS</b>				
Sale, Maintenance and Repair of Motor Vehicles and Motorcycles; Retail Sale of Automotive Fuel	182	5,510	54	870
Sale, Maintenance and Repair of Motor Vehicles and Motorcycles; Retail Sale of Automotive Fuel	18	5,841	3	642
Wholesale Trade and Commission Trade, except of Motor Vehicles and Motorcycles	65	7,200	27	1,127
Retail Trade, except of Motor Vehicles and Motorcycles, Repair of Personal and Household Goods	100	4,848	25	423
<b>HOTELS AND RESTAURANTS</b>	<b>57</b>	<b>5,449</b>	<b>13</b>	<b>669</b>

a - Less than 500.

**Table 2. - Median Monthly Basic Pay and Monthly Allowance of Time-Rate Workers  
on Full-time Basis by Industry, Philippines: October 1997**

(Non-agricultural establishments employing 50 and over. Allowance refers to guaranteed and regular cash payments. Median refers to that amount where half of the workers receive more while the other half receive less.)

(continued)

Industry	Time-rate Workers on Full-time Basis		Time-rate Workers on Full-time Basis With Allowance	
	Number (000)	Median Monthly Basic Pay (P)	Number (000)	Median Monthly Allowance (P)
<b>TRANSPORT, STORAGE AND COMMUNICATIONS</b>	<b>109</b>	<b>5,906</b>	<b>40</b>	<b>797</b>
Land Transport; Transport Via Pipelines	27	4,949	11	774
Water Transport	12	7,355	6	760
Air Transport	3	8,539	a	2,125
Supporting and Auxiliary Transport Activities; Activities of Travel Agencies	37	5,666	8	560
Postal and Telecommunications except National Postal Activities	30	6,787	15	1,024
<b>FINANCIAL INTERMEDIATION</b>	<b>69</b>	<b>9,683</b>	<b>35</b>	<b>1,238</b>
Banking Institutions except Central Banking	40	9,798	20	693
Non-Bank Financial Intermediation	12	10,165	8	1,540
Insurance and Pension Funding, except Compulsory Social Security	11	10,157	5	1,117
Activities Auxiliary to Financial Intermediation	6	7,343	2	1,130
<b>REAL ESTATE, RENTING AND BUSINESS ACTIVITIES</b>	<b>201</b>	<b>5,088</b>	<b>32</b>	<b>634</b>
Real Estate Activities	12	7,299	2	641
Renting of Machinery and Equipment Without Operator, Personal and Household Goods	2	5,643	1	558
Computer and Related Activities	11	5,668	2	1,088
Research and Development	1	8,781	1	1,060
Miscellaneous Business Activities	175	4,940	26	542
<b>PRIVATE EDUCATION SERVICES</b>	<b>113</b>	<b>7,624</b>	<b>26</b>	<b>660</b>
<b>HEALTH AND SOCIAL WORK EXCEPT PUBLIC MEDICAL, DENTAL AND OTHER HEALTH SERVICES</b>	<b>37</b>	<b>5,507</b>	<b>18</b>	<b>485</b>
<b>OTHER COMMUNITY, SOCIAL AND PERSONAL SERVICE ACTIVITIES</b>	<b>33</b>	<b>5,487</b>	<b>16</b>	<b>2,000</b>
Sewage and Refuse Disposal, Sanitation and Similar Activities	1	6,395	a	887
Recreational, Cultural and Sporting Activities	29	5,468	15	2,007
Other Service Activities	2	5,091	a	1,062

a - Less than 500.

Source of data: Bureau of Labor and Employment Statistics, 1997 Occupational Wages Survey.

**Table 3. - Median Monthly Basic Pay and Monthly Allowance of Time-Rate Workers  
on Full-time Basis by Major Industry Group and Nature of Establishment,  
Philippines: October 1997**

(Non-agricultural establishments employing 50 and over. Allowance refers to guaranteed and regular cash payments. Median refers to that amount where half of the workers receive more while the other half receive less.)

Major Industry Group and Nature of Establishment	Time-rate Workers on Full-time Basis		Time-rate Workers on Full-time Basis With Allowance	
	Number (000)	Median Monthly Basic Pay (P)	Number (000)	Median Monthly Allowance (P)
<b>ALL INDUSTRIES</b>	<b>1,761</b>	<b>5,534</b>	<b>494</b>	<b>658</b>
Without Union	1,023	5,222	246	642
With Union	738	6,073	247	672
Without Collective Bargaining Agreement	41	6,913	15	1,195
With Collective Bargaining Agreement	697	6,026	233	639
<b>MINING AND QUARRYING</b>	<b>15</b>	<b>5,448</b>	<b>11</b>	<b>183</b>
Without Union	2	4,785	1	1,036
With Union	13	5,665	11	174
Without Collective Bargaining Agreement	-	-	-	-
With Collective Bargaining Agreement	13	5,665	11	174
<b>MANUFACTURING</b>	<b>784</b>	<b>5,208</b>	<b>191</b>	<b>506</b>
Without Union	393	4,854	95	468
With Union	391	5,681	96	571
Without Collective Bargaining Agreement	10	5,594	2	1,108
With Collective Bargaining Agreement	381	5,684	95	564
<b>ELECTRICITY, GAS AND WATER SUPPLY</b>	<b>63</b>	<b>8,955</b>	<b>41</b>	<b>1,373</b>
Without Union	21	7,038	15	1,197
With Union	43	11,044	27	2,011
Without Collective Bargaining Agreement	9	11,146	6	2,034
With Collective Bargaining Agreement	33	10,970	21	2,004
<b>CONSTRUCTION</b>	<b>96</b>	<b>5,304</b>	<b>15</b>	<b>665</b>
Without Union	78	5,165	13	721
With Union	18	5,949	2	457
Without Collective Bargaining Agreement	6	6,459	a	742
With Collective Bargaining Agreement	13	5,744	2	455

a - Less than 500.

**Table 3. - Median Monthly Basic Pay and Monthly Allowance of Time-Rate Workers  
on Full-time Basis by Major Industry Group and Nature of Establishment,  
Philippines: October 1997**

(Non-agricultural establishments employing 50 and over. Allowance refers to guaranteed and regular cash payments. Median refers to that amount where half of the workers receive more while the other half receive less.)  
(continued)

Major Industry Group and Nature of Establishment	Time-rate Workers on Full-time Basis		Time-rate Workers on Full-time Basis With Allowance	
	Number (000)	Median Monthly Basic Pay (P)	Number (000)	Median Monthly Allowance (P)
<b>WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES, MOTORCYCLES AND PERSONAL AND HOUSEHOLD GOODS</b>	<b>182</b>	<b>5,510</b>	<b>54</b>	<b>870</b>
Without Union	111	5,427	27	658
With Union	72	5,674	27	1,061
Without Collective Bargaining Agreement	5	4,615	a	1,119
With Collective Bargaining Agreement	66	5,760	27	1,060
<b>HOTELS AND RESTAURANTS</b>	<b>57</b>	<b>5,449</b>	<b>13</b>	<b>669</b>
Without Union	39	5,290	8	588
With Union	18	6,074	5	913
Without Collective Bargaining Agreement	a	4,488	a	459
With Collective Bargaining Agreement	18	6,136	4	933
<b>TRANSPORT, STORAGE AND COMMUNICATIONS</b>	<b>109</b>	<b>5,906</b>	<b>40</b>	<b>797</b>
Without Union	47	6,196	13	847
With Union	62	5,669	27	748
Without Collective Bargaining Agreement	1	6,414	1	1,129
With Collective Bargaining Agreement	61	5,645	26	719
<b>FINANCIAL INTERMEDIATION</b>	<b>69</b>	<b>9,683</b>	<b>35</b>	<b>1,238</b>
Without Union	30	9,174	12	1,605
With Union	39	9,929	23	747
Without Collective Bargaining Agreement	4	11,196	4	1,223
With Collective Bargaining Agreement	35	9,780	19	628

a - Less than 500.

**Table 3. - Median Monthly Basic Pay and Monthly Allowance of Time-Rate Workers on Full-time Basis by Major Industry Group and Nature of Establishment, Philippines: October 1997**

(Non-agricultural establishments employing 50 and over. Allowance refers to guaranteed and regular cash payments. Median refers to that amount where half of the workers receive more while the other half receive less.)  
(continued)

Major Industry Group and Nature of Establishment	Time-rate Workers on Full-time Basis		Time-rate Workers on Full-time Basis With Allowance	
	Number (000)	Median Monthly Basic Pay (P)	Number (000)	Median Monthly Allowance (P)
<b>REAL ESTATE, RENTING AND BUSINESS ACTIVITIES</b>	<b>201</b>	<b>5,088</b>	<b>32</b>	<b>634</b>
Without Union	184	5,052	25	537
With Union	17	5,810	6	973
Without Collective Bargaining Agreement	1	8,034	1	1,141
With Collective Bargaining Agreement	16	5,718	6	939
<b>PRIVATE EDUCATION SERVICES</b>	<b>113</b>	<b>7,624</b>	<b>26</b>	<b>660</b>
Without Union	75	7,255	19	702
With Union	38	8,351	7	601
Without Collective Bargaining Agreement	3	6,573	a	1,044
With Collective Bargaining Agreement	35	8,532	6	594
<b>HEALTH AND SOCIAL WORK EXCEPT PUBLIC MEDICAL, DENTAL AND OTHER HEALTH SERVICES</b>	<b>37</b>	<b>5,507</b>	<b>18</b>	<b>485</b>
Without Union	18	4,886	5	388
With Union	20	6,267	13	538
Without Collective Bargaining Agreement	a	3,921	a	135
With Collective Bargaining Agreement	19	6,275	13	539
<b>OTHER COMMUNITY, SOCIAL AND PERSONAL SERVICE ACTIVITIES</b>	<b>33</b>	<b>5,487</b>	<b>16</b>	<b>2,000</b>
Without Union	25	4,920	13	2,039
With Union	8	6,964	3	964
Without Collective Bargaining Agreement	1	7,877	1	1,096
With Collective Bargaining Agreement	8	6,844	2	910

a - Less than 500.

Source of data: Bureau of Labor and Employment Statistics, 1997 Occupational Wages Survey.

**Table 4. - Median Monthly Basic Pay and Monthly Allowance of Time-Rate Workers on Full-time Basis by Region and Nature of Establishment, Philippines: October 1997**

(Non-agricultural establishments employing 50 and over. Allowance refers to guaranteed and regular cash payments. Median refers to that amount where half of the workers receive more while the other half receive less.)

Region and Nature of Establishment	Time-rate Workers on Full-time Basis		Time-rate Workers on Full-time Basis With Allowance	
	Number (000)	Median Monthly Basic Pay (P)	Number (000)	Median Monthly Allowance (P)
<b>PHILIPPINES</b>	<b>1,761</b>	<b>5,534</b>	<b>494</b>	<b>658</b>
Without Union	1,023	5,222	246	642
With Union	738	6,073	247	672
Without Collective Bargaining Agreement	41	6,913	15	1,195
With Collective Bargaining Agreement	697	6,026	233	639
<b>NATIONAL CAPITAL REGION</b>	<b>975</b>	<b>5,962</b>	<b>224</b>	<b>1,011</b>
Without Union	548	5,735	102	1,002
With Union	427	6,655	122	1,015
Without Collective Bargaining Agreement	25	8,264	10	1,196
With Collective Bargaining Agreement	403	6,579	112	920
<b>CORDILLERA ADMINISTRATIVE REGION</b>	<b>14</b>	<b>5,841</b>	<b>9</b>	<b>160</b>
Without Union	4	4,722	2	495
With Union	10	6,692	7	134
Without Collective Bargaining Agreement	1	9,334	a	711
With Collective Bargaining Agreement	9	6,239	6	127
<b>I - ILOCOS REGION</b>	<b>16</b>	<b>5,227</b>	<b>3</b>	<b>1,030</b>
Without Union	12	4,734	2	1,042
With Union	5	6,996	a	731
Without Collective Bargaining Agreement	a	4,545	-	-
With Collective Bargaining Agreement	4	7,320	a	731
<b>II - CAGAYAN VALLEY</b>	<b>7</b>	<b>5,690</b>	<b>2</b>	<b>781</b>
Without Union	4	5,272	2	607
With Union	3	6,618	1	1,116
Without Collective Bargaining Agreement	1	6,171	a	1,134
With Collective Bargaining Agreement	3	6,668	1	1,109
<b>III - CENTRAL LUZON</b>	<b>93</b>	<b>4,851</b>	<b>29</b>	<b>502</b>
Without Union	53	4,706	17	456
With Union	40	5,305	13	617
Without Collective Bargaining Agreement	3	6,252	1	2,026
With Collective Bargaining Agreement	37	5,226	12	598

a - Less than 500.

**Table 4. - Median Monthly Basic Pay and Monthly Allowance of Time-Rate Workers  
on Full-time Basis by Region and Nature of Establishment,  
Philippines: October 1997**

(Non-agricultural establishments employing 50 and over. Allowance refers to guaranteed and regular cash payments. Median refers to that amount where half of the workers receive more while the other half receive less.)

(continued)

Region and Nature of Establishment	Time-rate Workers on Full-time Basis		Time-rate Workers on Full-time Basis With Allowance	
	Number (000)	Median Monthly Basic Pay (P)	Number (000)	Median Monthly Allowance (P)
<b>IV - SOUTHERN LUZON</b>	<b>297</b>	<b>4,962</b>	<b>75</b>	<b>488</b>
Without Union	191	4,794	54	466
With Union	105	5,838	21	697
Without Collective Bargaining Agreement	4	4,927	1	748
With Collective Bargaining Agreement	102	5,866	21	693
<b>V - BICOL REGION</b>	<b>17</b>	<b>4,805</b>	<b>7</b>	<b>595</b>
Without Union	6	4,892	2	552
With Union	10	4,766	5	798
Without Collective Bargaining Agreement	3	3,800	1	1,139
With Collective Bargaining Agreement	7	5,313	4	447
<b>VI - WESTERN VISAYAS</b>	<b>58</b>	<b>4,625</b>	<b>46</b>	<b>543</b>
Without Union	25	3,873	17	486
With Union	33	5,672	28	576
Without Collective Bargaining Agreement	1	7,223	1	1,177
With Collective Bargaining Agreement	32	5,618	28	573
<b>VII - CENTRAL VISAYAS</b>	<b>132</b>	<b>4,716</b>	<b>29</b>	<b>529</b>
Without Union	90	4,622	16	472
With Union	42	5,000	13	575
Without Collective Bargaining Agreement	3	5,802	1	2,061
With Collective Bargaining Agreement	39	4,976	12	553
<b>VIII - EASTERN VISAYAS</b>	<b>11</b>	<b>4,923</b>	<b>7</b>	<b>466</b>
Without Union	5	3,986	2	466
With Union	6	6,140	5	466
Without Collective Bargaining Agreement	a	9,336	a	1,392
With Collective Bargaining Agreement	6	6,055	4	459
<b>IX - WESTERN MINDANAO</b>	<b>14</b>	<b>3,870</b>	<b>2</b>	<b>1,541</b>
Without Union	11	3,906	2	1,550
With Union	3	3,782	a	604
Without Collective Bargaining Agreement	1	3,720	a	625
With Collective Bargaining Agreement	2	3,818	a	341

a - Less than 500.

**Table 4. - Median Monthly Basic Pay and Monthly Allowance of Time-Rate Workers  
on Full-time Basis by Region and Nature of Establishment,  
Philippines: October 1997**

(Non-agricultural establishments employing 50 and over. Allowance refers to guaranteed and regular cash payments. Median refers to that amount where half of the workers receive more while the other half receive less.)

(continued)

Region and Nature of Establishment	Time-rate Workers on Full-time Basis		Time-rate Workers on Full-time Basis With Allowance	
	Number (000)	Median Monthly Basic Pay (P)	Number (000)	Median Monthly Allowance (P)
<b>X - NORTHERN MINDANAO</b>	<b>29</b>	<b>4,341</b>	<b>18</b>	<b>474</b>
Without Union	17	4,618	9	587
With Union	12	3,956	8	431
Without Collective Bargaining Agreement	a	11,937	a	1,222
With Collective Bargaining Agreement	12	3,943	8	429
<b>XI - SOUTHERN MINDANAO</b>	<b>71</b>	<b>3,935</b>	<b>29</b>	<b>384</b>
Without Union	44	3,805	15	434
With Union	27	4,828	14	242
Without Collective Bargaining Agreement	a	7,919	a	1,117
With Collective Bargaining Agreement	27	4,811	14	240
<b>XII - CENTRAL MINDANAO</b>	<b>12</b>	<b>5,509</b>	<b>6</b>	<b>1,435</b>
Without Union	6	4,412	2	1,022
With Union	6	10,224	4	2,039
Without Collective Bargaining Agreement	a	5,195	a	1,164
With Collective Bargaining Agreement	6	10,904	4	2,046
<b>AUTONOMOUS REGION FOR MUSLIM MINDANAO</b>	<b>2</b>	<b>4,024</b>	<b>a</b>	<b>1,132</b>
Without Union	1	4,627	a	1,070
With Union	1	3,745	a	2,125
Without Collective Bargaining Agreement	-	-	-	-
With Collective Bargaining Agreement	1	3,745	a	2,125
<b>Caraga</b>	<b>12</b>	<b>3,817</b>	<b>7</b>	<b>416</b>
Without Union	5	4,064	2	457
With Union	7	3,717	5	400
Without Collective Bargaining Agreement	a	6,257	a	1,055
With Collective Bargaining Agreement	7	3,700	5	397

a - Less than 500.

Source of data: Bureau of Labor and Employment Statistics, 1997 Occupational Wages Survey.

**Table 5. - Percent Distribution of Time Rate Workers on Full Time Basis by Industry and Monthly Basic Pay, Philippines: October 1997**  
(Non-agricultural establishments employing 50 and over.)

Industry	Number (000)	Percent	Below 2,000	2,000- 2,999	3,000- 3,999	4,000- 4,999	5,000- 5,999	6,000- 6,999	7,000- 7,999	8,000- 8,999	9,000- 9,999	10,000- 10,999	11,000- 11,999	12,000 and over
<b>ALL INDUSTRIES</b>	<b>1761</b>	<b>100.0</b>	<b>0.2</b>	<b>1.4</b>	<b>9.9</b>	<b>27.3</b>	<b>21.1</b>	<b>9.9</b>	<b>6.8</b>	<b>4.6</b>	<b>3.0</b>	<b>2.5</b>	<b>2.0</b>	<b>11.3</b>
<b>MINING AND QUARRYING</b>	<b>15</b>	<b>100.0</b>	<b>0.1</b>	<b>1.8</b>	<b>9.0</b>	<b>32.6</b>	<b>14.6</b>	<b>5.5</b>	<b>4.6</b>	<b>8.6</b>	<b>2.9</b>	<b>3.6</b>	<b>7.4</b>	<b>9.2</b>
Metallic Ore Mining	13	100.0	0.1	0.4	9.7	31.8	13.9	5.5	4.9	9.5	3.1	3.6	8.0	9.5
Non-Metallic Mining and Quarrying	2	100.0	0.5	13.0	2.9	39.6	20.6	5.8	2.7	1.1	1.3	3.5	2.2	6.8
<b>MANUFACTURING</b>	<b>784</b>	<b>100.0</b>	<b>0.1</b>	<b>1.2</b>	<b>9.8</b>	<b>34.3</b>	<b>21.9</b>	<b>8.8</b>	<b>5.7</b>	<b>3.6</b>	<b>2.5</b>	<b>1.9</b>	<b>1.6</b>	<b>8.6</b>
Manufacture of Food Products and Beverages	142	100.0	0.1	2.8	19.2	20.5	19.9	9.4	5.0	4.1	3.1	2.2	2.3	11.4
Manufacture of Tobacco Products	10	100.0	-	-	4.8	17.3	6.9	26.2	35.8	1.8	1.5	1.6	1.2	2.9
Manufacture of Textiles	41	100.0	a	1.0	6.2	39.9	32.2	9.2	4.8	1.9	1.1	1.2	0.4	2.1
Manufacture of Wearing Apparel Tanning and Dressing of Leather; Manufacture of Luggage, Handbags and Footwear	98	100.0	0.1	3.0	12.8	54.7	18.8	3.8	2.8	1.1	0.5	0.5	0.2	1.6
Manufacture of Wood, and Wood Products and Cork except Furniture; Manufacture of Articles of Bamboo, Cane, Rattan and the Like;	29	100.0	a	0.4	7.1	70.0	16.2	2.8	1.0	0.8	0.4	0.3	0.1	0.9
Manufacture of Plaiting Materials	14	100.0	0.3	5.2	47.5	21.9	14.7	2.9	2.5	1.3	0.8	1.0	0.1	1.9
Manufacture of Paper and Paper Products	14	100.0	-	0.2	4.2	30.8	24.8	9.5	4.2	3.5	2.3	2.2	1.9	16.2
Publishing and Printing and Reproduction of Recorded Media	13	100.0	0.1	0.3	3.0	13.0	23.0	12.6	10.4	8.5	6.6	8.5	3.8	10.3
Manufacture of Refined Petroleum and Other Fuel Products	2	100.0	-	-	-	1.5	4.1	2.5	0.9	1.3	1.3	0.9	0.6	87.0
Manufacture of Chemicals and Chemical Products	37	100.0	-	a	1.6	13.8	16.0	9.0	7.2	4.5	3.4	3.0	2.5	38.9
Manufacture of Rubber and Plastic Products	33	100.0	0.6	0.1	4.1	26.8	30.5	13.4	7.5	3.8	2.7	1.8	1.4	7.1
Manufacture of Other Non-Metallic Mineral Products	28	100.0	0.1	0.3	4.2	29.2	19.1	7.0	5.8	3.5	6.4	3.7	6.3	14.4
Manufacture of Basic Metals	22	100.0	a	0.5	2.8	30.1	22.5	10.1	8.3	3.5	3.0	1.4	1.0	16.8
Manufacture of Fabricated Metal Products except Machinery and Equipment	24	100.0	a	0.8	7.3	27.8	34.0	12.8	6.4	3.0	1.8	1.8	1.0	3.3
Manufacture of Machinery and Equipment	21	100.0	a	-	5.6	16.7	20.8	10.0	8.8	11.2	7.0	3.4	1.3	15.3
Manufacture of Office, Accounting and Computing Machinery	26	100.0	-	-	1.6	62.6	12.8	8.3	2.5	3.3	3.4	1.7	0.8	3.0

a - Less than 0.1 percent.

**Table 5. - Percent Distribution of Time Rate Workers on Full Time Basis by Industry and Monthly Basic Pay, Philippines: October 1997**  
(Non-agricultural establishments employing 50 and over.)  
(continued)

Industry	Number (000)	Percent	Below 2,000	2,000- 2,999	3,000- 3,999	4,000- 4,999	5,000- 5,999	6,000- 6,999	7,000- 7,999	8,000- 8,999	9,000- 9,999	10,000- 10,999	11,000- 11,999	12,000 and over
<b>MANUFACTURING, cont'd.)</b>														
Manufacture of Electrical Machinery and Apparatus	42	100.0	-	0.2	3.3	29.5	24.2	11.7	12.2	6.9	2.6	1.8	1.5	6.1
Manufacture of Radio, Television and Communication Equipment and Apparatus	97	100.0	a	a	1.6	41.3	29.6	9.7	5.5	3.0	2.3	1.8	1.1	4.1
Manufacture of Medical, Precision and Optical Instruments, Watches and Clocks	27	100.0	-	0.5	32.4	40.6	15.2	3.6	2.3	1.3	1.5	0.8	0.3	1.4
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	18	100.0	-	-	1.8	17.3	17.4	13.4	8.4	13.2	3.3	2.7	3.2	19.3
Manufacture of Other Transport Equipment	8	100.0	-	a	6.9	29.5	23.6	10.8	4.4	4.3	3.2	4.7	4.7	7.8
Manufacture and Repair of Furniture	23	100.0	0.1	1.7	12.0	40.4	16.2	8.4	3.4	2.1	1.2	1.3	2.3	10.9
Recycling	b	100.0	-	-	-	5.0	7.5	73.3	5.0	1.7	4.2	2.5	-	0.8
Manufacturing, n. e. c.	14	100.0	a	1.5	15.4	36.6	25.2	8.7	3.5	3.6	1.1	1.3	0.5	2.4
<b>ELECTRICITY, GAS AND WATER SUPPLY</b>														
Electricity, Gas, Steam and Hot Water Supply	63	100.0	a	0.2	3.3	5.6	9.9	11.7	11.4	8.3	5.9	6.2	5.3	32.2
Electricity, Gas, Steam and Hot Water Supply	51	100.0	a	0.1	3.5	6.3	10.8	12.5	11.7	8.0	5.2	5.6	3.6	32.7
Collection, Purification and Distribution of Water	12	100.0	-	0.4	2.3	2.7	5.8	8.3	10.3	9.4	9.0	8.7	12.9	30.2
<b>CONSTRUCTION</b>														
	96	100.0	0.1	0.8	6.0	33.6	30.9	9.0	5.7	3.3	2.0	1.7	1.1	5.7
<b>WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES, MOTORCYCLES AND PERSONAL AND HOUSEHOLD GOODS</b>														
Sale, Maintenance and Repair of Motor Vehicles and Motorcycles; Retail Sale of Automotive Fuel	182	100.0	0.1	1.9	15.5	21.2	22.0	10.6	6.8	3.5	2.6	2.3	1.8	11.6
Sale of Automotive Fuel	18	100.0	a	0.9	4.6	17.9	31.7	18.0	8.7	5.0	2.9	2.7	1.7	5.9
Wholesale Trade and Commission Trade, except of Motor Vehicles and Motorcycles	65	100.0	-	1.1	7.1	10.9	18.4	10.4	10.0	5.0	4.4	3.9	3.4	25.3
Retail Trade, except of Motor Vehicles and Motorcycles, Repair of Personal and Household Goods	100	100.0	0.2	2.6	23.0	28.5	22.7	9.4	4.3	2.3	1.3	1.2	0.8	3.6
<b>HOTELS AND RESTAURANTS</b>														
	57	100.0	0.1	1.6	9.2	27.7	25.2	10.2	6.8	5.0	3.7	1.9	1.4	7.2

a - Less than 0.1 percent.

b - Less than 500.

**Table 5. - Percent Distribution of Time Rate Workers on Full Time Basis by Industry and Monthly Basic Pay, Philippines: October 1997**  
(Non-agricultural establishments employing 50 and over.)

(continued)

Industry	Number (000)	Percent	Below 2,000	2,000- 2,999	3,000- 3,999	4,000- 4,999	5,000- 5,999	6,000- 6,999	7,000- 7,999	8,000- 8,999	9,000- 9,999	10,000- 10,999	11,000- 11,999	12,000 and over
<b>TRANSPORT, STORAGE AND COMMUNICATIONS</b>	<b>109</b>	<b>100.0</b>	<b>0.5</b>	<b>0.6</b>	<b>13.0</b>	<b>18.4</b>	<b>19.3</b>	<b>13.1</b>	<b>7.9</b>	<b>5.6</b>	<b>3.1</b>	<b>2.8</b>	<b>2.0</b>	<b>13.6</b>
Land Transport, Transport Via Pipelines	27	100.0	a	0.2	14.5	37.1	21.6	12.1	7.0	1.5	0.8	1.0	0.6	3.6
Water Transport	12	100.0	3.5	1.4	8.3	8.4	14.3	10.8	9.6	4.2	2.9	4.6	3.6	28.6
Air Transport	3	100.0	-	-	-	2.6	9.7	20.0	6.4	20.9	3.0	4.7	1.1	31.6
Supporting and Auxiliary Transport Activities: Activities of Travel Agencies	37	100.0	0.4	1.1	21.6	14.9	18.1	12.3	8.4	7.6	3.8	2.8	2.1	7.0
Postal and Telecommunications except National Postal Activities	30	100.0	-	0.1	4.4	11.6	21.8	15.3	7.8	5.7	4.4	3.6	2.6	22.6
<b>FINANCIAL INTERMEDIATION</b>	<b>69</b>	<b>100.0</b>	<b>0.1</b>	<b>0.1</b>	<b>1.0</b>	<b>5.5</b>	<b>11.3</b>	<b>9.3</b>	<b>9.5</b>	<b>8.2</b>	<b>7.3</b>	<b>6.2</b>	<b>5.8</b>	<b>35.7</b>
Banking Institutions except Central Banking	40	100.0	a	-	0.3	4.4	11.0	8.4	10.4	8.9	8.3	6.3	5.9	36.2
Non-Bank Financial Intermediation	12	100.0	0.2	0.2	3.0	6.5	12.0	8.5	6.1	6.1	6.3	6.5	6.9	37.7
Insurance and Pension Funding, except Compulsory Social Security	11	100.0	-	0.4	0.3	4.6	9.5	10.0	9.6	8.3	6.4	5.5	5.4	40.0
Activities Auxiliary to Financial Intermediation	6	100.0	-	0.1	2.6	12.6	15.8	15.3	10.5	7.9	4.6	6.3	4.1	20.3
<b>REAL ESTATE, RENTING AND BUSINESS ACTIVITIES</b>	<b>201</b>	<b>100.0</b>	<b>0.3</b>	<b>2.7</b>	<b>12.3</b>	<b>32.5</b>	<b>24.7</b>	<b>8.7</b>	<b>5.1</b>	<b>2.9</b>	<b>1.6</b>	<b>1.6</b>	<b>1.0</b>	<b>6.5</b>
Real Estate Activities	12	100.0	-	0.4	2.3	6.4	19.9	18.5	8.5	9.0	6.0	4.5	3.6	20.8
Renting of Machinery and Equipment Without Operator, Personal and Household Goods	2	100.0	-	0.2	18.4	10.8	32.1	12.8	6.5	3.2	3.6	4.4	1.3	6.8
Computer and Related Activities	11	100.0	-	0.4	0.2	28.9	30.7	11.5	4.0	5.1	2.6	2.0	0.9	13.6
Research and Development	1	100.0	-	3.7	0.6	3.3	9.0	19.0	9.8	5.7	6.4	9.3	5.5	27.5
Miscellaneous Business Activities	175	100.0	0.4	3.1	13.8	34.9	24.7	7.8	5.0	2.3	1.2	1.3	0.8	4.9
<b>PRIVATE EDUCATION SERVICES</b>	<b>113</b>	<b>100.0</b>	<b>0.6</b>	<b>1.3</b>	<b>4.5</b>	<b>8.4</b>	<b>13.2</b>	<b>13.8</b>	<b>13.2</b>	<b>10.5</b>	<b>6.3</b>	<b>5.2</b>	<b>4.0</b>	<b>19.1</b>
<b>HEALTH AND SOCIAL WORK EXCEPT PUBLIC MEDICAL, DENTAL AND OTHER HEALTH SERVICES</b>	<b>37</b>	<b>100.0</b>	<b>0.5</b>	<b>1.7</b>	<b>10.5</b>	<b>25.6</b>	<b>23.0</b>	<b>15.5</b>	<b>8.3</b>	<b>5.8</b>	<b>2.6</b>	<b>1.8</b>	<b>1.1</b>	<b>3.5</b>
<b>OTHER COMMUNITY, SOCIAL AND PERSONAL SERVICE ACTIVITIES</b>	<b>33</b>	<b>100.0</b>	<b>a</b>	<b>2.6</b>	<b>17.2</b>	<b>23.3</b>	<b>14.3</b>	<b>12.7</b>	<b>7.1</b>	<b>7.0</b>	<b>3.4</b>	<b>2.3</b>	<b>2.0</b>	<b>8.2</b>
Sewage and Refuse Disposal, Sanitation and Similar Activities	1	100.0	-	5.3	6.2	5.6	11.3	54.5	0.7	1.5	13.4	0.3	0.2	1.0
Recreational, Cultural and Sporting Activities	29	100.0	a	2.2	17.9	23.7	13.2	11.2	7.6	7.2	3.2	2.5	2.2	9.0
Other Service Activities	2	100.0	-	5.7	14.3	27.4	28.4	8.3	3.6	6.9	1.2	1.0	0.2	3.1

a - Less than 0.1 percent.

Source of data: Bureau of Labor and Employment Statistics, 1997 Occupational Wages Survey.

**Table 6. - Percent Distribution of Time Rate Workers on Full Time Basis by Industry and Monthly Allowance, Philippines: October 1997**  
(Non-agricultural establishments employing 50 and over. Allowance refers to guaranteed and regular cash payments.)

Industry	Number (000)	Percent	No Allowance	Below 250	250 - 499	500 - 749	750 - 999	1000 - 1249	1250 - 1499	1500 - 1749	1750 - 1999	2000 and over
<b>ALL INDUSTRIES</b>	<b>1761</b>	<b>100.0</b>	<b>72.0</b>	<b>3.7</b>	<b>7.3</b>	<b>4.8</b>	<b>1.7</b>	<b>3.6</b>	<b>1.0</b>	<b>1.3</b>	<b>0.4</b>	<b>4.2</b>
<b>MINING AND QUARRYING</b>	<b>15</b>	<b>100.0</b>	<b>24.8</b>	<b>51.2</b>	<b>17.9</b>	<b>3.0</b>	<b>0.4</b>	<b>0.5</b>	<b>1.0</b>	<b>0.6</b>	<b>0.2</b>	<b>0.5</b>
Metallic Ore Mining	13	100.0	16.8	57.3	20.0	3.2	0.4	0.4	0.4	0.7	0.2	0.5
Non-Metallic Mining and Quarrying	2	100.0	91.4	0.2	0.1	0.7	-	1.1	6.1	-	0.2	0.3
<b>MANUFACTURING</b>	<b>784</b>	<b>100.0</b>	<b>75.6</b>	<b>3.9</b>	<b>8.1</b>	<b>5.0</b>	<b>1.7</b>	<b>1.8</b>	<b>1.1</b>	<b>0.6</b>	<b>0.1</b>	<b>2.1</b>
Manufacture of Food Products and Beverages	142	100.0	67.3	7.4	7.6	11.5	2.7	0.5	0.1	1.3	0.1	1.5
Manufacture of Tobacco Products	10	100.0	86.3	3.2	0.7	0.8	a	0.7	0.6	1.3	0.4	5.9
Manufacture of Textiles	41	100.0	86.5	4.8	4.9	2.0	0.6	0.3	0.3	0.1	0.1	0.5
Manufacture of Wearing Apparel Tanning and Dressing of Leather; Manufacture of Luggage, Handbags and Footwear	98	100.0	86.9	4.5	3.5	1.1	0.8	2.1	0.2	0.2	0.1	0.5
Manufacture of Wood, and Wood Products and Cork except Furniture; Manufacture of Articles of Bamboo, Cane, Rattan and the Like; Manufacture of Plaiting Materials	29	100.0	67.2	2.2	25.9	1.8	1.9	0.4	0.3	0.1	a	0.2
Manufacture of Paper and Paper Products	14	100.0	57.4	2.2	30.3	7.1	1.0	1.3	0.1	0.2	0.2	0.2
Publishing and Printing and Reproduction of Recorded Media	14	100.0	84.1	0.8	3.8	7.2	1.7	0.4	0.2	0.2	0.2	1.5
Manufacture of Refined Petroleum and Other Fuel Products	13	100.0	68.6	1.3	8.3	2.2	4.5	9.0	0.8	1.1	0.2	4.0
Manufacture of Chemicals and Chemical Products	2	100.0	81.5	-	10.0	-	-	0.2	-	0.7	-	7.5
Manufacture of Rubber and Plastic Products	37	100.0	78.4	2.1	3.6	1.2	2.0	4.0	2.7	0.1	0.9	5.0
Manufacture of Other Non-Metallic Mineral Products	33	100.0	79.2	5.6	2.9	6.0	0.5	0.5	3.1	0.4	0.2	1.6
Manufacture of Basic Metals	28	100.0	81.7	1.4	3.0	3.4	0.5	5.7	0.4	1.6	0.3	2.1
Manufacture of Fabricated Metal Products except Machinery and Equipment	22	100.0	77.2	1.7	0.8	3.5	0.3	1.4	0.3	0.3	0.1	14.4
Manufacture of Machinery and Equipment	24	100.0	87.3	2.0	3.5	3.9	1.3	0.4	0.2	0.1	a	1.1
Manufacture of Office, Accounting and Computing Machinery	21	100.0	82.9	0.1	5.8	3.8	0.6	2.0	0.1	0.3	a	4.3
Manufacture of Office, Accounting and Computing Machinery	26	100.0	92.2	1.1	1.1	1.0	1.7	1.1	0.4	0.1	a	1.3

a - Less than 0.1 percent.

**Table 6. - Percent Distribution of Time Rate Workers on Full Time Basis by Industry and Monthly Allowance, Philippines: October 1997**  
**(Non-agricultural establishments employing 50 and over. Allowance refers to guaranteed and regular cash payments.)**

(continued)

Industry	Number (000)	Percent	No Allowance	Below 250	250 - 499	500 - 749	750- 999	1000 - 1249	1250 - 1499	1500 - 1749	1750 - 1999	2000 and over
<b>MANUFACTURING, cont'd.)</b>												
Manufacture of Electrical Machinery and Apparatus	42	100.0	81.4	3.6	2.4	4.3	3.6	3.4	0.3	0.2	0.1	0.6
Manufacture of Radio, Television and Communication Equipment and Apparatus	97	100.0	58.6	2.9	24.8	7.7	0.3	2.2	0.9	0.1	a	2.6
Manufacture of Medical, Precision and Optical Instruments, Watches and Clocks	27	100.0	83.2	2.4	0.7	1.3	5.5	0.8	0.3	4.5	0.1	1.2
Manufacture of Motor Vehicles, Trailers and Semi-Trailers	18	100.0	81.0	0.8	1.0	6.1	4.2	1.3	0.9	0.5	0.4	3.8
Manufacture of Other Transport Equipment	8	100.0	61.4	22.5	3.2	2.4	1.5	6.4	0.1	0.5	0.2	1.9
Manufacture and Repair of Furniture	23	100.0	74.5	1.8	3.4	1.4	0.1	0.6	16.8	0.3	a	1.0
Recycling	b	100.0	90.0	-	-	10.0	-	-	-	-	-	-
Manufacturing, n. e. c.	14	100.0	70.1	5.5	12.9	5.7	1.9	0.8	0.2	0.3	a	2.6
<b>ELECTRICITY, GAS AND WATER SUPPLY</b>												
Electricity, Gas, Steam and Hot Water Supply	63	100.0	34.4	1.9	5.5	6.3	2.1	14.8	4.2	4.8	1.3	24.6
Electricity, Gas, Steam and Hot Water Supply	51	100.0	34.7	2.1	6.8	6.2	2.4	13.2	5.1	5.3	1.3	22.9
Collection, Purification and Distribution of Water	12	100.0	33.2	1.4	0.1	6.8	0.8	21.7	0.1	2.6	1.2	32.2
<b>CONSTRUCTION</b>	<b>96</b>	<b>100.0</b>	<b>84.0</b>	<b>1.7</b>	<b>4.6</b>	<b>2.6</b>	<b>0.9</b>	<b>1.8</b>	<b>0.6</b>	<b>0.7</b>	<b>0.3</b>	<b>2.7</b>
<b>WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES, MOTORCYCLES AND PERSONAL AND HOUSEHOLD GOODS</b>												
Sale, Maintenance and Repair of Motor Vehicles and Motorcycles; Retail Sale of Automotive Fuel	182	100.0	70.2	4.1	7.0	2.5	2.6	7.7	0.8	0.8	0.5	3.9
Sale, Maintenance and Repair of Motor Vehicles and Motorcycles; Retail Sale of Automotive Fuel	18	100.0	84.1	3.9	2.4	2.2	1.1	1.9	0.5	1.0	0.3	2.6
Wholesale Trade and Commission Trade, except of Motor Vehicles and Motorcycles	65	100.0	58.7	2.6	3.1	2.4	2.7	19.1	1.0	1.1	0.9	8.4
Retail Trade, except of Motor Vehicles and Motorcycles, Repair of Personal and Household Goods	100	100.0	75.3	5.1	10.5	2.6	2.7	1.2	0.7	0.5	0.2	1.1
<b>HOTELS AND RESTAURANTS</b>	<b>57</b>	<b>100.0</b>	<b>77.5</b>	<b>1.2</b>	<b>7.9</b>	<b>3.1</b>	<b>1.9</b>	<b>1.7</b>	<b>0.7</b>	<b>1.3</b>	<b>0.4</b>	<b>4.2</b>

a - Less than 0.1 percent.

b - Less than 500.

**Table 6. - Percent Distribution of Time Rate Workers on Full Time Basis by Industry and Monthly Allowance, Philippines: October 1997**  
(Non-agricultural establishments employing 50 and over. Allowance refers to guaranteed and regular cash payments.)

(continued)

Industry	Number (000)	Percent	No Allowance	Below 250	250 - 499	500 - 749	750- 999	1000 - 1249	1250 - 1499	1500 - 1749	1750 - 1999	2000 and over
<b>TRANSPORT, STORAGE AND COMMUNICATIONS</b>	<b>109</b>	<b>100.0</b>	<b>63.1</b>	<b>2.4</b>	<b>8.7</b>	<b>6.9</b>	<b>2.3</b>	<b>9.2</b>	<b>0.6</b>	<b>1.8</b>	<b>0.9</b>	<b>4.0</b>
Land Transport, Transport Via Pipelines	27	100.0	59.9	1.7	13.4	4.7	2.0	13.8	0.7	1.9	0.4	1.5
Water Transport	12	100.0	52.3	3.7	17.1	2.8	4.5	6.0	1.7	1.9	1.3	8.6
Air Transport	3	100.0	98.3	-	-	-	-	-	-	-	-	1.7
Supporting and Auxiliary Transport Activities: Activities of Travel Agencies	37	100.0	78.0	2.4	7.0	3.6	2.1	1.6	0.7	0.4	0.6	3.6
Postal and Telecommunications except National Postal Activities	30	100.0	48.4	2.8	3.8	15.4	2.1	16.9	0.1	3.7	1.5	5.2
<b>FINANCIAL INTERMEDIATION</b>	<b>69</b>	<b>100.0</b>	<b>49.4</b>	<b>4.5</b>	<b>7.7</b>	<b>6.7</b>	<b>0.9</b>	<b>5.8</b>	<b>1.5</b>	<b>9.1</b>	<b>0.5</b>	<b>13.9</b>
Banking Institutions except Central Banking	40	100.0	48.7	5.4	10.6	9.8	0.1	3.1	0.6	6.0	0.2	15.4
Non-Bank Financial Intermediation	12	100.0	35.9	1.0	1.5	1.6	1.7	9.2	5.8	30.9	0.6	11.7
Insurance and Pension Funding, except Compulsory Social Security	11	100.0	57.5	5.4	6.2	3.5	1.1	10.6	0.8	1.1	1.0	12.8
Activities Auxiliary to Financial Intermediation	6	100.0	66.4	3.4	3.8	2.2	3.3	7.9	-	0.9	1.4	10.7
<b>REAL ESTATE, RENTING AND BUSINESS ACTIVITIES</b>	<b>201</b>	<b>100.0</b>	<b>84.2</b>	<b>1.5</b>	<b>4.8</b>	<b>3.0</b>	<b>1.6</b>	<b>1.7</b>	<b>0.4</b>	<b>0.5</b>	<b>0.2</b>	<b>2.1</b>
Real Estate Activities	12	100.0	82.7	1.4	4.8	3.2	0.8	1.6	0.4	0.4	0.9	3.8
Renting of Machinery and Equipment Without Operator, Personal and Household Goods	2	100.0	69.7	0.1	11.3	8.8	0.1	4.8	2.9	0.2	1.0	1.1
Computer and Related Activities	11	100.0	79.8	1.1	a	7.9	0.1	3.0	0.6	2.6	1.3	3.7
Research and Development	1	100.0	6.8	-	33.5	4.5	-	35.3	-	0.1	-	19.8
Miscellaneous Business Activities	175	100.0	85.2	1.6	4.9	2.5	1.8	1.3	0.3	0.4	0.1	1.8
<b>PRIVATE EDUCATION SERVICES</b>	<b>113</b>	<b>100.0</b>	<b>77.2</b>	<b>2.1</b>	<b>5.4</b>	<b>6.1</b>	<b>1.4</b>	<b>2.3</b>	<b>1.0</b>	<b>1.2</b>	<b>0.9</b>	<b>2.4</b>
<b>HEALTH AND SOCIAL WORK EXCEPT PUBLIC MEDICAL, DENTAL AND OTHER HEALTH SERVICES</b>	<b>37</b>	<b>100.0</b>	<b>51.1</b>	<b>8.7</b>	<b>16.8</b>	<b>13.9</b>	<b>1.0</b>	<b>5.3</b>	<b>1.5</b>	<b>0.2</b>	<b>0.1</b>	<b>1.5</b>
<b>OTHER COMMUNITY, SOCIAL AND PERSONAL SERVICE ACTIVITIES</b>	<b>33</b>	<b>100.0</b>	<b>52.0</b>	<b>1.9</b>	<b>1.5</b>	<b>3.3</b>	<b>3.5</b>	<b>6.7</b>	<b>1.2</b>	<b>3.8</b>	<b>2.0</b>	<b>24.0</b>
Sewage and Refuse Disposal, Sanitation and Similar Activities	1	100.0	99.0	-	-	0.1	0.8	0.1	-	0.1	-	-
Recreational, Cultural and Sporting Activities	29	100.0	47.5	2.2	1.7	3.3	3.8	6.8	1.3	4.1	2.2	27.0
Other Service Activities	2	100.0	81.0	0.3	0.8	4.7	1.7	8.6	0.2	1.9	-	1.0

a - Less than 0.1 percent.

Source of data: Bureau of Labor and Employment Statistics, 1997 Occupational Wages Survey.

**Table 7. - Percent Distribution of Time Rate Workers on Full-Time Basis by Major Industry Group and Nature of Establishment  
and by Monthly Basic Pay, Philippines: October 1997  
(Non-agricultural establishments employing 50 and over.)**

Major Industry Group and Nature of Establishment	Number (000)	Percent	Below 2,000	2,000 - 2,999	3,000 - 3,999	4,000 - 4,999	5,000 - 5,999	6,000 - 6,999	7,000 - 7,999	8,000 - 8,999	9,000 - 9,999	10,000 - 10,999	11,000 - 11,999	12,000 and over
<b>ALL INDUSTRIES</b>	<b>1,761</b>	<b>100.0</b>	<b>0.2</b>	<b>1.4</b>	<b>9.9</b>	<b>27.3</b>	<b>21.1</b>	<b>9.9</b>	<b>6.8</b>	<b>4.6</b>	<b>3.0</b>	<b>2.5</b>	<b>2.0</b>	<b>11.3</b>
Without Union	1,023	100.0	0.2	1.9	11.0	31.9	22.4	9.4	5.7	3.8	2.4	2.1	1.4	7.9
With Union	738	100.0	0.1	0.7	8.3	20.9	19.2	10.7	8.5	5.7	3.9	3.1	2.9	15.9
Without CBA	41	100.0	0.1	0.3	7.5	13.7	19.0	10.4	9.5	5.3	5.0	4.0	5.9	19.3
With CBA	697	100.0	0.1	0.7	8.4	21.3	19.2	10.8	8.4	5.8	3.8	3.0	2.8	15.7
<b>MINING AND QUARRYING</b>	<b>15</b>	<b>100.0</b>	<b>0.1</b>	<b>1.8</b>	<b>9.0</b>	<b>32.6</b>	<b>14.6</b>	<b>5.5</b>	<b>4.6</b>	<b>8.6</b>	<b>2.9</b>	<b>3.6</b>	<b>7.4</b>	<b>9.2</b>
Without Union	2	100.0	0.7	11.5	10.8	34.3	19.8	7.4	4.0	1.4	1.0	1.8	1.0	6.1
With Union	13	100.0	-	-	8.6	32.3	13.6	5.2	4.7	9.9	3.3	4.0	8.6	9.8
Without CBA	-	-	-	-	-	-	-	-	-	-	-	-	-	-
With CBA	13	100.0	-	-	8.6	32.3	13.6	5.2	4.7	9.9	3.3	4.0	8.6	9.8
<b>MANUFACTURING</b>	<b>784</b>	<b>100.0</b>	<b>0.1</b>	<b>1.2</b>	<b>9.8</b>	<b>34.3</b>	<b>21.9</b>	<b>8.8</b>	<b>5.7</b>	<b>3.6</b>	<b>2.5</b>	<b>1.9</b>	<b>1.6</b>	<b>8.6</b>
Without Union	393	100.0	0.1	1.4	11.5	43.3	21.0	7.0	3.6	2.5	1.6	1.5	1.0	5.5
With Union	391	100.0	a	1.0	8.1	25.3	22.7	10.6	7.9	4.7	3.3	2.3	2.1	11.9
Without CBA	10	100.0	-	0.1	6.2	26.8	28.6	8.0	7.7	2.9	2.3	1.5	1.4	14.6
With CBA	381	100.0	a	1.1	8.2	25.3	22.6	10.7	7.9	4.7	3.3	2.3	2.1	11.8
<b>ELECTRICITY, GAS AND WATER</b>														
<b>SUPPLY</b>	<b>63</b>	<b>100.0</b>	<b>a</b>	<b>0.2</b>	<b>3.3</b>	<b>5.6</b>	<b>9.9</b>	<b>11.7</b>	<b>11.4</b>	<b>8.3</b>	<b>5.9</b>	<b>6.2</b>	<b>5.3</b>	<b>32.2</b>
Without Union	21	100.0	a	0.3	5.8	8.6	13.7	21.0	17.6	11.4	6.3	4.3	2.9	8.2
With Union	43	100.0	a	0.1	2.1	4.2	8.0	7.3	8.4	6.8	5.7	7.1	6.5	43.8
Without CBA	9	100.0	-	-	1.6	3.0	5.8	4.8	7.3	7.3	10.3	8.0	14.0	38.0
With CBA	33	100.0	0.1	0.1	2.2	4.6	8.6	7.9	8.8	6.6	4.5	6.8	4.4	45.4
<b>CONSTRUCTION</b>	<b>96</b>	<b>100.0</b>	<b>0.1</b>	<b>0.8</b>	<b>6.0</b>	<b>33.6</b>	<b>30.9</b>	<b>9.0</b>	<b>5.7</b>	<b>3.3</b>	<b>2.0</b>	<b>1.7</b>	<b>1.1</b>	<b>5.7</b>
Without Union	78	100.0	0.1	1.0	7.0	36.7	31.2	8.0	4.6	2.6	1.4	1.4	0.7	5.3
With Union	18	100.0	-	a	1.9	20.3	29.3	13.5	10.7	6.5	4.2	3.1	3.2	7.3
Without CBA	6	100.0	-	0.1	0.3	2.5	36.9	22.2	18.2	6.9	3.5	2.4	5.7	1.3
With CBA	13	100.0	-	-	2.5	28.2	25.9	9.6	7.4	6.3	4.6	3.4	2.1	10.0

a - Less than 0.1 percent.

**Table 7. - Percent Distribution of Time Rate Workers on Full-Time Basis by Major Industry Group and Nature of Establishment  
and by Monthly Basic Pay, Philippines: October 1997  
(Non-agricultural establishments employing 50 and over.)  
(continued)**

Major Industry Group and Nature of Establishment	Number (000)	Percent	Below 2,000	2,000 - 2,999	3,000 - 3,999	4,000 - 4,999	5,000 - 5,999	6,000 - 6,999	7,000 - 7,999	8,000 - 8,999	9,000 - 9,999	10,000 - 10,999	11,000 - 11,999	12,000 and over
<b>WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES, MOTORCYCLES AND PERSONAL AND HOUSEHOLD GOODS</b>	<b>182</b>	<b>100.0</b>	<b>0.1</b>	<b>1.9</b>	<b>15.5</b>	<b>21.2</b>	<b>22.0</b>	<b>10.6</b>	<b>6.8</b>	<b>3.5</b>	<b>2.6</b>	<b>2.3</b>	<b>1.8</b>	<b>11.6</b>
Without Union	111	100.0	0.1	2.7	13.5	23.4	24.1	11.5	6.5	3.6	2.4	2.2	1.3	8.8
With Union	72	100.0	0.1	0.6	18.7	17.8	18.9	9.1	7.3	3.5	2.9	2.6	2.6	16.0
Without CBA	5	100.0	-	-	32.0	29.3	14.1	9.5	5.8	2.4	1.2	1.5	1.0	3.3
With CBA	66	100.0	0.1	0.7	17.6	16.9	19.3	9.1	7.4	3.6	3.0	2.6	2.7	17.0
<b>HOTELS AND RESTAURANTS</b>	<b>57</b>	<b>100.0</b>	<b>0.1</b>	<b>1.6</b>	<b>9.2</b>	<b>27.7</b>	<b>25.2</b>	<b>10.2</b>	<b>6.8</b>	<b>5.0</b>	<b>3.7</b>	<b>1.9</b>	<b>1.4</b>	<b>7.2</b>
Without Union	39	100.0	0.2	2.3	10.1	29.0	29.0	10.1	5.2	2.6	3.6	1.2	1.0	5.7
With Union	18	100.0	-	0.1	7.2	24.9	17.0	10.2	10.5	10.3	3.9	3.2	2.4	10.3
Without CBA	b	100.0	-	-	28.8	43.4	8.3	11.9	2.6	0.6	0.6	1.6	0.0	2.2
With CBA	18	100.0	-	0.1	6.8	24.5	17.2	10.2	10.6	10.5	3.9	3.3	2.5	10.5
<b>TRANSPORT, STORAGE AND COMMUNICATIONS</b>	<b>109</b>	<b>100.0</b>	<b>0.5</b>	<b>0.6</b>	<b>13.0</b>	<b>18.4</b>	<b>19.3</b>	<b>13.1</b>	<b>7.9</b>	<b>5.6</b>	<b>3.1</b>	<b>2.8</b>	<b>2.0</b>	<b>13.6</b>
Without Union	47	100.0	0.6	1.1	7.8	14.3	23.4	14.7	7.4	5.9	3.0	3.2	2.1	16.6
With Union	62	100.0	0.5	0.3	16.9	21.5	16.2	11.9	8.3	5.3	3.2	2.6	2.0	11.3
Without CBA	1	100.0	-	3.5	14.5	6.6	13.2	29.3	10.8	0.8	5.5	2.8	2.3	10.5
With CBA	61	100.0	0.5	0.2	17.0	21.8	16.3	11.5	8.3	5.4	3.2	2.5	2.0	11.4
<b>FINANCIAL INTERMEDIATION</b>	<b>69</b>	<b>100.0</b>	<b>0.1</b>	<b>0.1</b>	<b>1.0</b>	<b>5.5</b>	<b>11.3</b>	<b>9.3</b>	<b>9.5</b>	<b>8.2</b>	<b>7.3</b>	<b>6.2</b>	<b>5.8</b>	<b>35.7</b>
Without Union	30	100.0	a	0.2	1.5	7.3	12.3	10.8	9.1	7.8	5.5	5.7	5.2	34.6
With Union	39	100.0	0.1	0.1	0.6	4.1	10.6	8.1	9.9	8.5	8.7	6.6	6.3	36.6
Without CBA	4	100.0	0.7	0.5	2.6	2.7	11.2	3.9	5.5	6.5	6.3	8.5	8.9	42.8
With CBA	35	100.0	-	a	0.3	4.3	10.5	8.7	10.4	8.7	9.0	6.3	5.9	35.8
<b>REAL ESTATE, RENTING AND BUSINESS ACTIVITIES</b>	<b>201</b>	<b>100.0</b>	<b>0.3</b>	<b>2.7</b>	<b>12.3</b>	<b>32.5</b>	<b>24.7</b>	<b>8.7</b>	<b>5.1</b>	<b>2.9</b>	<b>1.6</b>	<b>1.6</b>	<b>1.0</b>	<b>6.5</b>
Without Union	184	100.0	0.3	3.0	13.4	31.9	25.7	8.5	5.1	2.6	1.4	1.3	0.8	5.9
With Union	17	100.0	-	0.3	0.2	38.3	13.9	11.8	5.2	6.1	3.0	4.7	3.4	13.2
Without CBA	1	100.0	-	-	-	15.3	19.1	9.3	6.2	2.9	5.3	3.1	6.4	32.4
With CBA	16	100.0	-	0.3	0.2	39.7	13.5	12.0	5.1	6.4	2.8	4.8	3.2	12.0

a - Less than 0.1 percent.

b - Less than 500.

**Table 7. - Percent Distribution of Time Rate Workers on Full-Time Basis by Major Industry Group and Nature of Establishment and by Monthly Basic Pay, Philippines: October 1997**  
(Non-agricultural establishments employing 50 and over.)

(continued)

Major Industry Group and Nature of Establishment	Number (000)	Percent	Below 2000	2,000 - 2,999	3,000 - 3,999	4,000 - 4,999	5,000 - 5,999	6,000 - 6,999	7,000 - 7,999	8,000 - 8,999	9,000 - 9,999	10,000 - 10,999	11,000 - 11,999	12,000 and over
<b>PRIVATE EDUCATION SERVICES</b>	<b>113</b>	<b>100.0</b>	<b>0.6</b>	<b>1.3</b>	<b>4.5</b>	<b>8.4</b>	<b>13.2</b>	<b>13.8</b>	<b>13.2</b>	<b>10.5</b>	<b>6.3</b>	<b>5.2</b>	<b>4.0</b>	<b>19.1</b>
Without Union	75	100.0	0.7	1.7	5.9	9.7	14.5	14.4	12.6	10.3	6.4	5.4	3.6	15.0
With Union	38	100.0	0.4	0.6	1.7	5.9	10.5	12.7	14.4	10.8	6.3	4.8	4.8	27.2
Without CBA	3	100.0	-	0.9	5.4	13.3	22.4	13.9	17.8	8.8	4.7	2.4	3.6	6.9
With CBA	35	100.0	0.4	0.5	1.5	5.3	9.6	12.6	14.1	11.0	6.4	4.9	4.9	28.7
<b>HEALTH AND SOCIAL WORK EXCEPT PUBLIC MEDICAL, DENTAL AND OTHER HEALTH SERVICES</b>	<b>37</b>	<b>100.0</b>	<b>0.5</b>	<b>1.7</b>	<b>10.5</b>	<b>25.6</b>	<b>23.0</b>	<b>15.5</b>	<b>8.3</b>	<b>5.8</b>	<b>2.6</b>	<b>1.8</b>	<b>1.1</b>	<b>3.5</b>
Without Union	18	100.0	0.7	2.9	17.0	33.2	26.2	9.6	3.6	1.7	1.2	1.3	0.6	2.1
With Union	20	100.0	0.4	0.6	4.5	18.8	20.1	20.9	12.6	9.5	3.9	2.3	1.6	4.8
Without CBA	b	100.0	-	-	54.3	40.0	-	-	-	-	-	1.4	-	4.3
With CBA	19	100.0	0.4	0.6	4.3	18.7	20.2	21.0	12.7	9.5	3.9	2.3	1.6	4.8
<b>OTHER COMMUNITY, SOCIAL AND PERSONAL SERVICE ACTIVITIES</b>	<b>33</b>	<b>100.0</b>	<b>a</b>	<b>2.6</b>	<b>17.2</b>	<b>23.3</b>	<b>14.3</b>	<b>12.7</b>	<b>7.1</b>	<b>7.0</b>	<b>3.4</b>	<b>2.3</b>	<b>2.0</b>	<b>8.2</b>
Without Union	25	100.0	a	3.3	21.7	27.1	14.1	10.5	5.6	6.4	2.7	2.0	1.7	4.8
With Union	8	100.0	a	0.6	3.9	12.1	14.8	19.2	11.3	8.8	5.5	3.1	2.6	18.1
Without CBA	1	100.0	-	-	-	1.0	4.6	21.7	25.9	18.2	10.2	4.5	4.2	9.8
With CBA	8	100.0	a	0.7	4.3	13.2	15.8	19.0	9.9	7.8	5.0	3.0	2.4	18.9

a - Less than 0.1 percent.

b - Less than 500.

Source of data: Bureau of Labor and Employment Statistics, 1997 Occupational Wages Survey.

**Table 8. - Percent Distribution of Time Rate Workers on Full Time Basis by Major Industry Group and Nature of Establishment and by Monthly Allowance, Philippines: October 1997**

(Non-agricultural establishments employing 50 and over. Allowance refers to guaranteed and regular cash payments.)

Major Industry Group and Nature of Establishment	Number (000)	Percent	No Allowance	Below 250	250 - 499	500 - 749	750 - 999	1,000 - 1,249	1,250 - 1,499	1,500 - 1,749	1,750 - 1,999	2,000 and over
<b>ALL INDUSTRIES</b>	<b>1,761</b>	<b>100.0</b>	<b>72.0</b>	<b>3.7</b>	<b>7.3</b>	<b>4.8</b>	<b>1.7</b>	<b>3.6</b>	<b>1.0</b>	<b>1.3</b>	<b>0.4</b>	<b>4.2</b>
Without Union	1,023	100.0	75.9	2.5	7.4	3.9	1.7	2.2	1.3	1.6	0.4	3.2
With Union	738	100.0	66.5	5.3	7.3	6.0	1.8	5.6	0.7	0.9	0.4	5.5
Without CBA	41	100.0	64.6	0.6	1.2	3.2	0.2	15.9	0.5	1.2	0.6	11.9
With CBA	697	100.0	66.6	5.6	7.7	6.2	1.9	5.0	0.7	0.9	0.4	5.2
<b>MINING AND QUARRYING</b>	<b>15</b>	<b>100.0</b>	<b>24.8</b>	<b>51.2</b>	<b>17.9</b>	<b>3.0</b>	<b>0.4</b>	<b>0.5</b>	<b>1.0</b>	<b>0.6</b>	<b>0.2</b>	<b>0.5</b>
Without Union	2	100.0	75.0	-	9.8	1.1	1.1	3.2	4.2	3.4	-	2.1
With Union	13	100.0	15.6	60.6	19.4	3.3	0.2	a	0.4	0.1	0.2	0.2
Without CBA	-	-	-	-	-	-	-	-	-	-	-	-
With CBA	13	100.0	15.6	60.6	19.4	3.3	0.2	a	0.4	0.1	0.2	0.2
<b>MANUFACTURING</b>	<b>784</b>	<b>100.0</b>	<b>75.6</b>	<b>3.9</b>	<b>8.1</b>	<b>5.0</b>	<b>1.7</b>	<b>1.8</b>	<b>1.1</b>	<b>0.6</b>	<b>0.1</b>	<b>2.1</b>
Without Union	393	100.0	75.9	2.8	10.7	4.4	1.6	0.9	1.5	0.6	0.1	1.7
With Union	391	100.0	75.3	5.1	5.6	5.6	1.7	2.6	0.7	0.7	0.2	2.5
Without CBA	10	100.0	83.8	0.6	0.5	2.8	-	9.5	0.6	-	0.2	1.9
With CBA	381	100.0	75.1	5.2	5.8	5.7	1.8	2.4	0.7	0.7	0.2	2.5
<b>ELECTRICITY, GAS AND WATER SUPPLY</b>	<b>63</b>	<b>100.0</b>	<b>34.4</b>	<b>1.9</b>	<b>5.5</b>	<b>6.3</b>	<b>2.1</b>	<b>14.8</b>	<b>4.2</b>	<b>4.8</b>	<b>1.3</b>	<b>24.6</b>
Without Union	21	100.0	27.6	0.7	5.1	7.1	2.1	26.9	9.7	10.2	2.5	8.1
With Union	43	100.0	37.8	2.5	5.7	5.9	2.1	9.1	1.5	2.1	0.7	32.6
Without CBA	9	100.0	40.1	1.7	0.7	8.9	0.4	9.9	1.5	1.0	0.9	34.7
With CBA	33	100.0	37.1	2.8	7.1	5.1	2.5	8.8	1.5	2.4	0.7	32.0
<b>CONSTRUCTION</b>	<b>96</b>	<b>100.0</b>	<b>84.0</b>	<b>1.7</b>	<b>4.6</b>	<b>2.6</b>	<b>0.9</b>	<b>1.8</b>	<b>0.6</b>	<b>0.7</b>	<b>0.3</b>	<b>2.7</b>
Without Union	78	100.0	83.2	1.7	4.4	2.6	1.0	2.1	0.6	0.9	0.3	3.2
With Union	18	100.0	87.4	1.8	5.4	2.5	0.6	0.6	0.5	0.2	0.2	0.8
Without CBA	6	100.0	99.8	-	-	0.1	-	0.1	-	-	-	-
With CBA	13	100.0	82.0	2.6	7.8	3.5	0.8	0.8	0.7	0.3	0.3	1.2

a - Less than 0.1 percent.

**Table 8. - Percent Distribution of Time Rate Workers on Full Time Basis by Major Industry Group and Nature of Establishment and by Monthly Allowance, Philippines: October 1997**

(Non-agricultural establishments employing 50 and over. Allowance refers to guaranteed and regular cash payments.)

(continued)

Major Industry Group and Nature of Establishment	Number (000)	Percent	No Allowance	Below 250	250 - 499	500 - 749	750 - 999	1,000 - 1,249	1,250 - 1,499	1,500 - 1,749	1,750 - 1,999	2,000 and over
<b>WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES, MOTORCYCLES AND PERSONAL AND HOUSEHOLD GOODS</b>	<b>182</b>	<b>100.0</b>	<b>70.2</b>	<b>4.1</b>	<b>7.0</b>	<b>2.5</b>	<b>2.6</b>	<b>7.7</b>	<b>0.8</b>	<b>0.8</b>	<b>0.5</b>	<b>3.9</b>
Without Union	111	100.0	75.3	4.3	6.0	3.3	3.6	2.1	1.2	1.0	0.4	2.9
With Union	72	100.0	62.4	3.8	8.7	1.3	1.0	16.3	0.2	0.3	0.6	5.4
Without CBA	5	100.0	93.3	-	0.3	-	0.1	6.3	-	-	-	a
With CBA	66	100.0	59.9	4.1	9.3	1.4	1.1	17.1	0.2	0.4	0.6	5.9
<b>HOTELS AND RESTAURANTS</b>	<b>57</b>	<b>100.0</b>	<b>77.5</b>	<b>1.2</b>	<b>7.9</b>	<b>3.1</b>	<b>1.9</b>	<b>1.7</b>	<b>0.7</b>	<b>1.3</b>	<b>0.4</b>	<b>4.2</b>
Without Union	39	100.0	78.8	1.6	7.8	3.4	1.6	1.6	0.5	1.1	0.4	3.1
With Union	18	100.0	74.7	0.5	8.2	2.3	2.6	1.8	1.3	1.6	0.5	6.6
Without CBA	b	100.0	67.8	-	19.2	1.3	8.8	0.6	-	-	-	2.2
With CBA	18	100.0	74.8	0.5	8.0	2.3	2.5	1.8	1.3	1.6	0.5	6.7
<b>TRANSPORT, STORAGE AND COMMUNICATIONS</b>	<b>109</b>	<b>100.0</b>	<b>63.1</b>	<b>2.4</b>	<b>8.7</b>	<b>6.9</b>	<b>2.3</b>	<b>9.2</b>	<b>0.6</b>	<b>1.8</b>	<b>0.9</b>	<b>4.0</b>
Without Union	47	100.0	72.9	2.5	4.9	5.0	2.8	4.0	1.1	1.0	0.7	5.0
With Union	62	100.0	55.7	2.4	11.5	8.4	1.9	13.2	0.3	2.4	1.0	3.3
Without CBA	1	100.0	18.6	-	-	-	-	78.5	-	-	-	2.9
With CBA	61	100.0	56.6	2.4	11.7	8.6	1.9	11.6	0.3	2.5	1.0	3.3
<b>FINANCIAL INTERMEDIATION</b>	<b>69</b>	<b>100.0</b>	<b>49.4</b>	<b>4.5</b>	<b>7.7</b>	<b>6.7</b>	<b>0.9</b>	<b>5.8</b>	<b>1.5</b>	<b>9.1</b>	<b>0.5</b>	<b>13.9</b>
Without Union	30	100.0	61.3	0.8	1.4	2.4	1.4	5.1	0.2	19.1	0.6	7.7
With Union	39	100.0	40.3	7.3	12.6	10.0	0.4	6.4	2.5	1.4	0.4	18.7
Without CBA	4	100.0	13.2	-	0.4	-	0.3	47.7	-	9.5	2.6	26.3
With CBA	35	100.0	43.7	8.2	14.1	11.2	0.4	1.2	2.8	0.4	0.1	17.8
<b>REAL ESTATE, RENTING AND BUSINESS ACTIVITIES</b>	<b>201</b>	<b>100.0</b>	<b>84.2</b>	<b>1.5</b>	<b>4.8</b>	<b>3.0</b>	<b>1.6</b>	<b>1.7</b>	<b>0.4</b>	<b>0.5</b>	<b>0.2</b>	<b>2.1</b>
Without Union	184	100.0	86.2	1.6	4.9	2.7	0.9	1.3	0.3	0.4	0.1	1.6
With Union	17	100.0	61.8	1.1	3.6	5.2	10.2	5.8	1.5	2.2	1.3	7.2
Without CBA	1	100.0	28.0	-	12.9	-	-	40.8	-	0.2	0.6	17.4
With CBA	16	100.0	64.0	1.1	3.0	5.6	10.9	3.5	1.6	2.3	1.4	6.5

a - Less than 0.1 percent.

b - Less than 500.

**Table 8. - Percent Distribution of Time Rate Workers on Full Time Basis by Major Industry Group and Nature of Establishment and by Monthly Allowance, Philippines: October 1997**

(Non-agricultural establishments employing 50 and over. Allowance refers to guaranteed and regular cash payments.)

(continued)

Major Industry Group and Nature of Establishment	Number (000)	Percent	No Allowance	Below 250	250 - 499	500 - 749	750 - 999	1,000 - 1,249	1,250 - 1,499	1,500 - 1,749	1,750 - 1,999	2,000 and over
<b>PRIVATE EDUCATION SERVICES</b>	<b>113</b>	<b>100.0</b>	<b>77.2</b>	<b>2.1</b>	<b>5.4</b>	<b>6.1</b>	<b>1.4</b>	<b>2.3</b>	<b>1.0</b>	<b>1.2</b>	<b>0.9</b>	<b>2.4</b>
Without Union	75	100.0	74.7	2.4	5.9	5.3	2.1	2.6	1.4	1.7	1.1	2.7
With Union	38	100.0	82.2	1.4	4.4	7.7	0.1	1.6	0.1	0.2	0.5	1.8
Without CBA	3	100.0	81.6	-	4.9	2.9	0.1	7.4	0.3	-	-	-
With CBA	35	100.0	82.2	1.5	4.4	8.0	0.1	1.2	0.1	0.2	0.5	1.8
<b>HEALTH AND SOCIAL WORK EXCEPT PUBLIC MEDICAL, DENTAL AND OTHER HEALTH SERVICES</b>	<b>37</b>	<b>100.0</b>	<b>51.1</b>	<b>8.7</b>	<b>16.8</b>	<b>13.9</b>	<b>1.0</b>	<b>5.3</b>	<b>1.5</b>	<b>0.2</b>	<b>0.1</b>	<b>1.5</b>
Without Union	18	100.0	69.5	7.7	13.7	3.6	0.4	0.8	2.8	0.1	a	1.4
With Union	20	100.0	34.4	9.6	19.6	23.2	1.5	9.4	0.4	0.2	0.1	1.6
Without CBA	b	100.0	61.4	35.7	1.4	-	-	-	-	-	-	1.4
With CBA	19	100.0	34.3	9.5	19.7	23.3	1.5	9.5	0.4	0.2	0.1	1.6
<b>OTHER COMMUNITY, SOCIAL AND PERSONAL SERVICE ACTIVITIES</b>	<b>33</b>	<b>100.0</b>	<b>52.0</b>	<b>1.9</b>	<b>1.5</b>	<b>3.3</b>	<b>3.5</b>	<b>6.7</b>	<b>1.2</b>	<b>3.8</b>	<b>2.0</b>	<b>24.0</b>
Without Union	25	100.0	47.1	1.3	1.5	3.4	1.3	4.9	1.5	4.9	2.6	31.4
With Union	8	100.0	66.2	3.7	1.6	3.0	10.0	11.9	0.4	0.6	0.1	2.5
Without CBA	1	100.0	19.5	-	-	15.7	-	63.3	-	-	-	1.5
With CBA	8	100.0	70.7	4.0	1.7	1.8	11.0	6.9	0.4	0.6	0.1	2.6

a - Less than 0.1 percent.

b - Less than 500.

Source of data: Bureau of Labor and Employment Statistics, 1997 Occupational Wages Survey.

**Table 9. - Percent Distribution of Time-Rate Workers on Full-Time Basis by Region, Nature of Establishment  
and by Monthly Basic Pay, Philippines: October 1997  
(Non-agricultural establishments employing 50 and over.)**

Region and Nature of Establishment	Number (000)	Percent	Below 2,000	2,000 - 2,999	3,000 - 3,999	4,000 - 4,999	5,000 - 5,999	6,000 - 6,999	7,000 - 7,999	8,000 - 8,999	9,000 - 9,999	10,000 - 10,999	11,000 - 11,999	12,000 and over
<b>PHILIPPINES</b>	<b>1,761</b>	<b>100.0</b>	<b>0.2</b>	<b>1.4</b>	<b>9.9</b>	<b>27.3</b>	<b>21.1</b>	<b>9.9</b>	<b>6.8</b>	<b>4.6</b>	<b>3.0</b>	<b>2.5</b>	<b>2.0</b>	<b>11.3</b>
Without Union	1,023	100.0	0.2	1.9	11.0	31.9	22.4	9.4	5.7	3.8	2.4	2.1	1.4	7.9
With Union	738	100.0	0.1	0.7	8.3	20.9	19.2	10.7	8.5	5.7	3.9	3.1	2.9	15.9
Without CBA	41	100.0	0.1	0.3	7.5	13.7	19.0	10.4	9.5	5.3	5.0	4.0	5.9	19.3
With CBA	697	100.0	0.1	0.7	8.4	21.3	19.2	10.8	8.4	5.8	3.8	3.0	2.8	15.7
<b>NCR</b>	<b>975</b>	<b>100.0</b>	<b>a</b>	<b>0.3</b>	<b>3.0</b>	<b>21.2</b>	<b>26.4</b>	<b>11.7</b>	<b>8.0</b>	<b>5.3</b>	<b>3.7</b>	<b>3.2</b>	<b>2.4</b>	<b>14.7</b>
Without Union	548	100.0	a	0.4	3.5	24.3	29.6	11.7	6.9	4.6	3.1	2.7	1.8	11.4
With Union	427	100.0	a	0.2	2.5	17.2	22.3	11.8	9.3	6.2	4.4	3.7	3.3	19.0
Without CBA	25	100.0	0.1	0.1	0.9	3.9	22.9	11.0	9.6	5.9	6.0	4.8	8.5	26.3
With CBA	403	100.0	a	0.2	2.6	18.0	22.2	11.9	9.3	6.2	4.3	3.6	3.0	18.6
<b>CAR</b>	<b>14</b>	<b>100.0</b>	<b>0.1</b>	<b>0.5</b>	<b>11.8</b>	<b>24.6</b>	<b>15.4</b>	<b>6.1</b>	<b>9.2</b>	<b>5.9</b>	<b>5.2</b>	<b>5.3</b>	<b>4.0</b>	<b>12.0</b>
Without Union	4	100.0	-	1.5	35.4	18.1	13.7	6.4	6.8	1.8	2.5	4.5	5.8	3.6
With Union	10	100.0	0.1	0.1	2.3	27.2	16.1	5.9	10.1	7.5	6.3	5.6	3.3	15.4
Without CBA	1	100.0	-	-	-	3.7	4.7	5.9	7.3	22.7	17.0	8.9	6.0	23.8
With CBA	9	100.0	0.1	0.1	2.5	28.9	16.9	5.9	10.3	6.4	5.5	5.3	3.1	14.8
<b>I</b>	<b>16</b>	<b>100.0</b>	<b>0.6</b>	<b>1.9</b>	<b>28.3</b>	<b>16.0</b>	<b>14.1</b>	<b>11.7</b>	<b>7.4</b>	<b>3.8</b>	<b>2.9</b>	<b>2.4</b>	<b>1.4</b>	<b>9.7</b>
Without Union	12	100.0	0.8	2.6	33.3	18.0	15.8	11.2	6.3	2.9	1.6	1.4	0.6	5.4
With Union	5	100.0	-	0.1	16.3	11.0	9.8	12.8	10.1	5.9	6.0	4.7	3.2	20.1
Without CBA	b	100.0	-	-	30.9	35.1	25.1	3.4	2.4	1.0	1.7	0.3	a	a
With CBA	4	100.0	-	0.1	15.2	9.2	8.6	13.5	10.6	6.3	6.3	5.1	3.5	21.7
<b>II</b>	<b>7</b>	<b>100.0</b>	<b>0.2</b>	<b>2.4</b>	<b>24.8</b>	<b>11.8</b>	<b>15.6</b>	<b>11.1</b>	<b>10.4</b>	<b>6.9</b>	<b>4.0</b>	<b>2.5</b>	<b>1.8</b>	<b>8.4</b>
Without Union	4	100.0	0.4	4.3	22.5	17.4	19.4	10.7	6.4	6.7	3.1	3.5	1.3	4.2
With Union	3	100.0	-	-	27.6	4.6	10.6	11.6	15.5	7.2	5.1	1.3	2.5	13.9
Without CBA	1	100.0	-	-	3.3	7.9	37.6	7.3	22.1	2.1	2.3	1.3	10.0	6.1
With CBA	3	100.0	-	-	32.3	4.0	5.4	12.5	14.3	8.2	5.6	1.3	1.1	15.4
<b>III</b>	<b>93</b>	<b>100.0</b>	<b>0.3</b>	<b>1.4</b>	<b>7.6</b>	<b>47.8</b>	<b>12.7</b>	<b>8.2</b>	<b>5.6</b>	<b>4.9</b>	<b>2.3</b>	<b>1.6</b>	<b>1.8</b>	<b>5.8</b>
Without Union	53	100.0	0.5	1.6	10.5	52.9	11.7	7.5	4.2	4.4	1.5	1.4	0.7	3.0
With Union	40	100.0	-	1.2	3.6	40.9	14.0	9.1	7.4	5.6	3.4	1.9	3.3	9.5
Without CBA	3	100.0	-	-	2.2	27.3	17.9	10.1	14.5	9.0	3.9	3.9	1.1	10.0
With CBA	37	100.0	-	1.2	3.7	41.9	13.7	9.0	6.9	5.4	3.4	1.8	3.4	9.5

a - Less than 0.1 percent.

b - Less than 500.

**Table 9. - Percent Distribution of Time-Rate Workers on Full-Time Basis by Region, Nature of Establishment  
and by Monthly Basic Pay, Philippines: October 1997**  
(Non-agricultural establishments employing 50 and over.)

(continued)

Region and Nature of Establishment	Number (000)	Percent	Below 2,000	2,000 - 2,999	3,000 - 3,999	4,000 - 4,999	5,000 - 5,999	6,000 - 6,999	7,000 - 7,999	8,000 - 8,999	9,000 - 9,999	10,000 - 10,999	11,000 - 11,999	12,000 and over
<b>IV</b>	<b>297</b>	<b>100.0</b>	<b>0.1</b>	<b>0.7</b>	<b>6.5</b>	<b>44.4</b>	<b>17.5</b>	<b>7.8</b>	<b>6.0</b>	<b>3.9</b>	<b>2.2</b>	<b>1.6</b>	<b>1.4</b>	<b>8.0</b>
Without Union	191	100.0	0.2	1.0	7.6	51.8	17.5	7.0	4.3	2.5	1.4	1.1	1.0	4.6
With Union	105	100.0	a	a	4.5	30.8	17.5	9.3	9.2	6.5	3.6	2.3	2.1	14.1
Without CBA	4	100.0	-	-	1.0	52.8	10.6	7.7	14.3	2.0	1.3	2.5	0.8	7.0
With CBA	102	100.0	a	a	4.6	30.0	17.8	9.3	9.0	6.7	3.7	2.3	2.2	14.4
<b>V</b>	<b>17</b>	<b>100.0</b>	<b>0.4</b>	<b>3.6</b>	<b>31.6</b>	<b>17.9</b>	<b>9.5</b>	<b>9.2</b>	<b>6.6</b>	<b>4.2</b>	<b>2.9</b>	<b>2.5</b>	<b>1.7</b>	<b>10.0</b>
Without Union	6	100.0	0.9	9.1	27.0	14.5	9.7	10.8	6.5	4.1	2.7	3.0	0.9	10.8
With Union	10	100.0	-	0.2	34.5	19.9	9.4	8.3	6.7	4.2	3.1	2.1	2.1	9.4
Without CBA	3	100.0	-	0.4	62.0	10.5	13.4	5.7	3.2	0.5	1.1	1.0	1.3	0.9
With CBA	7	100.0	-	0.2	23.8	23.6	7.8	9.3	8.1	5.7	3.8	2.5	2.5	12.8
<b>VI</b>	<b>58</b>	<b>100.0</b>	<b>1.1</b>	<b>9.6</b>	<b>28.7</b>	<b>16.9</b>	<b>9.1</b>	<b>13.1</b>	<b>5.9</b>	<b>5.4</b>	<b>2.0</b>	<b>1.5</b>	<b>2.8</b>	<b>3.9</b>
Without Union	25	100.0	1.1	14.7	39.1	17.9	9.1	5.8	4.1	2.9	1.2	1.2	0.5	2.4
With Union	33	100.0	1.0	5.8	20.9	16.1	9.2	18.6	7.2	7.3	2.6	1.7	4.5	5.1
Without CBA	1	100.0	-	1.7	7.1	9.6	7.4	22.5	7.7	6.3	2.1	9.8	7.5	18.3
With CBA	32	100.0	1.0	5.9	21.2	16.2	9.2	18.5	7.2	7.3	2.6	1.5	4.5	4.8
<b>VII</b>	<b>132</b>	<b>100.0</b>	<b>0.3</b>	<b>1.8</b>	<b>17.3</b>	<b>42.8</b>	<b>14.5</b>	<b>6.1</b>	<b>3.9</b>	<b>2.8</b>	<b>2.1</b>	<b>1.6</b>	<b>1.4</b>	<b>5.5</b>
Without Union	90	100.0	0.3	2.0	18.5	46.9	15.0	4.6	3.0	2.5	1.8	1.2	1.0	3.2
With Union	42	100.0	0.2	1.4	14.7	33.7	13.4	9.2	5.8	3.4	2.7	2.6	2.3	10.6
Without CBA	3	100.0	-	1.8	0.8	36.2	13.9	13.6	6.4	4.8	3.9	2.7	2.3	13.5
With CBA	39	100.0	0.2	1.4	15.6	33.5	13.4	8.9	5.8	3.3	2.6	2.6	2.3	10.4
<b>VIII</b>	<b>11</b>	<b>100.0</b>	<b>0.3</b>	<b>5.4</b>	<b>32.6</b>	<b>12.7</b>	<b>13.2</b>	<b>7.7</b>	<b>6.9</b>	<b>4.2</b>	<b>2.8</b>	<b>1.8</b>	<b>1.7</b>	<b>10.7</b>
Without Union	5	100.0	0.3	11.1	39.1	19.8	11.7	5.3	2.4	2.3	1.2	1.3	0.6	4.8
With Union	6	100.0	0.3	0.4	26.9	6.5	14.5	9.8	10.8	5.9	4.2	2.1	2.6	15.9
Without CBA	b	100.0	-	-	16.0	5.6	0.0	3.2	2.4	8.0	44.0	8.8	4.0	8.0
With CBA	6	100.0	0.3	0.4	27.2	6.5	14.9	10.0	11.1	5.9	2.9	1.9	2.6	16.1
<b>IX</b>	<b>14</b>	<b>100.0</b>	<b>1.8</b>	<b>7.7</b>	<b>46.6</b>	<b>16.9</b>	<b>7.8</b>	<b>7.0</b>	<b>3.8</b>	<b>3.5</b>	<b>1.3</b>	<b>0.9</b>	<b>0.2</b>	<b>2.5</b>
Without Union	11	100.0	2.2	8.3	43.6	18.9	8.4	7.7	4.1	3.4	1.3	1.1	0.2	0.9
With Union	3	100.0	0.4	5.9	55.9	10.8	5.9	5.0	2.8	3.9	1.1	0.4	0.2	7.8
Without CBA	1	100.0	-	0.4	68.9	10.9	4.2	7.2	4.7	1.1	0.6	0.3	0.3	1.5
With CBA	2	100.0	0.5	8.3	50.3	10.8	6.7	4.1	2.0	5.0	1.3	0.5	0.1	10.4

a - Less than 0.1 percent.

b - Less than 500.

**Table 9. - Percent Distribution of Time-Rate Workers on Full-Time Basis by Region, Nature of Establishment  
and by Monthly Basic Pay, Philippines: October 1997  
(Non-agricultural establishments employing 50 and over.)**

(continued)

Region and Nature of Establishment	Number (000)	Percent	Below 2,000	2,000 - 2,999	3,000 - 3,999	4,000 - 4,999	5,000 - 5,999	6,000 - 6,999	7,000 - 7,999	8,000 - 8,999	9,000 - 9,999	10,000 - 10,999	11,000 - 11,999	12,000 and over
<b>X</b>	<b>29</b>	<b>100.0</b>	<b>0.4</b>	<b>6.0</b>	<b>38.3</b>	<b>15.4</b>	<b>10.4</b>	<b>7.7</b>	<b>6.1</b>	<b>2.8</b>	<b>2.6</b>	<b>1.9</b>	<b>1.1</b>	<b>7.4</b>
Without Union	17	100.0	0.7	7.9	31.0	16.7	12.1	11.5	8.2	3.6	1.7	1.5	0.7	4.3
With Union	12	100.0	-	3.2	49.0	13.5	7.8	2.1	3.1	1.6	3.9	2.4	1.6	11.8
Without CBA	b	100.0	-	-	-	18.3	5.6	2.0	6.9	3.9	3.9	4.6	5.2	49.7
With CBA	12	100.0	-	3.2	49.6	13.4	7.9	2.1	3.1	1.6	3.9	2.4	1.6	11.3
<b>XI</b>	<b>71</b>	<b>100.0</b>	<b>0.3</b>	<b>5.4</b>	<b>47.4</b>	<b>13.2</b>	<b>15.6</b>	<b>4.5</b>	<b>3.4</b>	<b>2.1</b>	<b>1.5</b>	<b>1.4</b>	<b>0.8</b>	<b>4.4</b>
Without Union	44	100.0	0.4	7.9	52.3	14.4	8.1	4.4	2.9	2.3	1.6	1.4	0.7	3.6
With Union	27	100.0	-	1.2	39.5	11.2	27.8	4.8	4.1	1.8	1.4	1.4	1.0	5.8
Without CBA	b	100.0	-	2.6	7.7	1.3	2.9	16.2	21.1	8.1	7.8	9.7	a	22.7
With CBA	27	100.0	-	1.2	39.6	11.3	27.9	4.7	4.0	1.7	1.4	1.4	1.0	5.7
<b>XII</b>	<b>12</b>	<b>100.0</b>	<b>1.2</b>	<b>4.4</b>	<b>26.8</b>	<b>14.7</b>	<b>5.7</b>	<b>5.9</b>	<b>5.5</b>	<b>2.7</b>	<b>3.4</b>	<b>2.5</b>	<b>1.3</b>	<b>25.9</b>
Without Union	6	100.0	2.1	8.9	30.8	20.0	8.2	9.5	7.1	3.2	2.2	1.6	1.4	5.0
With Union	6	100.0	0.3	-	22.9	9.6	3.3	2.4	3.9	2.2	4.6	3.3	1.3	46.1
Without CBA	b	100.0	2.0	-	15.5	29.8	13.4	9.2	2.9	2.5	7.2	4.2	1.1	12.1
With CBA	6	100.0	0.2	-	23.4	8.3	2.7	2.0	4.0	2.1	4.4	3.3	1.3	48.4
<b>ARMM</b>	<b>2</b>	<b>100.0</b>	<b>-</b>	<b>-</b>	<b>49.5</b>	<b>22.4</b>	<b>6.5</b>	<b>8.3</b>	<b>2.9</b>	<b>3.2</b>	<b>0.9</b>	<b>2.0</b>	<b>-</b>	<b>4.5</b>
Without Union	1	100.0	-	-	31.0	30.3	7.5	15.0	4.4	5.2	1.8	2.1	-	2.7
With Union	1	100.0	-	-	67.1	14.8	5.5	1.9	1.4	1.3	-	1.9	-	6.2
Without CBA	-	-	-	-	-	-	-	-	-	-	-	-	-	-
With CBA	1	100.0	-	-	67.1	14.8	5.5	1.9	1.4	1.3	-	1.9	-	6.2
<b>Caraga</b>	<b>12</b>	<b>100.0</b>	<b>1.1</b>	<b>7.1</b>	<b>51.2</b>	<b>14.4</b>	<b>7.5</b>	<b>6.5</b>	<b>5.4</b>	<b>2.0</b>	<b>0.9</b>	<b>1.1</b>	<b>0.7</b>	<b>2.1</b>
Without Union	5	100.0	1.6	9.7	37.7	16.1	8.2	8.9	8.2	3.2	1.0	1.3	0.9	3.1
With Union	7	100.0	0.6	5.0	61.8	13.1	7.0	4.6	3.2	1.0	0.8	1.0	0.5	1.4
Without CBA	b	100.0	-	-	3.2	24.7	10.4	45.5	9.1	-	3.2	0.6	2.6	0.6
With CBA	7	100.0	0.6	5.1	63.1	12.8	6.9	3.7	3.0	1.1	0.7	1.0	0.4	1.4

a - Less than 0.1 percent.

b - Less than 500.

Source of data: Bureau of Labor and Employment Statistics, 1997 Occupational Wages Survey.

**Table 10. - Percent Distribution of Time-Rate Workers on Full-Time Basis by Region and Nature of Establishment  
and by Monthly Allowance, Philippines: October 1997**

(Non-agricultural establishments employing 50 and over. Allowance refers to guaranteed and regular cash payments.)

Region and Nature of Establishment	Number (000)	Percent	No Allowance	Below 250	250 - 499	500 - 749	750 - 999	1,000 - 1,249	1,250 - 1,499	1,500 - 1,749	1,750 - 1,999	2,000 and over
<b>PHILIPPINES</b>	<b>1,761</b>	<b>100.0</b>	<b>72.0</b>	<b>3.7</b>	<b>7.3</b>	<b>4.8</b>	<b>1.7</b>	<b>3.6</b>	<b>1.0</b>	<b>1.3</b>	<b>0.4</b>	<b>4.2</b>
Without Union	1,023	100.0	75.9	2.5	7.4	3.9	1.7	2.2	1.3	1.6	0.4	3.2
With Union	738	100.0	66.5	5.3	7.3	6.0	1.8	5.6	0.7	0.9	0.4	5.5
Without CBA	41	100.0	64.6	0.6	1.2	3.2	0.2	15.9	0.5	1.2	0.6	11.9
With CBA	697	100.0	66.6	5.6	7.7	6.2	1.9	5.0	0.7	0.9	0.4	5.2
<b>NCR</b>	<b>975</b>	<b>100.0</b>	<b>77.0</b>	<b>2.5</b>	<b>3.0</b>	<b>4.2</b>	<b>1.5</b>	<b>4.2</b>	<b>0.8</b>	<b>1.4</b>	<b>0.4</b>	<b>4.9</b>
Without Union	548	100.0	81.4	1.9	2.3	3.6	1.4	2.2	0.7	1.9	0.5	4.1
With Union	427	100.0	71.4	3.4	4.0	4.9	1.6	6.8	0.9	0.7	0.4	6.0
Without CBA	25	100.0	58.9	0.7	0.9	3.0	0.2	20.2	b	1.3	0.4	14.5
With CBA	403	100.0	72.1	3.6	4.2	5.0	1.7	6.0	0.9	0.7	0.4	5.4
<b>CAR</b>	<b>14</b>	<b>100.0</b>	<b>38.8</b>	<b>47.8</b>	<b>3.7</b>	<b>3.5</b>	<b>0.2</b>	<b>1.8</b>	<b>0.1</b>	<b>1.1</b>	-	<b>3.0</b>
Without Union	4	100.0	55.1	10.0	12.7	7.1	0.7	6.2	0.3	4.0	0.2	3.7
With Union	10	100.0	32.2	63.0	-	2.0	-	-	-	-	-	2.7
Without CBA	1	100.0	48.6	-	-	30.4	-	-	-	-	-	21.1
With CBA	9	100.0	31.1	67.5	-	-	-	-	-	-	-	1.4
<b>I</b>	<b>16</b>	<b>100.0</b>	<b>84.0</b>	<b>1.2</b>	<b>1.8</b>	<b>3.6</b>	<b>1.2</b>	<b>2.4</b>	<b>0.6</b>	<b>2.2</b>	<b>0.2</b>	<b>2.9</b>
Without Union	12	100.0	79.9	1.0	2.1	4.8	1.6	2.7	0.8	3.1	0.3	3.6
With Union	5	100.0	93.9	1.4	1.1	0.5	0.1	1.7	-	-	-	1.2
Without CBA	-	-	-	-	-	-	-	-	-	-	-	-
With CBA	4	100.0	93.4	1.5	1.2	0.5	0.1	1.8	-	-	-	1.3
<b>II</b>	<b>7</b>	<b>100.0</b>	<b>66.4</b>	<b>0.3</b>	<b>8.9</b>	<b>7.4</b>	<b>2.0</b>	<b>13.0</b>	-	<b>0.4</b>	b	<b>1.7</b>
Without Union	4	100.0	58.4	0.5	15.8	11.5	3.5	7.1	-	0.5	b	2.6
With Union	3	100.0	76.6	-	-	2.0	-	20.7	-	0.2	-	0.5
Without CBA	1	100.0	59.9	-	-	-	-	37.2	-	-	-	2.9
With CBA	3	100.0	79.8	-	-	2.4	-	17.5	-	0.2	-	b
<b>III</b>	<b>93</b>	<b>100.0</b>	<b>68.5</b>	<b>1.4</b>	<b>14.4</b>	<b>4.9</b>	<b>2.8</b>	<b>2.6</b>	<b>0.8</b>	<b>1.1</b>	<b>0.3</b>	<b>3.5</b>
Without Union	53	100.0	69.0	1.3	17.2	1.9	2.1	2.5	0.6	1.4	0.4	3.5
With Union	40	100.0	67.7	1.4	10.5	8.8	3.6	2.7	1.0	0.6	0.2	3.3
Without CBA	3	100.0	74.3	1.0	0.9	1.7	0.1	7.5	-	-	-	14.3
With CBA	37	100.0	67.2	1.5	11.2	9.4	3.9	2.3	1.1	0.7	0.2	2.5

a - Less than 500.

b - Less than 0.1 percent.

**Table 10. - Percent Distribution of Time-Rate Workers on Full-Time Basis by Region and Nature of Establishment and by Monthly Allowance, Philippines: October 1997**

(Non-agricultural establishments employing 50 and over. Allowance refers to guaranteed and regular cash payments.)

(continued)

Region and Nature of Establishment	Number (000)	Percent	No Allowance	Below 250	250 - 499	500 - 749	750 - 999	1,000 - 1,249	1,250 - 1,499	1,500 - 1,749	1,750 - 1,999	2,000 and over
<b>IV</b>	<b>297</b>	<b>100.0</b>	<b>74.6</b>	<b>3.5</b>	<b>9.6</b>	<b>2.5</b>	<b>1.5</b>	<b>2.9</b>	<b>2.0</b>	<b>0.6</b>	<b>0.2</b>	<b>2.6</b>
Without Union	191	100.0	71.7	2.8	13.1	2.5	1.9	1.9	2.9	0.9	0.1	2.2
With Union	105	100.0	80.0	4.9	3.2	2.4	0.7	4.6	0.3	0.2	0.3	3.3
Without CBA	4	100.0	86.5	1.0	0.7	5.1	0.0	2.8	1.6	-	0.6	1.6
With CBA	102	100.0	79.7	5.0	3.3	2.3	0.7	4.7	0.3	0.2	0.3	3.4
<b>V</b>	<b>17</b>	<b>100.0</b>	<b>57.2</b>	<b>8.3</b>	<b>11.2</b>	<b>5.0</b>	<b>1.9</b>	<b>6.6</b>	<b>2.1</b>	<b>1.4</b>	<b>0.6</b>	<b>5.7</b>
Without Union	6	100.0	68.0	0.3	13.5	10.7	3.0	1.1	0.2	0.5	0.4	2.3
With Union	10	100.0	50.5	13.2	9.8	1.4	1.3	10.0	3.2	1.9	0.7	7.8
Without CBA	3	100.0	73.2	-	-	b	1.1	22.1	-	2.9	-	0.7
With CBA	7	100.0	41.7	18.4	13.7	2.0	1.4	5.3	4.5	1.5	1.0	10.6
<b>VI</b>	<b>58</b>	<b>100.0</b>	<b>21.0</b>	<b>1.2</b>	<b>33.7</b>	<b>26.7</b>	<b>7.6</b>	<b>2.7</b>	<b>0.7</b>	<b>3.8</b>	<b>0.2</b>	<b>2.4</b>
Without Union	25	100.0	29.9	1.8	35.2	20.8	4.4	2.6	1.3	1.4	0.4	2.1
With Union	33	100.0	14.2	0.7	32.7	31.1	10.0	2.7	0.3	5.5	0.1	2.7
Without CBA	1	100.0	14.5	-	22.4	11.1	-	13.0	-	5.7	-	33.3
With CBA	32	100.0	14.2	0.7	32.9	31.5	10.2	2.5	0.3	5.5	0.1	2.1
<b>VII</b>	<b>132</b>	<b>100.0</b>	<b>78.2</b>	<b>5.6</b>	<b>4.8</b>	<b>3.8</b>	<b>1.2</b>	<b>2.0</b>	<b>1.0</b>	<b>0.7</b>	<b>0.4</b>	<b>2.3</b>
Without Union	90	100.0	82.4	5.4	3.8	2.0	1.6	1.7	1.4	0.6	0.3	1.0
With Union	42	100.0	69.0	6.1	7.1	7.6	0.4	2.6	0.2	1.0	0.7	5.3
Without CBA	3	100.0	77.5	-	0.8	0.1	0.7	0.2	0.3	1.6	3.9	14.9
With CBA	39	100.0	68.4	6.5	7.5	8.2	0.4	2.7	0.2	1.0	0.5	4.6
<b>VIII</b>	<b>11</b>	<b>100.0</b>	<b>40.9</b>	<b>1.9</b>	<b>31.8</b>	<b>3.7</b>	<b>0.9</b>	<b>9.5</b>	<b>1.6</b>	<b>1.5</b>	<b>1.2</b>	<b>6.9</b>
Without Union	5	100.0	59.3	3.9	19.0	6.6	1.2	3.5	0.8	2.2	0.0	3.5
With Union	6	100.0	24.8	0.2	43.1	1.1	0.7	14.6	2.3	1.0	2.2	9.8
Without CBA	a	100.0	16.0	-	-	-	-	-	73.6	-	-	10.4
With CBA	6	100.0	25.1	0.2	44.4	1.2	0.8	15.1	0.1	1.0	2.3	9.8
<b>IX</b>	<b>14</b>	<b>100.0</b>	<b>85.8</b>	<b>1.2</b>	<b>1.0</b>	<b>1.5</b>	<b>0.4</b>	<b>1.4</b>	<b>0.3</b>	<b>7.8</b>	<b>0.3</b>	<b>0.3</b>
Without Union	11	100.0	82.1	1.5	1.3	1.4	0.5	1.9	0.4	10.2	0.4	0.4
With Union	3	100.0	97.4	0.2	0.2	2.0	-	b	-	-	-	0.1
Without CBA	1	100.0	93.4	-	-	6.6	-	-	-	-	-	-
With CBA	2	100.0	99.1	0.3	0.3	0.1	-	b	-	-	-	0.1

a - Less than 500.

b - Less than 0.1 percent.

**Table 10. - Percent Distribution of Time-Rate Workers on Full-Time Basis by Region and Nature of Establishment and by Monthly Allowance, Philippines: October 1997**

(Non-agricultural establishments employing 50 and over. Allowance refers to guaranteed and regular cash payments.)

(continued)

Region and Nature of Establishment	Number (000)	Percent	No Allowance	Below 250	250 - 499	500 - 749	750 - 999	1,000 - 1,249	1,250 - 1,499	1,500 - 1,749	1,750 - 1,999	2,000 and over
<b>X</b>	<b>29</b>	<b>100.0</b>	<b>38.5</b>	<b>1.4</b>	<b>32.6</b>	<b>11.5</b>	<b>3.8</b>	<b>4.8</b>	<b>1.7</b>	<b>2.3</b>	<b>0.2</b>	<b>3.3</b>
Without Union	17	100.0	45.2	1.8	22.1	10.1	6.3	6.4	2.8	1.1	0.2	4.0
With Union	12	100.0	28.6	0.9	47.9	13.6	0.1	2.4	0.1	4.0	0.1	2.3
Without CBA	a	100.0	35.3	-	-	-	-	36.3	-	-	5.9	22.5
With CBA	12	100.0	28.6	0.9	48.5	13.7	0.1	1.9	0.1	4.0	-	2.0
<b>XI</b>	<b>71</b>	<b>100.0</b>	<b>58.9</b>	<b>12.8</b>	<b>14.4</b>	<b>3.5</b>	<b>1.0</b>	<b>2.1</b>	<b>1.0</b>	<b>0.7</b>	<b>0.6</b>	<b>5.1</b>
Without Union	44	100.0	66.2	3.9	17.6	4.5	0.9	1.9	1.4	0.9	0.9	1.7
With Union	27	100.0	47.0	27.3	9.2	1.8	1.0	2.3	0.4	0.3	b	10.6
Without CBA	a	100.0	9.0	-	-	5.1	-	85.9	-	-	-	b
With CBA	27	100.0	47.2	27.5	9.2	1.7	1.0	1.9	0.4	0.3	b	10.6
<b>XII</b>	<b>12</b>	<b>100.0</b>	<b>50.4</b>	<b>6.5</b>	<b>5.7</b>	<b>3.2</b>	<b>1.3</b>	<b>5.6</b>	<b>3.6</b>	<b>2.1</b>	<b>0.3</b>	<b>21.6</b>
Without Union	6	100.0	71.6	9.5	2.3	1.6	0.5	3.2	7.2	3.1	0.3	0.8
With Union	6	100.0	29.8	3.5	9.0	4.6	2.0	7.9	0.1	1.1	0.3	41.7
Without CBA	a	100.0	61.8	7.5	0.3	-	-	17.3	-	8.0	4.4	0.8
With CBA	6	100.0	27.6	3.3	9.5	4.9	2.1	7.3	0.1	0.6	b	44.4
<b>ARMM</b>	<b>2</b>	<b>100.0</b>	<b>79.9</b>	<b>4.2</b>	<b>0.4</b>	<b>0.5</b>	-	<b>9.4</b>	-	-	-	<b>5.6</b>
Without Union	1	100.0	68.4	8.6	0.7	1.0	-	19.3	-	-	-	2.0
With Union	1	100.0	90.9	-	-	-	-	-	-	-	-	9.1
Without CBA	-	-	-	-	-	-	-	-	-	-	-	-
With CBA	1	100.0	90.9	-	-	-	-	-	-	-	-	9.1
<b>Caraga</b>	<b>12</b>	<b>100.0</b>	<b>38.7</b>	<b>6.7</b>	<b>35.9</b>	<b>10.0</b>	<b>0.5</b>	<b>3.2</b>	<b>0.4</b>	<b>1.8</b>	<b>0.1</b>	<b>2.7</b>
Without Union	5	100.0	53.7	4.0	23.1	5.0	0.4	2.8	0.9	3.8	0.3	6.0
With Union	7	100.0	26.9	8.9	45.8	13.9	0.6	3.6	0.1	0.2	-	0.1
Without CBA	a	100.0	5.2	-	33.8	-	-	61.0	-	-	-	-
With CBA	7	100.0	27.4	9.1	46.1	14.2	0.6	2.2	0.1	0.2	-	0.1

a - Less than 500.

b - Less than 0.1 percent.

Source of data: Bureau of Labor and Employment Statistics, 1997 Occupational Wages Survey.