

**TABLE 8 - Annual Direct Wages and Salaries Per Employee in Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2019**  
(In Pesos)

2009 PSIC	INDUSTRY	Total	Pay for Normal/Regular Working Time	Commissions/Share in Service Charges	Overtime, Night Shift and Premium Pay	Bonus, Productivity, Performance and Other Incentive Schemes	Cost of Living Allowances and Other Regularly Paid Allowances
	<b>ALL INDUSTRIES</b>	<b>236,405</b>	<b>190,512</b>	<b>3,793</b>	<b>14,063</b>	<b>22,519</b>	<b>5,519</b>
<b>A</b>	<b>Agriculture, Forestry, and Fishing</b>	<b>158,121</b>	<b>140,099</b>	<b>779</b>	<b>8,564</b>	<b>4,865</b>	<b>3,814</b>
	<b>Industry</b>	<b>225,635</b>	<b>190,868</b>	<b>1,654</b>	<b>22,264</b>	<b>6,593</b>	<b>4,255</b>
<b>B</b>	Mining and Quarrying	281,114	220,713	3,458	39,303	10,737	6,902
<b>C</b>	Manufacturing	214,871	182,013	1,687	22,226	5,617	3,327
<b>D</b>	Electricity, Gas, Steam and Air Conditioning Supply	361,557	319,740	551	15,326	12,351	13,589
<b>E</b>	Water Supply; Sewerage Waste Management and Remediation Activities	314,895	255,971	a	13,219	26,942	18,762
<b>F</b>	Construction	181,925	142,701	6,799	26,078	2,117	4,231
	<b>Services</b>	<b>248,315</b>	<b>196,944</b>	<b>4,346</b>	<b>10,406</b>	<b>30,487</b>	<b>6,132</b>
<b>G</b>	Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	193,690	172,101	6,650	7,840	4,736	2,363
<b>H</b>	Transportation and Storage	161,124	142,585	5,868	7,437	2,784	2,450
<b>I</b>	Accommodation and Food Service Activities	172,939	149,259	12,715	4,871	3,651	2,443
<b>J</b>	Information and Communications	320,301	277,014	5,685	19,278	6,962	11,363
<b>K</b>	Financial and Insurance Activities	513,571	226,246	1,984	8,240	269,865	7,237
<b>L</b>	Real Estate Activities	285,234	271,197	a	7,547	3,178	3,260
<b>M</b>	Professional, Scientific and Technical Activities	298,923	265,914	5,004	10,326	7,418	10,262
<b>N</b>	Administrative and Support Service Activities	232,215	197,361	1,527	14,732	9,365	9,230
<b>P</b>	Education except Public Education	215,432	204,429	464	2,354	2,677	5,507
<b>Q</b>	Human Health and Social Work Activities	211,552	188,578	801	15,280	3,033	3,859
<b>R</b>	Arts, Entertainment and Recreation	320,449	298,376	-	6,801	9,972	5,301
<b>S95/S96</b>	Repair of Computers and Personal and Household Goods; Other Personal Service Activities	348,825	171,110	167,547	5,897	3,339	932

**Notes: 1. Details may not add up to totals due to "a- less than 100" as specified in the footnote.**

**2. PSIC - Philippine Standard Industrial Classification.**

**a - Less than 100.**

**Source: Philippine Statistics Authority, 2019/2020 Integrated Survey on Labor and Employment (ISLE).**