

**TABLE 12 - Annual Other Labor Costs Per Employee in Agricultural and Non-Agricultural Establishments Employing 20 or More Workers by Industry Group and Sub-Cost Component, Philippines: 2013**  
(In Pesos)

| 2009 PSIC      | INDUSTRY  | Total        | Cost of Work Clothes/Protective Gear | Transport of Workers to and from Work Undertaken by Employers | Recruitment Cost | Others    |
|----------------|---|--------------|--------------------------------------|---|------------------|-----------|
|                | <b>ALL INDUSTRIES</b>   | <b>2,659</b> | <b>551</b>                           | <b>1,312</b>  | <b>734</b>       | <b>62</b> |
| <b>A</b>       | <b>AGRICULTURE, FORESTRY AND FISHING</b>  | <b>4,737</b> | <b>783</b>                           | <b>3,928</b>  | <b>26</b>        | <b>-</b>  |
| A01/A02        | Crop and Animal Production, Hunting and Related Service Activities; Forestry and Logging                  | 5,428        | 890                                  | 4,508   | 31               | -         |
| A03            | Fishing and Aquaculture   | 963          | 204                                  | 759   | -                | -         |
| <b>B</b>       | <b>MINING AND QUARRYING</b>   | <b>3,008</b> | <b>1,313</b>                         | <b>1,448</b>  | <b>247</b>       | <b>-</b>  |
| B05/B06/B08    | Mining of Coal and Lignite; Extraction of Crude Petroleum and Natural Gas; and Other Mining and Quarrying | 6,740        | 1,520                                | 3,539   | 1,680            | -         |
| B07            | Mining of Metal Ores  | 2,321        | 1,268                                | 1,032   | 21               | -         |
| B09            | Mining Support Service  | 9,705        | 2,183                                | 7,365   | 157              | -         |
| <b>C</b>       | <b>MANUFACTURING</b>  | <b>2,347</b> | <b>633</b>                           | <b>1,531</b>  | <b>137</b>       | <b>45</b> |
| C10            | Manufacture of Food Products  | 1,469        | 760                                  | 627   | 83               | -         |
| C11            | Manufacture of Beverages  | 1,737        | 655                                  | 461   | 310              | 311       |
| C12            | Manufacture of Tobacco Products   | 7            | -                                    | 7   | -                | -         |
| C13            | Manufacture of Textiles   | 199          | 120                                  | 46  | 13               | 20        |
| C14            | Manufacture of Wearing Apparel  | 224          | 30                                   | 176   | 19               | -         |
| C15            | Manufacture of Leather and Related Products   | 122          | 117                                  | 5   | -                | -         |
| C161           | Sawmilling and Planing of Wood  | 483          | 191                                  | 42  | 250              | -         |
| C162           | Manufacture of Products of Wood, Cork, Straw and Plaiting Materials                                       | 350          | 111                                  | 225   | 15               | -         |
| C17            | Manufacture of Paper and Paper Products   | 2,227        | 617                                  | 1,253   | 357              | -         |
| C18            | Printing and Reproduction of Recorded Media   | 510          | 394                                  | 64  | 52               | -         |
| C19            | Manufacture of Coke and Refined Petroleum Products  | 441          | 101                                  | 166   | 174              | -         |
| C20            | Manufacture of Chemicals and Chemical Products  | 3,205        | 1,092                                | 1,799   | 314              | -         |
| C21            | Manufacture of Basic Pharmaceutical Products and Pharmaceutical Preparation                               | 2,849        | 730                                  | 2,099   | 20               | -         |
| C221           | Manufacture of Rubber Products  | 865          | 141                                  | 675   | 49               | -         |
| C222           | Manufacture of Plastic Products   | 838          | 348                                  | 446   | 44               | -         |
| C23            | Manufacture of Other Non-Metallic Mineral Products  | 4,378        | 875                                  | 2,999   | 504              | -         |
| C24            | Manufacture of Basic Metals   | 5,061        | 2,425                                | 2,527   | 109              | -         |
| C25            | Manufacture of Fabricated Metal Products except Machinery and Equipment                                   | 1,293        | 517                                  | 733   | 43               | -         |
| C26            | Manufacture of Computer, Electronic and Optical Products  | 2,873        | 482                                  | 2,357   | 34               | -         |
| C27            | Manufacture of Electrical Equipment   | 1,874        | 573                                  | 1,289   | 11               | -         |
| C28            | Manufacture of Machinery and Equipment, n.e.c.  | 10,189       | 448                                  | 8,155   | 248              | 1,338     |
| C29            | Manufacture of Motor Vehicles, Trailers and Semi-Trailers   | 6,917        | 1,735                                | 4,212   | 970              | -         |
| C30 excl. C301 | Manufacture of Other Transport Equipment except Building of Ships and Boats                               | 7,138        | 2,292                                | 4,519   | 326              | -         |
| C301           | Building of Ships and Boats   | 5,532        | 273                                  | 5,255   | 5                | -         |
| C31            | Manufacture of Furniture  | 620          | 368                                  | 226   | 27               | -         |
| C32/C33        | Other Manufacturing; Repair and Installation of Machinery and Equipment                                   | 2,694        | 871                                  | 1,738   | 86               | -         |

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

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(In Pesos)

| 2009 PSIC             | INDUSTRY  | Total        | Cost of Work Clothes/Protective Gear | Transport of Workers to and from Work Undertaken by Employers | Recruitment Cost | Others     |
|-----------------------|---|--------------|--------------------------------------|---|------------------|------------|
| <b>D35</b>            | <b>ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY</b>  | <b>5,266</b> | <b>2,264</b>                         | <b>1,573</b>  | <b>600</b>       | <b>829</b> |
| <b>E</b>              | <b>WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES</b>  | <b>3,102</b> | <b>951</b>                           | <b>1,430</b>  | <b>17</b>        | <b>704</b> |
| E36                   | Water Collection, Treatment and Supply  | 3,317        | 993                                  | 1,549   | 12               | 762        |
| E37/E38/E39           | Sewerage; Waste Collection, Treatment and Disposal Activities; Materials Recovery; Remediation Activities and Other Waste Management Services   | 516          | 447                                  | -   | 69               | -          |
| <b>F41/F42/F43</b>    | <b>CONSTRUCTION</b>   | <b>3,653</b> | <b>3,078</b>                         | <b>545</b>  | <b>30</b>        | <b>-</b>   |
| <b>G</b>              | <b>WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES</b>   | <b>1,836</b> | <b>224</b>                           | <b>1,402</b>  | <b>204</b>       | <b>6</b>   |
| G45                   | Wholesale and Retail Trade and Repair of Motor Vehicles and Motorcycles   | 901          | 469                                  | 360   | 73               | -          |
| G46                   | Wholesale Trade except of Motor Vehicles and Motorcycles  | 3,655        | 202                                  | 3,107   | 346              | -          |
| G47                   | Retail Trade except of Motor Vehicles and Motorcycles   | 823          | 197                                  | 480   | 135              | 11         |
| <b>H</b>              | <b>TRANSPORTATION AND STORAGE</b>   | <b>713</b>   | <b>390</b>                           | <b>291</b>  | <b>33</b>        | <b>-</b>   |
| H49 excl. H492        | Land Transport and Transport via Pipelines except Transport via Buses   | 178          | 111                                  | 64  | 4                | -          |
| H492                  | Transport via Buses   | 65           | 37                                   | 24  | 3                | -          |
| H50                   | Water Transport   | 1,002        | 614                                  | 301   | 87               | -          |
| H51                   | Air Transport   | 1,984        | 1,945                                | -   | 40               | -          |
| H52                   | Warehousing and Support Activities for Transportation   | 899          | 451                                  | 407   | 41               | -          |
| H53                   | Postal and Courier Activities   | 2,460        | 571                                  | 1,808   | 81               | -          |
| <b>I55/I56</b>        | <b>ACCOMMODATION AND FOOD SERVICE ACTIVITIES</b>  | <b>1,121</b> | <b>243</b>                           | <b>261</b>  | <b>61</b>        | <b>557</b> |
| <b>J</b>              | <b>INFORMATION AND COMMUNICATIONS</b>   | <b>1,018</b> | <b>56</b>                            | <b>375</b>  | <b>588</b>       | <b>-</b>   |
| J58                   | Publishing Activities   | 856          | 52                                   | 590   | 214              | -          |
| J59/J60               | Motion Picture, Video and Television Programme Production, Sound Recording and Music Publishing Activities except Animated Films and Cartoons Production; Programming and Broadcasting Activities | 147          | 34                                   | 100   | 14               | -          |
| J590*                 | Animated Films and Cartoons Production  | 247          | -                                    | 113   | 134              | -          |
| J61                   | Telecommunications  | 735          | 77                                   | 656   | 2                | -          |
| J62/J63               | Computer Programming, Consultancy and Related Activities; Information Service Activities  | 1,521        | 52                                   | 264   | 1,205            | -          |
| <b>K</b>              | <b>FINANCIAL AND INSURANCE ACTIVITIES</b>   | <b>9,257</b> | <b>827</b>                           | <b>3,143</b>  | <b>5,287</b>     | <b>-</b>   |
| K64 excl. K6411       | Financial Service Activities except Insurance, Pension Funding and Central  | 10,960       | 951                                  | 3,683   | 6,326            | -          |
| K65                   | Insurance, Reinsurance and Pension Funding except Compulsory Social Security  | 1,064        | 351                                  | 492   | 220              | -          |
| K66                   | Activities Auxiliary to Financial Service and Insurance Activities  | 574          | 70                                   | 444   | 59               | -          |
| <b>L68</b>            | <b>REAL ESTATE ACTIVITIES</b>   | <b>1,064</b> | <b>286</b>                           | <b>465</b>  | <b>313</b>       | <b>-</b>   |
| <b>M</b>              | <b>PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES</b>  | <b>3,511</b> | <b>416</b>                           | <b>1,702</b>  | <b>1,393</b>     | <b>-</b>   |
| M excl. M692 and M711 | Professional, Scientific and Technical Activities except Accounting, Architectural and Engineering Activities   | 3,983        | 377                                  | 1,685   | 1,921            | -          |
| M692                  | Accounting, Bookkeeping and Auditing Activities; Tax Consultancy  | 3,091        | 172                                  | 1,596   | 1,323            | -          |
| M711                  | Architectural and Engineering Activities and Related Technical Consultancy  | 2,607        | 618                                  | 1,788   | 202              | -          |

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\* PSA code.

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| <b>N</b>                   | <b>ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES</b>   | <b>2,981</b> | <b>220</b>                           | <b>1,178</b>  | <b>1,582</b>     | <b>1</b>   |
| N77/N80/N81                | Rental and Leasing Activities; Security and Investigation Activities; Services to Buildings and Landscape Activities                                     | 276          | 177                                  | 84  | 15               | -          |
| N78                        | Employment Activities  | 519          | 136                                  | 305   | 78               | -          |
| N79                        | Travel Agency, Tour Operator, Reservation Service and Related Activities   | 1,798        | 625                                  | 810   | 90               | 273        |
| N82 excl. N8221 and N82226 | Office Administrative, Office Support and Other Business Support Activities except Call Center Activities (Voice) and Medical Transcription Activities   | 507          | 143                                  | 154   | 209              | 1          |
| N8221                      | Call Center Activities (Voice)   | 6,503        | 307                                  | 2,529   | 3,667            | -          |
| N82226                     | Medical Transcription Activities   | 161          | -                                    | 54  | 107              | -          |
| <b>P85</b>                 | <b>EDUCATION EXCEPT PUBLIC EDUCATION</b>   | <b>664</b>   | <b>369</b>                           | <b>220</b>  | <b>49</b>        | <b>27</b>  |
| <b>Q</b>                   | <b>HUMAN HEALTH AND SOCIAL WORK ACTIVITIES</b>   | <b>314</b>   | <b>208</b>                           | <b>76</b>   | <b>30</b>        | <b>-</b>   |
| Q86                        | Human Health Activities except Public Health Activities  | 310          | 214                                  | 69  | 27               | -          |
| Q87/Q88                    | Residential Care Activities; Social Work Activities without Accommodation  | 386          | 113                                  | 189   | 84               | -          |
| <b>R</b>                   | <b>ARTS, ENTERTAINMENT AND RECREATION</b>  | <b>1,130</b> | <b>581</b>                           | <b>374</b>  | <b>40</b>        | <b>135</b> |
| R90                        | Creative, Arts and Entertainment Activities  | -            | -                                    | -   | -                | -          |
| R91/R92/R93                | Libraries, Archives, Museums and Other Cultural Activities; Gambling and Betting Activities; Sports Activities and Amusement and Recreational Activities | 1,154        | 594                                  | 382   | 41               | 138        |
| <b>S95/S96</b>             | <b>REPAIR OF COMPUTERS AND PERSONAL AND HOUSEHOLD GOODS; OTHER PERSONAL SERVICE ACTIVITIES</b>   | <b>1,741</b> | <b>369</b>                           | <b>1,275</b>  | <b>62</b>        | <b>34</b>  |

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*Source of data: Philippine Statistics Authority, 2013/2014 Integrated Survey on Labor and Employment.*