



WAGE RATES IN INDUSTRIES *in Benchmark Occupations* (First of a Series)

The 2016 Occupational Wages Survey (OWS) is a nationwide establishment survey by the Philippine Statistics Authority (PSA) which aims to generate statistics for wage and salary administration and minimum wage determination in collective bargaining negotiations. The survey reference period covers the pay period that includes 31 July 2016.

The OWS, which is conducted every two (2) years, is one of the designated statistical activities per E.O. 352 (s.1996) that generates one of the critical data for decision making in the government and the private sector. Further the data category "average monthly occupational wage rate of selected occupations" is 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 to the public.

The 2016 OWS covered both agricultural and non-agricultural establishments employing at least 20 workers 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 OWS likewise provides the median monthly basic pay and allowances in selected industry groups. Wage rate refers to the sum of basic pay and regular/guaranteed cash allowances. Basic pay includes pay for normal/regular working time before deductions for employees' social security contributions e.g., SSS/GSIS, PhilHealth, PAG-IBIG and withholding taxes, etc.

This first issue of the LABSTAT Updates on the results of the 2016 OWS underscores the average monthly wage rates of two (2) benchmark occupations for wage setting that includes (1) accounting and bookkeeping clerks; and (2) unskilled workers except janitors, messengers and freight handlers.

The metadata and statistical tables on the survey results of the 2016 OWS are posted at the PSA website at www.psa.gov.ph.

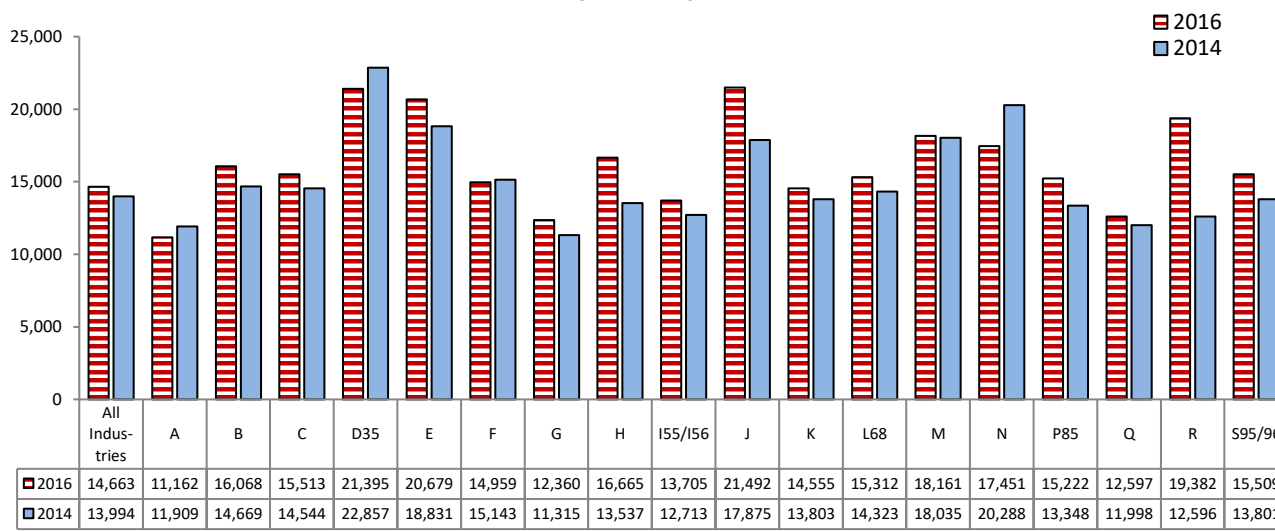
Average monthly wage rates of accounting and bookkeeping clerks highest in information and communications industry

- The group of accounting and bookkeeping clerks is one of the two benchmark occupations that are common among establishments in the 2016 Occupational Wages Survey (OWS). They are generally the ones who assist in producing

financial records of the establishments and are usually tasked to provide assistance in record-keeping and computation of wages, production costs and other cash payments, among others.

- Survey results of the 2016 OWS showed that the average monthly wage rate of accounting and bookkeeping clerks for all industries was posted at ₱14,663 in 2016, higher by 4.8 percent from the ₱13,994 recorded in 2014. (Figure 1)
- Across industries, average monthly wage rate of accounting and bookkeeping clerks were highest in information and communications at ₱21,492 in 2016. This wage rate is comparatively lower than the highest wage rate posted in 2014 in the electricity, gas, steam and air conditioning supply at ₱22,857.
- Only five (5) major industry groups in 2016 reported lower average monthly wage rates than the national wage rate of ₱14,663 for accounting and bookkeeping clerks.
 - These industries include financial and insurance activities (₱14,555); accommodation and food services activities (₱13,705); human health and social work activities except public health activities (₱12,597); wholesale and retail trade, repair of motor vehicles (₱12,360); and agriculture, forestry and fishing (₱11,162).
 - In terms of growth rate, arts, entertainment and recreation registered the highest growth rate among all major industry groups at 53.9 percent from ₱12,596 in 2014 to ₱19,382 in 2016.

FIGURE 1 - Average Monthly Wage Rate of Accounting and Bookkeeping Clerks by Major Industry Group, Philippines: July 2016 and 2014 (In Pesos)

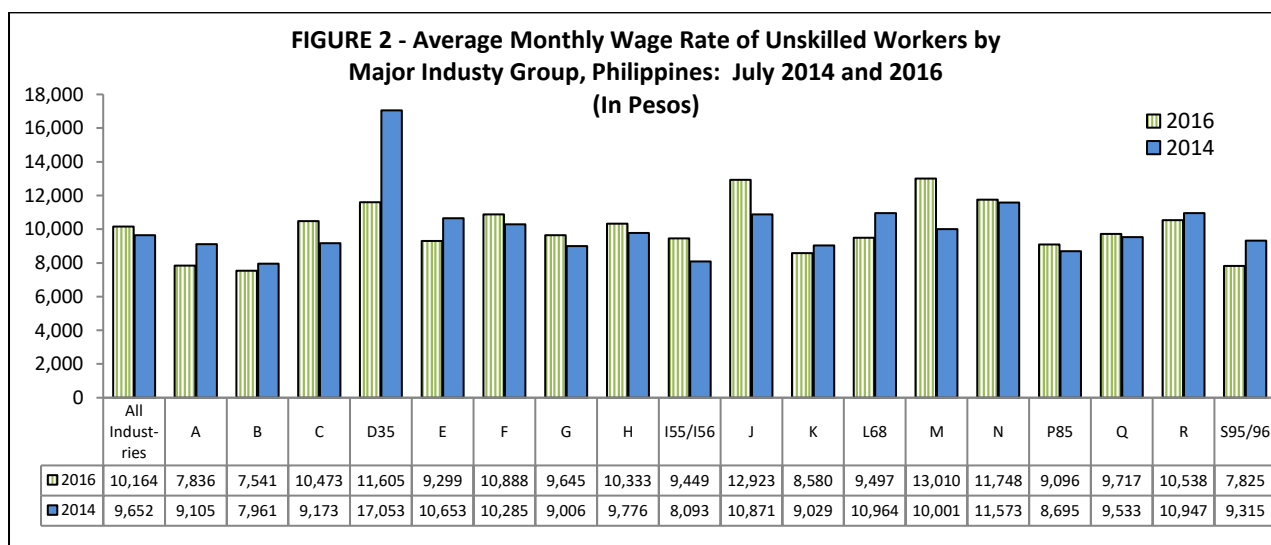


A – Agriculture, Forestry and Fishing
 B – Mining and Quarrying
 C – Manufacturing
 D35 – Electricity, Gas, Steam and Air Conditioning Supply
 E – Water Supply; Sewerage, Waste Management and Remediation Activities
 F – Construction
 G – Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles
 H – Transportation and Storage
 I55/I56 – Accommodation and Food Service Activities
 J – Information and Communications
 K – Financial and Insurance Activities
 L68 – Real Estate Activities
 M – Professional, Scientific and Technical Activities
 N – Administrative and Support Service Activities
 P85 – Education except Public Education
 Q – Human Health and Social Work Activities except Public Health Activities
 R – Arts, Entertainment and Recreation
 S95/96 – Repair of Computers and Personal and Household Goods; Other Personal Service Activities

Source: Philippine Statistics Authority, 2014 & 2016 Occupational Wages Survey.

Unskilled workers in professional, scientific and technical activities posted the highest average monthly wage rate and highest growth rate

- The other benchmark occupation in the 2016 OWS refers to the unskilled workers except janitors, messengers and freight handlers. They are the ones who perform a variety of low-skilled and routine manual tasks, with minimum training required, little or no previous experience and mainly entails physical effort.
- The average monthly wage rate for unskilled workers was posted at ₱10,164 in 2016, an increase of 5.3 percent from ₱9,652 in 2014. (Figure 2)
- Unskilled workers in professional, scientific and technical activities recorded the highest average monthly wage rate with ₱13,010 in 2016 likewise exhibiting the highest growth rate among all industries with 30.1 percent increase from ₱10,001 in 2014.
- Meanwhile, unskilled workers in mining and quarrying industry had the lowest monthly wage rate in both 2016 and 2014 at ₱7,541 and ₱7,961, respectively.
- Aside from those in professional, scientific and technical activities, average monthly wage rates of unskilled workers in the other seven (7) industry groups were also higher relative to the national wage rate of ₱10,164 in 2016, namely: information and communications (₱12,923); administrative and support service (₱11,748); electricity, gas, steam and air conditioning supply (₱11,605); construction (₱10,888); arts, entertainment and recreation (₱10,538); manufacturing (₱10,473); and transportation and storage (₱10,333).



<p>A – Agriculture, Forestry and Fishing B – Mining and Quarrying C – Manufacturing D35 – Electricity, Gas, Steam and Air Conditioning Supply E – Water Supply; Sewerage, Waste Management and Remediation Activities F – Construction G – Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles H – Transportation and Storage I55/I56 – Accommodation and Food Service Activities</p>	<p>J – Information and Communications K – Financial and Insurance Activities L68 – Real Estate Activities M – Professional, Scientific and Technical Activities N – Administrative and Support Service Activities P85 – Education except Public Education Q – Human Health and Social Work Activities except Public Health Activities R – Arts, Entertainment and Recreation S95/96 – Repair of Computers and Personal and Household Goods; Other Personal Service Activities</p>
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Definition of Terms:

Basic pay refers to 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 refer to regular/guaranteed cash payments. These include living allowance 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; family allowances.

FOR INQUIRIES

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