



# PRESS RELEASE

## 2016 Occupational Wages Survey (OWS)

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### **TOP TEN HIGHLY-PAID OCCUPATIONS IN 2016**

- From among various time-rated workers on full-time basis, aircraft pilots, navigators and flight engineers received the highest monthly wage rate in the amount of ₱116,714 in 2016 (*Table 1*).
- This was followed by securities and finance dealers and brokers with monthly pay of ₱89,831. Civil engineers and actuaries came next in the 3<sup>rd</sup> and 4<sup>th</sup> slots with ₱68,957 and ₱60,477, respectively.
- Other highly paid occupations in 2016 include computer programmers (₱52,331); system analysts and designers (₱51,069); computer engineers (₱49,335); accountants and auditors (₱47,756); production supervisors and general foremen (₱47,101); and statisticians (₱41,480).

**TABLE 1–Top Ten Highly-Paid Occupations, Philippines: 2016**

<b>RANK</b>	<b>SPECIFIC OCCUPATION</b>	<b>Ave. Monthly Wage Rate (₱)</b>
1	Aircraft Pilots, Navigators and Flight Engineers	116,714
2	Securities and Finance Dealers and Brokers	89,831
3	Civil Engineers	68,957
4	Actuaries	60,477
5	Computer Programmers	52,331
6	System Analysts and Designers	51,069
7	Computer Engineers	49,335
8	Accountants and Auditors	47,756
9	Production Supervisors and General Foremen	47,101
10	Statisticians	41,480

**Notes:**

1. Data based on average monthly wage rates of time-rated workers on full-time basis in establishments employing 20 or more workers.
2. Wage rate is the sum of basic pay and regular/guaranteed allowances.
3. Time-rated workers on full-time basis refer to workers paid on the basis of an hour, day or month and who work at jobs with hours of work equal to or more than those considered normal or regular to the establishment.

Source: 2016 Occupational Wages Survey (OWS).

## **AVERAGE MONTHLY WAGE RATES OF BENCHMARK OCCUPATIONS**

### **1. Accounting and Bookkeeping Clerks**

- The average monthly wage rate of accounting and bookkeeping clerks for all industries in 2016 was ₱14,663, slightly higher by 4.8 percent compared to ₱13,994 in 2014 (*Table 2*).
- Classified by major industry group, accounting and bookkeeping clerks engaged in information and communications industry received the highest average monthly wage rate in the amount of ₱21,492, which was ₱6,829 higher than the ₱14,663 average monthly wage rate for all industries during the year.
- The wage rates in agriculture, forestry and fishing was ₱11,162 per month.

### **2. Unskilled Workers (Except Janitors, Messengers and Freight Handlers)**

- The average monthly wage rate for unskilled workers for all industries reached ₱10,158 in 2016. This is relatively higher than the ₱9,652 average wage rates posted in 2014.
- Unskilled workers employed in professional, scientific and technical activities were paid the highest average monthly wage rate of ₱13,010, which was 28.1 percent higher than the ₱10,158 wage rates for all industries.
- Meanwhile, the average monthly wage rate in the mining and quarrying industry was registered at ₱7,541.

**TABLE 2 – Average Monthly Wage Rates of Benchmark Occupations by Major Industry Group, Philippines: 2016**

2009 Phil. Standard Industrial Classification (PSIC) Code	MAJOR/SELECTED INDUSTRY GROUP	AVERAGE MONTHLY WAGE RATE (₱)	
		Accounting and Bookkeeping Clerks	Unskilled Workers Except Janitors, Messengers and Freight Handlers
	<b>ALL INDUSTRIES</b>	<b>14,663</b>	<b>10,158</b>
A	Agriculture, Forestry and Fishing	11,162	7,836
B	Mining and Quarrying	16,068	7,541
C	Manufacturing	15,513	10,473
D35	Electricity, Gas, Steam and Air Conditioning Supply	21,395	11,605
E	Water Supply; Sewerage, Waste Management and Remediation Activities	20,679	9,299
F41/F42/F/43	Construction	14,959	10,888
G	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	12,360	9,645
H	Transportation and Storage	16,665	10,181
I55/I56	Accommodation and Food Service Activities	13,705	9,449
J	Information and Communications	21,492	12,923
K	Financial and Insurance Activities	14,555	8,580
L68	Real Estate Activities	15,312	9,497
M	Professional, Scientific and Technical Activities	18,161	13,010
N	Administrative and Support Service Activities	17,451	11,748
P85	Education Except Public Education	15,222	9,096
Q	Human Health and Social Work Activities	12,597	9,717
R	Arts, Entertainment and Recreation	19,382	10,538
S95/S96	Repair of Computers and Personal and Household Goods; Other Personal Service Activities	15,509	7,825

**Notes:**

1. *Data based on average monthly wage rates of time-rated workers on full-time basis in establishments employing 20 or more workers.*
2. *Wage rate is the sum of basic pay and regular/guaranteed allowances.*
3. *Time-rated workers on full-time basis refer to workers paid on the basis of an hour, day or month and who work at jobs with hours of work equal to or more than those considered normal or regular to the establishment.*

*Source: 2016 Occupational Wages Survey (OWS).*

## **MEDIAN MONTHLY BASIC PAY OF TIME-RATED WORKERS ON FULL-TIME BASIS**

- The median monthly basic pay of time-rated workers on full-time basis was posted at ₱12,013 in 2016, an increase of 2.2 percent from ₱11,756 in 2014 (*Table 3*).
- By major industry group, ten (10) out of the 18 selected industries in 2016 had higher median monthly basic pay than the all industries level of ₱12,013.
- Specifically, time-rated workers in information and communications industry received the highest median monthly basic pay in both 2016 and 2014 with ₱21,399 and ₱22,262, respectively. This was followed by employees involved in electricity, gas, steam and air conditioning supply with ₱20,400.
- Median monthly basic pay in agriculture, forestry and fishing was registered at ₱7,927 which was lower than the ₱8,449 received in 2014.

**TABLE 3 – Median Monthly Basic Pay of Time-Rate Workers on Full-Time Basis by Major Industry Group, Philippines: 2014 and 2016**

2009 Phil. Standard Industrial Classification (PSIC) Code	MAJOR/SELECTED INDUSTRY GROUP	Median Monthly Basic Pay (₱)	
		2016	2014
	<b>ALL INDUSTRIES</b>	<b>12,013</b>	<b>11,756</b>
A	Agriculture, Forestry and Fishing	7,927	8,449
B	Mining and Quarrying	10,980	9,415
C	Manufacturing	10,239	9,707
D35	Electricity, Gas, Steam and Air Conditioning Supply	20,400	17,961
E	Water Supply; Sewerage, Waste Management and Remediation Activities	13,478	12,720
F41/F42/F/43	Construction	11,612	11,486
G	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	11,396	11,288
H	Transportation and Storage	12,665	12,479
I55/I56	Accommodation and Food Service Activities	10,339	11,337
J	Information and Communications	21,399	22,262
K	Financial and Insurance Activities	16,820	15,400
L68	Real Estate Activities	15,892	14,795
M	Professional, Scientific and Technical Activities	19,576	17,612
N	Administrative and Support Service Activities	13,210	12,384
P85	Education Except Public Education	13,967	12,766
Q	Human Health and Social Work Activities	11,434	10,856
R	Arts, Entertainment and Recreation	11,434	10,735
S95/S96	Repair of Computers and Personal and Household Goods; Other Personal Service Activities	12,173	11,748

**Notes:**

1. Median divides the wage distribution into two equal parts. It is the value where half of the distribution receive more while the other half receive less.
2. Wage rate is the sum of basic pay and regular/guaranteed allowances.
3. Time-rated workers on full-time basis refer to workers paid on the basis of an hour, day or month and who work at jobs with hours of work equal to or more than those considered normal or regular to the establishment.

Source: 2014 and 2016 Occupational Wages Survey (OWS).

## **Technical Notes:**

The 2016 Occupational Wages Survey (OWS) is a nationwide survey of establishments which employ 20 or more workers. It is conducted every two (2) years to monitor the wage rates of at most 11 occupations in each of the pre-determined 51 agricultural and non-agricultural industries out of the 69 industries. The main objective of the survey is to generate statistics for wage and salary administration and wage determination in collective bargaining.

Specifically, statistics on wage rates are useful economic indicators and are inputs to wage, income, productivity and price policies, wage fixing collective bargaining. In particular, occupational wage rates can be used to measure wage differentials, wage inequality in typical low wage and high wage occupations and for international comparability. Industry data on basic pay and allowances can be used to measure wage differentials across industries, for investment decisions and as reference in periodic adjustments of minimum wages.

The reference period for the OWS 2016 covers the pay period that includes July 31, 2016. The main topics covered by the survey include occupational wage rates, median basic pay and median allowance of time-rated workers on full-time basis. The data category on *“average monthly occupational wage rate of selected occupations”* is an important indicator being one of the variables listed by the Philippine government under the Special Data Dissemination Standard (SDDS) of the International Monetary Fund (IMF). The SDDS serves as reference to member countries in the dissemination of economic and financial data.

**DEFINITION OF TERMS:**

Wage rate – sum of basic pay and regular/guaranteed allowances.

Basic pay – pay for normal/regular working time before deductions for employees' social security contributions and withholding taxes. It excludes overtime, night shift differential and other premium pay; commissions, tips and share of employees in service charge; and payment in kind.

Allowances- regular/guaranteed cash payments. These include living allowances but exclude reimbursements for travel, entertainment, meals and other expenses, etc. incurred in conducting the business of the employer; cost of uniform/working clothes; bonuses and gratuities; and family allowances.

Time-rated workers on full-time basis- workers paid on the basis of a time unit of work and who work at jobs with hours of work equal to or more than those considered as normal or regular to the establishments.

Median – divides the wage distribution into two equal parts. It is the value where half of the distribution receive more while the other half receive less.

*Lisa Grace S. Bersales*

**LISA GRACE S. BERSALES, Ph. D.**  
Undersecretary *MB*  
National Statistician and Civil Registrar General

**Attachment:**

Table 1  
Table 2  
Table 2.1  
Table 3  
Table 3.1  
Table 3.2  
Table 4  
Table 4.1  
Table 4.2