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**TABLE 1 - Coefficients of Variation of Total Employment of Non-Agricultural Establishments With 20 or More Workers by Type of Worker and Major Industry Group, Philippines: June 2004**

MAJOR INDUSTRY	Establishment Employment							Workers Paid Purely on Commission but without Employer Control	Agency-Hired Workers
	Total	Working Owners	Unpaid Workers	Paid Employees					
				Managers/ Executives	Supervisors/ Foremen	Rank and File			
						Regular Workers	Non-Regular Workers		
<b>ALL INDUSTRIES</b>	<b>1.0</b>	<b>4.3</b>	<b>11.7</b>	<b>1.5</b>	<b>2.4</b>	<b>1.1</b>	<b>2.2</b>	<b>18.1</b>	<b>3.9</b>
Mining and Quarrying	13.8	0.0	38.4	13.5	15.1	17.0	9.1	0.0	19.0
Manufacturing <sup>1</sup>	1.5	9.0	23.1	2.9	2.3	1.7	2.8	22.0	6.8
Electricity, Gas and Water Supply	4.6	31.3	27.1	6.5	6.5	5.6	5.4	74.3	11.0
Construction	6.3	18.8	48.3	9.4	11.1	8.2	8.0	0.0	25.9
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	3.6	8.2	29.1	4.3	5.6	2.9	9.1	34.4	8.4
Hotels and Restaurants	3.6	12.8	29.7	5.5	6.5	5.4	7.3	0.0	7.4
Transport, Storage and Communications	5.2	17.1	43.5	5.7	16.7	5.3	11.0	30.7	19.3
Financial Intermediation	2.7	61.2	69.9	2.9	3.7	2.4	18.7	25.3	3.8
Real Estate, Renting and Business Activities	3.4	17.0	33.8	6.4	9.3	5.0	5.6	71.7	22.3
Private Education Services	1.8	10.6	25.4	3.9	5.0	2.2	3.5	90.8	4.6
Health and Social Work Except Public Medical, Dental and Other Health Services	3.0	15.6	40.2	6.9	6.8	3.2	6.3	20.6	5.3
Other Community, Social and Personal Services Activities	6.2	27.4	96.0	13.4	12.8	8.1	14.6	90.7	13.5

<sup>1</sup> Data exclude responses from the Mfg. of Coke, Refined Petroleum & Other Fuel Products industry due to low response rate.

Source: Bureau of Labor and Employment Statistics, 2003/2004 BLES Integrated Survey (BITS).

**TABLE 2 - Coefficients of Variation of Total Employment of Non-Agricultural Establishments With 20 or More Workers by Type of Worker and Employment Size, Philippines: June 2004**

EMPLOYMENT SIZE	Establishment Employment							Workers Paid Purely on Commission but without Employer Control	Agency-Hired Workers
	Total	Working Owners	Unpaid Workers	Paid Employees					
				Managers/ Executives	Supervisors/ Foremen	Rank and File			
						Regular Workers	Non-Regular Workers		
<b>ALL SIZES<sup>1</sup></b>	<b>1.0</b>	<b>4.3</b>	<b>11.7</b>	<b>1.5</b>	<b>2.4</b>	<b>1.1</b>	<b>2.2</b>	<b>18.1</b>	<b>3.9</b>
20-99 workers	1.6	5.2	16.1	2.7	3.6	1.9	3.9	30.2	8.9
100-199 workers	2.1	6.5	21.6	3.3	3.9	2.2	4.4	37.3	6.5
200 workers or more	1.6	5.0	14.6	1.9	3.9	1.6	3.1	27.3	4.1

<sup>1</sup> Data exclude responses from the Mfg. of Coke, Refined Petroleum & Other Fuel Products industry due to low response rate.

Source: Bureau of Labor and Employment Statistics, 2003/2004 BLES Integrated Survey (BITS).

**TABLE 3 - Coefficients of Variation of Total Employment of Non-Agricultural Establishments With 20 or More Workers by Basis of Payment and Major Industry Group, Philippines: June 2004**

MAJOR INDUSTRY	Total Employment	Full-time			Part-time Workers	Piece-Rate Workers	Quota Workers	Pakyao/Takay Workers	Task Workers	Purely on Commission and with Employer Control and Supervision
		Hourly	Daily	Monthly						
<b>ALL INDUSTRIES</b>	<b>1.0</b>	<b>6.6</b>	<b>1.7</b>	<b>1.5</b>	<b>7.0</b>	<b>7.9</b>	<b>32.7</b>	<b>20.3</b>	<b>40.0</b>	<b>12.8</b>
Mining and Quarrying	13.8	-	14.2	14.6	-	-	-	-	-	-
Manufacturing <sup>1</sup>	1.5	14.9	1.9	2.5	16.6	8.7	38.0	23.8	37.9	24.1
Electricity, Gas and Water Supply	4.6	28.9	8.0	5.3	34.2	22.8	-	43.0	55.7	28.1
Construction	6.3	27.9	8.0	9.0	67.9	52.4	-	53.7	95.1	-
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	3.6	24.1	6.1	4.3	22.0	23.9	95.0	34.0	69.2	26.7
Hotels and Restaurants	3.6	14.1	9.1	5.7	14.3	-	-	-	66.4	0.0
Transport, Storage and Communications	5.2	37.0	8.7	7.7	53.6	33.3	49.2	87.9	59.8	14.2
Financial Intermediation	2.7	95.0	34.4	2.2	54.6	-	-	-	-	94.7
Real Estate, Renting and Business Activities	3.4	16.2	5.6	5.4	33.8	44.2	-	-	39.9	49.1
Private Education Services	1.8	7.0	10.6	2.0	4.8	61.4	-	-	30.4	28.6
Health and Social Work Except Public Medical, Dental and Other Health Services	3.0	49.7	11.9	3.9	17.2	95.3	-	-	94.8	-
Other Community, Social and Personal Services Activities	6.2	42.4	16.6	8.4	36.3	62.0	75.4	-	-	91.0

<sup>1</sup> Data exclude responses from the Mfg. of Coke, Refined Petroleum & Other Fuel Products industry due to low response rate.

Source: Bureau of Labor and Employment Statistics, 2003/2004 BLES Integrated Survey (BITS).

**TABLE 4 - Coefficients of Variation of Total Employment of Non-Agricultural Establishments With 20 or More Workers by Basis of Payment and Employment Size, Philippines: June 2004**

EMPLOYMENT SIZE	Total Employment	Full-time			Part-time Workers	Piece-Rate Workers	Quota Workers	Pakyao/ Takay Workers	Task Workers	Purely on Commission and with Employer Control and Supervision
		Hourly	Daily	Monthly						
<b>ALL SIZES<sup>1</sup></b>	<b>1.0</b>	<b>6.6</b>	<b>1.7</b>	<b>1.5</b>	<b>7.0</b>	<b>7.9</b>	<b>32.7</b>	<b>20.3</b>	<b>40.0</b>	<b>12.8</b>
20-99 workers	1.6	10.9	3.4	2.4	10.6	12.2	54.3	27.7	31.5	28.1
100-199 workers	2.1	13.5	3.7	2.7	15.5	16.0	55.2	56.3	33.1	28.9
200 workers or more	1.6	9.8	2.3	2.3	10.0	12.2	47.3	24.0	66.7	15.6

<sup>1</sup> Data exclude responses from the Mfg. of Coke, Refined Petroleum & Other Fuel Products industry due to low response rate.

Source: Bureau of Labor and Employment Statistics, 2003/2004 BLES Integrated Survey (BITS).

**TABLE 5 - Coefficients of Variation of Total Employment of Non-Agricultural Establishments With 20 or More Workers by Selected Category and Major Industry Group, Philippines: June 2004**

<b>MAJOR INDUSTRY</b>	<b>Total Employment</b>	<b>Female Workers</b>	<b>Workers Paid the Minimum Wage</b>	<b>Persons with Disabilities</b>	<b>Shift Workers</b>
<b>ALL INDUSTRIES</b>	<b>1.0</b>	<b>1.3</b>	<b>1.9</b>	<b>13.6</b>	<b>2.2</b>
Mining and Quarrying	13.8	9.3	17.6	-	17.0
Manufacturing <sup>1</sup>	1.5	2.1	2.6	11.5	2.7
Electricity, Gas and Water Supply	4.6	4.3	10.2	21.7	9.7
Construction	6.3	13.9	9.2	32.8	37.1
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	3.6	4.5	6.0	27.1	10.1
Hotels and Restaurants	3.6	5.5	5.8	41.3	5.7
Transport, Storage and Communications	5.2	9.1	9.5	27.1	14.4
Financial Intermediation	2.7	2.8	15.2	19.6	12.2
Real Estate, Renting and Business Activities	3.4	5.3	5.2	37.1	6.1
Private Education Services	1.8	2.0	6.6	16.3	24.8
Health and Social Work Except Public Medical, Dental and Other Health Services	3.0	3.2	9.2	86.1	4.4
Other Community, Social and Personal Services Activities	6.2	8.1	14.5	31.3	11.5

<sup>1</sup> Data exclude responses from the Mfg. of Coke, Refined Petroleum & Other Fuel Products industry due to low response rate.

Note: Details will not add up to total since one category maybe reported in another category.

Source: Bureau of Labor and Employment Statistics, 2003/2004 BLES Integrated Survey (BITS).

**TABLE 6 - Coefficients of Variation of Total Employment of Non-Agricultural Establishments With 20 or More Workers by Selected Category and Employment Size, Philippines: June 2004**

<b>EMPLOYMENT SIZE</b>	<b>Total Employment</b>	<b>Female Workers</b>	<b>Workers Paid the Minimum Wage</b>	<b>Persons with Disabilities</b>	<b>Shift Workers</b>
<b>ALL SIZES<sup>1</sup></b>	<b>1.0</b>	<b>1.3</b>	<b>1.9</b>	<b>13.6</b>	<b>2.2</b>
20-99 workers	1.6	2.2	2.9	25.1	5.2
100-199 workers	2.1	2.5	4.0	10.8	4.8
200 workers or more	1.6	1.9	3.0	6.6	2.6

<sup>1</sup> Data exclude responses from the Mfg. of Coke, Refined Petroleum & Other Fuel Products industry due to low response rate.

Note: Details will not add up to total since one category maybe reported in another category.

Source: Bureau of Labor and Employment Statistics, 2003/2004 BLES Integrated Survey (BITS).

**TABLE 7 - Coefficients of Variation of Total Employment and Number of Non-Regular Workers in Non-Agricultural Establishments With 20 or More Workers by Category and Major Industry Group, Philippines: June 2004**

MAJOR INDUSTRY	Total Employment	Non-Regular Workers					
		Total	Probationary Workers	Casual Workers	Contractual/ Project-Based Workers	Seasonal Workers	Apprentices/ Learners
<b>ALL INDUSTRIES</b>	<b>1.0</b>	<b>2.2</b>	<b>3.7</b>	<b>3.9</b>	<b>3.9</b>	<b>7.5</b>	<b>8.2</b>
Mining and Quarrying	13.8	9.1	13.1	18.9	13.1	34.5	28.0
Manufacturing <sup>1</sup>	1.5	2.8	6.8	5.8	4.9	10.9	9.4
Electricity, Gas and Water Supply	4.6	5.4	10.5	8.7	8.8	28.1	15.8
Construction	6.3	8.0	32.7	36.5	8.6	38.0	53.0
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	3.6	9.1	7.1	8.0	21.7	14.5	23.8
Hotels and Restaurants	3.6	7.3	18.4	19.2	10.2	35.7	33.1
Transport, Storage and Communications	5.2	11.0	19.8	18.4	23.8	43.3	28.3
Financial Intermediation	2.7	18.7	20.0	33.1	17.5	72.1	55.0
Real Estate, Renting and Business Activities	3.4	5.6	12.3	12.0	7.1	24.3	49.7
Private Education Services	1.8	3.5	4.8	11.4	8.4	20.1	16.5
Health and Social Work Except Public Medical, Dental and Other Health Services	3.0	6.3	8.2	14.2	12.4	27.9	23.6
Other Community, Social and Personal Services Activities	6.2	14.6	20.1	26.6	21.2	33.1	55.6

<sup>1</sup> Data exclude responses from the Mfg. of Coke, Refined Petroleum & Other Fuel Products industry due to low response rate.

Source: Bureau of Labor and Employment Statistics, 2003/2004 BLES Integrated Survey (BITS).

**TABLE 8 - Coefficients of Variation of Total Employment and Number of Non-Regular Workers in Non-Agricultural Establishments With 20 or More Workers by Category and Employment Size, Philippines: June 2004**

EMPLOYMENT SIZE	Total Employment	Non-Regular Workers					
		Total	Probationary Workers	Casual Workers	Contractual/Project-Based Workers	Seasonal Workers	Apprentices/Learners
<b>ALL SIZES<sup>1</sup></b>	<b>1.0</b>	<b>2.2</b>	<b>3.7</b>	<b>3.9</b>	<b>3.9</b>	<b>7.5</b>	<b>8.2</b>
20-99 workers	1.6	3.9	6.3	8.5	6.9	15.1	18.5
100-199 workers	2.1	4.4	6.3	9.2	7.0	20.1	22.3
200 workers or more	1.6	3.1	5.4	4.9	5.4	8.4	9.7

<sup>1</sup> Data exclude responses from the Mfg. of Coke, Refined Petroleum & Other Fuel Products industry due to low response rate.

Source: Bureau of Labor and Employment Statistics, 2003/2004 BLES Integrated Survey (BITS).

**TABLE 9 - Coefficients of Variation of the Number of Commission Workers in Non-Agricultural Establishments With 20 or More Workers by Type and Major Industry Group, Philippines: June 2004**

MAJOR INDUSTRY	Commission Workers			
	Total	With Basic Pay	Purely on Commission with Employer Control	Purely on Commission without Employer Control
<b>ALL INDUSTRIES</b>	<b>7.1</b>	<b>9.7</b>	<b>12.8</b>	<b>18.1</b>
Mining and Quarrying	-	-	-	-
Manufacturing <sup>1</sup>	10.2	11.8	24.1	22.0
Electricity, Gas and Water Supply	31.4	61.1	28.1	74.3
Construction	67.6	67.6	-	-
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	13.1	14.1	26.7	34.4
Hotels and Restaurants	48.3	48.3	-	0.0
Transport, Storage and Communications	12.2	29.8	14.2	30.7
Financial Intermediation	24.1	49.1	94.7	25.3
Real Estate, Renting and Business Activities	29.6	34.1	49.1	71.7
Private Education Services	83.8	87.2	28.6	90.8
Health and Social Work Except Public Medical, Dental and Other Health Services	45.0	53.8	-	20.6
Other Community, Social and Personal Services Activities	35.0	34.6	91.0	90.7

<sup>1</sup> Data exclude responses from the Mfg. of Coke, Refined Petroleum & Other Fuel Products industry due to low response rate.

Source: Bureau of Labor and Employment Statistics, 2003/2004 BLES Integrated Survey (BITS).

**TABLE 10 - Coefficients of Variation of the Number of Commission Workers in Non-Agricultural Establishments With 20 or More Workers by Type and Employment Size, Philippines: June 2004**

EMPLOYMENT SIZE	Commission Workers			
	Total	With Basic Pay	Purely on Commission with Employer Control	Purely on Commission without Employer Control
<b>ALL SIZES<sup>1</sup></b>	<b>7.1</b>	<b>9.7</b>	<b>12.8</b>	<b>18.1</b>
20-99 workers	10.0	11.3	28.1	30.2
100-199 workers	12.4	13.6	28.9	37.3
200 workers or more	11.6	21.5	15.6	27.3

<sup>1</sup> Data exclude responses from the Mfg. of Coke, Refined Petroleum & Other Fuel Products industry due to low response rate.

Source: Bureau of Labor and Employment Statistics, 2003/2004 BLES Integrated Survey (BITS).

**TABLE 11 - Coefficients of Variation of the Number of Agency-Hired Workers in Non-Agricultural Establishments With 20 or More Workers  
by Type of Jobs/Services Contracted Out and Industry, Philippines: June 2004**

MAJOR INDUSTRY	Total Number of Agency- hired Workers	Security Services	Janitorial Services	General Adminis- trative Services	Marketing/ Sales	Packaging	Transport Services	Production/ Assembly	Research & Develop- ment	IT Services	Construc- tion Services	Food & Catering Services	Repair & Mainte- nance Services	General Services	Others
<b>ALL INDUSTRIES</b>	<b>3.9</b>	<b>3.1</b>	<b>3.9</b>	<b>17.5</b>	<b>12.2</b>	<b>20.7</b>	<b>11.1</b>	<b>13.5</b>	<b>20.9</b>	<b>16.6</b>	<b>73.7</b>	<b>23.8</b>	<b>42.1</b>	<b>23.0</b>	<b>21.9</b>
Mining and Quarrying	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing <sup>1</sup>	6.8	3.5	4.9	18.4	22.6	24.8	9.7	14.1	19.8	16.0	54.1	-	46.0	39.3	37.7
Electricity, Gas and Water Supply	11.0	11.5	17.7	17.9	59.7	-	38.0	-	-	16.5	-	-	-	-	24.6
Construction	25.9	25.7	49.3	55.2	-	44.8	78.6	68.3	53.8	96.3	77.0	-	-	95.3	94.4
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	8.4	4.8	7.9	46.9	17.9	47.8	26.9	29.9	38.5	22.8	-	-	62.3	46.8	52.8
Hotels and Restaurants	7.4	6.7	16.5	40.4	65.8	65.5	22.4	74.1	65.5	53.5	-	25.2	-	69.1	72.5
Transport, Storage and Communications	19.3	20.4	27.8	36.5	43.1	49.4	33.6	-	-	44.7	-	-	-	41.6	41.2
Financial Intermediation	3.8	3.8	3.7	9.1	0.6	-	49.0	-	-	35.4	-	-	-	-	-
Real Estate, Renting and Business Activities	22.3	25.5	30.3	20.4	48.7	57.0	38.2	65.8	57.8	65.0	-	-	77.5	80.8	86.2
Private Education Services	4.6	4.2	5.8	22.0	90.8	-	61.9	29.1	-	71.2	-	-	19.9	27.6	67.1
Health and Social Work Except Public Medical, Dental and Other Health Services	5.3	6.0	6.5	26.7	-	-	53.7	-	-	48.7	-	-	18.0	-	33.2
Other Community, Social and Personal Services Activities	13.5	14.5	20.7	41.4	94.8	94.8	47.6	-	-	89.2	-	57.5	51.0	71.2	93.3

<sup>1</sup> Data exclude responses from the Mfg. of Coke, Refined Petroleum & Other Fuel Products industry due to low response rate.

Source: Bureau of Labor and Employment Statistics, 2003/2004 BLES Integrated Survey (BITS).

**TABLE 12 - Coefficients of Variation of the Number of Agency-Hired Workers in Non-Agricultural Establishments With 20 or More Workers by Type of Jobs/Services Contracted Out and Employment Size, Philippines: June 2004**

EMPLOYMENT SIZE	Total Number of Agency-hired Workers	Security Services	Janitorial Services	General Administrative Services	Marketing/Sales	Packaging	Transport Services	Production/Assembly	Research & Development	IT Services	Construction Services	Food & Catering Services	Repair & Maintenance Services	General Services	Others
<b>ALL SIZES<sup>1</sup></b>	<b>3.9</b>	<b>3.1</b>	<b>3.9</b>	<b>17.5</b>	<b>12.2</b>	<b>20.7</b>	<b>11.1</b>	<b>13.5</b>	<b>20.9</b>	<b>16.6</b>	<b>73.7</b>	<b>23.8</b>	<b>42.1</b>	<b>23.0</b>	<b>21.9</b>
20-99 workers	8.9	5.6	11.2	34.4	26.4	30.3	24.7	33.7	94.4	27.5	82.9	68.9	52.0	44.4	36.9
100-199 workers	6.5	4.7	7.3	15.0	22.0	30.2	24.6	16.8	31.6	14.5	78.6	54.3	17.3	26.8	24.6
200 workers or more	4.1	4.6	4.1	10.7	11.0	33.1	8.3	10.1	26.7	15.0	35.1	25.5	15.1	33.5	27.4

<sup>1</sup> Data exclude responses from the Mfg. of Coke, Refined Petroleum & Other Fuel Products industry due to low response rate.

Source: Bureau of Labor and Employment Statistics, 2003/2004 BLES Integrated Survey (BITS).