

**LABOR AND EMPLOYMENT SECTOR – Batch 2**

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*Note: Metadata for the statistical concepts for the labor and employment sector, which are defined below, are provided in Annex BR-14-20111216-01b.*

1. **Basic Wage** – Refers to all remunerations paid by an employer to a worker for services rendered on normal working days and hours.
2. **Wage Rate** – Includes basic wages, cost-of-living allowances and other guaranteed and regularly paid allowances usually expressed in daily/weekly/monthly basis.
3. **Earnings** – Refers to employees' gross remuneration, that is, the total before any deductions are made by the employer in respect of taxes, contributions of employees to social security and pension schemes, life insurance premiums, union dues and other obligations of employees.

It includes the following:

- a) Direct wages and salaries for time worked, or work done such as straight time pay of time-rated workers, incentive pay of time-rated workers, premium pay for overtime, shift, night and holiday work, commissions paid to sales and other personnel and premiums for seniority and special skills, geographical zone differentials, responsibility premiums, dirt, danger and discomfort allowances, payments under guaranteed wage systems, cost-of-living allowances and other regular allowances;
  - b) Remuneration for time not worked comprises direct payments to employees in respect of public holidays, annual vacations and other time off with pay granted by the employer;
  - c) Bonuses and gratuities cover seasonal and end-of-year bonuses, additional payments in respect of vacation period (supplementary to normal pay) and profit-sharing bonuses.
4. **Compensation** – Refers to total remuneration, in cash or in kind, payable by an enterprise to an employee in return for work done by the latter during the accounting period.

It has two main components:

- a) Wages and salaries payable in cash or in kind;
  - b) The value of the social contributions payable by employers: these may be actual social contributions payable by employers to Social Security schemes or to private funded social insurance schemes to secure social benefits for their employees, or imputed social contributions by employers providing unfunded social benefits.
5. **Minimum Wage** – refers to the lowest wage rate including the mandated cost of living allowance that an employer can pay his/her workers as fixed by the Regional Tripartite Wage and Productivity Board.