



## Decent Work in the Philippines

### Statistics on Adequate Earnings and Productive Work

(Sixth of a Series)



The International Labor Organization (ILO) in its advocacy to promote the Decent Work Agenda describes decent work as "integral to efforts to reduce poverty and is a key mechanism for achieving equitable, inclusive and sustainable development. Decent work involves opportunities for work that is productive and delivers a fair income, provides security in the workplace and social protection for workers and their families, and gives people the freedom to express their concerns, to organize and to participate in decisions that affect their lives". (ILO, Country Profile, 2012, Preface)

During the UN General Assembly in September 2015, decent work and the four pillars of the Decent Work Agenda became integral elements of the new 2030 Agenda for Sustainable Development. Specifically, Goal 8 of the 2030 Agenda for Sustainable Development Goals (SDGs) calls for the promotion of sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. (ILO, Decent Work – Decent Work and the SDG)

In September 2008, the ILO adopted a framework of Decent Work Indicators that was presented to the 18<sup>th</sup> International Conference of Labor Statisticians in December 2008. The Governing Body endorsed the proposal to test the framework by developing Decent Work Country Profiles to pilot countries that include the Philippines which was later made possible through the project "Monitoring and Assessing Progress on Decent Work" (MAP) in 2012, with funding from the European Union.

The statistical measurement framework on decent work covers ten (10) substantive elements corresponding to the four (4) strategic pillars of the Decent Work Agenda, namely: employment opportunities; adequate earnings and productive work; decent hours; combining work, family and personal life; work that should be abolished; stability and security of work; equal opportunity and treatment in employment; safe work environment; social security; and, social dialogue, workers' and employers' representation. These elements of the decent work were analyzed in the economic and social context to help determine what constitute decency in society as well as the extent to which the achievement of decent work enhances national economic, social and labor market performance. (ILO, Country Profile, 2012)

To facilitate efficient monitoring and assessment of progress towards decent work in the country, the Philippines through the Philippine Statistics Authority (PSA) maintains the Decent Work Statistics Philippines (DeWS-Philippines), a one-stop web-based portal for decent work statistics to widen awareness on decent work among policymakers, labor organizations and employers, researchers and the general public as well.

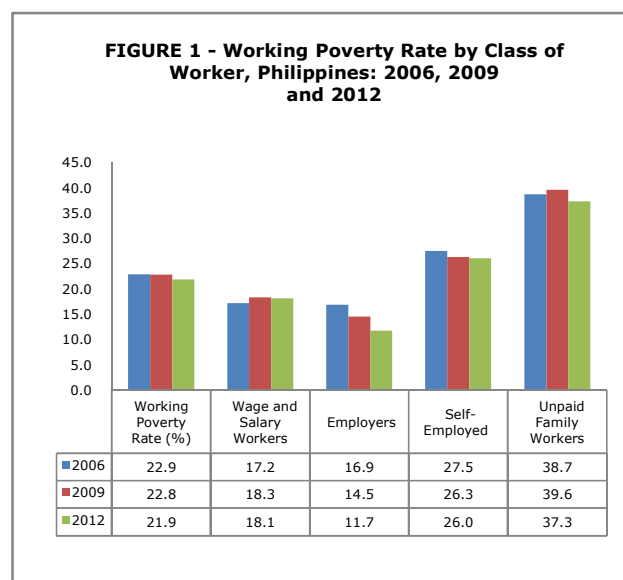
This issue of LABSTAT Updates presents statistics on another element of decent work which is Adequate Earnings and Productive Work. Specifically, six (6) statistical indicators used to monitor this particular decent work element were analyzed covering the period 1991 to 2015. Related tables and metadata can be downloaded at the DeWS-Philippines website at [www.psa.gov.ph](http://www.psa.gov.ph).

- One of the requisites in order for work to be considered as decent is for work to provide sufficient income for the worker in order to support his or her family needs. According to the ILO, workers must have adequate income to prevent them from falling below the poverty threshold.
- The Philippines had identified six (6) statistical indicators to monitor the decent work element of adequate earnings and productive work, namely: working poverty rate; employees with low-pay rate; average real daily basic pay; minimum wage as a percentage of the median wage; manufacturing wage index; and number of employees with job trainings and certified employees.

### I. Working Poverty Rate

- The statistical indicator on working poverty rate is defined as total employed living in a household whose members are estimated to be below the poverty threshold, as a percentage share of total employed. It is assumed that a household cannot have poor and non-poor members; either all members are poor or all members are non-poor since poverty is a characteristic of the household.
- The concept of working poor or those working people whose income falls below the poverty line aims to measure employed persons who despite being employed still live in poverty. The working poverty rate in the country was reported at 21.9 percent in 2012, a decline from 22.9 percent and 22.8 percent in 2006 and 2009, respectively. (Table 1)
- Men consistently registered a higher poverty rate than women accounting for 25.0 percent in 2009 to 24.4 percent in 2012. Women, on the other hand, posted working poverty rates ranging from 19.5 percent in 2006 to 18.1 percent in 2012. This is somehow expected as there are generally more counts of employed men than employed women.
- Classified by sector, the agriculture sector had the highest rate of working poor among sectors registering a high of 44.3 percent in 2009 to a low 43.5 percent in 2006. Majority of these farmers worked as subsistence farmers or those farming for their own or their own family consumption.

- Far behind is the industry sector which posted poverty rate shares of 16.2 percent in 2009 and 13.4 percent in 2012. The services sector, on the other hand, recorded the lowest poverty rate ranging from 11.1 percent in 2009 to 9.5 percent in 2012.
- Among classes of workers, the unpaid family workers evidently recorded the highest working poverty rate at 37.3 percent in 2012; 39.6 percent in 2009; and 38.7 percent in 2006, respectively. (Figure 1)



Source: Philippine Statistics Authority, Merged Files of the Labor Force Survey and Family Income and Expenditure Survey.

- The shares of self-employed workers and wage and salary workers classified as working poor in 2012 followed at 26.0 percent and 18.1 percent, respectively. Those workers belonging under the employers' category posted the least share at 11.7 percent. (Figure 1)

## **II. Low-Paid Employees**

- Another statistical indicator used to measure adequate earnings and productive work is the proportion of low-paid employees to total employment. Low-paid employees refer to total wage and salary workers with hourly basic pay below two-thirds of the median hourly basic pay.
- In comparison with data on working poor which is determined based on the total income of household members, low-paid employees is measured based on individual income concept.

### **A. Percent Share of Low-Paid Employees to Total Employed**

- Over the years, the trend on the share of low-paid wage and salary workers to total employed followed a generally fluctuating but diminishing trend from 14.1 percent in 2001 to 11.9 percent in 2015. (*Table 2*)
- There was a higher incidence of women with low pay compared to their male counterparts. The proportion of female low-paid employees in 2015 was posted at 15.9 percent, a slight decline from the 16.8 percent share reported in 2001.
- Similarly, the share of male low-paid male employees likewise dropped by 3.2 percentage points from 12.4 percent in 2001 to 9.2 percent in 2015.
- Among sectors, the services sector remained to have the biggest but tapering proportion of low-paid

employees during the 15-year period. From 15.6 percent in 2001, the share of low-paid employees in the services sector diminished to 13.7 percent in 2015.

- Low-paid employees were likewise prevalent in the agriculture sector comprising 10.4 percent of total employed in 2015, down by 3.4 percentage points from 13.8 percent in 2001.
- As expected, the industry sector considered as a more productive sector of the economy had the least share of low-paid employees at 8.4 percent in 2015, a decline of 2.1 percentage points from 2001.

### **B. Percent Share of Low-Paid Employees to Total Employees**

- As a proportion to total wage and salary workers, 1 out of every 5 employees (20.0%) in 2015 were low-paid employees. This is lower than the 28.5 percent share posted in 2001 which means that there were fewer low-paid employees among the wage and salary workers after the lapse of 14 years. (*Table 3*)
- The share of low-paid women employees were higher than the shares of low-paid men from 2001 to 2015. While the shares of low-paid women employees accounted for a high of more than one-third (35.8%) in 2009 to a low of 28.0 percent in 2015, the shares of their male counterparts ranged from 26.2 percent in 2003 to 15.1 percent in 2015.
- On a positive note, the shares of both the low-paid men and women

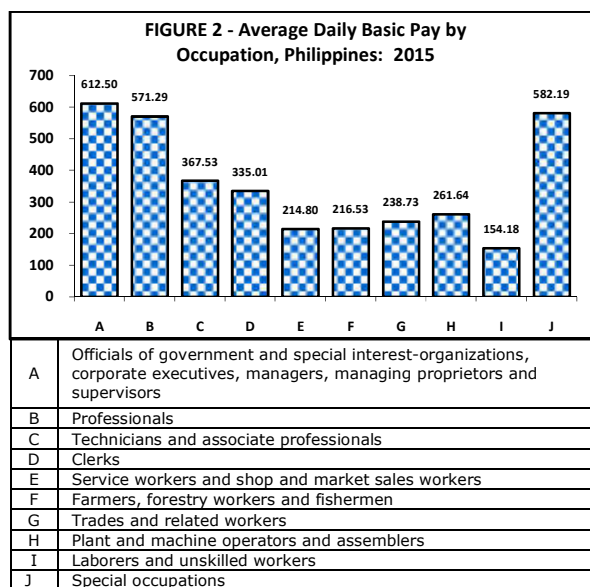
employees dropped from 2001 to 2015 from 24.8 percent to 15.1 percent and from 34.5 percent to 28.0 percent, respectively.

- From among sectors, the agriculture sector posted the highest low-pay share in 2015 at 33.9 percent. This was followed by the services sector and industry sector at 20.6 percent and 9.7 percent, respectively.
- By type of employee, workers employed in private households remained to have the highest share of low-paid employees throughout the 15 year period. For 2015 alone, two out of every 10 workers (66.8%) in private households were low paid. This share is slightly higher compared to the 63.7 percent share posted in 2001. The highest share of low-paid workers under private households was reported in 2009 at 75.5 percent.
- Meanwhile, employees engaged in own family-operated farm or business were the next low-paid type of employee accounting for 30.4 percent of total wage and salary workers in 2015. This is a decline of 2.9 percentage points from the 33.3 percent share in 2011.
- It is worth noting that from among all types of employees, the share of low-paid employees from the private sector posted the highest decline of 10.2 percentage points from 27.4 percent in 2001 to 17.2 percent in 2015.

- With the series of salary standardization measures and other benefits provided to civil servants, the share of low-paid employees in the government sector were the least among all types of employees during the period. Specifically, the proportion of low-paid employees in the government or government corporations for 2015 was posted at 6.2 percent, down from 9.0 percent in 2001.

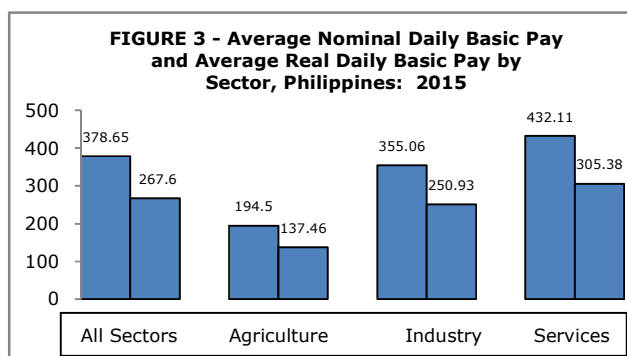
### **III. Average Real Daily Basic Pay**

- Another key indicator to monitor adequate earnings and productive work is the average real daily basic pay, which is computed by dividing the nominal daily basic pay to the prevailing *Consumer Price Index (CPI)* with 2006 as the base year.
- The average real daily basic pay as deflated by the CPI showed a generally fluctuating but declining trend over the years. Specifically, the real daily basic pay decreased by Php 7.51 from Php 275.11 in 2001 to Php 267.60 in 2015. (*Table 4*)
- Classified by major occupation group, officials of government and special interest-organizations, corporate executives, managers, managing proprietors and supervisors expectedly received the highest real basic pay in 2015 at Php 612.50. This was followed by employees of special occupations and professionals who received real basic pay amounting to Php 582.19 and Php 571.29, respectively. (*Figure 2*)



Source: Philippine Statistics Authority, Labor Force Survey.

- Conversely, the real basic pay for laborers and unskilled workers was the lowest at Php 154.18.
- Notably, employees in the services sector consistently received the highest basic nominal and real basic pay among sectors in 2015 at Php 432.11 and Php 305.38, respectively. (Figure 3)



Source: Philippine Statistics Authority, Labor Force Survey.

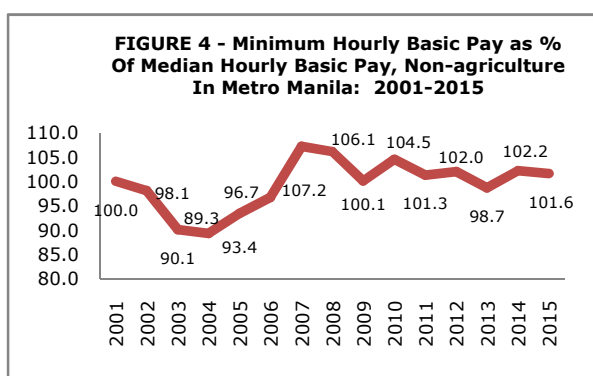
- This was followed by the industry sector with employees receiving real basic pay of Php 250.93 in

2015. The agriculture sector received the lowest average real basic pay of Php 137.46 during the year.

- Classified by sex, women generally recorded higher average real daily basic pay compared to men except for the period 2005 to 2007 where men exceeded the real basic pay of women. The average real basic pay for women in 2015 reached Php 276.10, down by Php 5.48 from Php 281.58 in 2001. Men, on the other hand, received Php 262.04 daily pay, a decrease of Php 9.04 from 2001. (Table 4)
- By category of employee, those who worked for government and government corporations consistently received the highest daily real pay reaching Php 482.69 in 2015, an increase of Php 25.49 from the Php 457.20 in 2001. Subsequently, workers in private establishment received Php 251.10, lower than the highest by Php 231.59.
- Employees who worked with pay in own family-operated farm or business were the next highest paid with Php 197.20 daily pay in 2015.
- Workers employed in private households received the least average daily real pay of Php 120.03 in 2015.

#### IV. Minimum Hourly Basic Pay As Percent of Median Hourly Basic Pay

- This statistical indicator refers to the minimum hourly basic pay as a proportion of median hourly basic pay in non-agriculture based on the results of the Labor Force Survey (LFS). The data used in the computation of minimum hourly basic pay is the minimum basic pay for non-agriculture in Metro Manila sourced from the National Wages and Productivity Commission (NWPC).
- The computed minimum hourly basic rate as percent share of median hourly minimum wage during the period 2001 to 2015 showed a fluctuating pattern over the years. From 100.0 percent share in 2001, implying that the amount of minimum hourly rate at Php 31.25 is the same amount as that of median hourly basic rate, the amount of minimum hourly basic rate increased by 101.6 percent (Php 0.94) in 2015. (Figure 4 and Table 5)

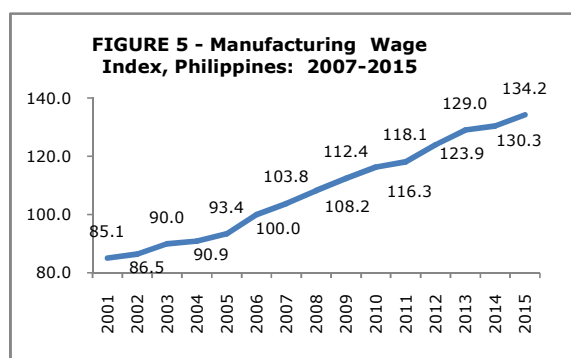


Source: Philippine Statistics Authority, Labor Force Survey and National Wages and Productivity Commission.

- The share of the minimum hourly basic pay to median hourly basic pay reached its peak in 2007 at 107.2 percent with minimum hourly basic pay amounting Php 45.25 vis-à-vis the Php 42.23 median hourly basic pay. The years (2007-2012; 2014-2015) showing shares above the 100.0 percent mark where the minimum hourly basic pay is higher than the median hourly basic pay.

#### V. Manufacturing Wage Index

- The statistical indicator on manufacturing wage index is used to monitor changes in wages rates in manufacturing sector over time. It is calculated by using the CPI as the denominator of the average daily basic pay in the manufacturing sector.
- There has been a steady increase in the manufacturing wage index from 2007 to 2015 from 103.8 index points in 2007 to 134.2 index points in 2015. The highest increment in the manufacturing wage index was recorded in 2012 when the index grew from 118.1 index points in 2011 to 123.9 index points in 2012. (Figure 5)



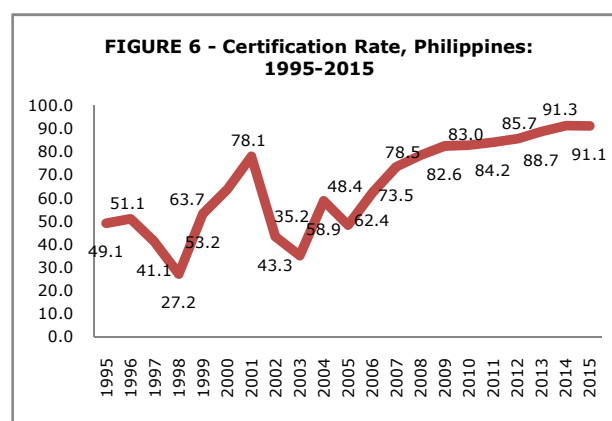
Source: Philippine Statistics Authority, Labor Force Survey and National Wages and Productivity Commission.

## **VI. Employees with Job Trainings and Workers Certified under the Philippine Technical and Vocational Education and Training (TVET) Qualification and Certification System**

- Another indicator to measure adequate earnings and productive work is the number of employees provided with job-related trainings. Trainings provided to employees serves as an opportunity for them to improve their skills and competencies towards work, thereby increasing their productivity resulting to possible wage increase for employees.
- Data sourced from the *2013/2014 Integrated Survey on Labor and Employment (ISLE)* showed that three out of every 10 employees (32.7%) were provided with job related trainings in 2013. This is slightly lower than the 33.7 percent share of workers trained in 2011. (Table 7)
- Classified by sector, the share of trained employees were higher in the services sector at 34.0 percent compared to agriculture sector (32.1%) and industry sector (30.2%). Of the total employed in 2011, almost 34 percent (33.7%) were trained.
- Meanwhile, data from the *Technical Skills Development Authority (TESDA)* showed that for 2015 alone, 9 out of every 10 workers assessed under the TVET

qualification and certification system were certified for a certification rate of 91.1 percent. Certification rate is computed as the proportion of workers certified over the total workers assessed.

- Data on certification rate from 1995 to 2006 reflected a sharp fluctuating movement from 1995 to 2005 with a continuing gradual growth from 62.4 percent in 2006 to 91.3 percent in 2014, with slight decline to 91.1 percent in 2015. (Figure 6)



Source: Technical Education and Skills Development Authority.

- Women in general had higher certification rates than men particularly during the years 2004, 2007 until 2014. The highest certificate rate for women was achieved at 92.0 percent in 2014.
- Men, on the other hand, surpassed the certification rates of women in 2005 and 2006 attaining certification rates of 54.1 percent and 67.1 percent respectively.

## Metadata of Statistical Indicators on Adequate Earnings and Productive Work

Indicator	Disaggregation	Description and Technical Notes	Data Source	Remarks
Working poverty rate	Total, men, women; Branch of economic activity; Class of worker	<p>Ages 15+.</p> <p>Indicator defined as: <i>Total employed living in a household whose members are estimated to be below the poverty threshold, as a percentage share of total employed. It is assumed that a household cannot have poor and non-poor members; either all members are poor or all members are non-poor since poverty is a characteristic of the household.</i></p> <p><u>Poverty threshold</u> - refers to minimum income/expenditure required for a family/individual to meet the basic food and non-food requirements.</p>	PSA, Merged files of the LFS and FIES	Working poverty rate is a Millennium Development Goal (MDG) indicator on employment. Employment data comes from the merged files of the FIES (conducted every three years) and LFS. The FIES is carried out in two phases: the first phase (covering the first six months of the reference year) at the same time as the July round of the LFS, e.g., July 2006 and the second phase (covering the remaining six months of the reference year) simultaneously with the LFS January round, e.g., January 2007. The same households are covered in both phases for consistency. The LFS component data (from the January round after the FIES reference year) is the basis for determining the characteristics of the working poor. This means that the employment denominator used for estimating working poverty rate in 2006, for example, would be different from the employment average of 2006.
Low-paid employees	Total, men, women; Branch of economic activity; Category of employee	<p>Ages 15+; Based on current status (past 7 days)</p> <p>Indicators defined as:</p> <ol style="list-style-type: none"> <li>1. Low-paid employees, % of employed - <i>wage and salary workers with hourly basic pay (in primary job) below 2/3 of the median hourly basic pay of total wage and salary workers, as a percentage share of total employed.</i></li> <li>2. Low-paid employees, % of employees - <i>wage and salary workers with hourly basic pay (in primary job) below 2/3 of the median hourly basic pay of total wage and salary workers, as a percentage share of total wage and salary workers.</i></li> </ol> <p><u>Hourly basic pay</u> of an employee is a derived indicator. It was computed as basic pay per day divided by the corresponding normal working hours per day during the reference week.</p>	PSA, LFS	<p>LFS began collecting data on basic pay in January 2001 survey round. The inquiry is on basic pay per day in cash or in kind (imputed value) of employees from their primary jobs and not their total earnings, which include allowances, overtime and premium pay.</p> <p>Basic pay of employees paid on commission basis are excluded as it is difficult to determine their pay on a per day basis. The proportions of these workers have been growing over time, from 2% (0.652 million) of total employment and 5% of wage and salary employment in 2001 to about 8% (2.911 million) and 14%, respectively, in 2012.</p>



## Metadata of Statistical Indicators on Adequate Earnings and Productive Work

Indicator	Disaggregation	Description and Technical Notes	Data Source	Remarks
		<p><u>Basic pay</u> - pay for normal time, prior to deductions of social security contributions, withholding taxes, etc. It excludes allowances, bonuses, commissions, overtime pay, benefits in kind, etc.</p> <p><u>Normal working hours</u> - refer to the usual or prescribed working hours of a person in his/her primary job/business which is considered a full day's work. These include the overtime hours if the person regularly works overtime. On average at the national level, normal working hours is around eight (8) per employee.</p> <p>A <u>primary job</u> is determined in accordance with the following priority rules: 1) if only one job, then it is the primary job regardless of permanency or hours worked in the job; 2) if more than one job, the primary job is that which is permanent regardless of hours worked; 3) if more than one permanent job, consideration is given to the job where more hours of work are spent; 4) if equal hours are spent in the permanent jobs, the primary job is that which provides more income.</p>		
Average real daily basic pay	Total, men, women; Major occupation group; Branch of economic activity; Category of employee	Ages 15+; Based on current status (past 7 days) Indicator defined as: <i>Average daily basic pay of wage and salary workers in nominal terms deflated by the Consumer Price Index.</i>	PSA, LFS/CPI	
Minimum hourly basic pay as % of median hourly basic pay, non-agriculture in Metro Manila		Non-agriculture in Metro Manila. Indicator defined as: <i>Minimum hourly basic pay in non-agriculture as a proportion of median hourly basic pay in non-agriculture.</i>	National Wages and Productivity Commission (NWPC), PSA, LFS	Data is on minimum basic pay for non-agriculture in Metro Manila as there are various minimum pay rates in the country. This decent work indicator relates to basic pay because the LFS inquiry on wages is limited to this pay component.
Manufacturing wage index		<p>Nominal terms. Indicator defined as: <i>The index formulated as a Laspeyres price index is as follows:</i></p> $I = \frac{\sum_{i=1}^n w_i^t \times \left( \frac{w_i^t \times e_i^t}{\sum_{i=1}^n w_i^t \times e_i^t} \right)}{\sum_{i=1}^n w_i^0 \times \left( \frac{w_i^0 \times e_i^0}{\sum_{i=1}^n w_i^0 \times e_i^0} \right)}$ <p>where <math>w_i^t</math> is the average daily basic pay of employees in group <math>i</math>, for</p>	PSA, LFS	Source of formula is ILO Manual (First version), Decent Work Indicators Concepts and Definitions, May 2012.

## Metadata of Statistical Indicators on Adequate Earnings and Productive Work

Indicator	Disaggregation	Description and Technical Notes	Data Source	Remarks
		instance, employees working in the manufacturing of food products at current year $t$ , and $W_{it}^a$ is the average daily basic pay of employees in group $i$ at base year $o$ . The number of employees in group $i$ at base year $o$ is given by $E_{io}$ . The expression in the parenthesis comprises the weight based on the base period.		
Employees with recent job training (past 12 months)	Branch of economic activity	All establishments employing 20 or more workers.  Indicator defined as: <i>Total employees provided job-related training by employers as a percentage of total employed.</i>  <u>Job-related training</u> - include trainings conducted by the employer and those which were offered by other institutions but are financed by the employer.	PSA, BLES Integrated Survey (BITS)/ Integrated Survey on Labor and Employment (ISLE)	The conduct of BITS started in 2003; it is not done annually. The inquiry on this indicator began with 2011 reference period. With the creation of PSA in 2013, BITS will be known as ISLE starting 2014. Services exclude public administration and defense, compulsory social security; public education and health; and extra-territorial organizations and bodies.
Workers certified, % of workers assessed (certification rate)	Total, men, women	Indicator defined as: <i>Total workers certified as a percentage share of total workers assessed under the Philippine Technical and Vocational Education and Training Qualification and Certification System.</i>  <u>Worker certified</u> - refers to an individual who is provided certification after he/she has met the competency standards of the job.  <u>Worker assessed</u> - refers to an individual who undergoes an assessment process to determine whether he/she can perform to the standards expected in the workplace based on the defined competency standards. This ensures the productivity, quality and global competitiveness of the worker.	Technical Education and Skills Development Authority (TESDA), Administrative records	The underlying assumption on the use of the indicator is that certified workers would have higher productivity and could command higher pay as having met the competency standards of the job.

### References:

1. Philippine Statistics Authority Decent Work Statistics (DeWS) – Table 3 Adequate Earnings and Productive Work (Philippine database). Retrieved from [http://dews.psa.gov.ph/Resources/Summary/ELEMENT%203\\_summary.pdf](http://dews.psa.gov.ph/Resources/Summary/ELEMENT%203_summary.pdf) International Labour Organization, Decent Work Indicators - Guidelines for producers and users of statistical and legal framework indicators, September 2013. (<http://labstat.psa.gov.ph/dews/>)
2. International Labor Office, Decent Work Country Profile: The Philippines– Geneva: ILO, 2012.
3. International Labour Organization (ILO) Decent Work – Decent Work and Sustainable Development Goals (<http://www.ilo.org/global/topics/decent-work/lang--en/index.htm>)

### FOR INQUIRIES

Regarding this report, contact **LABOR STANDARDS AND RELATIONS STATISTICS DIVISION** at 376-1921

Regarding other statistics, contact **KNOWLEDGE MANAGEMENT AND COMMUNICATIONS DIVISION** at 462-6600 local 834

Or visit our website at <http://www.psa.gov.ph>

**TABLE 1 – Working Poverty Rate by Sex, Sector and Class of Worker, Philippines: 2006, 2009 and 2012**

INDICATOR	2006	2009	2012
<b>WORKING POVERTY RATE (%)</b>	<b>22.9</b>	<b>22.8</b>	<b>21.9</b>
<b>SEX</b>			
Men	25.0	25.1	24.4
Women	19.5	19.3	18.1
<b>SECTOR</b>			
Agriculture	43.5	44.3	44.0
Industry	15.7	16.2	13.4
Services	10.5	11.1	9.5
<b>CLASS OF WORKER</b>			
Wage and Salary Workers	17.2	18.3	18.1
Employers	16.9	14.5	11.7
Self-Employed	27.5	26.3	26.0
Unpaid Family Workers	38.7	39.6	37.3

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

*Source of data: Philippine Statistics Authority, Merged Files of the Labor Force Survey and Family Income and Expenditures Survey.*

**TABLE 2 – Percent Share of Low-Paid Employed to Total Employed By Sex and By Sector, Philippines: 2001-2015**

INDICATOR	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
<b>LOW-PAID EMPLOYEES AS PERCENT OF TOTAL EMPLOYED (%)</b>	<b>14.1</b>	<b>14.3</b>	<b>14.9</b>	<b>14.8</b>	<b>12.8</b>	<b>12.7</b>	<b>13.8</b>	<b>14.6</b>	<b>14.9</b>	<b>14.5</b>	<b>14.3</b>	<b>14.4</b>	<b>14.5</b>	<b>12.7</b>	<b>11.9</b>
<b>SEX</b>															
Men	12.4	12.8	13.3	13.1	10.4	10.2	11.2	12.4	12.5	12.1	12.0	12.1	12.2	10.1	9.2
Women	16.8	16.6	17.4	17.6	16.5	16.8	17.8	18.1	18.6	18.2	17.9	18.1	18.2	16.7	15.9
<b>SECTOR</b>															
Agriculture	13.8	13.6	14.6	14.6	12.0	11.7	13.1	14.2	14.1	13.9	14.7	14.5	14.7	11.2	10.4
Industry	10.5	12.2	12.5	12.1	10.1	9.9	10.8	12.7	12.7	12.1	11.3	11.2	11.1	10.2	8.4
Services	15.6	15.5	15.9	15.8	14.2	14.4	15.1	15.5	16.0	15.6	14.9	15.4	15.4	14.3	13.7

*Notes: 1. Annualized data for 2014 from the Labor Force Survey is the average of estimates for April, July and October survey rounds. The estimates for these rounds exclude data for Leyte province only while that of January exclude Region VIII.*

*2. Annualized data for 2015 from the Labor Force Survey is the average of estimates for January, April, July and October survey rounds. The estimates for these rounds exclude data for Leyte Province only. The use of the four survey rounds that exclude Leyte was based on the results of the referendum conducted among members of the Inter-Agency Committee on Labor and Productivity Statistics (IACLPS).*

*3. See Metadata of Statistical Indicators on Decent Work for definitions and other information.*

*Source: Philippine Statistics Authority, Labor Force Survey.*

**TABLE 3 – Percent Share of Low-Paid Employees to Total Employees by Sex, Sector and Type of Employee, Philippines: 2001-2015**

INDICATOR	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
<b>LOW-PAID EMPLOYEES AS PERCENT OF TOTAL EMPLOYEES (%)</b>	<b>28.5</b>	<b>29.3</b>	<b>29.7</b>	<b>28.4</b>	<b>25.3</b>	<b>24.9</b>	<b>26.4</b>	<b>28.0</b>	<b>27.9</b>	<b>26.6</b>	<b>25.9</b>	<b>25.3</b>	<b>24.9</b>	<b>21.9</b>	<b>20.0</b>
<b>SEX</b>															
Men	24.8	25.9	26.2	24.8	20.5	19.8	21.3	23.5	23.1	21.9	21.2	20.5	20.3	16.9	15.1
Women	34.5	34.6	35.3	34.6	33.1	33.3	34.7	35.3	35.8	34.3	33.6	33.2	32.6	30.2	28.0
<b>SECTOR</b>															
Agriculture	58.7	59.7	61.4	56.7	51.4	47.8	51.8	55.0	53.1	50.6	50.0	46.2	45.7	37.5	33.9
Industry	13.3	15.6	15.8	14.9	12.6	12.3	13.3	15.6	15.7	14.7	13.7	13.4	13.0	11.8	9.7
Services	26.0	26.2	26.1	25.4	23.2	23.4	24.3	24.8	25.3	24.5	23.3	23.6	23.5	21.8	20.6
<b>TYPE OF EMPLOYEE</b>															
Private Household	63.7	65.0	68.0	71.8	73.9	73.2	73.1	74.8	75.5	73.8	71.6	71.0	69.9	69.4	66.8
Private Establishment	27.4	28.6	29.0	27.5	23.4	22.5	23.9	26.1	25.7	24.2	23.8	23.0	22.6	19.3	17.2
Worked for Government/Government Corporation	9.0	7.6	7.4	8.0	4.9	4.9	6.3	7.0	7.2	7.7	6.4	6.8	8.0	6.3	6.2
With Pay in Own Family-Operated Farm or Business	33.3	35.8	33.1	35.7	28.9	32.0	35.9	36.8	34.5	37.8	37.5	33.1	41.7	36.7	30.4

**Notes:** 1. Annualized data for 2014 from the Labor Force Survey is the average of estimates for April, July and October survey rounds. The estimates for these rounds exclude data for Leyte province only while that of January exclude Region VIII.

2. Annualized data for 2015 from the Labor Force Survey is the average of estimates for January, April, July and October survey rounds. The estimates for these rounds exclude data for Leyte Province only. The use of the four survey rounds that exclude Leyte was based on the results of the referendum conducted among members of the Inter-Agency Committee on Labor and Productivity Statistics (IACLPS).

3. See Metadata of Statistical Indicators on Decent Work for definitions and other information.

**Source:** Philippine Statistics Authority, Labor Force Survey.

**TABLE 4 – Average Real Daily Basic Pay by Major Occupation Group, Sex, Sector and Type of Employee Philippines: 2001-2015**

INDICATOR	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
<b>AVERAGE REAL DAILY BASIC PAY (2006=100)</b>															
<b>MAJOR OCCUPATION GROUP</b>	<b>275.11</b>	<b>272.76</b>	<b>271.05</b>	<b>263.02</b>	<b>258.84</b>	<b>261.90</b>	<b>259.14</b>	<b>250.39</b>	<b>250.63</b>	<b>254.38</b>	<b>251.74</b>	<b>256.59</b>	<b>260.57</b>	<b>263.33</b>	<b>267.60</b>
Officials of Government and Special Interest-Organizations, Corporate Executives, Managers, Managing Proprietors and Supervisors	604.89	614.76	627.87	628.70	612.58	629.78	626.11	604.83	592.88	601.00	593.72	616.96	629.23	614.77	612.50
Professionals	593.02	591.18	579.73	573.43	532.06	518.26	519.29	501.09	507.78	524.77	538.31	554.24	569.37	567.56	571.29
Technicians and Associate Professionals	398.23	417.83	401.66	386.60	379.85	415.88	380.59	369.29	374.30	369.14	365.82	356.54	378.01	369.75	367.53
Clerks	318.71	317.06	315.75	307.17	310.50	330.76	328.19	318.17	319.34	327.77	326.30	327.09	332.65	327.55	335.01
Service Workers and Shop and Market Sales Workers	240.72	241.43	241.25	236.45	223.92	220.54	222.73	214.01	216.00	217.01	212.06	208.75	211.78	212.66	214.80
Farmers, Forestry Workers & Fishermen	141.25	139.47	136.86	145.35	143.11	160.82	172.73	153.82	151.31	152.84	155.28	251.80	218.51	207.61	216.53
Trades and Related Workers	245.77	245.73	249.18	245.06	241.43	248.53	245.00	236.45	235.09	233.59	231.17	234.14	232.92	233.17	238.73
Plant & Machine Operators & Assemblers	274.33	266.02	269.28	262.10	262.26	263.97	270.26	257.19	255.83	257.40	255.02	258.52	259.56	258.07	261.64
Laborers and Unskilled workers	149.58	148.33	149.28	147.13	143.88	146.31	144.70	138.99	138.58	140.85	139.92	142.71	145.4	149.44	154.18
Special Occupations	395.99	420.28	455.31	435.75	458.08	458.28	484.13	437.59	452.86	426.10	460.35	555.30	568.78	604.85	582.19
<b>SECTOR</b>	<b>275.11</b>	<b>272.76</b>	<b>271.05</b>	<b>263.02</b>	<b>258.84</b>	<b>261.90</b>	<b>259.14</b>	<b>250.39</b>	<b>250.63</b>	<b>254.38</b>	<b>251.74</b>	<b>256.59</b>	<b>260.57</b>	<b>263.33</b>	<b>267.60</b>
Agriculture	136.67	133.22	132.54	132.39	128.87	132.25	128.91	124.64	125.12	126.15	125.46	128.16	127.12	132.84	137.46
Industry	276.11	272.87	274.28	266.22	260.37	268.97	265.22	255.45	253.58	252.34	248.66	252.47	251.57	246.35	250.93
Services	316.13	313.72	310.47	301.07	293.16	294.20	292.74	282.77	282.55	288.55	288.71	294.76	300.75	302.62	305.38
<b>MEN</b>	<b>271.08</b>	<b>269.12</b>	<b>269.29</b>	<b>260.67</b>	<b>259.30</b>	<b>264.76</b>	<b>261.21</b>	<b>250.60</b>	<b>250.55</b>	<b>252.84</b>	<b>248.55</b>	<b>251.96</b>	<b>254.97</b>	<b>257.72</b>	<b>262.04</b>
<b>WOMEN</b>	<b>281.58</b>	<b>278.45</b>	<b>273.88</b>	<b>266.89</b>	<b>258.13</b>	<b>257.60</b>	<b>256.00</b>	<b>250.05</b>	<b>250.76</b>	<b>256.70</b>	<b>256.57</b>	<b>263.67</b>	<b>269.18</b>	<b>271.93</b>	<b>276.10</b>
<b>TYPE OF EMPLOYEE</b>	<b>275.11</b>	<b>272.76</b>	<b>271.05</b>	<b>263.02</b>	<b>258.84</b>	<b>261.90</b>	<b>259.14</b>	<b>250.39</b>	<b>250.63</b>	<b>254.38</b>	<b>251.74</b>	<b>256.59</b>	<b>260.57</b>	<b>263.33</b>	<b>267.60</b>
Private Household	141.29	137.48	135.31	125.42	113.62	114.16	119.87	110.69	108.49	110.54	110.22	112.80	116.32	115.68	120.03
Private Establishment															
Worked for															
Government/Government Corporation	457.20	474.99	464.16	450.67	443.12	433.13	423.05	402.24	408.26	417.22	442.43	469.80	480.60	487.29	482.69
With Pay in Own Family-Operated Farm or Business	259.33	229.08	233.84	203.80	203.83	199.60	220.51	187.97	216.20	185.13	194.51	190.94	166.91	189.24	197.20

Notes: 1. Annualized data for 2014 from the Labor Force Survey is the average of estimates for April, July and October survey rounds. The estimates for these rounds exclude data for Leyte province only while that of January exclude Region VIII.

2. Annualized data for 2015 from the Labor Force Survey is the average of estimates for January, April, July and October survey rounds. The estimates for these rounds exclude data for Leyte Province only. The use of the four survey rounds that exclude Leyte was based on the results of the referendum conducted among members of the Inter-Agency Committee on Labor and Productivity Statistics (IACLPS).

3. See Metadata of Statistical Indicators on Decent Work for definitions and other information.

Source: Philippine Statistics Authority, Labor Force Survey.

**TABLE 5 – Minimum Hourly Basic Pay as Percent of Median Hourly Basic Pay in Non-Agriculture in Metro Manila, Philippines: 2001-2015**

INDICATOR	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
<b>MINIMUM HOURLY BASIC PAY AS PERCENT OF MEDIAN HOURLY BASIC PAY FOR NON-AGRICULTURE IN METRO MANILA (%)</b>	100.0	98.1	90.1	89.3	93.4	96.7	107.2	106.1	100.1	104.5	101.3	102.0	98.7	102.2	101.6
Hourly Equivalent of Daily Minimum Basic Pay for Non-Agriculture in Metro Manila (PhP)	31.25	31.25	31.25	31.25	34.38	37.50	45.25	47.75	47.75	50.50	50.50	53.25	54.50	58.25	60.13
Daily basic pay (PhP)	31.25	31.85	34.70	35.00	36.82	38.78	42.23	45.02	47.69	48.32	49.85	52.20	55.23	57.00	59.19
Median Hourly Basic Pay for Non-Agriculture in Metro Manila (PhP)	31.25	31.85	34.70	35.00	36.82	38.78	42.23	45.02	47.69	48.32	49.85	52.20	55.23	57.00	59.19

Notes: 1. Annualized data for 2014 from the Labor Force Survey is the average of estimates for April, July and October survey rounds. The estimates for these rounds exclude data for Leyte province only while that of January exclude Region VIII.

2. Annualized data for 2015 from the Labor Force Survey is the average of estimates for January, April, July and October survey rounds. The estimates for these rounds exclude data for Leyte Province only. The use of the four survey rounds that exclude Leyte was based on the results of the referendum conducted among members of the Inter-Agency Committee on Labor and Productivity Statistics (IACLPS).

3. See Metadata of Statistical Indicators on Decent Work for definitions and other information.

Source: Philippine Statistics Authority, Labor Force Survey.

**TABLE 6 – Manufacturing Wage Index, Philippines: 2001-2015**

INDICATOR	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
<b>MANUFACTURING WAGE INDEX IN NOMINAL TERMS (2006=100)</b>	85.1	86.5	90.0	90.9	93.4	100.0	103.8	108.2	112.4	116.3	118.1	123.9	129.0	130.3	134.2
Average Daily Basic Pay in Manufacturing (PhP)	226.17	228.98	237.42	239.36	246.59	264.99	277.19	289.56	299.93	310.57	316.49	330.03	343.97	346.74	358.71

Notes: 1. Annualized data for 2014 from the Labor Force Survey is the average of estimates for April, July and October survey rounds. The estimates for these rounds exclude data for Leyte province only while that of January exclude Region VIII.

2. Annualized data for 2015 from the Labor Force Survey is the average of estimates for January, April, July and October survey rounds. The estimates for these rounds exclude data for Leyte Province only. The use of the four survey rounds that exclude Leyte was based on the results of the referendum conducted among members of the Inter-Agency Committee on Labor and Productivity Statistics (IACLPS).

3. See Metadata of Statistical Indicators on Decent Work for definitions and other information.

Source: Philippine Statistics Authority, Labor Force Survey.

TABLE 7 – Employees with Recent Job Trainings and Workers Certified Under TVET <sup>1</sup> Qualification and Certification System by Sector/Sex, Philippines: 2001-2015

INDICATOR	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
<b>EMPLOYEES WITH RECENT JOB TRAININGS (PAST 12 MONTHS) AS PERCENT OF EMPLOYED (%)</b>	..	..	..	..	..	..	..	..	..	..	33.7	..	32.7	..	..
Agriculture	..	..	..	..	..	..	..	..	..	..	24.2	..	32.1	..	..
Industry	..	..	..	..	..	..	..	..	..	..	32.8	..	30.2	..	..
Services	..	..	..	..	..	..	..	..	..	..	34.8	..	34.0	..	..
<b>Total Employees Trained (000)</b>	..	..	..	..	..	..	..	..	..	..	1221	..	1379	..	..
Agriculture	..	..	..	..	..	..	..	..	..	..	39	..	67	..	..
Industry	..	..	..	..	..	..	..	..	..	..	382	..	391	..	..
Services	..	..	..	..	..	..	..	..	..	..	800	..	921	..	..
<b>Total Employed (000)</b>	..	..	..	..	..	..	..	..	..	..	3624	..	4218	..	..
Agriculture	..	..	..	..	..	..	..	..	..	..	161	..	209	..	..
Industry	..	..	..	..	..	..	..	..	..	..	1164	..	1296	..	..
Services	..	..	..	..	..	..	..	..	..	..	2299	..	2712	..	..
<b>WORKERS CERTIFIED AS PERCENT OF WORKERS ASSESSED (CERTIFICATION RATE) <sup>2</sup></b>	78.1	43.3	35.2	58.9	48.4	62.4	73.5	78.5	82.6	83.0	84.2	85.7	88.7	91.3	91.1
Men	..	..	..	55.5	54.1	67.1	72.1	76.8	81.7	81.9	83.6	84.6	87.5	90.6	..
Women	..	..	..	62.1	33.0	47.6	75.9	80.4	83.8	84.3	84.8	87.0	89.8	92.0	..
<b>Total Workers Certified <sup>2</sup></b>	144,746	68,529	39,208	122,453	108,361	160,941	293,219	431,071	690,836	594,323	703,360	830,458	936,007	1,125,273	1,297,927
Men	..	..	..	55,432	88,309	131,868	178,014	222,514	387,087	325,904	369,131	421,951	455,500	519,963	..
Women	..	..	..	67,021	20,052	29,073	115,205	208,557	303,749	268,419	334,229	408,507	480,507	605,310	..
<b>Total Workers Assessed <sup>2</sup></b>	185,399	158,305	111,251	207,918	223,984	257,796	398,711	549,121	836,131	716,220	835,572	968,535	1055,576	1,232,116	1,424,814
Men	..	..	..	99,927	163,183	196,663	246,974	289,867	473,801	397,972	441,629	498,958	520,464	574,227	..
Women	..	..	..	107,991	60,801	61,133	151,737	259,254	362,330	318,248	393,943	469,577	535,112	657,889	..

Note: See Metadata of Statistical Indicators on Decent Work for definitions and other information.

<sup>1</sup> TVET – Technical and Vocational and Education and Training.

<sup>2</sup> Data for 2015 is still preliminary. No gender disaggregation available.

Sources: Philippine Statistics Authority, Integrated Survey on Labor and Employment.  
Technical Education and Skills Development Authority.